



Indonesia Weda Bay Industrial Park (IWIP)

2024

ESG REPORT

ENVIRONMENTAL SOCIAL AND GOVERNANCE REPORT



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Report Preparation Instructions

The 2024 Environmental, Social and Governance (ESG) Report of Indonesia Weda Bay Industrial Park is prepared for the disclosure of information regards its principle, management methodologies and on the environmental, social and Governance material topics to all its stakeholders.

Scope of Report

This report presents information about the Indonesia Weda Bay Industrial Park (hereinafter referred to as "IWIP", "we", or "the Park"). This is an annual report covering the period from January 1, 2024, to December 31, 2024. Any information that falls outside this reporting period is explicitly noted where applicable.

Basis of Preparation

This report is prepared with reference to the Global Reporting Initiative (GRI) Universal Standards (2021 edition) of the Global Sustainability Standards Board (GSSB). It also refer to the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard (2023), as well as the United Nations Sustainable Development Goals (SDGs).

Principles of Preparation

This report presents information about the park in accordance with the principles of relevance, faithful representation, verifiability, timeliness, and understandability.

Data Description

The information disclosed in the report is true, valid, objective, and comprehensively reflects the park's sustainable development performance. The information and data disclosed in the report are sourced from the park's official documents, statistical reports, and sustainable development practice information.

Publication Format

This report is published in electronic format and is available for download and viewing on the official IWIP website: <https://iwip.co.id>.

Message from the Leadership

Dear Colleagues, Partners, and Distinguished friends from the world,

As navigating a year full of promises and challenges, together, we have witnessed continued progress of Weda Bay Industrial Park's ESG efforts. At this meaningful juncture, I would like to extend my heartfelt gratitude to every individual who has contributed to our ESG commitment, and my sincere greetings to all friends who have supported and stood by us.

Over the past year, the global economic landscape has undergone further transformation. The urgency of climate change has grown more acute, while issues of social equity and sustainable development have come to the forefront. In this context, we deeply recognize that ESG is not only a necessary response to external changes, but also a fundamental path toward long-term, high-quality growth and the creation of lasting social value.

We have actively advanced our green transition by addressing environmental impact at its source. The park has made significant investments in energy-saving and emission-reduction technologies to lower both energy consumption and carbon emissions. From the completion of our first solar power station to the commissioning of wind turbines, renewable energy has become a defining milestone in our development. At the same time, we have embedded sustainability throughout our supply chain—working closely with partners to promote green practices and jointly build environmentally responsible logistics for mining transport.

We have always prioritized the safety and well-being of our employees, striving to create a workplace that is diverse, equitable, and inclusive. Over the past year, we further enhanced our employee training and development programs, organizing numerous skill-building sessions and career planning workshops to support professional growth by 220 times. In parallel, we continued collaborating with local communities in areas such as education, infrastructure, health, and social development—ensuring that our presence brings lasting value and contributes meaningfully to the UN Sustainable Development Goals.

Internally, we have strengthened our governance and oversight mechanisms to ensure the effective implementation of ESG strategies. A sound governance framework and transparent disclosures have not only improved our operational efficiency and risk management, but also deepened the trust placed in us by investors and society. Tsingshan's spirit of integrity, dedication, and pioneering courage has taken root in every member of the Weda Bay Industrial Park community—empowering our companies to step confidently onto the global stage while playing an essential role in Indonesia's long-term economic development.

Looking ahead, we will raise the bar even higher. The park is committed to enabling our resident enterprises to achieve new breakthroughs in environmental, social, and governance performance. We plan to increase investment in green technologies and explore innovative sustainable business models. We will continue to improve employee development systems, attract and retain top talent, and build a cohesive and innovative workforce. We will also deepen engagement with stakeholders, actively participate in setting park-wide sustainability standards, and help lead the ESG agenda across our industry.

I truly believe that if we stay committed to the vision of sustainable development and move forward together, we can not only reach our growth goals but also create lasting value for society. As we step into the new year, let us bring fresh energy and shared purpose to our efforts—continuing to drive Weda Bay Industrial Park's ESG journey and jointly shouldering the responsibility and mission that this moment in history calls on us to fulfill.



About IWIP

The Indonesia Weda Bay Industrial Park (IWIP) is situated in Lelilef Village, Weda District, Central Halmahera Regency, North Maluku Province, Indonesia. Established on August 30, 2018, the park spans approximately 3,000 hectares. IWIP is one of Indonesia's nine national strategic industrial parks located outside Java Island, and it is the country's first integrated industrial park that combines mineral smelting with new energy component manufacturing.

Indonesia Weda Bay industrial Park (IWIP) is becoming an vertically integrated industrial eco-system interconnecting the laterite nickel ore at upper stream and materials for new energy industry at down stream after the application of its products expands from stainless steal industry into new energy industry. It has created a products matrix mainly comprised of Nickel Pig Iron(NPI),Nickel Matte, Mixed Hydroxide Precipitate (MHP), Electrolytic nickel and Nickel sulfate since establishment in 2018. We are committed to provide complete list of infrastructure and utilities for both work and daily life to our global partners joined in or plan to do, such as power plants, dock, airport, employee apartment, restaurant, hotel, medical center and recreational facilities. Looking ahead, we sincerely welcome more companies and partners to join us on the path of sustainability and work together hand-in-hand toward a broad future.

Milestones

August 30, 2018

IWIP Groundbreaking Ceremony

January 1, 2020

Pier No. 1 Put into Operation

March 8, 2020

1# Power plant Operational

April 30, 2020

First Electric Furnace Tapped

May 29, 2020

First shipment of nickel pig iron product

November 1, 2022

First high-ice nickel project commissioned

June 25, 2023

First wet process project commissioned

September 22, 2024

Electrolytic nickel project commissioned


November 17, 2024

Precursor pilot production

Indonesia Weda Bay Industrial Park



Dock



Airport



Wind Power



Hotel

7

8

Aligned with SDGs goals: Sustainable development performance



Sustainable development journey: from CSR to ESG

CSR	Year 2018	First corporate social responsibility project - provincial road construction
	Year 2019	Official launch of employee travel flights from the park airport
		The employees' first recreational sports event
	Year 2020	Employees officially moved into the new apartments
		The 400-meter national highway officially opened to traffic
	Year 2021	The employee cafeteria officially commenced operations
		The first Environmental Knowledge Competition was held
	Year 2022	Indonesian Staff Residential Apartments Officially Commissioned
The Park's First Express Delivery Station Completed and Operational		
ESG	Year 2023	Held the first ESG Co-construction Conference
		The inaugural photovoltaic project at the park is connected to the grid and operational
	Year 2024	The first nickel smelter in Indonesia completed assessment through the RMI RMAP
		Two companies within the park successfully passed the evaluation and attained the highest level Gold Award of SMK3 (Indonesia National Occupational Health and Safety Management System Certification)
		Initiated the park's first-ever ESG assessment program

Honors and Recognition

Award Title	Awarding Body	Award Showcase
Commemorative Gift from the Central Leadership of the Indonesian Labor Union (SPSI)	Indonesian Labor Union (SPSI)	
North Maluku Province Siddhakarya Productivity Excellence Award	Indonesian Ministry of Manpower and North Maluku Provincial Government	
TrenAsia's ESG Award 2023	Trend Asia	
PPKM AWARD 2023	Ministry of Health (DEPKES)	
Excellent Contribution Award	Ministry of Environment and Forestry (KLHK)	
TAMASYA AWARD 2023	Energy and Mineral Resources Ministry (ESDM)	
Good Mining Practice Award 2022	Energy and Mineral Resources Ministry (ESDM)	

ESG and Sustainability Management

ESG Initiatives

The implementation of sustainable development strategies depends on a robust evaluation framework and effective communication mechanisms. During the reporting period, the park introduced a multi-tiered ESG initiative, establishing a comprehensive self-assessment system. By fostering strong communication and collaboration channels with tenant companies, the park has actively promoted the advancement of ESG governance in greater depth.



Vision, Mission, and Values

Vision

To build a green, sustainable industrial park with strong governance and social responsibility

Mission

Green Industry to build The Greener Future

Values

Integrity & Compliance, Safe Production, Environmental Sustainability, Responsible Products, Talent Development, and Social Contribution

ESG and Sustainability Governance Framework

To meet the park's growing ESG strategic needs, a coordinated ESG management system has been established, integrating top-down leadership and cross-department collaboration. An ESG and Sustainable Development Office has been set up, led by a director overseeing planning and implementation. Department heads serve as members, responsible for executing ESG initiatives, while tenant enterprises appoint liaisons to support related activities.

Structure	Key Responsibilities
ESG and Sustainability Committee	The top decision-making authority for ESG within the park, overseeing and periodically reviewing ESG performance and progress
	Define the ESG strategic objectives for the park
	Overseeing the decision-making and execution of key ESG matters
ESG and Sustainability Office	Responsible for planning, coordinating, and implementing ESG initiatives within the park
	Lead the execution of ESG-related activities across multiple departments
ESG teams of enterprises within the park	Collaborate with the park's ESG Office to execute ESG initiatives

The Eternal Green Plan- Tsingshan Industrial ESG and Sustainable Development Training Program

With the support of the Board of Directors, the park held ESG training workshops in two batches from May 31 to June 1 and June 21 to 22, aiming to deepen ESG awareness and promote management practices across departments. The sessions addressed the origins and evolution of ESG, climate change developments, responsible supply chains, community engagement, and communication. A total of 50 participants attended and passed the final examination.

