

OXO

Sustainability Report 2024



Message from Leadership

We don't just build structures, we shape the future. We are not just developers, we are pioneer of positive change. Together, we are game changers and change makers, committed to leaving a legacy of sustainable communities and a better tomorrow.

In a world that demands innovation, we see ourselves as architects of change, challenging conventional norms to redefine what is possible in property development and management. Our commitment to sustainability is not just a commitment; it's a game-changing approach that sets new standards. We are integrating cutting-edge technologies, green construction practices, and visionary designs to create spaces that not only meet but exceed expectations.

Our projects are not just buildings, they are landmarks, showcasing the potential for sustainable and environmentally conscious property development. We embrace challenges and view them as opportunities to innovate, pushing the boundaries to create a meaningful impact.

Beyond the construction phase, our role as change makers extends into property management. We believe that a property is not just an asset, it's a dynamic, living entity within a community. We are committed to elevating inclusive, vibrant communities through our property management practices. Whether it's ensuring energy efficiency, promoting community engagement, or prioritizing the well-being of our residents, we are change makers dedicated to enhancing the quality of life within our properties. We are proud to be pioneers in creating sustainable, people-centric environments that stand as a testament to responsible property management.

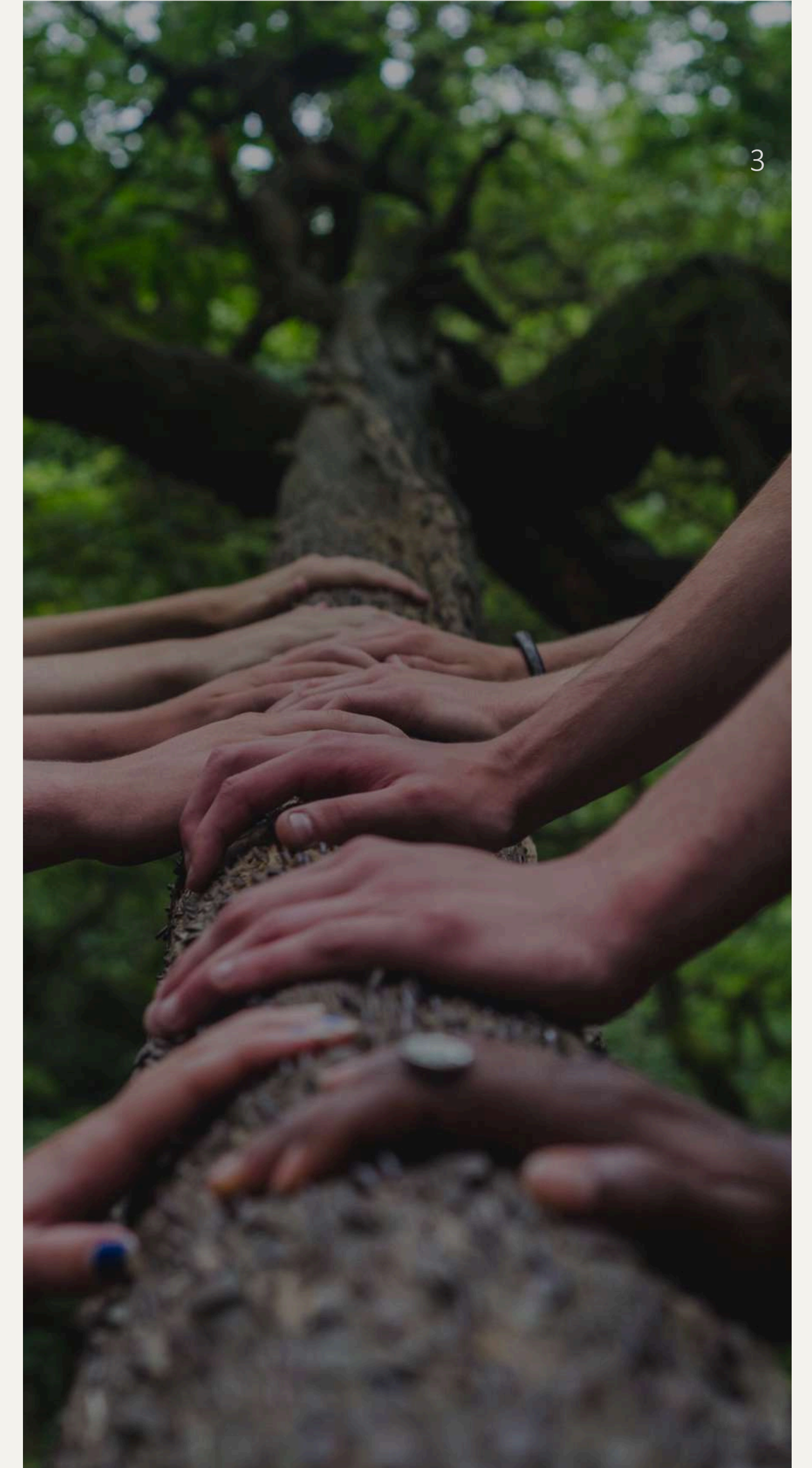
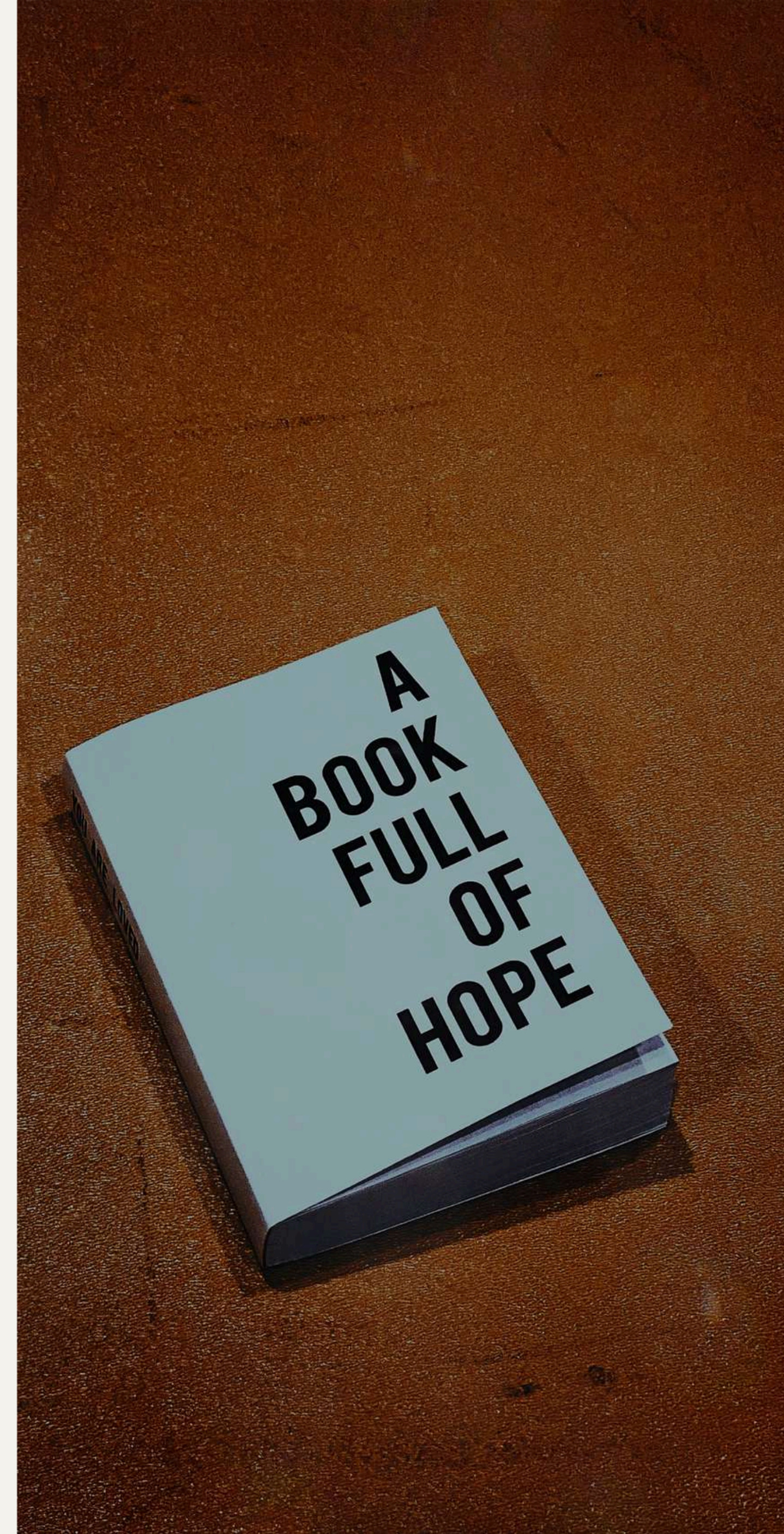
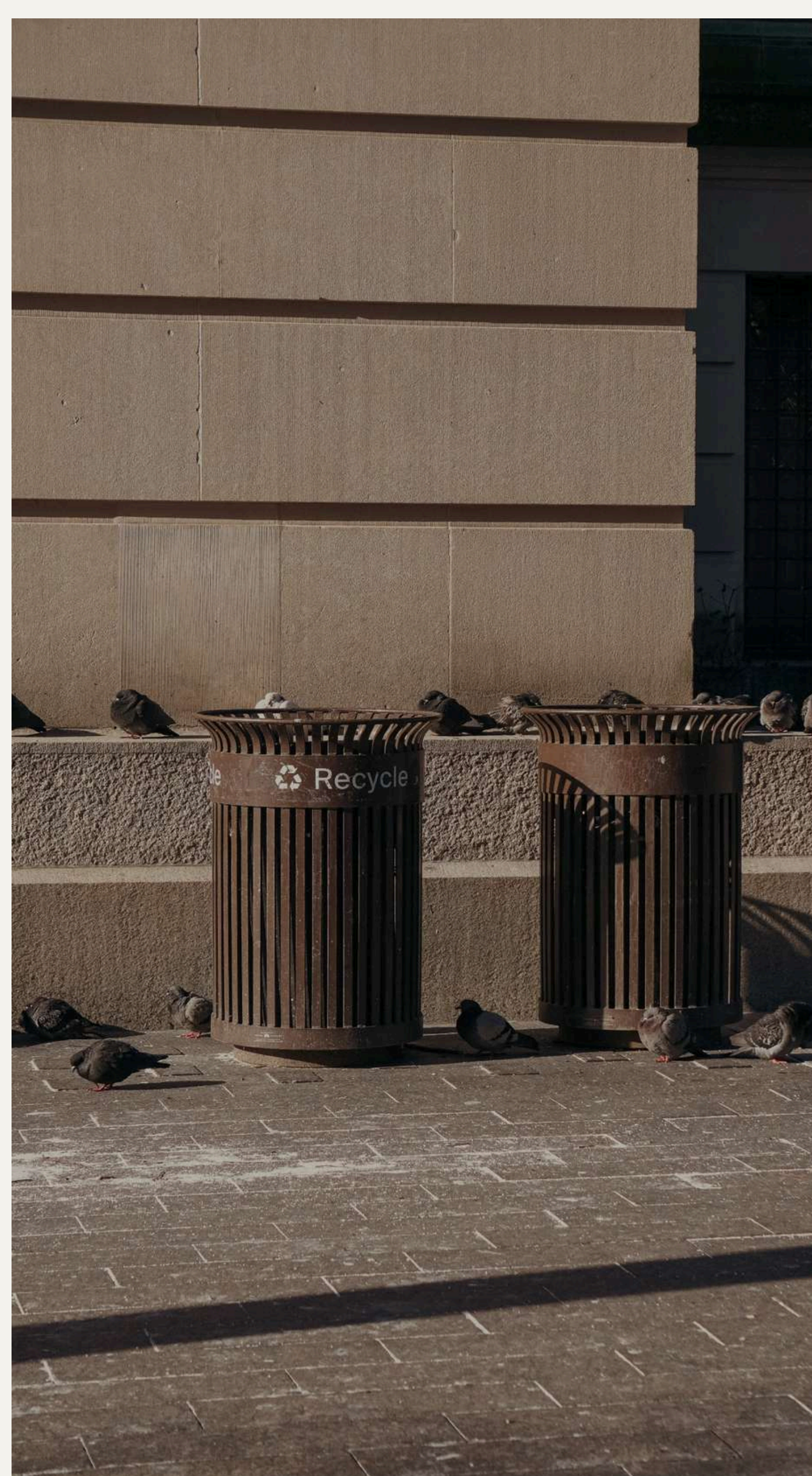
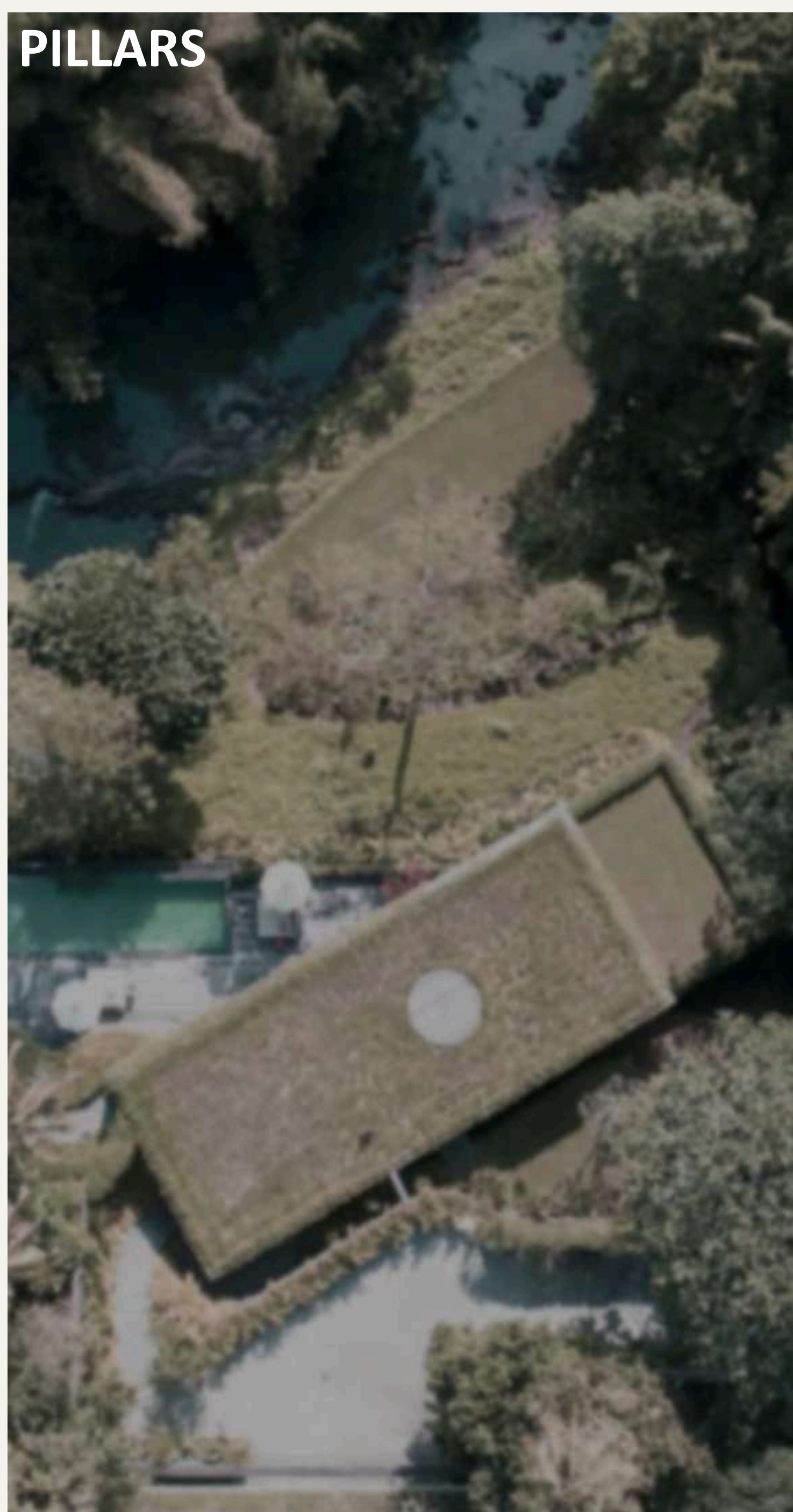


