

Sustaining Impact, Shaping Futures

AI for Impact: Empowering Organizations, Enabling Change

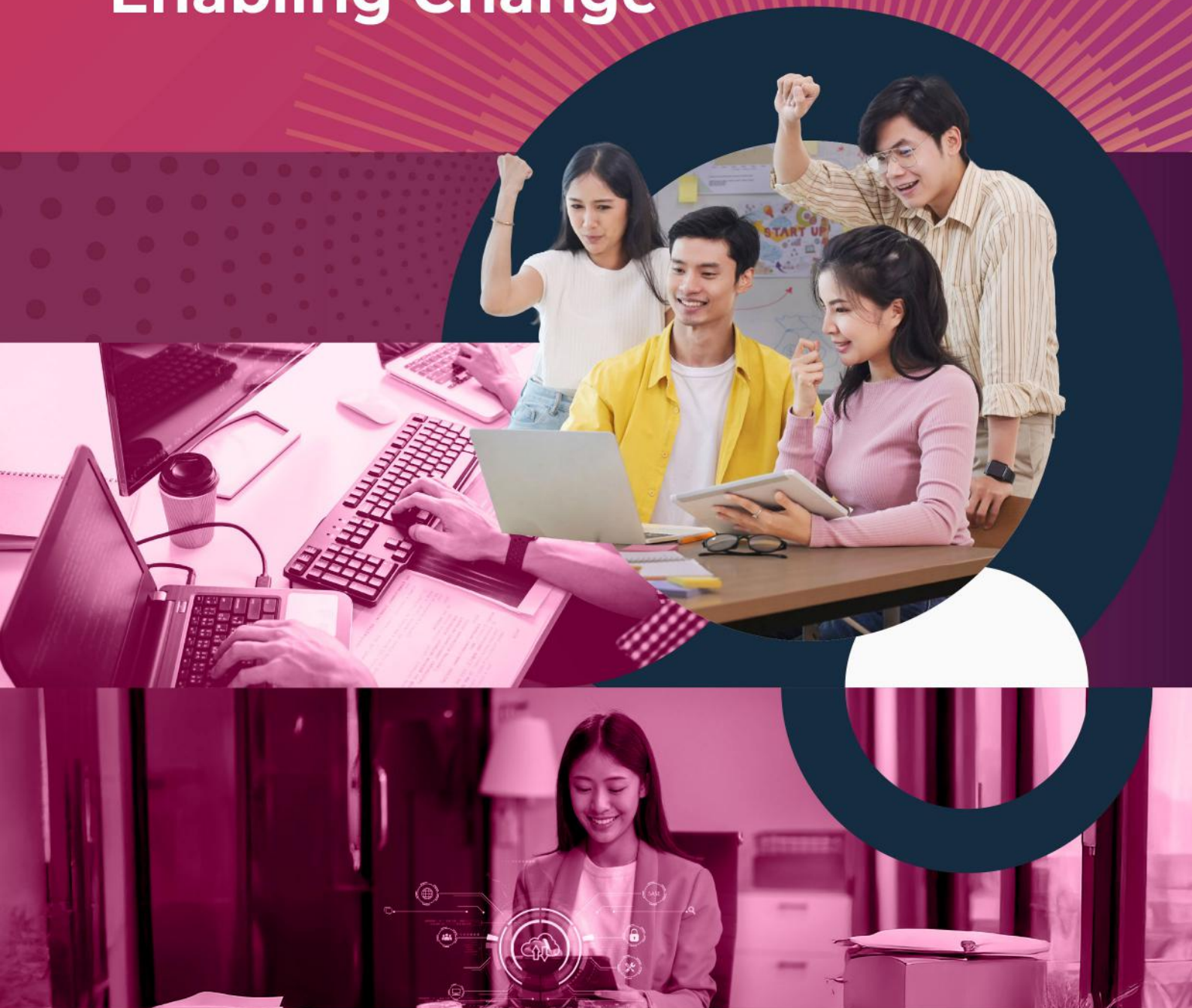


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A Note from MDI Ventures



Sustaining impact through good governance is how we shape a future where innovation and sustainability thrive together.

Roby Roediyanto, MDI Ventures'
Chief of Finance, Risk, and Human Capital



At MDI Ventures, we believe innovation and sustainability must move together to shape the future. This 2024 Impact Report shows how our investments, guided by the UN SDGs, turn technology and entrepreneurship into forces for positive change. In line with our theme “*Sustaining Impact, Shaping Futures*”, Volantis demonstrates how AI can be a catalyst for sustainability, social inclusion, and responsible governance.

In 2024, Volantis reinforced its role as a trusted AI innovator by setting its GHG baseline, advancing sustainable practices, and driving client efficiency through AI solutions. The company amplified social impact by promoting inclusive leadership, expanding opportunities in education and innovation, and ensuring a safe workplace. With strong governance, zero workplace accidents, and global certifications in information security and quality management, Volantis proves how AI innovation can create lasting value for businesses, communities, and the planet.

As we move forward, our focus is on building resilience and creating sustainable long-term value anchored in good governance. Each collaboration represents a step toward shaping an innovation-driven economy that can adapt, thrive, and make a lasting difference. By championing companies that set new standards for impact, we not only strengthen their journey but also contribute to sustainable growth across the region.

Our Priority Focus Areas: United Nation Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide a shared blueprint for building a better future, and MDI Ventures has identified priority areas where its contributions can create the most meaningful impact. From environmental stewardship to social empowerment and strong governance, these priority areas serve as guiding principles for our investments and strategic initiatives.

We extend these commitments across our portfolios, encouraging companies to embed the SDGs into their operations, innovations, and community initiatives. Together, we strive to accelerate sustainable transformation while creating lasting value for businesses, communities, and the planet.

Environmental



Governance



Social



Letter from Our CEO

[D.1]



At Volantis, we believe technology is not just about solving today's problems, it is about building a legacy of sustainability and intelligence for generations to come.

Dear Valued Stakeholders,

Since our founding in 2013, Volantis has been driven by one vision: to harness the power of technology to solve the most pressing challenges faced by industries and societies. At that time, many organizations struggled with fragmented data, disconnected systems, and decision-making slowed by inefficiencies. We saw an opportunity to change that.

Through our enterprise tools and AI-driven solutions, we built bridges where silos existed, transforming operations into intelligent, modular, and scalable workflows. We enabled organizations to unify their systems, improve accuracy, and reduce human error, ultimately empowering leaders to make faster, more informed decisions. From B2B to B2G, Volantis has become a trusted partner in accelerating digital transformation across Indonesia and beyond.

Our impact extends beyond business. We believe in the power of technology to uplift communities, particularly in education. Through initiatives like the Mimpy application, which helps schools and counselors identify students' interests and talents, and our bootcamps designed to nurture young innovators, we are investing in the next generation. Our collaboration with Gadjah Mada University further reflects our commitment to supporting research and creating an ecosystem where innovation thrives.



In 2024, we also took a bold step forward in deep learning technology with the development of Aurora LLM, a locally built, offline-capable language model designed to support education. This marks only the beginning of how Volantis will continue to bring frontier technologies into real-world applications, creating accessible, impactful solutions for society.

Our commitment to sustainability is equally strong. While our core business is not directly linked to environmental sectors, we continue to align our operations with sustainable practices. For example, our partnership with the Indonesian Agricultural Research Alliance enables us to apply AI for cataloging and identifying crops, supporting smarter agricultural practices and contributing to food security.

Looking ahead, 2025 will mark a pivotal year for Volantis. We are focusing on building LLM technologies fine-tuned for specific sectors, delivering precision and relevance to industries' demand. At the same time, we are optimizing our platforms to significantly reduce carbon footprints, targeting 8 GB RAM utilization, making Volantis four times more efficient than the current market standard. This is our way of proving that innovation and sustainability can, and must, go hand in hand.

