

SUSTAINABILITY
REPORT



2025

Message From Our Founder

In 2025, we continue our journey of growth with a clear commitment to responsible development in the property management sector. We believe that innovation and sustainability must move hand in hand, shaping how we design, operate, and evolve our businesses.

Sustainability has been a core part of our transformation as an organization. Through innovation, strong governance, and meaningful stakeholder engagement, we are embedding sustainability into everyday decision-making and long-term planning.

Whether through improving energy efficiency, strengthening community engagement, or prioritizing the well-being of our residents, we act as changemakers committed to enhancing the quality of life across our properties.

We take pride in being pioneers in developing sustainable, people-centric environments that reflect our dedication to responsible and sustainable property management.



JOHANNES WEISSENBAECK

FOUNDER & 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.

OXO is Certified B Corporation™

We believe the places we build should create more than value, they should create meaning for people, communities, and planet. That belief shapes how we design, operate, and grow with intention.

We are proud to announce that OXO Group Indonesia is now a Certified B Corporation™. This milestone reflects our commitment to using business as a force for good and validates the practices we have embedded across our operations, governance, and impact strategy.

As a Certified B Corporation™, we are committed to deliver high standards of social and environmental performance, transparency, and accountability.

Certified



®

Corporation

OXO Today and Tomorrow



CHAMELEON
2014

Our journey began with a single Chameleon villa, thoughtfully created from a passion for wellness and defined by a commitment to extraordinary service.



WONDERLAND
2019

We began expanding our portfolio of properties, introducing distinctive designs of Wonderland and entering new areas of operation.



**OXO TOWNHOUSES
UMALAS**
2020

Within a year, we expanded our vision through our first multi-unit development in the heart of Umalas' residential area.



**OXO TOWNHOUSES
BERAWA**
2021

Following the success of OXO Townhouses Umalas, OXO Townhouses Berawa was developed with a similar concept, reinterpreted to emphasize urban tropical living and the highest standards of design.



**BLACK VILLAS
BY OXO**
2022

With a reputation for exceptional service and the trust of our communities and partners, Black Villa entrusted us with the management of its property.



NOVA BY OXO
2023

We continue to uphold our spirit of local character and modern design sensibility, and in 2024, we were proud to take on the management of Nova.



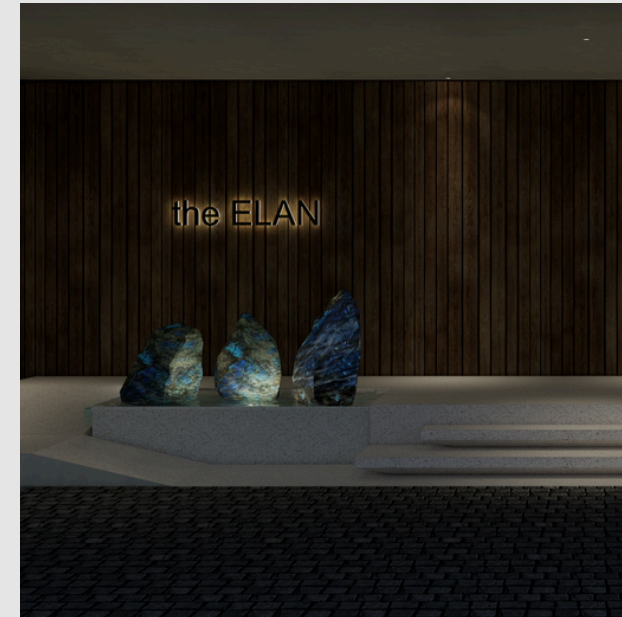
IBU THE SANCTUARY
MANAGED BY OXO
2025

IBU shaped by cultural touchstones and natural experiences, a balance between nature and wellbeing.