JOHANNES WEISSENBAECK

FOUNDER AND CEO
OXO GROUP INDONESIA

Founder, serial entrepreneur, visionary, lateral thinker and public speaker with over 25 years of business experience in the United Kingdom, Australia, Austria, Germany and Indonesia.

He permanently moved to Bali in 2014 to follow his passion for property and the Bali lifestyle.



CLIMATE

Our commitment to achieving zero emissions is at the forefront of our climate strategy. We're investing in cutting-edge technologies and sustainable practices to minimize our environmental impact and contribute to a greener, cleaner future

WASTE

Embracing the principle of zero waste, we are actively implementing waste reduction and recycling programs across all our projects. Our aim is to create sustainable environments that minimize waste, promote circular economies, and leave a positive impact on the planet

EDUCATION

Education is key to sustainability. Every member of the OXO team is committed to becoming an advocate for sustainability. Our goal is for each staff member to educate 10 individuals, extending our reach and fostering a culture of sustainability beyond our organization

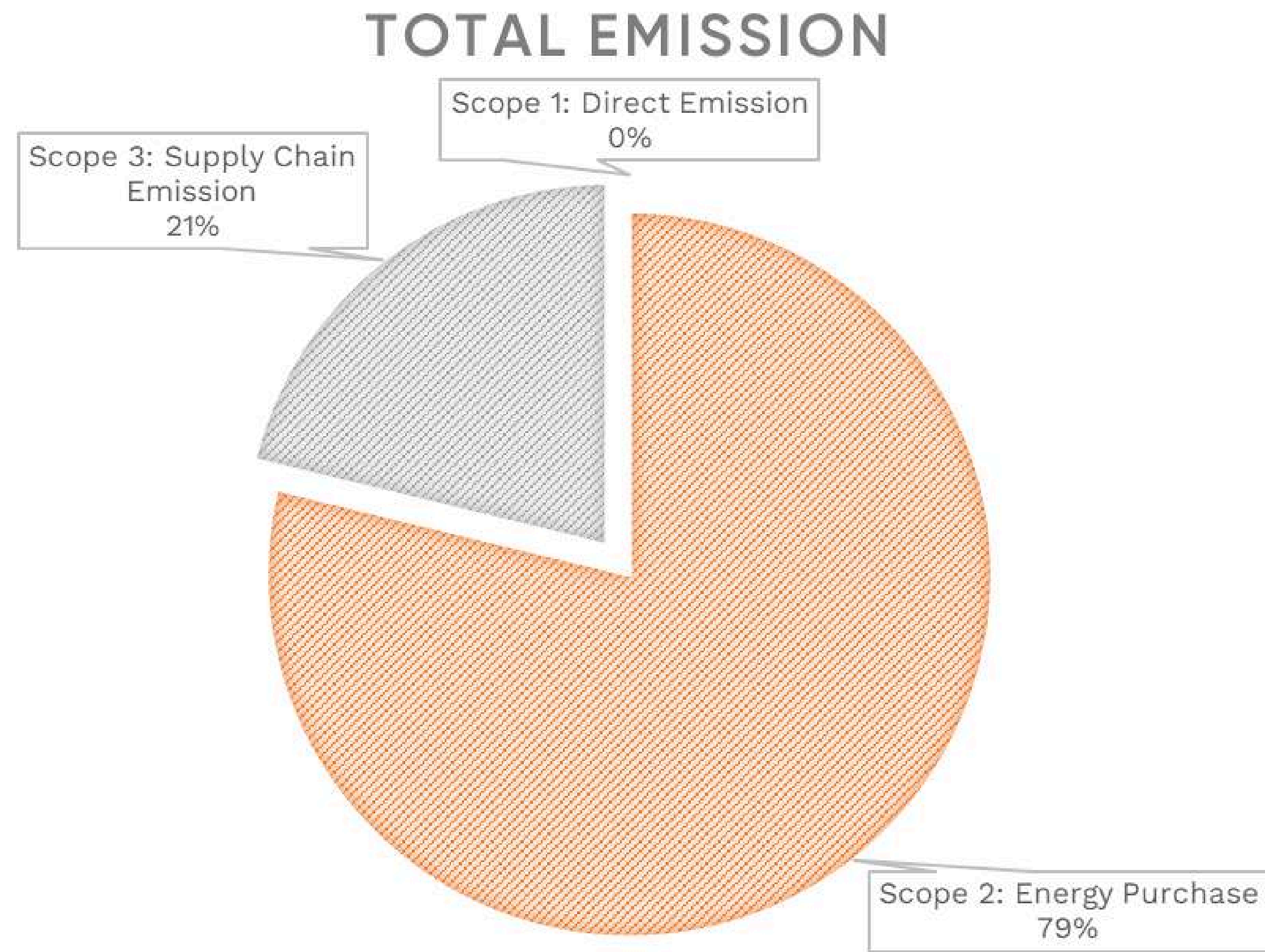
COMMUNITY IMPACT

Our commitment to community impact is reflected in our 1-to-1 strategy. Each one of us is dedicated to directly helping at least one community member in need, creating a positive ripple effect that contributes to the well-being of the communities we serve

Carbon Footprint 2024

It is imperative to identify the main contributors to our carbon footprint. Energy Purchase takes the lead, making up a significant 79% of our total emissions, totaling 370.25 MT annually. Our annual supply chain emission also contributes significantly, accounting for 99.65 MT or 21% of our carbon impact. This year, our Scope 1 emissions are zero because we do not have stationary combustion sources, mobile combustion (as no construction equipment was operated this year), or fugitive emissions contributing to our direct emissions.


Combining these factors, our total carbon footprint for 2024 is 469.9 MT, emphasizing the importance of addressing these key areas to reduce our overall environmental impact.



