

Focusing Opportunity, Strengthening Sustainability

Fokus pada Peluang, Perkuat Keberlanjutan



PENJELASAN TEMA

THEME EXPLANATION

Focusing Opportunity, Strengthening Sustainability

Fokus pada Peluang, Perkuat Keberlanjutan



PT Wijaya Karya (Persero) Tbk berkomitmen untuk fokus pada peluang dan memperkuat penerapan keberlanjutan dengan melakukan pengembangan *Roadmap* Keberlanjutan untuk tahun 2022 sampai dengan 2026. Di tahun 2022, Perseroan berada pada tahap Penyusunan *Roadmap* Pembangunan Keberlanjutan. Tahapan tersebut dapat dilalui dengan penyusunan strategi. Adapun strategi yang dimiliki oleh Perseroan yaitu dengan melakukan telaah regulasi standar internasional dan *best practices*, *benchmarking* dan identifikasi *current practices*. Di samping itu, dalam menangkap peluang yang ada. Perseroan juga melakukan inovasi dengan mengembangkan infrastruktur berkelanjutan, inovasi teknologi hijau, pembangunan *green building* dan pembangunan transportasi berkelanjutan.

PT Wijaya Karya (Persero) Tbk is committed to focusing on opportunities and strengthening sustainability by developing a Sustainability Roadmap for 2022 to 2026. In 2022, The Company is at the stage of Compiling a Sustainability Development Roadmap and this stage has been passes by developing the strategy. The Company strategy is to review international standard regulations and best practices, benchmarking and identifying current practices. Apart from that, in capturing opportunities, The Company also innovates by developing sustainable infrastructure, green technology innovation, green building development and sustainable transportation development.

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Tentang Laporan

About the Report



Perseroan memiliki komitmen yang kuat untuk terus melakukan inovasi dan pengembangan produk serta jasa pembangunan berkelanjutan.

The Company has a strong commitment to continue to innovate and develop products and services for sustainable development.

TENTANG LAPORAN

ABOUT THE REPORT

Tentang
Laporan
About the
Report



Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk disusun dengan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, *Consolidated GRI Standards 2021* dan *GRI G4 Sector Disclosures Construction and Real Estate*.

PT Wijaya Karya (Persero) Tbk Sustainability Report is 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, *Consolidated GRI Standards 2021* and *GRI G4 Sector Disclosures Construction and Real Estate*.

ENTITAS YANG TERMASUK DALAM PELAPORAN KEBERLANJUTAN [GRI 2-2]

Dalam laporan keberlanjutan PT Wijaya Karya (Persero) Tbk tahun 2022 ini mencakup informasi dan data manajemen di Kantor Pusat dan di lokasi proyek. Namun demikian, beberapa informasi yang tercakup juga merupakan kontribusi dari entitas anak sesuai dengan relevansinya. Sedangkan, terkait dengan informasi keuangan bersumber dari laporan keuangan konsolidasian dengan daftar entitas anak telah disampaikan dalam Catatan atas Laporan Keuangan Konsolidasian PT Wijaya Karya (Persero) Tbk Tahun 2022.

PERIODE PELAPORAN, FREKUENSI DAN KONTAK [GRI 2-3]

Penyusunan laporan keberlanjutan WIKA pada setiap tahunnya bersamaan dengan penyusunan laporan tahunan. Laporan keberlanjutan ini disusun untuk periode 1 Januari 2022 sampai dengan 31 Desember 2022, sesuai dengan periode pada laporan keuangan konsolidasian. Laporan keberlanjutan ini dipublikasikan pada tanggal 21 Maret 2022.

Para pemangku kepentingan dapat menyampaikan mengenai pertanyaan tentang laporan atau informasi yang dilaporkan dalam laporan ini melalui kontak:

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INFORMASI RESTATEMENT [GRI 2-4]

Dalam Laporan keberlanjutan ini terdapat data yang disajikan kembali (*restated*) yang sifatnya memperbaiki data pada pelaporan sebelumnya. Data tersebut merupakan konsumsi air di kantor pusat pada tahun 2021 dan 2020, nilai ekonomi langsung dihasilkan dan didistribusikan dan survei kepuasan pelanggan.

ENTITIES INCLUDED IN SUSTAINABILITY REPORT [GRI 2-2]

In this 2022 sustainability report, PT Wijaya Karya (Persero) Tbk included management information and data at Head Office and at project sites. However, some of information included were also contributed from subsidiaries according to its relevance. Meanwhile, financial information were sourced from consolidated financial statements with a list of subsidiaries has been submitted in the Notes of PT Wijaya Karya (Persero) Tbk 2022 Consolidated Financial Statements.

REPORTING PERIOD, FREQUENCY AND CONTACT [GRI 2-3]

The preparation of the Company's sustainability report each year coincides with the preparation of annual report. This sustainability report was prepared for the period of January 1, 2022 to December 31, 2022, in accordance with the period in the consolidated financial statements. This sustainability report was published on March 21, 2022.

Stakeholders can submit questions about the report or information reported in this report through the following contact:

PT Wijaya Karya (Persero) Tbk

Head Office

Jl. DI. Panjaitan Kav. 9-10 Jakarta 13340 – Indonesia

Phone : +6221-80679200

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E-mail : CSR@wikamail.id

Website <http://www.wika.co.id>

RESTATEMENT INFORMATION [GRI 2-4]

This sustainability report contains data that is restated to improve the data in previous report. The data represents water consumption at the head office in 2021 and 2020, direct economic value generated and distributed and customer satisfaction surveys.

PROSES PENENTUAN TOPIK MATERIAL [GRI 3-1]

Tahap Pertama: Memahami Kontek Organisasi

Pada tahap ini, Perseroan melakukan identifikasi awal terkait aktivitas dan hubungan bisnisnya berbasis konteks keberlanjutan dan mengidentifikasi pemangku kepentingannya. Dari pengidentifikasian tersebut, Perseroan akan mendapatkan informasi penting yang berkaitan dengan dampak aktual dan potensial.

Dalam mengidentifikasi konteks keberlanjutan, Perseroan melibatkan pemangku kepentingan internal yaitu Divisi *Supply Chain Management* (SCM), SPI (Sistem Pengendalian Internal), Divisi *Quality Human Safety and Environment* (QHSE), Sekretaris Perusahaan, Divisi *Engineering, Procurement, Construction and Commissioning* (EPCC), Divisi *Legal*, Divisi *Human Capital*, Divisi BGLN, Divisi Pemasaran Strategis, Divisi Keuangan, dan Divisi Manajemen Risiko dan *Project Management Office* (PMO). Identifikasi pada tahap awal ini dilakukan melalui *Focus Group Discussion* (FGD) yang diselenggarakan pada tanggal 28 Desember 2022.

Tahap Kedua: Mengidentifikasi Dampak Aktual dan Potensial

Perseroan melakukan identifikasi dampak aktual dan potensial terkait aspek ekonomi, lingkungan dan sosial dalam setiap aktivitas bisnis dan relasi bisnisnya. Pengidentifikasian dampak dilakukan melalui berbagai sumber informasi, yang diperoleh secara internal maupun eksternal. Di sisi lain, Perseroan juga membutuhkan masukan dari para pemangku kepentingan.

Di samping itu, Perseroan juga senantiasa mempertimbangkan dampak positif maupun negatif yang ditimbulkan dari kegiatan operasional Perseroan. Dampak tersebut sesuai dengan yang telah diidentifikasi dalam *Consolidated GRI Standards 2021*, *GRI G4 Sector Disclosures Construction and Real Estate*, dan Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 Tahun 2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

Proses identifikasi dampak aktual dan potensial yang dilaksanakan pada hari yang sama setelah melakukan identifikasi aktivitas, hubungan bisnis, dan pemangku kepentingan berbasis konteks keberlanjutan. Dampak aktual dan potensial (topik material) yang berhasil diidentifikasi sebanyak 24 topik material, yaitu:

PROCESS OF DETERMINING MATERIAL TOPICS [GRI 3-1]

First Stage: Understanding the Organizational Context

At this stage, the Company conducts initial identification regarding its activities and business relationships based on the sustainability context and identifies its stakeholders. From this identification, the Company will obtain important information relating to actual and potential impacts.

In identifying the sustainability context, the Company involves internal stakeholders, namely the Supply Chain Management (SCM) Division, SPI (Internal Control System), Quality Human Safety and Environment (QHSE) Division, Corporate Secretary, Engineering, Procurement, Construction and Commissioning (EPCC) Division, Legal Division, Human Capital Division, BGLN Division, Strategic Marketing Division, Finance Division, and Risk Management and Project Management Office (PMO) Division. Identification at this early stage was carried out through a Focus Group Discussion (FGD) held on December 28, 2022.

Second Stage: Identifying Actual and Potential Impacts

The Company identifies actual and potential impacts related to economic, environmental and social aspects in every business activity and business relationship. Impact identification is carried out through various sources of information, obtained internally and externally. On the other hand, the Company also requires input from stakeholders.

In addition, the Company also considers the positive and negative impacts arising from its operational activities. These impacts are in accordance with those identified in the Consolidated GRI Standards 2021, GRI G4 Sector Disclosures Construction and Real Estate, and Financial Services Authority Regulation Number 51/POJK.03/2017 of 2017 concerning the Implementation of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies.

The process of identifying actual and potential impacts was carried out on the same day after identifying activities, business relationships, and stakeholders based on the context of sustainability. Actual and potential impacts (material topics) identified as many as 24 material topics, namely:

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

Tahap Ketiga: Asesmen Signifikansi Dampak

Perseroan melakukan asesmen signifikansi dampak yang telah diidentifikasi pada tahap sebelumnya yang bertujuan untuk memprioritaskan dampak tersebut. Prioritisasi dampak memungkinkan Perseroan dalam mengambil dan menangani dampak untuk menentukan topik material yang akan dilaporkan pada Laporan Keberlanjutan 2022.

Tahap ini dilakukan dengan mengirimkan kuesioner pemilihan topik material kepada *stakeholder* internal yang mengikuti FGD di tanggal 28 Desember 2022. Kuesioner juga dikirimkan kepada *stakeholder* eksternal yang meliputi pemegang saham, pemasok, dan mitra kerja. Periode pengisian kuesioner adalah sejak tanggal 28 Desember 2022 sampai dengan 20 Januari 2023. Selanjutnya, Perseroan meminta pendapat dari ahli/*expert* dan dilakukan pada tanggal 17 dan 18 Februari 2023.

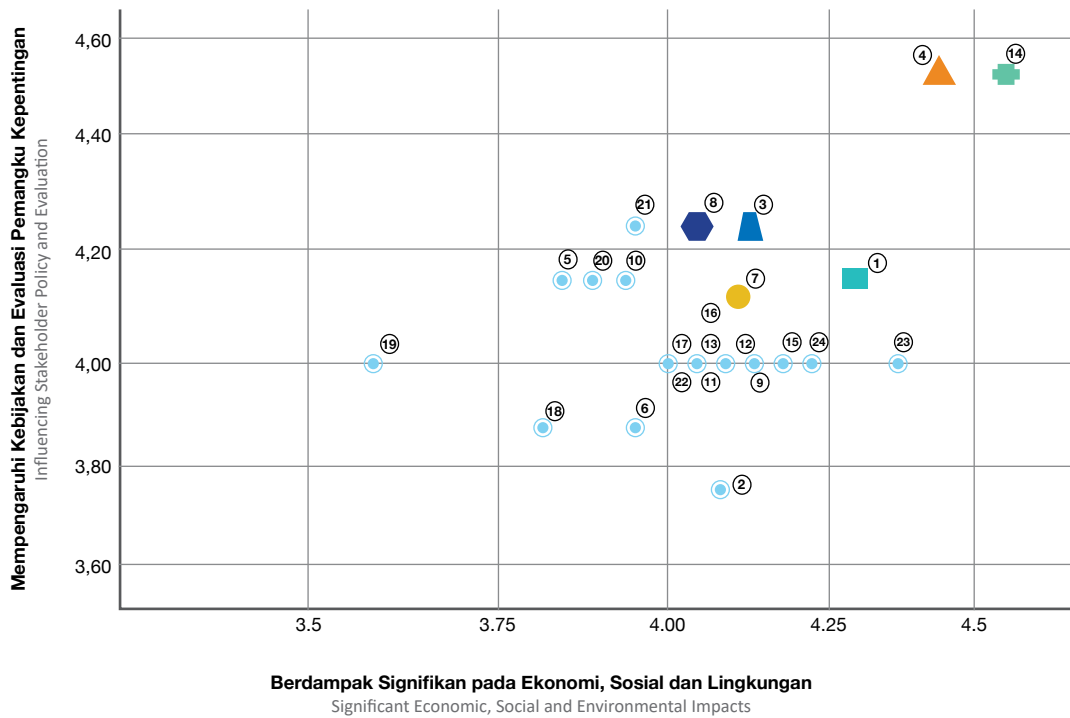
Third Stage: Impact Significance Assessment

The Company conducts an impact significance assessment that has been identified in the previous stage which aims to prioritize these impacts. Impact prioritization allows the Company to take and manage impacts to determine material topics to be reported in the 2022 Sustainability Report.

This stage was carried out by sending a questionnaire for selecting material topics to internal stakeholders who took part in the FGD on December 28, 2022. Questionnaires were also sent to external stakeholders which included shareholders, suppliers and work partners. The period for completing the questionnaire was from December 28, 2022 to January 20, 2023. Furthermore, the Company asked for opinions from experts, on February 17 and 18, 2023.

Hasil asesmen signifikansi dampak disajikan pada grafik sebagai berikut:

The results of impact significance assessment are presented in the following chart:



Keterangan:
Description:

- | | |
|--|---|
|  Air dan Efluen
Water and Effluents |  Kinerja Ekonomi
Economic Performance |
|  Dampak Ekonomi Tidak Langsung
Indirect Economic Impacts |  Anti Korupsi
Anti-Corruption |
|  Energi
Energy |  Kesehatan dan Keselamatan Kerja
Occupational Health and Safety |

Tahap Keempat: Prioritisasi Dampak Yang Paling Signifikan Untuk Pelaporan

Perseroan telah menetapkan prioritas dampak-dampak yang dihasilkan serta *cut-off point* dalam menentukan signifikan dampak sebagai fokus dalam pelaporan ini. Dari prioritas dampak yang telah dilakukan, maka topik material yang telah dipilih kemudian disampaikan kepada Direksi untuk mendapatkan persetujuan dan selanjutnya dilaporkan dalam Laporan Keberlanjutan.

Dari asesmen signifikansi dampak yang telah dilakukan, maka terpilihlah 6 (enam) topik material dengan signifikansi dampak yang tinggi. Topik tersebut yaitu: [GRI 3-2]

1. Kesehatan dan Keselamatan Kerja
2. Anti Korupsi
3. Dampak Ekonomi Tidak Langsung
4. Kinerja Ekonomi
5. Energi
6. Air dan Efluen

Fourth Stage: Prioritizing the Most Significant Impacts for Reporting

The Company has set the priority of resulting impacts and the cut-off point in determining significant impact as the focus of this report. From the impact prioritization that has been carried out, the material topics that have been selected are then submitted to Board of Directors for approval and then reported in the Sustainability Report.

From the impact significance assessment, 6 (six) material topics with high impact significance were selected. The topics are: [GRI 3-2]

1. Occupational Health and Safety
2. Anti-Corruption
3. Indirect Economic Impact
4. Economic Performance
5. Energy
6. Water and Effluent

Pada tahun 2022, terdapat perubahan topik material dibandingkan dengan tahun 2021. Pada Laporan Keberlanjutan 2021, terdapat 9 (sembilan) topik material di antaranya *Quality, Health, Safety and Environment (QHSE)*, *Pengelolaan Human Capital* dan *Pengembangan Kompetensi, Kinerja Ekonomi, Anti Korupsi dan Penyusunan, Kepuasan Pelanggan, Penanganan Perubahan Iklim, Sustainable Cities and Mobility, Inovasi dan Transformasi Digital, Limbah*. Sedangkan, pada tahun 2022, topik material terpilih menjadi 6 (enam) topik material yaitu *Kesehatan dan Keselamatan Kerja, Anti Korupsi, Dampak Ekonomi Tidak Langsung, Kinerja Ekonomi, Energi, dan Air dan Efluen*. Perubahan topik material di tahun 2022 dikarenakan adanya penyesuaian akan signifikansi dampak isu-isu keberlanjutan yang merupakan prioritas untuk diungkapkan berdasarkan *GRI Sector Standards* dan *GRI G4 Sector Disclosures Construction and Real Estate*. [GRI 3-2]

In 2022, there are changes in material topics compared to 2021. In the 2021 Sustainability Report, there were 9 (nine) material topics including *Quality, Health, Safety and Environment (QHSE)*, *Human Capital Management and Competency Development, Economic Performance, Anti-Corruption and Bribery, Customer Satisfaction, Handling Climate Change, Sustainable Cities and Mobility, Innovation and Digital Transformation, Waste*. Meanwhile, in 2022, 6 (six) material topics were selected, namely *Occupational Health and Safety, Anti-Corruption, Indirect Economic Impacts, Economic Performance, Energy, and Water and Effluents*. Changes in material topics in 2022 were due to an alignment of the significance of impact on sustainability issues which are priorities for disclosure based on *GRI Sector Standards* and *GRI G4 Sector Disclosures Construction and Real Estate*. [GRI 3-2]



Topik Material Material Topics	Isu Utama Key Issues	Pemangku Kepentingan yang Terdampak Affected Stakeholders
Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	<ul style="list-style-type: none"> • Keselamatan dan Kesehatan Kerja • Kualitas akhir produk dan jasa • Kepatuhan terhadap peraturan lingkungan • Occupational Health and Safety • Quality of final products and services • Compliance with environmental regulations 	<ul style="list-style-type: none"> • Karyawan • Pemberi kerja (<i>Owner</i>) • Mitra Kerja • Masyarakat • Regulator • Employee • Owner • Work Partners • Public • Regulators
Anti Korupsi Anti Corruption	<ul style="list-style-type: none"> • Kegiatan operasional Perseroan yang memiliki risiko kecurangan • Sosialisasi dan pelatihan anti korupsi • Insiden korupsi yang terbukti serta langkah nyata yang diambil oleh Perseroan • The Company's operational activities that have a risk of fraud • Socialization and anti-corruption training • Proven incidents of corruption and concrete steps taken by the Company 	<ul style="list-style-type: none"> • Pemegang Saham • Regulator • Karyawan • Media Massa • Pemerintah • Shareholders • Regulators • Employee • Mass Media • Government
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts	<ul style="list-style-type: none"> • Investasi infrastruktur dan dukungan layanan yang dilakukan oleh Perseroan • Dampak ekonomi tidak langsung yang signifikan yang dihasilkan oleh Perseroan • Infrastructure investment and service support made by the Company • Significant indirect economic impact generated by the Company 	<ul style="list-style-type: none"> • Pemegang Saham • Regulator • Karyawan • Kreditur • Mitra Kerja • Masyarakat • NGO • Shareholders • Regulators • Employee • Creditors • Work partners • Public • NGOs
Kinerja Ekonomi Economic Performance	<ul style="list-style-type: none"> • Nilai ekonomi langsung yang dihasilkan dan didistribusikan oleh Perusahaan • Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim • Kewajiban program pensiun manfaat pasti dan program pensiun lainnya • Bantuan keuangan yang diterima Perusahaan dari Pemerintah • Direct economic value generated and distributed by the Company • Financial implications and other risks and opportunities from climate change • Obligations of defined benefit pension plans and other pension plans • Financial assistance received by the Company from the Government 	<ul style="list-style-type: none"> • Pemegang Saham • Regulator • Karyawan • Kreditur • Mitra Kerja • Investor • Shareholders • Regulators • Employee • Creditors • Work Partners • Investors

Alasan Bersifat Material Material Reasons	TPB
<p>Kesehatan dan keselamatan kerja merupakan suatu hal yang menjadi standar utama Perseroan guna menciptakan lingkungan kerja yang aman bagi karyawan. Di sisi lain, K3 merupakan suatu harapan serta menumbuhkan kepercayaan dari para pemangku kepentingan.</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, OHS is an expectation and fosters trust from stakeholders.</p>	
<p>Anti korupsi merupakan suatu tindakan yang digunakan untuk mencegah adanya kecurangan dalam bentuk apapun di lingkungan Perseroan. Di sisi lain, anti korupsi dapat mendorong terciptanya lingkungan kerja yang bersih dan berintegritas tinggi.</p> <p>Anti-corruption is an action used to prevent fraud in any form within the Company. On the other hand, anti-corruption can encourage the creation of a clean and high-integrity work environment.</p>	
<p>Dampak ekonomi tidak langsung merupakan topik material dikarenakan kegiatan bisnis Perseroan tidak hanya menghasilkan laba, melainkan untuk menciptakan nilai bagi para pemangku kepentingan.</p> <p>Indirect economic impact is a material topic because the Company's business activities are not solely pursuing generate profit, but to create value for stakeholders.</p>	
<p>Kinerja ekonomi merupakan topik material mampu menggambarkan pencapaian kinerja operasional dan keuangan Perseroan. Kinerja ekonomi juga dapat menjadi alat untuk mengevaluasi ketercapaian dibandingkan dengan target yang telah ditetapkan.</p> <p>Economic performance is a material topic capable of describing the achievement of the Company's operational and financial performance. Economic performance can also be a tool for evaluating achievement compared to predetermined targets</p>	

Topik Material Material Topics	Isu Utama Key Issues	Pemangku Kepentingan yang Terdampak Affected Stakeholders
Energi Energy	<ul style="list-style-type: none"> • Penggunaan energi di dalam Perseroan • Penggunaan energi di luar Perseroan • Intensitas energi yang dihasilkan oleh Perseroan • Upaya pengurangan konsumsi energi yang dilakukan Perseroan • Pengurangan kebutuhan energi dari produk dan jasa Perseroan • Energy use within the Company • Use of energy outside the Company • Energy intensity produced by the Company • Efforts to reduce energy consumption by the Company • Reduction of energy demand from the Company's products and services 	<ul style="list-style-type: none"> • Masyarakat • Pemberi Kerja • Karyawan • Public • Owner • Employee
Air dan Efluen Water and Effluent	<ul style="list-style-type: none"> • Konsumsi air yang merupakan sumber daya bersama bagi Perseroan • Manajemen dampak yang berkaitan dengan pembuangan air dari kegiatan operasional Perseroan • Pengambilan air yang dilakukan oleh Perseroan • Pembuangan air yang dilakukan oleh Perseroan • Consumption of water which is a shared resource for the Company • Impact management related to the discharge of water from the Company's operational activities • Withdrawal of water by the Company • Disposal of water by the Company 	<ul style="list-style-type: none"> • Masyarakat • Karyawan • Public • Employee



Alasan Bersifat Material
Material Reasons

TPB

Energi merupakan topik material dikarenakan kegiatan operasional Perseroan tidak terlepas dari penggunaan energi khususnya energi listrik yang digunakan untuk kegiatan perkantoran dan kegiatan di lokasi proyek, serta bahan bakar untuk kendaraan operasional. Oleh karena itu, topik energi merupakan suatu prioritas bagi Perseroan agar terus berupaya dalam meningkatkan inisiatif penghematan energi.



Energy is a material topic because the Company's operational activities are inseparable from the use of energy, especially electricity used for activities at office and at project sites, as well as fuel for operational vehicles. Therefore, the topic of energy is a priority for the Company to continue to improve energy saving initiatives.

Tentang Laporan
About the Report

Pengelolaan air dan efluen merupakan topik material dikarenakan dalam kegiatan bisnis Perseroan juga menggunakan air serta menghasilkan limbah. Pengungkapan topik ini merupakan suatu komitmen Perseroan yang menunjukkan bahwa pengelolaan air dan efluen dapat dikelola dengan baik.



Water and effluent management is a material topic because the Company's business activities also use water and generate waste. Disclosure of this topic is a commitment of the Company which shows that water and effluent can be managed properly.





Strategi Keberlanjutan

Sustainability Strategy



Strategi keberlanjutan Perseroan merupakan upaya Perseroan untuk menuju perusahaan konstruksi berbasis teknologi kelas dunia yang meningkatkan kualitas kehidupan manusia dan alam dengan memastikan kemakmuran dan pertumbuhan bisnis yang mendukung keberlanjutan.

The Company's sustainability strategy is the Company's effort to become a world-class technology-based construction company that improves the quality of human life and nature by ensuring prosperity and business growth that supports sustainability.

STRATEGI KEBERLANJUTAN

SUSTAINABILITY STRATEGY



PENJELASAN STRATEGI KEBERLANJUTAN [OJK A.1]

Perseroan mempraktikkan pembangunan berkelanjutan melalui pendekatan *community development* yang bertanggung jawab sejalan dengan visi, misi, dan nilai-nilai perusahaan. *Roadmap* untuk keberlanjutan berdasar pada aspek-aspek *Five Bottom Line* yaitu *planet, people, prosperity, peace* dan *partnership*. Perseroan berusaha untuk menjadi konstruksi yang berbasis teknologi kelas dunia yang juga meningkatkan kualitas kehidupan manusia dan alam dengan memastikan kemakmuran dan pertumbuhan bisnis yang tidak merugikan kesejahteraan masyarakat dan lingkungan di sekitar operasi Perseroan.

Sesuai dengan visi keberlanjutan, yaitu Menjadi Perusahaan Terkemuka dalam Penerapan *Corporate Share Value*, dan dalam mengemban misi keberlanjutan yaitu 1) Menjalankan Bisnis yang Mampu Meningkatkan Nilai Para Pemangku Kepentingan, 2) Memberikan Kontribusi Terbaik dalam Pencapaian Tujuan Pembangunan Berkelanjutan, Perseroan telah menetapkan strategi keberlanjutan yang pada jangka pendek ditekankan pada peningkatan efektivitas program tanggung jawab sosial (TJSL) secara berkelanjutan.

EXPLANATION OF SUSTAINABILITY STRATEGY [OJK A.1]

The Company practices sustainable development through a responsible community development approach in line with its vision, mission and values. The roadmap for sustainability is based on the Five Bottom Line aspects of planet, people, prosperity, peace and partnership. The Company strives to become a world-class technology-based construction that also improves the quality of human life and nature by ensuring prosperity and business growth that does not harm the welfare of the people and environment around the Company's operations.

In accordance with the sustainability vision, which is to become a leading Company in applying corporate share value, and in carrying out the sustainability mission, namely 1) Running a business that is capable of increasing the value of stakeholders, 2) providing the best contribution in achieving sustainable development goals, the Company has established a sustainability strategy, with short-term emphasize on increasing the effectiveness of social responsibility programs (CSR) in a sustainable manner.

Mengacu pada Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan BUMN yang telah diperbarui dengan Peraturan Menteri BUMN Nomor PER-6/MBU/09/2022 tentang Perubahan atas Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan BUMN, strategi keberlanjutan yang telah ditetapkan dibagi ke dalam strategi Program Pendanaan Usaha Mikro dan Kecil (PUMK) dan Non PUMK.

Referring to the Regulation of Minister of SOEs Number PER-05/MBU/04/2021 on Social and Environmental Responsibility Program of SOEs which has been updated with the Regulation of Minister of SOEs Number PER-6/MBU/09/2022 concerning Amendments to the Regulation of Minister of SOEs Number PER-05/MBU/04/2021 on Social and Environmental Responsibility Program of SOEs, the sustainability strategy that has been determined is divided into Micro and Small Business Funding Program (PUMK) and Non PUMK strategies.

Strategi PUMK menekankan pada Peningkatan kemampuan usaha kecil agar menjadi tangguh dan mandiri di wilayah binaan melalui pemanfaatan dana dari bagian laba Perseroan. Sedangkan strategi Non PUMK menekankan pada pemberdayaan kondisi sosial masyarakat di dalam atau di luar Perseroan melalui pemanfaatan dana dari bagian laba Perseroan sesuai dengan Tujuan Pembangunan Berkelanjutan (TPB) Pilar Sosial, Pilar Ekonomi, Pilar Lingkungan, serta Pilar Hukum dan Tata Kelola.

The PUMK strategy emphasizes on increasing the ability of small businesses to become strong and independent in the target area through the utilization of funds from the Company's profit share. While the Non-PUMK strategy emphasizes on empowering the social conditions of the community within or outside the Company through the use of funds from the Company's profit share in accordance with the Sustainable Development Goals (SDGs) Social Pillars, Economic Pillars, Environmental Pillars, and Law and Governance Pillars.

Dalam jangka panjang, Perseroan telah mengembangkan *Roadmap* Keberlanjutan dalam mencapai visi keberlanjutan. *Roadmap* Keberlanjutan Perseroan beserta target waktunya disajikan sebagai berikut:

In the long term, the Company has developed a Sustainability Roadmap in achieving its sustainability vision. WIKA's Sustainability Roadmap and the time targets are presented as follows:



Tahun Year	Tahap Stage	Strategi Strategy
2022	Preparing Sustainability Roadmap Development	<ul style="list-style-type: none"> Telaah regulasi, standar internasional dan <i>best practices</i> <i>Benchmarking</i> Identifikasi <i>current practices</i> Review regulations, international standards and best practices Benchmarking Identification of current practices
2023	Awareness, Capacity Building, Holistic Sustainability Strategy Development	<ul style="list-style-type: none"> Melaksanakan <i>workshop</i>, seminar, dan pelatihan Mengembangkan <i>Sustainability Strategy Framework</i> Conducting workshops, seminars and training Develop Sustainability Strategy Framework

Tahun Year	Tahap Stage	Strategi Strategy
2024	<i>Integrating ESG in Business Process</i>	<ul style="list-style-type: none"> • Mengembangkan kebijakan-kebijakan keberlanjutan • Melakukan sosialisasi kebijakan • Mengembangkan pengukuran kinerja keberlanjutan • Develop sustainability policies • Organizing policies outreach • Developing sustainability performance measurement
2025	<i>ESG based Risk Management Development</i>	<ul style="list-style-type: none"> • Mengembangkan manajemen risiko berbasis ESG (LST) • Mengembangkan sistem informasi keberlanjutan • Develop ESG based risk management (ESG) • Developing sustainability information system
2026	<i>Strengthening CSV based Business Process</i>	<ul style="list-style-type: none"> • Penguatan proses bisnis berlandaskan prinsip <i>Creating Shared Value</i> dengan melakukan <i>monitoring</i>, evaluasi dan perbaikan secara berkelanjutan • Strengthening business processes based on the principles of Creating Shared Value by conducting continuous monitoring, evaluation and improvement

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

Dalam menjalankan kegiatan usahanya, Perseroan senantiasa mengacu pada aturan-aturan internasional maupun nasional, khususnya terkait dengan ketenagakerjaan yang telah dikeluarkan oleh *International Labor Organization* (ILO) yang telah menjalin kerja sama dengan berbagai negara, termasuk Indonesia. Di samping itu, Perseroan juga berkomitmen untuk senantiasa mengacu pada standar internasional yang relevan, di antaranya meliputi:

1. ISO 21500: 2021 tentang Sistem Manajemen Proyek
2. ISO 37001: 2016 tentang Sistem Manajemen Anti Penyuapan
3. ISO 27001: 2013 tentang Sistem Pengamanan Informasi
4. ISO 31000: 2018 tentang Manajemen Risiko
5. ISO 9001: 2015 tentang Sistem Manajemen Mutu

Perseroan juga berkomitmen untuk senantiasa mematuhi seluruh peraturan perundang-undangan yang relevan dengan kegiatan usaha Perseroan. Berbagai peraturan perundang-undangan tersebut di antaranya adalah:

- Peraturan Menteri BUMN Nomor PER-03/MBU/03/2021 tentang Tata Cara Penghapusbukuan dan Pemindahtanganan Aktiva Tetap BUMN
- Peraturan Menteri BUMN Nomor PER-09/MBU/2012 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara
- Peraturan Menteri BUMN PER-04/MBU/06/2020 tentang Pedoman Pengangkatan Anggota Direksi dan Anggota Dewan Komisaris Anak Perusahaan Badan Usaha Milik Negara
- Peraturan Menteri BUMN PER-14/MBU/10/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN
- Peraturan Menteri BUMN Nomor PER-09/MBU/2013 tentang Kebijakan Umum Transaksi Lindung Nilai Badan Usaha Milik Negara
- Peraturan Menteri BUMN PER-12/MBU/11/2020 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara

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 the 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 37001: 2016 on Anti-Bribery Management System
3. ISO 27001: 2013 on Information Security System
4. ISO 31000: 2018 on Risk Management
5. ISO 9001: 2015 on Quality Management System

The Company is also committed to always comply with all laws and regulations relevant to its business activities. These laws and regulations include:

- Minister of SOE Regulation Number PER-03/MBU/03/2021 concerning Procedures for Write-off and Transfer of SOE Fixed Assets
- Minister of SOE Regulation Number PER-09/MBU/2012 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises
- Minister of SOE Regulation PER-04/MBU/06/2020 concerning Guidelines for Appointing Members of Board of Directors and Members of Board of Commissioners of Subsidiaries of State-Owned Enterprises
- Minister of SOE Regulation PER-14/MBU/10/2021 concerning Supporting Organs of Board of Commissioners/Supervisory Board of SOE
- Minister of SOE Regulation Number PER-09/MBU/2013 concerning General Policy on Hedging Transactions of State-Owned Enterprises
- Minister of SOE Regulation PER-12/MBU/11/2020 concerning Guidelines for Determining Income for Board of Directors, Board of Commissioners and Supervisory Board of State-Owned Enterprises

- Peraturan Menteri BUMN PER-10/MBU/10/2020 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas BUMN
- Peraturan Menteri BUMN Nomor PER-11/MBU/07/2021 Persyaratan dan Tata Cara pengangkatan dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara
- Peraturan Menteri BUMN PER-11/MBU/11/2020 tentang Kontrak Manajemen dan Kontrak Manajemen Tahunan Direksi Badan Usaha Milik Negara
- Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara
- Peraturan Menteri BUMN PER-07/MBU/04/2021 tentang Pedoman Kerja Sama Badan Usaha Milik Negara
- Peraturan Menteri BUMN PER-07/MBU/04/2021 tentang Pedoman Kerja Sama Badan Usaha Milik Negara
- Peraturan Menteri BUMN Nomor PER-08/MBU/12/2019 tentang Pedoman Umum Pelaksanaan Pengadaan Barang dan Jasa Badan Usaha Milik Negara
- Peraturan Menteri BUMN Nomor PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada Badan Usaha Milik Negara
- POJK No 30/POJK.04/2015 tentang Laporan Realisasi Penggunaan Dana Hasil Penawaran Umum
- POJK No 14/POJK.04/2022 tentang Penyampaian Laporan Keuangan Berkala Emiten Atau Perusahaan Publik
- POJK No. 03/POJK.04/2019 tentang Tata Cara Pemberian Persetujuan Anggaran Dasar Lembaga Kliring dan Penjaminan
- SEOJK No 16/POJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik
- Surat Keputusan Direksi PT BEI Nomor Kep-00023/BEI/03-2015 tentang Jadwal Dividen Tunai
- POJK No. 13/POJK.03/2017 tentang Penggunaan Jasa Akuntan Publik dan Kantor Akuntan Publik dalam Kegiatan Jasa Keuangan
- POJK No. 42/POJK.04/2020 tentang Keterbukaan Informasi Transaksi Afiliasi dan Transaksi Benturan Kepentingan
- POJK No. 17/POJK.04/2020 tentang Keterbukaan Informasi transaksi material dan Transaksi perubahan kegiatan usaha
- POJK No. 31/POJK.04/2015 Keterbukaan Informasi atas Informasi dan Fakta Material oleh Emiten atau Perusahaan Publik
- POJK No. 35/POJK.04/2014 tentang Sekretaris Perusahaan Emiten dan Perusahaan Publik
- POJK No. 56/POJK.04/2015 tentang Pergantian Kepala SPI
- POJK No. 55/POJK.04/2015 tentang Perubahan Komite Audit
- Minister of SOE Regulation PER-10/MBU/10/2020 concerning Requirements and Procedures for Appointment and Dismissal of Members of Board of Commissioners and Supervisory Board of SOE
- Minister of SOE Regulation Number PER-11/MBU/07/2021 Requirements and Procedures for Appointing and Dismissing Members of Board of Directors of State-Owned Enterprises
- Minister of SOE Regulation PER-11/MBU/11/2020 concerning Management Contracts and Annual Management Contracts for Directors of State-Owned Enterprises
- Minister of SOE Regulation Number PER-05/MBU/04/2021 concerning Social and Environmental Responsibility Programs for State-Owned Enterprises
- Minister of SOE Regulation PER-07/MBU/04/2021 concerning Guidelines for Cooperation with State-Owned Enterprises
- Minister of SOE Regulation PER-07/MBU/04/2021 concerning Guidelines for Cooperation with State-Owned Enterprises
- Minister of SOE Regulation Number PER-08/MBU/12/2019 concerning General Guidelines for the Implementation of Procurement of Goods and Services for State-Owned Enterprises
- Minister of SOE Regulation Number PER-05/MBU/09/2022 concerning the Implementation of Risk Management in State-Owned Enterprises
- POJK No 30/POJK.04/2015 concerning Realization Report on the Use of Public Offering Proceeds
- POJK No 14/POJK.04/2022 concerning Submission of Periodic Financial Reports of Issuers or Public Companies
- POJK No. 03/POJK.04/2019 concerning Procedures for Granting Approval of the Articles of Association of the Clearing Guarantee Institution
- SEOJK No 16/POJK.04/2021 concerning Form and Content of Annual Reports of Issuers or Public Companies
- Decree of Board of Directors of PT BEI Number Kep-00023/BEI/03-2015 concerning Cash Dividend Schedules
- POJK No. 13/POJK.03/2017 concerning the Use of Public Accountant Services and Public Accounting Firms in Financial Services Activities
- POJK No. 42/POJK.04/2020 concerning Disclosure of Information on Affiliated Transactions and Transactions with Conflicts of Interest
- POJK No. 17/POJK.04/2020 concerning Information Disclosure of material transactions and Transactions of changes in business activities
- POJK No. 31/POJK.04/2015 concerning Information Disclosure of Material Information and Facts by Issuers or Public Companies
- POJK No. 35/POJK.04/2014 concerning Corporate Secretary of Issuers and Public Companies
- POJK No. 56/POJK.04/2015 concerning Replacement of Head of SPI
- POJK No. 55/POJK.04/2015 concerning Changes to Audit Committee

- POJK No. 34/POJK.04/2014 tentang Perubahan Komite NRG
- POJK No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten dan Perusahaan Publik

- POJK No. 34/POJK.04/2014 concerning Changes to NRG Committee
- POJK No. 33/POJK.04/2014 concerning Board of Directors and Board of Commissioners of Issuers and Public Companies

Berbagai aturan dan standar internasional telah diturunkan pada kebijakan internal Perseroan yang meliputi:

1. Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan
2. Kebijakan Sistem Manajemen
3. Kebijakan Sistem Manajemen Mutu
4. Kebijakan Sistem Manajemen Risiko
5. Kebijakan Pengamanan Informasi dan Manajemen Layanan Teknologi Informasi
6. Kebijakan Sistem Manajemen Anti Penyuapan
7. Kebijakan SWA (*Stop Work Action*)
8. Perjanjian Kerja Bersama
9. Kebijakan lainnya

Various international rules and standards have been translated into the Company's internal policies which include:

1. Occupational Health, Safety and Environment Policy
2. Management System Policy
3. Quality Management System Policy
4. Risk Management System Policy
5. Policy on Information Security and Management of Information Technology Services
6. Anti-Bribery Management System Policy
7. SWA (*Stop Work Action*) Policy
8. Collective Labour Agreement
9. Other policies.

Berbagai kebijakan yang telah dimiliki Perseroan telah dilengkapi dengan kebijakan uji tuntas untuk memastikan bahwa kebijakan dilaksanakan dengan baik. Uji tuntas tersebut tercermin dari telah dimilikinya pengukuran kinerja Sistem Manajemen WIKA (SMW) sebagai berikut:

- Pengukuran *Quality Management System Level* (QMSL)
- Pengukuran Keselamatan dan Kesehatan Kerja, mencakup *Health, Safety and Environment* (HSE) Level, *Frequency Rate*, *Severity Rate*, *Risk Containment Audit*, Jumlah Penyakit Akibat Kerja.
- Pengukuran aspek 5R (Ringkas, Rapi, Resik, Rawat, Rajin)
- Pengukuran Aspek Lingkungan, mencakup pengurangan penggunaan kertas, tumpahan minyak, intensitas konsumsi energi listrik, pengurangan penggunaan BBM dan penggunaan air bersih.
- Pengukuran *Quality Product*, mencakup *Quality Product Assessment* (QPass) pekerjaan struktur, QPass Pekerjaan *Finishing* dan QPass pekerjaan MEP.
- Pengukuran *Security Management System Level* (SMSL).

Various policies owned by the Company have been complemented by a due diligence policy to ensure that the policies are implemented properly. This due diligence is reflected in the performance measurement of WIKA Management System (SMW) as follows:

- Measurement of Quality Management System Level (QMSL)
- Measurement of Occupational Safety and Health, including Health, Safety and Environment (HSE) Level, Frequency Rate, Severity Rate, Risk Containment Audit, Number of Occupational Diseases.
- Measurement of the 5S Aspect (Sort, Set in Order, Shine, Sustain, Standardize)
- Measurement of Environmental Aspects, including reducing the use of paper, oil spills, the intensity of electricity consumption, reducing the use of fuel and clean water.
- Measurement of Product Quality, including Product Quality Assessment (QPass) for structural works, QPass for Finishing works and QPass for MEP works.
- Measurement of Security Management System Level (SMSL).

Selain telah memiliki uji tuntas, Perseroan juga telah memiliki Kebijakan *Stop Work Action* (SWA) sebagai komitmen dalam menerapkan prinsip kehati-hatian. Dalam Kebijakan SWA telah ditetapkan bahwa Pimpinan Perseroan memberikan wewenang penuh kepada setiap karyawan dan mitra kerja untuk mencegah kecelakaan kerja dengan cara:

1. Menghentikan pekerjaan atau *Stop Work Action* (SWA), jika menemukan tindakan atau kondisi yang berbahaya serta pekerjaan tidak sesuai dengan peraturan yang berlaku
2. Berbagi pengalaman terkait SWA yang dilakukan atau diterima dalam *safety meeting*

Apart from having due diligence, the Company also has a *Stop Work Action* (SWA) Policy as a commitment to implementing the precautionary principle. In SWA Policy, it has been determined that the Management of the Company gives full authority to every employee and work partner to prevent work accidents by:

1. *Stop Work Action* (SWA), if finding dangerous actions or conditions and work that does not comply with applicable regulations
2. Sharing experiences related to SWA conducted or received in safety meetings

Kebijakan terkait penghormatan terhadap hak asasi manusia, difokuskan pada kebijakan pengelolaan sumber daya manusia yang dituangkan dalam Perjanjian Kerja Bersama (PKB) bahwa manajemen Perseroan menjamin hak-hak dari seluruh insan WIKA, sehingga tidak terdapat pelanggaran hak asasi manusia bagi Perseroan dengan Serikat Pekerjaannya. 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.

Komitmen Perseroan pada penghormatan hak asasi manusia juga diterapkan pada prosedur keamanan di lokasi proyek mengacu pada ISO 21500:2021 tentang Sistem Manajemen Proyek. Terkait dengan penghormatan hak asasi manusia untuk penyedia barang dan jasa telah diatur pada Pelaksanaan pengadaan barang dan jasa tertuang dalam prosedur No. WIKA-DAN-PM-03.01 Rev. 06 Amd. 02, tanggal 6 Januari 2022, tentang Prosedur Pengadaan Barang dan Jasa Proyek. Sedangkan, penghormatan hak asasi manusia kepada pelanggan diatur dalam Kebijakan Sistem Manajemen Mutu yang menyatakan bahwa komitmen Perseroan terhadap pemenuhan harapan dan kepuasan pelanggan.

Kebijakan-kebijakan yang dimiliki oleh Perseroan telah dipublikasikan dan disosialisasikan kepada seluruh (100%) pekerja, mitra bisnis dan pihak terkait lainnya melalui *website* resmi Perseroan. Seluruh kebijakan dituangkan dalam Surat Keputusan Direksi dan dilaksanakan secara efektif dengan melakukan monitoring dan evaluasi secara berkala.

Perseroan telah mengalokasikan tanggung jawab dalam melaksanakan berbagai kebijakan yang telah ditetapkan melalui pengembangan struktur organisasi yang tepat. Struktur organisasi Perseroan disampaikan dalam Laporan Tahunan bagian Profil Perusahaan. Seluruh kebijakan telah diturunkan dalam dokumen Instruksi Kerja yang menjadi panduan bagian terkait dalam menjalankan tugas dan tanggungjawabnya. Instruksi Kerja senantiasa disosialisasikan baik kepada pihak internal maupun eksternal yang relevan. [GRI 2-24]

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 personnel, so that there are no violations of human 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.

The Company's commitment to respecting human rights is also applied to security procedures at project sites referring to ISO 21500:2021 on Project Management Systems. With due regard to 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-DAN-PM-03.01 Rev. 06 Amd. 02, dated January 6, 2022, concerning Procedures for Procurement of Project Goods and Services. Meanwhile, respect for human rights to customers is regulated in the Quality Management System Policy which states that the Company is committed to fulfilling customer expectations and satisfaction.

The policies owned by the Company have been published and disseminated to employees, business partners and other related parties through the Company's official website. All policies are outlined in Board of Directors Decrees and implemented effectively by conducting periodic monitoring and evaluation.

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. [GRI 2-24]

PROSES UNTUK MEMULIHKAN DAMPAK NEGATIF [GRI 2-25]

Perseroan telah memiliki Prosedur Catatan Peluang Perbaikan dan Permintaan Tindakan Korektif dan Preventif yang di antaranya 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, *Health, Safety and Environment* (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 QA. Keputusan untuk mengajukan PTKP ini ada pada penanggung jawab fungsi *Quality Assurance* (QA) Pelaksana Pengelola Usaha (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.

PROCESS TO RESTORE NEGATIVE IMPACT [GRI 2-25]

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. Found 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. 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

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:

- Digunakan sebagaimana adanya
- Diperbaiki (*Repair*)
- 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:

- Membuat grafik PTKP yang terjadi
- Menentukan permasalahan dengan menggunakan pareto
- Analisis tren PTKP dilaksanakan di tingkat PPU

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.

Each CPP or PTKP must be analyzed 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 analyzed for their main causes and evaluated against the Risk Register when it comes to preventive actions, as a basis for corrective and preventive actions. For the Construction Sector, the following 3 (three) deviations apply:

- Used as it is
- Repair
- Rework

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

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

Then, periodically the person in charge of Quality, Health, Safety and Environment (QHSE) at Division level and the person in charge of QA function at PPU level must conduct a review of the 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:

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

At the end of the year, the person in charge of Management System function at central level evaluates the 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 the CPP or PTKP follow-up results affect the Company's Management System (IK or procedures), then the system must be adjusted.



Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

AKHLAK



Di tahun 2022, Perseroan mencatatkan berbagai peningkatan kinerja, baik pada aspek ekonomi, lingkungan dan sosial.

In 2022, the Company recorded a number of performance improvements, both in economic, environmental and social aspects.

IKHTISAR KINERJA KEBERLANJUTAN [OJK B]

SUSTAINABILITY PERFORMANCE OVERVIEW [OJK B]

KINERJA ASPEK EKONOMI [OJK B.1]

ECONOMIC ASPECT PERFORMANCE [OJK B.1]

Uraian/Tahun Description	Satuan Unit	2022	2021	2020
Produksi (Kinerja per Segmen) (Performance per Segment)				
Industri Beton Concrete Industry	Dalam Miliar Rupiah In Billion Rupiah	5.689,40	4.601,08	5.061,92
Segmen Realiti dan Properti Realty and Property Segment	Dalam Miliar Rupiah In Billion Rupiah	708,18	457,90	533,05
Segmen Investasi Investment Segment	Dalam Miliar Rupiah In Billion Rupiah	190,47	6,60	-
Infrastruktur dan Gedung Infrastructure and Building	Dalam Miliar Rupiah In Billion Rupiah	10.792,25	9.430,24	8.492,52
Energi dan <i>Industrial Plant</i> Energy and Industrial Plant	Dalam Miliar Rupiah In Billion Rupiah	3.875,61	3.313,90	2.448,89
Pendapatan Bersih Net Revenue	Dalam Miliar Rupiah In Billion Rupiah	21.480,79	17.809,72	16.536,38
Laba Bersih Net Profit	Dalam Miliar Rupiah In Billion Rupiah	12,59	214,42	322,34
<i>Return on Investment</i> (ROI)	%	0,08	2,55	2,84
<i>Return on Equity</i> (ROE)	%	0,07	1,29	2,12
Jumlah Proyek yang Diterima Received Project Value	Kontrak Contract	51	42	29
Nilai Proyek yang Diterima Number of Completed Projects	Dalam Triliun Rupiah In Trillion Rupiah	33,35	26,81	23,37
Jumlah Proyek Selesai Number of Completed Projects	Kontrak Contract	11	50	42
Nilai Kontrak Proyek yang Selesai Completed Project Contract Value	Dalam Miliar Rupiah In Billion Rupiah	6.784,72	32.058,75	15.816,36

Uraian/Tahun Description	Satuan Unit	2022	2021	2020
Jumlah produk /jasa ramah Lingkungan Number of eco- friendly products/ services	Kegiatan Usaha Business activities	<ul style="list-style-type: none"> • Pengembangan Infrastruktur Berkelanjutan • Inovasi Teknologi Hijau • Pembangunan <i>Green Building</i> • Pembangunan Transportasi Berkelanjutan • Sustainable Infrastructure Development • Green Technology Innovation • Construction of Green Buildings • Sustainable Transportation Development 	<ul style="list-style-type: none"> • Pengembangan Infrastruktur Berkelanjutan • Inovasi Teknologi Hijau • Pembangunan <i>Green Building</i> • Pembangunan Transportasi Berkelanjutan • Sustainable Infrastructure Development • Green Technology Innovation • Construction of Green Buildings • Sustainable Transportation Development 	<ul style="list-style-type: none"> • Pengembangan Infrastruktur Berkelanjutan • Inovasi Teknologi Hijau • Pembangunan <i>Green Building</i> • Pembangunan Transportasi Berkelanjutan • Sustainable Infrastructure Development • Green Technology Innovation • Construction of Green Buildings • Sustainable Transportation Development
Jumlah pemasok lokal Number of local suppliers	Perusahaan/mitra Vendor	2.909	1.025	433

KINERJA ASPEK LINGKUNGAN HIDUP [OJK B.2] ENVIRONMENTAL ASPECT PERFORMANCE [OJK B.2]

Uraian Description	Satuan Unit	2022	2021	2020
Konsumsi Energi Energy Consumption	Gj	27.841,97 a)	56.372,72 b)	15.699,02 b)
Konsumsi Air Water Consumption	Liter	34.806.757	27.731.526 b)	21.707.951 c)
Pengurangan Emisi GRK GCG Emission Reduction	Ton CO ₂ eq	10.747,47	20,97	-
Pengurangan Air Limbah Kantor Pusat Head Office's Waste water Reduction	M ³	-	773	9.316
Biaya Lingkungan Hidup Environmental Costs	Miliar Rupiah Billion Rupiah	1,997	1,530	1,760

Uraian Description	Satuan Unit	2022	2021	2020
Pelestarian keanekaragaman hayati Biodiversity Preservation	Program Program	<ul style="list-style-type: none"> • Penanaman Pohon Produktif dan Pohon Buah • Transplantasi Terumbu Karang • Penanaman Mangrove • Pengadaan Sanitasi dan Air Bersih • Planting Productive Trees and Fruit Trees • Coral Reef Transplant • Mangrove planting • Provision of Sanitation and Clean Water 	<ul style="list-style-type: none"> • Penanaman Pohon Produktif dan Pohon Buah • Transplantasi Terumbu Karang • Penanaman Mangrove • Pengadaan Sanitasi dan Air Bersih • Planting Productive Trees and Fruit Trees • Coral Reef Transplant • Mangrove planting • Provision of Sanitation and Clean Water 	<ul style="list-style-type: none"> • Penanaman Pohon Produktif dan Pohon Buah • Penanaman Mangrove • Pengadaan Sanitasi dan Air Bersih • Planting Productive Trees and Fruit Trees • Mangrove planting • Provision of Sanitation and Clean Water
Pengaduan lingkungan	Kasus Case	-	-	-

Keterangan:

a) Data dari kantor pusat dan 4 proyek (EPC Storage Tanks Modification and Piping System, Proyek Submarine Cable, Proyek PLTU Palu-3, dan Construction and Commissioning (EPC) TSL Furnace Ausmelt)

b) Data dari kantor pusat dan 6 proyek (Proyek Susel Barru 2; EPC Storage Tanks Modification and Piping System; Proyek Submarine Cable; Proyek Cilacap Expansion 1 x 1000 MW CFSP; Proyek PLTU Palu-3; Proyek LPG Jatim)

Notes:

a) Data from head office and 4 projects (EPC Storage Tanks Modification and Piping System, Submarine Cable Project, PLTU Palu-3 Project and Construction and Commissioning (EPC) TSL Furnace Ausmelt)

b) Data from head office and 6 projects (South Sulawesi Barru 2 Project; EPC Storage Tanks Modification and Piping System; Submarine Cable Project; Cilacap Expansion 1 x 1000 MW CFSP Project; PLTU Palu-3 Project; East Java LPG Project)

KINERJA ASPEK SOSIAL [OJK B.3] SOCIAL ASPECT PERFORMANCE [OJK B.3]

Dampak Positif Positive impact

Uraian Description	Satuan Unit	2022	2021	2020
Menjaga Karyawan Tetap Aman Keep Employees Safe				
Indonesia	Man Hours	96.369.735	135.480.865	84.087.581
Luar Negeri Overseas	Man Hours	227.128	2.2980.779	3.800.147
Biaya Tanggung Jawab Sosial dan Lingkungan Percentage of Female Employees Compared to Total Employees	Miliar Rupiah Billion Rupiah	23,75	23,95	41,83
Persentase Karyawan Perempuan Dibanding Total Karyawan Number of employees attending training in a year	%	9,44	9,56	9,64
Jumlah karyawan yang mengikuti pelatihan dalam setahun Number of Training Hours in a Year	Karyawan Employee	3.937	3.668	5.897
Jumlah Jam Pelatihan dalam Setahun Number of Training Hours in a Year	Jam Kerja Working hours	86.703	2.880	141.528
Indeks Keterikatan Pegawai Employee Engagement Index	%	82	78	-

Dampak Negatif Negative impact

Uraian Description	Satuan Unit	2022	2021	2020
Indonesia				
Severity Rate	Rate	0,49	0,90	0,38
NLTI Rate	Rate	1,17	0,66	1,68
LTI	Rate	0,12	0,07	0,08
Luar Negeri Overseas				
Severity Rate	Rate	0	0,34	0,00
NLTI Rate	Rate	0	4,03	2,97
LTI	Rate	0	0,34	0,00

Sebagai perusahaan yang bergerak di bidang konstruksi, Perseroan menyadari adanya dampak negatif yang dihasilkan dari kegiatan operasionalnya. Dampak negatif yang dihasilkan antara lain yaitu peningkatan polusi udara dari emisi genset yang disebabkan oleh aktivitas operasional Perseroan. Namun demikian, upaya mitigasi yang dilakukan oleh Perseroan yaitu dengan melakukan perawatan serta mempertahankan ruang terbuka hijau dari luas lahan yang mampu menetralsir polutan, serta secara berkala melakukan uji emisi genset setiap 6 (enam) bulan sekali.