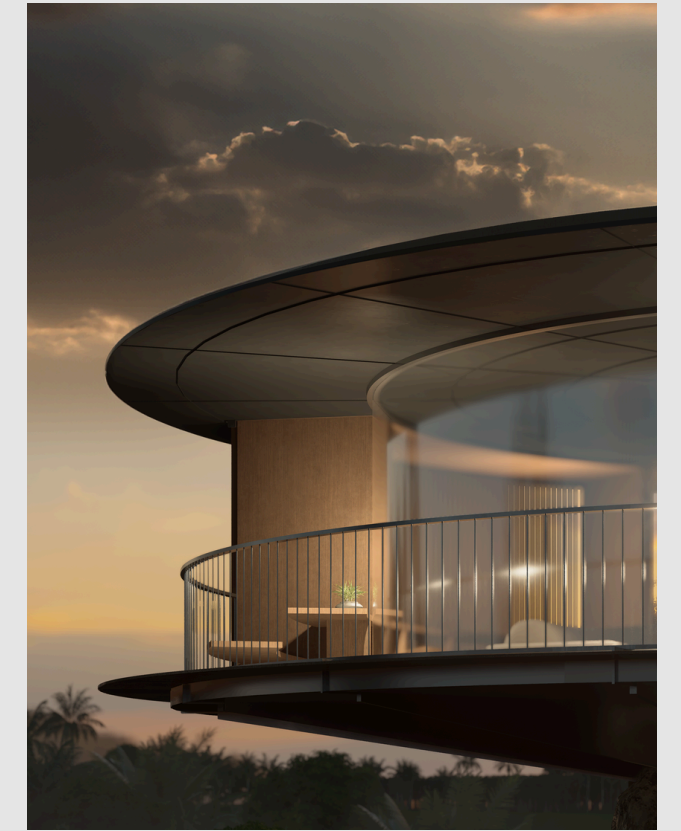
ECOVERSE BY OXO
2026

Another upcoming development, Ecoverse, proudly integrates technology to enhance personal comfort and environmental care—reflecting our commitment to mindful living.



THE ELAN MANAGED
BY OXO
2026

Wellness-driven townhouse designed for conscious modern travelers. The Elan integrates holistic living through energy-conscious design, minimalist spaces, and curated wellbeing experiences.



OXO THE RESIDENCES
2026

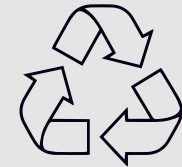
OXO The Residences is designed to redefine the standards of quality living, bringing together thoughtful design and curated experiences.

Sustainability Pillar



CLIMATE

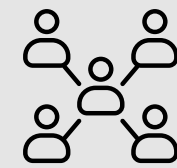
Our commitment to achieving zero emissions is central to our climate strategy. We focus on integrating low-impact technologies and practical sustainability measures that reduce environmental impact while supporting a greener, cleaner future.



WASTE

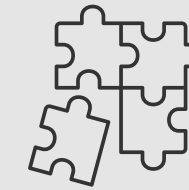
Guided by the principle of zero waste, we implement waste reduction and recycling initiatives across our projects.

Our approach focuses on minimizing waste generation, supporting circular practices, and reducing environmental impact throughout our operations.



COMMUNITY

Our commitment to community impact is reflected in a people-centered approach. Each of us is encouraged to directly support individuals and communities in meaningful ways, creating a positive ripple effect that contributes to the well-being of the communities we serve.



EDUCATION

We empower every member of the OXO team to act as a sustainability advocate, while also supporting and strengthening local community education through our internal programs.

Through these efforts, we extend knowledge and awareness beyond our organization and help foster a broader culture of sustainability.

ENVIRONMENT:

