

THE NUSA DUA SUSTAINABILITY STRATEGY & ACTION PLAN

2026 - 2030

Inspired by the journey of The Five Pandavas, The Nusa Dua Sustainability Framework encompasses ethical guideline of balance and harmony with the nature, human, and God manifested through key actions characterised based on the pillar of Global Sustainable Tourism Council: Sustainability Management, Social Economy, Culture, and Environment



THE BEGINING



THE JOURNEY



THE FOREST

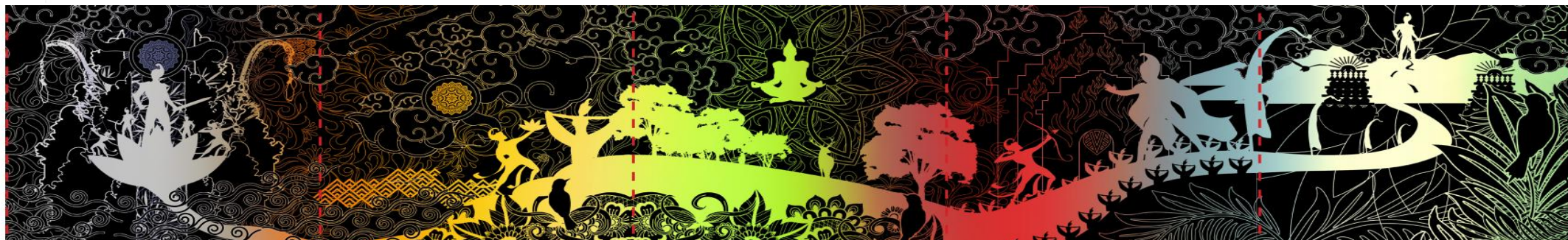


THE VICTORY



THE HEAVEN

SUSTAINABLE MANAGEMENT



	The Kingdom of Hastinapura Stepping into Bentar Temple as the first moment of experience	The Journey of Five Pandavas Immersing into serene surrounding towards peace and tranquillity	The Forest of Kamyaka Inspiring communities enjoying nature amongst tropical foliage	The Journey of Mahabarata Celebrating the abundant glory of Balinese culture and traditions	Mahameru Mountain Connecting human and nature with God The Almighty
	2026	2027	2028	2029	2030
	Sustainable Beautification	Wellbeing of Surrounding	Inclusive Sustenance	Nourishing Establishment	Advancing Governance
Business Ethics & Accountable Governance	ITDC ESG Shadow Rating Assessment in collaboration with ITDC Sustainability Committee	ESG Rating's Correction Action for the previous fiscal year; ITDC ESG Rating Proposal for the next Fiscal Year with targeted point above average industry standard – in collaboration with ITDC Sustainability Committee. Monitoring, evaluation, and assessing materialities including performance of the committee minimum one per year	ESG Rating's Correction Action for the previous fiscal year; ITDC ESG Rating Proposal for the next Fiscal Year with targeted point above average industry standard – in collaboration with ITDC Sustainability Committee. Monitoring, evaluation, and assessing materialities including performance of the committee minimum one per year	ESG Rating's Correction Action for the previous fiscal year; ITDC ESG Rating Proposal for the next Fiscal Year with targeted point above average industry standard – in collaboration with ITDC Sustainability Committee. Monitoring, evaluation, and assessing materialities including performance of the committee minimum one per year	ESG Rating's Correction Action for the previous fiscal year; ITDC ESG Rating Proposal for the next Fiscal Year with targeted point above average industry standard – in collaboration with ITDC Sustainability Committee. Monitoring, evaluation, and assessing materialities including performance of the committee minimum one per year
	Whistleblowing System (WBS) Satisfaction Survey Mechanism enhancement with WBS Team	WBS satisfaction survey to be conducted to ≥95% of employees with related units in WBS Team	WBS satisfaction survey to be conducted to ≥90% of stakeholders with the main risk level	WBS satisfaction survey to be conducted to ≥90% of internal and external stakeholders	WBS satisfaction survey to be carried out min. 1 time/year with ≥90% of all stakeholders
Sustainable Products & Service	Tenant satisfaction survey and evaluation on sustainable products and/or services is being established	Tenant satisfaction survey and evaluation on sustainable products/services is conducted to 50% of tenants	Tenant satisfaction survey index and evaluation on sustainable products /services is conducted to 60% of tenants	Tenant satisfaction survey index and evaluation on sustainable products /services is conducted to 70% of tenants	Tenant satisfaction survey index and evaluation on sustainable /services is conducted to 80% of tenants

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SOCIAL ECONOMY

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	Sustainable Beautification	Wellbeing of Surrounding	Inclusive Sustenance	Nourishing Establishment	Advancing Governance
Local MSME Empowerment	MSME Empowerment and Development with 2 MSMEs	Increasing MSME Empowerment to 4 MSME versus baseline	Increasing MSME Empowerment to 6 of MSME versus baseline	Increasing MSME Empowerment to 8 of MSME versus baseline	Increasing MSME Empowerment to 10 of MSME versus baseline
People, Health & Safety	HSE policies and procedures are established and ratified: 100% of the required documents available	HSE Socialization and implementation of policies to be reached ≥50% units	HSE Socialization and implementation policies to be reached ≥100% units.	internal HSE compliance: ≥50% units complied with HSE regulations	internal HSE compliance: ≥100% units complied with HSE regulation
Customer Engagement & Service Quality	Socialization of stakeholder engagement policies refinement to main units	Implementation stakeholder engagement policies refinement : ≥50% units and tenants	Implementation stakeholder engagement policies refinement : ≥60% units and tenants	Implementation stakeholder engagement policies refinement : ≥70% units and tenants	Implementation stakeholder engagement policies refinement : ≥80% units and tenants