CO₂ 469.9 MTCO₂
TOTAL EMISSION

 99.65 MTCO₂
SUPPLY CHAIN EMISSION

 1098 MTCO₂
BASED ON ECOMETRICA
DATA ON OXO SIZE TOTAL
MANAGE PROPERTIES

 370.25 MTCO₂
ENERGY PURCHASE
EMISSION

 0 MTCO₂
DIRECT EMISSION

OXO 57.23% LOWER
OUR CARBON EMISSION IS
VERY MUCH LOWER THAN
GLOBAL CARBON EMISSION
WITH THE SAME NUMBER OF
MANAGED PROPERTIES

Impressive Carbon Reduction Achievement

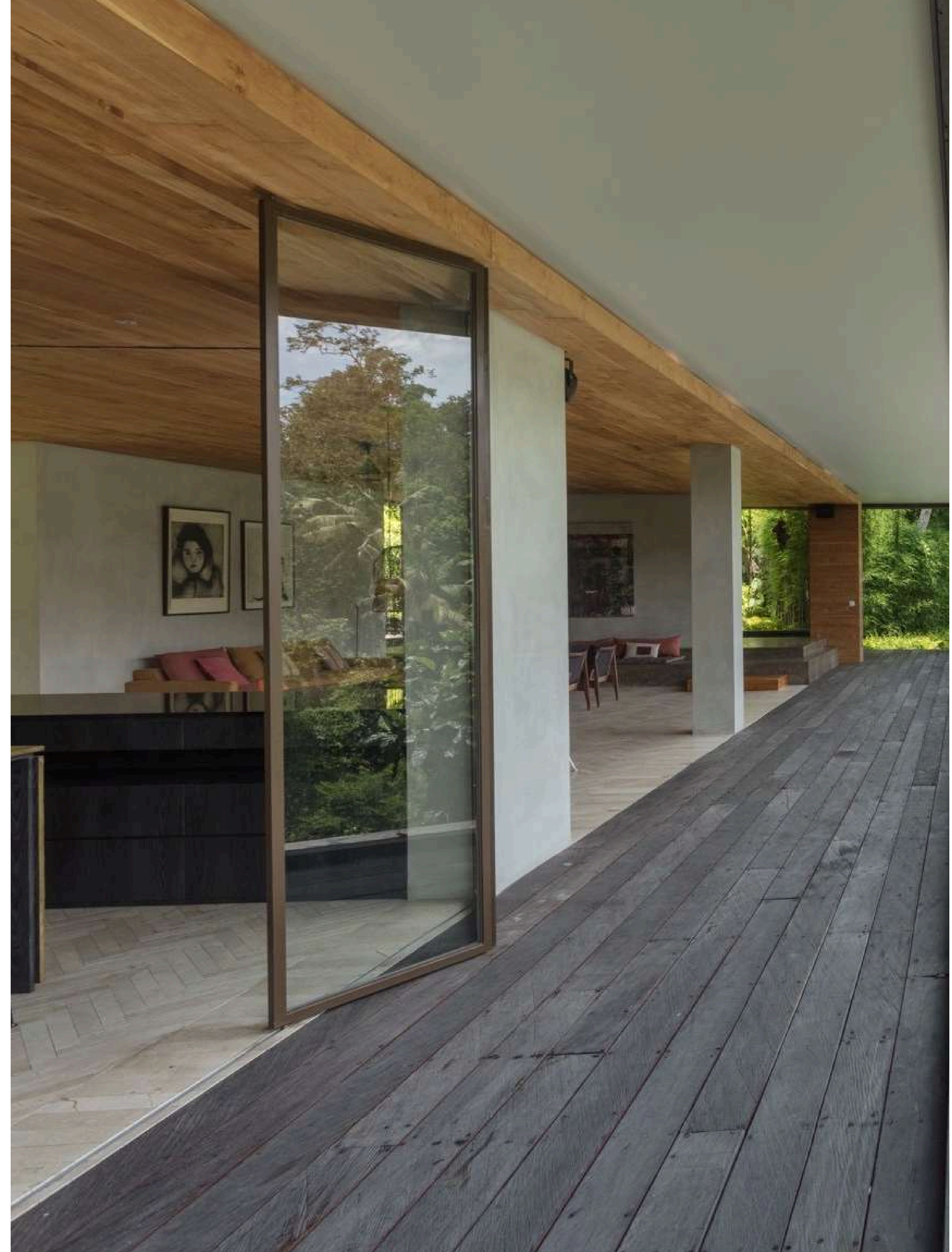
Key Achievements:

- Carbon Emission per Guest reduced from 150 kg in 2023 to 57.93 kg in 2024 — a 61.38% decrease.
- Carbon Emission per Guest per Night dropped from 60 kg in 2023 to 23 kg in 2024 — a 61.67% reduction.
- Guest Count Growth: From 1,726 guests in 2023 to 4,292 guests in 2024, reflecting a +148.7% increase.

What Drove This Success :

- Collaborative Effort: Collective action from the entire OXO team.
- Guest Engagement: Continuous education on energy efficiency and sustainability.
- Sustainability-Driven Growth: Sustainability became a key attraction, driving guest growth.

"A 61% reduction in carbon emissions — Proof that every action, every guest, and every effort counts."



Carbon Footprint Performance: Benchmarks

1

OXO

4.87MT

ANNUAL CARBON
EMISSION PER
ROOM

97KGC02

ANNUAL CARBON
EMISSION PER SQM

57.93KGC02

CARBON EMISSION
PER GUEST

Our sustainability figure shows that we successfully outperform the global accommodation carbon emission

Our annual carbon emission per room is 4.87 MT, which is 55.73% lower than the global average of 11 MT per room and 14.56% lower than the average for 5-star resorts in Bali, which stands at 5.7 MT per room.

2

**WORD
ACCOMMODATION
CARBON EMISSION**

11MT

ANNUAL CARBON
EMISSION PER
ROOM

245KGC02

ANNUAL CARBON
EMISSION PER SQM

65.05KGC02

CARBON EMISSION
PER GUEST

While our annual carbon emission per guest is 57.93 kg, it is **10.95% lower than the global average of 65.05 kg and 17.01% lower than the 5-star resort average in Bali, which stands at 69.77 kg.**

The Carbon emission per room and per sqm are based on research conducted by Kuo-Tsang Huang and Jen Chun Wang. Published in International Journal of Hospitality Management 51:56-66

3

**5-STAR LUXURY
RESORT IN NUSA
DUA-BALI
CARBON EMISSION**

6.7MT

ANNUAL CARBON
EMISSION PER
ROOM

12.05MT

ANNUAL CARBON
EMISSION PER SQM

69.77KGC02

CARBON EMISSION
PER GUEST

The Carbon emission per room and per sqm are based on research conducted by Kuo-Tsang Huang and Jen Chun Wang. Published in International Journal of Hospitality Management 51:56-66

The Carbon emission per guest is based on research conducted by Makoondlall-Chadee Toshima et al. Published in European Journal of Sustainable Development (2021), 10, 4, 9-19

Based on the 2023 Sustainability Report of a 5-star resort in Nusa Dua, Bali.

The resort operates with a total floor area of 69,840 sqm and offers 313 rooms

Total Carbon Emissions by Month (MT)

The chart shows monthly carbon emissions with clear seasonal fluctuations. Emissions started low at 26.54 MT in December 2023, then rose steadily to peak in April-May (50.91–51.2 MT) due to increased activity. A decline followed through June-August (34.2–39.73 MT), before rebounding in September (42.6 MT) and dropping again in October (30.16 MT). November saw a slight recovery to 42.48 MT.

This trend underscores the dynamic nature of carbon emissions, influenced by factors such as occupancy rates, seasonal demand, and operational efficiency. The mid-year peak highlights the need for targeted interventions to manage emissions during high-activity months, while the decline in later months reflects the effectiveness of ongoing sustainability efforts or seasonal operational adjustments.

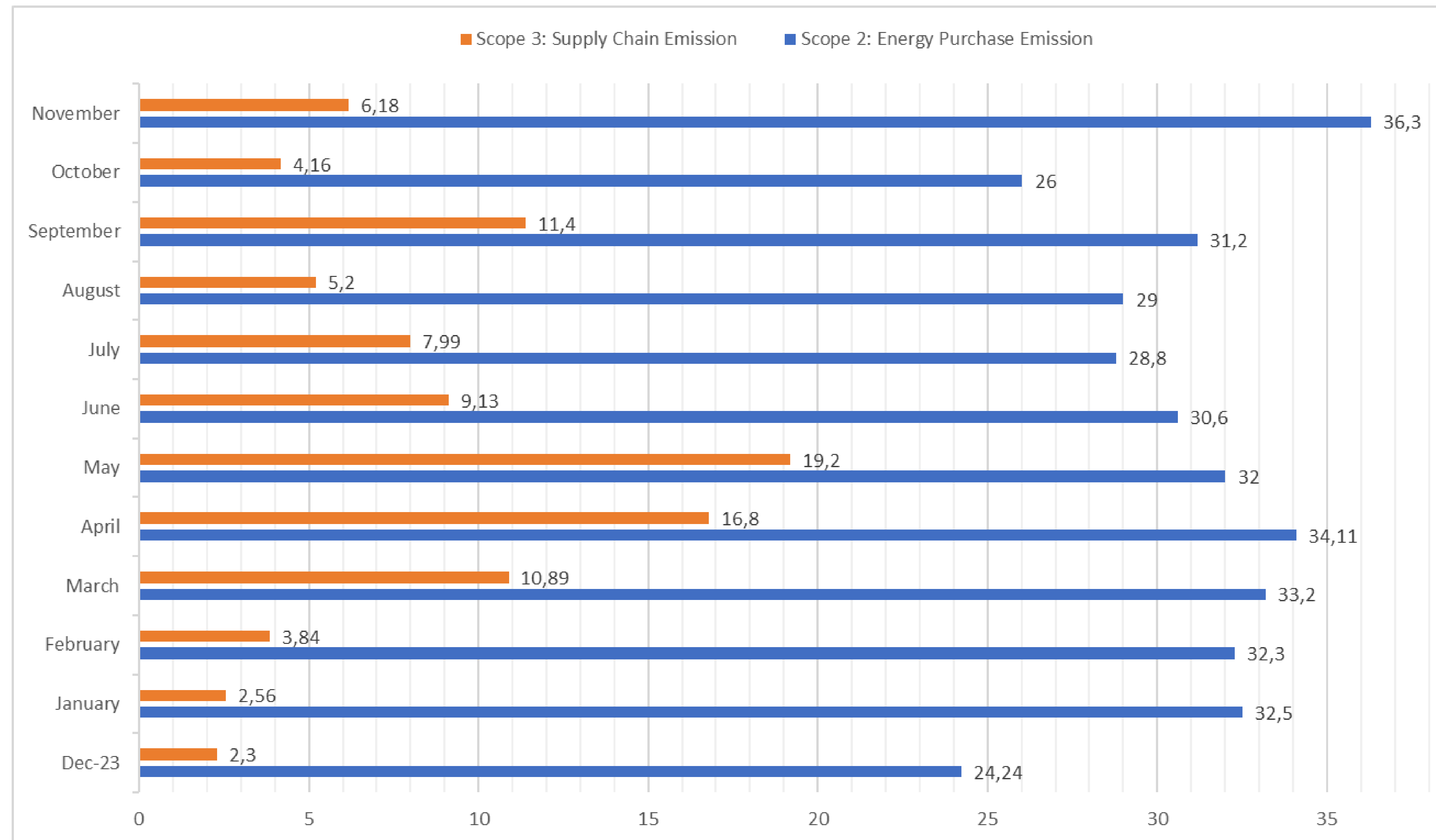


Scope 2 and Scope 3 Emissions by Month (MT)

This chart illustrates Scope 2 (Energy Purchase Emissions) and Scope 3 (Supply Chain Emissions) across the months. Scope 2 emissions, represented in blue, dominate throughout the year, peaking in November (36.3 MT) and April (34.11 MT) due to higher energy demands. Notably, emissions were at their lowest in December 2023 (24.24 MT).

Scope 3 emissions, shown in orange, reflect fluctuations driven by supply chain activities. The highest Scope 3 emission occurred in May (19.2 MT), aligning with increased operational activities, followed by April (16.8 MT) and March (10.89 MT). In contrast, emissions were significantly lower in December 2023 (2.3 MT) and January (2.56 MT).

This data highlights energy purchase as the primary contributor to total emissions, emphasizing the need for energy efficiency measures, while supply chain emissions display variability tied to operational intensity.