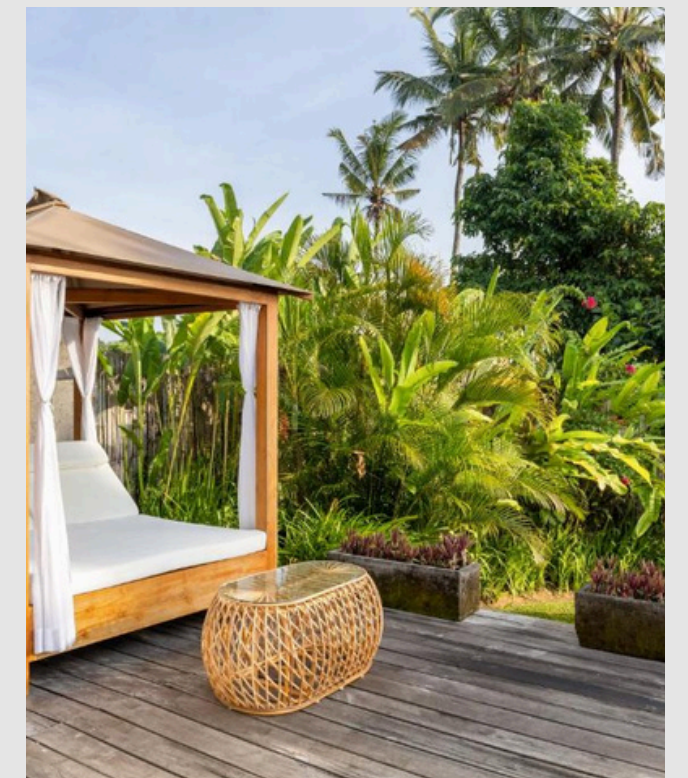
Carbon Emission

SCOPE 1	0 tCO2	0%
SCOPE 2	283.87 tCO2	90.69%
SCOPE 3	51.04 tCO2	16.31%
<hr/>		
TOTAL	334.91 tCO2	

The largest share of emissions is attributed to purchased energy, as reflected in Scope 2, which accounts for 84.76% of total emissions.

Our annual supply chain activities accounted for 15.24% of total carbon emissions. In 2025, we recorded no direct emissions from stationary combustion or fugitive sources, resulting in zero Scope 1 emissions for the year.

Understanding this emissions profile enables us to identify key areas for improvement and supports the development of more targeted and effective strategies across broader operational aspects.



Towards a Lighter Footprint

	2025	2024
EMISSION/ GUEST	0.051 tCO ²	0.057 tCO ²
EMISSION/ ROOM	2.24 tCO ²	6.07 tCO ²
EMISSION/ SQM	0.024 tCO ²	0.055 tCO ²

We reduced the carbon intensity of our operations through more efficient energy use and improved operational practices.

Carbon emissions per guest fell by 6 kilograms, while emissions per square meter declined by 31 kilograms, reflecting stronger building performance and day-to-day efficiency.

On the other hand, carbon emissions per room decreased by 3.83 tonnes, representing a 63.1% reduction compared to the previous period.

ENVIRONMENT:

Energy Consumption

TOTAL ENERGY CONSUMPTION : 569.36 MWH
PER GUEST : 103.34 KWH
PER SQM : 90.6 KWH/SQM

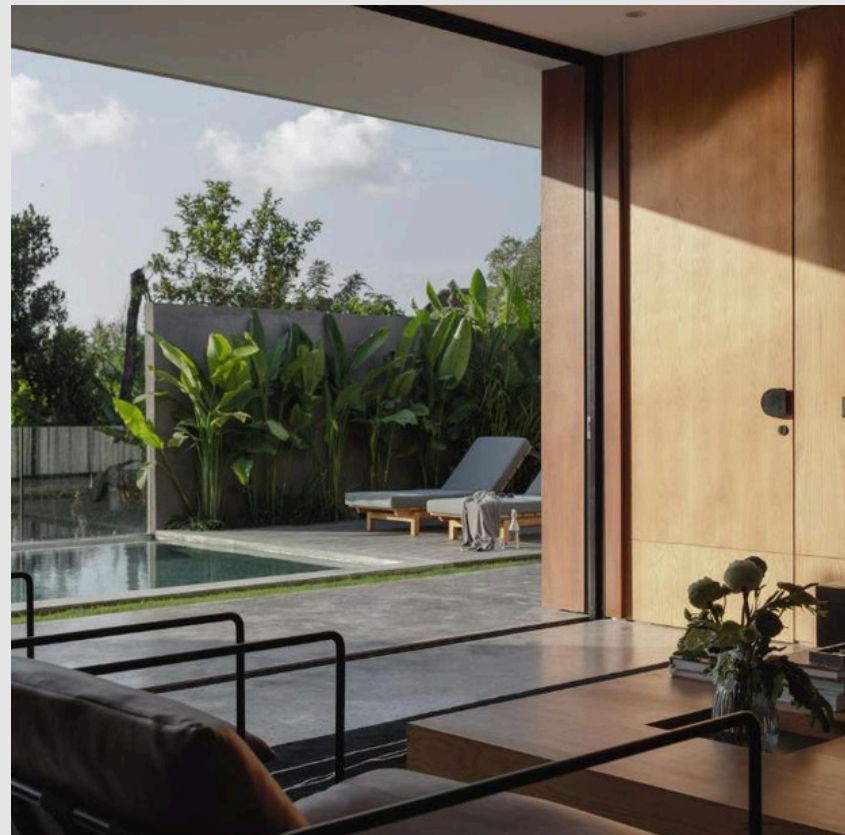
CONTINUOUS ENERGY MONITORING, THE USE OF LOW-ENERGY APPLIANCES ACROSS ALL PROPERTIES, AND ONGOING EDUCATION FOR STAFF AND GUESTS SUPPORT RESPONSIBLE ENERGY USE WHILE MAINTAINING EFFICIENCY AND COMFORT.