Stakeholder Communication

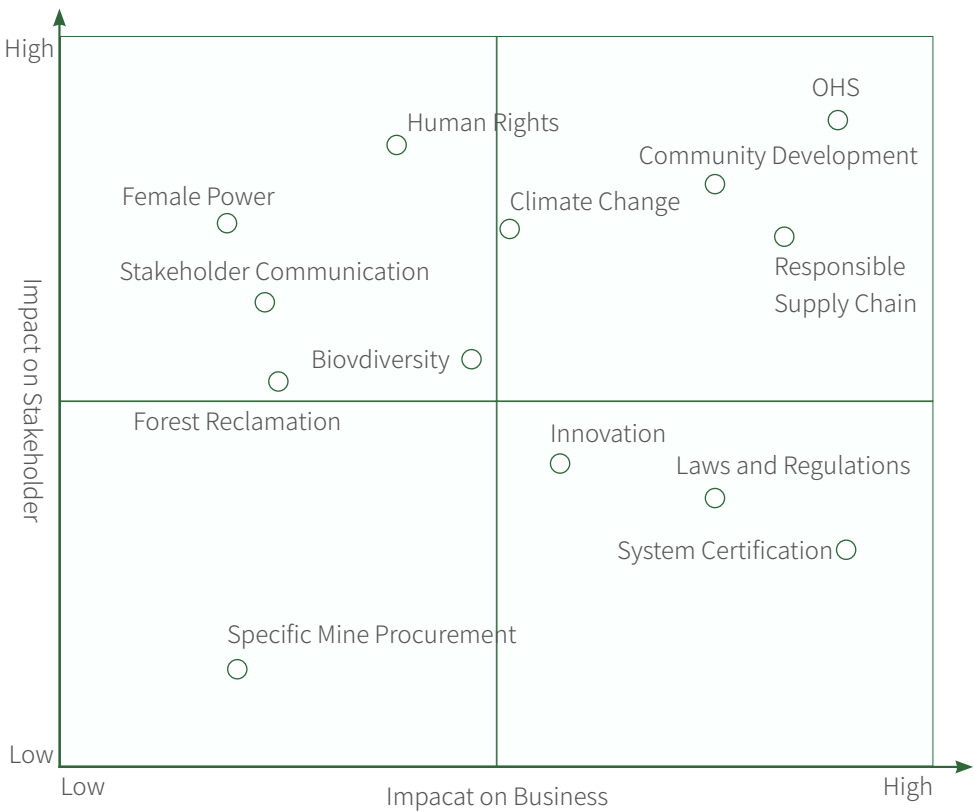
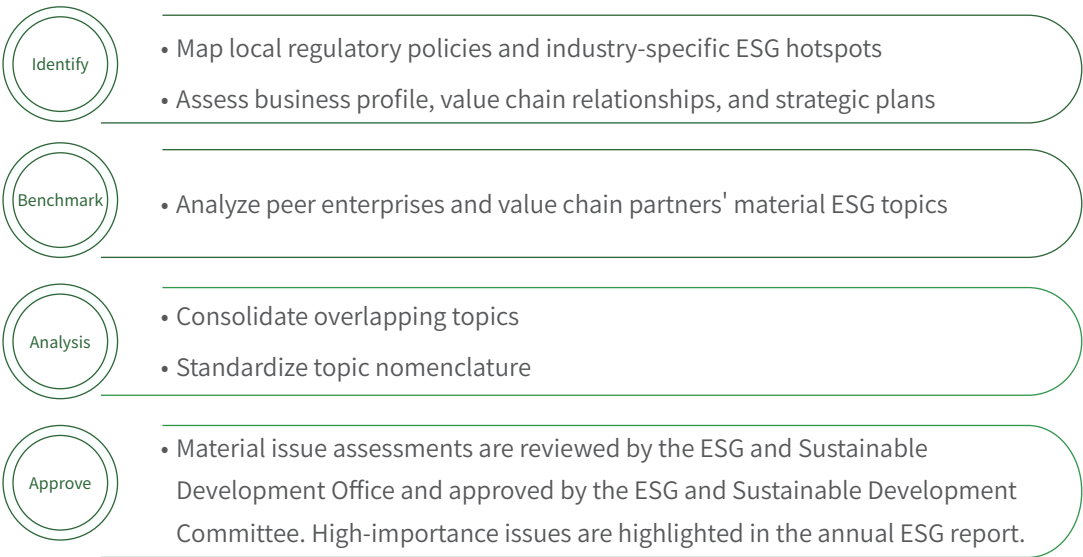
The park embraces an ESG governance philosophy of "Responsibility and Mutualism" supported by a dynamic response mechanism of identification, materiality analysis, and continuous improvement. This framework enables sustainable engagement with stakeholders—government, regulators, employees, investors, communities, customers, and suppliers. Transparent communication and shared value form the foundation of governance, shaping a symbiotic relationship with all stakeholders.

Stakeholders	Areas of Concern	Communication Methods	Communication Frequency
Government and Regulatory Agencies	Compliance Operations	Project Approval	Irregular
	Environmental Management	Government Supervision	
	Corporate Social Responsibility	Daily Communication and Reporting	
	Projects	Submission of Statistical Reports and Visits	
Shareholders	Project Construction Progress and Fund Utilization	Formal/Informal Meetings	Weekly
	Governance and Operational Status	Co-construction Activities	
		Shareholders' Meeting	
		Board of Directors	
		Board of Supervisors	
	Environmental Protection and Emissions, Effluent and Solid Waste	Dedicated Meetings	Weekly
Employee	Information Transparency	Monthly Report	Monthly
	Occupational Health and Safety	Promotion and Training	Daily
	Employee Rights Protection, Work Environment, etc	On-site Communication	Daily
	Professional Training and Development	Lunch Sessions with Staff from Different Work Teams	Annual, lasting 3 months
Community	Compensation and Performance	Routine Joint Meeting of the Park and the Union	Quarterly
	CSR Projects	Meetings, interviews, phone calls, etc	Daily
	Community Empowerment Program		
Clients	Community Care		
	Product Quality	Offline Research	Irregular
	Supply Chain Management	Formal/Informal Meetings	
Civil Society Organizations and Academic Institutions	Labor Relations Processes and Internal Company Policies	Supplier Audits	
	Human Rights Protection	Releases Media	Annually, or as needed
	Environmental Management	Communication	
	Biodiversity Conservation	On-site Research	

Material Topics Identification and Analysis

In 2024, the Park's ESG team conducted a dual-dimensional materiality assessment aligned with local ESG regulations. By evaluating the significance of each issue to both internal operations and external stakeholders, we established a Materiality Matrix to prioritize key ESG management focus areas.

Materiality Analysis Process



01

Environment

Building Resilient Growth

- 19 Green and Low-Carbon
- 25 Environmental Management
- 29 Water Resource Management
- 30 Emissions Management
- 32 Biodiversity Conservation

United Nations SDGs



Green and Low-Carbon

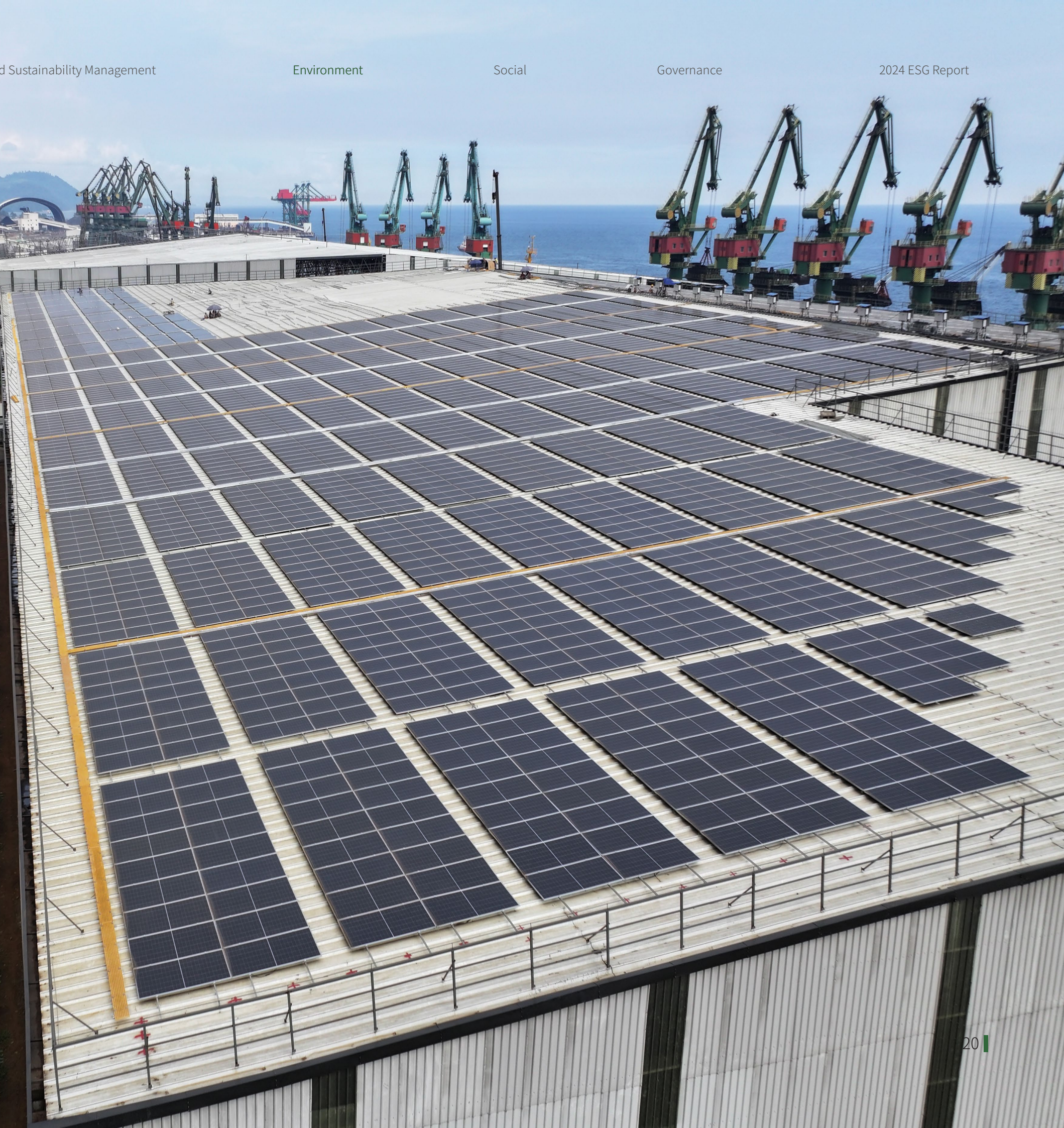
In recent years, the park has actively responded to the trend of green development, enhancing its sustainable development capabilities, continuously exploring the development path of new energy, and striving to achieve efficient utilization of clean energy.

