

2023

Sustainability Report  
Laporan Keberlanjutan



PT WIJAYA KARYA (Persero) Tbk

# Sustainability Ensuring Lifetime Outcome

Keberlanjutan Menjamin Hasil Seumur Hidup



PT Wijaya Karya (Persero) Tbk



# Sustainability Ensuring Lifetime Outcome

Keberlanjutan Menjamin  
Hasil Seumur Hidup





## Penjelasan Tema

### Theme Description

PT Wijaya Karya (Persero) Tbk (Perseroan atau WIKA) meletakkan kebijakan keberlanjutan sebagai tanggung jawab perusahaan pada konstruksi berkelanjutan, dan menciptakan nilai jangka panjang bagi para pemangku kepentingan melalui praktik berkelanjutan dalam seluruh bisnis WIKA, serta mengintegrasikan strategi dan aktivitasnya ke dalam tanggung jawab terhadap Lingkungan, Sosial, dan Tata Kelola Perusahaan (*Environmental, Social and Governance*). Kebijakan keberlanjutan ini adalah komponen integral dari keunggulan operasional Grup WIKA untuk berkontribusi pada Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*).

Pada tahun 2023, PT Wijaya Karya (Persero) Tbk mulai mengembangkan strategi-strategi keberlanjutan yang bertujuan untuk mengimplementasikan *Environmental, Social and Governance* (ESG) dalam proses bisnisnya. Perseroan telah membentuk fungsi kerja ESG yang berada di bawah departemen bisnis strategi. Sejalan dengan hal tersebut, Perseroan sedang mengembangkan Dasar Panduan ESG yang terisi dari 8 (delapan) isu keberlanjutan yang akan ditekankan pada aspek lingkungan yaitu Produk Keberlanjutan, Efisiensi Energi, Polusi Udara/GRK, Limbah B3, Pencemaran Air, Konservasi Lingkungan, Mutu Produk, dan Kesiapsiagaan Tanggap Darurat. Sedangkan pada aspek sosial tekanannya pada Tanggung Jawab Sosial dan Lingkungan (TJSL), *Respectful Workplace*, Program Pelatihan dan Pengembangan Pegawai, *Engagement* Pegawai, Kesehatan dan Keselamatan Kerja, Pembinaan Supplier, CSI Eksternal, dan CSI Internal. Untuk aspek governance ditekankan pada Penerapan SMAP, Penipuan dan Korupsi, Kepatuhan, Tata Kelola Risiko, Komite Audit, dan Audit Internal. Penerapan strategi-strategi tersebut akan menciptakan nilai jangka panjang pemegang saham dan para pemangku kepentingan lainnya.

PT Wijaya Karya (Persero) Tbk (the Company or WIKA) places sustainability policy as the Company's responsibility for sustainable construction, creating long-term value for stakeholders through sustainable practices in all WIKA businesses, and integrating its strategies and activities into its responsibility towards Environmental, Social and Governance. This sustainability policy is an integral component of WIKA Group's operational excellence to contribute to the Sustainable Development Goals.

In 2023, PT Wijaya Karya (Persero) Tbk began developing sustainability strategies aimed at implementing Environmental, Social and Governance (ESG) in its business processes. The Company has established an ESG work function under the strategic business department. In line with this, the Company is developing an ESG Guidelines that consists of 8 (eight) sustainability issues that will be emphasized on environmental aspects, including Product Sustainability, Energy Efficiency, Air Pollution/GHG, Hazardous Waste, Water Pollution, Environmental Conservation, Product Quality, and Emergency Response Preparedness. Meanwhile, on the social aspect, the emphasis is on Social and Environmental Responsibility (SER), *Respectful Workplace*, Employee Training and Development Programs, Employee Engagement, Occupational Health and Safety, Supplier Development, External CSI, and Internal CSI. As for the governance aspect, the emphasis is on the Implementation of SMAP, Fraud and Corruption, Compliance, Risk Governance, Audit Committee, and Internal Audit. The implementation of these strategies will create long-term value for shareholders and other stakeholders.

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PT WIJAYA KARYA (Persero) Tbk



# 01/ Tentang Laporan

## About the Report

Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk. tahun 2023 merupakan laporan yang disusun dengan mengacu pada standar nasional yaitu Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, serta turunannya yaitu SEOJK No 16/POJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. Selain itu, laporan ini juga sesuai dengan ("*in accordance to*") standar internasional yaitu Consolidated GRI Standards 2021 dan GRI G4 Sector Disclosures Construction and Real Estate.

PT Wijaya Karya (Persero) Tbk 2023 Sustainability Report is a report prepared with reference to the Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, as well as its derivation SEOJK No. 16/POJK.04/2021 concerning Form and Content of Annual Report of Issuers or Public Companies. Additionally, this report also in accordance to international standards, namely Consolidated GRI Standards 2021 and GRI G4 Sector Disclosures Construction and Real Estate.





## Tentang Laporan [GRI 2-2, 2-3, 2-4]

### About the Report [GRI 2-2, 2-3, 2-4]

Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk. tahun 2023 merupakan laporan yang disusun sesuai dengan pada standar nasional yaitu Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, serta turunannya yaitu SEOJK No 16/POJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. Selain itu, laporan ini juga sesuai dengan ("*in accordance to*") standar internasional yaitu Consolidated GRI Standards 2021 dan GRI G4 Sector Disclosures Construction and Real Estate.

Pada Laporan Keberlanjutan ini mencakup informasi dan data manajemen terkait aspek ekonomi, lingkungan dan sosial yang berasal dari Kantor Pusat dan Lokasi Proyek pada PT Wijaya Karya (Persero) Tbk tanpa melibatkan entitas anak. Dengan demikian, terdapat perbedaan entitas yang dilaporkan pada laporan keuangan konsolidasi dengan entitas dalam Laporan Keberlanjutan ini.

Laporan Keberlanjutan Perseroan tahun 2023 merupakan laporan yang disampaikan pada setiap tahun bersamaan dengan penyampaian Laporan Tahunan. Informasi yang terkandung di dalam laporan ini mencakup informasi sejak 1 Januari sampai 31 Desember 2023 sesuai dengan periode pada laporan keuangan konsolidasian. Laporan Keberlanjutan ini dipublikasikan pada tanggal 23 Maret 2024.

Pada Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk. tahun 2023 terdapat informasi yang disajikan kembali. Informasi yang disajikan kembali meliputi produksi segmen realti dan *property* di bagian Ikhtisar Kinerja Keberlanjutan, perbandingan target dan realisasi investasi pada proyek berkelanjutan nilai ekonomi yang dihasilkan dan didistribusikan di tahun 2022 dan 2021, konsumsi air di tahun 2022, serta emisi GRK cakupan 1, 2 dan 3 tahun 2022 dan 2021. Informasi yang disajikan kembali bertujuan untuk memperbaiki informasi yang disampaikan pada laporan tahun sebelumnya yang berdampak pada peningkatan validitas informasi yang disajikan. Data perbandingan target dan realisasi investasi pada proyek berkelanjutan di tahun 2022 dan 2021 terdapat penambahan informasi pada investasi proyek berkelanjutan, sehingga meningkatkan jumlah investasi pada proyek berkelanjutan di tahun 2022 dan 2021. Data konsumsi air tahun 2022 dilakukan penambahan konsumsi

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This Sustainability Report includes management information and data related to economic, environmental, and social aspects originating from the Head Office and Project Locations at PT Wijaya Karya (Persero) Tbk without involving subsidiary entities. Thus, there are differences in the entities reported in the consolidated financial statements compared to the entities in this Sustainability Report.

The Company's 2023 Sustainability Report is a report submitted annually and concurrently with the Annual Report. The information contained in this report covers the period from January 1 to December 31, 2023, in line with the period in the consolidated financial statements. This Sustainability Report was published on March 23, 2024.

In the 2023 Sustainability Report of PT Wijaya Karya (Persero) Tbk, there is restated information. The restated information includes the production of realty and property segment in Sustainability Performance Overview, comparison of target and realized investment in sustainable projects economic value generated and distributed in 2022 and 2021, water consumption in 2022, and GHG emissions scope 1, 2, and 3 in 2022 and 2021. The restated information aims to improve the information presented in the previous year's report, resulting in increased validity of the presented information. Comparative data on the target and realization of investment in sustainable projects in 2022 and 2021 there is additional information on sustainable project investment, thus increasing the amount of investment in sustainable projects in 2022 and 2021. Water consumption data for 2022 included additional water consumption at project locations, resulting in recorded water usage



air di lokasi proyek, sehingga penggunaan air tercatat lebih banyak dibandingkan dengan yang disajikan pada tahun 2022 dan lebih mencerminkan data yang sebenarnya. Terkait emisi GRK cakupan 1, 2 dan 3 tahun 2022 dan 2021 dilakukan perhitungan ulang dengan menggunakan faktor emisi yang sesuai dengan ketentuan kategori dalam ISO 14064-1, sehingga emisi yang dihasilkan lebih kecil dari yang telah disajikan pada Laporan Keberlanjutan tahun 2022. Namun demikian, data tersebut menjadi lebih akurat dan dapat dibandingkan dengan tahun 2023.

Untuk informasi lebih lanjut terkait Laporan Keberlanjutan Perseroan, Para pemangku kepentingan dapat menghubungi:

**Corporate Secretary**

PT Wijaya Karya (Persero) Tbk  
Kantor Pusat  
Jl. D.I. Panjaitan Kav. 9-10 Jakarta 13340 – Indonesia  
Telepon: +6221-80679200  
Fax :+6221-22893830  
Email: CSR@wikamail.id  
Situs web <http://www.wika.co.id>

higher than that presented in 2022 and more accurately reflecting actual data. Regarding GHG emissions scope 1, 2, and 3 in 2022 and 2021, recalculations were made using emission factors appropriate to category requirements in ISO 14064-1, resulting in emissions being lower than those presented in 2022 Sustainability Report. However, this data is more accurate and comparable to 2023.

For further information regarding the Company's Sustainability Report, stakeholders can contact:

**Corporate Secretary**

PT Wijaya Karya (Persero) Tbk  
Head Office  
Jl. D.I. Panjaitan Kav. 9-10 Jakarta 13340 – Indonesia  
Phone: +6221-80679200  
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Website: <http://www.wika.co.id>

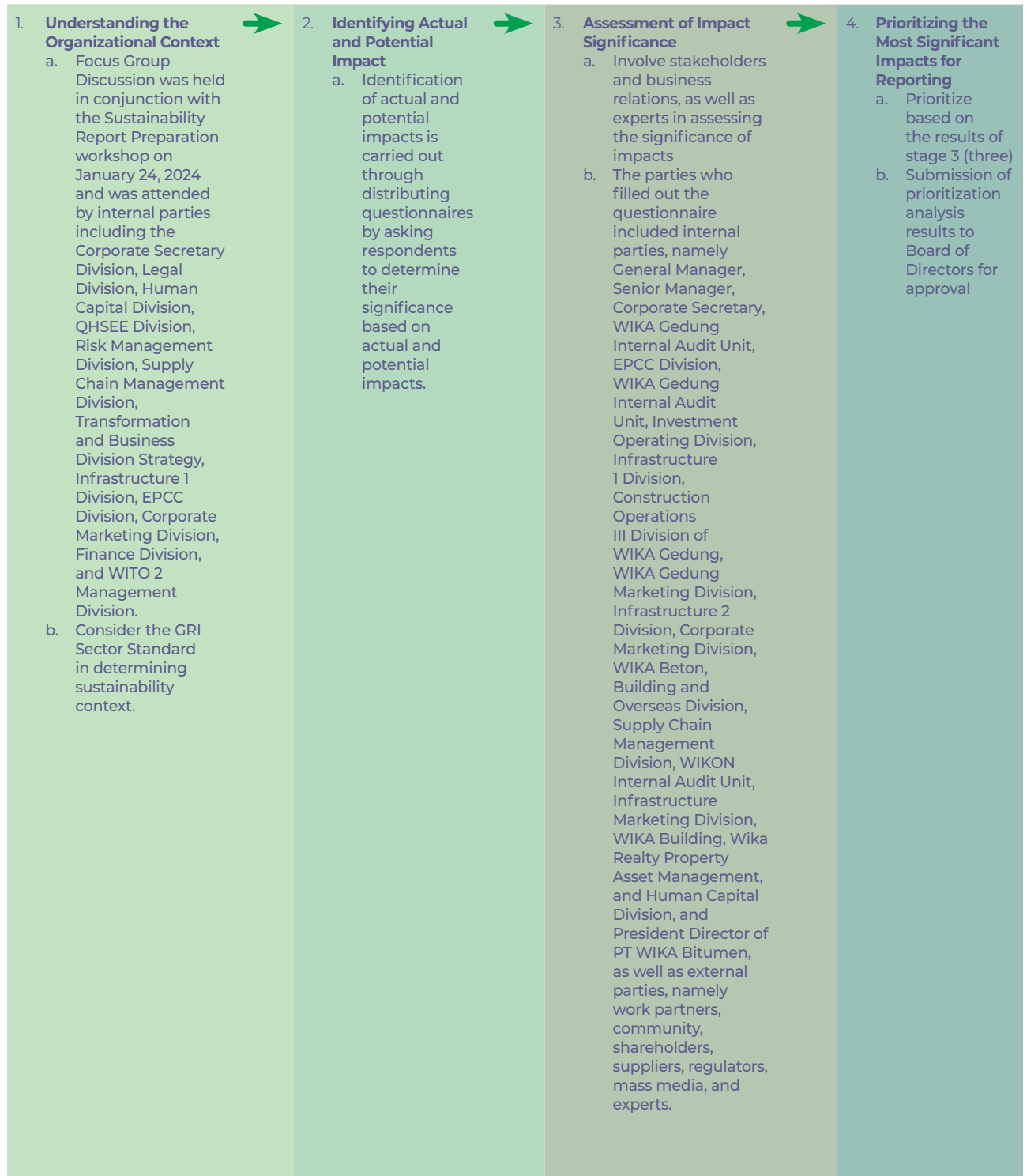


## PROSES PENENTUAN TOPIK MATERIAL [GRI 3-1, 3-2]

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. <b>Memahami Kontek Organisasi</b></p> <p>a. Focus Group Discussion dilaksanakan bersamaan dengan workshop Penyusunan Laporan Keberlanjutan yang dilakukan tanggal 24 Januari 2024 dan dihadiri oleh pihak internal meliputi Divisi Corporate Secretary, Divisi Legal, Divisi Human Capital, Divisi QHSEE, Divisi Risk Management, Divisi Supply Chain Management, Divisi Transformation and Business Strategy, Divisi Infrastructure 1, Divisi EPCC, Divisi Corporate Marketing, Divisi Keuangan, dan Divisi Pengelola WITO 2.</p> <p>b. Mempertimbangkan GRI Sector Standard dalam penentuan kontek keberlanjutan</p> | <p>2. <b>Mengidentifikasi Dampak</b></p> <p>a. Identifikasi dampak aktual dan potensial dilakukan melalui penyebaran kuesioner dengan meminta para responden untuk menetapkan signifikansinya berdasarkan dampak aktual dan potensial.</p> | <p>3. <b>Asesmen Signifikansi Dampak</b></p> <p>a. Melibatkan stakeholders dan relasi bisnis, serta ahli/expert dalam menilai signifikansi dampak</p> <p>b. Pihak-pihak yang mengisi kuesioner meliputi pihak internal yaitu General Manager, Senior Manager, Corporate Secretary, Satuan Pengawas Intern WIKA Gedung, Divisi EPCC, Satuan Pengawas Intern WIKA Gedung, Investment Operating Division, Infrastructure 1 Division, Divisi Operasi Konstruksi III WIKA Gedung, Divisi Pemasaran WIKA Gedung, Infrastructure 2 Division, Corporate Marketing Division, WIKA Beton, Building and Overseas Division, Supply Chain Management Division, Satuan Pengawas Intern WIKON, Infrastructure Marketing Division, WIKA Gedung, Manajemen Aset Properti Wika Realty, dan Human Capital Division, dan Direktur Utama PT WIKA Bitumen, dan pihak eksternal yaitu mitra kerja, masyarakat, pemegang saham, pemasok, regulator, media massa, dan ahli/expert.</p> | <p>4. <b>Prioritasi Dampak yang Paling Signifikan untuk Pelaporan</b></p> <p>a. Berdasarkan diskusi internal diputuskan topik material yang dipilih adalah yang memiliki nilai di atas 4,05 yaitu Kesehatan dan Keselamatan Kerja, Limbah, Emisi, Kinerja Ekonomi, Anti Korupsi serta Pelatihan dan Pendidikan.</p> <p>b. Penyampaian hasil analisis prioritas pada Direksi untuk mendapatkan persetujuan</p> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



## MATERIAL TOPIC DEFINITION PROCESS [GRI 3-1, 3-2]





**Tabel Hasil Identifikasi Dampak Aktual dan Potensial**  
**Actual and Potential Impact Identification Results**

|                                                                      |                                                                                                   |                                                                                       |                                                                       |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 1. Kinerja Ekonomi<br>Economic Performance                           | 8. Energi<br>Energy                                                                               | 15. Kesehatan dan Keselamatan Kerja<br>Occupational Health and Safety                 | 22. Masyarakat Lokal<br>Local Communities                             |
| 2. Keberadaan Pasar<br>Market Existence                              | 9. Air dan Efluen<br>Water and Effluent                                                           | 16. Pendidikan dan Pelatihan<br>Education and Training                                | 23. Kebijakan Publik<br>Public Policy                                 |
| 3. Dampak Ekonomi Tidak Langsung<br>Indirect Economic Impact         | 10. Keanekaragaman Hayati<br>Biodiversity                                                         | 17. Keberagaman dan Kesempatan Setara<br>Diversity and Equal Opportunity              | 24. Kesehatan dan Keselamatan Pelanggan<br>Customer Health and Safety |
| 4. Anti Korupsi<br>Anti-Corruption                                   | 11. Degradasi Lahan, Kontaminasi dan Remediasi<br>Land Degradation, Contamination and Remediation | 18. Non Diskriminasi<br>Non-Discrimination                                            | 25. Pemasaran dan Pelabelan<br>Marketing and Labeling                 |
| 5. Perilaku Anti Persaingan<br>Anti-Competitive Behavior             | 12. Emisi<br>Emissions                                                                            | 19. Pekerja Anak<br>Child Labor                                                       |                                                                       |
| 6. Material<br>Materials                                             | 13. Limbah<br>Waste                                                                               | 20. Kerja Paksa atau Wajib Kerja<br>Forced or Compulsory Labor                        |                                                                       |
| 7. Kesehatan dan Keselamatan Pelanggan<br>Customer Health and Safety | 14. Kepegawaian<br>Employment                                                                     | 21. Penilaian Hak Asasi Manusia bagi Pemasok<br>Human Rights Assessment for Suppliers |                                                                       |

Tahap prioritas menghasilkan 6 (enam) topik material yang menjadi perhatian utama Perseroan dan yang akan dilaporkan dalam Laporan Keberlanjutan 2023 sebagai berikut:

1. Kesehatan dan Keselamatan Kerja
2. Limbah
3. Emisi
4. Kinerja Ekonomi
5. Anti Korupsi
6. Pelatihan dan Pendidikan

Topik material 2023 mengalami perbedaan dengan topik material tahun 2022. Namun terdapat 3 (tiga) dari 6 (enam) yang berbeda dengan topik material tahun 2022 yaitu Limbah, Emisi, serta Pelatihan dan Pendidikan. Perubahan topik material di tahun 2023 dikarenakan adanya penyesuaian akan signifikansi dampak isu-isu keberlanjutan yang merupakan prioritas untuk diungkapkan berdasarkan masukan para pemangku kepentingan.

The prioritization stage produces 6 (six) material topics that are the primary concerns of the Company and will be reported in the 2023 Sustainability Report as follows:

1. Occupational Health and Safety
2. Waste
3. Emissions
4. Economic Performance
5. Anti-Corruption
6. Training and Education

2023 material topics are different from 2022 material topics. There are 3 (three) out of 6 (six) that are different from the material topics for 2022, namely Waste, Emissions, and Training and Education. The changes in material topics in 2023 was due to alignment on the significance of the impact of sustainability issues which are a priority to be disclosed based on input from stakeholders.



**Tabel Topik Material Tahun 2023**  
**Materials Topic Table 2023**

| Topik Material<br>Material Topics                                            | Isu Utama<br>Key Issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Pemangku<br>Kepentingan yang<br>Terdampak<br>Affected Stakeholders                                                                                                                                                                                | Alasan Besifat Material<br>Material Reasons                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | TPB                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kesehatan dan Keselamatan Kerja (K3)<br>Occupational Health and Safety (OHS) | <ul style="list-style-type: none"> <li>Sistem manajemen keselamatan dan kesehatan kerja</li> <li>Pengidentifikasian Bahaya, Penilaian Risiko, dan Investigasi Insiden</li> <li>Layanan kesehatan yang dimiliki Perseroan</li> <li>Partisipasi, konsultasi, dan komunikasi pekerja pada kesehatan dan keselamatan Kerja</li> <li>Pelatihan pekerja tentang kesehatan dan keselamatan kerja</li> <li>Peningkatan kualitas kesehatan pekerja</li> <li>Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis</li> <li>Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja</li> <li>Kecelakaan kerja yang terjadi pada periode pelaporan</li> <li>Penyakit akibat kerja yang dialami oleh karyawan Perseroan</li> <li>Occupational health and safety management system</li> <li>Hazard identification, risk assessment, and incident investigation</li> <li>Health services owned by the Company</li> <li>Participation, consultation, and communication of workers on occupational health and safety</li> <li>Worker training on occupational health and safety</li> <li>Improvement of workers' health quality</li> <li>Prevention and mitigation of occupational health and safety impacts directly related to business relationships</li> <li>Workers covered by the occupational health and safety management system</li> <li>Work accidents occurring during the reporting period</li> <li>Occupational diseases experienced by Company employees</li> </ul> | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Pemberi kerja (Owner)</li> <li>Mitra Kerja</li> <li>Masyarakat</li> <li>Regulator</li> <li>Employee</li> <li>Owner</li> <li>Work Partners</li> <li>Public</li> <li>Regulators</li> </ul> | <p>Kesehatan dan keselamatan kerja merupakan suatu hal yang menjadi standar utama Perseroan guna menciptakan lingkungan kerja yang aman bagi karyawan. Di sisi lain, Pemantauan, Evaluasi dan Pelaporan Kinerja Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) harus dilakukan agar parameter K3L terpenuhi.</p> <p>Occupational health and safety is one of the Company's main standards to create a safe working environment for employees. On the other hand, Monitoring, Evaluation, and Reporting of Occupational Health, Safety, and Environmental (HSE) Performance must be conducted to ensure that HSE parameters are met.</p> |    |



**Tabel Topik Material Tahun 2023**  
**Materials Topic Table 2023**

| Topik Material<br>Material Topics       | Isu Utama<br>Key Issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Pemangku<br>Kepentingan yang<br>Terdampak<br>Affected Stakeholders                                                                                                                                                                                 | Alasan Besifat Material<br>Material Reasons                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | TPB                                                                                                                                                                                                                                                                     |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Anti Korupsi<br>Anti-Corruption         | <ul style="list-style-type: none"> <li>Kegiatan operasional Perseroan yang memiliki risiko kecurangan</li> <li>Sosialisasi dan pelatihan anti korupsi</li> <li>Insiden korupsi yang terbukti serta langkah nyata yang diambil oleh Perseroan</li> <li>The Company's operational activities that have a risk of fraud</li> <li>Socialization and anti-corruption training</li> <li>Proven incidents of corruption and concrete steps taken by the Company</li> </ul>                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>Pemegang Saham</li> <li>Regulator</li> <li>Karyawan</li> <li>Media Massa</li> <li>Pemerintah</li> <li>Shareholders</li> <li>Regulators</li> <li>Employee</li> <li>Mass Media</li> <li>Government</li> </ul> | <p>Anti korupsi merupakan suatu tindakan yang digunakan untuk mencegah adanya kecurangan dalam bentuk apapun di lingkungan Perseroan. Anti korupsi dapat mendorong terciptanya lingkungan kerja yang bersih dan berintegritas tinggi. Perseroan sudah menerapkan kebijakan anti korupsi dengan mengimplementasikan kebijakan Sistem Manajemen Anti Korupsi.</p> <p>Anti-corruption is an action used to prevent fraud in any form within the Company. Anti-corruption can encourage the creation of a clean and high-integrity work environment. The Company has carried out an anti-corruption policy by implementing the Anti-Corruption Management System policy.</p> |                                                                                                                                                                                      |
| Kinerja Ekonomi<br>Economic Performance | <ul style="list-style-type: none"> <li>Nilai ekonomi langsung yang dihasilkan dan didistribusikan oleh Perusahaan</li> <li>Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim</li> <li>Kewajiban program pensiun manfaat pasti dan program pensiun lainnya</li> <li>Bantuan keuangan yang diterima Perusahaan dari Pemerintah</li> <li>Direct economic value generated and distributed by the Company</li> <li>Financial implications and other risks and opportunities from climate change</li> <li>Obligations of defined benefit pension plans and other pension plans</li> <li>Financial assistance received by the Company from the Government</li> </ul> | <ul style="list-style-type: none"> <li>Pemegang Saham</li> <li>Regulator</li> <li>Karyawan</li> <li>Kreditur</li> <li>Mitra Kerja</li> <li>Shareholders</li> <li>Regulators</li> <li>Employee</li> <li>Creditors</li> <li>Work Partners</li> </ul> | <p>Kinerja ekonomi merupakan topik material yang mampu menggambarkan pencapaian kinerja operasional dan keuangan Perseroan. Kinerja ekonomi juga dapat menjadi alat perseroan yang tercantum di dalam laporan untuk mengevaluasi ketercapaian dibandingkan dengan target yang telah ditetapkan.</p> <p>Economic performance is a material topic capable of illustrating the achievement of the Company's operational and financial performance. Economic performance can also serve as a tool for the Company listed in the report to evaluate achievement compared to set targets.</p>                                                                                  | <br><br> |

**Tabel Topik Material Tahun 2023**  
**Materials Topic Table 2023**

| Topik Material<br>Material Topics | Isu Utama<br>Key Issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Pemangku<br>Kepentingan yang<br>Terdampak<br>Affected Stakeholders                                                                                                                                                                                                            | Alasan Besifat Material<br>Material Reasons                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | TPB                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Limbah<br>Waste                   | <ul style="list-style-type: none"> <li>Timbulan sampah dan dampak signifikan terkait sampah</li> <li>Pengelolaan dampak signifikan terkait limbah</li> <li>Limbah yang dihasilkan</li> <li>Limbah dialihkan dari pembuangan</li> <li>Limbah diarahkan ke pembuangan</li> <li>Waste generation and significant impacts related to waste</li> <li>Management of significant impacts related to waste</li> <li>Generated waste</li> <li>Waste diverted from disposal</li> <li>Waste directed to disposal</li> </ul> | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Pemberi Kerja</li> <li>Masyarakat</li> <li>Pemerintah</li> <li>Mitra kerja</li> <li>Pemasok</li> <li>Employee</li> <li>Owner</li> <li>Public</li> <li>Government</li> <li>Work Partners</li> <li>Supplier</li> </ul> | <p>Limbah merupakan topik material dikarenakan dalam kegiatan operasional Perseroan tidak terlepas dari limbah yang dihasilkan. Oleh karena itu, topik limbah merupakan suatu prioritas bagi Perseroan agar terus berupaya mengurangi dampak signifikan terhadap limbah dengan melakukan pengelolaan limbah terpadu. Waste is a material topic because in the Company's operational activities, waste generation is inevitable. Therefore, waste topic is a priority for the Company to continuously strive to reduce significant impacts on waste through integrated waste management.</p> |       |





**Tabel Topik Material Tahun 2023**  
**Materials Topic Table 2023**

| Topik Material<br>Material Topics | Isu Utama<br>Key Issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Pemangku<br>Kepentingan yang<br>Terdampak<br>Affected Stakeholders                                                                                                                                                                         | Alasan Besifat Material<br>Material Reasons                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | TPB                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emisi<br>Emissions                | <ul style="list-style-type: none"> <li>Emisi GRK Langsung (Cakupan 1)</li> <li>Emisi GRK Tidak Langsung (Cakupan 2)</li> <li>Emisi GRK tidak langsung lainnya (Cakupan 3)</li> <li>Intensitas Emisi GRK</li> <li>Pengurangan Emisi GRK</li> <li>Pengendalian Emisi Penipis Lapisan Ozon</li> <li>Nitrogen Oksida (NOx), Sulfur Oksida (SOx), dan Emisi Udara Signifikan Lainnya</li> <li>Direct GHG Emissions (Scope 1)</li> <li>Indirect GHG Emissions (Scope 2)</li> <li>Other indirect GHG emissions (Scope 3)</li> <li>GHG Emission Intensity</li> <li>GHG Emission Reduction</li> <li>Control of Ozone Depleting Substances Emissions</li> <li>Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions</li> </ul> | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Pemberi Kerja</li> <li>Masyarakat</li> <li>Pemerintah</li> <li>Mitra kerja</li> <li>Employee</li> <li>Owner</li> <li>Public</li> <li>Government</li> <li>Work Partners</li> </ul> | <p>Emisi yang tinggi dari bahan bakar fosil dapat meningkatkan konsentrasi gas rumah kaca yang menyebabkan dampak negatif pada lingkungan, termasuk pemanasan global, pencemaran udara, dan penurunan kualitas udara. Oleh karena itu, topik emisi merupakan suatu prioritas bagi Perseroan agar terus berupaya mengurangi emisi dari kegiatan operasional Perseroan.</p> <p>High emissions from fossil fuels can increase greenhouse gas concentrations, leading to negative environmental impacts, including global warming, air pollution, and decreased air quality. Therefore, emissions are a priority topic for the Company to continuously strive to reduce emissions from its operational activities.</p> |      |
| Pendidikan dan Pelatihan          | <ul style="list-style-type: none"> <li>Informasi terkait rata-rata jam pelatihan per tahun per karyawan</li> <li>Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan menjelang pensiun</li> <li>Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir</li> <li>Information related to average training hours per year per employee</li> <li>Programs to enhance employee skills and retirement transition assistance programs</li> <li>Percentage of employees receiving regular performance reviews and career development</li> </ul>                                                                                                                                           | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Pemberi Kerja</li> <li>Masyarakat</li> <li>Employee</li> <li>Owner</li> <li>Public</li> </ul>                                                                                     | <p>Pendidikan dan Pelatihan merupakan topik material dikarenakan mampu meningkatkan keterampilan karyawan dan kesempatan karir yang lebih baik. Dampak tidak langsung bagi Perseroan adalah dapat meningkatkan produktivitas kinerja Perseroan.</p> <p>Education and training are material topics because they can enhance employee skills and provide better career opportunities. The indirect impact for the Company is an increase in the Company's performance productivity.</p>                                                                                                                                                                                                                              |                                                                                    |

## PENGELOLAAN TOPIK MATERIAL [GRI 3-3]

### KESEHATAN DAN KESELAMATAN KERJA (K3)

Terkait dengan Kesehatan dan Keselamatan Kerja (K3), di tahun 2023 masih terdapat kecelakaan kerja yang terjadi di lingkungan proyek konstruksi, seperti yang telah disampaikan pada bagian Insiden dalam Laporan Keberlanjutan ini. Oleh karenanya, topik K3 merupakan aspek penting yang harus diperhatikan secara serius untuk mencegah terjadinya dampak negatif berupa kecelakaan dan cedera kerja. Proyek konstruksi yang dikerjakan oleh Perseroan sering melibatkan aktivitas berisiko tinggi, seperti penggunaan alat berat, bekerja di ketinggian, dan memindahkan bahan bangunan yang berat, sehingga kepatuhan terhadap standar K3 menjadi aspek yang krusial. Langkah-langkah pencegahan sudah dilakukan oleh Perseroan yaitu dengan melakukan inspeksi K3 dan pengawasan yang ketat terhadap praktik kerja, penggunaan peralatan pelindung diri yang sesuai, serta penerapan prosedur K3 menjadi hal yang harus diterapkan secara konsisten untuk memastikan lingkungan kerja yang aman bagi semua pihak yang terlibat dalam proyek konstruksi tersebut.

Tindakan untuk mengatasi dampak negatif terkait K3 yaitu dengan menerapkan *Stop Work Action* (SWA) yang dilakukan dengan menghentikan pekerjaan, jika menemukan tindakan atau kondisi yang berbahaya atau pekerjaan tidak sesuai dengan peraturan yang berlaku, serta melakukan berbagi pengalaman terkait SWA yang dilakukan atau diterima dalam *safety meeting*. Implementasi K3 mengacu pada Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) nomor WIK-HSE-KP-01.01. Kinerja K3 senantiasa dievaluasi melalui *safety meeting* yang diadakan pada setiap bulan, dengan melibatkan karyawan, kontraktor, dan mitra kerja. Implementasi K3 mengacu pada ISO 45001:2018 *Occupational Health and Safety Management System*, ISO 14001:2015 *Environmental Management System*, dan Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja.

Perseroan telah melakukan evaluasi setiap tahunnya atas target dan capaian atas penerapan Sistem Manajemen K3L. Efektivitas penerapan prosedur K3 dapat dilihat dari total kasus kecelakaan kerja yang terjadi. Atas komitmen Perseroan terhadap K3, selama tahun 2023 terdapat penurunan *nearmiss* sebesar 8,07%, yang menyatakan bahwa terdapat penurunan kejadian seseorang yang

## MATERIAL TOPIC MANAGEMENT [GRI 3-3]

### OCCUPATIONAL HEALTH AND SAFETY

Regarding Occupational Health and Safety (OHS), in 2023 there were still workplace accidents occurring in the construction project environment, as stated in the Incidents section of this Sustainability Report. Therefore, the topic of OHS is an important aspect that must be taken seriously to prevent negative impacts such as accidents and work-related injuries. Construction projects undertaken by the Company often involve high-risk activities, such as the use of heavy equipment, working at heights, and handling heavy construction materials, making compliance with OHS standards a crucial aspect. The Company has taken preventive measures, i.e. by carrying out OHS inspections and strict supervision of work practices, the use of appropriate personal protective equipment, and consistent implementation of OHS procedures to ensure a safe working environment for all parties involved in the construction projects.

Actions to overcome negative impacts related to OHS include Stop Work Actions (SWA), which is carried out by stopping work when hazardous actions or conditions are found, or when work does not comply with applicable regulations, and sharing experiences related to SWA conducted or received in safety meetings. The implementation of OHS refers to the Occupational Health, Safety, and Environmental (HSE) Policy number WIK-HSE-KP-01.01. OHS Performance is continuously evaluated through monthly safety meetings involving employees, contractors, and work partners. The implementation of OHS refers to ISO 45001:2018 Occupational Health and Safety Management System, ISO 14001:2015 Environmental Management System, and the Republic of Indonesia Government Regulation Number 50 of 2012 concerning Implementation of Occupational Health and Safety Management Systems.

The Company has carried out annual evaluation of targets and achievements regarding the implementation of HSE Management System. The effectiveness of OHS procedure implementation can be seen from the total number of work accidents that occur. Due to the Company's commitment to OHS, there was an 8.07% decrease in near-miss incidents during 2023, indicating a decrease



hampir mengalami kecelakaan kerja, namun masih berhasil terhindar dari cedera atau kematian.

## ANTI KORUPSI

Pemberantasan korupsi dalam lingkungan Perseroan menjadi suatu prioritas yang sangat penting untuk memastikan integritas, transparansi, dan efisiensi dalam pelaksanaan aktivitas bisnis Perseroan. Korupsi dalam perusahaan konstruksi sering kali terjadi pada penggunaan dana yang tidak tepat, penyalahgunaan wewenang, serta pengurangan kualitas dan keamanan bahan material konstruksi. Oleh karena itu, Perseroan berkomitmen untuk melakukan penerapan sistem pengawasan yang ketat, pelaporan transaksi keuangan secara terbuka, serta penerapan kebijakan Sistem Manajemen Anti Korupsi nomor WIKA-GCG-KP-01.01 dan penerapan Sistem Manajemen Anti Penyuapan sesuai dengan persyaratan ISO 37001:2016 guna membantu mencegah dan mengungkap praktik korupsi yang mungkin terjadi. Pendidikan dan kesadaran tentang bahaya korupsi serta hukuman yang tegas terhadap pelaku korupsi juga perlu ditegakkan sebagai bagian dari upaya pemberantasan korupsi dalam lingkungan proyek konstruksi.

Dalam memastikan tidak terjadinya tindakan korupsi di setiap level organisasi, Perseroan telah melakukan sertifikasi SMAP di seluruh divisi. Di samping itu, Perseroan melibatkan seluruh pegawai dalam melakukan identifikasi risiko korupsi melalui pengisian *form Bribery Risk & Opportunities Identification, Risk Evaluation and Determining Control* (BRIRADC) dan menanggapi penyuapan serta melakukan peningkatan secara berkelanjutan. Berdasarkan hasil identifikasi risiko BRIRADC, risiko korupsi yang tertinggi ada pada fungsi pengadaan. Atas komitmen yang dilakukan, sepanjang tahun 2023, tidak terdapat insiden korupsi yang terjadi. Hal ini menunjukkan bahwa kebijakan anti korupsi telah berjalan secara efektif.

## KINERJA EKONOMI

Kinerja ekonomi dalam lingkungan perusahaan konstruksi mencakup sejumlah faktor yang memengaruhi profitabilitas dan keberlanjutan bisnis. Aspek-aspek seperti manajemen biaya, efisiensi operasional, strategi pemasaran yang efektif, serta manajemen risiko yang tepat memainkan peran kunci dalam memberikan dampak positif dalam menentukan kesehatan finansial sebuah perusahaan konstruksi. Selain itu, Perseroan melakukan investasi dalam peningkatan teknologi,

in the occurrence of individuals narrowly having work accidents but still managing to avoid injury or death.

## ANTI-CORRUPTION

Eradicating corruption within the Company is an important priority to ensure integrity, transparency, and efficiency in the Company's business activities. Corruption in construction companies often occurs in inappropriate fund use, abuse of authority, and reduction of quality and safety of construction materials. Therefore, the Company is committed to applying strict monitoring systems, transparent financial transaction reporting, and implementing Anti-Corruption Management System policy No. WIKA-GCG-KP-01.01 and Anti-Bribery Management System policies in accordance with requirements of ISO 37001:2016 to prevent and uncover possible corruption practices. Education and awareness about the dangers of corruption as well as strict punishment for corrupt individuals also need to be enforced as part of the efforts to eradicate corruption within the construction project environment.

To ensure that corruption does not occur at any level of organization, the Company has conducted SMAP certification across all divisions. Additionally, the Company involves all employees in identifying corruption risks by completing *Bribery Risk & Opportunities Identification, Risk Evaluation and Determining Control* (BRIRADC) forms, responding to bribery, and making continuous improvement. Based on the results of BRIRADC's risk identification, the highest risk of corruption is in the procurement function. Due to the commitment made, there were no incidents of corruption throughout 2023. This indicates that the anti-corruption policy has been effectively implemented.

## ECONOMIC PERFORMANCE

Economic performance in the environment of construction company encompasses several factors that affect profitability and business sustainability. Aspects such as cost management, operational efficiency, effective marketing strategies, and appropriate risk management play a key role in providing positive impacts in determining the financial health of a construction company. Additionally, the Company invests in technology improvement, employee training, and developing



pelatihan pegawai, dan pengembangan hubungan dengan vendor dan mitra bisnis yang berdampak positif pada peningkatan kinerja ekonomi Perseroan. Dengan menjaga kinerja ekonomi yang kuat, Perseroan dapat meningkatkan daya saingnya, memperluas pangsa pasar, serta memberikan nilai tambah bagi para pemangku kepentingan seperti pemegang saham, pegawai, dan mitra bisnis. Perseroan telah menetapkan target terkait kinerja ekonomi yang dituangkan dalam Rencana Keuangan dan Anggaran Perusahaan (RKAP) tahun 2023 yang disesuaikan dengan kondisi industri dan ekonomi. Perseroan melakukan evaluasi terkait pencapaian target yang dilakukan secara tahunan.

Di samping itu, dalam memberikan dampak positif kepada para pemangku kepentingannya, Perseroan memiliki berbagai program TJSI yang sesuai dengan Kebijakan Keberlanjutan Perseroan. Kinerja ekonomi Perseroan didukung oleh kinerja keuangan yang dikelola oleh Departemen Keuangan. Pengambilan keputusan untuk manajemen keuangan berada di bawah tanggung jawab Direktur Keuangan dan Manajemen Risiko (DKMR). Mekanisme Perseroan dalam memantau efektivitas manajemen keuangan dan kinerja ekonomi antara lain dengan melakukan audit secara internal dan eksternal.

## LIMBAH

Pengelolaan limbah di lingkungan proyek konstruksi merupakan aspek penting dalam menjaga keberlanjutan lingkungan. Kegiatan konstruksi menghasilkan limbah berupa material bangunan yang tidak terpakai, sampah konstruksi, dan limbah berbahaya lainnya. Limbah yang dihasilkan memiliki potensi dampak negatif seperti mengotori lingkungan proyek, menurunkan kualitas air tanah, serta mengganggu kesehatan manusia. Untuk mengurangi dampak negatifnya, Perseroan telah menerapkan prinsip-prinsip pengelolaan limbah hijau seperti mengurangi, mendaur ulang, dan mendaur ulang kembali harus diterapkan dengan cermat. Prosedur pengelolaan limbah mengacu pada Prosedur Pengelolaan Limbah B3 dan Non B3 nomor WIK-HSEPM-01.01. Dalam melakukan pengelolaan limbah yang dihasilkan, Perseroan bekerja sama dengan pihak ketiga yang sudah terdaftar dan teruji kredibilitasnya.

Di samping itu, Perseroan telah membentuk Departemen khusus yang fokus terhadap ESG (*Environment, Social dan Governance*) dengan program seperti pengurangan limbah sejak tahap perencanaan, pemilihan bahan material yang ramah lingkungan, pemilahan limbah di lokasi proyek, dan penggunaan teknologi dan metode

relationships with vendors and business partners that positively impact the Company's economic performance. By maintaining strong economic performance, the Company can enhance its competitiveness, expand market share, and provide added value to stakeholders such as shareholders, employees, and business partners. The Company has set targets related to economic performance outlined in 2023 the Company's Financial and Budget Plan (RKAP), adjusted to industry and economic conditions. The Company evaluates the achievement of targets annually.

Furthermore, in providing positive impacts to its stakeholders, the Company has various SER programs in line with the Company's Sustainability Policy. The economic performance of the Company is supported by financial performance managed by Finance Department. Decision-making for financial management is under responsibility of Finance and Risk Management Director (DKMR). The Company's mechanisms for monitoring the effectiveness of financial management and economic performance include internal and external audits.

## WASTE

Waste management in construction project environment is a crucial aspect in maintaining environmental sustainability. Construction activities generate waste such as un-used building materials, construction waste, and other hazardous waste. The generated waste has the potential for negative impacts such as polluting project environment, reducing groundwater quality, and disrupting human health. To reduce its negative impacts, the Company has implemented green waste management principles such as reducing, reusing, and recycling carefully. Waste management procedures refer to B3 and Non-B3 Waste Management Procedures number WIK-HSEPM-01.01. In managing the waste generated, the Company collaborates with third parties that are registered and have been tested for credibility.

In addition, the Company has established a special department focusing on ESG (*Environment, Social, and Governance*) with programs such as waste reduction since the planning stage, selection of environmentally friendly materials, waste sorting at project sites, and the use of more sustainable technologies and construction methods.



konstruksi yang lebih berkelanjutan. Pada tahun 2023, WIKA telah memberikan edukasi kepada seluruh pihak yang terlibat, serta kerjasama dengan pihak-pihak terkait seperti otoritas lingkungan dan komunitas lokal juga sangat penting dalam upaya mengelola limbah secara efektif di lingkungan proyek konstruksi. Efektivitas pelaksanaan pengelolaan limbah, dapat dilihat dari pemanfaatan daur ulang air limbah yang berasal dari kantor pusat yang dikelola di IPAL meningkat di tahun 2023 sebesar 7,41%. Selama tahun 2023, Perseroan tidak terlibat dampak negatif terkait limbah yang dihasilkan sebagai akibat dari hubungan bisnis.

## EMISI

Emisi di lingkungan proyek konstruksi menjadi perhatian utama karena dapat berdampak negatif pada kualitas udara dan lingkungan sekitarnya. Proses konstruksi seringkali melibatkan penggunaan alat berat dan mesin-mesin yang menghasilkan emisi polutan udara seperti gas buang, partikel beracun, dan bahan kimia berbahaya lainnya yang menyebabkan emisi gas rumah kaca. Untuk mengurangi dampaknya, Perseroan sudah menyusun strategi pengelolaan emisi gas rumah kaca, seperti penggunaan alat berat yang ramah lingkungan, pemilihan bahan bakar yang lebih bersih, dan penjadwalan penggunaan mesin-mesin untuk mengurangi waktu operasi yang tidak perlu. Perseroan telah memiliki kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) nomor WIKA-HSE-KP-01.0 yang terintegrasi antara K3 dengan pengelolaan lingkungan Perseroan. Perseroan telah menetapkan target dalam intensitas konsumsi energi listrik dan pengurangan penggunaan BBM yang nantinya akan berdampak pada emisi yang dihasilkan. Selain itu, upaya Perseroan dalam mengurangi emisi GRK yaitu dengan menggunakan motor Gesits sebagai sarana transportasi di lokasi proyek. Hal ini tertuang dalam Surat Edaran Nomor SE.01/A.DIR.00645/2022.

Dalam memantau efektivitas pengurangan emisi GRK, Perseroan mengukur besarnya jumlah emisi GRK yang dihasilkan dari operasional Perseroan dan melakukan pemantauan emisi yang dapat membantu mengidentifikasi dan mengurangi emisi secara efektif. Upaya untuk membatasi emisi harus ditingkatkan melalui regulasi yang ketat dan kesadaran lingkungan yang lebih baik dari seluruh pihak yang terlibat dalam proyek konstruksi. Sepanjang tahun 2023, Perseroan berhasil menurunkan intensitas emisi GRK menjadi sebesar 0,491 Ton CO<sub>2</sub>-eq/Produksi atau 0,008 Ton CO<sub>2</sub>-eq/Produksi dibandingkan tahun 2022 yang sebesar 0,499 Ton CO<sub>2</sub>-eq/Produksi.

In 2023, WIKA has provided education to all parties that were involved, and cooperates with relevant parties such as environmental authorities and local communities, which are crucial efforts in effectively managing waste in the construction project environment. The effectiveness of waste management can be seen from the utilization of wastewater recycling originating from head office managed at the wastewater treatment plant increased by 7.41% in 2023. Throughout 2023, the Company was not involved in negative impacts related to waste generated as a result of business relationships.

## EMISSIONS

Emissions in construction project environment are a major concern because they can negatively impact air quality and the surrounding environment. The construction process often involves the use of heavy equipment and machinery that emit air pollutants such as exhaust gases, toxic particles, and other hazardous chemicals that cause greenhouse gas emissions. To reduce its impacts, the Company has developed greenhouse gas emission management strategies, such as using environmentally friendly heavy equipment, choosing cleaner fuels, and scheduling machinery usage to reduce unnecessary operating time. The Company has an Occupational Health, Safety, and Environment (HSE) Policy number WIKA-HSE-KP-01.0 that integrates OHS with the Company's environmental management. The Company has set targets for electricity consumption intensity and reducing fuel consumption that will impact emissions generated. Apart from that, the Company's efforts to reduce GHG emissions include using electric motorcycles as transportation at project sites. This is stated in Circular Letter Number SE.01/A.DIR.00645/2022.

In monitoring the effectiveness of GHG reduction, the Company measures the amount of GHG emissions generated from the Company's operations and monitors emissions that can help identify and reduce emissions effectively. Efforts to limit emissions need to be increased through strict regulations and better environmental awareness from all parties involved in construction projects. Throughout 2023, the Company succeeded in reducing GHG emissions intensity to 0.491 Ton CO<sub>2</sub>-eq/Production or 0.008 Ton CO<sub>2</sub>-eq/Production compared to 2022 which was 0.499 Ton CO<sub>2</sub>-eq/Production.

## PENDIDIKAN DAN PELATIHAN

Pendidikan dan pelatihan memainkan peran kunci yang berdampak positif pada peningkatan kualitas, produktivitas, dan daya saing Perseroan. Melalui program pendidikan dan pelatihan yang terencana dengan baik, akan berdampak pada pengembangan keterampilan teknis, manajerial, dan kepemimpinan yang diperlukan untuk menyelesaikan pekerjaan dengan efisien dan berkualitas tinggi. Pendidikan dan pelatihan yang telah diterapkan di dalam Perseroan melalui pelatihan di WIKASATRIAN, WIKA Pratama dan *Learning Management System (LMS)* yang dapat memperkenalkan inovasi baru, teknologi terkini, dan praktik terbaik dalam industri konstruksi. Dengan mendorong pertumbuhan dan pengembangan pegawai, Perseroan dapat memperkuat timnya, meningkatkan loyalitas pegawai, dan menciptakan lingkungan kerja yang dinamis dan progresif.

Komitmen Perseroan dalam meningkatkan keterampilan pegawai tertuang dalam Prosedur Human Capital No. WIK-HCE-PM-01.01 yang menyatakan bahwa seluruh pegawai berhak mendapatkan kesempatan yang sama dalam pendidikan dan pelatihan. Perseroan telah memberikan pendidikan dan pelatihan kepada 2.731 orang karyawan. Perseroan juga telah melakukan peninjauan rutin melalui evaluasi kompetensi pegawai dan penilaian karya. Berdasarkan hasil peninjauan rutin, pada tahun 2023 Perseroan telah memberikan promosi kepada 199 karyawan tetap.

## EDUCATION AND TRAINING

Education and training play a key role in positively impacting the quality, productivity, and competitiveness of the Company. Through well-planned education and training programs, there will be an impact on the development of technical, managerial, and leadership skills required to complete works efficiently and effectively. Education and training is carried out within the Company through training at WIKASATRIAN, WIKA Pratama, and Learning Management System (LMS), which introduce new innovations, the latest technology, and best practices in the construction industry. By encouraging employee growth and development, the Company can strengthen its team, increase employee loyalty, and create a dynamic and progressive work environment.

The Company's commitment to improving employee skills is stated in Human Capital Procedure No. WIK-HCE-PM-01.01, stating that all employees are entitled to equal opportunities in education and training. The Company has organized education and training to 2,731 employees. The Company has also conducted regular reviews through employee competency evaluations and work assessments. Based on the results of regular reviews, in 2023, the Company has been promoting 199 permanent employees.



PT WIJAYA KARYA (Persero) Tbk





# 02 Strategi Keberlanjutan

## Sustainability Strategy

Implementasi pembangunan berkelanjutan tercermin atas kinerja aspek ekonomi, lingkungan dan sosial yang berhasil dicapai oleh WKA sepanjang tahun 2023.

The implementation of sustainable development is reflected in the performance of economic, environmental and social aspects achieved by WKA throughout 2023.





# Strategi Keberlanjutan

## Sustainability Strategy

### PENJELASAN STRATEGI KEBERLANJUTAN [OJK A.1]

### EXPLANATION OF SUSTAINABILITY STRATEGY [OJK A.1]



| Tahun<br>Year | Tahap<br>Stage                               | Strategi<br>Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2022          | Preparing Sustainability Roadmap Development | <ol style="list-style-type: none"> <li>1. Mempersiapkan implementasi strategi keberlanjutan yang kuat dengan melakukan telaah mendalam terhadap regulasi-regulasi terkait, standar internasional, dan praktik-praktik terbaik yang berlaku. Langkah ini diambil untuk memastikan bahwa WIKA selalu berada di jalur yang sesuai dengan tuntutan lingkungan dan masyarakat serta untuk memastikan kepatuhan terhadap regulasi-regulasi yang berlaku.</li> <li>2. Melakukan <i>benchmarking</i> terhadap perusahaan-perusahaan terkemuka dalam industri konstruksi. Hal ini bertujuan untuk memahami dan membandingkan praktik-praktik perusahaan tersebut dengan yang dimiliki oleh WIKA, sehingga Perseroan dapat terus meningkatkan kinerja dan berinovasi secara berkelanjutan.</li> <li>3. Mengidentifikasi praktik-praktik yang sedang berjalan (<i>current practices</i>) di dalam perusahaan. Dengan memahami praktik-praktik ini, WIKA dapat mengidentifikasi area-area yang perlu diperbaiki dan potensi-potensi yang dapat dioptimalkan untuk mendukung upaya-upaya keberlanjutan di masa depan.</li> </ol> |

| Tahun<br>Year | Tahap<br>Stage                                                                    | Strategi<br>Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 2023          | <i>Awareness, Capacity Building, Holistic Sustainability Strategy Development</i> | <ol style="list-style-type: none"> <li>1. Meningkatkan kesadaran, pengetahuan, pemahaman, dan persepsi umum mengenai ESG ke seluruh bagian dalam perusahaan. Upaya ini dilakukan melalui penyelenggaraan beragam kegiatan, seperti <i>workshop</i>, seminar, dan pelatihan yang bertujuan untuk meningkatkan pemahaman serta praktik-praktik terbaik terkait <i>Environmental, Social, dan Governance</i> (ESG). WIKA telah melaksanakan pelatihan khusus, menghadirkan pakar-pakar dalam bidangnya, melakukan analisis kesenjangan (<i>gap analysis</i>), serta melakukan <i>benchmarking</i> terhadap perusahaan-perusahaan yang telah berhasil menerapkan prinsip-prinsip ESG.</li> <li>2. Merumuskan dan menerbitkan Kebijakan Keberlanjutan atau <i>Sustainability Policy</i>.</li> <li>3. Menetapkan target keberlanjutan dan mengembangkan <i>Sustainability Strategy Framework</i> sebagai landasan dalam merencanakan dan melaksanakan langkah-langkah keberlanjutan di masa mendatang.</li> <li>4. Sebagai bagian dari komitmen WIKA terhadap edukasi, Perseroan juga aktif dalam mendukung pemahaman yang lebih luas mengenai ESG, mulai dari tingkat <i>holding</i> hingga entitas anak perusahaan. Melalui berbagai inisiatif, WIKA berupaya menyebarkan pengetahuan serta praktik-praktik terbaik dalam menerapkan prinsip-prinsip keberlanjutan ini, sehingga seluruh jajaran perusahaan dapat terlibat secara aktif dalam menciptakan dampak positif bagi lingkungan dan masyarakat.</li> <li>5. Mencari dan membangun kemitraan dengan pihak yang relevan untuk mengakselerasi keberhasilan implementasi ESG di dalam perusahaan.</li> <li>6. Memformulasikan strategi komunikasi yang efektif.</li> <li>7. Target Keberlanjutan 2023: Menjadi pelopor (<i>pioneer</i>) dan pemimpin dalam implementasi kebijakan serta praktik ESG di industri konstruksi, menurunkan ESG Risk Rating WIKA saat ini yang berada di 29.8 menjadi lebih rendah (lebih baik), dan menjadikan ESG sebagai <i>blue ocean market strategy</i> WIKA.</li> </ol> <ol style="list-style-type: none"> <li>1. Increase awareness, knowledge, understanding, and general perception of ESG throughout the Company. This effort is carried out through holding various activities such as workshops, seminars, and training aimed at enhancing understanding and best practices related to Environmental, Social, and Governance (ESG) issues. WIKA has conducted special training, brought in experts in their fields, carried out gap analysis, and benchmarked companies that have successfully implemented ESG principles.</li> <li>2. Formulate and publish a Sustainability Policy.</li> <li>3. Set sustainability targets and develop a Sustainability Strategy Framework as a basis for planning and implementing sustainability initiatives in the future.</li> <li>4. As part of WIKA's commitment to education, the Company is actively involved in promoting a broader understanding of ESG, from the holding to subsidiary level. Through various initiatives, WIKA seeks to disseminate knowledge and best practices in applying these sustainability principles, so that all levels of the Company can be actively contribute to creating positive impacts on environment and society.</li> <li>5. Seek and build partnerships with relevant parties to accelerate successful ESG implementation within the Company.</li> <li>6. Formulate effective communication strategies.</li> <li>7. Sustainability Target for 2023: Become a pioneer and leader in implementing ESG policies and practices in the construction industry, reduce WIKA's current ESG Risk Rating which is at 29.8 to a lower (better) level, and make ESG as WIKA's blue ocean market strategy.</li> </ol> |



| Tahun<br>Year | Tahap<br>Stage                               | Strategi<br>Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| 2024          | <i>Integrating ESG in Business Process</i>   | <ol style="list-style-type: none"> <li>Pada tahun 2024, WIKA telah memperkuat komitmen keberlanjutannya dengan mengintegrasikan ESG ke dalam proses bisnis. Langkah-langkah ini mencakup:</li> <li>Merancang struktur tata kelola keberlanjutan dan memastikan setiap program ESG memiliki sumber daya yang mumpuni.</li> <li>Mengembangkan kebijakan-kebijakan keberlanjutan yang relevan dengan tuntutan lingkungan serta masyarakat.</li> <li>Melakukan sosialisasi secara menyeluruh terkait kebijakan-kebijakan tersebut kepada seluruh stakeholder terkait, baik internal maupun eksternal. Transparansi dan partisipasi aktif dari seluruh pihak adalah kunci keberhasilan dalam mewujudkan prinsip-prinsip ESG.</li> <li>Merumuskan mekanisme pemantauan program-program ESG yang telah dirancang.</li> <li>Mengembangkan metrik dan pengukuran kinerja keberlanjutan yang akurat dan terukur. Hal ini akan membantu Perseroan untuk secara terus-menerus memantau dan mengevaluasi dampak dari kegiatan operasional terhadap aspek-aspek lingkungan, sosial, dan tata kelola.</li> <li>Memulai tahap implementasi ESG dengan menurunkan kebijakan, pedoman, prosedur, dan instruksi kerja yang sesuai. Langkah ini akan menjadi landasan dalam menanamkan prinsip-prinsip keberlanjutan ke dalam setiap aspek operasional perusahaan.</li> <li>Memantau dan melakukan ESG report secara rutin guna memperoleh risk rating yang lebih baik dibandingkan dengan tahun sebelumnya. WIKA berkomitmen untuk meningkatkan transparansi dan akuntabilitas perusahaan melalui pelaporan yang kredibel dan komprehensif.</li> <li>Melaporkan kemajuan dalam implementasi prinsip-prinsip ESG kepada seluruh stakeholder untuk menjaga transparansi dan akuntabilitas guna membangun hubungan yang berkelanjutan dengan seluruh pihak yang terlibat.</li> </ol> <p>In 2024, WIKA has strengthened its sustainability commitment by integrating ESG into its business processes. These steps include:</p> <ol style="list-style-type: none"> <li>Designing a sustainability governance structure and ensuring each ESG program has adequate resources.</li> <li>Develop sustainability policies relevant to the demands of the environment and society.</li> <li>Conduct comprehensive socialization of these policies to all relevant internal and external stakeholders. Transparency and active participation from all parties is the key to success in realizing ESG principles.</li> <li>Formulate monitoring mechanisms for the designed ESG programs.</li> <li>Develop accurate and measurable sustainability performance metrics and measurements. This will help the Company continuously monitor and evaluate the impact of operational activities on environmental, social, and governance aspects.</li> <li>Initiating ESG implementation phase by formulating appropriate policies, guidelines, procedures, and work instructions. This step will serve as a foundation for embedding sustainability principles into every aspect of the Company's operations.</li> <li>Routinely monitoring and conducting ESG reporting to achieve a better risk rating compared to the previous year. WIKA is committed to enhancing corporate transparency and accountability through credible and comprehensive reporting.</li> <li>Reporting progress in implementing ESG principles to all stakeholders to maintain transparency and accountability in building sustainable relationships with all involved parties.</li> </ol> |
| 2025          | <i>ESG based Risk Management Development</i> | <ol style="list-style-type: none"> <li>Mengembangkan manajemen risiko berbasis ESG yang bertujuan untuk mengidentifikasi, mengevaluasi, dan mengelola risiko-risiko yang timbul dari faktor-faktor Lingkungan, Sosial, dan Tata Kelola (ESG). Pengelolaan risiko yang baik memungkinkan Perseroan menghadapi tantangan-tantangan kompleks dengan pendekatan terintegrasi dan berkelanjutan.</li> <li>Mengembangkan sistem informasi keberlanjutan yang mutakhir. Sistem ini akan menjadi instrumen penting bagi Perseroan dalam mengumpulkan, menganalisis, dan melaporkan data keberlanjutan secara efisien dan efektif. Dengan memanfaatkan teknologi informasi terkini, WIKA dapat memperoleh wawasan yang lebih mendalam dan real-time tentang kinerja keberlanjutan, sehingga memungkinkan Perseroan untuk mengambil tindakan yang tepat dengan cepat dan tepat sasaran.</li> </ol> <p>1. Develop ESG-based risk management which aims to identify, evaluate, and manage risks arising from Environmental, Social, and Governance (ESG) factors. Effective risk management enables the Company to face complex challenges with an integrated and sustainable approach.</p> <p>2. Developing a state-of-the-art sustainability information system. This system will be an important instrument for the Company to collect, analyse, and report sustainability data efficiently and effectively. By leveraging the latest information technology, WIKA can gain deeper and real-time insights into sustainability performance, enabling the Company to take appropriate actions quickly and on target.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |



| Tahun<br>Year | Tahap<br>Stage                                                                                     | Strategi<br>Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2026          | <i>Strengthening CSV based Business Process Innovative Solutions for Sustainability Challenges</i> | <ol style="list-style-type: none"> <li>1. Penguatan Proses Bisnis Berlandaskan Prinsip <i>Creating Shared Value</i>: WIKA berkomitmen untuk memperkuat proses bisnisnya dengan menjadikan prinsip <i>Creating Shared Value</i> sebagai landasan utama. Perseroan akan melakukan monitoring, evaluasi, dan perbaikan secara berkelanjutan terhadap proses-proses ini. Langkah ini akan memastikan bahwa setiap aktivitas bisnis yang dilakukan tidak hanya menghasilkan nilai bagi perusahaan, tetapi juga memberikan manfaat yang signifikan bagi masyarakat dan lingkungan sekitar.</li> <li>2. Pengembangan Produk dan Layanan Berkelanjutan: Sejalan dengan visi keberlanjutan, WIKA akan meluncurkan produk dan layanan baru yang dirancang khusus untuk menangani tantangan keberlanjutan secara langsung. Produk tersebut termasuk solusi ramah lingkungan dan efisiensi energi yang akan memberikan kontribusi positif dalam mengatasi masalah-masalah lingkungan yang ada.</li> <li>3. Inovasi dalam Proses Operasional: WIKA juga berkomitmen untuk terus berinovasi dalam proses operasional. Melalui penerapan teknologi baru dan metode kerja yang lebih efisien, WIKA ingin meningkatkan efisiensi penggunaan sumber daya dan mengurangi dampak lingkungan. Langkah-langkah ini akan membantu Perseroan untuk tetap berada di garis depan dalam menciptakan operasi yang berkelanjutan dan berdampak positif.</li> </ol> |
| 2027          | <i>Sustainability as Core Business Strategy</i>                                                    | <ol style="list-style-type: none"> <li>1. Strengthening Business Processes Based on Creating Shared Value Principle: WIKA is committed to strengthening its business processes by making the principle of Creating Shared Value as its primary foundation. The Company will continuously monitor, evaluate, and improve these processes. This step will ensure that every business activity does not only generate value for the Company but also provides significant benefits to the community and surrounding environment.</li> <li>2. Development of Sustainable Products and Services: In line with the sustainability vision, WIKA will launch new products and services specifically designed to address sustainability challenges directly. These products include environmentally friendly solutions and energy-efficient measures that will make a positive contribution to overcoming existing environmental issues.</li> <li>3. Innovation in Operational Processes: WIKA is also committed to continuous innovation in operational processes. Through the adoption of new technologies and more efficient work methods, WIKA aims to enhance resource usage efficiency and reduce environmental impact. These steps will help the Company remain at the forefront of creating sustainable and positively impactful operations.</li> </ol>                                                                                |
|               |                                                                                                    | <ol style="list-style-type: none"> <li>1. Menerapkan strategi keberlanjutan yang revolusioner dengan membuat keberlanjutan menjadi elemen inti dari strategi bisnis perusahaan. Perseroan berkomitmen untuk memastikan bahwa setiap inisiatif dan keputusan bisnis yang diambil telah dipertimbangkan dengan saksama untuk melihat dampaknya terhadap keberlanjutan.</li> <li>2. Mengintegrasikan pertimbangan tentang aspek keberlanjutan secara menyeluruh dalam setiap proses bisnis, mulai dari perencanaan hingga pelaksanaan. WIKA akan mengidentifikasi dan mengevaluasi dampak, risiko, dan peluang keberlanjutan yang relevan dari program ESG.</li> <li>3. Mengukur kinerja ESG melalui evaluasi terhadap KPI, metrik, dan target yang telah ditetapkan untuk meningkatkan kualitas implementasi ESG.</li> <li>4. Mengambil tindakan perbaikan yang diperlukan untuk mengoptimalkan hasil keberlanjutan perusahaan.</li> <li>5. Menjadi pemimpin dalam implementasi ESG di sektor konstruksi Indonesia.</li> <li>6. Menjadi perusahaan konstruksi kelas dunia yang menjalankan praktik pembangunan berkelanjutan.</li> <li>7. Menjadi perusahaan konstruksi yang berkontribusi terhadap pencapaian NDC.</li> </ol>                                                                                                                                                                                                          |
|               |                                                                                                    | <ol style="list-style-type: none"> <li>1. Implementing a revolutionary sustainability strategy by making sustainability as a core element of the Company's business strategy. The Company is committed to ensuring that every initiative and business decision taken is carefully considered for its impact on sustainability.</li> <li>2. Integrating considerations of sustainability comprehensively into every business process, from planning to execution. WIKA will identify and evaluate the relevant sustainability impacts, risks, and opportunities of ESG programs.</li> <li>3. Measuring ESG performance through the evaluations of KPIs, metrics, and targets set to enhance the quality of ESG implementation.</li> <li>4. Taking necessary corrective actions to optimize the Company's sustainability outcomes.</li> <li>5. Becoming a leader in ESG implementation in the Indonesian construction sector.</li> <li>6. Becoming a world-class construction company that practices sustainable development.</li> <li>7. Contributing to the achievement of NDC as a construction company.</li> </ol>                                                                                                                                                                                                                                                                                                                  |



## POLICY COMMITMENT [GRI 2-23, GRI 2-24]

Kegiatan bisnis yang dijalankan oleh Perseroan mengacu pada berbagai peraturan nasional maupun internasional, khususnya terkait dengan ketenagakerjaan yang diterbitkan oleh *International Labor Organization* (ILO). Perseroan juga berkomitmen untuk menjalankan kegiatan bisnisnya dengan mengacu pada standar internasional yang relevan, di antaranya:

1. ISO 21500:2021 tentang Sistem Manajemen Proyek
2. ISO 31000:2018 tentang Manajemen Risiko
3. ISO 9001:2015 tentang Sistem Manajemen Mutu
4. ISO 14001:2015 tentang Sistem Manajemen Lingkungan
5. ISO 19650-1:2018 Kitemark tentang Penerapan Building Information Modelling (Konsep dan Prinsip)
6. ISO 19650-2:2018 Kitemark tentang Penerapan Building Information Modelling (Penyerahan Aset)
7. ISO 20000-1:2018 tentang Sistem Manajemen Layanan Teknologi Informasi
8. ISO 27001: 2013 tentang Sistem Manajemen Pengamanan Informasi
9. ISO 37001: 2016 tentang Sistem Manajemen Anti Penyuapan
10. ISO 45001:2018 tentang Sistem Manajemen Kesehatan dan Keselamatan Kerja

Terkait dengan standar nasional, Perseroan berkomitmen dalam mematuhi seluruh peraturan perundang-undangan yang relevan dengan kegiatan bisnisnya. Peraturan perundang-undangan tersebut di antaranya adalah:

1. Undang-Undang No. 16/2016 Paris Agreement tentang Perubahan Iklim
2. Perpres No. 59/2017, Perpres No. 111/2022 Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan
3. Perpres No. 98/2021 Nilai Ekonomi Karbon (NEK)
4. POJK No.51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten & Perusahaan Publik
5. POJK No.60/POJK.04/2017 Tentang Penerbitan dan Persyaratan Efek Bersifat Utang Berwawasan Lingkungan (*Green Bond*)
6. Peraturan Menteri PUPR No. 9/2021 - Pedoman Penyelenggaraan Konstruksi Berkelanjutan.
7. Peraturan Menteri LHK No. 21/2022 Tata Laksana Penerapan Nilai Ekonomi Karbon
8. Peraturan Menteri ESDM No. 16 Tahun 2022 Tata Cara Penyelenggaraan Nilai Ekonomi Karbon Subsektor Pembangkit Tenaga Listrik

## POLICY COMMITMENT [GRI 2-23, GRI 2-24]

In carrying out its business activities, the Company refers to international and national regulations, especially those related to employment issued by International Labor Organization (ILO) that has collaborated with various countries, including Indonesia. In addition, the Company is also committed to referring to relevant international standards, which include:

1. ISO 21500: 2021 on Project Management System
2. ISO 31000:2018 on Risk Management
3. ISO 9001:2015 on Quality Management System
4. ISO 14001:2015 on Environmental Management System
5. ISO 19650-1:2018 Kitemark on Application of Building Information Modelling (Concepts and Principles)
6. ISO 19650-2:2018 Kitemark on Application of Building Information Modeling (Asset Delivery)
7. ISO 20000-1:2018 on Information Technology Service Management Systems
8. ISO 27001: 2013 on Information Security Management Systems
9. ISO 37001: 2016 on Anti-Bribery Management Systems
10. ISO 45001:2018 on Occupational Health and Safety Management Systems

Regarding national standards, the Company is committed to complying with all relevant laws and regulations related to its business activities. These laws and regulations include:

1. Law No. 16 of 2016 concerning Ratification of Paris Agreement on Climate Change
2. Presidential Regulation No. 59/2017 and Presidential Regulation No. 111/2022 concerning Implementation of Achieving Sustainable Development Goals
3. Presidential Regulation No. 98/2021 on Carbon Economic Value
4. POJK No. 51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Institutions, Issuers, and Public Companies
5. POJK No. 60/POJK.04/2017 concerning the Issuance and Requirements of Environmentally Sustainable Debt Securities (*Green Bonds*)
6. Ministry of Public Works and Public Housing Regulation No. 9/2021 - Guidelines for Sustainable Construction Implementation
7. Ministry of Environment and Forestry Regulation No. 21/2022 concerning the Implementation Procedures of Carbon Economic Value
8. Ministry of Energy and Mineral Resources Regulation No. 16 of 2022 concerning the Procedures for Implementing Carbon Economic Value in the Electricity Generation Subsector

Dari aturan dan standar internasional maupun nasional tersebut, Perseroan melakukan pengadopsian pada kebijakan internal yang telah dilengkapi dengan kebijakan uji tuntas. Hal ini bertujuan untuk memastikan bahwa berbagai kebijakan tersebut dilaksanakan dengan baik. Uji tuntas tercermin dari telah dimilikinya pengukuran kinerja Sistem Manajemen Wika (SMW) sebagai berikut:

From these international and national regulations and standards, the Company adopted internal policies which have been complemented by due diligence policy. This is aimed at ensuring that various policies are implemented effectively. Due diligence is reflected in the possession of performance measurements of Wika Management System (WMS) as follows:

| Policy                                                                                                                                                                                                                   | Uji Tuntas (Due Dilligence)<br>Due Diligence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan<br>Occupational Health, Safety and Environment Policy                                                                                                              | Pengukuran Keselamatan dan Kesehatan Kerja, mencakup <i>Health, Safety and Environment (HSE) Level, Frequency Rate, Severity Rate, Risk Containment Audit</i> , Jumlah Penyakit Akibat Kerja.<br>Measurement of Occupational Health and Safety, including Health, Safety, and Environment (HSE) Level, Frequency Rate, Severity Rate, Risk Containment Audit, Number of Occupational Diseases.                                                                                                                                                                                                                                                                             |
| Kebijakan Sistem Manajemen Anti Penyuapan<br>Anti-Bribery Management System Policy                                                                                                                                       | Audit oleh Pihak Internal dan Eksternal yang dilakukan secara berkala, satu tahun sekali.<br>Internal and External Audit conducted periodically, once a year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Kebijakan Pengamanan Informasi dan Manajemen Layanan Teknologi Informasi<br>Policy on Information Security and Management of Information Technology Services                                                             | Melakukan <i>Control Objectives for Information and Related Technologies (COBIT)</i> yang diaudit 2 (dua) tahun sekali yang dilakukan oleh pihak eksternal.<br>Conducting Control Objectives for Information and Related Technologies (COBIT) audit every 2 (two) years by external parties.                                                                                                                                                                                                                                                                                                                                                                               |
| Kebijakan Sistem Manajemen Wika<br>Wika Management System Policy                                                                                                                                                         | 1. Pengukuran <i>Quality Management System Level (QMSL)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Kebijakan Manajemen Risiko<br>Risk Management Policy                                                                                                                                                                     | 2. Pengukuran Keselamatan dan Kesehatan Kerja, mencakup <i>Health, Safety and Environment (HSE) Level, Frequency Rate, Severity Rate, Risk Containment Audit</i> , Jumlah Penyakit Akibat Kerja.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Kebijakan Sistem Manajemen Proyek<br>Project Management System Policy                                                                                                                                                    | 3. Pengukuran aspek 5R (Ringkas, Rapi, Resik, Rajin, Rawat)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Kebijakan Keberlanjutan<br>Sustainability Policy                                                                                                                                                                         | 4. Pengukuran Aspek Lingkungan, mencakup pengurangan penggunaan kertas, tumpahan minyak, intensitas konsumsi energi listrik, pengurangan penggunaan BBM dan penggunaan air bersih.<br>5. Pengukuran <i>Quality Product</i> , mencakup <i>Quality Product Assessment (QPass)</i> pekerjaan struktur, <i>QPass Pekerjaan Finishing</i> dan <i>QPass pekerjaan MEP</i> .                                                                                                                                                                                                                                                                                                      |
| Kebijakan Sistem Manajemen Mutu<br>Quality Management System Policy                                                                                                                                                      | 1. Measurement of Quality Management System Level (QMSL)<br>2. Measurement of Occupational Health and Safety, including Health, Safety, and Environment (HSE) Level, Frequency Rate, Severity Rate, Risk Containment Audit, Number of Occupational Diseases.<br>3. Measurement of 5R aspects (Brief, Tidy, Safe, Diligent, Maintain)<br>4. Measurement of Environmental Aspects, including reduction of paper use, oil spills, intensity of electricity consumption, reduction of fuel use, and clean water use.<br>5. Measurement of Quality Product, including Quality Product Assessment (QPass) for structural work, QPass for Finishing work, and QPass for MEP work. |
| Kebijakan Berperilaku Saling Menghargai di Tempat Kerja<br>Mutual Respect Behavior in the Workplace Policy                                                                                                               | Pengukuran <i>Quality Product</i> , mencakup <i>Quality Product Assessment (QPass)</i> pekerjaan struktur, <i>QPass Pekerjaan Finishing</i> dan <i>QPass pekerjaan MEP</i> .<br>Measurement of Quality Product, including Quality Product Assessment (QPass) for structural work, QPass for Finishing work, and QPass for MEP work.                                                                                                                                                                                                                                                                                                                                        |
| Kebijakan Penerapan Building Information Modelling<br>Implementation of Building Information Modelling Policy                                                                                                            | Pemantauan pada penerapan kode etik yang dilakukan setiap tahunnya dengan mewajibkan seluruh pegawai Perseroan untuk menandatangani pernyataan komitmen penerapan kode etik sesuai dengan <i>Code of Conduct</i> yang dilakukan secara <i>online</i> .<br>Monitoring compliance with Code of Ethics, which is conducted annually and online, by requiring all employees of the Company to sign a commitment statement for application of Code of Ethics in accordance with Code of Conduct.                                                                                                                                                                                |
| Kebijakan Larangan Penggunaan Minuman Beralkohol, Obat-Obatan Terlarang serta Pencegahan dan Penanggulangan HIV/AIDS<br>Prohibition of Alcohol Consumption, Illegal Drugs, and Prevention and Control of HIV/AIDS Policy | Audit oleh Pihak Internal dan Eksternal yang dilakukan secara berkala, satu tahun sekali.<br>Internal and External Audit conducted periodically, once a year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                          | Pemantauan pada penerapan kode etik yang dilakukan setiap tahunnya dengan mewajibkan seluruh pegawai Perseroan untuk menandatangani pernyataan komitmen penerapan kode etik sesuai dengan <i>Code of Conduct</i> yang dilakukan secara <i>online</i> .<br>Monitoring compliance with Code of Ethics, which is conducted annually and online, by requiring all employees of the Company to sign a commitment statement for application of Code of Ethics in accordance with Code of Conduct.                                                                                                                                                                                |



| Policy<br>Policy                                                   | Uji Tuntas ( <i>Due Dilligence</i> )<br>Due Diligence                                                                                     |
|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Kebijakan Tata Kelola Terintegrasi<br>Integrated Governance Policy | Pada tahun 2023 masih dalam proses penyusunan perangkat <i>due diligence</i><br>In 2023, the due diligence tool is still being developed. |
| Kebijakan Stop Work Action<br>Stop Work Action Policy              | Penilaian Sistem Manajemen terkait QHSE<br>Management Systems related to QHSE Assessment                                                  |
| Perjanjian Kerja Bersama<br>Collective Labor Agreement             | Pengukuran Indeks Keterikatan Pegawai<br>Employee Engagement Index Measurement                                                            |

Di samping memiliki uji tuntas, Kebijakan *Stop Work Action* (SWA) juga dimiliki oleh Perseroan sebagai wujud komitmen Perseroan dalam menerapkan prinsip kehati-hatian. Di dalam kebijakan tersebut, Perseroan telah menetapkan bahwa Pimpinan Perseroan memberikan wewenang penuh kepada setiap karyawan dan mitra kerja untuk mencegah kecelakaan kerja dengan menghentikan pekerjaan atau *Stop Work Action* (SWA), jika menemukan tindakan atau kondisi yang berbahaya serta pekerjaan tidak sesuai dengan peraturan yang berlaku, SWA dapat dicabut oleh pemberi SWA apabila Tindakan atau kondisi yang berbahaya sudah diperbaiki. Beberapa pekerjaan yang dapat dilakukan SWA yaitu:

1. Apabila dalam melakukan pekerjaan di ketinggian, pekerja tidak menggunakan APD *Full body harness*
2. Tidak terdapat *Earth-Leakage Circuit Breaker* (ELCB) pada panel Listrik

Perseroan juga melakukan program tematis K3L untuk menerapkan prinsip kehati-hatian yang dilakukan secara triwulan untuk membahas isu-isu apa saja yang memerlukan perhatian dan Tindakan perbaikan segera. Selama tahun 2023 terdapat 4 (empat) tema dalam program tematik yaitu:

1. Januari – Maret = 5R (Ringkas, Rapi, Resik, Rawat dan Rajin)
2. April – Juni = *lifting rigging*
3. Juli – September = *electrical*
4. Oktober – Desember = *working at height*

Kegiatan ini diawali dengan sosialisasi secara menyeluruh sasarannya tim manajemen proyek yang dilakukan melalui daring. Program tematis ini mendorong tim proyek untuk rutin melakukan kampanye keselamatan terhadap isu-isu yang memerlukan perhatian dan tindakan perbaikan dengan segera.

Kemudian perusahaan juga telah menerapkan Kebijakan Berperilaku Saling Menghargai di Tempat Kerja (*Respectful Workplace Policy* (RWP)) dalam bentuk penghormatan terhadap hak asasi manusia. Kebijakan terkait penghormatan terhadap hak asasi manusia, difokuskan pada kebijakan pengelolaan sumber daya manusia yang dituangkan dalam Perjanjian Kerja Bersama (PKB) bahwa

Apart from having due diligence, the Company also has a Stop Work Action (SWA) Policy as a commitment to the precautionary principle. In this Policy, it has been determined that Company's Management gives full authority to every employee and work partner to prevent work accidents by Stop Work Action (SWA), if finding dangerous actions or conditions and work that does not comply with applicable regulations, SWA can be revoked by SWA provider if the dangerous action or condition has been corrected. Some of the work in which SWA can be applied are:

1. When carrying out work at height, workers do not use full body harness PPE.
2. There is no Earth-Leakage Circuit Breaker (ELCB) on the electrical panel.

The Company also quarterly conducts a thematic HSE program to implement a precautionary principle to discuss any issues requiring attention and immediate corrective action. During 2023, there were 4 (four) themes in the thematic program:

1. January – March = 5R (Concise, Neat, Clean, Care, and Diligent)
2. April – June = *lifting rigging*
3. July – September = *electrical*
4. October – December = *working at height*

This activity begins with comprehensive online socialization targeting the project management team. This thematic program encourages project teams to regularly conduct safety campaigns addressing issues requiring immediate attention and corrective action.

Additionally, the Company has also applied the Respectful Workplace Policy (RWP) in the form of honouring human rights. Policies related to respect for human rights are focused on human capital management policies set forth in the Collective Labour Agreement (CLA), that the Company's management guarantees the rights of all WIKA People, so that there are no violations of human



manajemen Perseroan menjamin hak-hak dari seluruh insan WIKA, sehingga tidak terdapat pelanggaran hak asasi manusia bagi Perseroan dengan Serikat Pekerja. Di dalam perjanjian tersebut, telah dijelaskan hak serikat pekerja yang mencakup pemberian saran kepada Perseroan sehubungan dengan kesejahteraan karyawan, melakukan perlindungan terhadap hak-hak anggotanya sesuai dengan Peraturan Perundang-undangan yang berlaku, serta Serikat Pekerja dapat memberi masukan untuk meningkatkan efektivitas dan efisiensi dalam pengelolaan Perseroan.

Perseroan juga menjunjung kesetaraan kesempatan bekerja bagi kelompok rentan yang mengacu pada Undang-undang Nomor 8 Tahun 2016 tentang Penyandang Disabilitas Pasal 53 yang menyatakan bahwa Pemerintah, Pemerintah Daerah, Badan Usaha Milik Negara, dan Badan Usaha Milik Daerah wajib mempekerjakan paling sedikit 2% (dua persen) Penyandang Disabilitas dari jumlah pegawai atau pekerja. Sejalan dengan hal ini, Perseroan telah mempekerjakan sebanyak 5 orang pegawai aktif dengan kategori penyandang disabilitas.

Pada lokasi proyek, penghormatan hak asasi manusia juga senantiasa diterapkan oleh Perseroan dengan mengacu pada ISO 21500:2021 tentang Sistem Manajemen Proyek. Sedangkan, penghormatan hak asasi manusia untuk penyedia barang dan jasa telah diatur pada Pelaksanaan pengadaan barang dan jasa tertuang dalam prosedur No. WIKA-SCM-PM-01.01 tanggal 07 Agustus 2023, tentang Prosedur Supply Chain Management. Komitmen Perseroan terhadap pemenuhan harapan dan kepuasan pelanggan diatur dalam Prosedur Manajemen Mutu WIKA-QAS-PM-02.01.

Kebijakan yang dimiliki oleh Perseroan telah dipublikasikan dan disosialisasikan kepada seluruh karyawan, mitra bisnis dan pihak terkait lainnya. Untuk kebijakan-kebijakan internal, disosialisasikan secara tatap muka kepada seluruh insan WIKA. Sedangkan, beberapa kebijakan yang berlaku juga untuk pihak eksternal disosialisasikan melalui portal internal yaitu WIKA ZONE. Terdapat kebijakan yang telah diunggah melalui *website* resmi Perseroan yaitu <https://www.wika.co.id/>. Namun, masih terdapat beberapa kebijakan yang tidak diunggah di dalam *website* dengan alasan agar pembaca kebijakan tepat sasaran. Seluruh kebijakan juga dituangkan dalam Surat Keputusan Direksi dan dilaksanakan secara efektif dengan melakukan *monitoring* dan evaluasi secara berkala.

rights for the Company and its Employee Union. In the agreement, the rights of employee union have been explained, which include providing advice to the Company in relation to employee welfare, protecting the rights of its members in accordance with applicable laws and regulations, and the Employee Union can provide input to improve the effectiveness and efficiency in managing Company.

The Company also upholds equal employment opportunities for vulnerable groups referring to Law Number 8 of 2016 concerning Persons with Disabilities Article 53 which states that the Government, Regional Governments, State-Owned Enterprises and Regional-Owned Enterprises must employ at least 2% (two percent) of Persons with Disabilities from total number of employees or workers. In line with this, the Company has employed 5 active employees with disabilities.

At project site, respecting human rights is always applied by the Company by referring to ISO 21500:2021 on Project Management Systems. While, respect for human rights for providers of goods and services, has been regulated in the Implementation of goods and services procurement contained in the procedure No. WIKA-SCM-PM-01.01 dated August 07, 2023, concerning Supply Chain Management Procedures. The Company's commitment to meeting customer expectations and satisfaction is regulated in the Quality Management Procedure WIKA-QAS-PM-02.01.

The policies owned by the Company have been published and disseminated to employees, business partners and other related parties. For internal policies, face-to-face socialization is conducted with all WIKA People. Meanwhile, some policies that also apply to external parties are disseminated through the internal portal called WIKA ZONE. There are policies that have been uploaded to the Company's official website at <https://www.wika.co.id/>. However, there are some policies that have not yet uploaded to the website due to the reason of targeting the appropriate audience. All policies are also documented in Board of Directors Decrees and implemented effectively through regular monitoring and evaluation.



Pengalokasian bentuk tanggung jawab atas pelaksanaan berbagai kebijakan yang telah ditetapkan yaitu melalui pengembangan struktur organisasi yang tepat. Terkait dengan struktur organisasi Perseroan disampaikan dalam Laporan Tahunan bagian Profil Perusahaan. Seluruh kebijakan telah diturunkan dalam dokumen Instruksi Kerja yang menjadi panduan bagi divisi terkait dalam menjalankan tugas dan tanggungjawabnya. Instruksi Kerja senantiasa disosialisasikan baik kepada pihak internal maupun eksternal yang relevan.

The Company has allocated responsibilities in carrying out a variety of predetermined policies through the development of an appropriate organizational structure. The Company's organizational structure is presented in the Annual Report at the Company Profile section. All policies have been written down in the Work Instruction document, which guides the relevant departments in carrying out their duties and responsibilities. Work Instructions are constantly socialized both to relevant internal and external parties.

Perseroan telah memberikan pelatihan-pelatihan terkait penerapan Sistem Manajemen WIKA sepanjang tahun, seperti:

The Company has organized training related to the implementation of WIKA Management System throughout the year, such as:

| Pelatihan<br>Training                                                                                                                                                                                                 | Tanggal Pelaksanaan<br>Date of<br>Implementation                                 | Tempat Pelaksanaan<br>Place of<br>Implementation | Jumlah Peserta<br>Number of<br>Participation                                                 | Nomor Surat Tugas<br>Assignment Letter<br>Number |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------------------------------------|
| Training Awareness & Internal Audit<br>ISO 37001:2016 Batch 1<br>Training on Awareness & Internal Audit<br>ISO 37001:2016 Batch 1                                                                                     | 14 s.d. 16 Maret 2023<br>March 14-16, 2023                                       | Virtual Online (Zoom<br>Meeting)                 | 25 Orang<br>25 people                                                                        | ST.02.01/A.HC.00195/2023                         |
| Pelatihan dan Sertifikasi Auditor SMK-3<br>Training and Certification of SMK-3<br>Auditor                                                                                                                             | 10 s.d. 15 April 2023<br>April 10 – 15, 2023                                     | Virtual Online (Zoom<br>Meeting)                 | 4 Orang<br>4 people                                                                          | ST.02.01/A.HC.00376/2023                         |
| Training Awareness & Internal Audit<br>ISO 37001:2016 Batch 2 & Batch 3<br>Training on Awareness & Internal Audit<br>ISO 37001:2016 Batch 2 & Batch 3                                                                 | 9 s.d. 11 Mei 2023 & 10<br>s.d. 12 Mei 2023<br>May 9-11, 2023<br>May 10-12, 2023 | Virtual Online (Zoom<br>Meeting)                 | 50 orang (Masing-<br>masing Batch 25<br>orang)<br>50 people (25<br>people for each<br>batch) | ST.02.01/A.HC.00501/2023                         |
| Training Awareness & Internal Audit<br>ISO 9001:2015<br>Training on Awareness & Internal Audit<br>ISO 9001:2015                                                                                                       | 13 s.d. 15 Juni 2023<br>June 13-15, 2023                                         | Virtual Online (Zoom<br>Meeting)                 | 25 Orang<br>25 people                                                                        | ST.02.01/A.HC.00714/2023                         |
| Environmental, Social and Governance<br>(ESG) Safe Guards Awareness Training<br>Environmental, Social and Governance<br>(ESG) Safe Guards Awareness Training                                                          | 4 s.d. 6 Juli 2023<br>July 4 – 6, 2023                                           | Virtual Online (Zoom<br>Meeting)                 | 35 Orang<br>35 people                                                                        | ST.02.01/A.HC.00801/2023                         |
| Pelatihan Awareness & Audit Internal<br>Integrasi ISO 9001:2015, ISO 14001:2015<br>dan ISO 45001:2018<br>Training on Awareness & Internal<br>Audit Integration of ISO 9001:2015, ISO<br>14001:2015 dan ISO 45001:2018 | 12 s.d. 15 September<br>2023<br>September 12-15, 2023                            | Virtual Online (Zoom<br>Meeting)                 | 20 Orang<br>20 people                                                                        | ST.02.01/A.HC.01252/2023                         |

## PROSES UNTUK MEMULIHKAN DAMPAK NEGATIF [GRI 2-25]

Perseroan berkomitmen untuk senantiasa bertanggungjawab terhadap semua kegiatan usaha yang telah dijalankan. Oleh karena itu, Perseroan memiliki mekanisme pengaduan yang dapat digunakan oleh seluruh pemangku kepentingan jika terdapat hal-hal yang dapat memberikan dampak negatif bagi para pemangku kepentingan. Perseroan memiliki saluran pengaduan yang terpusat dalam *whistleblowing system* (WBS). Pada saluran

## PROCESS TO RESTORE NEGATIVE IMPACT [GRI 2-25]

The Company is committed to continuously being responsible for all business activities undertaken. Therefore, the Company has a complaint mechanism that can be used by all stakeholders if there are matters that could bring about negative impacts on stakeholders. The Company has a centralized complaint channel in the Whistleblowing System (WBS). Through the WBS channel, stakeholders can file complaints related to the Company's

WBS ini pemangku kepentingan dapat menyampaikan pengaduan yang berkaitan dengan aktivitas operasional Perseroan yang mengganggu keberlangsungan kehidupan, merugikan pihak lain dan menimbulkan konflik. Pengaduan disampaikan melalui website [wbs.wika.co.id](http://wbs.wika.co.id). Selain WBS, pemangku kepentingan yang terkena dampak langsung di sekitar proyek dapat menyampaikan keluhannya dengan mendatangi langsung ke proyek dan melaporkan kepada tim proyek.