But we do not intend to stop there. Our ambition is for Volantis to be remembered as a legacy company in the Deep tech industry. This means pushing boundaries beyond AI, expanding into biotechnology, and exploring how our technologies can transform energy lifecycle management. We believe the convergence of these fields will shape the future of industries and societies, and Volantis is determined to be at the forefront of that transformation.

As we present our first Impact Report, I want to express my deepest gratitude to our employees, partners, clients, and collaborators who have walked this journey with us. Together, we have built a foundation of trust, innovation, and resilience. The road ahead is filled with possibilities, and with your continued support, Volantis will keep advancing technology for businesses, communities, and the planet.

Sincerely,



Bachtiar Rifai

CEO & Co-Founder Volantis

About This Report

PT. Tri Digital Perkasa (“Volantis” or “the Company”) 2024 Impact Report marks our inaugural publication, which highlights key milestones and firms our commitment to stakeholders. This report reflects our accountability in driving sustainable and long-term growth, while emphasizing our responsibility to create a significant and positive impact. Through this report, we aim to continually improve our best performance and positively impact all stakeholders.

Reporting Principles and External Assurance

This Report has been prepared with reference to the Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017, the Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021, and the IRIS Framework. It has been developed in line with key reporting principles such as relevance, completeness, accuracy, balance, clarity, comparability, reliability, and timeliness. It also reflects the collaborative discussions carried out throughout 2024. The theme of this Report has been aligned with the Company’s corporate strategy and approved by the Board of Directors.

Volantis did not engage external independent assurance services for this Report. However, it has been prepared in strict adherence to sustainability reporting principles, with all content carefully reviewed and validated by Volantis internal team to ensure accuracy and credibility. The Report was also developed in collaboration with external consultants and relevant stakeholders to strengthen its comprehensiveness and relevance. As Volantis first Impact Report, all information disclosed herein is new and does not represent a restatement of previous reports. The organization did not undergo any significant changes in 2024. ^[C.6]



Scope and Reporting Period

Unless otherwise specified, the scope of this Impact Report encompasses the activities of the Company, including its individual business entities where relevant, with numerical data presented as of 2024.

Reporting Limitation

This Impact Report discloses the Company's activities, initiatives, and performance data across Social, People, Governance, and Environmental dimensions. The information presented has been compiled from a combination of available internal data sources and direct surveys to enhance accuracy and reliability.

With respect to energy consumption and greenhouse gas emissions, comprehensive disclosure of all components under each scope is not feasible at this stage due to limitations in data availability. The Company has only recently commenced its carbon footprint assessment,

and as such, certain emission categories may be immaterial to the nature of the business or have not yet been systematically tracked. Accordingly, the relevant disclosure contained herein should be regarded as preliminary and subject to refinement in subsequent reporting periods.

The Company does not present comprehensive financial performance in this report; instead, the disclosure is limited to operational performance for 2024. In addition, social information related to community engagement is reported only for activities carried out within the Jakarta and Yogyakarta area.

Report Feedback

Volantis remains committed to continuously improving the quality of its Impact Report and welcomes any inquiries, suggestions, or feedback, which may be directed at:



Telp:
(+62)811-2521-6666



Email:
solution@volantis.io



Address:
Equity Tower, 37th Floor, Unit D & H,
Jl. Jend. Sudirman Kav. 52-
53 (SCBD), South Jakarta,
Indonesia-12190



Volantis at A Glance

Volantis is a technology company that leverages AI. Volantis transforms operations into intelligent workflows: modular, scalable, and facilitates AI on the right track. Volantis tackles humanity's greatest challenges through technology.

As a leader in digital transformation and business developer in Indonesia, Volantis has been established since 2013 with over 200 strategic partners across various sectors. Volantis brings state-of-the-art technology to transform complex digitalization through application development to advanced AI/ML implementation.

With Volantis, you can automate repetitive tasks and simplify complex workflows, reduce labor costs, and accelerate decision-making with real-time data. We offer an one platform with infinite possibilities.

Company Profile



Group Name

PT. Tri Digital Perkasa



Brand

Volantis



Founded

2013



Sector

AI Technology



Employee

28 people



Operating Area ^[C.3]

Indonesia



Address ^[C.2]

Jakarta Office
Equity Tower, 37th Floor,
Unit D & H,
Jl. Jend. Sudirman
Kav. 52-53 (SCBD),
South Jakarta,
Indonesia-12190

Jogja Engineering Center
Jl. Sadewa No.414,
Tegalrejo, Sariharjo,
Kec. Ngaglik,
Kabupaten Sleman,
Daerah Istimewa
Yogyakarta 55581



Key Shareholders

- MDI Ventures by Telkom Indonesia
- Mahanusa
- Ideosource
- Gunung Sewu
- Indogen Capital
- Indigo Creative Nation
- Access Ventures
- Discovery Nusantara Capital



Partnership

+200 strategic partners

Certifications

- ISO/IEC 27001-certified Information Security Management System (ISMS)
- ISO 9001-certified quality management system

Media/Communication Channel

 www.volantis.io
 Volantis Technology

 (+62)811-2521-6666

 @volantis_io

 Volantis Technology

 solution@volantis.io

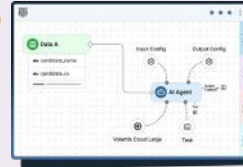
Product [C.4]

1

**Volantis My Data**

Connect data sources in real-time and dynamically update models to fit.

2

**Volantis Pipeline**

Optimize data with advance pipelines, apply ML/AI, and generate faster, more accurate predictions.

3

**Volantis Xplorer**

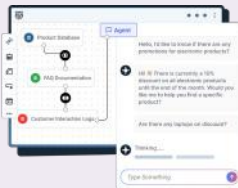
Transform data into insightful visuals, from daily reports to dynamic interactive dashboards.

4

**Volantis Data Library**

Access free external data from Volantis to enrich insights and business analysis.

5

**Volantis AI Agent Builder**

Automate customer interactions with AI that understand your business data.

Services [C.4]

