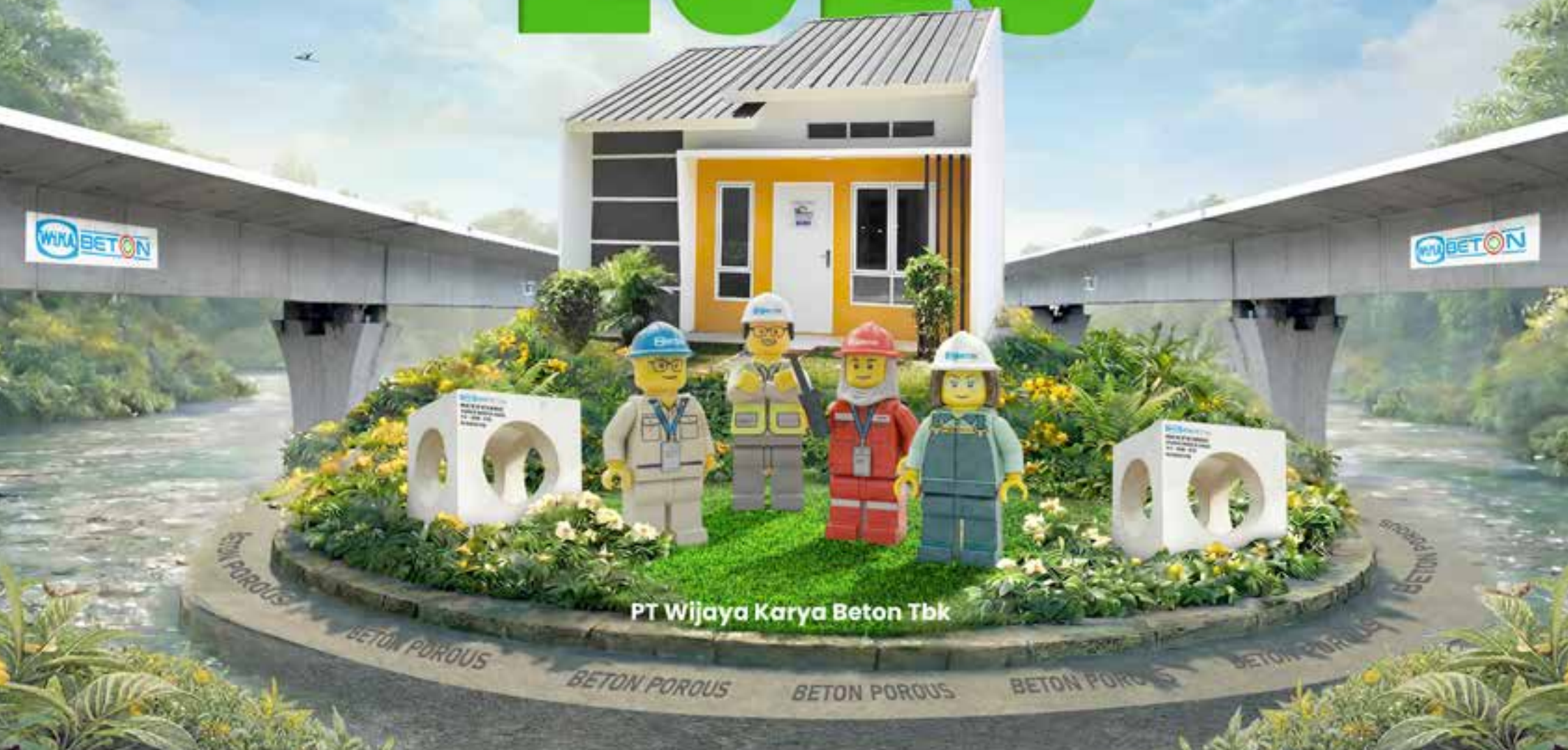


SUSTAINABLE VALUE CREATION THROUGH TRUSTED SOLUTIONS



LAPORAN KEBERLANJUTAN
SUSTAINABILITY REPORT

2025



PT Wijaya Karya Beton Tbk

Sanggahan dan Batasan Tanggung Jawab

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The Company has made every effort to ensure the accuracy, completeness, and reliability of the data presented. However, the Company makes no representations or warranties, either express or implied, regarding the accuracy, validity, or completeness of the information, particularly with respect to projections, forward-looking statements, or external conditions beyond the Company’s control. Any performance projections, targets, or plans disclosed in this report are subject to change in response to market dynamics, economic conditions, government policies, and other internal or external factors.

The Company also notes that certain data, particularly those related to environmental and social aspects, are based on estimates and assumptions in accordance with applicable sustainability reporting standards. Any updates or corrections to the information presented in this report will be disclosed through the Company’s subsequent official publications.



Penjelasan Tema

Explanation of Theme

Sustainable Value Creation Through Trusted Solutions

Penciptaan Nilai Berkelanjutan Melalui Solusi yang Terpercaya



Berpijak pada dinamika industri konstruksi yang menuntut kinerja yang andal sekaligus bertanggung jawab, WIKAJA Beton terus memperkuat fondasi penciptaan nilai jangka panjang melalui peningkatan kualitas operasional dan tata kelola. Sepanjang periode pelaporan, Perseroan mencatat penguatan praktik keberlanjutan yang tercermin dari capaian kinerja ESG yang berada di atas rata-rata industri, pengelolaan risiko yang semakin terintegrasi, serta penyempurnaan sistem pengendalian internal. Di sisi operasional, Perseroan senantiasa menerapkan standar mutu dan keselamatan kerja yang konsisten, penurunan tingkat kecelakaan kerja, serta peningkatan kepatuhan terhadap standar lingkungan sebagai bukti konkret upaya Perseroan dalam menjaga keandalan solusi yang diberikan kepada pelanggan dan mitra usaha.

Seiring dengan penguatan fondasi dalam penciptaan nilai jangka panjang, WIKAJA Beton terus mendorong inovasi dan efisiensi untuk memastikan keberlanjutan kinerja usaha. Upaya pengurangan emisi dan konsumsi energi, peningkatan pemanfaatan material ramah lingkungan, serta pengelolaan limbah yang lebih efektif di fasilitas produksi menunjukkan komitmen Perseroan dalam meminimalkan dampak lingkungan di sepanjang rantai nilai. Pada aspek sosial, pelaksanaan pelatihan keselamatan dan kesehatan kerja, pemetaan risiko hak asasi manusia sebagai bagian dari uji tuntas berkelanjutan, serta penguatan kompetensi sumber daya manusia turut memperkuat ketahanan organisasi. Dengan landasan kinerja yang terukur tersebut, WIKAJA Beton optimis mampu menjaga kepercayaan pemangku kepentingan sekaligus memastikan kesinambungan nilai usaha dalam jangka panjang.

Amid the evolving dynamics of the construction industry, which demand both reliable and responsible performance, WIKAJA Beton continues to strengthen the foundation of long-term value creation by enhancing operational quality and corporate governance. During the reporting period, the Company demonstrated stronger sustainability practices, reflected in ESG performance that remained above the industry average, increasingly integrated risk management, and the continuous enhancement of internal control systems. Operationally, the Company consistently implemented quality and occupational safety standards, reduced workplace accident rates, and strengthened compliance with environmental standards as tangible evidence of its commitment to maintaining the reliability of solutions delivered to customers and business partners.

