

# Sharpening Focus on Sustainable Development

Sustainability Report 2023–  
Supplemental Disclosure



# Task Force on Climate-Related Financial Disclosures (TCFD) [GRI 201-2]

IIF commits to consistently support Indonesia's progress toward achieving the Sustainable Development Goals (SDGs) and advancing the nation's transition to a low-carbon economy. This commitment includes endorsing the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and/or through the IFRS Sustainability Disclosure Standards (IFRS S1 and S2). The integration of these standards aims to improve IIF's reporting on risks and opportunities related to climate change in connection with its financing activities.

Currently, IIF is in the process of studying the climate-related disclosures recommendations and conducting assessments based on them concerning the company's operational activities and financing portfolio. The ongoing thematic areas for assessment of IIF's climate-related disclosures as follows:

## Governance

IIF integrates climate change considerations as part of governance in IIF's financed project business process. Supported by the Risk Monitoring Committee, the Board of Commissioners oversees IIF's management conducted by the Board of Directors, including the oversight of climate change risk management in financed project.

The Board of Directors supervises the integration of climate-related issues, risks, and opportunities into decision-making processes in financing projects and monitors the climate-related risk management process. Currently IIF is in process of developing climate-related objectives, targets, and key performance indicators. To address climate-related risks, the Board of Directors is assisted by relevant functions, such as the Risk Management Committee, Risk Management Directorate, Sustainable Finance Working Group ("SFWG"), Social & Environmental Division ("SED"), as well as the Finance & Accounting Division, and Corporate Planning Division. These key functions then report their operational performance to the Board of Directors through regular discussion forum.

## Strategy

As part of IIF Social and Environmental Management System (SEMS) IIF has conducted an analysis in financed projects to identify and assess potential physical climate risk. This process has enabled us to manage and integrate climate-related risks and hazards into IIF's financed project.

In additions, in 2023 IIF conducts preliminary analysis by:

- I. Describing the climate-related risks and opportunities that the organization has identified over the short, medium, and long term.
- II. Assessing the impact of these climate-related risks and opportunities on the organization's business, strategy, and financial planning.
- III. Evaluating the resilience of the organization's strategy, considering various climate-related scenarios, including the disclosure under a 2°C or lower scenario.

The results of the aforementioned analysis are as follows:

### Strategy and Planning

We are advancing several key strategies to enhance our sustainability efforts. These include expanding IIF ESG Advisory Services to cover climate-related issues with a focus on decarbonization plans and frameworks. We will develop a Climate Sector Heat Map to assess sector-specific risks and opportunities and establish a comprehensive Climate Policy and Climate Risk Framework with clear targets. Additionally, we plan to diversify our funding by issuing new sustainable or green-based funding to support our climate goals.

### Products and Services

We observe increasing concerns to social and environmental considerations in infrastructure development across various sectors. Accordingly, we continue to facilitate clients from diverse business sectors with suitable products. We ensure that all clients obtaining financing facilities from IIF adhere to the S&E Principles to minimize the impact of climate change. In 2023, IIF expanded its financing facilities not only to renewable energy projects but also to other sectors such as healthcare and providing ESG advisory services to an airport operator.

### Investment in Human Resources

We strive to continuously improve the quality of our products and services, particularly in ESG advisory services. To this end, we invest in human resources by involving employees in competency development programs related to ESG. IIF also in the process to have Technical Assistance from its Shareholders on GHG Emission Scope 3 financed project calculation and Capacity Building related to Climate Change. These assistance and development programs are expected to enhance IIF's internal capacity, particularly in ESG and climate change-related matters.

## Risk Management

The climate-related risk management at the project financing level is mainly addressed through the implementation of S&E Principles (SEP) 3 regarding Pollution Prevention and Abatement and Climate Change. Following IIF Operation Manual Social and Environmental Management System (IIF OM SEMS 2019), SEP 3 promote the reduction of project-related GHG emissions in a manner appropriate to the nature and scale of project operations and impacts.

### I. Climate-related Risks Identification

We consistently uphold the principle of financing infrastructure with a social and environmental perspective. To this end, we analyze potential clients and their adherence to IIF's S&E Principles. In addition, IIF identifies risks based on risk types, understanding the causes of risks, and provides mitigation actions. As part of the IIF SEP 3, the identified project risks are mainly related to climate physical risks, such as flood, drought, wildfire, etc.