Green Building and Architecture

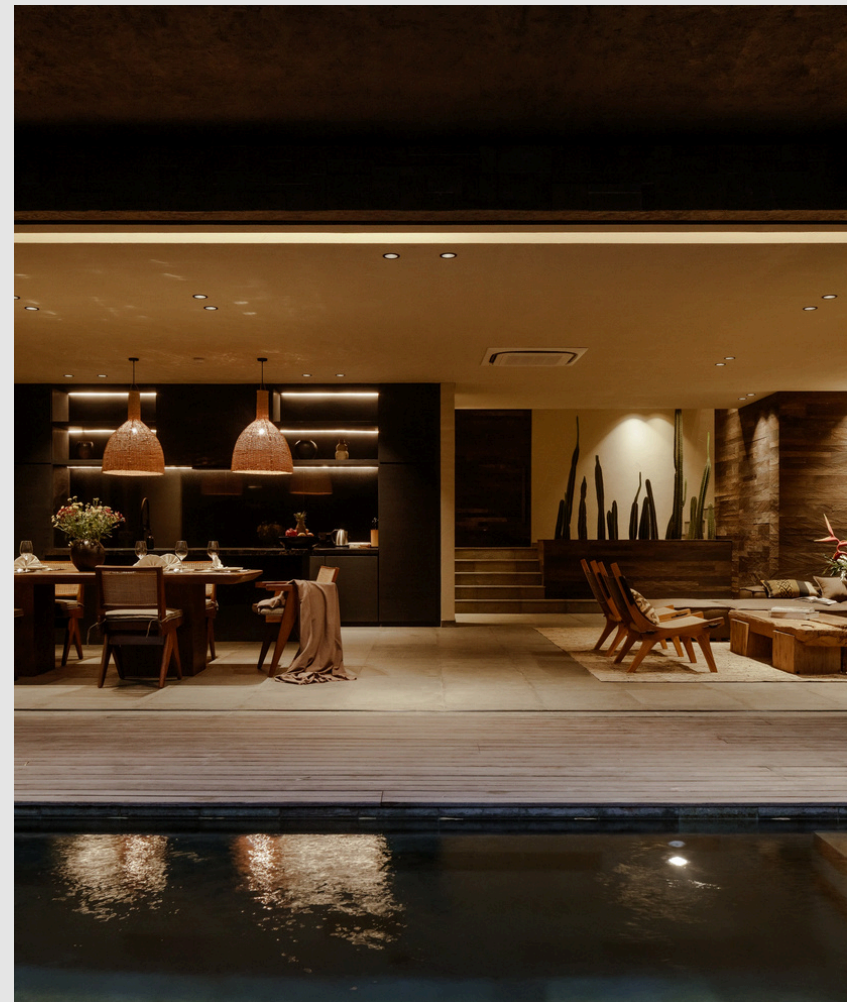
We have established certain standards for the properties to consider the environmental aspect within the building, without compromising the guest stay experience.