In line with reinforcing the foundation for long-term value creation, WIKAJA Beton continues to promote innovation and efficiency to ensure sustainable business performance. Efforts to reduce emissions and energy consumption, increase the use of environmentally friendly materials, and improve waste management across production facilities demonstrate the Company's commitment to minimizing environmental impacts throughout its value chain. On the social front, the implementation of occupational health and safety training, human rights risk mapping as part of ongoing due diligence, and the strengthening of human capital competencies further enhance organizational resilience. With this measurable performance foundation, WIKAJA Beton remains confident in maintaining stakeholder trust while ensuring the sustainability of its business value over the long term.

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Sambutan Direksi [2-22, 2-23][D.1]

Message from the President Director

Para Pemangku Kepentingan yang Kami Hormati,

Dengan penuh rasa syukur, kami menyampaikan terima kasih atas kepercayaan, dukungan, dan kolaborasi yang senantiasa terjalin dengan seluruh pemangku kepentingan Perseroan. Di tengah dinamika dan tantangan yang mewarnai tahun 2025, dukungan tersebut menjadi fondasi penting bagi WIKA Beton untuk terus melangkah, beradaptasi, dan menjaga keberlanjutan usaha. Komitmen tersebut tercermin dalam kinerja keberlanjutan Perseroan yang menunjukkan hasil positif dan melampaui rata-rata industri. Capaian ini membuktikan pengelolaan aspek lingkungan, sosial, serta tata kelola yang berjalan secara konsisten dan terintegrasi, sekaligus menegaskan posisi Perseroan yang semakin kuat dalam penerapan prinsip keberlanjutan.

Dear Valued Stakeholders,

With deep gratitude, we would like to express our sincere appreciation for the trust, support, and collaboration that have continuously been extended by all of the Company's stakeholders. Amid the dynamics and challenges that marked 2025, such support served as an important foundation for WIKA Beton to continue moving forward, adapting, and maintaining business sustainability. This commitment was reflected in the Company's sustainability performance, which demonstrated positive results and exceeded the industry average. These achievements reflect the consistent and integrated management of environmental, social, and governance aspects, while also reaffirming the Company's increasingly strong position in implementing sustainability principles.

Tahun 2025 merupakan periode yang tidak mudah bagi Perseroan. Namun demikian, Direksi memandang fase ini sebagai momentum untuk memperkuat ketahanan bisnis sekaligus memastikan penciptaan nilai WIKA Beton tetap terjaga dan bertumbuh secara berkelanjutan. Melalui penguatan tata kelola, manajemen risiko yang disiplin, serta integrasi prinsip keberlanjutan dalam strategi bisnis, Perseroan berkomitmen untuk terus memberikan kontribusi positif bagi pemegang saham, karyawan, pelanggan, mitra usaha, dan masyarakat luas.

Tahun 2025 juga menandai capaian penting bagi Perseroan di tengah tekanan industri yang signifikan. Di saat seluruh BUMN Konstruksi mencatatkan kinerja negatif, WIKA Beton menjadi satu-satunya perusahaan yang berhasil membukukan kinerja positif. Capaian ini merupakan hasil dari disiplin dalam pengendalian risiko, selektivitas proyek, serta optimalisasi portofolio yang berfokus pada profitabilitas dan keberlanjutan jangka panjang.

Kinerja positif tersebut memungkinkan Perseroan untuk tetap memberikan nilai tambah bagi para pemangku kepentingan, termasuk melalui pembagian dividen sebagai wujud komitmen dalam menjaga nilai ekonomi bagi pemegang saham. Momentum ini juga memperkuat tekad Perseroan untuk *"Bring Back Our Glory"*, yaitu mengembalikan kejayaan melalui strategi yang terukur, tata kelola yang kuat, dan transformasi berkelanjutan.

Selain itu, WIKA Beton terus memperluas jejak bisnis di tingkat internasional melalui penguatan penetrasi produk dan kapabilitas teknik pada sejumlah pasar sasaran. Ekspansi ini mencerminkan posisi Perseroan sebagai pelaku industri pracetak nasional yang mampu bersaing dan memberikan nilai lebih di pasar regional dan global.

Kondisi Eksternal terhadap Arah Strategi Keberlanjutan

Sepanjang 2025, ketidakpastian ekonomi global, tekanan transisi energi, serta meningkatnya tuntutan terhadap praktik bisnis berkelanjutan turut membentuk dinamika industri konstruksi dan manufaktur beton. Di tingkat nasional, arah kebijakan pembangunan semakin menempatkan keberlanjutan, efisiensi, dan tata kelola sebagai prasyarat utama dalam pelaksanaan proyek infrastruktur.

The year 2025 was not an easy period for the Company. Nevertheless, the Board of Directors views this phase as a momentum to strengthen business resilience while ensuring that WIKA Beton continues to create and sustain long-term value. Through strengthened governance, disciplined risk management, and the integration of sustainability principles into its business strategy, the Company remains committed to delivering positive contributions to shareholders, employees, customers, business partners, and the broader community.

The year 2025 also marked an important milestone for the Company amid significant industry pressures. At a time when all SOEs in the construction sector recorded negative performance, WIKA Beton stood as the only company that successfully posted positive results. This achievement reflects the Company's disciplined risk management, project selectivity, and portfolio optimization focused on profitability and long-term sustainability.

This positive performance enabled the Company to continue delivering added value to its stakeholders, including through dividend distribution as a reflection of its commitment to maintaining economic value for shareholders. This momentum also reinforces the Company's determination to *"Bring Back Our Glory"*, restoring its achievements through measured strategies, strong governance, and continuous transformation.

In addition, WIKA Beton continues to expand its international business footprint by strengthening product penetration and engineering capabilities in several target markets. This expansion reflects the Company's position as a national precast industry player that is capable of competing and delivering added value in regional and global markets.

External Conditions Shaping the Direction of Sustainability Strategy

Throughout 2025, global economic uncertainty, pressures from the energy transition, and increasing expectations for sustainable business practices shaped the dynamics of the construction and concrete manufacturing industries. At the national level, development policies have increasingly positioned sustainability, efficiency, and governance as key prerequisites in the implementation of infrastructure projects.

Dalam konteks tersebut, WIKA Beton menyelaraskan strategi bisnis dengan berbagai instrumen resmi antarpemerintah, antara lain Tujuan Pembangunan Berkelanjutan (TPB), komitmen nasional pengendalian perubahan iklim, serta kerangka pengungkapan internasional seperti IFRS Sustainability Disclosure. Penyelarasan ini memastikan kontribusi Perseroan terhadap pembangunan nasional dilakukan secara bertanggung jawab, terukur, dan berorientasi jangka panjang.

Kebijakan Keberlanjutan WIKA Beton

Menanggapi kondisi pasar yang menantang, WIKA Beton melakukan penyesuaian strategi dengan mengalihkan fokus dari pertumbuhan *top line* menuju penguatan *bottom line* yang berkelanjutan, sejalan dengan komitmen Perseroan dalam menerapkan prinsip *Environmental, Social, and Governance* (ESG) secara terintegrasi dalam seluruh aktivitas operasional. Strategi tersebut diwujudkan melalui penguatan tata kelola operasional yang transparan dan akuntabel, optimalisasi portofolio proyek yang selektif dan bernilai tambah, serta penerapan efisiensi biaya yang terukur dengan tetap memperhatikan pengelolaan lingkungan, tanggung jawab sosial, dan kepatuhan terhadap prinsip *Good Corporate Governance*.