AI For



Finance



Retail



Manufacturing



Agriculture



Healthcare



Government

All Industries

Telkomsel

BANK BRI

Telkom
Indonesia

Pegadaian

KEMENTERIAN
PERDAGANGAN
REPUBLIK INDONESIAUNIVERSITAS
GADJAH MADAinJourney
AIRPORTS

KOMDIGI

BPJS
Ketenagakerjaan

bulog

DOMPET
DHUFA

raya

nodeflux
Extending Vision Beyond Imagination

IDEOWORKS.ID

FIFGROUP

bank-victoria

MIZUHO

REVIVALTV

ilmu

kumparan

INDO
ZONEplay
everywhere

PELNI

perumnas

The Learning
University

IklanKu

kofera

KOMINFO

ANGKASA PURA II
INDONESIA'S AIRPORT COMPANY

CUIT

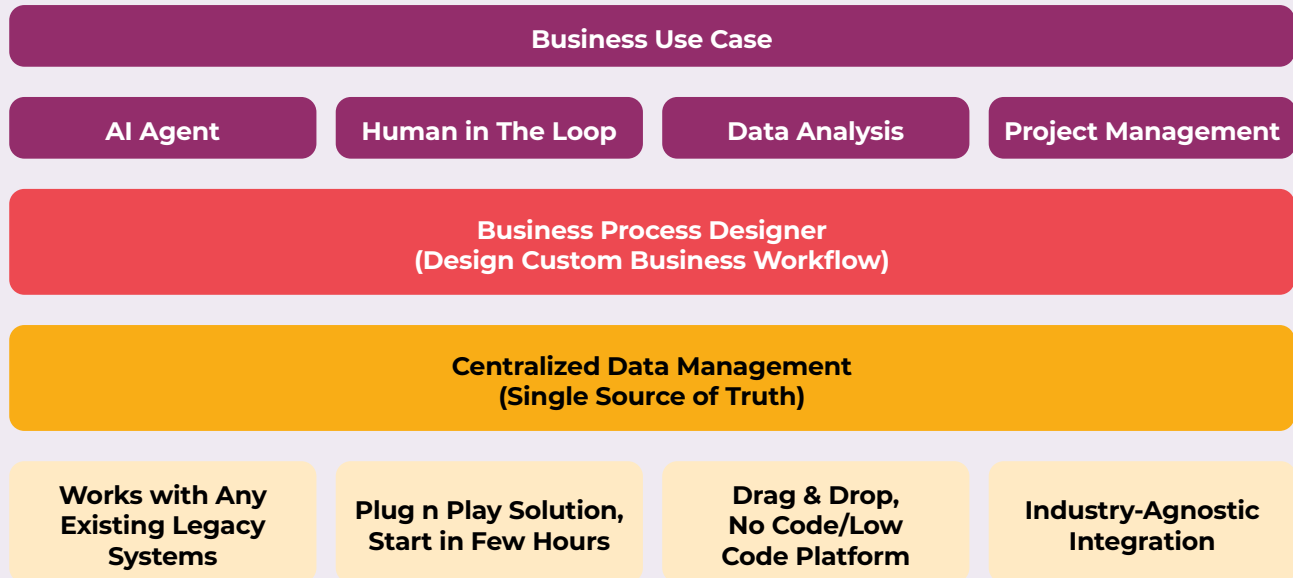
YellowPages

ITS
Institut Teknologi Sepuluh Nopember

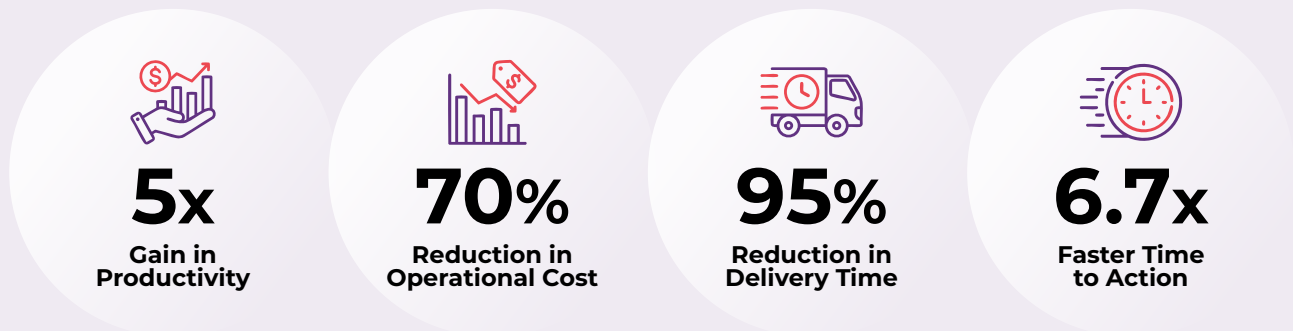
Volantis Ecosystem Journey

Volantis Platform: AI Powered Business Orchestration

Our governance is implemented by utilizing integrated artificial intelligence-based technology. We are supported by a competent team and superior technology, resulting in high-quality services and products.



Key Achievement



5x Gain in Productivity

Automate repetitive tasks and streamline complex workflows — freeing teams to focus on high-value work.

70% Reduction in Operational Cost

Lower cost of labor, errors, and inefficiencies through intelligent automation.

95% Reduction in Delivery Time

AI-powered extraction and validation ensure reliable data for decisions and reporting.

6.7x Faster Time to Action

From days to minutes — accelerate decisions with real-time data and automated triggers.

Milestone

2013

- Volantis Technology was founded in Jakarta, focusing on digital transformation and enterprise solutions for local organizations.

2015 - 2018

- Expanded services to big data analytics, machine learning, and built real-time dashboard command centers for various government agencies and enterprises.

2019 - 2022

- Introduced the Volantis Data & AI Platform for comprehensive business automation, predictive analytics, and cross-industry data visualization, serving manufacturing, finance, retail, and government sectors.


2024

- Released AuroraLLM—an offline, free, and highly private local AI model. AuroraLLM democratizes cutting-edge AI technology for education, SMEs, manufacturing, logistics, and diverse Indonesian industries, with persona customization relevant to the national culture.

2023

- Achieved large-scale enterprise and government client adoption. Launched integrated AI/ML solutions reportedly reducing operational costs by up to 60% and driving productivity with measurable impact.

Vision [C.1]

To harness the power of AI, machine learning, and digital innovation to empower organizations in solving their most complex challenges and driving sustainable growth.



Mission [C.1]

Harnessing technologies such as Machine Learning and AI Agent to empower communities, businesses, and institutions in overcoming humanity's most pressing challenges.



Values [C.1]

1


Deep Tech

We harness the power of cutting-edge technology to push the boundaries of innovation and transform possibilities into reality.

2


Impactful Business

By truly understanding stakeholder needs and leveraging data-driven insights, we create solutions that leave a lasting impact.

3


Integrity

We lead with honesty and integrity, knowing that lasting success is built on trust and ethical foundations.

4


Transparency

Transparent and open communication with every stakeholder is the key to fostering meaningful, successful partnerships.

5


Sustainable Implementations

We are dedicated to sustainable solutions, ensuring every project contributes to a better future, both environmentally and socially.

Sustainability at VOLANTIS



Sustainability Strategy and Values

[A.1] [C.1]

Implementation of sustainability is guided by Environmental, Social, and Governance (ESG) principles and aligned with the triple bottom line framework: profit, people and planet. Our business is not solely profit-oriented; we also contribute to the community through empowerment and

adhere to environmental compliance by minimizing pollution. This commitment to sustainability is upheld wholeheartedly, as we believe that responsible and sustainable operations will drive long-term growth and success for the Company.

Our Support For Sustainable Development Goals (SDGs)

SDGs	2024 Achievements	2025 Targets
Digital Empowerment 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  8 DECENT WORK AND ECONOMIC GROWTH  17 PARTNERSHIPS FOR THE GOALS 	Invested in the creation of several AI tools for free community use: • The Volantis Data Platform has been deployed to power government ministries in driving AI adoption and digital transformation, enhancing logistics and improving operational efficiency. • AuroraLLM, a local AI productivity tool, enables thousands of users to create documents and proposals offline, making AI assistance accessible for personal, educational, and community use. [IRIS PI3687] • Mimpy has been offered free of charge to public and private schools as a complement to digital education.	• Launch Volantis Sophia, an AI-powered operating system for enterprises, enabling faster, data-driven decisions while reducing operational waste. • Expand the Volantis Data Platform to more ministries and state-owned enterprises to strengthen national digital transformation. • Scale AuroraLLM and Mimpy to reach broader communities, promoting inclusive AI adoption across education and business.

SDGs	2024 Achievements	2025 Targets
Access to Quality Education  	The Mimpy tool is a valuable resource for public and private schools across Indonesia, offering students a tailored learning experience that adapts to factors such as curriculum and religious background.	We continue to invest in and enhance tools like Mimpy to improve educational resources for students in public and private schools across Indonesia.
Sustainability Baseline Reporting  	Released our first Impact Report based on POJK regulations and the IRIS framework, disclosing sustainability strategies and sustainability achievements throughout 2024.	Continue strengthening impact reporting and enhancing processes to advance sustainability practices within the company.
Internal Growth  	- Female representation in the workforce has been sustained at 25%, following an increase from 20% to 25% in 2023. - Tax Brevet training was provided to employees throughout 2024. - Maternity leave benefits are provided to employees.	- Continue implementing initiatives that support employee well-being across physical, mental, and professional dimensions. - Work towards increasing female representation in the Volantis workforce.

2024 ESG Performance Highlights

ENVIRONMENTAL PERFORMANCE [B.2]



GHG Baseline in 2024

total emissions at 30,309 kgCO₂e
(Scope 2 & 3)



Provide Smarter Resource Use for its clients

AI-driven optimization of business operations.