### II. Climate-related Risks Management

The risk management system implemented by IIF in financed project also covers risks related to climate change. In this regard, the risk management system also considers the possibility of a project deviating from or disregarding the applicable regulations in Indonesia, and/or neglecting the application of Good International Industry Practice ("GIIP") concerning Social & Environment aspects. To mitigate these issues, we ensure that all projects financed by IIF adhere to environmental requirements and regulations.

### III. Climate Risks Identification, Assessment, and Management within the Company's Risk Management

In line with the IIF OM SEMS, the climate risks identification, assessment, and management are embedded as part of Social and Environmental Due Diligence (SEDD) on all funded projects. The due diligence also includes an assessment of the project's ability to address identified climate risks, as well as proposed mitigation action through the Corrective Action Plan that will be included as part of the financing agreement. The result of this due diligence will be the basis for the Board of Director – Investment Committee (BOD-IC) decision making process.

## Metrics and Target

We conduct measurements of Scopes 1 and 2 GHG emissions relevant to IIF. These measurements are reported annually in the IIF's Sustainability Report. For Scope 3 emissions from financed projects, we provide GHG emission measurement tools to clients and require them to report the calculation results to IIF annually. Further information on the subject matter, including policies and efforts to reduce emissions, is available under the Energy and Emissions section of the IIF Sustainability Report 2023.

At the corporate level, we are in the process of establishing a comprehensive Climate Policy and Climate Risk Framework. In line with this establishment, IIF is also in the process of outlining the climate targets as well as assessing its baseline performance against these targets.

Meanwhile, for the financed projects, we ensure compliance with S&E Principles. IIF establishes a maximum limit of **25,000** tons of CO<sub>2</sub>-eq emissions per year per project. Following IIF SEMS (2019), to the extent the above threshold is not met, client shall prepare, and IIF shall monitor, a periodic plan to list down steps to reduce the emissions of GHG over time, taking into consideration client's resources as well as technically and financially feasible as well as cost-effective.

# Defined Benefit Plan Obligations and Other Retirement Plans <sup>[GRI 201-3]</sup>

Disclosed on SR IIF 2024 pg. 108-109

## Remuneration and Compensation

We are keenly aware that employee engagement is one of the main factors determining the achievement of the Company's objectives. In order to bolster employee engagement and their sense of ownership in the company, IIF provides attractive remuneration and compensation packages. This initiative is also a form of acknowledgment, appreciation, and reward for employees' contributions, achievements, and success in carrying out their duties and responsibilities optimally. Regarding remuneration, we offer a remuneration package for all IIF personnel structured based on market benchmarks, periodically reviewed and adjusted without involving remuneration consultants, stakeholders, or other third parties. We believe that the current remuneration policy is competitive, implemented fairly, well-structured, and in accordance with applicable regulations. We expect our remuneration policy to strengthen the Company's position as a preferred choice for both external talents and existing employees.

In terms of compensation, we have provided a competitive compensation package in the industry to attract the best talents in the market. The compensation package includes the basic salary paid to employees at the end of each month in accordance with provisions of the Provincial Minimum Wage ("UMP"), Social Security Administrator ("BPJS"), health insurance, position-related benefits, Holiday Allowance ("THR"), and performance bonuses.



The Company's salary standard has complied with the Jakarta Provincial Minimum Wage (UMP DKI Jakarta), where the fixed employee remuneration for the lowest grade is **138% higher than the UMP**. The UMP DKI Jakarta in 2023 was set at Rp4,901,798.00. <sup>[0JK F.20]</sup>

PT IIF has implemented a retirement preparation program designed to offer a range of benefits to employees approaching retirement age, recognizing their dedication and loyalty. The company's retirement plan includes provisions for employee welfare, as outlined in PT IIF's Company Regulations and in compliance with Law No. 13 of 2003 on Employment. In practice, the company provides retirement-related compensation, which includes twice the severance pay, a service appreciation bonus, and compensation for entitlements. Furthermore, employees receive additional benefits such as Old-Age Benefits (JHT) from BPJS, a Pension Guarantee, and participation in the Financial Institution Pension Fund (DPLK) program.

# Financial Assistance Received from the Government [GRI 201-4]

IIF is entrusted with the vital role of catalyzing infrastructure development in Indonesia. While we do not receive direct financial assistance from the government, we benefit from subordinate loans provided by our shareholders, including those monitored by government entities such as BAPPENAS.

Beyond financial support, our shareholders make significant contributions by offering expert guidance and resources. These are invaluable in enhancing our internal processes and advancing our sustainability goals. Their support includes strategic insights, technical expertise, and best practices that empower us to continuously improve our operations and foster innovation.