Dalam kerangka strategi tersebut, sebagai pemimpin pasar industri beton pracetak nasional, Perseroan didukung oleh keunggulan strategis berupa jaringan pabrik yang tersebar di berbagai wilayah Indonesia serta kapasitas produksi yang memadai, yang memungkinkan WIKA Beton mendukung kebutuhan pasar secara efisien sekaligus berkontribusi pada penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.

Sejalan dengan pemanfaatan keunggulan skala tersebut, Direksi secara cermat mengelola struktur biaya tetap yang melekat pada skala operasional. Sepanjang 2025, berbagai inisiatif efisiensi operasional diterapkan pada sejumlah pabrik guna menekan *fixed cost* secara berkelanjutan tanpa mengurangi kualitas produk, keselamatan kerja, maupun tingkat layanan kepada pelanggan. Langkah ini menjadi bagian dari upaya Perseroan dalam menjaga keberlanjutan penciptaan nilai bagi seluruh pemangku kepentingan.

Pada tingkat pengambilan keputusan strategis, Direksi juga secara aktif menetapkan arah strategis melalui pembahasan berkala atas kinerja, risiko utama, serta dinamika eksternal yang memengaruhi Perseroan. Dalam konteks keberlanjutan,

In this context, WIKA Beton aligned its business strategy with various intergovernmental frameworks, including the Sustainable Development Goals (SDGs), national commitments to climate change mitigation, and international disclosure frameworks such as the IFRS Sustainability Disclosure Standards. This alignment ensures that the Company's contributions to national development are carried out responsibly, measurably, and with a long-term perspective.

WIKA Beton's Sustainability Policy

In response to challenging market conditions, WIKA Beton adjusted its strategy by shifting its focus from top-line growth toward strengthening a sustainable bottom line, in line with the Company's commitment to integrating Environmental, Social, and Governance (ESG) principles across all operational activities. This strategy is implemented through strengthening transparent and accountable operational governance, optimizing a selective and value-creating project portfolio, and implementing measured cost efficiencies while maintaining strong environmental management, social responsibility, and adherence to Good Corporate Governance principles.

Within this strategic framework, as a market leader in Indonesia's precast concrete industry, the Company is supported by strategic advantages in the form of a network of manufacturing plants located across various regions of Indonesia and adequate production capacity. These strengths enable WIKA Beton to efficiently support market demand while contributing to the creation of long-term value for all stakeholders.

In line with leveraging these scale advantages, the Board of Directors carefully manages the fixed cost structure inherent in the Company's operational scale. Throughout 2025, various operational efficiency initiatives were implemented across several plants to sustainably reduce fixed costs without compromising product quality, occupational safety, or customer service levels. These measures form part of the Company's efforts to maintain sustainable value creation for all stakeholders.

At the strategic decision-making level, the Board of Directors also actively sets the Company's direction through regular deliberations on performance, key risks, and external dynamics affecting the business. In the context of sustainability, the Board

Direksi mengarahkan integrasi aspek ekonomi, lingkungan, dan sosial, termasuk hak asasi manusia, ke dalam kebijakan dan rencana kerja Perseroan. Penetapan kebijakan pengelolaan risiko iklim, keanekaragaman hayati, hubungan industrial, serta penghormatan terhadap hak asasi manusia merupakan bagian dari komitmen Direksi dalam memastikan penciptaan nilai yang berkelanjutan di seluruh aktivitas dan hubungan bisnis Perseroan.

Model Bisnis dan Pengelolaan Dampak Berkelanjutan

Keberagaman portofolio produk menjadi salah satu pilar utama *value creation* WIKA Beton. Perseroan terus mengembangkan produk bernilai tambah tinggi, termasuk produk ramah lingkungan, sejalan dengan meningkatnya tuntutan pasar terhadap praktik bisnis berkelanjutan. Produk tiang pancang WIKA Beton hingga saat ini menjadi satu-satunya produk di kawasan ASEAN yang telah memperoleh sertifikasi *Environmental Product Declaration* (EPD) yang memberikan keunggulan kompetitif, khususnya pada proyek-proyek berskala internasional dan proyek dengan persyaratan keberlanjutan yang ketat.

Pengembangan produk hijau tidak hanya mencerminkan komitmen Perseroan terhadap lingkungan, tetapi juga berkontribusi langsung terhadap penciptaan nilai ekonomi melalui peningkatan daya saing dan peluang pendapatan jangka panjang.

Untuk menjaga kontribusi terhadap pembangunan berkelanjutan, Direksi menetapkan prioritas strategis jangka pendek seperti penguatan ketahanan operasional melalui pengelolaan risiko iklim dan emerging risks berbasis *Enterprise Risk Management* (ERM), serta penguatan kesiapan Perseroan dalam mengadopsi standar pengungkapan keberlanjutan yang selaras dengan IFRS S2. Selain itu, Perseroan juga terus mendorong peningkatan efisiensi energi, pengelolaan emisi, dan kesiapan pemenuhan persyaratan proyek berbasis ESG, sekaligus memperkuat hubungan industrial melalui PKB 2025–2026 serta perlindungan hak asasi manusia di lingkungan kerja dan rantai pasok. **[412-3]**

Sementara untuk jangka menengah, Perseroan menetapkan beberapa prioritas di antaranya integrasi risiko iklim dan keanekaragaman hayati ke dalam perencanaan strategis jangka menengah, pengembangan produk dan solusi beton berkelanjutan untuk mendukung infrastruktur adaptif dan rendah karbon, serta peningkatan kapabilitas sumber daya manusia dalam mendukung transformasi digital dan keberlanjutan.

directs the integration of economic, environmental, and social aspects, including human rights into the Company's policies and work plans. The establishment of policies related to climate risk management, biodiversity, industrial relations, and respect for human rights forms part of the Board's commitment to ensuring sustainable value creation across all of the Company's activities and business relationships.

Business Model and Sustainable Impact Management

Product portfolio diversification is one of the key pillars of WIKA Beton's value creation. The Company continues to develop high value-added products, including environmentally friendly products, in line with increasing market demand for sustainable business practices. WIKA Beton's spun pile products remain the only products in the ASEAN region to have obtained Environmental Product Declaration (EPD) certification, providing a competitive advantage, particularly in international scale projects and projects with stringent sustainability requirements.

The development of green products not only reflects the Company's commitment to environmental stewardship but also directly contributes to economic value creation through enhanced competitiveness and long-term revenue opportunities.

To maintain its contribution to sustainable development, the Board of Directors has set several short-term strategic priorities, including strengthening operational resilience through the management of climate risks and emerging risks based on Enterprise Risk Management (ERM), as well as enhancing the Company's readiness to adopt sustainability disclosure standards aligned with IFRS S2. In addition, the Company continues to promote improvements in energy efficiency, emissions management, and readiness to meet ESG-based project requirements, while also strengthening industrial relations through the 2025–2026 CLA and reinforcing the protection of human rights within the workplace and supply chain. **[412-3]**

For the medium term, the Company has established several priorities, including the integration of climate and biodiversity risks into medium-term strategic planning, the development of sustainable concrete products and solutions to support adaptive and low-carbon infrastructure, and the enhancement of human capital capabilities to support digital transformation and sustainability initiatives.