And this has been proven that by using natural light and cross ventilation architecture, we can reduce the energy usage number while maintaining guest comfort, especially in tropical areas like Bali.



**NATURAL LIGHT
FAÇADE**

NOVA by OXO



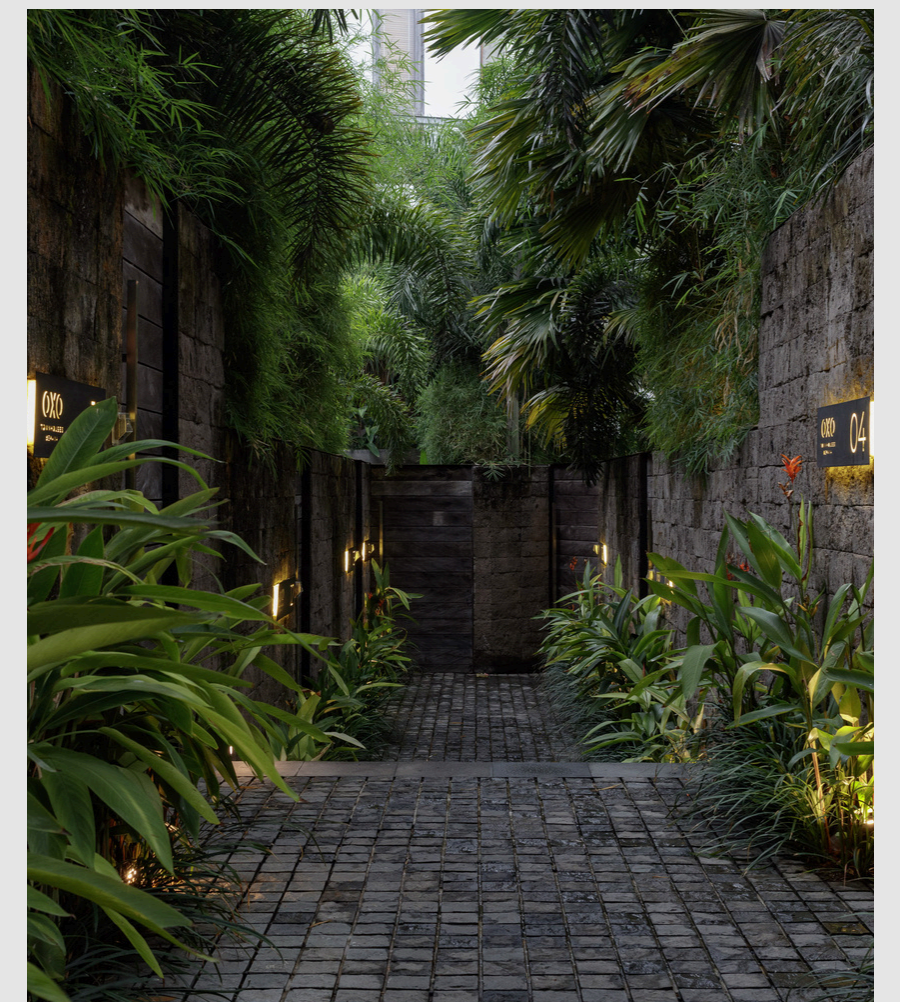
**LED
LIGHTS**

Black Villas by OXO



**CROSS-VENTILATION
ARCHITECTURE**

Pritidaya by OXO



**PERMEABLE
SURFACE**

OXO Townhouses Berawa



Designing with Purpose:
OXO THE PAVILIONS

In 2025, we introduced our latest upcoming project, OXO The Pavilions, a contemporary interpretation of traditional living that places wellbeing, low-impact design, and environmental stewardship at its core.


Guided by the Balinese philosophy of Tri Hita Karana, the project embraces harmony between people, nature, and the surrounding community, shaping spaces that are both culturally rooted and responsibly designed.



The project's innovation is reflected in the integration of environmental performance into its architectural form. Pavilion spacing, building orientation, roof geometry, and open transitional spaces are deliberately designed to limit heat gain and promote consistent airflow throughout the residence.