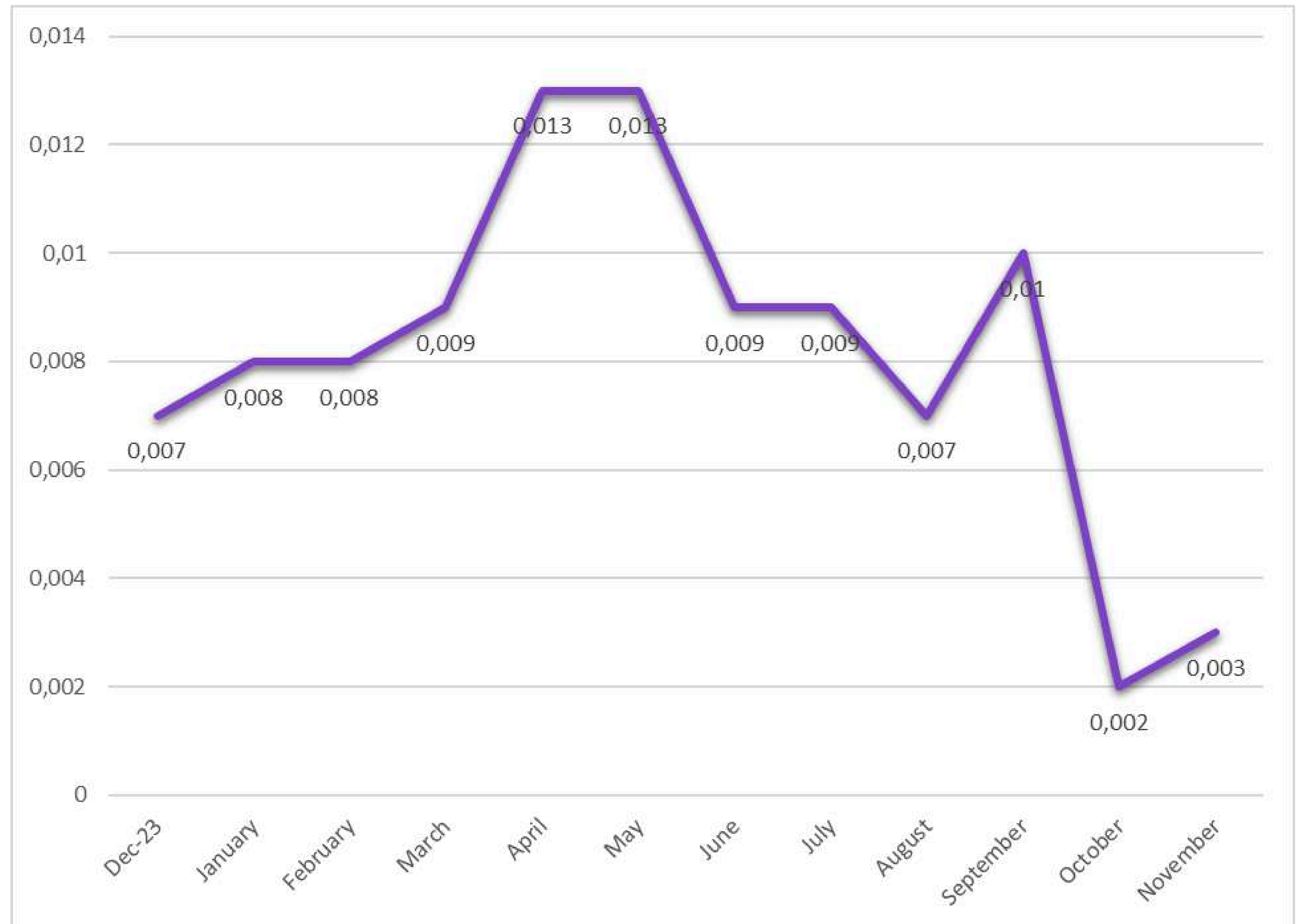


Carbon Emission per Sqm (MT)

The graph illustrates monthly carbon emissions per square meter (MT) for the reporting period, totaling 97 kg annually per sqm. Emissions increased steadily from December 2023 to peak levels during April and May, reaching approximately 0.013 MT per sqm. This rise likely corresponds to seasonal operational demands or heightened energy usage.

From June onward, emissions per sqm began to decline, stabilizing at around 0.008 MT through July and August before a sharp drop occurred in October to its lowest level of 0.002 MT. The values slightly recovered in November but remained significantly below earlier months.

This trend highlights a strong correlation between operational intensity and energy efficiency practices. The notable reduction in October suggests potential improvements in energy management or decreased activity levels during that period. Overall, the total emissions amount to 97 kg annually per sqm, emphasizing the need for continuous monitoring and reduction strategies.



Carbon Emission per Room (MT)

Our analysis reveals that OXO's carbon emission per room stands at 4.87 MT annually, significantly outperforming key industry benchmarks. When compared to the global average of 11 MT per room annually, OXO achieves a remarkable 55.7% lower emission rate. Similarly, when evaluated against the emissions of a typical 5-star resort in Bali, which averages 5.7 MT per room annually, OXO still demonstrates a notable reduction of approximately 14.56%.

This achievement underscores OXO's commitment to sustainable hospitality, reflecting the success of our initiatives to incorporate renewable energy, enhance operational efficiency, and optimize resource usage. These efforts have positioned OXO as a leader in low-carbon luxury accommodation.

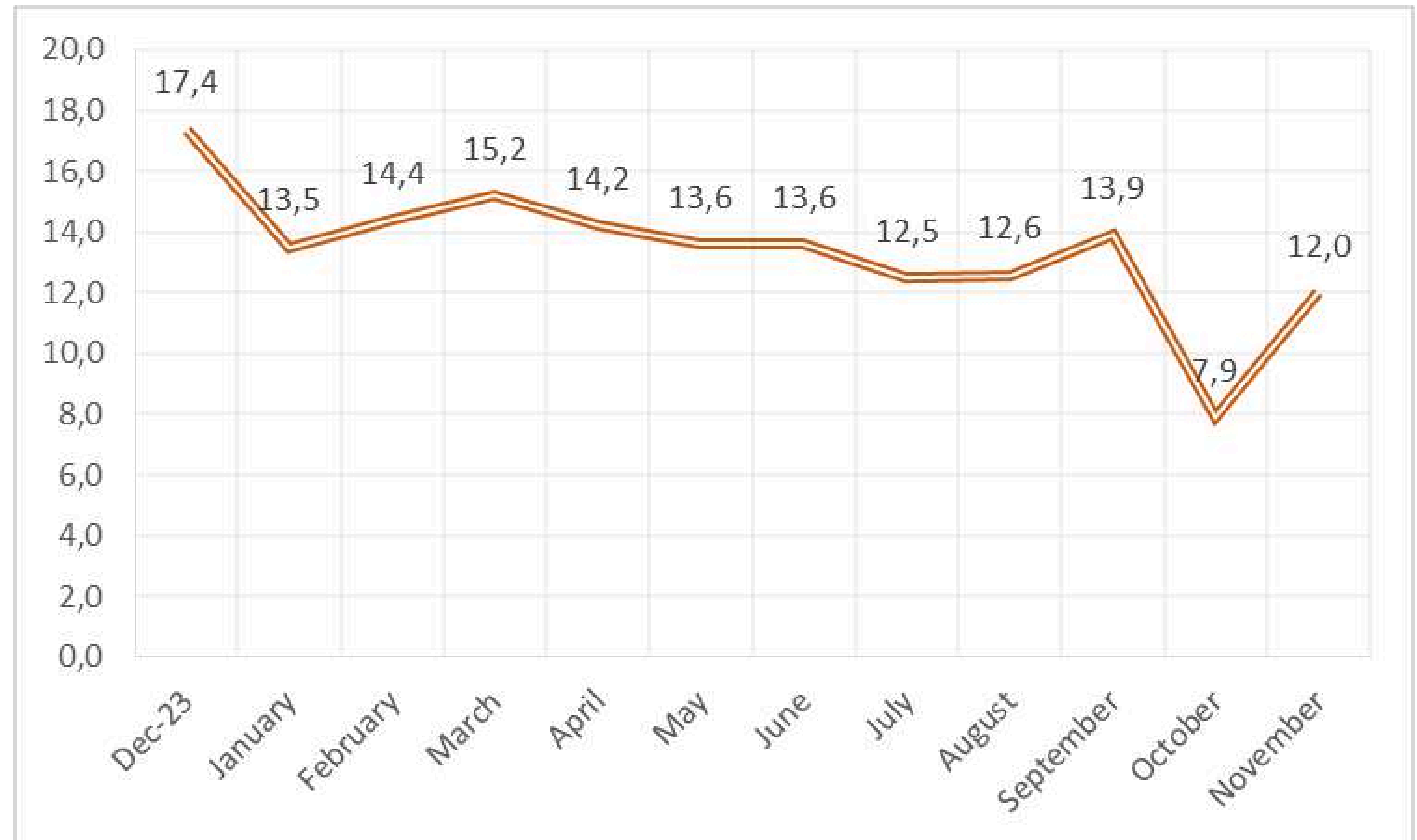
The results highlight OXO's ongoing efforts to contribute to a low-carbon future, setting a high standard for sustainability in the hospitality sector.



Carbon Emission per Room per Day (kg)

This chart highlights the monthly carbon emissions per room per day, illustrating trends throughout the year. Starting at 17.4 kg in December 2023, emissions saw a notable drop in January, stabilizing around 12.5–15.2 kg from February to September. A significant decrease to 7.9 kg occurred in October, likely due to reduced energy usage or operational adjustments. By November, emissions rebounded slightly to 12.0 kg.

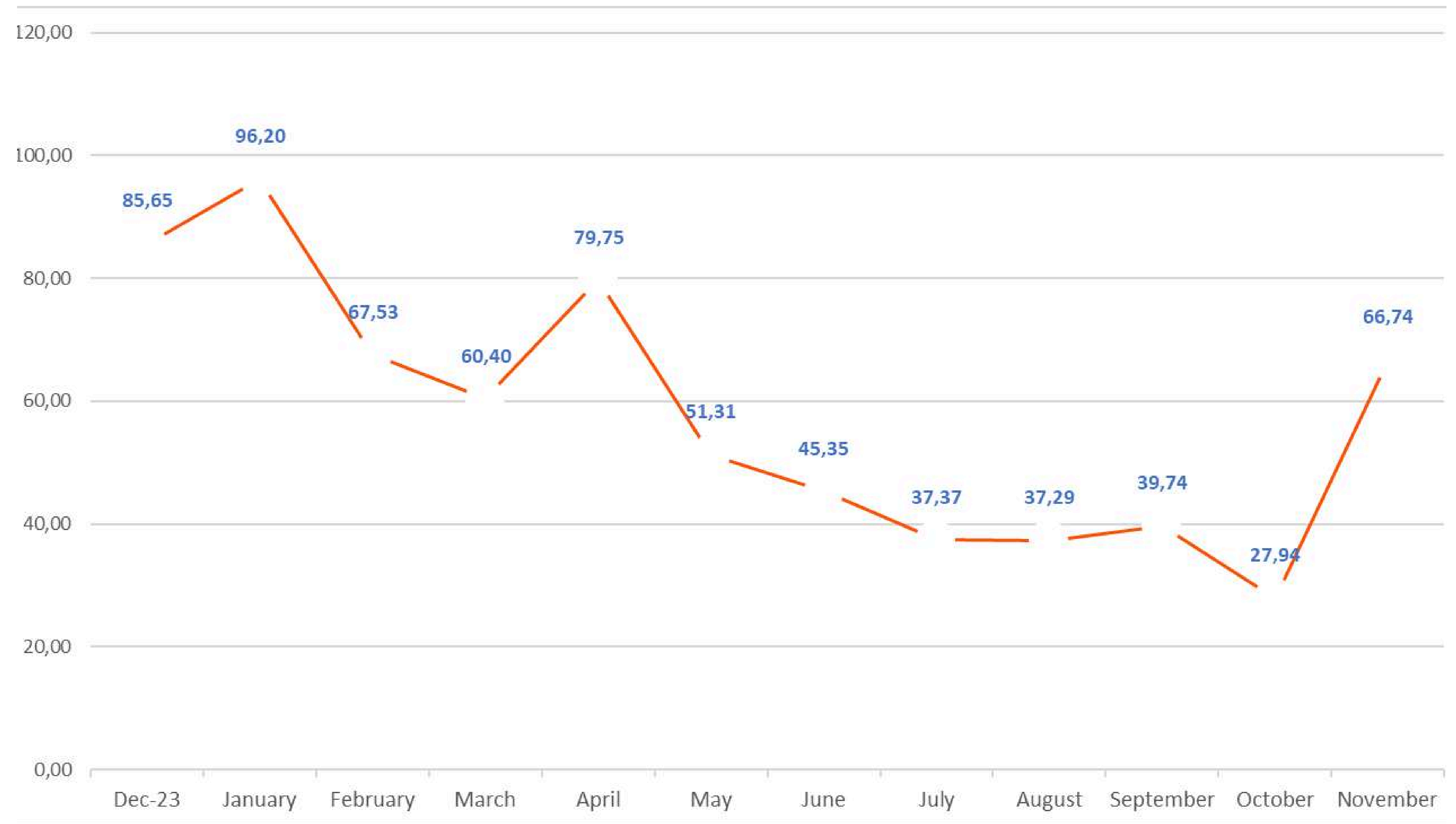
The total carbon emission per room for the year stands at 160.786 kg, showcasing our commitment to monitoring and managing emissions effectively.