Tata Kelola sebagai Fondasi Keberlanjutan

Dalam menjalankan strategi keberlanjutan, Perseroan menghadapi berbagai tantangan, antara lain kompleksitas implementasi standar keberlanjutan, kebutuhan investasi awal untuk transformasi teknologi, serta tantangan adaptasi sumber daya manusia. Untuk merespons hal tersebut, Perseroan menerapkan pendekatan bertahap melalui penguatan perencanaan investasi, peningkatan kompetensi SDM, serta kolaborasi dengan pemangku kepentingan guna memastikan proses transisi berjalan efektif dan berkelanjutan. Pendekatan ini sekaligus menjadi landasan dalam memperkuat sistem tata kelola yang terintegrasi. Sejalan dengan hal tersebut, tata kelola yang kuat menjadi fondasi utama keberlanjutan WIKA Beton sekaligus kerangka pengarah bagi inovasi dan pengambilan keputusan strategis.

Sepanjang tahun 2025, WIKA Beton terus memperkuat praktik tata kelola melalui integrasi manajemen risiko ke dalam *Enterprise Risk Management* yang mencakup risiko iklim, *emerging risks*, keanekaragaman hayati, serta risiko sosial dan hak asasi manusia. Penerapan kerangka TCFD, penguatan peran Direksi dan Dewan Komisaris dalam pengawasan ESG, pembentukan dan penguatan fungsi keberlanjutan, serta penyusunan kebijakan strategis seperti Kebijakan Keanekaragaman Hayati, Kebijakan Hak Asasi Manusia, dan implementasi Perjanjian Kerja Bersama menjadi wujud nyata inovasi tata kelola Perseroan. Melalui pendekatan ini, Direksi memastikan bahwa setiap strategi dan kegiatan operasional tidak hanya memenuhi kepatuhan regulasi, tetapi juga mampu mencegah dampak negatif, mengelola risiko secara proaktif, serta menciptakan nilai jangka panjang bagi pemegang saham, karyawan, masyarakat, dan lingkungan.

Untuk memastikan strategi dan kebijakan dijalankan secara efektif, Direksi menerapkan mekanisme pengawasan dan evaluasi yang terstruktur. Implementasi strategi dimonitor melalui indikator kinerja utama, laporan manajemen risiko, serta pelaporan keberlanjutan yang disampaikan secara berkala kepada Direksi dan Dewan Komisaris. Direksi juga memastikan keterlibatan lintas fungsi melalui komite dan unit terkait guna mengintegrasikan strategi keberlanjutan ke dalam kegiatan operasional sehari-hari. Pendekatan ini memungkinkan deteksi dini atas kendala implementasi serta penyesuaian strategi secara responsif. Lebih lanjut, Perseroan juga menunjuk *Chief Sustainability Officer* (CSO) dalam memperkuat tata kelola keberlanjutan melalui Komite *Environmental, Social, and Governance* (ESG).

Governance as the Foundation of Sustainability

In implementing its sustainability strategy, the Company faces various challenges, including the complexity of applying sustainability standards, the need for upfront investment in technological transformation, and the challenges associated with workforce adaptation. To address these, the Company adopts a phased approach by strengthening investment planning, enhancing human capital competencies, and fostering collaboration with stakeholders to ensure an effective and sustainable transition. This approach also serves as a foundation for reinforcing an integrated governance system. In line with this, strong governance serves as the primary foundation of WIKA Beton's sustainability, as well as a guiding framework for innovation and strategic decision-making.

Throughout 2025, WIKA Beton continued to strengthen its governance practices by integrating risk management into its Enterprise Risk Management framework, covering climate risks, emerging risks, biodiversity, as well as social and human rights risks. The adoption of the TCFD framework, the strengthening of the roles of the Board of Directors and the Board of Commissioners in ESG oversight, the establishment and enhancement of sustainability functions, and the development of strategic policies such as the Biodiversity Policy, Human Rights Policy, and the implementation of the Collective Labor Agreement demonstrate the Company's governance innovation. Through this approach, the Board of Directors ensures that every strategy and operational activity not only complies with regulatory requirements but also prevents adverse impacts, manages risks proactively, and creates long-term value for shareholders, employees, communities, and the environment.

To ensure that strategies and policies are implemented effectively, the Board of Directors applies a structured monitoring and evaluation mechanism. Strategy implementation is monitored through key performance indicators, risk management reports, and sustainability reporting that are regularly submitted to the Board of Directors and the Board of Commissioners. The Board of Directors also ensures cross-functional involvement through relevant committees and units to integrate sustainability strategies into daily operational activities. This approach enables early detection of implementation challenges and allows responsive adjustments to strategies. Furthermore, the Company has appointed a Chief Sustainability Officer (CSO) to strengthen sustainability governance through the Environmental, Social, and Governance (ESG) Committee.

Inisiatif Strategis dalam Mendukung Keberlanjutan Jangka Panjang

Direksi meyakini bahwa penciptaan nilai yang berkelanjutan hanya dapat dicapai melalui pengelolaan risiko yang efektif dan terintegrasi, termasuk dalam pengembangan produk dan solusi inovatif Perseroan. Sepanjang 2025, Perseroan memperkuat digitalisasi manajemen risiko melalui penerapan sistem *Four Eyes Principles* yang digunakan sejak tahap awal proyek. Sistem ini memungkinkan identifikasi dan mitigasi risiko secara dini pada seluruh siklus bisnis, mulai dari perencanaan, desain, produksi, hingga implementasi di lapangan, sehingga potensi risiko teknis, operasional, lingkungan, dan finansial dapat dikendalikan secara lebih sistematis dan terukur.

Pendekatan tersebut juga diterapkan secara konsisten pada pengembangan produk *Concrete Reef Unit* (CRU) atau *Reef Cube*, yang dirancang sebagai struktur beton pracetak modular untuk mendukung rehabilitasi ekosistem laut. Dalam pengelolaan risikonya, Perseroan memperhatikan karakteristik lingkungan lokasi pemasangan, ketahanan material terhadap kondisi laut, serta metode instalasi yang meminimalkan gangguan terhadap biota laut. Integrasi manajemen risiko sejak tahap desain dan produksi memungkinkan CRU/*Reef Cube* memenuhi aspek kinerja teknis sekaligus mendukung tujuan lingkungan, sehingga produk ini tidak hanya memberikan nilai ekonomi, tetapi juga memperkuat kontribusi Perseroan terhadap infrastruktur berwawasan lingkungan.

Selain itu, pengelolaan risiko terintegrasi juga menjadi landasan dalam pengembangan W-Home sebagai solusi hunian modular pracetak. Produk ini dirancang untuk menjawab kebutuhan pembangunan hunian yang cepat, efisien, dan terstandarisasi, dengan risiko keterlambatan proyek dan pemborosan material yang lebih terkendali. Perseroan menerapkan *Early Warning System* (EWS) yang disesuaikan dengan skala dan kompleksitas proyek, dengan parameter penilaian risiko antara 5 hingga 18 indikator, termasuk pada proyek W-Home yang menuntut ketepatan desain, logistik, dan pemasangan. Penerapan mekanisme *locking system* pada proyek yang telah berjalan serta sistem eskalasi risiko secara berjenjang dari tingkat operasional hingga Direksi memastikan pengambilan keputusan yang tepat waktu, akuntabel, dan selaras dengan strategi keberlanjutan Perseroan.