Roof configurations channel rising warm air toward high-level openings, while lower roof planes provide shading to courtyard-facing façades and reduce direct solar exposure. Together, these strategies enable effective passive cooling and minimize reliance on mechanical systems.





The material strategy for OXO The Pavilions is shaped by considerations of durability, environmental performance, and contextual relevance. Materials are treated as integral elements of the architectural system, supporting thermal comfort, long-term functionality, and reduced lifecycle impact rather than serving purely aesthetic purposes.

Preference is given to materials suited to tropical conditions, capable of aging well over time, and sourced locally where possible. This approach reduces transportation impacts while supporting local supply chains and reinforcing responsible development practices.

ENVIRONMENT:

Renewable Energy

In 2025, OXO operated a total of 57.9 kWp of solar panels installed across its properties, continuously generating clean energy to support daily operations.

The use of solar energy delivers added value to our properties, contributing to energy cost savings while enhancing their market appeal. By integrating renewable energy into our operations, OXO strengthens its position as a responsible property management company and reinforces its commitment to long-term sustainability.

57.9 kWp

TOTAL SOLAR
PANEL CAPACITY

44.10 MWh

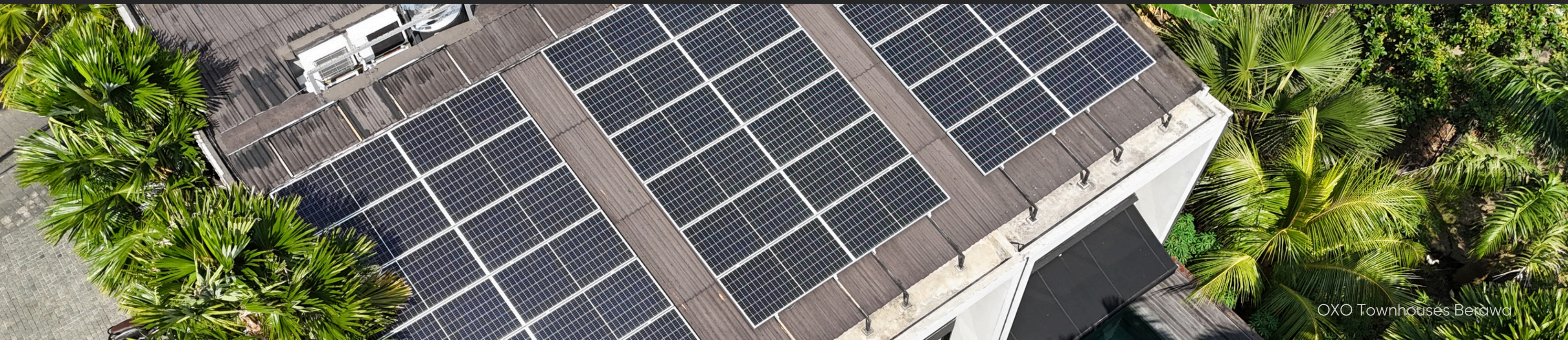
TOTAL ENERGY
GENERATED

22 tCO2

CARBON
AVOIDED

50%

CARBON OFFSET
TARGET BY 2030





Environment: Water Usage

2025

Per room : 81.93 m³
Per guest : 0.76 m³
Per room/day : 0.22 m³

2024

Per room : 109.57 m³
Per guest : 1.27 m³
Per room/day : 0.29 m³

In 2025, water efficiency improved across all key indicators. Water consumption per room decreased by 25%, water use per guest dropped by over 40%, and daily water use per room declined by 24%, reflecting more efficient operations throughout the year.

Water Stewardship

Water scarcity remains one of the key environmental challenges in Bali. We are committed to proactively conserving water across our operations and to encouraging our guests to adopt responsible water-use practices during their stay.

In addition, we exclusively use reverse osmosis (RO) water systems, eliminating the need for bottled water and reinforcing our commitment to a no single-use plastic approach across our properties.

All of our properties are equipped with low-flow water fixtures, including faucets designed to minimize water use for daily activities. This initiative has resulted in lower water consumption per room per night, achieving an estimated 33% lower consumption compared to the global average (Denver Water).