Carbon Emission per Guest (kg)

Carbon emissions per guest displayed notable variability throughout the year, with figures peaking at 96.20 kg in January and dropping significantly to 27.94 kg in October. Starting at 85.65 kg in December 2023, the trend saw a sharp decline in February (67.53 kg) and March (60.40 kg), followed by a rebound to 79.75 kg in April. A consistent decrease occurred from May to July, reaching 37.37 kg and stabilizing around this range until September.

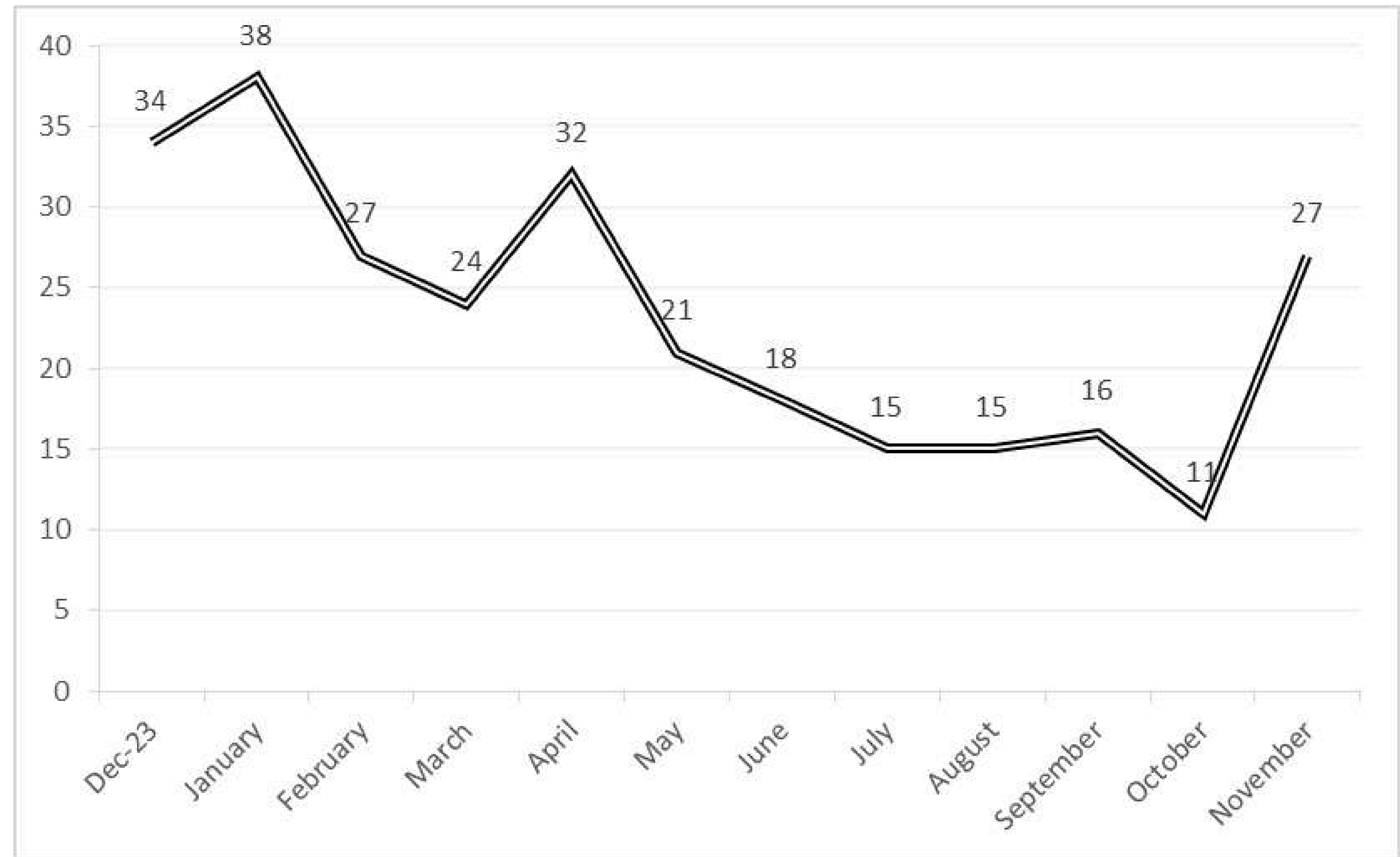
A sharp drop in October was followed by a strong recovery to 66.74 kg in November. The annual carbon emission per guest stands at 57.93 kg, reflecting the importance of managing seasonal variations in emissions effectively.



Carbon Emission per Guest per Night (kg)

The monthly carbon emissions per guest per night exhibit significant variations, starting at 34 kg in December 2023 and peaking at 38 kg in January. A gradual decline followed, reaching the lowest point of 11 kg in October before rebounding sharply to 27 kg in November. The months between May and September show relatively stable emissions, ranging between 15 kg and 18 kg.

On an annual average, the carbon emission per guest per night stands at 23 kg, emphasizing the need for consistent measures to address seasonal spikes and reduce overall emissions.



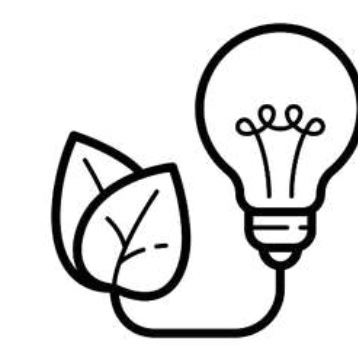
Environment: Renewable Energy and Carbon Offset



With a total solar panel capacity of 17.9 kWp, our commitment to renewable energy is evident. The generated 18.977 MWh of clean energy not only contributes to a 10% lower electricity bill but also results in avoiding 9.48 MTCO2 emissions. Achieving an 4.27 % carbon offset, our efforts align with a broader goal. We aim to reach a 50% carbon offset by 2030, emphasizing our dedication to environmental sustainability and reducing our carbon footprint.



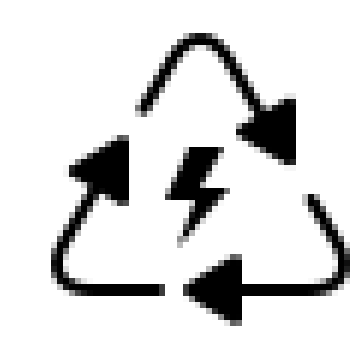
17.9 KWP
TOTAL SOLAR
PANEL CAPACITY



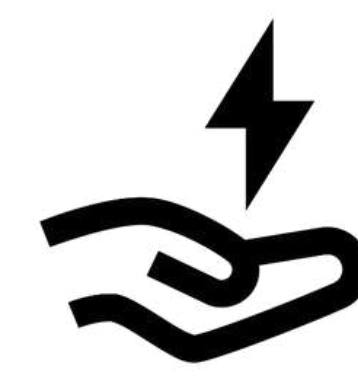
9.48 MTCO2
CARBON AVOIDED



4.27 %
CARBON OFFSET



18.977 MWH
ENERGY
GENERATED



10% LOWER
ELECTRICITY BILL



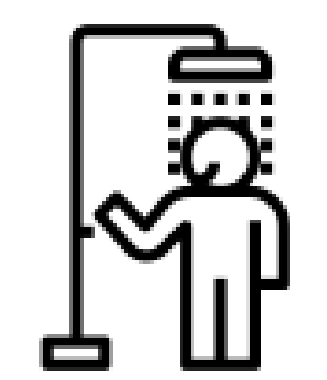
50%
CARBON OFFSET
TARGET BY 2030

Environment: Water



Demonstrating our commitment to sustainability, we exclusively use RO water, eliminating the need for bottled water and minimizing plastic waste. All properties have 100% accessibility to water faucets, providing a sustainable alternative to bottled water and encouraging responsible water consumption.

With an average water usage of 109.5 M3 per room per year, below the global average of 166.4 M3 our properties prioritize efficient water management.



109.5 M3
 AVERAGE WATER USAGE
 PER ROOM PER YEAR



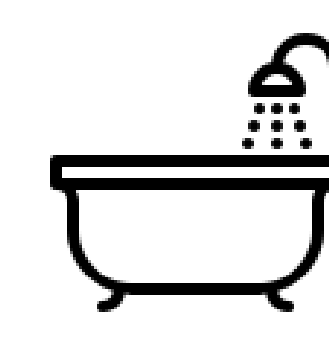
0.29 M3
 AVERAGE WATER USAGE
 PER ROOM PER DAY



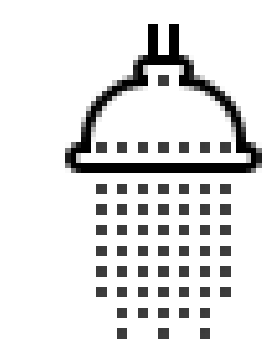
166.4 M3
 AVERAGE GLOBAL WATER
 USAGE PER ROOM PER
 YEAR
 RESOURCE: HMMI REPORT



0.33 M3
 AVERAGE GLOBAL WATER
 USAGE PER ROOM PER
 DAY
 RESOURCE: DENVER WATER



292 M3
 AVERAGE STARRED HOTEL
 IN BALI WATER USAGE
 PER ROOM PER YEAR
 RESOURCE: WALHI



0.8 M3
 AVERAGE STARRED HOTEL
 IN BALI WATER USAGE
 PER ROOM PER DAY
 RESOURCE: WALHI

Significant Reduction in Water Consumption

Key Achievements:

- Per Room (Annual): 120.12 m³
- Per Room Per Day: 0.33 m³

What Drove This Success :

- Per Room (Annual): 109.57 m³
- Per Room Per Day: 0.29 m³

Key Factors:

- Installation of water-efficient fixtures.
- Continuous monitoring and optimization of water usage.
- Guest and staff education on water conservation..

""Reducing Water Usage by 8.8% – Small changes, big impact for a greener tomorrow.""