Strategic Initiatives to Support Long-Term Sustainability

The Board of Directors believes that sustainable value creation can only be achieved through effective and integrated risk management, including in the development of the Company's innovative products and solutions. Throughout 2025, the Company strengthened the digitalization of risk management through the implementation of the *Four Eyes Principles*, which has been utilized since the early stages of project development. This system enables early identification and mitigation of risks across the entire business cycle, from planning, design, and production to on-site implementation, allowing potential technical, operational, environmental, and financial risks to be managed in a more systematic and measurable manner.

This approach is also consistently applied in the development of the *Concrete Reef Unit* (CRU) or *Reef Cube*, which is designed as a modular precast concrete structure to support the rehabilitation of marine ecosystems. In managing the associated risks, the Company takes into account the environmental characteristics of the installation site, the durability of materials under marine conditions, and installation methods that minimize disturbances to marine life. The integration of risk management from the design and production stages enables the CRU/*Reef Cube* to meet technical performance requirements while supporting environmental objectives. As such, the product not only delivers economic value but also strengthens the Company's contribution to environmentally responsible infrastructure.

In addition, integrated risk management also forms the foundation for the development of W-Home as a modular precast housing solution. This product is designed to address the need for faster, more efficient, and standardized housing development, with better control over risks related to project delays and material waste. The Company implements an *Early Warning System* (EWS) tailored to the scale and complexity of each project, with risk assessment parameters ranging from 5 to 18 indicators, including those applicable to W-Home projects that require high precision in design, logistics, and installation. The implementation of a *locking system* for ongoing projects, along with a tiered risk escalation mechanism from the operational level up to the Board of Directors, ensures timely and accountable decision-making that remains aligned with the Company's sustainability strategy.

Capaian Kinerja ESG WIKA Beton

Sepanjang 2025, WIKA Beton berhasil memperkuat pengelolaan risiko iklim dan lingkungan yang tercermin dari capaian ESG Score S&P Global sebesar 71 dengan CSA Score sebesar 70. Capaian ini menempatkan Perseroan di atas rata-rata industri sektor *Construction Materials* yang berada pada angka 38, menunjukkan kinerja keberlanjutan yang kompetitif di tingkat global. Pada dimensi *Environmental*, Perseroan mencatat skor 70, didukung oleh penguatan kebijakan lingkungan, penerapan sistem manajemen bersertifikasi ISO 14001 di seluruh wilayah operasional, pengelolaan air dan limbah yang terukur, serta pengembangan produk ramah lingkungan. Di aspek *Social*, skor 80 mencerminkan stabilitas hubungan industrial melalui implementasi PKB, penguatan praktik ketenagakerjaan, serta pengelolaan keselamatan dan kesehatan kerja. Sementara itu, pada dimensi *Governance & Economic*, Perseroan memperoleh skor 63, didukung oleh tata kelola risiko terintegrasi berbasis ERM, penguatan kebijakan etika bisnis, serta transparansi pelaporan keberlanjutan. Capaian ini diperkuat dengan perolehan skor 97,59 atau kategori *Very Good* dalam ASEAN Corporate Governance Scorecard (ACGS), yang mencerminkan kualitas penerapan tata kelola perusahaan yang unggul.

Meski mencatatkan kinerja di atas rata-rata industri, Direksi menyadari bahwa sejumlah target jangka pendek masih memerlukan penguatan, khususnya pada peningkatan efisiensi energi, pengendalian konsumsi energi tidak terbarukan, serta percepatan transformasi digital dan integrasi metrik ESG ke dalam insentif manajemen. Selain itu, Perseroan menargetkan peningkatan kualitas pengungkapan dan pencapaian ESG secara bertahap, termasuk penguatan target reduksi emisi GRK sebesar 20% pada 2030 dan pencapaian komitmen *Net Zero Emission* sebesar 95% pada 2060, yang saat ini masih berada pada tahap pematapan kerangka kebijakan dan kesiapan internal. Evaluasi berkala atas capaian dan kesenjangan terhadap target tersebut menjadi dasar perbaikan berkelanjutan pada periode berikutnya.

Atas berbagai inisiatif keberlanjutan yang dijalankan, WIKA Beton mencatatkan penghargaan di bidang keberlanjutan sepanjang tahun 2025 di antaranya *Gold Winner* pada kategori *Sustainability Business dan Community Based Development*. Perseroan juga mendapatkan penghargaan Star 5 (EXSELEN) dari *Top CSR Awards 2025*, *IDX Channel Anugerah ESG 2025*, *Top Governance, Risk, & Compliance (GRC) Awards 2025 #5 Stars (Excellence)*, hingga *Gold Award* untuk kategori *Inovasi Lingkungan Pengelolaan Sampah di PPB Bogor*.

WIKA Beton's ESG Performance Achievements

Throughout 2025, WIKA Beton successfully strengthened its climate and environmental risk management, as reflected in its S&P Global ESG Score of 71 and a CSA Score of 70. This achievement places the Company above the Construction Materials industry average of 38, demonstrating a competitive sustainability performance at the global level. In the Environmental dimension, the Company recorded a score of 70, supported by strengthened environmental policies, the implementation of ISO 14001-certified environmental management systems across all operational areas, measurable water and waste management, and the development of environmentally friendly products. In the Social dimension, the score of 80 reflects stable industrial relations through the implementation of the CLA, strengthened labor practices, and robust occupational health and safety management. Meanwhile, in the Governance & Economic dimension, the Company achieved a score of 63, supported by integrated risk governance based on ERM, strengthened business ethics policies, and transparent sustainability reporting. This achievement is further strengthened by the Company's score of 97.59, classified as "Very Good," in the ASEAN Corporate Governance Scorecard (ACGS), reflecting the strength of its corporate governance practices.

Although the Company has recorded performance above the industry average, the Board of Directors recognizes that several short-term targets still require further strengthening, particularly in improving energy efficiency, controlling non-renewable energy consumption, and accelerating digital transformation as well as the integration of ESG metrics into management incentives. In addition, the Company aims to gradually enhance the quality of ESG disclosures and performance achievements, including strengthening its target to reduce GHG emissions by 20% by 2030 and achieving a 95% Net Zero Emissions commitment by 2060, which is currently in the stage of refining policy frameworks and internal readiness. Periodic evaluations of achievements and gaps against these targets will serve as the basis for continuous improvement in the coming periods.

In recognition of the various sustainability initiatives undertaken, WIKA Beton received several sustainability-related awards throughout 2025, including *Gold Winner* in the *Sustainability Business and Community Based Development* categories. The Company also received the *Star 5 (EXCELLENT)* award at the *Top CSR Awards 2025*, the *IDX Channel ESG Award 2025*, the *Top Governance, Risk, & Compliance (GRC) Awards 2025 #5 Stars (Excellence)*, as well as a *Gold Award* in the *Environmental Innovation for Waste Management* category at *PPB Bogor*.

Secara khusus, Direktur Utama Perseroan juga mencatatkan beberapa penghargaan di antaranya *TOP Leader on CSR Commitment 2025* dan *The Most Committed GRC Leader* yang mencerminkan komitmen seluruh Organ Perseroan di bidang keberlanjutan.