ENVIRONMENT:

Waste Management

TOTAL WASTE GENERATED : 2,179 KG
ORGANIC WASTE COMPOSTED : 573 KG
INORGANIC WASTE MANAGED : 1,616 KG

All properties are equipped with waste separation bins to support effective sorting and promote environmental safety.

We collaborate with local waste management partners for composting and recycling, helping minimize waste sent to landfill across our operations.



**100% PROPERTIES
EQUIPPED WITH WASTE
SEPARATION BINS**



**B3 WASTE
MITIGATION**



**LOCAL PARTNERSHIP
FOR WASTE
MANAGEMENT**



Sustainable Hospitality Practices

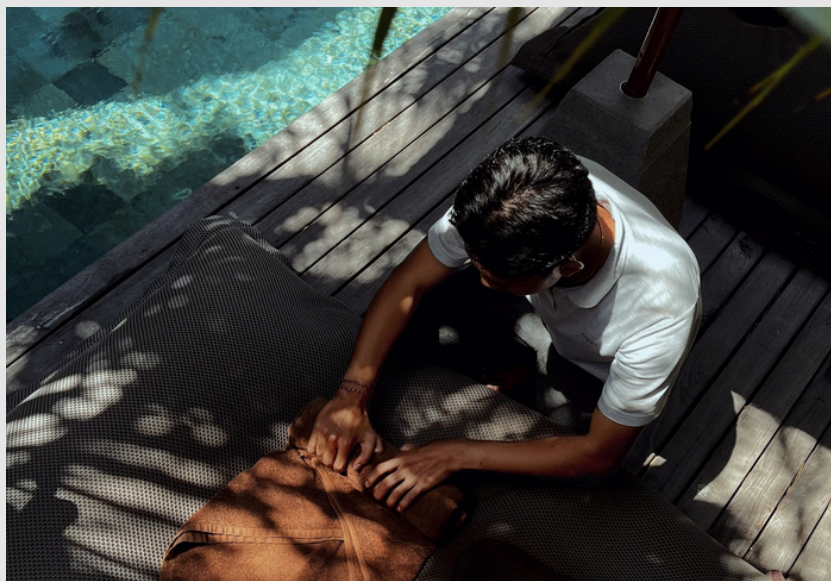
We are committed to integrating sustainability into our daily hospitality operations by using **100% eco-friendly amenities** across all of our properties and ensuring that all housekeeping activities adhere to strict safety and sustainable operating standards. These practices are designed to minimize environmental impact while maintaining high levels of cleanliness, comfort, and service quality for our guests.

We actively engage our guests in our sustainability efforts by encouraging responsible energy and water use during their stay, as well as promoting proper waste separation and disposal practices. Through clear communication and thoughtful in-room guidance, we aim to foster shared responsibility without compromising the guest experience.

ECO-FRIENDLY AMENITIES



RESPONSIBLE HOUSKEEPING PRACTICE



BOTTLED WATER



IN-ROOM SEPARATED WASTE BIN



SOCIAL IMPACT:

Empowering Women Through Education



This program supports underprivileged young women of Bali WISE by providing access to education and skills development that may otherwise be out of reach. By focusing on practical training and personal development, the program helps participants build confidence, improve employability, and create pathways toward economic independence and long-term well-being.

We implement education initiatives through our 1st educational partnership with Bali WISE by the R.O.L.E. Foundation. These initiatives include workplace skills workshops and structured training programs designed to equip participants with practical competencies and prepare them for successful entry into the professional workforce.

Creating Impact Through Career Development

The first workshop for Bali WISE students was led by our Marketing Manager and Social Media Specialist.

The session aimed to deepen students' understanding of digital marketing while providing a realistic portrayal of career pathways in the field, helping prepare them for future professional opportunities.

- Building impactful personal branding to confidently communicate values, skills, and professional identity in the digital space.
- Crafting relevant and engaging content for the digital era, with practical insights on social media and storytelling.
- Career consultation sessions providing personalized guidance on career pathways and professional readiness.

WORKSHOP HIGHLIGHT

- Building impactful personal branding to confidently communicate values, skills, and professional identity in the digital space.
- Crafting relevant and engaging content for the digital era, with practical insights on social media and storytelling.
- Career consultation sessions providing personalized guidance on career pathways and professional readiness.