Atas keluhan dan pengaduan yang diterima oleh tim proyek, selanjutnya diserahkan kepada Divisi Representatif, Senior Vice President (SVP) dan Senior Manager/General Manager yang ditembuskan kepada Manager Representatif. Dalam menindaklanjuti keluhan, Perseroan telah memiliki Prosedur Catatan Peluang Perbaikan dan Permintaan Tindakan Korektif dan Preventif yang diantaranya mengatur tentang penanganan atas semua yang menyimpang atau tidak sesuai dari ketentuan yang memerlukan tindakan korektif. Dalam prosedur tersebut, diatur mekanisme identifikasi masalah yang dituangkan dalam Catatan Peluang Perbaikan (CPP) dan Permintaan Tindakan Korektif dan Preventif (PTKP). CPP dapat diajukan apabila terjadi hal-hal sebagai berikut:

1. Ditemukan adanya peluang untuk meningkatkan atau memperbaiki kinerja suatu unit kerja dalam aspek apapun.
2. Peluang perbaikan yang yaitu hal yang dapat diselesaikan dalam waktu singkat (kurang dari 2 minggu) atau bersifat minor.

Sedangkan untuk PTKP, dapat diajukan apabila terjadi hal-hal sebagai berikut:

1. Ditemukan adanya penyimpangan pada proses kegiatan seperti keterlambatan progres, penyimpangan mutu, HSE dan pengamanan yang berdampak pada luas atau kritis, serta pelanggaran pada peraturan perundangan yang berlaku
2. Terkait dengan HSE PTKP diterbitkan jika:
  - a. Tidak tercapainya sasaran atau target;
  - b. Pelanggaran terhadap peraturan perundangan;
  - c. Keluhan terkait lingkungan dari pelanggan, masyarakat atau pihak lain;
  - d. Penyimpangan terhadap prosedur atau kebijakan HSE yang berdampak cukup signifikan;
  - e. Penyimpangan berulang.
3. Ditemukan adanya penyimpangan produk atau proses yang berulang-ulang pada tempat atau hal yang sama yang merupakan hasil dari proses inspeksi atau tes yang dilakukan oleh fungsi Quality Assurance (QA). Keputusan untuk mengajukan PTKP ini ada pada penanggung jawab fungsi QA Pelaksana Pengelola Usaha (PPU).

operational activities that disrupt continuity of life, harm others, and cause conflicts. Complaints are submitted through the website [wbs.wika.co.id](http://wbs.wika.co.id). In addition to WBS, stakeholders directly affected around the project area can express their complaint by visiting project directly and submit a report to the project team.

Complaints and reports received by the project team are then submitted to the Representative Division, Senior Vice President (SVP) and Senior Manager/General Manager, with a copy to the Representative Manager. In following up the complaints, The Company already has Procedures for Recording Opportunities for Improvement and Requests for Corrective and Preventive Actions which, among other things, regulate the handling of all matters that deviate or do not comply with the provisions that require corrective action. In this procedure, a problem identification mechanism is set forth in the Opportunity for Improvement Note (CPP) and Corrective and Preventive Action Requests (PTKP). CPP can be submitted if any of the following occur:

1. There is an opportunity to increase or improve the performance of a work unit in any aspect.
2. There is an opportunity for improvement that can be completed in a short time (less than 2 weeks) or is minor.

As for PTKP, can be submitted if the following things occur:

1. Irregularities in the activity process such as progress delays, quality deviations, Health, Safety and Environment (HSE) and safeguards that have broad or critical impacts, as well as violations of applicable laws and regulations
2. Related to HSE, PTKP is issued if:
  - a. Not achieving goals or targets
  - b. Violation of laws and regulations
  - c. Complaints related to the environment from customers, public or other parties
  - d. Deviations from HSE procedures or policies that have a significant impact
  - e. Repeated deviations
3. Find deviations from products or processes that are repeated over and over again at the same place or resulting from an inspection or test process carried out by the QA function. The decision to submit this PTKP rests with the person in charge of Quality Assurance (QA) function at Business Manager (PPU).



4. Adanya kegagalan operasi (*breakdown*) pada peralatan atau mesin yang sifatnya berulang, dalam hal ini originatornya adalah operator mesin atau teknisi pemeliharaan dengan persetujuan atasan masing-masing.
5. Adanya keluhan yang datang dari pelanggan tentang kekurangan pada produk atau jasa yang telah disampaikan.
6. Adanya kondisi tidak aman yang berpengaruh terhadap stabilitas dan efektivitas kerja

Setiap CPP atau PTKP harus dilakukan analisis tingkat keparahannya sesuai kriteria dampak Prosedur Sistem Manajemen Risiko. Setiap keputusan perbaikan yang diambil harus ditentukan target waktu penyelesaiannya, kecuali keputusan digunakan sebagaimana adanya dan *scrap*. Penyimpangan yang berulang harus dianalisis penyebab utamanya dan dilakukan evaluasi terhadap *Risk Register* jika menyangkut tindakan pencegahan, sebagai dasar untuk tindakan perbaikan dan pencegahan. Untuk Bidang Konstruksi berlaku 3 (tiga) penyimpangan sebagai berikut:

1. Digunakan sebagaimana adanya
2. Diperbaiki (*Repair*)
3. Dikerjakan Ulang (*Rework*)

Apabila penyimpangan terkait dengan spesifikasi teknis yang ditetapkan dalam Dokumen Kontrak, maka keputusan tersebut harus mendapat persetujuan dari pelanggan.

Bagi CPP atau PTKP yang telah ditindaklanjuti harus dicantumkan realisasi biaya yang digunakan dan dilaporkan dalam laporan bulanan sesuai Instruksi Kerja *Cost of Quality*. Selanjutnya, dilakukan verifikasi dengan menilai hasil pencegahan dan perbaikan yang dilampirkan dalam laporan CPP atau PTKP oleh bagian yang bertanggung jawab atas implementasi pencegahan dan perbaikan.

Kemudian, secara berkala penanggung jawab *Quality, Health, Safety and Environment* (QHSE) di tingkat Divisi dan penanggung jawab fungsi QA di tingkat PPU harus melakukan peninjauan terhadap kuantitas CPP atau PTKP yang terjadi, dan apabila terjadi lonjakan CPP atau PTKP harus dilakukan analisa untuk mengetahui penyebab terjadinya lonjakan CPP atau PTKP dengan cara:

1. Membuat grafik PTKP yang terjadi;
2. Menentukan permasalahan dengan menggunakan pareto;
3. Analisis tren PTKP dilaksanakan di tingkat PPU.

4. Operation failure (*breakdown*) on equipment or machines that is repetitive in nature, in this case the originator is the machine operator or maintenance technician with the approval of their respective superiors.
5. Complaints coming from customers about deficiencies in the products or services that have been delivered.
6. Unsafe conditions that affect the stability and effectiveness of work

Each CPP or PTKP must be analysed for its severity according to the impact criteria of the Risk Management System Procedure. Every improvement decision taken must be determined by a target completion time, unless the decision is used as is and scrap. Repeated deviations must be analysed for their main causes and evaluated against *Risk Register* when it comes to preventive actions, as a basis for corrective and preventive actions. For Construction Sector, the following 3 (three) deviations apply:

1. Used as it is
2. Repair
3. Rework

If deviation is related to technical specifications set out in Contract Documents, then decision must be approved by customer.

For CPP or PTKP that have been followed up, the realization of costs used must be stated and reported in a monthly report according to *Cost of Quality Work Instructions*. Furthermore, verification is carried out by assessing the results of prevention and improvement which are attached to CPP or PTKP report by the unit in charge of the implementation of prevention and improvement.

Then, periodically, person in charge of *Quality, Health, Safety and Environment* (QHSE) at Division level and person in charge of QA function at PPU level must conduct a review of quantity of CPP or PTKP that occurs. If there is a spike in CPP or PTKP, an analysis must be carried out to determine the cause of a spike in CPP or PTKP by:

1. Make PTKP graphs that occur.
2. Determine the problem using Pareto.
3. Carry out PTKP trend analysis at PPU level.



Di akhir tahun Penanggung Jawab fungsi Sistem Manajemen tingkat pusat melakukan evaluasi CPP atau PTKP yang terjadi selama periode tersebut dan tindak lanjut yang perlu dilakukan dengan menggunakan data yang diperoleh dari rekapitulasi bulanan pada aplikasi QHSE *Information System* (QIS). Namun, apabila hasil tindak lanjut CPP atau PTKP yang mempengaruhi Sistem Manajemen Perseroan (IK atau prosedur), maka sistem tersebut harus disesuaikan.

At the end of the year, person in charge of Management System function at central level evaluates CPP or PTKP that occurred during that period and the follow-up that needs to be done using the data obtained from monthly recapitulation on QHSE *Information System* (QIS) application. However, if CPP or PTKP follow-up results affect the Company's Management System (IK or procedures), then the system must be adjusted





PT WIJAYA KARYA (Persero) Tbk





# 03

## Ikhtisar Kinerja Keberlanjutan

### Sustainability Performance Highlights

WKA percaya, Visi Misi 2030 adalah aktualisasi dan harmonisasi prinsip prinsipnya (*people*, *planet*, dan *profit*) dengan tetap sejalan dengan tujuan pembangunan berkelanjutan. WKA berkomitmen untuk memainkan peran vitalnya dalam menciptakan kualitas hidup yang lebih baik.

WKA believes that the 2030 Vision and Mission is the actualization and harmonization of its principles (*people*, *planet* and *profit*) while remaining in line with the sustainable development goals. WKA is committed to playing its vital role in creating a better quality of life.





# Ikhtisar Kinerja Keberlanjutan [OJK B]

## Sustainability Performance Highlights [OJK B]

### KINERJA ASPEK EKONOMI [OJK B.1]

### ECONOMIC ASPECT PERFORMANCE

| Uraian/Tahun<br>Description/Year                                                               | Satuan<br>Unit                             | 2023                                                                                                                                                                                                                                                                                                                                                                                                          | 2022                                                                                                                                                                                                                                                                                                                                                                                                          | 2021                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Produksi (Kinerja per Segmen)</b><br>Production (Performance per Segment)                   |                                            |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                               |
| Industri Beton<br>Concrete Industry                                                            | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>5.017,32</b>                                                                                                                                                                                                                                                                                                                                                                                               | 7.106,85                                                                                                                                                                                                                                                                                                                                                                                                      | 4.601,08                                                                                                                                                                                                                                                                                                                                                                                                      |
| Segmen Real Estate dan Properti<br>Real Estate and Property Segment                            | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>1.469,61</b>                                                                                                                                                                                                                                                                                                                                                                                               | 933,07*                                                                                                                                                                                                                                                                                                                                                                                                       | 457,90                                                                                                                                                                                                                                                                                                                                                                                                        |
| Segmen Investasi<br>Investment Segment                                                         | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>93,86</b>                                                                                                                                                                                                                                                                                                                                                                                                  | 136,00                                                                                                                                                                                                                                                                                                                                                                                                        | 6,60                                                                                                                                                                                                                                                                                                                                                                                                          |
| Infrastruktur dan Gedung<br>Infrastructure and Building                                        | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>11.857,98</b>                                                                                                                                                                                                                                                                                                                                                                                              | 9.336,06                                                                                                                                                                                                                                                                                                                                                                                                      | 9.430,24                                                                                                                                                                                                                                                                                                                                                                                                      |
| Energi dan Industri Plant<br>Energy and Industrial Plant                                       | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>4.101,58</b>                                                                                                                                                                                                                                                                                                                                                                                               | 3.875,61                                                                                                                                                                                                                                                                                                                                                                                                      | 3.313,90                                                                                                                                                                                                                                                                                                                                                                                                      |
| Pendapatan Bersih<br>Net Revenue                                                               | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>22.530,36</b>                                                                                                                                                                                                                                                                                                                                                                                              | 21.480,79                                                                                                                                                                                                                                                                                                                                                                                                     | 17.809,72                                                                                                                                                                                                                                                                                                                                                                                                     |
| Laba (Rugi) Bersih<br>Net Profit (Loss)                                                        | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>(7.824,54)</b>                                                                                                                                                                                                                                                                                                                                                                                             | 12,59                                                                                                                                                                                                                                                                                                                                                                                                         | 214,42                                                                                                                                                                                                                                                                                                                                                                                                        |
| Return on Investment (ROI)                                                                     | %                                          | <b>(0,16)</b>                                                                                                                                                                                                                                                                                                                                                                                                 | 0,08                                                                                                                                                                                                                                                                                                                                                                                                          | 2,55                                                                                                                                                                                                                                                                                                                                                                                                          |
| Return on Equity (ROE)                                                                         | %                                          | <b>(76,38%)</b>                                                                                                                                                                                                                                                                                                                                                                                               | 0,07                                                                                                                                                                                                                                                                                                                                                                                                          | 1,29                                                                                                                                                                                                                                                                                                                                                                                                          |
| Jumlah Proyek yang Diterima<br>Number of Received Projects                                     | Kontrak<br>Contract                        | <b>44</b>                                                                                                                                                                                                                                                                                                                                                                                                     | 51                                                                                                                                                                                                                                                                                                                                                                                                            | 42                                                                                                                                                                                                                                                                                                                                                                                                            |
| Nilai Proyek yang Diterima<br>Value of Received Projects                                       | Dalam Triliun Rupiah<br>In Trillion Rupiah | <b>29,25</b>                                                                                                                                                                                                                                                                                                                                                                                                  | 33,35                                                                                                                                                                                                                                                                                                                                                                                                         | 26,81                                                                                                                                                                                                                                                                                                                                                                                                         |
| Jumlah Proyek Selesai<br>Number of Completed Projects                                          | Kontrak<br>Contract                        | <b>47</b>                                                                                                                                                                                                                                                                                                                                                                                                     | 11                                                                                                                                                                                                                                                                                                                                                                                                            | 50                                                                                                                                                                                                                                                                                                                                                                                                            |
| Nilai Kontrak Proyek yang Selesai<br>Contract Value of Completed Projects                      | Dalam Miliar Rupiah<br>In Billion Rupiah   | <b>18.438,74</b>                                                                                                                                                                                                                                                                                                                                                                                              | 6.784,72                                                                                                                                                                                                                                                                                                                                                                                                      | 32.058,75                                                                                                                                                                                                                                                                                                                                                                                                     |
| Produk/jasa Ramah Lingkungan<br>Eco-friendly Products/Services                                 | Kegiatan Usaha<br>Business Activities      | <ul style="list-style-type: none"> <li>• Pengembangan Infrastruktur Berkelanjutan</li> <li>• Inovasi Teknologi Hijau</li> <li>• Pembangunan Green Building</li> <li>• Pembangunan Transportasi Berkelanjutan</li> <li>• Sustainable Infrastructure Development</li> <li>• Green Technology Innovation</li> <li>• Construction of Green Buildings</li> <li>• Sustainable Transportation Development</li> </ul> | <ul style="list-style-type: none"> <li>• Pengembangan Infrastruktur Berkelanjutan</li> <li>• Inovasi Teknologi Hijau</li> <li>• Pembangunan Green Building</li> <li>• Pembangunan Transportasi Berkelanjutan</li> <li>• Sustainable Infrastructure Development</li> <li>• Green Technology Innovation</li> <li>• Construction of Green Buildings</li> <li>• Sustainable Transportation Development</li> </ul> | <ul style="list-style-type: none"> <li>• Pengembangan Infrastruktur Berkelanjutan</li> <li>• Inovasi Teknologi Hijau</li> <li>• Pembangunan Green Building</li> <li>• Pembangunan Transportasi Berkelanjutan</li> <li>• Sustainable Infrastructure Development</li> <li>• Green Technology Innovation</li> <li>• Construction of Green Buildings</li> <li>• Sustainable Transportation Development</li> </ul> |
| Jumlah pemasok lokal<br>Number of Local Suppliers                                              | Perusahaan/ mitra<br>Vendor                | <b>2.827</b>                                                                                                                                                                                                                                                                                                                                                                                                  | 2.909                                                                                                                                                                                                                                                                                                                                                                                                         | 1.025                                                                                                                                                                                                                                                                                                                                                                                                         |
| Biaya Tanggung Jawab Sosial dan Lingkungan<br>Costs of Social and Environmental Responsibility | Miliar Rupiah<br>Billion Rupiah            | <b>13,61</b>                                                                                                                                                                                                                                                                                                                                                                                                  | 23,75                                                                                                                                                                                                                                                                                                                                                                                                         | 23,95                                                                                                                                                                                                                                                                                                                                                                                                         |

Keterangan | Remarks:

\*Disajikan kembali | \*Restated



## KINERJA ASPEK LINGKUNGAN HIDUP [OJK B.2]

## ENVIRONMENTAL ASPECT PERFORMANCE [OJK B.2]

| Uraian<br>Description                                                    | Satuan<br>Unit                  | 2023                                                                                                                                                                                                                                                                                     | 2022                                                                                                                                                                                                                                                                                                                                                                                  | 2021                                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Konsumsi Energi<br>Energy Consumption                                    | Gj                              | 429.614,67                                                                                                                                                                                                                                                                               | 43.724,56*                                                                                                                                                                                                                                                                                                                                                                            | 56.372,72                                                                                                                                                                                                                                                                                                                                                                             |
| Konsumsi Air<br>Water Consumption                                        | Megaliter                       | 11.324,68                                                                                                                                                                                                                                                                                | 247,50                                                                                                                                                                                                                                                                                                                                                                                | 24,252*                                                                                                                                                                                                                                                                                                                                                                               |
| Pengurangan Intensitas Emisi GRK<br>GHG Emission Reduction               | Ton CO2-eq/<br>Produksi         | 0,008                                                                                                                                                                                                                                                                                    | -                                                                                                                                                                                                                                                                                                                                                                                     | -                                                                                                                                                                                                                                                                                                                                                                                     |
| Pengurangan Air Limbah Kantor Pusat<br>Head Office Waste Water Reduction | Megaliter                       | 1,65                                                                                                                                                                                                                                                                                     | -                                                                                                                                                                                                                                                                                                                                                                                     | 0,773                                                                                                                                                                                                                                                                                                                                                                                 |
| Biaya Lingkungan Hidup<br>Environmental Costs                            | Miliar Rupiah<br>Billion Rupiah | 1,940                                                                                                                                                                                                                                                                                    | 1,997                                                                                                                                                                                                                                                                                                                                                                                 | 1,530                                                                                                                                                                                                                                                                                                                                                                                 |
| Pelestarian keanekaragaman hayati<br>Biodiversity Preservation           | Program<br>Program              | <ul style="list-style-type: none"> <li>• Penanaman pohon mangrove</li> <li>• Penanaman Pohon Produktif</li> <li>• Penanaman Pohon Penyerap Emisi Karbon</li> <li>• Mangrove planting</li> <li>• Planting Productive Trees</li> <li>• Planting Carbon Emission Absorbing Trees</li> </ul> | <ul style="list-style-type: none"> <li>• Penanaman Pohon Produktif dan Pohon Buah</li> <li>• Transplantasi Terumbu Karang</li> <li>• Penanaman Mangrove</li> <li>• Pengadaan Sanitasi dan Air Bersih</li> <li>• Planting Productive Trees and Fruit Trees</li> <li>• Coral Reef Transplant</li> <li>• Mangrove planting</li> <li>• Provision of Sanitation and Clean Water</li> </ul> | <ul style="list-style-type: none"> <li>• Penanaman Pohon Produktif dan Pohon Buah</li> <li>• Transplantasi Terumbu Karang</li> <li>• Penanaman Mangrove</li> <li>• Pengadaan Sanitasi dan Air Bersih</li> <li>• Planting Productive Trees and Fruit Trees</li> <li>• Coral Reef Transplant</li> <li>• Mangrove planting</li> <li>• Provision of Sanitation and Clean Water</li> </ul> |

Keterangan | Remarks:

\*Disajikan kembali | \*Restated

## KINERJA ASPEK SOSIAL [OJK B.3]

## SOCIAL ASPECT PERFORMANCE [OJK B.3]

### Dampak Positif

### Positive Impact

| Uraian<br>Description                                                                                      | Satuan<br>Unit             | 2023  | 2022  | 2021  |
|------------------------------------------------------------------------------------------------------------|----------------------------|-------|-------|-------|
| Jumlah karyawan yang mengikuti pelatihan dalam setahun<br>Number of Employees Attending Training in a year | Karyawan<br>Employees      | 2.731 | 3.937 | 3.668 |
| Jumlah Jam Pelatihan dalam Setahun<br>Number of Training Hours in a Year                                   | Jam Kerja<br>Working Hours | 1.374 | 3.958 | 2.880 |
| Indeks Keterikatan Pegawai<br>Employee Engagement Index                                                    | %                          | 80    | 82    | 78    |



## Dampak Negatif

## Negative Impact

| Uraian<br>Description           | Satuan<br>Unit | 2023 | 2022 | 2021 |
|---------------------------------|----------------|------|------|------|
| <b>Indonesia</b>                |                |      |      |      |
| Severity Rate                   | Rate           | 0,00 | 0,49 | 0,90 |
| NLTI Rate                       | Rate           | 0,80 | 1,17 | 0,66 |
| LTI                             | Rate           | 0,00 | 0,12 | 0,07 |
| <b>Luar Negeri<br/>Overseas</b> |                |      |      |      |
| Severity Rate                   | Rate           | 0    | 0    | 0,34 |
| NLTI Rate                       | Rate           | 0    | 0    | 4,03 |
| LTI                             | Rate           | 0    | 0    | 0,34 |

Kegiatan operasional Perseroan yang bergerak pada bidang konstruksi juga dapat membawa dampak negatif terhadap lingkungan sekitar. Dampak negatif yang dihasilkan antara lain peningkatan polusi udara dari emisi genset dan mobilisasi kendaraan, peningkatan kebisingan, peningkatan pencemaran air dari limbah domestik yang dihasilkan, timbulnya kemacetan lalu lintas di sekitar lokasi operasional, serta gangguan estetika. Namun demikian, Perseroan berupaya untuk memitigasi dampak negatif tersebut dengan merawat dan mempertahankan ruang terbuka hijau dari luas seluruh lahan; melakukan uji emisi genset secara berkala setiap 6 (enam) bulan sekali; melakukan pengukuran internal yang memperhatikan bahwa tingkat kebisingan di lokasi proyek tidak melebihi Nilai Ambang Batas (NAB) yang telah ditetapkan; menggunakan IPAL untuk pengelolaan air limbah sebelum dibuang ke saluran kota; menerapkan akses pintu masuk dan pintu keluar kendaraan pada tempat yang berbeda; dan memasang rambu-rambu lalu lintas serta menempatkan petugas pengatur lalu lintas.

Di sisi lain, Perseroan senantiasa berkomitmen dalam memberikan dampak positif bagi masyarakat sekitar wilayah operasional. Hal ini diwujudkan dengan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang melibatkan masyarakat dan berorientasi pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

The Company's operational activities in the construction sector may also bring negative impact on the surrounding environment. The resulting negative impacts include increased air pollution from generator emissions and vehicle mobilization, increased noise, increased water pollution from domestic waste generated, traffic jams around operational locations, and aesthetic disturbances. However, the Company strives to mitigate these negative impacts by maintaining and preserving green open spaces throughout its land area; carry out periodic generator emission tests every 6 (six) months; carry out internal measurements to ensure that the noise level at the project site does not exceed the predetermined Threshold Limit Value (NAB); using IPAL for waste water management before being discharged into city channels; applying vehicle entrance and exit access at different places; and installing traffic signs and placing traffic control officers.

On the other hand, the Company is consistently committed to providing positive impact on the surrounding communities of its operational areas. This is realized through the Social and Environmental Responsibility (SER) program, which involves the community and is oriented towards achieving the Sustainable Development Goals (SDGs).







PT WIJAYA KARYA (Persero) Tbk





# 04 Profil Perusahaan

## Company Profile

WKA percaya, Visi dan Misi Keberlanjutan adalah aktualisasi dan harmonisasi prinsip. Prinsipnya (*people, planet, dan profit*) dengan tetap sejalan dengan tujuan pembangunan berkelanjutan.

WKA believes that the Sustainability Vision and Mission is the actualization and harmonization of the principles of sustainability. Principles (*people, planet, and profit*) while remaining in line with sustainable development goals.





# Profil Perusahaan [OJK C]

Company Profile [OJK C]

## VISI, MISI, DAN NILAI KEBERLANJUTAN [OJK C.1]

## VISION, MISSION, AND SUSTAINABILITY VALUES [OJK C.1]

### VISI KEBERLANJUTAN SUSTAINABILITY VISION



**Menjadi Perusahaan Terkemuka dalam Penerapan Corporate Share Value dan untuk kehidupan yang lebih baik.**

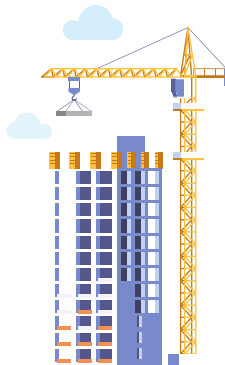
To be a Leading Company in the Implementation of Corporate Share Value and for a better life.

### MISI KEBERLANJUTAN SUSTAINABILITY MISSION



1. Menjalankan Bisnis yang Mampu Meningkatkan Nilai Para Pemangku Kepentingan,
2. Memberikan Kontribusi Terbaik dalam Pencapaian Tujuan Pembangunan Berkelanjutan
3. Mendorong Inovasi untuk mencapai Proses Bisnis Berkelanjutan yang Bermanfaat Bagi Perusahaan dan Pemangku Kepentingan
4. Melakukan kolaborasi dengan Badan Usaha Milik Negara atau Pihak Lainnya untuk Menjalankan Program Tanggung Jawab Sosial dan Lingkungan Demi Kesejahteraan Masyarakat

1. Engaged in Business that Can Increase Stakeholders Value
2. Make the Best Contribution to the Achievement of Sustainable Development Goals
3. Encourage Innovation to achieve Sustainable Business Processes that Benefit the Company and Stakeholders
4. Collaborating with State-Owned Enterprises or Other Parties to Carry out Social and Environmental Responsibility Programs for Community Welfare



### NILAI KEBERLANJUTAN SUSTAINABILITY VALUE



**Membangun hubungan yang harmonis dan kondusif dengan semua pemangku kepentingan (stakeholder) untuk mendukung pencapaian tujuan korporasi terutama dalam membangun reputasi korporasi.**

Building harmonious and conducive relationships with all stakeholders to support the achievement of corporate goals, especially in building corporate reputation.

# Identitas Perusahaan [OJK C.2, GRI 2-1, GRI 2-6]

## Corporate Identity [OJK C.2, GRI 2-1, GRI 2-6]

|                                                                                                                                                                          |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <div></div> <div>Perusahaan Perseroan (Persero)<br/>PT Wijaya Karya Tbk</div>           |  | <div></div> <div>Bidang Usaha [GRI 2-6]<br/>Lines of Business</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  | <div></div> <div>Konstruksi<br/>Construction</div>                                                                                                                                                                                                  |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div>Nama Perusahaan<br/>[GRI 2-1]<br/>Company Name</div>                                                                                                                |  | <div>Limited Liability Company (Persero)<br/>PT Wijaya Karya Tbk</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  | <div></div> <div>Tanggal<br/>Pendirian<br/>Date of<br/>Establishment</div>                                                                                        |  | <div></div> <div>11 Maret 1960<br/>March 11, 1960</div>                                                                                                                                                                                                                                                                                                         |  |
| <div>Nama Singkat<br/>Initial</div>                                                                                                                                      |  | <div>PT Wijaya Karya (Persero) Tbk</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  | <div></div>                                                                                                                                                       |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div></div> <div>Status Perusahaan<br/>Company Status</div>                             |  | <div></div> <div>Badan Usaha Milik Negara<br/>(BUMN)</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div></div> <div>Negara Tempat<br/>Beroperasi<br/>Country of Operation</div>            |  | <div></div> <div>Indonesia</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div></div> <div>Jumlah Pegawai<br/>[OJK C.3, GRI 2-7]<br/>Number of Employees</div>    |  | <div></div> <div>6.493 Orang<br/>6.493 employees (2023)</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div></div> <div>Dasar Hukum<br/>Pendirian<br/>Legal Basis for<br/>Establishment</div> |  | <div></div> <div>Akta Perseroan Terbatas No. 110 tanggal 20 Desember 1972 yang dibuat di hadapan Dian Paramita Tamzil, pada waktu itu pengganti dari Djojo Muljadi, S.H., Notaris di Jakarta dan Perubahan Naskah Pendirian Perseroan Terbatas "PT Wijaya Karya" berdasarkan akta No. 106, tanggal 17 April 1973 yang dibuat di hadapan Kartini Muljadi, S.H., Notaris di Jakarta, yang telah disahkan oleh Menteri Kehakiman Republik Indonesia dengan Keputusan No. Y.A.5/165/14 tanggal 8 Mei 1973, serta telah diumumkan dalam Berita Negara Republik Indonesia No. 76 tanggal 21 September 1973, Tambahan Berita Negara Republik Indonesia No. 683<br/>Limited Liability Company Deed No. 110 dated December 20, 1972 made before Dian Paramita Tamzil, substitute for Djojo Muljadi, S.H., Notary in Jakarta and Amendment to the Establishment of Limited Liability Company "PT Wijaya Karya" based on deed No. 106 dated April 17, 1973 made before Kartini Muljadi, S.H., Notary in Jakarta, which was approved by the Minister of Justice of the Republic of Indonesia with Decree No. Y.A.5/165/14 dated May 8, 1973, and has been announced in the State Gazette of the Republic of Indonesia No. 76 dated September 21, 1973, Supplement to the State Gazette of the Republic of Indonesia No. 683</div> |  | <div></div> <div>Kepemilikan<br/>[GRI 2-1]<br/>Ownership</div>                                                                                                 |  | <div></div> <div><ul style="list-style-type: none"><li>• Pemerintah Republik Indonesia 65,05%</li><li>• Publik 34,95%</li></ul><ul style="list-style-type: none"><li>• The Government of The Republic of Indonesia 65.05%</li><li>• Public 34.95%</li></ul></div>                                                                                               |  |
|                                                                                                                                                                          |  | <div>Modal Dasar<br/>Authorized Capital</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  | <div></div> <div>Rp3.500.000.000.000<br/>Rp3.500.000.000.000</div>                                                                                                                                                                                  |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
|                                                                                                                                                                          |  | <div>Modal Ditempatkan<br/>dan Disetor Penuh<br/>Issued and Fully<br/>Deposited Capital</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  | <div></div> <div>Rp896.995.137.200<br/>Rp896,995,137,200</div>                                                                                                                                                                                      |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div></div> <div>Data Jaringan<br/>Usaha<br/>Business Network<br/>Data</div>          |  | <div></div> <div><ul style="list-style-type: none"><li>• 8 Entitas Anak</li><li>• 18 Entitas Anak Tidak Langsung</li><li>• 11 Entitas Asosiasi</li></ul><ul style="list-style-type: none"><li>• 8 Subsidiaries</li><li>• 18 Indirect Subsidiaries</li><li>• 11 Associated Entities</li></ul></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | <div></div> <div>Data Jaringan<br/>Kantor<br/>Office Network<br/>Data</div>                                                                                      |  | <div></div> <div><ul style="list-style-type: none"><li>• 1 Kantor Pusat</li><li>• 8 Wilayah Operasi</li><li>• 3 Kantor Perwakilan Luar Negeri</li><li>• 2 Pusat Pelatihan</li></ul><ul style="list-style-type: none"><li>• 1 Head Office</li><li>• 8 Operational Areas</li><li>• 3 Overseas Representative Offices</li><li>• 2 Training Centers</li></ul></div> |  |
|                                                                                                                                                                          |  | <div></div> <div>Alamat Kantor<br/>Pusat [GRI 2-1]<br/>Head Office<br/>Address</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <div></div> <div>Wika Tower 1 &amp; 2<br/>Jalan D.I. Panjaitan Kav. 9 - 10<br/>Jakarta 13340 - Indonesia<br/>Telephone : +6221 8067 9200<br/>Faximile : +6221 2289 3830<br/>E-mail : adwijaya@wika.co.id</div>                                      |  |                                                                                                                                                                                                                                                                                                                                                                 |  |
| <div></div> <div>Contact<br/>Address</div>                                            |  | <div></div> <div><b>Corporate Secretary</b><br/>Wika Tower 2<br/>Jalan D.I. Panjaitan Kav. 10 Lt.1<br/>Jakarta 13340 - Indonesia</div> <div><b>Investor Relations (khusus Capital Market)</b><br/><b>Investor Relations (specific for Capital Market)</b><br/>Wika Tower 2<br/>Jalan D.I. Panjaitan Kav. 10 Lt.1<br/>Jakarta 13340 - Indonesia<br/>E: investor.relations@wika.co.id</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <div></div> <div><b>Customer Care</b><br/>E: adwijaya@wika.co.id</div> <div><b>Media Sosial</b><br/><b>Social Media</b><br/>Facebook : PT Wijaya Karya<br/>Twitter : @PTWijayaKarya<br/>Instagram: ptwijayakarya<br/>YouTube :PT WIJAYA KARYA</div> |  | <div></div> <div>Situs<br/>Web</div> <div>www.wika.co.id</div>                                                                                                                                                                                                             |  |



## Skala perusahaan [OJK C.3]

### Company Scale [OJK C.3]

Rincian terkait skala perusahaan disajikan pada tabel di bawah ini:

Details related to the Corporate scale are presented in the table below:

| Uraian<br>Description                                                     | Satuan<br>Unit                           | 2023                                                                                                                                                                                                                                                                                                                           | 2022                                                                                                                                                                                                                                                                                                                           | 2021                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Total Aset [OJK C.3]<br>Total Assets                                      | Dalam Jutaan Rupiah<br>In Million Rupiah | 65.981.236                                                                                                                                                                                                                                                                                                                     | 75.069.604                                                                                                                                                                                                                                                                                                                     | 69.385.794                                                                                                                                                                                                                                                                                                                                                                                         |
| Total Liabilitas [OJK C.3]<br>Total Liabilities                           | Dalam Jutaan Rupiah<br>In Million Rupiah | 56.409.623                                                                                                                                                                                                                                                                                                                     | 57.576.398                                                                                                                                                                                                                                                                                                                     | 51.950.717                                                                                                                                                                                                                                                                                                                                                                                         |
| Total Ekuitas [OJK C.3]<br>Total Equity                                   | Dalam Jutaan Rupiah<br>In Million Rupiah | 9.571.613                                                                                                                                                                                                                                                                                                                      | 17.493.206                                                                                                                                                                                                                                                                                                                     | 17.435.078                                                                                                                                                                                                                                                                                                                                                                                         |
| Nama Pemegang Saham dan Persentase<br>Name of Shareholders and Percentage |                                          | <ul style="list-style-type: none"> <li>65,05% Negara Republik Indonesia</li> <li>34,95% Masyarakat</li> <li>65,05% the Republic of Indonesia</li> <li>34,95% Public</li> </ul>                                                                                                                                                 | <ul style="list-style-type: none"> <li>65,05% Negara Republik Indonesia</li> <li>34,95% Masyarakat</li> <li>65,05% the Republic of Indonesia</li> <li>34,95% Public</li> </ul>                                                                                                                                                 | <ul style="list-style-type: none"> <li>65,05% Negara Republik Indonesia</li> <li>28,28% Investor Domestik</li> <li>6,67% Investor Asing</li> <li>65,05% of the Republic of Indonesia</li> <li>28,28% Domestic Investors</li> <li>6,67% Foreign Investors</li> </ul>                                                                                                                                |
| Jumlah Tempat Beroperasi<br>Number of Operational Areas                   | Negara<br>Countries                      | 6                                                                                                                                                                                                                                                                                                                              | 4                                                                                                                                                                                                                                                                                                                              | 10                                                                                                                                                                                                                                                                                                                                                                                                 |
| Jumlah produk dan jasa<br>Number of products and services                 |                                          | <ul style="list-style-type: none"> <li>Infrastruktur dan Gedung</li> <li>Energi dan Industrial Plant</li> <li>Industri</li> <li>Realti dan Properti</li> <li>Investasi</li> <li>Infrastructure and Building</li> <li>Energy and Industrial Plant</li> <li>Industry</li> <li>Realty and Property</li> <li>Investment</li> </ul> | <ul style="list-style-type: none"> <li>Infrastruktur dan Gedung</li> <li>Energi dan Industrial Plant</li> <li>Industri</li> <li>Realti dan Properti</li> <li>Investasi</li> <li>Infrastructure and Building</li> <li>Energy and Industrial Plant</li> <li>Industry</li> <li>Realty and Property</li> <li>Investment</li> </ul> | <ul style="list-style-type: none"> <li>Investasi</li> <li>Realti dan Properti</li> <li>Infrastruktur dan Gedung</li> <li>Energi dan Industrial Plant</li> <li>Industri</li> <li>Construction Engineering</li> <li>Investment</li> <li>Realty and Property</li> <li>Infrastructure and Building</li> <li>Energy and Industrial Plant</li> <li>Industry</li> <li>Construction Engineering</li> </ul> |

### INFORMASI MENGENAI KARYAWAN [OJK C.3, GRI 2-7, GRI 2-8]

Karyawan Perseroan terdiri dari karyawan tetap, karyawan kontrak, dan karyawan alih daya. Perseroan tidak membagi karyawan berdasarkan waktu kerja yaitu penuh waktu dan paruh waktu serta tidak memiliki karyawan *non-guaranteed hours employees*. Sampai dengan akhir periode pelaporan, jumlah karyawan Perseroan sebanyak 6.493 orang yang terdiri dari karyawan tetap sebanyak 2.269 orang, karyawan kontrak sebanyak 3.550 orang dan karyawan alih daya sebanyak 674 orang. Jumlah karyawan tahun 2023 tidak mengalami fluktuasi yang signifikan.

### INFORMATION ON EMPLOYEES [OJK C.3, GRI 2-7, GRI 2-8]

The Company's employees consist of permanent employees, contract employees and outsourced employees. The Company does not divide employees based on working time, namely full time and part time and does not have non-guaranteed hours employees. As of the end of the reporting period, the Company has 6,493 employees. The number of employees in 2023 has increased by 6.77% compared to the number of employees in 2022. The position of number of employees is presented as of December 31, 2021, 2022 and 2023.



Posisi jumlah karyawan disajikan per 31 Desember tahun 2021, 2022, dan 2023. Dalam pengungkapan komposisi karyawan berdasarkan level jabatan, rentang usia, dan tingkat pendidikan, hanya mengungkapkan komposisi karyawan tetap, serta tidak terdapat informasi terkait pegawai kontrak pada tahun 2021. Demografi karyawan disajikan sebagai berikut.

In the composition of employees based on position level, age range and education level, only disclosing the composition permanent employees, and there is no information regarding contract employees in 2021. Employee demographics are presented as follows.

## KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BASED ON AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin (dalam satuan orang)**  
Employee Composition Based on Gender (in person)

| Jenis Kelamin<br>Gender | 2023         | 2022         | 2021         |
|-------------------------|--------------|--------------|--------------|
| Pria<br>Male            | 5.679        | 5.315        | 3.073        |
| Wanita<br>Female        | 814          | 767          | 415          |
| <b>Jumlah<br/>Total</b> | <b>6.493</b> | <b>6.082</b> | <b>3.488</b> |

## KOMPOSISI KARYAWAN TETAP BERDASARKAN LEVEL JABATAN DAN JENIS KELAMIN

## PERMANENT EMPLOYMENT COMPOSITION BASED ON POSITION LEVEL AND GENDER

**Tabel Komposisi Karyawan Tetap Berdasarkan Level Jabatan dan Jenis Kelamin (dalam satuan orang)**  
Permanent Employees Composition Based on Position Level and Gender (in person)

| Level Jabatan<br>Position Level                    | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|----------------------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                                    | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| <b>ENTITAS INDUK<br/>PARENT ENTITY</b>             |              |                  |                |              |                  |                |              |                  |                |
| Direksi<br>Director                                | 6            | 1                | 7              | 6            | 1                | 7              | 6            | 1                | 7              |
| Kepala Divisi<br>Division Head                     | 20           | 2                | 22             | 14           | 1                | 15             | 16           | 1                | 17             |
| Ahli Utama 1<br>Senior Expert 1                    | 5            | 0                | 5              | 5            | 0                | 5              | 5            | 0                | 5              |
| General Manager<br>General Manager                 | 49           | 6                | 55             | 51           | 4                | 55             | 57           | 1                | 58             |
| Ahli Utama 2<br>Senior Expert 2                    | 21           | 2                | 23             | 10           | 2                | 12             | 5            | 1                | 6              |
| Manajer/Ahli Madya 1<br>Manager/Associate Expert 1 | 74           | 10               | 84             | 93           | 9                | 102            | 88           | 8                | 96             |
| Manajer Proyek<br>Project Manager                  | 94           | 2                | 96             | 116          | 4                | 120            | 111          | 2                | 113            |



**Tabel Komposisi Karyawan Tetap Berdasarkan Level Jabatan dan Jenis Kelamin (dalam satuan orang)**  
**Permanent Employees Composition Based on Position Level and Gender (in person)**

| Level Jabatan<br>Position Level                                                                                          | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|--------------------------------------------------------------------------------------------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                                                                                                          | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| Manajer Bidang/Manajer Konstruksi/Ahli Madya 2<br>Field Manager/<br>Construction Manager/<br>Associate Expert 2          | 124          | 17               | 141            | 128          | 15               | 143            | 150          | 13               | 163            |
| Kepala Seksi/ Pelaksana Utama/ Ahli Muda/<br>Koordinator<br>Section Head/ Senior Implementer/ Junior Expert/ Coordinator | 782          | 63               | 845            | 816          | 71               | 887            | 780          | 70               | 850            |
| Staf/Pelaksana<br>Staff/ Implementer                                                                                     | 442          | 80               | 522            | 563          | 87               | 650            | 712          | 107              | 819            |
| Subtotal<br>Subtotal                                                                                                     | 1.611        | 182              | 1.793          | 1.796        | 193              | 1.989          | 1.923        | 203              | 2.126          |
| <b>ENTITAS ANAK<br/>SUBSIDIARIES</b>                                                                                     |              |                  |                |              |                  |                |              |                  |                |
| Subtotal<br>Subtotal                                                                                                     | 433          | 43               | 476            | 524          | 50               | 574            | 556          | 53               | 609            |
| <b>Jumlah<br/>Total</b>                                                                                                  | <b>2.044</b> | <b>225</b>       | <b>2.269</b>   | <b>2.321</b> | <b>242</b>       | <b>2.563</b>   | <b>2.479</b> | <b>256</b>       | <b>2.735</b>   |

## KOMPOSISI KARYAWAN TETAP BERDASARKAN USIA DAN JENIS KELAMIN

## PERMANENT EMPLOYEES COMPOSITION BASED ON AGE AND GENDER

**Tabel Komposisi Karyawan Tetap Berdasarkan Usia dan Jenis Kelamin (dalam satuan orang)**  
**Permanent Employees Composition Based on Age and Gender (in person)**

| Usia<br>Age                | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|----------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                            | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| 51-60 tahun<br>51-60 years | 262          | 14               | 276            | 330          | 18               | 348            | 362          | 19               | 381            |
| 41-50 tahun<br>41-50 years | 429          | 48               | 477            | 487          | 43               | 530            | 505          | 36               | 541            |
| 31-40 tahun<br>31-40 years | 974          | 92               | 1.066          | 982          | 101              | 1083           | 973          | 106              | 1.079          |
| 21-30 tahun<br>21-30 years | 379          | 71               | 450            | 522          | 80               | 602            | 639          | 95               | 734            |
| <b>Jumlah<br/>Total</b>    | <b>2.044</b> | <b>225</b>       | <b>2.269</b>   | <b>2.321</b> | <b>242</b>       | <b>2.563</b>   | <b>2.479</b> | <b>256</b>       | <b>2.735</b>   |

## KOMPOSISI KARYAWAN TETAP BERDASARKAN TINGKAT PENDIDIKAN

## PERMANENT EMPLOYEES COMPOSITION BASED ON EDUCATION LEVEL

**Tabel Komposisi Karyawan Tetap Berdasarkan Tingkat Pendidikan (dalam satuan orang)**  
Permanent Employees Composition Based on Education Level (in person)

| Tingkat Pendidikan<br>Education | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|---------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                 | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| S2/S3<br>Master/Doctorate       | 296          | 37               | 333            | 359          | 30               | 389            | 251          | 34               | 285            |
| S1<br>Bachelor                  | 1.528        | 161              | 1.689          | 1.632        | 171              | 1.803          | 1.976        | 188              | 2.164          |
| Diploma<br>Diploma              | 132          | 24               | 156            | 163          | 24               | 187            | 150          | 31               | 181            |
| Non Akademik<br>Non-Academic    | 88           | 3                | 91             | 167          | 17               | 184            | 102          | 3                | 105            |
| <b>Jumlah<br/>Total</b>         | <b>2.044</b> | <b>225</b>       | <b>2.269</b>   | <b>2.321</b> | <b>242</b>       | <b>2.563</b>   | <b>2.479</b> | <b>256</b>       | <b>2.735</b>   |

## KOMPOSISI KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN DAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BASED ON EMPLOYMENT STATUS AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Status Kepegawaian dan Jenis Kelamin (dalam satuan orang)**  
Employee Composition Based on Employment Status and Gender (in person)

| Status Kepegawaian<br>Employment Status | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|-----------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                         | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| Tetap<br>Permanent                      | 2.044        | 225              | 2.269          | 2.321        | 242              | 2.563          | 2.479        | 256              | 2.735          |
| Kontrak<br>Contract                     | 3.112        | 438              | 3.550          | 2.378        | 338              | 2.716          | -            | -                | -              |
| Alih Daya<br>Outsource                  | 523          | 151              | 674            | 616          | 187              | 803            | 594          | 159              | 753            |
| <b>Total</b>                            | <b>5.679</b> | <b>814</b>       | <b>6.493</b>   | <b>5.315</b> | <b>767</b>       | <b>6.082</b>   | <b>3.073</b> | <b>415</b>       | <b>3.488</b>   |

## KOMPOSISI STATUS KEPEGAWAIAN KARYAWAN TETAP BERDASARKAN JENIS KELAMIN

## PERMANENT EMPLOYMENT STATUS COMPOSITION BASED ON GENDER

**Tabel Komposisi Status Kepegawaian Karyawan Tetap Berdasarkan Jenis Kelamin (dalam satuan orang)**  
Permanent Employees Composition Based on Employment Status and Gender (in person)

| Status Kepegawaian<br>Employment Status | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|-----------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                         | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| Organik<br>Organic                      | 1.708        | 182              | 1.890          | 1.885        | 193              | 2.078          | 1.997        | 205              | 2.202          |
| Terampil<br>Skilled                     | 336          | 43               | 379            | 436          | 49               | 485            | 482          | 51               | 533            |
| <b>Total</b>                            | <b>2.044</b> | <b>225</b>       | <b>2.269</b>   | <b>2.321</b> | <b>242</b>       | <b>2.563</b>   | <b>2.479</b> | <b>256</b>       | <b>2.735</b>   |



## KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN DAN WILAYAH KERJA

## EMPLOYEE COMPOSITION BASED ON GENDER AND WORKING AREA

**Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin dan Wilayah Kerja (dalam satuan orang)**  
**Employee Composition Based on Gender and Working Area (in person)**

| Wilayah Kerja<br>Working Area                            | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|----------------------------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                                          | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| <b>DALAM NEGERI</b><br><b>DOMESTIC</b>                   |              |                  |                |              |                  |                |              |                  |                |
| Aceh                                                     | -            | -                | -              | -            | -                | -              | -            | -                | -              |
| Sumatera Utara                                           | 67           | 4                | 71             | 60           | 3                | 63             | 22           | 1                | 23             |
| Sumatera Selatan                                         | 118          | 16               | 134            | 108          | 13               | 121            | 45           | 3                | 48             |
| Jambi                                                    | 61           | 5                | 66             | 59           | 4                | 63             | 18           | -                | 18             |
| Bangka Belitung                                          | 7            | 1                | 8              | 6            | 1                | 7              | 1            | -                | 1              |
| Kalimantan Selatan<br>South Kalimantan                   | 9            | -                | 9              | 10           | -                | 10             | 11           | -                | 11             |
| Kalimantan Timur<br>East Kalimantan                      | 346          | 44               | 390            | 314          | 40               | 354            | 139          | 16               | 155            |
| Kalimantan Barat<br>West Kalimantan                      | 76           | 8                | 84             | 68           | 7                | 75             | 22           | -                | 22             |
| Kalimantan Utara<br>North Kalimantan                     | 3            | -                | 3              | 3            | -                | 3              | 3            | -                | 3              |
| Riau                                                     | 98           | 11               | 109            | 99           | 11               | 110            | 59           | 5                | 64             |
| Kalimantan Tengah<br>Central Kalimantan                  | 44           | 4                | 48             | 38           | 3                | 41             | 8            | 1                | 9              |
| Sulawesi Utara<br>North Sulawesi                         | 59           | 9                | 68             | 51           | 7                | 58             | 10           | -                | 10             |
| Sulawesi Selatan<br>South Sulawesi                       | 244          | 34               | 278            | 214          | 31               | 245            | 70           | 12               | 82             |
| Sulawesi Tengah<br>Central Sulawesi                      | 376          | 36               | 412            | 330          | 36               | 366            | 118          | 18               | 136            |
| Sulawesi Tenggara<br>Southeast Sulawesi                  | 92           | 15               | 107            | 78           | 13               | 91             | 14           | 2                | 16             |
| Bali                                                     | 122          | 9                | 131            | 111          | 8                | 119            | 37           | 2                | 39             |
| Papua                                                    | 54           | 4                | 58             | 47           | 3                | 50             | 14           | -                | 14             |
| Maluku                                                   | 5            | -                | 5              | 6            | -                | 6              | 6            | -                | 6              |
| Jawa Timur<br>East Java                                  | 801          | 93               | 894            | 717          | 78               | 795            | 379          | 35               | 414            |
| Jawa Tengah<br>Central Java                              | 290          | 38               | 328            | 263          | 37               | 300            | 114          | 16               | 130            |
| Jawa Barat<br>West Java                                  | 1.106        | 138              | 1.244          | 991          | 138              | 1.129          | 603          | 69               | 672            |
| Banten                                                   | 234          | 29               | 263            | 212          | 28               | 240            | 73           | 8                | 81             |
| DIY Yogyakarta                                           | 7            | 2                | 9              | 8            | 2                | 10             | 7            | 1                | 8              |
| DKI Jakarta                                              | 1.395        | 303              | 1.698          | 1.458        | 295              | 1.753          | 1.278        | 224              | 1502           |
| Nusa Tenggara Timur<br>(NTT)<br>East Nusa Tenggara (NTT) | 51           | 11               | 62             | 44           | 9                | 53             | 8            | 2                | 10             |



**Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin dan Wilayah Kerja (dalam satuan orang)**  
**Employee Composition Based on Gender and Working Area (in person)**

| Wilayah Kerja<br>Working Area                            | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|----------------------------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                                          | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| Nusa Tenggara Barat<br>(NTB)<br>West Nusa Tenggara (NTB) | 14           | -                | 14             | 13           | -                | 13             | 6            | -                | 6              |
| <b>Sub Total</b>                                         | <b>5.679</b> | <b>814</b>       | <b>6.493</b>   | <b>5.308</b> | <b>767</b>       | <b>6.075</b>   | <b>3.065</b> | <b>415</b>       | <b>3.480</b>   |
| <b>LUAR NEGERI<br/>OVERSEAS</b>                          |              |                  |                |              |                  |                |              |                  |                |
| Aljazair                                                 | -            | -                | -              | -            | -                | -              | 4            | -                | 4              |
| Malaysia                                                 | -            | -                | -              | 1            | -                | 1              | -            | -                | -              |
| Timor Leste                                              | -            | -                | -              | 1            | -                | 1              | 3            | -                | 3              |
| Filipina<br>Philippines                                  | -            | -                | -              | 2            | -                | 2              | -            | -                | -              |
| Taiwan                                                   | -            | -                | -              | 2            | -                | 2              | -            | -                | -              |
| Kepulauan Solomon<br>Solomon Islands                     | -            | -                | -              | 1            | -                | 1              | 1            | -                | 1              |
| <b>Sub Total</b>                                         | <b>-</b>     | <b>-</b>         | <b>-</b>       | <b>7</b>     | <b>-</b>         | <b>7</b>       | <b>8</b>     | <b>-</b>         | <b>8</b>       |
| <b>Total</b>                                             | <b>5.679</b> | <b>814</b>       | <b>6.493</b>   | <b>5.315</b> | <b>767</b>       | <b>6.082</b>   | <b>3.703</b> | <b>415</b>       | <b>3.488</b>   |

## KOMPOSISI KARYAWAN TETAP BERDASARKAN JENIS KELAMIN DAN WILAYAH KERJA

## PERMANENT EMPLOYEE COMPOSITION BASED ON GENDER AND WORKING AREA

**Tabel Komposisi Karyawan Tetap Berdasarkan Jenis Kelamin dan Wilayah Kerja (dalam satuan orang)**  
**Permanent Employee Composition Based on Gender and Working Area (in person)**

| Wilayah Kerja<br>Working Area          | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|----------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                        | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| <b>DALAM NEGERI<br/>DOMESTIC</b>       |              |                  |                |              |                  |                |              |                  |                |
| Aceh                                   | -            | -                | -              | -            | -                | -              | -            | -                | -              |
| Sumatera Utara<br>North Sumatra        | 18           | 1                | 19             | 20           | 1                | 21             | 21           | 1                | 22             |
| Sumatera Selatan<br>South Sumatra      | 34           | 2                | 36             | 39           | 2                | 41             | 42           | 2                | 44             |
| Jambi                                  | 14           | -                | 14             | 16           | -                | 16             | 17           | -                | 17             |
| Bangka Belitung                        | 1            | -                | 1              | 1            | -                | 1              | 1            | -                | 1              |
| Kalimantan Selatan<br>South Kalimantan | 9            | -                | 9              | 10           | -                | 10             | 11           | -                | 11             |
| Kalimantan Timur<br>East Kalimantan    | 18           | -                | 18             | 20           | -                | 20             | 21           | -                | 21             |
| Kalimantan Barat<br>West Kalimantan    | 96           | 7                | 103            | 109          | 8                | 117            | 117          | 9                | 126            |
| Kalimantan Utara<br>North Kalimantan   | 3            | -                | 3              | 3            | -                | 3              | 3            | -                | 3              |
| Riau                                   | 47           | 4                | 51             | 54           | 5                | 59             | 58           | 5                | 63             |



**Tabel Komposisi Karyawan Tetap Berdasarkan Jenis Kelamin dan Wilayah Kerja (dalam satuan orang)**  
**Permanent Employee Composition Based on Gender and Working Area (in person)**

| Wilayah Kerja<br>Working Area                            | 2023         |                  |                | 2022         |                  |                | 2021         |                  |                |
|----------------------------------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|
|                                                          | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total |
| Kalimantan Tengah<br>Central Kalimantan                  | 6            | 1                | 7              | 7            | 1                | 8              | 7            | 1                | 8              |
| Sulawesi Utara<br>North Sulawesi                         | 7            | -                | 7              | 8            | -                | 8              | 9            | -                | 9              |
| Sulawesi Selatan<br>South Sulawesi                       | 44           | 1                | 45             | 50           | 1                | 51             | 54           | 1                | 55             |
| Sulawesi Tengah<br>Central Sulawesi                      | 69           | -                | 69             | 78           | -                | 78             | 83           | -                | 83             |
| Sulawesi Tenggara<br>Southeast Sulawesi                  | 9            | -                | 9              | 10           | 1                | 11             | 11           | 1                | 12             |
| Bali                                                     | 29           | 1                | 30             | 33           | 1                | 34             | 35           | 1                | 36             |
| Papua                                                    | 11           | -                | 11             | 12           | -                | 12             | 13           | -                | 13             |
| Maluku                                                   | 5            | -                | 5              | 6            | -                | 6              | 6            | -                | 6              |
| Jawa Timur<br>East Java                                  | 190          | 18               | 208            | 216          | 16               | 232            | 231          | 17               | 248            |
| Jawa Tengah<br>Central Java                              | 80           | 7                | 87             | 91           | 8                | 99             | 97           | 9                | 106            |
| Jawa Barat<br>West Java                                  | 267          | 16               | 283            | 303          | 14               | 317            | 324          | 15               | 339            |
| Banten                                                   | 53           | 1                | 54             | 60           | 1                | 61             | 64           | 1                | 65             |
| DIY Yogyakarta                                           | 6            | 1                | 7              | 7            | 1                | 8              | 7            | 1                | 8              |
| DKI Jakarta                                              | 1.017        | 163              | 1.180          | 1.148        | 180              | 1.328          | 1.226        | 190              | 1.416          |
| Nusa Tenggara Timur<br>(NTT)<br>East Nusa Tenggara (NTT) | 6            | 2                | 8              | 7            | 2                | 9              | 7            | 2                | 9              |
| Nusa Tenggara Barat<br>(NTB)<br>West Nusa Tenggara (NTB) | 5            | -                | 5              | 6            | -                | 6              | 6            | -                | 6              |
| <b>Sub Total</b>                                         | <b>2.044</b> | <b>225</b>       | <b>2.269</b>   | <b>2.314</b> | <b>242</b>       | <b>2.556</b>   | <b>2.471</b> | <b>256</b>       | <b>2.727</b>   |
| <b>LUAR NEGERI<br/>OVERSEAS</b>                          |              |                  |                |              |                  |                |              |                  |                |
| Aljazair                                                 | -            | -                | -              | -            | -                | -              | 4            | -                | 4              |
| Malaysia                                                 | -            | -                | -              | 1            | -                | 1              | -            | -                | -              |
| Timor Leste                                              | -            | -                | -              | 1            | -                | 1              | 3            | -                | 3              |
| Filipina<br>Philippines                                  | -            | -                | -              | 2            | -                | 2              | -            | -                | -              |
| Taiwan                                                   | -            | -                | -              | 2            | -                | 2              | -            | -                | -              |
| Kepulauan Solomon<br>Solomon Islands                     | -            | -                | -              | 1            | -                | 1              | 1            | -                | 1              |
| <b>Sub Total</b>                                         | <b>-</b>     | <b>-</b>         | <b>-</b>       | <b>7</b>     | <b>-</b>         | <b>7</b>       | <b>8</b>     | <b>-</b>         | <b>8</b>       |
| <b>Total</b>                                             | <b>2.044</b> | <b>225</b>       | <b>2.269</b>   | <b>2.321</b> | <b>242</b>       | <b>2.563</b>   | <b>2.479</b> | <b>256</b>       | <b>2.735</b>   |

## KOMPOSISI KARYAWAN KONTRAK BERDASARKAN JENIS KELAMIN DAN WILAYAH KERJA

## CONTRACT EMPLOYEE COMPOSITION BASED ON GENDER AND WORKING AREA

Tabel Komposisi Karyawan Kontrak Berdasarkan Jenis Kelamin dan Wilayah Kerja (dalam satuan orang)  
Contract Employee Composition Based on Gender and Working Area (in person)

| Wilayah Kerja<br>Working Area   | 2023         |                  |                | 2022         |                  |                | 2021 <sup>2)</sup> |                  |                |
|---------------------------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------------|------------------|----------------|
|                                 | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male | Wanita<br>Female | Total<br>Total | Pria<br>Male       | Wanita<br>Female | Total<br>Total |
| <b>DALAM NEGERI</b><br>DOMESTIC |              |                  |                |              |                  |                |                    |                  |                |
| Aceh                            | -            | -                | -              | -            | -                | -              | -                  | -                | -              |
| Sumatera Utara                  | 49           | 3                | 52             | 40           | 2                | 42             | 1                  | -                | 1              |
| Sumatera Selatan                | 84           | 14               | 98             | 69           | 11               | 80             | 3                  | 1                | 4              |
| Jambi                           | 47           | 5                | 52             | 43           | 4                | 47             | 1                  | -                | 1              |
| Bangka Belitung                 | 6            | 1                | 7              | 5            | 1                | 6              | -                  | -                | -              |
| Kalimantan Selatan              | -            | -                | -              | -            | -                | -              | -                  | -                | -              |
| Kalimantan Timur                | 250          | 37               | 287            | 205          | 32               | 237            | 22                 | 7                | 29             |
| Kalimantan Barat                | 58           | 8                | 66             | 48           | 7                | 55             | 1                  | -                | 1              |
| Kalimantan Utara                | -            | -                | -              | -            | -                | -              | -                  | -                | -              |
| Riau                            | 51           | 7                | 58             | 45           | 6                | 51             | 1                  | -                | 1              |
| Kalimantan Tengah               | 38           | 3                | 41             | 31           | 2                | 33             | 1                  | -                | 1              |
| Sulawesi Utara                  | 52           | 9                | 61             | 43           | 7                | 50             | 1                  | -                | 1              |
| Sulawesi Selatan                | 200          | 33               | 233            | 164          | 30               | 194            | 16                 | 11               | 27             |
| Sulawesi Tengah                 | 307          | 36               | 343            | 252          | 36               | 288            | 35                 | 18               | 53             |
| Sulawesi Tenggara               | 83           | 15               | 98             | 68           | 12               | 80             | 3                  | 1                | 4              |
| Bali                            | 93           | 8                | 101            | 78           | 7                | 85             | 2                  | 1                | 3              |
| Papua                           | 43           | 4                | 47             | 35           | 3                | 38             | 1                  | -                | 1              |
| Maluku                          | -            | -                | -              | -            | -                | -              | -                  | -                | 0              |
| Jawa Timur                      | 611          | 75               | 686            | 501          | 62               | 563            | 148                | 18               | 166            |
| Jawa Tengah                     | 210          | 31               | 241            | 172          | 29               | 201            | 17                 | 7                | 24             |
| Jawa Barat                      | 839          | 122              | 961            | 688          | 124              | 812            | 279                | 54               | 333            |
| Banten                          | 181          | 28               | 209            | 152          | 27               | 179            | 9                  | 7                | 16             |
| DIY Yogyakarta                  | 1            | 1                | 2              | 1            | 1                | 2              | -                  | -                | -              |
| DKI Jakarta                     | 378          | 140              | 518            | 310          | 115              | 425            | 52                 | 34               | 86             |
| Nusa Tenggara Timur (NTT)       | 45           | 9                | 54             | 37           | 7                | 44             | 1                  | -                | 1              |
| Nusa Tenggara Barat (NTB)       | 9            | -                | 9              | 7            | -                | 7              | -                  | -                | -              |
| <b>Sub Total</b>                | <b>3.635</b> | <b>589</b>       | <b>4.224</b>   | <b>2.994</b> | <b>525</b>       | <b>3.519</b>   | <b>594</b>         | <b>159</b>       | <b>753</b>     |
| <b>LUAR NEGERI<sup>1)</sup></b> | <b>-</b>     | <b>-</b>         | <b>-</b>       | <b>-</b>     | <b>-</b>         | <b>-</b>       | <b>-</b>           | <b>-</b>         | <b>-</b>       |
| <b>Total</b>                    | <b>3.635</b> | <b>589</b>       | <b>4.224</b>   | <b>2.994</b> | <b>525</b>       | <b>3.519</b>   | <b>594</b>         | <b>159</b>       | <b>753</b>     |

Keterangan:

1) Tidak terdapat pegawai kontrak di wilayah kerja luar negeri.

2) Tidak terdapat informasi terkait karyawan kontrak pada tahun 2021.



## KOMPOSISI KARYAWAN BERDASARKAN WILAYAH KERJA DAN STATUS KEPEGAWAIAN

## EMPLOYEE COMPOSITION BASED ON WORKING AREA AND EMPLOYMENT STATUS

**Tabel Komposisi Karyawan Berdasarkan Wilayah Kerja dan Status Kepegawaian (dalam satuan orang)**  
Employee Composition Based on Working Area and Employment Status (in person)

| Wilayah Kerja<br>Working Area | 2023               |                     |                          |                 | 2022               |                     |                          |                 | 2021               |                     |                          |                 |
|-------------------------------|--------------------|---------------------|--------------------------|-----------------|--------------------|---------------------|--------------------------|-----------------|--------------------|---------------------|--------------------------|-----------------|
|                               | Tetap<br>Permanent | Kontrak<br>Contract | Alih Daya<br>Outsourcing | Jumlah<br>Total | Tetap<br>Permanent | Kontrak<br>Contract | Alih Daya<br>Outsourcing | Jumlah<br>Total | Tetap<br>Permanent | Kontrak<br>Contract | Alih Daya<br>Outsourcing | Jumlah<br>Total |
| Kantor Pusat                  | 1.136              | 59                  | 298                      | 1.493           | 1.063              | 146                 | 286                      | 1.495           | 1.422              | 0                   | 252                      | 1.674           |
| Kantor Divisi / Proyek        | 1.133              | 3.491               | 376                      | 5.000           | 1.493              | 2.570               | 517                      | 4.580           | 1.305              | 0                   | 501                      | 1.806           |
| Aljazair                      | -                  | -                   | -                        | -               | -                  | -                   | -                        | -               | 4                  | -                   | -                        | 4               |
| Malaysia                      | -                  | -                   | -                        | -               | 1                  | -                   | -                        | 1               | -                  | -                   | -                        | -               |
| Timor Leste                   | -                  | -                   | -                        | -               | 1                  | -                   | -                        | 1               | 3                  | -                   | -                        | 3               |
| Filipina                      | -                  | -                   | -                        | -               | 2                  | -                   | -                        | 2               | -                  | -                   | -                        | -               |
| Taiwan                        | -                  | -                   | -                        | -               | 2                  | -                   | -                        | 2               | -                  | -                   | -                        | -               |
| Kepulauan Solomon             | -                  | -                   | -                        | -               | 1                  | -                   | -                        | 1               | 1                  | -                   | -                        | 1               |
| <b>Jumlah</b>                 | <b>2.269</b>       | <b>3.550</b>        | <b>674</b>               | <b>6.493</b>    | <b>2.563</b>       | <b>2.716</b>        | <b>803</b>               | <b>6.082</b>    | <b>2.735</b>       | <b>-</b>            | <b>753</b>               | <b>3.488</b>    |

## KOMPOSISI KARYAWAN NON PEGAWAI/ MAGANG BERDASARKAN JENIS KELAMIN DAN PENEMPATAN

## COMPOSITION OF NON-EMPLOYEE/ APPRENTICES BASED ON GENDER AND PLACEMENT

Sampai dengan 31 Desember 2023, Perseroan telah menerima karyawan magang sebanyak 142 orang yang telah ditempatkan di Kantor Pusat sebanyak 106 orang dan lokasi proyek sebanyak 36 orang. Karyawan magang ditempatkan sesuai dengan jurusan studi yang ditempuh. Hal ini bertujuan untuk dapat memberikan pengalaman bekerja lingkungan bisnis profesional yang sesuai dengan jurusan studinya

As of December 31, 2023, the Company has accepted 142 apprentices who were placed at head office of 106 persons and 36 persons at project sites. Interns are placed in accordance with their major of study. This aims to provide work experience in a professional business environment that is in accordance with their major of study.

**Tabel Komposisi Karyawan Magang Berdasarkan Gender**  
Apprentice Composition Based on Gender

| Tahun<br>Year | Pria<br>Male | %          | Wanita<br>Female | %          | Jumlah<br>Total |
|---------------|--------------|------------|------------------|------------|-----------------|
| <b>2023</b>   | <b>63</b>    | <b>44%</b> | <b>79</b>        | <b>56%</b> | <b>142</b>      |
| 2022          | 80           | 46%        | 93               | 54%        | 173             |
| 2021          | 42           | 44%        | 54               | 56%        | 96              |



**Tabel Komposisi Karyawan Magang Berdasarkan Penempatan**  
**Apprentice Composition Based on Placement**

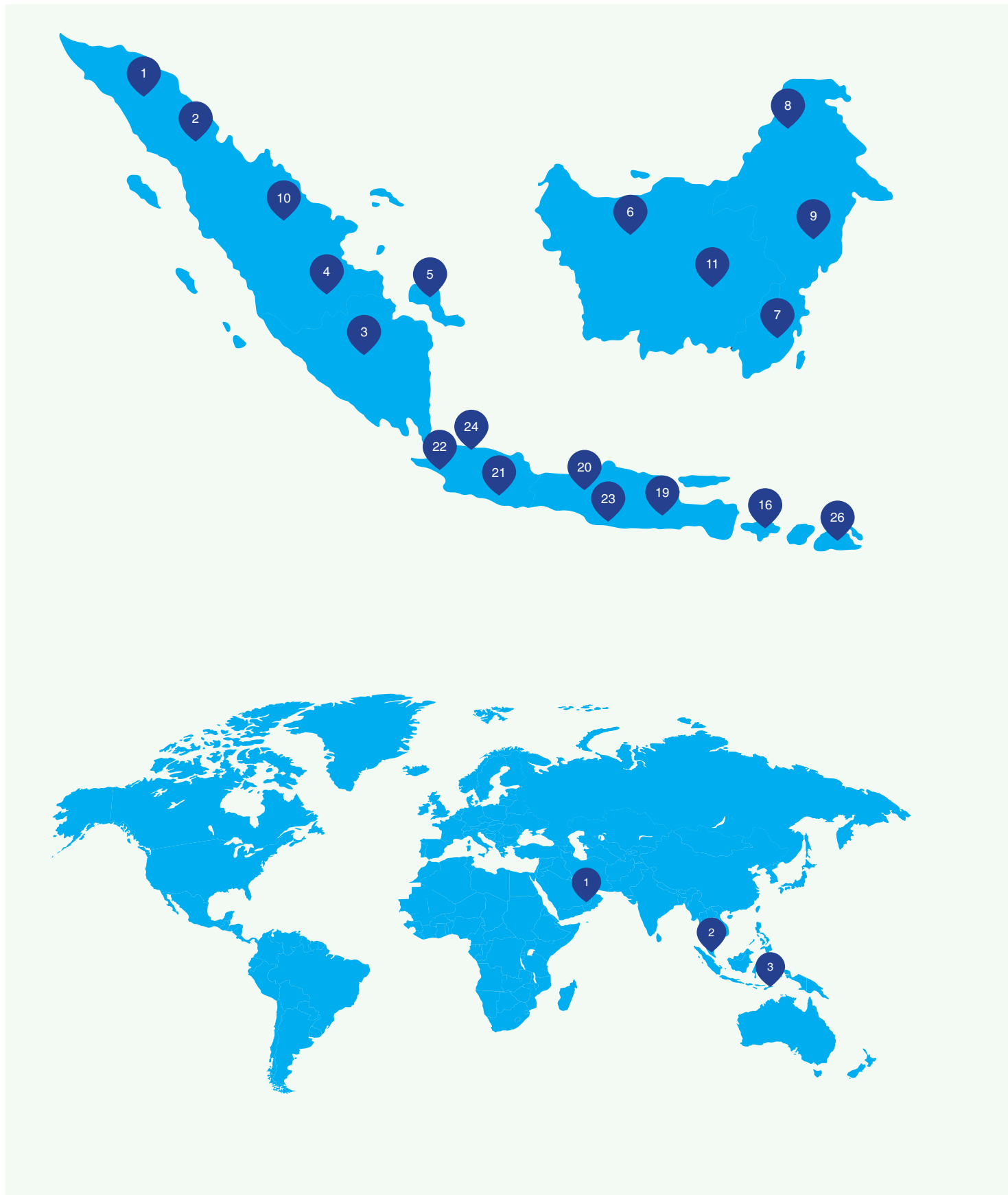
| Tahun<br>Year | Penempatan<br>Placement            | Pria<br>Male | Wanita<br>Female | Jumlah<br>Total |
|---------------|------------------------------------|--------------|------------------|-----------------|
| <b>2023</b>   | <b>Kantor Pusat</b><br>Head Office | <b>42</b>    | <b>64</b>        | <b>106</b>      |
|               | <b>Proyek</b><br>Project           | <b>21</b>    | <b>15</b>        | <b>36</b>       |
| 2022          | Kantor Pusat<br>Head Office        | 24           | 35               | 59              |
|               | Proyek<br>Project                  | 56           | 58               | 114             |
| 2021          | Kantor Pusat<br>Head Office        | 19           | 40               | 59              |
|               | Proyek<br>Project                  | 23           | 14               | 37              |





## Wilayah Operasional [OJK C.3, GRI 2-1]

Wilayah Operasional [OJK C.3, GRI 2-1]





### Wilayah-wilayah Jaringan Bisnis dan Operasional WIKA di 2023

Wika's Business Network and Operational Areas in 2023

| Dalam Negeri<br>Domestic                 |                                          |
|------------------------------------------|------------------------------------------|
| 1. Aceh                                  | 13. Sulawesi Tengah/Central Sulawesi     |
| 2. Sumatera Utara/North Sumatra          | 14. Sulawesi Tenggara/Southeast Sulawesi |
| 3. Sumatera Selatan/South Sumatra        | 15. Bali                                 |
| 4. Sumatera Barat/West Sumatra           | 16. Papua                                |
| 5. Jambi                                 | 17. Jawa Timur/East Java                 |
| 6. Kepulauan Riau/Riau Islands           | 18. Jawa Tengah/Central Java             |
| 7. Bangka Belitung                       | 19. Jawa Barat/West Java                 |
| 8. Kalimantan Selatan/South Kalimantan   | 20. Banten                               |
| 9. Kalimantan Timur/East Kalimantan      | 21. DKI Jakarta                          |
| 10. Kalimantan Tengah/Central Kalimantan | 22. NTT/East Nusa Tenggara               |
| 11. Sulawesi Utara/North Sulawesi        | 23. NTB/West Nusa Tenggara               |
| 12. Sulawesi Selatan/South Sulawesi      |                                          |
| Luar Negeri<br>Overseas                  |                                          |
| 1. Arab Saudi                            | 4. Taiwan                                |
| 2. Malaysia                              | 5. Timor Leste                           |
| 3. Filipina                              |                                          |

Informasi alamat wilayah operasi dalam negeri dan kantor perwakilan luar negeri telah disampaikan secara rinci pada bab Profil Perusahaan Laporan Tahunan PT Wijaya Karya (Persero) Tbk tahun 2023.

Information on the address of domestic operating areas and overseas representative offices has been presented in detail in the Company Profile chapter of the Annual Report of PT Wijaya Karya (Persero) Tbk in 2023.



# Produk, Layanan dan Kegiatan Usaha yang Dijalankan [OJK C.4, GRI 2-6]

Products, Services and Business Activities [OJK C.4, GRI 2-6]

Perseroan menjalankan usahanya di bidang konstruksi sesuai dengan Anggaran Dasar Nomor 7 tanggal 04 Mei 2023 maksud dan tujuan Perseroan adalah melakukan usaha di bidang industri konstruksi, industri pabrikasi, jasa penyewaan, jasa keagenan, investasi, agro industri, industri energi, energi terbarukan dan energi konversi, penyelenggara perkeretaapian, penyelenggaraan pelabuhan, penyelenggaraan kebandarudaraan, logistik, perdagangan, *engineering procurement construction*, pengembangan dan pengelolaan kawasan, layanan peningkatan kemampuan di bidang jasa konstruksi, teknologi informasi, jasa *engineering* dan perencanaan, investasi dan/atau pengelolaan usaha di bidang prasarana dan sarana dasar (infrastruktur), untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapat/mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip Perseroan Terbatas. Informasi terkait kegiatan usaha yang dijalankan telah disampaikan pada bab Profil Perusahaan Laporan Tahunan 2023.

Perseroan merupakan perusahaan konstruksi terintegrasi yang memiliki 5 (lima) lini bisnis utama, segmen pasar yang dibidik Perseroan adalah proyek-proyek konstruksi dan turunannya, baik yang dikembangkan oleh Pemerintah maupun oleh pihak swasta. Sesuai dengan Anggaran Dasar terakhir, produk dan jasa yang ditawarkan oleh WIKA adalah sebagai berikut:

## 1. Infrastruktur dan Gedung

Lini bisnis ini terdiri dari bidang usaha jasa konstruksi sipil dan konstruksi gedung. Segmen pasar yang dibidik WIKA di lini bisnis ini adalah proyek konstruksi sipil dan gedung berskala nasional dan berteknologi tinggi.

Lini bisnis konstruksi sipil membawahi sejumlah sub bidang usaha yang meliputi pembangunan sarana dan prasarana seperti jalan, jembatan, irigasi, sistem pengelolaan air minum dan prasarana perhubungan. Kini pekerjaannya tidak sekedar sebagai kontraktor melainkan juga mencakup rancang bangun (*design and build*) dari mulai proses perencanaan hingga proses konstruksi.

Sedangkan bidang konstruksi gedung meliputi pembangunan hunian dan bangunan fasilitas publik. Bidang konstruksi gedung WIKA telah mampu melakukan pekerjaan rancang bangun atau

The Company carries out a business in the construction sector in accordance with Articles of Association Number 7 dated January 17, 2024. The Company's purposes and objectives are to carry out business in the construction industry, manufacturing industry, rental services, agency services, investment, agro-industry, energy industry, renewable energy and energy conversion, railway operators, port operations, airport operations, logistics, trade, *engineering procurement construction*, area development and management, capacity building services in the field of construction services, information technology, engineering and planning services, investment and/or business management in the field of basic infrastructure and facilities, to produce goods and/or services of high quality and strong competitiveness to obtain/pursue profits in order to increase the value of the Company by applying the principles of Limited Liability Companies. Information related to the business activities undertaken has been presented in the Company Profile chapter of the 2023 Annual Report.

The Company is an integrated construction company that has 5 (five) main lines of business, the market segments targeted by the Company are construction projects and their derivatives, both those developed by the Government and by private parties. In accordance with the latest Articles of Association, the products and services offered by WIKA are as follows:

## 1. Infrastructure and Building

This line of business consists of civil construction and building construction services. The market segments targeted by WIKA in this line of business are national-scale and high-tech civil and building construction projects.

The civil construction business oversees a number of business sub-sectors which include the construction of facilities and infrastructure such as roads, bridges, irrigation, drinking water management systems and transportation infrastructure. Currently, the works are not only as a contractor but also includes design and build from the planning process to the construction process.

Meanwhile, the building construction sector includes the construction of residential buildings and public facilities. WIKA's building construction sector has been able to carry out design and build work from



design and build sejak proses perencanaan sampai proses konstruksi. Sub bidang usaha jasa konstruksi bangunan hunian meliputi pembangunan apartemen, kondominium, hotel, rumah susun, dan kompleks perumahan.

## 2. Energi dan Industrial Plant

Lini bisnis ini terdiri dari bidang usaha Energi dan *Industrial Plant*. Bidang usaha energi ini meliputi jasa EPC (*Engineering, Procurement dan Construction*) di bidang ketenagalistrikan. Berbagai jenis pembangkit listrik telah mampu dihasilkan oleh WIKA antara lain PLTU, PLTG/MU, PLTA, PLTD/MG, PLTP, PLTS dan lain sebagainya.

Sedangkan pada bidang usaha *Industrial Plant* berfokus pada membangun suatu *processing plant*, yang terdiri atas fasilitas bangunan, serangkaian fasilitas mesin, peralatan dan fasilitas-fasilitas penunjang lainnya sehingga dapat terbentuk suatu proses produksi dari *raw material* menjadi produk tertentu, di antaranya *Alumina Plant, Ferronickel Plant, Cement Plant, CPO Plant, Sugar Plant, Steel Plant, Copper Smelter Plant, NPK Granulation Plant* dan lain sebagainya. Kompetensi WIKA dalam bidang usaha ini juga meliputi sektor *Oil & Gas*. Berbagai fasilitas *Oil & Gas* yang telah dihasilkan oleh WIKA antara lain *pipeline, tank terminal, gas processing facility*, serta *refinery*.

## 3. Industri

Lini bisnis industri merupakan pilar pendukung dari kompetensi inti WIKA. Dalam lini bisnis industri ini terdapat berbagai variasi dari produk-produk pendukung aktivitas konstruksi yang dihasilkan, seperti:

- a. Beton, yaitu: produk beton pra cetak, seperti *PC Poles, PC Piles, Railway Sleeper CP, Bridge Concrete, Sheet Pile, PC Pipes, RC Box Culvert, Marine Structure CP, HCS, PC Cylinder* dan *Rigid Pavement Fabricated*;
- b. Industri, yaitu: fabrikasi baja dengan menghasilkan produk konstruksi baja, struktur rangka baja, *conveyor, pipe rack, tower telekomunikasi, tower transmisi listrik, jembatan rangka baja, tanki baja, silo, hopper, pressure vessel, welded beam* dan *steel plate work* lainnya serta *aluminium casting* dan *plastic injection*;
- c. Bitumen, yaitu: *granular asphalt* dan *extraction asphalt*.

the planning process to the construction process. The residential building construction services sub-business includes the construction of apartments, condominiums, hotels, flats and housing complexes.

## 2. Energy and Industrial Plant

This line of business consists of Energy and Industrial Plant business. The energy business sector includes EPC (*Engineering, Procurement and Construction*) services in the electricity sector. Various types of power plants have been produced by the Company, including PLTU, PLTG/MU, PLTA, PLTD/MG, PLTP, PLTS and so on.

Whereas in the Industrial Plant business sector, the focus is on building a processing plant, which consists of building facilities, a series of machine facilities, equipment and other supporting facilities so that a production process can be formed from raw materials to certain products, including Alumina Plant, Ferronickel Plant, Cement Plants, CPO Plants, Sugar Plants, Steel Plants, Copper Smelter Plants, NPK Granulation Plants and others. WIKA's competency in this line of business also includes the Oil and Gas sector. Various Oil and Gas facilities that have been produced by WIKA include pipelines, terminal tanks, gas processing facilities, and refineries.

## 3. Industry

The industry line of business is a supporting pillar of WIKA's core competencies. In this industry business, there are various types of products to support construction activities, such as:

- a. Concrete, namely: precast concrete products, such as Polished PC, PC Piles, Railway Sleeper CP, Bridge Concrete, Sheet Pile, PC Pipes, RC Box Culvert, Marine Structure CP, HCS, PC Cylinder and Rigid Pavement Fabricated.
- b. Industry, namely: steel fabrication by producing steel construction products, steel frame structures, conveyors, pipe racks, telecommunication towers, power transmission towers, steel frame bridges, steel tanks, silos, hoppers, pressure vessels, welded beams and other steel plate work as well as aluminum casting and plastic injection.
- c. Bitumen, namely: granular asphalt and extraction asphalt.



d. *Renewable Energy*, yaitu: *solar PV Modules & Components, Rooftop System, Solar Centralized Hybrid System, Solar Pump System, Solar Home System, Solar Street Lights, Electric Vehicle battery, Portable Energy Storage, Energy Storage System, Solar Water Heater, AirCob Water Heater, Heatpump, Electric Water Heater, LED Lightings, LTSHE.*

#### 4. Realiti dan Properti

Melalui lini bisnis Realiti dan Properti, WIKA berkomitmen untuk menghadirkan properti yang berkualitas dan ideal untuk berbagai segmen pasar. Lini bisnis ini menjadi andalan dalam menyambut peluang besar, seperti pengembangan kota baru dan program Pemerintah dalam mendorong pemenuhan kebutuhan hunian untuk masyarakat. WIKA melalui anak usahanya yaitu WIKA Realty telah sukses mengembangkan produk unggulan "Tamansari". Dengan mengusung makna di balik nama Tamansari yang berarti peristirahatan raja, WIKA Realty berhasil menggabungkan keindahan arsitektur, unsur alam dan kearifan lokal di berbagai daerah di Indonesia sehingga tercipta konsep hunian yang asri dan nyaman.

#### 5. Investasi

Sebagai salah satu strategi guna memiliki bisnis yang lebih stabil kedepannya, WIKA kini semakin aktif dalam melakukan kegiatan investasi. Melalui berbagai investasi yang dijalankan tersebut, diharapkan dapat meningkatkan porsi *recurring income* WIKA. Investasi yang dilakukan Perseroan mencakup berbagai sektor seperti infrastruktur, energi, transportasi serta pengembangan kawasan. Dalam melakukan kegiatan investasi tersebut, Perseroan juga berafiliasi dengan beberapa perusahaan lain sebagai upaya untuk memperoleh portofolio investasi yang semakin besar.

d. *Renewable Energy*, namely: *solar PV Modules & Components, Rooftop System, Solar Centralized Hybrid System, Solar Pump System, Solar Home System, Solar Street Lights, Electric Vehicle battery, Portable Energy Storage, Energy Storage System, Solar Water Heater, AirCob Water Heaters, Heatpumps, Electric Water Heaters, LED Lightings, LTSHE.*

#### 4. Realty and Property

Through the Realty and Property line of business, WIKA is committed to presenting quality and ideal properties for a variety market segments. This line of business is a mainstay in welcoming big opportunities, such as the development of new cities and Government programs to encourage the fulfillment of housing needs for the community. WIKA through its subsidiary, WIKA Realty, has successfully developed the superior product "Tamansari". By carrying out the meaning behind the name Tamansari which means the resting place of the king, WIKA Realty has succeeded in combining the beauty of architecture, natural elements and local wisdom in various regions in Indonesia to create a beautiful and comfortable residential concept.

#### 5. Investment

As one of the strategies to have a more stable business in the future, WIKA is currently more active in carrying out investment activities. These investments are expected to increase the portion of WIKA's recurring income. The investments made by the Company cover various sectors such as infrastructure, energy, transportation and regional development. In carrying out these investment activities, the Company is also affiliated with several other companies in an effort to obtain a larger investment portfolio.

# Rantai Pasok dan Relasi Bisnis Lainnya [GRI 2-6]

## Supply Chain and Other Business Relations [GRI 2-6]

Perseroan berkomitmen untuk meningkatkan kontribusi pemasok lokal dalam kegiatan bisnisnya. Perseroan telah melibatkan beberapa mitra kerja yang meliputi material dan jasa sipil, elektrik, dan mekanikal, serta transportasi. Sepanjang tahun 2023, Perseroan telah melibatkan pemasok lokal sebanyak 2.827 pemasok dengan nilai kontrak Rp6.925 miliar rupiah dan pemasok yang berasal dari luar negeri sebanyak 7 (tujuh) pemasok dengan nilai kontrak Rp403 miliar rupiah.

The Company is committed to increasing the contribution of local suppliers in its business activities. The Company has involved several work partners covering civil, electrical and mechanical materials and services, as well as transportation. Throughout 2023, the Company has engaged 2,827 local suppliers with a contract value of IDR 6,925 billion and 7 (seven) overseas suppliers with a contract value of IDR 403 billion..

### SINERGI ANAK PERUSAHAAN

Untuk memaksimalkan sinergi bisnis di antara anak perusahaan, Perseroan mengutamakan penggunaan sumber daya barang dan jasa yang berasal dari anak perusahaan. Berikut uraian sinergi Perseroan dengan Entitas Anak di tahun 2023.