Sepanjang tahun 2025, WIKA Beton mencatatkan capaian kinerja lingkungan yang terukur sekaligus memperkuat arah pencapaian target keberlanjutan. Total konsumsi energi Perseroan tercatat sebesar 3.739.713 GJ, menurun 8% dibandingkan tahun sebelumnya, sejalan dengan target penurunan intensitas energi sebesar 3% pada tahun 2025. Pada periode yang sama, total emisi Gas Rumah Kaca (GRK) *Scope 1* dan *Scope 2* tercatat sebesar 15.003,38 ton CO₂e, atau turun 24% dibandingkan tahun sebelumnya, sebagai bagian dari upaya pencapaian target reduksi emisi sebesar 20% pada tahun 2030. Pengelolaan sumber daya air dan limbah juga menunjukkan perbaikan, dengan konsumsi air sebesar 71.665 m³, sejalan dengan target pengurangan konsumsi air sebesar 2,5% per tahun.

Pada aspek sosial dan tata kelola, WIKA Beton berhasil mempertahankan kinerja *zero fatality* sepanjang tahun 2025 dengan *total recordable incident rate* (TRIR) sebesar 0, sekaligus menargetkan pencapaian *zero fatality* secara berkelanjutan. Di sisi pengembangan sumber daya manusia, Perseroan mencatatkan total jam pelatihan karyawan sebesar 11.321 jam, dengan target peningkatan rata-rata jam pelatihan per karyawan hingga 18,3 jam per tahun, sebagai bagian dari penguatan kapabilitas dan penciptaan nilai jangka panjang yang berkelanjutan. Selain itu, stabilitas hubungan industrial tetap terjaga melalui implementasi Perjanjian Kerja Bersama (PKB).

Sejalan dengan perkembangan standar pelaporan keberlanjutan global, Perseroan juga terus mempersiapkan penerapan IFRS S1 dan S2. Pada tahun 2025, Perseroan berada pada tahap penguatan perangkat dan kesiapan internal. Identifikasi risiko dan peluang terkait iklim direncanakan mulai dilakukan pada 2026, sehingga pada 2027 Perseroan telah mampu melakukan pengungkapan yang lebih spesifik, terukur, dan selaras dengan praktik terbaik internasional.

Penutup

Menatap ke depan, Direksi meyakini bahwa keberlanjutan akan senantiasa menjadi landasan utama dalam setiap langkah transformasi WIKA Beton. Melalui pelaksanaan Program Hijau WTON yang dijalankan secara bertahap dan terukur, Perseroan berkomitmen untuk terus memperkuat tata kelola, mengelola risiko secara

In particular, the Company's President Director also received several awards, including *TOP Leader on CSR Commitment 2025* and *The Most Committed GRC Leader*, reflecting the commitment of all Company organs to sustainability.

Throughout 2025, WIKA Beton also recorded measurable environmental performance while strengthening progress toward its sustainability targets. The Company's total energy consumption was recorded at 3,739,713 GJ, representing a 8% decrease compared to the previous year, in line with the target to reduce energy intensity by 3% in 2025. During the same period, total *Scope 1* and *Scope 2* Greenhouse Gas (GHG) emissions amounted to 15,003.38 tons of CO₂e, representing a 24% decrease compared to the previous year, as part of efforts to achieve the 20% emission reduction target set for 2030. Water and waste resource management also showed improvement, with total water consumption recorded at 71,665 m³, aligned with the Company's target to reduce water consumption by 2.5% per year.

From a social and governance perspective, WIKA Beton successfully maintained a *zero fatality* performance throughout 2025, with a total recordable incident rate (TRIR) of 0, while continuing to target the sustained achievement of *zero fatality*. In terms of human capital development, the Company recorded a total of 11,321 training hours for employees, with a target to increase the average training hours per employee to 18.3 hours per year, as part of strengthening capabilities and creating sustainable long-term value. In addition, industrial relations remained stable through the implementation of the Collective Labor Agreement (CLA).

In line with the development of global sustainability reporting standards, the Company is also continuing to prepare for the implementation of IFRS S1 and S2. In 2025, the Company was in the stage of strengthening its internal frameworks and readiness. The identification of climate-related risks and opportunities is planned to commence in 2026, enabling the Company to provide disclosures that are more specific, measurable, and aligned with international best practices by 2027.

Closing

Looking ahead, the Board of Directors believes that sustainability will continue to serve as the fundamental foundation in every step of WIKA Beton's transformation. Through the gradual and measurable implementation of the WTON Green Program, the Company remains committed to strengthening governance, managing risks

terintegrasi, menyempurnakan praktik ESG, serta memperluas kolaborasi yang konstruktif dengan para pemangku kepentingan. Komitmen tersebut diwujudkan melalui integrasi prinsip lingkungan, sosial, dan tata kelola ke dalam seluruh aktivitas operasional, mulai dari pengendalian emisi dan peningkatan efisiensi sumber daya, pengembangan produk beton yang lebih ramah lingkungan, pemberdayaan masyarakat, penghormatan terhadap hak asasi manusia, hingga penerapan tata kelola yang transparan, akuntabel, dan beretika.

Dengan dukungan dan peran aktif seluruh pemangku kepentingan, termasuk karyawan, pelanggan, mitra usaha, pemegang saham, regulator, serta masyarakat, WIKA Beton memastikan implementasi kebijakan keberlanjutan melalui perbaikan yang konsisten dan penyesuaian strategi bisnis. Melalui pendekatan tersebut, Perseroan optimis dapat menciptakan dampak jangka panjang serta berkontribusi terhadap Tujuan Pembangunan Berkelanjutan.

in an integrated manner, enhancing ESG practices, and expanding constructive collaboration with stakeholders. This commitment is reflected in the integration of environmental, social, and governance principles across all operational activities, from emissions control and improved resource efficiency, the development of more environmentally friendly concrete products, community empowerment, and respect for human rights, to the implementation of transparent, accountable, and ethical governance practices.

With the support and active participation of all stakeholders, including employees, customers, business partners, shareholders, regulators, and the broader community, WIKA Beton ensures the implementation of its sustainability policies through continuous improvement and alignment of its business strategy. Through this approach, the Company remains confident in its ability to create long-term impact and contribute to the achievement of the Sustainable Development Goals.

Jakarta, 10 April | 10 April 2026



Kuntjara

Direktur Utama PT Wijaya Karya Beton Tbk
President Director of PT Wijaya Karya Beton Tbk

Surat Pernyataan Tanggung Jawab atas Laporan Keberlanjutan PT Wijaya Karya Beton Tbk Tahun 2025

Statement Letter for the 2025 Sustainability Report of PT Wijaya Karya Beton Tbk

Kami yang bertanda tangan di bawah ini menyatakan bahwa seluruh informasi dalam Laporan Keberlanjutan PT Wijaya Karya Beton Tbk Tahun 2025 telah disajikan secara lengkap dan kami bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, hereby declare that all information contained in the 2025 Sustainability Report of PT Wijaya Karya Beton Tbk has been presented in full, and we take full responsibility for the accuracy of the contents of the Company's Sustainability Report.

This statement is made truthfully and in good faith.

Jakarta, 10 April | 10 April 2026

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Wilan Oktavian
Komisaris Utama
President Commissioner

Tjia Marwan
Komisaris
Commissioner

Bapak Dwi Gawan Islandhi H.B. selaku Komisaris Independen Perseroan tidak lagi menjabat karena meninggal dunia sebagaimana telah disampaikan oleh Perseroan melalui Surat Pengumuman No. SE.01.01/WB-0A.0167/2026 tanggal 18 Februari 2026.