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).

As a company engaged in the construction sector, the Company is aware of the negative impacts resulting from its operational activities. The resulting negative impacts include an increase in air pollution from generator emissions caused by the Company's operational activities. However, the Company carries out mitigation efforts by performing the maintenance and preserving green open spaces of land area that are capable of neutralizing pollutants, as well as periodically conducting generator emission tests every 6 (six) months.

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

PENGHARGAAN AWARDS



Indonesia CSR Excellence Award (ICEA) 2022

- Best CSR Global Program
- Best CSR in MSME (UKM) Program
- The Best Leadership Focus in CSR Program

9 Maret 2022
March 9, 2022

Jenis Penghargaan
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
First Indonesia Magazine



Indonesia CSR Excellence Award 2022 - Best CSR Global Program

9 Maret 2022
March 9, 2022

Jenis Penghargaan
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
First Indonesia Magazine



TOP CSR Awards 2022

- TOP CSR Awards 2022 #5
- TOP Leader on CSR Commitment 2022

20 Maret 2022
Maret 20, 2022

Jenis Penghargaan
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Top Business Magazine



Corporate Secretary and Corporate Communication Award (ICCA) VII 2022 sebagai The Best Annual Report for SOE's Public Company 2022

25 April 2022
April 25, 2022

Jenis Penghargaan
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Majalah Economic Review



Mitra BUMN National Champion 2022 (Terbaik 2 - BUMN)

9 Mei 2022
May 9, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Kementerian Badan Usaha Milik Negara Republik Indonesia
Kementerian Badan Usaha Milik Negara Republik Indonesia



Mitra BUMN Champion 2022 Kategori: Vendor/Pemasok Terbaik 2 BUMN

10 Mei 2022
May 10, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Kementerian BUMN



**Green Kartini 10 Most Green-Driven
Female Leaders**

17 Mei 2022
May 17, 2022

Jenis Penghargaan:
Type of Award:
Director Award

Pemberi Penghargaan:
Awarded By:
Majalah Pajak



**Indonesia CSR and TJSL Awards (ICA) 2022
Indonesia TJSL Awards 2022 in Construction
Sector Industry**

10 Juni 2022
June 10, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
The Iconomics



**Indonesia CSR dan TJSL Awards
ICA 2022**

10 Juni 2022
10 Juni 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
The Iconomics



Akhlak Award 2 Klaster Jasa Infrastruktur

5 Juli 2022
5 Juli 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
ACT International Consulting



**TOP GRC Awards 2022 - TOP GRC
Awards 2022 #5 Stars - The Most
Committed GRC Leader 2022**

6 September 2022
6 September 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Majalah Top Business



TOP CSR Awards 2022 STAR 5

2022
2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
-



Top Leader on CSR Commitment 2022

2022
2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
-



Penghargaan Gold SDGs 10 Berkurangnya Kesenjangan Judul Program Tanjung Burung dengan BANGSA WIKA NV HUB

2022
2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Yayasan KEHATI dan BEI



Indonesia SDGs Awards (ISDA)

- Penghargaan Gold SDGs 16 Perdamaian, Keadilan dan Kelembagaan yang Tangguh Sosialisasi Sistem Anti Suap (SMAP)
- Penghargaan Gold SDGs 10 Berkurangnya Kesenjangan Judul Program Tj Burung dengan BANGSA WIKA NV HUB
- Penghargaan Silver SDGs 5 Premeswari dan Srikandi WIKA

22 November 2022
November 22, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
-



**Asia Sustainability Reporting Rating (ASSRAT)
Penghargaan Kategori Gold Rank
"In The Asia Sustainability Reporting Rating 2022"**

4 November 2022
November 4, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
National Center for Sustainability Reporting



**BISRA AWARDS 2022
Penghargaan Gold Champion kategori Corporate Responsibility Award**

29 Juni 2022
Juni 29, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
Bisnis Indonesia



**TrenAsia ESG Excellence Awards 2022
Kategori Sustainability sektor Konstruksi**

19 Oktober 2022
Oktober 19, 2022

Jenis Penghargaan:
Type of Award:
Corporate Award

Pemberi Penghargaan:
Awarded By:
TrenAsia

SERTIFIKASI CERTIFICATION

Tanggal Dikeluarkannya Sertifikasi Certificate Issuance Date	Jenis Sertifikat Certificate Type	Bidang Sertifikat Certificate field	Dikeluarkan Oleh Issued by	Masa Berlaku Hingga Validity Until
8 Januari 2020 January 8, 2020	ISO 20000-1:2018	<i>The Service Management System of Information System Bureau That Dekivers PMCS (Project Monitoring and Control System) to Head Office and Kunci Project Office</i>	TUV NORD Indonesia	7 Januari 2023 January 7, 2023
5 September 2019 September 5, 2019	SNI ISO/IEC 27001:2013	<i>Information Security Management System on Project Monitoring Control System (PMCS) Services</i>	TUV NORD Indonesia	4 September 2022 September 4, 2022
4 Mei 2020 May 4, 2020	SNI ISO 14001:2015, Infrastructure Business Lines	<i>Environmental Management Systems-Requirements with guidance for use</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	SNI ISO 14001:2015, Building Business Lines	<i>Environmental Management Systems-Requirements with guidance for use</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	SNI ISO 14001:2015, Energy Plant Business Lines	<i>Environmental Management Systems-Requirements with guidance for use</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	SNI ISO 14001:2015, Oil and Gas and Industrial Plant Business Lines	<i>Environmental Management Systems-Requirements with guidance for use</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	ISO 45001:2018, Infrastructure Business Lines	<i>Occupational Health and Safety Management System-Requirements</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	ISO 45001:2018, Building Business Lines	<i>Occupational Health and Safety Management System-Requirements</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	ISO 45001:2018, Energy Plant Business Lines	<i>Occupational Health and Safety Management System-Requirements</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	ISO 45001:2018, Oil and Gas and Industrial Plant Business Lines	<i>Occupational Health and Safety Management System-Requirements</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	SNI ISO 9001:2015, Infrastructure Business Lines	<i>Quality Management Systems-Requirements</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	SNI ISO 9001:2015, Building Business Lines	<i>Quality Management Systems-Requirements</i>	Sucofindo	3 Mei 2023 May 3, 2023
4 Mei 2020 May 4, 2020	SNI ISO 9001:2015, Energy Plant Business Lines	<i>Quality Management Systems-Requirements</i>	Sucofindo	7 Januari 2023 January 7, 2023
4 Mei 2020 May 4, 2020	SNI ISO 9001:2015, Oil and Gas and Industrial Plant Business Lines	<i>Quality Management Systems-Requirements</i>	Sucofindo	4 September 2022 September 4, 2022
26 November 2020 November 26, 2020	SNI ISO 37001:2016	<i>Anti-Bribery Management System</i>	Sucofindo	3 Mei 2023 May 3, 2023



Profil Perusahaan

Company Profile



Perseroan senantiasa berkomitmen dalam membangun hubungan yang harmonis dan kondusif dengan seluruh pemangku kepentingannya sebagai upaya dalam mendukung pencapaian tujuan korporasi terutama dalam membangun reputasi korporasi.

The Company is committed to building harmonious and conducive relationships with all stakeholders as an effort to support the achievement of corporate goals, especially in building corporate reputation.

PROFIL PERUSAHAAN [OJK C]

COMPANY PROFILE [OJK C]



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

VISI 2030

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

MISI 2030

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

NILAI KEBERLANJUTAN

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

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

SUSTAINABILITY VISION

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

SUSTAINABILITY MISSION

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

SUSTAINABILITY VALUE

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]

Profil
Perusahaan
Company
Profile

Nama Perusahaan [GRI 2-1] Corporate Name [GRI 2-1]	Perusahaan Perseroan (Persero) PT Wijaya Karya Tbk Limited Liability Company (Persero) PT Wijaya Karya Tbk
Nama Singkat Initial	PT Wijaya Karya (Persero) Tbk
Status Perusahaan Corporate Status	Badan Usaha Milik Negara (BUMN) State Owned Enterprises (SOE)
Bidang Usaha [GRI 2-6] Business Sector [GRI 2-6]	Konstruksi Construction
Tanggal Pendirian Date of Establishment	11 Maret 1960 March 11, 1960
Dasar Hukum Pendirian Legal Basis	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 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
Kepemilikan [GRI 2-1] Ownership [GRI 2-1]	<ul style="list-style-type: none"> • Pemerintah Republik Indonesia 65,05% • Publik 34,95% • Government of the Republic of Indonesia 65.05% • Public 34.95%
Modal Dasar Authorized capital	Rp3.500.000.000.000 Rp3,500,000,000,000
Modal Ditempatkan dan Disetor Penuh Issued and fully deposited capital	Rp896.995.137.200 Rp896,995,137,200
Data Jaringan Kantor Office Network Data	<ul style="list-style-type: none"> • 1 Kantor Pusat • 8 Wilayah Operasi • 3 Kantor Perwakilan Luar Negeri • 2 Pusat Pelatihan • 1 Head Office • 8 Operational Areas • 3 Overseas Representative Offices • 2 Training Centre
Negara Tempat Beroperasi Country of Operation	<ol style="list-style-type: none"> 1. Indonesia 2. Uni Emirat Arab 3. Malaysia 4. Timor Leste <ol style="list-style-type: none"> 1. Indonesia 2. United Arab Emirates 3. Malaysia 4. East Timor
Jumlah Pegawai [OJK C.3, GRI 2-7] Number of Employees [OJK C.3, GRI 2-7]	6.082 orang 6,082 persons

Sekretaris Perusahaan Corporate Secretary	Mahendra Vijaya
Alamat Kantor Pusat [GRI 2-1] Head Office Address [GRI 2-1]	WIKA Tower 1 dan 2 WIKA Tower 1 and 2 Jalan D.I. Panjaitan Kav. 9 - 10 Jakarta 13340 - Indonesia Phone : +6221 8067 9200 Faximile : +6221 2289 3830 E-mail : adwijaya@wika.co.id
Situs Web Website	www.wika.co.id
Alamat Kontak Contact Address	<i>Corporate Secretary</i> WIKA Tower 2 Jalan D.I. Panjaitan Kav. 10 lt.1 Jakarta 13340 - Indonesia E-mail : CSR@wikamail.id <i>Customer Care</i> E-mail : adwijaya@wika.co.id Media Sosial  : PT Wijaya Karya  : @PTWijayaKarya  : @ptwijayakarya  : PT WIJAYA KARYA

KANTOR CABANG DAN KANTOR PERWAKILAN [OJK C.2]

BRANCH AND REPRESENTATIVE OFFICE [OJK C.2]

JARINGAN KANTOR OFFICE NETWORK	ALAMAT ADDRESS
KANTOR PUSAT HEAD OFFICE	
Kantor Pusat Head Office	WIKA Tower 1 dan 2 WIKA Tower 1 and 2 Jalan D.I. Panjaitan Kav. 9 - 10 Jakarta 13340 - Indonesia Phone : +6221 8067 9200 Faximile : +6221 2289 3830 E-mail : adwijaya@wika.co.id
Situs Web Website	www.wika.co.id
Kontak Perusahaan Company Contact	<i>Corporate Secretary</i> WIKA Tower 2 Jalan D.I. Panjaitan Kav. 10 lt.1 Jakarta 13340 - Indonesia E-mail: investor.relations@wika.co.id <i>Customer Care</i> E-mail: adwijaya@wika.co.id Media Sosial Facebook : PT Wijaya Karya Twitter : @PTWijayaKarya Instagram : ptwijayakarya YouTube : WIJAYA KARYA TV

JARINGAN KANTOR OFFICE NETWORK	ALAMAT ADDRESS
ANAK PERUSAHAAN SUBSIDIARIES	ALAMAT ADDRESS
PT Wijaya Karya Beton Tbk	
Kantor Pusat Head Office	WIKA Tower 1 Jl. D.I. Panjaitan Kav. 9, Jakarta 13340 <i>Phone</i> : (+6221) 8192 802 (hunting) <i>Fax</i> : (+6221) 8590 3872 <i>Website</i> : www.wikabeton.co.id <i>E-mail</i> : wbcc@wika-beton.co.id marketing@wika-beton.co.id
Pabrik Produk Beton Sumatera Utara North Sumatra Concrete Product Plant	Jl. Binjai KM. 15,5 No. 1 Diski, Deli Serdang 20351 <i>Phone</i> : (+6261) 8821 543; 8821 111 <i>Fax</i> : (+6261) 8821 668; 8830 350
Pabrik Produk Beton Lampung Lampung Concrete Product Plant	Jl. Raya Tegineneng KM. 34,5 Desa Bumi Agung, Tegineneng, Pesawaran 35363 <i>Phone</i> : (+62725) 41318 <i>Fax</i> : (+62725) 7851 568
Pabrik Produk Beton Lampung Selatan South Lampung Concrete Product Plant	Jl. Wijaya Karya Beton (Jl. Lintas Timur Sumatera Km. 4) Desa Sumur, Ketapang, Lampung Selatan 35596
Pabrik Produk Beton Bogor Bogor Concrete Product Plant	Jl. Raya Narogong Km. 26 Cileungsi, Bogor 16820 <i>Phone</i> : (+6221) 8674 010 <i>Fax</i> : (+6221) 8674 018
Pabrik Produk Beton Karawang Karawang Concrete Product Plant	Jl. Surya Madya III Kav. I-34, Kawasan Industri Surya Cipta, Karawang 41361 <i>Phone</i> : (+6221) 8911 5167, (0267) 8630 315, <i>Fax</i> : (+62267) 8610 259
Pabrik Produk Beton Subang Subang Concrete Product Plant	Jl. Raya Cipeundeuy - Pabuaran KM. 3,6 Desa Karang Mukti, Kec. Cipeundeuy, Subang 41272
Pabrik Produk Beton Majalengka Majalengka Concrete Product Plant	Jl. Raya Barat Burujul Kulon Jatiwangi, Majalengka 45454 <i>Phone</i> : (+62233) 882 575, 881 425
PT Wijaya Karya Realty	
Kantor Pusat Head Office	Tamansari Hive Office, Lt. 12 Jl. D.I. Panjaitan Kav. 2, Cawang, Jakarta Timur 13340 <i>Phone</i> : (+6221) 2101 1200, 2101 1201 <i>Fax</i> : (+6221) 2208 5123 <i>Website</i> : www.wikarealty.co.id <i>E-mail</i> : corsec@wikarealty.co.id
PT Wijaya Karya Industri dan Konstruksi	
Kantor Pusat Head Office	Tamansari Hive Office Lt. 8 Jl. D.I. Panjaitan Kav. 2, Cawang Cipinang Cempedak, Jakarta Timur 13340 <i>Phone</i> : (+6221) 221 131 22 <i>Website</i> : www.wikaikon.co.id
Pabrik Pembuatan Baja Bogor Bogor Steel Manufacturing Plant	Jl. Raya Narogong KM. 26, Cileungsi, Kab. Bogor 16820
Pabrik Pembuatan Baja Tangerang Tangerang Steel Manufacturing Plant	Jl. Raya Serang KM. 27, Desa Tobat, Balaraja Tangerang, Banten
Pabrik Pembuatan Baja Majalengka Majalengka Steel Manufacturing Plant	Jl. Raya Cirebon, Bandung KM. 31, Desa Cisambeng, Kec. Palasah, Kab. Majalengka
PT Wijaya Karya Rekayasa Konstruksi	
Kantor Pusat Head Office	Tamansari Hive Office Lt. 5 dan 11 Tamansari Hive Office Lt. 5 and 11 Jl. D.I. Panjaitan Kav. 2 Cipinang Cempedak, Jakarta Timur 13340 <i>Phone</i> : (+6221) 2286 4446 <i>Website</i> : www.wikarekon.co.id

JARINGAN KANTOR OFFICE NETWORK	ALAMAT ADDRESS
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PT Wijaya Karya Bangunan Gedung Tbk

Kantor Pusat Head Office	WIKA Tower 1, Lt. 7-10 Jl. D.I. Panjaitan Kav. 9 Jakarta Timur 13340 Phone : (+6221) 8690 9003 (+6221) 8590 8862 (Hunting) Fax : (+6221) 8590 4146 E-mail : corsec@WIKAgedung.co.id Website : www.wikagedung.co.id
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PT Wijaya Karya Bitumen

Kantor Pusat Head Office	WIKA Tower 1, Lt. 6 Jl. D.I. Panjaitan Kav. 9, Jakarta Timur 13340 Phone : (+6221) 8590 9416 Website : www.wikabitumen.co.id
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PT Wijaya Karya Serang Panimbang

Kantor Pusat Head Office	Tamansari Hive Office Lt. 3 Jl. D.I. Panjaitan Kav. 2, Cipinang Cempedak, Jakarta Timur 13340 Phone : (+6221) 2280 7100 Website : www.wikaserangpanimbang.com
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PT WIKTA Tirta Jaya Jatiluhur

Kantor Pusat Head Office	Gedung Apartemen Tamansari Iswara Lt. M Jl. Cut Mutia No. 2 Sepanjang Jaya, Kec. Rawalumbu Kota Bekasi Kab. Lebak, Banten 42318 Website : www.wikatirtajayajatiluhur.id E-mail : humas@wikatirtajaya.com
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**WILAYAH OPERASI DALAM NEGERI
DOMESTIC OPERATION AREA**

Operasi I Operation I	Aceh, Sumatera Utara, Riau, Kepulauan Riau, Sumatera Barat, Jambi, Bengkulu dan Kepulauan Bangka Belitung Aceh, North Sumatra, Riau, Riau Islands, West Sumatra, Jambi, Bengkulu and Bangka Belitung Islands Jl. Gunung Krakatau No. 15, Medan 20239 Phone : (+6261) 6639496
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Operasi II Operation II	DKI Jakarta, Bogor, Depok, Tangerang, Bekasi dan Batam DKI Jakarta, Bogor, Depok, Tangerang, Bekasi and Batam WIKA Tower 2 Lt. 9 Jl. D.I. Panjaitan Kav. 10, Jakarta 13340 Phone : (+6221) 8192808
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Operasi III Operation III	Sumatera Selatan, Lampung, Banten, dan Jawa Tengah South Sumatra, Lampung, Banten and Central Java WIKA Tower 2 Lt. 10 Jl. D.I. Panjaitan Kav. 10, Jakarta 13340 Phone : (+6221) 819 2808
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Operasi IV Operation IV	Yogyakarta, Jawa Tengah, Jawa Timur, dan Bali Yogyakarta, Central Java, East Java, and Bali Gedung Taman Sari Papilio Lt. 6 Jl. A. Yani No. 176-178 Surabaya 60235 Phone : (+6231) 99003189
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Operasi V Operation V	Kalimantan Jl. Sungai Merdeka RT 16 KM38, Samboja, Kalimantan Timur 75272 Phone : (+62542) 8510888 E-mail : wikakalimantan@wika.co.id
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Operasi VI Operation VI	Sulawesi dan Maluku Sulawesi and Maluku Jl. Pajonga Dg. Ngalle No. 12, Makassar, Sulawesi Selatan 90125 Phone : (+62411) 872859
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Operasi VII Operation VII	NTB, NTT, Papua, dan Papua Barat NTB, NTT, Papua and West Papua Jl. Majapahit No. 104, Kel. Dasan Agung Baru, Kec. Selaparang - Kota Mataram 83125 Phone : (+62370) 632541
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JARINGAN KANTOR OFFICE NETWORK	ALAMAT ADDRESS
High Speed Railway	Kantor Proyek HSRCC-CM Jl. Raya Kalimalang Blok M1 Kav. No. 4 Kel. Pondok Kelapa, Kec. Duren Sawit Jakarta Timur 13450 Phone : (+62) 8131 5075 658
KANTOR PERWAKILAN LUAR NEGERI OVERSEAS REPRESENTATIVE OFFICE	
Kantor Perwakilan Dubai Dubai Representative Office	The Onyx Tower I, No. 1108, 11th Floor, Sheikh Zayed Road, Dubai, Uae
Kantor Perwakilan Malaysia Malaysian Representative Office	Wijaya Karya Persero Sdn. Bhd. (1114450-T) Lot 382, 2nd Floor, Section 5 Wisma Polarwood KTLD Jl. Satok Kuching
Kantor Perwakilan Republik Demokratik Timor Leste Representative Office of the Democratic Republic of Timor Leste	Zero V, Fatuhada Dom Alexio, Dili
PUSAT PELATIHAN TRAINING CENTER	
WIKASATRIAN	Desa Pasir Angin, Kecamatan Megamendung, Kabupaten Bogor Phone : (+62251) 825 7600 Pasir Angin Village, Megamendung District, Bogor Regency Phone : (+62251) 825 7600
WIKA Pratama	Jl. Kelapa Dua Wetan No. 6, Ciracas, Jakarta Timur Phone : (+6221) 364 78750 Jl. Kelapa Dua Wetan No. 6, Ciracas, East Jakarta Phone : (+6221) 364 78750



SKALA PERUSAHAAN [OJK C.3]

CORPORATE 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 Description	Satuan Unit	2022	2021	2020
Total Aset Total Assets	Dalam Jutaan Rupiah In million rupiah	75.069.604	69.385.794	68.109.185
Total Liabilitas Total Liabilities	Dalam Jutaan Rupiah In million rupiah	57.576.398	51.950.717	51.451.760
Total Ekuitas Total Equity	Dalam Jutaan Rupiah In million rupiah	17.493.206	17.435.078	16.657.425
Nama Pemegang Saham dan Persentase Name of Shareholders and Percentage		<ul style="list-style-type: none"> 65,05% Negara Republik Indonesia 34,95% Masyarakat Indonesia 65.05% the Republic of Indonesia 34.95% Public 	<ul style="list-style-type: none"> 65,05% Negara Republik Indonesia 28,28% Investor Domestik 6,67% Investor Asing 65.05% the Republic of Indonesia 28.28% Domestic Investors 6.67% Foreign Investors 	<ul style="list-style-type: none"> 65,05% Negara Republik Indonesia 20,55% Investor Domestik 13,80% Investor Asing 0,60% Karyawan WIKA 65.05% the Republic of Indonesia 20.55% Domestic Investors 13.80% Foreign Investors 0.60% WIKA employees
Jumlah Tempat Beroperasi Number of Operational Areas	Negara Country	4	10	11
Jumlah Produk dan Jasa Number of products and services		<ul style="list-style-type: none"> Infrastruktur dan Gedung Energi dan Industrial Plant Industri Realti dan Properti Investasi Infrastructure and Building Energy and Industrial Plant Industry Realty and Property Investment 	<ul style="list-style-type: none"> Investasi Realti dan Properti Infrastruktur dan Gedung Energi dan Industrial Plant Industri Construction Engineering Investment Realty and Property Infrastructure and Buildings Energy nd Industrial Plant Industry Construction Engineering 	<ul style="list-style-type: none"> Investasi Realti dan Properti Infrastruktur dan Gedung Energi dan Industrial Plant Industri Construction Engineering Integrated Transportation System Investment Realty and Property Infrastructure and Building Energy and Industrial Plant Industry Construction Engineering Integrated Transportation System

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

Jumlah karyawan Perseroan hingga akhir tahun 2022 sebanyak 6.082 orang. Karyawan tersebut terdiri dari karyawan tetap sebanyak 2.563 orang, karyawan kontrak sebanyak 2.716 orang dan karyawan alih daya sebanyak 803 orang. Di sisi lain, tidak terdapat informasi terkait pegawai kontrak di tahun 2021 dan 2020.

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

Until the end of 2022, the Company has 6,082 employees, which consist of 2,563 permanent employees, 2,716 contract employees and 803 outsourced employees. On the other hand, there is no information regarding contract employees in 2021 and 2020.

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 Employment Status	2022			2021			2020		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Tetap Permanent	2.321	242	2.563	2.479	256	2.735	2.566	268	2.834
Kontrak Contract	2.378	338	2.716	-	-	-	-	-	-
Alih Daya Outsourcing	616	187	803	594	159	753	675	175	850
Jumlah Total	5.315	767	6.082	3.073	415	3.488	3.241	443	3.684

Profil Perusahaan
Company Profile

KOMPOSISI STATUS KEPEGAWAIAN KARYAWAN TETAP BERDASARKAN JENIS KELAMIN

PERMANENT EMPLOYMENT STATUS COMPOSITION BASED ON GENDER

Tabel Komposisi Karyawan Tetap Berdasarkan Status Kepegawaian dan Jenis Kelamin
(dalam satuan orang)

Permanent Employees Composition Based on Employment Status and Gender

(in person)

Status Kepegawaian Employment Status	2022			2021			2020		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Organik Organic	1.885	193	2.078	1.997	205	2.202	2.049	212	2.261
Terampil Skilled	436	49	485	482	51	533	517	56	573
Jumlah Total	2.321	242	2.563	2.479	256	2.735	2.566	268	2.834

KOMPOSISI KARYAWAN TETAP BERDASARKAN LEVEL JABATAN DAN JENIS KELAMIN

PERMANENT EMPLOYEES BASED COMPOSITION 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 Position Level	2022			2021			2020		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
ENTITAS INDUK PARENT ENTITY									
Direksi Directors	6	1	7	6	1	7	7	0	7
Kepala Divisi Head of Division	14	1	15	16	1	17	16	1	17
Ahli Utama 1 Principal Expert 1	5	0	5	5	0	5	3	1	4
General Manager	51	4	55	57	1	58	52	2	54
Ahli Utama 2 Principal Expert 2	10	2	12	5	1	6	5	2	7
Manajer/Ahli Madya 1 Manager/Associate Expert 1	93	9	102	88	8	96	90	8	98

Level Jabatan Position Level	2022			2021			2020		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Manajer Proyek Project Manager	116	4	120	111	2	113	118	1	119
Manajer Bidang/Manajer Konstruksi/Ahli Madya 2 Field Manager/ Construction Manager/ Associate Expert 2	128	15	143	150	13	163	158	13	171
Kepala Seksi/ Pelaksana Utama/ Ahli Muda/ Koordinator Section Head/Executor Main/ Junior Expert/ Coordinator	816	71	887	780	70	850	724	63	787
Staf/Pelaksana Officer/Staff	563	87	650	712	107	819	862	126	988
Subtotal	1.796	193	1.989	1.923	203	2.126	2.028	217	2.245
ENTITAS ANAK SUBSIDIARIES									
Subtotal	524	50	574	556	53	609	538	51	589
Jumlah Total	2.321	242	2.563	2.479	256	2.735	2.566	268	2.834

KOMPOSISI KARYAWAN TETAP BERDASARKAN TINGKAT PENDIDIKAN

Tabel Komposisi Karyawan Tetap Berdasarkan Tingkat Pendidikan

(dalam satuan orang)

PERMANENT EMPLOYEES COMPOSITION BASED ON EDUCATION LEVEL

Permanent Employees Composition Based on Education Level

(in person)

Tingkat Pendidikan Education Level	2022			2021			2020		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
S2/S3 Master/Doctor	359	30	389	251	34	285	242	31	273
S1 Bachelor	1.632	171	1.803	1.976	188	2.164	2.064	201	2.265
Diploma Diploma	163	24	187	150	31	181	146	33	179
Non Akademik Non-Academic	167	17	184	102	3	105	114	3	117
Jumlah Total	2.321	242	2.563	2.479	256	2.735	2.566	268	2.834

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

Permanent Employees Composition Based on Age and Gender

(dalam satuan orang)

(in person)

Usia Age	2022			2021			2020		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
51-60 tahun 51-60 years	330	18	348	362	19	381	339	16	355
41-50 tahun 41-50 years	487	43	530	505	36	541	528	34	562
31-40 tahun 31-40 years	982	101	1083	973	106	1.079	900	99	999
21-30 tahun 21-30 years	522	80	602	639	95	734	799	119	918
Jumlah Total	2.321	242	2.563	2.479	256	2.735	2.566	268	2.834

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

Employee Composition Based on Work Area and Employment Status

(dalam satuan orang)

(in person)

Wilayah Kerja Working Area	2022			Jumlah Total
	Tetap Permanent	Kontrak Contract	Alih Daya Outsourcing	
Kantor Pusat Head Office	1.063	146	286	1.495
Kantor Divisi / Proyek Division / Project Office	1.493	2.570	517	4.580
Aljazair	0	0	0	0
Malaysia	1	0	0	1
Myanmar	0	0	0	0
Timor Leste	1	0	0	1
Filipina	2	0	0	2
Nigeria	0	0	0	0
Taiwan	2	0	0	2
Senegal	0	0	0	0
Indonesia	0	0	0	0
Arab Saudi	0	0	0	0
UEA	0	0	0	0
Kepulauan Solomon	1	0	0	1
Jumlah Total	2.563	2.716	803	6.082

KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON GENDER

Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin

Employee Composition Based on Gender

(dalam satuan orang)

(in person)

Jenis Kelamin Gender	2022	2021	2020
Pria Male	5.315	3.073	3.241
Wanita Female	767	415	443
Jumlah Total	6.082	3.488	3.684

KOMPOSISI KARYAWAN NON PEGAWAI/MAGANG BERDASARKAN JENIS KELAMIN DAN PENEMPATAN [GRI 2-8]

COMPOSITION OF NON-EMPLOYEE/APPRENTICES BASED ON GENDER AND PLACEMENT [GRI 2-8]

Selama tahun 2022, Perseroan telah menerima karyawan magang sebanyak 173 orang yang ditempatkan di kantor pusat sebanyak 59 orang dan lokasi proyek sebanyak 114 orang.

In 2022, the Company has accepted 173 apprentices who were placed at head office of 59 persons and 114 persons at project sites.

2021				2020			
Tetap Permanent	Kontrak Contract	Alih Daya Outsourcing	Jumlah Total	Tetap Permanent	Kontrak Contract	Alih Daya Outsourcing	Jumlah Total
1.422	0	252	1.674	1.282	0	294	1.576
1.305	0	501	1.806	1.454	0	556	2.010
4	0	0	4	33	0	0	33
0	0	0	0	13	0	0	13
0	0	0	0	6	0	0	6
3	0	0	3	8	0	0	8
0	0	0	0	5	0	0	5
0	0	0	0	11	0	0	11
0	0	0	0	11	0	0	11
0	0	0	0	0	0	0	0
0	0	0	0	1	0	0	1
0	0	0	0	0	0	0	0
0	0	0	0	4	0	0	4
1	0	0	1	6	0	0	6
2.735	0	753	3.488	2.834	0	850	3.684

Tabel Komposisi Karyawan Magang Berdasarkan Jenis Kelamin

(dalam satuan orang)

Employee Composition Based on Gender

(in person)

Tahun Year	Pria Male	%	Wanita Female	%	Jumlah Total
2022	80	46%	93	54%	173
2021	42	44%	54	56%	96
2020	38	57%	29	43%	67

Tabel Komposisi Karyawan Magang Berdasarkan Penempatan

(dalam satuan orang)

Apprentice Composition Based on Placement

(in person)

Tahun Year	Penempatan Placement	Pria Male	Wanita Female	Jumlah Total
2022	Kantor Pusat Head Office	24	35	59
	Proyek Project	56	58	114
2021	Kantor Pusat Head Office	19	40	59
	Proyek Project	23	14	37
2020	Kantor Pusat Head Office	28	27	55
	Proyek Project	10	2	12

WILAYAH OPERASIONAL [OJK C.3, GRI 2-1]

OPERATIONAL AREA [OJK C.3, GRI 2-1]

Profil
Perusahaan
Company
Profile





Wilayah-wilayah Jaringan Bisnis dan Operasional WIKA di 2022

WIKA's Business Network and Operational Areas in 2022

Dalam Negeri Domestic		
1	Aceh	14 Sulawesi Tengah Central Sulawesi
2	Sumatera Utara North Sumatra	15 Sulawesi Tenggara Southeast Sulawesi
3	Sumatera Selatan South Sumatra	16 Bali
4	Jambi	17 Papua
5	Bangka Belitung	18 Maluku
6	Kalimantan Barat West Kalimantan	19 Jawa Timur East Java
7	Kalimantan Selatan South Kalimantan	20 Jawa Tengah Central Java
8	Kalimantan Timur East Kalimantan	21 Jawa Barat West Java
9	Kalimantan Utara North Kalimantan	22 Banten
10	Riau	23 DI Yogyakarta
11	Kalimantan Tengah Central Kalimantan	24 DKI Jakarta
12	Sulawesi Utara North Sulawesi	25 NTT
13	Sulawesi Selatan South Sulawesi	26 NTB

Luar Negeri Overseas		
1	Uni Emirat Arab United Arab Emirates	3 Timor Leste East Timor
2	Malaysia	

PRODUK, LAYANAN DAN KEGIATAN USAHA YANG DIJALANKAN [OJK C.4, GRI 2-6]

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 Perseroan adalah sebagai berikut:

1. Infrastruktur dan Gedung

Lini bisnis ini terdiri dari bidang usaha jasa konstruksi sipil dan konstruksi gedung. Segmen pasar yang dibidik Perseroan 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 *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 Perseroan 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 Perseroan dalam bidang usaha ini juga meliputi sektor *Oil and Gas*. Berbagai fasilitas *Oil and Gas* yang telah dihasilkan oleh Perseroan antara lain *pipeline, tank terminal, gas processing facility, serta refinery*.

PRODUCTS, SERVICES AND BUSINESS ACTIVITIES [OJK C.4, GRI 2-6]

The Company is an integrated construction Company that has 5 (five) main business lines, 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 the Company are as follows:

1. Infrastructure and Building

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

The civil construction business line 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 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. The Company's competence in this line of business also includes the *Oil and Gas* sector. Various *Oil and Gas* facilities that have been produced by the Company include *pipelines, terminal tanks, gas processing facilities, and refineries*.

3. Industri

Lini bisnis industri merupakan pilar pendukung dari kompetensi inti Perseroan. 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*.
- 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 Strogae, Energy Storage System, Solar Water Heater, AirCob Water Heater, Heatpump, Electric Water Heater, LED Lightings, LTSHE*.

4. Realti dan Properti

Melalui lini bisnis Realti dan Properti, Perseroan 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. Perseroan 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, Perseroan kini semakin aktif dalam melakukan kegiatan investasi. Melalui berbagai investasi yang dijalankan tersebut, diharapkan dapat meningkatkan porsi *recurring income* Perseroan. 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.

3. Industry

The industry line of business is a supporting pillar of the Company’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, 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 Strogae, 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, the Company 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. The Company 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, the Company is currently more active in carrying out investment activities. These investments are expected to increase the portion of the Company’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]

Kegiatan operasional Perseroan melibatkan beberapa mitra kerja yang meliputi jasa/subkontraktor pekerjaan struktur, pekerjaan arsitektur, pekerjaan interior, *supplier* material, jasa percetakan, serta peralatan kantor. Di tahun 2022, Perseroan melibatkan 2.909 pemasok lokal atau nasional dengan nilai kontrak pekerjaan sebesar Rp6.448.746.293.372, namun demikian, Perseroan juga menggunakan pemasok internasional yaitu sebanyak 2 pemasok, dengan nilai kontrak kerja sebesar Rp8.398.159.000. Adapun sinergi Perseroan dengan Entitas Anak yaitu sebagai berikut.

SUPPLY CHAIN AND OTHER BUSINESS RELATIONSHIPS [GRI 2-6]

The Company's operational activities involve several work partners, which include services/subcontractors for structural work, architectural work, interior work, material suppliers, printing services, and office equipment. In 2022, the Company involved 2,909 local or national suppliers with a work contract value of Rp6,448,746,293,372, however, the Company also used international suppliers, namely 2 suppliers, with a work contract value of Rp8,398,159,000. The synergy between the Company and its Subsidiaries is as follows.

ENTITAS ANAK SUBSIDIARIES	SINERGI SYNERGY
PT Wijaya Karya Beton Tbk	Pencetakan beton dilakukan melalui PT Wijaya Karya Beton Tbk (WIKABeton). Wijaya Karya Beton Tbk merupakan produsen beton pracetak terbesar baik di Indonesia maupun di Asia Tenggara. Concrete casting is done through PT Wijaya Karya Beton Tbk (WIKABeton). 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 (WIKAREALTY), Perseroan memfokuskan bisnisnya pada realti dan properti pembangunan yang juga mencakup jasa konsultasi, perencanaan, konstruksi dan jasa lanskap. Through PT Wijaya Karya Realty (WIKAREALTY), 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 rakayasa konstruksi dilakukan pada PT Wijaya Karya Rekayasa Konstruksi (WIKAREKON). WIKAREKON berfokus pada pekerjaan Konstruksi dan Fabrikasi yang mencakup pekerjaan-pekerjaan mekanikal dan elektrikal serta <i>operation dan maintenance</i> . Construction engineering project is carried out at PT Wijaya Karya Rekayasa Konstruksi (WIKAREKON). WIKAREKON 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 (WIKAGEDUNG), 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. Through PT Wijaya Karya Bangunan Gedung Tbk (WIKAGEDUNG), 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.
PT Wijaya Karya Bitumen	Terkait dengan proyek aspal, Perseroan bersinergi dengan PT Wijaya Karya Bitumen. (WIKABITUMEN) WIKABITUMEN merupakan bagian dari ekspansi perusahaan yang mengkhususkan diri dalam industri aspal di Pulau Buton yang dikenal sebagai Aspal Buton (asbuton). Regarding the asphalt project, the Company synergizes with PT Wijaya Karya Bitumen. (WIKABITUMEN) WIKABITUMEN is part of an expansion company specializing in the asphalt industry on Buton Island known as Aspal Buton (asbuton).
PT Wijaya Karya Serang Panimbang	Terkait pembangunan jalan tol Serang-Panimbang, Perseroan bersinergi dengan PT Wijaya Karya Serang Panimbang. Melalui WIKASERANG-PANIMBANG, Perseroan dapat menghubungkan Kota Serang - Rangkas Bitung - Bojong - Panimbang di Provinsi Banten sepanjang 83,67 KM. Regarding the construction of Serang-Panimbang toll road, the Company is in synergy with PT Wijaya Karya Serang Panimbang. Through WIKASERANG-PANIMBANG, the Company can connect the City of Serang - Rangkas Bitung - Bojong - Panimbang in Banten Province for 83.67 KM.
PT WIKATirta Jaya Jatiluhur	Melalui sinerginya bersama PT WIKATirta 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. Through its synergy with PT WIKATirta 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.

KEANGGOTAAN ASOSIASI

[OJK C.5, GRI 2-28]

Untuk memperluas jaringan bisnis serta menjalin komunikasi yang lebih luas dengan pelaku di industri sejenis, Perseroan bergabung dalam beberapa asosiasi profesional dan organisasi lainnya sebagai anggota yang berpartisipasi secara aktif. 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 2022, Perseroan tergabung dalam asosiasi/organisasi sebagai berikut:

Nama Organisasi/Asosiasi Organisation/Association Name	Ruang Lingkup Scope	Posisi Keikutsertaan Participation Position	Jatuh Tempo Keanggotaan Membership Maturity
AKI (Asosiasi Kontraktor Indonesia) AKI (Association of Indonesian Contractors)	Nasional National	Anggota Member	31 Desember 2023 December 31, 2023
AKLI (Asosiasi Kontraktor Listrik dan Mekanikal Indonesia) AKLI (Association of Indonesian Electrical and Mechanical Contractors)	Nasional National	Anggota Member	31 Desember 2023 December 31, 2023
GAPENRI (Gabungan Perusahaan Nasional Rancang Bangun Indonesia) GAPENRI (Association of Indonesian National Design and Build Companies)	Nasional National	Anggota Member	2 Januari 2024 January 2, 2024
PAKTI (Asosiasi Perusahaan Perkumpulan Pengusaha Konstruksi Terintegrasi) PAKTI (Association of Integrated Construction Entrepreneurs Association)	Nasional National	Anggota Member	31 Desember 2023 December 31, 2023
KADIN (Kamar Dagang dan Industri) KADIN (Chamber of Commerce and Industry)	Nasional National	Anggota Member	31 Desember 2023 December 31, 2023
GAPENSI (Gabungan Pelaksana Konstruksi Nasional Indonesia) GAPENSI (Indonesian Association of National Construction Implementers)	Nasional National	Anggota Member	31 Desember 2023 December 31, 2023
KNI – BB (Komite Nasional Indonesia Untuk Bendungan Besar) KNI – BB (Indonesian National Committee for Large Dams)	Nasional National	Anggota Member	31 Desember 2023 December 31, 2023

PERUBAHAN PERUSAHAAN YANG BERSIFAT SIGNIFIKAN PADA ORGANISASI [OJK C.6, GRI 2-6]

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

MEMBERSHIP IN ASSOCIATION

[OJK C.5, GRI 2-28]

To expand its business network and establish wider communication with players in similar industries, the Company joins several professional associations and other organisations as an actively participating member. Membership in these associations and organisations is also part of the effort to involve stakeholders in resolving any issues faced in carrying out operational activities. Until 2022, the Company is a member of the following associations/ organisations:

SIGNIFICANT CORPORATE CHANGES IN ORGANIZATION [OJK C.6, GRI 2-6]

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



3%

53%

Kontribusi Pendapatan



Penjelasan Direksi

Messages from Board of Directors



Perseroan berkomitmen untuk mewujudkan keberlanjutan usaha melalui pengelolaan LST dan TPB ke dalam strategi keberlanjutannya. Berbagai strategi yang telah dilaksanakan telah menghasilkan pencapaian kinerja keberlanjutan yang baik di tahun 2022 terkait dengan aspek ekonomi, lingkungan hidup, dan sosial.

The Company is committed to realizing business sustainability through managing ESG and SDGs into its sustainability strategy. Various strategies that have been implemented have resulted in favorable sustainability performance achievements in 2022 related to economic, environmental and social aspects.

PENJELASAN DIREKSI [OJK D.1]

MESSAGES FROM BOARD OF DIRECTORS [OJK D.1]

Penjelasan
Direksi
Messages
from Board of
Directors



Agung Budi Waskito

Direktur Utama/President Director



Pemegang saham dan pemangku kepentingan yang kami hormati,

Terlebih dahulu kami panjatkan puji dan syukur atas kehadiran Tuhan yang Maha Esa, karena atas berkah dan karunia-Nya Perseroan mampu melewati tahun 2022 dengan mencatatkan sejumlah pencapaian dan melewati tantangan dengan baik. Perseroan telah menerapkan prinsip-prinsip keberlanjutan yang mencakup sistem manajemen terintegrasi dan pengelolaan dampak keberlanjutan yang meliputi aspek Lingkungan, Sosial, Tata Kelola (LST), dan ekonomi. Implementasi tersebut menjadi salah satu strategi Perseroan untuk mewujudkan sebuah strategi keberlanjutan bagi generasi mendatang.

Our respected shareholders and stakeholders,

First of all, let us send the highest praise and gratitude upon the presence of God Almighty, since due to His blessings and endowments, the Company managed to pass through the year of 2022 by posting a number of achievements and favorably overcoming the challenges faced. The Company has implemented the sustainability principles, which include an integrated management system and management of sustainable impacts covering Environmental, Social, Governance (LST) and economic aspects. This implementation is one of the Company's strategies to realize a sustainability strategy for future generations.

Pada kesempatan ini, perkenankanlah 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 ini dapat menjadi sumber informasi yang komprehensif terkait dengan komitmen serta upaya Perseroan dalam memperkuat penerapan LST yang merupakan partisipasi aktif dalam mendukung dan mencapai Tujuan Pembangunan Berkelanjutan (TPB).

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

Perseroan telah berkomitmen untuk mewujudkan keberlanjutan usaha, melalui pengelolaan LST dan TPB ke dalam strategi keberlanjutan Perseroan. Perseroan telah memiliki 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 diwujudkan pada 5 (lima) prioritas utama, meliputi fokus pada dampak, perbaikan tata kelola, pemanfaatan teknologi, peningkatan kolaborasi, dan peningkatan *engagement* karyawan.

Nilai keberlanjutan juga mendasari pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang memiliki 5 (lima) pilar TJSL WIKA, yaitu WIKA Pintar, WIKA Hijau, WIKA Peduli, WIKA Sehat, dan WIKA Bersih. Kelima pilar tersebut kemudian dikembangkan pada program-program TJSL yang dilaksanakan dengan tujuan memberikan kontribusi terhadap pencapaian TPB.

Dalam menjalankan kegiatan operasionalnya, Perseroan menyadari bahwa terdapat berbagai permasalahan LST yang mungkin terjadi, antara lain potensi permasalahan Kesehatan dan Keselamatan Kerja (K3), serta pencemaran lingkungan di antaranya adalah debu dan pasir yang berterbangan saat pembangunan proyek, peningkatan pencemaran air dari limbah domestik yang dihasilkan, serta timbulnya kemacetan lalu lintas di sekitar lokasi operasional. Perseroan menyadari dampak atas kegiatan usaha Perseroan tersebut dan telah mengantisipasi dengan menerapkan Sistem Manajemen Proyek dan Sistem Manajemen Mutu yang telah tersertifikasi ISO.

On this occasion, please allow us to deliver the Message from Board of Directors, consisting of several discussions including policies to respond to challenges in meeting sustainability strategies, implementing sustainable development, and strategies for achieving targets. We hope this report can become a comprehensive source of information related to the Company's commitment and efforts to strengthen the implementation of ESG as an active participation in supporting and achieving the Sustainable Development Goals (SDGs).

POLICIES TO RESPOND TO CHALLENGES IN FULFILLING SUSTAINABILITY STRATEGY [GRI 2-22]

The Company is committed to realizing business sustainability, through the management of ESG and SGD into the Company's sustainability strategy. The Company has a sustainable value, namely building harmonious and conducive relations with all stakeholders to support the achievement of corporate goals, especially in building corporate reputation. The sustainability value is manifested in 5 (five) main priorities, including focusing on impact, improving governance, utilizing technology, increasing collaboration, and increasing employee engagement.

The sustainability value also underlies the Social and Environmental Responsibility (CSR) program which has 5 (five) pillars of WIKA's CSR, namely WIKA Pintar, WIKA Hijau, WIKA Peduli, WIKA Sehat, and WIKA Bersih. The five pillars are then developed in the CSR programs that are carried out with the aim of contributing to the achievement of SDGs.

In carrying out its operational activities, the Company realizes that there are various ESG issues that may occur, including potential Occupational Health and Safety (OHS) problems, as well as environmental pollution including dust and sand flying during project construction, increased water pollution from domestic waste generated, and traffic jams in the vicinity of operational locations. The Company is aware of the impact of its business activities and has anticipated this by applying an ISO-certified Project Management System and Quality Management System.

Langkah Perseroan untuk mengantisipasi berbagai potensi dan bahaya kecelakaan kerja secara terintegrasi meliputi sosialisasi kesadaran terhadap HSE yang direalisasikan melalui *safety induction*, *safety talk*, *HSE meeting*, serta memasang berbagai papan peringatan untuk meningkatkan kesadaran HSE. Perseroan juga melaksanakan *Risk Containment Audit* (RCA) yang 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. Untuk meningkatkan upaya Perseroan dalam mengantisipasi potensi dan bahaya kecelakaan kerja, telah diterapkan prosedur pelaporan insiden kecelakaan di lokasi kerja.

Selain berkomitmen dalam memitigasi isu-isu keberlanjutan, komitmen Perseroan juga terlihat dalam pelaksanaan TJSL Perseroan selaras dengan TPB yang terdiri dari 4 (empat) pilar meliputi Pilar Sosial, Pilar Ekonomi, Pilar Lingkungan, serta Pilar Hukum dan Tata Kelola. Pilar Ekonomi ditetapkan selaras dengan TPB 7 (Energi Bersih dan Terbarukan), TPB 8 (Pekerjaan layak dan pertumbuhan ekonomi), TPB 9 (Industri Inovasi dan Infrastruktur), TPB 10 (Berkurangnya Kesenjangan) dan TPB 17 (Kemitraan untuk mencapai tujuan). Pilar Sosial ditetapkan selaras dengan TPB 1 (Tanpa kemiskinan), TPB 2 (Tanpa kelaparan), TPB 3 (Kehidupan sehat dan sejahtera), TPB 4 (Pendidikan berkualitas), dan TPB 5 (Kesetaraan gender). Pilar Lingkungan ditetapkan selaras dengan TPB 6 (Air bersih dan sanitasi yang layak), TPB 11 (Kota dan pemukiman berkelanjutan), TPB 12 (Konsumsi dan produksi yang bertanggung jawab), TPB 13 (Penanganan perubahan iklim), TPB 14 (Ekosistem lautan), dan TPB 15 (Ekosistem darat). Sedangkan Pilar Hukum dan Tata Kelola ditetapkan selaras dengan TPB 16 (Perdamaian, keadilan dan kelembagaan yang Tangguh).

Implementasi terkait LST yang diterapkan Perseroan sepanjang tahun 2022, telah memberikan hasil kinerja keberlanjutan sesuai dengan yang diharapkan. Pada bidang ekonomi, Perseroan berhasil meningkatkan pendapatan bersih sebesar 22% dibandingkan dengan tahun 2021. Dari Rp17.809,72 miliar di tahun 2021, menjadi Rp21.480,79 Miliar di tahun 2022. Peningkatan pendapatan tersebut telah berhasil meningkatkan laba usaha Perseroan sebesar 30%. Dari Rp1.122,98 Miliar di tahun 2021, meningkat menjadi Rp1.688,07 Miliar di tahun 2022.

Pada bidang lingkungan, pada tahun 2022 Perseroan telah meningkatkan biaya program perlindungan dan pengelolaan lingkungan hidup mencapai Rp1,99 Miliar meningkat sebesar 30% dari tahun sebelumnya yang sebesar Rp1,53 Miliar. Biaya tersebut dialokasikan untuk 21 program kegiatan yang dilaksanakan selama tahun 2022.

The Company's steps to anticipate various potentials and hazards of work accidents in an integrated manner include disseminating awareness of HSE, which is realized through safety induction, safety talk, HSE meetings, as well as installing various warning signs to increase HSE awareness. The Company also carries out a Risk Containment Audit (RCA), field audit process or direct assessment of HSE aspects at work locations, office facilities and other facilities to eliminate potential hazards and minimize QHSE risks. To increase the Company's efforts in anticipating the potential and dangers of work accidents, a procedure for reporting incidents of accidents at the work site has been applied.

Apart from being committed to mitigating sustainability issues, the Company's commitment is also evident in the Company's CSR that is in line with the SDGs, which consists of 4 (four) pillars including Social Pillar, Economic Pillar, Environmental Pillar and Legal & Governance Pillar. The Economic Pillar is prepared in line with SDGs 7 (Renewable and Clean Energy), SDGs 8 (Decent work and economic growth), SDGs 9 (Industry, Innovation and Infrastructure), SDGs 10 (Reduced Inequality) and SDGs 17 (Partnerships for the Goals). The Social Pillar is prepared in line with SDGs 1 (No poverty), SDGs 2 (Zero hunger), SDGs 3 (Good Health and Well-Being), SDGs 4 (Quality education), and SDGs 5 (Gender equality). The Environmental Pillar is prepared in line with SDGs 6 (Clean water and sanitation), SDGs 11 (Sustainable cities and communities), SDGs 12 (Responsible consumption and production), SDGs 13 (Climate action), SDGs 14 (Life below water), and SDGs 15 (Life on land). Meanwhile, the Legal and Governance Pillar is prepared in line with SDGs 16 (Peace, Justice and Strong Institutions).

The Company's ESG implementation throughout 2022 has provided the results of sustainable performance as expected. In the economic sector, the Company succeeded in increasing net revenue by 22% compared to 2021, from Rp17,809.72 billion in 2021 to Rp21,480.79 billion in 2022. This increase in revenue has succeeded in increasing the Company's profit by 30%, increased from Rp1,122.98 billion in 2021 to Rp1,688.07 billion in 2022.

In the environmental sector, in 2022 the Company has increased the cost of environmental protection and management programs to Rp1.99 billion, an increase of 30% from the previous year which amounted to Rp1.53 billion. These funds were allocated for 21 program activities in 2022.

Selanjutnya pada bidang sosial, pencapaian Perseroan di tahun 2022 di antaranya adalah tidak terdapatnya kematian akibat kerja dan penyakit akibat kerja. Pencapaian pada bidang sosial lainnya, Perseroan telah merealisasikan biaya untuk program Pembinaan Usaha Mikro dan Kecil yakni sebesar Rp31,5 Miliar di tahun 2022 sebagai bentuk kepedulian Perseroan terhadap pelaku usaha mikro dan usaha kecil agar menjadi tangguh dan mandiri. Selain itu, Perseroan juga melaksanakan program pengembangan pendidikan bagi anak bangsa, dengan memberikan beasiswa yang ditujukan untuk Anak Paskibra Indonesia sebanyak 68 orang siswa, beasiswa yang ditujukan kepada 268 Siswa berprestasi, dan beasiswa yang ditujukan kepada Anak Berprestasi TNI di Wilayah Bali untuk 21 Orang.

Perseroan juga berkontribusi di bidang Kesehatan dengan melakukan program vaksinasi *booster* untuk 2.924 orang pegawai dan masyarakat sekitar, melaksanakan donor darah rutin yang dilakukan 4 (empat) kali dalam setahun untuk pegawai dan masyarakat sekitar, serta bantuan fasilitas klinik di area Bencana Gempa Cianjur di Desa Salakawung.

Terkait dengan pencapaian kinerja pada aspek tata kelola, Perseroan mencatatkan penerapan GCG di tahun 2022 dengan skor GCG *assessment* oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) sebesar 94,978 yang menunjukkan bahwa penerapan GCG pada Perseroan berada pada kategori Sangat Baik. Perseroan juga telah melakukan tata kelola teknologi informasi, yang telah diselaraskan dengan Peraturan Menteri BUMN No. PER-02/MBU/02/2018 tentang Prinsip Tata Kelola Teknologi Informasi Kementerian Badan Usaha Milik Negara. Selain itu, pengembangan teknologi informasi di Perseroan juga telah mengacu pada standar yang berlaku secara internasional, yaitu COBIT 2019, ISO 27001, dan ISO 20000-1.