The park continues to advance renewable energy initiatives, including wind power and photovoltaic projects. The first 2.5 MW wind turbine has been successfully installed, while rooftop and parking lot photovoltaic systems have been connected to the grid and are actively generating electricity. Photovoltaic capacity is steadily expanding, leading to a stable and orderly increase in the share of clean energy.

At the same time, the park is focusing on advancing the construction of new energy battery facilities and their downstream projects, fueling robust growth in green energy initiatives. This approach not only strongly supports the adoption of clean energy but also injects significant momentum into building an integrated green industrial chain encompassing mining, transportation and production.

ESG Performance

By the end of the reporting period, the installed capacity of rooftop photovoltaic systems exceeded **2.7MW**





Green and Low-Carbon

Green and Low-Carbon

Regarding carbon verification, tenant companies within the park have actively conducted greenhouse gas (GHG) verifications. During the reporting period, the first tenant company completed its 2023 carbon inventory. A total of 18 personnel from various business units participated in GHG verification training, effectively enhancing departmental carbon awareness. The company successfully obtained ISO 14064-1: 2018 reasonable assurance certification. In terms of the energy management system, the park has actively promoted the establishment of an energy management framework. Through coordination and communication among departments, energy management efforts have been effectively implemented. In March 2024, the Energy Management Committee held its inaugural meeting.

Green and low-carbon pathway	Renewable Energy	Biomass Fuel
Action Steps	Generate electricity using wind and solar energy	Use biodiesel compliant with Indonesian regulations
Effect	Reduce coal power usage and increasing the proportion of clean energy	Replace traditional diesel with renewable biofuels
Progress	The park's first 2.5 MW wind turbine successfully connected to the grid and began generating electricity in the first quarter of 2025 By the end of the reporting period, the installed capacity of rooftop photovoltaic systems exceeded 2.7 MW	Procure Indonesian biodiesel blends B35 and B40

The first wind turbine unit in the park reaches **2.5 MW**
with a rated power generation of up to **21.9 million kwh**

Environmental Management

Environmental Compliance

The industrial park strictly complies with local laws and regulations, including Indonesian Government Regulation No. 22 of 2021 on Implementation of Environmental Protection and Management. We have lawfully obtained various environmental permits from government authorities covering air, noise, waste management and other areas. The park has developed and implemented a series of environmental management systems including Environmental Factor Identification and Evaluation Control Procedures and Environmental Incident Management System, achieving comprehensive coverage across all operational processes. The park has established a dynamic compliance management mechanism, regularly reviewing and revising environmental policies to ensure continuous alignment with the latest legal and regulatory requirements.

Environmental policies are regularly reviewed and updated to ensure ongoing regulatory compliance. During the reporting period, the revised Occupational Health, Safety and Environmental Policy (applicable to all tenants) established highest-standard practices for optimal performance targets. By period-end, 54 environmental regulations across 14 categories (covering water, air, ecology, waste, and management capacity) were systematically cataloged.

Environmental Management Structure

The park has established a comprehensive environmental governance system, with the Chairman overseeing park-wide environmental management strategy and decision-making, Vice Presidents responsible for leading environmental protection management efforts, and the HSE Department responsible for implementing environmental management policies and systems across all production lines, creating a top-down environmental management framework with clear responsibilities and defined direction.

Structure	Key Responsibilities
Chairman	Assumes full responsibility for strategic decision-making in environmental governance throughout the park
Vice President	Responsible for leading environmental protection efforts within each designated region
HSE Department	Responsible for formulating environmental protection policies and supervising the progress of their implementation

ESG Performance

As of the end of the reporting period, a total of

14

categories of environmental protection legal inventories had been compiled

Enhancement of Environmental Protection Capabilities

All employees bear environmental protection responsibilities to prevent pollution and advance sustainable operations. Given the complexity of environmental governance, managers must possess professional expertise. The park implements a dedicated management approach, regularly organizing government-accredited training (e.g., air pollution control, waste gas treatment) for departmental staff. As a result, the park has developed a team of government-certified environmental professionals equipped with comprehensive knowledge and practical experience to effectively manage daily environmental operations.

During the reporting period, the park organized six environmental management training sessions for HSE personnel across various departments, with a total of 210 participants achieving a 100% pass rate. Additionally, 17 departmental drills were conducted alongside 82 retraining sessions, collectively involving 2,873 participants, all of whom also achieved a 100% pass rate. In 2024, the HSE Department delivered environmental awareness training attended by 4,680 participants, as well as noise protection training with 4,692 attendees 4,692 人。

External Certification Training Matrix				
Waste	Supervision	Occupational Health	Biodiversity	Environmental
Hazardous Waste Management	Water Sampling Sample Preparation	Industrial Hygiene Officer	Scuba Diver Coral Monitoring Biodiversity Management	Forest land management GIS training Environmental Audit Life cycle Audit

Experience Sharing Session on Corporate Environmental Management Performance Rating (PROPER) by the Indonesian Ministry of Environment and Forestry

On September 5, 2024, the Park hosted an experience-sharing session on Indonesia's PROPER environmental performance rating. The event detailed the park's concrete actions in the rating process, including adopting advanced eco-technologies to reduce energy consumption/emissions and establishing resource recycling systems for waste valorization – efforts recognized in recent PROPER assessments. Environmental team representatives shared best practices, creating a cross-departmental platform for knowledge exchange and capability enhancement.



Environmental Impact Identification and Monitoring

During the reporting period, the park maintained systematic environmental management and monitoring of its construction and operational activities, effectively mitigating negative externalities and enhancing positive outcomes. In line with the Environmental Management Plan & Environmental Monitoring Plan (RKL-RPL), it conducts regular monitoring and submits compliance reports to government authorities. The park remains committed to sustaining strong environmental performance and upholding all applicable regulatory requirements.

Environmental Impact Identification

During both development and operational phases, the park proactively identifies and manages environmental impacts and risks throughout current and future project stages, ensuring activities are conducted in a safe, healthy, efficient and environmentally responsible manner. For potential significant environmental aspects, the Safety & Environment Department periodically employs a scorecard methodology to identify risk points, assess their severity, and document the underlying rationale and explanations.

Environmental Monitoring

In compliance with local regulations, including the AMDAL Environmental Impact Analysis Standards, the park has established a comprehensive environmental monitoring system. The annual environmental monitoring plan is regularly maintained and updated as required.

In addition to internal monitoring efforts, independent third-party organizations are engaged to conduct external assessments of the park's environmental impact.



River Monitoring



Air Monitoring



River Monitoring



Coral monitoring



Seawater Monitoring



Emission Monitoring

Environmental Impact Scorecard: Natural Environment

Environmental Impact	Trends		Explanation
	Semester 1	Semester 2	
Air Quality	○	○	Compared to the previous monitoring period, ambient air quality remained unchanged, with pollutant concentrations stable and consistently better than the regulatory standards.
Noise	●	●	During the reporting period, noise conditions showed improvement compared to the same period last year. Noise levels at all monitoring points remained below the regulatory limits.
Runoff	○	●	During the reporting period, stormwater runoff volumes remained consistent year-on-year, and water quality measurements surpassed the established standards, maintaining a favorable status.
Bank erosion and sedimentation	●	●	As the park continues to improve the condition of the mangrove reserve, shoreline erosion control and sediment management have also shown concurrent improvement.
River Water Volume	○	○	During the reporting period, river water usage was in compliance with applicable permit regulations.
River Water Quality	○	●	According to the test analysis results, river water quality parameters complied with the standards of Government Regulation
Seawater Quality	○	○	Seawater test results at the designated port remained below the standard limits, and the impact on marine biological habitats surrounding the industrial area remained within safe levels.

Environmental Impact Scorecard: Biodiversity

Environmental Impact	Trends		Explanation
	Semester 1	Semester 2	
Plant Diversity	●	○	Data collected during the reporting period identified two types of mangroves and indicated a positive trend in the condition of the mangrove protected area within the park.
Wildlife Diversity	●	○	Mangrove tree lizards and long-lived bird species were recorded during the reporting period. The ongoing improvement of the mangrove ecosystem has been accompanied by an increase in the diversity of fauna utilizing the mangroves as habitat.
Diversity of Marine Aquatic Organisms	●	○	Phytoplankton, zooplankton, and benthic organism populations remained stable compared to 2023. An increase in fish numbers was observed in the second half of 2024 relative to the preceding monitoring period.
Coral Reefs	○	○	Data from monitoring stations suggest overall stability in both coral coverage and coral population levels.

● Increase/Improvement ○ No Change — Decrease/Deterioration

Water Resource Management

The park leverages diversified water sources—river water, seawater and rainwater. Water drawn from rivers such as Sakai and Kobe meets construction, operational, and domestic needs, while treated seawater is used for power-plant cooling. Having secured legal water abstraction rights, the park ensures compliant utilization of all water resources to support stable operations.