### SYNERGY WITH SUBSIDIARIES

To maximize business synergy between subsidiaries, the Company prioritizes the use of goods and services resources originating from its subsidiaries. The following is a description of the Company's synergies with Subsidiaries in 2023.

| ENTITAS ANAK<br>SUBSIDIARY          | SINERGI<br>SYNERGY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PT Wijaya Karya Beton Tbk           | Pencetakan beton dilakukan melalui PT Wijaya Karya Beton Tbk. Wijaya Karya Beton Tbk merupakan produsen beton pracetak terbesar baik di Indonesia maupun di Asia Tenggara.<br>Concrete casting is done through PT Wijaya Karya Beton Tbk (WIK Beton). Wijaya Karya Beton Tbk is the largest precast concrete manufacturer both in Indonesia and in Southeast Asia.                                                                                                                                                                                                                                                                                             |
| PT Wijaya Karya Realty              | Melalui PT Wijaya Karya Realty, Perseroan memfokuskan bisnisnya pada realty dan properti pembangunan yang juga mencakup jasa konsultasi, perencanaan, konstruksi dan jasa lansekap.<br>Through PT Wijaya Karya Realty (WIK Realty), the Company focuses its business on realty and property development, which also includes consulting, planning, construction and landscaping services.                                                                                                                                                                                                                                                                      |
| PT Wijaya Karya Rekayasa Konstruksi | Proyek rekayasa konstruksi dilakukan pada PT Wijaya Karya Rekayasa Konstruksi. WIK Rekayasa Konstruksi berfokus pada pekerjaan Konstruksi dan Fabrikasi yang mencakup pekerjaan-pekerjaan mekanikal dan elektrik serta <i>operation dan maintenance</i> .<br>Construction engineering project is carried out at PT Wijaya Karya Rekayasa Konstruksi (WIK Rekon). WIK Rekayasa Konstruksi focuses on Construction and Fabrication work, which includes mechanical and electrical works as well as operation and maintenance.                                                                                                                                    |
| PT Wijaya Karya Bangunan Gedung Tbk | Melalui PT Wijaya Karya Bangunan Gedung Tbk, Perseroan memfokuskan pada layanan konstruksi terintegrasi dengan dukungan teknologi terdepan dalam memberikan solusi pekerjaan konstruksi secara menyeluruh dengan mengutamakan <i>quality and safety</i> untuk melayani pasar pemerintah, BUMN atau BUMD dan swasta di Indonesia.<br>Through PT Wijaya Karya Bangunan Gedung Tbk (WIK Gedung), the Company focuses on integrated construction services with the support of leading technology in providing comprehensive construction work solutions by prioritizing quality and safety to serve the government, SOEs or ROEs and private markets in Indonesia. |



| ENTITAS ANAK<br>SUBSIDIARY       | SINERGI<br>SYNERGY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PT Wijaya Karya Bitumen          | <p>Terkait dengan proyek aspal, Perseroan bersinergi dengan PT Wijaya Karya Bitumen. WIKA Bitumen merupakan bagian dari ekspansi perusahaan yang mengkhususkan diri dalam industri aspal di Pulau Buton yang dikenal sebagai Aspal Buton (asbuton).</p> <p>Regarding the asphalt project, the Company synergizes with PT Wijaya Karya Bitumen. (WIKa Bitumen) WIKa Bitumen is part of an expansion company specializing in the asphalt industry on Buton Island known as Aspal Buton (asbuton).</p>                                                           |
| PT Wijaya Karya Serang Panimbang | <p>Terkait pembangunan jalan tol Serang-Panimbang, Perseroan bersinergi dengan PT Wijaya Karya Serang Panimbang. Melalui WIKa Serang-Panimbang, Perseroan dapat menghubungkan Kota Serang - Rangkas Bitung - Bojong - Panimbang di Provinsi Banten sepanjang 83,67 KM.</p> <p>Regarding the construction of Serang-Panimbang toll road, the Company is in synergy with PT Wijaya Karya Serang Panimbang. Through WIKa Serang-Panimbang, the Company can connect the City of Serang - Rangkas Bitung - Bojong - Panimbang in Banten Province for 83.67 KM.</p> |
| PT Wika Tirta Jaya Jatiluhur     | <p>Melalui sinerginya bersama PT Wika Tirta Jaya Jatiluhur, Perseroan mendukung tercapainya akses terhadap sumber air minum aman dan fasilitas sanitasi layak, dengan 85% memenuhi Standar Pelayanan Air Minum (SPM) dan 15% akses air minum aman.</p> <p>Through its synergy with PT WIKa Tirta Jaya Jatiluhur, the Company supports the achievement of access to safe drinking water sources and proper sanitation facilities, with 85% meeting the Drinking Water Service Standards (SPM) and 15% accessing safe drinking water.</p>                       |

Sampai dengan 31 Desember 2023, Perseroan tidak memiliki entitas hilir.

As of December 31, 2023, the Company has no downstream entities.



## Keanggotaan Asosiasi [OJK C.5, GRI 2-28]

### Membership in Association [OJK C.5, GRI 2-28]

Perseroan bergabung dalam beberapa asosiasi profesional dan organisasi lainnya sebagai anggota yang berpartisipasi secara aktif yang bertujuan untuk memperluas jaringan bisnis serta menjalin komunikasi yang lebih luas dengan pelaku di industri sejenis. Keanggotaan dalam asosiasi dan organisasi ini juga menjadi bagian dari upaya pelibatan pemangku kepentingan dalam menyelesaikan setiap persoalan yang dihadapi dalam menjalankan kegiatan operasional. Hingga tahun 2023, Perseroan tergabung dalam asosiasi/organisasi sebagai berikut:

The Company joins several professional associations and other organizations as an actively participating member with the aim of expanding its business network and establishing wider communication with players in similar industries. Membership in these associations and organizations is also part of the efforts to involve stakeholders in resolving any problems faced in carrying out operational activities. Until 2023, the Company joins the following associations/organizations:

| Nama Organisasi/Asosiasi<br>Name of Organization/Association                                                                               | Ruang Lingkup<br>Scope | Posisi Keikutsertaan<br>Position | Jatuh Tempo Keanggotaan<br>Membership Due Date |
|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------|------------------------------------------------|
| Asosiasi Kontraktor Indoneisa (AKI)<br>Indonesian Contractors Association (AKI)                                                            | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Asosiasi Kontraktor Kelistrikan (AKLI)<br>Association of Electrical Contractors (AKLI)                                                     | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI)<br>Association of Indonesian National Design and Build Companies (GAPENRI) | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Asosiasi Perusahaan Perkumpulan Pengusaha Konstruksi Terintegrasi (PAKTI)<br>Integrated Construction Entrepreneurs Association (PAKTI)     | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Kamar Dagang dan Industri (KADIN)<br>Chamber of Commerce and Industry (KADIN)                                                              | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Komite Nasional Indonesia Untuk Bendungan Besar (KNI-BB)<br>Indonesian National Committee for Large Dams (KNI-BB)                          | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Asosiasi Pelaksana Konstruksi Nasional (ASPEKNAS)<br>National Construction Implementer Association (ASPEKNAS)                              | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Gabungan Pelaksana Konstruksi Nasional Indonesia (GAPENSI)<br>Indonesian National Construction Implementer Association (GAPENSI)           | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |
| Asosiasi Kontraktor Terintegrasi Indonesia (AKTI)                                                                                          | Nasional<br>National   | Anggota<br>Member                | 31 Desember 2024<br>December 31, 2024          |



# Perubahan Perusahaan yang Bersifat Signifikan pada Organisasi [OJK C.6, GRI 2-6]

Significant Corporate Changes in Organization [OJK C.6, GRI 2-6]

Selama periode pelaporan, tidak atau tidak terdapat perubahan perusahaan yang bersifat signifikan.

During the reporting period, there were no significant corporate changes.





Dermaga Donggala, Central Sulawesi





PT WIJAYA KARYA (Persero) Tbk





# 05 Penjelasan Direksi

## Messages from Board of Directors

Atas strategi yang telah dilaksanakan, Perseroan telah mencapai kinerja penerapan keberlanjutan yang baik pada aspek lingkungan dan sosial, serta telah berhasil memperoleh berbagai penghargaan atas penerapan pembangunan berkelanjutan.

Based on the strategies that have been implemented, the Company has achieved good sustainability implementation performance in environmental and social aspects, and has successfully obtained various awards for the implementation of sustainable development.



## Penjelasan Direksi [OJK D.1]

Board of Directors Explanation [OJK D.1]



**Agung Budi Waskito**  
Direktur Utama  
President Director



## **Pemegang saham dan pemangku kepentingan yang kami hormati,**

Puji syukur tak lupa kami panjatkan atas kehadiran Tuhan yang Maha Esa, karena atas rahmat dan karunia-Nya Perseroan mampu melewati tahun 2023 dengan berbagai pencapaian dan menghadapi tantangan dengan baik. PT Wijaya Karya (Persero) Tbk merupakan perusahaan yang bergerak dalam bidang konstruksi, oleh karenanya Perseroan berkomitmen untuk terus menjalankan aktivitas bisnisnya dengan mengedepankan aspek ekonomi, lingkungan dan sosial.

Pada Laporan Keberlanjutan ini, perkenankan kami untuk menyampaikan Penjelasan Direksi yang terdiri dari beberapa bahasan meliputi kebijakan untuk merespon tantangan dalam pemenuhan strategi keberlanjutan, penerapan pembangunan berkelanjutan, dan strategi pencapaian target. Harapan kami, Laporan Keberlanjutan ini dapat menjadi sumber informasi bagi seluruh pemangku kepentingan terkait dengan berbagai upaya Perseroan dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) melalui aktivitas bisnis Perseroan.

## **KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN [GRI 2-22]**

Sebagai perusahaan yang bergerak dalam industri konstruksi, Perseroan memiliki komitmen penuh dalam menerapkan nilai-nilai keberlanjutan melalui aktivitas bisnisnya. Perseroan telah memiliki nilai-nilai keberlanjutan yaitu membangun hubungan yang harmonis dan kondusif dengan semua pemangku kepentingan (*stakeholder*) untuk mendukung pencapaian tujuan korporasi terutama dalam membangun reputasi korporasi. Nilai keberlanjutan yang dimiliki Perseroan digunakan sebagai dasar Perseroan dalam menjalankan berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL), serta sebagai dasar Perseroan dalam mendukung penerapan pembangunan berkelanjutan.

Perseroan telah mengembangkan kebijakan keberlanjutan sebagai tanggung jawab perusahaan pada konstruksi berkelanjutan, dan menciptakan nilai jangka panjang bagi para pemangku kepentingan melalui praktik berkelanjutan dalam seluruh bisnis Wika, serta mengintegrasikan strategi dan aktivitasnya ke dalam tanggung jawab terhadap Lingkungan, Sosial,

## **Respected shareholders and stakeholders,**

Let us first send our utmost gratitude and praise to the God Almighty, for by His grace and blessings, the Company has been able to navigate through the year 2023 with various achievements and deal with challenges. PT Wijaya Karya (Persero) Tbk is a company engaged in the construction sector, therefore the Company is committed to continuing its business activities while emphasizing economic, environmental, and social aspects.

In this Sustainability Report, allow us to convey the Board of Directors Explanation, which consists of several topics including policies to respond to challenges in meeting sustainability strategies, implementation of sustainable development, and strategies to achieve targets. Our hope is that this Sustainability Report can serve as a source of information for all stakeholders regarding the Company's efforts in supporting the achievement of Sustainable Development Goals (SDGs) through its business activities.

## **POLICY TO RESPOND TO CHALLENGES IN MEETING SUSTAINABILITY STRATEGIES [GRI 2-22]**

As a company operating in the construction industry, the Company is fully committed to implementing sustainability values through its business activities. The Company has sustainability values, namely building harmonious and conducive relationships with all stakeholders to support corporate goals, especially in building corporate reputation. The sustainability values held by the Company are used as the basis for the Company in carrying out a number of Corporate Social Responsibility and Environmental (SER) programs, as well as the basis for the Company in supporting the implementation of sustainable development.

The Company has developed sustainability policies as a corporate responsibility towards sustainable construction, and creating long-term value for stakeholders through sustainable practices throughout Wika's business, as well as integrating its strategies and activities into Environmental, Social, and Governance (ESG) responsibilities. The sustainability policies is an integral

dan Tata Kelola Perusahaan (*Environmental, Social and Governance*). Kebijakan keberlanjutan ini adalah komponen integral dari keunggulan operasional Grup WIKA untuk berkontribusi pada Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*).

Namun demikian, masih terdapat beberapa isu-isu keberlanjutan yang masih membutuhkan pengelolaan yang lebih baik di antaranya adalah belum terukurnya emisi non GRK dan limbah pada beberapa lokasi proyek. Pada tahun 2023, Perseroan telah mulai melakukan pengukuran emisi GRK untuk cakupan 1, 2 dan 3 pada seluruh lokasi operasional, diharapkan ke depannya akan dilanjutkan dengan pengukuran emisi non GRK.

Kebijakan dan pedoman ESG merupakan wujud komitmen Direksi Perseroan dalam menerapkan visi dan misi keberlanjutan melalui strategi keberlanjutan yang telah dirumuskan. Sepanjang tahun 2023, Perseroan menekankan kontribusi pada TPB *Good Health and Well-Being, Decent Work and Economic Growth, Peace, Justice and Strong Institution, Industry, Innovation and Infrastructure, Climate Action, Clean Water and Sanitation, Sustainable Cities and Communities, Responsible Consumption and Production, Life Below Water, Life on Land, Quality Education, Gender equality, dan Reduce Inequalities*. Di sisi lain, Perseroan juga turut berkontribusi pada TPB lain yang senantiasa dikembangkan sejalan dengan kegiatan bisnis Perseroan.

Kontribusi Perseroan terhadap TPB juga didukung oleh strategi keberlanjutan Perseroan. Di tahun 2023, implementasi strategi keberlanjutan yang dimiliki oleh Perseroan telah memasuki tahap *awareness, capacity building, holistic sustainability strategy development*. Di dalam strategi tersebut Perseroan berupaya dalam meningkatkan kesadaran, pengetahuan, pemahaman, dan persepsi umum mengenai ESG ke seluruh bagian dalam perusahaan, merumuskan dan menerbitkan Kebijakan Keberlanjutan atau *Sustainability Policy*, menetapkan target keberlanjutan dan mengembangkan *Sustainability Strategy Framework* sebagai landasan dalam merencanakan dan melaksanakan langkah-langkah keberlanjutan di masa mendatang.

Sebagai bagian dari komitmen WIKA terhadap edukasi, Perseroan juga aktif dalam mendukung pemahaman yang lebih luas mengenai ESG, mulai dari tingkat *holding* hingga entitas anak perusahaan. Selain itu, strategi yang dimiliki Perseroan yaitu dengan mencari dan membangun kemitraan dengan pihak yang relevan untuk mengakselerasi keberhasilan implementasi ESG di dalam perusahaan, serta memformulasikan strategi komunikasi yang efektif.

component of WIKA Group's operational excellence to contribute to the Sustainable Development Goals (SDGs).

However, there are still several sustainability issues that require better management, including the lack of measurement of non-GHG emissions and waste at several project sites. In 2023, the Company has started measuring GHG emissions for scope 1, 2, and 3 at all operational locations, and it is hoped that in the future the measurement of non-GHG emissions can also be done.

ESG policies and guidelines are manifestations of the commitment of the Company's Board of Directors to implementing sustainability vision and mission through formulated sustainability strategies. Throughout 2023, the Company emphasized contributions to SDGs of Good Health and Well-Being, Decent Work and Economic Growth, Peace, Justice and Strong Institutions, Industry, Innovation and Infrastructure, Climate Action, Clean Water and Sanitation, Sustainable Cities and Communities, Responsible Consumption and Production, Life Below Water, Life on Land, Quality Education, Gender Equality, and Reduce Inequalities. Additionally, the Company also contributed to other SDGs that are continuously developed in line with the Company's business activities.

The Company's contributions to the SDGs are also supported by its sustainability strategies. In 2023, the Company's sustainability strategies have entered the awareness, capacity building, and holistic sustainability strategy development stage. In this strategy, the Company strives to increase awareness, knowledge, understanding, and general perception of ESG throughout all internal parts of the Company, formulate and publish Sustainability Policy, stipulate sustainability targets, and develop a Sustainability Strategy Framework as a basis for planning and implementing sustainability initiatives in the future.

As part of WIKA's commitment to education, the Company is also active in supporting a broader understanding of ESG, from the holding to subsidiary level. Additionally, the Company's strategy involves seeking and building partnerships with relevant parties to accelerate the successful implementation of ESG within the Company and formulating effective communication strategies.





Atas berbagai strategi tersebut, pada tahun 2023 Perseroan telah berhasil meningkatkan ESG Risk Rating Wika saat ini yang berada di 29.8 yang menunjukkan bahwa tingkat risiko berada pada tingkat medium. Perseroan juga berhasil mencatatkan capaian kinerja pada aspek ekonomi, meliputi peningkatan pendapatan bersih sebesar 4,9% dibandingkan dengan tahun 2022. Peningkatan jumlah pemasok jasa sebesar 72% atau 662 pemasok menjadi 1.576 pemasok meningkat dibandingkan tahun 2022 sebesar 914.

Capaian Perseroan pada aspek lingkungan yaitu Perseroan berhasil menurunkan penggunaan energi listrik di kantor pusat sebesar 9,79%. Di kantor Pusat, Perseroan juga berhasil menurunkan penggunaan air sebesar 1,52%, serta meningkatkan daur ulang air sebesar 7,41%. Capaian selanjutnya dalam aspek lingkungan yaitu di sepanjang tahun 2023, Perseroan tidak menerima pengaduan terkait lingkungan hidup, baik di kantor pusat maupun di lokasi proyek.

Pencapaian Perseroan pada aspek sosial, terjadi penurunan nearmiss sebesar 8,07% dan NLTi sebesar 31,62% dibandingkan dengan tahun 2022. Hal ini dikarenakan adanya beberapa upaya yang dilakukan Perseroan seperti kebijakan SWA, *safety patrol*, *sharing session* internal, dan tematik HSE.

Kinerja keberlanjutan yang telah dicapai Perseroan di tahun 2023 juga diikuti dengan pelaksanaan peningkatan yang berkesinambungan (*continuous improvement*) karena sampai saat ini Perseroan masih menghadapi beberapa kendala yaitu belum terdapatnya pemahaman yang merata oleh para karyawan. Oleh karena itu, Perseroan menciptakan kebijakan dan pedoman ESG yang bertujuan sebagai dasar dan kewajiban menyeluruh untuk seluruh karyawan Wika sehingga pemahaman terhadap keberlanjutan akan merata dalam seluruh aktivitas operasional Wika.

Selain itu, pemberi kerja memiliki kebutuhan atau standarisasi (*requirement*) yang berbeda dalam menjalankan proses tender proyek, sehingga Perseroan perlu beradaptasi dengan cepat dalam mengimplementasikan strategi keberlanjutan pada proses operasi. Dalam menghadapi tantangan tersebut, Perseroan memiliki upaya berupa pembuatan kebijakan keberlanjutan dan Panduan Implementasi ESG, serta menerapkan *supply chain management* secara *end-to-end* atau hulu ke hilir serta perkuatan *vendor management system*.

With a variety of strategies in place, in 2023, the Company successfully increased Wika's current ESG Risk Rating to 29.8, indicating that the risk level is at a medium level. The Company also achieved performance milestones in the economic aspect, including a 4.9% increase in net revenue compared to 2022 and a 72% increase in the number of service suppliers, reaching 1,576 suppliers compared to 914 in 2022.

The Company's achievements in the environmental aspect include a 9.79% reduction in electricity usage at the head office. At the head office, the Company also managed to reduce water usage by 1.52% and increase water recycling by 7.41%. Furthermore, throughout 2023, the Company did not receive any environmental complaints, both at the head office and project locations.

In terms of social aspect, there was an 8.07% decrease in near misses and a 31.62% decrease in Lost Time Injury Frequency Rate (LTIFR) compared to 2022. This was due to several initiatives by the Company such as the SWA policy, safety patrols, internal sharing sessions, and HSE-themed activities.

The sustainability performance achieved by the Company in 2023 is accompanied by continuous improvement efforts because the Company still dealt with numerous challenges, including the lack of uniform understanding among employees. Therefore, the Company has created ESG policies and guidelines aimed at serving as comprehensive bases and obligations for all Wika employees to ensure a uniform understanding of sustainability in all operational activities of Wika.

Additionally, owners have different needs or standards in carrying out project tender processes, requiring the Company to quickly adapt in implementing sustainability strategies in its operations. To address this challenge, the Company has made efforts such as the formulation of sustainability policies and ESG Implementation Guidelines, and the implementation of end-to-end supply chain management as well as strengthening the vendor management system.

## PENERAPAN PEMBANGUNAN BERKELANJUTAN

Atas strategi yang telah dilaksanakan, Perseroan telah mencapai kinerja penerapan keberlanjutan yang baik pada aspek lingkungan dan sosial, namun pencapaian target ekonomi masih menghadapi kendala di tahun 2023. Target produksi tercapai sebesar 86,83% yang dipengaruhi oleh belum stabilnya kondisi perekonomian nasional. Sedangkan, untuk aspek lingkungan dan sosial, Perseroan telah berhasil mencapai beberapa target sebagai berikut:

1. *Quality Management System Level* melampaui target sebesar 103,5%
2. HSE Level melampaui target sebesar 105%
3. NLTl melampaui target sebesar 100%
4. LTI melampaui target sebesar 100%
5. *Severity rate* melampaui target sebesar 100%
6. *Risk Containment Audit* melampaui target sebesar 104,5%
7. Ringkas Rapi Resik melampaui target sebesar 100%
8. Penghematan penggunaan kertas melampaui target sebesar 100%
9. QPASS Pekerjaan Struktur melampaui target sebesar 119,4%
10. QPASS Pekerjaan *Finishing* melampaui target sebesar 105,8%
11. QPASS Pekerjaan MEP melampaui target sebesar 106,8%

Di samping itu, selama tahun 2023, Perseroan berhasil mendapatkan penghargaan atas penerapan pembangunan berkelanjutan. Prestasi atau penghargaan yang berhasil dimiliki Perseroan, meliputi:

1. Juara 1 kategori Emergency Response oleh Proyek Rekonstruksi Dermaga Donggala
2. 2nd – The Best Indonesia GCG for Public Company 2023  
Kinerja Penyedia Jasa Dalam Mendukung Implementasi Kebijakan Peningkatan Penggunaan Produk Dalam Negeri Bidang Bina Marga Terbaik
3. Best Workplace Environment, Best CSR on UKM Program, Excellence in Green and *Environmental Management*
4. The Best Leadership in Focus on CSR Program
5. Gold Rank with Reference Category
6. Integrated Mindset Toward Sustainability for Long-term Value Creation
7. Program CSR: Program Pengembangan Lingkungan dan Sosial Keberlanjutan Bumdes Desa Tanjung Burung Kec. Teluk Naga
8. Most Trusted Company Based on Corporate Governance Perception Index (CGPI)

## IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT

On the strategies that have been carried out, the Company has achieved good sustainability performance in environmental and social aspects, but there were still obstacles in achieving the economic targets in 2023. Production targets were achieved at 86.83%, influenced by the unstable national economic conditions. However, in terms of environmental and social aspect, the Company has successfully achieved several targets as follows:

1. *Quality Management System Level* exceeded the target by 103.5%.
2. HSE Level exceeded the target by 105%.
3. NLTl exceeded the target by 100%.
4. LTI exceeded the target by 100%.
5. *Severity rate* exceeded the target by 100%.
6. *Risk Containment Audit* exceeded the target by 104.5%.
7. Ringkas Rapi Resik (Concise Neat Clean) exceeded the target by 100%.
8. Paper usage savings exceeded the target by 100%.
9. QPASS Structural Work exceeded the target by 119.4%.
10. QPASS Finishing Work exceeded the target by 105.8%.
11. QPASS MEP Work exceeded the target by 106.8%.

Furthermore, during 2023, the Company received awards for sustainable development implementation. The achievements or awards obtained by the Company include:

1. 1st Place in the Emergency Response category by Donggala Pier Reconstruction Project.
2. 2nd – The Best Indonesia GCG for Public Company 2023.  
Best Service Provider Performance in Supporting the Implementation of Domestic Product Utilization Policy in the field of Bina Marga.
3. Best Workplace Environment, Best CSR on UKM Program, Excellence in Green and Environmental Management.
4. The Best Leadership in Focus on CSR Program.
5. Gold Rank with Reference Category.
6. Integrated Mindset Toward Sustainability for Long-term Value Creation.
7. CSR Program: Sustainable Environmental and Social Development Program for Bumdes Tanjung Burung Village, Teluk Naga District.
8. Most Trusted Company Based on Corporate Governance Perception Index (CGPI).



## STRATEGI PENCAPAIAN TARGET

Berbagai pencapaian target yang diperoleh Perseroan, tentunya didukung oleh pengelolaan risiko yang baik. Pengelolaan risiko di Perseroan didukung oleh Komite Pemantau Risiko dan Tata Kelola Terintegrasi, Direktur Pengelolaan Risiko, Penanggung Jawab Pengelolaan Fungsional Korporasi (PJKF) Manajemen Risiko dan Penanggung Jawab Fungsi (PjFS) Manajemen Risiko, serta para PIC Manajemen Risiko.

Risiko pada aspek ekonomi yang dihadapi oleh Perseroan merupakan risiko bisnis yang meliputi target omset kontrak baru, *penalty* atas *performance guarantee* dari *new order book* EPCC, *cash in* mengalami keterlambatan, dan risiko *project on time on budget*. Pada risiko target omset kontrak baru dan *project on time on budget* dimitigasi dengan menurunkan HPP, mencari alternatif proyek pengganti, melakukan percepatan (akselerasi) progress, menyasar proyek dengan sumber pendanaan yang aman dan cara pembayaran *monthly payment*.

Risiko *penalty* atas *performance guarantee* dari *new order book* EPCC dimitigasi dengan proyek EPCC mengutamakan lingkup *Outside Plant Boundary Limit* (OSBL), dan menempatkan personil kompeten dan sumber daya yang handal. Risiko *cash in* mengalami keterlambatan dimitigasi dengan selektif untuk *project selection*, dan melakukan negosiasi cara pembayaran pada fase pra kontrak.

Pada aspek lingkungan hidup, risiko yang dihadapi oleh Perseroan yaitu risiko dampak lingkungan pengerjaan proyek konstruksi yang berdampak pada pencemaran udara, peningkatan kebisingan, dan peningkatan pencemaran air dari limbah domestik yang dihasilkan. Upaya yang dilakukan Perseroan dalam memitigasi risiko tersebut yaitu dengan mengatur standarisasi perusahaan yang dituangkan dalam Kebijakan Keberlanjutan Perseroan. Upaya perusahaan untuk memitigasi segala risiko tersebut adalah dengan melakukan standarisasi terhadap seluruh hal yang dilakukan di wilayah proyek. Beberapa upaya yang dilakukan yaitu dengan memberikan larangan untuk menebang pohon di luar area proyek, kewajiban menggunakan motor listrik sebagai transportasi di proyek, penggunaan photovoltaic, dan penggunaan modular pada Direksi Keet.

Pada aspek sosial, risiko yang dihadapi berupa risiko konflik sosial dan *human capital*. Upaya Perseroan dalam memitigasi risiko tersebut yaitu dengan mengatur standarisasi perusahaan yang dituangkan didalam Kebijakan Keberlanjutan. Upaya yang dilakukan oleh Wika seperti, mengatur jumlah penyerapan tenaga kerja lokal,

## TARGET ACHIEVEMENT STRATEGY

The various target achievements obtained by the Company are certainly supported by effective risk management. Risk management in the Company is supported by the Risk Monitoring and Integrated Governance Committee, Director of Risk Management, Unit Responsible (PJKF) for Corporate Functional Management of Risk Management, and Unit Responsible for Risk Management Function (PjFS), as well as Risk Management PICs.

The economic risks faced by the Company are business risks including targets for new contract turnover, penalties for performance guarantees from new EPCC order books, delayed cash inflows, and project risks on time and on budget. The risks of new contract turnover targets and projects being on time and on budget are mitigated by reducing Cost Price (HPP), seeking alternative replacement projects, accelerating progress, targeting projects with secure funding sources, and monthly payment methods.

The risk of penalties for performance guarantees from new EPCC order books is mitigated by prioritizing EPCC project scopes outside the Plant Boundary Limit (OSBL) and deploying competent personnel and reliable resources. Risks of delayed cash inflows are mitigated by selective project selection and negotiating payment methods during the pre-contract phase.

In terms of environmental aspect, the risks faced by the Company include environmental impacts during construction projects leading to air pollution, increased noise, and increased water pollution from domestic waste. The Company's efforts to mitigate these risks include setting corporate standards outlined in the Company's Sustainability Policy. The Company's efforts to mitigate all these risks involve standardizing all activities conducted in project areas. Some efforts undertaken are prohibiting tree felling outside project areas, mandating the use of electric motors for transportation on projects, using photovoltaics, and employing modular systems in fleet management.

Regarding social aspect, the risks faced include social conflicts and human capital risks. The Company's efforts to mitigate these risks involve setting corporate standards outlined in the Sustainability Policy. Efforts made by Wika include regulating the number of local labour absorptions, providing employment opportunities for people with

memberikan kesempatan bekerja untuk kaum disabilitas, Mengatur pattern karir karyawan hingga berkomitmen untuk meningkatkan kompetensi karyawannya dengan mewajibkan masing-masing proyek untuk membuat laporan peningkatan kompetensi karyawan.

Efektivitas manajemen risiko dimanfaatkan Perseroan dalam menangkap peluang yang dimiliki Perseroan, sehingga Perseroan optimis memiliki prospek yang baik di masa yang akan datang. Sebagai Badan Usaha Milik Negara, WIKA secara grup telah dan akan tetap menjadi bagian penting dalam industri konstruksi dan pembangunan infrastruktur Indonesia. Dalam rangka peningkatan pertumbuhan ekonomi melalui pengembangan infrastruktur di Indonesia, Pemerintah melakukan upaya percepatan proyek-proyek yang dianggap strategis dan memiliki urgensi tinggi untuk dapat direalisasikan dalam kurun waktu yang singkat yaitu khususnya untuk Proyek Strategis Nasional (PSN). Terhitung per Desember 2023, WIKA sedang mengerjakan 37 Proyek Strategis Nasional (PSN) dan 4 Proyek IKN. Dalam rangka mendukung pertumbuhan Perusahaan, WIKA memiliki beberapa strategi antara lain restrukturisasi keuangan, perbaikan tata kelola dan manajemen risiko, percepatan penagihan piutang bermasalah, *asset recycling*, perbaikan Portofolio *Orderbook*, penurunan *operating expense*, penurunan saldo pinjaman talangan *supplier*, serta penguatan struktur permodalan.

Perseroan memiliki peluang untuk menjadi pelopor (*pioneer*) dan pemimpin dalam implementasi kebijakan serta praktik *Environmental, Social, dan Governance* (ESG) di industri konstruksi. Perseroan telah memanfaatkan peluang dengan berupaya meningkatkan pemahaman terkait penerapan ESG, menerbitkan Kebijakan Keberlanjutan atau *Sustainability Policy* serta menetapkan target keberlanjutan dan mengembangkan *Sustainability Strategy Framework* sebagai landasan dalam merencanakan dan melaksanakan langkah-langkah keberlanjutan di masa mendatang. Perseroan juga berupaya untuk berinovasi untuk mengembangkan berbagai produk yang mendukung pembangunan yang berkelanjutan di antaranya adalah pengembangan infrastruktur berkelanjutan, inovasi teknologi hijau, pembangunan *green building*, serta pembangunan transportasi berkelanjutan.

Di sisi lain, Perseroan juga menghadapi situasi eksternal dalam mengimplementasikan pembangunan berkelanjutan berupa pertumbuhan ekonomi global yang masih dalam tren perlambatan pada tahun 2023 akan sedikit membaik di tahun 2024. IMF memprediksi pertumbuhan ekonomi global melambat dari 3,5 persen di tahun 2022 menjadi 3,0 persen di tahun 2023, dan tetap stabil hingga tahun 2024. Prospek perekonomian global masih dibayangi berbagai tantangan yang berat. Meskipun

disabilities, managing employee career patterns, and committing to enhancing employee competencies by requiring each project to submit reports on employee competency improvement.

The Company utilizes the effectiveness of risk management to capture opportunities, thus the Company is optimistic about its prospects in the future. As a State-Owned Enterprise, WIKA, as a group, has and will remain an integral part of Indonesia's construction and infrastructure development industry. In line with the efforts to improve economic growth through infrastructure development in Indonesia, the Government is accelerating projects deemed strategic and urgent, particularly for National Strategic Projects (PSN). As of December 2023, WIKA was working on 37 National Strategic Projects (PSNs) and 4 IKN Projects. In order to support the Company's growth, WIKA has several strategies including financial restructuring, improving governance and risk management, accelerating the collection of non-performing receivables, asset recycling, improving the order book portfolio, reducing operating expenses, reducing supplier loan balances, and strengthening capital structure.

The Company has the opportunity to be a pioneer and leader in implementing Environmental, Social, and Governance (ESG) policies and practices in the construction industry. The Company has seized this opportunity by enhancing understanding about ESG implementation, issuing Sustainability Policy, stipulating sustainability targets, and developing a Sustainability Strategy Framework as a basis for planning and implementing sustainability measures in the future. The Company also carries out innovations to develop various products supporting sustainable development including sustainable infrastructure development, green technology innovation, green building development, and sustainable transportation development.

On the other hand, the Company also deals with external challenges in implementing sustainable development such as the global economic slowdown trend in 2023, which is expected to slightly improve in 2024. The IMF predicted global economic growth to slow from 3.5 percent in 2022 to 3.0 percent in 2023 and remain stable until 2024. Global economic prospects are still overshadowed by various significant challenges. Although the Covid-19 pandemic has subsided, the scarring effects





pandemi Covid-19 sudah mereda, namun *scarring effect* yang ditimbulkan belum sepenuhnya teratasi, termasuk tekanan inflasi yang masih tinggi akibat disrupsi rantai pasok dan juga konflik Rusia – Ukraina yang belum usai. Tingginya tekanan inflasi telah mendorong pengetatan kebijakan moneter di banyak negara, terutama di negara maju, yang berakibat pada ketatnya likuiditas dan meningkatnya volatilitas di sektor keuangan global. Berbagai tantangan menyebabkan semakin kompleksnya respons kebijakan yang harus dilakukan di banyak negara, yang berpotensi disruptif dan mengancam prospek pemulihan ekonomi global. Tantangan tersebut juga bisa berdampak negatif bagi arus investasi asing yang masuk ke Indonesia, tingkat harga dan suku bunga, serta kinerja ekonomi domestik.

Dengan memperhatikan arah dan strategi kebijakan fiskal tahun 2024 yang didesain untuk mendorong reformasi struktural dalam rangka percepatan transformasi ekonomi yang inklusif dan berkelanjutan dengan tetap memperhatikan pembiayaan anggaran yang inovatif, *prudent* dan *sustainable*, defisit anggaran diperkirakan akan berada pada tingkat 2,29 persen terhadap PDB atau lebih rendah dari *outlook* 2023.

Pada tahun 2024, anggaran infrastruktur difokuskan mendukung transformasi ekonomi untuk pemerataan pembangunan, dengan arah kebijakan yaitu:

1. Mempercepat pembangunan infrastruktur penggerak ekonomi (konektivitas dan transportasi, energi dan ketenagalistrikan, dan pangan);
2. Memprioritaskan penyediaan infrastruktur pelayanan dasar dan proyekproyek;
3. Mendukung percepatan penyelesaian pembangunan Ibu Kota Nusantara ("IKN") secara bertahap dan berkelanjutan;
4. Melakukan pemerataan dan penguatan akses Teknologi Informasi dan Komunikasi ("TIK") yang mendukung transformasi digital; dan
5. Mendorong pemberdayaan partisipasi badan usaha melalui skema Kerja Sama Pemerintah dengan Badan Usaha ("KPBU") dalam pembangunan infrastruktur.

Berdasarkan hal tersebut diatas Perseroan masih berusaha dalam menjaga operasi bisnisnya sekalipun dihadapkan pada sejumlah tantangan sepanjang tahun 2023. Catatan itu didukung oleh penjualan Perseroan yang mayoritasnya disumbangkan oleh proyek infrastruktur dan gedung. Kontribusi lainnya berasal dari proyek energi dan industrial plant, sektor industri, serta realty dan properti. Sampai dengan Desember 2023, Perseroan diproyeksikan berhasil mendapatkan kontrak baru sebesar Rp29,25 Triliun sehingga total kontrak yang diperoleh sampai dengan Desember 2023 yaitu sebesar Rp73,90 Triliun. Perseroan juga tengah fokus mengoptimalkan pemanfaatan teknologi

have not been fully resolved, including high inflationary pressures due to supply chain disruptions and ongoing Russia-Ukraine conflict. High inflationary pressures have prompted monetary policy tightening in many countries, particularly in advanced economies, resulting in tight liquidity and increased volatility in the global financial sector. Various challenges have led to increasingly complex policy responses in many countries, potentially disruptive and threatening global economic recovery prospects. These challenges could also negatively impact foreign direct investment inflows into Indonesia, price levels, interest rates, and domestic economic performance.

Considering the direction and fiscal policy strategies for 2024 designed to drive structural reforms towards accelerating inclusive and sustainable economic transformation while maintaining innovative, prudent, and sustainable budget financing, the budget deficit is projected to be at 2.29 percent of GDP or lower than the 2023 outlook.

In 2024, infrastructure budgets are focused on supporting economic transformation for equitable development, with policy directions as follows:

1. Accelerating the development of economic driver infrastructure (connectivity and transportation, energy and electricity, and food);
2. Prioritizing the provision of basic service infrastructure and projects;
3. Supporting the acceleration of gradual and sustainable completion of the Capital City of Nusantara ("IKN");
4. Promoting equal access and strengthening of Information and Communication Technology ("ICT") supporting digital transformation; and
5. Encouraging business participation empowerment through Government-Business Cooperation.

Based on the above, the Company continues to strive to maintain its business operations despite facing several challenges throughout 2023. This note is supported by the Company's sales, the majority of which are contributed by infrastructure and building projects. Other contributions come from energy and industrial plant projects, industrial sector, as well as realty and property. Until December 2023, the Company is projected to have secured new contracts worth Rp29.25 trillion, bringing the total contracts obtained until December 2023 to Rp73.90 trillion. The Company is also focused on optimizing the use of digital technology. Currently, the digitization process taking place

digital. Saat ini, proses digitalisasi yang berlangsung di Perseroan telah mengubah secara signifikan cara kerja dari sisi perencanaan, proses pembangunan sampai pada monitoring dan evaluasi proyek. Efektivitasnya pun mulai terlihat dari berkurangnya kehadiran secara fisik serta aspek kualitas yang terus dihasilkan sesuai dengan standar yang ditetapkan oleh Perseroan.

## APRESIASI

Pencapaian di tahun 2023 merupakan wujud nyata atas dukungan dan kepercayaan yang diberikan oleh seluruh pemangku kepentingan Perseroan. Di sisi lain, pencapaian yang berhasil diraih oleh Perseroan juga mampu mencerminkan komitmen Perseroan terhadap pembangunan berkelanjutan. Dukungan dan kepercayaan para pemangku kepentingan merupakan sumber kekuatan bagi Perseroan dalam meningkatkan implementasi keberlanjutan untuk memastikan kesinambungan *outcome*. Kami berharap, para pemangku kepentingan dapat terus memberikan dukungan dan kepercayaannya kepada kami.

Kami beserta seluruh jajaran Direksi mengucapkan terima kasih yang sebesar-besarnya kepada seluruh pemangku kepentingan PT Wijaya Karya (Persero) Tbk.

in the Company has significantly changed the way works are done from planning, construction processes, to project monitoring and evaluation. Its effectiveness is evident in the reduced physical presence and the consistent quality aspects produced according to the standards set by the Company.

## APPRECIATION

The achievements made in 2023 are a tangible manifestation of the support and trust given by all stakeholders of the Company. On the other hand, the successes achieved by the Company also reflect the Company's commitment to sustainable development. The support and trust of stakeholders are sources of strength for the Company in enhancing the implementation of sustainability to ensure the continuity of outcome. We hope that stakeholders can continue to provide their support and trust to us.

We, along with all members of Board of Directors, would like express our highest gratitude to all stakeholders of PT Wijaya Karya (Persero) Tbk.

Jakarta, 24 April 2024  
Jakarta, April 24 2024



*(Signature)*

**Agung Budi Waskito**  
Direktur Utama  
President Director





# Tanggung Jawab Laporan Keberlanjutan [GRI 2-14]

## Accountability for Sustainability Report [GRI 2-14]

Kami yang bertandatangan di bawah ini telah meninjau dan menyetujui semua informasi dalam Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk Tahun 2023 serta bertanggung jawab penuh atas kebenaran isi laporan telah sesuai dengan Peraturan OJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

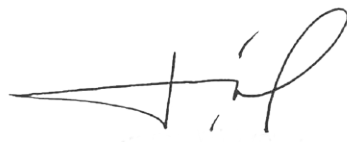
We, the undersigned, have reviewed and approved all the information in PT Wijaya Karya (Persero) Tbk 2023 Sustainability Report and solely accountable for the accuracy of the report contents in accordance with OJK Regulation No. 51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.

Jakarta, 24 April 2024

Jakarta, April 24 2024

Dewan Komisaris PT Wijaya Karya (Persero) Tbk.

Board of Commissioners of PT Wijaya Karya (Persero) Tbk



**Jarot Widyoko**

**Dewan Komisaris**

Board of Commissioners



**Adityawarman**

**Komisaris Independen**

Independent Commissioner



**Harris Arthur Hedar**

**Komisaris Independen**

Independent Commissioner



**Rusmanto**

**Komisaris Independen**

Independent Commissioner



**Suryo Hapsoro Tri Utomo**

**Komisaris Independen**

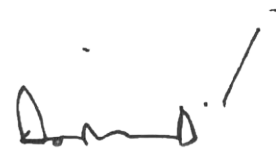
Independent Commissioner



**Firdaus Ali**

**Komisaris**

Commissioner



**Satya Bhakti Parikesit**

**Komisaris**

Commissioner





Jakarta, 24 April 2024  
Jakarta, April 24 2024  
Direksi PT Wijaya Karya (Persero) Tbk.  
Board of Directors of PT Wijaya Karya (Persero) Tbk

**Agung Budi Waskito**  
**Direktur Utama**  
President Director

**Hananto Aji**  
**Direktur Operasi I**  
Director of Operations I

**Harum Akhmad Zuhdi**  
**Direktur Operasi II**  
Director of Operations II

**Rudy Hartono**  
**Direktur Operasi III**  
Director of Operations II

**Hadjar Seti Adji**  
**Direktur Human Capital dan Pengembangan**  
Director of Human Capital and Development

**Adityo Kusumo**  
**Direktur Keuangan dan Manajemen Risiko**  
Director of Finance and Risk Management

**Ayu Widya Kiswari**  
**Direktur Quality, Health, Safety & Environment**  
Director of Quality, Health, Safety & Environment



PT WIJAYA KARYA (Persero) Tbk



# 06

## Tata Kelola Perusahaan

### Good Corporate Governance

Dalam meningkatkan penerapan keberlanjutan, Direksi telah mendelegasikan implementasi pengembangan program *Environment, Social, dan Governance (ESG)* di PT Wijaya Karya (Persero) Tbk kepada Divisi Transformation & Business Strategy (TBSD) sebagai penanggungjawab penerapan keberlanjutan Perseroan. Hal ini mencerminkan komitmen perusahaan untuk mengintegrasikan nilai-nilai berkelanjutan ke dalam strategi bisnisnya.

In improving the implementation of sustainability, the Board of Directors has delegated the implementation of the Environment, Social and Governance (ESG) program development at PT Wijaya Karya (Persero) Tbk to the Transformation & Business Strategy Division (TBSD) as the person in charge of implementing the Company's sustainability. This reflects the company's commitment to integrating sustainable values into its business strategy.



# Tata Kelola

## Governance



### STRUKTUR DAN KOMPOSISI TATA KELOLA [GRI 2-9, GRI 2-11]

Sesuai dengan Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas (UU PT), struktur tata kelola Perseroan terdiri atas tiga organ utama yakni Rapat Umum Pemegang Saham, Dewan Komisaris dan Direksi serta organ pendukung lainnya. Kolaborasi antar organ perusahaan yang optimal dalam melaksanakan tugas, fungsi dan tanggung jawabnya untuk kepentingan Perseroan dilakukan sesuai dengan ketentuan Perundang-undangan, Anggaran Dasar dan ketentuan-ketentuan lain.

Dalam melaksanakan fungsinya Dewan Komisaris dibantu oleh organ pendukung seperti Sekretaris Dewan Komisaris, Komite Audit, dan Komite Remunerasi, Nominasi dan *Good Corporate Governance* (GCG). Sedangkan Direksi dibantu oleh organ pendukung seperti *Corporate Secretariat*, Internal Audit, dan Manajemen Risiko. Komisaris Utama dan Direktur Utama merupakan ketua badan tata kelola tertinggi dan tidak termasuk sebagai pejabat eksekutif di Perseroan.

### GOVERNANCE STRUCTURE AND COMPOSITION [GRI 2-9, GRI 2-11]

In accordance with the Law of the Republic of Indonesia no. 40 of 2007 concerning Limited Liability Companies (UU PT), the Company's governance structure consists of three main organs, namely General Meeting of Shareholders, Board of Commissioners, Board of Directors, and other supporting organs. Optimal collaboration between organs of the Company in carrying out their duties, functions and responsibilities for the benefit of the Company is in accordance with the provisions of the Laws, Articles of Association and other provisions.

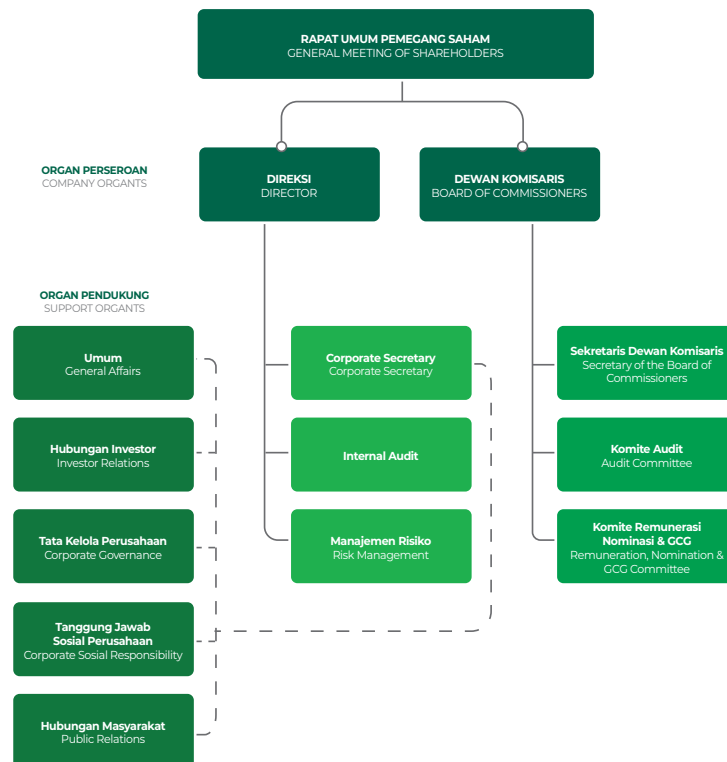
In fulfilling its functions, the Board of Commissioners is assisted by supporting organs such as Secretary of Board of Commissioners, Audit Committee, and Remuneration, Nomination and Good Corporate Governance (GCG) Committee. Meanwhile, the Board of Directors is assisted by supporting organs such as Corporate Secretariat, Internal Audit and Risk Management. The President Commissioner and President Director are the heads of the highest governance body and are not included as executive officers in the Company.





Adapun struktur tata kelola yang dimiliki oleh Perseroan, sebagai berikut.

The governance structure of the Company is as follows.



Informasi terkait profil Dewan Komisaris dan Direksi termasuk Komisaris Independen telah disajikan secara rinci pada bagian Profil Perusahaan Laporan Tahunan tahun 2023. Sedangkan, informasi terkait profil komite beserta tugas dan tanggung jawab badan tata kelola tertinggi disajikan pada bagian Tata Kelola Perusahaan Laporan Tahunan tahun 2023.

Information related to the profile of Board of Commissioners and Board of Directors, including Independent Commissioners, has been presented in details in the Company Profile section of the 2023 Annual Report. Meanwhile, information related to the profile of committees along with the duties and responsibilities of the highest governance body is presented in the Corporate Governance section of the 2023 Annual Report.

## CONFLICT OF INTEREST [GRI 2-15]

Perseroan menghindari segala bentuk benturan kepentingan (*conflict of interest*) dengan memilih pejabat di level Direksi, Dewan Komisaris, Kepala Divisi hingga level manajerial dengan pertimbangan profesional dan integritas. Dalam mengelola benturan kepentingan bagi Direksi, Perseroan menerapkan beberapa prinsip untuk mencegah terjadinya benturan kepentingan dan implikasi lanjutan yang sering ditimbulkannya antara lain sebagai berikut:

1. Direksi harus menghindari adanya potensi benturan kepentingan di dalam melaksanakan tugasnya. Untuk mencegah terjadinya hal tersebut Direksi perlu memenuhi beberapa prinsip, yaitu:

## CONFLICT OF INTEREST [GRI 2-15]

The Company avoids all forms of conflict of interest by selecting officials at Board of Directors, Board of Commissioners, Division Heads to managerial level with professional considerations and integrity. In managing conflicts of interest for Board of Directors, the Company applies several principles to prevent the conflicts of interest and the subsequent implications that often arise, including the following:

1. Board of Directors must avoid potential conflicts of interest in carrying out their duties. To prevent this from happening, Board of Directors needs to comply with several principles, namely:

- a. Direksi wajib menyelenggarakan dan mengisi Daftar Khusus yang berisikan kepemilikan sahamnya dan atau keluarganya pada perusahaan lain secara benar dan akurat;
  - b. Direksi harus menghindari setiap aktivitas yang dapat mempengaruhi independensinya dalam pengambilan keputusan;
  - c. Tidak boleh berpartisipasi dalam setiap kegiatan pengadaan yang melibatkan suatu Perseroan di mana yang bersangkutan atau keluarganya mempunyai kepemilikan saham yang signifikan atau mempunyai kepentingan finansial atas transaksi tersebut;
  - d. Direksi wajib membuat pernyataan mengenai benturan kepentingan terhadap hal-hal yang termaktub dalam Rencana Kerja dan Anggaran Perusahaan.
2. Apabila terjadi sesuatu hal, di mana kepentingan Perseroan berbenturan dengan kepentingan salah seorang anggota Direksi, maka dengan persetujuan Komisaris, Perseroan akan diwakili oleh anggota Direksi lainnya. Apabila benturan kepentingan tersebut menyangkut semua anggota Direksi, maka Perseroan akan diwakili oleh Dewan Komisaris atau seorang yang ditunjuk oleh Dewan Komisaris.
  3. Dalam hal tidak ada Dewan Komisaris, maka Rapat Umum Pemegang Saham mengangkat seorang atau lebih untuk mewakili Perseroan dalam menjalankan tugas tersebut di atas.

Selanjutnya, terkait pengelolaan benturan kepentingan Dewan Komisaris, Perseroan senantiasa mematuhi ketentuan Peraturan OJK No. 42/POJK.04/2020 tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan. Beberapa prinsip yang dianut untuk mencegah terjadinya benturan kepentingan dan implikasi lanjutan yang sering ditimbulkannya antara lain sebagai berikut:

1. Dewan Komisaris selalu menghindari adanya benturan kepentingan di dalam melaksanakan tugasnya. Dewan Komisaris tidak akan memanfaatkan jabatan untuk kepentingan pribadi atau untuk kepentingan orang atau pihak lain yang terkait;
2. Dewan Komisaris harus menghindari setiap aktivitas yang dapat mempengaruhi independensinya dalam tugas pengawasan Perseroan;
3. Dewan Komisaris berkewajiban mengisi Daftar Khusus yang berisikan kepemilikan sahamnya dan atau keluarganya pada perusahaan lain;
4. Apabila terjadi benturan kepentingan, maka harus diungkapkan, dan Dewan Komisaris yang bersangkutan tidak boleh melibatkan diri dalam proses pengambilan keputusan Perseroan;

- a. Board of Directors must properly and accurately organize and fill out the Special Register which contains their and or their family's shareholdings in other companies;
  - b. Board of Directors must avoid any activity that may affect their independence in making decisions;
  - c. Shall not participate in any procurement activities involving a Company in which the person concerned or his/her family has significant share ownership or has a financial interest in the transaction;
  - d. Board of Directors is required to make statements regarding conflicts of interest on matters contained in the Company's Work Plan and Budget.
2. If something happens, where the interests of the Company conflict with the interests of a member of Board of Directors, then with the approval of Board of Commissioners, the Company will be represented by another member of Board of Directors. If the conflict of interest concerns all members of Board of Directors, then the Company will be represented by Board of Commissioners or someone appointed by the Board of Commissioners.
  3. In the event that there is no Board of Commissioners, the General Meeting of Shareholders shall appoint one or more persons to represent the Company in carrying out the duties mentioned above.

Furthermore, regarding the management of conflicts of interest of Board of Commissioners, the Company adheres to OJK Regulation No. 42/POJK.04/2020 concerning Affiliate Transactions and Conflict of Interest Transactions. Several principles adopted to prevent the conflicts of interest and the subsequent implications that often arise, include the following:

1. Board of Commissioners shall always avoid conflicts of interest in carrying out their duties. Board of Commissioners shall not take advantage of their position for personal gain or for the benefit of other related persons or parties;
2. Board of Commissioners must avoid any activity that may affect its independence in the Company's supervisory duties;
3. Board of Commissioners is obliged to fill out a Special Register which contains their and or their family's share ownership in other companies;
4. If there is a conflict of interest, it must be disclosed, and the Commissioner concerned may not involve him/herself in the Company's decision-making process;



5. Dewan Komisaris berkewajiban membuat pernyataan mengenai benturan kepentingan terhadap hal-hal yang termaktub dalam Rencana Kerja dan Anggaran Perusahaan.

Selama tahun 2023, seluruh anggota Dewan Komisaris dan Direksi tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya serta pemegang saham pengendali, baik dalam hubungan keuangan, keluarga dan kepengurusan. Seluruh anggota Dewan Komisaris dan Direksi juga tidak memiliki hubungan kepengurusan dengan perusahaan lain. Informasi terkait benturan kepentingan Dewan Komisaris dan Direksi serta Hubungan Afiliasi Anggota Direksi, Dewan Komisaris, dan Pemegang Saham Pengendali telah disajikan pada bagian Tata Kelola Perusahaan Laporan Tahunan tahun 2023.

## NOMINASI DAN SELEKSI DEWAN KOMISARIS DAN DIREKSI [GRI 2-10]

Berdasarkan Surat Edaran Kementerian Badan Usaha Milik Negara (KBUMN) Nomor: S-8/Wk2.MBU/04/2021, setiap BUMN berkontribusi dalam mendukung *Talent and Succession Management* melalui program *Cluster Talent Committee* (CTC). melalui program CTC, setiap tahunnya BUMN akan mengirimkan nama-nama *nominated talent* BOD-1 untuk masuk ke dalam *Talent Pool* KBUMN. *Nominated Talent* tersebut akan diseleksi untuk melihat *Readiness Talent*. Direksi PT Wijaya Karya (Persero) Tbk. juga terlibat dalam proses asses *Readiness Talent* dengan melakukan proses wawancara *nominated Talent* dari BUMN klaster Jasa Infrastruktur lain.

Proses nominasi dan seleksi kandidat anggota Direktur mengacu pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-11/MBU/07/2021 Tentang Persyaratan, Tata Cara Pengangkatan, dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara. Pada Perseroan, calon Direksi diusulkan oleh Komite Nominasi, Remunerasi dan GCG (NRG) kepada Dewan Komisaris.

Sementara itu, proses nominasi dan seleksi kandidat anggota Dewan Komisaris mengacu Peraturan Menteri Badan Usaha Milik Negara Nomor PER-10/MBU/10/2020 Tentang Persyaratan, Tata Cara Pengangkatan, dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.

5. Board of Commissioners is obliged to make statements regarding conflicts of interest on matters contained in the Company's Work Plan and Budget.

During 2023, all members of Board of Commissioners and Board of Directors have no affiliated relationships with other members of Board of Commissioners and Board of Directors as well as controlling shareholders, both in financial, family and management relationships. All members of Board of Commissioners and Board of Directors also have no management relationships with other companies. Information regarding conflicts of interest of Board of Commissioners and Board of Directors as well as the Affiliated Relationships of Members of Board of Directors, Board of Commissioners and Controlling Shareholders has been presented in the Corporate Governance section of the 2023 Annual Report.

## NOMINATION AND SELECTION OF BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS [GRI 2-10]

Based on the Ministry of State-Owned Enterprise circular letter No: S-8/Wk2.MBU/04/2021, each SOE contributes to supporting Talent and Succession Management, through the Cluster Talent Committee (CTC) program. Every year, through the Cluster Talent Committee (CTC) programme, each SOE will send the names of BOD-1 nominated talents to enter the Ministry of SOE Talent Pool. The Nominated Talent will be selected to identify Talent Readiness. The Board of Directors of PT Wijaya Karya (Persero) Tbk is also involved in the Talent Readiness assessment process by conducting the interview process for nominated talents from other SOEs Infrastructure Services cluster.

The process of nomination and selection of candidates for Directors refers to the Minister of State-Owned Enterprise Regulation No. PER-03/MBU/02/2015 concerning Requirements, Procedures for Appointment and Dismissal of Board of Directors of State-Owned Enterprises. Candidates for Board of Directors were proposed by Nomination, Remuneration and GCG Committee (NRG) to Board of Commissioners.

Meanwhile, the process of nomination and selection of candidates for Board of Commissioners members refers to the Regulation of Minister of State-Owned Enterprise No. PER-10/MBU/10/2020 Concerning Requirements, Procedures for Appointment and Dismissal of Members of Board of Commissioners and Supervisory Board of State-Owned Enterprises.

Pembahasan ini mengacu pada Bab Nominasi Direksi dan Dewan Komisaris dalam Laporan Tahunan 2023.

## PENILAIAN KINERJA DEWAN KOMISARIS DAN DIREKSI [GRI 2-18]

Kriteria evaluasi kinerja Dewan Komisaris dan Direksi Perseroan, ditetapkan berdasarkan pada target kinerja dalam perjanjian penunjukan sebagai anggota. Kinerja Dewan Komisaris dan Direksi dievaluasi setiap tahun oleh Pemegang Saham dalam RUPS berdasarkan kriteria evaluasi kinerja yang telah ditetapkan. Kriteria terkait kinerja lingkungan dan sosial menggunakan penilaian pencapaian target TJSI yang merupakan target kinerja Divisi Corporate Secretariat yang berada di bawah Direktur Utama.

Penilaian kinerja Dewan Komisaris dan Direksi dilakukan melalui penilaian oleh RUPS dan penilaian melalui metode *assessment* GCG. Kinerja Dewan Komisaris dan Direksi dievaluasi setiap tahun oleh Pemegang Saham dalam Rapat Umum Pemegang Saham. Kinerja Dewan Komisaris dan Direksi ditentukan berdasarkan tugas dan kewajiban yang tercantum dalam Peraturan Perundang-undangan yang berlaku dan Anggaran Dasar maupun amanat Pemegang Saham. Selain penilaian oleh RUPS, penilaian kinerja Dewan Komisaris dan Direksi dilakukan melalui *Self Assessment* setahun sekali yang mengacu pada Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada BUMN dan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN. Pelaksanaan penilaian *assessment* GCG Dewan Komisaris pada tahun 2023 dilakukan secara *Self Assessment* dengan pendampingan Badan Pengawasan Keuangan dan Pembangunan (BPKP) Perwakilan Provinsi DKI Jakarta sebagai verifikator.

Hasil evaluasi kinerja masing-masing anggota Dewan Komisaris dan Direksi secara individual merupakan salah satu dasar pertimbangan bagi pemegang saham untuk melakukan penunjukan kembali. Hasil evaluasi terhadap kinerja Dewan Komisaris dan Direksi secara keseluruhan dan kinerja masing-masing anggota Dewan Komisaris dan Direksi merupakan bagian yang tidak terpisahkan dalam skema remunerasi untuk Dewan Komisaris dan Direksi.

This discussion refers to the discussion on Nomination for Board of Directors and Board of Commissioners in the 2023 Annual Report.

## PERFORMANCE APPRAISAL OF BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS [GRI 2-18]

The performance evaluation criteria for Board of Directors and Board of Commissioners are determined based on the performance targets in the appointment agreement as members. The performance of Board of Directors and Board of Commissioners is evaluated annually by Shareholders at the GMS based on predetermined performance evaluation criteria. Criteria related to environmental and social performance use an assessment of SER targets achievement, which are the performance targets of the Corporate Secretariat Division under the President Director.

The performance appraisal of Board of Commissioners and Board of Directors is carried out through an assessment by the GMS and through the GCG assessment method. The performance of Board of Commissioners and Board of Directors is evaluated annually by Shareholders at the General Meeting of Shareholders. The performance of Board of Commissioners and Directors is determined based on the duties and obligations stated in the applicable laws and regulations and the Articles of Association as well as the mandate of Shareholders. Apart from the assessment by GMS, the performance of Board of Commissioners and Board of Directors is also assessed through Self-Assessment once a year and is guided by the Minister of SOE Regulation No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in SOE and the Decree of Secretary of Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in SOE. The GCG assessment for Board of Commissioners in 2023 was conducted through a Self-Assessment with the assistance of DKI Jakarta Provincial Representative of Financial and Development Supervisory Agency (BPKP) as verifier.

The results of performance evaluation of each individual member of Board of Commissioners and Board of Directors is one of the basic considerations for shareholders to re-appoint. The evaluation results of overall performance of Board of Commissioners and Board of Directors and performance of each member of Board of Commissioners and Board of Directors are an integral part of the remuneration scheme for Board of Commissioners and Board of Directors.





Pembahasan ini mengacu pada Bab Penilaian Kinerja Direksi dan Dewan Komisaris dalam Laporan Tahunan 2023.

## **KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [GRI 2-19, GRI 2-20, GRI 2-21]**

Dewan Komisaris dan Direksi menerima remunerasi tetap dan tidak tetap, sesuai dengan Peraturan Menteri BUMN No. PER-04/MBU/2014 dan Peraturan Menteri BUMN No. PER-13/MBU/09/2021 sebagaimana telah diperbarui dengan Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN, adapun yang diterima Direksi sebagai berikut:

1. Gaji/Honorarium
2. Tunjangan
3. Fasilitas
4. Tantiem/Insentif Kinerja/Insentif Khusus
5. Insentif Jangka Panjang/*Long Term Incentive* (LTI).

Di samping itu, dalam menetapkan indikator remunerasi yang diterima anggota Dewan Komisaris dan Direksi, Perseroan mengacu pada Peraturan Menteri BUMN No. PER-04/MBU/2014 dan Peraturan Menteri BUMN No. PER-13/MBU/09/2021 sebagaimana telah diperbarui dengan Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN, sebagai berikut:

1. Faktor skala usaha
2. Faktor kompleksitas usaha
3. Tingkat inflasi
4. Kondisi dan kemampuan keuangan Perseroan
5. Faktor-faktor lain yang relevan, serta tidak boleh bertentangan dengan Peraturan Perundang-undangan.

Remunerasi Dewan Komisaris dan Direksi mempertimbangkan indikator-indikator sebagai berikut:

1. Remunerasi diberikan dalam hal perusahaan memperoleh keuntungan dalam tahun buku yang bersangkutan;
2. Remunerasi diberikan dengan mengacu pada perkembangan pasar industri konstruksi;
3. Remunerasi diberikan melalui hasil pengukuran kinerja Dewan Komisaris dan Direksi yang sesuai dengan tugas dan tanggung jawab;
4. Kinerja keuangan dan pencapaian *Key Performance Indicator* (KPI) Perseroan;
5. Prestasi kerja individu;
6. Kewajaran dengan *peer* Perseroan lainnya;

This discussion refers to the Performance Assessment Chapter of Board of Directors and Board of Commissioners in the 2023 Annual Report.

## **BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS REMUNERATION POLICY [GRI 2-19, GRI 2-20, GRI 2-21]**

Board of Commissioners and Board of Directors receive fixed and variable remuneration. In accordance with the Minister of SOE Regulation No. PER-04/MBU/2014 as amended by Minister of SOE Regulation No. PER-13/MBU/09/2021, the remuneration structure for the Company's Board of Commissioners consists of:

1. Salary/Honorarium
2. Allowances
3. Facilities
4. Tantiem/Performance Incentives/Special Incentives
5. Long Term Incentives

In addition, in determining the indicators of remuneration received by members of Board of Commissioners and Board of Directors, the Company refers to the Minister of SOE Regulation No. PER-04/MBU/2014 as amended by Minister of SOE Regulation No. PER-13/MBU/09/2021 Concerning Guidelines for Determining the Income of Board of Directors, Board of Commissioners and Supervisory Board of SOEs, as follows:

1. Business scale factor
2. Business complexity factor
3. Inflation rate
4. Financial condition and capacity of the Company
5. Other factors that are relevant, and may not conflict with Legislation.

Remuneration for Board of Commissioners and Board of Directors refers to the following indicators:

1. Remuneration is given in the event that the Company makes a profit in the relevant Fiscal Year;
2. Remuneration is given with reference to developments in the construction industry market;
3. Remuneration is given through the results of performance appraisal of Board of Commissioners and Board of Directors in accordance with their duties and responsibilities;
4. Financial performance and achievement of Corporate Key Performance Indicator (KPI);
5. Individual work performance;
6. Fairness with other peer companies;

7. Pertimbangan sasaran dan strategi jangka panjang Perseroan;
8. Besaran remunerasi yang diterima adalah:
  - a. Komisaris Utama 45% dari remunerasi Direktur Utama;
  - b. Anggota Dewan Komisaris 90% dari remunerasi Komisaris Utama;
  - c. Direktur Utama 100%;
  - d. Anggota Direksi lainnya 85% dari Direktur Utama.

7. Consideration of the Company's long-term goals and strategies;
8. The amount of remuneration received is:
  - a. President Commissioner 45% of the President Director's remuneration;
  - b. Members of Board of Commissioners 90% of the President Commissioner's remuneration;
  - c. President Director 100%;
  - d. Other members of Board of Directors 85% of President Director.

#### Struktur Remunerasi Dewan Komisaris Board of Commissioners Remuneration Structure

##### Gaji Dewan Komisaris

- Komisaris Utama 45% dari gaji Direktur Utama
- Komisaris 90% dari honorarium Komisaris Utama

##### Board of Commissioners Salary

- President Commissioner 45% of President Director's salary;
- Other Commissioners 90% of President Commissioner's honorarium

##### Tunjangan Dewan Komisaris

- Tunjangan Hari Raya diberikan sebesar 1 (satu) kali honorarium
- Tunjangan Transportasi diberikan sebesar 20% dari honorarium
- Asuransi Purna Jabatan diberikan selama menjabat. Premi asuransi 25% dari honorarium dalam satu tahun

##### Board of Commissioners Allowances

- Religious holiday allowance – 1 (one) time honorarium.
- Transportation Allowance - 20% of honorarium.
- Post-employment Insurance during the term of office, with insurance premium 25% of annual honorarium.

##### Fasilitas Dewan Komisaris

- Fasilitas kesehatan diberikan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan. Fasilitas kesehatan diberikan kepada anggota Dewan Komisaris serta suami/ istri dan maksimal 3 (tiga) orang anak yang belum mencapai usia 25 (dua puluh lima) tahun dengan ketentuan apabila anak yang belum berusia 25 (dua puluh lima) tahun tersebut pernah menikah atau bekerja, maka yang bersangkutan tidak berhak mendapatkan fasilitas kesehatan
- Fasilitas bantuan hukum kepada anggota Dewan Komisaris diberikan dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatan anggota Dewan Komisaris yang berkaitan dengan maksud dan tujuan serta kegiatan usaha Perseroan

##### Board of Commissioners Facilities

- Health facilities are provided through health insurance or reimbursement of medical expenses. Health facilities are given to members of Board of Commissioners as well as their spouses and a maximum of 3 (three) children who have not reached the age of 25 (twenty five) years, yet if the child who is not yet 25 (twenty five) years old is married or working then the person concerned is not entitled to health facilities.
- Legal assistance facilities for members of Board of Commissioners in the event of actions/deeds occurring for and on behalf of the position as a member of Board of Commissioners are related to the purposes, objectives, and business activities of the Company.

#### Struktur Remunerasi Direksi Board of Directors Remuneration Structure

##### Gaji Direksi

- Direktur Utama sebesar 100%
- Direksi lainnya 85% dari Gaji Direktur Utama

##### Board of Directors Salary

- President Director 100%;
- Other Directors 85% of President Director's salary

##### Tunjangan Direksi

- Tunjangan Hari Raya diberikan sebesar 1 (satu) kali Gaji
- Tunjangan Perumahan diberikan sebesar 40% dari Gaji dengan ketentuan maksimal sebesar Rp27.500.000
- Asuransi Purna Jabatan diberikan

##### Board of Directors Allowances

- Religious holiday allowance – 1 (one) time salary.
- Housing allowance - 40% of salary with a maximum of Rp27,500,000.
- Post-employment Insurance during the term of office, with insurance premium 25% of annual salary.

##### Fasilitas Direksi

- Fasilitas Kesehatan, diberikan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan
- Fasilitas Kendaraan, diberikan 1 (satu) unit kendaraan dinas beserta biaya pemeliharaan dan operasional
- Fasilitas bantuan hukum, diberikan dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatan anggota Direksi yang berkaitan dengan maksud dan tujuan serta kegiatan usaha Perseroan

##### Board of Directors Facilities

- Health facilities, provided in the form of health insurance or reimbursement of medical expenses.
- Vehicle facilities, for 1 (one) official vehicle along with maintenance and operational costs.
- Legal aid facility, provided in the event of actions/deeds occurring for and on behalf of the position as a member of Board of Directors are related to the purposes, objectives, and business activities of the Company.



| Struktur Remunerasi Dewan Komisaris<br>Board of Commissioners Remuneration Structure                                                                                                                                                                                                           | Struktur Remunerasi Direksi<br>Board of Directors Remuneration Structure                                                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Tantiem/Insentif Kinerja Dewan Komisaris</b><br/>Penetapan tantiem mempertimbangkan peningkatan kinerja dan kemampuan perusahaan</p> <p><b>Board of Commissioners Tantiem/Performance Incentives</b><br/>The tantiem considers the Company's performance and capability improvement.</p> | <p><b>Tantiem/Insentif Kinerja Direksi</b><br/>Penetapan tantiem mempertimbangkan peningkatan kinerja dan kemampuan perusahaan</p> <p><b>Board of Directors Tantiem/Performance Incentives</b><br/>The tantiem considers the Company's performance and capability improvement.</p> |

Adapun prosedur penetapan remunerasi Direksi dan Dewan Komisaris, sebagai berikut:

### Direksi

Besaran remunerasi Direksi ditetapkan setiap tahun dalam RUPS. Pengkajian besaran remunerasi dilakukan oleh konsultan independen yang sudah memiliki pengalaman, mempunyai database yang kuat dalam menangani perusahaan sekelas Perseroan. Besaran remunerasi Direksi ditetapkan dengan memperhatikan ketentuan yang berlaku.

Perseroan menetapkan remunerasi Direksi dikaitkan dengan target pencapaian profit, kemampuan menjaga keberlangsungan dan mengembangkan usaha Perseroan. Perseroan melalui Dewan Komisaris, mempertimbangkan 5 (lima) faktor utama dalam menetapkan usulan remunerasi Direksi, yakni:

- Imbalan jasa untuk menutupi biaya-biaya yang diperlukan dalam menjalankan usaha;
- Menghargai kompetensi dan pengalaman yang dimiliki dan dibutuhkan oleh Perseroan;
- Ketersediaan waktu secara penuh dalam mencurahkan tenaga dan pikiran guna menjalankan tugas Perseroan;
- Kemampuan memitigasi risiko bagi Perseroan dan memberi imbalan terhadap tindakan kedinasan yang berisiko bagi pribadinya; dan
- Menghargai pencapaian target sesuai dengan ukuran kinerja utama (*Key Performance Indicator*) yang ditetapkan.

### Dewan Komisaris

Penetapan besaran remunerasi Dewan Komisaris telah ditetapkan oleh Pemegang Saham melalui RUPS dengan prosedur penetapan sebagai berikut:

The procedures for determining the remuneration of Board of Directors and Board of Commissioners are as follows:

### Board of Directors

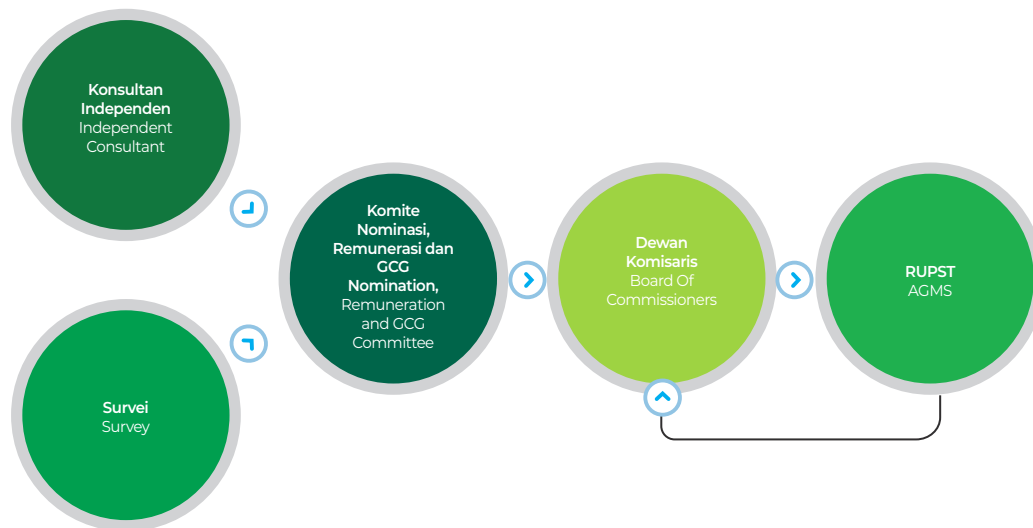
The amount of remuneration for Board of Directors is determined annually at the GMS. The amount of remuneration is reviewed by an independent consultant who has experience and has a strong database in dealing with companies of the same class as the Company. The amount of remuneration for Board of Directors is determined by taking into account applicable regulations.

The Company determines the remuneration of Board of Directors in relation to the target of profit achievement, the ability to maintain continuity and develop the Company's business. The Company, through Board of Commissioners, considers 5 (five) main factors in determining the remuneration proposal for Board of Directors:

- Fees for services to cover costs required in running a business;
- Appreciate the competence and experience possessed and needed by the Company;
- Full time availability in devoting energy and thoughts to carry out the Company's duties;
- Ability to mitigate risks for the Company and provide rewards for official actions that pose a risk to the individual; and
- Appreciate the achievement of targets in accordance with the determined Key Performance Indicators.

### Board of Commissioners

The amount of remuneration for Board of Commissioners is determined by Shareholders through the GMS with the following procedure:



1. Komite Nominasi, Remunerasi dan GCG meminta konsultan independen melakukan kajian remunerasi bagi Direksi dan Dewan Komisaris;
2. Komite Nominasi, Remunerasi dan GCG melakukan survei pasar pada perusahaan sejenis dan sekelas Perseroan;
3. Komite Nominasi, Remunerasi dan GCG memberikan rekomendasi kepada Dewan Komisaris;
4. Dewan Komisaris melakukan pembahasan atas usulan Komite Nominasi, Remunerasi dan GCG untuk kemudian diusulkan dalam RUPS;
5. Pemegang Saham melakukan pembahasan pada RUPS;
6. RUPS memberikan wewenang dan kuasa kepada Dewan Komisaris untuk menetapkan besaran remunerasi.

Hasil pemungutan suara para pemangku kepentingan atas penetapan remunerasi Dewan Komisaris dan Direksi serta pembahasan terkait Remunerasi Dewan Komisaris dan Direksi secara rinci dapat dilihat pada bagian Tata Kelola Perusahaan Laporan Tahunan tahun 2023.

Perseroan juga melaporkan rasio total kompensasi Direksi dengan rata-rata kompensasi karyawan. Total kompensasi karyawan merupakan jumlah dari seluruh kompensasi yang diterima oleh karyawan. Adapun rincian disajikan sebagai berikut.

1. Nomination, Remuneration and GCG Committee requests an independent consultant to review the remuneration for Board of Directors and Board of Commissioners;
2. Nomination, Remuneration and GCG Committee conducts market surveys for companies of the same type and class as the Company;
3. Nomination, Remuneration and GCG Committee provides recommendations to the Board of Commissioners;
4. Board of Commissioners conducts discussions on the Nomination, Remuneration and GCG Committee's proposals to be proposed at the GMS;
5. Shareholders conduct discussions at the GMS;
6. GMS gives authority and power to the Board of Commissioners to determine the amount of remuneration.

The results of stakeholder voting on determining the remuneration of Board of Commissioners and Board of Directors as well as detailed discussions regarding the Remuneration of Board of Commissioners and Board of Directors can be seen in the Corporate Governance section of the 2023 Annual Report.

The Company also reports the ratio of total Directors' compensation to average employee compensation. Total employee compensation is the sum of all compensation received by employees. The details are presented as follows.





| Keterangan<br>Information                                                                                                                                 | 2023          | 2022          | 2021          | Kenaikan<br>(Penurunan)<br>2023:2022<br>Increase<br>(Decrease)<br>2023:2022 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------|---------------|-----------------------------------------------------------------------------|
| A. Total kompensasi tertinggi<br>A. Highest total compensation                                                                                            | 5.847.577.788 | 5.555.198.899 | 5.277.438.954 | 5%                                                                          |
| B. Total rata-rata kompensasi karyawan (selain kompensasi yang tertinggi)<br>B. Total average employee compensation (other than the highest compensation) | 277.863.273   | 263.970.109   | 250.771.604   | 5%                                                                          |
| Rasio Total Kompensasi (A:B)<br>Total Compensation Ratio (A:B)                                                                                            | 21:1          | 21:1          | 21:1          |                                                                             |

## TATA KELOLA KEBERLANJUTAN [OJK E]

### PENANGGUNG JAWAB PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.1, GRI 2-9, GRI 2-12, GRI 2-13]

Dalam meningkatkan penerapan keberlanjutan, Direksi telah mendelegasikan implementasi pengembangan program *Environment, Social, dan Governance* (ESG) di PT Wijaya Karya (Persero) Tbk kepada Divisi Transformation & Business Strategy (TBSD) sebagai penanggung jawab penerapan keberlanjutan Perseroan. Hal ini mencerminkan komitmen perusahaan untuk mengintegrasikan nilai-nilai berkelanjutan ke dalam strategi bisnisnya. Pendelegasian ini telah tertuang dalam Surat Keputusan Direksi Nomor SK.01.01/A.DIR.01371/2023 tentang Susunan Organisasi Transformation and Business Strategy Division PT Wijaya Karya (Persero) Tbk.

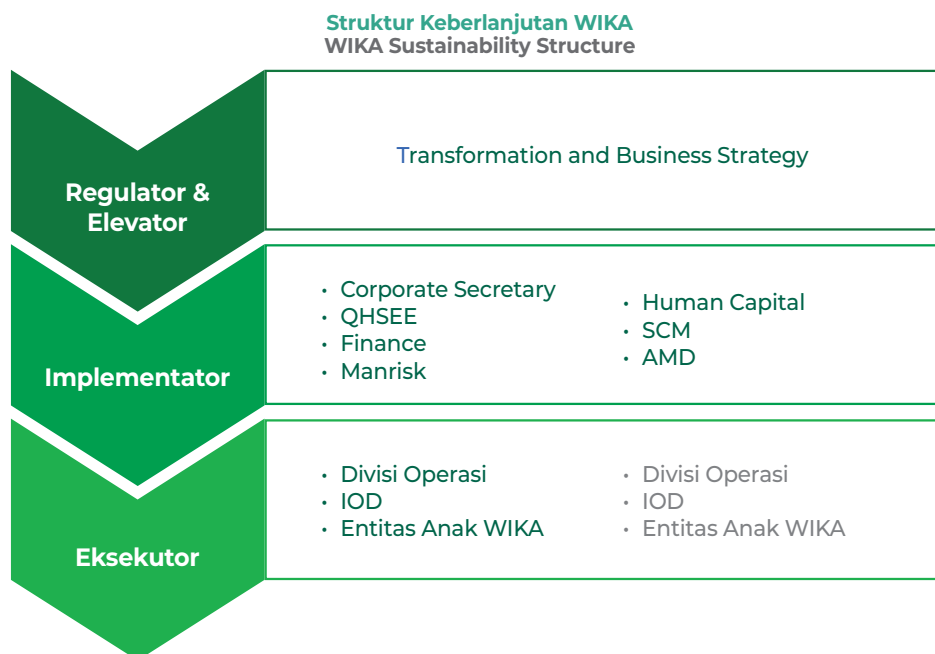
Direksi memberikan arahan terkait program ESG yang dapat meningkatkan kinerja Perseroan dan memberikan dampak positif pada aspek ekonomi, lingkungan hidup dan sosial. Divisi Transformation & Business Strategy (TBSD) berada di bawah Direktur Human Capital Management. Direktur Human Capital Management berperan dalam meninjau strategi dan kebijakan ESG yang diterapkan, melakukan pemantauan rutin terhadap implementasi inisiatif ESG, serta mengukur dan mengevaluasi efektivitas dan dampak kegiatan ESG. TBSD berperan sebagai Regulator dan Evaluator. Dalam menjalankan tugasnya, TBSD dibantu oleh organ yang berperan sebagai implementator yaitu Divisi Corporate Secretary, QHSEE, Finance, Manajemen Risiko, Human Capital, SCM, dan AMD, serta organ yang berperan sebagai Eksekutor yaitu Divisi Operasi, IOD, dan Entitas Anak. Evaluasi penerapan keberlanjutan disampaikan kepada Direksi dan dilaporkan kepada Dewan Komisaris pada setiap semester. Dewan Komisaris melakukan pemantauan, pengawasan dan evaluasi atas pelaksanaan program ESG.

## SUSTAINABILITY GOVERNANCE [OJK E]

### UNIT IN CHARGE FOR IMPLEMENTING SUSTAINABLE DEVELOPMENT [OJK E.1, GRI 2-9, GRI 2-12, GRI 2-13]

In increasing the implementation of sustainability, the Board of Directors has delegated the implementation of the Environment, Social and Governance (ESG) program development at PT Wijaya Karya (Persero) Tbk to the Transformation & Business Strategy Division (TBSD) as the unit in charge for implementing the Company's sustainability. This reflects the Company's commitment to integrating sustainable values into its business strategy. This delegation has been stated in the Board of Directors' Decree Number SK.01.01/A.DIR.01371/2023 concerning the Organizational Structure of Transformation and Business Strategy Division of PT Wijaya Karya (Persero) Tbk.

The Board of Directors provides directives regarding ESG programs that can enhance the Company's performance and deliver positive impacts on economic, environmental and social aspects. The Transformation & Business Strategy (TBSD) Division is under the Director of Human Capital Management. The Director of Human Capital Management plays a role in reviewing the ESG strategies and policies implemented, conducting regular monitoring of the implementation of ESG initiatives, and measuring and evaluating the effectiveness and impact of ESG activities. TBSD acts as a Regulator and Evaluator. In carrying out its duties, TBSD is assisted by organs that act as implementers, namely Corporate Secretariat, QHSEE, Finance, Risk Management, Human Capital, SCM, and AMD divisions, as well as organs that act as executors, namely Operations Division, IOD, and Subsidiaries. Meanwhile, the Board of Commissioners monitors, supervises and evaluates the implementation of ESG program. The evaluation of sustainability implementation is submitted to the Board of Directors and reported to the Board of Commissioners every semester.



Berikut adalah rincian tugas, tanggung jawab dan kewenangan untuk organ Regulator, Implementator, Eksekutor, dan Evaluator.

The following are details of the tasks, responsibilities and authorities for Regulator, Implementer, Executor and Evaluator organs.

Regulator memiliki tugas, tanggung jawab, dan kewenangan sebagai berikut:

The Regulator has the following tasks, responsibilities, and authorities:

1. Mengembangkan kebijakan dan standar ESG untuk perusahaan.
2. Menetapkan target dan indikator kinerja utama (KPI) ESG.
3. Memastikan kepatuhan terhadap peraturan dan standar ESG yang berlaku, baik lokal maupun internasional.
4. Meninjau dan menyetujui rencana implementasi ESG yang diajukan oleh Implementator.
5. Memantau dan mengevaluasi laporan berkala dari Implementator dan Eksekutor terkait dengan kemajuan dan keefektifan implementasi ESG.
6. Merumuskan arahan strategis dan membuat keputusan terkait dengan inisiatif ESG.
7. Membuat kebijakan dan menyesuaikan sesuai dengan kebutuhan dan perkembangan regulasi Pemerintah.
8. Memberikan sanksi atau teguran berdasarkan kinerja ESG perusahaan.

1. Develop ESG policies and standards for the Company.
2. Set ESG targets and key performance indicators (KPIs).
3. Ensure compliance with applicable ESG regulations and standards, both local and international.
4. Review and approve ESG implementation plans submitted by the Implementer.
5. Monitor and evaluate periodic reports from the Implementer and Executor regarding the progress and effectiveness of ESG implementation.
6. Formulate strategic directives and making decisions regarding ESG initiatives.
7. Create policies and adjust them according to government regulatory needs and developments.
8. Impose sanctions or warnings based on the Company's ESG performance.

Implementator memiliki tugas, tanggung jawab, dan kewenangan sebagai berikut:

The Implementer has the following tasks, responsibilities, and authorities:

1. Merancang dan mengembangkan program dan proyek ESG sesuai dengan kebijakan yang ditetapkan oleh Regulator.

1. Design and develop ESG programs and projects in accordance with the policies established by the Regulator.



2. Mengkoordinasikan implementasi lintas departemen dan divisi untuk memastikan integrasi ESG dalam operasional perusahaan.
3. Menyusun laporan kemajuan dan evaluasi program ESG.
4. Mengelola tim dan sumber daya yang dialokasikan untuk implementasi ESG.
5. Memastikan bahwa semua aktivitas ESG dilaksanakan sesuai dengan rencana dan jadwal yang telah ditetapkan.
6. Berkomunikasi dengan pemangku kepentingan internal dan eksternal mengenai inisiatif ESG.
7. Mengalokasikan sumber daya internal dan mengatur prioritas proyek ESG.
8. Mengambil keputusan operasional terkait dengan pelaksanaan harian inisiatif ESG.
9. Mengusulkan perubahan atau penyesuaian program ESG kepada Regulator.

Eksekutor memiliki tugas, tanggung jawab, dan kewenangan sebagai berikut:

1. Melaksanakan aktivitas dan tugas sehari-hari terkait dengan program dan proyek ESG.
2. Mengumpulkan data dan informasi yang diperlukan untuk pelaporan dan evaluasi.
3. Melaksanakan inisiatif pengurangan dampak lingkungan, program sosial, dan kepatuhan tata kelola.
4. Memastikan kualitas dan efektivitas pelaksanaan tugas sesuai dengan standar yang ditetapkan.
5. Mengidentifikasi dan melaporkan hambatan atau tantangan dalam implementasi kepada Implementator.
6. Berpartisipasi dalam pelatihan dan pengembangan terkait ESG.
7. Mengambil inisiatif dalam penyelesaian masalah operasional sehari-hari dalam batas kewenangan yang diberikan.
8. Mengusulkan peningkatan proses atau aktivitas kepada Implementator untuk meningkatkan efektivitas implementasi ESG.
9. Berinteraksi dengan pihak internal dan eksternal dalam rangka pelaksanaan tugas ESG.

Evaluator memiliki tugas, tanggung jawab, dan kewenangan sebagai berikut:

1. Melakukan evaluasi berkala terhadap kinerja ESG perusahaan, termasuk analisis dampak lingkungan, sosial, dan tata kelola.
2. Mengukur dan melaporkan kemajuan implementasi ESG menggunakan indikator kinerja yang relevan (KPIs).
3. Memberikan umpan balik dan rekomendasi kepada tim implementasi ESG berdasarkan temuan evaluasi.

2. Coordinate cross-departmental and divisional implementation to ensure ESG integration into company operations.
3. Compile progress reports and evaluations of ESG programs.
4. Manage teams and resources allocated to ESG implementation.
5. Ensure that all ESG activities are carried out according to established plans and schedules.
6. Communicate with internal and external stakeholders regarding ESG initiatives.
7. Allocate internal resources and prioritizing ESG projects.
8. Make operational decisions related to the daily implementation of ESG initiatives.
9. Propose changes or adjustments to ESG programs to the Regulator.