Saat ini sektor konstruksi masih menghadapi tantangan, yaitu belum stabilnya kondisi perekonomian global yang berdampak pada perekonomian nasional. Namun demikian, Pemerintah tetap terus mendorong pertumbuhan ekonomi melalui berbagai paket kebijakan ekonomi yang telah digulirkan. Pada sektor konstruksi, Pemerintah melakukan dukungan investasi pada beberapa Proyek Brownfield yang berdampak Ekonomi Tinggi, yaitu proyek yang memiliki *economic multiplier impact* yang besar kepada masyarakat dan daerah sekitar. Dukungan Pemerintah dilakukan melalui: (1) *Viability Gap Fund* (VGF) atau dukungan konstruksi penyelesaian proyek melalui Kementerian teknis, (2) alokasi anggaran dan pengeluaran Kementerian Lembaga, (3) Investasi Pemerintah melalui *Special Mission Vehicle* (SMV) Kementerian Keuangan, (4) Penanaman Modal Negara (PMN) kepada Badan Usaha Pelaksana.

Tingginya tingkat persaingan di bisnis konstruksi dan perubahan lingkungan usaha yang semakin dinamis dan cepat, mendorong Perseroan untuk melakukan inovasi dan diversifikasi dalam menjalankan usahanya. Diversifikasi yang

Furthermore, the Company's achievements in 2022 in the social sector include the absence of work-related deaths and occupational diseases. Other achievements in the social sector is, the realization of the Company's Micro and Small Business Development program funds in the amount of RpIDR 31.5 billion in 2022, as a form of the Company's concern for micro and small business actors to become stronger and more independent. In addition, the Company organized educational development program for the children of the nation, by providing scholarships aimed at 68 students that were included in the Indonesian Paskibra team, scholarships aimed at 268 outstanding students, and scholarships aimed at 21 outstanding children of TNI in Bali Region.

The Company also contributed in the health sector by carrying out a booster vaccination program for 2,924 employees and surrounding community, carrying out routine blood donors 4 (four) times a year for employees and surrounding community, as well as assistance with clinic facilities in Cianjur Earthquake Disaster area in Salakawung Village.

Regarding performance achievement in the governance aspect, in 2022 the Company recorded GCG assessment score by the Financial and Development Supervisory Agency (BPKP) of 94.978 shows that GCG implementation in the Company is in Very Good category. The Company has also implemented technology governance information that has been aligned with the Minister of SOE Regulation No. PER-02/MBU/02/2018 concerning Information Technology Governance Principles of the Ministry of State-Owned Enterprises. In addition, the Company's information technology development has also referred to internationally accepted standards, namely COBIT 2019, ISO 27001, and ISO 20000-1.

Currently, the construction sector is still facing challenges due to unstable global economic conditions that have an impact on the national economy. However, the Government continues to encourage economic growth through various economic policy packages that have been rolled out. In the construction sector, the Government is supporting investment in several Brownfield Projects with high economic impact, namely projects that have a large economic multiplier impact on the community and surrounding area. Government support is carried out through: (1) *Viability Gap Fund* (VGF) or construction support for project completion through technical Ministries, (2) Ministry of Finance budget allocation and expenditure, (3) Government Investment through the Ministry of Finance's *Special Mission Vehicle* (SMV), (4) State Investment (PMN) to Implementing Business Entities.

The high level of competition in the construction business and changes in the increasingly dynamic and fast business environment have encouraged The Company to innovate and diversify in running its business. The diversification planned

direncanakan dalam Rencana Jangka Panjang (RJP) 2020-2025 yang mengacu pada Strategi Diversifikasi *Backward - Forward Integration*. Perseroan telah menetapkan strategi yang dibagi ke dalam 3 (tiga) tahap yaitu tahun 2020-2022, tahun 2023-2026, dan tahun 2027-2030. Adapun strategi untuk tiap-tiap tahap disajikan sebagai berikut:

in the 2020-2025 RJP refers to the Backward - Forward Integration Diversification Strategy. The Company has set a strategy which is divided into 3 (three) stages, 2020-2022, 2023-2026, and 2027-2030. The strategy for each stage is presented as follows:

2020-2022	2023-2026	2027-2030
<ul style="list-style-type: none"> Balanced Value Creation Between Construction and Project Development Improved Operational Efficiency Improved Operational Quality Strengthen SHE Implementation Integrated Enterprise data, information and knowledge 	<ul style="list-style-type: none"> IoT and Big Data Analysis Implementation Focus on developing people and faster high performing teams Maintain a proactive approach and close collaboration resulting in long term customer relationship Increase collaboration, mobility, and knowledge sharing within and between our units Adopt collaborative contracts that incorporate risk sharing and clear requirements 	<ul style="list-style-type: none"> Build and broaden investors in-house digital expertise Refine business plans and forecasts using data analytics Scale the use of interoperable and modular components, particularly indensely populated areas Use real-time management data to enable early identification of project issues

PENERAPAN PEMBANGUNAN BERKELANJUTAN

Berbagai strategi yang telah dilaksanakan telah menghasilkan pencapaian kinerja keberlanjutan yang baik di tahun 2022 terkait dengan aspek ekonomi, lingkungan hidup, dan sosial. Terkait aspek ekonomi, Perseroan berhasil menerima laba setelah pajak mencapai Rp12,59 Miliar, nilai tersebut lebih tinggi 24,28% dari target yang ditetapkan sebesar Rp10,13 Miliar.

IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT

Various strategies that have been implemented have resulted in achieving good sustainability performance in 2022 related to economic, environmental and social aspects. Regarding the economic aspect, the company managed to receive a profit after tax of Rp12.59 billion, and this value was 24.28% higher than the target set at Rp10.13 billion.

Perseroan juga telah menetapkan target-target kinerja keberlanjutan dalam Sistem Manajemen WIKA (SMW). Pencapaian target SMW pada umumnya telah tercapai. terkait aspek lingkungan, target yang ditetapkan antara lain adalah terkait penghematan penggunaan kertas sebesar 10%, dengan realisasi penghematan mencapai 37%. Intensitas konsumsi energi listrik ditargetkan sebesar 20 kWh/m²/bulan, yang realisasinya berhasil melampaui target dengan intensitas konsumsi energi listrik sebesar 14 kWh/m²/bulan. Selanjutnya penggunaan air bersih ditargetkan 4.320 liter/bulan/bulan, Perseroan berhasil melakukan efisiensi karena realisasi air bersih yang digunakan di kantor sebesar 2.426 liter/bulan/orang.

The Company has also set sustainability performance targets in WIKA Management System (SMW). In general, SMW targets have been achieved. With due regard to environmental aspect, the targets set include saving paper use by 10%, with actual savings reaching 37%. The intensity of electricity consumption was targeted at 20 kWh/m²/month, and realized to exceed the target with an intensity of electricity consumption of 14 kWh/m²/month. Furthermore, the use of clean water is targeted to be 4,320 liters/month/person, the Company has succeeded in implementing efficiency due to the realization of clean water used in offices of 2,426 liters/month/person.

Berikutnya terkait dengan kinerja sosial, Perseroan telah menetapkan target antara lain kinerja K3 yang diukur dengan *Non Lost Time Injury* (NTLI) yang ditargetkan < 5 dan berhasil direalisasikan dengan pencapaian NTLI sebesar 1,17. *Lost Time Injury* (LTI) ditargetkan sebesar < 3 dan berhasil direalisasikan dengan pencapaian LTI sebesar 0,12. *Severity rate* yang ditargetkan < 2 dan berhasil direalisasikan dengan pencapaian sebesar 0,49.

Afterward, related to social performance, the Company has set targets including OHS performance as measured by *Non Lost Time Injury* (NTLI) which was targeted <5 and successfully realized with an NTLI achievement of 1.17. *Lost Time Injury* (LTI) was targeted at < 3 and successfully realized with an LTI of 0.12. The targeted severity rate was <2 and successfully realized with an achievement of 0.49.

Sedangkan, terkait aspek tata kelola untuk target dan realisasi ketercapaian terkait skor asesmen GCG. Target yang ditetapkan Perseroan untuk skor GCG sebesar 94, hasil realisasi yang diperoleh Perseroan berhasil melampaui target yaitu sebesar 94,978. Hasil skor asesmen GCG tersebut merupakan penilaian dari audit yang dilakukan oleh Badan Pengawas Keuangan dan Pembangunan (BPKP).

Sejalan dengan pencapaian target keberlanjutan di tahun 2022, Perseroan juga telah mencatatkan prestasi berupa perolehan 17 penghargaan terkait keberlanjutan. Ke-17 penghargaan tersebut sebagai berikut:

1. ICEA 2022: *Best CSR Global Program*
2. ICEA 2022: *Best CSR in MSME (UKM) Program*
3. ICEA 2022: *The Best Leadership Focus in CSR Program*
4. TOP CSR Awards 2022 #5
5. TOP Leader on CSR 6. Commitment 2022
6. *Communication Award (ICCA) VII 2022 sebagai The Best Annual Report for SOE's Public Company 2022*
7. Vendor/Pemasok Terbaik 2 BUMN
8. Green Kartini 10 Most Green-Driven Female Leaders
9. Indonesia TJSL Awards 2022 in Construction Sector Industry
10. Akhlak Award 2 Klaster Jasa Infrastruktur
11. TOP GRC Awards 2022 - TOP GRC Awards 2022 #5 Stars - *The Most Committed GRC Leader 2022*
12. Indonesia CSR dan TJSL Awards ICA 2022
13. Mitra BUMN National Champion 2022 (Terbaik 2 - BUMN)
14. TOP CSR Awards 2022 STAR 5
15. Top Leader on CSR Commitment 2022
16. Indonesia CSR Excellence Award 2022 - *Best CSR Global Program*
17. Indonesia SDGs Awards (ISDA)
18. SRI KEHATI

STRATEGI PENCAPAIAN TARGET

Ke depannya, Perseroan berkomitmen untuk senantiasa meningkatkan strategi-strategi keberlanjutan khususnya dalam memitigasi risiko ekonomi, lingkungan, dan sosial yang berpotensi mempengaruhi keberlanjutan Perseroan. Perseroan menerapkan sistem manajemen terintegrasi untuk mengelola risiko, yang terdiri atas Sistem Manajemen Keselamatan dan Kesehatan Kerja, 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 Divisi Manajemen Risiko dan *Project Management Office (PMO)* yang memiliki fungsi utama dalam menerapkan, mengembangkan dan menilai sistem manajemen risiko di tingkat perusahaan yang terintegrasi dari semua fungsi manajemen. Implementasi manajemen risiko di Perseroan terbagi menjadi 2 (dua), yaitu sistem manajemen risiko tingkat korporasi dan sistem manajemen risiko tingkat proyek. Risiko yang melekat di Perseroan antara lain risiko atas aspek ekonomi, sosial, dan lingkungan.

Meanwhile, related to the governance aspect for the target and realization of achievement related to the GCG assessment score. The target set by the Company was a GCG score of 94, and the realization result obtained by the Company succeeded in exceeding the target at 94.978. This result was from the assessment conducted by the Financial and Development Supervisory Agency (BPKP).

In line with achieving the sustainability target in 2022, the Company has also recorded achievements in the form of obtaining 17 awards related to sustainability. The 17 awards are as follows:

1. ICEA 2022: *Best CSR Global Program*
2. ICEA 2022: *Best CSR in MSME (UKM) Program*
3. ICEA 2022: *The Best Leadership Focus in CSR Program*
4. TOP CSR Awards 2022 #5
5. TOP Leader on CSR Commitment 2022
6. *Communication Award (ICCA) VII 2022 as The Best Annual Report for SOE's Public Company 2022*
7. Best Vendor/Supplier 2 SOEs
8. Green Kartini 10 Most Green-Driven Female Leaders
9. Indonesia CSR Awards 2022 in Construction Sector Industry
10. Akhlak Award 2 in Infrastructure Services Cluster
11. TOP GRC Awards 2022 - TOP GRC Awards 2022 #5 Stars - *The Most Committed GRC Leader 2022*
12. Indonesia CSR and TJSL Awards ICA 2022
13. SOE Partners National Champion 2022 (2nd Best - SOE)
14. TOP CSR Awards 2022 STAR 5
15. Top Leader on CSR Commitment 2022
16. Indonesia CSR Excellence Award 2022 - *Best CSR Global Program*
17. Indonesia SDGs Awards (ISDA)
18. SRI KEHATI

TARGET ACHIEVEMENT STRATEGY

Going forward, the Company is committed to continuously improving sustainability strategies particularly in mitigating economic, environmental and social risks that have the potential to affect its sustainability. The Company applies an integrated management system to manage risks, which consists of an Occupational Health and Safety Management System, a Risk Management System, a Quality Management System, a Security Management System and an Environmental Management System, and an Anti-Bribery Management System. This integrated management system is supported by the role of Risk Management and Project Management Office (PMO) Division, which have the main function of implementing, developing and assessing risk management system at the corporate level that is integrated from all management functions. The Company's risk management is divided into 2 (two), i.e. corporate level risk management system and project level risk management system. The risks inherent in the Company include risks on economic, social and environmental aspects.

Risiko terkait aspek ekonomi yang dihadapi oleh Perseroan di antaranya risiko kenaikan beban bunga, risiko disakurasi asumsi investasi, risiko wanprestasi para pihak, risiko kondisi global yang berdampak pada munculnya kondisi kahar, risiko kenaikan harga bahan baku material strategis, risiko kenaikan harga BBM, serta risiko selisih nilai kurs mata uang asing terhadap rupiah.

Risiko kenaikan beban bunga dimitigasi dengan mempersingkat *collection period*, mempercepat pencairan termin atau piutang, keseimbangan pola pembayaran dengan penerimaan untuk memperkecil defisit, melakukan negosiasi bunga ke pihak kreditur, dan pembentukan tim *task force* monitor dan evaluasi 2 (dua) mingguan untuk penerimaan *cash in* dan *cash out*, serta untuk dilakukan strategi kebijakan pendanaan operasi.

Risiko disakurasi asumsi investasi dilakukan mitigasi dengan selektif dalam pemilihan investasi di masa pandemi Covid-19, melakukan *follow up* atas investasi yang ditunda namun masuk dalam target investasi tahun berjalan, melakukan koordinasi antar Divisi dengan tim pemasaran strategis untuk *monitoring* rencana investasi yang disasar, melakukan *review Feasibility Study* (FS), evaluasi progres rencana investasi, melakukan *review* Board Manual Investasi, serta membuat Surat Keputusan Pembentukan Komite untuk memberikan rekomendasi terhadap arah investasi yang akan diambil.

Risiko wanprestasi para pihak dimitigasi dengan mengoptimalkan *stakeholder analysis* eksternal dalam rangka menjaga komitmen eksternal, memastikan adanya Standar Operasional Prosedur (SOP) terkait komitmen eksternal yang telah disepakati, pembuatan *dashboard*, *Project on Time* dan *on Budget*.

Risiko kondisi global berdampak pada munculnya kondisi kahar dilakukan mitigasi dengan perubahan lini bisnis, efektivitas dan efisiensi Harga Pokok Penjualan, serta penajaman KYC (*Know Your Customer*).

Risiko kenaikan harga bahan baku material strategis dimitigasi dengan optimalisasi tingkat *waste*, mencari vendor alternatif, melakukan permintaan klaim dan atau eskalasi ke pemberi kerja, membuat kebijakan perlindungan nilai (*hedging*) terutama untuk pengadaan material industri dan impor, mengikat kontrak ke vendor sedini mungkin dengan pola kontrak *back to back*, serta melakukan perubahan lingkup pekerjaan yang mengalami kenaikan harga signifikan (*descoping*).

Risiko kenaikan harga BBM langkah mitigasi yang dilakukan yaitu membuat *safety stock* dan *replenishment point* mengubah pola swakelola menjadi pola subkontraktor, dan mencari *vendor* alternatif dengan harga yang lebih kompetitif.

The risks related to economic aspects faced by the Company include the risk of rising interest expenses, the risk of discursing investment assumptions, the risk of default of the parties, the risk of global conditions which have an impact on the emergence of force majeure conditions, the risk of rising prices for strategic raw materials, the risk of rising fuel prices, and the risk of difference in foreign currency exchange rates against the rupiah.

The risk of increasing interest expense is mitigated by shortening the collection period, accelerating the disbursement of terminals or receivables, balancing payment patterns with receipts to minimize deficits, negotiating interest with creditors, and forming a task force team for bi-weekly monitoring and evaluation of cash in receipts and cash out, as well as to carry out operational funding policy strategies.

The risk of investment assumption disaccuracy is mitigated selectively in choosing investments during the Covid-19 pandemic, following up on investments that were postponed but included in the current year's investment target, coordinating between divisions with strategic marketing team to monitor targeted investment plans, conducting reviews FS, evaluating the progress of investment plan, reviewing the Investment Manual Board, and making a Decree on the Establishment of Committee to provide recommendations on the investment direction to be taken.

The risk of default of the parties is mitigated by optimizing external stakeholder analysis in order to maintain external commitments, ensuring that there are Standard Operating Procedures (SOP) related to agreed external commitments, making dashboards, Project on Time and on Budget.

The risk of global conditions impacting the emergence of force majeure conditions is mitigated by changing business lines, effectiveness and efficiency of Cost of Goods Sold, as well as sharpening KYC (*Know Your Customer*).

The risk of rising prices for strategic raw materials is mitigated by optimizing waste levels, looking for alternative vendors, making claims requests and/or escalations to owners, making hedging policies especially for the procurement of industrial and imported materials, binding contracts with vendors as early as possible with back to back contracts, as well as making changes to the scope of work that experienced significant price increases (*descoping*).

Mitigation measures taken to increase fuel price risk include creating safety stock and replenishment points, changing the self-management pattern to subcontracting pattern, and seeking alternative vendors with more competitive prices.

Risiko selisih nilai kurs mata uang asing terhadap rupiah dilakukan mitigasi dengan menjaga keseimbangan portofolio investasi, menggunakan proyek yang dikerjasamakan dengan kerjasama *business to business*, mengikat harga kurs dengan kebijakan lindung nilai (*hedging*), melakukan substitusi material impor dengan material dalam negeri, menggunakan mata uang asing yang lebih stabil terhadap volatilitas kurs, serta untuk proyek baru harus menggunakan nilai kurs yang sesuai terhadap selisih kurs dalam Rencana Anggaran Biaya (RAB) tender.

The risk of differences in foreign exchange rates against the rupiah is mitigated by maintaining a balance in the investment portfolio, using projects in cooperation with business to business cooperation, binding exchange rates with hedging policies, substituting imported materials with domestic materials, using foreign currency that is more stable against exchange rate volatility, and for new projects must use the appropriate exchange rate against the exchange rate difference in the tender Budget Plan (RAB).

Risiko terkait aspek sosial yang dihadapi Perseroan di antaranya adalah risiko terjadinya pengurangan dari segi tenaga kerja pengawas, risiko tidak dilakukan review dan evaluasi pada kontrak, serta risiko adanya konflik horizontal di lapangan.

Risks related to social aspects faced by the Company include the risk of a reduction in the supervisory workforce, the risk of not reviewing and evaluating contracts, and the risk of horizontal conflicts in the field.

Risiko terjadinya pengurangan dari segi tenaga kerja dimitigasi dengan pembuatan metode pencegahan, melakukan pemetaan dengan bantuan *tools InaRisk* berbasis *online*, serta peningkatan kompetensi.

The risk of reduction in terms of workforce is mitigated by developing prevention methods, mapping with the help of online-based InaRisk tools, and increasing competencies.

Risiko tidak dilakukan *review* dan evaluasi pada kontrak dilakukan mitigasi dengan melakukan sosialisasi tentang WIKA dokumen *filling system* dan penerapan prosedur pengelolaan dokumen. Sedangkan risiko adanya konflik horizontal di lapangan dimitigasi melalui Pembentukan Tim *Business Continuity Management Certified Professional* (BCMCP).

The risk of not reviewing and evaluating the contract is mitigated by socializing WIKA's document filling system and implementing document management procedures. Meanwhile, the risk of horizontal conflicts in the field is mitigated through the Establishment of a Business Continuity Management Certified Professional (BCMCP) Team.

Sedangkan untuk aspek lingkungan, sampai dengan saat ini Perseroan belum menghadapi risiko yang signifikan. Namun demikian, Perseroan senantiasa mencegah terjadinya risiko lingkungan dengan mematuhi peraturan perundang-undangan terkait lingkungan hidup, yaitu dengan senantiasa membuat Laporan Pelaksanaan Rencana Pengelolaan Lingkungan Hidup (RKL) dan Rencana Pemantauan Lingkungan Hidup (RPL) yang dibuat setiap semester oleh Perseroan dan disampaikan kepada Kementerian Lingkungan Hidup dan Kehutanan (KLHK).

As for the environmental aspect, until now the Company has not faced any significant risks. However, the Company always prevents environmental risks from occurring by complying with laws and regulations related to the environment, namely by always making Reports on the Implementation of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL), which are prepared every semester by the Company and submitted to the Ministry Environment and Forestry (KLHK).

Efektivitas manajemen risiko sangat diperlukan, khususnya dalam pemanfaatan peluang dan prospek usaha Perseroan. Selain melakukan penguatan pada organisasi manajemen risiko, Perseroan juga akan menempatkan manajemen risiko sebagai yang terdepan dalam eksekusi sebuah proyek. Hal ini dimaksudkan agar Perseroan dapat melakukan mitigasi dini terhadap setiap potensi risiko yang dihadapi Perseroan.

The effectiveness of risk management is urgently needed, especially in exploiting the Company's business opportunities and prospects. In addition to strengthening the risk management organization, the Company also places risk management at the forefront of executing a project. This is intended so that the Company can carry out early mitigation of any potential risks faced by the Company.

Perseroan cukup optimis bahwa ke depannya akan memiliki prospek yang baik. Perseroan saat ini memiliki 7 (tujuh) lini bisnis yang berkembang pesat yaitu *Industry, Infrastructure and Building, Energy and Industrial Plant, Realty and Property, Construction Engineering, Integration Transportation System and Investment*. Dengan adanya visi menjadi yang terdepan dalam investasi dan *Engineering, Procurement, dan Construction* (EPC) berkelanjutan untuk kualitas kehidupan yang lebih baik, ke depan Perseroan akan mengakselerasikan program investasi yang terintegrasi di antaranya pengembangan *masterplan* kawasan dengan konektivitas jalur transportasi, antara lain yaitu jalan, jalur

The Company is quite optimistic about having good business prospects in the future. The Company currently has 7 (seven) rapidly growing lines of business, namely Industry, Infrastructure and Building, Energy and Industrial Plant, Realty and Property, Construction Engineering, Integration Transportation System and Investment. With the vision of being a leader in investment and sustainable Engineering, Procurement and Construction (EPC) for a better quality of life, in the future the Company will accelerate integrated investment programs including the development of an area master plan with connectivity of transportation routes, including roads, railroads, airports and seaports, as well

kereta api, bandara dan pelabuhan, serta pengembangan teknologi ramah lingkungan pada pembangkit listrik dan pengolahan air bersih.

Pada lini bisnis industri, peningkatan kapasitas produksi beton dan baja yang menjadi kekuatan bisnis hulu Perseroan terus dilakukan untuk mendukung bisnis hilir Perseroan, ditambah adanya peningkatan nilai tambah Bitumen sebagai salah satu komoditas di bidang infrastruktur yang turut menjadi penyokong kinerja lini bisnis industri. Optimalisasi investasi pada bisnis yang memberikan tingkat keuntungan yang terbaik, serta peningkatan kapabilitas finansial sebagai pendorong kemajuan pertumbuhan EPC dan investasi juga menjadi salah satu strategi utama Perseroan ke depannya. Dengan semua hal tersebut, Perseroan optimis dapat mencapai target pertumbuhan yang diinginkan.

Namun demikian, Perseroan juga menyadari adanya berbagai situasi eksternal yang berpotensi mempengaruhi kinerja Perseroan. Perang Rusia-Ukraina memberikan dampak kepada hampir seluruh industri nasional. Salah satu sektor yang sangat merasakan dampak tersebut adalah sektor konstruksi karena konstruksi merupakan salah satu komponen penting dalam agenda pembangunan ekonomi nasional. Beberapa proyek konstruksi baik yang sumber pembiayaannya dari Anggaran Pendapatan dan Belanja Negara (APBN), Anggaran Pendapatan dan Belanja Daerah (APBD), maupun swasta mengalami penundaan sementara atau setidaknya mengalami penurunan produktivitas. Selain itu, dampak dari perang Rusia-Ukraina juga telah menyebabkan putusannya rantai pasok global, sehingga menimbulkan kenaikan harga bahan-bahan baku yang merupakan komponen terpenting dalam industri konstruksi.

Meski demikian, Perseroan melakukan sejumlah strategi adaptif untuk terus mendorong pertumbuhan Perseroan melalui integrasi ke sektor-sektor yang lebih luas sebagaimana telah dijalankan Perseroan seiring dengan transformasi yang telah dilaksanakan. Suksesnya transformasi yang dijalankan Perseroan semakin membuka peluang bisnis yang dimiliki, sehingga memperkuat posisi Perseroan sebagai perusahaan unggulan di bidang konstruksi nasional. Langkah strategis yang dijalankan secara berkelanjutan terbukti mampu mendorong Perseroan untuk tetap maju di tengah tantangan yang dihadapi sepanjang tahun. Hal ini didorong dengan Sumber Daya Manusia (SDM) yang andal sehingga mampu bersaing, bukan hanya di dalam negeri, melainkan juga di pasar internasional.

Ekspansi yang dilakukan Perseroan ke pasar internasional juga sebagai implementasi *best practice integrated management system* guna memperkuat posisi Perseroan sekaligus mewujudkan Visi Perseroan 2030, yakni “Terdepan dalam Investasi dan EPC Berkelanjutan untuk Kualitas Kehidupan yang Lebih Baik”. Dengan menerapkan strategi pemasaran *selective market*, Perseroan telah merambah pasar konstruksi luar negeri Malaysia, Uni Emirat Arab, serta Timor Leste, dan masih akan terus menambah ke berbagai pasar konstruksi negara lain.

as the development of environmentally friendly technologies in power plants and clean water treatment.

In the industry business, increasing the production capacity of concrete and steel as the strength of the Company’s upstream business continues to be carried out to support the Company’s downstream business, in addition to increasing the added value of Bitumen as one of commodities in the infrastructure sector which also supports the performance of industry business. Optimizing investment in businesses that provide the best profit levels, as well as increasing financial capabilities as a driving force for progress in EPC growth and investment is also one of the Company’s main strategies going forward. With all of these things, the Company is optimistic to be able to achieve the desired growth target.

However, the Company is also aware of a variety of external situations that have the potential to affect its performance. The Russian-Ukrainian war had an impact on almost the entire national industry. One of the sectors that really felt the impact is the construction sector, since construction is an important component in the national economic development agenda. Several construction projects, both those whose sources of financing come from the State Revenue and Expenditure Budget (APBN), Regional Revenue and Expenditure Budget (APBD), and private sector, have experienced temporary delays or at least experienced a decrease in productivity. In addition, the impact of Russia-Ukraine war has also caused a breakdown in global supply chains, resulting in an increase in the price of raw materials which are the most important components in construction industry.

However, the Company has carried out a number of adaptive strategies to drive the Company’s growth through integration into broader sectors as has been performed the Company in line with the transformation that has been carried out. The success of Company’s transformation has increasingly opened up business opportunities, thereby strengthening the Company’s position as a leading company in the national construction sector. Strategic measures carried out in a sustainable manner have proven to be able to encourage the Company to keep moving forward amidst the challenges faced throughout the year. This is driven by reliable Human Capital (HC) who are able to compete, not only domestically, but also in the international market.

The expansion carried out by the Company to international markets is also the implementation of best practice integrated management systems to strengthen its position while realizing the Corporate Vision 2030, namely “Leading in Sustainable Investment and EPC for a Better Quality of Life”. By implementing a selective market marketing strategy, the Company has penetrated the overseas construction markets of Malaysia, the United Arab Emirates and Timor Leste, and will continue to add to various construction markets in other countries.

Di samping itu, Perseroan juga terus mempercepat proyek pembangunan yang sedang berjalan, tidak terkecuali di luar negeri. Perseroan telah memiliki sejumlah kontrak yang masih *on going*, di antaranya Limbang Bridge di Malaysia dan Bandara Oecusse di Timor Leste. Upaya-upaya tersebut terbukti berhasil mendorong tingkat kesehatan keuangan Perseroan untuk tetap bertahan menjalankan bisnisnya.

Sesuai visinya, Perseroan tidak lagi hanya menjadi sekedar perusahaan konstruksi, melainkan memiliki tujuan yang lebih besar guna menciptakan kehidupan yang lebih baik sejalan dengan TPB yang hendak dicapai oleh Pemerintah, tak terkecuali juga Perseroan sebagai bagian Badan Usaha Milik Negara (BUMN).

APRESIASI

Kami memberikan apresiasi yang setinggi-tingginya kepada seluruh pemangku kepentingan yang telah bersama-sama berkontribusi dalam mendukung kinerja Perseroan. Segala bentuk keberhasilan yang dimiliki oleh Perseroan di tahun 2022 merupakan hasil kerja keras serta dukungan dari para pemangku kepentingan Perseroan. Oleh karenanya, kami mengucapkan terima kasih kepada seluruh pihak yang terlibat yang telah memberikan kepercayaan serta dukungan penuh kepada kami. Kami berharap bahwa para pemangku kepentingan dapat senantiasa meningkatkan kepercayaannya kepada kami, agar kami dapat mengelola bisnis dengan lebih baik dengan berdasarkan tanggung jawab sosial dan memberikan kontribusi dalam pencapaian TPB.

The Company also continues to accelerate ongoing development projects, including those abroad. The Company already has a number of ongoing contracts, including Limbang Bridge in Malaysia and Oecusse Airport in Timor Leste. These efforts have proven to be successful in driving the Company's financial health level to continue to run its business.

In accordance with its vision, the Company is no longer merely a construction company, but has a bigger goal to create a better life in line with the SDGs that the Government wants to achieve, including as part of a State-Owned Enterprise (SOE).

APPRECIATION

We would like to express highest appreciation to our stakeholders who have jointly contributed in supporting the Company's performance. All forms of success achieved by the Company in 2022 are the result of hard work and support from all stakeholders. Therefore, we would like to thank all the parties involved, for the trust and full support that have been granted to us. We hope that our stakeholders can always increase the trust in us, hence we can be better in managing our business based on social responsibility and provide significant contribution to the achievement of SDGs.

Jakarta, 11 April 2023
Jakarta, April 11, 2023



Agung Budi Waskito
Direktur Utama
President Director

TANGGUNG JAWAB LAPORAN KEBERLANJUTAN [GRI 2-14]

Kami yang bertandatangan di bawah ini telah meninjau dan menyetujui semua informasi dalam Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk Tahun 2022 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.

Jakarta, 11 April 2023

Dewan Komisaris PT Wijaya Karya (Persero) Tbk

Jarot Widyoko



Komisaris Utama
President Commissioner

Firdaus Ali



Komisaris
Commissioner

Satya Bhakti Parikesit



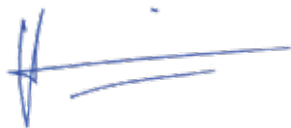
Komisaris
Commissioner

Adityawarman



Komisaris Independen
Independent Commissioner

Harris Arthur Hedar



Komisaris Independen
Independent Commissioner

Suryo Hapsoro Tri Utomo



Komisaris Independen
Independent Commissioner

Rusmanto



Komisaris Independen
Independent Commissioner

ACCOUNTABILITY ON SUSTAINABILITY REPORT [GRI 2-14]

We, the undersigned, have reviewed and approved all information in PT Wijaya Karya (Persero) Tbk 2022 Sustainability Report, and are solely accountable for the accuracy of the report content in accordance with OJK Regulation No. 51/POJK.03/2017 OJK Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies.

Jakarta, April 11, 2023

Direksi PT Wijaya Karya (Persero) Tbk

Agung Budi Waskito



Direktur Utama
President Director

Ayu Widya Kiswari



Direktur *Quality, Health, Safety and Environment*
Director of Quality, Health, Safety & Environment

Hadjar Seti Adji



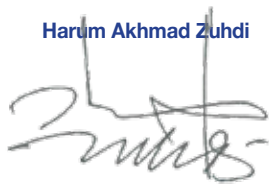
Direktur *Human Capital dan Pengembangan*
Director of Human Capital and Development

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 III

Adityo Kusumo



Direktur Keuangan & Manajemen Risiko
Director of Finance and Risk Management



Tata Kelola

Governance



Pengelolaan keberlanjutan Perseroan, dilaksanakan oleh Fungsi TJSL yang memiliki tugas dan tanggung jawab dalam mengelola dan mengkoordinir seluruh kegiatan TJSL. Fungsi TJSL berada di bawah Departemen Corporate Relations dengan pengawasan utama oleh Sekretaris Perusahaan.

The Company's sustainability management is carried out by the CSR Function whose duties and responsibilities are managing and coordinating all CSR activities. The CSR function is under the Corporate Relations Department and mainly supervised by the Corporate Secretary.

TATA KELOLA

GOVERNANCE

Tata
Kelola
Governance



STRUKTUR DAN KOMPOSISI GOVERNANCE [GRI 2-9, GRI 2-11]

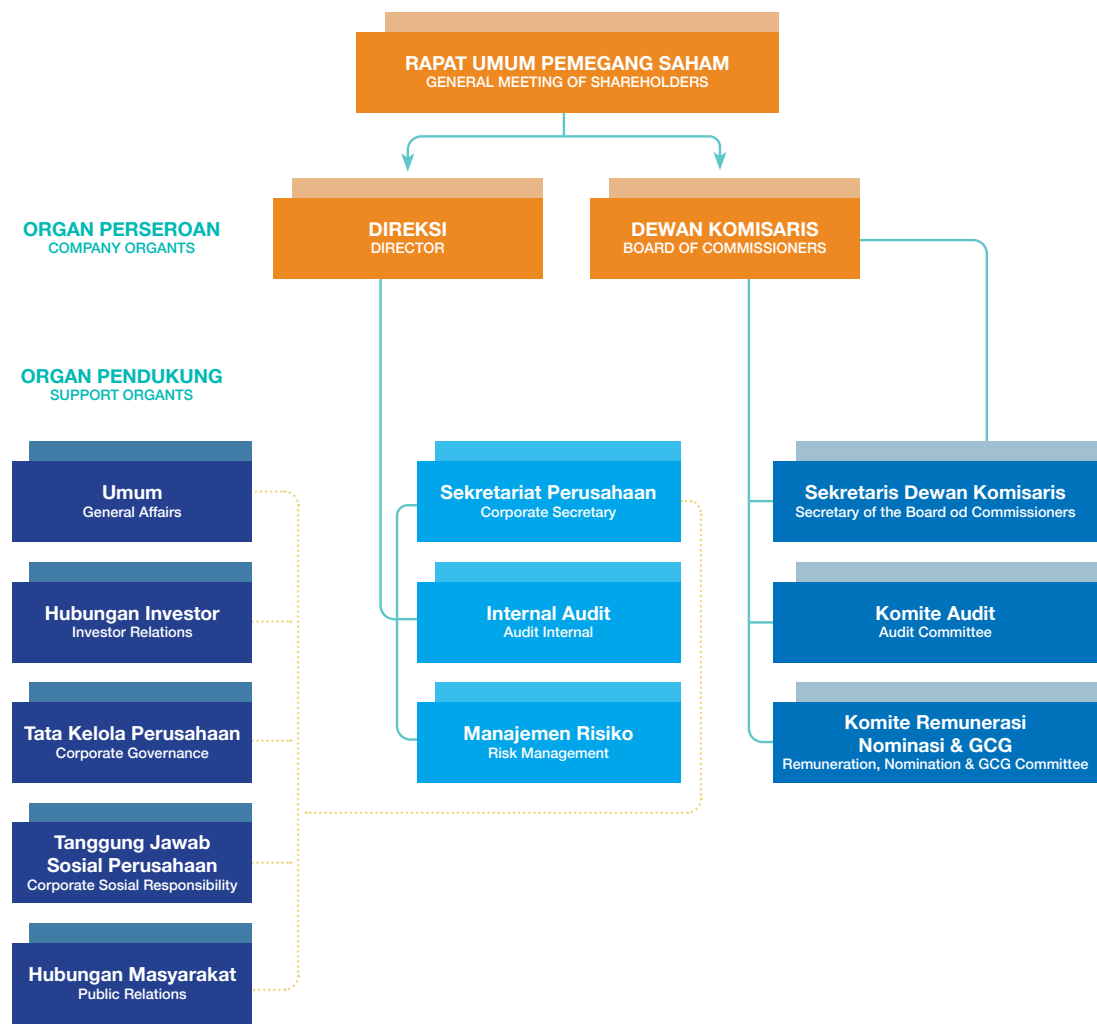
Perseroan didirikan dan diatur sesuai Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas (UU PT), disebutkan bahwa struktur tata kelola Perseroan terdiri atas tiga organ utama yakni Rapat Umum Pemegang Saham, Dewan Komisaris dan Direksi. Kolaborasi antar organ perusahaan yang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

Masing-masing organ Perseroan menjalankan tugas, fungsi, dan tanggung jawabnya sehingga mampu menentukan arah dan kualitas dari kinerja Perseroan. Dalam melaksanakan fungsinya, Dewan Komisaris dibantu oleh organ pendukung seperti Sekretaris Dewan Komisaris, Komite Audit, dan Komite Nominasi Remunerasi dan *Good Corporate Governance* (GCG). Sedangkan Direksi dibantu oleh organ pendukung seperti Sekretaris Perusahaan, Internal Audit, dan Manajemen Risiko.

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

The Company was established and regulated in accordance with the Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies (PT Law), which states that the Company's governance structure consists of three main organs, namely General Meeting of Shareholders, Board of Commissioners and Board of Directors. Optimal collaboration between the Company's organs in carrying out their duties, functions and responsibilities for the benefit of the Company is guided by the Law, Articles of Association and other provisions.

Each corporate organ exercises its duties, functions and responsibilities so as to determine the direction and quality of the Company's performance. In carrying out its functions, Board of Commissioners is assisted by supporting organs such as Secretary of Board of Commissioners, Audit Committee, and Nomination Remuneration and Good Corporate Governance (GCG) Committee. Meanwhile, Board of Directors is assisted by supporting organs such as Corporate Secretary, Audit Internal, and Risk Management. The governance structure owned by the Company is as follows.



Berdasarkan struktur tata kelola tersebut, mekanisme tata kelola perusahaan didukung oleh Organ Perseroan seperti RUPS, Dewan Komisaris, Direksi, dan organ pendukung lainnya. Mekanisme yang dijalankan dengan konsisten bertujuan untuk menjaga kesinambungan usaha dalam jangka panjang sehingga dapat memberikan nilai tambah bagi Pemegang Saham dan pemangku kepentingan lainnya. Oleh karena itu, organ Perseroan melaksanakan pembagian fungsi dan tanggung jawab secara jelas dan adil, agar fungsi dan tanggung jawab tersebut dilaksanakan tanpa saling intervensi.

RUPS merupakan organ Perseroan yang mempunyai wewenang eksklusif yang tidak dapat dilimpahkan kepada Dewan Komisaris dan Direksi, dalam batas yang ditentukan dalam Undang-Undang Perseroan Terbatas dan/atau Anggaran Dasar Perseroan. Sementara Dewan Komisaris dan Direksi memiliki tanggung jawab untuk memelihara keberlanjutan usaha Perseroan. Pelaksanaan tugas dan tanggung jawab kedua organ tersebut didukung oleh organ pendukung masing-masing. Dewan Komisaris dibantu oleh Organ Pendukung yang berada di bawah Dewan Komisaris yang terdiri dari Komite Audit dan Komite Nominasi, Remunerasi dan GCG. Kemudian, Direksi didukung oleh Sekertaris Perusahaan, Internal Audit, dan Divisi Manajemen Risiko dan PMO.

Based on the governance structure, the corporate governance mechanism is supported by the Company's Organs such as the GMS, Board of Commissioners, Board of Directors and other supporting organs. Mechanisms that are implemented consistently aim to maintain business continuity in the long term so as to provide added value to Shareholders and other stakeholders. Therefore, the Company's organs carry out the distribution of functions and responsibilities in a clear and fair manner, so that these functions and responsibilities are running without mutual intervention.

The GMS is a corporate organ with exclusive authority that cannot be delegated to Board of Commissioners and Board of Directors, within the limits specified in the Law on Limited Liability Companies and/or the Articles of Association of the Company. While Board of Commissioners and Board of Directors have the responsibility to maintain the Company's business continuity. The implementation of duties and responsibilities of these two organs is supported by their respective supporting organs. Board of Commissioners is assisted by Supporting Organs under Board of Commissioners, which consist of Audit Committee and Nomination, Remuneration and GCG Committee. Then, Board of Directors is supported by Corporate Secretary, Internal Audit Unit, and Risk Management and PMO Division.

Selain itu, penerapan GCG yang dilaksanakan Perseroan juga didukung dengan sejumlah kebijakan/pedoman yang sejalan dengan prinsip tata kelola perusahaan. GCG *Soft Structure* yang telah dimiliki oleh Perseroan antara lain:

1. Akta Pernyataan Keputusan Rapat Umum Pemegang Saham Tahunan Perusahaan Perseroan (Persero) PT Wijaya Karya (Persero) Tbk No. 58 tanggal 25 Juni 2021;
2. Panduan Penerapan Tata Kelola Perusahaan yang Baik (*Code of GCG*) PT Wijaya Karya (Persero) Tbk yang telah dimutakhirkan berdasarkan Surat Keputusan Direksi No. SK.02.09/A.DIR.00620/2021;
3. Pedoman Tata Kerja Direksi dan Dewan Komisaris (*Board Manual*) PT Wijaya Karya (Persero) Tbk yang telah dimutakhirkan berdasarkan Surat Keputusan Bersama No. 41/DK/WIKA/2021 dan No. SK.02.09/A.DIR.00617/2021;
4. Pedoman Etika dan Perilaku (*Code of Conduct*) PT Wijaya Karya (Persero) Tbk yang telah dimutakhirkan berdasarkan Surat Keputusan No. SK.02.09/A.DIR.00619/2021;
5. Pedoman Penanganan Benturan Kepentingan Perseroan yang telah dimutakhirkan berdasarkan Surat Keputusan Bersama No. 95/DK/WIKA/2021 dan No. SK.01.09/A. DIR.01007/2021;
6. Prosedur Pengendalian Gratifikasi No. WIKA-LDSPM03.01Rev. 00 Amd. 02 tertanggal 18 November 2020;
7. Prosedur Pengaduan Pelanggaran terhadap *Code of Conduct (Whistle Blower)* No. WIKA-LDS-PM-02.01 Rev.00 Amd. 02 tertanggal 26 November 2020;
8. Matriks Hubungan Induk dan Anak (*Subsidiary Governance*);
9. Piagam Komite Nominasi, Remunerasi dan GCG No. 23/DK/WIKA/2020 tertanggal 16 April 2020;
10. Piagam Komite Audit No. 79/DK/WIKA/2018 tertanggal 2 Juli 2018;
11. Piagam Satuan Pengawas Internal No. MJ.01.00/A. SPI.00850/2020 Rev 01 tertanggal 1 September 2020;
12. Prosedur Sistem Manajemen Risiko No. WIKA-SMRPM-01.01 Rev. 05 tertanggal 1 November 2021;
13. Prosedur Perseroan lainnya.

Bagian ini mengacu pada Bab Struktur dan Mekanisme *Corporate Governance* dalam Laporan Tahunan 2022.

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. Setiap anggota Direksi Perseroan tidak memiliki hubungan afiliasi dengan sesama anggota Direksi, anggota Dewan Komisaris, maupun Pemegang Saham Pengendali.

Pengelolaan Benturan Kepentingan Direksi

Benturan kepentingan Direksi merupakan kondisi tertentu terkait kepentingan pribadi Direksi yang memiliki potensi bertentangan dengan kepentingan Perseroan untuk meningkatkan nilai Perseroan, meraih laba serta pencapaian

In addition, the Company's GCG implementation is supported by a number of policies/guidelines that are in line with the principles of corporate governance. The Company's GCG *Soft Structure* includes:

1. Deed of Statement of Annual General Meeting of Shareholders Resolutions of PT Wijaya Karya (Persero) Tbk No. 58 dated June 25, 2021;
2. Code of GCG of PT Wijaya Karya (Persero) Tbk which has been updated based on Board of Directors Decree No. SK.02.09/A.DIR.00620/2021;
3. Board Manual of PT Wijaya Karya (Persero) Tbk which has been updated based on Joint Decree No. 41/DK/WIKA/2021 and No. SK.02.09/A.DIR.00617/2021;
4. Code of Conduct of PT Wijaya Karya (Persero) Tbk which has been updated based on Decree No. SK.02.09/A. DIR.00619/2021;
5. The Company's Conflict of Interest Handling Guidelines, which has been updated based on Joint Decree No. 95/DK/WIKA/2021 and No. SK. 01.09/A. DIR. 01007/2021;
6. Gratification Control Procedure No. WIKA-LDSPM03.01Rev. 00 Amd. 02 dated November 18, 2020;
7. Whistle Blower Procedure No. WIKA-LDS-PM-02.01 Rev.00 Amd. 02 dated November 26, 2020;
8. Subsidiary Governance Matrix;
9. Nomination, Remuneration and GCG Committee Charter No. 23/DK/WIKA/2020 dated April 16, 2020;
10. Audit Committee Charter No. 79/DK/WIKA/2018 dated July 2, 2018;
11. Internal Audit Unit Charter No. MJ. 01.00/A. SPI.00850/2020 Rev 01 dated September 1, 2020;
12. Risk Management System Procedure No. WIKA-SMRPM-01.01 Rev. 05 dated November 1, 2021;
13. Other Company procedures.

This section refers to the Corporate Governance Structure and Mechanism Chapter in the 2022 Annual Report.

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 Head to managerial level with professional considerations and integrity. Each member of the Company's Board of Directors has no affiliation with other members of Board of Directors, members of Board of Commissioners, or Controlling Shareholders.

Management of Board of Directors' Conflict of Interest

Conflicts of interest of Board of Directors are certain conditions related to the personal interests of Board of Directors, which have the potential to conflict with the interests of the Company to increase the Company's value,

visi dan misi Perseroan sebagaimana diamanatkan oleh Pemegang Saham.

Adapun pengelolaan benturan kepentingan bagi Direksi yang menjadi prinsip yang dianut Perseroan 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:
 - 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.

Pengelolaan Benturan Kepentingan Dewan Komisaris

Pengelolaan benturan kepentingan Dewan Komisaris Perseroan 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;

to gain profits and achieve the vision and mission of the Company as mandated by the Shareholders.

The management of conflicts of interest for Board of Directors that serves as the principle adhered to by The Company to prevent conflicts of interest from occurring and further implications that often arise include 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. 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. May not participate in any procurement activities involving a Company in which the person concerned or his 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 he 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.

Management of Board of Commissioners' Conflict of Interest

The management of conflicts of interest for the Company's Board of Commissioners of complies with OJK Regulation No. 42/POJK.04/2020 concerning Affiliated Transactions and Transactions with Conflicts of Interest. Some of the principles adopted to prevent conflicts of interest and subsequent implications that often arise are as follows:

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. Apabila terjadi benturan kepentingan, maka harus diungkapkan, dan Dewan Komisaris yang bersangkutan tidak boleh melibatkan diri dalam proses pengambilan keputusan Perseroan;
5. Dewan Komisaris berkewajiban membuat pernyataan mengenai benturan kepentingan terhadap hal-hal yang termaktub dalam Rencana Kerja dan Anggaran Perusahaan.

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

Bagian ini mengacu pada Laporan Tahunan 2022, yaitu terkait:

- Bab Hubungan Afiliasi Anggota Direksi, Dewan Komisaris, dan Pemegang Saham Pengendali
- Bab Pengelolaan Benturan Kepentingan Direksi
- Bab Pengelolaan Benturan Kepentingan Dewan Komisaris

This section refers to the 2022 Annual Report, which is related to:

- Discussion on Affiliation of Members of Board of Directors, Board of Commissioners and Controlling Shareholders
- Discussion on Management of Conflicts of Interest of Board of Directors
- Discussion on Management of Conflicts of Interest of Board of Commissioners

Tabel Hubungan Afiliasi Dewan Komisaris dan Direksi

Table Affiliation of Board of Commissioners and Board of Directors

Nama Name	Jabatan Position	Hubungan Keuangan Dengan Financial Relations With					
		Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Jarot Widyoko	Komisaris Utama President Commissioner		√		√		√
Firdaus Ali	Komisaris Commissioner		√		√		√
Satya Bhakti Parikesit	Komisaris Commissioner		√		√		√
Harris Arthur Hedar	Komisaris Independen Independent Commissioner		√		√		√
Adityawarman	Komisaris Independen Independent Commissioner		√		√		√
Suryo Hapsoro Tri Utomo	Komisaris Independen Independent Commissioner		√		√		√
Rusmanto	Komisaris Independen Independent Commissioner		√		√		√
Agung Budi Waskito	Direktur Utama President Director		√		√		√
Adityo Kusumo	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management		√		√		√
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 III		√		√		√
Ayu Widya Kiswari	Direktur QHSE Director of QHSE		√		√		√
Hadjar Seti Adji	Direktur <i>Human Capital</i> dan Pengembangan Director of Human Capital and Development		√		√		√

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 pada 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.

Bagian ini mengacu pada Bab Nominasi Direksi dan Dewan Komisaris dalam Laporan Tahunan 2022.

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.

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.

Penilaian Kinerja Dewan Komisaris

Penilaian Kinerja Dewan Komisaris dilakukan melalui beberapa macam prosedur, antara lain penilaian oleh RUPS dan penilaian melalui metode *assessment* GCG.

Penilaian Kinerja Dewan Komisaris oleh RUPS

Kinerja Dewan Komisaris dievaluasi setiap tahun oleh Pemegang Saham dalam Rapat Umum Pemegang Saham. Secara umum, kinerja Dewan Komisaris ditentukan berdasarkan tugas kewajiban yang tercantum dalam Peraturan Perundang-undangan yang berlaku dan Anggaran Dasar maupun amanat Pemegang Saham. Kriteria evaluasi formal disampaikan secara terbuka kepada Dewan Komisaris sejak pengangkatannya.

Hasil evaluasi terhadap kinerja Dewan Komisaris secara keseluruhan dan kinerja masing-masing anggota Dewan Komisaris secara individual akan merupakan bagian yang tidak terpisahkan dalam skema kompensasi dan pemberian insentif bagi Dewan Komisaris. Hasil evaluasi kinerja

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 members of Board of Commissioners 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.

This section refers to the discussion on Nomination for Board of Directors and Board of Commissioners in the 2022 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.

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.

Board of Commissioners Performance Appraisal

Board of Commissioners' Performance Appraisal is done through several procedures, including an assessment by GMS and an assessment through GCG assessment method.

Board of Commissioners Performance Appraisal by the GMS

The performance of Board of Commissioners is evaluated annually by Shareholders at the General Meeting of Shareholders. In general, the performance of Board of Commissioners is determined based on the duties and obligations listed in applicable Laws and Regulations and Articles of Association as well as Shareholders' mandate. The formal evaluation criteria are submitted openly to Board of Commissioners since their appointment.

The evaluation results of Board of Commissioners' performance as a whole and the performance of each member of Board of Commissioners individually will form an integral part of the compensation and incentive scheme for Board of Commissioners. The results of

masing-masing anggota Dewan Komisaris secara individual merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk pemberhentian dan/atau menunjuk kembali anggota Dewan Komisaris yang bersangkutan. Hasil evaluasi kinerja Dewan Komisaris baik selaku Dewan maupun individu merupakan sarana penilaian serta peningkatan efektivitas Dewan Komisaris.

Prosedur Pelaksanaan *Assessment* Kinerja Dewan Komisaris

Dewan Komisaris Kinerja Dewan Komisaris dilaporkan kepada Pemegang Saham melalui RUPS berdasarkan *Board Manual* dan Rencana Kerja (Renja) Dewan Komisaris dan Organ Pendukung Dewan Komisaris, yang setiap awal tahun ditandatangani oleh seluruh Dewan Komisaris Perseroan. Renja ini berisi target-target kinerja Dewan Komisaris.

Kriteria Evaluasi Kinerja Dewan Komisaris

Rapat Umum Pemegang Saham menetapkan kriteria kinerja Dewan Komisaris maupun individu anggota Dewan Komisaris. Kriteria evaluasi kinerja individu Dewan Komisaris antara lain meliputi:

1. Tingkat kehadirannya dalam Rapat Dewan Komisaris maupun rapat dengan komite-komite yang ada.
2. Kontribusinya dalam proses pengawasan Perseroan.
3. Keterlibatannya dalam penugasan tertentu.
4. Komitmennya dalam memajukan kepentingan Perusahaan.
5. Ketaatan terhadap Peraturan Perundang-undangan yang berlaku serta kebijakan Perusahaan.

Pihak yang Melakukan *Assessment*

Pihak yang melakukan *assessment* atas kinerja Dewan Komisaris yaitu Pemegang Saham dalam RUPS.

Hasil Penilaian Kinerja Dewan Komisaris

Tahun 2022 Dewan Komisaris telah menyusun Rencana Kerja Tahunan Dewan Komisaris dengan memperhatikan tugas, wewenang dan kewajiban Dewan Komisaris sesuai dengan Peraturan Perundang-undangan yang berlaku. Sepanjang tahun 2022, Dewan Komisaris telah menggunakan Rencana Kerja Tahunan Dewan Komisaris tersebut sebagai pedoman kerja bagi setiap anggota Dewan Komisaris dalam menjalankan tugas pengawasan Perseroan.

Penilaian Kinerja Berdasarkan *Assessment* GCG aspek Dewan Komisaris

Penilaian kinerja Dewan Komisaris dilakukan melalui *Assessment* berdasarkan Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN. Selain itu dan Keputusan Menteri Badan Usaha Milik Negara Nomor 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.

performance evaluation of each individual member of Board of Commissioners is one of the basic considerations for Shareholders to dismiss and/or reappoint the member of Board of Commissioners concerned. The evaluation results of Board of Commissioners' performance both as a Board and individually are a means of evaluating and increasing the effectiveness of Board of Commissioners.