For water management, the park maintains consistent abstraction year-round, regularly conducts impact identification and assessment for source waters, and employs professional instruments to monitor river and seawater withdrawals in real time. Flow rates and volumes are measured and recorded to scientifically evaluate the effects of abstraction, thereby safeguarding sustainable water use.

Water Discharge Monitoring

The park fully complies with Indonesia's MoEF water discharge regulations, operating wastewater facilities under legal permits. A dual manual-automated monitoring system ensures strict compliance: Environmental teams conduct sampling at key points (treatment plants, rivers, estuaries) to verify, while all outlets transmit real-time data via the government SPARING system, with accredited third parties performing quarterly calibrations for data accuracy.

Additionally, independent third parties conduct biannual seawater/river water audits. All monitored parameters remained within regulatory limits during the reporting period, confirming the effectiveness of the discharge control measures.

Water Resource Reuse

Maximizing production water efficiency remains a core sustainability priority. The production zone operates independent purified and turbid water recirculation systems for key facilities (EAFs, drying kilns, slag flume pools), enabling efficient water reuse through advanced technology; the power plant zone utilizes integrated rainwater harvesting devices.

Concurrently, stormwater runoff and vehicle wash effluents are collected, treated, and recycled for landscape irrigation, dust suppression, and road cleaning, effectively reducing freshwater extraction while enhancing sustainable water stewardship.

ESG Performance

During the reporting period,

100%

recycling and utilization of industrial water in the pyrometallurgy process was achieved

Emissions Management

The park strictly complies with relevant laws and regulations, including Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number 6 of 2021 Concerning Procedures and Requirements for the Management of Hazardous and Toxic Waste and Government Regulation of the Republic of Indonesia Number 81 of 2012 Concerning Management of Household Waste and Household-Like Waste. To further strengthen waste management, a series of management standards and procedures for waste handling and disposal have been established.

Solid Waste Management

The park repurposes general waste (non-B3) such as ferronickel production slag, fly ash and bottom ash from power plant boilers. After proper treatment, these materials are utilized in construction activities to advance circular economy.

For hazardous waste (B3), strict classification is enforced for industrial and medical waste with centralized approval protocols. Dedicated temporary storage facilities meeting government standards ensure physical segregation from general waste, managed by certified staff under documented procedures. Licensed third-party partners conduct compliant disposal, supplemented by on-site medical incinerators for environmentally sound treatment to prevent ecological impacts.

Waste Recycling

The waste management station within the park's operational area is capable of collecting, sorting, and processing household waste. Due to the high organic content of the household waste, anaerobic composting is used to convert it into economically valuable organic fertilizer. This fertilizer is then applied in mine reclamation and vegetation projects, maximizing both economic and environmental benefits.

While ensuring the compliant treatment of solid waste, the park is actively exploring various waste reuse approaches. In September 2024, a pilot project was launched in office and residential areas to promote the recycling and reuse of renewable waste. Waste is classified into categories such as paper, metal, and plastic based on material characteristics, with clearly marked labels placed on bins to raise employee awareness and encourage voluntary waste sorting. Among them, paper waste—due to its high combustibility—can be shredded and co-incinerated for energy recovery.

ESG Performance

The average daily incineration treatment of household waste is

25-30

tons

Air Emissions Management

A clean air environment is fundamental to ensuring safe production operations within the park, and crucial for meeting the health and living needs of our employees and neighboring community residents. The park strictly adheres to local air pollutant emission regulations, continuously improves its air quality management system, and systematically standardizes controls across all relevant processes

Air Monitoring and Response

Customized monitoring and control measures are implemented for ferronickel production, power plant operations, living areas, and surrounding communities. The "Identify-Control-Improve" strategy minimizes atmospheric impacts, with 2024 self-monitoring and third-party data confirming full compliance with local air quality standards.

Continuous upgrades to the Continuous Emission Monitoring System (CEMS) align with regulatory mandates. Real-time compliance data is transmitted to authorities, while dedicated teams conduct routine maintenance and calibration to ensure accurate data disclosure and system reliability.

Region	Personnel	Equipment	Frequency	Improvement Measures
Smelters, Power Plants, Accommodation Areas, Local Communities	In-house monitoring team, 3rd party monitoring agencies	Fixed or compatible monitoring devices	System real-time monitoring, 3rd party monitoring per semester	(1) Management Improvement: Data warning, real time control, process control (2) Engineering improvement: Environmental facilities (Desulfurization and denitrification facilities, ESP, Dust suppression water spray etc.) Environmental improvement: road paving, greening

Dust Suppression Measures

Systematic dust control is implemented on unpaved roads: Vehicle wash stations at key entrances use treated reclaimed water (including harvested rainwater) to clean transport vehicles, reducing dust at source; mechanized sweepers and sprinklers conduct regular cleaning and dust suppression sprays on main/living area roads using reclaimed water, maintaining surface moisture.

The integrated "water recycling + mechanized operation" model delivers dual sustainability benefits. 2024 monitoring data (internal and third-party) verifies significant air quality improvements, ensuring consistently clean and safe operational environments.



Biodiversity Conservation

To support a healthier and more resilient ecosystem biodiversity, the park is committed to protecting surrounding natural resources such as land, water, and forests. This ensures that biological populations can thrive in suitable habitats, while promoting more sustainable product manufacturing and leading the way toward sustainable industrial development.


Biodiversity Management

The park develops biodiversity conservation action plans by referencing the Initiative for Responsible Mining Assurance (IRMA) standards and Performance Standard 6—Biodiversity Conservation and Sustainable Management of Living Natural Resources—of the International Finance Corporation (IFC).


The park's Environmental Policy clearly defines the principles for biodiversity conservation, promoting efforts to protect biodiversity and minimize the ecological impact of business operations and production activities.

Biodiversity Principles of the Park


- Protect the ecosystems and biodiversity of local communities
- Apply the mitigation hierarchy, including progressive restoration, reintroduction of native species, and pursuit of landscape integration.
- Where significant residual impacts remain, implement biodiversity offsets based on the ecological equivalence principle to protect and conserve terrestrial, aquatic, and marine biodiversity.




Mangrove Plantation



Wildlife



Coral Reef Transplantation



Vegetation Greening

Mangrove Plantation

The park, through close cooperation with government authorities and local communities, has designated protected zones for mangroves and coral reefs and established nurseries for native mangrove species to collaboratively implement mangrove planting projects. With strong support from local government agencies, these projects have been effectively advanced. Moreover, community participation forms a crucial foundation for the success of the mangrove initiatives. Project personnel provide professional and scientific training in mangrove planting to interested community members, actively sharing knowledge to jointly promote the implementation of the mangrove projects.



The program has achieved significant results in restoring coastal ecosystem functions and enhancing marine biodiversity habitat quality. A notable indicator of project success is the community's spontaneous creation of eco-tourism lodges, reflecting a profound shift in local understanding of mangrove ecosystem value—recognizing it both as an important eco-tourism resource and sustainable alternative income source. This initiative demonstrates a positive evolution in community mindset, transitioning from purely environmental protection to an integrated approach that harmonizes ecological conservation with economic development.

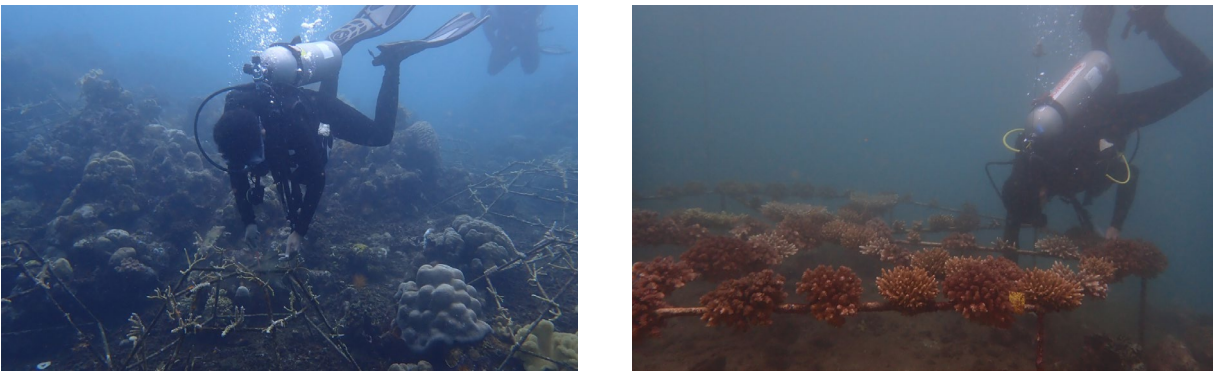


ESG Performance

As of the end of the reporting period, the number of mangroves planted was **32,685**

Coral Reef Transplantation

The park is fully committed to promoting coral ecosystem protection through ongoing collaboration with the community and local universities to monitor coral reef conservation sites. A 20-hectare coral reef protected area has been designated along the coastal region of Tanjung Ulie.



Since 2024, the biodiversity team has installed 18 new coral transplantation substrates. By the end of the reporting period, the park had established a total of 30 coral transplantation zones.



ESG Performance

As of the end of the reporting period, **30** coral transplantation sites have been established

Site Greening

By the end of the reporting period in 2024, a total of over 2.16 million seedlings had been planted, including more than 16,000 trees and over 365,000 shrubs.

Cumulative number of plants planted by the end of the reporting period

Arbor plants **16,259**

Shrub plants **365,124**



Roadside Vegetation Restoration

During the reporting period, the landscaping team continued to carry out seedling cultivation, planting, and green space maintenance across the park, gradually fostering a distinctive 'green culture' unique to the park environment.

Cumulative number of plants planted by the end of the reporting period

Hedge plants **740,422**

Vines **1,038,230**





Launches Afforestation Initiative

IWIP World Environment Day

Aligned with World Environment Day, the park launched an exhibition featuring: comprehensive forest fire management (prevention and response protocols), coral transplantation programs, routine water and air monitoring, and ecosystem restoration through Mining Department's reclamation projects.