Support Sustainable Agriculture

Collaborating with Indonesian researchers (*Asosiasi Peneliti Pertanian Indonesia*) to build an AI-based food catalog for better crop management and resource efficiency.

SOCIAL PERFORMANCE [B.3]



Community Impact

Launched products like Mimpy, AI Merdeka, and Aurora LLM to create societal value



Inclusive Leadership

Female senior leadership increased from 14% (2023) to 20% (2024)



Employee Development

4,320 total training hours (1,440 hours per employee).



AI Empowerment

Delivers solutions that enhance social services and decision-making.



Well-Being & Safety

Provides a healthy, safe, and comfortable work environment.

GOVERNANCE



Zero accidents



Zero fraud and corruption



Certified with **ISO/IEC 27001**-certified Information Security Management System (ISMS)



Certified with **ISO 9001**-certified quality management system

Economic Performance Highlights

[B.1] [F.2] [IRIS FP4761] [IRIS FP3297]



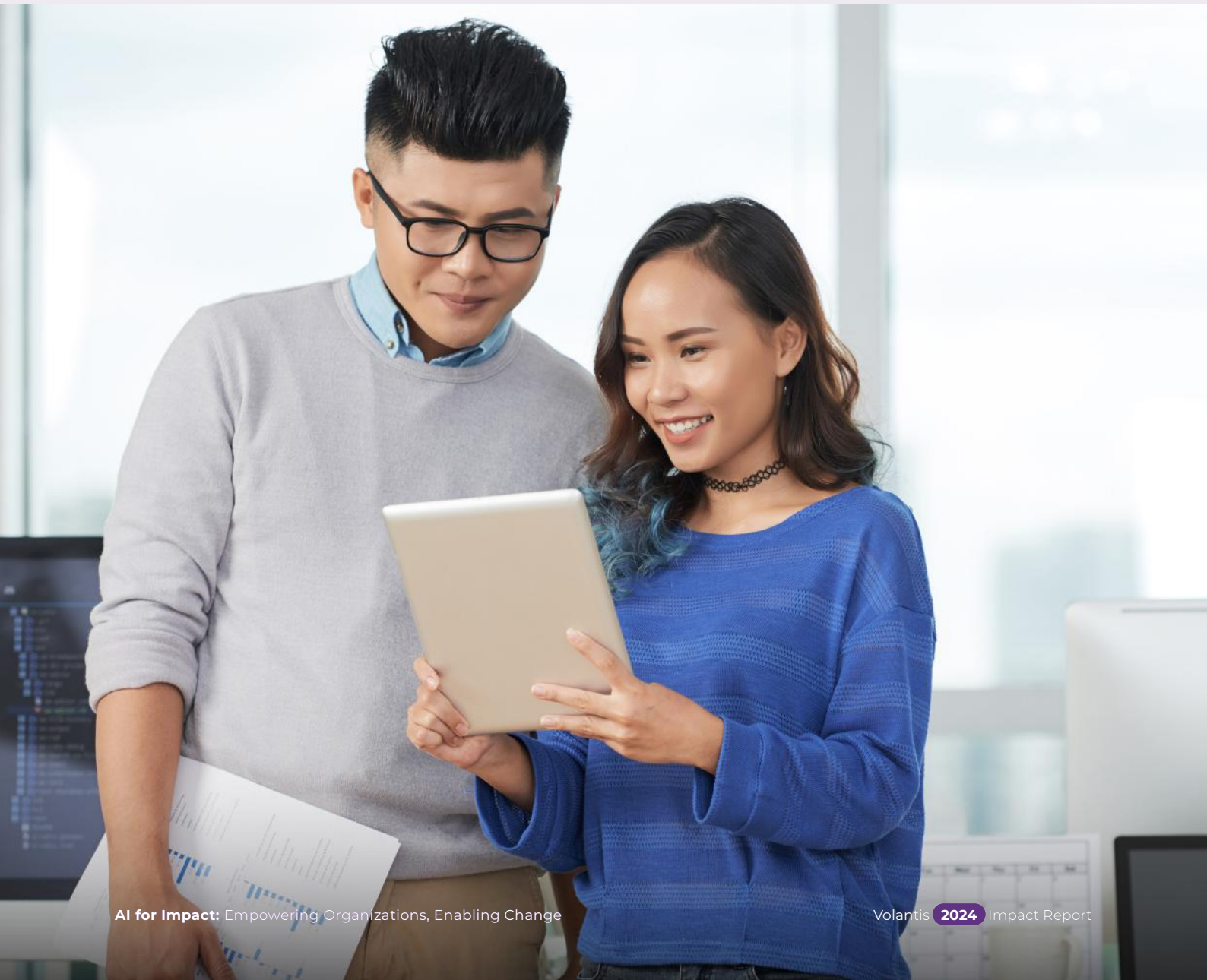
Asset Value
Increased By
835.70%
from 2023



Economic Value
Generated
Increased By
818%
from 2023



Economic Value
Retained
Increased By
392.60%
from 2023



Environment: Building Sustainability Through AI



Volantis Carbon Journey [F.11] [IRIS 011479]

Although our operations have no direct impact on the environment, we are committed to maintaining a good and well-maintained carbon footprint. This commitment represents our step towards achieving zero emissions in our operations.

Energy Consumption & Emission Generated [F.6] [F.11] [F.12] [IRIS.011479]

Energy Sources	Unit	2024
Electricity consumption	kWh	13,080

Description of Emission	Unit	2024 (Baseline)
Scope 2 - Indirect Emission (Electricity Consumption)	KgCO ₂ e	10,333
Scope 3 - Indirect Emission (Employees Commuting)	KgCO ₂ e	19,976
Total Emission	KgCO ₂ e	30,309
Total Employees	in number	28
Total Emission Per Employee	KgCO ₂ e	1,082

Notes

- The calculation of carbon emissions from electricity consumption used the GRK emission factor (0.79) issued by the Directorate General of Electricity (2019), along with the Green Calculator developed by Bank Indonesia.
- As this marks Volantis' first effort to track its carbon footprint, a formal carbon tracking system has not yet been established. For this initial assessment, we applied manual calculations using the U.S. Environmental Protection Agency (EPA) methodology as a recognized international standard.
- KgCO₂e stands for Kilogram of carbon dioxide-equivalent (this has considered multiple greenhouse gases, including carbon dioxide, methane, and nitrous oxide).
- CO₂, CH₄, and N₂O emissions are estimated using methodology provided in EPA's Center for Corporate Climate Leadership Greenhouse Gas Inventory Guidance.
- As of the release date of this report date, the baseline is computed with a USA basis for scope 3, given that the Indonesia-related authority has not officially introduced the Indonesia GHG emission factors guidance for scope 3. Consequently, there remains room for revision, updates, or refinements to the approach of this emission calculation in our forthcoming impact reporting.

In 2024, Volantis recorded a total electricity consumption of **13,080 kWh**, resulting in a combined carbon footprint of **30,309 KgCO₂e**. With 28 employees, this translates to an average of **1,082 KgCO₂e per employee annually**. As 2024 marks our **baseline year**, these measurements provide a critical starting point for tracking, managing, and reducing our environmental impact in the years ahead.

Scope 2 – Indirect Emissions (Electricity Consumption)

Volantis generated 10,333 KgCO₂e from electricity use in 2024. While our operations are not inherently energy-intensive, electricity remains the largest controllable factor in our footprint. To address this, we are prioritizing energy efficiency initiatives, including better office energy management, encouraging responsible electricity use among employees, and adopting a flexible work-from-home model to reduce daily office energy demand. These steps will help us gradually lower our Scope 2 emissions over time.

Scope 3 – Indirect Emissions (Employee Commuting)

Employee commuting accounted for 19,976 KgCO₂e, representing the largest share of our total emissions. This highlights the need for broader behavioural and structural initiatives, such as promoting remote work, and encouraging greener mobility options for low-carbon commuting alternatives. Volantis recognizes the importance of addressing Scope 3 emissions and will incorporate them into our long-term sustainability roadmap.