Procedures for Board of Commissioners Performance Appraisal

The performance of Board of Commissioners is reported to Shareholders through the GMS based on the Board Manual and Work Plan (Renja) of Board of Commissioners and Supporting Organs of Board of Commissioners, which are signed at the beginning of each year by the entire Board of Commissioners of the Company. This work plan contains performance targets for Board of Commissioners.

Criteria for Board of Commissioners Performance Appraisal

The General Meeting of Shareholders determines the performance criteria for Board of Commissioners and individual members of Board of Commissioners. The criteria for evaluating the individual performance of Board of Commissioners include:

1. Level of attendance at Board of Commissioners meetings and meetings with existing committees.
2. Contribution to the Company's supervision process.
3. Involvement in certain assignments.
4. Commitment to advancing the interests of the Company.
5. Compliance with applicable laws and regulations and Company policies.

Assessor

The assessor conducting the assessment of Board of Commissioners' performance is the Shareholders at the GMS.

Results of Board of Commissioners Performance Appraisal

In 2022, Board of Commissioners has prepared an Annual Work Plan for Board of Commissioners by taking into account the duties, authorities and obligations of Board of Commissioners in accordance with applicable laws and regulations. Throughout 2022, Board of Commissioners has used the Board of Commissioners' Annual Work Plan as a work guideline for each member of Board of Commissioners in carrying out the Company's supervisory duties.

Performance Appraisal Based on Board of Commissioners' GCG Assessment

Board of Commissioners performance appraisal is carried out through an *Assessment* based on the Minister of SOE Regulation No. PER-09/MBU/2012 dated July 6, 2012 concerning the Implementation of Good Corporate Governance in SOEs and of the Secretary of Ministry of State-Owned Enterprises Decree No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for Assessment and Evaluation of Good Corporate Governance Implementation in SOEs.

Prosedur Pelaksanaan Penilaian Kinerja

Selama masa tugasnya, anggota Dewan Komisaris akan dinilai kinerjanya. Pelaksanaan *assessment* tersebut dilakukan melalui beberapa tahap, antara lain: penyampaian dokumen yang dibutuhkan, pengisian kuesioner oleh Dewan Komisaris, wawancara, analisis BPKP terhadap dokumen, kuesioner, wawancara dan observasi yang dilakukan, presentasi hasil sementara oleh BPKP, dan pelaporan oleh BPKP mengenai hasil capaian dan rekomendasi terhadap kinerja Dewan Komisaris.

Kriteria yang Digunakan seperti Capaian Kinerja selama Tahun Buku, Kompetensi dan Kehadiran dalam Rapat

Kriteria penilaian Dewan Komisaris meliputi:

1. Pelaksanaan program pelatihan/pembelajaran Dewan Komisaris;
2. Pembagian tugas dan penetapan faktor-faktor yang dibutuhkan untuk mendukung pelaksanaan tugas Dewan Komisaris;
3. Pemberian persetujuan atas rancangan RJPP dan RKAP yang disampaikan oleh Direksi;
4. Pemberian arahan kepada Direksi atas implementasi rencana dan kebijakan perusahaan;
5. Pelaksanaan pengawasan terhadap Direksi atas implementasi rencana dan kebijakan perusahaan;
6. Pelaksanaan pengawasan terhadap pelaksanaan kebijakan pengelolaan anak perusahaan/perusahaan patungan;
7. Peran dalam pencalonan anggota Direksi, penilaian kinerja Direksi (individu dan kolegal) dan pengusulan tantiem/insentif kinerja Direksi;
8. Pelaksanaan tindakan terhadap potensi benturan kepentingan yang menyangkut Dewan Komisaris;
9. Pemantauan penerapan prinsip-prinsip Tata Kelola Perusahaan yang Baik;
10. Penyelenggaraan rapat Dewan Komisaris dan tingkat kehadirannya dalam rapat tersebut;
11. Terdapatnya Sekretaris Dewan Komisaris yang mendukung pelaksanaan tugas kesekretariatan Dewan Komisaris;
12. Terdapatnya Komite Dewan Komisaris yang efektif.

Pihak yang Melakukan Penilaian

Pelaksanaan penilaian *assessment* GCG Dewan Komisaris pada tahun 2022 dilaksanakan oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) Perwakilan Provinsi DKI Jakarta.

Hasil Penilaian Kinerja Dewan Komisaris

Hasil penilaian aspek Dewan Komisaris dalam *assessment* implementasi GCG Perseroan yang dilaksanakan pada tahun 2022 mencapai skor 32,638 dengan capaian 93,252% dan predikat "Sangat Baik".

Penilaian Kinerja Direksi

Dalam melaksanakan fungsi, tugas, dan tanggung jawab, Direksi dievaluasi secara berkala dan dilaporkan kepada Pemegang Saham.

Performance Appraisal Procedures

During their term of office, Board of Commissioners members will be assessed for their performance. The assessment is done through several stages, including: submission of required documents, filling out questionnaires by Board of Commissioners, interviews, BPKP analysis of documents, questionnaires, interviews and observations, presentation of interim results by BPKP, and reporting by BPKP regarding achievement results and recommendations on the performance of Board of Commissioners.

Criteria used are Performance Achievements in the Fiscal Year, Competencies and Meeting Attendance

The criteria for evaluating the Board of Commissioners include:

1. Implementation of training/learning programs for Board of Commissioners;
2. Distribution of duties and determination of the factors needed to support the implementation of Board of Commissioners' duties;
3. Approval of the draft of RJPP and RKAP submitted by Board of Directors;
4. Providing direction to Board of Directors on the implementation of company plans and policies;
5. Implementation of supervision over Board of Directors on the implementation of company plans and policies;
6. Implementation of supervision on the implementation of management policies of subsidiaries/joint ventures;
7. Role in the nomination of Board of Directors members, evaluating the performance of Board of Directors (individual and collegial) and proposing bonuses/incentives for the performance of Board of Directors;
8. Implementation of actions against potential conflicts of interest involving Board of Commissioners;
9. Monitoring the implementation of Good Corporate Governance principles;
10. Organizing Board of Commissioners meetings and level of attendance at those meetings;
11. There is Secretary to Board of Commissioners who supports the implementation of secretarial duties of Board of Commissioners;
12. There is effective Board of Commissioners Committee.

Assessor

Board of Commissioners' GCG assessment in 2022 was carried out by the Financial and Development Supervisory Agency (BPKP) Representative for DKI Jakarta Province.

Results of Board of Commissioners Performance Appraisal

The results of Board of Commissioners aspect in the Company's GCG assessment carried out in 2022 reached a score of 32.638 with an achievement of 93.252% and "Very Good" predicate.

Board of Directors Performance Appraisal

In carrying out its functions, duties and responsibilities, Board of Directors is evaluated periodically and reported to the Shareholders.

Penilaian Kinerja Direksi Oleh RUPS

Kinerja Direksi akan dievaluasi setiap tahun oleh Pemegang Saham dalam RUPS. Secara umum, kinerja Direksi ditentukan berdasarkan target kinerja, tugas kewajiban yang tercantum dalam peraturan perundang-undangan yang berlaku dan Anggaran Dasar Perusahaan serta amanat Pemegang Saham.

Kriteria evaluasi formal disampaikan secara terbuka kepada Direksi sejak pengangkatannya. Hasil evaluasi terhadap kinerja Direksi secara keseluruhan dan kinerja masing-masing anggota Direksi merupakan bagian yang tidak terpisahkan dalam pemberian skema kompensasi bagi Direksi.

Hasil evaluasi kinerja masing-masing anggota Direksi merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk pemberhentian dan/atau menunjuk kembali anggota Direksi yang bersangkutan. Hasil evaluasi kinerja Direksi baik selaku Dewan maupun individu juga merupakan sarana penilaian serta peningkatan efektivitas Direksi.

Prosedur Pelaksanaan Penilaian Kinerja Direksi

Kinerja Direksi dilaporkan kepada Pemegang Saham melalui RUPS.

Kriteria Evaluasi Kinerja Direksi

RUPS menetapkan kriteria kinerja Direksi maupun individu anggota Direksi. Kriteria evaluasi kinerja individu anggota Direksi antara lain meliputi:

1. Tingkat kehadiran dalam Rapat Direksi maupun Rapat Koordinasi Direksi dengan Komisaris.
2. Kesiapannya dengan materi yang akan dibahas dalam rapat.
3. Partisipasinya dalam pembahasan masalah maupun dalam pengambilan keputusan.
4. Ketaatan terhadap Peraturan Perundang-undangan yang berlaku dan kebijakan perusahaan.
5. Komitmennya terhadap keputusan bersama yang telah dibuat.

Pihak yang Melakukan Assessment

Pihak yang melakukan Penilaian kinerja Direksi adalah Pemegang Saham dalam RUPS berdasarkan kewajiban yang tercantum dalam Perundang-undangan yang berlaku dan Anggaran Dasar maupun amanat Pemegang Saham.

Hasil Penilaian Kinerja Direksi

Sepanjang tahun 2022, Direksi telah melaksanakan tugas kepengurusan Perseroan. Direksi dengan itikad baik dan penuh tanggung jawab telah menjalankan seluruh tugas yang diamanatkan, mengelola bisnis dan urusan Perseroan dengan tetap memperhatikan kepentingan Perseroan serta keseimbangan kepentingan seluruh pihak yang

Board of Directors Performance Appraisal By the GMS

The performance of Board of Directors is evaluated annually by Shareholders at the GMS. In general, Board of Directors performance is determined based on performance targets, duties and responsibilities listed in applicable laws and regulations and Articles of Association of the Company as well as Shareholders' mandate.

Formal evaluation criteria are submitted openly to Board of Directors since their appointment. The results of performance evaluation of Board of Directors as a whole and the performance of each member of Board of Directors are an integral part of providing a compensation scheme for Board of Directors.

The results of performance evaluation of each member of Board of Directors are one of the basic considerations for Shareholders to dismiss and/or reappoint the member of Board of Directors concerned. The results of performance evaluation of Board of Directors both as a Board and individually are also a means of evaluating and increasing the effectiveness of Board of Directors.

Procedures for Board of Director' Performance Appraisal

The performance of Board of Directors is reported to Shareholders through the GMS.

Criteria for Board of Directors Performance Appraisal

The GMS determines the performance criteria for Board of Directors and individual members of Board of Directors. The criteria for evaluating the individual performance of Board of Directors members include:

1. Attendance level at Board of Directors meetings and Coordination Meetings between Directors and Commissioners.
2. Readiness with the material to be discussed at the meeting.
3. Participation in problem discussions and decision making.
4. Compliance with applicable laws and regulations and company policies.
5. Commitment to joint decisions that have been made.

Assessor

The assessor that evaluates the performance of Board of Directors is the Shareholders at the GMS based on the obligations listed in applicable laws and regulations and Articles of Association as well as Shareholders' mandate.

Results of Board of Directors Performance Appraisal

Throughout 2022, Board of Directors has carried out the management duties of the Company. The Board of Directors in good faith and with full responsibility has carried out all the mandated tasks, managed the Company's business and affairs of while taking into account the interests of the Company and the balance of interests of all parties with in

berkepentingan dengan aktivitas Perseroan.

Penilaian Kinerja Direksi dengan Menggunakan Metode Assessment GCG

Penilaian kinerja Direksi dilakukan melalui *Assessment* berdasarkan Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN. Selain itu dan Keputusan Menteri Badan Usaha Milik Negara Nomor 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.

Prosedur Pelaksanaan Assessment Kinerja Direksi

Pelaksanaan *assessment* kinerja Direksi termasuk di dalam pelaksanaan *assessment* GCG Perseroan yang dilakukan dilakukan melalui beberapa tahap, antara lain: penyampaian dokumen yang dibutuhkan, pengisian kuesioner oleh Dewan Komisaris dan Direksi, wawancara, analisis BPKP terhadap dokumen, kuesioner, wawancara dan observasi yang dilakukan, presentasi hasil sementara oleh BPKP, dan pelaporan oleh BPKP mengenai hasil capaian dan rekomendasi terhadap kinerja Direksi.

Kriteria Evaluasi Kinerja Direksi

Kriteria yang digunakan dalam melakukan evaluasi kinerja Direksi antara lain sebagai berikut:

1. Pelaksanaan program pelatihan/pembelajaran Direksi;
2. Pembagian tugas/fungsi, wewenang dan tanggung jawab Direksi yang jelas;
3. Penyusunan perencanaan perusahaan;
4. Pemenuhan target kinerja perusahaan;
5. Pelaksanaan pengendalian operasional dan keuangan terhadap implementasi rencana dan kebijakan perusahaan;
6. Pelaksanaan pengurusan perusahaan sesuai dengan Peraturan Perundang-undangan yang berlaku dan Anggaran Dasar;
7. Pelaksanaan hubungan yang bernilai tambah bagi perusahaan dan pemangku kepentingan;
8. Memonitor dan mengelola potensi benturan kepentingan anggota Direksi dan manajemen di bawah Direksi;
9. Pelaksanaan keterbukaan informasi dan komunikasi, serta penyampaian informasi kepada Dewan Komisaris dan Pemegang Saham secara tepat waktu;
10. Penyelenggaraan rapat Direksi dan kehadiran pada rapat Dewan Komisaris;
11. Penyelenggaraan pengawasan intern yang berkualitas dan efektif;
12. Penyelenggaraan fungsi Sekretaris Perusahaan yang berkualitas dan efektif;
13. Penyelenggaraan RUPS Tahunan dan RUPS lainnya sesuai Peraturan Perundang-undangan.

the activities of the Company.

Board of Directors Performance Appraisal Using the GCG Assessment Method

The performance of Board of Directors is assessed through an Assessment based on the Minister of SOE Regulation No. PER-09/MBU/2012 dated July 6, 2012 concerning the Implementation of Good Corporate Governance in SOEs and the Secretary of Ministry of State-Owned Enterprises Decree No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for Assessment and Evaluation of Good Corporate Governance Implementation in SOEs.

Procedure for Board of Directors Performance Appraisal

The Board of Directors performance appraisal is included in the Company's GCG assessment, which is carried out through several stages, including: submission of required documents, filling out questionnaires by Board of Commissioners and Board of Directors, interviews, BPKP analysis of documents, questionnaires, interviews and observations, presentation of interim results by BPKP, and reporting by BPKP regarding results and recommendations on the performance of Board of Directors.

Criteria for Board of Directors Performance Appraisal

The criteria used in evaluating the performance of Board of Directors are as follows:

1. Implementation of training/learning programs for Board of Directors;
2. Clear division of duties/functions, authorities and responsibilities of Board of Directors;
3. Compilation of company plans;
4. Fulfillment of company performance targets;
5. Implementation of operational and financial control over the implementation of company plans and policies;
6. Implementation of company management in accordance with applicable laws and regulations and the Articles of Association;
7. Implementation of value-added relationships for the company and stakeholders;
8. Monitor and manage potential conflicts of interest for members of Board of Directors and management under Board of Directors;
9. Implementation of information disclosure and communication, as well as submission of information to Board of Commissioners and Shareholders in a timely manner;
10. Organizing Board of Directors meetings and attendance at Board of Commissioners meetings;
11. Implementation of quality and effective internal control;
12. Quality and effective implementation of Corporate Secretary function;
13. Organizing Annual GMS and other GMS in accordance with Laws and Regulations.

Pihak yang Melakukan Assessment

Pelaksanaan penilaian *assessment* GCG Direksi pada tahun 2021 dilakukan secara *assessment* dengan pendampingan BPKP Perwakilan Provinsi DKI Jakarta sebagai asesor.

Hasil Penilaian Kinerja Direksi

Hasil penilaian aspek Direksi dalam *assessment* implementasi GCG Perseroan dilaksanakan pada tahun 2022, mendapatkan skor 33,563 dengan capaian 95,893% dan predikat “Sangat Baik” untuk penerapan tahun 2021.

Bagian ini mengacu pada Bab Penilaian Kinerja Direksi dan Dewan Komisaris dalam Laporan Tahunan 2022.

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 sebagaimana telah diubah dengan Peraturan Menteri BUMN No. PER-13/MBU/09/2021 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN, adapun yang diterima Direksi sebagai berikut:

1. Gaji/Honorarium;
2. Tunjangan;
3. Fasilitas; dan
4. Tantiem/Insentif Kinerja.

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 sebagaimana telah diubah dengan Peraturan Menteri BUMN No. PER-13/MBU/09/2021 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas 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 mengacu pada 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;

Assessor

Board of Directors' GCG assessment in 2022 was carried out through an assessment with the assistance of BPKP Representative for DKI Jakarta Province as a assessor.

Results of Board of Directors Performance Appraisal

The results of Board of Directors aspect in the Company's GCG assessment carried out in 2022 reached a score of 33.563 with an achievement of 95.893% and “Very Good” predicate.

This section refers to the discussion on Board of Directors and Board of Commissioners Performance Appraisal in the 2022 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; And
4. Tantiem/Performance Incentives.

In addition, in determining the indicators of remuneration received by members of the 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	Struktur Remunerasi Direksi Board of Directors Remuneration Structure
<p>Gaji Dewan Komisaris</p> <ol style="list-style-type: none"> 1. Komisaris Utama 45% dari gaji Direktur Utama 2. Komisaris 90% dari honorarium Komisaris Utama <p>Board of Commissioners Salary</p> <ol style="list-style-type: none"> 1. President Commissioner 45% of President Director's salary; 2. Other Commissioners 90% of President Commissioner's honorarium 	<p>Gaji Direksi</p> <ol style="list-style-type: none"> 1. Direktur Utama sebesar 100% 2. Direksi lainnya 85% dari Gaji Direktur Utama <p>Board of Directors Salary</p> <ol style="list-style-type: none"> 1. President Director 100%; 2. Other Directors 85% of President Director's salary
<p>Tunjangan Dewan Komisaris</p> <ol style="list-style-type: none"> 1. Tunjangan Hari Raya diberikan sebesar 1 (satu) kali honorarium 2. Tunjangan Transportasi diberikan sebesar 20% dari honorarium 3. Asuransi Purna Jabatan diberikan selama menjabat. Premi asuransi 25% dari honorarium dalam satu tahun <p>Board of Commissioners Allowances</p> <ol style="list-style-type: none"> 1. Religious holiday allowance - 1 (one) time honorarium. 2. Transportation Allowance - 20% of honorarium. 3. Post-employment Insurance during the term of office, with insurance premium 25% of annual honorarium. 	<p>Tunjangan Direksi</p> <ol style="list-style-type: none"> 1. Tunjangan Hari Raya diberikan sebesar 1 (satu) kali Gaji 2. Tunjangan Perumahan diberikan sebesar 40% dari Gaji dengan ketentuan maksimal sebesar Rp27.500.000 3. Asuransi Purna Jabatan diberikan <p>Board of Directors Allowances</p> <ol style="list-style-type: none"> 1. Religious holiday allowance - 1 (one) time salary. 2. Housing allowance - 40% of salary with a maximum of Rp27,500,000. 3. Post-employment Insurance during the term of office, with insurance premium 25% of annual salary.
<p>Fasilitas Dewan Komisaris</p> <ol style="list-style-type: none"> 1. Fasilitas kesehatan diberikan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan. Fasilitas kesehatan diberikan kepada anggota Dewan Komisaris serta suami/ isteri 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 2. 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 <p>Board of Commissioners Facilities</p> <ol style="list-style-type: none"> 1. 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. 2. 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. 	<p>Fasilitas Direksi</p> <ol style="list-style-type: none"> 1. Fasilitas Kesehatan, diberikan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan 2. Fasilitas Kendaraan, diberikan 1 (satu) unit kendaraan dinas beserta biaya pemeliharaan dan operasional 3. 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 <p>Board of Directors Facilities</p> <ol style="list-style-type: none"> 1. Health facilities, provided in the form of health insurance or reimbursement of medical expenses. 2. Vehicle facilities, for 1 (one) official vehicle along with maintenance and operational costs. 3. 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.
<p>Tantiem/Insentif Kinerja Dewan Komisaris</p> <p>Penetapan tantiem mempertimbangkan peningkatan kinerja dan kemampuan perusahaan</p> <p>Board of Commissioners Tantiem/Performance Incentives</p> <p>The tantiem considers the Company's performance and capability improvement.</p>	<p>Tantiem/Insentif Kinerja Direksi</p> <p>Penetapan tantiem mempertimbangkan peningkatan kinerja dan kemampuan perusahaan</p> <p>Board of Directors Tantiem/Performance Incentives</p> <p>The tantiem considers the Company's performance and capability improvement.</p>

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

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

Direksi

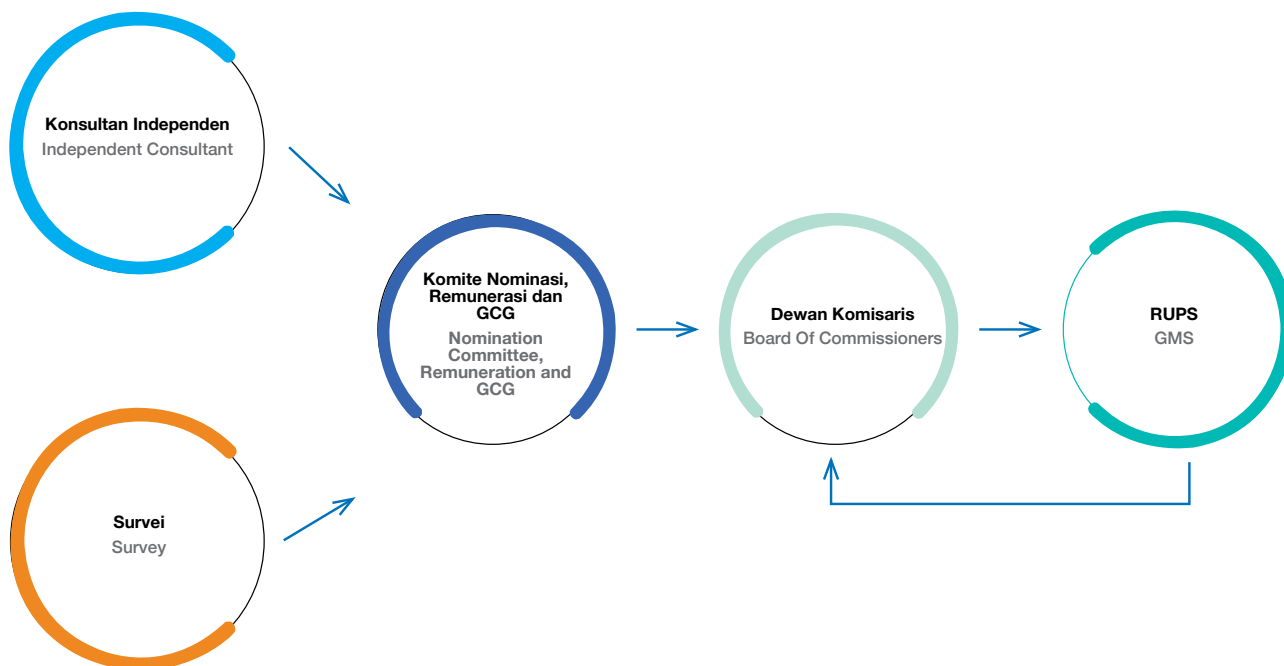
Besaran remunerasi Direksi ditetapkan setiap tahun dalam RUPS. Pengkajian besaran remunerasi dilakukan oleh konsultan independen yang sudah memiliki pengalaman, mempunyai database yang kuat dalam menangani perusahaan sekelas Perseroan. Besaran remunerasi Direksi ditetapkan dengan memperhatikan ketentuan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

1. Imbalan jasa untuk menutupi biaya-biaya yang diperlukan dalam menjalankan usaha;
2. Menghargai kompetensi dan pengalaman yang dimiliki dan dibutuhkan oleh Perseroan;
3. Ketersediaan waktu secara penuh dalam mencurahkan tenaga dan pikiran guna menjalankan tugas Perseroan;
4. Kemampuan memitigasi risiko bagi Perseroan dan memberi imbalan terhadap tindakan kedinasan yang berisiko bagi pribadinya; dan
5. 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:



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

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:

1. Fees for services to cover costs required in running a business;
2. Appreciate the competence and experience possessed and needed by the Company;
3. Full time availability in devoting energy and thoughts to carry out the Company's duties;
4. Ability to mitigate risks for the Company and provide rewards for official actions that pose a risk to the individual; and
5. 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. 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

- 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.

Bagian ini mengacu pada Laporan Tahunan 2022 pada bagian:

1. Bab Remunerasi Direksi dan Dewan Komisaris
2. Bab RUPS terkait dengan hasil pemungutan suara pemegang saham atas kebijakan remunerasi Direksi dan Dewan Komisaris.

- 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.

This section refers to the 2022 Annual Report in the discussion on:

1. Board of Directors and Board of Commissioners Remuneration
2. GMS, related to the results of shareholders vote on remuneration policy for Board of Directors and Board of Commissioners.

TATA KELOLA KEBERLANJUTAN [OJK E] SUSTAINABILITY GOVERNANCE [OJK E]



PENANGGUNG JAWAB PENERAPAN PEMBANGUNAN BERKELANJUTAN

[OJK E.1, GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14]

Pengelolaan keberlanjutan dilakukan oleh Fungsi TJSL yang memiliki tugas dan tanggung jawab untuk mengelola dan mengkoordinir seluruh kegiatan TJSL Perseroan. Fungsi TJSL berada di bawah Departemen *Corporate Relations* dengan pengawasan utama oleh Sekretaris Perusahaan. Adapun tugas dan tanggung jawab Fungsi TJSL yaitu:

1. Mengembangkan kinerja TJSL sesuai konsep keberlanjutan dan pertimbangan efisiensi biaya dan efektivitas program, merespon isu global serta meminimalkan risiko Perseroan;
2. Tersusunnya program Penyaluran Usaha Mikro dan Kecil (PUMK) dan Non PUMK sebagai salah satu strategi komunikasi Perseroan.

Berikut struktur organisasi fungsi TJSL Perseroan:

UNIT IN CHARGE FOR IMPLEMENTING SUSTAINABLE DEVELOPMENT [OJK

E.1, GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14]

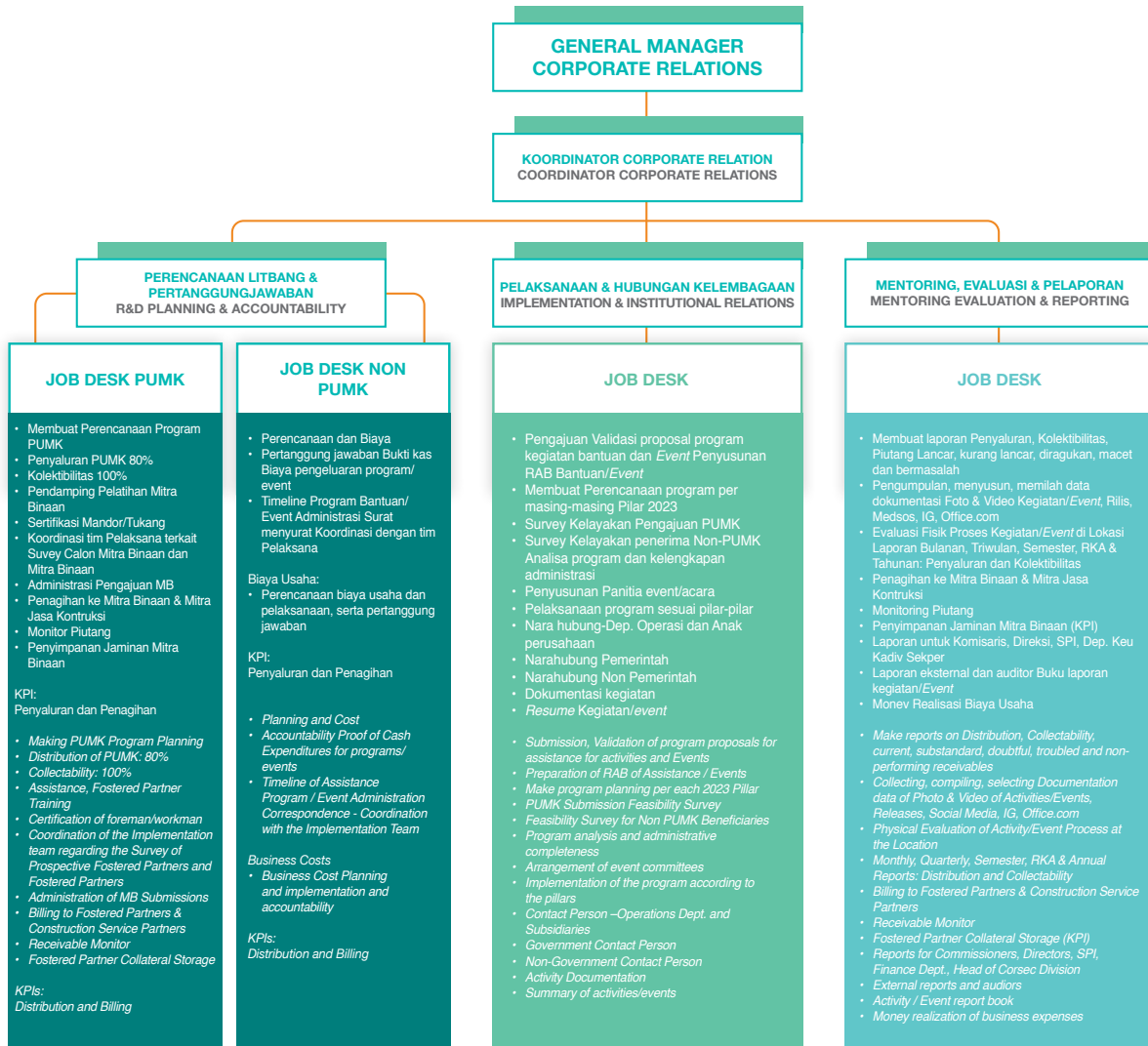
Sustainability management is carried out by the CSR function. The duties and responsibilities of CSR function are to manage and coordinate all of the Company's CSR activities. The CSR function is under Corporate Relations Department with main supervision by Corporate Secretariat. The CSR function duties and responsibilities are:

1. Developing CSR performance according to the concept of sustainability and considering cost efficiency and program effectiveness, responding to global issues and minimizing the Company's risks; and
2. Preparing Micro and Small Business Distribution (PUMK) and Community Development programs as one of the Company's communication strategies.

The following is the organizational structure of the Company's CSR function:

Struktur Organisasi Pengelola TJSL WIKA WIKA CSR Management Organizational Structure

Tata
Kelola
Governance



LAPORAN | REPORT:

Bulanan *Monthly*
Triwulan *Quarterly*
Semester *Semester*
RKA & Tahunan *RKA & Annual*
Eksternal & Auditor *External and Auditor*

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

Sepanjang tahun 2022, Perseroan menyertakan Dewan Komisaris dalam kegiatan untuk meningkatkan pengetahuan, kompetensi, dan pengalaman kolektif terkait pembangunan berkelanjutan. Jenis pelatihan, materi dan penyelenggara pelatihan dapat dilihat pada tabel di bawah ini. [2-17-a]

Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Jarot Widyoko (Komisaris Utama) President Commissioner	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 on Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
Firdaus Ali (Komisaris) Commissioner	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 on Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
	Seminar	Memperkuat Peran Komite Audit, Komite Risiko dan Tata Kelola Terintegrasi Strengthening the Role of Audit Committee, Risk and Integrated Governance Committee	Daring, 17 November 2022 Online, November 17, 2022	BLMI
	Seminar	Peran Organ Pengelola Risiko dalam <i>Risk Management</i> The Role of Risk Management Organs in Risk Management	Daring, 08 Desember 2022 Online, December 8, 2022	BLMI
Satya Bhakti Parikesit (Komisaris) Commissioner	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 concerning Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
	Seminar	Memperkuat Peran Komite Audit, Komite Risiko dan Tata Kelola Terintegrasi Strengthening the Role of Audit Committee, Risk and Integrated Governance Committee	Daring, 17 November 2022 Online, November 17, 2022	BLMI
	Seminar	Peran Organ Pengelola Risiko dalam <i>Risk Management</i> The Role of Risk Management Organs in Risk Management	Daring, 08 Desember 2022 Online, December 8, 2022	BLMI

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

Throughout 2022, the Company included Board of Commissioners in activities to increase collective knowledge, competencies and experience related to sustainable development. Types of training, materials and training organizers can be seen in the table below. [2-17-a]

Sustainable Development Competency Development for Board of Commissioners

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Harris Arthur Hedar (Komisaris Independen) Independent Commissioner	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 concerning Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
	Seminar	Memperkuat Peran Komite Audit, Komite Risiko dan Tata Kelola Terintegrasi Strengthening the Role of Audit Committee, Risk and Integrated Governance Committee	Daring, 17 November 2022 Online, November 17, 2022	BLMI
	Workshop	Workshop <i>Self Assessment</i> Implementasi GCG Tahun 2022 GCG Self Assessment Workshop for 2022	Gedung WIKA Pusat, 07 Desember 2022 Central WIKA Building, December 7, 2022	WIKA dan BPKP WIKA and BPKP
	Seminar	Peran Organ Pengelola Risiko dalam <i>Risk Management</i> The Role of Risk Management Organs in Risk Management	Daring, 08 Desember 2022 Online, December 8, 2022	BLMI
Adityawarman (Komisaris Independen) Independent Commissioner	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 concerning Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
	Seminar	Memperkuat Peran Komite Audit, Komite Risiko dan Tata Kelola Terintegrasi Strengthening the Role of Audit Committee, Risk and Integrated Governance Committee	Daring, 17 November 2022 Online, November 17, 2022	BLMI
	Seminar	Peran Organ Pengelola Risiko dalam <i>Risk Management</i> The Role of Risk Management Organs in Risk Management	Daring, 08 Desember 2022 Online, December 8, 2022	BLMI
Suryo Hapsoro Tri Utomo (Komisaris Independen) Independent Commissioner	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 concerning Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
	Seminar	Memperkuat Peran Komite Audit, Komite Risiko dan Tata Kelola Terintegrasi Strengthening the Role of Audit Committee, Risk and Integrated Governance Committee	Daring, 17 November 2022 Online, November 17, 2022	BLMI
	Seminar	Peran Organ Pengelola Risiko dalam <i>Risk Management</i> The Role of Risk Management Organs in Risk Management	Daring, 08 Desember 2022 Online, December 8, 2022	BLMI
Rusmanto (Komisaris Independen) Independent Commissioner	Seminar	Pelaksanaan Program <i>Onboarding Commissioner</i> Angkatan III Tahun 2021 Implementation of 2021 Batch III Onboarding Commissioner Program	Daring, 16 Desember 2021-26 Januari 2022 Online, December 16, 2021 to January 26, 2022	Kementerian BUMN dan FHCI Ministry of SOEs and FHCI
	Seminar	Sosialisasi Peraturan Menteri BUMN No: PER-05/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN Socialization of SOE Minister Regulation No: PER-05/MBU/09/2022 concerning Implementation of Risk Management in SOE	Daring, 07 Oktober 2022 Online, October 7, 2022	Kementerian BUMN Ministry of SOEs
	Seminar	Memperkuat Peran Komite Audit, Komite Risiko dan Tata Kelola Terintegrasi Strengthening the Role of Audit Committee, Risk and Integrated Governance Committee	Daring, 17 November 2022 Online, November 17, 2022	BLMI

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Rusmanto (Komisaris Independen) Independent Commissioner	Seminar	Peran Organ Pengelola Risiko dalam <i>Risk Management</i> The Role of Risk Management Organs in Risk Management	Daring, 08 Desember 2022 Online, December 8, 2022	BLMI

Selain itu, Perseroan juga melaksanakan pengembangan kompetensi bagi Direksi terkait dengan pembangunan berkelanjutan. Adapun Jenis pelatihan, materi dan penyelenggara pelatihan yang dapat dilihat pada tabel di bawah ini.

In addition, the Company also organizes competency development for Board of Directors 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 Direksi

Sustainable Development Competency Development for Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Agung Budi Waskito (Direktur Utama) President Director	Workshop	Workshop Self Assessment Implementasi GCG tahun 2022 oleh BPKP GCG Self Assessment Workshop in 2022 by BPKP	WITO 2, lantai 17, 07 Desember 2022 WITO 2, 17th floor, December 7, 2022	BPKP
Ayu Widya Kiswari (Direktur QHSE) Director of QHSE	Webinar	Webinar Peningkatan Budaya K3 di Era Digitalisasi Webinar on Increasing OHS Culture in the Digitalization Era	Online, 26 Januari 2022 Online, January 26, 2022	Divisi HC PT Wijaya Karya (Persero) Tbk HC Division of PT Wijaya Karya (Persero) Tbk
	Pelatihan Training	Training Fidic Contract Modul 1: Practical Use of Fidic Contracts	Online, 28 Januari 2022 Online, January 28, 2022	Divisi HC PT Wijaya Karya (Persero) Tbk HC Division of PT Wijaya Karya (Persero) Tbk
	Workshop	Forum HSE HSE forum	Online, 08 Februari 2022 Online, February 8, 2022	Divisi QHSE PT Wijaya Karya (Persero) Tbk QHSE Division of PT Wijaya Karya (Persero) Tbk
	Webinar	Women in Leadership	Wikasatrian, 08 Maret 2022 Wikasatrian, March 8, 2022	Srikandi WIKA
	Pelatihan Training	Onboarding Directorship Program Angkatan 4 Tahun 2022 Onboarding Directorship Program Batch 4 of 2022	Online, 08 Maret, 31 Maret, 7 April, 14 April, 28 April, 12 Mei 2022 Online, March 8, March 31, April 7, April 14, April 28, May 12, 2022	IPMI
	Pelatihan Training	Onboarding Commissioner & Directorship	Online, 27 Mei 2022 Online, May 27, 2022	IPMI
	Sharing Session	Sharing Session to Be Young CEO Program Accelerated Leader	Gedung WIKA, 24 Juni 2022 WIKA Building, June 24, 2022	Divisi HC PT Wijaya Karya (Persero) Tbk HC Division of PT Wijaya Karya (Persero) Tbk

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
	Pelatihan Training	Pelatihan Literasi Digital Konstruksi (BIM) Construction Digital Literacy Training (BIM)	Online, 10 Agustus 2022 Online, August 10, 2022	Divisi Engineering PT Wijaya Karya (Persero) Tbk Engineering Division of PT Wijaya Karya (Persero) Tbk
	Sosialisasi Socialization	Sosialisasi Program <i>Digital Talent</i> BUMN dan <i>Sharing Session</i> "Keamanan Data BUMN" Socialization of SOE Digital Talent Program and Sharing Session "SOE Data Security"	Online, 04 Oktober 2022 Online, October 4, 2022	Kementerian BUMN Ministry of SOE
	Forum	Forum HSE Wika Group Tematik Ke IV Fourth Thematic Wika Group HSE Forum	Online, 07 Oktober 2022 Online, October 7, 2022	PT Wijaya Karya (Persero) Tbk
	Sosialisasi Socialization	Sosialisasi Teknis Implementasi P3DN P3DN Implementation Technical Socialization	Best Western The Hive, 19 Oktober 2022 Best Western The Hive, October 19, 2022	Div SCM PT Wijaya Karya (Persero) Tbk SCM Division of PT Wijaya Karya (Persero) Tbk
	Workshop	Workshop Self Assessment Implementasi GCG Wika Group Tahun 2022 dengan BPKP Wika Group GCG Self Assessment Workshop in 2022 with BPKP	Gedung WIKA, 07 Desember 2022 WIKA Building, December 7, 2022	Sekper PT Wijaya Karya (Persero) Tbk Corporate Secretary of PT Wijaya Karya (Persero) Tbk
	Sosialisasi Socialization	Masterclass GRC Foundation dari KBUMN RI "Peran Organ Pengelola Risiko dalam Risk Management" GRC Foundation Masterclass from KBUMN RI "The Role of Risk Management Organs in Risk Management"	Online, 08 Desember 2022 Online, December 8, 2022	Kementerian BUMN Ministry of SOE
Hananto Aji (Direktur Operasi I) Director of Operations I	Forum	<i>Leadership Forum</i>	Mandalika, 19-20 Maret 2022 Mandalika, March 19-20, 2022	Kementerian BUMN Ministry of SOE
	Webinar	Webinar Kajian Akademis Masalah Hukum dan Manajemen, "Mencegah Kriminalisasi Direksi BUMN" Webinar on Academic Study of Legal and Management Issues, "Preventing the Criminalization of SOEs Board of Directors"	Online, 26 Oktober 2022 Online, October 26, 2022	Kementerian BUMN Ministry of SOE
	Sosialisasi Socialization	Masterclass GRC Foundation dari KBUMN RI "Peran Organ Pengelola Risiko dalam Risk Management" GRC Foundation Masterclass from KBUMN RI "The Role of Risk Management Organs in Risk Management"	Online, 08 Desember 2022 Online, December 8, 2022	Kementerian BUMN Ministry of SOE

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Harum Akhmad Zuhdi (Direktur Operasi II) Director of Operations II	Pelatihan Training	Pembekalan <i>subject Matter Expert</i> (SME) dan <i>Cluster Talent Committee</i> Provision of subject Matter Expert (SME) and Cluster Talent Committee	Vcon, 11 Februari 2022 Vcon, February 11, 2022	PPM
	Forum	<i>Leadership Forum</i>	Denpasar, 19 Maret 2022 Denpasar, March 19, 2022	KBUMN
	Pelatihan Training	Diklat Manajemen Umum Dana Pensiun Pension Fund General Management Training	Wisma BNI 46 Jakarta, 13 -17 Juni 2022 Wisma BNI 46 Jakarta, 13 -17 June 2022	Lembaga Sertifikasi Profesi Dana Pensiun Pension Fund Professional Certification Institution
	Forum	<i>Challenge and Opportunity in The Era of Clean Energy</i>	Hotel Westin Jakarta, 14 September 2022 Westin Hotel Jakarta, 14 September 2022	PT UTOMO SOLARUV
	Sosialisasi Socialization	Sosialisasi Komitmen AKHLAK AKHLAK Commitment Socialization	Ruang Serbaguna WITO 2 Lt. 17, 27 September 2022 WITO 2 Multipurpose Room, 17th floor, September 27, 2022	PT Wijaya Karya (Persero) Tbk
	Sharing Session	Sesi Berbagi Pemimpin Menginspirasi Inspiring Leaders Sharing Session	Ruang Rapat WITO 2 Lt. 2, 04 November 2022 WITO 2 Meeting Room 2nd floor, November 4, 2022	PT Wijaya Karya (Persero) Tbk
	Sosialisasi Socialization	<i>Masterclass GRC Foundation</i>	Vcon, 08 Desember 2022 Vcon, December 8, 2022	KBUMN
Sharing session	Pembicara acara SIEMENS Smart Infra – Connex Speaker at SIEMENS Smart Infra – Connex	Ayana Mid Plaza – Jakarta, 13 Desember 2022 Ayana Mid Plaza – Jakarta, December 13, 2022	SIEMENS Indonesia	
Rudy Hartono (Direktur Operasi III) Director of Operations III	Pelatihan Training	Pembekalan <i>subject Matter Expert</i> (SME) dan <i>Cluster Talent Committee</i> Provision of subject Matter Expert (SME) and Cluster Talent Committee	Vcon, 11 Februari 2022 Vcon, February 11, 2022	PPM
	Forum	<i>Leadership Forum</i>	Denpasar, 19 Maret 2022 Denpasar, March 19, 2022	KBUMN
	Forum	Indonesia - Afrika Sinergi Membangun Bersama Pasca Pandemi COVID-19 Indonesia - Africa Synergy Building Together After the COVID-19 Pandemic	Vcon, 25 Mei 2022 Vcon, May 25, 2022	Kementerian Luar Negeri Ministry of Foreign Affairs
	Sosialisasi Socialization	Sosialisasi Komitmen AKHLAK AKHLAK Commitment Socialization	Ruang Serbaguna WITO 2 Lt. 17, 27 September 2022 WITO 2 Multipurpose Room 2, 17th floor, September 27, 2022	PT Wijaya Karya (Persero) Tbk

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Adityo Kusumo (Direktur Keuangan dan Manajemen Risiko) Director of Finance and Risk Management	Forum	<i>Leadership Forum</i>	Hotel Merusaka Nusa Dua, Bali, 19 Maret 2022 Merusaka Hotel Nusa Dua, Bali, March 19, 2022	Kementerian BUMN Ministry of SOE
	Pelatihan Training	<i>Vcon Program Onboarding Directorship Program, angkatan ke-5 tahun 2022</i> Vcon Program Onboarding Directorship Program, Batch 5th in 2022	<i>Zoom Meeting</i> , 20 Juli sd 8 September 2022 Zoom Meeting, July 20 to September 8, 2022	Kementerian BUMN dan FHCI Ministry of SOE and FHCI
	Seminar	<i>Half-day Seminar "Leading in Dynamics for Millennial Leaders"</i>	M Bloc Space, Jakarta, 13 September 2022 M Bloc Space, Jakarta, September 13, 2022	Kementerian BUMN Ministry of SOE
	<i>Workshop</i>	<i>HSBC Summit 2022 "Powering the transition to net zero"</i>	The Ritz Carlton Pacific Place, Jakarta, 14 September 2022 The Ritz Carlton Pacific Place, Jakarta, September 14, 2022	Bank HSBC
	<i>Workshop</i>	<i>Young BUMN Leadership Summit</i> Young SOE Leadership Summit	Menara BNI Pejompongan, Jakarta, 16 September 2022 BNI Pejompongan Tower, Jakarta, September 16, 2022	Kementerian BUMN Ministry of SOE
	<i>Workshop</i>	BUMN Legal Summit SOE Legal Summit	Hotel Merusaka Nusa Dua, Bali, 22 September 2022 Merusaka Hotel Nusa Dua, Bali, September 22, 2022	Kementerian BUMN Ministry of SOE
	Seminar	<i>Half-day Seminar "Mobilising sustainable Finance and Sustainability Reporting toward a Green Economy"</i>	Gedung BPKP, Jakarta, 7 Oktober 2022 BPKP Building, Jakarta, October 7, 2022	BPKP
	Forum	<i>GRC Masterclass (Governance Risk Compliance)</i>	Plaza Mandiri, Jakarta, 14 Oktober 2022 Mandiri Plaza, Jakarta, October 14, 2022	BLMI (BUMN Leadership and Management Institute)
	Seminar	<i>Seminar Sustainability Leaders Breakfast Club On - Carbon Market and Nature Based Solutions</i> Seminar on Sustainability Leaders Breakfast Club On - Carbon Market and Nature Based Solutions	Hutan Kota Plataran, Jakarta, 27 Oktober 2022 Plataran City Forest, Jakarta, October 27, 2022	McKinsey and Company
	Forum	<i>Vcon Peran Strategis CFO and CRO - Program Masterclass GRC Foundation</i> Vcon CFO and CRO Strategic Role - GRC Foundation Masterclass Program	<i>Zoom Meeting</i> , 1 Desember 2022 Zoom Meeting, December 1, 2022	BLMI (BUMN Leadership and Management Institute)
	<i>Workshop</i>	<i>Workshop Self Assessment Implementasi GCG tahun 2022</i> GCG Self Assessment Workshop in 2022	PT Wijaya Karya (Persero) Tbk 7 Desember 2022 PT Wijaya Karya (Persero) Tbk December 7, 2022	BPKP
	Forum	<i>Vcon Peran Organ Pengelola Risiko dalam Risk Management - Program Masterclass GRC Foundation</i> Vcon The Role of Risk Management Organs in Risk Management - GRC Foundation Masterclass Program	<i>Zoom meeting</i> , 8 Desember 2022 Zoom meeting, December 8, 2022	BLMI (BUMN Leadership and Management Institute)

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Place/Date	Penyelenggara Organizer
Hadjar Seti Adji (Direktur Human Capital dan Pengembangan) Director of Human Capital and Development	Workshop	Workshop Portal HC BUMN Kluster Jasa Infrastruktur Infrastructure Services Cluster SOE HC Portal Workshop	Wikasatrian, Gadog, 15 September 2022 Wikasatrian, Gadog, September 15, 2022	Kementerian BUMN Ministry of SOE
	Sosialisasi Socialization	Sosialisasi Program Digital Talent BUMN dan Sharing Session Kemanan Data BUMN SOE Digital Talent Program Socialization and SOE Data Security Sharing Session	Menara Mandiri, Jakarta, 4 Oktober 2022 Mandiri Tower, Jakarta, October 4, 2022	Kementerian BUMN Ministry of SOE
	Sharing session	Vcon Sharing Session Co-operation and Integration	Zoom Meeting, 23 November 2022 Zoom Meeting, November 23, 2022	FHCI
	Workshop	Workshop Self Assessment Implementasi GCG tahun 2022 GCG Self Assessment Workshop in 2022	PT Wijaya Karya (Persero) Tbk 7 Desember 2022 PT Wijaya Karya (Persero) Tbk December 7, 2022	BPKP
	Forum	Vcon Peran Organ Pengelola Risiko dalam Risk Management - Program Masterclass GRC Foundation Vcon The Role of Risk Management Organs in Risk Management - GRC Foundation Masterclass Program	Zoom Meeting, 8 Desember 2022 Zoom Meeting, December 8, 2022	BLMI (BUMN Leadership and Management Institute)

Di samping pelatihan bagi Dewan Komisaris dan Direksi, Perseroan juga telah mengikutsertakan seluruh Fungsi TJSL dalam pengembangan kompetensi di bidang keberlanjutan. Pengembangan kompetensi yang dilakukan yaitu Program Pelatihan dan Sertifikasi Mitra Binaan, serta *Workshop* Masukan Kerangka dan Pedoman Tanggung Jawab Toleransi di Lingkungan BUMN (*Corporate Tolerance Responsibility*), kluster bidang SDM-BUMN.

PENILAIAN RISIKO ATAS PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.3]

Perseroan menyadari bahwa risiko telah menjadi bagian yang tidak terpisahkan dalam setiap proses bisnisnya. Melalui manajemen risiko, Perseroan berupaya untuk menciptakan dan melindungi nilai perusahaan dengan meminimalkan kemungkinan dan dampak yang terjadi. Proses manajemen risiko di Perseroan dilakukan secara terstruktur, dengan mengarahkan dalam pengelolaan manajemen yang tepat guna terhadap peluang yang potensial dan dampak yang merugikan.

Perseroan senantiasa mengidentifikasi dan mengelola risiko-risiko yang berkaitan dengan aspek ekonomi, sosial, dan lingkungan. Terkait aspek ekonomi, risiko-risiko bisnis yang berpengaruh pada keuangan Perseroan telah diungkapkan pengelolaannya dalam Laporan Tahunan 2022. Sedangkan terkait aspek sosial, Perseroan menghadapi risiko K3 dan *human capital*. Sementara itu terkait aspek lingkungan, Perseroan berkaitan dengan risiko dampak lingkungan pada pengerjaan proyek konstruksi. Perseroan, terkait polusi udara, peningkatan kebisingan, dan peningkatan

In addition to training for Board of Commissioners and Board of Directors, the Company has also included all CSR Functions in competency development in the field of sustainability. Competency development carried out are the Fostered Partners Training and Certification Program, as well as the Workshop on the Framework and Guidelines for Tolerance in SOE (Corporate Tolerance) Environment, the HR-SOE sector cluster.

RISK ASSESSMENT OF SUSTAINABLE DEVELOPMENT IMPLEMENTATION [OJK E.3]

The Company is fully aware that risk has become an integral part of every business process. Through risk management, the Company seeks to create and protect corporate value by minimizing the likelihood and impact that may occur. The Risk Management process is carried out in a structured manner, directed at managing appropriate management of potential opportunities and adverse impacts.

The Company identifies and manages risks related to economic, social and environmental aspects. Regarding the economic aspect, the management of business risks that affect the Company's finances has been disclosed in the 2022 Annual Report. Meanwhile, related to social aspect, the Company faces OHS and human capital risks. Meanwhile, related to environmental aspect, the Company is concerned with the risk of environmental impacts on construction projects, related to air pollution, increased noise, and increased water pollution from domestic waste

pencemaran air dari limbah domestik yang dihasilkan. Perseroan telah menekankan tujuan manajemen risiko sesuai dengan ISO 31000:2018.

Perseroan telah 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 (SMAP). Sistem manajemen terintegrasi ini didukung oleh peran Divisi Manajemen Risiko dan PMO yang memiliki fungsi utama dalam menerapkan, mengembangkan dan menilai sistem manajemen risiko di tingkat perusahaan yang terintegrasi dari semua fungsi manajemen.

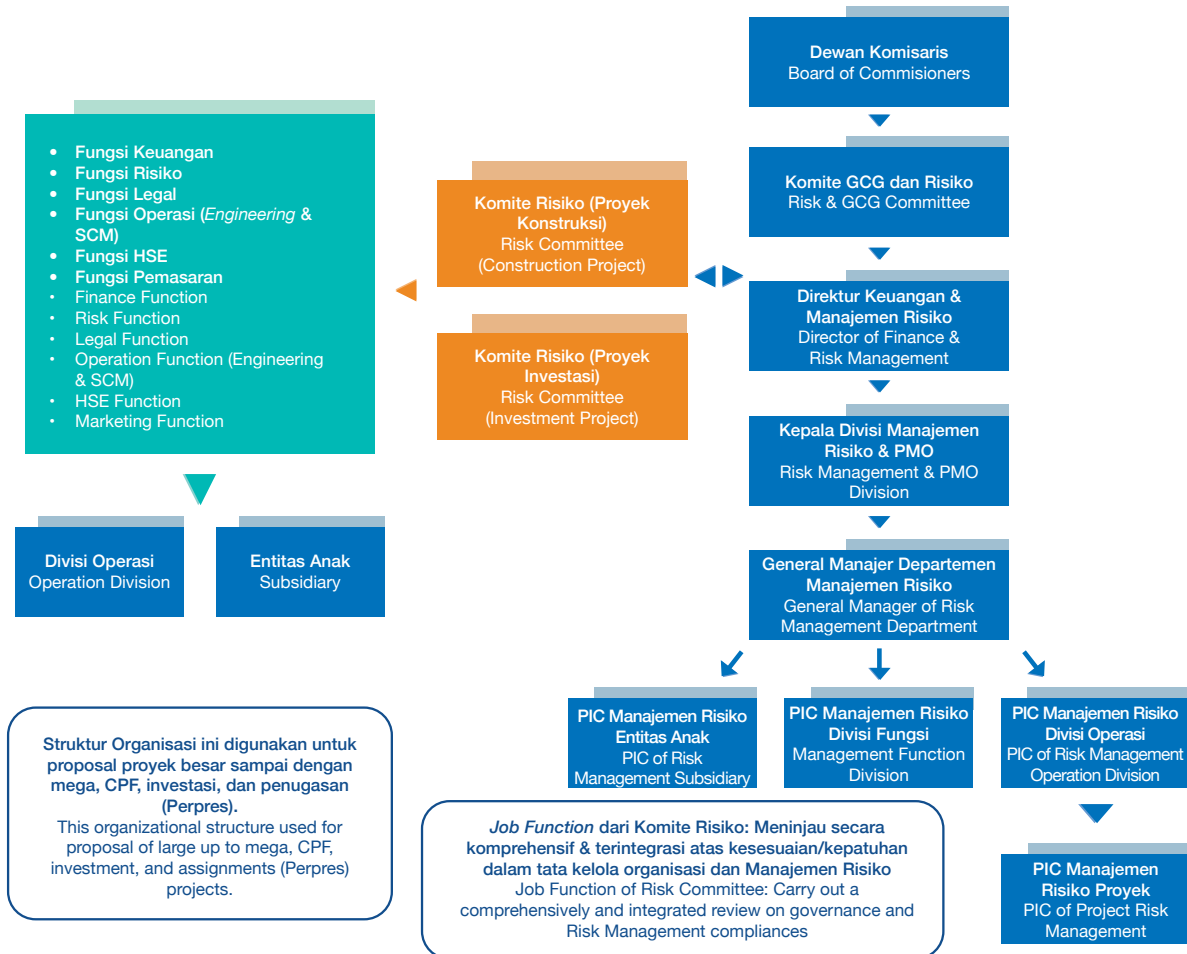
Perseroan membagi implementasi manajemen risiko menjadi 2 (dua) yaitu sistem manajemen risiko tingkat korporasi dan sistem manajemen risiko tingkat proyek. Keduanya dikelola dan memiliki struktur organisasi yang terpisah. Adapun struktur organisasi tersebut, dapat dilihat pada gambar berikut.

produced. The Company has emphasized the objectives of risk management according to ISO 31000:2018.