Post-opening ceremony, ongoing activities include environmental quizzes, photography campaigns, green volunteering, and regulatory compliance training, mobilizing collective participation to advance environmental management standards.





02

Social

Thriving Communities

- 39 Employees
- 49 Human Rights Protection
- 50 Responsible Supply Chain
- 52 Local Community Development

United Nations SDGs



Employees

Occupational Health and Safety

Occupational Health and Safety Management

The park rigorously complies with Indonesia's No. 5 of 2018 Occupational Safety and Health in the Work Environment and the Regulation Of The Minister Of Manpower And Transmigration Of The Republic Of Indonesia Number Per.08/Men/Vii/2010 Concerning Personal Protective Equipment. The "Role Responsibility Control Procedure" defines HSE duties, enforced through a three-tier HSE supervision framework.

Structure	Key Responsibilities
Safety Management Committee	Responsible for the overall management of occupational health and safety within the park.
Health Safety and Environmental Management Center	Oversees the monitoring and planning of occupational health and safety matters.
HSE divisions within each department	Oversees the specific execution of occupational health and safety initiatives.

Safety Risk Identification And Prevention

The park conducts OHS risk assessments and third-party site audits to systematically identify production and construction risks, addressing hazards at source.

The HSE Department optimized organizational structure, launched compliance training with authorities, and implemented hazard drills, third-party equipment inspections, and staff incentive programs for collective prevention.

Emergency-medical stations in all zones enable closed-loop safety management through the "Organization, Qualification, Risk control, Participation, Emergency response" framework.

ESG Performance

35

Medical Stations Established Across Entire Park

Safety goal setting and monitoring

Targeting zero-incident operations, the park implements dynamic annual safety goal updates. Objectives cascade from workshops to teams and individuals, establishing a 3D HSE governance framework (enterprise-wide coverage + multi-tier integration). Signing HSE accountability contracts institutionalizes the "Target-Ownership-Participation" implementation system.

Safety culture development

The continuous enhancement of employees' occupational safety awareness plays a vital role in advancing the park's safety initiatives and improving overall safety performance. Building on its existing safety philosophy, the park has further deepened its approach by identifying key safety principles and developing a structured safety concept framework known as the "1-2-5" Safety Philosophy System. This system consists of 1 core concept, 2 guiding principles, and 5 fundamental beliefs, providing a clear and actionable foundation for fostering a strong safety culture across the park.

1	Core Concept	Safety First, Zero Incidents
2	Guiding Principles	Transform management into culture, and use culture to govern safety People-oriented + Object-oriented + Management- oriented = Zero Harm
5	Fundamental beliefs	All risks are controllable, all risks are preventable Cultivate safety awareness, foster behavioral norms Draw red lines, uphold the bottom line, build a defense line Take pride in standardized operations, shame in violations I want safety, I will be safe, I can be safe

Safety Knowledge Promotion

In line with Indonesia's occupational health and safety education mandates, the park conducts regular safety briefings, drills, and competitions across all departments, employing diverse interactive formats to disseminate safety knowledge and strengthen the safety culture among employees.

World Day for Safety and Health at Work — Series of Activities

In response to the International Labour Organization's (ILO) initiative on promoting the prevention of occupational accidents and diseases, the park organized a series of engaging activities from April 5 to 26, 2024, to mark World Day for Safety and Health at Work. The program featured innovative formats such as safety-themed poster design, hazard identification challenges, interactive quizzes, and team-based competitions, effectively boosting employee engagement in safety practices and enhancing risk awareness.



On January 14, 2024, the grand opening ceremony for the "Indonesia National Occupational Health and Safety Month Series of Activities" was held.

Workshop 5S Competition	Implement 5S: Eliminate hazards, Boost efficiency & quality, Optimize environment
Safety Speech Contest	Promote employees' understanding of safety requirements through contests, strengthen safety awareness, and enhance the development and communication of safety culture.
Safety Knowledge Competition	OHS Contest: Gamify Learning, Bridge Theory-Practice
Fitness and Relay Races	Enhance staff wellness and cultivate a "Healthy Work, Joyful Life" culture through fitness programs that prevent diseases.
Firefighting Competition	Continuously enhance employees' firefighting skills and technical proficiency through hands-on competitions
OHS Themed Lecture	Government labor experts deliver safety training to ferronickel plant staff on-site

Achievement of SMK3 Highest Level "Gold flag" Standard

DBNI and WBE earned SMK3's highest "Gold Award" by excelling in safety production accountability, reducing accident risks, and ensuring occupational health. SMK3, Indonesia's OHS management standard mandated by national regulations, controls work-related risks to foster This achievement signifies the park's advancement in OHS system enhancement and healthier work environments.safe, efficient, and productive workplaces.

This achievement signifies the park's advancement in OHS system enhancement and healthier work environments.



Occupational Health Safeguarding

The park strictly complies with Indonesian government laws and regulations by actively conducting noise monitoring, workplace dust assessments, and evaluations of employees' whole-body vibration exposure. The park provides personal protective equipment to employees, ensuring comprehensive safety protection. During the reporting period, the park facilitated X-ray examinations and medical check-ups for employees and conducted regular occupational health and safety inspections.

Safety Training and Emergency Response

The park implements a risk-based training system with customized programs to enhance job safety awareness. Personnel in high-risk positions regularly attend government-certified training, ensuring compliance while reducing occupational hazards.

Standardized protocols including the Industrial Zone Emergency Response Procedure and scenario-specific plans are established. Over 10 types of drills (fire, vehicle, height work, etc.) cover all potential emergencies to strengthen response capabilities.

An integrated hotline connecting emergency teams, clinics, and service centers is available. Multi-channel information dissemination ensures swift access to rescue support, safeguarding lives and assets.



ESG Performance

Safety training times

2,676,568

Number of emergency drills

3,774

Employee rights protection

Fair and impartial recruitment

In the recruitment of new employees, the park strictly adheres to local laws and regulations and upholds the principles of openness, fairness, and impartiality. It ensures that all candidates have equal opportunities throughout the recruitment process, without discrimination based on race, gender, age, religion, skin color, marital status, disability, or other factors. The park emphasizes a "talent first" principle, giving priority to recruiting outstanding individuals who align with the park's development objectives.

Respect for Multiculturalism

During recruitment, the park strictly complies with local laws and upholds principles of fairness, transparency, and equal opportunity. All candidates are treated without discrimination based on race, gender, age, religion, color, marital status, or disability.

Adhering to a "talent-first" approach, the park prioritizes the acquisition of professionals whose skills and ambitions align with its strategic goals. A standardized, transparent, and traceable hiring process ensures a fair candidate experience and supports the organization's sustainable development.

The park enhances cross-cultural communication through multilingual services, signage, and regular language and cultural programs. In 2024, 485 employees participated in Bahasa Indonesia training, with 255 successfully completing the courses.

In diverse work-and-living environment, the Park actively fosters respect for linguistic diversity and encourages cross-cultural communication. By promoting mutual understanding and cohesion through language, we connect talents from different countries and regions, facilitate the exchange of ideas, the sharing of experiences, and cultural integration, and lay a solid foundation for an open, inclusive, and win-win community ecosystem.



Compensation and Performance Mechanism

The park fully complies with local laws to protect labor rights and benefits. We maintain pay equity principles with competitive salaries aligned to roles, performance, and market standards. Regular payroll Q&A sessions and timely salary payments ensure transparency.

During the reporting period, an online payroll system automated attendance, overtime, and personnel records. Performance-based incentives piloted in production units enhanced staff engagement and refined assessment effectiveness.

Employee Communication and Feedback

Effective employee communication fosters belonging and organizational health. We maintain diverse feedback channels to enhance transparency and engagement while optimizing management efficacy. During the reporting period, monthly staff surveys attracted over 2,000 participants, driving measurable satisfaction improvement.

- **Regular Meetings:** Dept sessions, staff forums, open days & management talks for timely feedback.
- **Anonymous Channels:** Feedback boxes in canteens & hotlines enabling free expression.
- **Satisfaction Surveys:** Life quality surveys identifying improvement needs.
- **Complaint Mechanisms:** Fair grievance systems protecting employee rights.
- **Two-way Culture:** Management actively listens to frontline voices in trusted dialogue.
- **Closed-loop Feedback:** Tracked response system ensuring "Responded & Improved".

Employee Engagement and Feedback Open Day

In August 2024, the General Affairs, Accommodation, and HSE Departments jointly hosted the second Employee Open Day event, which attracted a large number of employees for on-site consultations. Employees shared suggestions and feedback on topics including accommodation, transportation, salary, safety, and more. During the event, a total of 111 questions and suggestions were received, with 104 issues resolved on-site, resulting in a resolution rate of 93.69%.

Food Safety Assurance

The Park prioritizes food safety, complying with all regulatory requirements and maintaining a certified Food Safety Management System. We provide safe, nutritious meals from traceable, audited suppliers to employees, visitors, and stakeholders. Rigorous hygiene protocols govern all processing, storage, and transportation stages to prevent contamination risks.

To ensure continuous compliance, staff receive regular safety and emergency response training. Facilities adhere to strict cleanliness, ventilation, and waste management standards, supported by routine food testing and third-party audits. A comprehensive emergency protocol guarantees rapid incident resolution with full transparency.

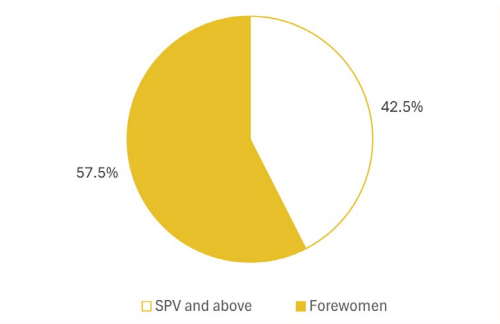
Talent Progression System

The Park prioritizes employee growth through collaborative career planning and established promotion pathways accessible to all staff. Advancement is based on objective assessments of performance, competencies, and required skills, ensuring alignment with organizational needs.