Mr. Dwi Gawan Islandhi H.B., in his capacity as Independent Commissioner of the Company has passed away, no longer serves in such position as announced by the Company through Announcement Letter No. SE.01.01/WB-0A.0167/2026 dated February 18, 2026.

DIREKSI | BOARD OF DIRECTORS

Kuntjara
Direktur Utama
President Director

Rija Judaswara
Direktur Pemasaran dan Pengembangan
Director of Marketing and Development

Syailendra Ogan
Direktur Keuangan, Human Capital dan Manajemen Risiko
Director of Finance, Human Capital and Risk Management

Agus Pramono
Direktur Operasi dan Supply Chain Management
Director of Operations and Supply Chain Management

Verly Widiantoro
Direktur Teknik dan Produksi
Director of Engineering and Production

Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview

IKHTISAR EKONOMI [B.1] Economic Highlights

Laba Bersih
Net Profit

Rp4,12
Miliar | Billion

Pendapatan Usaha
Operating Revenue

Rp3.585,86
Miliar | Billion

Kapasitas Produksi Beton Pracetak
Precast Concrete Production Capacity

4.782.500
Ton | Tons

Kapasitas Produksi Beton Ready Mix
Ready Mix Concrete Production Capacity

6.142.205
Ton | Tons

Sustainable Revenue

3,1 Triliun | Trillion

86,51% dari Total Pendapatan Penjualan Produk
of Total Product Sales Revenue

Pada tahun 2025, pendapatan dari *green product* mencapai Rp3,1 triliun atau setara dengan 86,51% dari total pendapatan penjualan produk, termasuk produk yang telah tersertifikasi *Environmental Product Declaration* (EPD). Pencapaian ini didukung oleh peran WIKA Beton sebagai produsen beton pertama di Indonesia yang memperoleh sertifikasi EPD untuk produk tiang pancang.

In 2025, green products revenue reached Rp3.1 trillion, representing 86.51% of total product sales revenue, including products with Environmental Product Declaration (EPD) certification. This achievement is supported by WIKA Beton's position as the first concrete manufacturer in Indonesia to obtain EPD certification for its precast pile products.

730 atau sekitar 99,32%

dari total pemasok WIKA Beton adalah **pemasok lokal** dengan kontribusi alokasi anggaran sebesar **Rp2.246 miliar**. [204-1]
730 or approximately 99.32% of WIKA Beton's total suppliers are local suppliers, with a budget allocation contribution of Rp2,246 billion. [204-1]



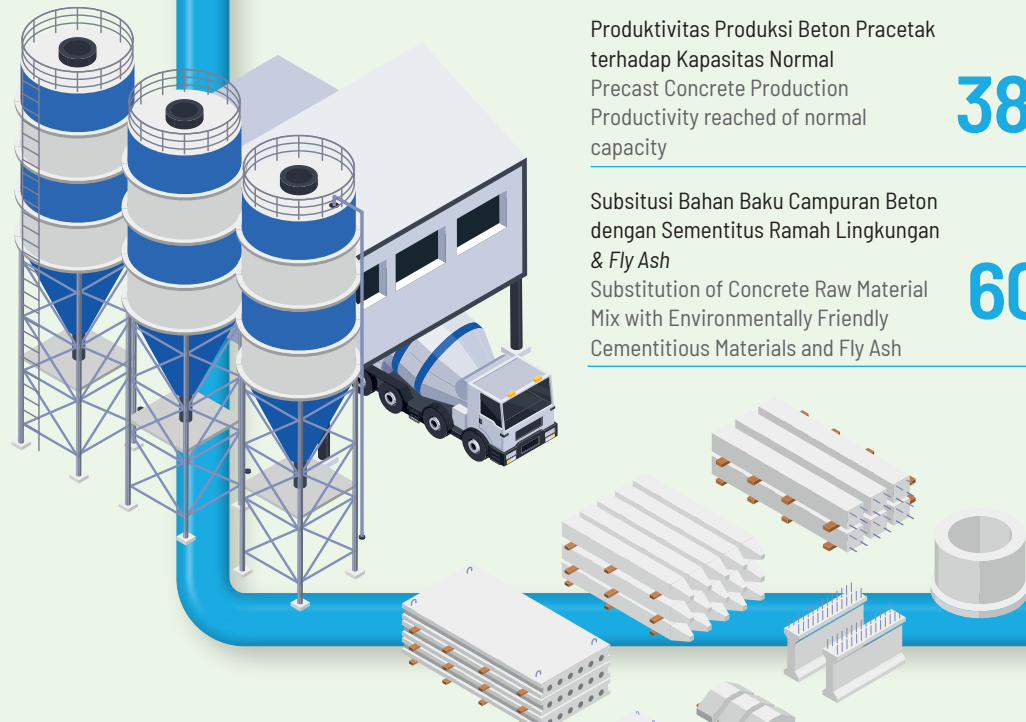
IKHTISAR OPERASIONAL Operational Highlights

Produktivitas Produksi Beton Pracetak terhadap Kapasitas Normal
Precast Concrete Production Productivity reached of normal capacity

38,5%

Substitusi Bahan Baku Campuran Beton dengan Sementitus Ramah Lingkungan & Fly Ash
Substitution of Concrete Raw Material Mix with Environmentally Friendly Cementitious Materials and Fly Ash

60,1%



IKHTISAR LINGKUNGAN [B.2] Environmental Highlights

Penurunan Penggunaan Energi
Energy Consumption Reduction **8%**

dari 4.071.401 GJ pada 2024 menjadi 3.739.713 GJ pada 2025
from 4,071,401 GJ in 2024 to 3,739,713 GJ in 2025

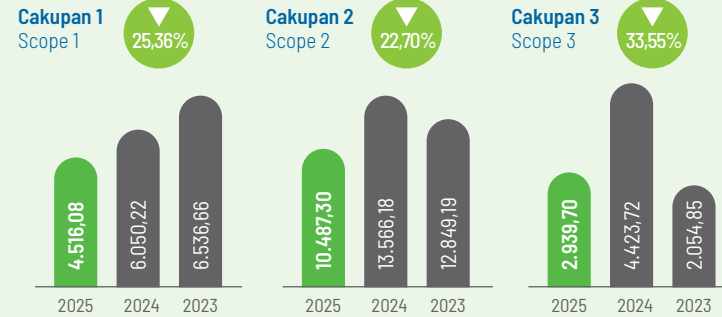
Penurunan Limbah Non-B3 Dihasilkan
Reduction in Non-Hazardous Waste Generated **47%**

dari 2.900 ton pada 2024 menjadi 1.524 ton pada 2025
from 2,900 tons in 2024 to 1,524 tons in 2025

Penanaman Pohon
Tree Planting

5.722
Pohon | Trees

Emisi Gas Rumah Kaca
Greenhouse Gas Emissions
(ton CO₂e)



Perolehan PROPER
PROPER Achievement

PROPER Biru
PROPER Blue



PPB Lampung Plant Lampung Selatan
PT Wijaya Karya Beton Tbk

IKHTISAR TATA KELOLA Governance Highlights

Skor ASEAN Corporate Governance
Scorecard (ACGS) 2025
ASEAN Corporate Governance
Scorecard (ACGS) 2025 scores

97,59 Poin | Point

Skor IT Maturity COBIT 2019
COBIT 2019 IT Maturity Score

3,54

(24 Proses BUMN | 24 SOE Processes)

0 Kasus Korupsi
Corruption Case

IKHTISAR SOSIAL DAN KEMASYARAKATAN [B.3] Social And Community Highlights

Jam Kerja
Selamat
Safe Working
Hours

Karyawan
Employees **1.340.573**

Safe Working
Hours

Kontraktor
Contractors **9.830.872**

Survei Keterikatan Karyawan
Employee Engagement Survey **85,1%**

Persentase Karyawan Perempuan
Percentage of Female Employees **6%**

Nilai SR0I Program Beton Porous
Porous Concrete Program SR0I value **2,99**

Setiap Rp1 investasi menghasilkan nilai sosial, lingkungan, dan ekonomi hampir 3 kali lipat.
Every Rp1 of investment generates nearly threefold social, environmental, and economic value.