The Executor has the following tasks, responsibilities, and authorities:

1. Carry out daily activities and tasks related to ESG programs and projects.
2. Collect data and information needed for reporting and evaluation.
3. Implement environmental impact reduction initiatives, social programs, and governance compliance.
4. Ensure the quality and effectiveness of task implementation in accordance with established standards.
5. Identify and report obstacles or challenges in implementation to the Implementer.
6. Participate in ESG-related training and development.
7. Take initiative in resolving daily operational issues within the limits of authority given.
8. Propose process or activity improvements to the Implementer to increase the effectiveness of ESG implementation.
9. Interact with internal and external parties in the context of implementing ESG tasks.

E

valuators have the following tasks, responsibilities and authorities:

1. Conduct regular evaluations of the company's ESG performance, including analysis of environmental, social and governance impacts.
2. Measure and report ESG implementation progress using relevant performance indicators (KPIs)
3. Provide feedback and recommendations to the ESG implementation team based on evaluation findings.

- Membandingkan kinerja ESG dengan industri sejenis atau standar *best practice* untuk mengidentifikasi area perbaikan.
- Memastikan bahwa semua aktivitas ESG perusahaan patuh terhadap regulasi yang berlaku dan standar industri.
- Dapat berinteraksi dengan pihak eksternal, seperti auditor eksternal atau lembaga sertifikasi, untuk tujuan validasi atau sertifikasi ESG.
- Memiliki wewenang untuk mengakses semua data dan informasi yang relevan dengan evaluasi ESG.

- Compare ESG performance with similar industry or best practice standards to identify areas for improvement.
- Ensure that all ESG activities of the Company comply with applicable regulations and industry standards.
- May interact with external parties, such as external auditors or certification bodies, for ESG validation or certification purposes.
- Have the authority to access all data and information relevant to the ESG evaluation.

## PENGEMBANGAN KOMPETENSI TERKAIT PEMBANGUNAN BERKELANJUTAN [OJK E.2, GRI 2-17]

Sepanjang tahun 2023, Perseroan telah melaksanakan pengembangan kompetensi bagi Dewan Komisaris, Direksi dan Unit Penanggung Jawab Penerapan Keberlanjutan terkait dengan pembangunan berkelanjutan. Adapun Jenis pelatihan, materi dan penyelenggara pelatihan yang dapat dilihat pada tabel di bawah ini.

## COMPETENCY DEVELOPMENT RELATED TO SUSTAINABLE DEVELOPMENT [OJK E.2, GRI 2-17]

Throughout 2023, the Company has carried out competency development for Board of Commissioners, Board of Directors and Units in Charge for Sustainability Implementation related to sustainable development. The types of training, materials and training organizers can be seen in the table below.

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris**  
**Sustainable Development Competency Development Table for the Board of Commissioners**

| Nama dan Jabatan<br>Name and Position                              | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Materi Pendidikan dan Pelatihan<br>Material of Education and Training | Tempat/Tanggal<br>Location/Date                         | Penyelenggara<br>Organized by   |
|--------------------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------|---------------------------------|
| Jarot Widyoko<br>(Komisaris Utama)<br>President Commissioner       | GRC Masterclass Program 2023                                     | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, September 28, 2023 | BUMN School of Excellence (BSE) |
|                                                                    |                                                                  | GRC Integrated Information for Supervisory Board                      | Online, 05 Oktober 2023<br>Online, October 05, 2023     |                                 |
|                                                                    |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |
| Satya Bhakti Parikesit<br>(Komisaris)                              | GRC Masterclass Program 2023                                     | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, September 28, 2023 | BUMN School of Excellence (BSE) |
|                                                                    |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |
| Firdaus Ali<br>(Komisaris)<br>Commissioner                         | GRC Masterclass Program 2023                                     | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, September 28, 2023 | BUMN School of Excellence (BSE) |
|                                                                    |                                                                  | GRC Integrated Information for Supervisory Board                      | Online, 05 Oktober 2023<br>Online, October 05, 2023     |                                 |
|                                                                    |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |
| Adityawarman<br>(Komisaris Independen)<br>Independent Commissioner | GRC Masterclass Program 2023                                     | ESG for Auditor                                                       | Online, 13 Juli 2023<br>Online, July 13, 2023           | BUMN School of Excellence (BSE) |
|                                                                    |                                                                  | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, September 28, 2023 |                                 |
|                                                                    |                                                                  | GRC Integrated Information for Supervisory Board                      | Online, 05 Oktober 2023<br>Online, October 05, 2023     |                                 |
|                                                                    |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |





**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris**  
**Sustainable Development Competency Development Table for the Board of Commissioners**

| Nama dan Jabatan<br>Name and Position                                      | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Materi Pendidikan dan Pelatihan<br>Material of Education and Training | Tempat/Tanggal<br>Location/Date                         | Penyelenggara<br>Organized by   |
|----------------------------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------|---------------------------------|
| Harris Arthur Hedar<br>(Komisaris Independen)<br>Independent Commissioner  | GRC Masterclass Program 2023                                     | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, September 28, 2023 | BUMN School of Excellence (BSE) |
|                                                                            |                                                                  | GRC Integrated Information for Supervisory Board                      | Online, 05 Oktober 2023<br>Online, October 05, 2023     |                                 |
|                                                                            |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |
| Rusmanto<br>(Komisaris Independen)<br>Independent Commissioner             | GRC Masterclass Program 2023                                     | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, September 28, 2023 | BUMN School of Excellence (BSE) |
|                                                                            |                                                                  | GRC Integrated Information for Supervisory Board                      | Online, 05 Oktober 2023<br>Online, October 05, 2023     |                                 |
|                                                                            |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |
| Suryo Hapsoro Tri Utomo (Komisaris Independen)<br>Independent Commissioner | GRC Masterclass Program 2023                                     | ESG for Auditor                                                       | Online, 13 Juli 2023<br>Online, July 13, 2023           | BUMN School of Excellence (BSE) |
|                                                                            | GRC Masterclass Program 2023                                     | ESG for Boards - Governance Of ESG                                    | Online, 28 September 2023<br>Online, July 13, 2023      | BUMN School of Excellence (BSE) |
|                                                                            |                                                                  | GRC Integrated Information for Supervisory Board                      | Online, 05 Oktober 2023<br>Online, October 05, 2023     |                                 |
|                                                                            |                                                                  | CG Methodology and Environmental and Social Management Systems        | Online, 25 Oktober 2023<br>Online, October 05, 2023     |                                 |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi**  
**Sustainable Development Competency Development Table for Directors**

| Nama dan Jabatan<br>Name and Position                     | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Materi Pendidikan dan Pelatihan<br>Material of Education and Training                                                                                                                                          | Tempat/Tanggal<br>Venue/Date                               | Penyelenggara<br>Organized by        |
|-----------------------------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------|
| Agung Budi Waskito (Direktur Utama)<br>President Director | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: ESG for Boards-Governance of ESG<br>GRC Masterclass Program 2023 Training: ESG for Supervisory Board - ESG Governance                                                  | Online, 27 September 2023<br>Online, September 27, 2023    | Kementerian BUMN<br>Ministry of SOEs |
|                                                           | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: GRC Integrated Information for Supervisory Board<br>GRC Masterclass Program 2023 Training: GRC Integrated Information for Supervisory Board                            | Online, 5 Oktober 2023<br>Online, October 5, 2023          | Kementerian BUMN<br>Ministry of SOEs |
|                                                           | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: CG Methodology and Environmental and Social Management Systems<br>GRC Masterclass Program 2023 Training: CG Methodology and Environmental and Social Management System | Online, 25 Oktober 2023<br>Online, October 25, 2023        | Kementerian BUMN<br>Ministry of SOEs |
|                                                           | Seminar                                                          | Seminar Expert Talks ESG: Embracing the Future Business Environment                                                                                                                                            | Ruang Auditorium Lantai 17-Gedung WIKAn19<br>Desember 2023 | Kementerian BUMN<br>Ministry of SOEs |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi**  
**Sustainable Development Competency Development Table for Directors**

| Nama dan Jabatan<br>Name and Position                                                                                            | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Materi Pendidikan dan Pelatihan<br>Material of Education and Training                                                                                                                                              | Tempat/Tanggal<br>Venue/Date                            | Penyelenggara<br>Organized by        |
|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|--------------------------------------|
| Hananto Aji<br>(Direktur Operasi I)<br>Director of Operations I I)                                                               | Seminar                                                          | ESG For Boards - Governance Of ESG                                                                                                                                                                                 | Online, 27 September 2023<br>Online, September 27, 2023 | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Seminar                                                          | GRC Integrated information for Supervisory Board                                                                                                                                                                   | Online, 5 Oktober 2023<br>Online, October 5, 2023       | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Seminar                                                          | CG Methodology and Environmental and Social Management System                                                                                                                                                      | Online, 25 Oktober 2023<br>Online, October 25, 2023     | Kementerian BUMN<br>Ministry of SOEs |
| Harum Akhmad Zuhdi (Direktur Operasi II)<br>Director of Operations II                                                            | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: Sosialisasi Pemeringkatan BUMN dan Anak Perusahaan BUMN<br>GRC Masterclass Program 2023<br>Training: Socialization of Ranking of SOEs and SOE Subsidiaries                 | Online, 14 September 2023                               | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: ESG for Boards-Governance of ESG<br>GRC Masterclass Program 2023<br>Training: ESG for Boards-Governance of ESG                                                             | Online, 27 September 2023<br>Online, September 27, 2023 | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: GRC Integrated Information For Supervisory Board<br>GRC Masterclass Program 2023<br>Training: GRC Integrated Information for Supervisory Board                             | Online, 5 Oktober 2023<br>Online, October 5, 2023       | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Pelatihan Training                                               | Pelatihan GRC Masterclass Program 2023: CG Methodology and Environmental and Social Management Systems<br>GRC Masterclass Program 2023<br>Training: CG Methodology and Environmental and Social Management Systems | Online, 25 Oktober 2023<br>Online, October 25, 2023     | Kementerian BUMN<br>Ministry of SOEs |
| Rudy Hartono<br>(Direktur Operasi III)<br>Director of Operations III                                                             | Seminar                                                          | ESG For Boards - Governance Of ESG                                                                                                                                                                                 | Online, 27 September 2023<br>Online, September 27, 2023 | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Seminar                                                          | GRC Integrated information for Supervisory Board                                                                                                                                                                   | Online, 5 Oktober 2023<br>Online, October 5, 2023       | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Seminar                                                          | CG Methodology and Environmental and Social Management System                                                                                                                                                      | Online, 25 Oktober 2023<br>Online, October 25, 2023     | Kementerian BUMN<br>Ministry of SOEs |
| Ayu Widya Kiswari<br>(Direktur Quality, Health, Safety, and Environment)<br>Director of Quality, Health, Safety, and Environment | Seminar                                                          | ESG For Boards - Governance Of ESG                                                                                                                                                                                 | Online, 27 September 2023<br>Online, September 27, 2023 | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Seminar                                                          | GRC Integrated information for Supervisory Board                                                                                                                                                                   | Online, 5 Oktober 2023<br>Online, October 5, 2023       | Kementerian BUMN<br>Ministry of SOEs |
|                                                                                                                                  | Seminar                                                          | CG Methodology and Environmental and Social Management System                                                                                                                                                      | Online, 25 Oktober 2023<br>Online, October 25, 2023     | Kementerian BUMN<br>Ministry of SOEs |



**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi**  
**Sustainable Development Competency Development Table for Directors**

| Nama dan Jabatan<br>Name and Position                                                                | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Materi Pendidikan dan Pelatihan<br>Material of Education and Training                                                                                                                                                                                                                                   | Tempat/Tanggal<br>Venue/Date                                                                        | Penyelenggara<br>Organized by                                             |
|------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| Adityo Kusumo<br>(Direktur Keuangan dan Manajemen Risiko)<br>Director of Finance and Risk Management | Pelatihan Training                                               | Vicon Pelatihan GRC Masterclass Program 2023<br>Video Conference on GRC Masterclass Program 2023 Training                                                                                                                                                                                               | Online, 10 Agustus – 25 Oktober 2023<br>Online, August 10 - October 25, 2023                        | BUMN School of Excellence (BSE)                                           |
|                                                                                                      | Sharing Session                                                  | Vicon Manajemen Risiko dengan tema "Peningkatan Daya Saing Perusahaan melalui Penerapan Governance, Risk & Compliance (GRC)"<br>Risk Management Video Conference with the theme "Improving Company Competitiveness through the Implementation of Governance, Risk & Compliance (GRC)"                   | Online, 22 September 2023<br>Online, September 22, 2023                                             | PT Wijaya Karya (Persero) Tbk                                             |
|                                                                                                      | Seminar                                                          | Expert Talks ESG : Embracing the Future Business Environment oleh Prof. Rhenald Khasali<br>Expert Talks ESG: Embracing the Future Business Environment by Prof. Rhenald Khasali                                                                                                                         | PT Wijaya Karya (Persero) Tbk, 19 Desember 2023<br>PT Wijaya Karya (Persero) Tbk, December 19, 2023 | PT Wijaya Karya (Persero) Tbk                                             |
| Hadjar Seti Adji (Direktur Human Capital Management)<br>Director of Human Capital Management         | Pelatihan Training                                               | Vicon Pelatihan GRC Masterclass Program 2023, topik : ESG for Boards - Governance of ESG<br>Video Conference on GRC Masterclass Program 2023 Training, topic: ESG for Boards - Governance of ESG                                                                                                        | Online, 27 September 2023<br>Online, September 27, 2023                                             | BUMN School of Excellence (BSE) & International Finance Corporation (IFC) |
|                                                                                                      | Pelatihan Training                                               | Vicon Pelatihan GRC Masterclass Program 2023, topik : GRC Integrated Information for Supervisory Board, diselenggarakan oleh KBUMN, BSE dan FKSPI<br>Video Conference Training GRC Masterclass Program 2023, topic: GRC Integrated Information for Supervisory Board, organized by KBUMN, BSE and FKSPI | Online, 5 Oktober 2023<br>Online, October 5, 2023                                                   | BUMN School of Excellence (BSE) & FKSPI                                   |
|                                                                                                      | Pelatihan Training                                               | Vicon Pelatihan GRC Masterclass Program 2023, topik: CG Methodology & Environmental & Social Management Systems<br>Video Conference on GRC Masterclass Program 2023 Training, topic: CG Methodology & Environmental & Social Management Systems                                                         | Online, 25 Oktober 2023<br>Online, October 25, 2023                                                 | BUMN School of Excellence (BSE) & International Finance Corporation (IFC) |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi**  
**Sustainable Development Competency Development Table for Directors**

| Nama dan Jabatan<br>Name and Position | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Materi Pendidikan dan Pelatihan<br>Material of Education and Training                                                                                                                                                 | Tempat/Tanggal<br>Venue/Date                                                                              | Penyelenggara<br>Organized by  |
|---------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------|
|                                       | Seminar                                                          | Seminar Kepemimpinan Perempuan<br>"Breaking the Glass Ceiling: When Women Makes It to The Top"<br>Women Leadership Seminar "Breaking the Glass Ceiling: When Women Makes It to the Top"                               | PT Wijaya Karya (Persero) Tbk,<br>26 Oktober 2023<br>PT Wijaya Karya (Persero) Tbk,<br>October 26, 2023   | PT Wijaya Karya (Persero) Tbk. |
|                                       | Seminar                                                          | Expert Talks ESG: "Embracing the Future Business Environment" bersama Prof Rhenald Khasali/Rumah Perubahan<br>Expert Talks ESG: "Embracing the Future Business Environment" with Prof. Rhenald Khasali/Home of Change | PT Wijaya Karya (Persero) Tbk,<br>19 Desember 2023<br>PT Wijaya Karya (Persero) Tbk,<br>December 19, 2023 | PT Wijaya Karya (Persero) Tbk. |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit**  
**Di Bawah Dewan Komisaris dan Direksi**  
**Development of Sustainable Development Competencies for Units Under Board of Commissioners and Board of Directors**

| Jabatan<br>Position                                                                                     | Materi Pendidikan dan Pelatihan<br>Material of Education and Training     | Tanggal Pelaksanaan<br>Date                                                                               | Penyelenggara<br>Organized by                     |
|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Seluruh Karyawan<br>All Employees                                                                       | Creating Business Opportunities Through the Implementation of ESG         | Selasa, 19 Desember 2023<br>Tuesday, December 19, 2023                                                    | PT Wijaya Karya (Persero) Tbk                     |
| SVP TBS Division (M. Roem Olifwan)                                                                      | <i>Leadership Course on Nature – Inspired City Net Zero Building</i>      | Singapura, 30 November – 2 Desember 2023<br>Singapore, November 30 – December 2, 2023                     | World Green Building Course -Experience Singapore |
| VP TBS Division (Febrianto Arif Wibowo)                                                                 | <i>Leadership Course on Nature – Inspired City Net Zero Building</i>      | Singapura, 30 November – 2 Desember 2023<br>Singapore, November 30 – December 2, 2023                     | World Green Building Course -Experience Singapore |
| Coordinator TBS Division (Andhima Muhammad Alif)                                                        | ESG (Environmental, Social and Governance) Batch 4                        | Rumah Perubahan & Balikpapan, 12-15 September 2023<br>Rumah Perubahan & Balikpapan, September 12-15, 2023 | Rumah Perubahan Indonesia                         |
| Manager Corporate Marketing Division (Kemal N. N Mursugeng)                                             | ESG (Environmental, Social and Governance) Batch 4                        | Rumah Perubahan & Balikpapan, 12-15 September 2023<br>Rumah Perubahan & Balikpapan, September 12-15, 2023 | Rumah Perubahan Indonesia                         |
| SM of COE HC Division (Sonny Setiawan) dan lainnya<br>SM of COE HC Division (Sonny Setiawan) and others | ESG (Environmental, Social and Governance) Safe Guards Awareness Training | Online zoom, 4-6 Juli 2023<br>Online zoom, July 4-6, 2023                                                 | Sucofindo                                         |





## MANAJEMEN RISIKO ATAS PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.3]

Perseroan mengidentifikasi dan mengelola risiko-risiko terkait penerapan pembangunan berkelanjutan yang meliputi risiko pada aspek ekonomi, lingkungan, dan sosial. Pada aspek ekonomi, WIKA menghadapi risiko bisnis yang akan berpotensi mempengaruhi kinerja keuangan yang menjadi fokus perusahaan untuk diidentifikasi dan dikelola. Risiko bisnis tersebut telah diidentifikasi dan dikelola dengan metode yang tepat, sesuai dengan yang diungkapkan dalam Laporan Tahunan PT Wijaya Karya (Persero) Tbk. tahun 2023.

Pada aspek lingkungan hidup, risiko yang dihadapi oleh WIKA yaitu risiko dampak lingkungan pengerjaan proyek konstruksi yang berdampak pada pencemaran udara, peningkatan kebisingan, dan peningkatan pencemaran air dari limbah domestik yang dihasilkan. Sedangkan, terkait risiko pada aspek sosial, WIKA menghadapi risiko potensi konflik sosial dan *human capital*.

Perseroan telah menilai risiko-risiko yang dihadapi sesuai dengan ISO 31000:2018, dan diselaraskan terhadap regulasi PER-2-MBU-03-2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara serta aspirasi dari pemegang saham, dan poin – poin tersebut telah diungkapkan pengelolaannya dalam Laporan Tahunan WIKA 2023.

Perseroan menerapkan sistem manajemen terintegrasi untuk mengelola risiko, yang terdiri atas Sistem Manajemen Keselamatan dan Kesehatan Kerja (K3), Sistem Manajemen Risiko, Sistem Manajemen Mutu, Sistem Manajemen Pengamanan dan Sistem Manajemen Lingkungan, serta Sistem Manajemen Anti Penyuapan. Sistem manajemen terintegrasi ini didukung oleh peran Risk Management Division yang memiliki fungsi utama dalam penerapan, pengembangan, pengendalian implementasi, asesmen pada sistem manajemen risiko dan manajemen proyek serta penerapan four eyes principles di tingkat perusahaan yang terintegrasi dari semua fungsi manajemen, berdasarkan visi/misi Perseroan dalam rangka pencapaian target produktivitas perusahaan dengan menerapkan *Enterprise Resource Planning* dan Sistem Manajemen Perseroan yang berlaku di perusahaan.

Perseroan membagi implementasi manajemen risiko menjadi 2 (dua), yaitu sistem manajemen risiko tingkat korporat, mencakup Divisi Fungsi, Divisi Operasi, Anak Perusahaan dan sistem manajemen risiko tingkat proyek. Keduanya dikelola dan memiliki struktur organisasi yang terintegrasi.

## RISK MANAGEMENT FOR THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT [OJK E.3]

The Company identifies and manages risks related to sustainable development implementation, which includes risks in economic, environmental and social aspects. In the economic aspect, WIKA faces business risks that have the potential to affect financial performance, which have become the Company's focus to identify and manage. These business risks have been identified and managed using appropriate methods, in accordance with those disclosed in the 2023 Annual Report of PT Wijaya Karya (Persero) Tbk.

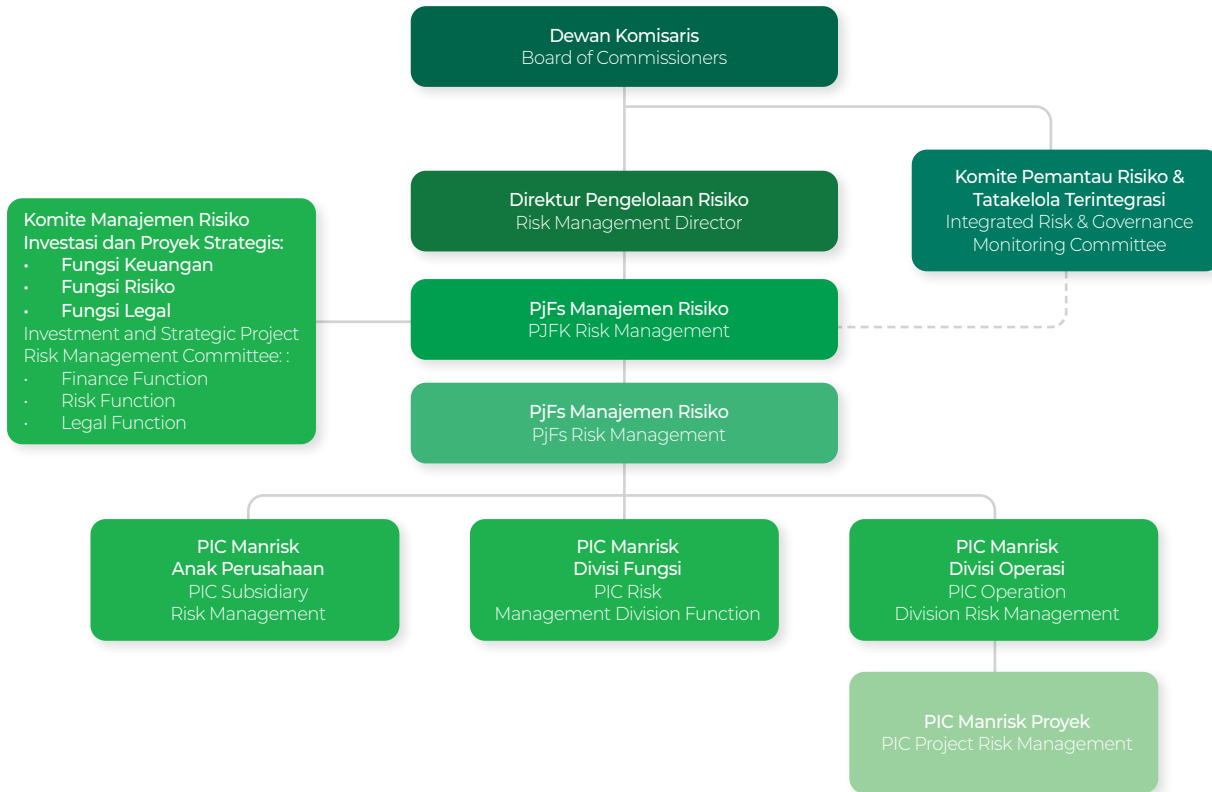
In the environmental aspect, the risks faced by WIKA are the risk of environmental impact of construction project work, which include air pollution, increased noise and increased water pollution from the domestic waste generated. Meanwhile, regarding risks in the social aspect, WIKA faces the risk of potential social and human capital conflicts.

The Company has assessed the risks faced in accordance with ISO 31000:2018, and aligned them with regulation PER-2-MBU-03-2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises as well as the aspirations of shareholders, and the managements of those have been disclosed in the 2023 WIKA Annual Report.

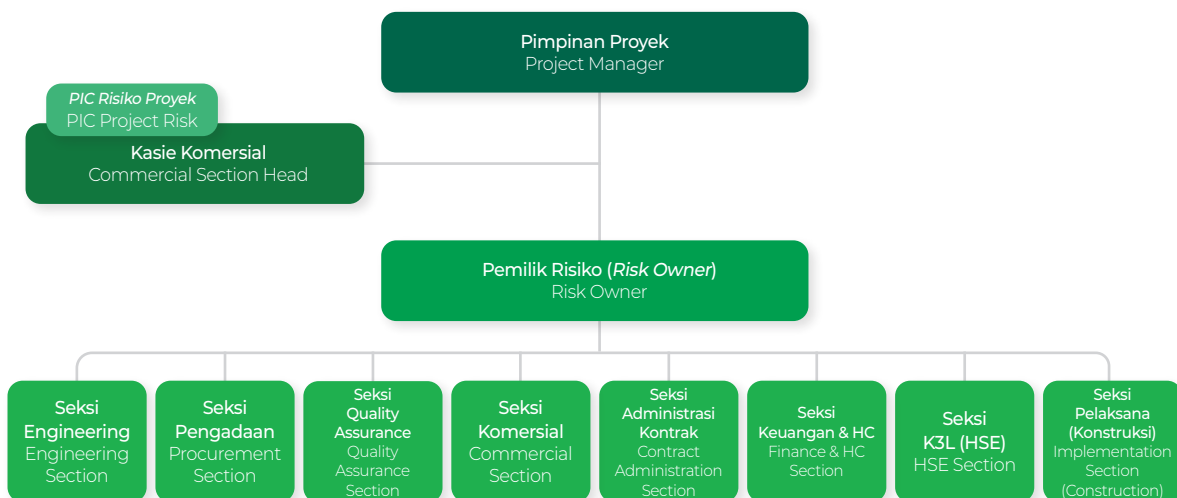
The Company applies an integrated management system to manage risks, which consists of an Occupational Safety and Health (OHS) Management System, Risk Management System, Quality Management System, Security Management System and Environmental Management System, as well as an Anti-Bribery Management System. This integrated management system is supported by the role of Risk Management Division that has the main function of implementing, developing, controlling, assessing the risk management system and project management as well as applying the four eyes principles at the Company level which are integrated from all management functions, based on the Company's vision/mission and aimed to achieve the Company's productivity targets by carrying out the Enterprise Resource Planning and the Company's Management System applicable in the Company.

The Company divides the implementation of risk management into 2 (two), namely corporate level risk management system, including Function Divisions, Operations Divisions, Subsidiaries and project level risk management system. Both are managed and have an integrated organizational structure.

### Struktur Organisasi Manajemen Risiko Tingkat Korporat Organizational Structure of Corporate Level Risk Management



### Struktur Organisasi Manajemen Risiko Tingkat Proyek Organizational Structure of Project Level Risk Management





Sistem manajemen risiko didukung oleh struktur organisasi di level korporat mencakup Divisi Fungsi, Divisi Operasi, Anak Perusahaan dan proyek. Semua lini akan mengidentifikasi dan mengelola dampak risiko terkait isu ekonomi, sosial dan lingkungan yang ada di ruang lingkupnya masing-masing. Hasil identifikasi dan pengelolaan dampak kemudian dilaporkan kepada Direktur Pengelolaan Risiko dan dilaporkan kepada Dewan Komisaris. Setiap level telah memiliki penanggung jawab fungsi manajemen risiko yang memiliki Sertifikasi Manajemen Risiko CRMO (Certified Risk Management Officer) CRMP (Certified Risk Management Professional), dan CRGP (Certified Risk Governance Professional).

Sistem manajemen risiko telah diimplementasikan dan berjalan mengacu kepada kebijakan sistem manajemen risiko, sesuai kerangka Integrated Risk Management (IRM), dengan seperangkat komponen yang membentuk pondasi dan mengatur organisasi sesuai proses bisnis yang ada. Pengelolaan risiko melekat pada masing-masing, Divisi, Departemen, Anak Perusahaan dan seluruh fungsi proyek di Perseroan. Informasi tentang pengelolaan risiko akan diserahkan kepada pihak berwenang dan akan digunakan sebagai dasar untuk pengambilan keputusan.

Evaluasi pelaksanaan manajemen risiko tahun 2023, menunjukkan hasil bahwa sistem manajemen risiko telah berada dalam kondisi yang cukup terkelola (MANAGED) atau dengan kata lain, risiko-risiko pada Perseroan mulai dapat terkelola dengan cukup baik melalui dukungan dari kebijakan maupun sarana dan prasarana yang ada agar manajemen risiko perusahaan dapat berjalan secara efektif dan efisien. Perseroan terus melakukan perbaikan dan konsistensi implementasi manajemen risiko di seluruh proses bisnis guna mencapai target. Secara keseluruhan risiko strategis dan operasional telah dikelola, dimitigasi dan termonitor sesuai dengan PER-2-MBU-03-2023 dan aspirasi pemegang saham. Untuk tahun 2023, pernyataan risiko sudah disesuaikan dengan aspirasi pemegang saham dan senantiasa termonitor di dalam tinjauan manajemen setiap triwulan. Risiko-risiko yang berkaitan dengan lingkungan yaitu *zero* dan tidak masuk menjadi *top risk*.

Dewan Komisaris dan Direksi secara berkala melalui Rapat Dewan Komisaris dan Direksi melakukan pembahasan kinerja secara bulanan termasuk di dalamnya melakukan pembahasan terkait manajemen risiko strategis dan operasional yang secara pareto tereskalasi. Komite pemantau risiko dan tata kelola terintegrasi melakukan manajemen review baik triwulanan maupun bulanan. Sedangkan, dengan komite pemantau risiko bisa dilakukan sebulan sekali atau insidental.

The risk management system is supported by an organizational structure at the corporate level including Function Divisions, Operations Divisions, Subsidiaries and at the project level. All lines will identify and manage the impact of risks related to economic, social and environmental issues within their respective scopes. The results of impact identification and management are reported to the Director of Risk Management and then to the Board of Commissioners. Each level has a person in charge for the risk management function who has CRMO (Certified Risk Management Officer) Risk Management Certification, CRMP (Certified Risk Management Professional), and CRGP (Certified Risk Governance Professional).

The risk management system has been implemented and runs smoothly and effectively, according to the Enterprise Risk Management (ERM) framework, with a set of components that form the foundation and govern the organization. Risk management is attached to each Department, Division and all project functions of the Company. Information on risk management will be submitted to the authorized parties and will be used as a basis for decision making.

The evaluation of risk management implementation in 2023 shows that the risk management system is in a fairly manageable condition (MANAGED) or in other words, the risks within the Company have begun to be well managed through the support of existing policies and facilities and infrastructure, enabling effective and efficient risk management within the Company. The Company continues to improve and maintain consistency in implementing risk management across all business processes to achieve targets. Overall, strategic and operational risks have been managed, mitigated and monitored in accordance with PER-2-MBU-03-2023 and shareholder aspirations. For 2023, the risk appetite statements have been adjusted to match the aspirations of shareholders and are continuously monitored in quarterly management reviews. Risks related to the environment are zero and not included in the top risks.

The Board of Commissioners and Board of Directors periodically hold monthly meetings to discuss about performance, which also include discussions related to strategic and operational risk management that are Pareto escalated. The integrated risk monitoring and governance committee conducts both quarterly and monthly management reviews. Meanwhile, with the risk monitoring committee, reviews can be conducted monthly or on an ad hoc basis.

## HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4, GRI 2-29]

Pemangku kepentingan merupakan pihak-pihak yang memberikan dan terkena dampak atas aktivitas bisnis Perseroan. Oleh karenanya, Perseroan telah mengidentifikasi pemangku kepentingan yang akan dilibatkan melalui diskusi dan analisis yang dilakukan oleh Departemen Investor Relation. Tujuan Perseroan dalam melakukan pelibatan pemangku kepentingan yaitu untuk memenuhi harapan dan kebutuhan para pemangku kepentingan, serta berkontribusi dalam memberikan dampak positif bagi seluruh pemangku kepentingan.

Pelibatan pemangku kepentingan menjadi bagian dari tugas dan tanggung jawab Departemen Investor Relation. Hal tersebut tertuang dalam Surat Keputusan Direksi No. SK.01.01/A.DIR.01921/2022 yang mengatur tentang tugas dan tanggung jawab Departemen Investor Relation. Dalam surat tersebut dinyatakan bahwa Departemen Investor Relations merupakan manajemen fungsional tingkat pusat yang mempunyai fungsi utama sebagai pusat komunikasi dan informasi perusahaan dalam kaitannya dengan pemegang saham/calon pemegang saham, investor/fund manager, regulator, perusahaan sekuritas dan Lembaga terkait lainnya, perencanaan dan pelaksanaan Rapat Umum Pemegang Saham (RUPS), dan pemenuhan terhadap peraturan-peraturan di bidang Pasar Modal.

## RELATIONSHIP WITH STAKEHOLDERS [OJK E.4, GRI 2-29]

Stakeholders are parties who provide and are impacted by the Company's business activities. Therefore, the Company has identified stakeholders who will be involved through discussions and analysis carried out by the Investor Relations Department. The Company's aim in engaging with stakeholders is to meet the expectations and needs of stakeholders, as well as contribute in providing positive impacts for all stakeholders.

Stakeholder engagement is part of the duties and responsibilities of the Investor Relations Department. This is stated in Board of Directors' Decree No. SK.01.01/A.DIR.01921/2022 which regulates the duties and responsibilities of the Investor Relations Department. In the letter, it is stated that the Investor Relations Department is a central level functional management that has the main function as a communication and information center of the Company in relation to shareholders/potential shareholders, investors/fund managers, regulators, securities companies and other related institutions, planning and implementation of General Meeting of Shareholders (GMS), and compliance with regulations in the Capital Market sector.

### Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perseroan Stakeholder Engagement, Key Topics, and the Company's Responses

| Pelibatan Pemangku Kepentingan<br>Stakeholder Engagement | Metode Pendekatan dan Frekuensi<br>Approach Method and Frequency                                                                                                                                                                                                                                                                                                                                 | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Respon Perseroan<br>The Company's Responses                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pemegang Saham<br>Shareholders                           | <ul style="list-style-type: none"> <li>RUPS Tahunan</li> <li>RUPS Luar Biasa;</li> <li>Keterbukaan informasi publik</li> </ul> <p>Dilaksanakan setiap kuartal, minimal satu kali dalam setahun,</p> <ul style="list-style-type: none"> <li>Annual GMS</li> <li>Extraordinary GMS;</li> <li>Transparency of public information</li> </ul> <p>Carried out every quarter, at least once a year,</p> | <p>Informasi kinerja tahunan Perseroan:</p> <ul style="list-style-type: none"> <li>Besarnya pendapatan yang diperoleh, laba/rugi Perseroan,</li> <li>Kinerja keberlanjutan,</li> <li>Informasi terkait perubahan struktur manajemen</li> <li>Hal-hal lain yang membutuhkan persetujuan pemegang saham</li> </ul> <p>Information on the Company's annual performance:</p> <ul style="list-style-type: none"> <li>The amount of revenue and profit/loss of the Company</li> <li>Sustainability performance,</li> <li>Information related to changes in management structure</li> <li>Other matters that require shareholder approval</li> </ul> | <ul style="list-style-type: none"> <li>Menyelenggarakan RUPS;</li> <li>Membuat laporan keuangan</li> <li>Laporan Tahunan</li> <li>Membuat Laporan TJSL</li> <li>Membuat Laporan Keberlanjutan;</li> <li>Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>Organizing GMS;</li> <li>Making financial reporting</li> <li>Annual report</li> <li>Preparing SER Report</li> <li>Preparing Sustainability Report;</li> <li>Hold discussions related to material sustainability issues</li> </ul> |





## Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perseroan Stakeholder Engagement, Key Topics, and the Company's Responses

| Pelibatan Pemangku Kepentingan<br>Stakeholder Engagement | Metode Pendekatan dan Frekuensi<br>Approach Method and Frequency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Respon Perseroan<br>The Company's Responses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Karyawan<br>Employee                                     | <ul style="list-style-type: none"> <li>Pembentukan Serikat Pekerja dan rapat tripartit dan bipartit minimal setahun sekali</li> <li>Evaluasi EK dan PK, minimal setahun sekali;</li> <li>Pertemuan di Serikat Karyawan WIKA, minimal setahun sekali dan rapat pembahasan PKB setiap dua tahun sekali.</li> <li>Pemberian layanan kesehatan</li> <li>Pendidikan dan Pelatihan</li> <li>Formation of a Workers' Union and ..... meeting at least once a year</li> <li>Evaluation of EK and PK, at least once a year;</li> <li>Meeting at WIKA Employees Union, at least once a year and CLA discussion meeting every two years.</li> <li>Providing ..... services</li> <li>Education and training</li> </ul>                                                                                                                    | <ul style="list-style-type: none"> <li>Kesetaraan bekerja</li> <li>Pengembangan kompetensi dan karir</li> <li>Perlindungan karyawan</li> <li>Kesejahteraan karyawan;</li> <li>K3</li> <li>Imbal jasa pekerjaan dan tunjangan lainnya;</li> <li>Kebebasan berserikat</li> <li>Pelatihan karyawan</li> <li>Equality in working</li> <li>Competency and career development</li> <li>Employee protection</li> <li>Employee welfare;</li> <li>OHS</li> <li>Employment benefits and other benefits;</li> <li>Freedom of association</li> <li>Employee training</li> </ul> | <ul style="list-style-type: none"> <li>Membentuk forum bipartit dan Serikat Karyawan WIKA (Sekar WIKA)</li> <li>Menentukan jenjang karir karyawan</li> <li>Melakukan evaluasi kerja;</li> <li>Menyediakan Alat Perlindungan Diri (APD)</li> <li>Menyediakan fasilitas kesehatan, dan Program <i>Wellbeing</i></li> <li>Mengadakan kegiatan pendidikan dan pelatihan;</li> <li>Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>Forming ..... forum and WIKA Employees Union (Sekar WIKA)</li> <li>Determine employee career paths</li> <li>Conduct job evaluations;</li> <li>Providing Personal Protective Equipment (PPE)</li> <li>Providing ..... facilities and Wellbeing Program</li> <li>Holding ..... and training activities;</li> <li>Hold discussions related to material sustainability issues</li> </ul> |
| Pemberi Kerja<br>Owner                                   | <ul style="list-style-type: none"> <li>Pertemuan untuk membahas kontrak pekerjaan, frekuensi bersifat insidental minimal setahun sekali;</li> <li>Penandatanganan kontrak kerja, frekuensi bersifat insidental minimal setahun sekali;</li> <li>Acara peresmian proyek (launching) frekuensi bersifat insidental minimal setahun sekali.</li> <li>Rapat mingguan dengan owner untuk membahas progress dan isu-isu terkait proyek.</li> <li>Meetings to discuss work contracts, the frequency is a survey of at least once a year;</li> <li>Signing of work contracts, frequency is incidental at least once a year;</li> <li>Frequency of project inauguration events (launching) is a survey at least once a year.</li> <li>Weekly meetings with the owner to discuss progress and issues related to the project.</li> </ul> | <ul style="list-style-type: none"> <li>Laporan pelaksanaan pekerjaan;</li> <li>Penyelesaian pekerjaan tepat waktu dan tepat anggaran;</li> <li>Jaminan kualitas produk dan jasa sesuai dengan kontrak yang disepakati</li> <li>Work implementation report;</li> <li>Completion of work on time and on budget;</li> <li>Guarantee the quality of products and services in accordance with the agreed contract</li> </ul>                                                                                                                                             | <ul style="list-style-type: none"> <li>Membuat laporan perkembangan pelaksanaan pekerjaan sesuai kontrak;</li> <li>Mengkaji kontrak kerja;</li> <li>Menyediakan produk dan jasa sesuai ISO 9001: 2015;</li> <li>Memberikan masa pemeliharaan atas produk;</li> <li>Melakukan survei kepuasan pelanggan</li> <li>Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>Make progress reports on work implementation according to the contract;</li> <li>Review work contract;</li> <li>Providing products and services according to ISO 9001: 2015;</li> <li>Provide a maintenance period for the product;</li> <li>Conduct customer satisfaction survey</li> <li>Hold discussions related to material sustainability issues</li> </ul>                                                                                   |

## Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perseroan Stakeholder Engagement, Key Topics, and the Company's Responses

| Pelibatan Pemangku Kepentingan<br>Stakeholder Engagement | Metode Pendekatan dan Frekuensi<br>Approach Method and Frequency                                                                                                                                                                                                                                                                                                                                                                                    | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Respon Perseroan<br>The Company's Responses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mitra Kerja<br>Business Partner                          | <ul style="list-style-type: none"> <li>• Pertemuan untuk membahas tender</li> <li>• Negosiasi pekerjaan sesuai dengan jadwal yang ditetapkan pada masing-masing penawaran pekerjaan.</li> <li>• Dalam satu tahun tercatat lebih dari satu kali pertemuan.</li> <li>• Meeting to discuss tender</li> <li>• Negotiate work according to the schedule set out in each job offer.</li> <li>• In one year, more than one meeting is recorded.</li> </ul> | <ul style="list-style-type: none"> <li>• Jaminan Keselamatan dan Kesehatan Kerja (K3);</li> <li>• Perolehan kontrak;</li> <li>• Evaluasi penyedia jasa dan pemasok;</li> <li>• Pengadaan barang dan jasa yang adil;</li> <li>• Informasi terkait kebijakan pengadaan barang dan jasa dari Divisi Supply Chain Management</li> <li>• Occupational Safety and Health Guarantee (OHS);</li> <li>• Obtaining a contract;</li> <li>• Evaluation of service providers and suppliers;</li> <li>• Fair procurement of goods and services;</li> <li>• Information related to goods and services procurement policies from the Supply Chain Management Division</li> </ul> | <ul style="list-style-type: none"> <li>• Memberikan informasi yang jelas pada saat proses tender berlangsung;</li> <li>• Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra</li> <li>• Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>• Occupational Safety and Health Guarantee (OHS);</li> <li>• Obtaining a contract;</li> <li>• Evaluation of service providers and suppliers;</li> <li>• Fair procurement of goods and services;</li> <li>• Information related to goods and services procurement policies from the Supply Chain Management Division</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Kreditur<br>Creditor                                     | <p>Membahas pemberian kredit dengan frekuensi pertemuan dengan kreditur dilakukan sesuai dengan jangka waktu dan jatuh tempo kredit.</p> <p>Discuss the provision of credit with the frequency of meetings with creditors carried out in accordance with the credit period and maturity.</p>                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Kelengkapan dokumen yang diperlukan untuk memperoleh kredit</li> <li>• Laporan keuangan Perseroan</li> <li>• Kejelasan sumber dana untuk membayar kredit.</li> <li>• Completeness of documents required to obtain credit</li> <li>• The Company's financial reports</li> <li>• Clarity of sources of funds to pay credit.</li> </ul>                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Memberikan dokumen yang diperlukan untuk mendukung kelancaran proses kredit;</li> <li>• Memberikan informasi lain yang diperlukan,</li> <li>• Melakukan kewajiban (pembayaran bunga, pelunasan pokok) selaku debitur sesuai ketentuan hukum yang berlaku.</li> <li>• Menjamin hak-hak kreditur sesuai dengan ketentuan dalam perjanjian yang telah disepakati antara Perseroan dan kreditur serta Peraturan Perundang-undangan yang terkait.</li> <li>• Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>• Provide documents required to support a smooth credit process;</li> <li>• Provide other necessary information,</li> <li>• Carry out obligations (interest payments, principal repayment) as a debtor in accordance with applicable legal provisions.</li> <li>• Guarantee creditors' rights in accordance with the provisions of the agreement agreed between the Company and creditors as well as related laws and regulations.</li> <li>• Hold discussions related to material sustainability issues</li> </ul> |



### Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perseroan Stakeholder Engagement, Key Topics, and the Company's Responses

| Pelibatan Pemangku Kepentingan<br>Stakeholder Engagement | Metode Pendekatan dan Frekuensi<br>Approach Method and Frequency                                                                                                                                                                                                                                                                                                                                                                                                         | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                              | Respon Perseroan<br>The Company's Responses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Masyarakat<br>Public                                     | <ul style="list-style-type: none"> <li>• Pelaksanaan kegiatan sosial dan pemberdayaan masyarakat yang diadakan minimal satu kali dalam setahun atau sesuai dengan kebutuhan;</li> <li>• Melalui kegiatan TJSL yang dilakukan minimal dua kali dalam setahun.</li> <li>• Implementation of social and community empowerment activities held at least once a year or as needed;</li> <li>• Through SER activities, which are carried out at least twice a year.</li> </ul> | <ul style="list-style-type: none"> <li>• Kondisi lingkungan tempat tinggal mereka, terutama yang berdekatan dengan lokasi proyek WIKA;</li> <li>• Mata pencaharian</li> <li>• Environmental conditions where they live, especially those close to WIKA project site;</li> <li>• Livelihood</li> </ul> | <ul style="list-style-type: none"> <li>• Melakukan kegiatan TJSL;</li> <li>• Melakukan kegiatan sosial dan pemberdayaan masyarakat di sekitar lokasi proyek;</li> <li>• Memberikan pelatihan welding.</li> <li>• Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>• Carrying out SER activities;</li> <li>• Carrying out social and community empowerment activities around the project location;</li> <li>• Organize welding training.</li> <li>• Hold discussions related to material sustainability issues</li> </ul>                                                                                                                                                                                                                                               |
| Regulator                                                | <p>Pertemuan antara regulator dan Perseroan untuk membahas pemenuhan terhadap peraturan yang berlaku. Pertemuan dilakukan minimal satu tahun sekali.</p> <p>Meeting between regulator and the Company to discuss compliance with applicable regulations. Meeting is held at least once a year.</p>                                                                                                                                                                       | <p>Pemenuhan persyaratan sesuai peraturan yang berlaku, serta informasi yang dibutuhkan dan relevan dengan kegiatan Perseroan</p> <p>Fulfillment of requirements in accordance with applicable regulations, as well as information required and relevant to the Company's activities</p>              | <ul style="list-style-type: none"> <li>• Melakukan kegiatan TJSL dan melaporkannya;</li> <li>• Membuat laporan tahunan dan laporan keberlanjutan kemudian melaporkannya kepada Kementerian BUMN, OJK dan pihak berkepentingan lainnya;</li> <li>• Memberikan input kepada regulator sesuai dengan kapasitas Perseroan sebagai BUMN.</li> <li>• Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>• Carrying out SER activities and reporting them;</li> <li>• Prepare annual reports and sustainability reports then report them to the Ministry of SOE, OJK and other interested parties;</li> <li>• Provide input to regulators in accordance with the Company's capacity as an SOE.</li> <li>• Hold discussions related to material sustainability issues</li> </ul> |
| Media Massa<br>Mass media                                | <p>Press release</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Kinerja keuangan</li> <li>• Kinerja non-keuangan</li> <li>• Informasi tentang kegiatan perusahaan</li> <li>• Financial performance</li> <li>• Non-financial performance</li> <li>• Information about company activities</li> </ul>                           | <ul style="list-style-type: none"> <li>• Penyampaian informasi terkait kinerja Perseroan</li> <li>• Melakukan diskusi terkait isu keberlanjutan yang material</li> <li>• Submission of information related to the Company's performance</li> <li>• Hold discussions related to material sustainability issues</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

## PERMASALAHAN TERHADAP PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.5]

Dalam menerapkan pembangunan berkelanjutan melalui aktivitas bisnisnya, Perseroan masih menghadapi tantangan internal dan eksternal. Tantangan internal yang dihadapi berupa penanaman pola pikir kepada karyawan dan seluruh Insan WIKA tentang konstruksi berkelanjutan. Upaya Perseroan dalam mengatasi tantangan tersebut yaitu dengan membuat kebijakan ESG dan Panduan Implementasi ESG.

Tantangan yang dihadapi Perseroan cukup berat yang ditunjukkan pada kinerja keuangan tahun buku 2023 yang mengalami penurunan signifikan dibandingkan tahun 2022. Oleh karena itu, hal ini dapat mempengaruhi keberlangsungan bisnis Perseroan di masa mendatang. Namun demikian, Perseroan telah memiliki upaya dalam mengatasi tantangan tersebut yaitu dengan fokus pada upaya-upaya restrukturisasi utang, mendapatkan tambahan setoran modal, divestasi, efisiensi operasional, dan penurunan risiko investasi dan proyek, serta *corporate action* lainnya untuk menghentikan penurunan dan memastikan keberlanjutan bisnis perusahaan.

Selain itu, terdapat tantangan yang perlu menjadi perhatian Perseroan yaitu:

1. ESG pada sektor konstruksi di Indonesia belum memiliki regulasi yang bersifat *mandatory*. Hal tersebut berakibat pada penentuan dasar ataupun kerangka kerja yang sesuai dengan standar Indonesia (PERMEN PUPR NO 9 Tahun 2021) tentang Konstruksi Berkelanjutan,
2. Pemberi kerja memiliki kebutuhan atau standarisasi (*requirement*) yang berbeda dalam menjalankan proses tender proyek, sehingga WIKA perlu beradaptasi dengan cepat dalam mengimplementasikan strategi keberlanjutan dalam proses operasi.
3. Inflasi yang tinggi pada bahan baku konstruksi seperti beton dapat menurunkan pendapatan Perseroan.

Dalam menghadapi tantangan tersebut, Perseroan menerapkan *supply chain* management secara *end-to-end* atau hulu ke hilir serta perkuatan *vendor management system*.

## ISSUES RELATED TO SUSTAINABLE DEVELOPMENT IMPLEMENTATION [OJK E.5]

In implementing sustainable development through its business activities, the Company still faces internal and external challenges. The internal challenges are instilling a mindset in employees and all WIKA people about sustainable construction. The Company's efforts to overcome these challenges are by creating an ESG policy and an ESG Implementation Guide.

The challenges faced by the Company are quite severe as shown in the financial performance of the financial year 2023 which experienced a significant decline compared to 2022. Therefore, this may affect the Company's business sustainability in the future.. However, the Company has made efforts to overcome these challenges, namely by focusing on debt restructuring efforts, obtaining additional capital contributions, divestment, operational efficiency, and reducing investment and project risks, as well as other corporate actions to halt the declining and ensure the sustainability of the company's business.

In addition, there are challenges that need the Company's attention, namely:

1. ESG in the construction sector in Indonesia has not yet been regulated in a mandatory manner. This results in determining the basis or framework that comply with Indonesian standards (PERMEN PUPR NO 9 of 2021) concerning Sustainable Construction,
2. Owners have different needs or standardization (requirements) in carrying out the project tender process, so WIKA needs to adapt quickly in implementing sustainability strategies in its operations.
3. High inflation in construction raw materials such as concrete can reduce the Company's profits.

In facing these challenges, the Company implements end-to-end or upstream to downstream supply chain management and strengthens the vendor management system..







PT WIJAYA KARYA (Persero) Tbk





# 07 Kinerja Keberlanjutan

## Sustainability Performance

WIKASATRIAN menjadi simbol integrasi antara pembangunan dan konservasi alam, menunjukkan bagaimana perusahaan dapat bertumbuh sambil memelihara keseimbangan ekologis dan keanekaragaman hayati. Kawasan ini menawarkan habitat alami untuk beragam spesies tumbuhan dan hewan, memelihara lingkungan sekitarnya, dan berfungsi sebagai tempat untuk pembelajaran dan interaksi langsung dengan alam.

WIKASATRIAN juga merupakan center of excellence WIKA sebagai kawah candradimuka pemimpin-pemimpin WIKA dan Indonesia yang diharapkan memiliki kapabilitas paripurna sehingga tempat pembelajaran didesain mencerminkan kebanggaan atas keragaman Nusantara.

WIKASATRIAN symbolizes the integration of development and nature conservation, showing how companies can grow while maintaining ecological balance and biodiversity. This area offers a natural habitat for diverse plant and animal species, nurtures the surrounding environment, and serves as a place for learning and direct interaction with nature.

WIKASATRIAN is also WIKA's center of excellence as the crater of the candradimuka for WIKA and Indonesian leaders who are expected to have full capabilities so that the learning place is designed to reflect pride in the diversity of the archipelago.



# Kinerja Keberlanjutan [OJK F]

Sustainability Performance [OJK F]



## KEGIATAN MEMBANGUN BUDAYA KEBERLANJUTAN [OJK F.1]

Dalam menjalankan aktivitas bisnisnya, WIKA berkomitmen untuk terus membangun budaya keberlanjutan dengan mengeluarkan berbagai himbauan dalam bidang keberlanjutan dan menginternalisasikannya pada karyawan perusahaan. Himbauan tersebut berupa penempelan stiker hemat air (*save water*) pada setiap toilet, stiker matikan listrik setelah digunakan pada setiap stop kontak. WIKA juga menyediakan toilet dan parkir khusus penyandang disabilitas.

Di sisi lain, dalam mendukung budaya perusahaan yang terbebas dari berbagai bentuk korupsi, WIKA juga melakukan berbagai himbauan melalui media audiovisual mengenai *Whistleblowing System* terkait penyuapan, penyalahgunaan wewenang, dan kode etik. Kemudian himbauan berupa media audiovisual lainnya mengenai budaya perusahaan, perusahaan juga mematuhi peraturan terkait Keterbukaan Informasi Publik (KIP) yang ditandai dengan penobatan perusahaan sebagai Badan Publik dengan Kualifikasi "INFORMATIF" dari Komisi Informasi Pusat Republik Indonesia, dan himbauan mengenai gratifikasi.

## ACTIVITIES TO BUILD SUSTAINABILITY CULTURE [OJK F.1]

In carrying out its business activities, WIKA is committed to continuously building a culture of sustainability by issuing various guidelines in the field of sustainability and internalizing them among the Company's employees. These guidelines include placing water-saving stickers on every toilet and stickers reminding to turn off electricity after use on every power outlet. WIKA also provides toilets and parking spaces specifically for people with disabilities.

On the other hand, in supporting a corporate culture that is free from various forms of corruption, WIKA also issues appeals through audio-visual media regarding the Whistleblowing System related to bribery, abuse of authority, and the code of conduct. There are also reminders about the Company's culture, as well as compliance with regulations related to Public Information Disclosure (KIP), marked by the Company's designation as an "INFORMATIVE" Public Body by the Central Information Commission of the Republic of Indonesia, as well as appeals about gratuities.





Sebagai bagian dari upaya membangun budaya keberlanjutan, Business Strategy berperan serta dalam mewujudkan visi keberlanjutan perusahaan. Hal ini dibuktikan dengan mengusulkan dan merumuskan suatu kebijakan keberlanjutan (*sustainability policy*). *Sustainability policy* menjadi payung yang melindungi dan mendorong berbagai praktik ESG di dalam perusahaan. Kebijakan tersebut telah dideklarasikan menjadi sebuah komitmen keberlanjutan berdasarkan persetujuan seluruh jajaran pimpinan perusahaan guna menjadikan WIKA sebagai:

1. Perusahaan Ramah Lingkungan (*Environmental Champion Company*);
2. Perusahaan yang Bertanggung Jawab Sosial (*Social Caring Company*);
3. Perusahaan dengan Tata Kelola yang Baik (*Excellent Governance Company*).

Dalam upaya untuk menjadi Perusahaan Ramah Lingkungan (*Environmental Champion Company*), WIKA telah melakukan langkah-langkah konkret untuk mengurangi dampak lingkungan dari kegiatan operasi, terutama dalam proyek-proyek konstruksi yang menjadi inti bisnis perusahaan. Business Strategy memastikan bahwa setiap strategi baru yang diimplementasikan selaras dengan prinsip-prinsip keberlanjutan. Salah satu inisiatif strategis yang digagas adalah Penguatan Portofolio Potensial melalui strategi *Net Zero Emission*. Implementasi NZE melibatkan serangkaian langkah-langkah untuk mengurangi emisi gas rumah kaca, meningkatkan efisiensi energi, mengadopsi energi terbarukan, serta mengkompensasi sisa emisi melalui upaya-upaya penghijauan atau teknologi penangkapan karbon.

ESG menjadi bagian kunci dari transformasi bisnis perusahaan. Oleh karena itu, Transformation Office memiliki program kerja untuk menginisiasi dan mengawal inisiatif transformasi agar berjalan sesuai target yang telah ditetapkan. Program-program inisiatif yang dikelola oleh *Transformation Office* memiliki dampak keberlanjutan bagi perseroan. Proses transformasi WIKA dilakukan guna mencapai 3 tujuan utama, yaitu *cash focused, lean, and fit for future* yang kemudian diterjemahkan menjadi 25 program inisiatif strategis. Di antara inisiatif-inisiatif strategis yang telah dan sedang dijalankan perusahaan, khususnya berkaitan dengan aspek tata kelola adalah sebagai berikut:

1. Pembentukan Asset Management Division: Sentralisasi perbaikan tata kelola/manajemen aset dan piutang perusahaan melalui identifikasi dan pemberdayaan aset perusahaan (*asset recycling*).

As part of the efforts to build a sustainable culture, the Business Strategy plays a significant role in realizing the Company's sustainability vision. This is evidenced by proposing and formulating a sustainability policy that acts as a protective umbrella promoting various ESG practices within the Company. This policy has been declared as a sustainability commitment as approved by the Company's leadership at all levels to make WIKA as:

1. An Environmental Champion Company;
2. A Social Caring Company;
3. An Excellent Governance Company.

In its effort to become an Environmental Champion Company, WIKA has taken concrete steps to reduce the environmental impact of its operational activities, especially in construction projects that are at the core of the Company's business. The Business Strategy ensures that every new strategy implemented is in line with sustainability principles. One of the strategic initiatives proposed is Strengthening Potential Portfolios through the Net Zero Emission strategy. The implementation of Net Zero Emission involves a series of steps to reduce greenhouse gas emissions, improve energy efficiency, adopt renewable energy, and compensate for residual emissions through greening efforts or carbon capture technologies.

ESG (Environmental, Social, and Governance) has become essential part of the Company's business transformation. Therefore, the Transformation Office has a work program to initiate and oversee transformation initiatives to meet the established targets. The initiatives managed by the Transformation Office have sustainability impacts on the Company. WIKA's transformation process is aimed at achieving three main objectives: cash-focused, lean, and fit for the future, which are then translated into 25 strategic initiative programs. Among the strategic initiatives that the Company has already implemented or is currently implementing, particularly related to governance aspects, are as follows:

1. Establishment of the Asset Management Division: Centralization of asset governance/management improvements and company's receivables through asset identification and empowerment (*asset recycling*).

2. Penerapan *Lean Construction*: Terciptanya perbaikan eksekusi proyek secara tersistem dengan optimalisasi pengelolaan waktu, sumberdaya dan peningkatan tata kelola/manajemen pengendalian proyek melalui penerapan *Lean Construction* di semua proyek.
3. Tata Kelola Terintegrasi: Penerapan pedoman tata kelola terintegrasi antara Perusahaan Induk dengan Perusahaan Anak sesuai PER-2/MBU/03/2023, menciptakan pola koordinasi dan hubungan timbal balik yang lebih efisien.
4. Penerapan *4 Eyes Principle*: Penerapan *dashboard 4 eyes principle* sejak perolehan proyek sebagai bentuk perbaikan manajemen risiko dan meningkatkan kualitas kontrak dan proyek yang diperoleh.
5. Penerapan SAP sebagai ERP Perusahaan: Implementasi SAP dalam pengelolaan proses bisnis secara riil *time* agar tercipta pola *early warning* yang dapat digunakan sebagai dasar pengambilan keputusan manajemen.

2. Implementation of *Lean Construction*: Creating systematic project execution improvements with optimal time management, resource utilization, and enhanced project control/governance through *Lean Construction* implementation across all projects.
3. Integrated Governance: Implementation of integrated governance guidelines between the Parent Company and its subsidiaries as per PER-2/MBU/03/2023, creating more efficient coordination patterns and mutual relationships.
4. Implementation of the *4 Eyes Principle*: Implementation of the *4 eyes principle dashboard* since the project acquisition stage as a risk management improvement and to enhance the quality of contracts and projects acquired.
5. Implementation of SAP as the Company's ERP: Implementation of SAP in real-time business process management to create *early warning* patterns that can be used as the basis for management decision-making.

Kebijakan keberlanjutan memungkinkan perusahaan untuk melakukan operasi yang tidak hanya menguntungkan secara finansial, tetapi juga bertanggung jawab secara sosial dan lingkungan. WIKA juga berkomitmen untuk menurunkan *Risk Rating* perusahaan sebagai bukti bahwa WIKA menjadi pemimpin dalam menerapkan ESG atau *sustainability* (keberlanjutan) di industri konstruksi.

Sustainability policies enable the Company to conduct operations that are not only financially profitable but also socially and environmentally responsible. WIKA is also committed to reducing the Company's Risk Rating as a proof that WIKA is a leader in implementing ESG or sustainability in the construction industry.

Dalam menanamkan budaya keberlanjutan di tahun-tahun selanjutnya, Perseroan telah menetapkan panduan implementasi ESG yang berlaku di seluruh wilayah operasional Perseroan. Panduan tersebut mencakup inisiatif ESG, target pengukuran, serta kewajiban yang harus dijalankan oleh Perseroan.

In instilling a sustainability culture in the coming years, the Company has established ESG implementation guidelines that apply across all operational areas of the Company. These guidelines include ESG initiatives, measurement targets, and obligations that must be fulfilled by the Company.

## KINERJA EKONOMI

### PERBANDINGAN TARGET DAN KINERJA PRODUKSI, PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI, PENDAPATAN DAN LABA RUGI [OJK F.2]

Perseroan telah menetapkan target yang hendak dicapai dalam Rencana Kerja dan Anggaran Perseroan (RKAP) yang telah disesuaikan dengan kondisi industri dan ekonomi. Berikut perbandingan target dan realisasi pada tahun 2023.

## ECONOMIC PERFORMANCE

### COMPARISON OF PRODUCTION TARGET AND PERFORMANCE, PORTFOLIO, FINANCING TARGET, OR INVESTMENT, REVENUE AND PROFIT (LOSS) [OJK F.2]

The Company has set targets to be achieved in the Company's Work Plan and Budget (RKAP), which have been adjusted according to industry and economic conditions. Below is a comparison of targets and achievements in 2023.



| Uraian<br>Description                                           | 2023                                                             |                                                                          |                                                                                          | 2022                                                             |                                                                          |                                                                                          | 2021                                                             |                                                                          |                                                                                          |
|-----------------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
|                                                                 | Target<br>(Dalam Miliar Rupiah)<br>Target<br>(In Billion Rupiah) | Realisasi<br>(Dalam Miliar Rupiah)<br>Realization<br>(In Billion Rupiah) | Pencapaian Realisasi terhadap Target<br>Achievement<br>Realization against Target<br>(%) | Target<br>(Dalam Miliar Rupiah)<br>Target<br>(In Billion Rupiah) | Realisasi<br>(Dalam Miliar Rupiah)<br>Realization<br>(In Billion Rupiah) | Pencapaian Realisasi terhadap Target<br>Achievement<br>Realization against Target<br>(%) | Target<br>(Dalam Miliar Rupiah)<br>Target<br>(In Billion Rupiah) | Realisasi<br>(Dalam Miliar Rupiah)<br>Realization<br>(In Billion Rupiah) | Pencapaian Realisasi terhadap Target<br>Achievement<br>Realization against Target<br>(%) |
| Produksi/<br>Kontrak yang dihadapi<br>Production/<br>Order Book | 85.118                                                           | 73.905                                                                   | 86,83                                                                                    | 83.414,77                                                        | 75.216,08                                                                | 90,21                                                                                    | 96.658,28                                                        | 88.119,26                                                                | 91,17                                                                                    |
| Pendapatan Revenue                                              | 38.886                                                           | 22.530                                                                   | 57,94                                                                                    | 32.392,19                                                        | 21.480,79                                                                | 66,31                                                                                    | 23.742,09                                                        | 17.809,72                                                                | 75,01                                                                                    |
| Laba (rugi)<br>Setelah Pajak<br>Profit (Loss)<br>After Tax      | (978)                                                            | (7.825)                                                                  | (800,10)                                                                                 | 10,13                                                            | 12,59                                                                    | 124,28                                                                                   | 265,40                                                           | 214,42                                                                   | 80,78                                                                                    |
| Portofolio                                                      | 1.350.120                                                        | 60.000                                                                   | 4,44                                                                                     | 1.979.811                                                        | 9.146.051                                                                | 461,97                                                                                   | 2.042.091                                                        | 1.788.195                                                                | 87,57                                                                                    |
| Pembiayaan Pembiayaan                                           | 16.500                                                           | 16.500                                                                   | 100,00                                                                                   | 95.382                                                           | 56.524                                                                   | 59,26                                                                                    | 26.035                                                           | 475                                                                      | 1,82                                                                                     |
| Investasi Investasi                                             | 38.187                                                           | 16.230                                                                   | 42,50                                                                                    | 146.522                                                          | 112.579                                                                  | 76,83                                                                                    | 12.069                                                           | 11.919                                                                   | 98,76                                                                                    |

### PERBANDINGAN TARGET DAN KINERJA PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI PADA INSTRUMEN KEUANGAN ATAU PROYEK YANG SEJALAN DENGAN PEMBANGUNAN BERKELANJUTAN [OJK F.3]

Investasi pada proyek yang dilakukan Perseroan yang sejalan dengan TPB yaitu Pembangunan beberapa Jalan Tol dan Sistem Pengelolaan Air Minum (SPAM).

#### Jalan Tol Serang Panimbang

Jalan Tol Serang–Panimbang menghubungkan tiga Kabupaten di Provinsi Banten, yaitu Kabupaten Serang, Lebak, dan Pandeglang. Tol ini dapat mempersingkat waktu tempuh menjadi sekitar 3-4 jam dari yang sebelumnya memakan waktu 6-7 jam. Dengan terhubungnya jalan tol yang melintasi tiga kabupaten ini, tak hanya sebagai penghubung Kawasan Strategis Pariwisata Nasional (KSPN) Tanjung Lesung dan Taman Nasional Ujung Kulon, melainkan juga akan semakin meningkatkan konektivitas dan sektor produktif, seperti sektor industri, barang, dan jasa yang tersambung dengan Tol Jakarta–Merak.

### COMPARISON OF TARGET AND PORTFOLIO PERFORMANCE, FINANCING TARGET, OR INVESTMENT IN FINANCIAL INSTRUMENTS OR PROJECTS IN LINE WITH SUSTAINABLE DEVELOPMENT [OJK F.3]

Investments in projects carried out by the Company that are in line with the SDGs are the construction of several Toll Roads and Drinking Water Management Systems (SPAM).

#### Serang Panimbang Toll Road

The Serang–Panimbang Toll Road connects three regencies in the province of Banten, namely Serang, Lebak, and Pandeglang. This toll road can shorten travel time to around 3-4 hours from the previous 6-7 hours. The connection of this toll road that crosses three regencies does not only serve as a link between National Strategic Tourism Area (KSPN) of Tanjung Lesung and Ujung Kulon National Park, but also will further enhance connectivity and productive sectors, such as the industrial, goods, and services sectors connected to the Jakarta–Merak Toll Road.

### Jalan Tol Semarang Demak

Jalan Tol Semarang Demak merupakan jalan tol yang menghubungkan Kota Semarang dengan Kabupaten Demak dan memiliki tujuan utama untuk mengurangi kemacetan dan meningkatkan arus transportasi logistik di jalur Pantura Semarang-Demak-Surabaya. Jalan tol tersebut juga dibangun atas adanya kebutuhan pengembangan sistem jaringan jalan di wilayah pantai utara Provinsi Jawa Tengah. Di samping itu, jalan tol ini juga digunakan sebagai solusi adanya permasalahan banjir rob di kota Semarang dan Kabupaten Demak, serta beberapa daerah Pantai Utara Jawa (Pantura) yang disebabkan oleh kombinasi antara perubahan iklim dan penurunan muka tanah.

### Jalan Tol Balikpapan Samarinda

Jalan tol ini merupakan pionir jalan tol pertama di Pulau Kalimantan yang menghubungkan Ibu Kota Provinsi Kalimantan Timur, Samarinda dengan kota terbesar Provinsi Kalimantan Timur yaitu Balikpapan. Dengan adanya jalan tol ini, diharapkan penurunan waktu tempuh perjalanan memicu peningkatan kegiatan logistik dan perekonomian di masing-masing wilayah. Selain itu, jalan tol ini akan tersambung dengan jaringan jalan menuju Ibu Kota Negara (IKN) Nusantara.

### Jalan Tol Manado Bitung

Jalan tol Manado Bitung merupakan jalan tol yang menghubungkan dua kota terbesar di Sulawesi Utara, yakni Manado dan Bitung. Proyek ini diharapkan dapat mendukung peningkatan lalu lintas pada rute Manado – Bitung, mendukung sektor wisata serta pertumbuhan ekonomi di Manado, Minahasa Utara dan Bitung. Jalan tol ini juga akan menjadi jalan akses utama ke Kawasan Ekonomi Khusus (KEK) Bitung dan Pelabuhan Hub Internasional Bitung yang akan dibangun.

### Jalan Tol Akses Patimban

Jalan Tol Akses Patimban merupakan jalan tol yang menghubungkan Pelabuhan Patimban dengan Jalan Tol Trans Jawa ruas Cikopo – Palimanan. Tujuan dari jalan tol akses patimban ini untuk dapat meningkatkan aktivitas ekspor yang bersumber dari kawasan industri di sekitar Cikarang-Cibitung-Karawang hingga Cikampek menuju Pelabuhan Patimban.

### Jalan Tol Gedebage – Tasikmalaya – Cilacap

Jalan Tol Gedebage - Tasikmalaya - Cilacap (Getaci) merupakan jalan tol yang menghubungkan wilayah Jawa Barat dengan Jawa Tengah. Jalan Tol Gedebage – Tasikmalaya – Cilacap diharapkan dapat meningkatkan konektivitas dan ekonomi di Indonesia khususnya di Kawasan selatan Pulau Jawa yang berada di Provinsi Jawa Barat dan Jawa Tengah, serta mendukung Kawasan Pariwisata Pangandaran.

### Semarang Demak Toll Road

The Semarang Demak Toll Road is a toll road that connects the city of Semarang with Demak Regency and has the main goal of reducing congestion and improving logistic transportation flow on Semarang-Demak-Surabaya Pantura route. The toll road is also built to address the need for the development of road network systems in the northern coastal areas of Central Java Province. Additionally, this toll road is used as a solution to the problem of tidal floods in the city of Semarang and Demak Regency, as well as several areas along the North Coast of Java (Pantura) caused by a combination of climate change and land subsidence.

### Balikpapan Samarinda Toll Road

This toll road is the first pioneer toll road on the island of Kalimantan connecting the Capital of East Kalimantan Province, Samarinda, with the largest city in East Kalimantan Province, Balikpapan. With this toll road, it is hoped that the reduction in travel time will stimulate increased logistic activities and economies in each region. Additionally, this toll road will be connected to road networks leading to the National Capital City (IKN) of Nusantara.

### Manado Bitung Toll Road

The Manado Bitung Toll Road connects the two largest cities in North Sulawesi, namely Manado and Bitung. This project is expected to support increased traffic on Manado – Bitung route, support the tourism sector, and economic growth in Manado, North Minahasa, and Bitung. This toll road will also be the main access road to Bitung Special Economic Zone (KEK) and Bitung International Hub Port that will be built.

### Patimban Access Toll Road

The Patimban Access Toll Road is a toll road that connects Patimban Port with the Trans-Java Toll Road Cikopo – Palimanan section. This toll road aims to increase export activities originating from industrial areas around Cikarang-Cibitung-Karawang to Cikampek towards the Patimban Port.

### Gedebage – Tasikmalaya – Cilacap Toll Road

The Gedebage - Tasikmalaya - Cilacap Toll Road (Getaci) is a toll road that connects West Java with Central Java regions. The Gedebage – Tasikmalaya – Cilacap Toll Road is expected to improve connectivity and the economy in Indonesia, especially in the southern region of Java Island located in West Java and Central Java Provinces, and support Pangandaran Tourism Area.





## SPAM Jatiluhur

SPAM Regional Jatiluhur I merupakan proyek KPBU pada subsektor Sistem Penyediaan Air Minum yang dilakukan atas prakarsa badan usaha (*unsolicited*) dengan Menteri PUPR sebagai PJPK. Proyek ini akan menyediakan pasokan air minum sebesar 4.750 liter/detik yang akan didistribusikan kepada DKI Jakarta, Kota Bekasi, Kabupaten Bekasi, dan Kabupaten Karawang dengan memanfaatkan suplai air baku dari Bendungan Jatiluhur, Provinsi Jawa Barat.

Adapun target dan realisasi dari proyek tersebut dan proyek-proyek investasi Perseroan lainnya di tahun 2023 dapat dilihat pada tabel sebagai berikut:

## Jatiluhur Drinking Water Management System (SPAM)

The Jatiluhur Regional SPAM I is a KPBU's project in the Drinking Water Supply Systems Subsector, carried out on the initiative of a business entity (*unsolicited*) with the Minister of PUPR as the PJPK. This project will provide a drinking water supply of 4,750 liters/second that will be distributed to DKI Jakarta, Bekasi City, Bekasi Regency and Karawang Regency by utilizing raw water supplies from Jatiluhur Dam, West Java Province.

The targets and realization of this project and other investment projects of the Company in 2023 can be seen in the following table:

| No | Nama Proyek Investasi<br>Name of Investment Project                                      | Tahun 2023<br>Year 2023 |           | Tahun 2022*<br>Year 2022* |           | Tahun 2021*<br>Year 2021* |           |
|----|------------------------------------------------------------------------------------------|-------------------------|-----------|---------------------------|-----------|---------------------------|-----------|
|    |                                                                                          | Target                  | Realisasi | Target                    | Realisasi | Target                    | Realisasi |
| 1  | SPAM Jatiluhur                                                                           | -                       | -         | -                         | -         | 402.030                   | 402.030   |
| 2  | Jalan Tol Serang Panimbang<br>Serang Panimbang Toll Road                                 | 509.972                 | 50.000    | 195.740                   | 98.000    | -                         | -         |
| 3  | Jalan Tol Semarang Demak<br>Semarang Demak Toll Road                                     | 73.994                  | 10.000    | 184.750                   | 156.812   | 241.084                   | 33.250    |
| 4  | Jalan Tol Balikpapan Samarinda<br>Balikpapan Samarinda Toll Road                         | -                       | -         | -                         | -         | 99.000                    | 99.000    |
| 5  | Jalan Tol Manado Bitung<br>Manado Bitung Toll Road                                       | -                       | -         | 679                       | 679       | 50.080                    | 49.401    |
| 6  | Jalan Tol Akses Patimban<br>Patimban Access Toll Road                                    | 1.500                   | 1.500     | -                         | -         | -                         | -         |
| 7  | Jalan Tol Gedebage - Tasikmalaya - Cilacap<br>Gedebage - Tasikmalaya - Cilacap Toll Road | -                       | -         | 610                       | 610       | -                         | -         |

Keterangan | Note:  
\*Disajikan Kembali | \*Restated

## NILAI EKONOMI LANGSUNG YANG DIHASILKAN DAN DIDISTRIBUSIKAN [GRI 201-1]

Nilai Ekonomi yang dihasilkan dan didistribusikan Perseroan akan dirinci pada tabel di bawah ini.

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED [GRI 201-1]

The economic value generated and distributed by the Company can be seen in details in the table below.

**Tabel Nilai Ekonomi yang Dihasilkan dan Didistribusikan**  
**Economic Value Generated and Distributed**

(Dalam Jutaan Rupiah)

(In million Rupiah)

| Uraian<br>Description                                                   | 2023             | 2022*     | 2021*     |
|-------------------------------------------------------------------------|------------------|-----------|-----------|
| <b>Nilai Ekonomi yang Dihasilkan</b><br><b>Economic Value Generated</b> |                  |           |           |
| Pendapatan Bersih<br>Net Revenue                                        | <b>22.530,36</b> | 21.480,79 | 17.809,72 |
| Pendapatan Bunga Bank<br>Bank Interest Income                           | <b>29,32</b>     | 58,09     | 134,14    |

**Tabel Nilai Ekonomi yang Dihasilkan dan Didistribusikan**  
Economic Value Generated and Distributed

(Dalam Jutaan Rupiah)

(In million Rupiah)

| Uraian<br>Description                                                                    | 2023      | 2022*     | 2021*     |
|------------------------------------------------------------------------------------------|-----------|-----------|-----------|
| Keuntungan (Kerugian) Selisih Kurs<br>Gain (Loss) on Exchange Differences                | (11,47)   | 22,00     | 7,26      |
| Jumlah Nilai Ekonomi Dihasilkan<br>Total Economic Value Generated                        | 22.548,21 | 21.560,88 | 17.951,12 |
| <b>Nilai Ekonomi yang Didistribusikan</b><br>Economic Value Distributed                  |           |           |           |
| Biaya Operasi<br>Operating Expenses                                                      | 237,26    | 312,29    | 571,59    |
| Beban Personalia<br>Personnel Expenses                                                   | 736,74    | 505,20    | 515,32    |
| Dividen Tunai<br>Cash Dividend                                                           | 0         | 0         | 0         |
| Bunga Pinjaman dan Bunga Bank<br>Loan Interest and Bank Interest                         | 1.675,22  | 1.371,88  | 1.157,28  |
| Pengeluaran untuk Pemerintah<br>Expenditure on Government                                | 1.274,78  | 2.036,28  | 1.628,95  |
| Pengeluaran untuk masyarakat<br>Expenditure on Society                                   | 13,61     | 23,75     | 23,95     |
| Jumlah Nilai Ekonomi Langsung Didistribusikan<br>Total Direct Economic Value Distributed | 3.937,61  | 4.249,40  | 3.897,09  |
| <b>Nilai Ekonomi yang Ditahan</b><br>Economic Value Retained                             |           |           |           |
| Nilai Ekonomi Langsung yang Ditahan<br>Direct Economic Value Retained                    | 18.610,60 | 17.311,48 | 14.054,03 |

Keterangan: \*Disajikan kembali  
Remarks: \*Restated

## IMPLIKASI FINANSIAL SERTA RISIKO DAN PELUANG LAIN AKIBAT DARI PERUBAHAN IKLIM [GRI 201-2]

Sampai dengan akhir tahun 2023, Perseroan belum melakukan studi terkait implikasi finansial, serta risiko dan peluang akibat dampak perubahan iklim.

## KEWAJIBAN PROGRAM PENSIUN MANFAAT PASTI DAN PROGRAM PENSIUN LAINNYA [GRI 201-3]

Perseroan senantiasa memberikan jaminan hari tua bagi seluruh karyawannya sesuai dengan Undang-Undang yang berlaku. Program Dana Pensiun yang diikuti oleh seluruh karyawan merupakan Program Pensiun Manfaat Pasti (PPMP) bagi pegawai tetap yang diangkat sebelum 1 Januari 2007 dan Program Pensiun Iuran Pasti (PIIP) untuk pegawai organik yang diangkat setelah 1 Januari 2007. Selain program dari Perseroan, seluruh karyawan

## FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE [GRI 201-2]

As of the end of 2023, the Company has not conducted a study regarding the financial implications, as well as the risks and opportunities arising from the impacts of climate change.

## DEFINED BENEFIT PENSION PROGRAM OBLIGATIONS AND OTHER PENSION PROGRAMS [GRI 201-3]

The Company provides old-age insurance for all of its employees in accordance with applicable laws. The Pension Fund Program, in which all employees participated in, is the Defined Benefit Pension Program (PPMP) for employees who were appointed before January 1, 2007 and the Defined Contribution Pension (PIIP) for employees who were appointed after January 1, 2007. In addition to the Company's program, all employees are



juga diikutsertakan dalam Program Jaminan Sosial Ketenagakerjaan, Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan yang terdiri dari Jaminan Hari Tua (JHT), Jaminan Pensiun (JP), Jaminan Kecelakaan Kerja (JKK), dan Jaminan Kematian (JKM), dan Jaminan Kehilangan Pekerjaan (JKP).

Di samping itu, karyawan yang mengikuti program JHT diwajibkan untuk membayar iuran bulanan sebesar 3% x *fixed pay*, sedangkan 6,24% x *fixed pay* ditanggung oleh Perseroan. Iuran yang dibayarkan untuk Program Manfaat Pasti sebesar 19,2% x Penghasilan Dasar Pensiun (PhDP) ditanggung Perseroan, dan 5% x PhDP menjadi beban karyawan. Selanjutnya untuk ketentuan dalam Program Pensiun Iuran Pasti yaitu membayar 12,5% x PhDP ditanggung Perseroan dan 5% x PhDP menjadi beban karyawan. Total dana pensiun yang dibayarkan di tahun 2023 sebesar Rp36,14 Miliar (Dapen PPMP) dan Rp27,46 Miliar (Dapen PPIP).

also included in the Social Security Employment Program of BPJS Employment which consists of Old Age Benefits (JHT), Pension Benefits (JP), Work Accident Benefits (JKK), and Death Benefits (JKM).

In addition, employees who take part in the JHT program are required to pay a monthly fee of 3% x fixed pay, while 6.24% x fixed pay is borne by the Company. Contributions paid for the Defined Benefit Program amounted to 19.2% x Basic Retirement Income (PhDP) are borne by the Company, and 5% x PhDP are borne by the employees. Furthermore, the provisions in the Defined Contribution Pension Program are to pay 12.5% x PhDP to be borne by the Company and 5% x PhDP to be borne by employees. The total pension funds paid in 2023 amounted to IDR 36.14 billion (Dapen PPMP) and IDR 27.46 billion (Dapen PPIP).

#### Jumlah Karyawan yang Diikutsertakan dalam Program Pensiun Number of Employees Participated in the Pension Plan

| Program Program                                                  | 2023  | 2022  | 2021  |
|------------------------------------------------------------------|-------|-------|-------|
| Program Pensiun Manfaat Pasti<br>Defined Benefit Pension Plan    | 352   | 448   | 522   |
| Program Pensiun Iuran Pasti<br>Defined Contribution Pension Plan | 1.917 | 2.205 | 2.213 |
| Program Jaminan Hari Tua<br>Old-Age Security Program             | 2.269 | 2.563 | 2.735 |

#### BANTUAN FINANSIAL DARI PEMERINTAH [GRI 201-4]

Selama tahun 2023, Perseroan tidak menerima bantuan dari pemerintah dalam bentuk apapun untuk menjalankan operasionalnya.

#### FINANCIAL ASSISTANCE FROM GOVERNMENT [GRI 201-4]

In 2023, the Company did not receive assistance from the government in any form to carry out its operations.

#### DAMPAK EKONOMI TIDAK LANGSUNG

##### INVESTASI INFRASTRUKTUR DAN DUKUNGAN LAYANAN [GRI 203-1]

Perseroan telah melakukan investasi infrastruktur yang diwujudkan dengan Program Dukungan Pembangunan Nasional (DPN). Sesuai dengan amanah pemegang saham, Perseroan telah berkontribusi serta mendukung pembangunan. Dalam program tersebut, Perseroan telah melakukan perbaikan infrastruktur pendidikan di berbagai wilayah di Indonesia, sarana-prasarana keagamaan, serta perbaikan jalan fasilitas umum. Sepanjang tahun 2023, Perseroan telah merealisasikan dana untuk program DPN yang khusus terkait dengan pembangunan infrastruktur

#### INDIRECT ECONOMIC IMPACTS

##### INFRASTRUCTURE AND SERVICES SUPPORT INVESTMENT [GRI 203-1]

The Company has invested in infrastructure through the National Development Support Program (DPN). In line with the shareholders' mandate, the Company has contributed to and supported the national development. In this program, the Company has improved educational infrastructure in various regions in Indonesia, religious facilities, and public road improvements. Throughout 2023, the Company has realized funds for the DPN program specifically related to infrastructure development for the community amounting to Rp2,256,993,000. The

untuk masyarakat sebesar Rp2.256.993.000,-. Program infrastruktur telah memberikan dampak positif bagi masyarakat berupa pengembangan sarana dan prasarana di lingkungan masyarakat. Program infrastruktur tersebut merupakan bantuan dari Perseroan sehingga masyarakat yang menerima program dapat memanfaatkannya secara gratis. Dari program pembangunan infrastruktur tersebut, diharapkan akan meningkatkan *corporate image* Perusahaan.

### DAMPAK EKONOMI TIDAK LANGSUNG YANG SIGNIFIKAN [GRI 203-2]

Kegiatan-kegiatan TJSL beserta dampaknya pada masyarakat sebagai berikut.

| Program<br>Program                          | Pemangku Kepentingan yang Terdampak<br>Stakeholders Impacted | Signifikansi Dampak<br>Impact Significance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BUMN Teman Bersenyum<br>SOE Smiling Friend  | Masyarakat<br>Community                                      | <p>Program BUMN Teman Bersenyum merupakan program kolaborasi dengan 17 BUMN lain yang diikuti oleh Perseroan yang tujuannya sejalan dengan Tujuan Pembangunan Berkelanjutan sesuai dengan TPB 8, TPB 6, TPB 12, dan TPB 4. Manfaat dari terselenggaranya program ini yaitu meningkatnya perekonomian desa melalui peran strategis BUMDES., kesejahteraan petani meningkat melalui integrated farming yang efektif, kesejahteraan UMKM meningkat melalui tersedianya ruang pemasaran yang memadai, kesejahteraan masyarakat meningkat melalui pengembangan wisata alam, ketahanan lingkungan terjaga melalui penyediaan akses air bersih dan pengelolaan sampah, dan peningkatan kualitas sumber daya manusia melalui rehabilitasi gedung PAUD.</p> <p>The "SOE Smiling Friend (BUMN Teman Bersenyum)" program is a collaboration program with 17 other SOEs that the Company participates in. The goal of this program aligns with the Sustainable Development Goals, specifically SDG 8, SDG 6, SDG 12, and SDG 4. The benefits of this program include boosting the rural economy through the strategic role of BUMDES, increasing the welfare of farmers through effective integrated farming practices, enhancing the welfare of MSMEs through adequate marketing spaces, improving community welfare through the development of eco-tourism, maintaining environmental resilience through the provision of clean water access and waste management, and enhancing the quality of human resources through the rehabilitation of PAUD facilities.</p> |
| WIKI<br>ENVIRONMENT<br>HUB – WIKI NV<br>HUB | Masyarakat<br>Community                                      | <p>Kolaborasi Perseroan dengan Local Hero dalam mengembangkan bank sampah, Tabur Banksa (Bank Sampah Tanjung Burung), hingga terjadi peningkatan perekonomian masyarakat yang termasuk pengurus dan pekerja Banksa Tabur. Sebelumnya penghasilannya tidak mencapai Rp1.000.000, dengan melalui aktivitas bank sampah dan pengelolaan sampah dengan mesin/peralatan yang diberikan, saat ini masyarakat tersebut mendapat penghasilan Rp1.500.000,- per bulan. Selain itu, signifikansi dampak yang dihasilkan berupa peningkatan kompetensi terkait pengelolaan lingkungan seperti manajemen pengelolaan bank sampah, penguatan kelembagaan BUMDES, pendampingan pengolahan bank sampah dan pupuk kompos bagi masyarakat di Desa Tanjung Burung.</p> <p>The Company's collaboration with Local Hero in developing the waste bank, Tabur Banksa (Tanjung Burung Waste Bank), has led to a significant increase in the local economy, including for the managers and workers of Tabur Banksa. Previously, their income did not reach Rp1,000,000 per month. However, through waste bank activities and waste management using the provided machinery/equipment, they now earn Rp1,500,000 per month. Moreover, this collaboration has resulted in significant impacts by enhancing competencies related to environmental management, such as waste bank management, strengthening BUMDES institutions, and providing assistance in waste bank processing and composting for the community in Tanjung Burung Village.</p>                                   |

### PRAKTIK PENGADAAN BARANG DAN JASA [GRI 204-1]

Perseroan senantiasa berkomitmen untuk menjalankan manajemen rantai pasokan secara profesional dan transparan. Dalam pelaksanaan pengadaan barang dan jasa Perseroan telah tertuang dalam prosedur No. WIKI-DAN-SCM-01.01 tentang Prosedur *Supply Chain Management*.

infrastructure program has had positive impacts on the community in the form of facilities and infrastructure development within the community environment. The infrastructure program is a contribution from the Company, allowing the receiving communities to utilize them for free. It is hoped that this infrastructure development program will enhance the Company's corporate image.

### SIGNIFICANT INDIRECT ECONOMIC IMPACT [GRI 203-2]

The activities of SER along with their impact on society are as follows.