SOCIAL IMPACT:

Empowering Women Through Education

AS PART OF OUR TRAINING PROGRAM, WE WELCOMED A BALI WISE STUDENT TO JOIN OUR MARKETING TEAM AS A SOCIAL MEDIA INTERN.

During her time at OXO, she received hands-on mentorship and was exposed to real marketing cases, allowing her to gain practical experience and a clear understanding of professional expectations in a digital marketing role.

Through this experience, she developed a strong interest in content creation, which strengthened her skills and confidence. Shortly after completing her internship with OXO, she successfully secured a position in a content creator role, marking a meaningful step forward in her professional journey and extending the benefits of this opportunity to support her family.





Collective Action for Coastal Care

In September 2025, we conducted a Beach Clean-Up initiative as part of its ongoing commitment to environmental stewardship. The activity brought together OXO staff in a collective effort to protect coastal ecosystems and promote responsible waste management.

Through hands-on participation, the initiative reinforced awareness of the role individuals and organizations play in preserving natural environments. During the clean-up, OXO staff worked collaboratively to collect and segregate waste along the shoreline, successfully removing more than 140 kilograms of trash from the area. The collected waste was managed responsibly through proper sorting and coordination with local waste partners.

In December, we joined a local CSR Tibubeneng community of villa management companies and hoteliers to take part in a collaborative beach clean-up initiative. The activity reflected a shared commitment within the hospitality sector to protect Bali's coastline and preserve the natural environment that connects us.

This initiative marked our active participation within the broader community and strengthened our commitment to collective action. Beyond beach clean-ups, we will continue to carry out regular CSR activities along with the community, expanding our contribution to social and environmental wellbeing throughout the year.





Supporting Health, Strengthening Communities

In July 2025, OXO conducted a **free health check-up initiative** for the local community as part of its ongoing commitment to social responsibility in collaboration with a trusted medical partner.

Held on **12 July 2025** in support of the Bali Loves Handmade Community event, the initiative provided access to blood donation services, a health-focused talk show, and complimentary medical check-ups.

Through this program, **more than 75 community members** benefited from essential health services, reinforcing OXO's commitment to supporting community well-being through meaningful and inclusive social initiatives.



Good Corporate Governance

We ensure that the OXO Sustainability Charter remains a guiding framework in conducting our business responsibly, shaping our sustainability targets toward 2030. Every program and strategic action we undertake is an extension of this Charter, reinforcing our commitment to good corporate governance through the consistent application of integrity, credibility, and transparency.

Inclusivity and equality are embedded in both our internal and external business processes. We are committed to transparent recruitment practices and to prioritizing employee well-being across the organization. Beyond this, we conduct regular training on integrity and ethical conduct, equipping our teams with a strong foundation for sound business decision-making that delivers positive outcomes for all stakeholders.

Safety is a core priority across our workplaces and properties. We remain committed to fostering healthy, safe, and sustainable working environments, ensuring the protection and well-being of every individual within our operations.

Certification and Membership

Certified



B Corp

We were officially certified as a B Corporation™ in December 2025. This milestone is not a finish line, but the beginning of our continued commitment to using business as a force for good.



AREBI

As a member of AREBI (Asosiasi Real Estate Broker Indonesia), we align ourselves with industry best practices, and actively contribute to the development of a transparent and professional real estate ecosystem in Indonesia.



**Green Building Council
Indonesia**

Through our involvement with Green Building Council Indonesia, we strengthen our dedication to sustainable building practices, resource efficiency, and environmentally responsible design.



SME Climate Hub

As part of the SME Climate Hub, we joined a global community of businesses taking climate action through emissions reduction and long-term climate resilience.

Customer Satisfaction: Achievements and Insights

This achievement demonstrates our dedication to excellence in guest experience, service quality, and the integration of sustainable practices across our operations.

502

Total Review
on OTAs

228

Total Review
on Google Review

9.48

Average Score
Review

9.5

Best Average
Review
OXO TOWNHOUSES BERAWA



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