Transparent governance governs the entire promotion process: criteria are clearly defined, procedures undergo rigorous review, and results are formally disclosed. This merit-based system guarantees equitable opportunities for talent development while maintaining accountability.

Female Employees

The Park empowers female employees by ensuring dignity, fair treatment, and equal opportunities for professional growth. We provide platforms enabling unrestricted pursuit of career aspirations and professional fulfillment. During the reporting period (with partial data extending to 2025), female employee promotion rates are detailed in the table below.



ESG Performance

During the reporting period, **1,454** Indonesian employees received promotions

Professional Talent Development

Sustained employee growth serves as a fundamental driver of corporate sustainability and a critical pathway for personal advancement. Upholding a people-centric talent philosophy, the Industrial Park has implemented a comprehensive career-spanning development system. Our integrated three-dimensional structure—encompassing professional ethics, managerial capabilities, and technical competencies—delivers multifaceted growth opportunities to foster mutual progress between employees and the organization.

Precision-targeted programs are continuously refined through annual needs assessments and individualized profiling. Technical roles benefit from apprenticeship-based mentorship for core process knowledge transfer; management staff engage in dedicated management academy curricula strengthening strategic leadership; new employees complete role-specific onboarding while developing cross-functional skills through structured capability-building initiatives.

General Training

Skills Training

Management Training

- New Employee Training
- Integrity Training
- Emergency Training

- Professional Skills Training
- Bilingual Mining Specialist Training Class
- Iron Team Management Training

- Business Training
- Lean Leadership Training

Work-Life Integration

The Park fosters an inclusive, healthy, and collaborative workplace that harnesses collective intelligence through cross-departmental coordination. Administrative, HR, and Logistics teams jointly organize diverse cultural and recreational initiatives, including traditional festivals (Spring Festival, Mid-Autumn Celebration), local cultural days, and sports tournaments (basketball, badminton, table tennis) complemented by talent showcases and interest clubs. These programs actively promote work-life integration, elevate psychological wellbeing, and strengthen organizational commitment while enhancing team cohesion through structured community-building activities.



Weda bay Idol 4



The first yoga studio in IWIP



The 5th Weda Bay Basketball 'Champions Cup'
Competition & Cheerleading Competition



IWIP Fun Games 2024



Weda Bay Park's 6th anniversary celebration



May 1st International Labor Day
and Awards for Outstanding Employees



IWIP's first food festival



Rio Olympics badminton mixed doubles gold medalist



New Year tug-of-war competitionn of
Business Unit of Power Plant



May 1st International Labor Day
and Awards for Outstanding Employees



The 5th "IWIP Cup" Football Tournament



The 4th IWIP Table Tennis Competition

Human Rights Protection

Human Rights Risk Management

The Park fosters a people-centric corporate culture and actively responds to global supply chain requirements for corporate social responsibility and governance. We prioritize human rights impact assessments and stakeholder communication to effectively eliminate related risks. In strict accordance with international conventions and guidelines such as the Universal Declaration of Human Rights, the Park continuously enhances its human rights management and has established a formal Human Rights Policy. This policy explicitly prohibits forced labor and child labor and mandates equal opportunity in employment.

Both at work and beyond, the Park fully respects the human rights of every employee. The park have implemented human rights improvement plans and are continually dedicated to becoming a world-leading production park that is open, inclusive, and respectful of every individual.

Security Human Rights Management

The Park Security Team continuously enhances its ability to identify safety and security risks. Through regular internal training, the team systematically strengthens its risk assessment capabilities. Proactively collaborating with various departments, the team conducts workplace safety risk assessments, meticulously documents findings, and ensures robust preparedness for effective incident response.

A deep understanding and application of human rights principles are paramount to security operations. In August 2024, the Park Security Department, in collaboration with the Mining Department and an external legal aid center, organized a specialized training program on human rights. This initiative ensures that security personnel strictly adhere to internationally recognized human rights standards while fulfilling their duties.

Independent Third-Party Human Rights Assessment

On March 4, 2024, a research team from Hasanuddin Consultation & Legal Center (Indonesia) arrived at the Weda Bay Park and convened an inaugural meeting for the Human Rights Impact Assessment (HRIA) with representatives from External Relations, Security, Human Resources department and WBN. This independent assessment, led by an academic institution, aligns with international human rights standards to systematically identify operational human rights risks and establish baseline data for future human rights due management.



Responsible Supply Chain

Supply Chain Due Diligence

The park implements systematic responsible minerals management, collaborating with tenant enterprises on supply chain audits and engaging external stakeholders in due diligence assessments. We publicly commit to providing no financial support to armed conflicts, promoting regional stability and social harmony.


Strictly adhering to the OECD Due Diligence Guidance and China's Minerals Supply Chain Due Diligence Guidelines, we employ a risk identification-mitigation-monitoring cycle to prevent human rights violations and environmental damage. During the reporting period, tenant enterprise PT Debonair Nickel Industry became Indonesia's first RMI-RMAP certified nickel smelter.

The park implemented a Know Your Supplier (KYS) system to screen suppliers for financial compliance, anti-corruption, and human rights risks. High-risk suppliers are required to enact corrective measures addressing child labor and occupational health hazards.

Supported by the Board of Directors, we organized 5 dedicated training sessions on global supply chain due diligence practices, enhancing tenant enterprises' risk management capabilities.



Search Again

 Download Data

METAL	FACILITY ID	STANDARD SHELTER NAME	SUPPLY CHAIN LEVEL	STATE/ PROVINCE/ REGION	COUNTRY LOCATION	COMPANY WEBSITE WITH CM POLICY	DUE DILIGENCE REPORT	ASSESSMENT SUMMARY REPORT	ASSESSMENT STATUS	OPERATIONAL STATUS
Nickel	CID004693	PT DEBONAIR NICKEL INDONESIA	Pinch Port	Weda Tengah, Maluku Utara	INDONESIA	Link	Report	Link	Conformant	In Operation

Records 1-1 of 1

Supplier Management

Supplier Admission and Evaluation

Prior to engagement, Weda Bay Park rigorously evaluates supplier qualifications and service capabilities against local regulatory requirements through comprehensive assessment scoring. Suppliers meeting our standards are admitted into the pre-qualified vendor pool. This pool undergoes continuous monitoring via independent evaluation and oversight panels to ensure equitable treatment and protection of supplier rights.

Performance-based retention protocols are systematically implemented: compliant suppliers maintain pool eligibility; underperforming suppliers receive corrective notices; while non-compliant entities are blacklisted. Our commitment to local economic inclusion is demonstrated by achieving 89.2% localization with 323 Indonesian suppliers at the reporting period close.

ESG Performance

As of the end of the reporting period, the park had **323** local suppliers in Indonesia, representing a localization rate of **89.2%**

Transparent Procurement

During the reporting period, the Commercial Department established an Internal Oversight Unit to coordinate ethical procurement initiatives, developing and enhancing multiple integrity policies to standardize procurement compliance. A three-tier integrity training framework (new hire, departmental and divisional) was implemented across all procurement staff.

Supplier integrity management included regular compliance reviews and policy briefings to strengthen anti-corruption awareness. The newly launched integrity assessment mechanism links procurement behavior evaluations to monthly performance metrics, impartially administered with periodic code reviews to foster collective accountability. 100% of suppliers signed anti-corruption agreements.

Contractor Management

The park's development relies on contractor partnerships, underpinned by a standardized management program regulating contractor operations. We implemented an end-to-end contractor qualification protocol—admitting compliant entities into the pre-approved contractor pool through rigorous vetting.

Regular multi-dimensional evaluations drive performance differentiation: outstanding contractors receive recognition and incentives, while underperformers undergo corrective actions. Contractors failing remediation are removed from the qualified pool, ensuring sustained operational standards.

Local Community Development

The park is committed to fulfilling its social responsibilities and advancing in tandem with the surrounding community. Guided by the United Nations Sustainable Development Goals (SDGs), the park has established a Corporate Social Responsibility (CSR) program structured around four key pillars: education, infrastructure, health and hygiene, and social development. These focus areas reflect the park's long-term commitment to creating shared value and supporting inclusive, sustainable growth.

CSR Pillars	SDGs	Connotations of Park CSR Pillars
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Create opportunities for local communities to access quality education and support the integration of quality education into the fabric of community development.
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Construct transportation infrastructure to provide surrounding communities with safe and accessible mobility options, enhancing freedom of movement and quality of life.
	Ensure healthy lives and promote well-being for all at all ages	Support the development of medical infrastructure in communities lacking modern healthcare services, enabling residents to access quality.
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Promote employment opportunities for local community members and continuously drive sustainable and inclusive local economic growth.



Education-25 projects

- During the reporting period, Supported **14** school facilities and established **50** scholarships
- Awarded educational grants to **5** applicants
- Supported academic forums/journal initiatives
- Enhanced housing for local teachers



Infrastructure-32 Projects

- By the end of the reporting period, built **117** Christian churches and **65** Muslim mosques
- Supported multi-faith community inclusion
- Provided resources for community-built seawalls
- Backed local well-drilling projects improving water access



Health & Hygiene-12 Projects

- Supported **60** hospitals through construction initiatives
- Equipped community health centers with facility upgrades
- Co-organized and actively participated in the 60th National Health Day



Social Development-276 Projects

- Supported Eid al-Fitr festivities
- Funded diverse cultural performances
- Backed International Day of Persons with Disabilities events
- Sponsored Christmas celebrations for female congregations



Stakeholder Interviews

Since its launch in April 2020, the commercial street has been dedicated to supporting the community by prioritizing shop operation opportunities for villagers facing economic hardships. After an internal village assessment, the village chief recommends prospective tenants, ensuring a fair and transparent selection process to deliver tangible assistance.