### GOODS AND SERVICES PROCUREMENT PRACTICES [GRI 204-1]

The Company is committed to carrying out supply chain management in a professional and transparent manner. The procurement of goods and services is contained in procedure No. WIKI-DAN-SCM-01.01 concerning Supply Chain Management Procedures. As a state-owned





Dalam statusnya sebagai Badan Usaha Milik Negara (BUMN), pengadaan barang dan jasa Perseroan telah mengikuti regulasi/ketentuan dari Kementerian Badan Usaha Milik Negara yang merujuk pada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia No. PER-08/MBU/12/2019 tentang Pedoman Umum Pelaksanaan Pengadaan Barang dan Jasa Badan Usaha Milik Negara. Tujuan dan target dari penerapan dari Prosedur Supply Chain Management adalah untuk menjamin terselenggaranya pelaksanaan proses perolehan kontrak pengadaan barang dan jasa, sehingga memenuhi asas optimalisasi, efisiensi, efektif, dan memenuhi prinsip-prinsip tata kelola perusahaan yang baik. Divisi Supply Chain Management (SCM) bertanggung jawab atas seluruh proses pengadaan dan pengelolaan rantai pasok di Perseroan. Pemasok yang bekerja sama dengan Perseroan mencakup pemasok lokal atau nasional dan pemasok yang berasal dari luar negeri atau internasional.

enterprise (SOE), the procurement of goods and services follows regulations/guidelines from the Ministry of State-Owned Enterprises, referring to Minister of State-Owned Enterprises Regulation No. PER-08/MBU/12/2019 concerning General Guidelines for the Implementation of Procurement of Goods and Services by State-Owned Enterprises. The purpose and target of the implementation of the Supply Chain Management Procedure is to ensure the implementation of the process of obtaining procurement contracts for goods and services, so that it meets the principles of optimization, efficiency, effectiveness, and meets the principles of good corporate governance. The Supply Chain Management (SCM) Division is responsible for the entire procurement process and supply chain management in the Company. Suppliers that work with the Company include local or national suppliers and those from abroad or international suppliers.

#### Pemasok Barang Tahun 2021-2023 Goods Suppliers in 2021-2023

| Keterangan<br>Description      | Jumlah Pemasok<br>Number of Suppliers |              |            | Nilai Kontrak Pekerjaan<br>(dalam Miliar Rupiah)<br>Contract Value<br>(in Billion Rupiah) |              |              |
|--------------------------------|---------------------------------------|--------------|------------|-------------------------------------------------------------------------------------------|--------------|--------------|
|                                | 2023                                  | 2022         | 2021       | 2023                                                                                      | 2022         | 2021         |
| Nasional<br>National           | 1.251                                 | 1.995        | 581        | 2.015                                                                                     | 2.623        | 2.896        |
| Internasional<br>International | 7                                     | 2            | 6          | 403                                                                                       | 8            | 99           |
| <b>Total</b>                   | <b>1.258</b>                          | <b>1.997</b> | <b>587</b> | <b>2.418</b>                                                                              | <b>2.631</b> | <b>2.995</b> |

#### Pemasok Jasa Tahun 2021-2023 Service Suppliers 2021-2023

| Keterangan<br>Description      | Jumlah Pemasok<br>Number of Suppliers |            |            | Nilai Kontrak Pekerjaan<br>(dalam Miliar Rupiah)<br>Contract Value<br>(in Billion Rupiah) |              |              |
|--------------------------------|---------------------------------------|------------|------------|-------------------------------------------------------------------------------------------|--------------|--------------|
|                                | 2023                                  | 2022       | 2021       | 2023                                                                                      | 2022         | 2021         |
| Nasional<br>National           | 1.576                                 | 914        | 444        | 4.909                                                                                     | 3.825        | 2.319        |
| Internasional<br>International | 0                                     | 0          | 0          | 0                                                                                         | 0            | 0            |
| <b>Total</b>                   | <b>1.576</b>                          | <b>914</b> | <b>444</b> | <b>4.909</b>                                                                              | <b>3.825</b> | <b>2.319</b> |

#### Perubahan Proses Bisnis

Perubahan proses bisnis pada fungsi *Supply Chain management* di antaranya adalah menerapkan konsep *Category Management* (CM) sesuai *best practice* yang ada, serta meningkatkan daya saing perusahaan dengan menambah *strategic partnership* berupa OA (*Outline Agreement*). Penerapan *Category Management* ini berdampak kepada terpusatnya proses pengadaan barang dan jasa yang dikelola *SCM Division*. Total di tahun 2023 *SCM Division* mengelola 58 CM dan 7 OA.

#### Business Process Changes

Changes in business processes in the Supply Chain Management function include implementing the Category Management (CM) concept based on existing best practices, as well as enhancing the Company's competitiveness by adding strategic partnerships in the form of Outline Agreements (OAs). The implementation of Category Management has resulted in centralized procurement processes managed by the SCM Division. In total, in 2023, the SCM Division has managed 58 CMs and 7 OAs.

## Capaian Peningkatan Penggunaan Produk Dalam Negeri (P3DN) dan UMKM

Menindaklanjuti Surat Edaran dari Kementerian BUMN No. SE-1 O/MBU/08/2020 tentang Peningkatan Peran Usaha Mikro, Kecil dan Menengah dalam Pengadaan Barang dan Jasa di Badan Usaha Milik Negara serta arahan Presiden melalui Instruksi Presiden No. 2 Tahun 2022 tentang Percepatan Peningkatan Penggunaan Produk Dalam Negeri dan Produk Usaha Mikro, Usaha Kecil, dan Koperasi dalam rangka menyukseskan Gerakan Nasional Bangga Buatan Indonesia pada Pelaksanaan Pengadaan Barang/Jasa Pemerintah, SCM terlibat aktif dalam upaya optimalisasi belanja dalam negeri serta produk-produk UMKM. Kegiatan tersebut dilaporkan ke Kementerian BUMN dengan capaian sebagai berikut:

1. Nilai Belanja PDN 2023 sebesar Rp6.672.605.502.656
2. Nilai Transaksi eProc 2023 sebesar Rp3.923.493.034.624
3. Nilai Transaksi B2B PaDi UMKM 2023 sebesar Rp81.689.050.581

## Kegiatan Ekspor-Impor WIKA 2023

SCM Division memiliki tanggung jawab melakukan Ekspor-Impor di WIKA Pusat, dimana kegiatan ini akan terkonsolidasi dalam Sistem SIM Pabean WIKA yang terkoneksi dengan CEISA. Tidak ada kegiatan ekspor di tahun 2023. Sedangkan untuk kegiatan impor di tahun 2023 dilakukan sebanyak 21 *shipment* dengan total nilai impor Rp284.483.556.831,03,-.

## Sustainable SCM Integrated Digitalization

Untuk mendukung rencana jangka panjang inisiatif transformasi dengan tema DIGITALISASI TERINTEGRASI DAN BERKELANJUTAN (Integrated Digitalization & Sustainability), SCM Division telah melakukan banyak pengembangan digitalisasi terintegrasi dengan *backbone* digitalisasi perusahaan yaitu SAP. Aplikasi SCM yang terdiri dari 5 (lima) area aplikasi yang nantinya akan menjadi aplikasi Super Apps SCM yaitu:

1. eSCM  
Aplikasi eSCM dikembangkan untuk mengakomodir integrasi data dengan SAP. Beberapa data yang telah terintegrasi adalah, data *Purchase requisition* (PR), data *Purchase Order* (PO). eSCM sendiri akan melakukan perubahan framework untuk mendukung kehandalan dan keamanan data sesuai instruksi pemangku sistem IT WIKA (IT DIVISION).

## Achievements in Increasing the Use of Domestic Products (P3DN) and MSMEs

Following the Circular Letter from the Ministry of SOE No. SE-1 O/MBU/08/2020 regarding the Increased Role of Micro, Small, and Medium Enterprises in Procurement of Goods and Services in SOEs, as well as the President's directive through Presidential Instruction No. 2 of 2022 concerning the Acceleration of Increasing the Use of Domestic Products and Micro, Small, and Cooperative Enterprises' Products in order to succeed the National Movement of Proud Indonesian Products in the Government Procurement of Goods/Services, the SCM is actively involved in the efforts to optimize domestic spending and products from MSMEs. These activities are reported to the Ministry of SOE with the following achievements:

1. Value of Domestic Spending (PDN) in 2023 amounted to Rp6,672,605,502,656
2. Value of eProc Transactions in 2023 amounted to Rp3,923,493,034,624
3. Value of B2B Transactions for PaDi UMKM in 2023 amounted to Rp81,689,050,581

## WIKA's Export-Import Activities in 2023

The SCM Division is responsible for handling Export-Import activities at WIKA Parent, which are consolidated in WIKA's Customs Information System connected to CEISA. There were no export activities in 2023. However, there were 21 import shipments in 2023 with a total import value of Rp284.483.556.831,03,-.

## Sustainable SCM Integrated Digitalization

To support long-term transformation initiative with the theme of Integrated Digitalization & Sustainability, the SCM Division has undertaken various integrated digitalization developments with the Company's digitalization backbone, i.e. SAP. The SCM application consists of 5 (five) areas that will later become the SCM Super Apps, which are:

1. eSCM  
The eSCM application is developed to accommodate data integration with SAP. Some of the integrated data include Purchase requisition (PR) data and Purchase Order (PO) data. eSCM itself will undergo framework changes to support data reliability and security as per IT system stakeholder instructions (IT DIVISION).



## 2. VMS

Aplikasi *Vendor Management System* memiliki tujuan untuk memfasilitasi data base vendor yang sangat penting untuk jadi bagian program sustainability ke depan. Kebutuhan akan master business partner (BP) SAP menjadi dasar agar transaksi PO kepada vendor, pengelolaan Sertifikasi CQSMS, Ranking vendor, pengukuran kinerja Vendor (VPI) dan pengukuran kepuasan vendor (VSI) menjadi bagian fitur dalam system ini.

## 3. LCTS

Logistic Control Tower System dikembangkan untuk mengakomodir kebutuhan dan pengelolaan transportasi dimana seluruh proyek akan membutuhkan transportasi untuk memindahkan barangnya dari lokasi asal/vendor ke lokasi tujuan. Live tracking adalah salah satu fitur yang dapat membantu stakeholder dalam peningkatan aspek visibilitynya.

## 4. eCATALOGUE

Aplikasi eCatalogue fokus pada pengelolaan Master Sumber daya nasional WIKA yang terintegrasi dengan SAP. Selain itu semua database harga dari transaksi PO terhubung dari eSCM ke aplikasi ini sehingga dapat menjadi bagian data yang dibutuhkan untuk proses tender atau pemenangan proyek ke Owner. Dilain itu fitur lainnya seperti eMarket dan *Shouldcost model analytic* menjadi fitur yang sangat menarik untuk digunakan dalam proses bisnis di WIKA.

## 5. SIM PABEAN

Aplikasi SIM PABEAN dikembangkan untuk mengakomodir kebutuhan pelaku impor baik proyek NO JO maupun JO, hal ini diperlukan untuk menjaga ketaatan administrasi dan pembukuan terkait kepatuhan undang-undang kepabeanan. Selain itu aplikasi ini telah terintegrasi dengan sistem CEISA Dirjen Bea Cukai.

## 2. VMS

The Vendor Management System application aims to facilitate the vendor database, which is crucial for future sustainability programs. The need for master business partner (BP) SAP serves as the basis for PO transactions with vendors. Management of CQSMS certifications, vendor rankings, Vendor Performance Index (VPI) measurements, and Vendor Satisfaction Index (VSI) measurements are part of the features in this system.

## 3. LCTS

The Logistic Control Tower System is developed to accommodate transportation needs and management, where all projects will require transportation to move goods from the origin/vendor location to the destination location. Live tracking is one of the features that can assist stakeholders in improving visibility aspects.

## 4. eCATALOGUE

The eCatalogue application focuses on managing WIKA National Resources Master integrated with SAP. Additionally, all price database transactions from eSCM are connected to this application, making it part of the required data for tender processes or project wins with the Owner. Other features such as eMarket and *Shouldcost model analytics* are attractive features for use in WIKA's business processes.

## 5. CUSTOM SIM

The CUSTOM SIM application is developed to accommodate the needs of importers, both NO JO and JO projects. This is necessary to maintain administrative accuracy and bookkeeping related to customs compliance laws. Additionally, this application is integrated with the CEISA system of the Directorate General of Customs.

## SCM Vendor Management

Dalam meningkatkan awareness terkait kualifikasi penyedia barang dan jasa di WIKA, Tim SCM telah melakukan sosialisasi terkait registrasi kepada internal maupun eksternal. Sepanjang tahun 2023, lebih dari 450 vendor dan 74 proyek berjalan yang sudah diberikan pemahaman terkait registrasi vendor. Berikut pertumbuhan tingkat registrasi vendor di tahun 2023:

## SCM Vendor Management

To increase awareness regarding the qualification of goods and services providers in WIKA, the SCM Team has conducted socialization sessions regarding registration to both internal and external stakeholders. Throughout 2023, more than 450 vendors and 74 ongoing projects have been provided with an understanding of vendor registration. Below is the growth rate of vendor registration in 2023:

| Kategori<br>Category                                                    | Semula<br>(Maret 23)<br>Before<br>(March 2023) | Menjadi<br>(Desember 23)<br>After<br>(December 2023) | Pertumbuhan<br>Growth Rate |
|-------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------|
| Total Vendor<br>Total Vendors                                           | 8.049                                          | 9.449                                                | 1.400 (+17,4%)             |
| Vendor Aktif (Registrasi Umum)<br>Active Vendors (General Registration) | 4.550                                          | 5.698                                                | 1.148 (+25,2%)             |

| Kategori<br>Category                      | Semula<br>(Maret 23)<br>Before<br>(March 2023) | Menjadi<br>(Desember 23)<br>After<br>(December 2023) | Pertumbuhan<br>Growth Rate |
|-------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------|
| BUMN Karya Approved<br>SOE Karya Approved | 436                                            | 796                                                  | 360 (+82,5%)               |
| Lulus CQSMS<br>Pass CQSMS                 | 272                                            | 764                                                  | 492 (+180,9%)              |

Dalam hal proses kualifikasi calon penyedia barang dan jasa, Perseroan memperhatikan faktor Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) sebagai salah satu parameter penilaiannya. Mekanisme ini dilaksanakan melalui metode penilaian *Contractor Quality and Safety Management System* (CQSMS). Hasil dari penilaian CQSMS ini akan memetakan kesiapan risiko pekerjaan penyedia barang dan jasa terkait K3L.

In the qualifying process of prospective goods and services providers, the Company considers Safety, Health, and Environment (HSE) factors as one of the assessment parameters. This mechanism is implemented through the Contractor Quality and Safety Management System (CQSMS) assessment method. The results of CQSMS assessment will map out the readiness and risk levels of work-related HSE factors of the goods and services providers.

## ANTI KORUPSI

### Operasi-Operasi yang Dinilai Memiliki Risiko Terkait Korupsi [GRI 205-1]

Manajemen menyadari adanya potensi tindak korupsi pada seluruh (100%) fungsi. Di tahun 2023, manajemen mengidentifikasi adanya fungsi yang memiliki risiko paling tinggi terhadap korupsi yaitu fungsi pengadaan yang ada di seluruh unit kerja di Kantor Pusat. Namun demikian, Perseroan belum melakukan asesmen terkait dengan risiko korupsi. Walaupun Perseroan belum melakukan asesmen tersebut, Perseroan akan menindaklanjuti bagi kasus yang diduga memiliki risiko korupsi dengan pemantauan implementasi dan sosialisasi Sistem Manajemen Anti Penyuapan (SMAP) dengan calon pemasok dan mitra kerja lainnya serta penandatanganan Komitmen Anti Penyuapan dan/atau Pakta Integritas bagi calon pemasok serta Larangan Benturan Kepentingan untuk seluruh insan Perseroan yang dikeluarkan oleh Direktur Utama dengan nomor PU.01.09/A.DIR/01219/2023 tanggal 16 Oktober 2023. Selain itu, seluruh divisi melakukan identifikasi risiko korupsi melalui pengisian *form Bribery Risk & Opportunities Identification, Risk Evaluation and Determining Control* (BRIRADC).

Perseroan terus berupaya untuk meningkatkan sistem pengendalian untuk mencegah terjadinya korupsi di berbagai fungsi. Hal yang dilakukan oleh Perseroan untuk mengantisipasi potensi tersebut dengan memiliki kebijakan Anti Penyuapan, Pedoman dan Prosedur Sistem Manajemen Anti Penyuapan, Instruksi Kerja *Whistleblowing System* serta Pengendalian Gratifikasi.

## ANTI CORRUPTION

### Operations Assessed as Having Corruption-Related Risks [GRI 205-1]

The Management recognizes the potential for corruption in every (100%) functions. In 2023, the Management identified that the procurement function across all units at the Head Office has the highest risk of corruption. However, the Company has not conducted an assessment related to the risk of corruption. Despite not having conducted such an assessment, the Company will follow up on cases that are suspected of having corruption risks by monitoring the implementation and socialization of the Anti-Bribery Management System (SMAP) with prospective vendors and other partners, as well as signing Anti-Bribery Commitments and/or Integrity Pacts for prospective Vendors, and Conflict of Interest Prohibitions for all personnel of the Company, issued by the President Director with letter No. PU.01.09/A.DIR/01219/2023 dated October 16, 2023. Additionally, all divisions conduct corruption risk identification through the completion of the Bribery Risk & Opportunities Identification, Risk Evaluation, and Determining Control (BRIRADC) form.

The Company continues to undertake efforts to improve the control system to prevent corruption in various functions. To anticipate, the Company's effort is having Anti-Bribery policy, Guidelines and Procedures for Anti-Bribery Management System, Work Instructions for Whistleblowing System and Gratification Control. Every year, the Company requests the Signing of Compliance





Setiap tahun juga, Perusahaan meminta dilakukan Penandatanganan Komitmen Kepatuhan terhadap Pedoman Etika dan Perilaku (*Code of Conduct*) dan Pakta Integritas oleh Dewan Komisaris, Direksi dan Pegawai Perusahaan.

Commitment to the Code of Conduct and Integrity Pact by Board of Commissioners, Board of Directors and Employees of the Company.

### Komunikasi dan Pelatihan Tentang Kebijakan dan Prosedur Anti-Korupsi [GRI 205-2]

Perseroan senantiasa melakukan sosialisasi antikorupsi kepada seluruh insan WIKA (100%) mulai dari calon karyawan tetap (*management trainee*), staf, manajemen menengah, organ perusahaan, mitra kerja dan kontraktor pada berbagai kesempatan. Adapun jumlah Dewan Komisaris dan Direksi yang telah mengikuti sosialisasi dan pelatihan tentang Kebijakan dan Prosedur Anti-Korupsi, sebagai berikut.

### Communication and Training on Anti-Corruption Policies and Procedures [GRI 205-2]

The Company consistently organizes anti-corruption socialization to all WIKA personnel (100%), starting from prospective permanent employees (management trainees), staff, middle management, corporate organs, working partners, and contractors on various occasions. The number of Board of Commissioners and Board of Directors who have attended socialization and training sessions on Anti-Corruption Policy and Procedures are as follows:

**Tabel Jumlah Dewan Komisaris dan Direksi yang telah mengikuti sosialisasi dan pelatihan tentang Kebijakan dan Prosedur Anti-Korupsi**  
**Number of Board of Commissioners and Board of Directors who have attended socialization and training on Anti-Corruption Policies and Procedures**

| Wilayah<br>Area                                 | Jumlah<br>Total | Persentase<br>Percentage |
|-------------------------------------------------|-----------------|--------------------------|
| Kantor Pusat (Jakarta)<br>Head Office (Jakarta) | 14              | 100%                     |

Perseroan juga telah melakukan sosialisasi terkait Penerapan ISO 37001:2016, *Code of Conduct* (CoC), *Whistleblowing System* (WBS), dan Unit Pengendalian Gratifikasi (UPG) kepada seluruh (100%) Direksi, Senior Vice President (SVP), Supervisor, dan seluruh Divisi Perseroan, beserta para karyawan di bawah divisi tersebut.

The Company has also organized socialization regarding the implementation of ISO 37001:2016, Code of Conduct (CoC), Whistleblowing System (WBS), and Gratification Control Unit (UPG) to all (100%) Directors, Senior Vice President (SVP), Supervisors, and all Divisions of the Company, as well as employees under those divisions.

Selanjutnya, bagi karyawan di lokasi proyek, sosialisasi anti korupsi dilakukan ketika reviu manajemen kepada seluruh manajer proyek per wilayah, kemudian manajer proyek meneruskan sosialisasi anti korupsi di lokasi masing-masing. Sosialisasi anti korupsi juga dapat ditemukan pada *website* dan media sosial WIKA.

Furthermore, for employees at project sites, anti-corruption socialization is carried out during management reviews with all project managers per region. Subsequently, project managers continue to organize anti-corruption socialization at their respective locations. Anti-corruption socialization can also be found on WIKA's website and social media platforms.

**Tabel Sosialisasi Kebijakan Anti Korupsi Bagi Karyawan Berdasarkan Wilayah Kerja**  
**Socialization of Anti-Corruption Policy for Employees Based on Work Area**

| Wilayah Kerja<br>Work Area | Jumlah Karyawan<br>Number of Employees | Persentase<br>Percentage |
|----------------------------|----------------------------------------|--------------------------|
| DOP 1                      | 355                                    | 43,13%                   |
| DOP 2                      | 152                                    | 18,47%                   |
| DOP 3                      | 113                                    | 13,73%                   |

**Tabel Sosialisasi Kebijakan Anti Korupsi Bagi Karyawan Berdasarkan Wilayah Kerja**  
Socialization of Anti-Corruption Policy for Employees Based on Work Area

| Wilayah Kerja<br>Work Area    | Jumlah Karyawan<br>Number of Employees | Persentase<br>Percentage |
|-------------------------------|----------------------------------------|--------------------------|
| PUSAT<br>Head Office          | 103                                    | 12,52%                   |
| Anak Perusahaan<br>Subsidiary | 100                                    | 12,15%                   |
| <b>Jumlah</b><br>Total        | <b>823</b>                             | <b>100%</b>              |

Kebijakan dan Prosedur Anti-Korupsi Perseroan juga senantiasa dikomunikasikan kepada mitra bisnis khususnya calon vendor/vendor melalui sosialisasi kebijakan Sistem Manajemen Anti Penyuapan di aplikasi SCM Perseroan. Selain itu, semua calon vendor yang bekerjasama dengan Perseroan merupakan calon vendor yang telah lulus uji Kelayakan Vendor serta telah menandatangani Pakta Integritas/ Komitmen Anti Penyuapan karena Perseroan telah mengimplementasikan ISO 37001:2016. Adapun mitra kerja vendor yang bekerjasama dengan Perseroan pada tahun 2023 antara lain:

The Company's Anti-Corruption Policy and Procedures are consistently communicated to business partners, especially prospective vendors, through socialization of Anti-Bribery Management System policy in the Company's SCM application. Furthermore, all prospective vendors collaborating with the Company should had undergo Vendor Feasibility Testing and sign Integrity Pacts/ Anti-Bribery Commitments since the Company already implementing ISO 37001:2016. The business partners/ vendors collaborating with the Company in 2023 are:

**Tabel Sosialisasi Kebijakan Anti Korupsi Bagi Mitra Kerja Berdasarkan Wilayah Kerja**  
Anti-Corruption Policy Socialization for Business Partners Based on Work Area

| Mitra Kerja<br>Partners | Wilayah Kerja<br>Work Area  | Jumlah<br>Total | Persentase<br>Percentage |
|-------------------------|-----------------------------|-----------------|--------------------------|
| Vendor                  | Kantor Pusat<br>Head Office | 419             | 100%                     |

Sepanjang tahun 2023, Perseroan telah mengikutsertakan 50 karyawan pada pelatihan Sistem Manajemen Anti Penyuapan (SMAP) yang diselenggarakan oleh Komisi Pemberantasan Korupsi (KPK). Pelatihan antikorupsi yang dilaksanakan oleh Perseroan merupakan pelatihan yang dilakukan secara berkelanjutan sejak tahun 2021. Oleh karenanya, Perseroan telah memberikan pelatihan SMAP kepada 193 karyawan atau sebesar 13,8%. Adapun rincian peserta pelatihan SMAP, sebagai berikut.

Throughout 2023, the Company has enrolled 50 employees in the Anti-Bribery Management System (SMAP) training organized by the Corruption Eradication Commission (KPK). The anti-corruption training organized by the Company has been ongoing since 2021. Therefore, the Company has provided SMAP training to 193 employees, which accounts for 13.8%. The details of SMAP training participants are as follows:

**Peserta Pelatihan SMAP Inhouse, Peserta Pelatihan dari KPK**  
SMAP Inhouse Training Participants, Participants in Training from KPK

| Wilayah Area                  | Tahun Year | Tetap Permanent | Alih Daya Outsource | Total |
|-------------------------------|------------|-----------------|---------------------|-------|
| Kantor Pusat<br>Head Office   | 2023       | 50              | -                   | 50    |
| Kantor Pusat<br>Head Office   | 2022       | 72              | 9                   | 81    |
| Anak Perusahaan<br>Subsidiary | 2022       | 21              | -                   | 21    |



### Peserta Pelatihan SMAP Inhouse, Peserta Pelatihan dari KPK SMAP Inhouse Training Participants, Participants in Training from KPK

| Wilayah<br>Area                         | Tahun<br>Year | Tetap<br>Permanent | Alih Daya<br>Outsource | Total      |
|-----------------------------------------|---------------|--------------------|------------------------|------------|
| Kantor Pusat<br>Head Office             | 2021          | 27                 | 5                      | 32         |
| Anak Perusahaan<br>Subsidiary           | 2021          | 9                  | -                      | 9          |
| <b>Total Keseluruhan</b><br>Grand Total |               |                    |                        | <b>193</b> |

### Insiden Korupsi yang Terbukti dan Tindakan Yang Diambil [GRI 205-3]

Sepanjang tahun 2023, tidak terdapat insiden korupsi yang terbukti. Oleh karenanya, tidak terdapat karyawan yang diberhentikan dan dihukum, kontrak dengan mitra bisnis diakhiri atau tidak diperbarui karena korupsi, serta kasus hukum terkait korupsi yang diajukan oleh publik.

### Proven Corruption Incidents and Actions Taken [GRI 205-3]

Throughout 2023, there were no proven corruption incidents. Therefore, no employees were terminated or penalized, contracts with business partners were terminated or not renewed due to corruption, and there were no corruption legal cases filed by the public.

## KINERJA LINGKUNGAN HIDUP

### ASPEK UMUM

#### Biaya Lingkungan Hidup [OJK F.4]

Perseroan menyadari bahwa pada kegiatan operasionalnya menimbulkan dampak pada lingkungan sekitarnya. Sepanjang tahun 2023, Perseroan telah merealisasikan biaya lingkungan hidup sebesar Rp1.939.718.282. Biaya lingkungan hidup yang disalurkan Perseroan merupakan komitmen Perseroan dalam menjaga kelestarian lingkungan. Adapun penyaluran biaya lingkungan hidup, dirinci sebagai berikut.

## ENVIRONMENTAL PERFORMANCE

### GENERAL ASPECT

#### Environmental Costs [OJK F.4]

The Company is fully aware that its operational activities have an impact on the surrounding environment. Throughout 2023, the Company has realized environmental costs amounting to Rp1,939,718,282. The environmental costs distributed by the Company reflects its commitment to preserving the environment. The distribution of environmental costs is detailed as follows.

**Tabel Rincian Biaya Lingkungan (Dalam Rupiah Penuh)**  
**Details of Environmental Costs (In Full Rupiah)**

| Keterangan<br>Information                                                                                                                                                                                                                                                                                                                 | Biaya<br>Cost |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Program Lingkungan Berkelanjutan, Pemberdayaan Masyarakat, Desa Tanjung Burung<br>Sustainable Environmental Programs, Community Empowerment, Tanjung Burung Village                                                                                                                                                                       | 511.000.000   |
| Tanam Mangrove di Jakarta – Banten<br>Mangrove Planting in Jakarta - Banten                                                                                                                                                                                                                                                               | 150.000.000   |
| Program Penanaman Pohon Bersama Pemprov DKI Jakarta, Waduk Cipayung, Jakarta Timur<br>Penanganan Perubahan Iklim dengan DKI Jakarta<br>Joint Tree Planting Program with the DKI Jakarta Provincial Government, Cipayung Reservoir, East Jakarta, Climate Change Tree Planting                                                             | 179.700.500   |
| Program Pengukuran Emisi Gas Rumah Kaca (GRK)<br>Greenhouse Gas (GHG) Emission Measurement Program                                                                                                                                                                                                                                        | 250.000.000   |
| Program Kolaborasi Pengembangan Daerah Pariwisata Super Prioritas (DPSP) Likupang – Pembuatan Bank Sampah, Renovasi Gazebo Pantai dan Pengembangan Masyarakat<br>Collaborative Program for the Development of Super Priority Tourism Areas (DPSP) Likupang - Waste Bank Establishment, Beach Gazebo Renovation, and Community Development | 250.000.000   |
| Pengadaan Air Bersih di Gunung Kidul - Jawa Tengah<br>Clean Water Provision in Gunung Kidul - Central Java                                                                                                                                                                                                                                | 100.000.000   |

**Tabel Rincian Biaya Lingkungan (Dalam Rupiah Penuh)**  
**Details of Environmental Costs (In Full Rupiah)**

| Keterangan<br>Information                                                                                 | Biaya<br>Cost        |
|-----------------------------------------------------------------------------------------------------------|----------------------|
| Program Komunitas Wisata Hijau<br>Green Tourism Community Program                                         | 20.000.000           |
| Program Landscape dan Ruang Terbuka Hijau di Jakarta<br>Landscape and Green Open Space Program in Jakarta | 264.017.782          |
| Program Penanaman Pohon di Tanjung Burung<br>Tree Planting Program in Tanjung Burung                      | 100.000.000          |
| Penanaman Anggur Kebun Imut Sinakal Grapes Community<br>Sinakal Grapes Community Vine Planting            | 15.000.000           |
| Program Air Bersih, Gunung Kidul, Yogyakarta<br>Clean Water Program, Gunung Kidul, Yogyakarta             | 100.000.000          |
| <b>Total</b>                                                                                              | <b>1.939.718.282</b> |

## ASPEK MATERIAL

### Penggunaan Material yang Ramah Lingkungan [OJK F.5]

Upaya WIKA dalam menjaga kelestarian lingkungan diwujudkan dengan penggunaan berbagai material ramah lingkungan yang digunakan dalam menunjang kegiatan operasionalnya di bidang konstruksi. Adapun material ramah lingkungan yang digunakan sebagai berikut:

- Penggunaan semen ramah lingkungan, seperti:
  - Semen hidraulis untuk konstruksi umum.
  - Semen portland slag untuk pembangunan mega proyek, seperti *high rise building*, *fly over*, dan terowongan bawah tanah.
  - Semen portland komposit (PCC) untuk konstruksi beton umum (jalan, drainase), tanggul, dan stabilisasi tanah.
  - Semen portland pozzolan (PPC) untuk konstruksi gedung, jembatan, dan dermaga.
- Green concrete product*, yang terdiri dari:
  - Low carbon concrete*
  - Self-compacted concrete*
  - Geopolymer concrete*
  - Porous concrete*

Sebagai komitmen untuk menjaga keberlanjutan lingkungan, WIKA senantiasa mengutamakan penggunaan material yang ramah lingkungan dalam setiap tahapan pembangunan. Dengan kesadaran akan pentingnya pelestarian lingkungan, WIKA telah secara aktif mengintegrasikan prinsip-prinsip keberlanjutan ke dalam praktik konstruksinya, termasuk melalui penggunaan material berkelanjutan.

## MATERIAL ASPECT

### Use of Environment Friendly Materials [OJK F.5]

WIKA's efforts to preserve the environment are realized through the use of various environmentally friendly materials in supporting its construction operations. The environmentally friendly materials used are as follows:

- Use of environmentally friendly cement, such as:
  - Hydraulic cement for general construction.
  - Portland slag cement for mega projects, such as high-rise buildings, flyovers, and underground tunnels.
  - Portland composite cement (PCC) for general concrete construction (roads, drainage), embankments, and soil stabilization.
  - Portland pozzolan cement (PPC) for building, bridges, and docks construction.
- Green concrete products, including:
  - Low carbon concrete
  - Self-compacted concrete
  - Geopolymer concrete
  - Porous concrete

As a commitment to environmental sustainability, WIKA consistently prioritizes the use of environmentally friendly materials in every stage of construction. With an awareness of the importance of environmental preservation, WIKA has actively integrated sustainability principles into its construction practices, including through the use of sustainable materials.





Salah satu langkah utama yang telah diambil adalah pemanfaatan semen ramah lingkungan. WIKA memilih untuk menggunakan jenis semen yang memiliki dampak lingkungan yang lebih rendah tanpa mengorbankan kualitas konstruksi. WIKA menggunakan semen hidrolik untuk konstruksi umum, semen portland slag untuk proyek-proyek besar seperti *high rise building*, *fly over*, dan terowongan bawah tanah, serta semen portland komposit (PCC) untuk berbagai keperluan konstruksi beton umum seperti jalan, drainase, tanggul, dan stabilisasi tanah. Penggunaan semen portland pozzolan (PPC) juga telah menjadi pilihan utama WIKA untuk konstruksi gedung, jembatan, dan dermaga. Dengan menggunakan jenis semen yang tepat, WIKA dapat memastikan bahwa setiap proyek konstruksi yang dilakukan mampu memberikan kontribusi positif bagi lingkungan sekitar.

Selain itu, WIKA juga aktif dalam pengembangan *green concrete product*, yang merupakan inovasi terbaru dalam industri konstruksi berkelanjutan. Produk ini mencakup berbagai jenis beton ramah lingkungan, seperti *low carbon concrete*, *self-compacted concrete*, *geopolymer concrete*, dan *porous concrete*. Melalui pemanfaatan teknologi ini, WIKA berupaya untuk mengurangi jejak karbon dari setiap proyek konstruksi kami serta meningkatkan efisiensi dan keberlanjutan material yang digunakan.

Dalam menunjang aktivitas bisnis di kantor pusat, WIKA menggunakan *refrigerant non chlorofluorocarbons* (CFCs) sebagai alat pendingin ruangan (*air conditioner*) dan penggunaan alat pemadam kebakaran yang memiliki nilai *Ozone Depleting Potential* (ODP) kecil atau kurang dari 1 (<1). WIKA juga menggunakan lampu yang tidak mengandung merkuri, menggunakan *plafond* atau partisi yang tidak mengandung asbes *toast*. Selain itu, Perseroan juga mobil listrik sebanyak 7 (tujuh) unit yang digunakan untuk keperluan operasional Direksi dan motor listrik (Gesits) sebanyak 65 unit untuk keperluan operasional proyek, menggunakan material yang telah memiliki Standar Nasional Indonesia (green material), bersertifikasi ISO atau ecolabel, serta telah menggunakan Pembangkit Listrik Tenaga Surya (PLTS) pada WIKA Tower II.

Komitmen WIKA dalam menggunakan material ramah lingkungan bukan hanya sekedar kepatuhan terhadap regulasi lingkungan yang berlaku, tetapi juga merupakan bentuk kontribusi nyata dalam menjaga keberlanjutan bumi. Dengan terus mengembangkan dan menerapkan praktik-praktik terbaik dalam konstruksi berkelanjutan, maka WIKA dapat menciptakan masa depan yang lebih hijau dan berkelanjutan bagi generasi mendatang.

One of the key steps taken is the use of environmentally friendly cement. WIKA chooses to use types of cement that have lower environmental impacts without sacrificing construction quality. WIKA uses hydraulic cement for general construction, Portland slag cement for large projects like high-rise buildings, flyovers, and underground tunnels, as well as Portland composite cement (PCC) for various concrete construction needs like roads, drainage, embankments, and soil stabilization. The use of Portland pozzolan cement (PPC) has also become WIKA's preferred choice for building, bridge, and dock construction. By using the right type of cement, WIKA can ensure that every construction project undertaken contributes positively to the surrounding environment.

Additionally, WIKA is actively involved in the development of green concrete products, which are the latest innovations in sustainable construction. These products include various types of environmentally friendly concrete, such as low carbon concrete, self-compacted concrete, geopolymer concrete, and porous concrete. Through the use of this technology, WIKA strives to reduce the carbon footprint of each of our construction projects and improve the efficiency and sustainability of the materials used.

In supporting business activities at the head office, WIKA uses non-chlorofluorocarbon (CFCs) refrigerants for air conditioning units and fire extinguishers that have a small Ozone Depleting Potential (ODP) values or less than 1 (<1). WIKA also uses mercury-free lamps, uses ceilings or partitions that do not contain asbestos *toast*. Apart from that, the Company also has 7 (seven) units of electric cars used for operational needs of the Board of Directors and 65 units of electric motorcycles (Gesits) for project operational needs, using materials that have the Indonesian National Standard (green material), ISO or ecolabel certification. , and has used a Solar Power Plant (PLTS) at WIKA Tower II.

WIKA's commitment to use environmentally friendly materials not merely about compliance with environmental regulations but also a tangible contribution in maintaining the Earth's sustainability. By continuously developing and implementing best practices in sustainable construction, WIKA can create a greener and more sustainable future for generations to come.

## ASPEK ENERGI

### Jumlah dan Intensitas Energi yang Digunakan [OJK F.6, 302-1, 302-2, 302-3, CRE1]

Dalam menunjang aktivitas bisnisnya, WIKA menggunakan 2 (dua) sumber energi utama yaitu listrik dan BBM (Bahan Bakar Minyak). Perseroan tidak mengkonsumsi maupun menjual pemanas, pendingin, dan uap. Energi listrik yang digunakan merupakan energi yang dipasok dari PLN yang diukur menggunakan satuan kWh. Sedangkan BBM, diukur dengan menggunakan satuan liter dari penggunaan solar. Perseroan juga telah menggunakan energi terbarukan dalam bentuk solar panel di kantor pusat sebesar 26.216 kWh. Namun, di tahun 2023, Perseroan hanya mengukur penggunaan energi yang digunakan di dalam lingkup operasional perusahaan. Penggunaan energi listrik dan BBM mencakup seluruh wilayah operasional Perseroan yang meliputi Proyek INFRA 1, INFRA 2, BOVRS, dan EPCC, serta di kantor pusat selama tahun 2023, sebagai berikut.

## ENERGY ASPECT

### Amount and Intensity of Energy Used [OJK F.6, 302-1, 302-2, 302-3, CRE1]

To support its business activities, WIKA uses two main sources of energy, namely electricity and fuel oil. The Company does not consume or sell heaters, coolers, and steam. The electricity used is supplied by PLN and measured in kWh units. Meanwhile, fuel oil is measured in litres use in diesel. The Company has also used renewable energy in the form of solar panels at the head office amounting to 26,216 kWh. However, in 2023, the Company only measured energy use within its operational scope. The use of electricity and fuel oil covers all of the Company's operational areas, including INFRA 1, INFRA 2, BOVRS, and EPCC projects, as well as at the head office during the year 2023, are as follows.

**Tabel Konsumsi Energi Listrik berdasarkan Wilayah Kerja [GRI 302-1]**  
**Electrical Energy Consumption by Work Area**

| Wilayah Kerja<br>Work Area    | Satuan<br>Unit   | 2023             |
|-------------------------------|------------------|------------------|
| Kantor Pusat<br>Head Office   | kWh              | 2.381.404        |
|                               | Gigajoule        | 8.573,05         |
| Lokasi Proyek<br>Project Site | kWh              | 5.296.917        |
|                               | Gigajoule        | 19.068,90        |
| <b>Total</b>                  | <b>kWh</b>       | <b>7.678.321</b> |
|                               | <b>Gigajoule</b> | <b>27.641,96</b> |

**Tabel Konsumsi BBM berdasarkan Wilayah Kerja [GRI 302-2]**  
**Fuel Consumption by Work Area**

| Wilayah Kerja<br>Work Area    | Satuan<br>Unit   | 2023              |
|-------------------------------|------------------|-------------------|
| Kantor Pusat<br>Head Office   | Liter            | 2.089             |
|                               | Gigajoule        | 71,44             |
| Lokasi Proyek<br>Project Site | Liter            | 11.751.499        |
|                               | Gigajoule        | 401.901,27        |
| <b>Total</b>                  | <b>Liter</b>     | <b>11.753.588</b> |
|                               | <b>Gigajoule</b> | <b>401.972,71</b> |

Keterangan: / Remark:

Konversi liter ke Gigajoule: / Convert liters to Gigajoules: <https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule->



Terkait dengan perhitungan penggunaan energi di 2022 dan 2021 merupakan data dari proyek EPCC. Adapun penggunaan energi listrik dan BBM sebagai berikut.

The energy use calculation in 2022 and 2021 is data from the EPCC project. The use of electrical energy and fuel is as follows.

**Tabel Konsumsi Energi Listrik berdasarkan Wilayah Kerja [GRI 302-1]**  
**Electrical Energy Consumption by Work Area**

| Wilayah Kerja<br>Work Area    | Satuan<br>Unit | 2022             | 2021                 |
|-------------------------------|----------------|------------------|----------------------|
| Kantor Pusat<br>Head Office   | kWh            | 2.639.760        | 2.467.500,00         |
|                               | Gigajoule      | 9.503,14         | 8.883                |
| Lokasi Proyek<br>Project Site | kWh            | 627              | 11.729.302,77        |
|                               | Gigajoule      | 2,26             | 45.630,05            |
| <b>Total</b>                  | <b>kWh</b>     | <b>2.640.387</b> | <b>14.196.802,77</b> |
|                               | Gigajoule      | 9.505,24         | 54.513,05            |

Keterangan: / Remark:  
Konversi liter ke Gigajoule: / Convert liters to Gigajoules: <https://convertlive.com/id/u/mengkonversi/kilowatt-jam/ke/gigajoules>

**Tabel Konsumsi BBM berdasarkan Wilayah Kerja [GRI 302-2]**  
**Fuel Consumption by Work Area**

| Wilayah Kerja<br>Work Area    | Satuan<br>Unit | 2022      | 2021     |
|-------------------------------|----------------|-----------|----------|
| Kantor Pusat<br>Head Office   | Liter          | 2.543     | -        |
|                               | Gigajoule      | 86,97     | -        |
| Lokasi Proyek<br>Project Site | Liter          | 533.614   | 54.376   |
|                               | Gigajoule      | 18.249,60 | 1.859,67 |
| Total                         | Liter          | 536.157   | 54.376   |
|                               | Gigajoule      | 18.336,57 | 1.859,67 |

Keterangan: / Remark:  
Konversi liter ke Gigajoule: / Convert liters to Gigajoules: <https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule->

Selanjutnya, WIKA juga melakukan perhitungan atas intensitas pemakaian energi. Perhitungan intensitas energi perproduksi dilakukan dengan menjumlahkan penggunaan energi listrik dan BBM di kantor pusat maupun wilayah proyek yang selanjutnya dibagi dengan jumlah produksi yang dalam hal ini adalah jumlah besi dan baja terpasang. Intensitas pemakaian energi dihitung sebagai berikut.

Furthermore, WIKA also calculates the intensity of energy usage. The calculation of energy intensity per production is done by summing up the electricity and fuel usage at head office and project areas, which is then divided by total production, specifically the installed amount of iron and steel. The energy usage intensity is calculated as follows.

**Tabel Intensitas Pemakaian Energi [OJK F.6, GRI 302-3]**  
**Energy Usage Intensity**

| Wilayah Kerja<br>Work Area | Satuan<br>Unit | 2023       | 2022      | 2021      |
|----------------------------|----------------|------------|-----------|-----------|
| Listrik<br>Electricity     | Gigajoules     | 27.641,96  | 9.505,24  | 54.513,05 |
| BBM<br>Fuel                | Gigajoules     | 401.972,71 | 18.336,57 | 1.859,67  |

**Tabel Intensitas Pemakaian Energi [OJK F.6, GRI 302-3]**  
**Energy Usage Intensity**

| Wilayah Kerja<br>Work Area                                                                | Satuan<br>Unit  | 2023       | 2022      | 2021      |
|-------------------------------------------------------------------------------------------|-----------------|------------|-----------|-----------|
| Jumlah Konsumsi Energi<br>Total Energy Consumption                                        | Gigajoules      | 429.614,67 | 27.841,81 | 56.372,72 |
| Jumlah Produksi (Besi dan Baja Terpasang)<br>Production Amount (Iron and Steel Installed) | Ton             | 61.261,94  | 7.650,67  | 6.732,17  |
| Intensitas Pemakaian Energi/Ton<br>Energy Use Intensity/Ton                               | Gigajoules /Ton | 7,01       | 3,64      | 8,37      |

### UPAYA DAN PENCAPAIAN EFISIENSI ENERGI DAN PENGGUNAAN ENERGI TERBARUKAN [OJK F.7, GRI 302-4, 302-5]

Aktivitas bisnis yang dijalankan oleh Perseroan seringkali bersinggungan langsung dengan lingkungan hidup yang berpotensi memberikan dampak pada lingkungan akibat dari penggunaan energi sebagai penunjang pembangunan. Namun demikian, Perseroan memiliki komitmen untuk melakukan efisiensi energi dalam menjalankan aktivitas bisnisnya. Adapun upaya efisiensi yang dilakukan meliputi:

### EFFORTS AND ACHIEVEMENT OF ENERGY EFFICIENCY AND USE OF RENEWABLE ENERGY [OJK F.7, GRI 302-4, 302-5]

The Company's business activities often directly interact with the environment, potentially causing environmental impacts due to energy usage in supporting the development. Nevertheless, the Company is committed to energy efficiency in carrying out its business activities. The efforts toward efficiency include:

| Wilayah Kerja<br>Work Area  | Upaya Efisiensi<br>Efficiency Efforts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kantor Pusat<br>Head Office | <p>Penghematan tenaga listrik melalui sistem tata udara:</p> <ol style="list-style-type: none"> <li>1. Menggunakan AC hemat energi dengan teknologi inverter</li> <li>2. Mematikan AC apabila tidak digunakan</li> <li>3. Mengatur suhu dan kelembaban sesuai dengan SNI yaitu ruang kerja berkisar antara 24 °C sampai 27 °C dengan kelembaban relatif antara 55% sampai 65% dan ruang koridor antara 27 °C sampai 30 °C dengan kelembaban 50% sampai 70%</li> <li>4. Melakukan perawatan berkala sesuai dengan panduan pabrikan</li> </ol> <p>Electricity savings through air conditioning system:</p> <ol style="list-style-type: none"> <li>1. Using energy-efficient AC with inverter technology</li> <li>2. Turning off AC when not in use</li> <li>3. Setting the temperature and humidity according to the Indonesian National Standard (SNI) for workspaces ranging from 24 °C to 27 °C with relative humidity between 55% to 65%, and corridors ranging from 27 °C to 30 °C with humidity between 50% to 70%</li> <li>4. Performing regular maintenance as per manufacturer's guidelines</li> </ol> <p>Penghematan energi dari segi sistem tata cahaya:</p> <ol style="list-style-type: none"> <li>1. Menggunakan lampu hemat energi</li> <li>2. Mengurangi penggunaan lampu hias (aksesoris)</li> <li>3. Mengatur daya listrik maksimum untuk pencahayaan sesuai SNI yaitu 13 watt/m<sup>2</sup> (ruang resepsionis), 12 watt/m<sup>2</sup> (ruang kerja, ruang rapat, ruang arsip), 6 watt (gudang arsip) dan 4 watt/m<sup>2</sup> (ruang tangga darurat dan tempat parkir)</li> <li>4. Mematikan lampu ruangan jika sudah tidak digunakan</li> <li>5. Memanfaatkan cahaya alami pada siang hari dengan membuka tirai jendela</li> </ol> <p>Energy savings in lighting system:</p> <ol style="list-style-type: none"> <li>1. Using energy-efficient light bulbs</li> <li>2. Reducing the use of decorative lights (accessories)</li> <li>3. Adjusting the maximum power for lighting according to the Indonesian National Standard (SNI), which is 13 watts/m<sup>2</sup> for reception areas, 12 watts/m<sup>2</sup> for workspaces, meeting rooms, and archives, 6 watts for archive warehouses, and 4 watts/m<sup>2</sup> for emergency stairwells and parking areas</li> <li>4. Turning off room lights when not in use</li> <li>5. Utilizing natural daylight by opening window curtains during the day</li> </ol> |





|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | <p>Penghematan energi dari segi peralatan pendukung:</p> <ol style="list-style-type: none"> <li>1. Mematikan komputer jika akan meninggalkan ruang kerja lebih dari 30 menit</li> <li>2. Mematikan printer jika tidak digunakan</li> <li>3. Menggunakan mesin fotokopi yang memiliki mode standby dengan konsumsi tenaga listrik rendah</li> <li>4. Menyalakan peralatan water heater dan dispenser beberapa menit sebelum digunakan dan dimatikan setelah selesai digunakan</li> </ol> <p>Energy savings in supporting equipment:</p> <ol style="list-style-type: none"> <li>1. Turning off computers when leaving the workspace for more than 30 minutes</li> <li>2. Turning off printers when not in use</li> <li>3. Using photocopiers that have a standby mode with low power consumption</li> <li>4. Turning on water heaters and dispensers a few minutes before use and turning them off after use.</li> </ol>                                                                    |
| <b>Lokasi Proyek</b><br>Project Site | <p>Melaksanakan earth hour di seluruh lokasi proyek</p> <ol style="list-style-type: none"> <li>1. Penggunaan motor Gesits (motor listrik) di seluruh proyek WIKA sesuai dengan Surat Edaran Nomor SE.01/A.DIR.00645/2022.</li> <li>2. Mematikan lampu dan alat elektronik saat tidak digunakan</li> <li>3. Pemanfaatan virtual meeting</li> <li>4. Pemantauan lingkungan berkala</li> <li>5. Kampanye hemat energi melalui sosialisasi, pemasangan sticker, flyer, dan poster</li> </ol> <p>Implementing Earth Hour at all project sites.</p> <ol style="list-style-type: none"> <li>1. Using Gesits motorcycles (electric motorcycles) on all WIKA projects as per Circular Letter No. SE.01/A.DIR.00645/2022.</li> <li>2. Turning off lights and electronic devices when not in use.</li> <li>3. Utilizing virtual meetings.</li> <li>4. Regular environmental monitoring.</li> <li>5. Energy-saving campaign through socialization, sticker placement, flyers, and posters.</li> </ol> |

Atas upaya yang dilakukan oleh WIKA, maka sepanjang tahun 2023, WIKA berhasil mencapai target penurunan penggunaan BBM yang ditargetkan sebesar >5% dan terealisasi sebesar 26%. Perseroan juga berhasil mencapai target intensitas konsumsi energi listrik yang ditargetkan sebesar <20% dan terealisasi sebesar 7,80%. Keberhasilan Perseroan dalam mencapai target efisiensi penggunaan BBM terlihat dari menurunnya penggunaan BBM di kantor pusat sebesar 30,61 gigajoule. Dasar perhitungan pengurangan penggunaan BBM yaitu dengan mengurangi penggunaan energi tahun 2023 dengan tahun 2022, terkait penentuan baseyear akan ditetapkan di tahun 2024. Metode ini digunakan dengan tujuan memperoleh bukti atas upaya yang dilakukan selama periode pelaporan. Namun demikian, secara keseluruhan, intensitas penggunaan energi secara keseluruhan masih mengalami peningkatan dan telah menjadi bahan pertimbangan manajemen untuk melakukan tindakan perbaikan. Sampai dengan akhir tahun 2023, Perseroan belum melakukan pengukuran pengurangan pada energi yang dibutuhkan produk dan jasa terjual.

WIKA's efforts in reducing energy consumption have been successful throughout 2023, surpassing the targeted reduction in the use of fuel by over 5% and achieving a realization of 26%. The Company also met its target for reducing electricity consumption intensity by less than 20%, achieving a realization of 7.80%. This success is evidenced by the significant decrease in fuel usage at the head office by 30.61 gigajoules. The calculation basis for reducing fuel usage are comparing energy usage between 2023 and 2022, and regarding the determination of the baseyear will be determined in 2024. This method is employed to provide evidence of the efforts made during the reporting period. However, there has been an increase in the overall energy consumption intensity, prompting the Management to consider corrective measures need to be taken. As of the end of 2023, the Company has not yet measured the reduction in energy required for products and services sold.

## ASPEK AIR [GRI 303-1]

### Penggunaan Air [OJK F.8, GRI 303-3, GRI 303-4, GRI 303-5, CRE2]

Air merupakan salah satu sumber daya bersama yang digunakan Perseroan dalam menunjang aktivitas bisnisnya. Air yang digunakan berasal dari air dari pihak ketiga (PDAM) untuk kantor pusat dan air bawah tanah untuk menunjang aktivitas operasional di lokasi proyek. Perseroan menyadari bahwa keterbatasan air bersih merupakan salah satu isu lingkungan yang berdampak pada kekurangan air di sekitar wilayah operasional apabila penggunaannya terlalu berlebihan. Oleh karenanya, untuk mengatasi potensi dampak terkait air, Perseroan terus berupaya untuk melakukan penghematan penggunaan air bersih. Namun Perseroan belum mengidentifikasi secara spesifik atas dampak terkait air.

Upaya Perseroan dalam melakukan penghematan penggunaan air bersih yaitu dengan memanfaatkan *recycling Sewage Treatment Plan* (STP) untuk *flushing* toilet dan siram taman air, penggunaan sensor otomatis pada keran wastafel dan urinal, penggunaan 100% air PDAM di lokasi kantor pusat, serta adanya kebijakan Perseroan dalam penghematan air. Selain itu, Perseroan juga menerapkan program penghematan energi dan air yang mengacu pada KepGub DKI Jakarta Nomor 614 Tahun 2014, Nomor 156 Tahun 2012 tentang penghematan energi dan air, dan Nomor 38 Tahun 2013 tentang konsep bangunan hijau, pemasangan rambu hemat air, sosialisasi kepada seluruh karyawan di kantor pusat maupun di lokasi proyek untuk melaksanakan penghematan air, serta merawat *ground water tank* sebanyak satu buah. Kebijakan penghematan air disosialisasikan melalui kampanye berupa stiker yang berisikan ajakan untuk melakukan hemat air pada setiap toilet.

Berdasarkan kebijakan atas penghematan air, maka Perseroan telah menetapkan target penghematan air di proyek yang ditargetkan sebesar 2.200 liter/orang/bulan, dan terealisasi sebesar 410 liter/orang/bulan. Pencapaian tersebut didukung oleh adanya penurunan penggunaan air di seluruh wilayah proyek sehingga, secara keseluruhan Perseroan mampu mencapai penghematan air sebesar 81,4%. Target terkait air yang ditetapkan Perseroan juga bertujuan untuk mengelola penggunaan air dan menghindari dampak negatif terkait air di seluruh wilayah operasional Perseroan.

## WATER ASPECT [GRI 303-1]

### Water Usage [OJK F.8, GRI 303-3, GRI 303-4, GRI 303-5, CRE2]

Water is one of the shared resources used by the Company to support its business activities. The water used is originating from a third party (PDAM) for the head office and groundwater to support operational activities at the project sites. The Company is aware that the limited clean water is one of the environmental issues that impacting water shortages in the operational areas if using it excessively. Therefore, to address the potential impacts related to water, the Company continues to save the use of clean water. However, the Company has not specifically identified the water-related impacts.

The Company's efforts to save the use of clean water include utilizing the Sewage Treatment Plant (STP) for flushing toilets and watering gardens, using automatic sensors on sink faucets and urinals, using 100% PDAM water at the head office location, and having the Company's or policy on water conservation. Additionally, the Company implements energy and water-saving programs referring to the DKI Jakarta Governor Regulation No. 614 of 2014, No. 156 of 2012 on energy and water conservation, and No.38 of 2013 on green building concepts as well as installing water-saving signs, conducting awareness campaigns among all employees at the head office and project sites to save water, and maintaining one groundwater tank. The water-saving policy is promoted through a campaign with stickers encouraging water conservation in every toilet.

Based on the water-saving policy, the Company has set a target for water savings in projects at 2,200 liters per person per month, with actual savings achieved at 410 liters per person per month. This achievement is supported by a decrease in water usage across all project areas, allowing the Company to achieve an overall water savings of 81.4%. The Company's water-related targets are also aimed at managing water usage and avoiding negative water-related impacts across all operational areas.



Selama tahun 2023, Perseroan tidak mengonsumsi air yang berasal dari wilayah *water stress* dan air yang berasal dari sungai (*freshwater* atau air permukaan).. Di samping itu, Perseroan juga tidak melakukan perubahan tempat penyimpanan air. Penarikan air diukur dengan menggunakan meteran PDAM untuk di kantor pusat, dan menggunakan flow meter di setiap pompa air di lokasi proyek. Hasil Pengukuran penggunaan air dengan satuan meter kubik, lalu dikonversi ke dalam megaliter. Konsumsi air selama tahun 2023 terlihat peningkatan yang signifikan dikarenakan penggunaan air diukur di seluruh wilayah proyek selama tahun 2023, sedangkan untuk tahun 2022 dan 2021 hanya pada proyek-proyek tertentu yang telah dijelaskan pada Laporan Keberlanjutan tahun bersangkutan. Adapun konsumsi air di kantor pusat dan lokasi proyek Perseroan adalah sebagai berikut.

In 2023, the Company did not consume water from water-stressed areas and water that comes from rivers (freshwater or surface water). Additionally, the Company did not change its water storage locations. Water withdrawals are measured using PDAM meters at the head office, and using flow meters at each water pump at the project location. The results of water use measurement in cubic meters, and then converted into megaliters. There was a significant increase in water consumption in 2023 due to water usage being measured across all project areas during that year, whereas in 2022 and 2021, it was only measured in specific projects as explained in the respective Sustainability Reports. The water consumption at the Company's head office and project sites is as follows.

**Tabel Konsumsi Air [GRI 303-3, GRI 303-4, GRI 303-5]**  
**Water Consumption**

| Pemakaian Air (Megaliter)<br>Water Usage (Megaliter) |                   |                |               |
|------------------------------------------------------|-------------------|----------------|---------------|
| Sumber<br>Source                                     | 2023              | 2022*          | 2021          |
| Air dari Pihak Ketiga<br>Water from Third Party      | 16,071            | 16,319         | 24,252        |
| Air Bawah Tanah<br>Underground Water                 | 11.308,610        | 231,180        | 0             |
| <b>Jumlah<br/>Total</b>                              | <b>11.324,681</b> | <b>247,599</b> | <b>24,252</b> |

Keterangan | Note:

\*Disajikan kembali, data konsumsi air tahun 2022 dilakukan penambahan konsumsi air di lokasi proyek.

\*Restated, water consumption data for 2022 included additional water consumption at the project location.

**Tabel Konsumsi Air Berdasarkan Wilayah Kerja [GRI 303-4, 303-5] (Dalam Megaliter)**  
**Water Consumption by Working Area (in Megaliter)**

| Wilayah Kerja<br>Working Area                          | 2023              | 2022*          | 2021          |
|--------------------------------------------------------|-------------------|----------------|---------------|
| Lokasi Proyek<br>Project Site                          | 11.308,61         | 231,18         | 14,666        |
| Kantor Pusat<br>Head Office                            | 16,071            | 16,319         | 9,586         |
| <b>Jumlah Konsumsi Air<br/>Total Water Consumption</b> | <b>11.324,681</b> | <b>247,599</b> | <b>24,252</b> |

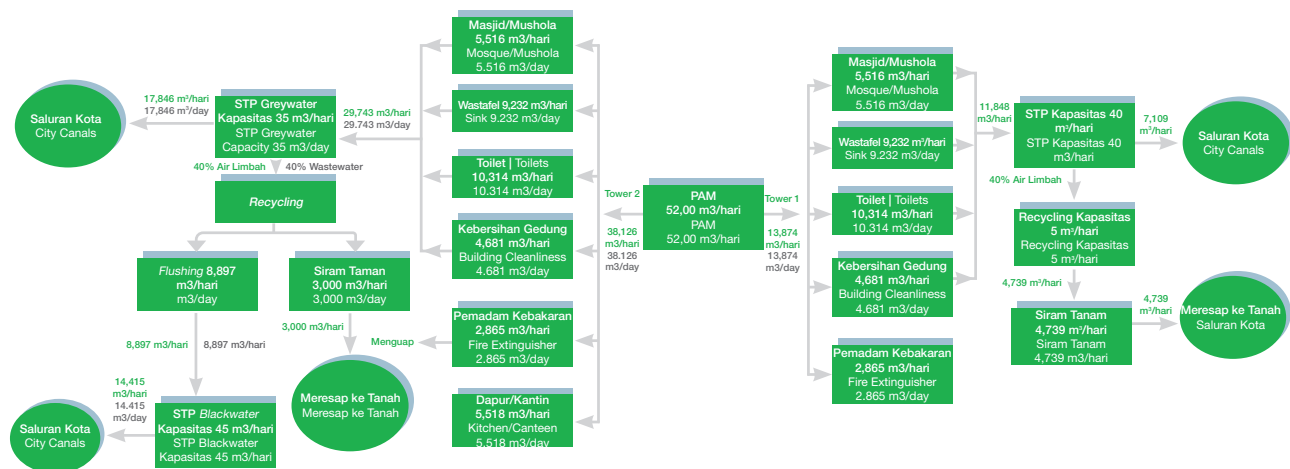
Keterangan | Note:

\*Disajikan kembali, data konsumsi air tahun 2022 dilakukan penambahan konsumsi air di lokasi proyek.

\*Restated, water consumption data for 2022 included additional water consumption at the project location.

## Pembuangan Air [GRI 303-2, GRI 303-4]

Saat ini Perseroan menggunakan air permukaan (PDAM) untuk kantor pusat dan menggunakan air tanah untuk kegiatan operasional di lokasi proyek. Untuk penggunaan air PDAM, air tersebut dialokasikan ke gedung WIKA Tower 1 dan WIKA Tower 2. Air yang telah dialokasikan pada masing-masing tower, digunakan untuk masjid/mushola, wastafel, toilet, kebersihan gedung, pemadam kebakaran dan dapur atau kantin.



Terkait dengan di kantor pusat, Perseroan mengacu pada standar Baku Mutu Air Limbah Berdasarkan Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 68 tahun 2016 yang menganjurkan bahwa Perseroan harus memenuhi baku mutu sebelum dibuang ke badan air. Bagi air yang telah digunakan selanjutnya masuk ke dalam Sewage Treatment Plant (STP) yang kemudian dilakukan daur ulang oleh Perseroan. Dari proses daur ulang tersebut, limbah air dapat digunakan kembali sebagai *flushing* toilet dan dapat digunakan untuk menyiram tanaman. Untuk air yang tidak didaur ulang serta yang telah digunakan untuk *flushing* toilet, akan dibuang ke saluran kota. Sedangkan, air yang digunakan untuk menyiram tanaman akan meresap ke dalam tanah. Terkait di lokasi proyek, tidak terdapat pengelolaan air dengan spesifikasi khusus. Air yang telah digunakan langsung diarahkan ke tempat pembuangan yaitu selokan atau badan air. Perseroan tidak mengalirkan air limbah ke sungai.

## Water Disposal [GRI 303-2, GRI 303-4]

Currently, the Company uses surface water (PDAM) at the head office and use ground water for its operational activities at the project site. The PDAM water is allocated to WIKA Tower 1 and WIKA Tower 2. The water that has been allocated to each tower is used for mosques/prayers, washbasins, toilets, building cleaning, fire extinguishers and kitchens or canteens.

Regarding wastewater disposal at the head office, the Company adheres to the Wastewater Quality Standards based on Minister of Environment and Forestry Regulation No. 68 of 2016, which recommends that the Company must meet the quality standards before discharging into water bodies. The water that has been used then enters the Sewage Treatment Plant (STP) is then recycled by the Company. From this recycling process, waste water can be reused as flushing toilets and can be used to water plants. For water that is not recycled and that has been used for flushing toilets, will be disposed of into city canals. Meanwhile, the water used to water plants will seep into the soil. As for water disposal at project sites, there is no specific water management with special specifications. The water that has been used is directly goes to disposal site, which is a drain or water body. The Company does not dispose waste water into rivers.





Perseroan menyadari bahwa pemborosan penggunaan air bersih akan menyebabkan risiko lingkungan dengan kelangkaan air. Seperti yang telah disampaikan pada bagian sebelumnya, saat ini Perseroan telah memiliki berbagai kebijakan maupun program terkait penghematan air. Perseroan telah memasukkan isu kekurangan pasokan air bersih menjadi salah satu potensi bahaya/aspek yang selanjutnya menjadi potensi risiko yang dikelola dalam sistem manajemen risiko. Komitmen Perseroan terkait terlihat dari tidak terlibatnya Perseroan dengan insiden ketidakpatuhan terhadap selama tahun 2023. Total, serta air yang di daur ulang di kantor pusat, sebagai berikut.

The Company realizes that wasteful use of clean water will cause environmental risks with water scarcity. As stated in the previous section, currently the Company has various policies and programs related to saving water. The Company has included the issue of shortage of clean water supply as one of the potential hazards/aspects which will then become potential risks that are managed in the risk management system. The Company's commitment regarding water disposal is evident from the Company's non-involvement in incidents of non-compliance with water disposal during 2023. The total water discharge, as well as recycled water at the head office, are as follows.

**Tabel Pembuangan Air**  
**Water Discharge Table**

| (Megaliter)<br>Water Disposal (Megaliter)       |               |               |               |
|-------------------------------------------------|---------------|---------------|---------------|
| Sumber<br>Resource                              | 2023          | 2022          | 2021          |
| Air dari Pihak Ketiga<br>Water from Third Party | 13,478        | 15,132        | 11,100        |
| Air Bawah Tanah<br>Underground Water            | 0             | 0             | 0             |
| <b>Jumlah<br/>Total</b>                         | <b>13,478</b> | <b>15,132</b> | <b>11,100</b> |

**Tabel Daur Ulang Air**  
**Water Recycle**

| Daur Ulang Air (Megaliter)<br>Water Recycle (Megaliter) |              |              |               |
|---------------------------------------------------------|--------------|--------------|---------------|
| Sumber<br>Resource                                      | 2023         | 2022         | 2021          |
| Air dari Pihak Ketiga<br>Water from Third Party         | 4,766        | 4,437        | 0,0079        |
| Air Bawah Tanah<br>Underground Water                    | 0            | 0            | 0             |
| <b>Jumlah<br/>Total</b>                                 | <b>4,766</b> | <b>4,437</b> | <b>0,0079</b> |

## ASPEK KEANEKARAGAMAN HAYATI

### Dampak dari Wilayah Operasional yang Dekat atau Berada Di Daerah Konservasi atau Memiliki Keanekaragaman Hayati dan Usaha Konservasi Keanekaragaman Hayati [OJK F.9, F.10, CRE5]

Di tahun 2023, terdapat lokasi proyek yang berdekatan dengan kawasan konservasi, yaitu pembangunan tol 3B yang membelah hutan Samboja yang di dalamnya terdapat ekosistem orang utan. Oleh karenanya, untuk tetap dapat melindungi spesies orang utan tersebut, Perseroan membuat jembatan hewan di tol yang sedang dibangun, sebagai tempat untuk lalu lintas orang utan tersebut.

Di samping itu, Perseroan juga senantiasa berupaya untuk memberikan dampak positif di sekitar wilayah operasionalnya terhadap keanekaragaman hayati. Hal ini diwujudkan dengan penanaman pohon sebanyak 7.700 dalam upaya penyerapan emisi karbon, penanaman mangrove, serta penanaman pohon produktif.

Perseroan menyadari bahwa kegiatan operasionalnya mampu menyebabkan adanya alih fungsi lahan serta memicu adanya perubahan bentang alam. Namun demikian, sepanjang tahun pelaporan, tidak terdapat lahan yang terkontaminasi sebagai akibat dari kegiatan operasional Perseroan, serta tidak terdapat sungai, danau maupun badan air yang harus diremediasi oleh Perseroan.

#### WIKASATRIAN

WIKASATRIAN adalah salah satu learning center yang dimiliki oleh WIKA yang berlokasi di tengah kekayaan alam Jawa Barat, yang dikelilingi oleh Gunung Salak, Gunung Pangrango, dan Gunung Gede. WIKASATRIAN memiliki lahan seluas 10 hektar. WIKASATRIAN tidak hanya sekedar learning center tetapi sebagai representasi penerapan prinsip-prinsip ESG (*Environmental, Social, Governance*) oleh WIKA, merupakan manifestasi nyata dari komitmen WIKA terhadap keberlanjutan dan kearifan lokal.

WIKASATRIAN menjadi simbol integrasi antara pembangunan dan konservasi alam, menunjukkan bagaimana perusahaan dapat bertumbuh sambil memelihara keseimbangan ekologis dan keanekaragaman hayati. Kawasan ini menawarkan habitat alami untuk beragam spesies tumbuhan dan hewan, memelihara lingkungan sekitarnya, dan berfungsi sebagai tempat untuk pembelajaran dan interaksi langsung dengan alam.

Kawasan ini menawarkan habitat alami untuk beragam spesies tumbuhan dan hewan, memelihara lingkungan sekitarnya, dan berfungsi sebagai tempat

## BIODIVERSITY ASPECT

### Impacts of Operational Areas Adjacent or within Conservation Areas or areas with Biodiversity and Biodiversity Conservation Efforts [OJK F.9, F.10, CRE5]

In 2023, there was a project near a conservation area, namely the construction of toll road 3B that cuts through the Samboja forest, which is home to orangutans. Therefore, to continue protecting these orangutan species, the Company built a wildlife bridge on the toll road under construction, as a pathway for orangutans to cross.

Additionally, the Company constantly strives to bring positive impacts on the biodiversity surrounding its operational areas. This is manifested through the planting of 7,700 trees aimed to absorb carbon emissions, mangrove planting, and planting of productive trees.

The Company is aware that its operational activities can lead to land use changes and alterations in the landscape. However, throughout the reporting year, there were no contaminated lands as a result of the Company's operational activities, and there were no rivers, lakes, or other bodies of water that required remediation by the Company.

#### WIKASATRIAN

WIKASATRIAN is one of the learning centers owned by WIKA which is located in the middle of West Java's natural wealth, which is surrounded by Mount Salak, Mount Pangrango, and Mount Gede. WIKASATRIAN has an area of 10 hectares. WIKASATRIAN is not only a learning center but as a representation of the application of ESG (*Environmental, Social, Governance*) principles by WIKA, is a real manifestation of WIKA's commitment to sustainability and local wisdom.

WIKASATRIAN symbolizes the integration of development and nature conservation, showing how companies can grow while maintaining ecological balance and biodiversity. The area offers a natural habitat for diverse plant and animal species, nurtures the surrounding environment, and serves as a place for learning and direct interaction with nature.

This area offers a natural habitat for various plant and animal species, maintains its surrounding environment, and function as a place for learning and direct interaction



untuk pembelajaran dan interaksi langsung dengan alam. Dengan luas hutan mencapai 10 hektar dan lahan bangunan sebesar 3.000 meter persegi, WIKASATRIAN tidak hanya menawarkan ruang hijau yang luas tetapi juga struktur yang dirancang untuk mengurangi dampak lingkungan.

Perseroan bekerjasama dengan Badan Riset dan Inovasi Nasional (BRIN) yang bertujuan untuk mengidentifikasi jenis-jenis tanaman yang tumbuh di hutan WIKASATRIAN, menilai populasinya, dan potensi penggunaannya dalam lanskap serta kebutuhan lainnya. Hutan WIKASATRIAN memiliki keseimbangan ekosistem yang baik dengan beragam populasi spesies.

Dengan lebih dari 700 spesies flora dan fauna, WIKASATRIAN tidak hanya menjadi pusat keanekaragaman hayati tetapi juga tempat berlangsungnya penelitian dan pendidikan tentang konservasi dan pengelolaan lingkungan. Kolaborasi dengan Badan Riset dan Inovasi Nasional (BRIN) dalam proyek "Contribution of WIKA Green Space in Conserving Plants Biodiversity and Its Potential Usefulness" adalah contoh nyata dari peran aktif WIKA dalam mendukung kegiatan ilmiah dan penelitian. WIKASATRIAN telah melestarikan 540 jenis flora di antaranya *schima wallichii*, *clidemia hirta*, *piper aduncum*, *acalypha nomerum*, *metroxylon sagu*, *maesopsis eminhil* dan *macaranga triloba*. Di samping itu, terdapat 263 jenis fauna di antaranya *mamalia*, *aves*, *reptile*, *amfibi*, *insekta*, *arachnida*, *moluska* dan *krustasea*.

## ASPEK EMISI

### Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya [OJK F.11, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, CRE3, CRE4]

Atas penggunaan energi yang digunakan dalam menunjang kegiatan operasionalnya, maka WIKA juga turut berkontribusi dalam menyumbang emisi gas rumah kaca (GRK) yang akan berdampak pada perubahan iklim. Namun demikian, WIKA telah melakukan berbagai upaya yang bertujuan untuk melakukan efisiensi penggunaan energi, serta telah memanfaatkan penggunaan energi terbarukan.

with nature. With a forest area of 10 hectares and a building area of 3,000 square meters, WIKASATRIAN not only offers extensive green spaces but also structures designed to reduce environmental impact.

The Company collaborates with the National Research and Innovation Agency (BRIN) to identify plant species in the WIKASATRIAN forest, assess their populations, and explore their potential use in landscaping and other needs. The WIKASATRIAN forest maintains a good ecosystem balance with a diverse population of species.

With over 700 flora and fauna species, WIKASATRIAN is not only a center of biodiversity but also a place for research and education on conservation and environmental management. Collaboration with BRIN in the project "Contribution of WIKA Green Space in Conserving Plants Biodiversity and Its Potential Usefulness" is a real example of WIKA's active role in supporting scientific activities and research. WIKASATRIAN has preserved 540 types of flora including *schima wallichii*, *clidemia hirta*, *piper aduncum*, *acalypha nomerum*, *metroxylon sagu*, *maesopsis eminhil*, and *macaranga triloba*. Additionally, there are 263 species of fauna including mammals, birds, reptiles, amphibians, insects, arachnids, mollusks, and crustaceans.

## EMISSION ASPECT

### Number and Intensity of Emissions Produced Based on Type [OJK F.11, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, CRE3, CRE4]

Due to the energy usage in supporting its operational activities, WIKA also contributes to greenhouse gas (GHG) emissions that will lead to climate change. However, WIKA has undertaken various efforts aimed at energy efficiency and has been utilizing renewable energy sources.

Di sisi lain, Perseroan juga telah memiliki inisiatif untuk memitigasi potensi perubahan iklim dengan terlibat pada proyek-proyek ramah lingkungan, seperti bangunan hijau, moda transportasi ramah lingkungan, dan proyek pembangkit listrik yang memanfaatkan energi terbarukan (tenaga surya dan air). Data emisi yang dihasilkan merupakan data dari kantor pusat dan seluruh proyek.

Untuk perhitungan emisi GRK yang dihasilkan, Perseroan belum menetapkan tahun dasar perhitungan emisi (*base year emission*). Pendekatan konsolidasi untuk Laporan Keberlanjutan WIKA di tahun 2023 belum dilakukan, karena masih mencakup 1 (satu) entitas, yaitu PT Wijaya Karya (Persero) Tbk.

Batasan organisasi (*organization boundary*) untuk Perseroan digunakan pendekatan kendali (*operational control*), dengan memahami karakteristik kerja proyek yang dikelola WIKA yang terdiri dari Infrastructure 1 Division (INFRA 1), Infrastructure 2 Division (INFRA 2), Building and Overseas Division (BOD), dan Engineering, Procurement, Construction and Commissioning Division (EPCC), dan Kantor Pusat untuk tahun 2023. Di tahun 2022 dan 2021, aspek emisi dihitung dari penggunaan energi yang berasal dari proyek EPCC.

Batasan operasional (*operational boundary*) untuk Perseroan meliputi cakupan 1, cakupan 2, dan cakupan 3. Jenis gas rumah kaca sesuai ketentuan IPCC (7 jenis) diterapkan untuk WIKA yaitu gas CO<sub>2</sub> dan HFCs, karena jenis GRK lain tidak signifikan untuk operasional WIKA. Sesuai kategori dalam ISO 14064-1 dijelaskan sebagai berikut:

1. Pengukuran emisi GRK cakupan 1 menggunakan data konsumsi bahan bakar (1.1 *stationary combustion*, 1.2 *mobile combustion*) dan freon AC (1.4 *fugitive refrigerant*).
2. Pengukuran emisi GRK cakupan 2 menggunakan data konsumsi listrik dari jaringan PLN (2.1 *energy consumption: electricity*).
3. Pengukuran emisi GRK cakupan 3 menggunakan data jarak tempuh transportasi material/BBM (3.1 *upstream transport*) dan jarak tempuh transportasi penumpang pesawat untuk Direksi (3.5 *business travel*).

Pengukuran emisi GRK cakupan 1 dilakukan dengan mengalikan data konsumsi energi (BBM) dalam satuan liter yang dikonversi ke dalam terajoule dengan faktor emisi berikut (mengacu pada Inventarisasi Emisi GRK Bidang Energi, Kementerian Energi dan Sumber Daya Mineral, 2022):

1. Faktor emisi BBM minyak solar, FE Nasional = 74,52 (Ton CO<sub>2</sub>-eq/TJ) = 0,07452 (Ton CO<sub>2</sub>-eq/GJ)

On the other hand, the Company has initiatives to mitigate potential climate change impacts by engaging in environmentally friendly projects such as green buildings, eco-friendly transportation modes, and power generation projects using renewable energy (solar and hydropower). Emission data is generated from both the head office and all projects.

For the calculation of greenhouse gas (GHG) emissions, the Company has not established a base year emission calculation. The consolidation approach for WIKA's Sustainability Report in 2023 has not been implemented yet, as it still includes only one entity, which is PT Wijaya Karya (Persero) Tbk.

The organization boundary for the Company adopts an operational control approach, considering the work characteristics of WIKA-managed projects, including the Infrastructure 1 Division (INFRA 1), Infrastructure 2 Division (INFRA 2), Building and Overseas Division (BOD), and Engineering, Procurement, Construction, and Commissioning Division (EPCC), as well as the Head Office for the year 2023. In 2022 and 2021, emission aspects were calculated based on energy usage from EPCC projects.

The operational boundary for the Company includes Scope 1, Scope 2, and Scope 3 emissions. The types of greenhouse gases as per IPCC guidelines (7 types) applied to WIKA are CO<sub>2</sub> and HFCs, as other types of GHGs are not significant for WIKA's operations. As per the categories in ISO 14064-1, they are explained as follows:

1. Measurement of Scope 1 GHG emissions uses data from fuel consumption (1.1 stationary combustion, 1.2 mobile combustion) and AC refrigerant emissions (1.4 fugitive refrigerant).
2. Measurement of Scope 2 GHG emissions uses data from electricity consumption from the PLN (2.1 energy consumption: electricity).
3. Measurement of Scope 3 GHG emissions uses data from the transportation distance of materials/fuels (3.1 upstream transport) and the distance of air travel for the Board of Directors (3.5 business travel).

The scope 1 GHG emissions is measured by multiplying energy consumption (BBM) data in liters converted into terajoules with the following emission factors (referring to the Energy Sector GHG Emissions Inventory, Ministry of Energy and Mineral Resources, 2022):

1. Diesel fuel emission factor, National FE = 74.52 (Ton CO<sub>2</sub>-eq/TJ) = 0.07452 (Ton CO<sub>2</sub>-eq/GJ)





2. Konversi faktor emisi BBM =  $42,63 \text{ (GJ/ton)} \times 0,0008748 \text{ (ton/liter)} \times 0,07452 \text{ (Ton CO}_2\text{-eq/GJ)} = 0,002779 \text{ (Ton CO}_2\text{-eq/liter)}$ .
3. Untuk BBM biodiesel B30 yang dikonsumsi, maka kandungan bahan bakar nabati (BBN 30%) selanjutnya dikurangkan dari nilai faktor emisi BBM minyak solar produksi Kilang Pertamina tersebut, sehingga hanya 70% dari nilai faktor emisi awal tersebut yang dihitung sebagai emisi GRK untuk peralatan kerja WIKA.
4. Konversi faktor emisi BBM [B30] =  $0,002779 \text{ (Ton CO}_2\text{-eq/liter)} \times 70\% = 0,0019453 \text{ (Ton CO}_2\text{-eq/liter)}$ .
5. Untuk perhitungan Emisi 'Biogenik' dari konsumsi BBM minyak solar B30 merupakan 30% dari nilai faktor emisi awal di atas =  $0,002779 \text{ (Ton CO}_2\text{-eq/liter)} \times 30\% = 0,0008337 \text{ (Ton CO}_2\text{-eq/liter)}$ .

Untuk emisi fugitive dari freon AC menggunakan data jumlah unit AC di berbagai proyek, dengan bilangan potensi pemanasan global/GWP (*Global Warming Potential*) sesuai IPCC AR6: GWP-R32 = 771 (Ton CO<sub>2</sub>-eq/Ton.Refrigerant-R32).

2. Conversion factor for fuel emissions =  $42.63 \text{ (GJ/ton)} \times 0.0008748 \text{ (ton/liter)} \times 0.07452 \text{ (Ton CO}_2\text{-eq/GJ)} = 0.002779 \text{ (Ton CO}_2\text{-eq/liter)}$ .
3. For B30 biodiesel fuel consumed, the biofuel content (BBN 30%) should be deducted from the emission factor value of diesel fuel produced by Pertamina Refinery, so that only 70% of the initial emission factor value is calculated as GHG emissions for WIKA's working equipment.
4. Conversion factor for fuel emissions [B30] =  $0.002779 \text{ (Ton CO}_2\text{-eq/liter)} \times 70\% = 0.0019453 \text{ (Ton CO}_2\text{-eq/liter)}$ .
5. The calculation of 'Biogenic' emissions from B30 diesel fuel consumption is 30% of the initial emission factor value above =  $0.002779 \text{ (Ton CO}_2\text{-eq/liter)} \times 30\% = 0.0008337 \text{ (Ton CO}_2\text{-eq/liter)}$ .

For fugitive emissions from AC freon, data on the number of AC units in various projects is used, with global warming potential/GWP (*Global Warming Potential*) according to IPCC AR6: GWP-R32 = 771 (Ton CO<sub>2</sub>-eq/Ton. Refrigerant-R32).

**Tabel Emisi GRK Cakupan 1 (BBM Minyak Solar) yang digunakan [GRI 305-1, GRI 305-2, GRI 305-3] (Dalam Ton CO<sub>2</sub>eq)**  
**Scope 1 GHG Emissions Table (Solar Oil Fuel) used [GRI 305-1, GRI 305-2, GRI 305-3] (In Ton CO<sub>2</sub>eq)**

| Wilayah Kerja<br>Working Area                                              | 2023      | 2022****     | 2021    |
|----------------------------------------------------------------------------|-----------|--------------|---------|
| Kantor Pusat**<br>Head Office                                              | 4,06      | 4,95         | 0       |
| Lokasi Proyek***<br>Project Site                                           | 22.860,19 | 1.038,04**** | 105,78  |
| Total                                                                      | 22.864,25 | 1.042,99*    | 105,78* |
| Emisi Biogenik*****<br>(Cakupan 1)<br>Biogenic Emissions*****<br>(Scope 1) | 9.798,97  | 447          | 45,33   |

Keterangan:

\*Disajikan kembali

\*\*Untuk data emisi GRK cakupan 1 di tahun 2022 dan 2021, perhitungan belum memasukkan konsumsi bahan bakar stasioner pada gedung Kantor Pusat Wika Tower 1 dan 2, sehingga pada tahun 2023 terdapat perluasan cakupan 1 (bahan bakar stasioner Wika Tower 1 dan 2), dan jumlah emisi bertambah sesuai perluasan cakupan tersebut.

\*\*\*Pada tahun 2023, telah diterapkan pendataan terpusat yang lebih baik (sistem SAP), sehingga jumlah emisi cakupan 1 yang tercatat menjadi lebih baik untuk banyak lokasi proyek (sebelumnya baru mencakup divisi INFRA 1, saat ini telah bertambah cakupannya pada divisi EPCC, BVORS dan INFRA 2, serta memperhitungkan emisi cakupan 1 dari konsumsi freon AC juga, walaupun kecil), dan jumlah emisi bertambah sesuai perluasan sistem pendataan yang baru (terpusat) di tahun 2023.

\*\*\*\*Perhitungan emisi GRK (dari konsumsi BBM minyak solar) pada Laporan Keberlanjutan 2023 ini dilakukan penyesuaian untuk emisi tahun 2022 dan 2021, dengan menggunakan Faktor Emisi yang konsisten dengan perhitungan emisi tahun 2023 (dari konsumsi BBM minyak solar B-30, dimana 70% sebagai emisi berbasis fosil yang ditampilkan disini, sebagaimana dijelaskan pada paragraf diatas)

\*\*\*\*\*Peningkatan dikarenakan perbedaan jumlah dan jenis proyek yang dihitung emisinya dengan jumlah dan jenis proyek yang dihitung emisinya di tahun 2021

\*\*\*\*\* Emisi 'biogenik' diberikan pada konsumsi BBM minyak solar B-30, yang merupakan bagian 30% dari campuran bahan bakar nabati BBN berbasis minyak sawit (biodiesel blending composition B-30).

Note:

\*Restated

\*\*For Scope 1 GHG emissions data in 2022 and 2021, the calculations did not include stationary fuel consumption at Wika Tower 1 and 2 head office buildings. Therefore, in 2023, there was an expansion of Scope 1 (stationary fuel consumption at Wika Tower 1 and 2), and the emission quantity increased accordingly due to this expansion.

\*\*\*In 2023, a better centralized data collection system (SAP system) was implemented, resulting in improved Scope 1 emission recording for many project sites (previously only included INFRA 1 division, now expanded to include EPCC, BVORS, and INFRA 2 divisions, and also accounting for Scope 1 emissions from AC refrigerant consumption, albeit minimal), and the emission quantity increased due to the expansion of the new centralized data collection system in 2023.

\*\*\*\*GHG emission calculations (from diesel fuel consumption) in this 2023 Sustainability Report were adjusted for the emissions in 2022 and 2021, using an emission factor consistent with the 2023 calculations (from B-30 diesel fuel consumption, where 70% is fossil-based emissions displayed here, as explained in the paragraph above).

\*\*\*\*\*The increase is due to differences in the number and type of projects included in the emission calculations compared to those in 2021.

\*\*\*\*\*'Biogenic' emissions are attributed to B-30 diesel fuel consumption, which is 30% of the biofuel blend BBN based on palm oil (biodiesel blending composition B-30).

**Tabel Emisi GRK Cakupan 1 (Freon AC) yang digunakan [GRI 305-1, GRI 305-2, GRI 305-3]**  
**Scope 1 GHG Emissions (AC Refrigerants) Used**

(Dalam Ton CO<sub>2</sub>eq)(In Tons of CO<sub>2</sub>eq)

| Wilayah Kerja<br>Working Area | 2023*        | 2022 | 2021     |
|-------------------------------|--------------|------|----------|
|                               | R-32         |      |          |
| Kantor Pusat<br>Head Office   | 15,42        |      | 0        |
| Lokasi Proyek<br>Project Site | 0            |      | 0        |
| <b>Total</b>                  | <b>15,42</b> |      | <b>0</b> |

Keterangan:

\* Untuk data emisi GRK cakupan 1 di tahun 2023 telah menggunakan data konsumsi Freon AC, dimana pada perhitungan emisi 2022 dan 2021 memang belum memasukkan data tersebut (material Freon AC dianggap terlepas ke atmosfer saat mesin pendingin AC di lokasi proyek selesai digunakan dan dipindahkan ke lokasi proyek lainnya, yang merupakan emisi minor pada WIKa)

Note:

\* For Scope 1 GHG emissions data in 2023, has included AC refrigerant consumption data, whereas in the emission calculations for 2022 and 2021, this data was indeed not included (AC refrigerant material is considered released into the atmosphere when AC cooling machines at project site are finished using and moved to other sites, which constitutes minor emissions for WIKa).

**Tabel Emisi GRK Total Cakupan 1 (BBM solar dan Freon AC, total emisi) yang dihasilkan [GRI 305-1, GRI 305-2, GRI 305-3]**  
**Total Scope 1 GHG Emissions (Diesel Fuel and AC Refrigerants, total emissions) Generated**

(Dalam Ton CO<sub>2</sub>eq)(In Tons of CO<sub>2</sub>eq)

| Wilayah Kerja<br>Working Area    | 2023      | 2022     | 2021   |
|----------------------------------|-----------|----------|--------|
| Kantor Pusat**<br>Head Office    | 19,48     | 4,95     | 0      |
| Lokasi Proyek***<br>Project Site | 22.860,19 | 1.038,04 | 105,78 |
| Total, emisi Cakupan 1           | 22.879,67 | 1.042,99 | 105,78 |
| Emisi Biogenik* (Cakupan 1)      | 9.798,97  | 446,99   | 45,33  |

Keterangan:

\* Emisi 'biogenik' diberikan pada konsumsi BBM minyak solar B-30, yang merupakan bagian 30% dari campuran bahan bakar nabati BBN berbasis minyak sawit (biodiesel blending composition B-30), sehingga emisi 'biogenik' ini tidak diperhitungkan terhadap emisi dari Freon AC.