Establishing the Baseline Year

By designating 2024 as our baseline year, we are laying the foundation for future emission-reduction targets and performance tracking. This baseline enables us to measure progress year-on-year, strengthen accountability, and ensure that sustainability is embedded in both our operations and technological innovations.

Waste & Effluent ^[F.14]

Water

At Volantis, we recognize water as a vital resource and are committed to ensuring its responsible use in our operations. Our offices in Jakarta and Yogyakarta source water from both groundwater and the Regional Drinking Water Company (PDAM). To ensure efficiency and compliance, we engage a third-party provider to manage our operational water systems.

Although we have not yet calculated our total water usage for 2024, this year serves as an important baseline period for our environmental data tracking. Establishing accurate measurements of water consumption will allow us to identify opportunities for efficiency, reduce unnecessary usage, and set future targets for sustainable water management.

By prioritizing water stewardship, Volantis aims not only to minimize its operational impact but also to contribute to broader sustainability goals. As we refine our data collection and monitoring

systems, we are laying the groundwork for transparent reporting and long-term strategies to conserve one of the planet's most critical resources.

Effluent

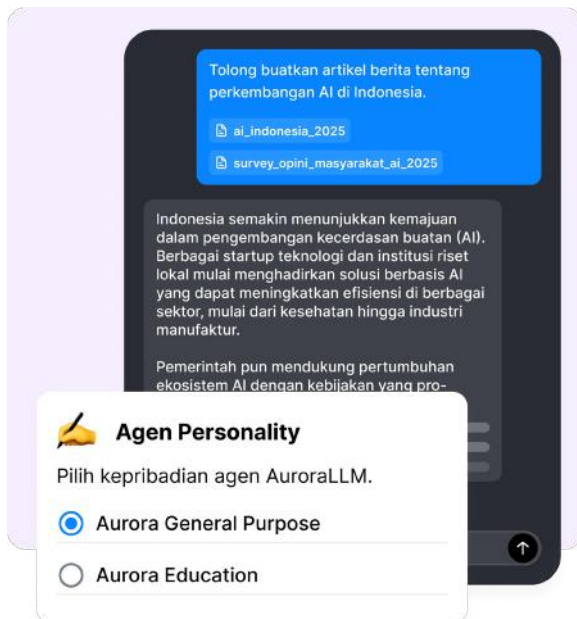
As an AI technology company, Volantis operates in a sector that does not produce industrial effluents or hazardous wastewater. Our business activities are primarily digital and office-based, with no direct processes that generate liquid waste. Throughout 2024, we recorded no wastewater discharge, spillage, or contamination incidents in our operations. This not only reflects the inherently low environmental risk of our business model but also underscores our commitment to maintaining strict operational standards and ensuring full compliance with environmental regulations. Moving forward, we remain vigilant in monitoring our activities to ensure they continue to pose no risk of effluent generation while embedding sustainability principles into all aspects of our operations.

Waste [IRIS OI2535] [IRIS OI7920]

While our operations generate relatively little physical waste, Volantis recognizes the importance of fostering responsible habits in daily office activities. We strive to raise employee awareness and discipline in proper waste disposal. In 2024, the total volume of waste generated was not measured; however, all collected waste was periodically managed by a third party to ensure proper handling and disposal. Looking ahead, we are committed to strengthening our monitoring systems, accurately measuring waste generation, and exploring opportunities for reduction and recycling, including the responsible management of e-waste from IT equipment. These steps will help us minimize our footprint while cultivating a culture of environmental responsibility across the company.

Environmentally Friendly Products

At the heart of Volantis' environmental contribution lies its core platform, a comprehensive data and AI infrastructure that powers digital transformation across leading organizations, including ministries, state-owned enterprises, and major corporations. By unifying all data, analytics, and AI operations within a single integrated system, Volantis eliminates the need for multiple disconnected applications and servers. This architectural efficiency significantly reduces resource use and operational redundancy, creating a much larger-scale environmental impact than any single downstream product.



Volantis' data unification and AI orchestration framework ensures that every data process runs in the most optimal environment by minimizing duplication, server proliferation, energy-intensive computation, and unnecessary data transfers. This systemic efficiency directly translates to energy savings and reduced carbon footprint, demonstrating that smarter data systems can drive sustainability as much as innovation.

AuroraLLM, as part of the Volantis ecosystem, exemplifies this philosophy by operating as a localized AI model that reduces dependence on cloud infrastructure. However, it represents only one piece of the broader sustainability impact that Volantis enables through its holistic and energy-efficient data architecture.

Ultimately, Volantis is not merely an AI model developer, but it is building the backbone of national data and AI infrastructure. Through this foundation, Volantis is driving systemic efficiency, empowering sustainable digital ecosystems, and reaffirming its strategic commitment to responsible innovation for a greener future.

Biodiversity [F.9] [F.10]

Volantis recognizes that while our day-to-day business operations as an AI technology company do not directly impact natural ecosystems or biodiversity, we have the capacity to create meaningful contributions through innovation.

In 2024, we began a collaboration with the **Indonesian Agricultural Research Alliance** to develop an application that catalogues both food and non-food crops across Indonesia. By leveraging artificial intelligence, this platform is designed to **identify superior crop varieties and promote sustainable agricultural practices**, helping to preserve local biodiversity while enhancing food security.

Through this initiative, we aim not only to strengthen agricultural resilience but also to support farmers and researchers in making data-driven decisions that balance productivity with ecological preservation. By connecting AI-driven insights with biodiversity conservation, Volantis seeks to demonstrate how technology can be a force for sustaining natural resources, empowering communities, and ensuring that agricultural growth does not come at the cost of environmental integrity.



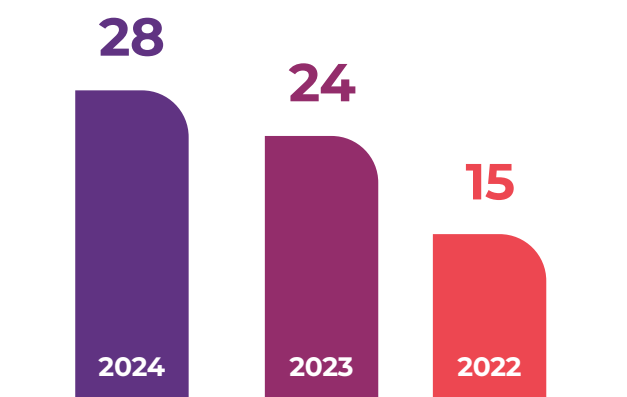
Social: People-Centered Innovation



Our People

At Volantis, our company focuses on optimizing our resources to create effective and innovative products for our clients, which is why we instill a growth and learning-focused mindset in all our employees. Thus, while our workforce has remained quite compact, with a small but steady growth over the years, our company continues to advance, crafting new forward-thinking products for corporations and the public. Our company also hires several of our employees on a contract basis for each new project. This allows us to harness their technical expertise and specialized knowledge to ensure our products are highly efficient and seamless.

Number of Employees



Employee by Gender [IRIS OI6213]

Gender	2024		2023		2022	
	Number	%	Number	%	Number	%
Male	21	75	18	75	12	80
Female	7	25	6	25	3	20
Total	28	100	24	100	15	100

Employees by Types [IRIS OI6213]

Gender	2024		2023		2022	
	Number	%	Number	%	Number	%
Senior Leadership (Male)	8	80	6	86	5	100
Senior Leadership (Female)	2	20	1	14	0	0
Total	10	100	7	100	5	100

Employee by Status

Status	2024		2023		2022	
	Number	%	Number	%	Number	%
Permanent	9	32	9	38	5	33
Contract	19	68	15	54	10	67
Part Time	0	0	0	0	0	0
Total	28	100	24	91	15	33

Female Representation

In our operations, 25% of the total workforce comprised female employees. The Company is committed to advancing gender equality by recruiting competent and reliable talent, regardless of gender, and by ensuring fair division of duties across all roles. We believe that fostering diversity not only strengthens inclusivity but also enhances innovation, collaboration, and overall organizational performance.