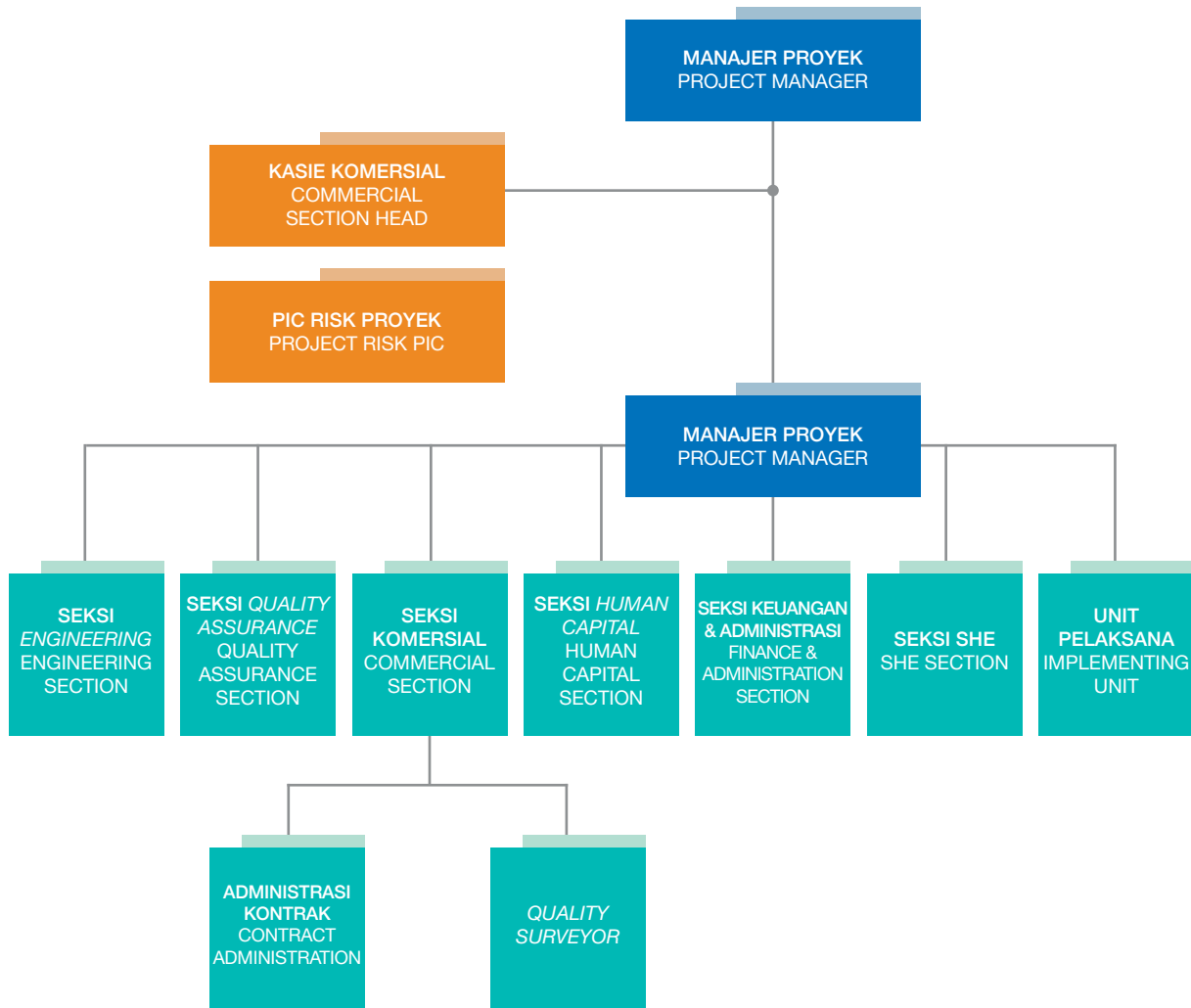
The Company applies an integrated management system to manage risks, which consist of Occupational Health and Safety Management System, Risk Management System, Quality Management System, Security Management System, Environmental Management System, and Anti-Bribery Management System. This integrated management system is supported by the role of Risk Management and PMO Division, which have the main function of implementing, developing and assessing risk management system at corporate level that is integrated from all management functions.

The Company divides the implementation of risk management into 2 (two), namely corporate level risk management system and project level risk management system. Both are managed and have separate organizational structure. The organizational structure can be seen in the following figure.

Struktur Organisasi Sistem Manajemen Risiko Tingkat Korporasi
Organizational Structure of Corporate Risk Management System



Struktur Organisasi Sistem Manajemen Risiko Tingkat Proyek
Organizational Structure of Project Risk Management System



Sistem manajemen risiko didukung oleh struktur organisasi di level korporat dan proyek. Keduanya akan mengidentifikasi dan mengelola dampak risiko terkait isu ekonomi, sosial dan lingkungan yang ada di ruang lingkungannya masing-masing. 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*).

The risk management system is supported by organizational structure at corporate and project levels. Both of them will identify and manage the impact of risks related to economic, social and environmental issues in their respective scopes. Each level has a person in charge of the risk management function who has Risk Management Certification CRMO (*Certified Risk Management Officer*), CRMP (*Certified Risk Management Professional*), and CRGP (*Certified Risk Governance Professional*).

Sistem manajemen risiko telah diimplementasikan dan berjalan dengan lancar dan efektif, sesuai kerangka *Enterprise Risk Management (ERM)*, dengan seperangkat komponen yang membentuk pondasi dan mengatur organisasi. Perseroan telah mengelola risiko yang melekat pada masing-masing Departemen, Divisi, dan seluruh fungsi proyek Perseroan. Informasi tentang pengelolaan risiko akan diserahkan kepada pihak berwenang dan akan digunakan sebagai dasar untuk pengambilan keputusan.

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.

Evaluasi pelaksanaan manajemen risiko tahun 2022, menunjukkan hasil bahwa risiko-risiko yang dihadapi Perseroan telah dikelola dengan baik, karena setiap risiko yang melekat di seluruh unit kerja Perseroan telah terukur

The evaluation of risk management implementation in 2022 shows that the risks faced by the Company have been managed properly, because every risk inherent in all work units of the Company has been measured and managed. The

dan terkelola. Perseroan berupaya untuk melakukan perbaikan dan konsistensi implementasi manajemen risiko di seluruh proses bisnis guna mencapai target.

Company strives to improve and consistently implement risk management in all business processes in order to achieve targets.

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

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

Pengelolaan pemangku kepentingan menjadi bagian dari tugas dan tanggung jawab *investor relation*. Hal ini mengacu berdasarkan Surat Keputusan Direksi No. SK.01.01/A.DIR.01566/2020 yang menyatakan 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.

Stakeholder management is part of the duties and responsibilities of investor relations. This refers to the Board of Directors Decree No. SK.01.01/A.DIR.01566/2020 that reads that the investor relations department is a functional management at the central level, which has the main function as the Company's communication and information center in relation to shareholders/prospective shareholders, investors/fund managers, regulators, securities companies and other related institutions, planning and holding the 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 Stakeholder Engagement	Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respons WIKA WIKA's Responses
Pemegang Saham Shareholders	<ul style="list-style-type: none"> RUPS Tahunan dan RUPS Luar Biasa; Keterbukaan informasi publik Annual GMS and Extraordinary GMS; Disclosure of public information 	<p>Informasi kinerja tahunan WIKA, besarnya pendapatan yang diperoleh, laba/rugi Perseroan, kinerja keberlanjutan, informasi terkait perubahan struktur manajemen serta hal-hal lain yang membutuhkan persetujuan pemegang saham.</p> <p>Information on WIKA's annual performance, the amount of revenue earned, the Company's profit/loss, sustainability performance, information related to changes in the management structure and other matters that require shareholder approval</p>	<ul style="list-style-type: none"> Menyelenggarakan RUPS; Membuat laporan keuangan, Laporan Tahunan, Laporan TJSL, dan Laporan Keberlanjutan; Adanya info yang disampaikan melalui media <i>online</i> atau media sosial. GMS holding; Make financial report, Annual Report, CSR Report, and Sustainability Report; Information conveyed through online media or social media
Karyawan Employee	<ul style="list-style-type: none"> Pendelegasian pekerjaan sehari-hari; Rapat tripartit dan bipartit minimal setahun sekali; Evaluasi EK dan PK, minimal setahun sekali; Pertemuan di Serikat Karyawan WIKA, minimal setahun sekali; Rapat pembahasan PKB setiap dua tahun sekali. Delegation of daily work; Tripartite and bipartite meetings at least once a year; Evaluation of EK and PK, at least once a year; Meetings at WIKA Employee Union, at least once a year; CLA discussion meeting once every two years. 	<ul style="list-style-type: none"> Kesejahteraan karyawan; Imbal jasa pekerjaan dan tunjangan lainnya; Perlindungan kerja; Wawasan terkait anti-korupsi; Kebebasan berserikat; Pengembangan kompetensi; Kenaikan jenjang karier. Employee welfare; Employment benefits and other benefits; Work protection; Insights regarding anti-corruption; Freedom of association; Competency development; Increase in career ladder 	<ul style="list-style-type: none"> Membentuk forum bipartit dan tripartit, Serikat Karyawan WIKA (Sekar WIKA); Menyediakan Alat Perlindungan Diri (APD); Menyediakan fasilitas kesehatan, dan Program <i>Wellbeing</i>; Mengadakan kegiatan pendidikan dan pelatihan; Melakukan evaluasi kerja; Menentukan jenjang karir karyawan. Forming bipartite and tripartite forums, WIKA Employee Union (Sekar WIKA); Providing Personal Protection Equipment (PPE); Providing health facilities and Wellbeing Programs; Organizing education and training activities; Carrying out work evaluations; Determining employee career paths

Pelibatan Pemangku Kepentingan Stakeholder Engagement	Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respons WIKA WIKA's Responses
Pemberi Kerja Employer	<ul style="list-style-type: none"> • Pertemuan untuk membahas kontrak pekerjaan, frekuensi bersifat insidental minimal setahun sekali; • Penandatanganan kontrak kerja, frekuensi bersifat insidental minimal setahun sekali; • Acara peresmian proyek (<i>launching</i>) frekuensi bersifat insidental minimal setahun sekali. • Rapat mingguan dengan <i>owner</i> untuk membahas <i>progress</i> dan isu-isu terkait proyek. • Meeting to discuss work contracts, the frequency is incidental at least once a year; • Signing of work contract, the frequency is incidental at least once a year; • Project launch event, the frequency is incidental at least once a year. • Weekly meeting with owner to discuss project progress and issues. 	<ul style="list-style-type: none"> • Laporan pelaksanaan pekerjaan; • Penyelesaian pekerjaan tepat waktu dan tepat anggaran; • Jaminan kualitas produk dan jasa sesuai dengan kontrak yang disepakati. • Work implementation report; • Completion of work on time and on budget; • Product and service quality assurance in accordance with the agreed contract 	<ul style="list-style-type: none"> • Membuat laporan perkembangan pelaksanaan pekerjaan sesuai kontrak; • Mengkaji kontrak kerja; • Menyediakan produk dan jasa sesuai ISO 9001: 2015; • Memberikan masa pemeliharaan atas produk; • Melakukan survei kepuasan pelanggan. • Making reports on the progress of work implementation according to the contract; • Review employment contracts; • Providing products and services according to ISO 9001: 2015; • Provide maintenance period for product; • Conduct customer satisfaction survey
Mitra Kerja Work Partners	<p>Pertemuan untuk membahas tender, negosiasi pekerjaan sesuai dengan jadwal yang ditetapkan pada masing-masing penawaran pekerjaan. Dalam satu tahun tercatat lebih dari satu kali pertemuan.</p> <p>Meeting to discuss tenders, negotiate work according to the schedule set for each job offer. In one year, more than one meeting is recorded.</p>	<ul style="list-style-type: none"> • Jaminan Keselamatan dan Kesehatan Kerja (K3); • Perolehan kontrak; • Evaluasi penyedia jasa dan pemasok; • Pengadaan barang dan jasa yang adil; • Informasi terkait kebijakan pengadaan barang dan jasa dari Divisi <i>Supply Chain Management</i>. • Guarantee of Occupational Safety and Health (OHS); • Acquisition of contracts; • Evaluation of service providers and suppliers; • Fair procurement of goods and services; • Information regarding goods and services procurement policies from the Supply Chain Management Division 	<ul style="list-style-type: none"> • Memberikan informasi yang jelas pada saat proses tender berlangsung; • Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra. • Provide clear information during the tender process; • Doing cooperation according to the contract agreed with partners
Kreditur Creditor	<p>Pendekatan terhadap kreditur dan keterlibatannya dengan bisnis WIKA berlangsung pada saat pertemuan untuk membahas pemberian kredit. Frekuensi pertemuan dengan kreditur dilakukan sesuai dengan jangka waktu dan jatuh tempo kredit.</p> <p>Approach to creditors and their involvement with WIKA's business takes place during meetings to discuss granting credit. The frequency of meetings with creditors is carried out in accordance with the term and maturity of credit.</p>	<p>Kelengkapan dokumen yang diperlukan untuk memperoleh kredit, laporan keuangan Perseroan, serta kejelasan sumber dana untuk membayar kredit.</p> <p>Completeness of documents needed to obtain credit, the Company's financial statements, as well as the clarity of source of funds to pay for credit.</p>	<ul style="list-style-type: none"> • Memberikan dokumen yang diperlukan untuk mendukung kelancaran proses kredit; • Memberikan informasi lain yang diperlukan, • Melakukan kewajiban (pembayaran bunga, pelunasan pokok) selaku debitur sesuai ketentuan hukum yang berlaku. • Menjamin hak-hak kreditur sesuai dengan ketentuan dalam perjanjian yang telah disepakati antara Perseroan dan kreditur serta Peraturan Perundang-undangan yang terkait. • Provide other necessary information, • Carry out obligations (interest payments, principal repayment) as a debtor in accordance with applicable legal provisions. • Guarantee the rights of creditors in accordance with the provisions in the agreement that has been agreed between the Company and creditors as well as related laws and regulations.

Pelibatan Pemangku Kepentingan Stakeholder Engagement	Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respons WIKA WIKA's Responses
Masyarakat Public	<ul style="list-style-type: none"> • Pelaksanaan kegiatan sosial dan pemberdayaan masyarakat yang diadakan minimal satu kali dalam setahun atau sesuai dengan kebutuhan; • Melalui kegiatan TJSL yang dilakukan minimal dua kali dalam setahun. • Implementation of social activities and community empowerment held at least once a year or as needed; • Through CSR activities which are carried out at least twice a year. 	<ul style="list-style-type: none"> • Kondisi lingkungan tempat tinggal mereka, terutama yang berdekatan dengan lokasi proyek WIKA; • Mata pencaharian. • The condition of their living environment, especially those close to WIKA project site; • Livelihood 	<ul style="list-style-type: none"> • Melakukan kegiatan TJSL; • Melakukan kegiatan sosial dan pemberdayaan masyarakat di sekitar lokasi proyek; • Memberikan pelatihan <i>welding</i>. • Carrying out CSR activities; • Carrying out social activities and community empowerment around the project location; • Hold welding training.
Regulator Regulators	<p>Pertemuan antara regulator dan WIKA untuk membahas pemenuhan Perseroan terhadap peraturan yang berlaku. Pertemuan dilakukan minimal satu bulan sekali.</p> <p>Meeting between regulators and WIKA to discuss the Company's compliance with applicable regulations. Meeting is held at least once a month.</p>	<p>Pemenuhan persyaratan sesuai peraturan yang berlaku, serta informasi yang dibutuhkan dan relevan dengan kegiatan Perseroan.</p> <p>Fulfillment of requirements according to applicable regulations, as well as information needed and relevant to the Company's activities</p>	<ul style="list-style-type: none"> • Melakukan kegiatan TJSL dan melaporkannya; • Membuat laporan tahunan dan laporan keberlanjutan kemudian melaporkannya kepada Kementerian BUMN, OJK dan pihak berkepentingan lainnya; • Memberikan input kepada regulator sesuai dengan kapasitas WIKA sebagai BUMN. • Carry out CSR activities and report them; • Make annual report and sustainability report, and then report them to Ministry of SOEs, OJK and other interested parties; • Provide input to regulators in accordance with WIKA's capacity as a SOE.

PERMASALAHAN TERHADAP PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.5]

Pada tahun 2022, permasalahan terkait penerapan pembangunan keberlanjutan yang dihadapi oleh Perseroan mencakup tantangan internal dan eksternal. Adapun tantangan internal yang dihadapi Perseroan meliputi harga pokok produksi yang cukup tinggi terkait dengan material yang ramah lingkungan seperti PVC untuk bekisting dan modular direksi kit, selain itu masih kurangnya pemahaman pekerja konstruksi terhadap penggunaan material yang ramah lingkungan, serta terbatasnya vendor yang menyediakan material ramah lingkungan di setiap daerah. Hal ini dikarenakan, material ramah lingkungan hanya terdapat di kota-kota besar, sementara jumlah proyek di Perseroan tersebar di seluruh penjuru Indonesia, sehingga akan mengakibatkan biaya pengiriman yang besar.

Upaya mitigasi yang dilakukan Perseroan atas tantangan internal yang dihadapi, meliputi:

1. Membuat kebijakan di internal korporasi untuk menggunakan material berkelanjutan
2. Membuat kebijakan di internal korporasi untuk menggunakan produk internal korporasi yang berkelanjutan di setiap unit operasi
3. Membuat inovasi produk-produk dengan material berkelanjutan

ISSUES ON SUSTAINABLE DEVELOPMENT IMPLEMENTATION [OJK E.5]

In 2022, the issues related to the implementation of sustainable development faced by the Company included internal and external challenges. The internal challenges faced by the Company are relatively high cost of production related to environmentally friendly materials such as PVC for formwork and modular directors kits, apart from that was lack of understanding of construction workers on the use of environmentally friendly materials, and limited vendors providing environmentally friendly materials in every area. This is because environmentally friendly materials are only found in big cities, while the Company's projects are spread all over Indonesia, which resulting in high shipping costs.

The mitigation efforts carried out by the Company for the internal challenges faced are:

1. Making internal corporate policies to use sustainable materials
2. Making internal corporate policies to use sustainable internal corporate products in each operating unit
3. Making product innovations with sustainable materials

4. Melakukan pengelolaan secara terpusat untuk material berkelanjutan, sehingga *lifecycle* lebih panjang dengan tujuan untuk menghasilkan efisiensi lebih baik

Di sisi lain, tantangan eksternal yang dihadapi Perseroan yaitu terkait dengan harga penjualan produk ramah lingkungan yang masih tinggi, sehingga mengakibatkan produk ramah lingkungan yang diciptakan oleh Perseroan belum mampu bersaing dengan produk konvensional. Selain itu belum adanya regulasi yang mengatur masyarakat untuk beralih ke produk ramah lingkungan, masih terdapat proyek yang memiliki spesifikasi dari pemberi kerja yang belum mengakomodir penggunaan material ramah lingkungan, serta ekosistem produk ramah lingkungan masih belum terbentuk. Namun demikian, Perseroan memiliki upaya dalam memitigasi tantangan eksternal yang dihadapi. Upaya tersebut meliputi:

1. Melakukan *strategic partnership* dengan provider energi untuk membentuk ekosistem produk berkelanjutan
2. Melakukan pendekatan dan edukasi kepada pemberi kerja untuk bisa merubah spesifikasi material menggunakan material berkelanjutan

4. Carry out centralized management of sustainable materials, so that the lifecycle is longer with the aim of producing better efficiency

On the other hand, the external challenges faced by the Company are related to the selling prices of environmentally friendly products which are still high, resulting in the environmental friendly products created by the Company not being able to compete with conventional products. In addition, there are no regulations that regulate people to switch to environmentally friendly products, there are still projects that have specifications from owners that do not accommodate the use of environmentally friendly materials, and ecosystems for environmentally friendly products have not yet been formed. However, the Company tried to mitigate these external challenges through the following efforts:

1. Conducting strategic partnerships with energy providers to form a sustainable product ecosystem
2. Approach and educate owners to change material specifications using sustainable materials





Kinerja Keberlanjutan

Sustainability Performance

NTUK
AN
DIN



Perseroan juga terus berinovasi dalam mengembangkan teknologi hijau meliputi pemanfaatan panel surya, kendaraan motor listrik, dan penggunaan teknologi pompa hidram untuk irigasi di daerah yang sulit dijangkau. Selain itu, Perseroan terus berinovasi dalam membangun perumahan berkelanjutan dengan mengadopsi konsep *green building* serta membangun transportasi berkelanjutan seperti pembangunan monorel ramah lingkungan dan sistem transportasi cepat.

The Company also continues to innovate in developing green technology including the use of solar panels, electric motorized vehicles, and the use of hydram pump technology for irrigation in hard-to-reach areas. In addition, the Company continues to innovate in building sustainable housing by adopting the concept of green building and building sustainable transportation such as the construction of environmentally friendly monorails and fast transportation systems.

KINERJA KEBERLANJUTAN [OJK F]

SUSTAINABILITY PERFORMANCE [OJK F]



KEGIATAN MEMBANGUN BUDAYA KEBERLANJUTAN [OJK F.1]

Dalam membangun budaya keberlanjutan, Perseroan melakukan berbagai pembinaan di lingkungan kerja, antara lain himbauan berupa stiker hemat air (*save water*) pada setiap toilet, stiker matikan listrik pada setiap *stop* kontak setelah digunakan. Perseroan juga menyediakan toilet dan parkir khusus penyandang disabilitas. Selain itu, Perseroan juga melakukan berbagai himbauan melalui *flyer* antara lain mengenai *Whistleblowing System* terkait penyusunan, penyalahgunaan wewenang, dan kode etik. Kemudian himbauan berupa *flyer* lainnya mengenai pencegahan Covid-19 di Era *New Normal* selama di tempat kerja, dan himbauan *flyer* mengenai gratifikasi.

KINERJA EKONOMI

Dalam rangka menjaga kelangsungan usaha, Perseroan mengelola permodalannya dengan memaksimalkan manfaat bagi Pemegang Saham dan pemangku kepentingan lainnya serta menjaga struktur modal yang optimal untuk mengurangi modal. Perseroan juga melakukan telaah dan mengelola struktur modal secara rutin, hal itu dilakukan untuk memastikan struktur modal tetap optimal dan memberikan nilai tambah yang optimal bagi pemegang saham.

Kebijakan manajemen atas struktur modal ditujukan untuk memastikan kelangsungan usaha, selain memaksimalkan keuntungan para Pemegang Saham melalui optimalisasi saldo utang dan ekuitas Perseroan sehingga dapat memberikan imbal hasil bagi Pemegang Saham dan manfaat bagi pemangku

ACTIVITIES TO BUILD SUSTAINABILITY CULTURE [OJK F.1]

In building a culture of sustainability, the Company carries out various coaching in the work environment, including calls in the form of saving water stickers on every toilet, stickers for turning off the electricity on every socket after use. The Company also provides special toilets and parking for persons with disabilities. In addition, the Company made appeals through flyers, including on the Whistleblowing System related to bribery, abuse of authority, and code of code of conduct, appeal in the form of flyers regarding Covid prevention in the New Normal Era while at work, and flyers calling for gratuities.

ECONOMIC PERFORMANCE

In order to sustain business continuity, the Company manages its capital by maximizing benefits for Shareholders and other stakeholders and maintaining an optimal capital structure to reduce capital. The Company also regularly reviews and manages the capital structure to ensure that the capital structure remains optimal and provides optimal added value for shareholders.

Management's policy on capital structure is aimed at ensuring business continuity, in addition to maximizing shareholder profits through optimizing the balance of the Company's debt and equity in order to be able to provide returns for shareholders and benefits for other stakeholders. The policy

kepentingan lainnya. Kebijakan tersebut juga bertujuan untuk mempertahankan struktur permodalan yang optimal guna mengurangi biaya modal. Manajemen secara berkala melakukan revaluasi struktur permodalan dengan mempertimbangkan biaya permodalan dan risiko yang berhubungan.

Perseroan memiliki komitmen untuk terus tumbuh dan berkembang melalui pencapaian kinerja ekonomi, serta mendatangkan nilai tambah bagi segenap pemangku kepentingan. Selama tahun 2022, pencapaian kinerja ekonomi Perseroan memperlihatkan pertumbuhan signifikan dibandingkan periode sebelumnya.

Kinerja ekonomi Perseroan didukung oleh kinerja keuangan yang dikelola oleh Departemen Keuangan. Pengambilan keputusan untuk manajemen keuangan ada di bawah tanggung jawab Direktur Keuangan dan Manajemen Risiko (DKMR). Pengelolaan kinerja ekonomi mencakup penentuan target-target ekonomi dan keuangan, perencanaan anggaran, pencatatan keuangan, evaluasi kinerja keuangan, hingga pengawasan terhadap fungsi keuangan. Mekanisme Perseroan dalam memantau efektivitas manajemen keuangan dan kinerja ekonomi antara lain dengan melakukan audit secara internal dan eksternal. [GRI 3-3]

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

Sepanjang tahun 2022, Perseroan telah menetapkan target yang hendak dicapai dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2022. Target tersebut telah disesuaikan dengan kondisi industri dan ekonomi Perseroan. Proyeksi yang tercakup pada target tersebut yaitu selama 1 (satu) tahun ke depan. Adapun perbandingan pencapaian target yang ditetapkan adalah sebagai berikut.

(Dalam Jutaan Rupiah)

Uraian Description	2022		2021		2020	
	Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
Produksi/ Kontrak yang dihadapi Production/Order Book	83.414,77	75.247,09	96.658,28	88.119,26	100.052	98.084,67
Pendapatan Revenue	32.392,19	21.480,79	23.742,09	17.809,72	16.929,62	16.536,38
Laba Setelah Pajak Profit After Tax	10,13	12,59	265,40	214,42	208,47	322,34

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 jalan Tol Serang Panimbang. Hal ini dikarenakan pembangunan tol tersebut

also aims to maintain an optimal capital structure in order to reduce the cost of capital. Management periodically reviews the capital structure by considering the cost of capital and related risks.

The Company has a commitment to continue to grow and develop through achieving economic performance, as well as bringing added value to all stakeholders. During 2022, the achievement of the Company's economic performance showed significant growth compared to the previous period.

The Company's economic performance is supported by financial performance managed by the Ministry of Finance. Decision-making for financial management is under the responsibility of Director of Finance and Risk Management. Economic performance management includes setting economic and financial targets, budget planning, financial records, evaluating financial performance, to overseeing the financial function. The Company's mechanisms for monitoring the effectiveness of financial management and economic performance include conducting internal and external audits. [GRI 3-3]

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

Throughout 2022, the Company has set targets to be achieved in the 2022 Corporate Work Plan and Budget (RKAP). These targets have been adjusted to the Company's industrial and economic conditions. The projection included in this target is for the next 1 (one) year. The comparison of achievement of targets set based on is as follows.

(In million Rupiah)

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

The Company's investments in projects that are in line with SDGs is the construction of Serang Panimbang Toll road, because this toll road construction is a toll road that

merupakan jalan tol yang menghubungkan Serang dengan Kawasan Ekonomi Khusus Pariwisata Tanjung Lesung, dan Taman Nasional Ujung Kulon. Namun demikian, Perseroan belum melakukan investasi pada proyek berkelanjutan untuk tahun 2021 dan 2020. Adapun target dan realisasi dari proyek tersebut di tahun 2022 dapat dilihat pada tabel berikut.

connects Serang with Tanjung Lesung Tourism Special Economic Zone, and Ujung Kulon National Park. However, the Company has not invested in sustainable projects for 2021 and 2020. The targets and realization of these projects in 2022 can be seen in the following table.

	(In million Rupiah)		
	2022	2021	2020
Target	195.740	-	-
Realisasi	98.000	-	-

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

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

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

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

	(In million Rupiah)		
Uraian Description	2022	2021*	2020*
Nilai Ekonomi yang Dihasilkan Economic Value Generated			
Pendapatan Bersih Net Revenue	21.480,79	17.809,72	16.536,38
Pendapatan Bunga Bank Bank Interest Income	284,29	107,02	173,81
Keuntungan (Kerugian) Selisih Kurs Gain (Loss) on Exchange Differences	7,26	7,26	40,95
Jumlah Nilai Ekonomi Dihasilkan Total Economic Value Generated	21.772,34	17.924,00	16.751,14
Nilai Ekonomi yang Didistribusikan Economic Value Distributed			
Biaya Operasi Operating Expenses	216,97	264,51	280,38
Beban Personalia Personnel Expenses	505,20	515,32	602,91
Dividen Tunai Cash Dividend	0	0	457,01
Bunga Pinjaman dan Bunga Bank Loan Interest and Bank Interest	1.191,20	1.157,28	1.221,50
Pengeluaran untuk Pemerintah Expenditure on Government	2.036,28	1.628,95*	2.429,03
Pengeluaran untuk masyarakat Expenditure on Society	23,75	22,42	40,07*
Jumlah Nilai Ekonomi Langsung Didistribusikan Total Direct Economic Value Distributed	3.973,40	3.588,48*	5.030,90*
Nilai Ekonomi yang Ditahan Economic Value Retained	17.798,92	14.335,52	11.720,24

Keterangan
*) Data dinyatakan Kembali
Remarks
*) Data Restated

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

Sampai dengan akhir tahun 2022, Perseroan belum melakukan studi terkait implikasi finansial akibat dampak perubahan iklim. Namun ke depannya Perseroan akan menyusun penilaian terkait risiko maupun peluang akibat perubahan iklim yang berimplikasi pada keuangan Perseroan.

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 karyawan yang diangkat sebelum 31 Desember 2006 dan Program Pensiun Iuran Pasti (PPIP) untuk karyawan yang diangkat setelah 1 Januari 2007. Selain program dari Perseroan, seluruh karyawan 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).

Di samping itu, karyawan yang mengikuti program JHT diwajibkan untuk membayar iuran bulanan sebesar 2% x *fixed pay*, sedangkan 3,7% 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 2022 sebesar Rp65 Miliar (Dapen PPMP) dan Rp12,28 Miliar (Dapen PPIP).

Jumlah Karyawan yang Diikutsertakan dalam Program Pensiun

Program Program	2022	2021	2020
Program Pensiun Manfaat Pasti Defined Benefit Pension Plan	448	522	552
Program Pensiun Iuran Pasti Defined Contribution Pension Plan	2.205	2.213	2.282
Program Jaminan Hari Tua Old-Age Security Program	2.563	2.735	2.834

BANTUAN FINANSIAL DARI PEMERINTAH [GRI 201-4]

Selama tahun 2022, Perseroan tidak menerima bantuan dari pemerintah dalam bentuk apapun untuk menjalankan operasionalnya.

DAMPAK EKONOMI TIDAK LANGSUNG

Dampak ekonomi tidak langsung memiliki implikasi bahwa kegiatan bisnis Perseroan tidak hanya menghasilkan laba, melainkan untuk menciptakan nilai bagi para pemangku

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

Until the end of 2022, the Company has not yet conducted a study regarding the financial implications of climate change impacts. However, in the future the Company will prepare an assessment related to the risks and opportunities due to climate change that have implications for the Company's finances.

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 December 31, 2013 and the Defined Contribution Pension (PPIP) for employees who were appointed after December 31, 2013. In addition to the Company's program, all employees are 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 2% x *fixed pay*, while 3.7% 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. total pension funds paid out in 2022 are Rp65 billion (PPMP Dapen) and Rp12.28 billion (PPIP Dapen).

Number of Employees Participated in the Pension Plan

Program Program	2022	2021	2020
Program Pensiun Manfaat Pasti Defined Benefit Pension Plan	448	522	552
Program Pensiun Iuran Pasti Defined Contribution Pension Plan	2.205	2.213	2.282
Program Jaminan Hari Tua Old-Age Security Program	2.563	2.735	2.834

FINANCIAL ASSISTANCE FROM GOVERNMENT [GRI 201-4]

In 2022, WIKA did not receive assistance from the government in any form to carry out its operations.

INDIRECT ECONOMIC IMPACTS

The indirect economic impact implies that that the Company's business activities do not solely generate profits, but also create value for stakeholders. The positive impact

kepentingan. Dampak positif yang diberikan dari adanya kegiatan operasional Perseroan yaitu dengan melakukan berbagai investasi infrastruktur dan dukungan layanan.

Perseroan berkomitmen untuk selalu memberikan manfaat bagi lingkungan sekitar. Sepanjang tahun 2022, Perseroan berhasil melakukan investasi pada proyek revitalisasi landasan udara Halim Perdanakusuma dan membangun bendungan Kuwil Kawangkoan dalam mengendalikan banjir di Minahasa Utara.

Selain itu, Perseroan juga memberikan dampak ekonomi tidak langsung yang signifikan melalui program Desa Tanjung Burung dan WIKA Smart Block. Program tersebut bertujuan untuk meningkatkan taraf hidup masyarakat yang tidak memiliki pekerjaan melalui pembuatan bank sampah melalui berbagai pelatihan. Sedangkan terkait dengan program WIKA Smart Block yang dikhususkan bagi pelaku UMKM, Perseroan menyediakan *platform* bagi calon dan mitra binaan yang diharapkan dapat menjadi lebih mandiri, serta omset penjualan menjadi meningkat. [GRI 3-3]

INVESTASI INFRASTRUKTUR DAN DUKUNGAN LAYANAN [GRI 203-1]

Proyek Revitalisasi Landasan Udara Halim Perdanakusuma [203-1]

Ditunjuk sebagai tuan rumah dalam Presidensi Indonesia KTT G20, Perseroan berkontribusi dalam pembangunan revitalisasi Landasan Udara Halim Perdanakusuma. Proyek Revitalisasi ini telah diresmikan oleh Presiden Joko Widodo. WIKA diberikan tanggung jawab terhadap penyehatan landas pacu (*Runway*), Penyehatan landas hubung (*Taxiway*), Perbaikan sistem drainase, Penataan fasilitas lain, peningkatan kapasitas parkir pesawat (*Apron*), dan renovasi gedung Naratetama dan Naratama.

Perseroan bekerja keras dalam Proyek Revitalisasi Landasan Udara Halim Perdanakusuma untuk melaksanakan peningkatan fasilitas darat dan udara untuk meningkatkan keselamatan, keamanan dan kenyamanan penerbangan serta menyambut kedatangan para delegasi KTT G20. Kontribusi dan tanggung jawab yang diberikan oleh Perseroan dalam proyek tersebut menggambarkan bahwa Perseroan dalam menyelesaikan proyek sesuai dengan target waktu dan kualitas yang telah ditetapkan.

Bendungan Kuwil Kawangkoan Kendalikan Banjir di Minahasa Utara [203-1]

Bendungan Kuwil Kawangkoan dibangun sejak 2016 dengan memiliki kapasitas tampung sebesar 26 juta meter kubik dan luas genangan 157 hektare. Keberadaan Bendungan Kuwil bisa mengurangi banjir utamanya di Manado, membantu menyediakan air baku bagi masyarakat Manado, Minahasa Utara dan juga Bitung. Selain itu, sebagai pembangkit listrik mikrohidro, yang dapat menghasilkan energi hijau dari waduk Kuwil Kawangkoan. Perseroan berhasil menyelesaikan pembangunannya sesuai dengan target waktu yang ditetapkan. Harapan Perseroan ke depan dapat menuntaskan proyek-proyek Bendungan untuk keberlangsungan hidup masyarakat.

given from the Company's operational activities is by making a number of infrastructure investments and service support.

The Company is committed to always providing benefits to surrounding environment. Throughout 2022, the Company succeeded in investing in Halim Perdanakusuma airstrip revitalization project and building Kuwil Kawangkoan Dam to control flooding in North Minahasa.

In addition, the Company has brought significant indirect economic impact through Tanjung Burung Village program and WIKA Smart Block. These programs aim to improve the standard of living of unemployed people through creating waste banks through various trainings. Meanwhile, in WIKA Smart Block program which is specifically for MSME players, the Company provides a platform for prospective and fostered partners, with the hope that they can become more independent and increase sales turnover. [GRI 3-3]

INFRASTRUCTURE AND SERVICES SUPPORT INVESTMENT [GRI 203-1]

Halim Perdanakusuma Airstrip Revitalization Project [203-1]

Appointed as host in the Indonesian Presidency of G20 Summit, WIKA contributes to the revitalization development of Halim Perdanakusuma Airstrip. This revitalisation project has been inaugurated by President Joko Widodo. WIKA is given the responsibility for Runway, Taxiway, drainage system improvement, other facilities arrangement, increasing aircraft parking capacity (*Apron*), and renovating VIP and VVIP buildings.

WIKA is working hard on Halim Perdanakusuma Airstrip Revitalisation Project to carry out the improvements of land and air facilities to improve flight safety, security and comfort and welcome the arrival of G20 Summit delegates. The contribution and responsibility given by WIKA in the project illustrates WIKA's ability to complete the project in accordance with the time and quality targets that have been set.

Kuwil Kawangkoan Dam Controls Floods in North Minahasa [203-1]

Kuwil Kawangkoan Dam was built in 2016 with a capacity of 26 million cubic meters and an inundation area of 157 hectares. The existence of Kuwil Dam can reduce flooding, especially in Manado, helping to provide raw water for the people of Manado, North Minahasa and also Bitung. In addition, as a micro-hydro power plant, which can produce green energy from Kuwil Kawangkoan reservoir. WIKA JO successfully completed the construction according to the established time target. In the future, WIKA hopes to be able to complete Dam projects for better of the people.

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

SIGNIFICANT INDIRECT ECONOMIC IMPACT [GRI 203-2]

Program Program	Dampak Impact	Signifikansi Dampak Impact Significance
Desa Tanjung Burung Tanjung Burung Village	Masyarakat Community	<p>Upaya peningkatan taraf hidup layak bagi para penduduk setempat, terutama bagi penduduk yang bermata pencaharian buruh sebanyak 1.680 orang, pengrajin 20 orang, pedagang 250 orang, dan pengangguran 700 orang. Pengembangan Lingkungan dan Komunitas di Desa Tanjung Burung dilakukan melalui berbagai pelatihan di antaranya Pelatihan Lembaga Keuangan Mikro, Pelatihan dasar Manajemen Bank Sampah, Pelatihan Budidaya Lele, Pelatihan Pemanfaatan Sampah, serta Pelatihan Dinamika Kelompok. Pembentukan Bank Sampah dikelola oleh BUMDES Tanjung Burung, yang berhasil mengumpulkan sebanyak 390 Ton sampah yang diolah selama periode 2020 sampai dengan 2022. Adapun perkiraan pendapatan BUMDES sampai dengan 2022 kurang lebih mencapai Rp200.000.000.</p> <p>Efforts to increase the standard of living for local residents, especially for residents whose livelihood is 1,680 workers, 20 craftsmen, 250 traders, and 700 unemployed people. The Development of Environment and Community of Tanjung Burung Village is carried out through various trainings including Training for Microfinance Institutions, Basic Waste Bank Management Training, Catfish Cultivation Training, Waste Utilization Training, and Group Dynamics Training. The establishment of Waste Bank is managed by BUMDES Tanjung Burung and managed to collect 390 tons of waste, which was processed during the period 2020 to 2022. The estimated revenue for BUMDES up to 2022 is approximately Rp200,000,000.</p>
Wika Smart Blok	UMKM MSME	<p>WIKI Smart Blok (WSB) merupakan bantuan dari divisi CSR/ TJSL Perseroan kepada para calon dan mitra binaannya. Program ini menyediakan <i>platform</i> dan <i>inkubator</i> bagi para calon dan mitra binaan untuk menunjukkan atau memasarkan produk yang dihasilkan (<i>web commerce</i>), serta memperoleh kemudahan dalam pemasaran produknya. <i>Platform</i> ini sekaligus membantu Perseroan dalam membina dan mengetahui perkembangan para mitra binaan yang terstruktur dan terukur, dengan menghimpun melalui <i>web commerce</i>. Adapun konsep WSB meliputi pembuatan <i>stand (block)</i>, pembuatan sistem informasi digital (<i>smart IT</i>), dan <i>social media branding</i>. Dengan adanya WSB, diharapkan para mitra binaan dapat menjadi lebih mandiri, serta mendapatkan peningkatan dalam omset penjualan.</p> <p>WIKI Smart Blok (WSB) is assistance from the Company's CSR/ PKBL division to candidates and fostered partners. This program provides a platform and incubator for candidates and fostered partners to demonstrate or market their products (<i>web commerce</i>), as well as obtain convenience in marketing their products. This platform simultaneously assists the Company in fostering and knowing the development of its fostered partners in a structured and measurable way, by collecting them through <i>web commerce</i>. The WSB concept includes making stands (<i>blocks</i>), creating digital information systems (<i>smart IT</i>), and <i>social media branding</i>. With the WSB, it is hoped that the fostered partners can become more independent, and obtain an increase in sales turnover.</p>

Kinerja Keberlanjutan Sustainability Performance

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PRAKTIK PENGADAAN BARANG DAN JASA [GRI 204-1]

Perseroan berkomitmen untuk menjalankan manajemen rantai pasokan secara profesional dan transparan. Pelaksanaan pengadaan barang dan jasa tertuang dalam prosedur No. WIKI-DAN-PM-03.01 Rev. 06 Amd. 02 tentang Prosedur Pengadaan Barang dan Jasa Proyek. Tujuan dan target dari penerapan prosedur pengadaan barang dan jasa adalah untuk menjamin terselenggaranya pelaksanaan proses perolehan kontrak pengadaan barang dan jasa,

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-PM-03.01 Rev. 06 Amd. 02 concerning Procedures for Procurement of Project Goods and Services. The purpose and target of procedures for the procurement of goods and services is to ensure the process of obtaining contracts for the procurement of

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. Adapun rincian jumlah pemasok, nilai kontrak pekerjaan dan persentasenya adalah sebagai berikut.

goods and services meets the principles of optimization, efficiency, effectiveness and 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. The details of the number of suppliers, contract value, and the percentage are as follows.

Jumlah Pemasok, Nilai Kontrak Pekerjaan Lingkup Perseroan dan Persentase Pemasok

Number of Suppliers, Contract Value within the Company's Scope, and Percentage of Suppliers

Jenis Pemasok Supplier Type	Barang Goods		Jasa Service		Total	Persentase Percentage
	Jumlah Pemasok Number of Suppliers	Nilai Kontrak Pekerjaan Contract Value	Jumlah Pemasok Number of Suppliers	Nilai Kontrak Pekerjaan Contract Value		
Nasional National	1.995	2.623.337.727.552	914	3.825.408.565.850	2.909	99,9%
Internasional International	2	8.398.159.000	0	0	2	0,1%
Total	1.997	2.631.735.886.552	914	3.825.408.565.850	2.911	100%

Perseroan telah mengembangkan beberapa platform digital untuk mendukung SCM yang kompetitif terintegrasi dengan ERP Perseroan yang menggunakan platform SAP, salah satunya adalah e-SCM. Aplikasi e-SCM merupakan sebuah sistem yang mengintegrasikan proses pengadaan di Perseroan Pusat dan seluruh Entitas Anak, sistem ini memudahkan proses pengadaan barang dan jasa, dapat dipantau dengan baik, efektif efisien. e-SCM terdiri dari 3 (tiga) platform tambahan, yaitu e-Catalogue, Logistics Control Tower System (LCTS), dan SIM Pabean dengan fungsinya masing-masing untuk mendukung proses bisnis SCM di Perseroan.

The Company has developed several digital platforms to support competitive SCM integrated with the Company's ERP using the SAP platform, one of which is e-SCM. The e-SCM application is a system that integrates the procurement process at the Head Office and all Subsidiaries, and this system facilitates the process of procuring goods and services, can be monitored properly, effective and efficient. Apart from e-SCM, there are three additional platforms, namely eCatalogue, LCTS and SIM Customs with their respective functions to support SCM business processes in the Company.

Platform digital e-Catalogue adalah bagian dari aplikasi e-SCM, platform e-Catalogue didesain untuk master data management. Secara umum, data yang diolah di e-Catalogue terdiri dari, data harga satuan hasil lelang e-SCM, Data Vendor yang telah dikualifikasi e-SCM termasuk Vendor Performance Index (VPI) dan Vendor Satisfaction Index (VSI), serta data penawaran penyedia secara sukarela yang berkonsep e-Commerce yang dinamakan e-Market. Data-data yang ditampilkan di e-Catalogue juga akan diolah menjadi data analytical yang menjadi salah satu strategi SCM untuk support lini bisnis Perseroan.

Digital eCatalogue Platform is part of the eSCM application where the eCatalogue Platform is designed for master data management. In general, the data processed in eCatalogue consists of unit price data from eSCM auction results, Vendor Data that has been qualified by eSCM including VPI and VSI, as well as data on voluntary provider bids with an e-commerce concept called eMarket. The data stored in eCatalogue will also be processed into analytical data which is one of the SCM strategies to support the Company's lines of business.

Selain e-Catalogue, platform yang masih bagian dari e-SCM adalah SIM Pabean yang dirancang khusus untuk membantu pengguna pada Perseroan dalam hal ekspor impor. Platform SIM Pabean terintegrasi dari rencana pengadaan yang tersentral di e-SCM dan akan diteruskan prosesnya sesuai dengan peraturan impor yang berlaku. Untuk mendukung proses impor yang sesuai dengan peraturan pemerintah, SIM pabean juga terintegrasi dengan sistem Bea dan Cukai langsung yaitu CEISA. Integrasi ini menjadi yang perdana di

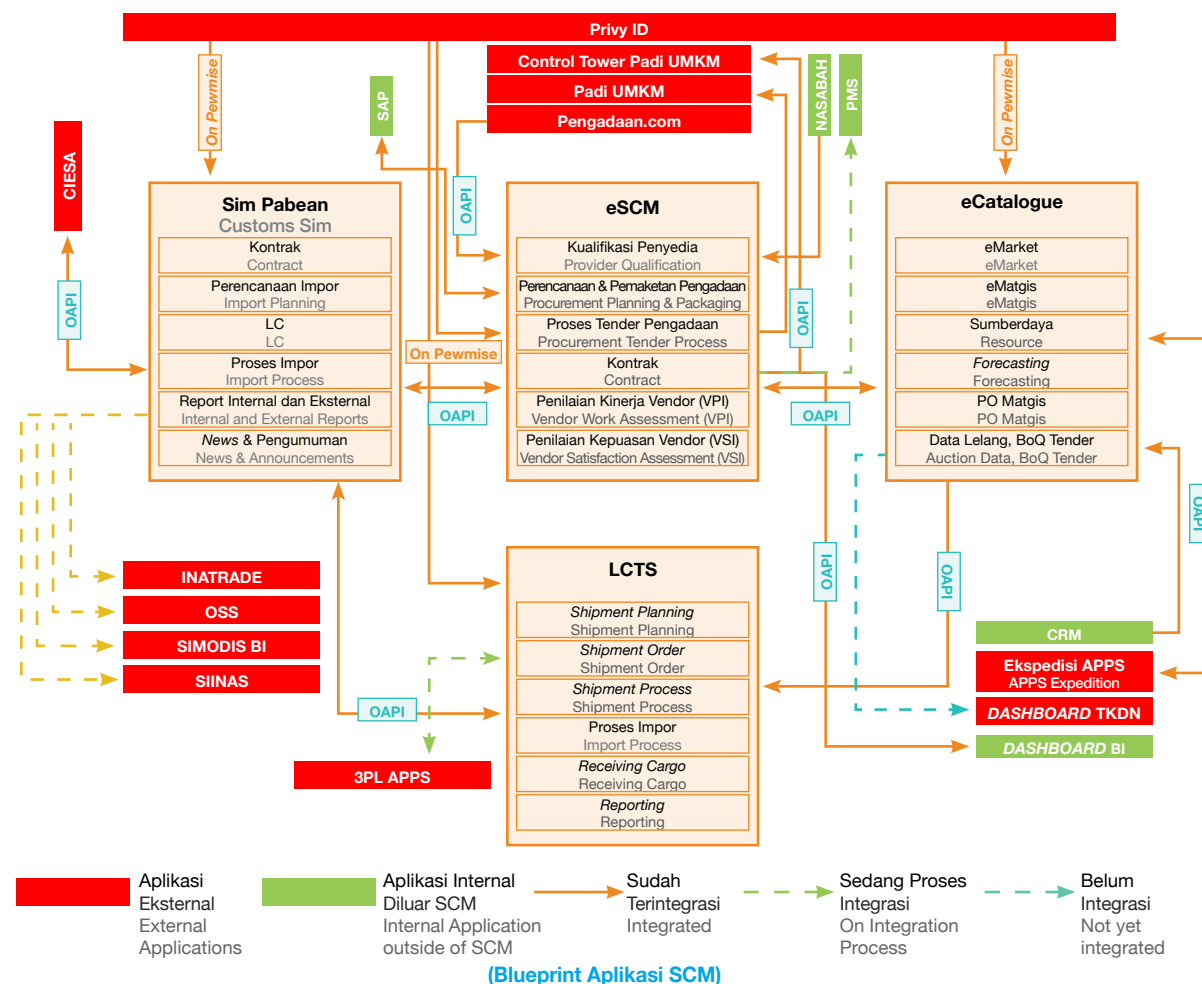
Apart from the eCatalogue, the Platform that is still part of eSCM is Customs SIM that is specifically designed to assist users of the Company in terms of import and export. The Customs SIM platform is integrated from a centralized procurement plan in eSCM and will continue the process in accordance with applicable import regulations. To support the import process in accordance with government regulations, the customs SIM is also integrated with the direct Customs and Excise system, namely CEISA. This

BUMN Karya dan diapresiasi oleh manajemen Perseroan dan Bea Cukai. Selain itu, penggunaan platform digital ini juga menjaga proses impor sesuai dengan prosedur pemerintah, integrasi ini juga mendukung transparansi dan meningkatkan kemudahan user dalam proses pengadaan. Oleh karena itu, proses impor yang dilakukan oleh Perseroan dapat berjalan sesuai dengan kebutuhan dan berjalan dengan optimal.

integration is the first in SOEs Karya and is appreciated by the Company's management and Customs and Excise. In addition, the use of this Digital Platform maintains the import process according to government procedures, and this integration also supports transparency and increases user convenience in the procurement process. Therefore, the import process carried out by the Company can run optimally and according to the needs.

Semua platform digital yang dibangun Divisi SCM juga dilengkapi dengan tanda tangan digital untuk mendukung proses dokumentasi sesuai prosedur yang didukung oleh platform tanda tangan digital resmi Kementerian Komunikasi dan Informatika (Kominfo) yaitu Privy ID. Dalam hal ini, Perseroan terus berkomitmen dan mendukung penuh proses digitalisasi bukan hanya dari proses saja, melainkan hingga detail dokumentasi agar langkah-langkah digitalisasi yang dilakukan pada dokumentasi dapat diakui secara sah sesuai hukum yang berlaku.

All digital platforms built by the SCM Division are also equipped with digital signatures to support the documentation process according to procedures supported by the official digital signature platform of the Ministry of Communication and Information Technology (KOMINFO), namely Privy ID. In this case, the Company continues to be committed and fully supports the digitization process, not only from the process, but to the details of documentation so that the digitization steps taken on the documentation can be legally recognized in accordance with applicable law.



Menindaklanjuti arah 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 mensukseskan Gerakan Nasional Bangga Buatan Indonesia pada Pelaksanaan Pengadaan Barang/Jasa Pemerintah, Perseroan terlibat aktif dalam upaya tersebut melalui optimalisasi belanja dalam negeri serta produk-produk UMKM. Kegiatan tersebut dibuktikan dengan data yang sudah dilaporkan ke Kementerian BUMN.

Following up on the President's direction through Presidential Instruction No. 2 of 2022 on the Acceleration of Increasing the Use of Domestic Products and Micro, Small and Cooperative Enterprises' Products in the Framework of Successful National Movement of Proud of Indonesian Products in the Government's Goods/Services Procurement, the Company is actively involved in these efforts through the optimization of domestic shopping and MSME products. This activity is evidenced by data that has been reported to the Ministry of SOEs.

Data Capaian Belanja Produk Dalam Negeri dan UMKM

Data on Domestic and MSME's Product and Purchasing

(Dalam Miliar Rupiah)

(In Billion Rupiah)

Uraian Belanja Expenditure Description	Target	Capaian Achievements
Produk Dalam Negeri Local Product	7.640	14.772
UMKM B2B (Platform PaDi UMKM) MSME B2B (PaDi UMKM Platform)	45	64
UMKM eProc MSME eProc	469	3.898

Kinerja Keberlanjutan Sustainability Performance

Selain itu, Perseroan juga turut berpartisipasi dalam agenda yang diadakan oleh Pemerintah sebagai upaya untuk mensosialisasikan Gerakan Nasional Bangga Buatan Indonesia seperti *Business Matching* dan UMKM Expo.

In addition, the Company also participates in agendas held by the Government as an effort to socialize the National Movement of Proud of Indonesian Products such as Business Matching and MSME Expo.