To further support village merchants, the park waived rent for all shops during the commercial street's first year of operation. This rent relief provided merchants with financial reassurance, earning high praise from both the village government and residents. As a result, the first batch of 31 shops quickly opened, gradually transforming the commercial street into a bustling hub frequented by both employees and villagers.



Community Development

On September 9, the park initiated an asphalt pavement upgrade for the coastal road in Wenbulun Village – a high-traffic arterial route for local residents. Formerly an unpaved surface, the road suffered from severe erosion causing hazardous potholes in rainy seasons and persistent dust pollution in dry periods.

By September 30, a 747.1m × 5-6m asphalt road (4,048.6m² total) was completed. The renewed surface reduces dust/noise emissions, enhances traffic safety and mobility, delivering measurable improvements to community well-being and living standards.



Social Responsibility

Ahead of Eid al-Adha 1445H (June 17), the External Relations Department donated 70 Qurbani cattle to 27 government institutions and mosques across neighboring communities in North Maluku. This initiative honored the festival's spirit of charity, strengthened community bonds, and extended festive blessings to community partners and vulnerable groups, demonstrating the Park's respect for cultural traditions and commitment to social inclusion.



03

Governance

Building a Robust Foundation

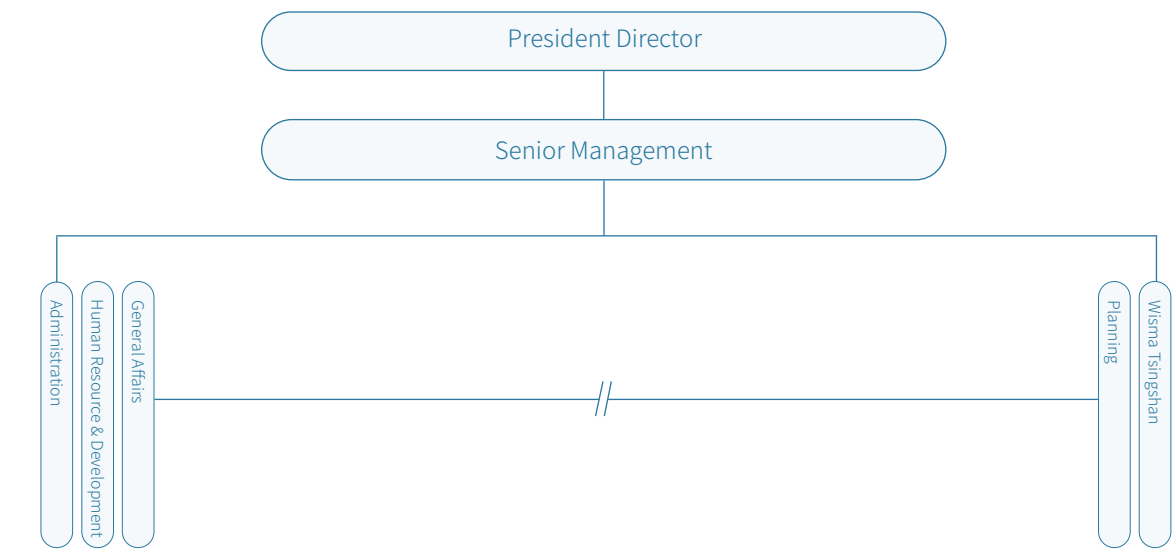
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- 61 Innovation and Digitalization

United Nations SDGs



Management Structure

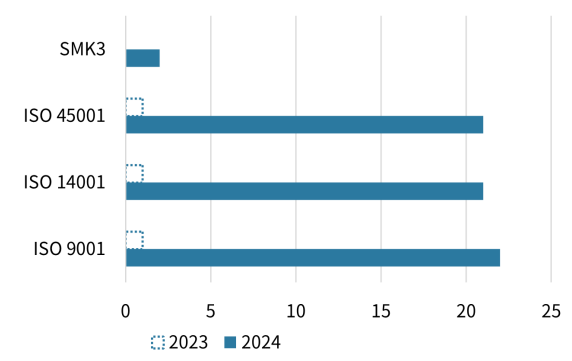
The Park has established a three-tier governance framework comprising the President Director, Senior Management, and Operational Units. This structure ensures effective coordination across decision-making, oversight, and execution levels, establishing a robust foundation for sustainable development.



Compliance Operations

The Park rigorously complies with local laws and regulations, fulfills tax obligations, and maintains lawful operations. We have implemented integrated information channels to coordinate cross-functional resources and workflows, enabling efficient ESG management across all organizational levels.

During the reporting period, the Park actively pursued certifications for ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety).



Risk Control

The Park continuously consolidates its compliance framework by aligning with tenant enterprises' operations, optimizing leadership structures, and enhancing critical risk monitoring. We implement sector-specific compliance guidelines, conduct comprehensive risk assessments, and dynamically refine governance mechanisms. Our compliance unit employs the PDCA cycle (Plan-Do-Check-Act) to execute compliance management and remediation, ensuring operational resilience.

The Park has institutionalized a Three Lines of Defense model where tenant enterprises and functional units serve as the first-line compliance supervisors; dedicated governance departments conduct independent oversight as the second line; while audit entities perform group-wide compliance reviews constituting the third-line assurance.

- First Line of Defense

Tenant enterprises and functional departments, serving as the primary units responsible for compliance, are tasked with managing compliance risks associated with daily business activities.
- Second Line of Defense

Departments and units with compliance management responsibilities independently monitor and control the progress of compliance risks within their respective systems and areas of authority.
- Third Line of Defense

Audit units serve as the third line of defense, overseeing and evaluating the overall effectiveness of the company's compliance management efforts.

Communication and Grievance

The Park strengthened stakeholder dialogue through the Stakeholder Engagement Policy, ensuring timely feedback integration. Concurrently, Souvenir, Entertainment and/or Hospitality Policy mandates disclosure of all business courtesy exchanges by employees and partners, with systematic tracking mechanisms.

In terms of project-related complaints, the park issued the Grievance Policy during the reporting period, committing to providing stakeholders and third-party groups with accessible, lawful, and effective grievance channels. Complaints are accepted and addressed impartially, with professionally trained personnel designated to manage each case. Throughout the process, the privacy of complainants and the details of reported matters are strictly protected. The park ensures timely communication of complaint outcomes and responds promptly to reasonable concerns raised by relevant parties.

Communication and Grievance Channels

Email	Phone	Face-to-face
tousu@iwip.co.id xiangbinghe001@gmail.com hexiaozhen001@gmail.com	Clerks of each department Contact Person	On-site Complaints

Anti-Corruption and Anti-Bribery

The park strictly adheres to applicable anti-corruption and anti-bribery laws and regulations. During the reporting period, it issued the Anti-Bribery and Corruption Policy in The Weda Bay Project to promote fair and equitable business practices. Additionally, the park developed a set of integrity-related documents, including the Integrity Supervision Regulations, Integrity Guidelines for New Employees, and Employee Integrity Commitment Letter, to guide and oversee employee conduct in maintaining honesty, legal compliance, and professional ethics in both work and daily life.

The park has implemented a series of integrity management policies to guide employees in their daily work. Employees who receive gifts are required to voluntarily report and submit them, completing the Gift Submission Registration Form for proper documentation. For key departments and high-risk positions, employees are required to sign the Employee Integrity Agreement. Similarly, suppliers, contractors, and other external parties must sign an Integrity Commitment Letter. Violations of these integrity commitments may result in disciplinary actions, including formal warnings or dismissal, depending on the severity of the misconduct. Incidents involving potential criminal offenses will be referred to the appropriate legal authorities.

In addition, the park has established a Supervisory Security Committee with full responsibility for overseeing integrity-related matters. Under this committee, the Integrity Supervision Office is tasked with implementing day-to-day integrity management functions. Looking ahead, the park plans to align its practices with the ISO 37001 Anti-Bribery Management System to identify and mitigate corruption risks, assess significant anti-corruption impacts, and continuously enhance its anti-corruption and anti-bribery management systems.

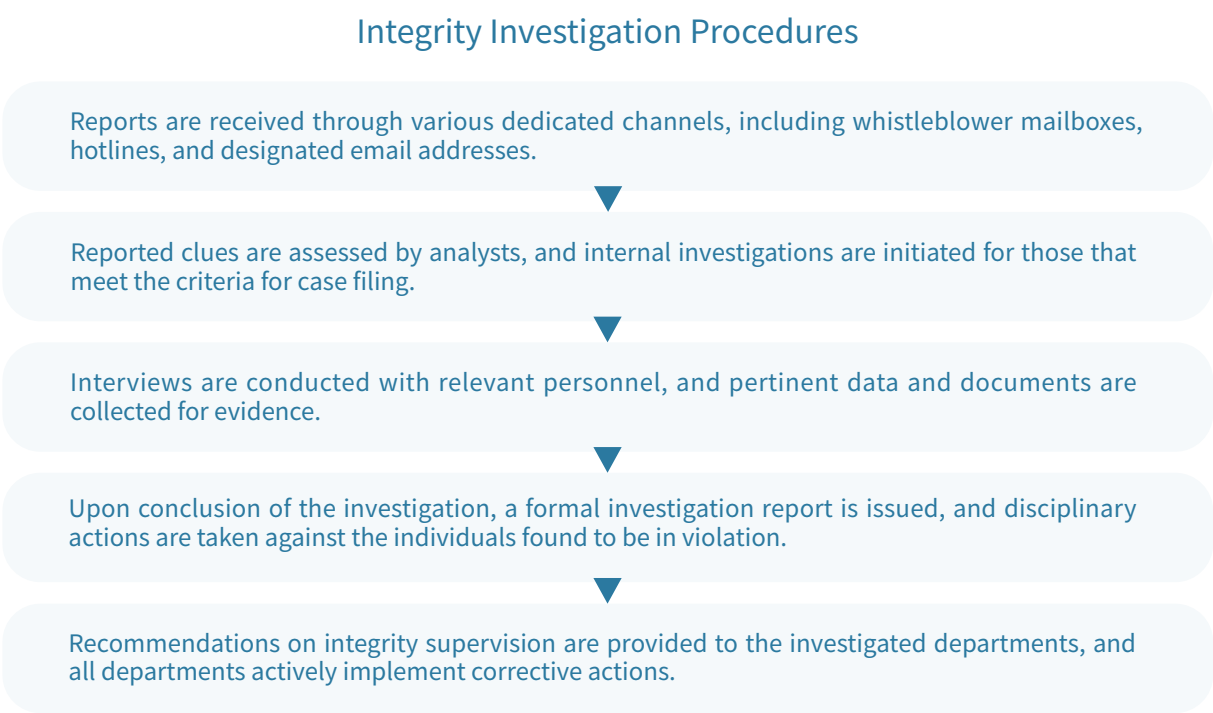
Integrity Training Program for Park Management Personnel