Achievements in Water Usage Efficiency (m3)

key Insights:

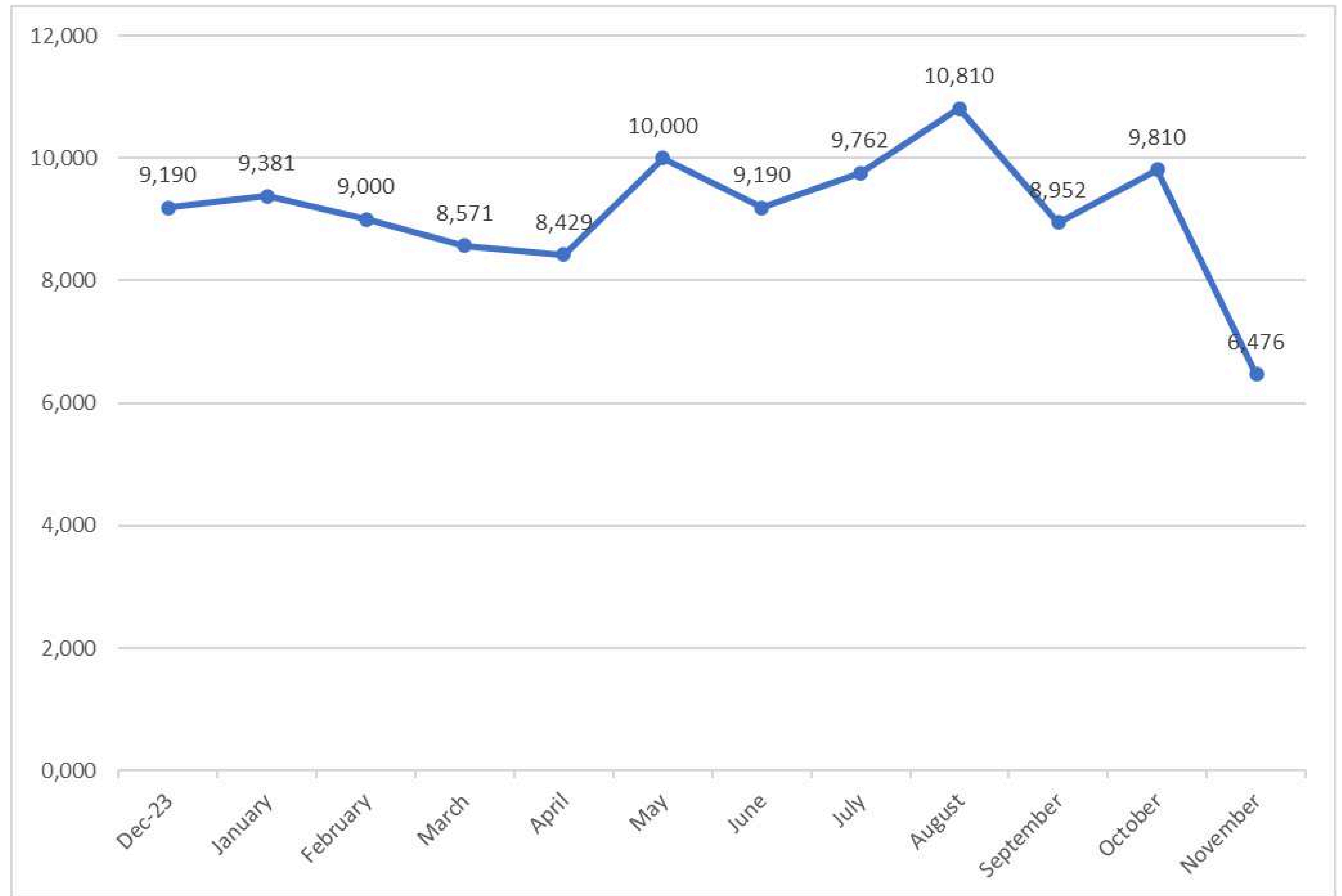
Annual Water Usage per Room:

- **OXO:** 109.57 m³
- **Global Benchmark:** 166.4 m³ → 34% lower consumption compared to the global average.
- **Bali Starred Hotels Benchmark:** 292 m³ → 62.5% lower consumption compared to starred hotels in Bali.

What Led to This Achievement?

- **Efficient Water Management:** Proactive monitoring and control of water consumption.
- **Sustainable Practices:** Integration of water-efficient fixtures and technologies.
- **Awareness Campaigns:** Educating staff and guests on water conservation initiatives.

OXO's efforts successfully demonstrate that sustainable water usage not only reduces environmental impact but also sets a benchmark for responsible resource management while maintaining guest satisfaction.



Water Consumption Per Bed Per Day (m³)

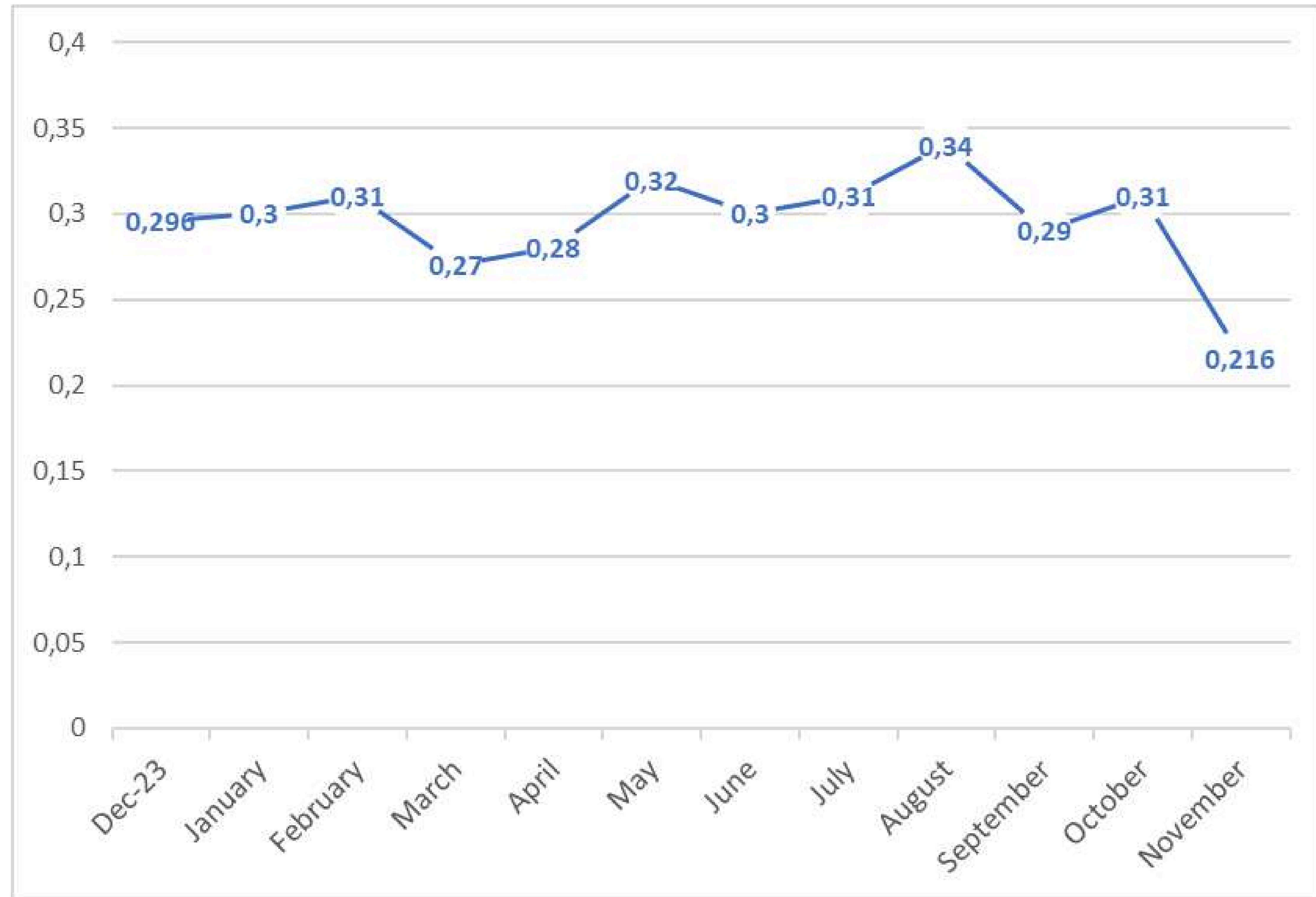
key Insights:

- **OXO:** 0.29 m³
- **Global Benchmark:** 0.46 m³ → 37% lower consumption compared to the global average.
- **Bali Starred Hotels Benchmark:** 0.8 m³ → 64% lower consumption compared to starred hotels in Bali.

What Led to This Achievement?

- **Efficient Water Management:** Proactive monitoring and control of water consumption.
- **Sustainable Practices:** Integration of water-efficient fixtures and technologies.
- **Awareness Campaigns:** Educating staff and guests on water conservation initiatives.

OXO continues to lead in sustainable resource management, showcasing a significant reduction in water consumption while maintaining high operational standards.



Environment: Waste



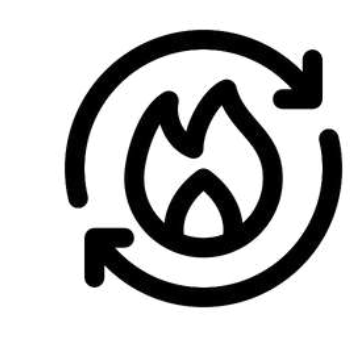
Achieving a significant milestone, 0 waste to landfill and 100% of our waste is effectively managed, reflecting our commitment to responsible waste practices and environmental stewardship.

All our properties are equipped with waste separation bins, ensuring a 100% waste separation rate. Prioritizing environmental safety, we actively engage in B3 waste mitigation efforts, addressing hazardous and toxic materials to safeguard ecosystems and communities.

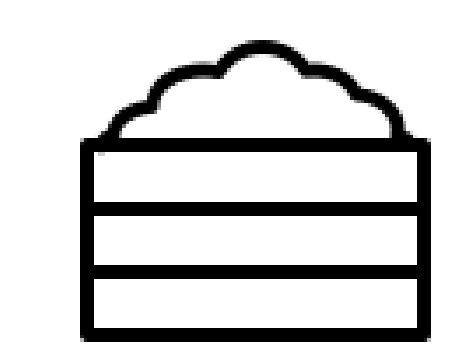
Our initiatives result in less waste reaching landfills, contributing to a substantial reduction in water pollution. This underscores our dedication to preserving water quality and ecosystem health.