Note:

\* 'Biogenic' emissions are attributed to B-30 diesel fuel consumption, which is 30% of the biofuel blend BBN based on palm oil (biodiesel blending composition B-30), thus these 'biogenic' emissions are not considered in the emissions from AC refrigerants.

Pengukuran emisi GRK cakupan 2 dilakukan dengan mengalikan antara konsumsi listrik (dalam kWh per tahun) dengan faktor emisi jaringan PLN (grid emission factor, EF\_grid PLN) sesuai Keputusan Menteri ESDM Nomor 163.K/HK.02/MEM.S/2021 tentang Penetapan Faktor Emisi GRK Sistem Ketenagalistrikan, dengan mengambil angka 0,87 kg.CO<sub>2</sub>eq/kWh untuk jaringan PLN Jamali (lokasi sebagian besar konsumsi listrik WIKa, yang dianggap merepresentasikan nilai yang wajar).

The Scope 2 GHG emissions is measured by multiplying electricity consumption (in kWh per year) by the grid emission factor (EF\_grid PLN) according to Minister of Energy and Mineral Resources Decision No. 163.K/HK.02/MEM.S/2021 on Determination of Greenhouse Gas Emission Factors for the Electricity System, using a value of 0.87 kg.CO<sub>2</sub>eq/kWh for PLN Jamali network (representing a reasonable value for most of WIKa's electricity consumption).



**Tabel Emisi GRK Cakupan 2 (Listrik, Jaringan Interkoneksi PLN) yang dihasilkan berdasarkan Wilayah Kerja [GRI 305-2, GRI 305-3]**  
**Scope 2 GHG Emissions (Electricity, PLN Interconnection) generated by Working Area**

(Dalam Ton CO<sub>2</sub>eq)

(In Tons of CO<sub>2</sub>eq)

| Wilayah Kerja<br>Working Area   | 2023        | 2022*    | 2021*     |
|---------------------------------|-------------|----------|-----------|
| Kantor Pusat<br>Head Office     | 2.071,82    | 2.296,59 | 2.146,73  |
| Lokasi Proyek**<br>Project Site | 4.608,32    | 0,55     | 10.204,49 |
| Total                           | 6.680,14*** | 2.297,14 | 12.351,22 |

\*Disajikan kembali

\*\*Pada tahun 2023, telah diterapkan pendataan terpusat yang lebih baik (sistem SAP), sehingga jumlah emisi cakupan 2 yang tercatat menjadi lebih baik untuk banyak lokasi proyek (sebelumnya baru mencakup divisi INFRA 1, saat ini telah bertambah cakupannya pada divisi EPCC, BVORS dan INFRA 2), dan jumlah emisi bertambah sesuai perluasan sistem pendataan yang baru (terpusat) di tahun 2023.

\*\*\*Peningkatan dikarenakan perbedaan jumlah dan jenis proyek yang dihitung emisinya dengan jumlah dan jenis proyek yang dihitung emisinya di tahun 2021.

\* Restated

\*\*By 2023, a better centralized data collection system (SAP system) has been implemented, so that the number of scope 2 emissions recorded is better for many project sites (previously it only covered INFRA 1 division, now it has expanded coverage to EPCC, BVORS and INFRA 2 divisions), and the number of emissions increases according to the expansion of the new data collection system (centralized) in 2023.

\*\*\*Increase due to differences in the number and types of projects for which emissions were calculated with the number and types of projects for which emissions were calculated in 2021.

**Tabel Emisi GRK Total Cakupan 1 dan Cakupan 2, yang digunakan [GRI 305-1, GRI 305-2, GRI 305-3]**  
**Total Scope 1 and Scope 2 GHG Emissions Used**

(Dalam Ton CO<sub>2</sub>eq)

(In Tons of CO<sub>2</sub>eq)

| Emisi GRK pada Cakupan<br>GHG Emissions by Scope                        | 2023      | 2022     | 2021      |
|-------------------------------------------------------------------------|-----------|----------|-----------|
| Emisi GRK Cakupan 1<br>Scope 1 GHG Emissions                            | 22.879,67 | 1.042,99 | 105,78    |
| Emisi GRK Cakupan 2<br>Scope 2 GHG Emissions                            | 6.680,14  | 2.297,14 | 12.351,22 |
| Total, Emisi Cakupan 1 dan 2<br>Total, Scope 1 and Scope 2<br>Emissions | 29.571,14 | 3.340,13 | 12.457,00 |

Sedangkan, perhitungan Emisi GRK cakupan 3 berasal dari perjalanan dinas yang dilakukan oleh Direksi yang dihitung menggunakan referensi DEFRA-UK data, faktor emisi per penumpang-KM = 0,24587 (kg.CO<sub>2</sub>-eq/km-flight) yang berlaku pada penerbangan domestik umumnya, jarak dekat – menengah (*short/medium-haul*). Perhitungan dilakukan dengan mengukur emisi dari perjalanan antara bandara keberangkatan ke bandara kedatangan.

Meanwhile, the scope 3 GHG emissions from official travel carried out by the Board of Directors is calculated using DEFRA-UK reference data, where the emission factor per passenger-KM = 0.24587 (kg.CO<sub>2</sub>-eq/km-flight) which applies to general Domestic flights, short – medium haul. The calculation is carried out by measuring emissions from travel between the departure airport and the arrival airport.

**Tabel Emisi GRK Cakupan 3 (Perjalanan Dinas dan Transportasi-Hulu) [GRI 305-3]**  
**Scope 3 GHG Emissions (Business Travel and Upstream Material Transport Travel)**

(Dalam Ton CO<sub>2</sub>eq)(In Tons of CO<sub>2</sub>eq)

| Sumber Emisi GRK<br>Source of GHG Emissions                                                                                                      | Satuan<br>Unit          | 2023   | 2022  | 2021  |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------|-------|-------|
| Cakupan 3<br>Transportasi-hulu (material BBM)<br>Kategori 3: (3.1)**<br>Scope 3<br>Upstream transportation (fuel material)<br>Category 3: (3.1)* | Ton CO <sub>2</sub> -eq | 52,39  | 0     | 0     |
| Cakupan 3<br>(Perjalanan Dinas)<br>Kategori 3: (3.5)*<br>Scope 3<br>(Business travel)<br>Category 3: (3.5)*                                      | Ton CO <sub>2</sub> -eq | 71,73  | 19,34 | 15,33 |
| Total Emisi GRK Cakupan 3<br>Total Scope 3 GHG Emissions                                                                                         | Ton CO <sub>2</sub> -eq | 124,12 | 19,34 | 15,33 |

Keterangan:

Kalkulator penghitung emisi: <https://applications.icao.int/icec>

\*kategorisasi emisi dalam ISO/SNI 14064-1

Untuk data emisi GRK cakupan 3 di tahun 2022 dan 2021, belum dilakukan perhitungan pengangkutan BBM, sehingga pada tahun 2023 terdapat perluasan cakupan 3 (transportasi – hulu, material BBM), dan jumlah emisi bertambah sesuai perluasan cakupan tersebut.

Note:

Emissions Calculator: <https://applications.icao.int/icec>

\*Emissions categorization in ISO/SNI 14064-1

For Scope 3 GHG emissions data in 2022 and 2021, fuel transportation calculations were not included, so in 2023, there was an expansion of Scope 3 (upstream transportation, fuel material), and the emission quantity increased accordingly due to this expansion.

**Tabel Emisi GRK Total Cakupan 1, Cakupan 2 dan Cakupan 3, yang digunakan [GRI 305-1, GRI 305-2, GRI 305-3]**  
**Total Scope 1, Scope 2, and Scope 3 GHG Emissions Used**

(Dalam Ton CO<sub>2</sub>eq)(In Tons of CO<sub>2</sub>eq)

| Emisi GRK pada Cakupan<br>GHG Emissions by Scope                   | 2023      | 2022     | 2021      |
|--------------------------------------------------------------------|-----------|----------|-----------|
| Emisi GRK Cakupan 1<br>Scope 1 GHG Emissions                       | 22.879,67 | 1.042,99 | 105,78    |
| Emisi GRK Cakupan 2<br>Scope 2 GHG Emissions                       | 6.680,14  | 2.297,14 | 12.351,22 |
| Emisi GRK Cakupan 3<br>Scope 3 GHG Emissions                       | 124,12    | 19,34    | 15,33     |
| Total, Emisi Cakupan 1, 2, 3<br>Total GHG Emissions, Scope 1, 2, 3 | 29.683,93 | 3.359,47 | 12.472,33 |





**Tabel Intensitas Emisi GRK Cakupan 1, 2 dan 3 [GRI 305-4]**  
**Scope 1, 2, and 3 GHG Emission Intensity**

| Keterangan<br>Remark                                                                     | Satuan<br>Unit                                                          | 2023      | 2022     | 2021      |
|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-----------|----------|-----------|
| Emisi GRK Cakupan 1<br>Scope 1 GHG Emissions                                             | Ton CO <sub>2</sub> -eq                                                 | 22.879,67 | 1,042,99 | 105,78    |
| Emisi GRK Cakupan 2<br>Scope 2 GHG Emissions                                             | Ton CO <sub>2</sub> -eq                                                 | 6.680,14  | 2.297,14 | 12.351,22 |
| Emisi GRK Cakupan 3<br>Kategori 3: (3.1)*<br>Scope 3 GHG Emissions<br>Category 3: (3.1)* | Ton CO <sub>2</sub> -eq                                                 | 52,39     | 0        | 0         |
| Total Emisi GRK<br>Total GHG Emissions                                                   | Ton CO <sub>2</sub> -eq                                                 | 29.612,20 | 3.814,30 | 13.340,83 |
| Jumlah Produksi<br>Total Production                                                      | Besi dan Baja Terpasang<br>(Ton)<br>Installed Iron and Steel<br>(Tons)  | 61.261,94 | 7.650,67 | 6.732,17  |
| Intensitas Emisi GRK/ton<br>GHG Emission Intensity/ton                                   | Ton CO <sub>2</sub> -eq/Produksi<br>Tons CO <sub>2</sub> -eq/Production | 0,483     | 0,499    | 1,982     |

Keterangan:  
Untuk data emisi GRK cakupan 3 di tahun 2022 dan 2021, belum dilakukan perhitungan pengangkutan BBM, sehingga pada tahun 2023 terdapat perluasan cakupan 3 (transportasi – hulu, material BBM), dan jumlah emisi bertambah sesuai perluasan cakupan tersebut.  
\*kategorisasi emisi dalam ISO/SNI 14064-1

Note:  
For Scope 3 GHG emissions data in 2022 and 2021, fuel transportation calculations were not included, so in 2023, there was an expansion of Scope 3 (upstream transportation, fuel material), and the emission quantity increased accordingly due to this expansion.  
\*Emissions categorization in ISO/SNI 14064-1

**Tabel Intensitas Emisi GRK dan Cakupan 3 [GRI 305-4]**  
**GHG Emission Intensity for Scope 3**

| Keterangan<br>Remark                                                                     | Satuan<br>Unit                                                  | 2023  | 2022  | 2021  |
|------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------|-------|-------|
| Emisi GRK Cakupan 3<br>Kategori 3: (3.5)*<br>Scope 3 GHG Emissions<br>Category 3: (3.5)* | Ton CO <sub>2</sub> -eq                                         | 71,73 | 19,34 | 15,33 |
| Jumlah Direksi<br>Number of Directors                                                    | Orang<br>Person                                                 | 7     | 8     | 8     |
| Intensitas Emisi GRK/Direksi<br>GHG Emission Intensity/Directors                         | Ton CO <sub>2</sub> -eq/Orang<br>Ton CO <sub>2</sub> -eq/Person | 10,25 | 2,42  | 1,92  |

Keterangan:  
\*Penyebutan Kategori 3: (3.5) ini mengikuti ketentuan kategorisasi emisi dalam ISO/SNI 14064-1

Explanation:  
\*The term of Category 3: (3.5) follows the emission categorization guidelines in ISO/SNI 14064-1.

## Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan [OJK F.12, GRI 305-5]

Dalam menjalankan aktivitas bisnisnya, Perseroan terus berupaya dalam mengurangi emisi GRK sebagai bentuk komitmen Perseroan dalam menjaga kelestarian lingkungan. Upaya yang dilakukan oleh Perseroan dalam upaya mencapai penurunan emisi yang dihasilkan yaitu dengan:

1. Melakukan inisiatif pengurangan energi listrik;
2. Memanfaatkan energi terbarukan;
3. Melakukan uji emisi terhadap kendaraan;
4. Melakukan perawatan mesin secara rutin.

Pengurangan emisi yang dihasilkan diukur dengan membandingkan tahun pelaporan dengan tahun sebelumnya. Hal ini guna melihat upaya efisiensi yang telah dilakukan sepanjang tahun pelaporan. Sepanjang tahun 2023, Perseroan mampu menurunkan intensitas emisi GRK yang dihasilkan menjadi sebesar 0,491 Ton CO<sub>2</sub>-eq, menurun dibandingkan tahun 2022 yaitu sebesar 0,499 Ton CO<sub>2</sub>-eq.

Di samping itu, upaya pengurangan emisi tercermin dengan telah dimilikinya WIKASATRIAN. Indikator keberhasilan WIKASATRIAN dalam bidang lingkungan mencakup intensitas penurunan karbon indikatif sebesar 10-80 ton CO<sub>2</sub> per hektar per tahun, yang berkontribusi pada penurunan tahunan sekitar 97-776 ton CO<sub>2</sub> (~3-25% dari kebutuhan *insetting* karbon tahun 2030). Hal ini menunjukkan peran penting kawasan dalam strategi dekarbonisasi perusahaan.

Selanjutnya, Perseroan juga bersinergi dengan entitas anak dalam proyek Modular Zero Waste, pemasangan Photovoltaic di Institut Teknologi Sumatera, pemasangan Solar Street Lighting di Mandalika, serta memiliki produk Gesits (motor listrik) yang juga digunakan sebagai kendaraan operasional di lokasi proyek. Terkait dengan Photovoltaic, Perseroan telah melakukan pemasangan di 30.000 lokasi seluruh Indonesia dengan kapasitas 16 MWp, untuk solar street lighting, telah terpasang di 151 wilayah di seluruh Indonesia, serta motor Gesits telah terjual sebanyak 6.120 unit dan menguasai 25,98% pangsa pasar.

### Roadmap Dekarbonisasi

Perseroan telah menetapkan roadmap dekarbonisasi yang telah dimulai sejak 2022, sebagai berikut.

## Emission Reduction Efforts and Achievements [OJK F.12, GRI 305-5]

In carrying out its business activities, the Company continues the efforts to reduce greenhouse gas (GHG) emissions as part of its commitment to environmental sustainability. Efforts made by the Company to achieve emission reduction include:

1. Undertaking electrical energy reduction initiatives;
2. Utilizing renewable energy;
3. Conducting emission tests on vehicles;
4. Performing regular machine maintenance

The reduction of emissions is measured by comparing the reporting year with the previous one. This is done to assess the efficiency efforts made throughout the reporting year. In 2023, the Company managed to decrease the intensity of GHG emissions produced to 0.491 Ton CO<sub>2</sub>-eq, a decrease compared to 2022 which was 0.499 Ton CO<sub>2</sub>-eq.

Furthermore, the emission reduction efforts are reflected in the ownership of WIKASATRIAN. WIKASATRIAN's success indicators in the environmental field include indicative carbon intensity reduction of 10-80 tons CO<sub>2</sub> per hectare per year, contributing to an annual reduction of about 97-776 tons CO<sub>2</sub> (~3-25% of the carbon offsetting needs by 2030). This demonstrates the important role of the area in the Company's decarbonization strategy.

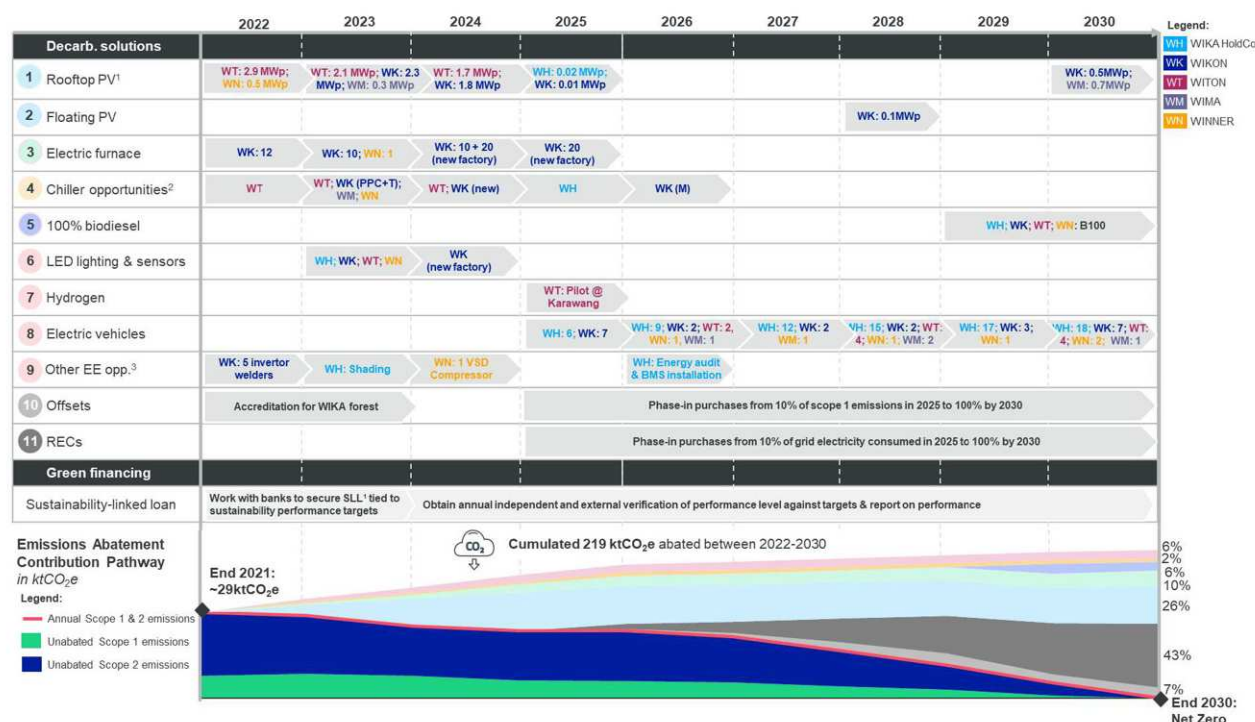
Furthermore, the Company also collaborates with its subsidiaries in the Modular Zero Waste project, installation of Photovoltaic panels at the Sumatera Institute of Technology, installation of Solar Street Lighting in Mandalika, and has Gesits products (electric motorcycles) used as operational vehicles at project sites. Regarding Photovoltaic panels, the Company has installed them at 30,000 locations across Indonesia with a capacity of 16 MWp. For solar street lighting, installations have been completed in 151 areas throughout Indonesia. Additionally, the Gesits electric motorcycles have sold 6,120 units and captured a market share of 25.98%.

### Decarbonization Roadmap

The Company has established a decarbonization roadmap that has been initiated since 2022, as follows.



## Wika decarbonisation roadmap – Max. decarb scenario



### Aksi Dekarbonisasi Wika

1. Dalam skenario dekarbonisasi maksimum, seluruh solusi efisiensi energi diterapkan pada tahun 2026
2. 12,8MWp tenaga surya akan dipasang pada tahun 2030, termasuk 11,5MW pada tahun 2025
3. Kendaraan menjadi 100% lebih bersih pada tahun 2030 melalui penggunaan biodiesel atau diubah menjadi listrik
4. Solusi di tempat menyumbang 50% pengurangan menjadi nol bersih pada tahun 2030
5. Solusi di luar lokasi (REC dan *offset*) menyumbang 50% sisa emisi, dan diterapkan secara bertahap mulai tahun 2025
6. Wika juga harus mengupayakan akreditasi hutannya untuk meningkatkan reputasi dan kredibilitasnya

### Usulan Target Entitas Wika

Perseroan bersama entitas anak bersinergi untuk melaksanakan strategi dekarbonisasi dengan menetapkan target nol bersih pada emisi GRK Cakupan 1 dan 2 secara menyeluruh pada tahun 2030, didukung oleh sub-target di tingkat entitas yang dibangun dari bawah ke atas berdasarkan penilaian peluang; Target dan sub target telah divalidasi dengan entitas anak. Adapun target tersebut meliputi:

### Wika's Decarbonization Actions

1. In the maximum decarbonization scenario, all energy efficiency solutions will be implemented by 2026.
2. 12.8 MWp of solar power will be installed by 2030, including 11.5 MW by 2025.
3. Vehicles will be 100% cleaner by 2030 through the use of biodiesel or conversion to electric.
4. On-site solutions contribute to a 50% reduction to net zero by 2030.
5. Off-site solutions (RECs and offsets) contribute to 50% of remaining emissions, gradually implemented starting from 2025.
6. Wika also aims to accredit its forests to enhance its reputation and credibility.

### Proposed Targets For Wika Entities

The Company, together with its subsidiaries, synergizes to implement a decarbonization strategy by setting a comprehensive net zero target for Scope 1 and 2 GHG emissions by 2030, supported by sub-targets at the entity level built from the bottom up based on opportunity assessments. The targets and sub-targets have been validated with subsidiary entities. These targets include:

| Overall emissions | Overall targets  | Scope 1 and 2 Net Zero WIKA and its entities by 2030 |
|-------------------|------------------|------------------------------------------------------|
|                   | Renewable Energy | 100% renewable energy by 2030                        |



| Entitas                     |                                  |  |  |  |  |  |
|-----------------------------|----------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| Sub-targets across entities | Alternative Fuel/Electrification | 100% Switch to cleaner vehicle fleet by 2030                                      | 100% Switch to cleaner vehicle fleet by 2030                                      | 100% Switch to cleaner vehicle fleet by 2030                                      | 100% Switch to cleaner vehicle fleet by 2030                                        | 100% Switch to cleaner vehicle fleet by 2030                                        |
|                             | On-site Renewable Electricity    | 1% of solar PV in electricity mix by 2030                                         | 55% of solar PV in electricity mix by 2030                                        | 25% of solar PV in electricity mix by 2030                                        | 65% of solar PV in electricity mix by 2030                                          | 60% of solar PV in electricity mix by 2030                                          |
|                             | Energy Efficiency                | 30% reduction in energy consumption by 2030                                       | 5% reduction in energy consumption by 2030                                        | 50% reduction in energy consumption by 2030                                       | 12% reduction in energy consumption by 2030                                         | 35% reduction in energy consumption by 2030                                         |
|                             | Other Targets                    | N.A.                                                                              | Restoration plans for 100% quarries by 2030                                       | N.A.                                                                              | 100% reuse / recycling of batteries                                                 | N.A.                                                                                |

### Pengendalian Emisi Penipis Lapisan Ozon [GRI 305-6]

Selama tahun 2023, WIKA tidak memproduksi, mengimpor maupun mengekspor *ozon depleting substance* (ODS). Hal ini dibuktikan dengan penggunaan Air Conditioner (AC) yang tidak mengandung bahan yang dapat merusak lapisan ozon seperti CFC (Klorofluorokarbon). AC yang digunakan di seluruh WIKA Tower II mengandung bahan yang ramah lingkungan yaitu dengan menggunakan *refrigerant* R32 dan R40 yang merupakan *refrigerant* yang sama sekali tidak memiliki dampak terhadap penipisan lapisan ozon dan merupakan tipe *refrigerant* yang ramah lingkungan.

### Beban Emisi Non Grk [GRI 305-7]

Penghitungan emisi non GRK pada Laporan Keberlanjutan tahun 2022 untuk data tahun 2021 dan 2022 dilakukan pada lokasi proyek sebagai berikut.

### Ozone Layer Depleting Emission Control [GRI 305-6]

During 2023, WIKA did not produce, import, or export ozone-depleting substances (ODS). This is evidenced by the use of Air Conditioners (AC) that do not contain ozone-depleting substances such as CFCs (Chlorofluorocarbons). The AC units used in all WIKA Tower II buildings contain environmentally friendly refrigerants R32 and R40, which have no impact on ozone layer depletion and are eco-friendly refrigerant types.

### Non-Ghg Emission Loads [GRI 305-7]

The calculation of non-GHG emissions in the 2022 Sustainability Report for the data of 2021 and 2022 was conducted at project sites as follows.

**Tabel Emisi Non GRK di Lokasi Proyek**  
Non-GHG Emissions at Project Sites

| Kategori<br>Category                                      | 2022                     | 2021                     |
|-----------------------------------------------------------|--------------------------|--------------------------|
| <b>NO<sub>2</sub></b>                                     |                          |                          |
| Proyek PLTU Palu-3<br>Palu-3 PLTU Project                 | 36,28 ug/m <sup>3</sup>  | 32,9 ug/Nm <sup>3</sup>  |
| Construction and Commissioning (EPCC) TSL Furnace Ausmelt | 357,2 mg/Nm <sup>3</sup> | <7,10 ug/Nm <sup>3</sup> |
| EPC Storage Tanks Modification and Piping System          | -                        | <7,10 ug/Nm <sup>3</sup> |
| SO <sub>2</sub>                                           |                          |                          |





**Tabel Emisi Non GRK di Lokasi Proyek**  
**Non-GHG Emissions at Project Sites**

| Kategori<br>Category                                      | 2022                     | 2021                     |
|-----------------------------------------------------------|--------------------------|--------------------------|
| Proyek PLTU Palu-3<br>Palu-3 PLTU Project                 | 47,83 ug/Nm <sup>3</sup> | 47,6 ug/Nm <sup>3</sup>  |
| Construction and Commissioning (EPCC) TSL Furnace Ausmelt | 11,7 mg/Nm <sup>3</sup>  | <7,10 ug/Nm <sup>3</sup> |
| EPC Storage Tanks Modification and Piping System          | -                        | <22,0 ug/Nm <sup>3</sup> |
| Particulate Dust                                          |                          |                          |
| Proyek PLTU Palu-3<br>Palu-3 PLTU Project                 | 40,5 ug/Nm <sup>3</sup>  | 40,5 ug/Nm <sup>3</sup>  |
| Construction and Commissioning (EPCC) TSL Furnace Ausmelt | 0 mg/Nm <sup>3</sup>     | -                        |
| Total Suspended Particulate (TSP)                         |                          |                          |
| Construction and Commissioning (EPCC) TSL Furnace Ausmelt | -                        | 64,4 ug/Nm <sup>3</sup>  |
| Particulate <10 um (PM10)                                 |                          |                          |
| Proyek PLTU Palu-3<br>Palu-3 PLTU Project                 | 4,19 ug/Nm <sup>3</sup>  | 3,17 ug/Nm <sup>3</sup>  |
| Particulate <2,5 ug/Nm <sup>3</sup> (PM2,5)               | <2,5 ug/Nm <sup>3</sup>  | 1,53 ug/Nm <sup>3</sup>  |
| Persistent organic pollutants (POP)                       | -                        | -                        |
| Volatile organic compounds (VOC)                          | -                        | -                        |
| Hazardous air pollutants (HAP)                            | -                        | -                        |
| Particulate matter (PM)                                   | -                        | -                        |

Sedangkan, perhitungan emisi non GRK untuk Laporan Keberlanjutan tahun 2023 lebih ditekankan pada lokasi Kantor Pusat yang memiliki data yang lebih lengkap dan proyek yang disampaikan pada Laporan Keberlanjutan tahun 2022 telah selesai. Pengukuran emisi non GRK yang dilakukan mengacu pada Emission Air Standard Quality Regulation, base on PERMEN LHK No. 11 tahun 2021 attachment I, corrected by 13% dan di dalam kondisi normal (temperatur 25 derajat dan 1 atm pressure) dengan referensi sampling yang digunakan yaitu SNI 7119.13-2009. Data disajikan sebagai berikut.

Meanwhile, the calculation of non-GHG emissions for the 2023 Sustainability Report placed more emphasis on the Head Office location that has more complete data and the projects presented in the 2022 Sustainability Report have been completed. Non-GHG emission measurements carried out refer to the Emission Air Standard Quality Regulation, based on PERMEN LHK No. 11 of 2021 attachment I, corrected by 13% and under normal conditions (temperature 25 degrees and 1 atm pressure) with the sampling reference used, namely SNI 7119.13-2009. The data is presented as follows.

**Tabel Emisi Non GRK di Kantor Pusat**  
**Non-GHG Emissions at Head Office**

(Dalam mg/Nm<sup>3</sup>)

(in mg/ Nm<sup>3</sup>)

| Kategori<br>Category | 2023 | 2022 | 2021 |
|----------------------|------|------|------|
| NO <sub>2</sub>      | 69   | 4,1  | 527  |
| SO <sub>2</sub>      | 71   | 6,3  | <2,6 |
| Carbon Monoxide      | 160  | 13   | 417  |
| Particulate Dust     | 51   | 6,0  | 12,6 |

## ASPEK LIMBAH DAN EFLUEN QHSE

### Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis [OJK F.13, GRI 306-1, GRI 306-3]

Aktivitas operasional Perseroan menghasilkan limbah baik berupa limbah B3 maupun limbah non-B3. Limbah non-B3 yang dihasilkan dari operasional kantor pusat diserahkan ke pihak ketiga atau vendor pengelola limbah. Perseroan menggunakan Instalasi Pengelolaan Air Limbah (IPAL) untuk pengelolaan limbah cair. IPAL digunakan untuk mengolah air limbah yang kemudian dimanfaatkan kembali untuk penggunaan yang dimungkinkan menggunakan air hasil dari pemrosesan IPAL. Sebanyak 84% volume air dari pihak ketiga yang dibuang dan 35% air dari pihak ketiga yang didaur ulang oleh Perseroan di Kantor Pusat. Khusus untuk limbah bahan berbahaya dan beracun (B3), Perseroan melakukan treatment sendiri dengan bekerja sama dengan pihak ketiga yang sudah terdaftar dan teruji kredibilitasnya, sehingga Perseroan dapat memastikan bahwa air limbah dari aktivitas perusahaan tidak bercampur dengan limbah B3. Metode pemantauan air limbah domestik mengacu pada kewajiban yang tercantum dalam IPLC.

Terkait dengan limbah non B3 (limbah air) yang dihasilkan oleh kantor pusat, Perseroan senantiasa melakukan pengelolaan dengan menggunakan cara 3R (*reduce, reuse, recycle*) dan menggunakan fasilitas IPAL. Limbah air yang dihasilkan dari air wudhu, janitor, *pantry*, air hujan, dan air drain AC akan diolah kembali agar dapat digunakan sebagai *flushing* toilet. Di samping itu, limbah cair dari toilet akan diolah kembali sebelum dibuang ke saluran kota sesuai dengan standar baku mutu yang berlaku.

Pada setiap bulannya, khususnya di kantor Pusat, Perseroan melakukan uji kualitas efluen untuk mengetahui status beban pencemaran air dari kantor pusat ataupun proyek yang dikelola. Pengujian ini dimaksudkan agar air yang nantinya dialirkan ke saluran pembuangan tidak mencemari lingkungan sekitar. Hasilnya uji air limbah dilaporkan ke Dinas Lingkungan Hidup dalam bentuk Laporan RKL-RPL setiap semester.

Di samping itu, baik di lokasi Kantor Pusat dan wilayah proyek, Perseroan telah melakukan analisis risiko terkait limbah dari seluruh aktivitas operasional Perseroan. Cakupan dari analisis risiko terkait limbah yaitu meliputi wilayah kantor pusat dan lokasi proyek. Analisis risiko yang dilakukan telah tertuang di dalam dokumen HIRARC-EAII. Environmental Aspect and Impact Identification (EAII) merupakan suatu kegiatan untuk mengidentifikasi

## WASTE AND EFFLUENT ASPECT

### Total Waste and Effluent Generated by Type [OJK F.13, GRI 306-1, GRI 306-3]

The Company's operational activities generate waste in the form of both hazardous and non-hazardous waste. Non-B3 waste generated from head office operations is handed over to the third party or waste management vendors. The Company uses Wastewater Treatment Plant (WWTP) for liquid waste management. WWTP is used to treat wastewater which is then reused for possible uses using water produced from WWTP processing. As much as 84% of the volume of water from third parties is disposed of and 35% of water from third parties is recycled by the Company at the Head Office. Especially for hazardous and toxic material (B3) waste, the Company carries out its own treatment in collaboration with third parties who have registered and tested their credibility, so that the Company can ensure that waste water from its activities does not mix with B3 waste. The method for monitoring domestic wastewater refers to the obligations listed in the IPLC.

While non-hazardous waste (waste water) generated by the head office is managed by the Company by using the 3R method (*reduce, reuse, recycle*) and a WWTP facility. Waste water generated from ablution water, janitor, *pantry*, rain water, and AC drain water will be processed again so that the waste water can be used as a toilet flush. In addition, liquid waste from toilets is reprocessed before being discharged into the city canals according to applicable quality standards.

Every month, particularly at the head office, the Company conducts an effluent quality test to determine the status of water pollution load from the head office or the projects worked on. This test is intended so that the water that will later flow into the sewer does not pollute the surrounding environment. The results of wastewater test are reported to the Environmental Service in the form of an RKL-RPL Report every semester.

In addition, both at the Head Office location and project areas, the Company has carried out a risk analysis related to waste from all of its operational activities. The scope of risk analysis related to waste covers the head office and project locations. The risk analysis carried out has been contained in the HIRARC-EAII document. Environmental Aspect and Impact Identification (EAII) is an activity to identify environmental aspects and impacts of operational



aspek dan dampak lingkungan dari kegiatan operasional, produk dan jasa, menentukan risiko dan peluang serta tindakan untuk menangani risiko dan peluang tersebut.

activities, products and services, determine risks and opportunities as well as actions to handle these risks and opportunities.

Sepanjang tahun 2023, tidak terdapat dampak negatif terkait limbah yang dihasilkan oleh Perseroan, baik di kantor pusat maupun di lokasi proyek.

Throughout 2023, there were no negative impacts related to waste generated by the Company, both at the head office and project sites.

**Tabel Total dan Metode Pengelolaan Limbah [F.13, GRI 306-3]**  
**Total of Waste and Waste Management**

| Limbah<br>Waste                                  | Jenis<br>Type | Metode Pengelolaan/<br>Tujuan Akhir<br>Pembuangan Limbah<br>Management Method/Final<br>Destination of Waste Disposal | Satuan<br>Unit | 2023  | 2022* | 2021* |
|--------------------------------------------------|---------------|----------------------------------------------------------------------------------------------------------------------|----------------|-------|-------|-------|
| <b>Lokasi Proyek</b><br>Project Site             |               |                                                                                                                      |                |       |       |       |
| Pasir Silika<br>Silica Sand                      | B3            | Pihak Ketiga PLKK<br>Third party, PLKK                                                                               | Ton            | 3,5   | 1     | 19    |
| Kaleng Cat dan Thinner<br>Paint and Thinner cans | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 1,04  | -     | -     |
| Cake                                             | Non B3        | TPA<br>Final Disposal Site                                                                                           | Ton            | 1,2   | -     | -     |
| Kawat Las<br>Welding wires                       | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Box            | 50    | -     | 9     |
| Filter Bekas<br>Used filter                      | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,114 | -     | -     |
| Sisa Makanan<br>Leftover food                    | Non B3        | Pihak Ketiga Pax Ocean<br>Third party, Pax Ocean                                                                     | Ton            | 3,5   | -     | 13,82 |
| Oli Bekas<br>Used oil                            | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 1,64  | 5,65  | 1,6   |
| Aki Bekas<br>Used accu                           | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Pcs            | 5     | -     | -     |
| Packaging                                        | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 1,55  | -     | -     |
| Limbah Pasir Sand Blasting<br>Sand waste         | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,138 | -     | 0,211 |
| Limbah cat<br>Paint waste                        | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 1,173 | -     | -     |
| Cat<br>Paint                                     | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Kaleng<br>Can  | -     | -     | 25    |
| Limbah Aspal<br>Asphalt waste                    | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,155 | -     | -     |
| Tanah yang Terkontaminasi<br>Contaminated soil   | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,317 | -     | -     |
| Kain Bekas<br>Used fabric                        | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,150 | 0,74  | 11,76 |
| Fiber Bekas<br>Used fiber                        | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 1,344 | -     | -     |
| Lampu Bekas<br>Used lamp                         | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,002 | -     | -     |
| Resin Bekas<br>Used resin                        | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton            | 0,507 | -     | -     |

**Tabel Total dan Metode Pengelolaan Limbah [F.13, GRI 306-3]**  
**Total of Waste and Waste Management**

| Limbah<br>Waste                             | Jenis<br>Type | Metode Pengelolaan/<br>Tujuan Akhir<br>Pembuangan Limbah<br>Management Method/Final<br>Destination of Waste Disposal | Satuan<br>Unit                | 2023     | 2022*    | 2021*    |
|---------------------------------------------|---------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------|----------|----------|----------|
| <b>Lokasi Proyek</b><br>Project Site        |               |                                                                                                                      |                               |          |          |          |
| Drum Bekas<br>Used drum                     | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton                           | 1,893    | -        | -        |
| Elektroda Bekas<br>Used electrodes          | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton                           | 1,700    | -        | 0,005    |
| Cakram Pemotong Bekas<br>Used Cutting Discs | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton                           | 0,571    | -        | -        |
| Amplas Bekas<br>Used Sandpaper              | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton                           | 0,003    | -        | -        |
| Jerigen Bekas<br>Used Jerry Cans            | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Ton                           | 0,004    | -        | -        |
| Kain Majun<br>Rag                           | B3            | Dikirim ke pihak ketiga<br>Sent to third parties                                                                     | Karung<br>Bag                 | -        | -        | 3        |
| Plastik<br>Plastic                          | Non B3        | Pihak Ketiga Pax Ocean<br>Third party, Pax Ocean                                                                     | Ton                           | -        | -        | 11,58    |
| Kertas<br>Paper                             | Non B3        | TPA<br>Final Disposal Site                                                                                           | %<br>Penghematan<br>% Savings | -        | -        | 200      |
| Kayu<br>Wood                                | Non B3        | 3R                                                                                                                   | Ton                           | -        | -        | 0,71     |
| Daun-daunan<br>Leaves                       | Non B3        | TPA<br>Final Disposal Site                                                                                           | Ton                           | -        | -        | 1,65     |
| Bilge                                       | B3            | Pihak Ketiga Pax Ocean<br>Third party, Pax Ocean                                                                     | Ton                           | -        | -        | 0,35     |
| Sampah Domestik<br>Domestic Waste           | Non B3        | Pihak Ketiga Pax Ocean<br>Third party, Pax Ocean                                                                     | Ton                           | -        | -        | 5,3      |
| Sampah Harian<br>Daily Trash                | Non B3        | PT SMI2                                                                                                              | Karung<br>Bag                 | -        | -        | 1        |
| Kaleng Bekas<br>Used Cans                   | B3            | 3R                                                                                                                   | Ton                           | -        | -        | 40       |
| Styrofoam                                   | Non B3        | Pihak Ketiga S2P<br>Third party, S2P                                                                                 | Karung<br>Bag                 | -        | -        | 10       |
| <b>Kantor Pusat*</b><br>Head Office*        |               |                                                                                                                      |                               |          |          |          |
| Oli bekas<br>Used oil                       | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton                           | 0,439    | 0,18     | 0,18     |
| Lampu TL<br>TL lamp                         | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton                           | 0,093    | 0,053    | 29,47    |
| Baterai<br>Battery                          | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton                           | 0,008    | 0,002    | 0,001    |
| Catridge                                    | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton                           | 0,023    | 0,015    | 0,002    |
| Air Limbah<br>Wastewater                    | Non B3        | Tujuan pembuangan saluran<br>kota<br>Purpose of disposal of city<br>drains                                           | Ton                           | 4.759,71 | 5.343,82 | 3.919,93 |



**Tabel Total dan Metode Pengelolaan Limbah [F.13, GRI 306-3]**  
**Total of Waste and Waste Management**

| Limbah<br>Waste                                                                               | Jenis<br>Type | Metode Pengelolaan/<br>Tujuan Akhir<br>Pembuangan Limbah<br>Management Method/Final<br>Destination of Waste Disposal | Satuan<br>Unit | 2023      | 2022*  | 2021* |
|-----------------------------------------------------------------------------------------------|---------------|----------------------------------------------------------------------------------------------------------------------|----------------|-----------|--------|-------|
| <b>Lokasi Proyek</b><br>Project Site                                                          |               |                                                                                                                      |                |           |        |       |
| Minyak pelumas bekas<br>Used lubricating oil                                                  | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton            | 0,44      | 0,13   | -     |
| Kain majun bekas<br>(terkontaminasi pelumas)<br>Used rags (contaminated<br>with lubricant)    | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton            | -         | 0,055  | -     |
| Kemasan bekas B3 (kaleng<br>cat dan thinner)<br>Used B3 packaging (paint<br>and thinner cans) | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton            | 0,017     | 0,005  | -     |
| Infeksius<br>Infectious                                                                       | B3            | Pihak ketiga yang memiliki izin<br>Licensed third parties                                                            | Ton            | 0,005     | 0,005  | -     |
| Sampah Harian Rumah<br>Tangga<br>Daily Household Waste                                        | Non B3        | Sampah Dapur Rumah Tangga<br>(Sampah Kering)<br>Household Kitchen Waste (Dry<br>Waste)                               | Ton            | 10.841,96 | 353,15 | -     |

Keterangan:

\*Penggunaan satuan untuk Laporan Keberlanjutan tahun 2023 telah disamakan sesuai dengan GRI 306-3 yaitu dengan menggunakan satuan ton. Untuk tahun 2021 dan 2022, limbah di lokasi proyek berasal dari EPCC saja. Sedangkan, di tahun 2023, berasal dari EPCC dan BOD

Note:

\* The measurement unit for the 2023 Sustainability Report has been aligned according to GRI 306-3, using the unit of tons. For the years 2021 and 2022, waste at project sites originated only from EPCC. Meanwhile, in 2023, it originated from both EPCC and BOD.

**Jumlah Limbah B3**  
**Total B3 Waste**

(Dalam Ton)

(in Ton)

| Wilayah Kerja<br>Working Area | 2023         | 2022        | 2021          |
|-------------------------------|--------------|-------------|---------------|
| Kantor Pusat<br>Head Office   | 0,585        | 0,315       | 29,65         |
| Lokasi Proyek<br>Project Site | 70,80        | 7,39        | 81,93         |
| <b>Total</b>                  | <b>71,39</b> | <b>7,71</b> | <b>111,58</b> |

**Jumlah Limbah Non-B3**  
**Total Non-B3 Waste**

(Dalam Ton)

(in Ton)

| Wilayah Kerja<br>Working Area | 2023             | 2022            | 2021            |
|-------------------------------|------------------|-----------------|-----------------|
| Kantor Pusat<br>Head Office   | 15.601,67        | 5.696,97        | 3.919,93        |
| Lokasi Proyek<br>Project Site | 4,7              | -               | 33,06           |
| <b>Total</b>                  | <b>15.606,37</b> | <b>5.696,97</b> | <b>3.952,99</b> |



### Mekanisme Pengelolaan Limbah dan Efluen [OJK F.14, 306-2, 306-4, 306-5]

Pengelolaan limbah sudah dilakukan baik di kantor pusat maupun proyek melalui pemisahan limbah berdasarkan jenisnya. Kinerja limbah proyek Perseroan berada di bawah tanggung jawab masing-masing Manajer Proyek Perseroan.

Limbah cair yang berasal dari gedung perkantoran merupakan limbah domestik yang berasal dari dapur, toilet karyawan dan tamu, kebersihan gedung, pemadam kebakaran dan air yang digunakan untuk siram taman. Pengolahan air limbah domestik gedung perkantoran dilakukan dengan pengolahan air limbah menggunakan *Sewage Treatment Plant* (STP) Biofilter untuk Tower 1 dengan kapasitas 40 m<sup>3</sup>/hari. Sedangkan untuk Tower 2, dibagi menjadi 2 STP, yaitu STP *Greywater* dengan kapasitas 35 m<sup>3</sup>/hari dan *Blackwater* 45 m<sup>3</sup>/hari dengan kapasitas air limbah yang berasal dari dapur akan disalurkan ke perangkap lemak (*grease trap*) sebelum disalurkan ke dalam STP, karena minyak dan lemak dapat mengganggu proses pengolahan dalam STP. Sepanjang tahun 2023, Perseroan mencatat pemanfaatan air daur ulang dari IPAL sebesar 7.766,2 m<sup>3</sup>, lebih besar dibandingkan tahun 2022 yang sebanyak 4.436,8 m<sup>3</sup>.

Upaya Perseroan dalam mencegah dampak negatif terkait limbah di lokasi proyek, yaitu dengan melakukan *housekeeping* secara terus menerus, penyediaan tempat sampah, penyediaan TPS, serta melakukan *reuse, reduce* dan *recycle* (3R). Di sisi lain, Pengelolaan limbah B3 seperti oli bekas, kain majun bekas/terkontaminasi diserahkan ke pihak ketiga yang memiliki izin. Limbah padat non-B3 seperti potongan besi akan dimanfaatkan kembali untuk penutup saluran *drainase* dan fasilitas *smoking area* di lingkungan proyek, serta digunakan sebagai kerangka *sign board* di seluruh lingkungan proyek. Sedangkan, pengelolaan limbah non-B3 langsung diserahkan ke TPA, untuk limbah B3 dikirim ke pihak ketiga yang memiliki izin.

Dalam pengelolaan limbah Bahan Berbahaya dan Beracun (B3), di Kantor Pusat telah memiliki Tempat Penyimpanan Sementara (TPS) B3. Untuk saat ini pengelolaan yang dilakukan adalah melakukan pemisahan jenis limbah antara limbah B3, organik dan anorganik. Limbah B3 nantinya akan diangkut oleh Pihak Ketiga yang telah memiliki Izin Resmi dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia.

### Waste and Effluent Management Mechanism [OJK F.14, 306-2, 306-4, 306-5]

Waste management has been carried out both at WIKA office and project through waste management by type. WIKA's project waste performance is under the responsibility of each Project Manager

Liquid waste from WIKA office buildings is domestic waste originating from kitchens, employee and guest toilets, building cleaning, fire extinguishers and garden flushing. Domestic wastewater treatment for office buildings is carried out by treating wastewater using Sewage Treatment Plant (STP) Biofilter for Tower 1 with a capacity of 40 m<sup>3</sup>/day. As for Tower 2, it is divided into 2 STPs, namely STP *Greywater* with a capacity of 35 m<sup>3</sup>/day and *Blackwater* 45 m<sup>3</sup>/day with a capacity of wastewater originating from the kitchen which will be channelled to a grease trap before being channelled into STP, because oil and fat can interfere with the processing in STP. Throughout the year 2023, the Company recorded a utilization of recycled water from the WWTP amounting to 7,766.2 m<sup>3</sup>, which is larger compared in 2022 amounting to 4,436.8 m<sup>3</sup>.

The Company's efforts to prevent negative impacts related to waste at project sites include continuous housekeeping, provision of waste bins, establishment of Temporary Storage Areas (TPS), and implementation of reuse, reduce, and recycle (3R) practices. On the other hand, the management of hazardous waste such as used oil, used/contaminated rags is handed over to third parties who have permits. Non-hazardous solid waste such as iron scrap will be reused to cover drainage channels and smoking area facilities in the project environment, as well as being used as a sign board framework throughout the project environment. While the management of non-hazardous waste is directly handed over to the Final Disposal Site, while for hazardous waste is sent to third parties who have permits.

In the management of Hazardous and Toxic Material (B3) waste, the head office already has a B3 Temporary Storage Area (TPS). For now, the management is carried out by separating the types of waste between B3, organic and inorganic waste. B3 waste will later be transported by a third party that has an official permit from the Ministry of Environment and Forestry of the Republic of Indonesia.



Proses yang digunakan Perseroan dalam mengumpulkan dan memantau data terkait limbah yaitu dengan melakukan *monitoring* surat jalan untuk pengangkutan limbah, serta membuat laporan neraca limbah di lokasi proyek. Terkait dengan proses yang digunakan untuk menentukan kesesuaian pihak ketiga dalam mengelola limbah sesuai dengan kewajiban atau kontrak legislatif yaitu dengan melakukan *monitoring* atas surat jalan yang diterbitkan, serta melalui kontrak kerja sama.

Oleh karena sepanjang tahun 2023, limbah B3 dan Non B3 di lokasi proyek dan kantor pusat diserahkan ke pihak ketiga, maka tidak terdapat limbah yang dipersiapkan untuk dilakukan pembakaran dengan dan tanpa pemulihan energi, serta penghimpunan. Sedangkan, terkait besarnya total limbah air yang didaur ulang, telah disampaikan pada bagian Aspek Air di Laporan Keberlanjutan ini. Adapun metode pengelolaan limbah berdasarkan jenisnya, sebagai berikut.

The process used by the Company to collect and monitor waste-related data involves monitoring waybills for waste transportation and creating waste balance reports at project sites. Regarding the process used to determine the suitability of third parties in managing waste according to legal obligations or contracts, it includes monitoring issued waybills and through contractual agreements.

Since throughout 2023 hazardous (B3) and non-hazardous (Non B3) waste at project sites and the head office were handed over to third parties, there were no waste prepared for incineration with or without energy recovery, as well as no waste accumulation. As for the total amount of recycled water, it has been provided in the Water Aspect section of this Sustainability Report. The waste management methods based on their types are as follows.

| Jenis Limbah<br>Waste Type                       | Metode Pengelolaan<br>Management Method                                                                                                                                                                                                                                                                                                                                   |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Limbah B3 Padat<br>Solid Hazardous Waste         | Diserahkan ke Transporter yang sudah berijin<br>Handed over to a licensed transporter                                                                                                                                                                                                                                                                                     |
| Limbah B3 Cair<br>Liquid Hazardous Waste         | Diserahkan ke Transporter yang sudah berijin<br>Handed over to a licensed transporter                                                                                                                                                                                                                                                                                     |
| Limbah Non B3 Padat<br>Solid Non Hazardous Waste | <ul style="list-style-type: none"> <li>• Reduce, reuse, recycle (3R)</li> <li>• Dikirim ke TPA</li> <li>• Diserahkan ke Pihak Ketiga dengan bekerjasama dengan dinas kebersihan setempat</li> <li>• Reduce, Reuse, Recycle (3R)</li> <li>• Sent to Final Disposal Site</li> <li>• Handed over to Third Parties in collaboration with local sanitation services</li> </ul> |
| Limbah Non B3 Cair<br>Liquid Non Hazardous Waste | Diolah di IPAL<br>Treated in WWTP                                                                                                                                                                                                                                                                                                                                         |

## Tumpahan yang Terjadi [OJK F.15]

Dalam menjalankan aktivitas bisnisnya, Perseroan berupaya untuk melakukan tindakan pencegahan danantisipasi atas tumpahan minyak yang terjadi. Perseroan membuat Instruksi Kerja atau Prosedur tentang Standar Penyimpanan Bahan Bakar Cair di Setiap Proyek. Dalam standar tersebut, memuat aturan sebagai berikut:

1. Tangki penyimpanan bahan bakar cair harus selalu terlindungi dari cuaca
2. Tangki penyimpanan bahan bakar cair harus diberikan pengamanan
3. Tangki penyimpanan bahan bakar cair harus diletakkan di atas landasan beton bertulang yang bertujuan untuk menghindari apabila terjadi tumpahan atas bahan bakar tersebut agar tidak mencemari tanah

## Spills Occurred [OJK F.15]

In conducting its business activities, the Company strives to take preventive and anticipatory measures against oil spills. The Company has established Work Instructions or Procedures regarding the Liquid Fuel Storage Standards in Each Project. The standard contains the following rules:

1. Liquid fuel storage tanks must be protected from the elements at all times
2. Liquid fuel storage tanks must be secured
3. Liquid fuel storage tanks must be placed on a reinforced concrete foundation in order to avoid spillage of the fuel from contaminating the ground.

Namun demikian, selama tahun 2023, masih terdapat 11 kejadian tumpahan minyak dengan volume sebesar 6,684 barel. Akan tetapi, tumpahan tersebut tidak berdampak signifikan pada lingkungan sekitar wilayah operasional. Kejadian tumpahan minyak tersebut meliputi unit kerja sebagai berikut.

However, during 2023, 11 incidents of oil spills were still occurred. Fortunately, the spills did not have a significant impact on the environment around operational area. The oil spill incident covers the following work units.

**Tabel Jumlah Kejadian Tumpahan Minyak**  
**Number of Oil Spill Incidents**

| Unit Kerja<br>Work Unit | Jumlah Kejadian<br>Tumpahan Minyak<br>Number of Oil Spill<br>Incidents | Lokasi Tumpahan<br>Spill Location                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Volume (Barel)<br>(Barrels) |
|-------------------------|------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| INFRA 1                 | 4                                                                      | April: Proyek Tol Pondok Aren – Serpong (Jakarta)<br>Mei: Proyek Tol Pondok Aren – Serpong (Jakarta)<br>Juni: Proyek SPAM Jatiluhur (Jakarta)<br>Juni: Proyek Tol Harbour Road (Jakarta)<br>April: Pondok Aren – Serpong (Jakarta) Toll Road Project<br>May: Pondok Aren – Serpong (Jakarta) Toll Road Project<br>June: Jatiluhur SPAM Project (Jakarta)<br>June: Harbor Road Toll Project (Jakarta)                                                                                                  | 0,006                       |
| INFRA 2                 | 5                                                                      | Januari: Proyek Tumbang Samba (Kalteng)<br>Februari: Proyek Makassar New Port Toll (Sulsel)<br>Juni: Proyek Makassar New Port Toll (Sulsel)<br>Juli: Proyek Tumbang Samba (Kalteng)<br>Agustus: Proyek Tumbang Samba (Kalteng)<br>January: Tumbang Samba Project (Central Kalimantan)<br>February: Makassar New Port Toll Project (Sulsel)<br>June: Makassar New Port Toll Project (Sulsel)<br>July: Tumbang Samba Project (Central Kalimantan)<br>August: Tumbang Samba Project (Central Kalimantan) | 0,018                       |
| EPCC                    | 2                                                                      | Maret: Proyek PLTU Palu - 3 (2x 50 MW) (Sulteng)<br>Oktober: Proyek PLTU Palu - 3 (2x 50 MW) (Sulteng)<br>March: PLTU Palu Project - 3 (2x 50 MW) (Central Sulawesi)<br>October: PLTU Palu Project - 3 (2x 50 MW) (Central Sulawesi)                                                                                                                                                                                                                                                                  | 6,66                        |
| Jumlah                  | 11                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 6,684                       |

Keterangan | Note:

Konversi liter ke barel: <https://www.metric-conversions.org/id/volume/liter-ke-barel-amerika-minyak.htm>

Convert liters to barrels: <https://www.metric-conversions.org/id/volume/liter-ke-barel-amerika-minyak.htm>

Atas terjadinya tumpahan minyak di beberapa lokasi proyek, Perseroan selalu melakukan pembersihan lokasi tumpahan dan membuang limbah tumpahan ke TPS B3. Hal ini dilakukan oleh Perseroan dengan tujuan mencegah terjadinya dampak negatif yang dapat membahayakan para karyawannya di lokasi proyek. Upaya Perseroan dalam mencegah agar tumpahan tidak terulang kembali yaitu dengan melakukan kampanye bahaya pencemaran limbah B3, memberikan *awareness* penanganan B3 pada petugas Gudang, melakukan simulasi keadaan darurat penanganan tumpahan B3.

In the incidents of oil spills at several project sites, the Company always cleans up the spill locations and disposes of spill waste in the Hazardous Waste Collection Site (TPS B3). This is done by the Company with the aim of preventing negative impacts that may endanger its employees at the project sites. The Company's efforts to prevent recurring spills include conducting a campaign on the hazards of B3 waste pollution, raising awareness of B3 handling among Warehouse personnel, and conducting emergency spill handling simulations.



## ASPEK PENGADUAN TERKAIT LINGKUNGAN HIDUP

### Jumlah dan Materi Pengaduan Lingkungan Hidup Yang Diterima dan Diselesaikan [OJK F.16]

Selama periode pelaporan, tidak terdapat pengaduan masyarakat terkait lingkungan hidup yang diterima oleh Perseroan, baik di kantor pusat maupun di lokasi proyek. Oleh karena itu, tidak terdapat informasi tentang jumlah dan materi pengaduan yang diterima dan diselesaikan. Hal ini merupakan wujud nyata atas komitmen Perseroan dalam menjaga dan berkontribusi untuk memberikan dampak positif terhadap lingkungan hidup di sekitar wilayah operasionalnya.

## KINERJA SOSIAL

### KOMITMEN UNTUK MEMBERIKAN LAYANAN ATAS PRODUK DAN/ATAU JASA YANG SETARA KEPADA KONSUMEN [OJK F.17]

Perseroan berkomitmen untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen. Bagi Perseroan, semua konsumen harus diperlakukan sama tanpa memandang jenis kelamin, usia, ras, agama, atau latar belakang sosial. Dalam konteks bisnis, komitmen ini menunjukkan bahwa Perseroan harus menyediakan produk dan jasa yang sama untuk semua konsumen, tanpa diskriminasi. Hal ini juga mencakup memberikan informasi yang jelas dan transparan tentang produk dan jasa yang ditawarkan, serta memberikan layanan pelanggan yang baik dan responsif.

Dalam menerapkan komitmen tersebut, Perseroan senantiasa mengembangkan kebijakan dan prosedur untuk memastikan bahwa semua konsumen mendapat perlakuan yang sama. Perseroan senantiasa memastikan bahwa karyawan telah dilatih dan memahami pentingnya kesetaraan dan non-diskriminasi dalam memberikan layanan kepada konsumen.

Sebagai perusahaan yang bergerak di bidang konstruksi dan jasa, Perseroan menunjukkan komitmen untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen dengan beberapa cara, antara lain:

1. Kebijakan non-diskriminasi: Perseroan memiliki kebijakan non-diskriminasi yang jelas dan terbuka untuk semua konsumen. Kebijakan ini menegaskan bahwa Perseroan tidak membedakan konsumen berdasarkan jenis kelamin, usia, ras, agama, atau latar belakang sosial.

## ENVIRONMENTAL COMPLAINT ASPECT

### Number and Material of Environmental Complaints Received and Resolved [OJK F.16]

During the reporting period, there were no public complaints regarding the environment received by the Company, either at head office or at project site. Therefore, there is no information regarding the number and material of complaints received and resolved. This is a tangible manifestation of the Company's commitment to preserving and contributing positively to the environment around its operational areas.

## SOCIAL PERFORMANCE

### COMMITMENT TO PROVIDE EQUAL SERVICES ON PRODUCTS AND/OR SERVICES TO CONSUMERS

The Company is committed to providing equal services to its consumers regardless of gender, age, race, religion, or social background. For the Company, all consumers should be treated equally. In business context, this commitment indicates that the Company must offer the same products and services to all consumers, without any discrimination. This also includes providing clear and transparent information about the products and services offered, as well as carrying good and responsive customer service.

In applying this commitment, the Company continues to develop policies and procedures to ensure that all consumers receive the same treatment. The Company consistently ensures that employees have been trained and understand the importance of equality and non-discrimination in providing services to consumers.

As a company engaged in construction and services, the Company shows a commitment on equal services for products and/or services to consumers in several ways, including:

1. Non-discrimination policy: The Company has a clear and open non-discrimination policy for all consumers. This policy emphasizes that the Company does not differentiate consumers based on gender, age, race, religion or social background.

2. Pelatihan karyawan: Perseroan memberikan pelatihan kepada karyawan terkait dengan pentingnya nondiskriminasi dan kesetaraan dalam memberikan layanan kepada konsumen. Pelatihan ini meliputi informasi tentang kebijakan perusahaan terkait non-diskriminasi, serta cara berkomunikasi dengan konsumen dengan cara yang sopan dan profesional.
3. Ketersediaan informasi yang jelas: Perseroan memberikan informasi yang jelas dan transparan tentang produk dan jasa yang ditawarkan, serta cara menggunakan produk dan jasa tersebut. Informasi ini tersedia untuk semua konsumen, tanpa kecuali.
4. Responsif terhadap keluhan konsumen: Perseroan memiliki mekanisme untuk menangani keluhan dan masukan dari konsumen, serta merespon dengan cepat dan tepat. Perseroan menghargai setiap masukan dari konsumen dan akan menindaklanjuti keluhan untuk memperbaiki layanan.
5. Evaluasi dan perbaikan terus-menerus: Perseroan melakukan evaluasi terus-menerus terhadap layanan yang diberikan guna meningkatkan kualitas pelayanannya. Evaluasi ini mencakup pengukuran kepuasan konsumen dan analisis terhadap masukan dari konsumen.

## ASPEK KETENAGAKERJAAN

### Kesetaraan Kesempatan Bekerja [OJK F.18, GRI 405-1]

Dalam pengelolaan Human Capital, Perseroan telah menerapkan praktik kesetaraan gender, golongan, suku dan ras. Perseroan menolak segala bentuk diskriminasi dan menjamin kesetaraan baik itu dalam proses rekrutmen, evaluasi kerja, promosi, maupun kesetaraan dalam kesempatan peningkatan kompetensi. Perseroan berkomitmen untuk melaksanakan proses rekrutmen yang baik dan memberikan kesempatan yang sama kepada seluruh calon karyawan yang telah tertuang dalam Prosedur Human Capital No. WIK-HCE-PM-01.01.

Komposisi karyawan Perseroan sebagai perusahaan konstruksi lebih banyak didominasi oleh pria dibandingkan perempuan. Namun demikian, Perseroan terus berupaya untuk meningkatkan peran dan partisipasi perempuan dan mendukung mereka untuk dapat menduduki baik di posisi manajerial maupun posisi-posisi strategis lainnya. Adapun jenis keberagaman manajemen dan karyawan di tahun 2023 adalah sebagai berikut.

2. Employee training: The Company provides training to employees related to the importance of non-discrimination and equality in providing services to consumers. This training includes information about Company policies regarding non-discrimination, as well as how to communicate with consumers in a polite and professional manner.
3. Availability of clear information: The Company provides clear and transparent information about the products and services offered, as well as how to use these products and services. This information is available to all consumers, without exception.
4. Responsive to consumer complaints: The Company has a mechanism to handle complaints and input from consumers, as well as respond quickly and appropriately. The Company appreciates every input from consumers and will follow up on complaints to improve service.
5. Continuous evaluation and improvement: The Company conducts continuous evaluation of its services to improve the service quality. This includes measuring customer satisfaction and analyzing customer feedback.

## EMPLOYMENT ASPECT

### EQUAL OPPORTUNITY TO WORK

In its Human Capital management, the Company applies the practice of equality in gender, class, ethnicity and race. The Company rejects all forms of discrimination and guarantees equality both in the recruitment process, job evaluation, promotion, and equality in competency development opportunities. The Company is committed to carry out the recruitment process of prospective employees by providing equal opportunities to each applicant as stated in the Company's rules regarding employee recruitment and hiring contained in the Employee Recruitment and Hiring procedure No. WIK-HCE-PM-02.01.

The composition of the Company's employees as a construction company is dominated by male more than female. However, the Company strives to increase the role and participation of women and support them to occupy both managerial and other strategic positions. The types of management and employee diversity in 2023 are as follows.





**Tabel Keberagaman Manajemen dan Karyawan 2023 [GRI 405-1]**  
**Management and Employee Diversity Table 2023**

(Dalam Orang)

(In Person)

| Level Jabatan<br>Position Level       | Jenis Kelamin<br>Gender |       |                  |      | Kelompok Usia<br>Age Group |       |       |       |     |       |
|---------------------------------------|-------------------------|-------|------------------|------|----------------------------|-------|-------|-------|-----|-------|
|                                       | Pria<br>Male            | %     | Wanita<br>Female | %    | <30                        | %     | 31-50 | %     | >51 | %     |
| Direktur<br>Director                  | 6                       | 0,26  | 1                | 0,04 | 0                          | 0,00  | 2     | 0,09  | 5   | 0,22  |
| Senior Manajemen<br>Senior Management | 78                      | 3,43  | 2                | 0,09 | 1                          | 0,04  | 24    | 1,05  | 55  | 2,42  |
| Middle Manajemen<br>Middle Management | 190                     | 8,35  | 17               | 0,75 | 1                          | 0,04  | 125   | 5,49  | 81  | 3,56  |
| Junior Manajemen<br>Junior Management | 272                     | 11,95 | 16               | 0,70 | 1                          | 0,04  | 243   | 10,68 | 44  | 1,93  |
| Supervisor                            | 998                     | 43,85 | 97               | 4,26 | 115                        | 5,05  | 924   | 40,60 | 56  | 2,46  |
| Officer/Staff                         | 506                     | 22,23 | 93               | 4,09 | 207                        | 9,09  | 350   | 15,38 | 42  | 1,85  |
| Jumlah<br>Total                       | 2.050                   | 90,07 | 226              | 9,93 | 325                        | 14,28 | 1.668 | 73,29 | 283 | 12,43 |

Sampai dengan akhir Desember 2023, Perseroan telah mempekerjakan penyandang disabilitas yang memenuhi kualifikasi dan kompetensi yang dipersyaratkan oleh Perseroan yaitu sebanyak 3 karyawan pria dan 2 karyawan wanita. Rincian karyawan penyandang disabilitas, dapat dilihat sebagai berikut.

As of the end of December 2023, the Company has employed persons with disabilities who meet the qualifications and competencies required by the Company, namely 3 male employees and 2 female employees. Details of employees with disabilities can be seen as follows.

**Komposisi Karyawan Penyandang Disabilitas 2023 [GRI 405-1]**  
**Composition of Employees with Disabilities in 2023**

(Dalam Orang)

(In Person)

| Jenis Penyandang Disabilitas<br>Types of Disabilities | Jenis Kelamin<br>Gender |           |                  |           | Kelompok Usia<br>Age Group |           |          |           |          |          |
|-------------------------------------------------------|-------------------------|-----------|------------------|-----------|----------------------------|-----------|----------|-----------|----------|----------|
|                                                       | Pria<br>Male            | %         | Wanita<br>Female | %         | <30                        | %         | 30-50    | %         | >51      | %        |
| Tuna Daksa<br>Physical disabilities                   | 3                       | 60        | 2                | 40        | 1                          | 20        | 4        | 80        | 0        | 0        |
| Tuna Netra<br>Visual impairments/<br>blindness        | -                       | 0         | -                | 0         | -                          | 0         | -        | 0         | -        | 0        |
| Tuna Rungu<br>Hearing impairments/<br>deafness        | -                       | 0         | -                | 0         | -                          | 0         | -        | 0         | -        | 0        |
| Tuna Wicara<br>Speech impairments                     | -                       | 0         | -                | 0         | -                          | 0         | -        | 0         | -        | 0        |
| <b>Jumlah<br/>Total</b>                               | <b>3</b>                | <b>60</b> | <b>2</b>         | <b>40</b> | <b>1</b>                   | <b>20</b> | <b>4</b> | <b>80</b> | <b>0</b> | <b>0</b> |

**Rekrutmen dan Perputaran Karyawan [GRI 401-1]**

Seiring dengan pertumbuhan bisnis dan meningkatnya kebutuhan sumber daya manusia (SDM) yang berkualitas, Perseroan melakukan proses rekrutmen yang baik untuk mendapatkan SDM yang tepat, akurat dan cepat, sesuai dengan kebutuhan baik dari segi kompetensi maupun karakter. Dalam melaksanakan proses rekrutmen, Perseroan merekrut *fresh graduate* maupun tenaga pengalaman melalui kerja sama dengan perguruan tinggi (University Career Center) di seluruh Indonesia, iklan, job fair, lamaran umum, dan kerja sama dengan lembaga rekrutmen. Selain itu, rekrutmen juga dijalankan melalui program beasiswa kepada mahasiswa yang berprestasi diberikan kesempatan bekerja setelah lulus pendidikan. Dalam melaksanakan proses rekrutmen, Perseroan juga memiliki kebijakan dengan memberikan kesempatan yang sama dan luas kepada seluruh calon karyawan dari seluruh wilayah Indonesia tanpa membedakan suku, agama, ras, golongan maupun gender.

Pada tahun 2023, Perseroan telah menerima karyawan baru sebanyak 13 orang. Selain menambah karyawan melalui rekrutmen, jumlah karyawan Perseroan mengalami pengurangan dengan adanya karyawan keluar/tidak lagi bekerja di Perseroan dengan alasan mengundurkan diri, pensiun maupun meninggal dunia. Berikut komposisi karyawan yang masuk karena rekrutmen dan karyawan keluar berdasarkan jenis kelamin, usia, dan wilayah kerja yang disajikan pada tabel berikut.

**Employee Recruitment and Turnover [GRI 401-1]**

As the business grows and the demand for quality human capital increases, the Company conducts a good recruitment process to obtain talent in a right, accurate, and timely manner, in line with both competency and character requirements. In the recruitment process, the Company recruits fresh graduates and experienced workers through collaboration with universities (University Career Centers) throughout Indonesia, advertisements, job fairs, general applications, and cooperation with recruitment agencies. In addition, recruitment is also carried out through a scholarship program for outstanding students who are given the opportunity to work after graduating from school. In the recruitment process, the Company also has a policy of providing equal and wide opportunities to all prospective employees regardless of ethnicity, religion, race, class or gender.

In 2023, the Company has accepted 13 new employees. In addition to adding employees through recruitment, the number of the Company's employees has decreased with employees leaving/no longer working at the Company for reasons of resignation, retirement or death. The following is the composition of employees who joined due to recruitment and employees who left based on gender, age and work area as presented in the following table.

**Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia (Dalam Orang)**  
**Employee Recruitment Based on Age Group (In Person)**

| Kelompok Usia<br>Age Group | 2023      | 2022      | 2021     |
|----------------------------|-----------|-----------|----------|
| 21-30 Tahun / years old    | 12        | 37        | -        |
| 31-40 Tahun / years old    | 1         | -         | -        |
| 40-50 Tahun / years old    | -         | 1         | -        |
| > 50 Tahun / years old     | -         | -         | -        |
| <b>Total</b>               | <b>13</b> | <b>38</b> | <b>-</b> |

**Komposisi Karyawan Baru Berdasarkan Jenis Kelamin (Dalam Orang)**  
**New Employee Composition Based on Gender (In Person)**

| Uraian<br>Description | 2023      | 2022      | 2021     |
|-----------------------|-----------|-----------|----------|
| Pria<br>Male          | 6         | 29        | -        |
| Wanita<br>Female      | 7         | 9         | -        |
| <b>Total</b>          | <b>13</b> | <b>38</b> | <b>-</b> |



### Rekrutmen Karyawan Baru Berdasarkan Wilayah Kerja (Dalam Orang) New Employee Composition Based on Work Area (In Person)

| Wilayah<br>Area         | 2023      | 2022      | 2021     |
|-------------------------|-----------|-----------|----------|
| Indonesia               | 13        | 38        | -        |
| Luar Negeri<br>Overseas | -         | -         | -        |
| <b>Total</b>            | <b>13</b> | <b>38</b> | <b>-</b> |

Keterangan:  
Tidak melakukan perekrutan karyawan luar negeri sejak tahun 2021

Description:  
No recruitment of overseas employees since 2021

### Komposisi Karyawan Berhenti Bekerja Berdasarkan Jenis Kelamin (Dalam Orang) Composition of Employees Leaving Work Based on Gender (In Person)

| Uraian<br>Description | 2023       | 2022       | 2021       |
|-----------------------|------------|------------|------------|
| Pria<br>Male          | 202        | 154        | 99         |
| Wanita<br>Female      | 16         | 20         | 11         |
| <b>Total</b>          | <b>218</b> | <b>174</b> | <b>110</b> |

### Komposisi Karyawan Berhenti Bekerja Berdasarkan Kelompok Usia (Dalam Orang) Composition of Employees Leaving Work Based on Age Group (In Person)

| Kelompok Usia<br>Age Group | 2023       | 2022       | 2021       |
|----------------------------|------------|------------|------------|
| 21-30 Tahun / years old    | 22         | 66         | 12         |
| 31-40 Tahun / years old    | 58         | 22         | 28         |
| 40-50 Tahun / years old    | 20         | 10         | 9          |
| > 50 Tahun / years old     | 118        | 76         | 61         |
| <b>Total</b>               | <b>218</b> | <b>174</b> | <b>110</b> |

### Komposisi Karyawan Berhenti Bekerja Berdasarkan Wilayah Kerja (Dalam Orang) Composition of Employees Leaving Work Based on Work Area (In Person)

| Wilayah<br>Area         | 2023       | 2022       | 2021       |
|-------------------------|------------|------------|------------|
| Indonesia               | 218        | 174        | 101        |
| Luar Negeri<br>Overseas | -          | -          | 9          |
| <b>Total</b>            | <b>218</b> | <b>174</b> | <b>110</b> |

### Latar Belakang Karyawan Berhenti Bekerja (Dalam Orang) Employee's Reason of Leaving (In Person)

| Uraian<br>Description          | 2023       | 2022       | 2021       |
|--------------------------------|------------|------------|------------|
| Mengundurkan Diri<br>Resign    | 92         | 86         | 42         |
| Pensiun<br>Retire              | 123        | 82         | 56         |
| Meninggal Dunia<br>Passed Away | 3          | 6          | 12         |
| <b>Total</b>                   | <b>218</b> | <b>174</b> | <b>110</b> |

**Tabel Turnover Karyawan yang Berhenti Bekerja Karena Mengundurkan Diri Berdasarkan Usia**  
**Table of Turnover of Employees who Stopped Working Due to Resignation by Age**

| Keterangan<br>Description | 2023 | 2022 | 2021 |
|---------------------------|------|------|------|
| 21-30 Tahun / years old   | 22   | 66   | 26   |
| 31-40 Tahun / years old   | 57   | 20   | 19   |
| 40-49 Tahun / years old   | 13   | 0    | 0    |
| > 50 Tahun / years old    | 0    | 0    | 0    |

**Tabel Turnover Karyawan yang Berhenti Bekerja Karena Mengundurkan Diri Berdasarkan Jenis Kelamin**  
**Table of Turnover of Employees who Stopped Working Due to Resignation by Gender**

| Keterangan<br>Description | 2023 | 2022 | 2021 |
|---------------------------|------|------|------|
| Pria<br>Male              | 81   | 69   | 35   |
| Wanita<br>Female          | 11   | 17   | 10   |

**Tabel Turnover Karyawan yang Berhenti Bekerja Karena Mengundurkan Diri Berdasarkan Wilayah**  
**Table of Employee Turnover due to Resignation by Region**

| Keterangan<br>Description   | 2023 | 2022 | 2021 |
|-----------------------------|------|------|------|
| Kantor Pusat<br>Head Office | 75   | 49   | 26   |
| Proyek<br>Project           | 17   | 37   | 19   |

### Pelatihan dan Pengembangan Kompetensi [OJK F.22, GRI 404-1, GRI 404-2, GRI 404-3]

Sesuai dengan Prosedur Human Capital, Perseroan memberikan kesempatan kepada seluruh karyawan untuk dapat meningkatkan keterampilan melalui program pendidikan dan pengembangan kompetensi. Program pendidikan dan pengembangan kompetensi memiliki manfaat bagi Perseroan dan karyawannya serta sebagai investasi di masa yang akan datang. Perseroan telah menyusun serangkaian program *learning and development*. Program tersebut dilakukan secara internal maupun mengikuti program yang dilakukan oleh pihak ketiga (eksternal) yang disesuaikan dengan kebutuhan di bidang pekerjaan mereka masing-masing. Adapun pelatihan dan pendidikan yang diselenggarakan oleh WIKA sebagai berikut.

### Training and Competency Development [OJK F.22, GRI 404-1, GRI 404-2, GRI 404-3]

According to the Human Capital Procedure, the Company provides opportunities for all employees to improve their skills through education and competency development programs. The education and competency development program benefits both the Company and its employees, serving as an investment for the future. The Company has developed a series of learning and development programs. These programs are conducted internally as well as participating in third-party (external) programs tailored to the needs of their respective job fields. The training and education organized by WIKA are as follows.

**Tabel Pelatihan dan Pendidikan**  
**Training and Education**

| Jenis Pelatihan dan Pendidikan<br>Types of Training and Education                                 | Jumlah Karyawan (orang)<br>Number of Employees (people) | Penyelenggara<br>Organizer |
|---------------------------------------------------------------------------------------------------|---------------------------------------------------------|----------------------------|
| Pendidikan Lanjutan<br>Advanced Education                                                         | 7                                                       | Eksternal<br>External      |
| Pembekalan Komisaris Anak Perusahaan WIKA<br>Debrief for the Commissioners of WIKA's Subsidiaries | 26                                                      | Internal                   |



**Tabel Pelatihan dan Pendidikan**  
**Training and Education**

| Jenis Pelatihan dan Pendidikan<br>Types of Training and Education | Jumlah Karyawan (orang)<br>Number of Employees (people) | Penyelenggara<br>Organizer                  |
|-------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------|
| Manajemen Bisnis<br>Business Management                           | 51                                                      | Internal                                    |
| Soft & Hard                                                       | 466                                                     | Internal & Eksternal<br>Internal & External |
| Wika Fundamental Project Management                               | 145                                                     | Internal                                    |
| Kontrak Management<br>Contract Management                         | 189                                                     | Internal                                    |
| Advance Practical                                                 | 48                                                      | Internal                                    |
| Supervisory                                                       | 49                                                      | Internal                                    |
| QHSE Awareness                                                    | 71                                                      | Internal                                    |
| Practical Engineering Workshop                                    | 321                                                     | Internal                                    |
| Practical Functional Workshop                                     | 628                                                     | Internal                                    |
| <b>Total</b>                                                      | <b>2.001</b>                                            | <b>10 Internal dan 2 Eksternal</b>          |

Sepanjang tahun 2023, jumlah karyawan yang telah menerima pelatihan dan pendidikan sebanyak 2.731 orang. Jumlah jam pelatihan dan pendidikan sebanyak 64.446 jam. Adapun rincian rata-rata jam pelatihan setiap karyawan adalah sebagai berikut.

Throughout 2023, the number of employees who have received training and education is 2,731 people. Total training and education hours amounted to 64,446 hours. The details of the average training hours for each employee are as follows.

**Tabel Rata-Rata Jam Pelatihan Pekerja Tahun 2023 [OJK F.22, GRI 404-1]**  
**Average Training Hours for Employees in 2023**

| Uraian<br>Description                                                                                         | Jumlah Pekerja yang Memperoleh Pelatihan<br>Number of Employees Participated in Training | Jam Pelatihan<br>Training Hour | Rata-rata Jam Pelatihan Setiap Pekerja<br>Average Training Hours for Each Employees |
|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------|-------------------------------------------------------------------------------------|
| Keseluruhan<br>Total                                                                                          | 2.731                                                                                    | 64.466                         | 24                                                                                  |
| <b>Berdasarkan Jenis Kelamin</b><br><b>Based on Gender</b>                                                    |                                                                                          |                                |                                                                                     |
| Pria<br>Male                                                                                                  | 2.527                                                                                    | 60.007                         | 24                                                                                  |
| Wanita<br>Female                                                                                              | 204                                                                                      | 4.459                          | 22                                                                                  |
| <b>Berdasarkan Kategori Jabatan</b><br><b>Based on Position Category</b>                                      |                                                                                          |                                |                                                                                     |
| Kepala Divisi/Ahli Utama 1<br>Head of Division/Senior Expert 1                                                | 35                                                                                       | 1.304                          | 37                                                                                  |
| General Manager/Ahli Utama 2<br>General Manager/Senior Expert 2                                               | 29                                                                                       | 488                            | 17                                                                                  |
| Manajer/Ahli Madya 1<br>Manager/Middle Expert 1                                                               | 162                                                                                      | 6.856                          | 42                                                                                  |
| Manajer Proyek<br>Project Manager                                                                             | 155                                                                                      | 4.984                          | 32                                                                                  |
| Manager Konstruksi/Ahli Madya 2/ Manajer Bidang Proyek                                                        | 78                                                                                       | 3.104                          | 40                                                                                  |
| Kepala Seksi/ Pelaksana Utama/ Koordinator/Ahli Muda<br>Section Head/Senior Officer/Coordinator/Junior Expert | 1.088                                                                                    | 22.382                         | 21                                                                                  |
| Staff/Pelaksana<br>Staff/Officer                                                                              | 1.184                                                                                    | 25.348                         | 21                                                                                  |



Dalam meningkatkan kualitas karyawan, Perseroan senantiasa mendukung setiap karyawannya untuk mendapatkan sertifikasi terhadap bidang pekerjaannya masing-masing. Karyawan bersertifikasi yang dimiliki oleh Perseroan adalah sebagai berikut.

In improving the quality of employees, the Company always supports every employees to obtain certification in their respective fields of work. Certified employees owned by the Company are as follows.

**Tabel Karyawan Bersertifikasi (Dalam Orang)**  
**Certified Employees (in Person)**

| Kategori<br>Category                       | 2023       | 2022       | 2021         |
|--------------------------------------------|------------|------------|--------------|
| <b>Internal</b>                            |            |            |              |
| Teknik<br>Engineering                      | 41         | 159        | 110          |
| Non Teknik<br>Non-Engineering              | 73         | 38         | 173          |
| <b>Total</b>                               | <b>114</b> | <b>775</b> | <b>1.505</b> |
| <b>Eksternal</b><br>External               |            |            |              |
| Teknik Profesi<br>Professional Engineering | 206        | 492        | 351          |
| Teknik Tukang<br>Builder Engineering       | 28         | 237        | 803          |
| Non Teknik<br>Non-Engineering              | 53         | 46         | 351          |
| <b>Total</b>                               | <b>287</b> | <b>775</b> | <b>1.505</b> |

Selain itu, Perseroan juga turut memberikan pelatihan bagi para karyawan yang sudah memasuki masa pensiun. Perseroan telah memberikan program Masa Persiapan Pensiun (MPP). Program Masa Persiapan Pensiun (MPP) sebagai bekal pengetahuan mengenai manfaat pensiun, persiapan secara psikologis, kesehatan dan sebagainya. Melalui Program MPP, karyawan diharapkan dapat mempersiapkan masa pensiun agar lebih terencana dengan baik. Pada tahun 2023, terdapat 119 karyawan yang mengikuti Program Masa Persiapan Pensiun. Program ini bertujuan untuk memberikan pengetahuan, kesadaran dan keterampilan kepada peserta pelatihan agar mampu mempersiapkan masa purnabakti dengan persiapan lebih dini serta diharapkan nantinya peserta dapat mempersiapkan purnabakti termasuk di dalamnya penyiapan aspek psikologis, keuangan, maupun kegiatan yang akan dilakukan pada masa purna bakti serta dapat meninggalkan warisan untuk kemajuan perusahaan. Materi pelatihan yang diberikan adalah sebagai berikut:

1. Kebijakan Purnabakti,
2. Membangun Jiwa Wirausaha (Ide-Ide Bisnis & Pengembangannya, Membangun *Passive Income*)
3. Makna Warisan dalam Hidup & berkarya (Kematangan perilaku setelah pensiun)
4. Hidup Sehat di Masa Purnabakti
5. *Independent Expert & Networking*
6. Aspek Psikologi di Masa Purnabakti

Moreover, the Company also organizes training for employees who are retiring. The Company has provided the Retirement Preparation Program (MPP). The Retirement Preparation Program (MPP) is designed to equip participants with knowledge about retirement benefits, psychological preparation, health, and so on. Through the MPP, employees are expected to prepare for retirement more effectively and efficiently. In 2023, 119 employees participated in the Retirement Preparation Program. The program aims to provide knowledge, awareness, and skills to participants so they can plan their retirement early and comprehensively. Participants are expected to prepare for retirement including psychological, financial aspects, and activities during retirement, and leave a legacy for the Company's progress.

The training modules include:

1. Retirement Policy
2. Entrepreneurial Spirit (Business Ideas & Development, Building *Passive Income*)
3. Meaning of Legacy in Life & Contributions (Maturity after retirement)
4. Healthy Living during Retirement
5. *Independent Expert & Networking*
6. Psychological Aspects during Retirement



7. Mengelola Keuangan saat Masa Purnabakti Tiba
8. Investasi dan Resikonya

Perseroan senantiasa melakukan penilaian secara keseluruhan setiap tahunnya melalui evaluasi kompetensi dan penilaian karya (EK dan PK). Penilaian tersebut dapat dilakukan dengan *self-assessment* melalui *Human Capital Information System*. Melalui sistem tersebut, manajemen dapat memantau dan melakukan *review performance* karyawan secara keseluruhan. Hasil dari EK dan PK akan digunakan sebagai bahan pertimbangan dalam mengidentifikasi kebutuhan pelatihan sesuai kondisi di lapangan.

Pada tahun 2023, Perseroan telah melakukan tinjauan rutin kepada seluruh (100%) karyawan tetap dengan jumlah total karyawan tetap sebanyak 2.269 orang. Adapun jumlah karyawan tetap terdiri dari 2.044 karyawan pria dan 225 Karyawan wanita.

WIKA memiliki 2 (dua) *center of excellence* yaitu WIKA Pratama dan WIKASATRIAN

Pada WIKA Pratama dilaksanakan pelatihan-pelatihan teknis untuk working level seperti :

- Practical Engineering Workshop (PEW)
- Practical Construction Workshop (PCW)
- Practical Functional Workshop (PFW)
- WFPM
- Pelatihan Bidang-bidang tertentu: (Safety Awareness, Basic Finance, Contract Management, Risk Management, dan lain-lain).

## WIKASATRIAN

WIKASATRIAN adalah center of excellence WIKA sebagai wadah candradimuka pemimpin-pemimpin WIKA dan Indonesia yang diharapkan memiliki kapabilitas paripurna sehingga tempat pembelajaran didesain mencerminkan kebanggaan atas keragaman Nusantara. WIKASATRIAN mengembangkan modul-modul kepemimpinan berbasis kearifan lokal pada 3 (tiga) aspek yaitu Ketuhanan, Kemanusiaan dan Alam, dengan tujuan dan hasil yang diharapkan dalam masing-masing aspek sebagai berikut:

7. Managing Finances during Retirement
8. Investments and Risks

Every year, the Company conducts an overall assessment through competency evaluation and work assessment (EK and PK). This assessment can be carried out by self-assessment through the Human Capital Information System. Through this system, the management can monitor and review employee performance as a whole. The results of EK and PK will be used as material for consideration in identifying training needs according to conditions in the field.

In 2023, the Company conducted routine reviews for all (100%) permanent employees, with a total of 2,269 persons. The permanent workforce consists of 2,044 male employees and 225 female employees.

WIKA has 2 (two) centers of excellence, namely WIKA Pratama and WIKASATRIAN.

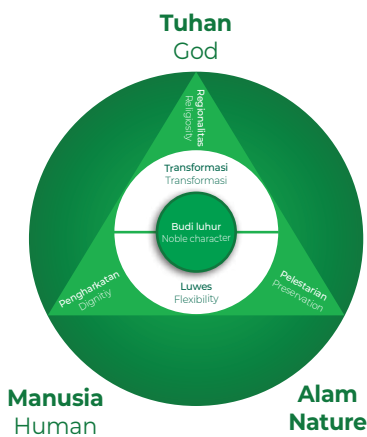
At WIKA Pratama, technical training sessions are conducted for working-level employees such as:

- Practical Engineering Workshop (PEW)
- Practical Construction Workshop (PCW)
- Practical Functional Workshop (PFW)
- WFPM
- Specific field training: (Safety Awareness, Basic Finance, Contract Management, Risk Management, etc.).