This partnership highlights our commitment to effectively utilizing available resources while focusing on growth and development. This approach is key to our ongoing journey towards greater sustainability and operational excellence.



# Indirect Economic Impacts <sup>[GRI 203-2]</sup>

Disclosed on SR IIF 2024 pg. 82 and 112-116

## Positive Benefits to the Community

IIF's operations in the financing industry do not directly impose adverse impacts on the community. However, we understand that each infrastructure project funded by IIF has the potential to create social impacts on the surrounding communities. Therefore, we bear the responsibility for managing these impacts, ensuring that development and empowerment efforts for the local community are implemented according to the plans and needs of the people. <sup>[GRI 3-3]</sup> Through the application of S&E Principles, IIF ensures that every financed infrastructure project is able to provide a better life for the local community, not only during the construction phase but also after the completion and operation of the project. In addition, we ensure that our relationship with local stakeholders remains amicable.

## Impact of Operations on the Community <sup>[OJK F.23]</sup> <sup>[GRI 413-2]</sup>

IIF also takes responsibility to ensure the optimal management of social impacts arising from financed projects to support the development of the local community. In this regard, we conduct a thorough assessment to identify the social impacts of the project and ensure that the project can implement the 8 (eight) S&E Principles. By embodying internationally best-standardized S&E Principles and implementing good governance, we expect to help develop sustainable infrastructure projects that not only focus on physical infrastructure development but also the improvement of the quality of life for the community and the protection of the environment around the project area. In other words, bringing projects and the surrounding community into a more harmonious existence.

## Indirect Economic Impacts <sup>[GRI 203-1]</sup> <sup>[GRI 203-2]</sup>

IIF contributes to economic growth and the development of the communities around the operational areas of financed infrastructure projects. The dual impact of this infrastructure financing includes the construction of connecting roads around the project location,

facilitating transportation for local residents, the establishment of a clean water system that is also accessible to nearby residents, healthcare facilities that serve everyone in the project location, and the creation of job opportunities in the vicinity of the project site.



### Toll Road construction

As of end of 2023, IIF actively financed 7 (seven) toll road construction projects with a total length of 145.74 kilometers. The purpose of these toll road construction projects is to enhance the mobility of goods and services and accelerate economic growth in the region.



### Airport and Seaport Development

As of end of 2023, IIF actively financed 4 (four) airport development projects and 1 (one) port development projects. Both types of infrastructure financing are expected to facilitate transportation between islands or countries, help boost the Indonesian economy, equalize economic growth, reduce economic disparities between islands, and ultimately improve the welfare of the community.



### Development of Drinking Water Supply Facilities

As of end of 2023, IIF actively financed 9 (nine) SPAM projects with a total capacity of around 21,975 liters per second. Those projects were expected to supply drinking water to 1,339,545 households. The availability of adequate and safe clean water is crucial to improving the quality of life and public health.



## Development of Power Generation Renewable Energy

As of end of 2023, IIF actively financed 17 (seventeen) renewable energy development projects with a total output capacity of 686 MW. More than half of these projects are Solar Power Plants or Hydropower Plants. Electricity plays a crucial role in regional development to support the improvement of both the quality of life and the local economy.



## Telecommunication Facilities Development

As of end of 2023, IIF actively financed 11 (eleven) telecommunication infrastructure development projects. IIF has supported this sector in various segments, such as fiber optic backbone (Palapa Ring), internet service providers, telecommunication tower providers, telecommunication operators, and data centers. Thanks to adequate data traffic and internet network connections, IIF's contribution is able to support the learning process of students and facilitate the community in conducting economic activities.

# Energy Consumption Reduction [GRI 302-4]

## [GRI 302-5]

As part of our commitment to sustainability and in alignment with the energy consumption reduction goals outlined in our Sustainability Report, we wish to disclose that we are currently developing an energy consumption reduction initiative. This corporate-wide program is designed to address and improve energy efficiency across our organization.

The initiative encompasses a range of strategies and actions aimed at significantly reducing our overall energy consumption. We anticipate that this program will be implemented in 2024. By undertaking this initiative, we are reinforcing our dedication to our ongoing efforts to enhance operational sustainability.