Pameran *Business Matching*
Business Matching Expo



UMKM Expo
MSME Expo



Talk Show P3DN
P3DN Talk Show

ANTI KORUPSI

Korupsi merupakan suatu tindakan kecurangan dalam bentuk apapun di lingkungan Perseroan. Insiden korupsi yang terbukti dapat menurunkan citra Perseroan di mata pemegang saham, regulator, Pemerintah dan media massa.

Perseroan memiliki komitmen bahwa kegiatan usaha yang dijalankan harus berintegritas dan profesional sesuai dengan Kebijakan Sistem Manajemen Anti Penyuapan (SMAP). Hal tersebut dimaksudkan untuk menghindari adanya benturan kepentingan, tidak menoleransi suap, menghindari bentuk-bentuk kecurangan (*fraud*). Perseroan juga menerapkan Sistem Manajemen Anti Penyuapan sesuai dengan persyaratan ISO 37001:2016 dengan mematuhi peraturan dan perundangan yang berlaku tentang suap dan korupsi dengan melibatkan seluruh pegawai dalam mendeteksi dan menanggapi penyuapan serta melakukan peningkatan secara berkelanjutan.

Perseroan senantiasa menerapkan kebijakan anti korupsi dan anti suap yang berlaku bagi seluruh insan WIKA, mitra kerja dan kontraktor yang bekerja sama. Di samping itu, Perseroan juga senantiasa melakukan sosialisasi, komunikasi, dan pelatihan anti korupsi bagi pekerja.

ANTI CORRUPTION

Corruption is an act of fraud in any form within the Company. Proven incidents of corruption can reduce the Company's image in the eyes of shareholders, regulators, the Government and the mass media.

The Company has a commitment that its business activities must be carried out with integrity and professionalism in accordance with the Anti-Bribery Management System Policy (SMAP). This is intended to avoid conflicts of interest, not tolerate bribery, and avoid other forms of fraud. The Company also applies the Anti-Bribery Management System in accordance with the requirements of ISO 37001: 2016 by complying with applicable laws and regulations on bribery and corruption by involving all employees in detecting and responding to bribery and making continuous improvements.

The Company applies anti-corruption and anti-bribery policies, which apply to all WIKA employees, partners and contractors. The Company also continuously organizes outreach, communication and anti-corruption training for Board of Directors, Board of Commissioners and employees.

Sepanjang tahun 2022, upaya Perseroan dalam mencegah insiden terkait korupsi telah berhasil dicapai. Hal ini tercermin pada tidak adanya insiden korupsi yang terbukti yang dapat mengakibatkan karyawan diberhentikan atau dihukum. Di samping itu, pada tahun pelaporan juga tidak terdapat insiden korupsi yang dapat mengakibatkan kontrak dengan mitra bisnis dihentikan. Perseroan juga tidak memiliki laporan terkait korupsi yang diajukan oleh masyarakat atau pihak eksternal Perseroan terhadap Perseroan maupun insan Perseroan. [GRI 3-3]

OPERASI-OPERASI YANG DINILAI MEMILIKI RISIKO TERKAIT KORUPSI [GRI 205-1]

Manajemen menyadari adanya potensi tindak korupsi pada setiap fungsi. Di tahun 2022, manajemen mengidentifikasi adanya fungsi yang memiliki risiko tinggi terhadap korupsi yaitu fungsi pengadaan. 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 serta penandatanganan Komitmen Anti Penyuapan dan/atau Pakta Integritas bagi calon pemasok.

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. 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.

KOMUNIKASI DAN PELATIHAN TENTANG KEBIJAKAN DAN PROSEDUR ANTI-KORUPSI [GRI 205-2]

Perseroan senantiasa melakukan sosialisasi antikorupsi kepada seluruh insan WIKA mulai dari calon karyawan tetap (*management trainee*), staf, manajemen menengah, organ perusahaan (Komisaris, Direksi dan Pemegang Saham), mitra kerja dan kontraktor pada berbagai kesempatan. Bagi karyawan di 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.

Perseroan juga mengirimkan karyawannya untuk mengikuti sosialisasi Penerapan ISO 37001:2016, *Whistleblowing System* (WBS) dan Unit Pengendalian Gratifikasi (UPG) dengan rincian sebagai berikut.

Throughout 2022, the Company's efforts to prevent incidents related to corruption have been successfully achieved. This is reflected in the absence of proven incidents of corruption that could result in employees being terminated or punished. In addition, in the reporting year, there were no incidents of corruption which could result in the termination of contracts with business partners. WIKA also did not receive any report related to corruption submitted by the public or external parties against WIKA or WIKA's personnel. [GRI 3-3]

OPERATIONS ASSESSED AS HAVING CORRUPTION-RELATED RISKS [GRI 205-1]

The management recognizes the potential for corruption in every function. In 2022, the management identified a function that has a high risk of corruption, namely the procurement function. However, the Company has not conducted an assessment related to the risk of corruption. Even though the Company has not yet carried out the assessment, the Company will follow up on cases that are suspected of having a corruption risk by monitoring the implementation and socialization of Anti-Bribery Management System (SMAP) with prospective vendors as well as signing Anti-Bribery Commitment and/or Integrity Pact for prospective Vendors.

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

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES [GRI 205-2]

The Company organizes anti-corruption socialization to all WIKA personnel starting from prospective permanent employees (*management trainee*), staff, middle management, corporate organs (Board of Commissioners, Board of Directors and Shareholders), work partners and contractors on various occasions. For employees in the project, anti-corruption socialization is carried out during management reviews to all project managers per area, then the project manager continues anti-corruption socialization at their respective locations. Anti-corruption socialization can also be found on WIKA's website and social media.

The Company also sends its employees to take part in the socialization of ISO 37001: 2016, Whistleblowing system (WBS) and Gratification Control Unit (UPG) with the following details.

Tabel Jumlah Dewan Komisaris dan Direksi yang telah mengikuti sosialisasi tentang Kebijakan dan Prosedur Anti-Korupsi

Number of Board of Commissioners and Board of Directors who have attended socialization on Anti-Corruption Policies and Procedures

Wilayah Area	Jumlah Total	Persentase Percentage
Kantor Pusat (Jakarta) Head Office (Jakarta)	14	100%

Tabel Sosialisasi Kebijakan Anti Korupsi Bagi Karyawan Tetap

Socialization of Anti-Corruption Policy for Permanent Employees

Kategori Karyawan Employee Category	Jumlah Karyawan Number of Employees	Persentase Percentage
Kepala Divisi Head of Division	17	0,6%
Manajer Bidang Field Manager	50	2%
Supervisor (Kasi, Ahli Muda) Supervisor (Section Head, Junior Expert)	100	4%
Staf Staff	395	14%
Jumlah Total	562	20,6%

Tabel Sosialisasi Kebijakan Anti Korupsi Bagi Mitra Kerja

Anti-Corruption Policy Socialization for Work Partners

Relasi Bisnis Business Relations	Jumlah Total	Persentase Percentage
Vendor Vendor	447	100%

Peserta Pelatihan SMAP Inhouse, Peserta Pelatihan SMAP Auditor Sucofindo, Pelatihan dari KPK yang Peluit Integritas

Inhouse SMAP Trainee, Sucofindo Auditor SMAP Trainee, KPK Integrity Whistle Trainee

Wilayah Area	Jumlah Total	Persentase Percentage
Kantor Pusat (Jakarta) - Online Head Office (Jakarta) - Online	84	3%

Pelatihan Anti Korupsi untuk Direksi dan Dewan Komisaris

Anti-Corruption Training for Board of Directors and Board of Commissioners

Wilayah Area	Jumlah Amount	Persentase Percentage
-	-	-

INSIDEN KORUPSI YANG TERBUKTI DAN TINDAKAN YANG DIAMBIL [GRI 205-3]

Sepanjang tahun 2022, tidak terdapat insiden korupsi yang terbukti yang mengakibatkan karyawan diberhentikan atau dihukum, kontrak dengan mitra bisnis diakhiri serta kasus korupsi yang diajukan oleh publik.

KINERJA LINGKUNGAN HIDUP

ASPEK UMUM

BIAYA LINGKUNGAN HIDUP [OJK F.4]

Perseroan menyadari bahwa pada kegiatan operasionalnya menimbulkan dampak pada lingkungan sekitarnya. Oleh karena itu, Perseroan mengalokasikan biaya sebesar Rp45.675.000 untuk pemulihan dampak tersebut.

PROVEN CORRUPTION INCIDENTS AND ACTIONS TAKEN [GRI 205-3]

Throughout 2022, there were no proven corruption incidents that resulted in employees being laid off or punished, contracts with business partners terminated and corruption cases filed by the public.

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. Therefore, the Company allocated Rp45,675,000 for the restoration of this impact.

Sepanjang tahun 2022, Perseroan merealisasikan biaya program perlindungan dan pengelolaan lingkungan hidup sebesar Rp1.997.367.958. Adapun penyaluran dana untuk lingkungan hidup adalah sebagai berikut.

Throughout 2022, the Company realized the cost of environmental protection and management programs amounting to Rp1,997,367,958. The distribution of funds for the environment is as follows.

Tabel Rincian Biaya Lingkungan

(Dalam Rupiah Penuh)

Details of Environmental Costs

(In Full Rupiah)

Keterangan Information	Biaya Cost
Desa Tanjung Burung Tahap 2 Tanjung Bird Village Phase 2	197.500.000
Tanam Pohon Kolaborasi Mandalika Plant the Mandalika Collaboration Tree	24.750.000
Bantuan Gerobak Sampah Garbage Cart Assistance	10.000.000
Bantuan Sarana Air Bersih Masjid Miftahul Falah Miftahul Falah Mosque's Clean Water Assistance	7.000.000
Kolaborasi di Likupang Collaboration in Likupang	32.462.648
Bantuan Pelaksanaan Kegiatan Desa Kebakalan Kebumen Jawa Tengah Assistance for the Activities of Kebakalan Village, Kebumen, Central Java	50.000.000
Konservasi Situ Kura-Kura Leher Ular Situ Kura-Kura Leher Ular Conservation	150.000.000
Bantuan Desa Gerobak Sampah Village's Garbage Cart Assistance	50.000.000
Program Kolaborasi Tanam Pohon dengan Serapan Tree Planting with Absorption Collaborative Program	45.675.000
Pengadaan Air Bersih di Kabupaten Manggarai Barat Procurement of Clean Water in West Manggarai Regency	50.000.000
Bantuan Gerobak Sampah Garbage Cart Assistance	3.000.000
Program Konservasi <i>Mangrove</i> Mangrove Conservation Program	40.000.000
Gerakan Menanam Sejuta Pohon Movement to Plant a Million Trees	40.600.000
Program Kolaborasi Likupang Likupang Collaboration Program	100.000.000
Forum TJSJL BUMN SOE CSR Forum	121.190.500
Kolaborasi dengan WIKA Beton Collaboration with WIKA Beton	70.700.000
Tanjung Burung Tahap 3 Tanjung Burung Stage 3	197.500.000
Program Kolaborasi Likupang (Operasional) Likupang Collaboration Program (Operational)	25.567.211
Forum TJSJL Banyuwangi Banyuwangi CSR Forum	14.114.349
Bantuan Desa Gerobak Sampah Village's Garbage Cart Assistance	50.000.000
Budidaya Anggur Grape Cultivation	132.308.250
Jumlah Total	1.997.367.958

ASPEK MATERIAL

PENGUNAAN MATERIAL YANG RAMAH LINGKUNGAN [OJK F.5]

Perseroan senantiasa berupaya untuk menjaga kelestarian alam, salah satunya adalah dengan menggunakan material dan alat-alat yang ramah lingkungan. Perseroan telah menggunakan *refrigerant non chlorofluorocarbons* (CFCs) untuk alat pendingin ruangan (*air conditioner*) dan bahan pemadam kebakaran yang memiliki nilai Ozon Depleting Potential (ODP) kecil atau kurang dari 1 (<1). Selain itu, Perseroan juga menggunakan lampu yang tidak menggunakan merkuri, menggunakan *plafond* atau partisi yang tidak mengandung asbes *toast*, menggunakan material yang telah memiliki Standar Nasional Indonesia (*green material*), bersertifikasi ISO atau *ecolabel* serta penggunaan Pembangkit Listrik Tenaga Surya (PLTS) pada WIKA Tower II.

ASPEK ENERGI

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

Perseroan menyadari bahwa kegiatan operasionalnya senantiasa memiliki dampak terhadap lingkungan sekitar. Dampak yang dihasilkan dari penggunaan energi yaitu adanya emisi yang dihasilkan. Namun demikian, Perseroan memiliki komitmen penuh dalam melakukan upaya efisiensi energi dengan menggunakan energi baru dan terbarukan seperti pemanfaatan *solar cell* sebagai PLTS di WIKA Tower II, dengan pemasangan *photovoltaic cell* berkapasitas 24 kWp. Di 2022, total penggunaan energi surya mencapai 120 kWp, dengan kapasitas *output* maksimum sebesar 24 kWp dan rata-rata pemakaian per hari sebesar 70 kWp. [GRI 3-3]

Di sisi lain, Perseroan senantiasa melakukan pengurangan penggunaan energi listrik dengan mematikan lampu dan alat elektronik lainnya ketika jam kerja telah berakhir. Perseroan juga melakukan penghematan BBM dengan mengurangi transportasi rapat yang diselenggarakan secara tatap muka dengan menyelenggarakan *virtual meeting* melalui zoom. Pengurangan emisi juga diupayakan dengan melakukan uji emisi secara berkala terhadap kendaraan operasional serta melakukan perawatan mesin baik di gedung kantor maupun di lokasi proyek. Perseroan menggunakan lampu LED sebagai sumber penerangan pada ruang kantor, melakukan grouping ulang lampu berdasarkan sinar matahari, pemakaian sensor gerak untuk lampu. Terkait dengan penggunaan mesin pendingin, Perseroan menggunakan AC inverter serta *fan exhaust* dan *intake* menggunakan inverter. Di samping itu, dalam melakukan efisiensi energi, Perseroan juga menggunakan *lift mode sleeping* yang hanya bergerak apabila digunakan. Melalui Sistem Manajemen WIKA, Perseroan menetapkan persentase pengurangan penggunaan BBM yaitu sebesar 5% dan telah melampaui target yaitu sebesar 25%. Target terkait dengan konsumsi energi listrik juga ditargetkan sebesar 20 kWh/m²/bulan, dan telah tercapai dengan intensitas sebesar 14 kWh/m²/bulan. Tahun 2022, terdapat efisiensi penggunaan energi listrik secara keseluruhan yaitu sebesar 34.344,68 gigajoule meningkat dibandingkan dengan tahun 2021 yaitu sebesar 3.082,70. Hal ini mampu mencerminkan wujud nyata komitmen Perseroan terhadap pencapaian efisiensi energi listrik. [OJK F.7, GRI 3-3]

MATERIAL ASPECT

USE OF ENVIRONMENT FRIENDLY MATERIALS [OJK F.5]

The Company strives to preserve nature, one of which is by using environmentally friendly materials and tools. The Company has used non-chlorofluorocarbon refrigerants (CFCs) and fire extinguishing agents that have a small Ozone Depleting Potential (ODP) value or less than 1 (<1). In addition, the Company also uses lamps that do not contain mercury, uses ceilings or partitions that do not contain asbestos *toast*, uses materials that are Indonesian National Standards (*green materials*), ISO or eco-certified and uses Solar Power Plant (PLTS) at WIKA Tower II.

ENERGY ASPECT

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

The Company is fully aware that its operational activities always have an impact on the surrounding environment. The impact resulting from energy use is the resulting emissions. However, the Company is fully committed to making energy efficiency efforts by using new and renewable energy such as the use of solar cells as PLTS at WIKA Tower II, by installing photovoltaic cells with a capacity of 24 kWp. In 2022, total use of solar energy reached 120 kWp, with a maximum output capacity of 24 kWp and an average usage per day of 70 kWp. [GRI 3-3]

On the other hand, the Company continues to reduce the use of electrical energy by turning off lights and other electronic devices when working hours are over. The Company also saves fuel by reducing transportation for meetings that are held face-to-face by holding virtual meetings via zoom. Emission reduction is also attempted by conducting periodic emission tests on operational vehicles and carrying out engine maintenance both in office buildings and at project sites. The Company uses LED lights as a source of lighting in office spaces, regroups lights based on sunlight, uses motion sensors for lights. Regarding the use of cooling machines, the Company uses inverter air conditioners and exhaust and intake fans use inverters. In addition, in carrying out energy efficiency, the Company also uses an elevator sleeping mode which only moves when it is used. Through WIKA Management System, the Company has set the percentage of reducing fuel use by 5% and has exceeded the target of 25%. The target related to electricity consumption is also targeted at 20 kWh/m²/month, and has been achieved with an intensity of 14 kWh/m²/month. In 2022, there was an overall efficiency in the use of electrical energy, which is 34,344.68 gigajoules, an increase compared to 2021 of 3,082.70. This reflects a concrete manifestation of the Company's commitment to achieving electrical energy efficiency. [OJK F.7, GRI 3-3]

Meskipun penggunaan energi sangat penting bagi kelangsungan bisnis Perseroan, namun Perseroan tetap berupaya untuk menggunakannya secara efisien dan berinisiatif untuk mengurangi konsumsi energi. Beberapa inisiatif untuk mengurangi konsumsi energi di lokasi proyek, yaitu: [GRI 302-4, GRI 3-3]

1. Melaksanakan *earth hour* di seluruh lokasi proyek;
2. Mengurangi mobilisasi kendaraan;
3. Mematikan lampu saat tidak digunakan;
4. Mematikan semua elektronik yang berhubungan dengan sumber energi listrik saat tidak digunakan.

Selain target-target yang telah dilampaui, kebijakan pengurangan energi juga dapat mencegah adanya permasalahan dampak negatif dari energi. Sepanjang tahun 2022, Perseroan tidak pernah terlibat dengan dampak negatif dari penggunaan energi. [GRI 3-3]

JUMLAH DAN INTENSITAS ENERGI YANG DIGUNAKAN [OJK F.6, 302-1, 302-2, 302-3, GRI 302-4, GRI 302-5, CRE1]

Energi listrik yang digunakan oleh Perseroan merupakan energi yang dipasok dari PLN dengan satuan kWh per m², sedangkan untuk pengukuran BBM yaitu dengan menggunakan satuan liter. Seluruh penggunaan energi tersebut dikonversi ke dalam gigajoule. Penggunaan energi listrik dan BBM yang diungkapkan dalam laporan ini mencakup kantor pusat dan 4 (empat) lokasi proyek. [GRI 302-2, CRE1]

Tabel Intensitas Energi berdasarkan Wilayah Kerja [GRI 302-2]
(Dalam Gigajoule)
(In Gigajoules)

Wilayah Kerja Work Area	Satuan Unit	2022	2021	2020
PLTU Sulsel Barru-2	kWh	-	208.050	726.913,89
PLTU Sulsel Barru-2	Gigajoule	-*	748,98	2.616,89
EPC Storage Tanks Modification and Piping System	kWh	268	1.398.483,33	619.608,33
EPC Storage Tanks Modification and Piping System	Gigajoule	0,96	5.034,54	2.230,59
Proyek Submarine Cable	kWh	134	133,33	-
Submarine Cable Project	Gigajoule	0,48	3.405,04	-
Proyek Cilacap Expansion 1 x 1000 MW CFSP	kWh	-	714.741,67	232891,667
Cilacap Expansion 1 x 1000 MW CFSP Project	Gigajoule	-*	2.573,07	838,41
Proyek PLTU Palu-3	kWh	72	2.811.211,11	37508,3333
PLTU Palu-3 Project	Gigajoule	0,26	10.120,36	135,03
Proyek LPG Jatim	kWh	-	6.596.683,33	22997,222
East Java LPG Project	Gigajoule	-*	23.748,06	82,79
Construction & Commissioning (EPCC) TSL Furnace Ausmelt	kWh	153	-	-
Construction & Commissioning (EPCC) TSL Furnace Ausmelt	Gigajoule	0,55**	-	-

Although the use of energy is very important for the Company's business continuity, however the Company still strives for efficient energy usage and takes initiatives to reduce energy consumption. Several initiatives to reduce energy consumption at the project site are: [GRI 302-4, GRI 3-3]

1. Carrying out earth hour in all project sites;
2. Reducing vehicle mobilization;
3. Turn off lights when not in use;
4. Turn off all electronics connected to electrical energy sources when not in use

In addition to the targets that have been exceeded, energy reduction policies can also prevent issues related to negative impacts of energy. Throughout 2022, the Company was never be involved with negative impacts from energy use. [GRI 3-3]

AMOUNT AND INTENSITY OF ENERGY USED [OJK F.6, 302-1, 302-2, 302-3, GRI 302-4, GRI 302-5, CRE1]

The electrical energy used by the Company is energy supplied from PLN in kWh per m² unit, while fuel is measured in liter. All energy use is converted into gigajoules. The use of electricity and fuel that is disclosed in this report covers the head office and 4 (four) project locations. [GRI 302-2, CRE1]

Electrical Energy Intensity by Work Area [GRI 302-2]

Wilayah Kerja Work Area	Satuan Unit	2022	2021	2020
Sub jumlah konsumsi energi proyek Sub amount of project energy consumption	kWh	627	11.729.302,77	1.639.919,44
	Gigajoule	2,26	45.630,05	5.903,71
Kantor Pusat Head office	kWh	2.639.760,00	2.467.500,00	2.153.038,89
	Gigajoule	9.503,14	8.883,00	7.750,94
Jumlah Konsumsi Energi Total Energy Consumption	kWh	2.640.387,00	14.196.802,77	3.792.958,33
	Gigajoule	9.505,24	54.513,05	13.654,65

Keterangan: *Proyek sudah selesai di tahun 2022, **Proyek baru di 2022, ***Konversi kWh ke Gigajoule: <https://www.convertunits.com/from/kWh/to/gigajoule> Tahun mulai dan selesainya pekerjaan di proyek berbeda-beda sehingga catatan konsumsi energi terlihat adanya perbedaan signifikan.

Note: *Project has been completed in 2022, **New project in 2022 The year of start and completion of work on the project varies so that the records of energy consumption show significant differences.

Di samping itu, Perseroan juga membukukan penggunaan BBM yang berasal dari penggunaan solar pada operasional Perseroan. Sepanjang tahun 2022, penggunaan BBM baik di kantor pusat maupun di lokasi proyek yaitu sebesar 18.336,57 gigajoule. Penggunaan BBM untuk kantor pusat, Proyek *Submarine Cable*, Proyek PLTU Palu-3 dan belum melakukan perhitungan penggunaan BBM di tahun 2021 dan 2020. Sedangkan, untuk Proyek LPG Jatim dan Proyek Cilacap *Expansion* 1 x 1000 MW CFSP belum melakukan perhitungan penggunaan BBM. Adapun rincian penggunaan BBM adalah sebagai berikut.

In addition, the Company also recorded the use of fuel at head office and at 4 (four) project locations. Throughout 2022, the use of fuel both at the head office and at the project site is 18,336.57 gigajoule. The fuel usage for head office, Submarine Cable Project, PLTU Palu-3 Project has not yet calculated in 2021 and 2020. Meanwhile, East Java LPG Project and 1 x 1000 MW CFSP Cilacap Expansion Project has not yet calculated the use of fuel. The details of fuel usage are as follows.

Tabel Intensitas BBM berdasarkan Wilayah Kerja [GRI 302-1]

Fuel Intensity by Work Area [GRI 302-1]

(Dalam Liter)

(In Liters)

Wilayah Kerja Work Area	Satuan Unit	2022	2021	2020
PLTU Susel Barru-2	Liter	-*	15.520	51.040
PLTU Susel Barru-2	Gigajoule	-	530,78	1.745,57
EPC Storage Tanks Modification and Piping System	Liter	49.848	38.856	8.737
EPC Storage Tanks Modification and Piping System	Gigajoule	1.704,8	1.328,88	298,81
Proyek <i>Submarine Cable</i>	Liter	36.618	-	-
Submarine Cable Project	Gigajoule	1.252,34	-	-
Proyek PLTU Palu-3	Liter	292.788	-	-
PLTU Palu-3 Project	Gigajoule	10.013,35	-	-
Construction and Commissioning (EPCC)	Liter	154.360 **	-	-
TSL Furnace Ausmelt	Gigajoule	5.279,11	-	-
Construction & Commissioning (EPCC)	Liter	533.614	54.376	59.777
TSL Furnace Ausmelt	Gigajoule	18.249,60	1.859,67	2.044,37
Sub jumlah konsumsi energi proyek Sub total of project energy consumption	Liter	533.614	54.376	59.777
	Gigajoule	18.249,60	1.859,67	2.044,37
Kantor Pusat Head office	Liter	2.543	-	-
	Gigajoule	86,97	-	-
Jumlah Konsumsi BBM Total Fuel Consumption	Liter	536.157	54.376	59.777
	Gigajoule	18.336,57	1.859,67	2.044,37

Keterangan: *Proyek sudah selesai di tahun 2022, **Proyek baru di 2022, Konversi liter ke Gigajoule: <https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule>-Konversi kWh ke Gigajoule: <https://www.convertunits.com/from/kWh/to/gigajoule>

Tahun mulai dan selesainya pekerjaan di proyek berbeda-beda sehingga catatan konsumsi energi terlihat adanya perbedaan signifikan.

Note: *Project has been completed in 2022, **New project in 2022

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

Conversion kWh to Gigajoules: <https://www.convertunits.com/from/kWh/to/gigajoule>

The year of commencement and completion of works in the project varies, so there are significant differences in energy consumption records.

Tabel Jumlah Konsumsi Energi Listrik dan BBM

Total Consumption of Electricity and Fuel Energy

(Dalam Gigajoule)	(In Gigajoules)		
Wilayah Kerja Work Area	2022	2021	2020
PLTU Sulsel Barru-2 PLTU Sulsel Barru-2	-	1.279,76	4.362,46
EPC Storage Tanks Modification and Piping System EPC Storage Tanks Modification and Piping System	1.705,76	6.363,42	2.529,40
Proyek Submarine Cable Submarine Cable Project	1.425,66	3.405,04	0,00
Proyek Cilacap Expansion 1 x 1000 MW CFSP Cilacap Expansion 1 x 1000 MW CFSP Project	-	2.573,07	838,41
Proyek PLTU Palu-3 PLTU Palu-3 Project	10.013,61	10.120,36	135,03
Proyek LPG Jatim East Java LPG Project	-	23.748,06	82,79
Construction and Commissioning (EPCC) TSL Furnace Ausmelt Construction & Commissioning (EPCC) TSL Furnace Ausmelt	1.252,82	-	-
Sub jumlah konsumsi energi proyek Sub amount of project energy consumption	18.251,86	47.489,71	7.948,09
Kantor Pusat Head office	9.590,11	8.883,00	7.750,94
Jumlah Konsumsi Energi Total Energy Consumption	27.841,97	56.372,72	15.699,02

Terkait dengan Proyek *Submarine Cable*, Proyek Cilacap Expansion 1x1000 MW CFSP, Proyek PLTU Palu-3, Proyek LPG Jatim, dan kantor Pusat di tahun 2021 dan 2020 belum dilakukan perhitungan penggunaan BBMnya. 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 baja terpasang. Selanjutnya, Perseroan mengakomodir total pemakaian energi listrik dan pemakaian BBM sebagai berikut.

Regarding the Submarine Cable Project, CFSP 1x1000 MW Cilacap Expansion Project, Palu-3 PLTU Project, East Java LPG Project, and Head Office in 2021 and 2020, fuel usage has not been calculated. Calculation of production energy intensity is carried out by adding up the use of electricity and fuel energy at head office and project areas which are then divided by the total production, which in this case is the amount of steel installed. Furthermore, the Company accommodates total electricity consumption and fuel consumption as follows.

Tabel Intensitas Pemakaian Energi [OJK F.6, GRI 302-3]

Energy Consumption [OJK F.6, GRI 302-3]

Energi Energy	Satuan Unit	2022	2021	2020
Listrik Electricity	Gigajoules	9.505,40	54.513,05	13.654,65
BBM Fuel	Gigajoules	18.336,57	1.859,67	2.044,37
Jumlah Total	Gigajoules	27.841,97	56.372,72	15.699,02
Jumlah Baja Terpasang Amount of Steel Installed	Ton	7.650,67	6.732,17	604,51
Intensitas Pemakaian Energi/Ton Energy Consumption Intensity/Ton	Gigajoules /Ton	3,64	8,37	25,97

Dari upaya yang telah dilakukan oleh Perseroan, maka pengurangan konsumsi energi baik listrik maupun BBM yang terjadi pada tahun 2020 sampai 2022. Pengurangan konsumsi energi dihitung dari selisih antara tahun yang

From the efforts that have been made by the Company, the reduction in energy consumption, both electricity and fuel, occurred from 2020 to 2022. The reduction in energy consumption is calculated from the difference between

bersangkutan dengan tahun sebelumnya. Hal ini bertujuan untuk mengetahui tingkat pengurangan yang telah dilakukan Perseroan. Pengurangan konsumsi energi dapat dilihat pada tabel berikut.

Tabel Pengurangan Konsumsi Energi [GRI 302-4, GRI 302-5]

Wilayah Kerja Work Area	2022	2021	2020
PLTU Susel Barru-2, 1x100 MW PLTU Susel Barru-2	1.279,76	3.082,70	1.446,74
EPC Storage Tanks Modification dan Piping System EPC Storage Tanks Modification and Piping System	4.657,66	-	-
Proyek Submarine Cable Submarine Cable Project	1.979,38	-	-
Proyek Cilacap Expansion 1 x 1000 MW CFSP 1 x 1000 MW CFSP Cilacap Expansion Project	2.573,07		
Proyek PLTU Palu-3 PLTU Palu-3 Project	106,75	-	-
Proyek LPG Jatim LPG Jatim Project	23.748,06		
Total Efisiensi Energi Total Energy Efficiency	34.344,68	3.082,70	1.446,74

the year in question and the previous year. This aims to determine the level of reduction that has been carried out by the Company. The reduction of energy consumption can be seen in the following table.

Reduction of Electrical Energy Consumption [GRI 302-4, GRI 302-5]

ASPEK AIR

PENGUNAAN AIR [OJK F.8, GRI 303-3, GRI 303-4, GRI 303-5, CRE2]

Keterbatasan air bersih juga menjadi salah satu isu lingkungan yang menjadi perhatian Perseroan. Oleh karena itu, Perseroan senantiasa berupaya melakukan penghematan penggunaan air bersih. Penghematan penggunaan air bersih dilakukan dengan mendaur ulang air yang kemudian dapat digunakan untuk menyiram tanaman, *flushing toilet*, penggunaan sensor otomatis pada keran wastafel dan urinal, penggunaan 100% air PDAM, serta adanya komitmen atau kebijakan Perseroan dalam penghematan air, program penghematan energi dan air yang dilaksanakan secara berkala, pemasangan rambu hemat air, sosialisasi kepada seluruh karyawan di kantor pusat maupun di lokasi proyek untuk melaksanakan penghematan air. Kebijakan penghematan air disosialisasikan melalui kampanye berupa stiker yang berisikan ajakan untuk melakukan hemat air pada setiap toilet.

Berbagai kebijakan penghematan air telah menghasilkan capaian terealisasinya target penghematan air dari yang ditargetkan penggunaan sebesar 4.320 liter/orang/bulan terealisasi sebesar 2.426 liter/orang/bulan. Hal tersebut menunjukkan adanya penghematan penggunaan air. Pencapaian tersebut terutama disebabkan adanya penurunan penggunaan intensitas air di lokasi proyek *submarine cable* dan *EPC Storage Tanks Modification and Piping System*. Penggunaan air pada proyek *EPC Storage Tanks Modification and Piping System* sebesar 0,063 megaliter di tahun 2022, menurun dibandingkan dengan tahun 2021 yang sebesar 13,068 megaliter. Pada

WATER ASPECT

WATER USE [OJK F.8, GRI 303-3, GRI 303-4, GRI 303-5, CRE2]

The limited supply of clean water is also one of the environmental issues that is of concern to the Company. Therefore, the Company strives to save the use of clean water. Savings on clean water are made by recycling water that can then be used for watering plants, flushing toilets, using automatic sensors on sink and urinal faucets, 100% use of PDAM water, and the Company's commitment or policy to save water, energy and water saving programs that are carried out regularly, installation of water-saving signs, outreach to all employees at the head office and at project sites to save water. The water saving policy is disseminated through a campaign in the form of stickers containing an appeal to save water in every toilet.

A variety of water saving policies have resulted in the realization of water saving target from the targeted use of 4,320 liters/person/month to 2,426 liters/person/month. This shows a saving in water use. This achievement was mainly due to a decrease in the use of water intensity at the submarine cable project site and the EPC Storage Tanks Modification and Piping System. The use of water in EPC Storage Tanks Modification and Piping System project was 0.063 megaliters in 2022, a decrease compared to 2021 which was 13,068 megaliters. The Submarine Cable Project also decreased to 0.738 megaliters in 2022, a decrease compared to 2021 which was 1.379 megaliters. Overall,

proyek Proyek *Submarine Cable* juga mengalami penurunan menjadi sebesar 0,738 megaliter di tahun 2022, menurun dibandingkan dengan tahun 2021 yang sebesar 1,379 megaliter. Secara keseluruhan, penggunaan air permukaan menurun di tahun 2022. Proses yang dilakukan oleh Perseroan dalam mencapai target tersebut yaitu dengan melakukan pemasangan *flowmeter* pada saluran air permukaan. Komitmen Perseroan terkait penggunaan air bersih juga terlihat dari tidak pernah terlibatnya Perseroan dengan dampak negatif terkait air sepanjang tahun 2022. [GRI 3-3]

the use of surface water experienced a decrease in 2022. The process carried out by the Company in achieving this target is by installing flow meters in surface water channels. The Company's commitment to the use of clean water can also be seen from the Company's never being involved with negative impacts related to water throughout 2022. [GRI 3-3]

Perseroan menggunakan air permukaan untuk kegiatan operasional di kantor pusat dan lokasi proyek. Perseroan tidak menggunakan air tanah pada lokasi kantor pusat dan lokasi proyek yang diungkapkan dalam laporan ini. Perseroan tidak mengonsumsi air tanah dan air yang berasal dari wilayah *water stress*. Pengukuran penggunaan air dengan satuan liter per orang, lalu dikonversi ke dalam megaliter. Adapun konsumsi air di kantor pusat dan lokasi proyek Perseroan adalah sebagai berikut. [GRI 303-3, GRI 303-5, CRE2]

The Company uses surface water for operational activities at head office and project sites. The Company does not use groundwater at head office and project sites, as disclosed in this report. The Company does not consume groundwater and water originating from water stress areas. Measurement of water use in liters per person, then converted into megaliters. The water consumption at the Company's head office and project sites is as follows. [GRI 303-3, GRI 303-5, CRE2]

Tabel Konsumsi Air [GRI 303-3]

Water Consumption [GRI 303-3]

Sumber Source	Pemakaian Air (Megaliter) Water Use (Megaliter)		
	2022	2021	2020
Air Permukaan Surface Water	16,319	24,252*	22,352*
Air Bawah Tanah Underground Water	0	0	0
Jumlah Total	16,319	24,252*	22,352*

Tabel Konsumsi Air Berdasarkan Wilayah Kerja [GRI 303-4, GRI 303-5]

Water Consumption by Working Area [GRI 303-4, GRI 303-5]

(Dalam Liter)

(Dalam Liter)

Wilayah Kerja Working Area	2022	2021	2020
PLTU Sulsel Barru-2 PLTU South Sulawesi Barru-2	-**	0,214	0,573
<i>EPC Storage Tanks Modification and Piping System</i>	0,063	13,068	9,300
Proyek <i>Submarine Cable</i> Submarine Cable Project	0,738	1,379	0
Proyek PLTU Palu 3 (2x50 MW) PLTU Palu 3 (2x50 MW) Project	0,006	-	-
Proyek Cilacap <i>Expansion</i> 1 x 1000 MW CFSP 1 x 1000 MW CFSP Cilacap Expansion Project	-**	0,005	0,002
<i>Construction & Commissioning (EPCC) TSL Furnace Ausmelt</i>	0,014***	-	-
Sub jumlah konsumsi air di proyek Sub total water consumption in the project	0,8084	14,666	9,875
Kantor Pusat Head Office	15,511	9,586*	12,477*
Jumlah Konsumsi Air Total Water Consumption	16,319	24,252*	22,352*

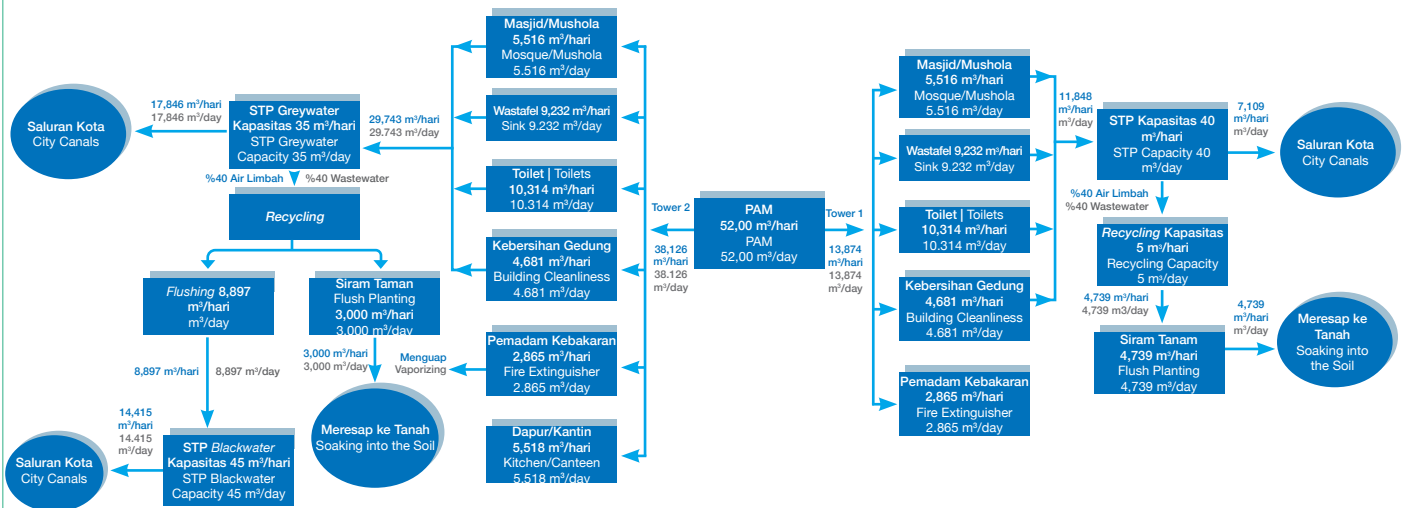
Keterangan: *Restated, **di tahun 2022 Proyek sudah selesai, ***Proyek baru di 2022
Note: *Restated, **in 2022, Project has been completed, ***New project in 2022

PEMBUANGAN AIR [GRI 303-1, GRI 303-2, 303-4]

Saat ini Perseroan menggunakan air permukaan (PDAM/PAM) dan tidak menggunakan air tanah untuk kegiatan operasionalnya. 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.

WATER DISPOSAL [GRI 303-1, GRI 303-2, 303-4]

Currently, the Company uses surface water (PDAM/PAM) and does not use ground water for its operational activities. The 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.



Terkait dengan pembuangan 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.

Regarding water disposal, 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 toilet* and can be used to water plants. For water that is not recycled and that has been used for *flushing toilet*, will be disposed of into city canals. Meanwhile, the water used to water plants will seep into the soil.

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. Pengendalian risiko dilakukan dengan meningkatkan komitmen terhadap kebijakan Perseroan dalam penghematan air, program penghematan energi dan air dilaksanakan secara berkala, pemasangan rambu hemat air, sosialisasi kepada semua penghuni gedung untuk melaksanakan penghematan air. [GRI 303-1, GRI 303-2, GRI 303-4]

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. Risk control is carried out by increasing commitment to the Company's policies on water saving, energy and water saving programs are carried out regularly, installing water saving signs, outreach to all building occupants to implement water saving. [GRI 303-1, GRI 303-2, GRI 303-4]

ASPEK KEANEKARAGAMAN HAYATI

DAMPAK DARI WILAYAH OPERASIONAL YANG DEKAT ATAU BERADA DI DAERAH KONSERVASI ATAU MEMILIKI KEANEKARAGAMAN HAYATI [OJK F.9]

Sepanjang tahun 2022, tidak terdapat lokasi proyek yang berdekatan dengan kawasan konservasi, kawasan yang dilindungi, ataupun kawasan dengan nilai keanekaragaman hayati tinggi. Namun demikian, Perseroan menyadari bahwa aktivitas operasionalnya dapat menyebabkan terjadinya alih fungsi lahan dan mengubah bentang alam. Oleh karena itu, Perseroan senantiasa berupaya untuk melakukan upaya pelestarian keanekaragaman hayati melalui program WKA Hijau. Perseroan bersama Entitas Anak melakukan penanaman pohon sebanyak 79.578 pohon di seluruh Indonesia.

USAHA KONSERVASI KEANEKARAGAMAN HAYATI [OJK F.10, CRE5]

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. [CRE5]

Perseroan berkomitmen untuk selalu melakukan berbagai upaya pelestarian keanekaragaman hayati terutama bagi habitat ekosistem dan flora-fauna yang berada di sekitar area operasional. Dalam melakukan kegiatan operasinya, Perseroan mengutamakan kepatuhan atas peraturan yang berlaku. Adapun usaha konservasi keanekaragaman hayati yang dilakukan Perseroan yaitu penanaman pohon produktif dan pohon buah pada seluruh proyek yang berjalan, sedangkan penanaman *mangrove* dilakukan di Taman Wisata Alam Angke.

Di tahun 2022, Perseroan berkolaborasi dengan 8 (delapan) BUMN lain dalam melestarikan *Mangrove* di Suaka Margasatwa Muara Angke. Perseroan dengan 8 (delapan) BUMN tergabung di dalam TJSL Karya menanamkan 250 bibit *mangrove* di wilayah Suaka Margasatwa Muara Angke. Kegiatan tersebut juga merupakan komitmen Perseroan dalam melindungi dan merestorasi ekosistem *mangrove*.

ASPEK EMISI

JUMLAH DAN INTENSITAS EMISI YANG DIHASILKAN BERDASARKAN JENISNYA [OJK F.11, GRI 305-1, GRI 305-3, CRE3, CRE4]

Kegiatan operasional Perseroan yang tidak terlepas dari penggunaan energi akan berkontribusi dalam menghasilkan emisi gas rumah kaca (GRK). Hal tersebut dapat berpengaruh terhadap perubahan iklim. Namun demikian, Perseroan telah menjalankan inisiatif pengurangan konsumsi energi dalam operasionalnya dan memanfaatkan energi terbarukan.

Selain itu, Perseroan juga memiliki inisiatif lain dalam memitigasi perubahan iklim dengan dengan terlibat pada proyek-proyek ramah lingkungan, seperti bangunan

BIODIVERSITY ASPECT

IMPACTS OF OPERATIONAL AREAS ADJACENT OR WITHIN CONSERVATION AREAS OR AREAS WITH BIODIVERSITY [OJK F.9]

Throughout 2022, there was no project location adjacent to conservation areas, protected areas or areas with high biodiversity value. However, the Company realizes that its operational activities can cause land conversion and change the landscape. Therefore, the Company makes every effort to to conserve biodiversity through WKA Hijau program. The Company and its Subsidiaries has planted 79,578 trees throughout Indonesia.

BIODIVERSITY CONSERVATION EFFORTS [OJK F.10, CRE5]

The Company realizes that its operational activities can cause land conversion and trigger changes in the landscape. However, throughout the reporting year, there was no contaminated land as a result of the Company's operational activities, and there were no rivers, lakes or bodies of water that had to be remediated by the Company. [CRE5]

The Company is committed to always making efforts to conserve biodiversity, especially for ecosystem habitats and flora and fauna around its operational area. In carrying out its operational activities, the Company prioritizes compliance with applicable regulations. The Company's biodiversity conservation efforts are planting productive trees and fruit trees in all ongoing projects, while mangrove planting is done in Angke Nature Park.

In 2022, the Company collaborated with 8 (eight) other SOEs to conserving mangroves in Muara Angke Wildlife Reserve. The Company with 8 (eight) SOEs joined in SOE Karya planted 250 mangrove seedlings in Muara Angke Wildlife Reserve area. This activity is also a form of the Company's commitment to protecting and restoring mangrove ecosystems.

ASPEK EMISI

JUMLAH DAN INTENSITAS EMISI YANG DIHASILKAN BERDASARKAN JENISNYA [OJK F.11, GRI 305-1, GRI 305-3, CRE3, CRE4]

The Company's operational activities are inseparable from the use of energy which will contribute to the production of greenhouse gas (GHG) emissions. This can affect climate change. However, the Company has carried out initiatives to reduce energy consumption in its operations and utilize renewable energy.

The Company also has other initiatives in mitigating climate change by engaging in environmentally friendly projects, such as green buildings, environmentally friendly modes

hijau, moda transportasi ramah lingkungan, dan proyek pembangkit listrik yang memanfaatkan energi terbarukan (tenaga surya dan air). Di tahun 2022, Perseroan belum dapat melakukan perhitungan konsolidasi emisi GRK yang dihasilkan dari kegiatan seluruh proyek. Data di bawah ini merupakan laporan emisi GRK yang dihasilkan dari kegiatan di kantor pusat dan 4 (empat) proyek yang teridentifikasi.

Pengukuran emisi GRK cakupan 1 dilakukan dengan mengalikan data konsumsi energi (BBM) dalam satuan liter yang dikonversi ke dalam terajoule dengan faktor emisi sebesar 74.100 kgCO₂/TJ dengan mengacu pada Inventarisasi Emisi GRK Bidang Energi, Kementerian Energi dan Sumber Daya Mineral, 2020.

Tabel Emisi GRK Cakupan 1 (BBM) yang digunakan [GRI 305-1, GRI 305-2, GRI 305-3]

(Dalam Ton CO ₂ e)	(In Tons of CO ₂ eq)		
Wilayah Kerja Working Area	2022	2021*	2020*
PLTU Sulsel Barru-2 PLTU South Sulawesi Barru-2	-***	39,33	129,35
<i>EPC Storage Tanks Modification and Piping System</i>	126,33	98,47	29,42
<i>Proyek Submarine Cable</i> Submarine Cable Project	92,80	-	-
<i>Proyek PLTU Palu-3</i> PLTU Palu-3 Project	741,99	-	-
<i>Construction and Commissioning (EPCC) TSL Furnace Ausmelt</i>	391,18	-	-
Sub jumlah emisi GRK yang dihasilkan Sub total of GHG emissions generated	1.352,30	137,80	158,77
Kantor Pusat Head Office	6,44	-	-
Jumlah Emisi yang Dihasilkan Total Emissions Generated	1.358,74	137,80	158,77

***)Sumber: Inventarisasi Emisi GRK Bidang Energi, Kementerian Energi dan Sumber Daya Mineral, 2020

***)Source: Energy Sector GHG Emission Inventory, Ministry of Energy and Mineral Resources, 2020

Pengukuran emisi GRK cakupan 2 dilakukan dengan mengalikan antara konsumsi listrik (dalam kWh per tahun) dengan *average grid emission factor* yang dikeluarkan Kementerian ESDM merujuk pada RUPTL PLN 2015-2024 yaitu sebesar 0,93 kgCO₂/kWh (2017).

Tabel Emisi GRK Cakupan 2 (Listrik) yang dihasilkan berdasarkan Wilayah Kerja [GRI 305-2, GRI 305-3]

(Dalam Ton CO ₂ e)	(In Tons of CO ₂ eq)		
Wilayah Kerja Working Area	2022	2021*	2020*
PLTU Sulsel Barru-2 PLTU South Sulawesi Barru-2	-	193,49	676,03
<i>EPC Storage Tanks Modification and Piping System</i>	0,25	1.300,59	576,24
<i>Proyek Submarine Cable</i> Submarine Cable Project	0,12	0,12	-
<i>Proyek Cilacap Expansion 1 x 1000 MW CFSP</i> 1 x 1000 MW CFSP Cilacap Expansion Project	-	664,71	216,59

of transportation, and power plant projects that utilize renewable energy (solar and water power). In 2022, the Company did not able to carry out a consolidated calculation of GHG emissions resulting from the activities of all projects. The data below is GHG emission report resulting from activities at the head office and 4 (four) identified projects.

The scope 1 GHG emission is measured by multiplying the data on energy consumption (fuel) in units of liter converted into terajoule with an emission factor of 74,100 kgCO₂/TJ with reference to the Energy Sector GHG Emissions Inventory, Ministry of Energy and Mineral Resources, 2020.

Scope 1 GHG Emissions (fuel) used [GRI 305-1, GRI 305-2, GRI 305-3]

Scope 2 GHG emission measurements are carried out by multiplying electricity consumption (in kWh per year) with the average grid emission factor issued by the Ministry of Energy and Mineral Resources referring to the 2015-2024 PLN RUPTL, which is 0.93 kgCO₂/kWh (2017).

Scope 2 GHG Emissions (Electricity) generated by Working Area [GRI 305-2, GRI 305-3]

Wilayah Kerja Working Area	2022	2021*	2020*
Proyek PLTU Palu-3 PLTU Palu-3 Project	0,07	2.614,43	34,88
Proyek LPG Jatim LPG East Java Project	-	6.134,92	21,39
Construction & Commissioning (EPCC) TSL Furnace Ausmelt	0,14	-	-
Sub jumlah emisi GRK yang dihasilkan Sub total of GHG emissions generated	0,58	10.908,25	1.525,13
Kantor Pusat Head Office	2.454,98	2.294,78	2.002,33
Jumlah Emisi yang Dihasilkan Total Emissions Generated	2.455,56	13.203,03	3.527,45

Keterangan: *Disajikan Kembali **Proyek Baru di 2022 ***di tahun 2022, Proyek sudah selesai
Note: *Restated **New Project in 2022 ***in 2022, the Project has been completed

Sedangkan, perhitungan Emisi GRK dari perjalanan dinas dilakukan sesuai dengan standar ICAO (International Civil Aviation Organization), dengan rincian sebagai berikut.

Meanwhile, the GHG emissions from official travel is calculated in accordance with ICAO (International Civil Aviation Organization) standards, with the following details.

Tabel Emisi GRK Cakupan 3 (Perjalanan Dinas) [GRI 305-3]

Scope 3 GHG Emissions (Official Travel) [GRI 305-3]

(Dalam Ton CO2e)

(In Tons of CO2e)

Sumber Emisi GRK Source of GHG Emissions	Satuan Unit	2022	2021	2020
Cakupan 3 (Perjalanan Dinas) Scope 3 (Official travel)	Perjalanan* Travel*)	232	171	67
Total Emisi GRK Cakupan 3 Total Scope 3 GHG Emissions	Ton CO2-eq	19,34	15,33	5,92

*) data perjalanan dinas hanya menggunakan data perjalanan dinas Direksi
*) official travel data only uses the Board of Directors' official travel data using airplanes

Dalam laporan keberlanjutan ini, intensitas emisi GRK cakupan 1 dan cakupan 2, dihitung dengan membagi total emisi GRK cakupan 1 dan cakupan 2 dengan jumlah produksi (jumlah baja terpasang pada proyek yang diungkapkan dalam laporan ini). Sedangkan, untuk perhitungan intensitas emisi GRK cakupan 3 dilakukan dengan membagi total emisi GRK cakupan 3 dengan jumlah Direksi. Hal ini dikarenakan perhitungan emisi GRK cakupan 3 menggunakan data perjalanan dinas Direksi Perseroan dengan menggunakan pesawat terbang. Perhitungan intensitas GRK dapat dilihat pada tabel berikut.

In this sustainability report, the GHG emission intensity for scope 1 and scope 2 is calculated by dividing total GHG emissions for scope 1 and scope 2 by total production (the amount of steel installed in the project disclosed in this report). Meanwhile, the scope 3 GHG emission intensity is calculated by dividing total scope 3 GHG emissions by the number of Directors, considering that the calculation of scope 3 GHG emissions uses travel data of Board of Directors using airplanes. The calculation of GHG intensity can be seen in the following table.

Tabel Emisi GRK Cakupan 1, dan Cakupan 2 [GRI 305-4]

GHG Emission Intensity for Scope 1 and Scope 2 [GRI 305-4]

Keterangan Description	Satuan Unit	2022	2021	2020
Emisi GRK Cakupan 1 Scope 1 GHG Emissions	Ton CO2-eq	1.358,74	137,80	158,77
Emisi GRK Cakupan 2 Scope 2 GHG Emissions	Ton CO2-eq	2.455,56	13.203,03	3.527,45
Total Emisi GRK Total GHG Emissions	Ton CO2-eq	3.814,30	13.340,83	3.686,22
Jumlah Produksi Total Production	Ton	7.650,67	6.732,17	604,51
Intensitas Emisi GRK/ton GHG Emission Intensity/ton	Ton CO2-eq/Produksi Ton CO2-eq/Production	0,50	1,98	6,10

Tabel Intensitas Emisi GRK dan Cakupan 3 [GRI 305-4]

GHG Emission Intensity for Scope 3 [GRI 305-4]

Keterangan Description	Satuan Unit	2022	2021	2020
Emisi GRK Cakupan 3 Scope 3 GHG Emissions	Ton CO2-eq	19,34	15,33	5,92
Jumlah Direksi Number of Directors	Orang Person	8	8	7
Intensitas Emisi GRK/ton GHG Emission Intensity/ton	Ton CO2-eq/Orang Ton CO2-eq/Person	2,42	1,92	0,85

UPAYA DAN PENCAPAIAN PENGURANGAN EMISI YANG DILAKUKAN [OJK F.12, GRI 305-5]

Perseroan senantiasa berupaya mengurangi jumlah emisi GRK yang dihasilkan dan berkontribusi pada mitigasi perubahan iklim. Beberapa program yang telah dilakukan Perseroan untuk mereduksi emisi GRK dari operasionalnya, yaitu: [305-5]

1. Melakukan inisiatif pengurangan energi listrik;
2. Memanfaatkan energi terbarukan;
3. Melakukan uji emisi terhadap kendaraan;
4. Melakukan perawatan mesin secara rutin.

Sepanjang tahun 2022, Perseroan telah melakukan pengurangan emisi sebesar 10.747,47 Ton Co2-eq pada cakupan 2. Pengurangan emisi GRK dihitung dengan mengurangi emisi GRK yang dihasilkan pada tahun yang bersangkutan dikurangi dengan tahun sebelumnya. Adapun pencapaian pengurangan emisi dapat dilihat sebagai berikut.