Maternity Leave

The Company has established a policy of providing maternity and paternity leave in accordance with applicable laws and regulations. This policy is intended to ensure that employees can exercise their rights responsibly while balancing work and family needs. In 2024, no employees utilized maternity or paternity leave to accompany their spouses during childbirth.

Recruitment

Diversity and Equality [F.18][F.19]

The Company has implemented a diversity and gender equality policy, ensuring that no distinction is made between male and female employees. All employees are entrusted with equal functions and responsibilities in line

with their respective positions. In addition, the Company strictly prohibits the recruitment or employment of child labor and forced labor in any form, reaffirming its commitment to upholding human rights and labor standards. This commitment to diversity, equality, and fair labor practices reflects the Company's dedication to fostering sustainability through effective and inclusive human capital management.

Human Rights

The Company upholds compliance with Human Rights across all aspects of its operations. From recruitment to employment, we ensure that every employee receives their full rights and obligations in accordance with applicable standards. We maintain a strict non-discrimination policy, ensuring that no employee is treated unfairly based on ethnicity, race, or religion. Through these efforts, the Company is committed to fostering a safe, respectful, and inclusive work environment.

Employees Hired [IRIS PI9465]

In 2024, the Company recruited 4 new employees, with a focus on optimizing the recruitment of local talent from surrounding communities. Recruitment activities were tailored to meet the Company's operational needs while supporting broader stakeholder welfare. This commitment reflects the Company's efforts to contribute to community development and ensure long-term sustainability.

Training and Education

[F.22] [IRIS 014229]

The Company regularly conducts training and competency development programs to strengthen employee expertise and support organizational growth. In 2024, three employees participated in tax training and professional development programs, accumulating a total of 4,320 training hours, or an average of 1,440 hours per employee. These initiatives reflect the Company's commitment to enhancing service quality and ensuring long-term business sustainability.



Employee Training and Development

[IRIS 014229]

Description	2024
Number of Employees Participating in Training (People)	3
Total Training Hours (Hours)	4,320
Average Training Hours/Employee	1,440
Total Funds Expended for Training	Rp10,000,000



Human Rights, Diversity, Equality, and Inclusion

Performance Evaluation

All employees are provided with work criteria and standards based on their positions. We conduct regular annual evaluations and assessments of employee performance to determine results and monitor developments in the Company's operations. Strong performance contributes to positive outcomes and supports the Company's long-term sustainable growth.

Incentives for Employees ^[F.20]

The Company consistently fulfills its obligations by providing employee wages in accordance with applicable laws and regulations, including compliance with the minimum regional wage standards. By ensuring fair and decent compensation, the Company seeks to promote the well-being, prosperity, and satisfaction of its employees.

Type of Benefits

In addition to providing fair wages, the Company offers a range of welfare facilities and benefits, including the mandatory Tunjangan Hari Raya (THR) in line with prevailing regulations, as well as transportation and communication incentives to support employees' daily needs. Performance-based bonuses are also provided, determined by the Company's overall performance in achieving its objectives. Through this comprehensive approach, the Company aims to enhance employee well-being, strengthen motivation, and foster loyalty across the organization.

Well-Being and Safety

Health and Wellness

The Company provides all employees with health insurance (*BPJS Kesehatan*) and employment insurance (*BPJS Ketenagakerjaan*) in full compliance with government regulations. This demonstrates our commitment to employee well-being, safety, and overall quality of work life.

Occupational Health and Safety Policy ^[F.21]

We ensure the health and safety of our employees by providing facilities that meet operational standards. Our operational areas are equipped with surveillance cameras and fire extinguishers. Therefore, we hope that our employees can work safely and comfortably within the Company.

Mental Health Support

Volantis recognizes the importance of mental well-being as part of a healthy and productive workplace. The Company takes a case-by-case approach to supporting employees who require mental health assistance. Employees are encouraged to contact the HR Department, which will arrange professional support through relevant providers. All expenses related to these services are fully covered by the Company, ensuring employees can access the help they need without financial burden.

Community Impact ^[F.23]

Community Services ^[F.25]

1 Building a Culture of Social Impact Through Friendly Competition



At Volantis, we foster a culture rooted in social values, encouraging employees to pursue personal growth while uplifting those around them at work, at home, and in the wider community. To bring this culture to life, we host a quarterly bootcamp where employees develop technological solutions for public benefit. Winners receive a subsidiary company based on their product, along with a stake in the venture, and we support them by connecting with industry partners for promotion and distribution.

This initiative has produced several impactful innovations:

- **Volantis Platform** - The platform is currently powering national and regional government initiatives, supporting smarter data governance, predictive analytics, and integrated public services that reach millions of citizens.

- **Mimpy** - Helps students discover their strengths and translate them into suitable fields of study and fulfilling careers. Using interactive games rather than traditional tests, Mimpy encourages honest responses. Teachers can monitor students' progress to provide tailored guidance and support.
- **Aurora LLM** - An AI model designed for Indonesians, providing offline access to information and document analysis. Its offline capability ensures inclusivity for underprivileged communities, robust data privacy, and full control over institutional data. Aurora LLM is highly customizable, making it ideal for schools, government agencies, and other organizations.

2 Empowering Youth to Shape Our Future



At Volantis, we believe supporting youth is not only a way to give back but also a catalyst for technological innovation. University students often generate fresh, groundbreaking ideas but face barriers such as limited funding, resources, and industry connections.

To bridge this gap, we are launching an accelerator program with Universitas Gadjah Mada's Faculty of Mathematics and Natural Sciences. The program provides financial and technical support while connecting students with investors and industry mentors, opening doors to networks usually out of reach.

Running across four departments such as Mathematics, Physics, Chemistry, and Computer Science, each is guided by an accelerator director and paired with an industry professional to help turn ideas into real-world solutions. Through this initiative, students gain a clear pathway to develop their potential, translate research into impactful technologies, and create lasting societal benefits. This program is intended to serve as a model for universities across Indonesia, demonstrating how academic research can be transformed into meaningful innovation.

3 Harnessing Agriculture to Build Sustainability



At Volantis, we champion both technological and agricultural innovation, recognizing the untapped potential of the sector. In partnership with the Indonesian Agricultural Research Association, we are cataloguing food and non-food crops to identify superior varieties for further research. This initiative equips farmers with the knowledge to optimize their operations and resources while unlocking opportunities for new medicines and innovative materials. By linking biodiversity research to practical applications, the project enables Indonesian businesses to transform discoveries into solutions, driving both environmental stewardship and economic growth across the country.



Product and Service Responsibility [F.28]

Customer Satisfaction [F.30] [F.27]

Customer satisfaction is our top priority, and our operations are designed with a customer-focused approach. We have tailored our services and products to meet customer needs, with the belief that delivering the highest quality will foster satisfaction, strengthen trust, and build long-term loyalty to the Company.

Below are some testimonials from our clients:



FinTech: **Modernizing Banking Services**

“Bank Victoria’s lending platform showcases Volantis’ expertise in financial technology innovation. Volantis developed a secure, scalable solution that streamlines loan processing, enhances risk assessment, and delivers seamless customer experience. The platform has significantly reduced processing times and improved operational efficiency”

Muhammad Rakhmadhani

Senior Executive Vice President (SEVP)
of Change Management Office Bank Victoria



EduTech: Empowering **Educational Discovery**

“The MimpY talent discovery platform revolutionizes how students explore their potential. By combining advanced analytics with intuitive design, Volantis created a solution that helps educational institutions better understand and nurture student talents. This innovation has transformed the educational guidance landscape in Indonesia.”