## WIKASATRIAN

WIKASATRIAN is WIKA's center of excellence serving as the crucible for WIKA and Indonesian leaders expected to have comprehensive capabilities, hence the learning environment is designed to reflect pride in the diversity of the archipelago. WIKASATRIAN develops leadership modules based on local wisdom in three aspects: Devotion to God, Humanity, and Nature, with the following goals and outcomes expected in each aspect:

## Konsep Kepemimpinan Berbasis Kearifan Lokal Leadership Concept Based on Local Wisdom



| Aspek<br>Aspect         | Tujuan<br>Objective                                                                                              | Harapan Hasil<br>Expected Results                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ketuhanan<br>Deity      | Penghargaan pada sumber daya yang ada dalam diri<br>Appreciation for the resources within oneself                | <ul style="list-style-type: none"> <li>Kesadaran dan penemuan kembali nilai-nilai keutamaan (budi luhur) spiritual, potensi, makna spiritual yang melandasi setiap pilihan hidup.</li> <li>Mengambil hikmah melalui syukur, ikhlas dari setiap pengalaman hidup</li> <li>Kesadaran untuk mengambil Tanggung jawab penuh bagi penetapan tujuan-tujuan berdasarkan misi dan visi hidup</li> <li>Awareness and rediscovery of the noble values of spiritual virtues, potentials, and spiritual meanings underlying each life choice.</li> <li>Drawing wisdom through gratitude, sincerity from every life experience to further perfect one's life journey.</li> <li>Awareness to take full responsibility for determining goals based on life missions and visions.</li> </ul> |
| Kemanusiaan<br>Humanity | Kebahagiaan bersama, Kontribusi dan Pertumbuhan<br>Shared happiness, contribution, and growth                    | <ul style="list-style-type: none"> <li>Sadar sepenuhnya terhadap keberadaan diri sebagai bagian hubungan dengan orang lain dalam sebuah kelompok/tim/organisasi</li> <li>Keterlibatan dan peran dalam kehidupan Bersama secara harmonis</li> <li>Saling terbuka dan berkembang Bersama sesuai dengan potensi, peran, tanggung jawab dalam mewujudkan tujuan-tujuan mulia kehidupan</li> <li>Fully aware of one's existence as part of a relationship with others within a group/team/organization.</li> <li>Engaging and taking role in collective life harmoniously.</li> <li>Being open and develop together according to potentials, roles, responsibilities in achieving noble life goals.</li> </ul>                                                                    |
| Alam<br>Nature          | Menghargai, Menyelaraskan dan melestarikan lingkungan hidup<br>Appreciating, aligning, and preserving the nature | <ul style="list-style-type: none"> <li>Sadar alam: Menyadari bahwa keberadaan diri merupakan bagian dari alam semesta</li> <li>Menyelaraskan perilaku, sikap dan pilihan yang menyelaraskan diri dengan hukum-hukum sebab akibat</li> <li>Merasakan dan mengalami bagaimana menyelaraskan diri dengan irama, tindakan, dan suasana sekitar dan terlibat aktif untuk mengembangkan pertumbuhannya</li> <li>Environmental awareness: Recognizing that one's existence is part of the universe.</li> <li>Aligning behavior: attitudes and choices that align oneself with the laws of cause and effect.</li> <li>Sensing and experiencing how to harmonize oneself with the rhythm, actions, and atmosphere around and actively engaging in its development.</li> </ul>         |

Pelatihan-pelatihan kepemimpinan yang dilaksanakan oleh WIKASATRIAN yaitu:

### Leadership Mastery:

1. Program Satria Pratama mengalami pembelajaran dan pencerahan rasa ikhlas dan syukur atas segala peristiwa dalam hidup adalah pilihan. Kepemimpinan melayani menjadi ciri dan apresiasi alam.
2. Program Satria Utama berkontribusi nyata sebagai Pemimpin yang memberi keteladanan dalam tindakan nyata, dengan gaya transformasi yang luwes. Satria Utama memiliki keselarasan diri yang menyatu dengan alam sekitarnya dan menjalin harmoni dengan keberagaman alam budaya universal.
3. Program Satria Luhur mewariskan dan memelihara nilai-nilai luhur Bangsa dan Negara. Mati dalam hidup, hidup dalam mati.

### Management & Business Mastery (Internal):

1. Directorship Development Program (BOD-1)
2. Peningkatan Kapabilitas Manajer Madya (PKMM) (BOD-2)
3. Corporate Finance (BOD-2)
4. WIKAP Project Management (BOD-3)
5. Managing Result - PDCA (BOD-3)
6. Leader as Coach (BOD-3)
7. Kapabilitas Talenta (KAPAL)
8. ELDP dan MLDP

Leadership training conducted by WIKASATRIAN includes:

### Leadership Mastery:

1. Satria Pratama Program involves learning and enlightenment about sincerity and gratitude towards all events in life being a choice. Servant leadership becomes a characteristic and appreciation of nature.
2. Satria Utama Program contributes significantly as leaders who set examples in real actions, with flexible transformational styles. Satria Utama harmonizes with nature and fosters harmony with the diversity of universal cultural nature.
3. Satria Luhur Program inherits and preserves the noble values of the Nation and State. Dying in life, living in death.

### Management & Business Mastery (Internal):

1. Directorship Development Program (BOD-1)
2. Mid-level Manager Capability Enhancement (PKMM) (BOD-2)
3. Corporate Finance (BOD-2)
4. WIKAP Project Management (BOD-3)
5. Managing Result - PDCA (BOD-3)
6. Leader as Coach (BOD-3)
7. Talent Capability (KAPAL)
8. ELDP and MLDP



Komitmen WIKASATRIAN dalam mengintegrasikan kearifan lokal ke dalam model kepemimpinan adalah langkah inovatif yang menampilkan bagaimana nilai-nilai lokal dapat diterjemahkan ke dalam praktik bisnis dan strategi keberlanjutan yang holistik.

WIKASATRIAN, dengan menyatukan lingkungan, sosial, dan budaya dalam sebuah ekosistem yang saling mendukung, menetapkan standar baru dalam praktik pembangunan berkelanjutan. Ini adalah contoh dari bagaimana perusahaan dapat berkontribusi pada keberlanjutan global sambil memelihara identitas budaya dan meningkatkan kesejahteraan komunitas lokal. Sejalan dengan filosofi “berusaha keras dalam menghimpun dan mentransformasi kearifan budaya lokal nusantara,” WIKASATRIAN mewakili sebuah pendekatan yang inklusif dan holistik terhadap pembangunan berkelanjutan.

#### WIKI BIM E-LEARNING SYSTEM (BEST)

WIKI BIM Elearning System (BEST) adalah Program Pembelajaran berbasis Learning Management System dengan topik Digital Konstruksi Building Information Modelling (BIM). Program BIM e-learning system ini menjadi yang Pertama di inisiasi oleh BUMN Karya PT Wijaya Karya (Persero) Tbk dengan metode pembelajaran *online* sehingga dapat diakses tanpa terbatas tempat dan waktu. Program BIM Elearning System bertujuan untuk percepatan transfer pengetahuan dan kompetensi BIM bagi pegawai WIKI. BIM juga merupakan bagian dalam program Tanggung jawab Sosial Lingkungan (TJSL) Perseroan yaitu dengan memberikan beasiswa pelatihan BIM untuk akademisi sebagai bentuk dukungan pengembangan talenta nasional bagi Pendidikan Indonesia.

#### Kebebasan Berserikat [GRI 2-30, 402-1]

Perseroan berkomitmen untuk terus memastikan terjaminnya kebebasan berserikat bagi setiap Pegawai yang ada di lingkungan PT Wijaya Karya (Persero) Tbk. Sebagaimana diamanatkan dalam Undang-Undang Dasar Negara Republik Indonesia Tahun 1945, Selain itu, Perseroan juga berkomitmen untuk menciptakan lingkungan yang saling menghormati, dan mampu menciptakan keseimbangan antara pemenuhan hak dan pelaksanaan kewajiban, melalui komunikasi intensif dan keterlibatan seluruh *stakeholder* yang ada di Perseroan dalam mencapai target Perusahaan.

Cerminan dari pengimplementasian kebebasan berserikat di Perusahaan, yaitu dengan adanya Serikat Pekerja atau yang biasa disebut dengan Serikat Karyawan, yaitu adalah organisasi yang dibentuk dari, oleh, dan untuk pegawai,

WIKASATRIAN's commitment to integrating local wisdom into leadership models is an innovative step that demonstrates how local values can be translated into business practices and holistic sustainability strategies.

By uniting the environment, social, and cultural aspects in a mutually supportive ecosystem, WIKASATRIAN sets new standards in sustainable development practices. This is an example of how the Company can contribute to global sustainability while preserving cultural identity and enhancing the well-being of local communities. In line with the philosophy of “striving hard to gather and transform the wisdom of local Nusantara culture,” WIKASATRIAN represents an inclusive and holistic approach to sustainable development.

#### WIKI BIM E-LEARNING SYSTEM (BEST)

The WIKI BIM E-learning System (BEST) is a Learning Program based on a Learning Management System with the topic of Digital Construction Building Information Modelling (BIM). This BIM e-learning system program is the first initiative by the state-owned enterprise PT Wijaya Karya (Persero) Tbk, employing online learning methods that can be accessed without limitations of place and time. The BIM E-learning System program aims to accelerate the transfer of knowledge and competencies in BIM for WIKI employees. BIM is also part of the Company's Environmental Social Responsibility (ESR) program by providing BIM training scholarships for academics as a form of support for developing national talent in Indonesian education.

#### Freedom of Association [GRI 2-30, 402-1]

The Company is committed to ensuring the freedom of association for all employees within PT Wijaya Karya (Persero) Tbk. as mandated by the Constitution of the Republic of Indonesia Year 1945. Additionally, the Company is committed to creating an environment of mutual respect and is capable of balancing the fulfilment of rights and the implementation of obligations through intensive communication and engagement of all stakeholders within the Company to achieve the Company's targets.

The freedom of association in the Company reflects through the existence of a Workers Union or commonly known as the Employees Union. This union is an organization formed by, for, and of the employees, which

yang bersifat bebas, terbuka, mandiri, demokratis, dan bertanggung jawab guna memperjuangkan, membela serta melindungi hak dan kepentingan pegawai serta meningkatkan kesejahteraan pegawai dan keluarganya sebagaimana dimaksud dalam Undang-Undang Nomor 21 Tahun 2000 Tentang Serikat Pekerja/Serikat Buruh.

Perseroan juga telah menyusun Perjanjian Kerja Bersama (PKB) dengan Serikat Karyawan. Pada tahun pelaporan terdapat dua serikat karyawan di Perseroan yaitu SP KORPRI PRABU dan SEKAR WIKA. PKB berisi syarat kerja dan hak serta kewajiban masing-masing pihak bertujuan untuk menjaga keharmonisan hubungan antar insan WIKA dan terhindar dari konflik yang dapat menimbulkan ketidakharmonisan dalam bekerja. Melalui PKB, manajemen memiliki maksud untuk melindungi hak-hak dari seluruh Insan WIKA (100%), sehingga dipastikan tidak adanya hak kedua belah pihak yang dirugikan. Perseroan juga senantiasa melakukan *monitoring* terhadap insiden terkait hak-hak para pekerjanya.

Dalam membangun hubungan industrial yang baik, Perseroan telah menetapkan bahwa pemberitahuan operasional yang mendadak akan diberitahukan secara tertulis/lainnya minimum 30 hari kalender kepada karyawan. Pemberitahuan terkait perubahan ini telah tercantum pada PKB.

### Tenaga Kerja Anak dan Tenaga Kerja Paksa [OJK F.19]

Perseroan berkomitmen untuk tidak mempekerjakan karyawan di bawah umur dan tidak melaksanakan praktik kerja paksa. Perseroan memastikan bahwa *requirement* untuk rekrutmen dan penerimaan karyawan sudah sesuai dengan regulasi yang berlaku, termasuk salah satunya yaitu batasan usia karyawan yaitu minimal 19 tahun. Aturan Perseroan terkait rekrut dan penerimaan karyawan tertuang dalam prosedur Prosedur Human Capital No. WIKA-HCE-PM-01.01.

Perseroan juga telah memastikan bahwa jam kerja bagi karyawan telah diatur dalam PKB. Hal ini juga berlaku bagi mitra kerja atau kontraktor. Sistem jam kerja yang berlaku berbeda untuk kantor operasional dan wilayah proyek. Waktu kerja di kantor operasional yaitu 40 jam seminggu, untuk 5 hari kerja dalam seminggu, dengan waktu istirahat 1 jam untuk setiap periode kerja selama 8 jam. Sementara di proyek berlaku jam kerja sesuai PKB.

### Kebijakan Cuti Melahirkan dan Perjalanan Ibadah Haji [GRI 401-3]

Perseroan telah menetapkan kebijakan terkait dengan cuti melahirkan bagi karyawan wanita selama 1,5 sebelum melahirkan dan 2 (dua) bulan setelah melahirkan tanpa mengurangi hak-haknya. Pemberian cuti ini

is free, open, independent, democratic, and responsible for advocating, defending, and protecting the rights and interests of employees as well as improving the welfare of employees and their families as stipulated in Law No. 21 of 2000 concerning Workers Unions/Labor Unions.

The Company has also drawn up a Collective Labor Agreement (PKB) with the Employee Union. In the reporting year, there were two employee unions in the Company, namely SP KORPRI PRABU and SEKAR WIKA. CLA contains the terms of work, rights and obligations of each party aims to maintain harmonious relations between WIKA people and avoid conflicts that can cause disharmony at work. Through the CLA, the management has the intention to protect the rights of all WIKA people 100%, in order to ensure that there are no rights of both parties who are harmed. The Company also consistently monitors incidents related to the rights of its workers.

In building good industrial relations, the Company has determined that sudden operational notifications will be notified in writing/otherwise a minimum of 30 calendar days to employees. Notification regarding this change has been included in the CLA.

### Child Labour and Forced Labour [OJK F.19]

The Company is committed to not employing underage workers and to not engaging in forced labor practices. The Company ensures that the requirements for recruitment and hiring are in accordance with applicable regulations, including one of which is the minimum age limit for employees at 19 years old. The Company's rules regarding employee recruitment and hiring are contained in the Employee Recruitment and Hiring procedure No. WIKA-HCE-PM-01.01.

The Company has ensured that working hours for employees are regulated in the CLA. This also applies to work partners or contractors. The operating hours system differs for operational offices and project areas. Working time in the operational office is 40 hours a week, for 5 working days a week, with 1 hour break for each working period of 8 hours. While in the project, working hours that apply is according to the CLA.

### Policy on Maternity Leave and Pilgrimage [GRI 401-3]

The Company sets a policy related to maternity leave for female employees for 1.5 months before giving birth and 2 (two) months after giving birth without reducing their rights. The granting of leave has regulated in the Collective





telah diatur dalam Perjanjian Kerja Bersama antara PT Wijaya Karya (Persero) Tbk dengan Serikat Karyawan Wika Tahun 2023-2024 Pasal 29 tentang Cuti Bersalin/Keguguran dan Pasal 34 tentang Izin Penting.

Labor Agreement between PT Wijaya Karya (Persero) Tbk and the Wika Employees Union for the year of 2023-2024, Article 29 concerning Maternity/Miscarriage Leave and Article 34 concerning Important Leave.

**Tabel Cuti Melahirkan**  
**Table of Maternity Leave**

| Uraian<br>Description                                                                                                                           | 2023             |              | 2022             |              | 2021             |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------|------------------|--------------|------------------|--------------|
|                                                                                                                                                 | Wanita<br>Female | Pria<br>Male | Wanita<br>Female | Pria<br>Male | Wanita<br>Female | Pria<br>Male |
| Jumlah karyawan yang berhak cuti<br>Number of employees eligible for leave                                                                      | 12               | 8            | 7                | 25           | 18               | 19           |
| Jumlah karyawan yang mengambil hak cuti<br>Number of employees who took leave entitlement                                                       | 12               | 8            | 7                | 25           | 18               | 19           |
| Jumlah karyawan yang kembali setelah cuti<br>Number of employees who returned after leave                                                       | 12               | 8            | 7                | 25           | 16               | 19           |
| Jumlah karyawan yang tetap bekerja hingga 12 bulan setelah mengambil cuti<br>Number of employees still working for 12 months after taking leave | 12               | 8            | 7                | 25           | 16               | 19           |
| Return to work rate                                                                                                                             | 100              | 100          | 100              | 100          | 100              | 100          |
| Retention rate                                                                                                                                  | 100              | 100          | 100              | 100          | 100              | 100          |

Selain itu, Perseroan juga senantiasa menghormati hak karyawannya untuk menunaikan ibadah haji. WIKA memberikan hak cuti 3 hari kerja sebelum berangkat dan tambahan 5 hari kerja setelah kembali. Hak atas remunerasi dan tunjangan tidak akan dipengaruhi oleh pelaksanaan cuti tersebut. Perseroan juga memberikan fasilitas cuti untuk karyawan yang memeluk agama selain Islam sesuai dengan Peraturan Departemen Agama.

On the other hand, the Company also respects the rights of its employees to perform the pilgrimage. WIKA gives the right to leave 3 working days before departure and an additional 5 working days after arrival. The right to remuneration and benefits will not be affected by the leave. The Company also provides leave facilities for employees who practice religions other than Islam in accordance with the regulations of the Ministry of Religious Affairs.

### Upah Minimum Regional [OJK F.20, GRI 401-2, GRI 405-2]

Seluruh karyawan Perseroan memiliki hak untuk mendapatkan remunerasi atas kinerjanya. Dalam pemberian remunerasi, tidak ada perbedaan terkait dengan rasio remunerasi entry level antara karyawan pria dengan karyawan wanita di tingkat jabatan dan posisi yang sama. Besarnya remunerasi yang diperoleh masing-masing karyawan didasarkan pada posisi penempatan kerja, tingkat jabatan, lama bekerja, dan status kepegawaian. Setiap karyawan mendapat kompensasi yang layak atas kinerja yang diberikan kepada Perseroan yang diatur dalam Perjanjian Kerja Bersama (PKB).

### Regional Minimum Wage [OJK F.20, GRI 401-2, GRI 405-2]

All WIKA employees have the right to be remunerated for their performance. In providing remuneration, there is no difference related to the entry level remuneration ratio between male employees and female employees at the same level and position. The amount of remuneration obtained by each employee is based on the position of work placement, job level, length of service, and employment status. Each employee is properly compensated for the performance given to the Company as regulated in the Collective Labour Agreement (CLA).

Remunerasi yang diterima oleh karyawan juga dipengaruhi oleh hasil penilaian kinerja berdasarkan hasil penilaian Evaluasi Kinerja (EK) dan Penilaian Karya (PK). Hasil PK akan disampaikan di setiap akhir tahun sebagai bahan tinjauan pemberian remunerasi, juga mempertimbangkan hasil EK. Setiap karyawan memperoleh remunerasi yang berbedabeda karena

Remuneration received by employees is also influenced by the results of performance assessment based on the results of Performance Evaluation (EK) and Work Assessment (PK). The PK results is submitted at the end of each year as a review material for remuneration, with also considering the EK results. Each employee receives different remuneration because the assessment is based

penilaian berdasarkan target *Key Performance Indicator* (KPI) dari masing-masing karyawan yang berbeda.

Selain itu, karyawan juga berhak mendapatkan tunjangan, bonus, dan asuransi. Perseroan menerapkan pemberian bonus, kepada setiap karyawan. Penerapan bonus (Jasa Produksi) adalah berdasarkan *reward dan punishment*. Besaran bonus di setiap level dipengaruhi oleh KPI masing-masing karyawan di unit kerja.

Tunjangan yang diberikan kepada Karyawan Tetap dan tidak diberikan kepada Karyawan Kontrak adalah tunjangan kelahiran dan kesempatan memiliki saham. Adapun rincian fasilitas yang diterima karyawan berdasarkan status kepegawaian sebagai berikut.

on the Key Performance Indicator (KPI) target of each different employee.

Additionally, employees are entitled to receive benefits, bonuses, and insurance. WIKA provides bonuses to every employee. The bonus (Production Services) is based on reward & punishment principle, whereas the amount of bonus at some levels is based on the KPI of each employee in the work unit.

Benefits provided to Permanent Employees and not provided to Contract Employees are birth benefits and stock ownership opportunities. The details of the facilities received by employees based on their employment status are as follows.

| Bentuk Manfaat<br>Benefits Type                          | Karyawan Tetap<br>Permanent Employees | Karyawan Kontrak<br>Contract Employees |
|----------------------------------------------------------|---------------------------------------|----------------------------------------|
| Gaji pokok<br>Base Salary                                | √                                     | √                                      |
| Asuransi jiwa<br>Life Insurance                          | √                                     | √                                      |
| Tunjangan kesehatan<br>Health Allowance                  | √                                     | √                                      |
| Tunjangan disabilitas<br>Disability Allowance            | √                                     | √                                      |
| Tunjangan kelahiran<br>Maternity Allowance               | √                                     | -                                      |
| Tunjangan kecelakaan kerja<br>Work Accident Allowance    | √                                     | √                                      |
| Tunjangan pension<br>Pension Allowance                   | √                                     | √                                      |
| Kesempatan memiliki saham<br>Stock Ownership Opportunity | √                                     | -                                      |
| Tunjangan hari raya<br>Holiday Allowance                 | √                                     | √                                      |
| Hak Cuti<br>Leave Entitlement                            | √                                     | √                                      |

Dalam pemberian imbal jasa kepada karyawan, Perseroan selalu tunduk pada regulasi dan aturan yang berlaku. Perseroan memastikan bahwa remunerasi karyawan tetap di tingkat terendah berada di atas UMP tertinggi yang berlaku. Seluruh karyawan Perseroan merupakan karyawan yang memiliki *homebase* di Jakarta.

In providing compensation to its employees, WIKA is always subject to applicable regulations and rules. WIKA ensures that the remuneration of permanent employees at lowest level is above the highest applicable UMP. All WIKA employees are employees whose home base are in Jakarta.

| Unit Usaha<br>Business Unit | Provinsi/ Daerah<br>Province/Region | Upah Minimum Provinsi<br>(Rp)<br>Provincial Minimum Wage | Imbal Jasa Karyawan Tetap Tingkat<br>Terendah (Rp)<br>Lowest Level of Employee Benefits | Persentase<br>Percentage<br>(%) |
|-----------------------------|-------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------------------------------|---------------------------------|
| WIKI INDUK                  | DKI Jakarta                         | 5.067.381                                                | 7.302.000                                                                               | 144,10                          |



## Lingkungan Bekerja yang Layak dan Aman [OJK F.21, CRE6]

Perseroan senantiasa menciptakan lingkungan kerja yang layak dengan menyediakan tempat dan fasilitas kerja yang aman bagi karyawan dan mitra kerja. Terciptanya lingkungan bekerja yang layak dan aman bagi karyawan dapat meningkatkan produktivitas karyawan yang kemudian nantinya akan meningkatkan kinerja Perseroan. Perseroan telah menyediakan fasilitas kerja yang aman, bersih dan nyaman seperti toilet, ruang makan, ketersediaan ruang laktasi, alat deteksi asap dan fasilitas pemadam kebakaran, tempat ibadah, tempat parkir, dan lain sebagainya. Selain itu, Perseroan juga menjamin kesehatan karyawan dengan mengikutsertakan seluruh karyawan dalam program Jaminan Sosial Kesehatan (BPJS Kesehatan) dan Asuransi Mandiri Inhealth.

Dalam menjalankan kegiatan operasionalnya, Perseroan telah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja dan Lingkungan (SMK3L) yang memenuhi peraturan perundang-undangan yang berlaku. Setiap alat-alat yang digunakan oleh Perseroan harus memenuhi kelayakan. Perseroan melakukan pemeliharaan alat berat yang digunakan serta pemeriksaan wajib pada seluruh peralatan proyek secara berkala. Penggunaan alat berat juga harus sesuai dengan standar. Perseroan melakukan sertifikasi baik untuk alat berat yang digunakan maupun operator yang mengoperasikan alat berat. Setiap alat berat yang dioperasikan wajib memiliki Surat Izin Alat (SIA), sedangkan untuk operator alat berat wajib memiliki Surat Izin Operasi (SIO). Kedua sertifikasi tersebut diterbitkan oleh Kementerian Tenaga Kerja dan proyek Perseroan.

Di samping itu, Perseroan juga berkomitmen untuk menghilangkan potensi bahaya dan mengurangi risiko K3L demi tercapainya sasaran *zero fatality*, tanpa penyakit akibat kerja serta tidak terjadi kerusakan lingkungan sesuai dengan Kebijakan K3L yang dimiliki, dengan:

1. Menerapkan Sistem Manajemen Keselamatan, Kesehatan Kerja dan Lingkungan yang memenuhi peraturan perundang-undangan, persyaratan serta standar nasional dan internasional yang berlaku;
2. Meningkatkan keahlian dan kompetensi karyawan terkait Keselamatan, Kesehatan Kerja dan Lingkungan;
3. Mendorong konsultasi dan partisipasi karyawan/perwakilan karyawan dan mitra kerja dalam implementasi Sistem Manajemen Keselamatan, Kesehatan Kerja dan Lingkungan; dan
4. Meningkatkan efisiensi sumber daya melalui penerapan Konsep 3R (Reduce, Reuse, Recycle).

## Decent and Safe Working Environment [OJK F.21, CRE6]

The Company creates a decent working environment by providing safe working places and facilities for employees and working partners. The establishment of a proper and safe working environment for employees can increase their productivity, which in turn will enhance the Company's performance. The Company has provided safe, clean, and comfortable working facilities such as toilets, dining rooms, lactation rooms, smoke detection devices and fire extinguishing facilities, places of worship, parking spaces, and others. Additionally, the Company also ensures the health of employees by enrolling all employees in the Health Social Security program (BPJS Health) and Mandiri Inhealth Insurance.

In carrying out its operational activities, the Company has implemented a Safety, Health, and Environmental Management System (SMK3L) that complies with applicable laws and regulations. Every tool used by the Company must meet eligibility. The Company performs regular maintenance of the heavy equipment used as well as mandatory inspection of all project equipment. The use of heavy equipment must also comply with the standards. The Company certifies both the heavy equipment and the operators who operate heavy equipment. Every heavy equipment operated must have an Equipment License (SIA), while heavy equipment operators are required to have an Operations License (SIO). Both certifications are issued by the Ministry of Manpower and the Company's projects.

Besides that, Company is also committed to eliminating potential hazards and reducing HSE risks in order to achieve the target of zero fatality, no occupational diseases and no environmental damage in accordance with its HSE Policy, by:

1. Implement a Safety, Occupational Health and Environmental Management System that complies with applicable laws and regulations, requirements and national and international standards;
2. Improving employee skills and competencies related to Occupational Safety, Health and Environment;
3. Encouraging consultation and participation of employees/employee representatives and work partners in the implementation of Occupational Health, Safety and Environment Management System; And
4. Improving resource efficiency through the implementation of 3R Concept (Reduce, Reuse, Recycle).

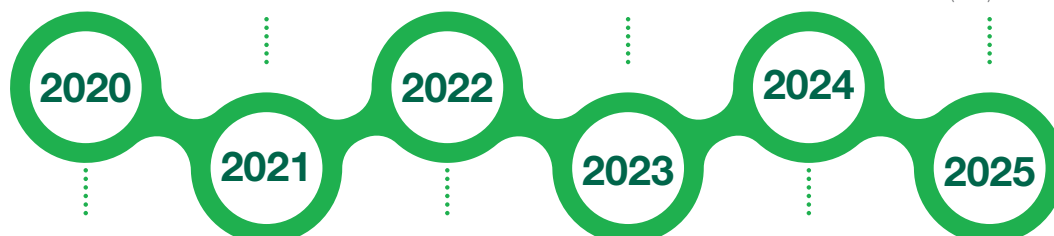
Perseroan senantiasa melakukan peningkatan Sistem Manajemen K3L secara berkesinambungan melalui pembelajaran dan praktik-praktik Sistem Manajemen K3L terbaik di tingkat nasional maupun internasional serta mengikuti perkembangan pengetahuan terkini di bidang K3L.

## KESELAMATAN KERJA

### Kebijakan dan Implementasi [GRI 403-1, 403-2, 403-7, 403-8]

Dalam pelaksanaan sistem manajemen *Human, Safety and Environment* (HSE) Perseroan mengacu pada kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) nomor WIKA-HSE-KP-01.01 yang terintegrasi antara K3 dengan pengelolaan lingkungan Perseroan. Selain itu, implementasi HSE Perseroan juga mengacu pada ISO 45001:2018 *Occupational Health and Safety Management System*, ISO 14001:2015 *Environmental Management System*, dan Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja. Kebijakan K3L wajib dipatuhi oleh seluruh insan WIKA (100%) dan mitra kerja baik yang berada di kantor pusat maupun yang berada di wilayah proyek. Adapun peta jalan sistem manajemen HSE adalah sebagai berikut.

- Mengukur level maturity HSE WIKA
- Pembentukan LSP WIKA
- Pengembangan aplikasi IT untuk program HSE terintegrasi
- Pengembangan digitalisasi penilaian penerapan HSE Management System
- Measuring the maturity level of WIKA's HSE
- Establishment of WIKA's LSP
- IT application development for integrated HSE program
- Development of digitizing assessment of the HSE Management System implementation
- Personil tersertifikasi internasional
- Sistem HSE WIKA sesuai dengan yang standar internasional
- Evaluation & Improvement
- Kurikulum QHSE TC
- Penilaian penerapan K3 level Internasional (ISRS) = 2
- WIKA Telemedicine
- Personil tersertifikasi internasional
- System HSE WIKA sesuai dengan yang standar internasional
- Evaluation & Improvement
- Kurikulum QHSE TC
- Penilaian penerapan K3 level Internasional (ISRS) = 2
- WIKA Telemedicine
- Penetapan KPI Individu HSE
- Pengembangan Zero Waste
- Standar HSE WIKA menjadi benchmark bagi perusahaan lain di Indonesia
- Penilaian penerapan K3 level Internasional (ISRS) = 3
- Determination of HSE Individual KPIs
- Zero Waste Development
- WIKA's HSE standard is a benchmark for other companies in Indonesia
- International OHS implementation assessment (ISRS) level = 3



- Sosialisasi KPI HSE untuk seluruh karyawan
- Pelatihan mandatory quality dan HSE setiap bulan untuk 200 orang (termasuk subkon)
- Kurikulum Quality LSP D
- Digitalisasi proses penilaian RCA & HSE Level
- Implementasi ISO 45001
- Dissemination of HSE KPIs for all employees
- Mandatory quality and HSE training every month for 200 people (including subcontractors)
- Quality LSP Curriculum
- Digitizing the RCA & HSE Level assessment process
- Implementation of ISO 45001
- Menerapkan Contractor Safety Management System (CSMS)
- Pengembangan skema kompetensi LSP
- Kurikulum QHSE TC
- Sertifikasi internasional untuk personil HSE
- Implementing the Contractor Safety Management System (CSMS)
- Development of LSP competency scheme
- QHSE TC curriculum
- International certification for HSE personnel
- Personil tersertifikasi Internasional
- Sistem & standar HSE sudah disesuaikan dengan standar Internasional
- Evaluation & Improvement
- Pengembangan QHSE TC
- Pengembangan Waste Recycle
- Internationally certified personnel
- The HSE system and standards have been adapted to international standards
- Evaluation & Improvement
- Development of QHSE TC
- Waste Recycle Development

The Company continues to improve the HSE Management System on an ongoing basis through learning and practicing the best HSE Management System at national and international levels as well as keeping abreast of the latest knowledge developments in HSE.

## WORK SAFETY

### Policies and Implementation [GRI 403-1, 403-2, 403-7, 403-8]

In implementing the Human, Safety, and Environment (HSE) management system, the Company refers to Occupational Health, Safety and Environment (OHSE) policy No. WIKA-HSE-KP-01.01, which integrates OHS with the Company's environment management. Besides that, the Company's HSE implementation also refers to ISO 45001:2018 Occupational Health and Safety Management System, ISO 14001:2015 Environmental Management System, and Government Regulation of the Republic of Indonesia No. 50 of 2012 regarding the Implementation of Occupational Health and Safety Management System. The HSE policy must be complied with by all WIKA personnel and work partners both at the head office and those in the project area. The HSE management system roadmap is as follows.



Quality, Health, Safety and Environment (QHSE) merupakan salah satu aspek signifikan yang hendak dicapai dalam kegiatan operasional serta menjadi strategi keberlanjutan Perseroan. Pengelolaan QHSE telah tertanam dalam operasi serta menjadi budaya bagi karyawan maupun semua pihak yang berada di lokasi proyek Perseroan. Perseroan menetapkan target setiap tahunnya dan melakukan evaluasi antara target dan capaian di akhir tahun. Adapun target dan realisasi penilaian QHSE yaitu:

Quality, Health, Safety and Environment (QHSE) is one of the significant aspects to be achieved in WIKA's operational activities and becomes WIKA's sustainability strategy. QHSE management has been embedded in operations and has become a culture for employees and all parties at the Company's project sites. Every year, the Company sets targets and evaluates the targets and achievements at the end of the year. The targets and realization of QHSE assessment are:

**Tabel Target Realisasi Penilaian Sistem Manajemen terkait QHSE**  
**Target Realization of Management System Assessment related to QHSE**

| Pengukuran Sistem Manajemen WIKA<br>WIKI Management System Measurement                                                                 | Target    | Realisasi<br>Realization |
|----------------------------------------------------------------------------------------------------------------------------------------|-----------|--------------------------|
| Quality Management System Level (QMSL)                                                                                                 | 820       | 848,3                    |
| K3 OSH                                                                                                                                 |           |                          |
| a. HSE Level                                                                                                                           | ≥ 820     | 859                      |
| b. Frequency Rate                                                                                                                      |           |                          |
| Non lost time injury (NTLI)                                                                                                            | ≤ 3       | 0,80                     |
| Lost time injury (LTI)                                                                                                                 | ≤ 1       | 0,00                     |
| c. Severity Rate                                                                                                                       | ≤ 2       | 0,00                     |
| d. Risk containment audit (RCA)                                                                                                        | ≥ 22 kali | 23                       |
| e. Jumlah Penyakit Akibat Kerja<br>Number of Occupational Diseases                                                                     | 0         | 0                        |
| Ringkas, Rapi, Resik, Rajin, Rawat (5R)<br>Sort, Set in Order, Shine, Standardize, Sustain (5S)                                        | ≥ 860     | 871                      |
| Lingkungan<br>Environment                                                                                                              |           |                          |
| a. Penghematan Penggunaan Kertas<br>Paper Use Saving                                                                                   | ≥ 20%     | 30%                      |
| b. Tumpahan Minyak<br>Oil Spill                                                                                                        | 0         | 11                       |
| c. Intensitas Konsumsi Energi Listrik (kWh/m2/bulan)<br>Electricity Energy Consumption Intensity (kWh/m2/month)                        | ≤ 20      | 7,80                     |
| d. Pengurangan Penggunaan BBM (% dari anggaran penggunaan BBM di RKP)<br>Reduction of Fuel Use (% of the fuel usage budget in the RKP) | ≥ 5%      | 26%                      |
| e. Penggunaan Air Bersih untuk Perkantoran (liter/orang/bulan)<br>Use of Clean Water for Offices (Litres/person/month)                 | ≤ 2.200   | 1.113                    |
| Quality Product Assessment (QPASS)                                                                                                     |           |                          |
| a. QPASS Pekerjaan Struktur<br>a. QPASS for Structural Works                                                                           | 80%       | 95,49%                   |
| b. QPASS Pekerjaan Finishing<br>b. QPASS for Finishing Works                                                                           | 90%       | 95,25%                   |
| c. QPASS Pekerjaan MEP<br>c. QPASS for MEP Works                                                                                       | 90%       | 96,08%                   |
| Security Management System Level (SMSL)                                                                                                | -         |                          |

Perseroan menggunakan System Application and Product in Data Processing (SAP) sebagai core Enterprise Resource Planning (ERP). SAP merupakan software yang dapat membantu Perseroan dalam mengelola seluruh kegiatan

The Company uses System Application and Product in Data Processing (SAP) as its core Enterprise Resource Planning (ERP). SAP is software that can help the Company in managing all complex business activities.



bisnis yang kompleks. SAP telah memiliki 6 fitur yang disesuaikan dengan Kegiatan Operasi dan Bisnis meliputi Project System (PS), Finance (Fi) dan Control (Co), Material Management (MM), Sales and Distribution (SD), Human Capital Management (HCM) serta Fund Management (FM). SAP telah diterapkan untuk seluruh proyek-proyek yang ditangani. Melalui SAP, manajemen dapat memantau rencana penganggaran dana proyek agar berjalan sesuai rencana, komersial, keuangan, dan pengadaan.

Proses keamanan pada pelaksanaan proyek merupakan tanggung jawab Perseroan. Proses keamanan dimulai dari saat perencanaan, pelaksanaan, dan penyelesaian konstruksi. Selain itu, implementasi QHSE dan keberadaan operator bersertifikasi juga menjadi bagian dari keamanan proses. Hal ini merupakan bagian dari mutu dan integritas pekerjaan Perseroan. Keamanan proses memperhatikan beberapa hal berikut ini:

1. Kelengkapan dokumen perizinan;
2. Prosedur Konstruksi dan Commissioning WIKA-KON-PM-01.01 tentang Prosedur Proses Pelaksanaan Konstruksi;
3. Perencanaan Mutu (Quality Plan) dan perencanaan K3 (HSE Plan);
4. Penerapan program K3 di antaranya safety patrol, pelaksanaan RCA, menggunakan alat-alat yang memiliki surat izin, pengecekan perlengkapan K3, pemeriksaan kelayakan alat-alat berat, dan kondisi material yang digunakan;
5. Monitoring dan evaluasi efektivitas sistem manajemen K3;
6. Uji kelayakan pada proyek yang terselesaikan.

Perseroan senantiasa melakukan penilaian atas risiko yang mungkin ditimbulkan pada setiap lini pekerjaan. Hal ini dilakukan dengan tujuan untuk menghindari terjadinya kecelakaan kerja yang tidak diinginkan. Perseroan memiliki Kebijakan *Stop Work Action* (SWA) untuk mencegah kecelakaan kerja bagi karyawan dan mitra kerja. SWA dilakukan dengan menghentikan pekerjaan, jika menemukan tindakan atau kondisi yang berbahaya atau pekerjaan tidak sesuai dengan peraturan yang berlaku, serta melakukan berbagi pengalaman terkait SWA yang dilakukan atau diterima dalam *safety meeting*. Perseroan telah memetakan jenis pekerjaan dengan risiko tinggi baik untuk karyawan maupun kontraktor di proyek. Adapun jenis risiko yang dikategorikan sebagai risiko tinggi yaitu bagi karyawan maupun kontraktor yang bekerja di ketinggian serta pekerjaan yang berhubungan dengan listrik. Perseroan juga telah memberikan peralatan pendukung dalam setiap pekerjaan berisiko untuk mencegah terjadinya kecelakaan kerja.

SAP has 6 features that are tailored to Operations and Business Activities including Project System (PS), Finance (Fi) and Control (Co), Material Management (MM), Sales and Distribution (SD), Human Capital Management (HCM) and Fund Management (FM). SAP has been implemented for all projects handled. Through SAP, management can monitor project budgeting plans to run according to plan, commercial, financial, and procurement.

The security process during project execution is the responsibility of the Company. The security process starts from the planning stage, continues through implementation, and extends to the completion of construction. In addition, QHSE and certified operators are also part of process security. This is part of the quality and integrity of the Company's work. Process security takes into account the following:

1. Completeness of licensing documents;
2. Construction and Commissioning Procedure WIKA-KON-PM-01.01 concerning Construction Implementation Process Procedures;
3. Implementation Process Procedures; 3. Quality Plan and HSE Plan);
4. Implementation of OHS program including safety patrols, RCA implementation, using tools that have licenses, checking OHS equipment, checking the feasibility of heavy equipment, and the condition of materials used;
5. Monitoring and evaluating the effectiveness of OHS management system;
6. Feasibility test on completed projects.

The Company always conducts assessments of the risks that may arise in every line of work. This is done with the aim of avoiding unwanted work accidents. The Company has a *Stop Work Action* (SWA) Policy to prevent work accidents for employees and work partners. SWA is carried out by stopping work, if dangerous actions or conditions are found or work is not in accordance with applicable regulations, as well as sharing experiences related to SWA carried out or received in safety meetings. The Company has mapped out the types of work with high risk for both employees and contractors in the project. The types of risks that are categorized as high risk are for employees and contractors who work at heights and work related to electricity. The Company has also provided supporting equipment in every risky job to prevent work accidents.



Perseroan telah melakukan berbagai upaya dalam melakukan pengelolaan potensi dan bahaya kecelakaan kerja secara terintegrasi. Upaya Perseroan meliputi 3 (tiga) hal sebagai berikut:

1. Sosialisasi Kesadaran terhadap HSE  
Sosialisasi ini direalisasikan melalui *safety induction*, *safety talk*, HSE meeting, serta memasang berbagai papan peringatan untuk meningkatkan kesadaran HSE.
2. Risk Containment Audit (RCA)  
Upaya ini merupakan proses audit lapangan atau penilaian langsung terhadap aspek HSE di lokasi kerja, fasilitas kantor, dan fasilitas lainnya untuk mengeliminasi potensi bahaya dan meminimalkan risiko QHSE. Tujuannya yaitu untuk mengukur seberapa bahaya yang mungkin terjadi dalam satu area.
3. Cepat Tanggap Darurat di Lokasi Kerja  
Perseroan telah menerapkan prosedur pelaporan insiden kecelakaan di lokasi kerja sesuai dengan Prosedur Penerapan Sistem Manajemen Keselamatan, Kesehatan Kerja dan Lingkungan (SMK3L) No. WIKAHSE-PM-01.01.

Keamanan di tempat kerja merupakan faktor yang sangat penting dalam kelangsungan usaha Perseroan. Implementasi K3 yang dilaksanakan dapat memberikan dampak positif berupa kepercayaan pelanggan dalam menggunakan jasa Perseroan. Perseroan telah memberikan jaminan keselamatan pada seluruh pekerja proyek (100%), baik pekerja dari internal Perseroan maupun kontraktor, subkontraktor dan mitra kerja. Perseroan senantiasa berupaya dalam menjaga keamanan di tempat kerja dengan menempatkan petugas *Safety Officer* dengan rasio perbandingan 1:50 dengan pekerja proyek.

Di samping itu, penerapan K3 juga berpengaruh kepada para vendor. Perseroan juga turut memperhatikan kinerja vendor dan memastikan bahwa K3 diterapkan dengan baik, serta dievaluasi secara rutin. Penilaian kinerja vendor akan dilaporkan kepada kantor pusat sebagai salah satu syarat dalam pembayaran kontrak pekerjaan. Vendor yang memiliki nilai kinerja K3 di bawah 800 maka akan ditunda pembayaran kontraknya.

Komitmen Perseroan terhadap penerapan HSE direalisasikan dengan mewajibkan karyawan baik karyawan organik maupun terampil untuk menyetujui Pakta Integritas melalui sistem online (WZone). Pakta Integritas memuat klausul untuk menerapkan HSE, serta bagi para pekerja kontraktor dan mitra diwajibkan untuk menandatangani komitmen pernyataan untuk mengikuti semua aturan HSE WIKAHSE.

The Company has made various efforts in managing the potential and hazards of work accidents in an integrated manner. The Company's efforts include three main aspects:

1. Dissemination of HSE awareness  
It is realized through safety induction, safety talk, HSE meeting, and installing various warning signboard to increase HSE awareness.
2. Risk Containment Audit (RCA)  
A field audit process or direct assessment of Health, Safety & Environment aspects at work sites, office facilities, and other facilities to eliminate potential hazards and minimize QHSE risks. The purpose is to measure how risky the hazard that might occur in an area.
3. Quick response to emergency at work  
The Company applies accident reporting procedures at work sites in accordance with the Safety, Health, and Environment Management System (SMK3L) Procedure No. WIKAHSE-PM-01.01.

Security at work is a very important factor in WIKAHSE's business continuity. OHS implementation carried out can have a positive impact in the form of customer trust in using the Company's services. The Company guarantees safety for all project workers (100%), both employees from the Company's internal and contractors, subcontractors and work partners. The Company's efforts to maintain safety in the workplace are by placing Safety Officers with a ratio of 1:50 to project workers.

In addition, the implementation of OHS also affects vendors. WIKAHSE also pays attention to vendor performance and ensures that OHS is implemented properly and is evaluated regularly. Vendor performance appraisal will be reported to the head office as one of the conditions for payment of work contracts. Vendors who have OHS performance values below 800 will have their contract payments postponed.

The Company's commitment to implementing HSE is realized by requiring both organic and skilled employees to agree to the Integrity Pact through the online system (WZone). The Integrity Pact contains clauses for implementing HSE, and for contractor workers and partners, they are required to sign a commitment statement to adhere to all WIKAHSE's HSE rules.

**Insiden [GRI 403-9]**

Sesuai dengan Permenaker RI No. PER-03/MEN/1998, Perseroan telah melaporkan perhitungan jam kerja selamat, rasio frekuensi kecelakaan, dan rasio keparahan. Pelaporan capaian HSE mencakup data dari seluruh karyawan organik dan terampil, karyawan kontrak, pekerja subkontraktor, dan mitra kerja.

**Incident [GRI 403-9]**

In accordance with the Minister of Manpower of the Republic of Indonesia No. PER-03/ MEN/1998, WIKA reports the calculation of safe working hours, accident frequency ratio, and severity ratio. HSE achievement reporting includes data from all organic and skilled employees, contract employees, subcontractor workers, and work partners.

**Tabel Jam Kerja Selamat**  
Safe Working Hours

| Negara<br>Country       | 2023       | 2022       | 2021        |
|-------------------------|------------|------------|-------------|
| Indonesia               | 84.024.088 | 96.369.735 | 135.480.865 |
| Luar Negeri<br>Overseas | 0          | 227.128    | 2.980.779   |

**Tabel Jumlah Kecelakaan Kerja**  
Number of Work Accidents

| Kategori<br>Category                               | 2023 | 2022 | 2021 |
|----------------------------------------------------|------|------|------|
| <b>Indonesia</b>                                   |      |      |      |
| Nearmiss                                           | 911  | 991  | 514  |
| Non Lost Time Injury (NLTI)                        | 67   | 113  | 89   |
| Ringan<br>Minor                                    | 0    | 4    | 4    |
| Sementara Tidak Mampu Bekerja<br>Temporary Absence | 4    | 8    | 2    |
| Berat<br>Major                                     | 0    | 0    | 4    |
| <b>Luar Negeri<br/>Overseas</b>                    |      |      |      |
| Nearmiss                                           | 0    | 17   | 177  |
| Non Lost Time Injury (NLTI)                        | 0    | 0    | 12   |
| Ringan<br>Minor                                    | 0    | 0    | 1    |
| Sementara Tidak Mampu Bekerja<br>Temporary Absence | 0    | 0    | 0    |
| Berat<br>Major                                     | 0    | 0    | 0    |

**Tabel Rate, NLTI Rate, dan LTI Rate**  
Rate, NLTI Rate, and LTI Rate

| Kategori<br>Category | 2023 | 2022 | 2021 |
|----------------------|------|------|------|
| <b>Indonesia</b>     |      |      |      |
| Severity Rate        | 0,63 | 0,49 | 0,90 |
| NLTI Rate            | 1,03 | 1,17 | 0,66 |
| LTI Rate             | 0,05 | 0,12 | 0,07 |



**Tabel Rate, NLTI Rate, dan LTI Rate  
Rate, NLTI Rate, and LTI Rate**

| Kategori<br>Category            | 2023 | 2022 | 2021 |
|---------------------------------|------|------|------|
| <b>Luar Negeri<br/>Overseas</b> |      |      |      |
| Severity Rate                   | 0    | 0    | 0,34 |
| NLTI Rate                       | 0    | 0    | 4,03 |
| LTI Rate                        | 0    | 0    | 0,34 |

## KESEHATAN

### Kebijakan dan Implementasi [GRI 403-3, 403-6, 403-10]

Seluruh wilayah kerja Perseroan telah dilengkapi dengan fasilitas kesehatan dan klinik yang dapat diakses oleh seluruh karyawan maupun pekerja dari kontraktor. Pada setiap fasilitas dilengkapi oleh kotak P3K sebagai pertolongan pertama pada kecelakaan ringan. Sedangkan, bagi karyawan yang memerlukan perawatan serius, maka dapat langsung dirujuk ke Rumah Sakit yang bekerja sama dengan Perseroan. Seluruh karyawan dengan pembiayaan perusahaan diwajibkan untuk melakukan *Medical Check Up* (MCU) sesuai dengan Prosedur Human Capital Nomor Wika-HCE-PM.01.01. dengan ketentuan sebagai berikut:

1. Pelaksanaan MCU dilakukan setiap 2 (dua) tahun sekali;
2. Peserta yang wajib mengikuti MCU yaitu:
  - a. Calon Pegawai;
  - b. Pegawai;
3. Pemeriksaan MCU terbagi menjadi:
  - a. Umum (mandatory);
  - b. Khusus; Tenaga Proyek/Pabrik (mandatory);
  - c. Spesifik: Drug test, PCR & Antibodi dan lainnya sesuai dengan ketentuan yang berlaku.
4. Pemeriksaan MCU Umum dan Khusus meliputi pemeriksaan fisik serta pemeriksaan lain yang dianggap perlu.
5. Pemeriksaan MCU Spesifik diadakan apabila terdapat keluhan/laporan dengan suatu kondisi yang dapat membahayakan kesehatan pegawai.
6. Dalam hal ditemukan kelainan/gangguan kesehatan dan diperlukan tindak lanjut dari hasil pemeriksaan MCU pada pegawai dalam pemeriksaan berkala untuk menjamin terselenggaranya keselamatan dan Kesehatan kerja.

## HEALTH

### Policy and Implementation [GRI 403-3, 403-6, 403-10]

All working areas of the Company have been equipped with health and clinic facilities that can be accessed by all employees and workers from contractors. Each facility is equipped with a first aid kit as first aid in minor accidents. Meanwhile, for employees who need serious treatment, they can be immediately referred to a hospital that collaborates with the Company. Financed by the Company, all employees are required to undergo Medical Check-Up (MCU) in accordance with Human Capital Procedure No. Wika-HCE-PM.01.01, with the following provisions:

1. MCU is conducted every 2 (two) years;
2. Participants required to undergo MCU are:
  - a. Prospective Employees;
  - b. Employees;
3. MCU examination is divided into:
  - a. General (mandatory);
  - b. Special; Project/Factory Personnel (mandatory);
  - c. Specific: Drug test, PCR & Antibodies, and others as per applicable regulations.
4. General and Special MCU examinations include physical examinations and other necessary checks.
5. Specific MCU examination is conducted if there are complaints/reports regarding a condition that may endanger employee health.
6. In case abnormalities/health issues are detected and follow-up actions are required based on MCU results, periodic examinations are conducted to ensure Occupational Health and Safety.

Selain pemeriksaan kesehatan secara fisik, Perseroan juga menyediakan fasilitas kesehatan psikis (psikiater dan psikolog) untuk mendukung *mental health* setiap karyawan. Adapun fasilitas kesehatan psikis yang dilaksanakan yaitu *Employee Assistance Program* (EAP).

#### Insiden [GRI 403-10]

Sampai dengan 31 Desember 2023, tidak terdapat kasus penyakit akibat kerja yang dilaporkan kepada Perseroan dan kasus kematian akibat kerja, baik pada karyawan Perseroan, kontraktor, subkontraktor, dan mitra kerja.

#### Pelibatan Karyawan dan Protokol Komunikasi K3 [GRI 403-4, 403-5]

Dalam rangka meningkatkan sinergi dan kesadaran terhadap HSE, Perseroan senantiasa membangun komunikasi dua arah antara manajemen dengan karyawan. Selama di lokasi proyek, komunikasi HSE dilakukan melalui *safety induction*, *HSE Morning Talk*, *Toolbox Meeting*, dan *HSE Meeting*. Perseroan juga turut menyediakan komunikasi HSE melalui media digital QHSE yang dapat diakses oleh seluruh karyawannya. Melalui komunikasi yang dijalin secara aktif, diharapkan berbagai permasalahan HSE yang timbul dapat ditindaklanjuti dan dimitigasi secara tepat dan tepat.

Pada setiap kantor pusat dan lokasi proyek, terdapat Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3L) yang dibentuk berdasarkan ST Direksi No. ST.02.01/A.DIR.01004/2023. Struktur organisasi P2K3L di kantor pusat diketuai oleh Direktur Utama dan dibantu sekretaris yang mempunyai sertifikat Ahli K3 Umum, dengan anggota Kepala Divisi, seluruh divisi dan perwakilan SEKAR WIKA. Sedangkan, Struktur P2K3L di proyek, diketuai oleh Manajer Proyek, dibantu oleh sekretaris yang memiliki sertifikat Ahli K3 Umum, dan beranggotakan Kasie dari seluruh fungsi serta perwakilan subkontraktor. P2K3L senantiasa melakukan pertemuan yang dilaksanakan setiap bulan untuk menentukan program dan target K3L, serta menyelesaikan permasalahan K3L. Kinerja P2K3L dilaporkan kepada Dinas Ketenagakerjaan pada setiap 3 bulan sekali.

Di samping itu, seluruh karyawan juga wajib dibekali pengetahuan terkait dengan kesehatan dan keselamatan kerja. Pelatihan diikuti oleh seluruh karyawan termasuk pekerja proyek. Pelatihan Kesehatan dan keselamatan kerja diadakan rutin pada setiap tahunnya. Dalam menunjang hal tersebut, Perseroan memberikan

In addition to physical health checks, WIKA also provides psychological health facilities (psychiatrists and psychologists) to support the mental health of each employee. The psychological health facility carried out is the Employee Assistance Program (EAP).

#### Incident [GRI 403-10]

As of December 31, 2023, there were no cases of occupational diseases reported to the Company and cases of occupational deaths, both in the Company's employees, contractors, subcontractors, and work partners.

#### Employee Engagement and OHS Communication Protocol [GRI 403-4, 403-5]

In order to enhance synergy and awareness of HSE, the Company consistently fosters two-way communication between management and employees. While at the project site, HSE communication is carried out through safety induction, HSE Morning Talk, Toolbox Meetings, and HSE Meetings. WIKA also provides HSE communication through QHSE digital media that can be accessed by all of its employees. Through active communication, it is hoped that various HSE issues that arise can be followed up and mitigated immediately and appropriately.

At each head office and project location, there is an Occupational Safety, Health and Environment (HSE) Steering Committee which was formed based on Board of Directors' Decree No. ST.02.01/A.DIR.01004/2023. The HSE Committee's organizational structure at head office is chaired by President Director and assisted by a Secretary who has a General OHS expert certificate, with members of Head of Division, all divisions and representatives of Sekar WIKA. Meanwhile, HSE Committee's structure in the project is chaired by Project Manager, assisted by a Secretary who has a General OHS expert certificate, and consists of Head of Section for all functions and subcontractor representatives. HSE Committee holds meetings once a month, to determine HSE programs and targets, as well as resolve HSE problems. HSE Committee performance is reported to the Manpower Office once every 3 months.

Furthermore, all WIKA employees must also be equipped with knowledge related to occupational health and safety. The training is attended by all employees including project workers. Occupational health and safety training is held regularly every year. In supporting this, WIKA organizes training to its employees with the aim of increasing their





pelatihan kepada karyawannya dengan tujuan untuk meningkatkan pemahaman terkait aturan-aturan yang berlaku dan dapat meminimalkan risiko kecelakaan kerja. Adapun pelatihan terkait K3 yang diberikan sebagai berikut.

understanding regarding applicable rules and being able to minimize the risk of work accidents. The OHS-related training held is as follows.

| Nama Pelatihan<br>Nama Pelatihan                          | Jumlah Peserta<br>Jumlah Peserta |
|-----------------------------------------------------------|----------------------------------|
| QHSE Awareness                                            | 71                               |
| HSE for Non HSE                                           | 27                               |
| Seminar Penerapan Sistem Manajemen Keselamatan Konstruksi | 15                               |
| Safety Leadership                                         | 86                               |
| P3K                                                       | 30                               |
| Auditor SMK3                                              | 4                                |
| Ahli Muda K3                                              | 8                                |
| Ahli Madya K3                                             | 3                                |

Sejak tahun 2019 sampai dengan 2023, Perseroan telah bekerjasama dengan Lembaga Sertifikasi Profesi WIKA, LPJK, Astekindo, dan BNSP menyelenggarakan pelatihan dan sertifikasi bagi pekerja proyek yaitu pekerja mitra binaan jasa konstruksi. Hal ini bertujuan untuk meningkatkan sertifikasi kompetensi pekerja lapangan untuk mendukung kelancaran pekerjaan, serta meminimalkan kesalahan dan kecelakaan kerja. Selain itu, inisiatif ini juga menjadi bagian dari upaya Perseroan untuk menciptakan nilai bersama. Adapun jumlah karyawan yang telah tersertifikasi yaitu:

Since 2019 until 2023, WIKA has collaborated with WIKA Professional Certification Institute, LPJK, Astekindo, and BNSP to organize training and certification for project workers, namely construction service partner workers. This aims to improve the competency certification of field workers to support the smooth running of work, as well as to minimize work errors and accidents. In addition, this initiative is also part of WIKA's efforts to create shared value. The number of employees who have been certified is.

| 2023 | 2022 | 2021 | 2020 | 2019 | Total |
|------|------|------|------|------|-------|
| 77   | 203  | 259  | 169  | 92   | 673   |

## ASPEK MASYARAKAT

### Dampak Operasi Terhadap Masyarakat Sekitar [OJK F.23, CRE7]

Perseroan senantiasa berupaya untuk memberikan dampak positif kepada masyarakat. Dengan adanya kegiatan operasional, Perseroan telah memberikan dampak positif pada keadaan sosial dan ekonomi daerah setempat seperti terbukanya kesempatan kerja, peningkatan pemberdayaan masyarakat sekitar, serta peningkatan pendapatan asli daerah. Perseroan juga

## COMMUNITY ASPECT

### Impact of Operations on Surrounding Communities [OJK F.23, CRE7]

The Company strives to bring positive impacts to the society. With its operational activities, the Company has brought positive impacts on local social and economic conditions such as opening up job opportunities, increasing the empowerment of surrounding community, and increasing local revenue. The Company has also carried out various Social and Environmental

telah melakukan berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang berorientasi pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Program TJSL diwujudkan dalam 4 (empat) pilar yaitu pilar ekonomi, pilar lingkungan, pilar sosial, dan pilar tata kelola. Selain itu, Perseroan juga telah terlibat dalam program pemerintah atas pembangunan infrastruktur, pengerjaan proyek yang ramah lingkungan, proyek infrastruktur dan hunian, serta melakukan pengadaan infrastruktur sampai ke daerah terdepan, tertinggal, terluar (3T).

Namun demikian, tidak dapat dihindari bahwa kegiatan operasional Perseroan juga dapat membawa dampak negatif terhadap lingkungan sekitar, seperti:

- Peningkatan polusi udara dari emisi genset dan mobilisasi kendaraan.
- Peningkatan kebisingan.
- Peningkatan pencemaran air dari limbah domestik yang dihasilkan.
- Timbulnya kemacetan lalu lintas di sekitar lokasi operasional.
- Gangguan estetika.

Timbulnya dampak-dampak di atas baik negatif dan positif ini harus dikelola dengan baik agar tidak membawa perubahan negatif dengan adanya kegiatan operasional Perseroan. Perseroan telah berupaya untuk memitigasi dampak-dampak negatif yang timbul akibat kegiatan operasionalnya. Upaya mitigasi dari peningkatan polusi udara yang dihasilkan dari emisi genset dan mobilisasi kendaraan dilakukan dengan merawat dan mempertahankan ruang terbuka hijau dari luas seluruh lahan yang dapat menetralkan polutan yang berasal dari gas buang dengan tidak mengesampingkan fungsi estetis, serta terus melakukan uji emisi genset secara berkala setiap 6 (enam) bulan sekali. Upaya mitigasi yang dilakukan oleh Perseroan dalam menangani kebisingan yang diakibatkan oleh kegiatan operasional di lokasi proyek yaitu dengan melakukan pengukuran internal yang memperhatikan bahwa tingkat kebisingan di lokasi proyek tidak melebihi Nilai Ambang Batas (NAB) yang telah ditetapkan.

Langkah Perseroan dalam memitigasi dampak pencemaran air dari limbah domestik yang dihasilkan yaitu melakukan pengelolaan air limbah dengan menggunakan IPAL sebelum dibuang ke saluran kota. Selanjutnya, terkait dengan kemacetan lalu lintas di sekitar lokasi operasional yang ditimbulkan oleh Perseroan, dimitigasi dengan menerapkan akses pintu masuk dan pintu keluar kendaraan pada tempat yang berbeda, memasang rambu-rambu lalu lintas serta menempatkan petugas pengatur lalu lintas.

Responsibility (CSR) programs that are oriented towards achieving the Sustainable Development Goals (SDGs). The CSR program is realized in 4 (four) pillars, namely economic pillar, environmental pillar, social pillar, and governance pillar. The Company is also involved in government programs for infrastructure development, environmentally friendly project works, infrastructure and residential projects, as well as procuring infrastructure to the foremost, disadvantaged, outermost (3T) areas.

However, it is unavoidable that the Company's operational activities can also have negative impacts on the surrounding environment, such as:

- Increased air pollution from generator emissions and vehicle mobilization.
- Increased noise.
- Increased water pollution from domestic waste produced.
- The emergence of traffic jams around operational locations.
- Aesthetic disturbances.

The above impacts, both negative and positive, must be managed properly so as not to bring negative changes to the Company's operational activities. The Company has endeavoured to mitigate the negative impacts arising from its operational activities. Mitigation efforts from increased air pollution resulting from generator emissions and vehicle mobilization are carried out by preserving and maintaining green open spaces of the entire land area that can neutralize pollutants originating from exhaust gases without compromising aesthetic function, as well as continuing to test generator emission periodically every 6 (six) months. The Company's mitigation efforts in handling noise caused by operational activities at the project site are by carrying out internal measurements that pay attention that the noise level at the project location does not exceed a predetermined Threshold Value (NAV).

The Company's action in mitigating the impact of water pollution from domestic waste generated is by managing wastewater using WWTP before being discharged into the city canals. Furthermore, the traffic jams around operational locations caused by the Company are mitigated by applying access to entrances and exits for vehicles in different places, installing traffic signs and placing traffic control officers.



Sepanjang tahun 2023, tidak terdapat masyarakat yang terkena pengusuran akibat adanya proyek yang dikerjakan oleh Perseroan. Selain itu, juga tidak ada orang yang dimukimkan kembali yang ditimbulkan dari kegiatan operasional Perseroan.

### Kepatuhan Terhadap Hukum dan Peraturan [GRI 2-27]

Dalam menjalankan kegiatan bisnisnya, Perseroan senantiasa berpedoman pada hukum dan peraturan yang berlaku. Sepanjang tahun 2023, tidak terdapat kasus ketidakpatuhan terhadap undang-undang dan peraturan yang menyebabkan denda dikeluarkan dan sanksi non moneter dikenakan.

### Pengaduan Masyarakat [OJK F.24, GRI 2-16, GRI 2-26]

Perseroan telah menyediakan sarana pengaduan bagi pemangku kepentingan untuk melaporkan setiap aktivitas operasional Perseroan yang mengganggu keberlangsungan kehidupan, merugikan pihak lain dan menimbulkan konflik. Pemangku kepentingan memiliki kesempatan untuk melaporkan langsung terkait dampak negatif yang ditimbulkan oleh proyek-proyek Perseroan. Perseroan berkomitmen untuk menindaklanjuti pengaduan dengan bijak sesuai dengan peraturan yang berlaku. Oleh karena itu, Perseroan melakukan upaya-upaya yang bersifat preventif agar tidak terulang kembali.

Perseroan juga menyediakan saluran pengaduan berupa sistem pelaporan pelanggaran (*whistleblowing system*/WBS) yang merupakan bentuk implementasi GCG. Sistem pelaporan ini berfungsi sebagai sarana dalam pencegahan, pengungkapan pelanggaran atau tindak kecurangan dalam Perseroan. Para pemangku kepentingan dapat menyampaikan hal-hal kritis lain terkait pelanggaran HAM. Pengaduan disampaikan melalui website [wbs.wika.co.id](https://wbs.wika.co.id). Perseroan berkomitmen untuk memberikan perlindungan pada pelapor. Laporan pelanggaran yang masuk dikelola oleh Tim Kepatuhan, Fungsi Kepatuhan Anti Penyuaan (FKAP), Tim Pencari Fakta, dan Majelis Kehormatan Pegawai.

Terkait dengan penanganan pengaduan, Tim Kepatuhan telah melakukan seleksi, konfirmasi (dari aspek kategori jenis pelanggaran, siapa yang melakukan dan kelengkapan dokumennya) dan verifikasi, serta memutuskan apakah laporan akan ditindaklanjuti atau diarsip untuk pelanggaran yang dilakukan oleh Pegawai Perseroan. Adapun berdasarkan Per-2/MBU/03/2023, setiap pengaduan dugaan pelanggaran untuk anggota Dewan Komisaris dan Direksi Perseroan yang masuk melalui aplikasi WBS maka wajib langsung diteruskan kepada WBS Kementerian BUMN. Dewan Komisaris sebagai Dewan Pengarah dan Direksi sebagai manajemen

Throughout 2023, there were no people affected by evictions due to projects undertaken by the Company. In addition, no people were resettled as a result of the Company's operational activities

### Compliance With Laws and Regulations [GRI 2-27]

In carrying out its business, the Company is always guided by applicable laws and regulations. Throughout 2023, there were no cases of non-compliance with laws and regulations that resulted in fines being issued and non-monetary sanctions being imposed.

### Public Complaints [OJK F.24, GRI 2-16, GRI 2-26]

The Company provides a means of complaint for stakeholders to report any operational activities of the Company that interfere with the continuity of life, harm other parties and cause conflict. Stakeholders have the opportunity to report directly regarding the negative impacts caused by the Company's projects. The Company is committed to following up complaints wisely in accordance with applicable regulations. Therefore, the Company makes preventive efforts to avoid re-occurrence.

The Company also provides a complaint channel in the form of whistleblowing system (WBS) which is a form of GCG implementation. This reporting system functions as a means of preventing, disclosing violations or acts of fraud within the Company. Stakeholders can report other critical issues related to human rights violations. Complaints are submitted through the website [wbs.wika.co.id](https://wbs.wika.co.id). The Company is committed to providing protection to the whistle-blowers. Reports of violations are managed by the Compliance Team, the Anti-Bribery Compliance Function (FKAP), the Fact-Finding Team, and the Employee Honor Council.

Regarding complaint handling, Compliance Team conducts selection, confirmation (from the category of violation type, who committed it and the completeness of documents) and verification, and decides whether the report will be followed up or archived for violations committed by employee. According to Regulation No. Per-2/MBU/03/2023, any reported allegations of violations involving members of the Board of Commissioners and Directors of the Company received through the WBS application must be forwarded directly to the WBS of Ministry of SOE. The Board of Commissioners, as the guiding body, and the Directors, as the top management,

puncak memberikan arahan agar efektivitas pelaksanaan WBS terus ditingkatkan, khususnya terkait dengan evaluasi frekuensi pelaporan WBS.

provide guidance to enhance the effectiveness of WBS implementation, especially concerning the evaluation of WBS reporting frequency.

**Tabel Jumlah dan Unit Usaha yang Menerima Pengaduan Masyarakat Tahun 2023**  
**Number and Business Units Receiving Public Complaints in 2023**

| Unit Usaha<br>Business Unit                        | Jumlah Pengaduan yang Diterima<br>Number of Complaints Received | Jenis Pengaduan<br>Type of Complaint                                                                                                                                                                                                        | Status                                                                                                                                                                                                                                                       |
|----------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Infrastructure 1 Division                          | 2                                                               | Kode etik dan harassment<br>Code of conduct and harassment                                                                                                                                                                                  | Ditolak<br>Rejected                                                                                                                                                                                                                                          |
| Infrastructure 2 Division                          | 1                                                               | Kode etik dan harassment<br>Code of conduct and harassment                                                                                                                                                                                  | Pengaduan Selesai Ditindaklanjuti<br>Complaint Has Been Followed-Up                                                                                                                                                                                          |
| Entitas Anak/Asosiasi<br>Subsidiaries/Associations | 5                                                               | <ul style="list-style-type: none"> <li>Penyuapan (1)</li> <li>Penyalahgunaan wewenang (3)</li> <li>Kode etik dan harassment (1)</li> <li>Bribery (1)</li> <li>Abuse of authority (3)</li> <li>Code of conduct and harassment (1)</li> </ul> | <ul style="list-style-type: none"> <li>Pengaduan Sedang ditindaklanjuti</li> <li>Pengaduan ditolak</li> <li>Pengaduan Selesai Ditindaklanjuti</li> <li>Complaint Under Review</li> <li>Complaint Rejected</li> <li>Complaint Has Been Followed-Up</li> </ul> |
| Tidak Valid (N/A)<br>Invalid (N/A)                 | 3                                                               | <ul style="list-style-type: none"> <li>Tes (1)</li> <li>Penyuapan (1)</li> <li>Penyalahgunaan wewenang (1)</li> <li>Test (1)</li> <li>Bribery (1)</li> <li>Abuse of authority (1)</li> </ul>                                                | Ditolak<br>Rejected                                                                                                                                                                                                                                          |
| <b>Total</b>                                       | <b>11</b>                                                       |                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                              |

### Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) [OJK F.25]

Kegiatan TJSL dilakukan dengan mengacu pada aksi keberlanjutan yang telah ditetapkan. Perseroan berprinsip pada pandangan *do good* pada *profit* dan *do well* pada penyelesaian masalah sosial serta lingkungan yang berkaitan langsung dengan *core business*. Aksi keberlanjutan perusahaan mempertimbangkan beberapa faktor, yakni:

1. Fokus pada peningkatan Citra Perusahaan  
Manfaat dari implementasi konsep *sustainable business* adalah untuk menaikkan citra dan reputasi perusahaan. Perusahaan selalu berusaha menghadirkan program TJSL yang berlandaskan konsep *Five Bottom Line*, 17 SDGs, dan ISO 26000 secara masif dan kreatif. Semakin kreatif dan inovatif dari program yang dirancang, makin meningkatkan citra dan reputasi perusahaan. Citra dan reputasi tersebut akan hadir seiring dengan pelaksanaan program TJSL yang berdampak baik bagi sektor sosial maupun lingkungan. Pada segi ekonomi, citra yang baik dari masyarakat berarti berdampak baik bagi nilai perusahaan di mata *stakeholder* dan *shareholder*, sehingga perusahaan mendapatkan penjualan produk yang baik serta saham perusahaan akan stabil atau malah meningkat.

### Environmental And Social Responsibility (SER) Activities [OJK F.25]

The SER activities are carried out in accordance with the established sustainability actions. The Company is principled in the view of *do good* in *profit* and *do well* in solving social and environmental problems that are directly related to the core business. Corporate sustainability actions consider several factors, namely:

1. Focus on improving Corporate Image  
The benefit of implementing the concept of sustainable business is to enhance the Company's image and reputation. The Company always tries to present a massive and creative SER program based on the *Five Bottom Line* concept, 17 SDGs, and ISO 26000 in massive and creative way. The more creative and innovative the programs are designed, the more the Company's image and reputation will improve. This image and reputation will be created along with the implementation of SER program that has good impacts on both social and environmental sectors. In economic point of view, good image from the community will positively affect the value of the Company in the eyes of stakeholders and shareholders, which eventually lead to good product sales obtained by the Company and its shares will be stable or even increase.



2. Fokus pada peningkatan Kesejahteraan Masyarakat  
Selanjutnya adalah bagaimana mengimplementasikan konsep *Five Bottom Line*, SDGs 3 dan 8 (*good health and well-being*, dan *decent work and economic growth*) dalam program TJSL diikuti dengan peningkatan kesejahteraan masyarakat. Tak bisa dihindari bahwa salah satu tujuan penting dari TJSL adalah bertanggung jawab secara sosial kepada masyarakat – terutama masyarakat yang tinggal di dekat lokasi sekitar area bisnis Perseroan. Salah satu elemen *Five Bottom Line* adalah *people*, yang berarti berkaitan dengan SDM atau masyarakat. Program yang dirancang harus memiliki dampak positif terhadap masyarakat sesuai dengan asas Kebutuhan Masyarakat. Masalah yang muncul di masyarakat juga harus diselesaikan salah satunya adalah melalui program TJSL yang akomodatif dari perusahaan.
3. Fokus pada Kelestarian Lingkungan Hidup  
Perseroan selalu memberikan perhatian pada besarnya partisipasi perusahaan terhadap kelestarian lingkungan hidup sesuai dengan SDGs 14 dan 15 (*life below water*, dan *life on land*). Menurut Wahana Lingkungan Hidup Indonesia (WALHI), eksploitasi dan ekstraksi sumber daya alam masih mendominasi di tahun 2022. Dan hal ini adalah akibat dari kegiatan industrialisasi oleh perusahaan-perusahaan. Karenanya, secara konstitusional, perusahaan wajib untuk mengefektifkan program TJSL dengan asas *Five Bottom Line* sebagai solusi dari kerusakan lingkungan hidup. Dengan program substansial, seperti Bantuan Pelestarian Alam, Bantuan Pengelolaan Lingkungan, dan *Green Office* maupun *Green Lifestyle* dapat menjadi solusi menyelesaikan permasalahan ini.
4. Fokus pada Kepuasan Pelanggan dan Loyalitas *Stakeholder*  
Terkait kepuasan pelanggan dan loyalitas *stakeholder* kepada perusahaan, juga sangat disadari oleh Perseroan bahwa beberapa *stakeholder* yang dapat membatalkan untuk membeli suatu produk berupa barang atau jasa dari perusahaan yang karena permasalahan sosial dan lingkungannya, menjadi tidak konsistennya terhadap komitmen dalam melaksanakan *sustainable business*. Konsep berkelanjutan dalam setiap program TJSL, akan berkesinambungan dengan meningkatkan kepuasan pelanggan serta loyalitas *stakeholder* kepada perusahaan sesuai dengan SDGs 12 (*responsible consumption and production*). Tak hanya itu, para pegawai yang juga akan merasakan kepuasan dan akan bersikap loyal bekerja di dalam perusahaan. Karena dari aspek sosiologis, pegawai merasa jika tindakan yang dilakukan oleh Perseroan dalam mengimplementasikan program TJSL berdampak baik terhadap sosial dan lingkungan.
2. Focus on improving Community Welfare  
Next is how to implement the Five Bottom Line concept, SDGs 3 and 8 (good health and well-being, and decent work and economic growth) in the SER program followed by improving community welfare. It is inevitable that one of the important goals of SER is to be socially responsible to the community – especially the people who live near the locations around the Company's business areas. One of the elements of the Five Bottom Line is people, which means relating to human resources or society. The program designed must have a positive impact on the community in accordance with the principle of Community Needs. Problems that arise in the community must also be resolved, one of which is through an accommodative SER program from the Company.
3. Focus on Environmental Sustainability  
The Company always pay attention to the scale of its participation in environmental sustainability in accordance with SDGs 14 and 15 (life below water, and life on land). According to the Indonesian Forum for Environment (WALHI), exploitation and extraction of natural resources still dominated in 2022, as a result of industrialization activities by companies. Therefore, constitutionally, companies are required to embody the SER program with the Five Bottom Line principle as a solution to environmental damage. Substantial programs, such as Nature Conservation Assistance, Environmental Management Assistance, and Green Office and Green Lifestyle can be a solution to solving such problem
4. Focus on Customer Satisfaction and Stakeholder Loyalty  
Regarding customer satisfaction and stakeholder loyalty to the Company, are well aware by the Company that some stakeholders may cancel buying a product in the form of goods or services from a Company that, due to social and environmental problems, has become inconsistent with the commitment to implementing a sustainable business. The sustainable concept in every SER program will be continued by increasing customer satisfaction and stakeholder loyalty to the Company in relation with SDGs 12 (responsible consumption and production). Not only that, employees will also feel satisfied and become loyal to work in the Company. Because from a sociological aspect, employees feel that the actions taken by the Company in implementing the SER program have a good social and environmental impact.



5. Tetap Fokus Mendukung *Sustainable Development*  
Perseroan telah berkomitmen ikut serta dalam mendukung pembangunan berkelanjutan (*sustainable development*) dengan mengoptimalkan manfaat dari sumber daya alam dan manusia. Pembangunan berkelanjutan ini juga dikonseptualisasikan menjadi *Sustainable Development Goals* (SDGs) yang telah disepakati oleh 193 negara, dengan 4 pilarnya yakni ekonomi, lingkungan, sosial dan tata kelola. Atas dasar ini, Perseroan akan berpartisipasi untuk mengambil peran dalam mewujudkan pembangunan berkelanjutan.

5. Stay Focused on Supporting Sustainable Development  
The Company is committed to participate in supporting sustainable development by optimizing the benefits of natural and human resources. Sustainable development is also conceptualized as Sustainable Development Goals (SDGs) which have been agreed upon by 193 countries, with 4 pillars namely economic, environmental, social and governance. On this basis, the Company will participate in taking a role in realizing sustainable development.

Sepanjang tahun 2023, Perseroan telah menyalurkan dana Rp13.610.707.569 untuk kegiatan Tanggung Jawab Sosial dan Lingkungan Perseroan. Berikut program-program TJSL yang telah dilakukan Perseroan di tahun 2023.

Throughout 2023, the Company has allocated Rp13,610,707,569 for Corporate Social and Environmental Responsibility activities. Here are the SER programs carried out by the Company in 2023.

**Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan**  
**SER Activities and Sustainable Development Goals**

| No | Jenis Kegiatan TJSL<br>SER Activities Types                                                                                                                                | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals                                                                                                                                                                                                                                                                                                                                                                   | Penjelasan<br>Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Capaian<br>Achievements                                                                                                                                                                                                                                                                                                                                                                                                   |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Program Sosial Kemasyarakatan<br>Community Social Programs                                                                                                                 |                                                                                                                                                                                                                                                               | <p>Selama tahun 2023, Perseroan berkontribusi dalam memberikan bantuan sembako bagi masyarakat di berbagai wilayah di Indonesia.</p> <p>During 2023, the Company contributed by donating basic necessities assistance to communities in various regions of Indonesia.</p>                                                                                                                                                                                                                                                                                                                                                                                            | <p>Tahun 2023 sebanyak kurang lebih 10.000 paket sembako di distribusikan ke penerima manfaat.</p> <p>Dana yang terealisasi:<br/>Rp2.753.475.652</p> <p>In 2023, around 10,000 food packages were distributed to beneficiaries.</p> <p>Realized funds:<br/>Rp2,753,475,652</p>                                                                                                                                            |
|    | Program Lingkungan berkelanjutan - Pengolahan Sampah Sungai dan lingkungan sekitar<br>Sustainable Environment Program - River Waste Management and Surrounding Environment |      | <p>Dimulai dari tahun 2020 Perseroan konsisten dalam penanganan lingkungan dan pemberdayaan masyarakat yang dimulai dari analisa permasalahan sosial dan lingkungan menjadi solusi dan dampak positif bagi masyarakat dengan membuat program NV Hub Environment Hub di muara dan daerah aliran sungai Cisadane.</p> <p>Starting from 2020, the Company has been consistent in addressing environmental issues and empowering communities, beginning with analysing social and environmental problems to creating solutions and positive impacts for communities through the NV Hub Environment Hub program in the estuary and river basin of the Cisadane River.</p> | <p>Pemberdayaan Masyarakat untuk terciptanya lingkungan yang bersih di muara Sungai cisadane yang dilengkapi dengan program pengukuran ekonomi kemasyarakatan.</p> <p>Dana yang terealisasi:<br/>Rp511.000.000</p> <p>Empowering the community to create a clean environment at the mouth of the Cisadane River, complete with a program for measuring socioeconomic impact.</p> <p>Realized funds:<br/>Rp511,000,000</p> |



**Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan**  
**SER Activities and Sustainable Development Goals**

| No | Jenis Kegiatan TJSL<br>SER Activities Types                                                                                                          | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals                                                                                                                                                                                                                                                                                                                                                         | Penjelasan<br>Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Capaian<br>Achievements                                                                                                                                                                                                                                                                                                                                            |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Program lingkungan berkelanjutan – pengelolaan Sampah Pantai DPSP Likupang Sustainable Environment Program - Beach Waste Management at DPSP Likupang |      | <p>Dimulai dari tahun 2022 sampai dengan 2023 program kolaborasi yang melibatkan 20 lebih BUMN dimana wika menjadi salah satu lead program lingkungan berkelanjutan bagi Daerah Pariwisata Super Prioritas (DPSP) Likupang, Sulawesi utara.</p> <p>Program lingkungan berupa pembuatan area terintegrasi pengolahan sampah menjadi produk yang bernilai ekonomi dan berdampak positif bagi masyarakat</p> <p>Starting from 2022 until 2023, there has been a collaboration program involving more than 20 SOEs, where WIKA is one of the lead programs in sustainable environmental initiatives for the Super Priority Tourism Area (DPSP) in Likupang, North Sulawesi. The environmental program involves creating an integrated waste management area that turns waste into economically valuable products and has positive impacts on the community.</p> | <p>Pemberdayaan Masyarakat untuk terciptanya lingkungan yang bersih di pantai wisata Likupang</p> <p>Dana yang terealisasi: Rp250.000.000</p> <p>Empowering the community to create a clean environment at Likupang tourist beach.</p> <p>Realized funds: Rp250,000,000</p>                                                                                        |
|    | Penanganan Perubahan Iklim - Tanam Pohon Climate Change Mitigation - Tree Planting                                                                   |                                                                                                                                                                                                                                                                                                                                        | <p>Perseroan selama tahun 2023 telah melakukan aksi penanaman pohon di berbagai wilayah sebanyak 7.700 pohon dalam upaya penyerapan carbon.</p> <p>During 2023, the Company conducted tree planting activities in various regions, totaling 7,700 trees, as part of carbon absorption efforts.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p>Aksi tanam Pohon sebanyak 7.700 Pohon selama tahun 2023</p> <p>Dana yang terealisasi: Rp447.008.75</p> <p>Planting 7,700 trees during 2023.</p> <p>Realized funds: Rp447,008,750</p>                                                                                                                                                                            |
|    | Bantuan Jalan dan Perbaikan Fasilitas Umum Road and Public Facility Improvements                                                                     |                                                                                                                                                                                                                                                                                                                                        | <p>Pada tahun 2023 Perseroan membantu masyarakat dengan membuat jalan dan perbaikan jalan di wilayah Jawa Barat.</p> <p>In 2023, the Company assisted the community by constructing roads and repairing existing roads in West Java.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>Perbaikan jalan dilakukan di salah satu jalan di Kab. Sumedang dan Kab Karawang, Desa sekitar wilayah operasi WIKA terbantu</p> <p>Dana yang terealisasi: Rp1.674.554.250</p> <p>Road repairs were carried out on a road in Sumedang Regency and Karawang Regency, helping villages around WIKA's operational areas.</p> <p>Realized funds: Rp1,674,554,250</p> |

**Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan**  
**SER Activities and Sustainable Development Goals**

| No | Jenis Kegiatan TJSL<br>SER Activities Types                                                                                                               | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals                                                                                                     | Penjelasan<br>Explanation                                                                                                                                                                                                                                                                                                                                                                                           | Capaian<br>Achievements                                                                                                                                                                                                                                                                                                                                                              |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Program Bantuan Pendidikan – Beasiswa Bagi Siswa Siswi berprestasi<br>Education Assistance Program - Scholarships for High-Achieving Students             |                                                                                      | Awal tahun 2023 Perseroan membantu beasiswa sebanyak 252 peserta didik.<br>At the beginning of 2023, the Company provided scholarships for 252 students.                                                                                                                                                                                                                                                            | Perseroan sebanyak 200 peserta didik sehingga dengan realisasi 252 terpenuhinya.<br><br>Dana yang terealisasi:<br>Rp1.404.380.000<br><br>The Company provided scholarships for 200 students, fulfilling a total of 252 beneficiaries.<br><br>Realized funds:<br>Rp1,404,380,000                                                                                                      |
|    | Program Dukungan Pembangunan Nasional – Sarana dan Prasarana Pendidikan<br>National Development Support Program - Education Facilities and Infrastructure |   | WIKA sesuai dengan amanah pemegang saham telah berkontribusi serta mendukung Pembangunan dan perbaikan infrastruktur Pendidikan di berbagai wilayah Indonesia.<br>WIKA, in line with shareholder mandates, has contributed to and supported the development and improvement of educational infrastructure in various regions of Indonesia.                                                                          | Selama tahun 2023, sebanyak 3 Unit Sarana dan Prasarana Pendidikan diperbaiki dan renovasi.<br>During 2023, a total of 3 educational facilities were repaired and renovated.                                                                                                                                                                                                         |
|    | Program Dukungan Keagamaan<br>Religious Support Program                                                                                                   |                                                                                    | WIKA melalui program TJSL telah berkolaborasi dengan kelompok keagamaan, institusi Pendidikan keagamaan baik pondok pesantren, pengurus tempat ibadah dan organisasi penunjang lainnya.<br>WIKA, through its CSR program, has collaborated with religious groups, religious educational institutions including pesantrens (Islamic boarding schools), worship place committees, and other supporting organizations. | Dalam upaya dukungan organisasi keagamaan dan kerohanian wika berkontribusi dalam aktivitas kegiatan serta pembangunan sarana dan prasarana.<br><br>Dana yang terealisasi:<br>Rp645.000.000<br><br>In supporting religious and spiritual organizations, WIKA contributes to activities and the development of facilities and infrastructure.<br><br>Realized funds:<br>Rp645,000,000 |

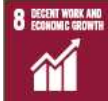


**Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan**  
**SER Activities and Sustainable Development Goals**

| No | Jenis Kegiatan TJSL<br>SER Activities Types                                                                                      | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals                   | Penjelasan<br>Explanation                                                                                                                                                                                                                                                  | Capaian<br>Achievements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Program Kesehatan bagi Masyarakat<br>Community Health Program                                                                    |    | Perseroan selama tahun 2023 melaksanakan program vaksin bagi masyarakat, donor darah bagi warga dan jalan sehat di lima kota.<br>During the year 2023, the Company implemented vaccination programs for the community, blood donation, and organized walks in five cities. | <p>Perseroan selama tahun 2023 telah membantu sebanyak lebih dari 1.000 orang dalam aktivitas kesehatan dan mendorong terwujudnya masyarakat yang hidup sehat dalam berbagai kegiatan seperti donor darah, pemeriksaan kesehatan.</p> <p>Dana yang terealisasi:<br/>Rp3.080.193.340</p> <p>During the year 2023, the Company has assisted more than 1,000 individuals in health-related activities, promoting a healthy lifestyle through various activities such as blood donation and health check-ups.</p> <p>Realized funds:<br/>Rp3,080,193,340</p> |
|    | Program Sosial pembangunan sarana prasarana masyarakat<br>Social Program for Community Facilities and Infrastructure Development |  | Dalam program sosial ini Perseroan mendukung sarana dan prasarana sosial<br>In this social program, the Company supports social facilities and infrastructure.                                                                                                             | <p>Awal tahun 2023 Perseroan aktif mendukung kegiatan masyarakat dengan mendukung baik kegiatan organisasi dan lembaga baik berupa perbaikan sarana dan prasarana lingkungan RW, RT dan skala organisasi atau kelompok yang lebih kecil.</p> <p>In early 2023, the Company actively supported community activities by aiding organizations and institutions in improving environmental facilities and infrastructure at the neighborhood and community as well as smaller organizational or group levels.</p>                                            |

Adapun kesesuaian tujuan pembangunan berkelanjutan yang dilakukan oleh Perseroan berdasarkan prioritas.