0 WASTE TO LANDFILL-100% WASTE MANAGED



B3WASTE MITIGATION



1017 KG ANNUAL ORGANIC WASTE COMPOSTED



100% ALL PROPERTIES ARE EQUIPPED WITH WASTE SEPARATION BINS



2078 KG ANNUAL WASTE GENERATED



1061 KG ANNUAL ORGANIC WASTE COMPOSTED

OXO Waste Management Performance: A Global and Regional Comparison



0.88 KG
AVERAGE WASTE
GENERATED PER
GUEST

0.45 KG
AVERAGE WASTE
COMPOSTED PER
GUEST

0.15MT
AVERAGE WASTE
RECYCLED PER
GUEST



4.95 KG
AVERAGE WASTE
GENERATED PER
GUEST

NO DATA
ANNUAL CARBON
EMISSION PER
GUEST

NO DATA
ANNUAL CARBON
EMISSION PER
GUEST

Based on research conducted by Kan Li, *et al*

Published in Environment, Development and Sustainability Journal, Volume 26



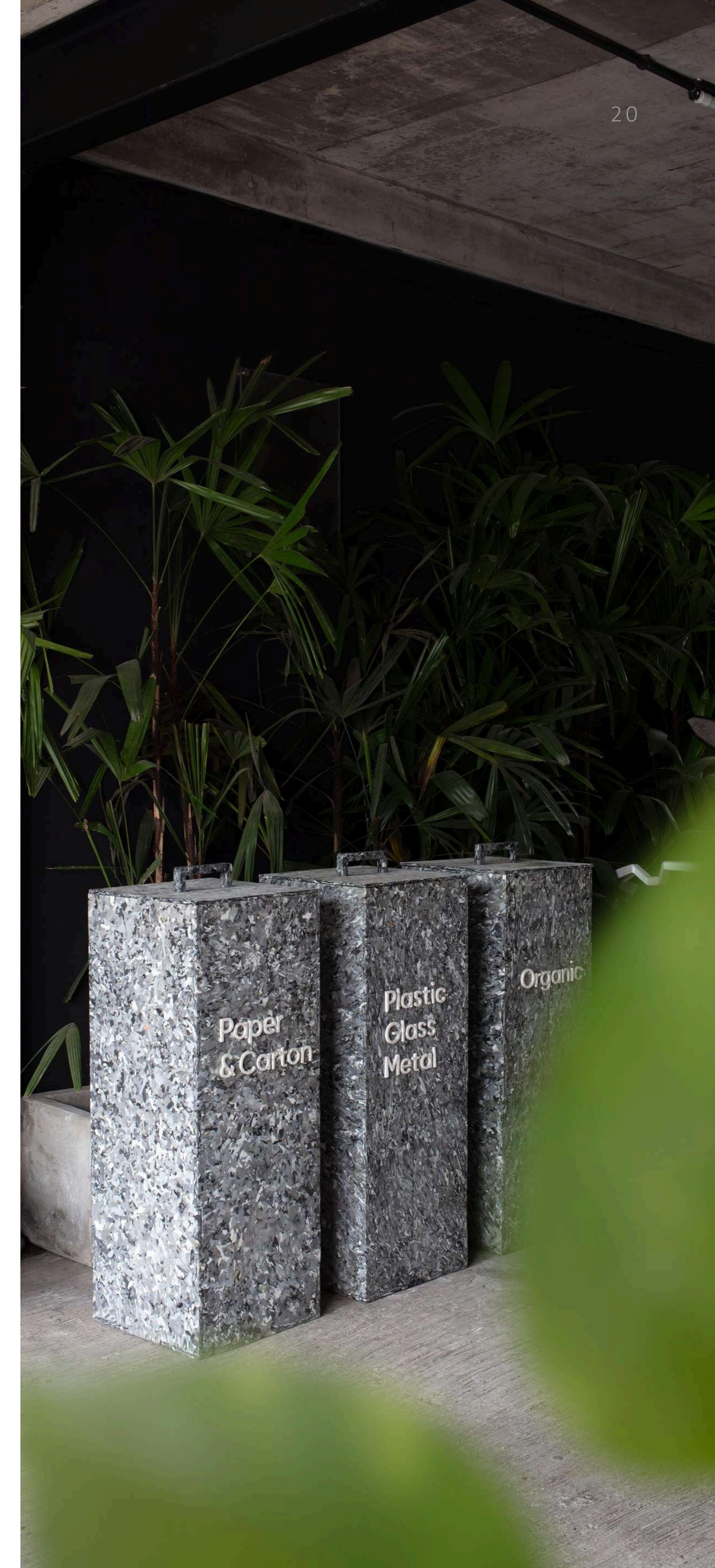
2.5 KG
AVERAGE WASTE
GENERATED PER
GUEST

NO DATA
ANNUAL CARBON
EMISSION PER
GUEST

NO DATA
ANNUAL CARBON
EMISSION PER
GUEST

Based on research conducted by W.K Suryawan, *et.al*

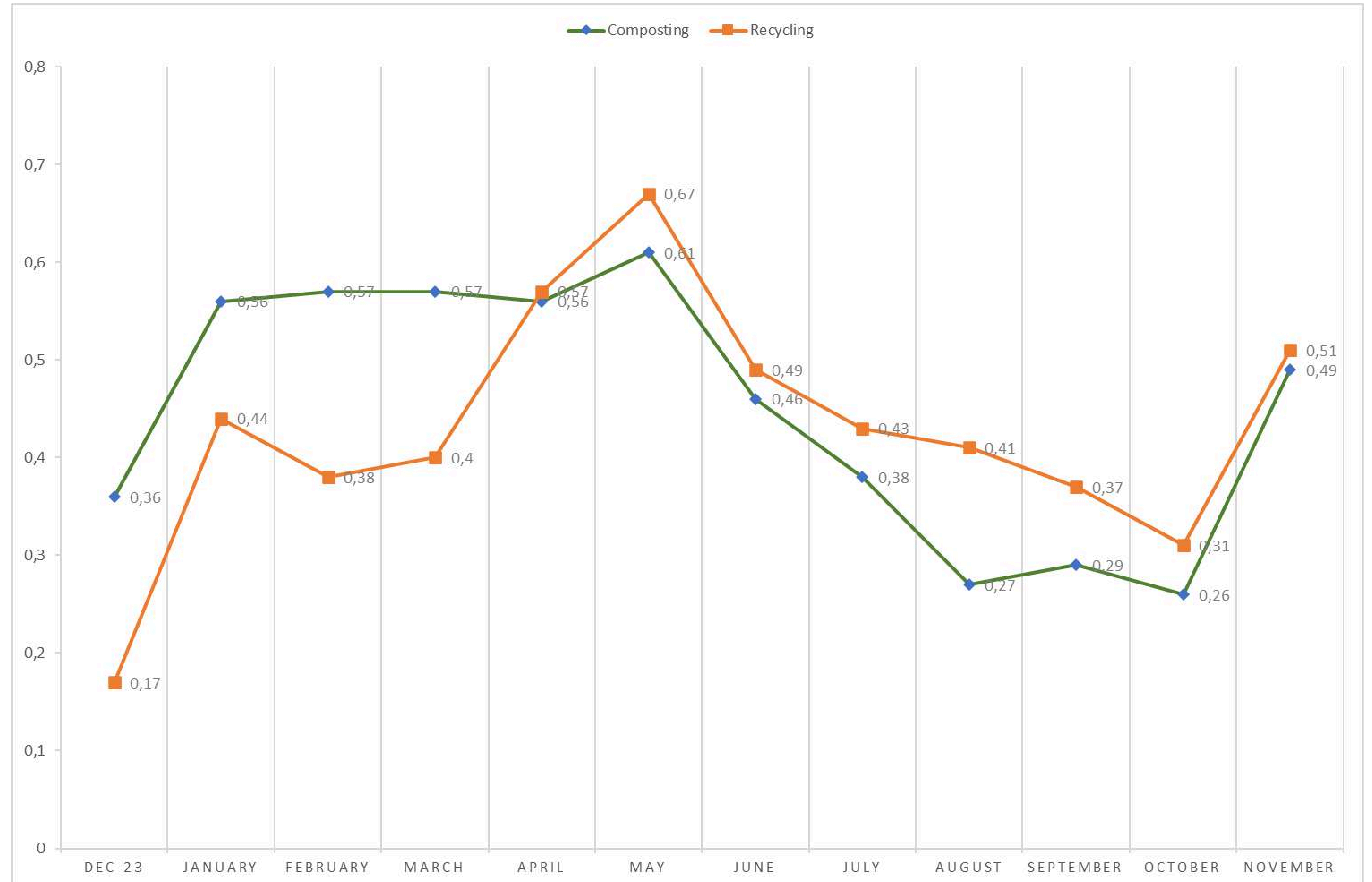
Published in International Journal of Emerging Trends in Engineering, Volume 8



Waste Management Efficiency: Composting and Recycling Performance

OXO has demonstrated exceptional waste management efficiency with a focus on both composting and recycling practices. On average, each guest generates 0.88 kg of waste. Of this, 0.45 kg is successfully composted as organic waste, and 0.43 kg is recycled as inorganic waste.

This achievement reflects OXO's proactive approach to waste segregation, effective utilization of sustainable solutions, and continuous monitoring to optimize processes. By prioritizing composting and recycling, OXO significantly reduces its environmental footprint while maintaining operational excellence and guest satisfaction.



Environment: Hospitality Practices



We use 100% eco-friendly amenities, ensuring that every aspect of our hospitality practices aligns with sustainability goals

Our commitment to sustainability extends to housekeeping practices, with a focus on eco-friendly cleaning methods and resource-efficient practices to minimize our environmental footprint.

We actively engage guests in waste education, promoting responsible disposal practices. Incorporating low chlorine pools and exclusively using local, non-invasive plants for landscaping, contributing to the well-being of both guests and the surrounding ecosystem.



100% ECO FRIENDLY AMENITIES



WASTE EDUCATION FOR GUESTS



LOW CHLORINE POOL



SUSTAINABLE HOUSEKEEPING



GUARANTEED HEALTHY SANITARY



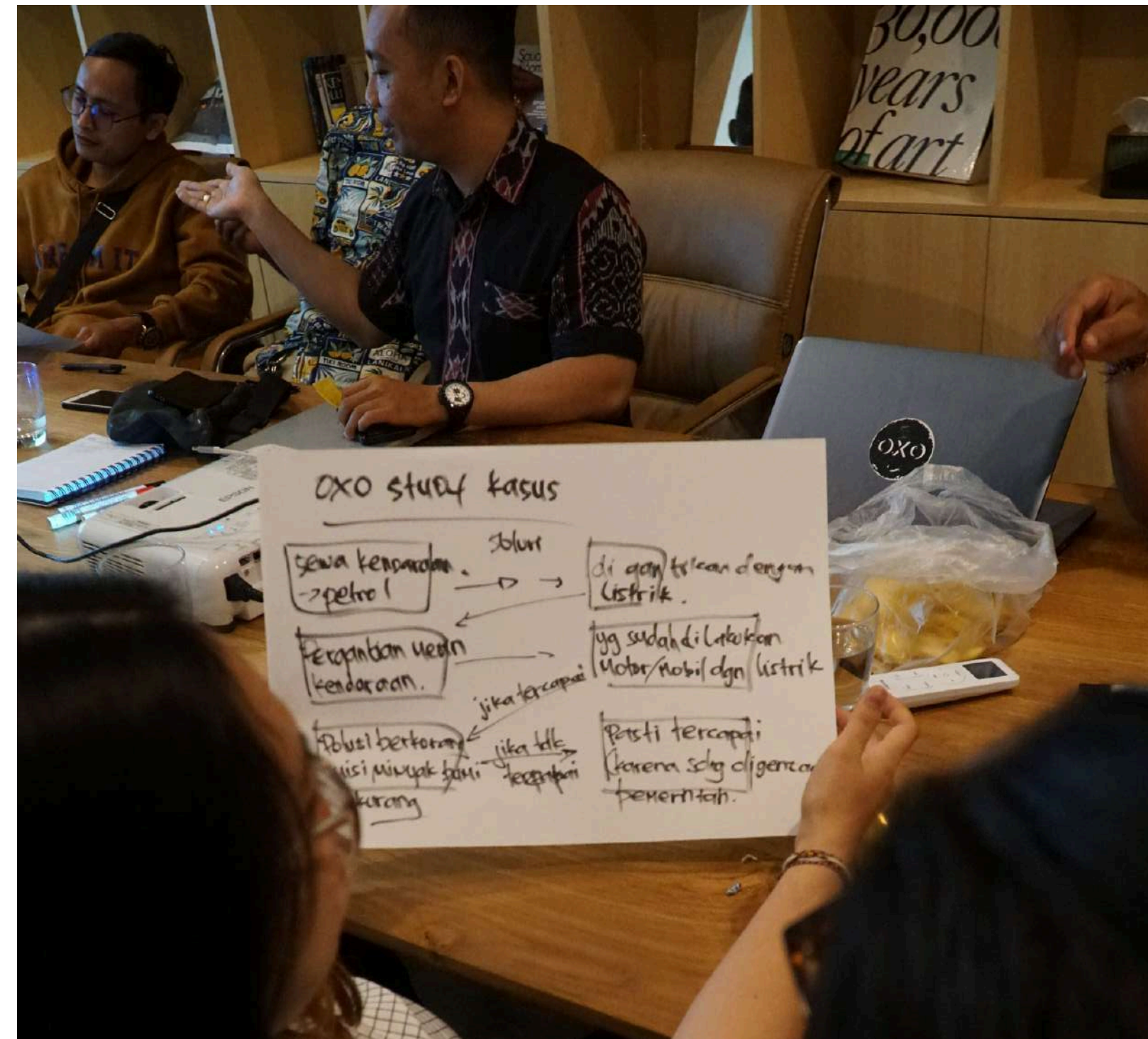
100% LOCAL & NON-INVASIVE PLANTS

Social-Impact: Internal

OXO is committed to creating positive social impact through empowerment programs that involve both internal and external stakeholders.