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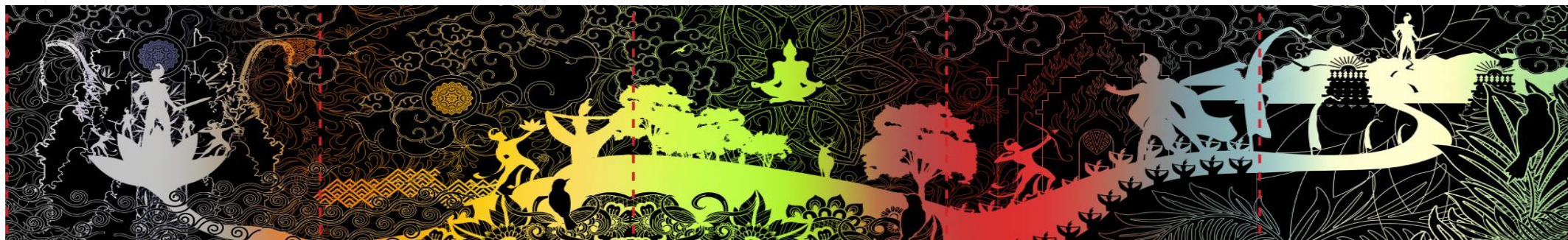


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CULTURE



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Sustainable Beautification	Wellbeing of Surrounding	Inclusive Sustenance	Nourishing Establishment	Advancing Governance
Preparation of curriculum assistance with local art communities to regenerate and improve performance quality	Training and assistances for local art communities to regenerate its organization and improve performance quality with skills enhancement program for the sustainability of local art communities		Empowerment program for young generation of artisans involving minimum one local art community	Active regeneration and skills enhancement program for sustainability of art communities
Strengthening local Community Development through capacity building with minimum 1 local community	Strengthening local Community Development Empowerment of Communities in the implementation of IP Events with minimum 2 local community	Strengthening local Community Development Empowerment of Communities in the implementation of IP Events related to environmental and socio-cultural sustainability with min. 3 community	Stakeholder Engagement through Business Gathering with Event-Organizers, targeting the empowerment of min. 2 communities in regional events.	Implementing IP Events by empowering min. 3 local community groups (Ring 1 local communities), event designs prioritizing local culture and wisdom focus on environmental issues i.e. Zero Waste events
Cultural program for minimum one local communities on heritage preservation empowerment	Minimum number of training once per year	Minimum number of training once per year.	Minimum number of training once per year	Minimum number of training once per year

Cultural Heritage and Preservation

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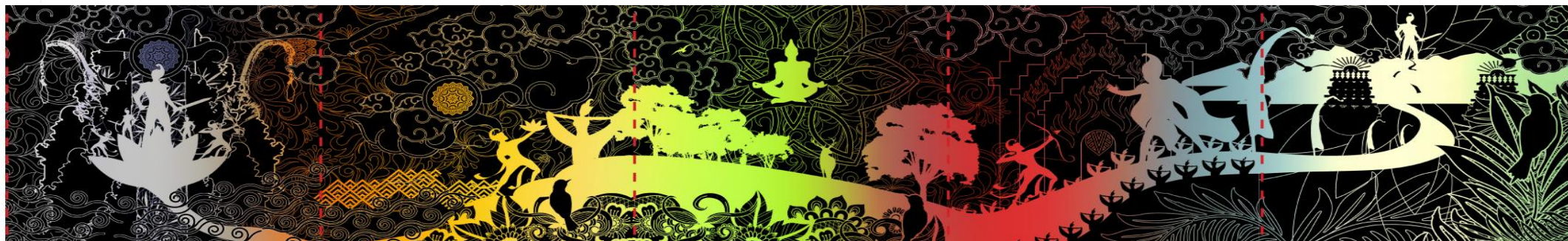


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ENVIRONMENT



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Climate Resilience & Emission Management	Net Zero Emission Roadmap of ITDC Group release and publish	Carbon emission decreased to 0,5% below versus last year	Carbon emission decreased to 0.5 % below versus last year	Carbon emission decreased to 0.5% below versus last year	Carbon emission decreased to 0.5% below versus last year
Energy Efficiency	Mapping all facilities by setting boundaries of the facility under operational control: recording coverage of ≥70% of the facility (minimum electricity)	Increase coverage to ≥100% of facilities by conducting monthly records that are integrated with the appropriate energy unit (GJ)	Improved energy data inventory using smart utility management integrated into centralized systems in real time	Data enhancement (by cross-validating bills vs meters) to prepare for audits and assurance of limited energy data	Internal energy data mature (with a complete audit history) as a "single source of truth" for investment reporting and decision-making