EMISSION REDUCTION EFFORTS AND ACHIEVEMENTS [OJK F.12, GRI 305-5]

The Company constantly seeks to reduce the amount of GHG emissions produced and contribute to climate change mitigation. Several programs carried out by the Company to reduce GHG emissions from its operations, are: [305-5]

1. Undertaking electrical energy reduction initiatives;
2. Utilizing renewable energy;
3. Conducting emission tests on vehicles;
4. Performing regular machine maintenance

Throughout 2022, the Company has made emission reductions of 10,747.47 tons of Co2-eq in scope 2. GHG emission reductions are calculated by reducing GHG emissions produced in the year concerned minus the previous year. The achievement of emission reduction can be seen as follows.

Tabel Pencapaian Pengurangan Emisi GRK Cakupan 1, Cakupan 2 dan Cakupan 3

GHG Emission Reduction Achievements for Scope 1, Scope 2 and Scope 3

Keterangan Description	Satuan Unit	2022	2021	2020
Emisi GRK Cakupan 1 Scope 1 GHG Emissions	Ton CO2-eq Ton CO2-eq	-	20,97	-
Emisi GRK Cakupan 2 Scope 2 GHG Emissions	Ton CO2-eq Ton CO2-eq	10.747,47	-	-
Emisi GRK Cakupan 3 Scope 3 GHG Emissions	Ton CO2-eq Ton CO2-eq	-	-	-
Total Total	Ton CO2-eq Ton CO2-eq	10.747,47	20,97	-

Di samping itu, Perseroan turut serta dalam mendukung proyek energi baru dan terbarukan (EBT) sebagai upaya dalam pengurangan emisi dan polusi (dekarbonisasi) serta terus mempertahankan kategori green building bagi WIKA Tower dengan melakukan proses sertifikasi GBCI di tahun 2022. Perseroan juga akan terus mengembangkan dan meningkatkan peran untuk terlibat dalam proyek-proyek pengadaan energi baru dan terbarukan. Perseroan bekerja sama dengan Wika Industri Energi dalam pemasangan PLTS di beberapa wilayah di Indonesia, meliputi PLTS Terapung Bendungan Randugunting, PLTS Universitas Tanjungpura, PLTS Universitas Manado, PLTS Universitas Tidar, PLTS Batam, dan PLTS Bendungan Semantok.

Perseroan juga berkontribusi dalam pembangunan Jakarta International Stadium (JIS) dengan konsep *green building* serta melakukan pemasangan PLTS oleh Perseroan yang bersinergi dengan Entitas Anak sebesar 367 kWp. Dari pembangunan

In addition, the Company participated in supporting new and renewable energy (EBT) projects as an effort to reduce emissions and pollution (decarbonization) and continues to maintain the green building category for WIKA Tower by carrying out the GBCI certification process in 2022. The Company also continues to develop and increasing the role of being involved in new and renewable energy procurement projects. The Company cooperated with Wika Industri Energi in installing PLTS in several regions in Indonesia, including Randugunting Dam Floating PLTS, Tanjungpura University PLTS, Manado University PLTS, Tidar University PLTS, Batam PLTS, and Semantok Dam PLTS.

The Company also contributed to the construction of Jakarta International Stadium (JIS) with the green building concept and installation of 367 kWp PLTS by the Company in synergy with Subsidiary. From this construction, JIS won an award

tersebut, JIS berhasil mendapatkan penghargaan dari Museum Rekor Indonesia (MURI) dengan 3 (tiga) kategori yaitu *lifting* struktur atap stadion dengan bobot terberat, stadion pertama yang menggunakan sistem atap buka tutup, serta stadion *green building* dengan sertifikasi platinum pertama dari *Green Building Council Indonesia* (GBCI).

PENGENDALIAN EMISI PENIPIS LAPISAN OZON [GRI 305-6]

Di gedung WIKA Tower II, Perseroan menggunakan *Air Conditioner* (AC) yang tidak mengandung bahan yang dapat merusak lapisan ozon seperti CFC. AC yang digunakan di seluruh WIKA Tower II mengandung bahan yang ramah lingkungan yaitu dengan menggunakan *refrigerant* R32 yang merupakan *refrigerant* yang sama sekali tidak memiliki dampak terhadap penipisan lapisan ozon dan penggunaan *refrigerant* R410A yang merupakan tipe *refrigerant* yang ramah lingkungan. [GRI 305-6]

BEBAN EMISI NON GRK [GRI 305-7]

Perseroan membukukan emisi Non GRK yang berasal dari proyek yang sesuai dengan proyek yang dilaporkan dalam Laporan Keberlanjutan ini. Adapun emisi non GRK yang dimaksudkan adalah sebagai berikut.

from the Indonesian Record Museum (MURI) in 3 (three) categories, namely the lifting of stadium roof structure with the heaviest weight, the first stadium to use an open-close roof system, and the green building stadium with the first platinum certification from Indonesian Green Building Council (GBCI).

OZONE LAYER DEPLETING EMISSION CONTROL [GRI 305-6]

In WIKA Tower II building, the Company uses Air Conditioner (AC) that does not contain materials that can damage the ozone layer such as CFC. The air conditioners used throughout WIKA Tower II contain environmentally friendly materials, namely by using R32 refrigerant which is a refrigerant that has absolutely no impact on ozone layer depletion and the use of R410A refrigerant which is an environmentally friendly refrigerant type. [GRI 305-6]

NON-GHG EMISSION LOADS [GRI 305-7]

The Company records Non-GHG emissions from projects that are in accordance with the projects reported in this Sustainability Report. The intended non-GHG emissions are as follows.

Kategori Category	2022	2021	2020
NO2			
Proyek PLTU Palu-3 Palu-3 PLTU Project	36,28 ug/m ³	32,9 ug/Nm ³	28,74 ug/Nm ³
<i>Construction and Commissioning</i> (EPCC) TSL Furnace Ausmelt	357,2 mg/Nm ³	<7,10 ug/Nm ³	-
<i>EPC Storage Tanks Modification and Piping System*</i>	-	<7,10 ug/Nm ³	-
SO2			
Proyek PLTU Palu-3 Palu-3 PLTU Project	47,83 ug/Nm ³	47,6 ug/Nm ³	49,74 ug/Nm ³
<i>Construction and Commissioning</i> (EPCC) TSL Furnace Ausmelt	11,7 mg/Nm ³	<7,10 ug/Nm ³	-
<i>EPC Storage Tanks Modification and Piping System*</i>	-	<22,0 ug/Nm ³	-
Particulate Dust			
Proyek PLTU Palu-3 Palu-3 PLTU Project	40,5 ug/Nm ³	40,5 ug/Nm ³	30 ug/Nm ³
<i>Construction and Commissioning</i> (EPCC) TSL Furnace Ausmelt	0 mg/Nm ³	-	-
Total Suspended Particulate (TSP)			
<i>Construction and Commissioning</i> (EPCC) TSL Furnace Ausmelt	-	64,4 ug/Nm ³	-
Particulate <10 um (PM10)			
Proyek PLTU Palu-3 Palu-3 PLTU Project	4,19 ug/Nm ³	3,17 ug/Nm ³	2,2 ug/Nm ³
Particulate <2,5 ug/Nm3 (PM2,5)			
Proyek PLTU Palu-3 Palu-3 PLTU Project	<2,5 ug/Nm3	1,53 ug/Nm3	<1,0 ug/Nm3
<i>Persistent organic pollutants</i> (POP)	-	-	-
<i>Volatile organic compounds</i> (VOC)	-	-	-
<i>Hazardous air pollutants</i> (HAP)	-	-	-
<i>Particulate matter</i> (PM)	-	-	-

Keterangan:
*Lokasi Pengambilan Sampel Pemukiman Warga

Remarks:
*Community's Residence Sampling Locations

ASPEK LIMBAH DAN EFLUEN

Aspek limbah merupakan suatu hal yang menjadi sorotan dari para pemangku kepentingan. Hal ini dikarenakan materi sisa produksi yang dihasilkan oleh Perseroan dapat berdampak pada lingkungan sekitar wilayah operasional. Limbah yang dihasilkan oleh Perseroan mencakup limbah B3 dan non B3. [GRI 3-3]

Perseroan berkomitmen untuk melakukan pengelolaan limbah baik di kantor pusat, maupun di lokasi proyek. Prosedur pengelolaan limbah mengacu pada Prosedur Pengelolaan Limbah B3 dan Non B3 nomor WIKA-HSE-PM-02.13. Dalam meminimalisir dampak negatif terhadap lingkungan sekitar, Perseroan melakukan senantiasa pengelolaan limbah dengan berbagai metode dan memisahkan jenis limbah ke tujuan pembuangan akhir. Terkait dengan pengelolaan limbah untuk limbah B3 yaitu dengan 3R dan menjadikan oli bekas sebagai pelumas. Sedangkan, untuk tujuan pembuangan akhir bagi limbah B3 meliputi pengiriman limbah ke pihak ketiga, 3R, tujuan pembuangan akhir dan ke TPS B3. [GRI 3-3]

Di tahun 2022, terdapat peningkatan dalam pengelolaan limbah di Proyek PLTU Palu-3 yaitu pengelolaan oli bekas sebesar 900 liter meningkat dibandingkan dengan tahun 2021 yaitu sebesar 400 liter. Oli bekas tersebut diolah menjadi pelumas. [GRI 3-3]

JUMLAH LIMBAH DAN EFLUEN YANG DIHASILKAN BERDASARKAN JENIS [OJK F.13, GRI 306-1, GRI 306-2]

Aktivitas operasional Perseroan menghasilkan limbah baik berupa limbah B3 maupun limbah non-B3. Limbah non-B3 yang dihasilkan dari operasional kantor pusat diserahkan ke vendor pengelola limbah. Sementara itu, pengelolaan limbah di proyek dibedakan berdasarkan jenisnya. Masing-masing proyek menghasilkan jenis limbah yang berbeda-beda, namun secara umum metode pengelolaannya tidak jauh berbeda. 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. 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. Di tahun 2022,

WASTE AND EFFLUENT ASPECT

The waste aspect is a matter of concern to stakeholders. This is because the remaining production material produced by the Company can have an impact on the environment around operational area. The waste generated by the Company includes B3 and non-B3 waste. [GRI 3-3]

The Company is committed to managing waste both at the head office and at the project site. The waste management procedure refers to B3 and Non-B3 Waste Management Procedure number WIKA-HSE-PM-02.13. In minimizing the negative impact on surrounding environment, the Company manages waste using various methods and separates the types of waste to their final disposal destinations. Related to waste management for B3 waste, namely with 3R and using used oil as a lubricant. Meanwhile, the final disposal destination for B3 waste includes sending waste to third parties, 3R, final disposal destinations and to B3 Waste Temporary Disposal Storage. [GRI 3-3]

In 2022, there was an increase in waste management at PLTU Palu-3 Project, namely the management of 900 liters of used oil, an increase compared to 2021 of 400 liters. The used oil was processed into lubricants. [GRI 3-3]

TOTAL WASTE AND EFFLUENT GENERATED BY TYPE [OJK F.13, GRI 306-1, GRI 306-2]

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 waste management vendors. Meanwhile, waste management in the project is differentiated based on its type. Each project generates different types of waste, but in general the management method is not much different. 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. 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. In 2022, the Company recorded the utilization of recycled

Perseroan mencatat pemanfaatan air daur ulang dari IPAL sebesar 4.436 m³, lebih besar dibandingkan tahun lalu yang sebanyak 3.842 m³. [GRI 306-4]

Selain itu, pada beberapa lokasi proyek juga terdapat IPAL untuk mengolah air limbah. Pada setiap bulannya, 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. Pengolahan air limbah di proyek tertentu seperti proyek PLTU Palu 3 dilakukan dengan membangun kolam sedimentasi, dan kualitas air limbah dipantau secara periodik (per bulan) kemudian hasilnya dilaporkan ke Divisi Operasi. Namun demikian, di tahun 2022, Perseroan belum dapat melakukan perhitungan konsolidasi data limbah dari kegiatan seluruh proyek. Data di bawah ini merupakan laporan pengelolaan limbah dari kegiatan di kantor pusat dan 4 (empat) proyek yang teridentifikasi. [GRI 303-2, GRI 306-1]

water from WWTP of 4,436 m³, higher than last year's 3,842 m³. [GRI 306-4]

In addition, WWTP to treat wastewater is also available at several project locations. Every month, 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. Wastewater treatment in certain projects such as PLTU Palu 3 project is carried out by constructing sedimentation ponds, and the quality of wastewater is monitored periodically (per month) then the results are reported to the Operations Division. However, in 2022, the Company has not been able to carry out a consolidated calculation of waste data from all project activities. The data below is a report on waste management from activities at the head office and 4 (four) identified projects. [GRI 303-2, GRI 306-1]

Tabel Pengelolaan Limbah [GRI 303-4, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5]

Waste Management [GRI 303-4, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5]

Limbah Waste	Jenis Type	Metode Pengelolaan/ Tujuan Akhir Pembuangan Limbah Management Method/Final Destination of Waste Disposal	Satuan Unit	2022	2021	2020
Proyek Sulsel Baru 2** New Sulsel Project 2**						
Oli bekas Used oil	B3	Dikirim ke pihak ketiga Sent to third parties	Liter	-	50	120
Cat Paint	B3	Dikirim ke pihak ketiga Sent to third parties	Kaleng Can	-	25	80
Kain majun Rag	B3	Dikirim ke pihak ketiga Sent to third parties	Karung Bag	-	3	7
Elektroda/kawat Las Welding electrodes/ wires	B3	Dikirim ke pihak ketiga Sent to third parties	Ember Bucket	-	9	12
Besi Iron	B3	3R	% dari total/ Tahun % of total/year	-	-	0,2
Plastik Plastic	Non B3	TPA Final Disposal Site	M ³	-	18	21
Kertas Paper	Non B3	TPA Final Disposal Site	% Penghematan % Savings	-	200	570
Kayu Wood	Non B3	3R	M ³	-	20	17
EPC Storage Tanks Modification and Piping System						
Serbuk Gergaji Sawdust	B3	Pihak Ketiga PT Sinwa Third Party, PT Sinwa	Kg	-	-	610
Pasir Silika Silica Sand	B3	Pihak Ketiga PLKK Third Party, PLKK	Kg	1.000	19.000	-
Manjun Terkontaminasi Contaminated Rags	B3	Pihak Ketiga PT Sinwa Third Party, PT Sinwa	Kg	740	11.756	7.508
Oli bekas Used oil	B3	Disimpan Saved	Liter	120	40	-

Limbah Waste	Jenis Type	Metode Pengelolaan/ Tujuan Akhir Pembuangan Limbah Management Method/Final Destination of Waste Disposal	Satuan Unit	2022	2021	2020
Kaleng Cat dan Thinner Paint and Thinner cans	B3	Pihak Ketiga PPLI Third Party, PPLI	Kg	145	522	7
Cake	B3	Disimpan Saved	Kg	-	-	1.134
Plastik Plastic	Non B3	TPA Final Disposal Site	Kg	-	977	1.020
Kayu Wood	Non B3	TPA Final Disposal Site	Kg	-	4.000	3.800
Daun-daunan Leaves	Non B3	TPA Final Disposal Site	Kg	-	1.645	1.500
Sisa makanan Leftovers	Non B3	TPA Final Disposal Site	Kg	-	6.400	5.300
Proyek Submarine Cable Submarine Cable Project						
Dirty Oil	B3	Pihak Ketiga Pax Ocean Third Party, Pax Ocean	M ³	0,016	4	-
Bilge	B3	Pihak Ketiga Pax Ocean Third Party, Pax Ocean	M ³	-	1	-
Plastik Plastic	Non B3	Pihak Ketiga Pax Ocean Third Party, Pax Ocean	M ³	-	1,2	-
Sisa makanan Leftovers	Non B3	Pihak Ketiga Pax Ocean Third Party, Pax Ocean	M ³	-	2,1	-
Sampah domestik Domestic Waste	Non B3	Pihak Ketiga Pax Ocean Third Party, Pax Ocean	M ³	-	1,5	-
Sampah harian Daily Trash	Non B3	PT SMI2	Karung Bag	-	1	-
Proyek Cilacap Expansion 1x1000 MW CFSP** Cilacap Expansion Project 1x1000 MW CFSP**						
Oli bekas Used oil	B3	Pihak Ketiga S2P S2P Third Party	Liter	-	90	-
Elektroda/kawat Las	B3	Pihak Ketiga S2P S2P Third Party	Kg	-	5	-
Majun bekas solar/oli	B3	Pihak Ketiga S2P S2P Third Party	Kg	-	12	-
Kaleng bekas	B3	Pihak Ketiga S2P S2P Third Party	Kaleng Can	-	40	-
Styrofoam	Non B3	Pihak Ketiga S2P S2P Third Party	Karung Bag	-	10	-
Proyek PLTU Palu-3 PLTU Palu-3 Project						
Oli Bekas Used oil	B3	Pelumas Lubricants	Liter	900	400	300
Elektroda/kawat Las Welding electrodes/ wires	B3	TPS B3 Hazardous Waste Temporary disposal Storage	Box	12	35	20
Proyek LPG Jatim** LPG East Java Project						
Pasir Sandblasting	B3	Pihak Ketiga Third Party	Kg	-	210,75	-
Kaleng Cat Bekas Used Paint Cans	B3	3R	Kg	-	187	-
Kantor Pusat Head Office						
Oli bekas Used oil	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,18	180	-

Limbah Waste	Jenis Type	Metode Pengelolaan/ Tujuan Akhir Pembuangan Limbah Management Method/Final Destination of Waste Disposal	Satuan Unit	2022	2021	2020
Lampu TL TL lamp	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,053	29,47	-
Baterai Battery	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,002	0,001	-
Cartridge Cartridge	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,015	0,002	-
Air Limbah Wastewater	Non B3	Tujuan pembuangan saluran kota Purpose of disposal of city drains	M ³	15.132	11.100	11.873
Minyak pelumas bekas Used lubricating oil	B3	Pihak ketiga yang memiliki izin Licensed third parties	Liter	364	-	-
Kain majun bekas (terkontaminasi pelumas) Used rags (contaminated with lubricant)	B3	Pihak ketiga yang memiliki izin Licensed third parties	Kg	55	-	-
Cartridge bekas Used cartridge	B3	Pihak ketiga yang memiliki izin Licensed third parties	Kg	180	-	-
Electronic waste (lampu bekas) Electronic waste (used lamp)	B3	Pihak ketiga yang memiliki izin Licensed third parties	Kg	75	-	-
Kemasan bekas B3 (kaleng cat dan thinner) Used B3 packaging (paint and thinner cans)	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,005	-	-
Baterai bekas Used battery	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,002	-	-
Infeksius Infectious	B3	Pihak ketiga yang memiliki izin Licensed third parties	Ton	0,005	-	-
Construction and Commissioning (EPCC) TSL Furnace Ausmelt*						
Oli Bekas Used oil	B3	Pelumas Lubricants	Ton	2.618	-	-
Sampah Harian Rumah Tangga Household Daily Garbage	Non B3	Sampah Dapur Rumah Tangga (Sampah Kering) Household Kitchen Waste (Dry Waste)	M ³	1.000	-	-

Keterangan: *Proyek baru di tahun 2022, **Proyek selesai di tahun 2022
Remarks: *New projects in 2022, **Completed projects in 2022

MEKANISME PENGELOLAAN LIMBAH DAN EFLUEN [OJK F.14]

Pengelolaan limbah sudah dilakukan baik di kantor pusat maupun proyek melalui pengelolaan limbah berdasarkan jenisnya. Kinerja limbah proyek Perseroan berada di bawah tanggung jawab masing-masing Manajer Proyek.

Limbah cair yang berasal dari gedung perkantoran merupakan limbah domestik yang berasal dari dapur, toilet karyawan dan tamu, kebersihan gedung, pemadam kebakaran dan 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 m³/hari. Sedangkan untuk Tower 2, dibagi menjadi 2 STP, yaitu STP Greywater

WASTE AND EFFLUENT MANAGEMENT MECHANISM [OJK F.14]

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 m³/day. As for Tower 2, it is divided into 2 STPs, namely STP Greywater with a capacity of 35 m³/day and Blackwater 45 m³/day

dengan kapasitas 35 m³/hari dan Blackwater 45 m³/hari dengan kapasitas air limbah yang berasal dari dapur akan disalurkan ke perangkat lemak (*grease trap*) sebelum disalurkan ke dalam STP, karena minyak dan lemak dapat mengganggu proses pengolahan dalam STP.

with a capacity of wastewater originating from the kitchen which will be channeled to a grease trap before being channeled into STP, because oil and fat can interfere with the processing in STP.

Pengelolaan limbah B3 seperti oli bekas, kain majun bekas/terkontaminasi diserahkan ke pihak ketiga yang memiliki izin. Limbah padatan 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.

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.

Dalam pengelolaan limbah Bahan Berbahaya dan Beracun (B3), Perseroan 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.

In the management of Hazardous and Toxic Material (B3) waste, the Company 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.

Adapun bentuk implementasi Perseroan dalam melakukan perlindungan dan pengelolaan lingkungan hidup, adalah kegiatan pengelolaan dan pemantauan lingkungan. Hal ini merupakan salah satu bentuk perwujudan Perseroan dalam menciptakan kualitas hidup yang lebih baik dengan cara menjaga aktivitas di Gedung WIKA Tower agar tidak mencemari lingkungan sekitarnya. Adapun metode pengelolaan limbah berdasarkan jenisnya di lokasi kantor pusat, sebagai berikut.

The Company's implementation form in carrying out environmental protection and management, are environmental management and monitoring activities. This is a manifestation of creating a better quality of life by maintaining activities in WIKA Tower Building so as not to pollute the surrounding environment. The waste management method based on its type at the head office location is as follows.

Tabel Pengelolaan Limbah Berdasarkan Jenisnya

Waste Management by Type

Jenis Limbah Waste Type	Metode Pengelolaan Management Method
Limbah B3 Padat Solid Hazardous Waste	Dikirim ke pihak ketiga yang memiliki izin Sent to licensed third party
Limbah B3 Cair Liquid Hazardous Waste	Dikirim ke pihak ketiga yang memiliki izin Sent to licensed third party
Limbah non-B3 Padat Solid Non Hazardous Waste	· Reuse, Recycle, Reduce (3R) · Dikirim TPA Sent to Final Disposal Site · Dikirim ke pihak ketiga Sent to third party
Limbah non-B3 Cair Liquid Non Hazardous Waste	Diolah di IPAL Treated in WWTP

TUMPAHAN YANG TERJADI [OJK F.15]

SPILLS OCCURRED [OJK F.15]

Dalam melakukan pencegahan dan antisipasi 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:

In preventing and anticipating the occurrence of oil spills, the Company makes Work Instructions or Procedures regarding Liquid Fuel Storage Standards in Each Project. The standard contains the following rules:

1. Tangki penyimpanan bahan bakar cair harus selalu terlindungi dari cuaca
2. Tangki penyimpanan bahan bakar cair harus diberikan pengaman

1. Liquid fuel storage tanks must be protected from the elements at all times
2. Liquid fuel storage tanks must be secured

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

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 2022, masih terdapat 16 kejadian tumpahan minyak. Akan tetapi, tumpahan tersebut tidak berdampak signifikan pada lingkungan sekitar wilayah operasional. Kejadian tumpahan minyak tersebut meliputi unit kerja sebagai berikut.

However, during 2022, 16 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 Work Unit	Jumlah Kejadian Tumpahan Minyak Number of Oil Spill Incidents	Lokasi Tumpahan Spill Location	Volume
INFRA 1	5	<ul style="list-style-type: none"> • Proyek Pondok Aren Serpong • Pondok Aren Serpong Project 	2 Liter
INFRA 2	11	<ul style="list-style-type: none"> • Pembangunan Bendungan Lau Simeme Kab. Deli Serdang • Pembangunan Jaringan Perpipaan SPAM Semarang Barat • Pembangunan Bendungan Kuwil Kawangkoan Kab. Minahasa • Peningkatan, Pembangunan Jalan dan Jembatan Labuan Bajo -SP. Nalis-SP. Kenari-TANAMORI • Jalan KA Lintas Makassar-Parepare KM.29+600-KM32+600 • Rekonstruksi Jalan Kalawara-Kulawi • Construction of Lau Simeme Dam, Deli Serdang Regency • Construction of West Semarang SPAM Piping Network • Construction of Kuwil Kawangkoan Dam, Minahasa Regency • Enhancement, Construction of Roads and Bridges Labuan Bajo -SP. Nalis-SP. Kenari-TANAMORI • Makassar-Parepare Cross Railway KM.29+600-KM32+600 • Reconstruction of Jalan Kalawara-Kulawi 	24 Liter
Jumlah Total	16		

Dari tumpahan minyak yang terjadi, Perseroan melakukan pembersihan lokasi tumpahan minyak tersebut dengan menggunakan tanah maupun pasir serta menggunakan alat yang dilengkapi dengan *secondary containment*. Hal ini dilakukan oleh Perseroan dengan tujuan mencegah terjadinya dampak negatif yang dapat membahayakan para karyawannya di lokasi proyek.

From the oil spill that occurred, the Company has cleaned up the location of oil spill using soil or sand and using tools equipped with secondary containment. This is done by the Company with the aim of preventing negative impacts that could harm its employees at the project site.

ASPEK PENGADUAN TERKAIT LINGKUNGAN HIDUP

ENVIRONMENTAL COMPLAINTS ASPECT

JUMLAH DAN MATERI PENGADUAN LINGKUNGAN HIDUP YANG DITERIMA DAN DISELESAIKAN [OJK F.16]

NUMBER AND MATERIAL OF ENVIRONMENTAL COMPLAINTS RECEIVED AND RESOLVED [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 Perseroan.

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 by the Company.

KINERJA SOSIAL

SOCIAL PERFORMANCE

KOMITMEN UNTUK MEMBERIKAN LAYANAN ATAS PRODUK DAN/ATAU JASA YANG SETARA KEPADA KONSUMEN [OJK F.17]

COMMITMENT TO PROVIDE EQUAL SERVICES ON PRODUCTS AND/OR SERVICES TO CONSUMERS [OJK F.17]

Komitmen untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen adalah prinsip yang mengedepankan kesetaraan dalam memberikan layanan

The commitment to provide services for products and/or services that are equal to consumers is a principle that promotes equality in providing services to consumers. For the

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.
2. Pelatihan karyawan: Perseroan memberikan pelatihan kepada karyawan terkait dengan pentingnya non-diskriminasi 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

REKRUTMEN DAN PERPUTARAN KARYAWAN [GRI 401-1]

Dalam memenuhi kebutuhan sumber daya manusia seiring dengan meningkatnya bisnis serta perubahannya,

Company, all consumers must be treated equally regardless of gender, age, race, religion or social background.

In business context, this commitment indicates that the Company must offer the same products and services to all consumers, without 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 always 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. 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

EMPLOYEE RECRUITMENT AND TURNOVER [GRI 401-1]

In meeting the needs of human capital in line with the increase in business and its changes, the Company carries

Perseroan melakukan proses rekrutmen yang baik. 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.

out a good recruitment process. 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.

Dalam melaksanakan proses rekrutmen, Perseroan juga memiliki kebijakan dengan memberikan kesempatan yang sama dan luas kepada seluruh calon karyawan tanpa membedakan suku, agama, ras, golongan maupun *gender*. Pada tahun 2022, Perseroan telah menerima karyawan baru sebanyak 38 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.

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 2022, the Company has accepted 38 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.

Tabel Rekrutmen dan Perputaran Karyawan Berdasarkan Jenis Kelamin

Employee Recruitment and Turnover by Gender

(Dalam Orang)

(In Person)

Keterangan Information	2022		2021		2020	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Karyawan Masuk Karena Rekrutmen Employee hired through recruitment	29	9	0	0	61	21
Karyawan Keluar Berdasarkan: Employee Leaving Due to:						
Mengundurkan Diri Resign	69	17	33	9	23	8
Pensiun Retire	80	2	54	2	51	3
Meninggal Passed away	5	1	12	0	3	1

Tabel Rekrutmen dan Perputaran Karyawan Berdasarkan Usia

Employee Recruitment and Turnover by Gender

(Dalam Orang)

(In Person)

Keterangan Information	2022				2021				2020			
	21-30	31-40	40-50	>50	21-30	31-40	40-50	>50	21-30	31-40	40-50	>50
Karyawan Masuk Karena Rekrutmen Employee hired through recruitment	37	0	1	0	0	0	0	0	25	5	1	-
Karyawan Keluar Berdasarkan: Employee Leaving Due to:												
Mengundurkan Diri Resign	66	20	0	0	11	26	5	0	25	5	1	-
Pensiun Retire	0	0	7	75	0	0	0	56	-	-	4	50
Meninggal Passed away	0	2	3	1	1	2	4	5	-	-	2	2

Tabel Rekrutmen dan Perputaran Karyawan berdasarkan Wilayah Kerja

Employee Recruitment and Turnover by Age Group

(Dalam Orang)

(In Person)

Keterangan Information	2022		2021		2020	
	Indonesia	Luar Negeri	Indonesia	Luar Negeri	Indonesia	Luar Negeri
Karyawan Masuk Karena Rekrutmen Employee hired through recruitment	38	0	0	0	82	31
Karyawan Keluar Berdasarkan: Employee Leaving Due to:						
Mengundurkan Diri Resign	86	0	35	7	31	-
Pensiun Retire	82	0	54	2	54	-
Meninggal Passed away	6	0	12	0	4	-

Berdasarkan jumlah karyawan yang masuk dan keluar, Perseroan dapat menghitung angka perputaran karyawan selama tahun 2022. Rumus yang digunakan untuk menghitung *turnover* karyawan adalah sebagai berikut.

Based on the number of incoming and outgoing employees, the Company can calculate the employee turnover rate for 2022. The formula used to calculate employee turnover is as follows.

$$\text{Turnover Karyawan} = \frac{\text{Selisih antara Karyawan Masuk dan Karyawan Keluar}}{\frac{1}{2} (\text{Jumlah Karyawan Awal Tahun} + \text{Jumlah Karyawan di Akhir tahun})} \times 100\%$$

Number of Employees Accepted - Number of Employees Leave
1/2 (Number of Initial Employees + Number of Final Employees)

Pada tahun 2022, persentase karyawan yang keluar dari Perseroan adalah 1,81% dengan jumlah karyawan yang keluar dari Perseroan tercatat sebanyak 86 orang mengundurkan diri.

In 2022, the percentage of employees leaving the Company is 1.81%, with 86 employees leaving the Company recorded as resignation.

Tabel Tingkat Perputaran Karyawan (Turnover)

Employee Turnover Rate

Wilayah Kerja Information	2022
Karyawan Masuk Karena Rekrutmen Employee hired through recruitment	38
Karyawan meninggalkan Perseroan Employee leaving the Company	86
Jumlah Karyawan Awal Tahun Number of Employees at Beginning of the Year	2.735
Jumlah Karyawan Akhir Tahun Number of Employees at End of the Year	2.563
Tingkat Turnover (Persen)	1,81

PELATIHAN DAN PENGEMBANGAN KOMPETENSI [OJK F.22, GRI 404-1, GRI 404-2]

Dalam membangun *human capital* yang berkualitas, Perseroan menjalankan program pengembangan kompetensi bagi para karyawannya. Pengembangan kompetensi memiliki manfaat bagi Perseroan dan karyawannya serta sebagai investasi di masa yang akan datang. Perseroan telah menyusun serangkaian program pengembangan diri

TRAINING AND COMPETENCY DEVELOPMENT [OJK F.22, GRI 404-1, GRI 404-2]

In building high-qualified human capital, the Company organizes competency development program for its employees. Competency development has benefits for the Company and employees as well as a future investment. The Company has developed a series of self-development programs in Advanced Leadership that train the aspects of

dalam *Advanced Leadership* yang melatih aspek kompetensi manusia baik *soft skill* maupun *hard skill*. Metode yang digunakan dalam upaya peningkatan kompetensi karyawan yaitu melalui *on job training*, *coaching*, dan *mentoring* secara langsung yang dilakukan oleh pihak ketiga. Perseroan juga mengirimkan sejumlah karyawannya untuk mengikuti seminar, pelatihan maupun *workshop* eksternal sesuai dengan kebutuhan di bidang pekerjaan mereka masing-masing. Adapun pelatihan dan pendidikan yang diselenggarakan oleh WIKA yaitu: [GRI 404-2]

human competencies, both soft skills and hard skills. The method used to increase employee competencies is through on job training, coaching, and direct mentoring conducted by third parties. The Company also sends a number of its employees to attend seminars, training and external workshops according to the needs in their respective fields of work. The training and education organized by WIKA are: [GRI 404-2]

Tabel Pelatihan dan Pendidikan

Education and Training

Jenis Pelatihan dan Pendidikan Types of Training and Education	Jumlah Karyawan Number of Employees	Jumlah Jam Pelatihan dan Pendidikan Karyawan Number of Employee Education and Training Hours
Soft Skill	1.000	1.126
Teknis/Hard Skill Technical/Hard Skill	2.937	2.832

Pada tahun 2022, jumlah karyawan yang telah menerima pelatihan dan pendidikan adalah sebanyak 3.937 orang dengan jumlah jam pelatihan dan pendidikan 86.703 jam. Adapun rincian rata-rata jam pelatihan setiap karyawan adalah sebagai berikut.

In 2022, the number of employees who have received training and education is 3,937 people with a total of 86,703 hours of training and education. The details of average hours of training for each employee are as follows.

Tabel Rata-Rata Jam Pelatihan Pekerja Tahun 2022 [OJK F.22, GRI 404-1]

Average Employee Training Hours in 2022 [OJK F.22, GRI 404-1]

Uraian Description	Jumlah Pekerja yang Memperoleh Pelatihan Number of Employees Trained	Jam Pelatihan Training Hours	Rata-rata Jam Pelatihan Setiap Pekerja Average Training Hours per Employee
Keseluruhan Total	3.937	86.703	22
Berdasarkan Jenis Kelamin Based on Gender			
Pria Male	3.491	76.426	22
Wanita Female	446	10.277	23
Berdasarkan Kategori Jabatan yang Mengikuti Pelatihan Soft Skill Based on Position Category			
Kepala Divisi/Ahli Utama 1 Head of Division/Principal Expert 1	26	368	14
General Manager/Ahli Utama 2 General Manager/Principal Expert 2	68	2.102	31
Manajer/Ahli Madya 1 Manager/Middle Expert 1	208	5.520	27
Manajer Proyek Project Manager	277	6.276	23
Manager Konstruksi/Ahli Madya 2/ Manajer Bidang Proyek Construction Manager/Advanced Expert 2/Project Area Manager	155	4.650	30
Kepala Seksi/ Pelaksana Utama/ Koordinator/Ahli Muda Section Head/Principal Executive/Coordinator/Junior Expert	175	6.609	38
Staff/Pelaksana Staff/Implementers	92	1.300	14

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

Certified Employees

(Dalam Orang)

(in Person)

Kategori Category	2022	2021	2020
Internal Internal			
Teknik Engineering	159	110	63
Non Teknik Non Engineering	38	173	92
Eksternal External			
Teknik Profesi Professional Engineering	492	351	302
Teknik Tukang Builder Engineering	237	803	169
Non Teknik Non Engineering	46	351	202

Pada setiap tahunnya, Perseroan senantiasa melakukan penilaian secara keseluruhan 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 2022, Perseroan telah melakukan pemantauan dan *review performance* kepada seluruh karyawan (100%) Perseroan. [GRI 404-3]

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 2022, the Company has monitored and reviewed the performance of all employees (100%). [GRI 404-3]

Tabel Jumlah Karyawan Tetap yang Dievaluasi Kompetensinya

Table of Total Evaluated Permanent Employees the competence

Tahun Year	Jumlah Karyawan Tetap yang Dievaluasi Kompetensinya Total of Permanent Employees whose Competency is Evaluated	Persentase Percentage
2022	2.563	100%
2021	2.735	100%
2020	3.488	100%

Perseroan juga turut memberikan pelatihan bagi para karyawan yang sudah memasuki masa pensiun. Terdapat beberapa program pelatihan yang bertujuan untuk mempersiapkan karyawan agar lebih terencana dengan baik di hari pensiun. Hal ini dilakukan melalui Masa Persiapan Pensiun (MPP) sebagai bekal pengetahuan mengenai manfaat pensiun, persiapan secara psikologis, kesehatan dan sebagainya. Pada tahun 2022, terdapat 226 karyawan yang mengikuti Program Masa Persiapan Pensiun. [GRI 404-2]

The Company also organizes training for employees who are retiring. There are several training programs aimed at preparing employees to be better planned for retirement. This is done through the Retirement Preparation Period (MPP) that provides knowledge about retirement benefits, psychological preparation, health and so on. In 2022, there were 226 employees who participated in the Retirement Preparation Program. [GRI 404-2]

KESETARAAN KESEMPATAN BEKERJA [OJK F.18, GRI 405-1]

Dalam pengelolaan *Human Capital*, Perseroan memiliki 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. Hal ini tertuang dalam prosedur Rekrutmen Penerimaan Pegawai No. WIKA-HCE-PM-02.01.

Komposisi karyawan Perseroan sebagai perusahaan konstruksi lebih banyak di dominasi 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 karyawan di tahun 2022 adalah sebagai berikut. [GRI 405-1]

Tabel Keberagaman Karyawan 2022 [GRI 405-1]

(Dalam Orang)

Level Jabatan Position Level	Jenis Kelamin Gender				Kelompok Usia Age Group					
	Pria Male	%	Wanita Female	%	<30	%	31-50	%	>51	%
Direktur Director	6	85,7	1	14,3	-	0	2	28,6	5	71,4
Senior Manajemen Senior Management	51	96,2	2	3,8	-	0	13	30,2	40	75,5
Middle Manajemen Middle Management	165	94,8	9	5,2	1	0,05	98	56,3	75	43,1
Junior Manajemen Junior Management	398	94,8	22	5,2	6	1,4	303	72,1	111	26,4
Supervisor	1.047	90,5	108	9,5	244	21,1	838	72,6	73	6,3
Officer/Staff	659	86,6	102	13,4	351	46,1	346	45,5	64	8,4
Jumlah Total	2.326	90,5	244	9,5	602	23,4	1.600	62,3	368	14,3

KEBEBASAN BERSERIKAT [GRI 2-30]

Perseroan berupaya memastikan terjalinnya hubungan yang saling menghormati dan mampu menciptakan keseimbangan antara pemenuhan hak dan pelaksanaan kewajiban, melalui komunikasi intensif dan keterlibatan antara Perseroan dan karyawan dalam mencapai target Perusahaan. Perseroan memiliki serikat karyawan yang bertujuan untuk memastikan setiap karyawan memiliki wadah untuk menyalurkan aspirasinya.

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 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%,

EQUAL OPPORTUNITY TO WORK [OJK F.18, GRI 405-1]

In Human Capital management, the Company applies the practice of equality in gender, class, ethnicity and race. WIKA rejects all forms of discrimination and the Company guarantees equality both in the recruitment process, job evaluation, promotion, and equality in competency development opportunities. WIKA carries out the recruitment process of prospective employees by providing equal opportunities to each applicant, the Company's rules regarding employee recruitment and hiring contained in the Employee Recruitment and Hiring procedure No. WIKA-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 employee diversity in 2022 are as follows. [GRI 405-1]

Employee Diversity in 2022 [GRI 405-1]

(In Person)

FREEDOM OF ASSOCIATION [GRI 2-30]

The Company makes every effort to ensure a respectful relationship that creates a balance between the fulfillment of rights and the implementation of obligations, through intensive communication and involvement between the Company and employees in achieving the Company's targets. The Company has an employee union that aims to ensure every employee has a forum to channel their aspirations.

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 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

sehingga dipastikan tidak adanya pelanggaran Hak Asasi Manusia yang dapat merugikan kedua belah pihak. Perseroan juga senantiasa melakukan *monitoring* terhadap insiden terkait hak-hak para pekerjanya. PKB periode 2021-2022 antara Perseroan dengan Serikat Karyawan telah disahkan oleh Kementerian Ketenagakerjaan Republik Indonesia melalui surat keputusan Nomor Kep. 25/PHIJSK-HKP/PKB-PERPANJANGAN/VIII/2022 Tentang Perpanjangan Perjanjian Kerja Bersama antara PT Wijaya Karya (Persero) Tbk dengan Serikat Karyawan PT Wijaya Karya (SEKAR WIKA) tanggal 9 Agustus 2022.

TENAGA KERJA ANAK DAN TENAGA KERJA PAKSA [OJK F.19]

Perseroan memastikan bahwa *requirement* untuk rekrutmen dan penerimaan pegawai sudah sesuai dengan regulasi yang berlaku, termasuk salah satunya yaitu batasan usia karyawan yaitu minimal 19 tahun. Aturan Perseroan terkait rekrut dan penerimaan pegawai tertuang dalam prosedur Rekrutmen dan Penerimaan Pegawai No. WIKA-HCE-PM-02.01.

Di samping itu, Perseroan telah memastikan bahwa jam kerja bagi karyawan telah diatur dalam PKB dan tidak ada kerja paksa untuk menghargai hak-hak setiap karyawannya. 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 menetapkan kebijakan terkait dengan cuti melahirkan bagi karyawan wanita selama 1,5 sebelum melahirkan dan 2 (dua) bulan setelah melahirkan tanpa mengurangi hak-haknya. Sepanjang tahun 2022, jumlah karyawan wanita yang mengambil cuti melahirkan sebanyak 10 orang. Sedangkan, untuk karyawan pria, belum adanya kebijakan terkait *parental leave* yang mengatur tentang diperbolehkannya karyawan pria mengambil cuti untuk menemani istri melahirkan. Namun demikian, Perseroan memberikan waktu cuti bagi karyawan pria selama 7 hari kalender untuk menemani istri yang melahirkan. Pada tahun 2022, sebanyak 25 karyawan pria mengambil cuti untuk menemani istrinya melahirkan.

Pada tahun 2022, jumlah karyawan yang kembali bekerja setelah cuti melahirkan sebanyak 7 karyawan wanita dan 25 karyawan pria. Sedangkan, jumlah karyawan yang kembali bekerja setelah cuti melahirkan dan masih bekerja selama 12 bulan yaitu sebanyak 7 karyawan wanita dan 25 karyawan pria.

Di sisi lain, 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.

are no human rights violations that can be detrimental to both parties. The CLA for 2021-2022 period between the Company and the Employees Union has been ratified by the Ministry of Manpower of the Republic of Indonesia through Decree Number Kep. 25/PHIJSK-HKP/PKB-PERPANJANGAN/VIII/2022 concerning the Extension of Collective Labor Agreement between PT Wijaya Karya (Persero) Tbk with PT Wijaya Karya Employees Union (SEKAR WIKA) dated August 9, 2022.

CHILD LABOUR AND FORCED LABOUR [OJK F.19]

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-02.01.

In addition, the Company has ensured that working hours for employees are regulated in the CLA and there is no forced labor to respect the rights of each employee. 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. Throughout 2022, the number of female employees who took maternity leave was 10 people. Meanwhile, for male employees, there is no policy related to parental leave that regulates the permissibility of male employees taking leave to accompany their wives to give birth. However, the Company provides leave time for male employees for 7 calendar days to accompany their wives who give birth. In 2022, 25 male employees took leave to accompany their wives in labour.

In 2022, the number of employees who returned to work after maternity leave was 7 female employees and 25 male employees. Meanwhile, the number of employees who returned to work after maternity leave and still worked for 12 months were 7 female employees and 25 male employees.

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 leaving and an additional 5 working days after returning. The right to remuneration and benefits will not be affected by the leave.

UPAH MINIMUM REGIONAL [OJK F.20, GRI 401-2, GRI 405-2]

Seluruh karyawan memiliki hak untuk mendapatkan remunerasi atas kinerjanya. 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. Remunerasi yang diberikan oleh Perseroan berada di atas Upah Minimum Provinsi (UMP). Setiap karyawan mendapat kompensasi yang layak atas kinerja yang diberikan kepada Perseroan yang diatur dalam Perjanjian Kerja Bersama (PKB). [GRI 405-2]

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 berbeda-beda karena penilaian berdasarkan target *Key Performance Indicator* (KPI) dari masing-masing karyawan yang berbeda. Adapun rincian fasilitas yang diterima karyawan berdasarkan status kepegawaian sebagai berikut. [GRI 401-2]

REGIONAL MINIMUM WAGE [OJK F.20, GRI 401-2, GRI 405-2]

All WIKA employees have the right to be remunerated for their performance. 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. Remuneration provided by WIKA is above the Provincial Minimum Wage (UMP). Each employee is properly compensated for the performance given to the Company as regulated in the Collective Labour Agreement (PKB). [GRI 405-2]

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 on the Key Performance Indicator (KPI) target of each different employee. The details of facilities received by employees based on employment status are as follows. [GRI 401-2]

Bentuk Manfaat Form of Benefit	Karyawan Tetap Permanent Employee	Karyawan Kontrak Contract Employee
Gaji pokok Basic salary	√	√
Asuransi jiwa Life insurance	√	√
Tunjangan kesehatan Health allowance	√	√
Tunjangan disabilitas Disability benefit	√	√
Tunjangan kelahiran Maternity allowance	√	-
Tunjangan kecelakaan kerja Work accident benefit	√	√
Tunjangan pensiun Pension benefit	√	√
Kesempatan memiliki saham Stock option	√	-
Tunjangan hari raya Religious holiday allowance	√	√
Hak Cuti Leave entitlement	√	√

Karyawan tidak hanya berhak mendapatkan remunerasi saja, akan tetapi juga mendapatkan tunjangan, bonus, dan asuransi. Perseroan menerapkan pemberian bonus, kepada setiap karyawan. Penerapan bonus (Jasa Produksi) adalah berdasarkan *reward* dan *punishment*, yaitu besaran bonus di level dipengaruhi oleh KPI masing-masing karyawan di unit kerja.

Employees are not only entitled to remuneration, but also 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.

Seluruh karyawan Perseroan merupakan karyawan yang memiliki *homebase* di Jakarta. Dalam pemberian imbal jasa

All WIKA employees are employees whose homebase are in Jakarta. In providing compensation to its employees, WIKA

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 yang dapat dilihat pada tabel di bawah ini. [OJK F.20]

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 as can be seen in the table below. [OJK F.20]

Unit Usaha Business Unit	Provinsi/ Daerah Province/Region	Upah Minimum Provinsi (Rp) Provincial Minimum Wage	Imbal Jasa Karyawan Tingkat Terendah (Rp) Lowest Level of Employee Benefits	Persentase Percentage (%)
WIKINDUK	DKI Jakarta	4.573.485	6.674.000	146 %

LINGKUNGAN BEKERJA YANG LAYAK DAN AMAN [OJK F.21, GRI 3-3, CRE6]

Dalam menjalankan kegiatan operasionalnya, Perseroan selalu berkomitmen untuk menyediakan tempat kerja dan fasilitas yang aman dan nyaman bagi karyawan dan mitra kerja agar karyawan dapat bekerja dengan baik. Hal ini dilakukan dengan 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. Perseroan juga menjamin kesehatan karyawan dengan mengikutsertakan seluruh karyawan dalam program Jaminan Sosial Kesehatan (BPJS Kesehatan).

Perseroan senantiasa menciptakan lingkungan kerja yang layak dengan menyediakan tempat dan fasilitas kerja yang aman. 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. [GRI 3-3, CRE6]

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, GRI 3-3, CRE6]

In carrying out its operational activities, the Company is always committed to providing safe and comfortable workplaces and facilities for employees and work partners so that employees can work well. This is done by providing safe, clean and comfortable work facilities such as toilets, dining rooms, availability of lactation rooms, smoke detection equipment and fire extinguishing facilities, places of worship, parking lots, and so on. The Company also guarantees the health of employees by enrolling all employees in the Health Social Security program (BPJS Health).

The Company creates a decent work environment by providing safe work places and facilities. 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. [GRI 3-3, CRE6]

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.

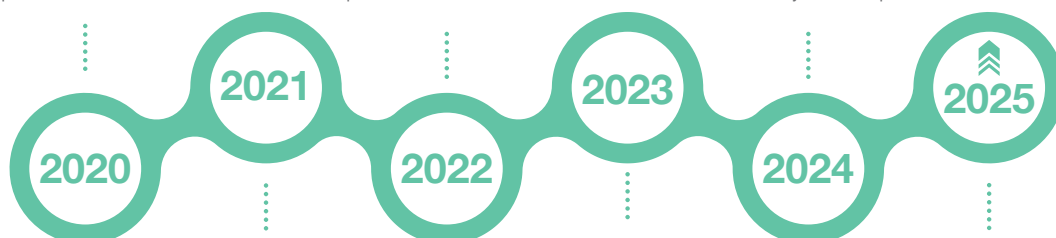
The Company continues to improve the HSE Management System on an ongoing basis through learning and practicing the best HSE Management System at national and international levels as well as keeping abreast of the latest knowledge developments in HSE.

KESELAMATAN KERJA

KEBIJAKAN DAN IMPLEMENTASI [GRI 403-1, 403-2, 403-7, 403-8]

Pelaksanaan sistem manajemen *Human, Safety and Environment* (HSE) mengacu pada kebijakan Sistem Manajemen Keselamatan dan Kesehatan Kerja dan Lingkungan (SMK3L) nomor WIKA-HSE-PM-01.01 yang terintegrasi antara K3 dengan pengelolaan lingkungan Perseroan. Selain itu, implementasi HSE Perseroan juga mengacu pada *OHS Management System* ISO 45001:2018 dan Peraturan Pemerintah Republik Indonesia no 50 tentang SMK3:2012, ISO 14001:2015. 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. [GRI 403-1, 403-8]

- 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 *Constructor 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



- 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

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

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

yang berada di lokasi proyek Perseroan. Setiap tahunnya, Perseroan menetapkan target dan melakukan evaluasi antara target dan capaian di akhir tahun. Adapun target dan realisasi penilaian QHSE yaitu:

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 WIKA terkait QHSE

Target Realization of Management System Assessment related to QHSE

Pengukuran Sistem Manajemen WIKA WIKA Management System Measurement	Target	Realisasi Realization
<i>Quality Management System Level (QMSL)</i>	820	844
K3 OSH		
a. HSE Level	820	852
b. <i>Frequency Rate</i>		
<i>Non lost time injury (NTLI)</i>	< 5	1,17
<i>Lost time injury (LTI)</i>	< 3	0,12
c. <i>Severity Rate</i>	< 2	0,49
d. <i>Risk containment audit (RCA)</i>	< 2,4	2,12
e. Jumlah Penyakit Akibat Kerja Number of Occupational Diseases	0	0
Ringkas, Rapi, Resik, Rawat, Rajin (5R) Sort, Set in Order, Shine, Sustain, Standardize (5S)	860	873
Lingkungan Environment		
a. Penghematan Penggunaan Kertas Paper Use Saving	10%	37%
b. Tumpahan Minyak Oil Spill	0	22
c. Intensitas Konsumsi Energi Listrik (kWh/m2/bulan) Electricity Energy Consumption Intensity (kWh/m2/month)	20	14
d. Pengurangan Penggunaan BBM (% dari anggaran penggunaan BBM di RKP) Reduction of Fuel Use (% of the fuel usage budget in the RKP)	5%	25%
e. Penggunaan Air Bersih untuk Perkantoran (liter/orang/bulan) Use of Clean Water for Offices (Litres/person/month)	4.320	2.426
<i>Quality Product Assessment (QPASS)</i>		
a. QPASS Pekerjaan Struktur a. QPASS for Structural Works	80%	93.9%
b. QPASS Pekerjaan <i>Finishing</i> b. QPASS for Finishing Works	90%	94.3%
c. QPASS Pekerjaan MEP c. QPASS for MEP Works	90%	95.1%
<i>Security Management System Level (SMSL)</i>	800	813

Perseroan senantiasa menerapkan *Project Monitoring dan Control System (PMCS)* untuk seluruh proyek-proyek yang ditangani. PMCS dapat diakses melalui situs <https://e-accounting.wika.co.id/pmcs/> oleh masing-masing proyek yang sudah terdaftar. Melalui PMCS, manajemen dapat memantau rencana penganggaran dana proyek agar berjalan sesuai rencana, komersial, keuangan, dan pengadaan.

The Company applies the *Project Monitoring and Control System (PMCS)* for all projects handled. PMCS can be accessed through the website <https://e-accounting.wika.co.id/pmcs/> by each registered project. Through PMCS, the management can monitor project budgeting plans so that they are running according to the plan, commercial, financial, and procurement.

Perseroan bertanggung jawab atas 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

The Company is responsible for the security process starting from the planning, implementation and 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

pekerjaan Perseroan. Keamanan proses memperhatikan beberapa hal berikut ini:

1. Kelengkapan dokumen perizinan;
2. Kebijakan WIKA-KON-PM-03.04 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. Menjalankan protokol kesehatan pencegahan virus COVID-19 selama masa pandemi;
7. Uji kelayakan pada proyek yang terselesaikan.

Setiap lini pekerjaan Perseroan akan senantiasa dinilai seluruh risikonya yang mungkin ditimbulkan. 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*. [GRI 403-2]

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.

Upaya pengelolaan potensi dan bahaya kecelakaan kerja yang dilakukan Perseroan secara terintegrasi, 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
WIKA menerapkan prosedur pelaporan insiden kecelakaan di lokasi kerja sesuai dengan Prosedur Penyelidikan (Investigasi) Kecelakaan Kerja dan Penyakit Akibat Kerja No. WIKA-PEM-PM.03.11.

into account the following:

1. Completeness of licensing documents;
2. WIKA-KON-PM-03.04 Policy regarding Construction 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. Implement health protocols to prevent the COVID-19 virus during the pandemic;
7. Feasibility test on completed projects.

Every line of work of the Company will always be assessed for all the risks that might arise, aiming to avoid 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. [GRI 403-2]

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.

Efforts to manage the potential hazards of work accidents are carried out in an integrated manner. WIKA has made three efforts to minimize the potential for work hazards and accidents, including:

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
WIKA applies accident reporting procedures at work sites in accordance with Work Accident Investigations and Occupational Diseases No. WIKAPEM- PM.03.11.

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 memberikan jaminan keselamatan pada seluruh pekerja proyek (100%), baik pekerja dari internal Perseroan maupun kontraktor, subkontraktor dan mitra kerja. Upaya Perseroan dalam menjaga keamanan di tempat kerja yaitu dengan menempatkan petugas *Safety Officer* dengan rasio perbandingan 1:50 dengan pekerja proyek. [GRI 403-7, GRI 403-8]

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.