Linasari Santioso

CEO/Founder Ilmu.com



Web3: **Building Web3 Communities**

“Our Web3 community reward system demonstrates Volantis’ capability in blockchain innovation. Volantis developed a transparent, secure platform that gamifies community engagement and automates reward distribution. This solution has successfully increased user participation and strengthened community bonds in the Web3 ecosystem.”

Chin Yaul Yu

CFOO / Founder W3GG Protocol Pte. Ltd.



GameTech: **Revolutionizing E-sports Experience**

“RevivalTV’s comprehensive e-sports platform showcases Volantis’ expertise in gaming technology. Volantis created an integrated solution for live scores, tournament management, and news delivery that enhances viewer engagement. This innovation has transformed how fans interact with e-sports content and participate in the gaming community.”

Ahmad “Senz” Syahndy

CEO / Founder, RevivalTV

Feedback

To improve service quality, we have provided a dedicated page to receive feedback from customers. Customers can submit feedback via:



Email:
solution@volantis.io



LinkedIn:
Volantis Technology



WhatsApp:
+62 811 2521 666

Or through business WhatsApp that has been created by each business account.



Claim Servicing Experience

Through our feedback channels, we actively gather suggestions and input from customers, ensuring that all feedback is promptly addressed. We recognize that customer feedback is not only essential for improving service quality and strengthening customer trust but also a key driver of business development and the Company's sustainable growth.

Services Evaluated for Customer Safety ^[F.27]

We guarantee that our services and products are thoroughly evaluated and regularly reviewed. Supported by a reliable team and advanced technology, we strive to deliver the highest quality services and products to our customers.

Total Recalled Products ^[F.29]

As of the end of 2024, there were no product recalls. The company maintains a rigorous quality assurance process to ensure that all products provided to customers meet established safety standards and are verified as safe for use.

Product/Service Impact ^[F.28]

Volantis develops technology that delivers measurable impact across communities, institutions, and governments as further detailed below:

Impact	Description
Increased Access to AI & Technology	AuroraLLM provides free, offline AI tools to underserved communities, improving digital inclusion and self-reliance.
Improved Public Sector Transparency & Efficiency	Volantis Platform helps governments unify data, automate processes, and enhance accountability.
Education Empowerment	Mimpy helps students identify interests and career paths, reducing mismatch in higher education and improving learning motivation.
Scalability & Cost Efficiency	Volantis can be deployed and scaled seamlessly across organizations, eliminating the need for multiple disconnected tools. By consolidating data, analytics, and AI operations into one unified platform, institutions reduce infrastructure costs, server usage, and overall energy consumption, achieving smarter growth with lower operational impact.

At the same time, Volantis recognizes the risks that may arise from its innovations. Communities without access to digital devices may still face exclusion, **creating a risk of widening the digital divide**. There is also the danger of **overdependence on AI outputs**, which could limit critical thinking if not guided properly. Finally, the **risk of data misinterpretation** underscores the importance of proper onboarding and user education to ensure insights are applied responsibly. By actively addressing these challenges, Volantis seeks to maximize positive outcomes while ensuring its products remain catalysts for inclusive, efficient, and sustainable technological progress.



Innovation & Technology [F.26] [IRIS PI7318]

Volantis leads innovation through the **Volantis Platform** – a scalable AI and data solution that empowers governments, SOEs, and enterprises to unify siloed data, automate operations, and strengthen transparency. Designed for interoperability, the platform reduces IT redundancies and supports long-term digital transformation and sustainability in public service delivery.

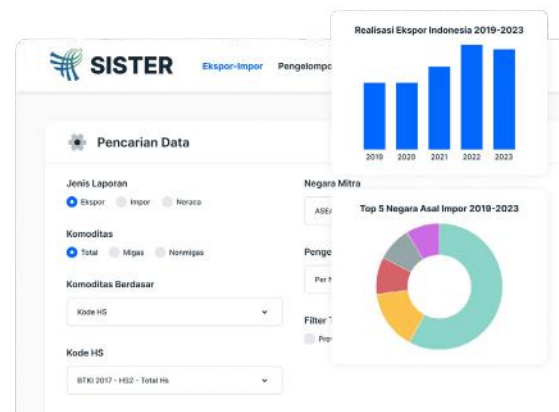
Complementing this ecosystem, **AuroraLLM** – Offline AI for All extends access to powerful AI productivity tools without requiring internet or costly cloud infrastructure, promoting equitable and energy-efficient digital access for individuals and communities.

In education, **Mimpy** – Personalized Career Exploration helps students identify strengths and align them with suitable career paths through a mobile-friendly app, reducing mismatches in higher education and lowering dropout risks.

Together, these innovations embody Volantis' vision of using AI and technology to bridge gaps, foster equity, and drive sustainable progress.

Transforming Trade with Digital Innovation

We partnered with the Indonesian Ministry of Trade to revolutionize their export-import operations. Our comprehensive system streamlines data management, enhances reporting capabilities, and provides real-time analytics. This digital transformation has significantly improved decision-making efficiency and trade operations across the nation.

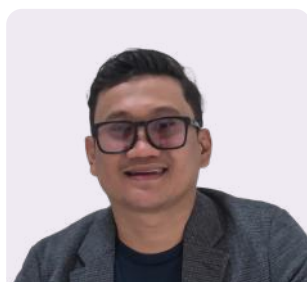


Governance: Driving Responsible AI and Data Practices



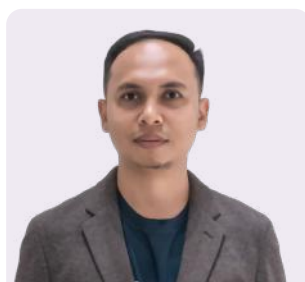
Organization Structure

Our team comprises individuals with years of experience in the technology sector



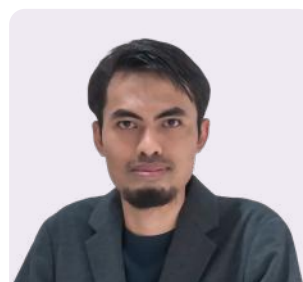
Bachtiar Rifai, S.Si., M.IST
Co-Founder & CEO

Over 15 years of experience in e-commerce, digital marketing, digital transformation, big data, AI/LLM, and venture building.



Dadan Ramdan, M.Kom., MPU.
Co-Founder & CPO

More than 12 years of experience in product development, software engineering, database systems, and product management.