Internal: OXO organizes regular monthly trainings to enhance staff understanding of sustainability, covering topics such as sustainability fundamentals and corporate climate action. Conducted through active-interactive methods, participants engage in discussions, Q&A, and group presentations to apply concepts in their work context. The training culminates in the Annual Sustainability Test 2024, where 93.75% of participants passed the minimum grade of 80, and an impressive 29.68% achieved a perfect score of 100, ensuring the team possesses the knowledge to drive OXO's sustainable practices..

For selected staff, Advance Sustainability Capacity Building is available with more in-depth materials such as composting, recycling, and renewable energy. Translated with DeepL.com (free version)



Social-Impact: CSR Initiative

Our Values and Mission in Sustainability and Social Responsibility Our mission goes beyond developing properties; we aim to create a positive impact on the environment and the communities around us. Our commitment to sustainability and social responsibility drives us to implement programs that address immediate community needs while promoting long-term environmental stewardship. We believe in creating spaces that harmonize with nature, support economic empowerment, and foster community well-being.

The Role of CSR in Our Strategy and Brand Identity CSR is a cornerstone of OXO's brand identity and business strategy. We integrate sustainability into every level of our operations, from waste management to energy efficiency, while actively working to uplift communities around our properties. Our CSR programs exemplify our commitment to "shared value," where economic, environmental, and social gains are interconnected, creating lasting benefits for both our business and society.

#Light Up My World Initiative In 2024, our #LightUpMyWorld initiative embodied OXO's CSR vision, focusing on practical skills training to empower marginalized groups. Through workshops such as the **Candle and Jamu Making Workshop**, we offered participants from the Idris RoyhanaOrphanage hands-on learning opportunities. This initiative provided not only a memorable experience but valuable skills that could lead to sustainable income, illuminating pathways for community members to build brighter futures.

#LightUpMyWorld Initiative

OXO's Flagship CSR Project for 2024

The #LightUpMyWorld initiative represents OXO's commitment to creating sustainable, positive change within local communities. This flagship CSR project for 2024 embodies our mission to empower individuals through practical skills and economic opportunity.

Objective

To empower communities by equipping participants with valuable skills that provide **NEW OPPORTUNITIES** for income generation, supporting long-term economic self-sufficiency and growth.



Candle Making Workshop

Hands-On Learning in Sustainable Craft

The Candle Making Workshop provided participants with practical, income-generating skills. Led by experts from Seven Senses Lab, attendees learned each step of the candle-making process, from material selection to crafting techniques.

Workshop Highlights:

- Introduction to sustainable and safe materials for candle making
- Step-by-step training in creating high-quality, sellable candles
- Guidance on packaging and presentation for market readiness

Skills Gained:

- Practical skills in crafting and product design
- Knowledge of sustainable material sourcing
- Techniques for producing sellable handmade products



Candle Making Workshop

Preserving Tradition through Herbal Craft

The Jamu Making Workshop, led by Komang Omiko, introduced participants to the traditional Indonesian practice of Jamu making. This workshop combined cultural heritage with practical skills in health and wellness.

Workshop Highlights:

- Learning about local herbs and their health benefits
- Hands-on preparation and bottling of traditional Jamu drinks
- Practical advice on starting a small-scale Jamu business

Skills Gained:

- Knowledge of traditional herbal practices
- Techniques for preparing and preserving Jamu
- Basic skills for creating a wellness product for market



Outcome and Long Term Impact

These workshops provided widows, individuals with disabilities, and other community members with the ability to create and sell sustainable products.

Key Beneficiaries:

- Widows with no previous income, now equipped with income-generating skills
- 1 individual with disabilities empowered through skill-building
- 38 impacted children supported by newly trained caregivers
- 63 total beneficiaries reached through direct and indirect impact

Long-Term Economic Potential

By providing valuable skills, OXO has created opportunities for sustained income and financial independence among participants. The knowledge gained offers participants a chance to enter local markets with quality, sustainable products.

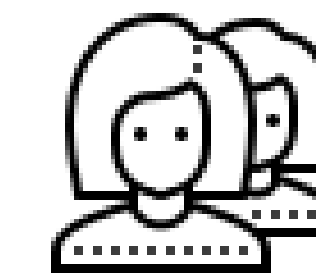
Alignment with OXO's Mission

This initiative exemplifies OXO's commitment to sustainable, community-centered growth. By investing in skills development, we help build a brighter future for local communities—fostering economic empowerment and resilience through sustainability-focused training.



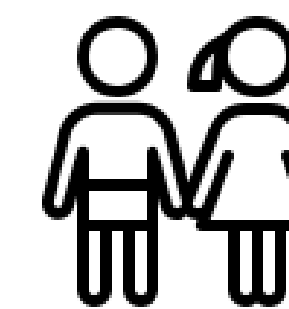
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DISABILITIES



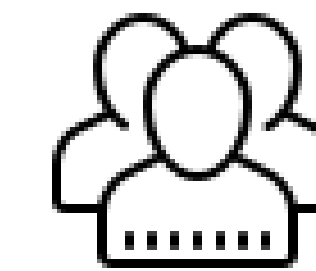
15

WIDOWS WITHOUT
INCOME



38

CHILDREN



63

TOTAL BENEFICIARIES

After the Workshop: Real-Life Impact and Income Potential

Empowered at Home

Participants are now applying their skills at home, crafting candles and preparing Jamu for sale, creating sustainable income streams for themselves and their families.

Candle Making:

- Projected Monthly Profit: 1,200,000 IDR
- Estimated Production: 60 aesthetic candles per month

Jamu Making:

- Projected Monthly Profit: 2,400,000 IDR
- Estimated Sales: 40 bottles per day

Economic Potential

These new skills provide participants with a consistent source of income, enhancing their financial independence and supporting their families. The #LightUpMyWorld initiative has enabled a pathway for long-term economic empowerment.



After the Workshop: Real-Life Impact and Income Potential

On September 20, OXO Living organized a Beach Clean-Up Day at Perancak Beach as part of World Clean Up Day. The event brought together OXO staff, local vendors, and friends, fostering community spirit and raising awareness about environmental responsibility. Kicking off with an energizing body combat session, participants were motivated to take action for a cleaner coastline.

The clean-up saw 25 participants divided into teams, collecting waste in a friendly competition. The collected waste was carefully sorted and handed over to Eco Bali, ensuring responsible recycling and reducing landfill contributions.

This initiative showcased OXO's commitment to sustainability, proving that small actions, when combined, can drive significant change. By working together with the community, we continue to #BuildTomorrowToday, promoting cleaner beaches and a greener future.



Customer Satisfaction: Achievements and Insights

- Our target guest satisfaction score for 2024 was set at 4.5, but we successfully achieved an impressive average of 4.9 from January to November.
- Monthly Highlights: August led the year with 37 guest reviews, followed by July with 24 reviews, showcasing continued guest engagement and positive feedback.
- Property Performance: OTB received the highest number of reviews (164), followed by Black Villa (24) and OTU (21).
- Platform Breakdown: Booking.com contributed the most feedback (68 reviews), followed by Agoda (52) and Google (33), reinforcing the importance of multi-platform guest engagement

This achievement reflects our dedication to delivering exceptional guest experiences, emphasizing quality service, and fostering sustainable hospitality practices.



Good Corporate Governance

In the pursuit of Good Corporate Governance, every initiative is guided by our sustainability charter, establishing clear goals for 2030. This ensures that each program is firmly grounded in our commitment to environmental and social responsibility. Upholding the principles of integrity, credibility, equality, and transparency, these values are not mere aspirations; they form the bedrock of our company policies, ensuring ethical conduct is ingrained in our corporate governance practices.'

Dedicated to fostering an inclusive and safe company culture, we prioritize the well-being and comfort of every individual within our organization. This dedication mirrors our core values of diversity and respect. Furthermore, as an extension of our safety initiatives, we proudly uphold a track record of zero accidents. This accomplishment underscores our unwavering commitment to cultivating and sustaining a secure working environment for all employees.

Our commitment to sustainability extends globally as we join the Green Building Council Indonesia, aligning our practices with international standards for environmentally responsible building. Actively engaging on the international stage, we participate in initiatives like the Fossil to Clean Campaign and SME Climate Hub, fostering collaborations to address climate challenges and transition to cleaner alternatives.

Central to our sustainability approach is the use of the Normative carbon accounting platform. This scientific and comprehensive tool provides actionable insights into emissions, enabling us to make informed decisions and ensure transparency in our environmental impact mitigation efforts.



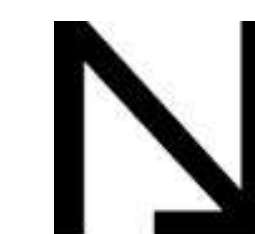
Normative



DEDICATED MEMBER
OF GREEN BUILDING
COUNCIL



2 INTERNATIONAL
PLATFORM



CARBON REPORTING
BUILT ON A FOUNDATION OF
SCIENCE



NTS ANANDA PUTRA

SUSTAINABILITY MANAGER
OXO GROUP INDONESIA

Seasoned Sustainability Expert and proud member of the International Society of Sustainability Professionals (ISSP) with seven years of hands-on experience in the field. He is passionate about crafting innovative and sustainable solutions to address the intricate challenges faced by businesses and communities. His approach is rooted in collaboration, stakeholder engagement, and continuous learning.



MANUEL GAISSER

HEAD OF PROPERTY DEVELOPMENT

15+ years in international projects and business management across Europe, the Middle East and Asia. He forged his career with visionary companies like ALSTOM and GENERAL ELECTRIC. He played an integral role at Stilt Studios, Bali, as Head of Operations, where he launched the innovative and exceptionally successful Grün Resort Uluwatu. With his team, he is shaping tomorrow's property landscapes at OXO Group Indonesia.



WAYAN SURAWAN

HEAD OF OXO HOSPITALITY
MANAGEMENT

Wayan has a rich background in high- end hospitality, having opened and managed acclaimed hotels and resorts like Armani Hotel Dubai, Fairmont The Palm Dubai, and Hideaway Of Nungwi Zanzibar. His proven leadership and management skills shine in diverse environments. As the head of OXO Hospitality, he ensures customer satisfaction and meticulous attention to every detail, making us proud to have him lead our team.



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