Aligned with core values of Innovation & Integrity, the park conducted mandatory compliance training for management on August 14, 2024. Department-level cascaded sessions followed, culminating in company-wide signing of legally binding Employee Integrity Pledges to institutionalize ethical practices



Compliance Investigation Process

The Park implemented enterprise-wide whistleblowing channels with encrypted systems to ensure anonymity. Enhanced procedures and training encourage misconduct reporting, while our Integrity Oversight Regulation strictly prohibits retaliation—violators face disciplinary actions up to criminal prosecution.



Innovation and Digitalization

Industrial Innovation

The Park fosters an innovation ecosystem through an open Employee Suggestion Scheme. This structured channel transforms operational insights into actionable initiatives using diverse methodologies, generating continuous productivity gains.

Inaugural Outstanding Innovation Proposal Awards Ceremony

On September 19, 2024, the park hosted its inaugural Innovation Awards recognizing 8 outstanding proposals. This initiative amplifies employee engagement in cost-saving and efficiency projects, building on the Employee Suggestion Program launched in 2020. The Park's systematic approach—adoption, recognition, and incubation—empowers staff to develop operational innovations in technology, processes, and management models.

The 2024 cycle received 98 submissions across equipment upgrades, energy conservation, and supply chain optimization. Winning proposals were selected through a two-tier evaluation (departmental pre-screening + park-level assessment)



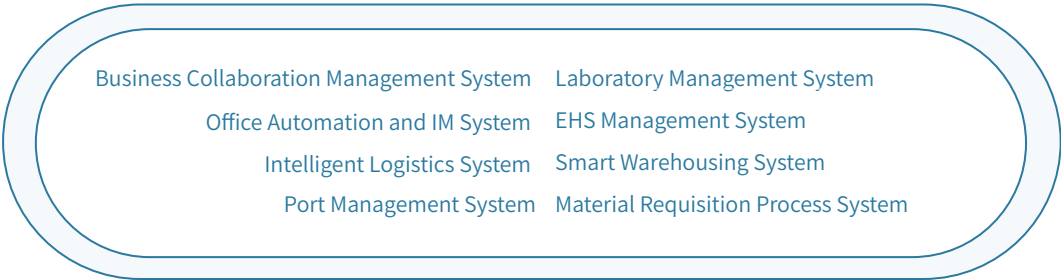
ESG Performance

A total of **98** innovation proposals were submitted, among which **8** were recognized as outstanding

Digital Advancement

Driving digital transformation at systemic level, the Park deploys customized smart platforms integrating e-processes and data analytics, enabling one-stop services and operational efficiency. Solutions like intelligent logistics and digital catering address departmental needs while enhancing employee experience.

Digital Upskilling Initiative empowers staff to leverage new systems, reducing workloads and accelerating productivity. Continuous investment in electronic systems will advance the development of a data-driven industrial ecosystem.



Digital System Development	Digitalizations
Power Dispatch System	In the event of excessive load fluctuation or overload, the system triggers an automatic alert, enabling timely notifications and handling without the need to wait for manual dispatch instructions.
Automated Weighing System	Improving Weighbridge Efficiency
Contract System	The signing cycle was shortened through digital contract systems, significantly improving the onboarding experience for new employees.
OA system	Promote paperless office to reduce paper consumption

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	303-4	Water discharge	Environment: Building Resilient Growth
	303-5	Water consumption	Environment: Building Resilient Growth

GRI STANDARD		DISCLOSURE	LOCATION
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment: Building Resilient Growth
	304-2	Significant impacts of activities, products and services on biodiversity	Environment: Building Resilient Growth
	304-3	Habitats protected or restored	Environment: Building Resilient Growth
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
Emissions	305-1	Direct (Scope 1) GHG emissions	/
	305-2	Energy indirect (Scope 2) GHG emissions	/
	305-3	Other indirect (Scope 3) GHG emissions	/
	305-4	GHG emissions intensity	/
	305-5	Reduction of GHG emissions	Environment: Building Resilient Growth
	305-6	Emissions of ozone-depleting substances (ODS)	/
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environment: Building Resilient Growth
Waste	306-1	Waste generation and significant waste-related impacts	Environment: Building Resilient Growth
	306-2	Management of significant waste-related impacts	Environment: Building Resilient Growth
	306-3	Waste generated	Environment: Building Resilient Growth
	306-4	Waste diverted from disposal	Environment: Building Resilient Growth
	306-5	Waste directed to disposal	Environment: Building Resilient Growth
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	/
	308-2	Negative environmental impacts in the supply chain and actions taken	/

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GRI STANDARD		DISCLOSURE	LOCATION
Employment	401-1	New employee hires and employee turnover	/
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social: Thriving Communities
	401-3	Parental leave	/
Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	/
Occupational Health and Safety	403-1	Occupational health and safety management system	Social: Thriving Communities
	403-2	Hazard identification, risk assessment, and incident investigation	Social: Thriving Communities
	403-3	Occupational health services	Social: Thriving Communities
	403-4	Worker participation, consultation, and communication on occupational health and safety	Social: Thriving Communities
	403-5	Worker training on occupational health and safety	Social: Thriving Communities
	403-6	Promotion of worker health	Social: Thriving Communities
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business	Social: Thriving Communities
	403-8	Workers covered by an occupational health and safety management system	Social: Thriving Communities
	403-9	Work-related injuries	/
	403-10	Work-related ill health	Social: Thriving Communities
Training and Education	404-1	Average hours of training per year per employee	Social: Thriving Communities
	404-2	Programs for upgrading employee skills and transition assistance programs	Social: Thriving Communities
	404-3	Percentage of employees receiving regular performance and career development reviews	Social: Thriving Communities
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Social: Thriving Communities
	405-2	Ratio of basic salary and remuneration of women to men	/
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Social: Thriving Communities

GRI STANDARD		DISCLOSURE	LOCATION
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	/
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	/
Security Practices	410-1	Security personnel trained in human rights policies or procedures	Social: Thriving Communities
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	/
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Social: Thriving Communities
	413-2	Negative social impacts in the supply chain and actions taken	/
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Social: Thriving Communities
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	/
Public Policy	415-1	Political contributions	/
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	/
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	/
Marketing and Labeling	417-1	Requirements for product and service information and labeling	Governance: Building a Robust Foundation
	417-2	Incidents of non-compliance concerning product and service information and labeling	/
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To Our Employees and Families: With Appreciation



2025 Outstanding Employees and Family Members

As we publish this Environmental, Social, and Governance (ESG) report, we extend our heartfelt gratitude and sincere appreciation to every hardworking Indonesian employee and the family members who quietly support them behind the scenes.

Every step of our company's growth and every reflects the collective wisdom and dedication of all our employees. Your professional commitment, technical expertise, and work enthusiasm represent our most valuable assets and serve as the driving force for our continued progress. Your daily contributions in your respective roles provide indispensable strength for our company's development. Thank you!

We deeply understand that behind every employee who dedicates themselves wholeheartedly to their work stands a family filled with love and warmth. It is the understanding and tolerance of family members that enables employees to pursue their careers with focused dedication; it is the encouragement and support from families that helps employees overcome challenges and move forward courageously; it is the thoughtful care from loved ones that gives employees both emotional connection and strength while working away from home. Home serves as your harbor of perseverance and the object of our profound gratitude. Although employee family members do not work directly for the company, your support forms the solid foundation for our corporate community's healthy development. Please allow us to extend our highest respect and most sincere thanks to every employee's family member!

We will never forget our "Indonesian Employee Care Initiative" held on May 1st. The heartwarming photos and videos of employees with their families that were shared during the event deeply touched each of us. Those authentic and vivid images showcased the intimate bonds between family members—children's innocent smiles and elders' loving gazes. Witnessing these moments of happiness shared between you and your families, we gained a deeper understanding that work is not only about personal fulfillment but also about ensuring the happiness and well-being of our loved ones. Those images represent living testimonies of love, responsibility, and hope, clearly illustrating the strong connection between our corporate family and your personal families.

We firmly believe that our company is not merely a workplace, but a caring extended family. Employee family members are integral and cherished members of this extended family, deserving our enhanced attention and care. Your happiness represents our greatest aspiration; your well-being remains our deepest concern.

Looking ahead, we will continue to uphold our people-centered philosophy, continuously providing better working environments and development opportunities for our employees, while expressing our care and support for employee families through various initiatives. Once again, thank you to all Indonesian employees for your dedicated efforts! Once again, thank you to your wonderful and selfless family members! Together, you have built our company's present and will collectively write our even brighter tomorrow!



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