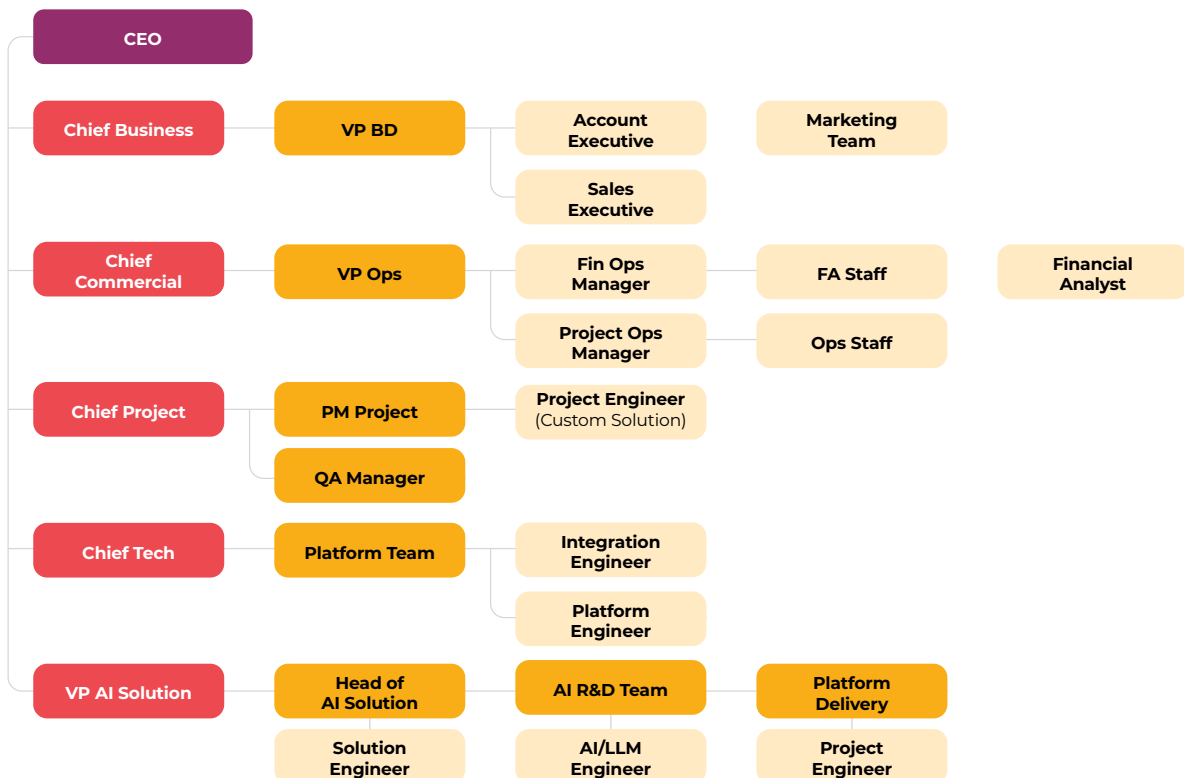
Habib Rosyad, S.Kom., MIT.
Co-Founder & CTO

Over 12 years of experience in software engineering, database systems, system architecture, AI/ML, and big data analytics.



Gayuh Tri Satria, S.Si.
Co-Founder & CCO

More than 15 years of experience in creative user experience, customer experience, product design, content, and creative marketing.



Relationship with Stakeholders ^[E.4]

Volantis recognizes that strong relationships with stakeholders are fundamental to sustaining business growth and delivering long-term value. By engaging proactively with investors, employees, clients, surrounding communities, and regulators, we ensure that our operations remain transparent, inclusive, and responsive to diverse expectations. Each interaction not only strengthens trust but also contributes to Volantis' future growth and sustainability.

Stakeholders	Form of Engagement
Investors	Participation in the General Meeting of Shareholders.
Employees	Capacity building programs and regular meetings.
Clients/Customers	Tailored products, feedback channels, and service improvements.
Surrounding Communities	Development of products and initiatives that address local social needs.
Regulator	Compliance with specific prevailing laws applicable to the Company.

Risk Assessment ^[E.3]

While Volantis' innovations deliver significant positive impact, the use of advanced AI technologies also brings potential risks such as misuse of outputs, privacy misconceptions, uneven adoption, and operational challenges. To mitigate these, Volantis embeds safeguards into its systems, promotes responsible use through education, and partners with stakeholders to ensure equitable access and sustainable implementation.

Potential Risks	Description	Mitigation
Misuse of AI Outputs	Users may exploit AI-generated content for harmful or misleading purposes (e.g., fake documents).	Custom safeguards: AI personas and outputs are locally adapted and filtered to reduce risks of misuse or misalignment.
Privacy Misconceptions	Users may assume AuroraLLM is entirely risk-free without recognizing local device vulnerabilities.	No data collection: AuroraLLM operates fully offline and does not transmit or store user data.

Potential Risks	Description	Mitigation
Uneven Adoption	Limited digital literacy may result in unequal benefits across user groups.	Partnerships for device access: Collaborations with schools, NGOs, and local governments provide devices and training.
Operational Risk	Institutions without adequate infrastructure may struggle to implement or maintain the solutions effectively.	Human & AI Collaboration Framework: AI is designed to augment, not replace, human roles, keeping accountability with human oversight. Supported by open guidance, documentation, and training.

Code of Conduct

The Company's operations are carried out in line with ethical business practices and applicable laws and regulations. We view compliance as an important part of good corporate governance and strive to ensure that our activities reflect integrity, accountability, and responsibility. These principles guide our daily operations and decision-making. By adhering to them, the Company seeks to build stakeholder trust and support its long-term growth and sustainability.

Anti-Fraud and Anti-Corruption

While the Company does not yet have a standalone anti-fraud and anti-corruption policy, relevant provisions are embedded in all employee contracts to ensure compliance. These clauses prohibit employees from engaging in fraudulent activities, corruption, or accepting gifts, favors, or other forms of bribery from third parties. In 2024, no cases of fraud or corruption were identified within the Company. Should any such violations occur, the Company is committed to taking firm action and imposing appropriate sanctions to uphold integrity, accountability, and ethical conduct across all operations.

Conflict of Interest Policies

Volantis is committed to ensuring that all business decisions are made objectively and in the best interest of the Company and its stakeholders. To uphold this principle, we require employees, management, and partners to avoid situations where personal interests could improperly influence professional judgment.

All employees are expected to disclose any potential conflicts, such as business relationships, external employment, or personal connections that may interfere with their duties or decision-making processes. By fostering transparency and accountability, the Company seeks to minimize risks, maintain fairness, and protect stakeholder trust.

Grievance Mechanism

Volantis provides channels for employees to raise concerns about suspected violations, misconduct, or unethical behavior, either through email or by reporting directly to their manager. All reports are taken seriously and addressed promptly, with protections in place to ensure whistleblowers are not subject to retaliation or discrimination. This approach reflects Volantis' commitment to creating a safe, transparent work environment and supporting good corporate governance.

Customer Data and Privacy

Volantis places the highest priority on safeguarding user data and maintaining trust. A dedicated Data Protection and Information Security Officer oversees the implementation of privacy policies, manages the lifecycle of user data, and ensures compliance with applicable regulations and internal standards. This role is also responsible for aligning data handling practices with Volantis' ISO/IEC 27001-certified Information Security Management System (ISMS), which governs secure data flows across all platforms.

All products and services are developed with a privacy-by-design approach, ensuring that data is only collected, when necessary, securely stored, and protected through role-based access controls and audit trails. In certain solutions, such as AuroraLLM, no data is collected or transmitted, reinforcing Volantis' commitment to privacy even in decentralized environments.

As of the current reporting period, Volantis has not received any substantiated complaints related to data privacy violations, nor has it experienced any data loss incidents, legal cases, or settlements. The company continuously monitors its systems, follows strict security protocols, and maintains a formal incident response procedure to address potential risks.

This procedure includes investigation, notification, corrective action, and regulatory reporting, ensuring transparency and accountability in the unlikely event of an incident.

Cyber Risk Management

Volantis adopts a structured and proactive approach to managing cyber risks, guided by its ISO/IEC 27001-certified Information Security Management System (ISMS). This framework ensures that potential threats are identified, assessed, and mitigated through preventive controls, continuous monitoring, and regular system improvements. By embedding cybersecurity considerations into every stage of operations, Volantis strengthens its resilience against evolving digital threats and safeguards the integrity of its platforms and services.

In addition, Volantis applies its ISO 9001-certified Quality Management System, which helps ensure that processes remain consistent, reliable, and continuously improved across all engagements. Together, these certifications reinforce Volantis' commitment to maintaining the highest standards of security and service quality while building long-term trust with stakeholders.

Financial Services Authority Regulation (POJK) Number 51/Pojk.03/2017 And Financial Services Authority Circular Letter (SEOJK) Number 16/Seojk.04/2021 ^[G.4]

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II	Financial Inclusion  	IRIS PI7318 IRIS PI3687	Economic support for MSME/less privileged clients: number and percentage of less privileged Economic expansion: number of jobs directly created/supported	30 13
III	Access to Quality Education  	IRIS OI4229 IRIS PI9465	Individual and MSME upskilling: number and percentage of less privileged people trained, number of training hours Job progression: number of people in new or upleveld jobs, number less privileged	23 22
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2024
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