As for the suitability of sustainable development goals carried out by the Company based on priority.

| Keterangan<br>Description         | Dampak yang Tercipta<br>Created Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Prioritas Strategis Perseroan<br>Strategic Priorities of the Company                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | TPB<br>SDG                                                                                                                                                                                                                                                  |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pilar Ekonomi<br>Economic Pillars | <ul style="list-style-type: none"> <li>Memaksimalkan penggunaan Building Information Modelling (BIM)</li> <li>Integrasi rencana pengadaan (e-PMCS) dan pengadaan Perseroan mencatat 99,66% dari pemasok nasional</li> <li>Memperluas implementasi QHSE Information System (QIS)</li> <li>Penerapan SAP</li> <li>Penyerapan tenaga kerja lokal sekitar proyek</li> <li>Realisasi pelatihan hingga 64.466 jam setahun</li> <li>Terlibat dalam proyek infrastruktur di Ibu Kota Negara di Kalimantan Timur dengan tetap memperhatikan kelestarian lingkungan</li> <li>Berkontribusi dalam proyek pembangunan bendungan dan irigasi yang pengendalian banjir dan terpenuhinya bagi pertanian</li> <li>Konsisten dalam Pengembangan dan produksi motor listrik GESITS melalui entitas asosiasi.</li> <li>Maximizing the use of Building Information Modeling (BIM)</li> <li>Integration of procurement plan (e-PMCS)</li> <li>and procurement The Company recorded</li> <li>99,66% from national suppliers</li> <li>Expanded the implementation of QHSE Information System (QIS)</li> <li>SAP implementation</li> <li>Local labor absorption around project</li> <li>Training realization up to 64,466 hours a year</li> <li>Involved in infrastructure projects</li> <li>infrastructure projects in the National Capital City in East Kalimantan</li> <li>East Kalimantan with due regard to environmental sustainability</li> <li>Contributed to the project</li> <li>construction of dams and irrigation projects that control flooding and</li> <li>fulfillment for agriculture</li> <li>Consistent in the development and production of GESITS electric motorcycle through</li> <li>associated entities.</li> </ul> | <ul style="list-style-type: none"> <li>Menciptakan lapangan pekerjaan melalui proyek yang berjalan dan meningkatkan kapasitas Perseroan</li> <li>Leverage pada BIM sebagai alat rekayasa digital utama untuk meningkatkan efisiensi operasional secara keseluruhan</li> <li>Pengerjaan proyek infrastruktur dan hunian (rusun)</li> <li>Terlibat dalam program pemerintah atas pembangunan infrastruktur di Indonesia</li> <li>Pemberdayaan UMKM</li> <li>Creating jobs</li> <li>through ongoing projects and</li> <li>increase the Company's capacity</li> <li>Leverage on BIM as the</li> <li>digital engineering tool to</li> <li>improve overall operational efficiency</li> <li>overall operational efficiency</li> <li>Work on infrastructure projects and residential projects (flats)</li> <li>Involved in government programs</li> <li>program for infrastructure development in</li> <li>Indonesia</li> <li>Empowerment of MSMEs</li> </ul> |    |





| Keterangan<br>Description                | Dampak yang Tercipta<br>Created Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Prioritas Strategis Perseroan<br>Strategic Priorities of the Company                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | TPB<br>SDG                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pilar Lingkungan<br>Environmental Pillar | <ul style="list-style-type: none"> <li>Pengerjaan proyek dengan menggunakan analisis BIM 6D energi thermal dan computational fluid dynamics (CFD) untuk menghasilkan efisiensi terhadap material yang akan dipakai pada Proyek Istana dan Kantor Presiden di Ibu Kota Negara Kalimantan Timur</li> <li>Pemanfaatan energi terbarukan solar cell pada gedung Wika Tower II</li> <li>Terlibat dalam proyek infrastruktur di Ibu Kota Negara di Kalimantan Timur dengan tetap memperhatikan kelestarian lingkungan</li> <li>Menggunakan teknologi modern untuk menjaga keamanan konstruksi di bawah air</li> <li>Rehabilitasi lingkungan di sekitar bibir pantai saat pengerjaan proyek</li> <li>Menggunakan metode pengendalian zat berbahaya sebelum air limbah dibuang ke laut</li> <li>Meningkatkan perencanaan dan pengelolaan penggunaan lahan untuk proses konstruksi (polusi udara, kebisingan, pancang bumi, pembuangan air limbah konstruksi)</li> <li>Project execution with using BIM 6D energy analysis thermal and computational fluid dynamics (CFD) analysis to generate efficiency of the materials that will be used in the Presidential Palace and Office</li> <li>Presidential Palace and Office Project in the National Capital of East Kalimantan East</li> <li>Utilization of renewable energy solar cell in the Wika Tower II building</li> <li>Involved in infrastructure projects infrastructure projects in the State Capital in East Kalimantan</li> <li>East while still paying attention to environmental sustainability</li> <li>Using modern technology to maintain the safety of underwater construction underwater</li> <li>Rehabilitation of the environment around the shoreline shoreline during project work</li> <li>Using precipitation methods of harmful substances before wastewater discharged into the sea</li> <li>Improve planning and management of land use for the construction process (air pollution air, noise, earth piling, construction wastewater discharge)</li> </ul> | <ul style="list-style-type: none"> <li>Menciptakan peluang pengerjaan proyek pembangkit listrik tenaga air (microhydro) dan tenaga surya</li> <li>Pengembangan desain bangunan ramah lingkungan yang mengutamakan efisiensi energi listrik</li> <li>Melakukan pencatatan emisi GRK yang dihasilkan dari kegiatan proyek</li> <li>Penanaman pohon dengan spesifikasi penyerapan karbon yang tinggi.</li> <li>Membangun kerja sama yang tepat dengan vendor dalam mengatasi remediasi lahan sebelum proses konstruksi</li> <li>Creating work opportunities hydroelectric power projects (microhydro) and solar power projects</li> <li>Development of building designs environmentally friendly building designs that prioritizing electrical energy efficiency</li> <li>Keeping records of GHG emissions emissions generated from project activities</li> <li>Planting trees with high high carbon sequestration specifications.</li> <li>Establishing appropriate cooperation with vendors in addressing land remediation before the construction</li> </ul> |     |

| Keterangan<br>Description               | Dampak yang Tercipta<br>Created Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Prioritas Strategis Perseroan<br>Strategic Priorities of the Company                                                                                                                                                                                                                                                                                    | TPB<br>SDG                                                                                                                                                                  |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pilar Sosial<br>Social Pillar           | <ul style="list-style-type: none"> <li>Penerapan nondiskriminasi dan kesempatan kerja yang setara</li> <li>Memasukkan aspek HAM dalam praktik ketenagakerjaan</li> <li>Memberikan pelatihan peningkatan kompetensi bagi para mandor yang terlibat di proyek Perseroan</li> <li>Implementation of nondiscrimination and equal employment opportunity</li> <li>Incorporating human rights aspects in labor practices employment</li> <li>Provide training to improve training for foremen who involved in the Company's projects</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                            | <p>Kerja sama dengan lembaga pendidikan untuk mendapatkan calon tenaga kerja berkualitas</p> <p>Cooperation with educational institutions to obtain qualified workforce candidates quality</p>                                                                                                                                                          |                                                                                          |
| Pilar Tata Kelola<br>Governance Pillars | <ul style="list-style-type: none"> <li>Penerapan Sistem Manajemen Anti Penyuapan berbasis ISO 37001:2016</li> <li>Penerapan kode etik dan sistem pelaporan pelanggaran</li> <li>Adanya Perjanjian Kerja Bersama (PKB)</li> <li>Adanya Serikat Pekerja WIKA (Sekar WIKA)</li> <li>Melakukan kerja sama operasi dalam rangka perolehan proyek</li> <li>Melakukan alignment prosedur-prosedur internal dengan regulasi terbaru</li> <li>Implementation of Anti-Bribery Management System</li> <li>Bribery Management System based on ISO 37001:2016</li> <li>Implementation of code of ethics and system violation reporting system</li> <li>The existence of a Collective Labor Agreement (CLA)</li> <li>The existence of the WIKA Workers Union (Sekar WIKA)</li> <li>Conducting operating cooperation in project acquisition</li> <li>Aligning internal procedures with regulations procedures with the latest the latest</li> </ul> | <ul style="list-style-type: none"> <li>Kepercayaan dari pemangku kepentingan</li> <li>Memperluas partnership</li> <li>Mengikuti regulasi-regulasi terupdate yang berlaku bagi Perseroan</li> <li>Trust from stakeholders stakeholders</li> <li>Expanding partnerships</li> <li>Keeping up with updated regulations that apply to the Company</li> </ul> | <br> |

## Kolaborasi Wika Dengan Stakeholder dan Local Hero

PT Wijaya Karya (Persero) Tbk melakukan pemetaan sosial di Desa Tanjung Burung Kecamatan Teluk Naga Kabupaten Tangerang Provinsi Banten, di tahun 2021 sebelum program ini berjalan. Dari hasil pemetaan sosial, Perseroan menemukan adanya permasalahan yang muncul di Desa Tanjung Burung adalah adanya pantai sampah di muara Sungai Cisadane. Di lain pihak, tempat tersebut berpotensi menjadi tempat wisata. Namun sayangnya, saat ini muara Sungai Cisadane menjadi pantai sampah, dengan tumpukan sampah yang cukup tinggi. Ironisnya, kebanyakan sampah berasal dari wilayah lain mengingat Sungai Cisadane adalah sungai yang alirannya dapat melewati 2 (dua) provinsi yaitu Banten dan Jawa Barat. Jika tidak ditangani dengan benar, adanya penumpukan sampah tersebut dapat menimbulkan masalah lainnya seperti pencemaran air dan penurunan kualitas udara.

## Wika Collaboration With Stakeholder and Local Hero

PT Wijaya Karya (Persero) Tbk conducted a social mapping in Tanjung Burung Village, Teluk Naga District, Tangerang Regency, Banten Province, in 2021 before this program is carried out. From the results of social mapping, the Company discovered the issue that arose in Tanjung Burung Village is the presence of a trash beach at the mouth of Cisadane River. On the other hand, this location has a potential to become tourist destination. Unfortunately, the mouth of Cisadane River is currently a trash beach with a high pile of garbage. Ironically, most of the waste comes from other areas as Cisadane River flows through two provinces, Banten and West Java. If not handled properly, the accumulation of garbage can lead to other problems such as water pollution and decreased air quality.



Berdasarkan kondisi di atas, sejak tahun 2021 sampai dengan tahun 2023, pihak PT Wijaya Karya (Persero) Tbk menginisiasi Program Wika NV Hub, dengan dukungan Pemerintah Desa, Kecamatan dan Kabupaten, memberikan peralatan dan infrastruktur untuk pengolahan sampah. Bang Guntur sebagai warga lokal yang juga aktivis lingkungan, turut berperan aktif mengembangkan Program Wika NV Hub.

Dalam menjalankan program kolaborasi tersebut, untuk mengelola sampah anorganik, Perseroan memfasilitasi hanggar untuk mesin pengolah sampah anorganik, mesin cuci giling sampah anorganik, mesin untuk mencuci dan mengeringkan, hasil olahan dari mesin cacah, Mesin cacah sampah anorganik mesin untuk mencacah sampah anorganik, dan Mesin melting sampah anorganik mesin untuk melelehkan sampah anorganik yang tidak dapat dicacah, untuk dijadikan *eco paving*, sebagai bahan/material alternatif. Terkait pengolahan sampah organik, Perseroan memfasilitasi bioflok untuk budidaya lele, rumah maggot untuk budidaya maggot sebagai alternatif pakan ternak, mesin cacah organik, dan Motor listrik (3 roda) pengangkut sampah.

## TANGGUNG JAWAB PENGEMBANGAN PRODUK DAN/ ATAU JASA KEBERLANJUTAN

### INOVASI DAN PENGEMBANGAN PRODUK/JASA PEMBANGUNAN BERKELANJUTAN [OJK F.26]

Perseroan telah menunjukkan komitmen kuat dalam implementasi dan pengembangan produk dan jasa yang berkelanjutan. Melalui pendekatan yang terintegrasi dalam aspek *Environment, Social, dan Governance* (ESG), Perseroan telah mengembangkan berbagai inisiatif yang mencakup pengelolaan lingkungan, kontribusi sosial yang bertanggung jawab, dan tata kelola perusahaan yang baik. Proyek-proyek yang dijalankan mencerminkan komitmen WIKA terhadap pembangunan yang berkelanjutan.

Berikut beberapa inovasi Perseroan dalam mengembangkan produk yang mendukung pembangunan yang berkelanjutan.

1. Pengembangan Infrastruktur Berkelanjutan  
Perseroan telah mengembangkan infrastruktur berkelanjutan, seperti penggunaan modular, beton ramah lingkungan yaitu *channel girder pretension* dan *segment infiltration well*, serta penggunaan teknologi hijau untuk memperbaiki jalan dan jembatan.

Based on the conditions above, from 2021 to 2023, PT Wijaya Karya (Persero) Tbk initiated the Wika NV Hub Program, with the support of the Village, District and Regency Governments, providing equipment and infrastructure for waste processing. Bang Guntur, as a local resident who is also an environmental activist, has played an active role in developing the Wika NV Hub Program.

In this collaborative program, to manage inorganic waste, the Company facilitated a hangar for inorganic waste processing machines, a washing and grinding machine for inorganic waste, a machine for washing and drying processed waste from the grinding machine, a machine for chopping inorganic waste, and a melting machine for inorganic waste that cannot be chopped, to be used for eco-paving as an alternative material. Regarding organic waste processing, the Company facilitated a bio floc for catfish cultivation, a maggot house for maggot cultivation as alternative livestock feed, an organic waste chopping machine, and an electric motor (3 wheels) for waste transportation.

## RESPONSIBILITY FOR DEVELOPMENT OF SUSTAINABLE PRODUCTS AND/OR SERVICES

### INNOVATION AND DEVELOPMENT OF SUSTAINABLE PRODUCTS/ SERVICES [OJK F.26]

The Company has demonstrated a strong commitment to implementing and developing sustainable products and services. Through an integrated approach to Environment, Social, and Governance (ESG) aspects, the Company has developed various initiatives covering environmental management, responsible social contributions, and good corporate governance. The projects undertaken reflect WIKA's commitment to sustainable development.

Here are some of the Company's innovations in developing products that support sustainable development.

1. Sustainable Infrastructure Development  
The Company has developed sustainable infrastructure, such as the use of modular, environmentally friendly concrete, namely channel girder pretension and infiltration well segments, as well as the use of green technology to repair roads and bridges.

## 2. Inovasi Teknologi Hijau

Perseroan terus berinovasi dalam menggunakan teknologi hijau dalam pembangunan, seperti pemanfaatan panel surya, kendaraan motor listrik, dan penggunaan teknologi pompa hidram untuk irigasi di daerah yang sulit dijangkau.

## 3. Pembangunan *Green Building*

Perseroan juga telah membangun perumahan berkelanjutan dengan mengadopsi konsep *green building*, seperti penggunaan bahan bangunan ramah lingkungan, sistem pengolahan air limbah, dan peningkatan efisiensi energi.

## 4. Pembangunan Transportasi Berkelanjutan

Perseroan juga telah membangun transportasi berkelanjutan, seperti pembangunan monorel yang ramah lingkungan dan sistem transportasi cepat.

## 2. Green Technology Innovation

The Company continues to innovate in using green technology in development, such as the use of solar panels, electric motorized vehicles, and the use of hydraulic pump technology for irrigation in hard to reach areas.

## 3. Green Building Development

The Company has also built sustainable housing by adopting green building concept, such as the use of environmentally friendly building materials, wastewater treatment systems, and increased energy efficiency.

## 4. Sustainable Transportation Development

The Company has also built sustainable transportation, such as the construction of an environmentally friendly monorail and a fast transportation system.



WIKA Beton telah menetapkan dirinya sebagai pemimpin dalam inovasi dan keberlanjutan di industri bahan bangunan dengan langkah-langkah strategis menuju pengurangan dampak lingkungan. Inisiatif pertama adalah penggunaan semen Non OPC yang telah berhasil mengurangi emisi CO<sub>2</sub> secara signifikan. Dengan penggunaan lebih dari 60% semen Non OPC pada tahun 2023, WIKA Beton juga berhasil mengurangi 68 ribu ton CO<sub>2</sub>, yang setara dengan 18,51% dari total emisi.

Kedua, WIKA Beton telah mengembangkan produk beton yang ramah lingkungan, termasuk *Beton Low Carbon*, *Self Compacted Concrete* yang tidak memerlukan pemadatan getaran, dan *Geopolymer Concrete* yang merupakan inovasi beton tanpa semen. Produk ini mencerminkan komitmen WIKA Beton terhadap pembangunan berkelanjutan dan kepedulian terhadap lingkungan hidup.

Ketiga, WIKA Beton telah meningkatkan penggunaan energi terbarukan dengan memasang panel surya di atap pabrik, yang merupakan investasi jangka panjang untuk energi yang bersih dan terbarukan. Langkah ini tidak hanya mengurangi ketergantungan pada energi fosil tetapi juga memberikan efisiensi biaya dengan penghematan listrik hingga 15%, menunjukkan sinergi antara keberlanjutan dan efisiensi operasional.

Keempat WIKA Beton telah memperoleh Sertifikasi *Low Carbon Analysis*, menegaskan kredibilitas internasional produk mereka dalam konteks pengurangan karbon. Produk WIKA Beton terdaftar dalam website internasional yang menegaskan transparansi dan tanggung jawab Perusahaan. Selanjutnya, WIKA Beton juga sudah

WIKA Beton has positioned itself as a leader in innovation and sustainability in the construction materials industry with strategic steps towards reducing environmental impact. The first initiative is the use of Non-OPC cement, which has successfully reduced CO<sub>2</sub> emissions significantly. By using more than 60% Non-OPC cement in 2023, WIKA Beton also managed to reduce 68 thousand tons of CO<sub>2</sub>, equivalent to 18.51% of total emissions.

Secondly, WIKA Beton has developed environmentally friendly concrete products, including Low Carbon Concrete, Self-Compacted Concrete that does not require vibration compaction, and Geopolymer Concrete which is a cement-free concrete innovation. These products reflect WIKA Beton's commitment to sustainable development and environmental care.

Thirdly, WIKA Beton has increased the use of renewable energy by installing solar panels on the factory roof, which is a long-term investment in clean and renewable energy. This step not only reduces dependence on fossil fuels but also provides cost efficiency with electricity savings of up to 15%, demonstrating synergy between sustainability and operational efficiency.

Fourthly, WIKA Beton has obtained Low Carbon Analysis Certification, confirming the international credibility of their products in carbon reduction context. WIKA Beton's products are listed on an international website affirming transparency and corporate responsibility. Furthermore, WIKA Beton has also registered its products for EPD



mendaftarkan produknya agar tersertifikasi EPD (*Environment Product Declaration*) yang dikeluarkan oleh lembaga sertifikat internasional Green Building Certification Indonesia (GBCI).

Keseluruhan upaya ini bukan hanya tentang inovasi dan efisiensi, tetapi juga tentang membangun masa depan yang lebih hijau dan berkelanjutan melalui praktik bisnis yang bertanggung jawab. Wika Beton, melalui strategi ini, menunjukkan bahwa Wika Beton dapat menjadi katalisator perubahan positif dalam industri

(Environment Product Declaration) certification issued by the international Green Building Certification Indonesia (GBCI) institution.

Overall, these efforts are not just about innovation and efficiency but also about building a greener and more sustainable future through responsible business practices. Wika Beton, through this strategy, demonstrates that it can be a catalyst for positive change in the industry.



Wika Gedung telah mendemonstrasikan komitmen mereka terhadap keberlanjutan melalui konsep inovatif Gedung *Modular Zero Waste*. Strategi ini dirancang untuk mengurangi dampak lingkungan secara signifikan melalui penggunaan proses yang memperhatikan lingkungan, penggunaan energi yang efisien, dan sumber daya yang efisien.

Pertama, dengan metode *Offsite Construction*, Wika Gedung meminimalkan limbah konstruksi, polusi udara dan suara, ini menciptakan area kerja yang lebih bersih dan terorganisir. Pendekatan ini tidak hanya meningkatkan efisiensi tetapi juga mengurangi dampak konstruksi terhadap lingkungan.

Kedua, Wika Gedung menekankan pada efisiensi energi melalui konstruksi yang cepat, penggunaan alat berat yang sedikit, dan konsumsi energi yang rendah, yang pada gilirannya mengurangi emisi gas rumah kaca sebesar 17-30%. Dengan demikian, proyek-proyek mereka tidak hanya cepat dalam penyelesaian tetapi juga ramah lingkungan.

Ketiga, aspek Reuse dalam strategi konstruksi modular Wika Gedung memungkinkan komponen-komponen bangunan untuk mudah dipindahkan dan digunakan kembali, yang menambah nilai berkelanjutan dan mengurangi pemborosan sumber daya. Pendekatan ini sangat berharga dalam meningkatkan siklus hidup bahan dan mengurangi kebutuhan akan sumber daya baru.

Fokus pada pembangunan yang berkelanjutan juga tercermin dalam proyek-proyek nyata, seperti pembangunan bangunan gedung hijau (green building) Ibu Kota Nusantara (IKN) Kemenkomarves (BGH PUPR), IKN Rusun Paspampres (BGH PUPR), STMKG (BGH PUPR), dan IKN Proyek Wing 1 Kementerian PUPR.

Wika Gedung has demonstrated its commitment to sustainability through the innovative concept of Modular Zero Waste Building. This strategy is designed to significantly reduce environmental impact through environmentally conscious processes, efficient energy use, and resource efficiency.

Firstly, with the Offsite Construction method, Wika Gedung minimizes construction waste, air pollution, and noise, creating a cleaner and more organized work area. This approach not only improves efficiency but also reduces the environmental impact of construction.

Secondly, Wika Gedung emphasizes energy efficiency through fast construction, minimal heavy equipment use, and low energy consumption, resulting in a 17-30% reduction in greenhouse gas emissions. Thus, their projects are not only fast in completion but also environmentally friendly.

Thirdly, the Reuse aspect in Wika Gedung's modular construction strategy allows building components to be easily moved and reused, adding sustainable value and reducing resource wastage. This approach is valuable in increasing the lifespan of materials and reducing the need for new resources.

The focus on sustainable development is also reflected in real projects, such as the construction of green buildings for the Capital City of the Archipelago (IKN) of the Ministry of Communication and Culture (BGH PUPR), IKN Rusun Paspampres (BGH PUPR), STMKG (BGH PUPR), and IKN Wing 1 Project of the Ministry of PUPR.





WIKA Energi, sebagai bagian integral dari WIKA, telah menempatkan diri di garis depan pengembangan produk energi hijau terbaru, memperkuat posisi perusahaan dalam transisi energi berkelanjutan di Indonesia. Portofolio produk WIKA Energi mencakup solusi energi terbarukan yang inovatif dan efisien, yang dirancang untuk memenuhi kebutuhan energi masa kini dan mendukung konservasi lingkungan.

WIKA Energi telah menghasilkan beberapa produk unggulan antara lain WIKA Solar Water Heater, Air Conditioner Water Heater dan Heat Pump. Salah satu dari produk tersebut yakni WIKA Solar Water Heater telah dipasang di Winz Hotel Jakarta dengan 40 unit yang memiliki kapasitas 300L. Produk Water Heater telah digunakan oleh konsumen di hampir seluruh wilayah Indonesia.

WIKA Energi juga memproduksi WIKA PhotoVoltaic dengan berbagai macam produk seperti PLTS dengan kapasitas 36,4 MWp, PJUTS sebanyak 23.759 titik, LTHSE sebanyak 87.865 titik di tahun 2023 di seluruh Indonesia. Produk ini mencakup modul PV dan komponen, sistem atap, sistem hybrid terpusat, sistem pompa solar, dan sistem rumah solar, menekankan keberlanjutan dan inovasi dalam penyediaan energi. WIKA lamp, produk pencahayaan yang memanfaatkan energi surya, telah diterapkan di Mandalika sebagai sistem penerangan jalan umum solar. Dengan pemasangan di 151 wilayah di seluruh Indonesia, WIKA Lamp menyediakan solusi pencahayaan yang hemat energi dan berkelanjutan.

WIKA Energi mengambil langkah revolusioner dengan memperkenalkan GESITS, sepeda motor listrik yang menjadi lambang kemajuan teknologi dan inovasi. Dengan penjualan 6.120 unit dan menguasai 25,98% pangsa pasar, GESITS tidak hanya merepresentasikan komitmen WIKA Energi terhadap mobilitas berkelanjutan tetapi juga memenuhi permintaan pasar yang berkembang untuk transportasi yang lebih bersih.

Melalui karya-karya ini, WIKA Energi telah menunjukkan komitmennya untuk mendorong inovasi dalam produk-produk energi terbarukan, dengan menanamkan nilai-nilai keberlanjutan dalam setiap aspek operasionalnya. Ini menegaskan visi WIKA Energi untuk menjadi pemimpin dalam pembangunan yang bertanggung jawab lingkungan, mendukung transisi energi Indonesia menuju masa depan yang lebih hijau dan berkelanjutan.

WIKA Energi, as an integral part of WIKA, has positioned itself at the forefront of developing renewable green energy products, strengthening the Company's position in Indonesia's sustainable energy transition. WIKA Energy's product portfolio includes innovative and efficient renewable energy solutions designed to meet current energy needs and support environmental conservation.

WIKA Energi has produced several superior products, including WIKA Solar Water Heater, Air Conditioner Water Heater and Heat Pump. One of these products, namely WIKA Solar Water Heater, has been installed at Winz Hotel Jakarta in the amount of 40 units with a capacity of 300L. Water Heater products have been used by consumers in almost all regions of Indonesia.

WIKA Energi also produces WIKA PhotoVoltaic with various products such as PLTS with a capacity of 36.4 MWp, PJUTS with 23,759 points, LTHSE with 87,865 points in 2023 throughout Indonesia. These products include PV modules and components, rooftop systems, centralized hybrid systems, solar pump systems, and solar home systems, emphasizing sustainability and innovation in energy supply. WIKA lamp, a lighting product that utilizes solar energy, has been implemented in Mandalika as a solar public street lighting system. With installations in 151 regions throughout Indonesia, WIKA Lamp provides energy efficient and sustainable lighting solutions.

WIKA Energi takes a revolutionary step by introducing GESITS, an electric motorcycle symbolizing technological progress and innovation. With sales of 6,120 units and a market share of 25.98%, GESITS not only represents WIKA Energi's commitment to sustainable mobility but also meets the growing market demand for cleaner transportation.

Through these initiatives, WIKA Energi has demonstrated its commitment to driving innovation in renewable energy products, embedding sustainability values in every operational aspect. This reaffirms WIKA Energi's vision to be a leader in environmentally responsible development, supporting Indonesia's energy transition towards a greener and more sustainable future.



Wika Rekayasa Konstruksi telah berkomitmen penuh terhadap pembangunan berkelanjutan melalui serangkaian proyek energi terbarukan yang signifikan. Sebagai bagian dari dedikasi ini, Wika telah menyelesaikan berbagai proyek yang tidak hanya menguatkan infrastruktur energi terbarukan di Indonesia tetapi juga menunjukkan inovasi dan kepemimpinan dalam sektor konstruksi.

**Pembangkit Listrik Tenaga Panas Bumi Lumut Balai 1 & 2:**

Dengan kapasitas total 110 MW, proyek ini memanfaatkan energi geotermal, yang merupakan sumber energi bersih dan berkelanjutan, untuk menyediakan listrik bagi populasi yang semakin bertumbuh.

**Pembangkit Listrik Tenaga Surya Atap Hyundai Factory:**

Ini adalah contoh kemitraan industri yang sukses dengan kapasitas sebesar 3,2 MWp, menunjukkan bagaimana teknologi solar rooftop dapat digunakan dalam skala besar untuk mengurangi jejak karbon industri manufaktur.

**Konversi Mesin Nelayan dari Diesel ke LPG:**

Proyek ini merupakan langkah nyata dalam mengurangi emisi dan polusi dari sektor perikanan dengan mengkonversi mesin kapal nelayan untuk menggunakan bahan bakar yang lebih bersih.

**Pembangkit Listrik Tenaga Surya Rooftop dan Cold Storage:**

Dengan kapasitas 5,6 MWp, proyek ini mengintegrasikan energi solar dalam sistem penyimpanan dingin, memperkuat ketahanan energi dan efisiensi operasional dalam sektor logistik dan penyimpanan.

**Pembangkit Listrik Tenaga Surya Ground Mounted PLN Batam:**

Proyek dengan kapasitas 1,0 MWp ini menunjukkan bagaimana lahan dapat dioptimalkan untuk produksi energi terbarukan, menambah kapasitas listrik di Batam.

**Pembangkit Listrik Tenaga Surya Floater Randu Gunting - Blora:**

Proyek inovatif ini dengan kapasitas 600 KWp, mengeksplorasi penggunaan badan air untuk mengapungkan panel surya, mengoptimalkan penggunaan ruang dan memberikan solusi energi bersih.

**Pembangkit Listrik Tenaga Surya Universitas Tanjung Pura:**

Dengan kapasitas 1,5 MWp, proyek ini mendukung inisiatif pendidikan berkelanjutan dengan memasok energi bersih ke kampus universitas.

Wika Rekayasa Konstruksi has fully committed to sustainable development through a series of significant renewable energy projects. As part of this dedication, Wika has completed various projects that not only strengthen renewable energy infrastructure in Indonesia but also showcase innovation and leadership in the construction sector.

**Lumut Balai Geothermal Power Plants 1 & 2:**

With a total capacity of 110 MW, this project harnesses geothermal energy, a clean and sustainable energy source, to provide electricity for the growing population.

**Hyundai Factory Rooftop Solar Power Plant:**

This is a successful industrial partnership example with a capacity of 3.2 MWp, demonstrating how solar rooftop technology can be used on a large scale to reduce the carbon footprint of manufacturing industries.

**Conversion of Fishermen's Engines from Diesel to LPG:**

This project is a tangible step in reducing emissions and pollution from the fishing sector by converting fishermen's boat engines to use cleaner fuel.

**Rooftop Solar Power Plants and Cold Storage:**

With a capacity of 5.6 MWp, this project integrates solar energy into cold storage systems, strengthening energy resilience and operational efficiency in the logistics and storage sector.

**Ground-Mounted Solar Power Plant PLN Batam:**

With a capacity of 1.0 MWp, this project demonstrates how land can be optimized for renewable energy production, adding electrical capacity in Batam.

**Floater Solar Power Plant Randu Gunting - Blora:**

This innovative project with a capacity of 600 KWp explores the use of water bodies to float solar panels, optimizing space usage and providing a clean energy solution.

**Tanjung Pura University Solar Power Plant:**

With a capacity of 1.5 MWp, this project supports sustainable education initiatives by supplying clean energy to the university campus.

Pembangkit Listrik Tenaga Surya Institut Teknologi Sumatera: Proyek serupa dengan kapasitas 1,0 MWp, ini menunjukkan komitmen WIKA untuk mendukung lembaga pendidikan dengan energi terbarukan.

Pembangkit Listrik Tenaga Surya ITN Malang: Dengan kapasitas 1,5 MWp, proyek ini mengukuhkan peran energi terbarukan dalam sektor pendidikan dan riset.

Inisiatif-inisiatif ini secara keseluruhan mencerminkan strategi WIKA Rekayasa Konstruksi untuk mempromosikan penggunaan energi terbarukan dan memperkuat infrastruktur energi hijau di Indonesia. Dengan menyelesaikan proyek-proyek penting ini, WIKA tidak hanya memberikan kontribusi pada lingkungan tetapi juga menunjukkan bagaimana teknologi bersih dapat diintegrasikan dalam berbagai aspek kehidupan sosial dan ekonomi, mendukung visi Indonesia yang lebih hijau dan berkelanjutan.

### PRODUK/JASA YANG SUDAH DIEVALUASI KEAMANANNYA BAGI PELANGGAN [OJK F.27, GRI 416-1, 416-2, CRE8]

Komitmen Perseroan dalam melaksanakan dan menjaga sistem manajemen mutu ditujukan untuk tercapainya sasaran strategis dan memenuhi harapan dan kepuasan pelanggan serta seluruh pemangku kepentingan Perseroan. Proses pengawasan mutu produk yang dilakukan oleh WIKA yaitu dengan penilaian produk akhir. Penilaian produk akhir dipisahkan antara segi desain dan *commissioning*. Sebelum diserahkan kepada pemberi kerja, manajemen WIKA wajib untuk memastikan bahwa seluruh bagian (100%) sudah dievaluasi keamanannya.

Penilaian produk akhir melalui beberapa tahap, yaitu *quality* dan inspeksi. Hal ini tercakup di dalam dokumen Manager Construction Project/Deputy Manager Construction Project (MCP/DMCP). Penilaian akhir produk tersebut bertujuan untuk memastikan alat-alat berfungsi sesuai dengan spesifikasinya. Di samping itu, WIKA juga melakukan proses *commissioning* setelah proses FAT disetujui oleh pemberi kerja. Proses kontrol sebelum tahap *commissioning* antara lain:

1. *Pre-Safety Start Review* (PSSR), yaitu proses inspeksi bersama yang terbagi menjadi punchlist A dan punchlist B. Punchlist A harus diselesaikan sebelum *commissioning* berjalan dan telah disetujui oleh pemberi kerja, sementara punchlist B dapat diselesaikan setelah *commissioning* berjalan. Pihak yang melakukan inspeksi yaitu WIKA (*Quality Control*), manajemen konstruksi, dan pemberi kerja.

Sumatera Institute of Technology Solar Power Plant: Similar to the previous project with a capacity of 1.0 MWp, this project demonstrates WIKA's commitment to supporting educational institutions with renewable energy.

ITN Malang Solar Power Plant: With a capacity of 1.5 MWp, this project strengthens the role of renewable energy in the education and research sector.

These initiatives collectively reflect WIKA Rekayasa Konstruksi's strategy to promote the use of renewable energy and strengthen green energy infrastructure in Indonesia. By completing these significant projects, WIKA not only contributes to the environment but also shows how clean technology can be integrated into various aspects of social and economic life, supporting Indonesia's vision for a greener and more sustainable future.

### PRODUCTS/SERVICES THAT HAVE BEEN EVALUATED FOR CUSTOMER SAFETY [OJK F.27, GRI 416-1, 416-2, CRE8]

The Company's commitment in implementing and maintaining a quality management system in order to achieve strategic goals and meet the expectations and satisfaction of customers and all stakeholders. The product quality control process carried out by WIKA is by evaluating the final product. Assessment of the final product is separated in terms of design and commissioning. Before being handed over to the owner, WIKA's management is required to ensure that all parts (100%) have been evaluated for safety.

Assessment of the final product through several stages, namely quality and inspection, as covered in the Manager Construction Project/Deputy Manager Construction Project (MCP/DMCP) document. The final assessment of the product aims to ensure the tools function according to specifications. In addition, WIKA also carries out the commissioning process after FAT process is approved by the owner. The control process before the commissioning stage includes:

1. *Pre-Safety Start Review* (PSSR), a joint inspection process that is divided into punchlist A and punchlist B. Punchlist A must be completed before commissioning takes place and has been approved by the owner, while punchlist B can be completed after commissioning has taken place. The parties carrying out the inspection are WIKA (*Quality Control*), construction management, and the owner.



2. *Factory Acceptance Test (FAT)*, yaitu proses pengetesan akhir suatu peralatan sebelum dikirim ke site. Material atau peralatan harus melalui test QC yang ketat sehingga dipastikan barang dalam kondisi yang baik.

Perseroan juga senantiasa memberikan jaminan pemeliharaan bagi setiap proyek yang telah diselesaikan. Hal ini merupakan langkah mitigasi untuk keselamatan pelanggan dan pengguna di kemudian hari. Jaminan pemeliharaan mengacu pada Prosedur Keuangan, Akuntansi dan Perpajakan nomor WIKA-KEU-OM-01.01 tanggal 30 Juni 2023. Dalam pelaksanaan proyek selalu disertai dengan asuransi Contractors All Risk (CAR)/Erection All Risks (EAR). Asuransi tersebut bertujuan untuk memberikan perlindungan atas berbagai risiko selama konstruksi masih termasuk di dalam periode kontrak. Risiko yang dimaksudkan yaitu adanya kerugian atas kerusakan bangunan, tuntutan pihak ketiga akibat cedera tubuh, dan kerugian bangunan akibat ketidaksesuaian kondisi berdasarkan kontrak perjanjian awal, serta penundaan pengerjaan proyek. Sepanjang tahun 2023, tidak terdapat insiden ataupun denda akibat ketidakpatuhan pada K3 terkait produk dan jasa, yang dapat membahayakan pelanggan maupun pengguna akhir.

## DAMPAK PRODUK/JASA [OJK F.28]

Perseroan merupakan Perusahaan Konstruksi yang setiap proses produksinya akan selalu memberikan dampak negatif pada beberapa aspek, meliputi:

1. Dampak Fisik dan kimia, meliputi peningkatan Kebisingan, kerusakan Permukaan dan pengotoran jalan, Getaran, Polusi tanah, air dan udara.
2. Dampak Biologis, meliputi kepunahan flora dan fauna pada area konstruksi.
3. Dampak Sosial, Ekonomi dan Budaya, meliputi ketegangan sosial, terganggunya mobilitas masyarakat (kemacetan), hilangnya mata pencaharian, penambahan biaya kesehatan, dan perubahan tingkat pendapatan.

Oleh karena itu, Perseroan selalu melakukan beberapa langkah mitigasi dalam mengantisipasi dampak negatif pada hal tersebut, di antaranya:

1. Melakukan pengukuran atas ambang batas terkait dengan dampak negatif yang dihasilkan sesuai dengan prosedur Perseroan Sistem Manajemen Keselamatan dan Kesehatan Kerja dan Lingkungan (SMK3L) nomor WIKA-HSE-PM-01.01 secara berkala.
2. Melakukan sosialisasi kepada *stakeholder* di lingkungan proyek atas hal tersebut dan melakukan aktivitas sosial, ekonomi dan budaya untuk mengurangi dampak negatif yang timbul di masyarakat.

2. *Factory Acceptance Test (FAT)*, the final testing process of an equipment before being sent to the site. Materials or equipment must go through a strict QC test to ensure that the goods are in good condition.

The Company always provides maintenance guarantees for each project that has been completed. This is a mitigation measure for the safety of customers and users in the future. The maintenance guarantee refers to the Financial, Accounting and Taxation Procedure number WIKA-KEU-OM-01.01 dated June 30, 2023.. Project implementation is always accompanied by Contractors All Risk (CAR)/Erection All Risks (EAR) insurance. The insurance aims to provide protection against various risks as long as included in the contract period. The risks referred to are losses from damage to buildings, claims from third parties due to bodily injuries, and losses to buildings due to non-compliance with conditions based on the initial contract agreement, as well as delays in project work. Throughout 2023, there were no incidents or fines due to non-compliance with OHS related to products and services, which could endanger customers or end users.

## IMPACT OF PRODUCTS/SERVICES [OJK F.28]

The Company, being a Construction Company, acknowledges that every production process will inevitably have negative impacts on several aspects, including:

1. Physical and Chemical Impacts, including increased Noise, road Surface damage and contamination, Vibrations, Soil, water, and air Pollution.
2. Biological Impacts, including extinction of flora and fauna in the construction area.
3. Social, Economic, and Cultural Impacts, including social tensions, disrupted community mobility (traffic jams), loss of livelihoods, increased health costs, and changes in income levels.

Therefore, the Company takes several mitigations in anticipating negative impacts on this matter, including:

1. Conduct periodic measurements of the threshold associated with negative impacts in accordance with the procedures of the Company's Occupational and Environmental Safety and Health Management System (SMK3L) number WIKA-HSE-PM-01.01.
2. Conduct outreach to stakeholders in the project environment regarding this matter and carry out social activities to reduce the negative impacts that arise in society

3. WIKA berhasil mengembangkan produk Inovasi Berkelanjutan adalah Green Concrete Product, Modular System, dan Pohon Energi.

Namun demikian, Perseroan juga mampu memberikan dampak positif dari produk dan jasanya meliputi:

1. Produk dan jasa yang dihasilkan dapat digunakan sebagai upaya interkoneksi penduduk.
2. Meningkatkan kebutuhan masyarakat dengan adanya jembatan dan waduk.

### JUMLAH PRODUK YANG DITARIK KEMBALI [OJK F.29]

Sepanjang tahun 2023, tidak terdapat produk dan jasa Perseroan yang ditarik kembali.

### SURVEI KEPUASAN PELANGGAN TERHADAP PRODUK DAN/ATAU JASA [OJK F.30]

Dalam memastikan kepuasan dan kebutuhan pelanggan terpenuhi, Perseroan telah melakukan survei kepuasan pelanggan yang dilaksanakan secara rutin setiap tahun. Indeks kepuasan pelanggan menjadi salah satu faktor yang dapat menjadi tolak ukur bagi Perseroan untuk menentukan keberhasilan dalam mengerjakan proyek-proyeknya. Perseroan dapat memastikan bahwa produk/jasa yang disediakan memenuhi kebutuhan pelanggan dan memperbaiki layanan yang tidak memuaskan. Hal ini dapat meningkatkan kepercayaan dan kepuasan pelanggan, serta meningkatkan reputasi perusahaan. Kepuasan pelanggan juga menjadi investasi bagi Perseroan karena memungkinkan untuk dapat menjalin kerja sama kembali di kemudian hari. Oleh karenanya, Perseroan selalu berkomitmen untuk memberikan pengalaman terbaik kepada setiap pelanggannya dengan memberikan hasil berkualitas dan tidak mengecewakan pelanggan. Hasil survei kepuasan pelanggan yang dipublikasikan di tahun 2023 menunjukkan nilai indeks kepuasan pelanggan untuk pelaksanaan survei di tahun 2022 sebesar 3,81 (dari skala 5) dengan kategori "Cukup Puas".

3. WIKA has successfully developed Sustainable Innovation products, namely Green Concrete Product, Modular System, and Energy Trees.

The Company is also able to bring out the positive impacts from its products and services, such as:

1. The products and services produced can be used as an effort to interconnect the population.
2. Increasing community needs with bridges and reservoirs.

### NUMBER OF WITHDRAWN PRODUCTS [OJK F.29]

Throughout 2023, there were no products and/services of the Company that were withdrawn.

### CUSTOMER SATISFACTION SURVEY ON PRODUCTS AND/OR SERVICES [OJK F.30]

In ensuring customer satisfaction and meeting their needs, the Company has conducted customer satisfaction surveys regularly every year. The customer satisfaction index becomes one of the factors that can be used as a benchmark for the Company to determine the success of its projects. The Company can ensure that the products/services provided meet customer needs and improve unsatisfactory services. This can increase customer trust and satisfaction, as well as improve the Company's reputation. Customer satisfaction is also an investment for the Company because it allows for possible future collaborations. Therefore, the Company is always committed to providing the best experience to each of its customers by delivering high-quality results and not disappointing customers. The results of customer satisfaction survey published in 2023 showed that the customer satisfaction index value for the survey in 2022 is 3.81 (out of a scale of 5) in the "Fairly Satisfied" category.





# Verifikasi Tertulis dari Pihak Independen [OJK G.1, GRI 2-5]

## Written Verification from Independent Party [OJK G.1, GRI 2-5]

Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk tahun 2023 telah diverifikasi oleh pihak independen yang kompeten di bidangnya. Perseroan menunjuk SR Asia Indonesia untuk melakukan verifikasi laporan ini. Penunjukan terhadap pihak independen dipilih atas dasar hasil keputusan manajemen. Di samping itu, Perseroan memastikan bahwa tidak terdapat benturan kepentingan dalam proses verifikasi laporan. Proses verifikasi dilakukan dengan menggunakan tipe 1 dan tipe 2 berdasarkan standar AA1000 Assurance Standard v.3. Adapun ruang lingkup verifikasi yaitu kesesuaian pada prinsip-prinsip pelaporan dan ketentuan indikator pelaporan.

Sustainability Report of PT Wijaya Karya (Persero) Tbk year 2023 has been verified by an independent party who are competent in their fields. The Company appointed SR Asia Indonesia to verify this report. The appointment of an independent party is chosen on the basis of management decision. In addition, the Company ensures that there is no conflict of interest in the report verification process. The verification process is conducted by using type 1 and type 2 based on AA1000 Assurance Standard v.3. The scope of scope of verification is conformity to the principles of reporting principles and reporting indicator provisions.



### Independent Assurance Statement

#### The 2023 Sustainability Report of PT Wijaya Karya (Persero) Tbk

Number : 08/000-758/VII/2024/SR-Asia/Indonesia

Assurance Type : Type 1 and Type 2 for material topics of Occupational Health and Safety

Assurance Level : Moderate

Reporting Standards : GRI Universal Standard 2021 Consolidated and GRI G4 Construction and Real Estate Sector Standard

Reporting Regulation : Sustainable Finance Regulation POJK No. 51/POJK.03/2017 (Indonesia)

Dear stakeholders,

PT Sejahtera Rambah Asia or "SR Asia" is issuing an **Independent Assurance Statement** ("the Statement") of the **2023 Sustainability Report** ("the Report") of **PT Wijaya Karya (Persero) Tbk** ("the Company"). The Company's main business is construction and real estate. The Company currently has five business lines that is investment, realty & property, infrastructure & building, energy & industrial plant and industry. The Report presents the commitment and efforts of the Company in managing its sustainability performance for the reporting period of **January 1st to December 31st, 2023**. As agreed with Management, SR Asia's responsibility is to make an assessment based on the data and content of the Report for the year.

#### Intended User and Purpose

The purpose of the Statement is to present our opinion including the findings and recommendations based on the results of assurance work to the Company's stakeholders. The Assurance Team in accordance with specific procedures and a specific scope of work carried out the assessment. Except for the areas covered in the scope of the assurance, we encourage all NOT to solely interpret the Statement as the basis to conclude the Company's overall sustainability performance.

#### Responsibilities

Our responsibilities to the Management are to evaluate the Report content, come up with findings and recommendations, and issue the Statement. We are also responsible for coming up with conclusions and recommendations based on the agreed standards, methods, and approaches. Hence, SR Asia is only evaluated for the latest received editorial and data on the final draft as of April 8<sup>th</sup>, 2024. SR Asia is only responsible for delivering assurance work, NOT an audit, by following the Non-Disclosure Agreement, the Assurance Engagement Agreement, Representation Letter, and Subsequent Event Testing. The Management has its sole responsibility for the presentation of data, information, and disclosures in the Report content. Therefore, any parties who depend on the Report and this Statement shall bear and manage their risks.

#### Independence, Impartiality, and Competency

SR Asia confirms NO relationships between the assessor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assessor team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assessor team members have knowledge of ISO 26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations, standards, and principles, such as POJK No. 51/POJK.03/2017

SR Asia Independent Assurance Statement, version 2024, page 1 of 5



(POJK 51) regulation, Circular Letter of OJK (SEOJK No.16/SEOJK.03/2021), GRI Standard 2021 Consolidated, GRI G4 Construction and Real Estate Sector Standard.

### Others

As part of our examination of the Company's Report dated December 31st, 2023, the Company has made adjustments to the Report that was previously used with references to become in accordance. The company has restated its sustainability report December 31st 2023 in accordance with the in-accordance principle. In our opinion, these adjustments are appropriate and have been appropriately implemented. Prior to this report, we issued the assurance report No.08/000-174/VII/2024/SR-Asia/Indonesia, dated April 8th, 2024. Apart from those relating to the adjustment of principles with reference to in accordance, we do not express an opinion or other forms of assurance for the Report ending on that date.

### Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content.
2. **Type 2 assurance** on Occupational Health and Safety.
3. **A moderate level of assurance** to the procedure on the Report content and evidence, where the risks of information and conclusions of the Report being error is reduced, but not to very low, but not zero.

### Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1<sup>st</sup> to December 31<sup>st</sup>, 2023**.
2. Material topics presented in the Report: **Occupational Health and Safety (OHS), Anti Corruption, Economic Performance, Waste, Emission, Education and Training**.
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. SR Asia does NOT include financial data, information, and figures in the Report content. We assumed that the Company, independent parties, or other parties associated with the Company have verified and/or audited financial statements, data, and information.
5. Adherence to the following reporting principles, standards, and regulations:
  - a) Consolidated set of GRI Sustainability Reporting Standards 2021 (GRI Universal Standards) issued by the Global Reporting Initiative and G4 Construction and Real Estate Sector Standard (GRI-G4 CRE) issued by the Global Reporting Initiative.
  - b) Regulation of Otoritas Jasa Keuangan (OJK) No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institution, Listed, and Public Companies (POJK 51) with reference to OJK Circular Letter (SEOJK) 2022 No.16/SEOJK.04/2021.

### Exclusion

1. The expression of opinion, belief, expectation, advertisement, and also forward-looking statements, including future planning of the Company as specified in the Report content.
2. Analysis or assessment against regulations, principles, standards, guidelines, and indicators other than those indicated in the Statement.
3. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.

### Methodology and Source Disclosure

SR Asia Independent Assurance Statement, Version 2024, page 2 of 5



1. Form an assessor team composed of individuals proficient in both sustainability report development and assurance standard.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the assessor team.
3. Hold a kick-off meeting and initial analysis of the Report draft based on the SR Asia Protocol on Assurance Analysis refers to the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Verify evidence and trace data and information as covered in the Report.
6. The company integrated our suggestions into the initial report draft and subsequently published the final report content.
7. Prepare the Statement and send it to SR Asia International Director for review to get approval before submitting it to the Company.
8. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

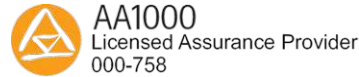
#### Adherence to AA1000AP (2018) and GRI Universal Standards

**Inclusivity** – The Company has conducted stakeholder engagement. The engagement carried out is explained regarding the method of approach, the frequency carried out, and the issues of concern for the Company in taking action to approach stakeholders. The Company also explained how the response was issued from the company in conducting engagement.

**Materiality** – The Company has explained six material topics in accordance with the Company's sustainability context. We appreciate the Company for having held discussions with internal and external parties to identify the actual and potential impacts of material topics. However, the Company is expected to strengthen the implementation of training and education material topics by conducting training on Emission Reduction & Greenhouse Gas De-carbonation to help employees understand the importance of the de-carbonation program according to the roadmap set by the Company.

**Responsiveness** – The company exhibits an adequate level of timeliness in responding to grievances. There are various communication channels established to facilitate stakeholder engagement and enable the dissemination of company developments and opinions. A disclosure system maintained by the company is accessible to personnel through its website. Complaints will be fully reported to the Senior Vice President (SVP), Senior Manager/General Manager, and the Representative Division, with a duplicate copy being forwarded to the Representative Manager. The company maintains a Corrective and Preventive Action Request and Opportunity for Improvement Record Procedure that governs the management of all deviations or instances of non-compliance with provisions necessitating corrective action, among other things. Eleven complaints were lodged against the company via the whistleblower system in 2023. Moreover, the company facilitates channels through which members of the community can address environmental grievances. There were no environmental complaints lodged against the organization's headquarters or project areas in 2023.

**Impact** – In 2023, the Company achieved performance milestones in the economic aspect, including an increase in net income compared to prior year. The number of suppliers also increased. Further, we suggest the Company to disclose positive impacts to the communities surrounding its operational areas through their main business activities, rather than the implementation of a social and



environmental responsibility program. In the environmental aspect, the Company managed to reduce electricity consumption and water usage at the headquarters. At the headquarters, the Company also increased their recycled water usage. In the social aspect, there are increases in the number of certified employees in technical and non-technical categories this year, resulting in a decrease in near-misses.

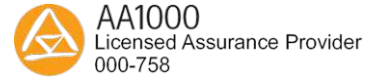
**Statement of Use: "In Accordance with the GRI Standards"** – We evaluated the Report content in adherence to the GRI Universal Standards principles, disclosures, and requirements for reporting. The Company has referred to the nine requirements: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use, and notify GRI.

**GRI Standards Principles** – As the assurance work was taken, the report content indicates its adherence to sustainability reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). The Management provided sufficient support during the assurance work by submitting evidence/documents as requested.

**Type 2 Assurance** – For the material topic of Occupational Health and Safety (OHS), the Company already has OHS policies and procedures for construction workers, however strengthening the supervision system for contractors and subcontractors needs to be considered comprehensively. This is important to ensure that all parties involved in the project, including contractors and subcontractors, adhere to the same health, safety and environmental standards. The Company also need to carry out OHS audits of contractors and subcontractors before work begins and periodically during the contract period. In addition, OHS issues are of concern to the Company as a parent company which has a moral responsibility to ensure the safety and health of all workers involved in its projects, including workers in subsidiaries, contractors and subcontractors.

#### Recommendation

1. To implement face-to-face communication and dialogue with stakeholders through Focus Group Discussions (FGD) to understand their expectations and concerns regarding aspects of sustainability.
2. To establish training for employees about the importance of reducing greenhouse gas (GHG) emissions and how to measure it.
3. To create a special channel that is easily accessible to the public for complaints related to OHS and the environment in the field or at the project site.
4. To carry out risk assessments using methodology to identify and evaluate the potential impacts of its projects on biodiversity.



The assurance provider,

Jakarta, July 15<sup>th</sup> 2024



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000-758/V3-2K2WK

**Lim Hendra**

*Country Director for Indonesia  
Social Responsibility Asia*

**PT Sejahtera Rambah Asia (SR Asia)**

*Indonesia*

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# Lembar Umpan Balik [OJK G.2 GRI 2-26]

## Feedback Sheet [OJK G.2 GRI 2-26]

Setelah membaca Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk Tahun 2023, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan mengirim email atau mengirim formulir ini melalui fax/pos.

After reading PT Wijaya Karya (Persero) Tbk year 2023, Sustainability Report, we kindly ask our stakeholders to provide feedback through an email or sending this form by fax/post.

Mohon beri tanda ceklis (✓) pada kolom setuju atau tidak setuju

Please put a check mark (✓) in the agree or disagree column.

| Pertanyaan<br>Question                                                                                                                                                                                                                    | Setuju<br>Agree | Tidak Setuju<br>Disagree |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|--------------------------|
| Laporan ini telah memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial, dan lingkungan Perusahaan.<br>This report has provided useful information regarding the Company's economic, social and environmental performance |                 |                          |
| Data dan informasi yang diungkapkan mudah dipahami, lengkap, transparan, dan berimbang.<br>The data and information disclosed is easy to understand, complete, transparent and balanced.                                                  |                 |                          |
| Data dan informasi yang disajikan berguna dalam pengambilan keputusan.<br>The data and information presented is useful in making decisions.                                                                                               |                 |                          |
| Laporan ini menarik dan mudah dibaca.<br>The report is interesting and easy to read.                                                                                                                                                      |                 |                          |

Mohon berikan nilai mengenai topik material yang terdapat dalam laporan Keberlanjutan ini (nilai 1 = paling penting, 2 = penting, 3 = tidak penting, 4 = sangat tidak penting).

Please rate the aspects of this report (1 = most important, 2 = important, 3 = less important, 4 = very unimportant).

|        |                                 |
|--------|---------------------------------|
| (....) | Kesehatan dan Keselamatan Kerja |
| (....) | Anti Korupsi                    |
| (....) | Dampak Ekonomi Tidak Langsung   |
| (....) | Kinerja Ekonomi                 |
| (....) | Energi                          |
| (....) | Air dan Efluen                  |
|        |                                 |

Mohon berikan komentar/saran/usulan bagi laporan ini.

Please provide comments/input/suggestions for this report.

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### Identitas Pemangku Kepentingan

|                                                    |   |  |
|----------------------------------------------------|---|--|
| Nama<br>Name                                       | : |  |
| Pekerjaan<br>Job                                   | : |  |
| Institusi/Perusahaan<br>Institution/Company        | : |  |
| Kontak (telepon, email)<br>Contact (phone, e-mail) | : |  |

### Kategori Pemangku Kepentingan

- |                                                                                                                          |                                                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <input type="radio"/> Pemegang Saham<br>Shareholder                                                                      | <input type="radio"/> Masyarakat di Sekitar Wilayah Usaha Perusahaan<br>Community Around the Company's Business Area |
| <input type="radio"/> Pelanggan<br>Customer                                                                              | <input type="radio"/> Kontraktor<br>Contractor                                                                       |
| <input type="radio"/> Pekerja<br>Employee                                                                                | <input type="radio"/> Lembaga Swadaya Masyarakat (LSM)<br>Non-Governmental Organization (NGO)                        |
| <input type="radio"/> Investor                                                                                           | <input type="radio"/> Lembaga Penelitian dan Perguruan Tinggi<br>Research Institute and University                   |
| <input type="radio"/> Regulator, Legislatif, dan Lembaga Pengawas<br>Regulator, Legislature, and Supervisory Institution |                                                                                                                      |

Saran dan tanggapan yang Anda berikan atas informasi yang disajikan dalam laporan ini mohon dikirimkan kepada:

#### **PT Wijaya Karya (Persero) Tbk** **Kantor Pusat**

Jl. D.I. Panjaitan Kav. 9-10 Jakarta 13340 – Indonesia  
Telepon: +6221-80679200  
Fax :+6221-22893830  
Email: CSR@wikamail.id  
Situs web <http://www.wika.co.id>

Please send your feedback on the information presented in this report to:

#### **PT Wijaya Karya (Persero) Tbk** **Head Office**

Jl. D.I. Panjaitan Kav. 9-10 Jakarta 13340 – Indonesia  
Telepon: +6221-80679200  
Fax :+6221-22893830  
Email: CSR@wikamail.id  
Situs web <http://www.wika.co.id>

# Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun 2022 [OJK G.3]

Response to 2022 Sustainability Report Feedback [OJK G.3]

Sepanjang tahun 2023, Perseroan tidak menerima umpan balik atas Laporan Keberlanjutan tahun 2022 dari pemangku kepentingan. Oleh karenanya, Perseroan tidak memiliki tanggapan dari umpan balik.

During 2023, the Company did not receive any feedback on the 2022 Sustainability Report from stakeholders. Therefore, the Company does not have any feedback responses.

# Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 [OJK G.4]

List of Disclosures According to The Financial Services Authority Regulation  
No. 51/POJK.03/2017 and GRI [OJK G.4]

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\*) N/A : Not Applicable

# Indeks Isi Consolidated GRI Standard 2021

## Indeks Isi Consolidated GRI Standard 2021

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|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
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# Tautan Standar GRI Dengan TPB

## Indeks Isi Consolidated GRI Standard 2021

WIKA senantiasa berkomitmen untuk memberikan kontribusi dalam pencapaian Tujuan Pembangunan Berkelanjutan (TPB)/Sustainable Development Goals (SDGs). Dukungan dilakukan oleh WIKA tercermin pada tautan tautan antara program/kegiatan yang dilakukan dengan GRI Standard dan SDGs, sesuai panduan SDG Compass yang diterbitkan oleh GRI, United Nations Global Compact, dan World Business Council for Sustainable Development (WBCSD), sebagai berikut:

WIKA is always committed to providing contribution to the achievement of the Sustainable Development Goals (SDGs). Support carried out by WIKA is reflected in link between the program / activities carried out with the GRI Standard and SDGs, according to the SDG guidelines Compass guidelines published by GRI, the United Nations Global Compact, and the World Business Council for Sustainable Development (WBCSD), as follows:

| Logo<br>Logo                                                                        | Tujuan<br>Goal                                                                                                                                                                                                    | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                             | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                             |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   | Mengakhiri kemiskinan dalam segala bentuk di mana pun.<br>End poverty in all its forms everywhere                                                                                                                 | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016             | 203-2                      | Dampak ekonomi tidak langsung yang signifikan<br>Significant indirect economic impact                                                                                                          |
|                                                                                     |                                                                                                                                                                                                                   | G4 Suplemen Sektor Konstruksi dan Real Estate<br>G4 Construction and Real Estate Sector Supplement | CRE7                       | Jumlah orang yang terkena penggusuran dan/atau dimukimkan kembali karena dampak dari pembangunan<br>Number of people affected by eviction and/or resettlement due to the impact of development |
|  | Mengakhiri kelaparan, mencapai ketahanan pangan, memperbaiki nutrisi dan mempromosikan pertanian yang berkelanjutan.<br>End hunger, achieve food security, improve nutrition, and promote sustainable agriculture | G4 Suplemen Sektor Konstruksi dan Real Estate<br>G4 Construction and Real Estate Sector Supplement | CRE7                       | Jumlah orang yang terkena penggusuran dan/atau dimukimkan kembali karena dampak dari pembangunan<br>Number of people affected by eviction and/or resettlement due to the impact of development |



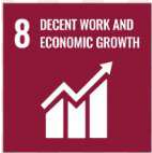
| Logo<br>Logo                        | Tujuan<br>Goal                                                                                                                                                           | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                             | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                   |
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| <p>3 GOOD HEALTH AND WELL-BEING</p> | <p>Menjamin kehidupan yang sehat dan mendorong kesejahteraan bagi semua orang di segala usia.<br/>Ensure healthy lives and promoting well-being for all at all ages.</p> | GRI 401: Kepegawaian 2016<br>GRI 401: Employment 2016                                              | 401-2                      | Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits provided to permanent employees that are not provided to temporary or part-time employees |
|                                     |                                                                                                                                                                          | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018      | 403-6                      | Peningkatan kualitas kesehatan kerja<br>Improving the quality of occupational health                                                                                                                                 |
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|                                     |                                                                                                                                                                          |                                                                                                    | 305-2                      | Energi tidak langsung (Cakupan 2)<br>Emisi GRK<br>Indirect energy (Scope 2) GHG emissions                                                                                                                            |
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|                                     |                                                                                                                                                                          |                                                                                                    | 305-6                      | Emisi zat perusak ozon (BPO)<br>Emissions of ozone depleting substances (ODS)                                                                                                                                        |
|                                     |                                                                                                                                                                          |                                                                                                    | 305-7                      | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                                                    |
|                                     |                                                                                                                                                                          | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                        | 306-1                      | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste generation and significant impacts related to waste                                                                                                    |
|                                     |                                                                                                                                                                          |                                                                                                    | 306-2                      | Pengelolaan dampak signifikan terkait limbah<br>Management of significant impacts related to waste                                                                                                                   |
|                                     |                                                                                                                                                                          |                                                                                                    | 306-3                      | Limbah yang dihasilkan<br>Waste produced                                                                                                                                                                             |
|                                     |                                                                                                                                                                          |                                                                                                    | 306-4                      | Limbah dialihkan dari pembuangan<br>Waste diverted from disposal                                                                                                                                                     |
|                                     |                                                                                                                                                                          |                                                                                                    | 306-5                      | Limbah diarahkan ke pembuangan<br>Waste directed to disposal                                                                                                                                                         |
|                                     |                                                                                                                                                                          | G4 Suplemen Sektor Konstruksi dan Real Estate<br>G4 Construction and Real Estate Sector Supplement | CRE5                       | Remediasi tanah dan atau remediasi lahan yang sudah ada<br>Soil remediation and/or remediation of existing land                                                                                                      |

| Logo<br>Logo                                                                      | Tujuan<br>Goal                                                                                                                                                                                                                                                    | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                                       | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                                      |
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|  | <p>Menjamin kualitas pendidikan yang inklusif dan merata serta meningkatkan kesempatan belajar sepanjang hayat untuk semua pada tahun 2030.<br/>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all by 2030.</p> | <p>GRI 404: Pelatihan dan Pendidikan 2016<br/>GRI 404: Training and Education 2016</p>                       | 404-1                      | <p>Rata-rata jam pelatihan per tahun per karyawan<br/>Average training hours per year per employee</p>                                                                                                                                                  |
|                                                                                   |                                                                                                                                                                                                                                                                   | <p>G4 Suplemen Sektor Konstruksi dan Real Estate<br/>G4 Construction and Real Estate Sector Supplement</p>   | CRE8                       | <p>Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br/>Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment</p> |
|  | <p>Mencapai kesetaraan gender dan memberdayakan semua perempuan dan anak perempuan.<br/>Achieve gender equality and empowering all women and girls.</p>                                                                                                           | <p>GRI 2: Pengungkapan Umum 2021<br/>GRI 2: General Disclosures 2021</p>                                     | 2-9                        | <p>Struktur dan komposisi tata kelola<br/>Governance structure and composition</p>                                                                                                                                                                      |
|                                                                                   |                                                                                                                                                                                                                                                                   |                                                                                                              | 2-10                       | <p>Nominasi dan pemilihan badan tata kelola tertinggi<br/>Nomination and election of the highest governance body</p>                                                                                                                                    |
|                                                                                   |                                                                                                                                                                                                                                                                   | <p>GRI 203: Dampak Ekonomi Tidak Langsung 2016<br/>GRI 203: Indirect Economic Impacts 2016</p>               | 203-1                      | <p>Investasi infrastruktur dan dukungan layanan<br/>Infrastructure and service support investment</p>                                                                                                                                                   |
|                                                                                   |                                                                                                                                                                                                                                                                   | <p>GRI 401: Kepegawaian 2016<br/>GRI 401: Employment 2016</p>                                                | 401-2                      | <p>Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br/>Benefits provided to permanent employees that are not provided to temporary or part-time employees</p>                            |
|                                                                                   |                                                                                                                                                                                                                                                                   |                                                                                                              | 401-3                      | <p>Cuti Melahirkan<br/>Maternity leave</p>                                                                                                                                                                                                              |
|                                                                                   |                                                                                                                                                                                                                                                                   | <p>GRI 404: Pelatihan dan Pendidikan 2016<br/>GRI 404: Training and Education 2016</p>                       | 404-3                      | <p>Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir<br/>Percentage of employees who receive regular performance and career development reviews</p>                                                              |
|                                                                                   |                                                                                                                                                                                                                                                                   | <p>GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016<br/>GRI 405: Diversity and Equal Opportunity 2016</p> | 405-1                      | <p>Keberagaman badan tata kelola dan karyawan<br/>Diversity of governance bodies and employees</p>                                                                                                                                                      |
|                                                                                   |                                                                                                                                                                                                                                                                   |                                                                                                              | 405-2                      | <p>Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki<br/>Ratio of basic salary and remuneration for female to male</p>                                                                                                                       |
|                                                                                   |                                                                                                                                                                                                                                                                   | <p>G4 Suplemen Sektor Konstruksi dan Real Estate<br/>G4 Construction and Real Estate Sector Supplement</p>   | CRE5                       | <p>Remediasi tanah dan atau remediasi lahan yang sudah ada<br/>Soil remediation and/or remediation of existing land</p>                                                                                                                                 |





| Logo<br>Logo | Tujuan<br>Goal                                                                                                                                                                                                      | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                                     | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                              |
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|              | <p>Memastikan masyarakat mencapai akses universal air bersih dan sanitasi.<br/>Ensure universal access to clean water and sanitation for all.</p>                                                                   | <p>GRI 303: Air dan Efluen 2018<br/>GRI 303: Water and Effluent 2018</p>                                   | 303-1                      | Interaksi dengan air sebagai sumber daya bersama<br>Interaction with water as a shared resource                                                                                                                                                 |
|              |                                                                                                                                                                                                                     |                                                                                                            | 303-2                      | Pengelolaan dampak terkait pelepasan air<br>Management of impacts related to water releases                                                                                                                                                     |
|              |                                                                                                                                                                                                                     |                                                                                                            | 303-4                      | Debit air<br>Water discharge                                                                                                                                                                                                                    |
|              |                                                                                                                                                                                                                     |                                                                                                            | 303-5                      | Konsumsi air<br>Water consumption                                                                                                                                                                                                               |
|              |                                                                                                                                                                                                                     | <p>GRI 306: Limbah 2020<br/>GRI 306: Waste 2020</p>                                                        | 306-1                      | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste generation and significant impacts related to waste                                                                                                                               |
|              |                                                                                                                                                                                                                     |                                                                                                            | 306-2                      | Pengelolaan dampak signifikan terkait limbah<br>Management of significant impacts related to waste                                                                                                                                              |
|              |                                                                                                                                                                                                                     | <p>G4 Suplemen Sektor Konstruksi dan Real Estate<br/>G4 Construction and Real Estate Sector Supplement</p> | CRE2                       | Intensitas air bangunan<br>Building water intensity                                                                                                                                                                                             |
|              |                                                                                                                                                                                                                     |                                                                                                            | CRE5                       | Remediasi tanah dan atau remediasi lahan yang sudah ada<br>Soil remediation and/or remediation of existing land                                                                                                                                 |
|              |                                                                                                                                                                                                                     |                                                                                                            | CRE8                       | Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br>Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment |
|              | <p>Menjamin akses energi yang terjangkau, andal, berkelanjutan, dan modern untuk semua lapisan masyarakat.<br/>Ensure access to affordable, reliable, sustainable, and modern energy for all layers of society.</p> | <p>GRI 302: Energi 2016<br/>GRI 302: Energy 2016</p>                                                       | 302-1                      | Konsumsi energi di dalam organisasi<br>Energy consumption in the organization                                                                                                                                                                   |
|              |                                                                                                                                                                                                                     |                                                                                                            | 302-2                      | Konsumsi energi di luar organisasi<br>Energy consumption outside the organization                                                                                                                                                               |
|              |                                                                                                                                                                                                                     |                                                                                                            | 302-3                      | Intensitas energi<br>Energy intensity                                                                                                                                                                                                           |
|              |                                                                                                                                                                                                                     |                                                                                                            | 302-4                      | Reduksi konsumsi energi<br>Reduction of energy consumption                                                                                                                                                                                      |
|              |                                                                                                                                                                                                                     |                                                                                                            | 302-5                      | Pengurangan kebutuhan energi dari produk dan jasa<br>Reducing the energy requirements of products and services                                                                                                                                  |
|              |                                                                                                                                                                                                                     | <p>G4 Suplemen Sektor Konstruksi dan Real Estate<br/>G4 Construction and Real Estate Sector Supplement</p> | CRE1                       | Intensitas energi bangunan<br>Building energy intensity                                                                                                                                                                                         |
|              |                                                                                                                                                                                                                     |                                                                                                            | CRE8                       | Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br>Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment |

| Logo<br>Logo                                                                      | Tujuan<br>Goal                                                                                                                                                                                                                                                                                                               | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                   | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                 |
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|  | <p>Berusaha meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh serta pekerjaan yang layak untuk semua.</p> <p>Strive to enhance inclusive and sustainable economic growth, productive and comprehensive employment opportunities, and decent work for all.</p> | <p>GRI 2: Pengungkapan Umum 2021<br/>GRI 2: General Disclosures 2021</p> | 2-7                        | Karyawan<br>Employee                                                                                                                                                               |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 2-30                       | Perjanjian kerja bersama<br>Collective labor agreement                                                                                                                             |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 201-1                      | Nilai ekonomi langsung yang dihasilkan dan didistribusikan<br>Direct economic value generated and distributed                                                                      |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 203-2                      | Dampak ekonomi tidak langsung yang signifikan<br>Significant indirect economic impact                                                                                              |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 404-1                      | Rata-rata jam pelatihan per tahun per karyawan<br>Average training hours per year per employee                                                                                     |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 404-2                      | Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan<br>Programs to improve employee skills and transition assistance programs                           |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 404-3                      | Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir<br>Percentage of employees who receive regular performance and career development reviews |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 204-1                      | Proporsi pengeluaran untuk pemasok lokal<br>Proportion of spending on local suppliers                                                                                              |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 302-1                      | Konsumsi energi di dalam organisasi<br>Energy consumption in the organization                                                                                                      |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 302-2                      | Konsumsi energi di luar organisasi<br>Energy consumption outside the organization                                                                                                  |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 302-3                      | Intensitas energi<br>Energy intensity                                                                                                                                              |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 302-4                      | Reduksi konsumsi energi<br>Reduction of energy consumption                                                                                                                         |
|                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                          | 302-5                      | Pengurangan kebutuhan energi dari produk dan jasa<br>Reducing the energy requirements of products and services                                                                     |



| Logo<br>Logo | Tujuan<br>Goal | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                               | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                                   |
|--------------|----------------|------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              |                | GRI 401: Kepegawaian 2016<br>GRI 401: Employment 2016                                                | 401-1                      | Perekrutan karyawan baru dan perputaran karyawan<br>Recruitment of new employees and employee turnover                                                                                                                                               |
|              |                |                                                                                                      | 401-2                      | Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits provided to permanent employees that are not provided to temporary or part-time employees                                 |
|              |                |                                                                                                      | 401-3                      | Cuti Melahirkan<br>Maternity leave                                                                                                                                                                                                                   |
|              |                | GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016<br>GRI 405: Diversity and Equal Opportunity 2016 | 405-1                      | Keberagaman badan tata kelola dan karyawan<br>Diversity of governance bodies and employees                                                                                                                                                           |
|              |                |                                                                                                      | 405-2                      | Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki<br>Ratio of basic salary and remuneration for female to male                                                                                                                            |
|              |                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018        | 403-1                      | Sistem manajemen kesehatan dan keselamatan kerja<br>Occupational health and safety management system                                                                                                                                                 |
|              |                |                                                                                                      | 403-2                      | Identifikasi bahaya, penilaian risiko, dan investigasi insiden<br>Hazard identification, risk assessment, and incident investigation                                                                                                                 |
|              |                |                                                                                                      | 403-3                      | Layanan kesehatan kerja<br>Occupational health services                                                                                                                                                                                              |
|              |                |                                                                                                      | 403-4                      | Partisipasi pekerja, konsultasi, dan komunikasi tentang kesehatan dan keselamatan kerja<br>Worker participation, consultation and communication regarding occupational health and safety                                                             |
|              |                |                                                                                                      | 403-5                      | Pelatihan pekerja tentang kesehatan dan keselamatan kerja<br>Employee training on occupational health and safety                                                                                                                                     |
|              |                |                                                                                                      | 403-7                      | Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait dengan hubungan bisnis<br>Prevention and mitigation of occupational safety and health impacts that are directly related to business relationships |
|              |                |                                                                                                      | 403-8                      | Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja<br>Workers covered by the occupational safety and health management system                                                                                              |
|              |                |                                                                                                      | 403-9                      | Kecelakaan kerja<br>Work accident                                                                                                                                                                                                                    |
|              |                |                                                                                                      | 403-10                     | Penyakit akibat kerja<br>Occupational illness                                                                                                                                                                                                        |

| Logo<br>Logo                                                                        | Tujuan<br>Goal                                                                                                                                                                                                                                       | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                                     | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                     |                                                                                                                                                                                                                                                      | G4 Suplemen Sektor<br>Konstruksi dan Real Estate<br>G4 Construction and Real<br>Estate Sector Supplement   | CRE1                       | Intensitas energi bangunan<br>Building energy intensity                                                                                                                                                                                                           |
|                                                                                     |                                                                                                                                                                                                                                                      |                                                                                                            | CRE2                       | Intensitas air bangunan<br>Building water intensity                                                                                                                                                                                                               |
|                                                                                     |                                                                                                                                                                                                                                                      |                                                                                                            | CRE6                       | Verifikasi kepatuhan operasional<br>perusahaan<br>Verification of company<br>operational compliance                                                                                                                                                               |
|                                                                                     |                                                                                                                                                                                                                                                      |                                                                                                            | CRE8                       | Sertifikasi keberlanjutan, tingkat<br>dan skema labeling untuk<br>konstruksi baru, manajemen,<br>pekerjaan dan redevelopment<br>Sustainability certification, levels<br>and labeling schemes for new<br>construction, management,<br>employment and redevelopment |
|   | Membangun infrastruktur<br>yang tangguh,<br>meningkatkan industri<br>inklusif dan berkelanjutan,<br>serta mendorong inovasi.<br>Build resilient infrastructure,<br>promote inclusive and<br>sustainable industrialization,<br>and foster innovation. | GRI 201: Kinerja Ekonomi 2016<br>GRI 201: Economic<br>Performance 2016                                     | 201-1                      | Nilai ekonomi langsung yang<br>dihasilkan dan didistribusikan<br>Direct economic value generated<br>and distributed                                                                                                                                               |
|                                                                                     |                                                                                                                                                                                                                                                      | GRI 203: Dampak Ekonomi<br>Tidak Langsung 2016<br>GRI 203: Indirect Economic<br>Impacts 2016               | 203-1                      | Investasi infrastruktur dan<br>dukungan layanan<br>Infrastructure and service support<br>investment                                                                                                                                                               |
|  | Mengurangi Kesenjangan<br>Intra dan Antar Negara<br>Reduce intra and inter-<br>country disparities.                                                                                                                                                  | GRI 2: Pengungkapan Umum<br>2021<br>GRI 2: General Disclosures 2021                                        | 2-7                        | Karyawan<br>Employee                                                                                                                                                                                                                                              |
|                                                                                     |                                                                                                                                                                                                                                                      | GRI 404: Pelatihan dan<br>Pendidikan 2016<br>GRI 404: Training and<br>Education 2016                       | 404-1                      | Rata-rata jam pelatihan per tahun<br>per karyawan<br>Average training hours per year<br>per employee                                                                                                                                                              |
|                                                                                     |                                                                                                                                                                                                                                                      |                                                                                                            | 404-3                      | Persentase karyawan yang<br>menerima tinjauan rutin terhadap<br>kinerja dan pengembangan karir<br>Percentage of employees who<br>receive regular performance and<br>career development reviews                                                                    |
|                                                                                     |                                                                                                                                                                                                                                                      | GRI 405: Keberagaman dan<br>Kesetaraan Kesempatan 2016<br>GRI 405: Diversity and Equal<br>Opportunity 2016 | 405-2                      | Rasio gaji pokok dan remunerasi<br>perempuan terhadap laki-laki<br>Ratio of basic salary and<br>remuneration for female to male                                                                                                                                   |
|                                                                                     |                                                                                                                                                                                                                                                      | G4 Suplemen Sektor<br>Konstruksi dan Real Estate<br>G4 Construction and Real<br>Estate Sector Supplement   | CRE8                       | Sertifikasi keberlanjutan, tingkat<br>dan skema labeling untuk<br>konstruksi baru, manajemen,<br>pekerjaan dan redevelopment<br>Sustainability certification, levels<br>and labeling schemes for new<br>construction, management,<br>employment and redevelopment |



| Logo<br>Logo                                                                        | Tujuan<br>Goal                                                                                                                                      | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                             | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Menjadikan kota dan pemukiman inklusif, aman, tangguh dan berkelanjutan<br>Make cities and settlements inclusive, safe, resilient, and sustainable. | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016             | 203-1                      | Investasi infrastruktur dan dukungan layanan<br>Infrastructure and service support investment                                                                                                                                                   |
|                                                                                     |                                                                                                                                                     | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                        | 306-1                      | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste generation and significant impacts related to waste                                                                                                                               |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 306-2                      | Pengelolaan dampak signifikan terkait limbah<br>Management of significant impacts related to waste                                                                                                                                              |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 306-3                      | Limbah yang dihasilkan<br>Waste produced                                                                                                                                                                                                        |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 306-4                      | Limbah dialihkan dari pembuangan<br>Waste diverted from disposal                                                                                                                                                                                |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 306-5                      | Limbah diarahkan ke pembuangan<br>Waste directed to disposal                                                                                                                                                                                    |
|                                                                                     |                                                                                                                                                     | G4 Suplemen Sektor Konstruksi dan Real Estate<br>G4 Construction and Real Estate Sector Supplement | CRE8                       | Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br>Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment |
|  | Menjamin pola produksi dan konsumsi yang bertanggungjawab<br>Ensure responsible patterns of production and consumption.                             | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                                       | 302-1                      | Konsumsi energi di dalam organisasi<br>Energy consumption in the organization                                                                                                                                                                   |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 302-2                      | Konsumsi energi di luar organisasi<br>Energy consumption outside the organization                                                                                                                                                               |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 302-3                      | Intensitas energi<br>Energy intensity                                                                                                                                                                                                           |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 302-4                      | Reduksi konsumsi energi<br>Reduction of energy consumption                                                                                                                                                                                      |
|                                                                                     |                                                                                                                                                     |                                                                                                    | 302-5                      | Pengurangan kebutuhan energi dari produk dan jasa<br>Reducing the energy requirements of products and services                                                                                                                                  |
|                                                                                     |                                                                                                                                                     | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018                                   | 303-1                      | Interaksi dengan air sebagai sumber daya bersama<br>Interaction with water as a shared resource                                                                                                                                                 |



| Logo<br>Logo | Tujuan<br>Goal | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                             | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                              |
|--------------|----------------|----------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              |                | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                     | 305-1                      | Emisi GRK Langsung (Cakupan 1)<br>Direct (Scope 1) GHG Emissions                                                                                                                                                                                |
|              |                |                                                                                                    | 305-2                      | Energi tidak langsung (Cakupan 2)<br>Emisi GRK<br>Indirect energy (Scope 2) GHG emissions                                                                                                                                                       |
|              |                |                                                                                                    | 305-3                      | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other indirect (Scope 3) GHG emissions                                                                                                                                                          |
|              |                |                                                                                                    | 305-6                      | Emisi zat perusak ozon (BPO)<br>Emissions of ozone depleting substances (ODS)                                                                                                                                                                   |
|              |                |                                                                                                    | 305-7                      | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                                                                               |
|              |                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                        | 306-1                      | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste generation and significant impacts related to waste                                                                                                                               |
|              |                |                                                                                                    | 306-2                      | Pengelolaan dampak signifikan terkait limbah<br>Management of significant impacts related to waste                                                                                                                                              |
|              |                |                                                                                                    | 306-3                      | Limbah yang dihasilkan<br>Waste produced                                                                                                                                                                                                        |
|              |                |                                                                                                    | 306-4                      | Limbah dialihkan dari pembuangan<br>Waste diverted from disposal                                                                                                                                                                                |
|              |                |                                                                                                    | 306-5                      | Limbah diarahkan ke pembuangan<br>Waste directed to disposal                                                                                                                                                                                    |
|              |                | G4 Suplemen Sektor Konstruksi dan Real Estate<br>G4 Construction and Real Estate Sector Supplement | CRE1                       | Intensitas energi bangunan<br>Building energy intensity                                                                                                                                                                                         |
|              |                |                                                                                                    | CRE2                       | Intensitas air bangunan<br>Building water intensity                                                                                                                                                                                             |
|              |                |                                                                                                    | CRE5                       | Remediasi tanah dan atau remediasi lahan yang sudah ada<br>Soil remediation and/or remediation of existing land                                                                                                                                 |
|              |                |                                                                                                    | CRE8                       | Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br>Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment |



| Logo<br>Logo                                                                      | Tujuan<br>Goal                                                                                                                                                                                                                                                                   | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                             | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>Mengambil aksi segera untuk memerangi perubahan iklim dan dampaknya karena perubahan iklim adalah tantangan global yang memengaruhi setiap orang. Take urgent action to combat climate change and its impacts as climate change is a global challenge affecting everyone.</p> | GRI 201: Kinerja Ekonomi 2016<br>GRI 201: Economic Performance 2016                                | 201-2                      | Implikasi finansial serta risiko dan peluang lain akibat perubahan iklim<br>Financial implications and other risks and opportunities resulting from climate change                                                                              |
|                                                                                   |                                                                                                                                                                                                                                                                                  | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                                       | 302-1                      | Konsumsi energi di dalam organisasi<br>Energy consumption in the organization                                                                                                                                                                   |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 302-2                      | Konsumsi energi di luar organisasi<br>Energy consumption outside the organization                                                                                                                                                               |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 302-3                      | Intensitas energi<br>Energy intensity                                                                                                                                                                                                           |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 302-4                      | Reduksi konsumsi energi<br>Reduction of energy consumption                                                                                                                                                                                      |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 302-5                      | Pengurangan kebutuhan energi dari produk dan jasa<br>Reducing the energy requirements of products and services                                                                                                                                  |
|                                                                                   |                                                                                                                                                                                                                                                                                  | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                     | 305-1                      | Emisi GRK Langsung (Cakupan 1)<br>Direct (Scope 1) GHG Emissions                                                                                                                                                                                |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 305-2                      | Emisi GRK Energi tidak langsung (Cakupan 2)<br>Indirect energy (Scope 2) GHG emissions                                                                                                                                                          |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 305-3                      | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other indirect (Scope 3) GHG emissions                                                                                                                                                          |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 305-4                      | Intensitas Emisi GRK<br>GHG Emission Intensity                                                                                                                                                                                                  |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | 305-5                      | Pengurangan emisi GRK<br>Reduction of GHG emissions                                                                                                                                                                                             |
|                                                                                   |                                                                                                                                                                                                                                                                                  | G4 Suplemen Sektor Konstruksi dan Real Estate<br>G4 Construction and Real Estate Sector Supplement | CRE1                       | Intensitas energi bangunan<br>Building energy intensity                                                                                                                                                                                         |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | CRE3                       | Intensitas emisi GRK dari bangunan<br>GHG emission intensity from buildings                                                                                                                                                                     |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | CRE4                       | Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang<br>GHG emission intensity from new construction and redevelopment activities                                                                                          |
|                                                                                   |                                                                                                                                                                                                                                                                                  |                                                                                                    | CRE8                       | Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br>Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment |

| Logo<br>Logo                                                                      | Tujuan<br>Goal                                                                                                                                                                                                                  | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                                     | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                |
|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>Melestarikan dan memanfaatkan secara berkelanjutan sumber daya kelautan dan samudera untuk pembangunan berkelanjutan</p> <p>Sustainably conserving and utilizing marine and ocean resources for sustainable development.</p> | <p>GRI 305: Emisi 2016<br/>GRI 305: Emissions 2016</p>                                                     | 305-1                      | Emisi GRK Langsung (Cakupan 1)<br>Direct (Scope 1) GHG Emissions                                                                                                  |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | 305-2                      | Energi tidak langsung (Cakupan 2) Emisi GRK<br>Indirect energy (Scope 2) GHG emissions                                                                            |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | 305-3                      | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other (Scope 3) indirect GHG emissions                                                                            |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | 305-4                      | Intensitas Emisi GRK<br>GHG Emission Intensity                                                                                                                    |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | 305-5                      | Pengurangan emisi GRK<br>Reduction of GHG emissions                                                                                                               |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | 305-7                      | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions |
|                                                                                   |                                                                                                                                                                                                                                 | <p>G4 Suplemen Sektor Konstruksi dan Real Estate<br/>G4 Construction and Real Estate Sector Supplement</p> | CRE3                       | Intensitas emisi GRK dari bangunan<br>GHG emission intensity from buildings                                                                                       |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | CRE4                       | Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang<br>GHG emission intensity from new construction and redevelopment activities            |
|                                                                                   |                                                                                                                                                                                                                                 |                                                                                                            | CRE5                       | Remediasi tanah dan atau remediasi lahan yang sudah ada<br>Soil remediation and/or remediation of existing land                                                   |



| Logo<br>Logo | Tujuan<br>Goal                                                                                                                                                                                                                                                                                                                                                                                                                             | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                                     | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              | <p>Melindungi, Merestorasi dan Meningkatkan Pemanfaatan Berkelanjutan Ekosistem Daratan, Mengelola Hutan Secara Lestari, Menghentikan Penggurunan, Memulihkan Degradasi lahan, serta Menghentikan Kehilangan Keanekaragaman Hayati</p> <p>Protect, restore, and promote sustainable use of terrestrial ecosystems, managing forests sustainably, combating desertification, restoring land degradation, and halting biodiversity loss.</p> | <p>GRI 305: Emisi 2016<br/>GRI 305: Emissions 2016</p>                                                     | 305-1                      | Emisi GRK Langsung (Cakupan 1)<br>Direct (Scope 1) GHG Emissions                                                                                                  |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | 305-2                      | Energi tidak langsung (Cakupan 2)<br>Emisi GRK<br>Indirect energy (Scope 2) GHG emissions                                                                         |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | 305-3                      | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other (Scope 3) indirect GHG emissions                                                                            |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | 305-4                      | Intensitas Emisi GRK<br>GHG Emission Intensity                                                                                                                    |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | 305-5                      | Pengurangan emisi GRK<br>Reduction of GHG emissions                                                                                                               |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | 305-7                      | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>G4 Suplemen Sektor Konstruksi dan Real Estate<br/>G4 Construction and Real Estate Sector Supplement</p> | CRE3                       | Intensitas emisi GRK dari bangunan<br>GHG emission intensity from buildings                                                                                       |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | CRE4                       | Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang<br>GHG emission intensity from new construction and redevelopment activities            |
|              |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                            | CRE5                       | Remediasi tanah dan atau remediasi lahan yang sudah ada<br>Soil remediation and/or remediation of existing land                                                   |

| Logo<br>Logo                                                                        | Tujuan<br>Goal                                                                                                                                                                                                                                                                                                                                                                                                     | Relevansi GRI<br>Standard<br>Relevance of GRI Standard                                                | Pengungkapan<br>Disclosure | Judul Indikator<br>Indicator Title                                                                                                                                                               |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <p>Menguatkan Masyarakat yang Inklusif dan Damai untuk Pembangunan Berkelanjutan, Menyediakan Akses Keadilan untuk Semua, dan Membangun Kelembagaan yang Efektif, Akuntabel, dan Inklusif di Semua Tingkatan</p> <p>Strengthen inclusive and peaceful societies for sustainable development, provide access to justice for all, and building effective, accountable, and inclusive institutions at all levels.</p> | <p>GRI 2: Pengungkapan Umum 2021<br/>GRI 2: General Disclosures 2021</p>                              | 2-10                       | Nominasi dan pemilihan badan tata kelola tertinggi<br>Nomination and election of the highest governance body                                                                                     |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 2-11                       | Ketua badan tata kelola tertinggi<br>Chair of the highest governance body                                                                                                                        |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 2-15                       | Benturan kepentingan<br>Conflict of interest                                                                                                                                                     |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 2-16                       | Komunikasi hal-hal penting<br>Communicate important matters                                                                                                                                      |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 2-25                       | Proses untuk memulihkan dampak negatif<br>Process for reversing negative impacts                                                                                                                 |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 2-29                       | Pendekatan keterlibatan pemangku kepentingan<br>Stakeholder engagement approach                                                                                                                  |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>GRI 403: Kesehatan dan Keselamatan Kerja 2018<br/>GRI 403: Occupational Health and Safety 2018</p> | 403-4                      | Partisipasi pekerja, konsultasi, dan komunikasi tentang kesehatan dan keselamatan kerja<br>Employee participation, consultation and communication regarding occupational health and safety       |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 403-9                      | Kecelakaan kerja<br>Work accident                                                                                                                                                                |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 403-10                     | Penyakit akibat kerja<br>Occupational illness                                                                                                                                                    |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>GRI 416: Kesehatan dan Keselamatan Pelanggan 2016<br/>GRI 416: Customer Health and Safety 2016</p> | 416-2                      | Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa<br>Incidents of non-compliance relating to the health and safety impacts of products and services |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>GRI 205: Anti Korupsi 2016<br/>GRI 205: Anti-Corruption 2016</p>                                   | 205-1                      | Operasi-operasi yang dinilai memiliki risiko terkait korupsi<br>Operations assessed as having corruption-related risks                                                                           |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 205-2                      | Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi<br>Communication and training on anti-corruption policies and procedures                                                    |
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                       | 205-3                      | Insiden korupsi yang terbukti dan tindakan yang diambil<br>Proven incidents of corruption and actions taken                                                                                      |
|  | <p>Menguatkan Sarana Pelaksanaan dan Merevitalisasi Kemitraan Global untuk Pembangunan Berkelanjutan</p> <p>Enhance the means of implementation and revitalizing global partnerships for sustainable development.</p>                                                                                                                                                                                              |                                                                                                       |                            |                                                                                                                                                                                                  |





**2023**

**Sustainability Report**  
Laporan Keberlanjutan

# Sustainability Ensuring Lifetime Outcome

Keberlanjutan Menjamin Hasil Seumur Hidup



PT WIJAYA KARYA (Persero) Tbk

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