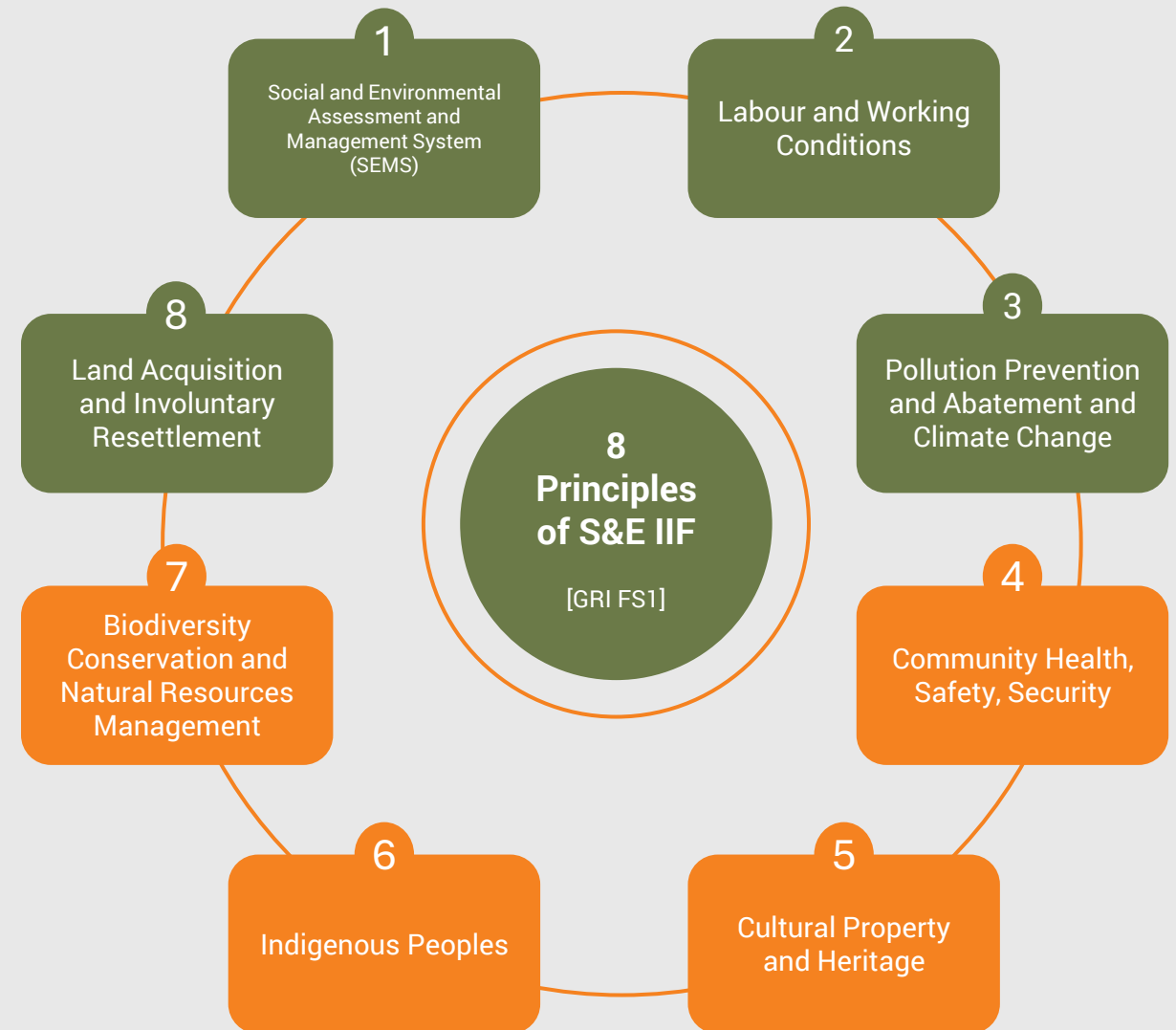


# Biodiversity [GRI 304]

As a sustainable financial institution committed to upholding social and environmental standards in its financing, IIF has identified biodiversity as a key material topic. This focus is reflected at the project level through the implementation of IIF's Social and Environmental Management Standards (IIF SEMS), specifically under Social and Environmental Principles (SEP) No 7. IIF acknowledges the critical importance of biodiversity protection and conservation, along with the sustainable management of ecosystem services and natural resources in the areas where its projects are located. To prevent and reduce negative impacts on biodiversity, IIF encourages its clients to include biodiversity impact assessments as an integral part of their social and environmental evaluation processes.