INSIDEN

Komitmen Perseroan terhadap penerapan HSE direalisasikan dengan mewajibkan karyawan baik karyawan organik maupun terampil untuk menyetujui Pakta Integritas melalui sistem *online* (WZone) yang memuat klausul untuk menerapkan HSE, serta bagi para pekerja kontraktor dan mitra diwajibkan untuk menandatangani komitmen pernyataan untuk mengikuti semua aturan HSE WIKA. Sesuai dengan Permenaker RI No. PER-03/MEN/1998, Perseroan 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. [GRI 403-9]

Tabel Jam Kerja Selamat

Negara	2022	2021	2020
Indonesia	96.369.735	135.480.865	84.087.581
Luar Negeri Overseas	227.128	2.298.779	3.800.147

Security at work is a very important factor in WIKA'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. [GRI 403-7, GRI 403-8]

In addition, the implementation of OHS also affects vendors. WIKA 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.

INCIDENT

The Company's commitment to implementing HSE is realized by requiring WIKA employees, both organic and skilled employees, to agree to an Integrity Pact through the online system (WZone) which contains clauses for implementing HSE, as well as for employees of contractors and work partners are required to sign a commitment statement to follow all WIKA's HSE rules.. 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. [GRI 403-9]

Safe Working Hours

Tabel Jumlah Kecelakaan Kerja

Kategori Category	2022	2021	2020
Indonesia			
<i>Nearmiss</i>	991	514	801
<i>Non Lost Time Injury (NLTi)</i>	113	89	141
Ringan Minor	4	4	4
Sementara Tidak Mampu Bekerja Temporary Absence	8	2	3
Berat Major	0	4	0
Luar Negeri Overseas			
<i>Nearmiss</i>	17	177	201

Kategori Category	2022	2021	2020
Non Lost Time Injury (NLTI)	0	12	13
Ringan Minor	0	1	1
Sementara Tidak Mampu Bekerja Temporary Absence	0	0	0
Berat Major	0	0	0

Tabel Rate, NLTI Rate, dan LTI Rate

Rate, NLTI Rate, and LTI Rate

Kategori Category	2022	2021	2020
Indonesia			
Severity Rate	0,49	0,90	0,38
NLTI Rate	1,17	0,66	1,68
LTI Rate	0,12	0,07	0,08
Luar Negeri Overseas			
Severity Rate	0	0,34	0,00
NLTI Rate	0	4,03	2,97
LTI Rate	0	0,34	0,00

KESEHATAN

KEBIJAKAN DAN IMPLEMENTASI [GRI 403-3, 403-6]

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 diwajibkan untuk melakukan *Medical Check Up* (MCU) satu tahun sekali bagi karyawan yang ditempatkan di proyek dan dua tahun sekali bagi karyawan organik sesuai dengan Instruksi Kerja *Medical Check Up* (MCU) nomor WIKA-HCE-IK-06.11. Terdapat 3 (tiga) jenis MCU di Perseroan, yaitu: [GRI 403-6]

1. MCU Umum yaitu pemeriksaan Kesehatan yang bersifat standar (tes darah, urine dan thorax).
2. MCU Khusus yaitu pemeriksaan kesehatan yang bersifat mendeteksi pengaruh pekerjaan terhadap pekerja atau golongan pekerja tertentu, seperti pemilihan berdasarkan usia atau berdasarkan komorbid dan lainnya (tes darah, urine, thorax, elektrokardiogram).
3. MCU spesifik yaitu pemeriksaan kesehatan yang bersifat mendeteksi lebih kejadian, misalnya pemeriksaan Covid berupa swab atau ada pemeriksaan keracunan makanan berupa feses dan lainnya.

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).

HEALTH

POLICY AND IMPLEMENTATION [GRI 403-3, 403-6]

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.

All employees are required to do a Medical Check Up (MCU) once a year for employees assigned to the project and once every two years for organic employees in accordance with the Medical Check Up (MCU) Work Instructions number WIKA-HCE-IK-06.11. There are 3 (three) types of MCU in the Company, namely: [GRI 403-6]

1. General MCU, namely standard health checks (blood, urine and thorax tests).
2. Special MCU, namely medical examinations that detect the effect of work on certain workers or groups of workers, such as selection based on age or based on comorbidities and others (blood, urine, thorax tests, electrocardiogram).
3. Specific MCU, which is a health examination that detects more, for example a Covid examination in the form of a swab or there is an examination for food poisoning in the form of feces and others

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).

INSIDEN

Sampai dengan 31 Desember 2022, tidak terdapat jumlah kematian akibat kerja serta jumlah kasus penyakit terkait pekerjaan yang tercatat pada karyawan perseroan, kontraktor, subkontraktor dan mitra kerja. [GRI 403-10]

INCIDENT

As of December 31, 2022, there were no work-related deaths and cases of work-related illnesses recorded among employees, contractors, subcontractors and work partners of the Company. [GRI 403-10]

	Karyawan Perseroan Company Employees	Bukan Karyawan Perseroan (kontraktor, subkontraktor dan mitra kerja) Non Company Employees (Contractors, Subcontractors and Work partners)
Jumlah kematian akibat penyakit kerja Number of deaths from occupational diseases	0	0
Jumlah kasus penyakit terkait pekerjaan yang tercatat Number of recorded cases of work-related diseases	0	0

PELIBATAN KARYAWAN DAN PROTOKOL KOMUNIKASI K3 BAGI EKSTERNAL

Perseroan senantiasa membangun komunikasi dua arah antara manajemen dengan karyawan. Hal ini bertujuan untuk meningkatkan sinergi dan kesadaran terhadap HSE. 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. [GRI 403-4]

EMPLOYEE ENGAGEMENT AND OHS COMMUNICATION PROTOCOL FOR EXTERNAL PARTIES

The Company constantly makes efforts to build two-way communication between management and employees, aiming to increase synergy and awareness of HSE. 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. [GRI 403-4]

Selain itu, di setiap kantor pusat dan lokasi proyek terdapat Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3L) yang dibentuk berdasarkan SK Direksi No. ST. 02.01/A.DIR.01630/2022 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 seluruh fungsi serta perwakilan subkontraktor. [GRI 403-4]

In addition, 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.01630/2022. 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. [GRI 403-4]

Pada setiap bulannya, P2K3L senantiasa melakukan pertemuan untuk menentukan program dan target K3L, serta menyelesaikan permasalahan K3L. Kinerja P2K3L dilaporkan kepada Dinas Ketenagakerjaan pada setiap 3 bulan sekali.

Every month, HSE Committee holds meetings 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.

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 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. [GRI 403-5]

Furthermore, all WIKA employees must also be equipped with knowledge related to occupational health and safety. In supporting this, WIKA organizes training to its employees with the aim of increasing their understanding regarding applicable rules and being able to minimize the risk of work accidents. The OHS-related training held is as follows. [GRI 403-5]

Nama Pelatihan Training Name	Jumlah Peserta Number of Participants
<i>Incident Investigation</i>	16
<i>First Aider</i>	0
Ahli K3 Kebakaran kelas D Fire Safety Engineer D-Class	63
Ahli K3 Umum General OHS Expert	66
Auditor SMK3 OHSMS Auditors	11
Sertifikat <i>International OSHA Professional</i> (CIOP) International OSHA Professional Certificate	1

Sejak tahun 2019 sampai dengan 2022, 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. [GRI 403-5]

Since 2019 until 2022, 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. [GRI 403-5]

2022	2021	2020	2019	Total
203	259	169	92	723

ASPEK MASYARAKAT

DAMPAK OPERASI TERHADAP MASYARAKAT SEKITAR [OJK F.23]

Dengan adanya kegiatan operasional, Perseroan telah memberikan dampak positif pada keadaan sosial dan ekonomi daerah setempat seperti terbukanya kesempatan kerja, peningkatan pemberdayaan masyarakat sekitar, dan peningkatan pendapatan asli daerah. Perseroan juga 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. Perseroan juga terlibat dalam program pemerintah atas pembangunan infrastruktur, pengerjaan proyek yang ramah lingkungan, proyek infrastruktur dan hunian, serta melakukan pengadaan infrastruktur sampai ke daerah tertinggal, terdepan, dan terluar (3T). Perseroan senantiasa berusaha untuk memberikan dampak positif pada masyarakat.

Namun demikian, tidak dapat dihindari bahwa kegiatan operasional Perseroan juga dapat membawa dampak negatif terhadap lingkungan sekitar, seperti:

1. Peningkatan polusi udara dari emisi genset dan mobilisasi kendaraan.
2. Peningkatan kebisingan.
3. Peningkatan pencemaran air dari limbah domestik yang dihasilkan.
4. Timbulnya kemacetan lalu lintas di sekitar lokasi operasional.
5. Gangguan estetika.

COMMUNITY ASPECT

IMPACT OF OPERATIONS ON SURROUNDING COMMUNITIES [OJK F.23]

With its operational activities, the Company has brought positive impact 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 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. The Company always strives to have a positive impact on society.

However, it is unavoidable that the Company's operational activities can also have negative impact on the surrounding environment, such as:

1. Increased air pollution from generator emissions and vehicle mobilization.
2. Increased noise.
3. Increased water pollution from domestic waste produced.
4. The emergence of traffic jams around operational locations.
5. Aesthetic disturbances.

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.

Terkait dengan dampak pencemaran air dari limbah domestik yang dihasilkan, Perseroan berkomitmen untuk menggunakan IPAL untuk pengelolaan air limbah 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.

Sepanjang tahun 2022, 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. [CRE7]

KEPATUHAN TERHADAP HUKUM DAN PERATURAN [GRI 2-27]

Dalam menjalankan bisnisnya, Perseroan senantiasa berpedoman pada hukum dan peraturan yang berlaku. Selama tahun 2022, 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 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. Keluhan dan pengaduan yang diterima kemudian diserahkan kepada Departemen Representatif, Kepala Divisi dan *General Manager* yang ditembuskan kepada *Manager* Representatif. 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.

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 endeavored 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).

Regarding the impact of water pollution from the domestic waste generated, the Company is committed to using WWTP for waste water management 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.

Throughout 2022, 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. [CRE7]

COMPLIANCE WITH LAWS AND REGULATIONS [GRI 2-27]

In carrying out its business, the Company is always guided by applicable laws and regulations. In 2022, 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. Reports and complaints received are then submitted to the Representative Department, Head of Division and General Manager with a copy to Representative Manager. The Company is committed to following up complaints wisely in accordance with applicable regulations. Therefore, the Company makes preventive efforts to avoid re-occurrence.

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. Pelaporan pelanggaran kepada Direksi dan Dewan Direksi dilaksanakan pada setiap tahunnya.

Efektivitas pelaksanaan WBS didukung oleh media pengaduan, yaitu melalui aplikasi wbs.wika.co.id, serta melalui pihak khusus yang menangani pengaduan yaitu Tim Kepatuhan GCG, Fungsi Kepatuhan Anti Penyuapan (FKAP).

Terkait dengan penanganan pengaduan, Dewan Komisaris 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 Anggota Dewan Komisaris, Direksi dan Organ Pendukung Dewan Komisaris. Dewan Komisaris memberikan arahan agar efektivitas pelaksanaan WBS terus ditingkatkan, khususnya terkait dengan evaluasi frekuensi pelaporan WBS yang di tahun 2022 terdapat 6 (enam) pelaporan yang disampaikan melalui saluran WBS dan saluran lainnya. Hal ini perlu dikaji lebih lanjut, agar ke depannya WBS semakin efektif.

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. Reporting of violations to Board of Directors and Board of Directors is carried out annually.

The effectiveness of WBS is supported by complaint media, namely through a special e-mail at the e-mail address: timkepatuhangcg@wika.co.id, as well as through special parties that handle complaints, namely GCG Compliance Team, Anti-Bribery Compliance Function (FKAP).

Regarding complaint handling, Board of Commissioners 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 Members of Board of Commissioners, Board of Directors and Supporting Organs of Board of Commissioners. Board of Commissioners provides direction so that the effectiveness of WBS continues to be improved, especially in relation to evaluating the frequency of WBS reporting. In 2022, there were 6 (six) reports submitted through the WBS channel and other channels. This needs to be studied further, in order to improve the effectiveness of WBS in the future.

Tabel Pengaduan Masyarakat Tahun 2022

Unit Usaha Business Unit	Jumlah Keluhan yang Diterima Number of Complaints Received	Status
Divisi Infrastruktur 1 Infrastructure 1 Division	1	Ditolak Rejected
Divisi Infrastruktur 2 Infrastructure 2 Division	0	
Divisi EPCC EPCC Division	0	
Divisi Pemasaran Strategis (termasuk Departemen Pemasaran Infrastruktur, Departemen Pemasaran EPCC dan Departemen Pemasaran BGLN) Strategic Marketing Division (including Infrastructure Marketing Department, EPCC Marketing Department and BGLN Marketing Department)	0	
Divisi Bangunan Gedung dan Luar Negeri Building and Overseas Division	1	Ditolak Rejected
Divisi Keuangan Finance Division	0	
Divisi Legal Legal Division	0	
Divisi Manajemen Risiko dan PMO Risk Management and PMO Division	0	
Divisi Perencanaan dan Pengembangan Usaha Business Planning and Development Division	0	
Divisi <i>Human Capital</i> <i>Human Capital Division</i>	0	
Divisi <i>Engineering</i> <i>Engineering Division</i>	0	
Divisi <i>Quality, Health, Safety and Environment</i> <i>Quality, Health, Safety and Environment Division</i>	1	Ditolak Rejected
Divisi <i>Supply Chain Management</i> <i>Supply Chain Management Division</i>	0	
Satuan Pengawasan Intern Internal Audit Unit	0	

Tabel Pengaduan Masyarakat Tahun 2022

Unit Usaha Business Unit	Jumlah Keluhan yang Diterima Number of Complaints Received	Status
Sekretariat Perusahaan Corporate Secretariat	0	
Entitas Anak/Asosiasi Subsidiaries/Associations	1	Ditolak Rejected
Tidak Valid (N/A) Invalid (N/A)	2	Ditolak Rejected
Total	6	

KEGIATAN TANGGUNG JAWAB SOSIAL LINGKUNGAN (TJSL) [OJK F.25]

Aksi Keberlanjutan

Perseroan berprinsip juga pada pandangan *do good* pada *profit* dan *do well* pada penyelesaian masalah sosial serta lingkungan yang berkaitan langsung dengan *core business*. Aksi keberlanjutan Perusahaan tentu 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* 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.

Selanjutnya dari 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.

2. Fokus pada peningkatan Kesejahteraan Masyarakat
Selanjutnya adalah bagaimana mengimplementasikan konsep *Five Bottom Line* 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 *impact* 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 Perseroan.

3. Fokus pada Kelestarian Lingkungan Hidup
Kami selalu memberikan perhatian pada besarnya partisipasi perusahaan terhadap kelestarian lingkungan hidup. Menurut Wahana Lingkungan Hidup Indonesia (WALHI), eksploitasi dan ekstraksi sumber daya alam masih mendominasi di tahun 2022. Dan hal ini adalah

ENVIRONMENTAL AND SOCIAL RESPONSIBILITY (CSR) ACTIVITIES [OJK F.25]

Sustainability Actions

The Company is also 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 certainly 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 CSR program based on the Five Bottom Line concept. 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 CSR program that has an impact on both social and environmental sectors.

Furthermore, from an 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. Focus on improving Community Welfare
Next is how to implement the Five Bottom Line concept in the CSR program followed by improving community welfare. It is inevitable that one of the important goals of CSR 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 CSR program from the Company.

3. Focus on Environmental Sustainability
We always pay attention to the scale of the Company's participation in environmental sustainability. According to the Indonesian Forum for Environment (WALHI), exploitation and extraction of natural resources still dominated in 2022, as a result of industrialization

akibat dari kegiatan industrialisasi oleh perusahaan-perusahaan. Karenanya, secara konstitusional, perusahaan wajib untuk mewujudkan 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.

activities by companies. Therefore, constitutionally, companies are required to embody the CSR 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. Fokus pada Kepuasan Pelanggan dan Loyalitas Stakeholder

Terkait kepuasan pelanggan dan loyalitas *stakeholder* kepada perusahaan, juga sangat disadari oleh kami 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.

4. Focus on Customer Satisfaction and Stakeholder Loyalty

Regarding customer satisfaction and stakeholder loyalty to the Company, we are also very aware 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 CSR program will be sustainable by increasing customer satisfaction and stakeholder loyalty to the Company.

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.

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 CSR program have a good social and environmental impact.

5. Tetap Fokus Mendukung Sustainable Development

Kami telah berkomitmen ikut serta dalam mendukung pembangunan berkelanjutan (*sustainable development*) dengan mengoptimalkan manfaat dari sumber daya alam dan manusia. Seperti yang kita pahami Bersama bahwa pembangunan berkelanjutan ini juga dikonseptualisasikan menjadi *Sustainable Development Goals* (SDGs) yang telah disepakati oleh 193 negara, dengan 4 pilarnya yakni sosial, ekonomi, dan lingkungan. Atas dasar ini, perusahaan akan berpartisipasi dalam mengambil peran dalam terwujudkan pembangunan berkelanjutan.

5. Stay Focused on Supporting Sustainable Development

We have committed to participate in supporting sustainable development by optimizing the benefits of natural and human resources. As we all understand, sustainable development is also conceptualized as Sustainable Development Goals (SDGs) which have been agreed upon by 193 countries, with 4 pillars namely social, economic and environmental. On this basis, the Company will participate in taking a role in realizing sustainable development.

Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan

CSR Activities and Sustainable Development Goals

No	Jenis Kegiatan TJSL CSR Activities Types	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals	Penjelasan Explanation	Capaian Achievements
1	Desa Binaan Tanjung Burung Assisted Village	TPB 1, 2, 3, 4, 5, 8, 9, 10, 11, 13, 14, 15, 16 SDGs 1, 2, 3, 4, 5, 8, 9, 10, 11, 13, 14, 15, 16	Merupakan program lingkungan dan pendidikan berkelanjutan yang berada di wilayah operasi Perseroan. Alokasi dana: Rp395.000.000 A sustainable environmental and education program in Company operational area. Fund allocation: Rp395,000,000	1. Pengolahan sampah di Muara Sungai Cisdane, pengurangan tonase sampah di Muara Sungai Cisdane. 2. Pendidikan warga dan masyarakat Desa Tanjung Burung mengalami peningkatan terutama di bidang lingkungan. 3. Peningkatan ekonomi masyarakat Desa Tanjung Burung. 1. Waste treatment at Cisdane River Estuary, reduction of waste tonnage at Cisdane River Estuary. 2. Education of residents and communities of Tanjung Burung Village has increased, especially in the field of environment. 3. Improvement of the economy of Tanjung Burung Village's people.

No	Jenis Kegiatan TJSL CSR Activities Types	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals	Penjelasan Explanation	Capaian Achievements
2	WIKA Smart Block	TPB 8, 17 SDGs 8, 17	Sebagai platform juga inkubator untuk para calon dan mitra binaan WIKA. Alokasi dana: Rp360.00.000 As a platform as well as an incubator for candidates and fostered partners of WIKA. Fund allocation: Rp360,00,000	Para Calon dan Mitra Binaan WIKA yang tergabung dalam WIKA Smart Block akan memiliki pasar yang lebih luas, serta meningkatnya omset penjualan. Candidates and WIKA Fostered Partners who are members of the WIKA Smart Block will have a wider market, as well as increased sales turnover.
3	Taman Macaw Macaw Park	TPB 4, 8, 9, 13 SDGs 4, 8, 9, 13	Merevitalisasi tempat pembuangan sampah dan lahan tidur menjadi lahan yang lebih produktif dan hijau, dengan membuat RTH. Alokasi dana: Rp265.000.000 Revitalizing landfills and unused land into more productive and green land, by creating green open space. Fund allocation: Rp265,000,000	<ol style="list-style-type: none"> 1. Penghijauan lingkungan sekitar WIKA (<i>Green Zone</i>). 2. RTH yang dibangun menjadi sarana masyarakat untuk bersosialisasi dan berorganisasi. <ol style="list-style-type: none"> 1. Greening the environment around WIKA (<i>Green Zone</i>). 2. The green open space that was built has been used by the community to socialize and organize.
4	Sertifikasi Mandor Foreman Certification	TPB 4, 8 SDGs 4, 8	Memberikan Pendalaman Materi kepada para mandor WIKA yang kemudian diakhiri dengan ujian keahlian. Bagi peserta yang lolos, akan diberikan sertifikasi oleh Lembaga Sertifikasi Profesi (LSP) dengan standar Nasional. Alokasi dana: Rp200.000.000 Provide in-depth material to WIKA foremen which then ends with a skills exam. Participants who pass will be given a certification by the Professional Certification Institute (LSP) with national standards. Fund allocation: Rp200,000,000	Para mandor memiliki pengetahuan lebih mengenai dunia konstruksi dan memiliki nilai tambah dengan adanya sertifikasi. Foremen have more knowledge about the construction world and have added value with certification.
5	Program Pembinaan Usaha Mikro dan Kecil Micro and Small Business Development Program	TPB 1, 8 SDGs 1, 8	Program yang bertujuan untuk meningkatkan kemampuan usaha mikro dan usaha kecil agar menjadi tangguh dan mandiri. Alokasi dana: Rp31.500.000.000 The program aims to improve the capabilities of micro and small businesses to become stronger and independent. Fund allocation: Rp31,500,000,000	Penyaluran program PUMK dan mitra binaan pada 21 provinsi di Indonesia. Distribution of PUMK and fostered partners program in 21 provinces in Indonesia.
6	Beasiswa Untuk Anak Paskibraka Scholarship for Paskibraka	TPB 4 SDGs 4	Beasiswa yang ditujukan untuk Anak Paskibra Indonesia. Alokasi dana: Rp68.000.000 Scholarships for Indonesian Paskibra Student. Fund allocation: Rp68,000,000	Sebanyak 68 Orang Siswa mendapat beasiswa. A total of 68 students received scholarships.

No	Jenis Kegiatan TJSL CSR Activities Types	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals	Penjelasan Explanation	Capaian Achievements
7	Beasiswa WIKA WIKA Scholarship	TPB 4 SDGs 4	Beasiswa WIKA yang ditujukan kepada Siswa Berprestasi. Alokasi dana: Rp1.150.000.000 WIKA Scholarship for Outstanding Students Fund allocation: Rp1,150,000,000	Sebanyak 268 siswa berprestasi mendapat beasiswa. A total of 268 outstanding students received scholarships.
8	Beasiswa Untuk Anak Berprestasi TNI Scholarships for TNI outstanding children	TPB 4 SDGs 4	Beasiswa yang ditujukan kepada Anak Berprestasi TNI di Wilayah Bali. Alokasi dana: Rp150.000.000 Scholarships for TNI's Outstanding Children in Bali Region. Fund allocation: Rp150,000,000	Sebanyak 21 orang anak berprestasi TNI di wilayah Bali mendapat beasiswa. A total of 21 outstanding children of TNI in Bali region received scholarships.
9	Program Vaksinasi Booster Booster vaccination program	TPB 3 SDGs 3	Program Vaksinasi <i>Booster</i> untuk Pegawai dan Masyarakat Sekitar. Alokasi dana: Rp380.000 Booster Vaccination Program for Employees and Surrounding Communities. Fund allocation: Rp380,000,000	Sebanyak 2.924 Orang Pegawai dan Masyarakat Sekitar mengikuti vaksinasi <i>booster</i> . A total of 2,924 employees and surrounding community took part in the booster vaccination.
10	Donor Darah Blood Donors	TPB 3 SDGs 3	Donor Darah rutin untuk pegawai dan masyarakat sekitar. Alokasi dana: Rp170.000.000 Routine Blood Donation for employees and the surrounding community. Funds allocation: IDR 170,000,00	Perseroan melaksanakan donor darah rutin dalam setahun sebanyak 4 (empat) kali untuk pegawai dan masyarakat sekitar. The Company holds routine blood donors 4 (four) times a year for employees and surrounding community.
11	Bantuan Fasilitas Klinik Clinic facility assistance	TPB 3 SDGs 3	Bantuan fasilitas Klinik di area Bencana Gempa. Alokasi dana: Rp1.200.000.000 Clinic facility assistance in the Earthquake Disaster area. Fund allocation: RP1,200,000,000	Memberikan bantuan fasilitas klinik di area Bencana Gempa Cianjur di Desa Salakawung. Providing assistance with clinic facility in Cianjur Earthquake Disaster area in Salakawung Village.
12	Konservasi Situ Kura-Kura Leher Ular Snake Neck Turtle Situ Conservation	TPB 15 SDGs 15	Salah satu kepedulian perusahaan untuk turut mewujudkan keseimbangan alam dan sekaligus pelestarian satwa. Alokasi Dana: Rp150.000.000 One of the Company's concerns to contribute in realizing the balance of nature and at the same time preserving animals Fund Allocation: Rp150,000,000	Memperluas penangkaran kura-kura leher ular. Expanding the snake neck turtle hatchery.
13	Tanam Pohon Kolaborasi Mandalika Mandalika Tree Planting Collaboration	TPB 15 SDGs 15	Alokasi Dana: Rp24.750.000 Fund Allocation: Rp24,750,000	Kerja sama penanaman pohon yang dilakukan oleh Perseroan dengan BUMN lainnya di Mandalika. Tree planting program conducted by the Company with other SOEs in Mandalika.
14	Penanaman Konservasi Mangrove Mangrove Conservation Planting	TPB 14 SDGs 14	Kegiatan yang dilakukan Perseroan untuk mendukung pengurangan emisi dan polusi. Alokasi Dana: Rp40.000.000 Activities carried out by the Company to support emission and pollution reduction. Fund Allocation: Rp40,000,000	Perseroan berhasil menanam bibit mangrove 300 di taman wisata muara angke dan 6.000 di muara Sungai Cisadane pesisir pantai Tangerang. The Company has planted 300 mangrove seedlings in Muara Angke tourism park and 6,000 in the mouth of Cisadane river, the coast of Tangerang.

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 Description	Dampak yang Tercipta Created Impact
Pilar Ekonomi	<ul style="list-style-type: none"> • Peningkatan pendapatan bersih 20,61% • Memaksimalkan penggunaan <i>Building Information Modelling</i> (BIM) • Integrasi rencana pengadaan (e-PMCS) dan pengadaan Perseroan mencatat 99,9% dari pemasok nasional • Memperluas implementasi QHSE Information System (QIS) • Tenaga kerja lokal sebanyak 99,88 % • Realisasi pelatihan hingga 86.703 jam setahun • Pengerjaan proyek ramah lingkungan seperti MRT, bangunan hijau • Pengembangan dan produksi motor listrik GESITS • Terlibat dalam proyek transportasi umum yang aman dan berkualitas (MRT, LRT, kereta cepat) • Berkontribusi dalam proyek pembangunan pemukiman dan fasilitas umum yang terintegrasi • Increase in net revenue of 20.61% • Maximize the use of Building Information Modeling (BIM) • Integration of procurement plans (e-PMCS) and procurement of the Company recorded 99.9% of national suppliers • Expand the implementation of QHSE Information System (QIS) • Local workforce as much as 99.88% • Training realization up to 86,703 hours a year • Construction of environmentally friendly projects such as the MRT, green buildings • Development and production of GESITS electric motors • Engaged in safe and quality public transportation projects (MRT, LRT, high-speed rail) • Contributing to integrated housing and public facilities development projects
Pilar Lingkungan	<ul style="list-style-type: none"> • Pembangunan Jakarta International Stadium menggunakan konsep konstruksi hijau dan gedung hijau • Proyek ketenagalistrikan melalui proyek Pembangkit Listrik Tenaga Diesel (PLTD) Ambon 25MW, Pembangkit Listrik Tenaga Gas (PLTG) Borang 2x30MW di Sumatera Selatan dan Pembangkit Listrik Tenaga Diesel (PLTD) Marine Fuel Oil (MFO) 50 MW di Pesanggaran, Bali • Pemanfaatan energi terbarukan solar cell pada gedung WIKA Tower II • Mengerjakan proyek PLTA dan PLTS, serta proyek Energi Baru dan Terbarukan (EBT) lainnya • Menggunakan teknologi modern untuk menjaga keamanan konstruksi di bawah air • Rehabilitasi lingkungan di sekitar bibir pantai saat pengerjaan proyek • Menggunakan metode pengendapan zat berbahaya sebelum air limbah dibuang ke laut • Meningkatkan perencanaan dan pengelolaan penggunaan lahan untuk proses konstruksi (polusi udara, kebisingan, pancang bumi, pembuangan air limbah konstruksi) • Electricity project through the 25MW Ambon Diesel Power Plant (PLTD), 2x30MW Borang Gas Fired Power Plant (PLTG) in South Sumatra and 50 MW Marine Fuel Oil Diesel Power Plant (PLTD) in Pesanggaran, Bali. • Utilization of renewable energy solar cells in WIKA Tower II building • Working on hydropower and solar power projects, as well as other New and Renewable Energy (EBT) projects • Using modern technology to maintain the safety of underwater construction • Environmental rehabilitation around the shoreline during project work • Utilise precipitation methods for hazardous substances before wastewater is discharged into the sea • Improve land use planning and management for construction processes (air pollution, noise, earth piling, construction wastewater discharge)
Pilar Sosial	<ul style="list-style-type: none"> • Penerapan non-diskriminasi dan kesempatan kerja yang setara • Memasukkan aspek HAM dalam praktik ketenagakerjaan • Memberikan pelatihan <i>welding</i> untuk komunitas di sekitar proyek • Application of nondiscrimination and equal employment opportunity • Incorporating human rights aspects in labour practices • Provide welding training for communities around the project
Pilar Tata Kelola	<ul style="list-style-type: none"> • Penerapan Sistem Manajemen Anti Penyuapan berbasis ISO 37000 • Adanya Perjanjian Kerja Bersama (PKB) • Adanya Serikat Pekerja WIKA (Sekar WIKA) • Penerapan kode etik dan sistem pelaporan pelanggaran • Menciptakan sumber daya manusia unggul untuk mendukung operasional Perseroan dan pengerjaan proyek-proyek infrastruktur nasional Melakukan perluasan pangsa pasar ke luar negeri • Implementation of ISO 37000-based Anti-Bribery Management System • Existence of Collective Labour Agreement (CLA) • The existence of WIKA Employee Union (Sekar WIKA) • Implementation of code of ethics and violation reporting system • Creating superior human capital to support the Company's operations and work on national infrastructure projects • Expanding market share abroad

Prioritas Strategis Perseroan
Company's Strategic Priorities

TPB
SDGs

- Menciptakan lapangan pekerjaan melalui proyek yang berjalan dan meningkatkan kapasitas Perseroan
- Leverage pada BIM sebagai alat rekayasa digital utama untuk meningkatkan efisiensi operasional secara keseluruhan
- Pengadaan infrastruktur sampai ke daerah terdepan, tertinggal, terluar (3T)
- Pengerjaan proyek infrastruktur dan hunian (rusun)
- Terlibat dalam program pemerintah atas pembangunan infrastruktur di Indonesia
- Penyelesaian kawasan *Transit Oriented Development* (TOD) di sepanjang jalur kereta cepat Jakarta-Bandung
- Pemberdayaan UMK
- Creating jobs through ongoing projects and increasing the capacity of the Company
- Leverage on BIM as a key digital engineering tool to improve overall operational efficiency
- Procurement of infrastructure to frontier, lagging, outermost (3T) regions
- Construction of infrastructure and residential projects (flats)
- Involved in government programs for infrastructure development in Indonesia
- Completion of Transit Oriented Development (TOD) area along Jakarta-Bandung fast train line
- MSE Empowerment



- Menciptakan peluang pengerjaan proyek pembangkit listrik tenaga air (*microhydro*) dan tenaga surya
- Pengembangan desain bangunan ramah lingkungan yang mengutamakan efisiensi energi listrik
- Melakukan pencatatan emisi GRK yang dihasilkan dari kegiatan proyek
- Menyelamatkan terumbu karang dengan luasan 400 m²
- Membangun kerja sama yang tepat dengan vendor dalam mengatasi remediasi lahan sebelum proses konstruksi
- Konservasi hewan (kura-kura leher ular dan elang)
- Creating opportunities for micro-hydro and solar power projects
- Development of environmentally friendly building designs that prioritise electrical energy efficiency
- Recording GHG emissions resulting from project activities
- Saving coral reefs with an area of ... m²
- Establishing appropriate cooperation with vendors in addressing land remediation prior to the construction process
- Animal conservation (snake neck turtle and eagle)



- Memberikan beasiswa dan akses pendidikan untuk anak-anak di wilayah 3T
- Kerja sama dengan lembaga pendidikan untuk mendapatkan calon tenaga kerja berkualitas
- Providing scholarships and access to education for children in the 3T areas
- Collaboration with educational institutions to obtain quality prospective workers



- Kepercayaan dari pemangku kepentingan
- Memperluas partnership
- Bekerja sama dengan vendor untuk mendapatkan sumber daya yang berkualitas
- Membangun kerja sama dengan pihak asing untuk pengerjaan proyek-proyek guna mendukung akselerasi pembangunan infrastruktur di negara berkembang lain seperti Aljazair, Niger, Kepulauan Solomon, dan Timor Leste
- Stakeholder trust
- Expanding partnerships
- Collaborate with vendors to obtain quality resources
- Establish cooperation with foreign parties for projects to support the acceleration of infrastructure development in other developing countries such as Algeria, Niger, Solomon Islands, and Timor Leste.



Kinerja Keberlanjutan Sustainability Performance

TANGGUNG JAWAB PENGEMBANGAN PRODUK DAN/ ATAU JASA KEBERLANJUTAN

INOVASI DAN PENGEMBANGAN PRODUK/JASA PEMBANGUNAN BERKELANJUTAN [OJK F.26]

Perseroan memiliki komitmen yang kuat untuk terus melakukan inovasi dan pengembangan produk/jasa pembangunan berkelanjutan. Beberapa inovasi dan pengembangan produk/jasa yang telah dilakukan oleh Perseroan adalah sebagai berikut:

- 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.
- 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.
- 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.
- Pembangunan Transportasi Berkelanjutan**
Perseroan juga telah membangun transportasi berkelanjutan, seperti pembangunan monorel yang ramah lingkungan dan sistem transportasi cepat.

Di samping itu, Perseroan juga memanfaatkan energi terbarukan. Gaya interior yang sangat memedulikan lingkungan ini biasa dikenal dengan istilah *green design* atau *eco design*. Pengaplikasian gagasan *green design* diantaranya dengan menghemat listrik, banyaknya ruang terbuka untuk menangkap cahaya matahari dan udara yang mengalir, sehingga pemakaian lampu dan pendingin ruangan bisa dikurangi saat siang hari. Penghematan penggunaan air, pemakaian limbah air rumah tangga yang tidak langsung dibuang tetapi dicoba untuk dimanfaatkan kembali, memperbanyak area hijau sebanyak mungkin serta penggunaan material daur ulang.

Perseroan juga selalu memperbarui dan meningkatkan teknologi dan proses pembangunan yang sudah ada, sehingga dapat memberikan produk/jasa yang lebih berkualitas dan berkelanjutan. Perusahaan juga selalu berupaya untuk menjalin kolaborasi dengan pihak lain untuk meningkatkan inovasi dan pengembangan produk/jasa pembangunan berkelanjutan. Dengan inovasi dan pengembangan produk/jasa pembangunan berkelanjutan yang dilakukan oleh Perseroan, perusahaan dapat memberikan solusi yang lebih baik dan berkelanjutan dalam pembangunan infrastruktur bagi masyarakat.

RESPONSIBILITY FOR DEVELOPMENT OF SUSTAINABLE PRODUCTS AND/OR SERVICES

INNOVATION AND DEVELOPMENT OF SUSTAINABLE PRODUCTS/SERVICES [OJK F.26]

The Company has a strong commitment to continue to innovate and develop sustainable products/services. Several product/service innovations and developments that have been carried out by WIKA are as follows:

- 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.
- 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.
- 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.
- Sustainable Transportation Development**
The Company has also built sustainable transportation, such as the construction of an environmentally friendly monorail and a fast transportation system.

In addition, the Company also utilizes renewable energy. The interior style that really cares about the environment is commonly known as green design or eco design. The application of green design ideas includes saving electricity, lots of open space to catch sunlight and flowing air, hence the use of lights and air conditioning can be reduced during the day. Saving water usage, using household waste water that is not immediately disposed of but trying to be reused, increasing green areas as much as possible and using recycled materials.

The Company also updates and improves existing technology and development processes, in order to be able to offer higher quality and sustainable products/services. The Company also seeks to collaborate with other parties to increase innovation and development of sustainable product/service. With innovation and development of sustainable products/services, the Company can provide better and more sustainable solutions in infrastructure development for the community

PRODUK/JASA YANG SUDAH DIEVALUASI KEAMANANNYA BAGI PELANGGAN [OJK F.27, GRI 416-1, 416-2, CRE8]

Perseroan senantiasa berkomitmen untuk melaksanakan dan menjaga sistem manajemen mutu demi 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. [GRI 416-1]

Penilaian produk akhir melalui beberapa tahap, yaitu quality dan inspeksi. Hal ini tercakup di dalam dokumen 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.
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.

Di samping itu, WIKA 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 Pengadaan Barang dan Jasa Proyek yang tertuang dalam dokumen WIKA-DAN-PM-03.01 pada klausul mengenai jaminan atas pengadaan barang dan jasa.

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 2022, tidak terdapat insiden ataupun denda akibat ketidakpatuhan pada K3 terkait produk dan jasa, yang dapat membahayakan pelanggan maupun pengguna akhir. [GRI 416-2]

PRODUCTS/SERVICES THAT HAVE BEEN EVALUATED FOR CUSTOMER SAFETY [OJK F.27, GRI 416-1, 416-2, CRE8]

The Company is committed to 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. [GRI 416-1]

Assessment of the final product through several stages, namely quality and inspection, as covered in the 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), 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.

In addition, WIKA 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 Project Goods and Services Procurement Procedure contained in WIKA-DAN-PM-03.01 document in the clause regarding guarantees for the procurement of goods and services.

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 2022, there were no incidents or fines due to non-compliance with OHS related to products and services, which can endanger customers and end users. [GRI 416-2]

DAMPAK PRODUK/JASA [OJK F.28]

Setiap proses produksi yang dilakukan oleh Perusahaan Konstruksi akan selalu memberikan dampak terhadap peningkatan emisi, debu, dan kebisingan. 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 untuk mengurangi dampak negatif yang timbul di masyarakat
3. Melakukan penanaman pohon untuk mengimbangi jumlah emisi yang dihasilkan

JUMLAH PRODUK YANG DITARIK KEMBALI [OJK F.29]

Sepanjang tahun 2022, tidak terdapat produk dan/jasa Perseroan yang ditarik kembali.

SURVEI KEPUASAN PELANGGAN TERHADAP PRODUK DAN/ATAU JASA [OJK F.30]

Perseroan secara rutin melakukan survei kepuasan pelanggan untuk memastikan kepuasan dan kebutuhan pelanggan terpenuhi. Perseroan bekerja sama konsultan riset PT Fronliner Servis Indonesia untuk melaksanakan Riset Pasar dan Pelanggan yang diadakan setiap tahunnya. Berikut adalah beberapa langkah yang dilakukan Perseroan dan PT Fronliner Servis Indonesia dalam melakukan survei kepuasan pelanggan:

1. Menentukan Tujuan Survei
Perseroan menentukan tujuan survei, yaitu untuk memahami tingkat kepuasan pelanggan dan mengetahui kebutuhan pelanggan.
2. Menentukan Metode Survei
Perseroan menentukan metode survei yang sesuai dengan kebutuhan, seperti kuesioner, wawancara langsung, telepon, atau *online*.
3. Mempersiapkan Kuesioner
Jika metode survei yang dipilih adalah kuesioner, Perseroan menyiapkan kuesioner yang relevan dan akurat untuk memahami kepuasan pelanggan dan kebutuhan pelanggan.
4. Menentukan Sampel
Perseroan menentukan sampel pelanggan yang akan dijadikan responden dalam survei. Sampel ini dipilih dengan kriteria proyek dengan progres diatas 20% yang sedang dalam tahap penyelesaian.
5. Pelaksanaan Survei
Perseroan melaksanakan survei dengan membagikan kuesioner atau melakukan wawancara langsung, telepon, atau *online*. Perusahaan juga memberikan informasi yang jelas tentang tujuan survei dan memastikan kerahasiaan data responden.

IMPACT OF PRODUCTS/SERVICES [OJK F.28]

Every production process carried out by a Construction Company will always have an impact on increasing emissions, dust and noise. 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. Planting trees to offset the amount of emissions produced

NUMBER OF WITHDRAWN PRODUCTS [OJK F.29]

Throughout 2022, there were no products and/services of the Company that were withdrawn.

CUSTOMER SATISFACTION SURVEY ON PRODUCTS AND/OR SERVICES [OJK F.30]

The Company routinely conducts customer satisfaction survey to ensure customer satisfaction and their needs are met. The Company cooperates with research consultant PT Fronliner Servis Indonesia to carry out Market and Customer Research, which is held annually. Following are some of the steps taken by PT Wijaya Karya and PT Fronliner Servis Indonesia in conducting customer satisfaction survey:

1. Determining Survey Objectives
The Company determines the purpose of the survey, which is to understand the level of customer satisfaction and find out customer needs.
2. Determining Survey Methods
The Company determines the survey methods that suit their needs, such as questionnaires, in-person, telephone or online interviews.
3. Preparing Questionnaire
If the survey method chosen is a questionnaire, The Company prepares relevant and accurate questionnaires to understand customer satisfaction and customer needs.
4. Determining Sample
The Company determines a sample of customers who will be used as respondents in the survey. This sample was selected with project criteria with progress above 20% which is currently in the completion stage.
5. Survey Implementation
The Company conducts the survey by distributing questionnaires or conducting in-person, telephone or online interviews. The Company also provides clear information about the purpose of the survey and ensures the confidentiality of respondent data.

6. Analisis Hasil Survei
Setelah survei selesai dilaksanakan, Perseroan melakukan analisis data untuk memahami tingkat kepuasan pelanggan dan mengetahui kebutuhan pelanggan.
7. Tindakan Perbaikan
Berdasarkan hasil analisis, Perseroan menentukan tindakan perbaikan yang perlu dilakukan untuk meningkatkan kepuasan pelanggan dan memenuhi kebutuhan pelanggan.

6. Analysis of Survey Results
After the survey was completed, The Company conducted data analysis to understand the level of customer satisfaction and determine customer needs.
7. Corrective Action
Based on the analysis results, The Company determines the corrective actions that need to be taken to increase customer satisfaction and meet customer needs.

Dengan melakukan survei kepuasan pelanggan secara rutin, 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 Perseroan.

By conducting regular customer satisfaction surveys, the Company can ensure that its products/services meet customer needs and improve unsatisfactory services. This can increase customer trust and satisfaction, as well as enhance the Company's reputation.

Indeks kepuasan pelanggan menjadi salah satu faktor yang dapat menjadi tolak ukur bagi Perseroan untuk menentukan keberhasilan dalam mengerjakan proyek-proyeknya. 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. Pada tahun 2022, Perseroan masih dalam tahap penyelesaian survei kepuasan pelanggan. Indeks kepuasan pelanggan terakhir dilakukan pada 2021 dengan skor 4,06 dari skala 5.

The customer satisfaction index is one of the factors that can be used as a benchmark for the Company to determine success in carrying out its projects. Customer satisfaction is an investment for the Company because it makes it possible to collaborate again in the future. Therefore, the Company is always committed to providing the best experience to each of its customers and the favorable results, hence the high-quality results are obtained. In 2022, the Company was still in the stage of completing the customer satisfaction survey. The last customer satisfaction index was carried out in 2021 with a score of 4.06 on a scale of 5

Tabel Survei Kepuasan Pelanggan

Customer satisfaction survey

Keterangan Description	Kepuasan Pelanggan (Skala Likert) Customer Satisfaction (Likert Scale)		
	2022	2021	2020
Indeks Kepuasan Pelanggan Customer Satisfaction Survey	4,04 (Dari skala 5) Out of scale of 5	4,06 (Dari skala 5) Out of scale of 5	4,04* (Dari skala 5) Out of scale of 5

Keterangan:
*Disajikan Kembali
Note:
*Restated

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 2022 telah diverifikasi oleh pihak independen yang kompeten di bidangnya. Perseroan menunjuk Sejahtera Rambah Asia (SR Asia) 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 berdasarkan standar AA1000 Assurance Standard v.3. Adapun ruang lingkup verifikasi yaitu kesesuaian pada prinsip-prinsip pelaporan dan ketentuan indikator pelaporan.

The 2022 Sustainability Report of PT Wijaya Karya (Persero) Tbk has been verified by independent party who is competent in their field. The Company appointed Sejahtera Rambah Asia (SR Asia) to verify this report. The independent party is appointed on the basis of a management decision. In addition, the Company ensures that there is no conflict of interest in the report verification process. The verification process is carried out using type 1 based on the AA1000 Assurance Standard v.3. The scope of verification is compliance with reporting principles and reporting indicator provisions.



Infrastructure & Building

Construction & High Building

- Truk - opit
- dan jembatan
- hidro dan Dam
- Angkutan dan Bendungan
- Aspal di Luar Negeri
- Traksi Bergrate
- Residensial & Komersial
- Industri
- & Stasiun Kereta Api

Building

53%

(Contribution out of 2021)



Energy & Industrial

Power

- PLN
- Pembangkit listrik
- Pabrik industri
- Pabrik pengolahan
- Transmisi Listrik
- Operasi & Pemeliharaan
- Pembangkit listrik
- Bandara
- Energy Trade

Energy & Industrial

19%



Industry

Manufacturing

- Presisi
- Construction Material
- Fabrikasi Baja
- Angkutan & Muatan
- Aspal
- Aspal Natural
- Motor Listrik

Industry

26%



Independent Assurance Statement

The 2022 Sustainability Report of PT Wijaya Karya (Persero) Tbk

Kinerja
Keberlanjutan
Sustainability
Performance

Number	: 07/000-174/III/2023/SR-Asia/Indonesia
Assurance Type	: Type 1
Assurance Level	: Moderate
Reporting Standards	: GRI Universal Standard 2021 Consolidated and GRI G4 Construction and Real Estate
Reporting Regulation	: Sustainable Finance Regulation POJK No.51/2017 (Indonesia)

Dear stakeholders,

PT Wijaya Karya (Persero) Tbk (“the Company” or the “Reporting Organization”) is a listed company on the Indonesia Stock Exchange (IDX) and an Indonesian state-owned enterprise, whose subsidiaries manage several business portfolios in real estate, property management, and power plant. Its business operations include engineering, construction, and maintenance activities. The Company has assigned **Social Responsibility Asia (“SR Asia”)** as an AA1000 licensed assurance provider to assess its **2022 Sustainability Report** (“the Report”) for the reporting period of **January 1st to December 31st, 2022**. This is the Independent Assurance Statement (“the Statement”) that presents SR Asia’s conclusions and recommendations resulting from the assessment.

Intended User and Purpose

In this Statement, we disclose our professional opinions against the AA1000AS v3 standard, findings, and recommendations to the stakeholders regarding the Report content, especially the Company’s sustainability commitments, governance, strategies, and achievements during the reporting period. SR Asia carried out the assurance work following particular scope, mechanism, and procedures as agreed by the Management. Due to some limitations, except for the areas covered in the scope of assurance work, this Statement or the Report is not intended to be used exclusively as a basis for interpreting the sustainability or the whole performance of the Company.

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 March 18th, 2023. SR Asia is only responsible to deliver assurance work, NOT an audit. 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 has particular mechanisms and procedures to ensure that assurance work is taken professionally.

SR Asia Independent Assurance Statement, version 2023, page 1 of 4

We confirm there are NO relationships between the assessor team and the Company that can influence our independence and impartiality to conduct the assessment and generate the Statements. The assessor team must follow the assurance protocol and the ethical code of conduct to ensure their objectivity and integrity during the assurance work. We also carried out a pre-engagement assessment to verify the risks of engagement as well as the independence and impartiality of the team in conducting the assurance work. The assessor team members are experts with experience in assessing sustainability reports based on various reporting standards and principles.

Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content.
2. **A moderate level of assurance** 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 1st to December 31st, 2022**.
2. Topics in the Report content that have been identified as “Material” by the Company: **Occupational Health and Safety, Anti-corruption, Indirect Economic Impact, Economic Performance, Energy, and Water and Effluent**.
3. Financial data, information, and figures in the Report content are NOT included in the scope of assurance. SR Asia assumes the Company, independent parties, or other parties associated with the Company, have verified and/or audited any data and information related to financial statements.
4. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
5. Adherence to the following reporting principles, standards, and regulations:
 - a) Financial Services Authority Regulation No.51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies and refers to Financial Services Authority Circular Letter (SEOJK) 2022 No. 16/SEOJK.04/2022.
 - b) The Consolidated set of GRI Sustainability Reporting Standards 2021 (GRI Universal Standards) and GRI G4 Construction and Real Estate Sector Disclosures (GRI-G4 CRE) issued by the Global Reporting Initiative.

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

1. Form an assessor team whose members are capable in sustainability report development and assurance.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the assessor team.
3. Perform 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 incorporated our recommendations in the draft Report and release 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 – Overall, the Company has identified and engaged key stakeholder groups who have an impact on and are involved in the Company's operations and sustainability. Accordingly, stakeholder presentation has been done in adherence to the principle of inclusivity. The company aims to fulfill its responsibility to stakeholders by developing various approaches and communication channels to respond to their suggestions.

Materiality – Overall, the six material topics presented in the Report can describe the context of corporate sustainability. The process of defining material topics has been done through FGD (Forum Group Discussion) which has included internal stakeholders. However, in the next report we expect the Company to involve external stakeholders in the process of defining material topics, especially to discuss the risks and opportunities for each topic. We also recommend the Company to consider materiality topic concerning climate change activities such as emissions. Henceforward, the selection of material topic for local communities also needs to be considered because the Company's operations also intersect with the local communities.

Responsiveness – Based on the contents of the Report, the Company has managed responses to impacts, concerns, and stakeholder expectations. The Company provides a complaint channel in the form of whistleblowing which is supported by the complaint media through the wbs.wika.co.id application. The company has carried out selection, confirmation of the type of violation, and verification and the company always evaluates it so that whistleblowing is more effective.

Impact – The Company has performed adequately in the environment and nicely in social and economic performances. For the environment, the Company has achieved reducing 5% in fuel oil. As for the social, The Company has enforced due diligence for workers' occupational health and safety. The Company regularly conducts a measurement for frequency rate, severity rate, risk containment audit, and number of occupational diseases. The Company also has a policy to halt the working procedures if the workers

find dangerous activities or work conditions that do not comply with applicable regulations. The Company's revenue and national suppliers are increasing every year.

Statement of Use: "with Reference to the GRI Standards" – Our assessor team has assessed the Report content against the GRI requirements for reporting to the GRI Standards. We concluded that the Report has met the three requirements: publish a GRI Content Index, provide a statement of use, and notify GRI.

GRI Standards Principles – The Company has applied the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) as well as the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability). The Company has also provided adequate evidence documents as required during the assurance process.

Recommendation

1. To disclose the material topics concerning climate change and local communities in the next reporting year.
2. To engage external stakeholders in process of defining the material topic, especially for its risk and opportunity.
3. To increase the integration level of ESG principles in an organization's activities by conduct ESG assessment.
4. To disclose the environmental performance comprehensively, covering the parent entity, subsidiaries, and projects.

The assurance provider,

Jakarta, March 21th 2023



Birendra Raturi
International Director
Social Responsibility Asia



Lim Hendra
Country Director for Indonesia
Social Responsibility Asia

Social Responsibility Asia (SR Asia)

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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 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 Sustainability Report, we kindly ask our stakeholders to provide feedback through an email or sending this form by fax/post.

Pertanyaan Question	Setuju Agree	Tidak Setuju Disagree
Laporan ini telah memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial, dan lingkungan Perusahaan. 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. The data and information disclosed is easy to understand, complete, transparent and balanced.		
Data dan informasi yang disajikan berguna dalam pengambilan keputusan. The data and information presented is useful in making decisions.		
Laporan ini menarik dan mudah dibaca. The report is interesting and easy to read.		

Mohon berikan nilai mengenai aspek yang terdapat dalam laporan 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

- (.....) Occupational Health and Safety
- (.....) Anti-Corruption
- (.....) Indirect Economic Impact
- (.....) Economic Performance
- (.....) Energy
- (.....) Water and Effluent

Mohon berikan komentar/saran/usulan bagi laporan ini.
Please provide comments/input/suggestions for this report.

Nama :

Name :

Pekerjaan :

Job :

Institusi/Perusahaan :

Institution/Company :

Kontak (telepon, email) :

Contact (phone, e-mail) :

Kategori Pemangku Kepentingan

- Pemegang Saham
- Pelanggan
- Pekerja
- Investor
- Regulator, Legislatif, dan Lembaga Pengawas
- Masyarakat di Sekitar Wilayah Usaha Perusahaan
- Kontraktor
- Lembaga Swadaya Masyarakat (LSM)
- Lembaga Penelitian dan Perguruan Tinggi

Saran dan tanggapan yang Anda berikan atas informasi yang disajikan dalam laporan ini mohon dikirimkan kepada:

PT Wijaya Karya (Persero) Tbk

Corporate Secretary

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Situs web : <http://www.wika.co.id>

Stakeholder Category

- Shareholder
- Customer
- Employee
- Investor
- Regulator, Legislature, and Supervisory Institution
- Community Around the Company's Business Area
- Contractor
- Non-Governmental Organization (NGO)
- Research Institute and University

Please send your feedback on the information presented in this report to:

PT Wijaya Karya (Persero) Tbk

Corporate Secretary

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TANGGAPAN TERHADAP UMPAN BALIK LAPORAN KEBERLANJUTAN TAHUN 2021 [OJK G.3]

RESPONSE TO 2021 SUSTAINABILITY REPORT FEEDBACK [OJK G.3]

Atas Laporan Keberlanjutan tahun 2021, Perseroan tidak menerima umpan balik dari pemangku kepentingan. Oleh karenanya, Perseroan tidak memiliki tanggapan dari umpan balik atas Laporan Keberlanjutan 2021.

Regarding the 2021 Sustainability Report, the Company received/did not receive any feedback from stakeholders. Therefore, the Company has no information on response to feedback for the 2021 Sustainability Report.

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*) N/A : Not Applicable

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Focusing Opportunity, Strengthening Sustainability

Fokus pada Peluang, Perkuat Keberlanjutan

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Sustainability
Report

2022

Laporan
Keberlanjutan