On the corporate operations side, while the IIF office is not situated in a biodiversity hotspot, the company has nonetheless taken proactive corporate actions to support biodiversity conservation. One notable initiative is IIF's employee participation in **sea turtle conservation activities**, during the reporting period. This commitment was demonstrated when IIF employees participated in environmental conservation efforts on Bali Island, releasing 150 sea turtle hatchlings into the waters of Jimbaran.

This initiative highlighted IIF's dedication to environmental sustainability while also fostering stronger ties with the local community. Through their involvement in sea turtle conservation, IIF employees not only raised awareness about the importance of preserving the environment but also directly contributed to protecting vulnerable marine ecosystems and promoting the sustainability of marine life and coastal habitats. IIF expects that these efforts will create a lasting positive impact on the environment, the community, and future generations.



# Other Indirect (Scope 3) GHG Emissions [GRI 305-3]

Scope 3 emissions encompass the indirect greenhouse gas emissions that occur within a company's value chain, excluding those from its direct operations and energy consumption. Among these, emissions from business travel and IIF investments are significant components to quantify. As previously mentioned, for Scope 3 emissions from financed projects, IIF provides greenhouse gas (GHG) emission measurement tools to clients and requires them to report the calculation results to IIF annually.

In addition, IIF internal calculation (not verified by external parties) reflects the carbon footprint associated with travel undertaken by employees for business purposes in 2023 amounting to **53.176 kg CO<sub>2</sub>**. This includes emissions from flight travel. The business travel emission is calculated using the ICAO Carbon Emission Calculator Methodology. The ICAO methodology uses a distance-based approach to estimate aviation emissions for individual passengers, leveraging available data on various aircraft types.

This method relies on fuel formulas developed by ICAO and is designed to be continuously refined as new data becomes available to improve emission estimations. The methodology requires minimal input from users about the flight, utilizing industry averages to calculate emissions. Since flight-specific variables that influence emissions frequently change, the approach uses average factors to provide a more reliable estimation. Since this is the first business travel emission calculation conducted by IIF, no data is available from the previous year as a comparison.

# Employment [GRI 401-1] [GRI 401-2] [GRI 401-3]

*Disclosed on SR IIF 2024 pg. 104-105*

## Recruitment

Amid the ever-evolving and disruptive business dynamics, we strive to build a high-quality, competent, and integrity driven team. This commitment is reinforced by the demands of sustainability aspects and the rapid development of infrastructure, which require employees with capabilities aligned with the needs of the current industry. Therefore, IIF's employee recruitment is also oriented towards competent young professional talents possessing the capabilities to face industry challenges. Accordingly, the recruitment is conducted through a comprehensive selection, including the involvement of each unit to accurately assess the candidates' competence and character. [GRI 3-3]

To obtain the best candidates, IIF's recruitment process begins with identifying employee needs, the expected qualifications of employees, the execution of the recruitment process, and the induction training period. Each candidate is required to go through the entire process to ensure that the Company acquires qualified and integrity-driven employees. Moreover, the recruitment process is conducted with a focus on the principle of equality, where each candidate has an equal opportunity without discrimination based on gender, ethnicity, race, religion, social status, political affiliations, or other aspects vulnerable to discrimination. [GRI 3-3]

In addition to in-house recruitment, IIF also engages external parties to conduct its employee recruitment, such as HR consultants and organizations that independently analyze employee needs and execute the recruitment process. Throughout 2023, IIF recruited 43 new employees consisting of 22 male employees and 21 female employees. Not only focusing on recruiting qualified and integrity-driven employees, IIF also strives to enhance employee retention through competency development programs and efforts to improve employee well-being.

Nevertheless, IIF remains committed to championing employees' rights, including not compelling them to continue working for the Company. Throughout 2023, there were 19 (nineteen) employees who left the Company, resulting in a turnover rate of 14% during the reporting period. [GRI 401-1]

## Parental Leave/Maternity Leave [GRI 401-3]

*Disclosed on SR IIF 2024 pg. 109*

We respect the reproductive rights of our employees, both for pregnant women who are expecting and those male employees supporting their partners during childbirth. In accordance with Law No. 13/2003 on Manpower that stipulates the rights of workers to take maternity leave and the rights to receive full wages during that time, IIF provides maternity leave for female employees and paternity leave for male employees whose wives give birth. Throughout 2023, there were 1 (one) female employees who took maternity leave and 1 (one) male employees who took paternity leave, and 100% of whom returned to work. This demonstrates IIF's commitment to being a workplace that supports the rights of its employees.

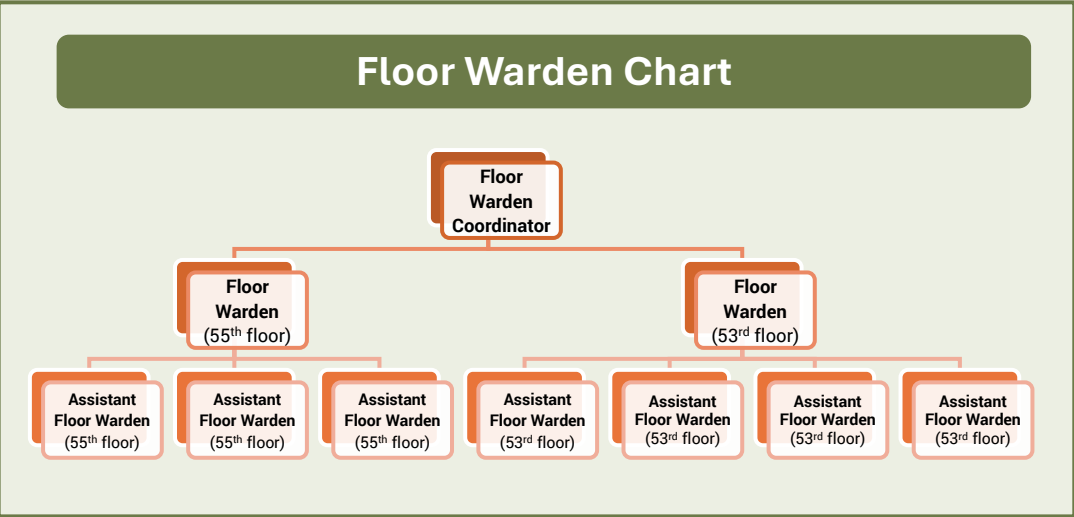
# Occupational Health and Safety

## Management System [GRI 403-1]

Disclosed on SR IIF 2024 pg. 111

As part of the OHS management system, especially in relation to Emergency Preparedness and Response plan, IIF has established a dedicated floor warden team. The team main objectives is to ensure effective safety management across our facilities, especially during emergency condition. Several robust preventive and mitigation measures has also been implemented to maintain a safe working environment, which is further disclosed in Worker Training on Occupational Health and Safety.

Additionally, we are actively developing a more specific and comprehensive OHS management system to further enhance our safety practices and provide better protection for our employees.



# Occupational Health Services [GRI 403-3]

As part of our commitment to occupational health and safety, we have equipped each floor with a first aid kit and essential medications. These kits are subject to thorough inspections and restocking every three months or as needed to ensure that they are always fully stocked and ready for use. This proactive approach supports our goal of maintaining a safe and healthy work environment for all employees.

# Worker Participation, Consultation, and Communication on Occupational Health and Safety [GRI 403-4]

Our company has implemented regular awareness campaigns focusing on the Basics of Occupational Health & Safety. These campaigns are designed to actively involve employees in understanding and adhering to safety protocols, facilitate ongoing consultation and feedback, and ensure that key health and safety information is communicated effectively across all levels of the organization.

# Worker Training on Occupational Health and Safety [GRI 403-5]

To ensure comprehensive preparedness and safety, our floor wardens undergo specialized training in both basic fire safety drills and first aid procedures. This training equips them with essential skills to effectively manage emergency situations and provide immediate assistance, thereby reinforcing our commitment to maintaining a secure and responsive work environment.

## Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships [GRI 403-7]

To prevent and mitigate occupational health and safety impacts associated with our business operations, our company conducts routine inspections of fire alarms, including speakers, sirens, and strobes, every six months. We ensure the availability and maintenance of portable fire extinguishers across all floors, with portable fire extinguisher refills also occurring every six months. Additionally, emergency box inspection equipment is reviewed biannually. To further enhance our safety practices, we hire certified OHAS professional to continuously improve our internal health and safety standards.

## Workers Covered by an Occupational Health and Safety Management System [GRI 403-8]

The Occupational Health and Safety Management, especially related to emergency preparedness and response applies to all IIF employees. In 2023, together with the building management, a fire drill has been conducted which involves all IIF employees. As part of emergency response exercise, IIF also conducts annual call tree exercise to all employees. As part of our improvement, once the comprehensive OHS management system has been established, IIF will disseminate it to all employees and related stakeholders.

### Fire Drill with Building Management



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