Komitmen ESG

ESG Commitment

Memasuki tahun 2025, PT Wijaya Karya Beton Tbk memperkuat tata kelola keberlanjutan dengan mengoptimalkan peran Komite ESG sebagai motor penggerak integrasi praktik ESG di seluruh lini bisnis. Komite ini berfungsi memantau implementasi program, mengevaluasi kinerja, serta memastikan setiap inisiatif keberlanjutan berjalan selaras dengan strategi perusahaan.

Perseroan juga melanjutkan penerapan Kebijakan Keberlanjutan yang telah ditandatangani oleh Direktur Utama sebagai landasan operasional yang menegaskan komitmen WIKA Beton untuk menumbuhkan bisnis secara bertanggung jawab. Kebijakan ini menjadi acuan utama bagi Komite ESG dalam mengarahkan prioritas, memperkuat pengendalian, dan memastikan seluruh aktivitas perusahaan berjalan sejalan dengan prinsip pembangunan berkelanjutan.

Entering 2025, PT Wijaya Karya Beton Tbk strengthened its sustainability governance by optimizing the role of the ESG Committee as the enabler for integrating ESG practices across all business lines. The Committee functions to monitor program implementation, evaluate performance, and ensure that each sustainability initiative aligns with the Company's strategy.

The Company also continues the implementation of the Sustainability Policy, which has been signed by the President Director, as an operational foundation that reaffirms WIKA Beton's commitment to growing its business responsibly. This policy serves as the primary reference for the ESG Committee in setting priorities, strengthening oversight, and ensuring that all corporate activities are aligned with the principles of sustainable development.

KEBIJAKAN KEBERLANJUTAN [A.1, F.1] SUSTAINABILITY POLICY

WIKA Beton terus menerapkan kebijakan keberlanjutannya untuk menjalankan usaha secara bertanggung jawab dengan memperhatikan aspek lingkungan, sosial, dan tata kelola (ESG). Komitmen ini menjadi dasar bagi Perseroan dalam merancang strategi, mengambil keputusan, dan menjalankan operasional yang tidak hanya berorientasi pada kinerja bisnis, tetapi juga pada keberlanjutan ekosistem di sekitarnya. Melalui pendekatan tersebut, Perseroan berupaya menciptakan nilai yang berkelanjutan bagi para pemangku kepentingan serta memberikan kontribusi nyata terhadap tercapainya Tujuan Pembangunan Berkelanjutan (TPB).

Prinsip-prinsip ESG diterapkan secara terintegrasi di seluruh aktivitas Perseroan, mulai dari proses produksi, pengelolaan sumber daya, hingga hubungan dengan mitra dan masyarakat. Dengan landasan tersebut, WIKA Beton mengarahkan dirinya untuk berkembang sebagai entitas yang memiliki daya saing tinggi, adaptif terhadap tantangan keberlanjutan, serta konsisten memberikan dampak positif bagi lingkungan dan masyarakat. Perseroan meyakini bahwa praktik bisnis yang

WIKA Beton continues to implement its sustainability policy to conduct business responsibly by taking into account environmental, social, and governance (ESG) aspects. This commitment serves as the foundation for the Company in formulating strategies, making decisions, and carrying out operations that are not only focused on business performance but also on the sustainability of the surrounding ecosystem. Through this approach, the Company strives to create sustainable value for stakeholders while contributing meaningfully to the achievement of the Sustainable Development Goals (SDGs).

ESG principles are implemented in an integrated manner across all of the Company's activities, ranging from production processes and resource management to relationships with partners and communities. With this foundation, WIKA Beton aims to develop as a highly competitive entity that is adaptive to sustainability challenges while consistently delivering positive impacts for the environment and society. The Company believes that sustainable business practices are key to

berkelanjutan merupakan kunci untuk menjaga pertumbuhan jangka panjang dan ketahanan Perseroan sehingga berfokus pada hal-hal berikut:

maintaining long-term growth and resilience; therefore, the Company focuses on the following priorities:

Perusahaan Ramah Lingkungan

Environmental Champion Company



WIKA Beton turut serta menjaga kelestarian lingkungan hidup dengan mengelola dan mengendalikan emisi Gas Rumah Kaca (GRK), emisi debu, efisiensi energi, pemanfaatan energi terbarukan, keanekaragaman hayati, pencegahan deforestasi, penggunaan air, pemanfaatan limbah, hingga pengembangan beton yang ramah lingkungan sebagai dukungan pada transisi menuju ekonomi rendah karbon dalam setiap aktivitas operasionalnya.

WIKA Beton actively contributes to environmental sustainability by managing and controlling Green House Gas (GHG) emissions, dust emissions, energy efficiency, the utilization of renewable energy, biodiversity conservation, deforestation prevention, water usage, waste management, and the development of environmentally friendly concrete as part to support the transition to a low-carbon economy in all its operational activities.

Perusahaan yang Bertanggung Jawab Sosial

Social Caring Company



WIKA Beton berkomitmen untuk menerapkan standar tertinggi dalam tanggung jawab sosial. Perusahaan mempromosikan kesejahteraan komunitas dengan melibatkan masyarakat lokal dalam program pengembangan sosial dan ekonomi, seperti pendidikan, pelatihan keterampilan, dan pemberdayaan masyarakat. Selain itu, perusahaan menjunjung tinggi prinsip keadilan, inklusi, dan hak asasi manusia dalam lingkungan kerja, memastikan bahwa setiap individu kesempatan yang setara untuk berkembang.

WIKA Beton is committed to upholding the highest standards of social responsibility. The company promotes community well-being by engaging local communities in social and economic development programs, such as education, skills training, and community empowerment. Additionally, the company upholds principles of fairness, inclusion, and human rights within the workplace, ensuring that every individual has an equal opportunity to thrive.

Perusahaan dengan Tata Kelola yang Baik

Excellent Governance Company



WIKA Beton memprioritaskan tata kelola yang transparan, akuntabel, dan etis dalam seluruh aspek bisnis. Menegakkan prinsip *Good Corporate Governance* (GCG), perusahaan memastikan kepatuhan terhadap semua regulasi yang berlaku. WIKA Beton menegaskan komitmen terhadap praktik antikorupsi dan antipenyuapan, serta mendorong transparansi dalam interaksi dengan pemangku kepentingan.

WIKA Beton prioritizes transparent, accountable, and ethical governance across all aspects of its business. Upholding the principles of Good Corporate Governance (GCG), the company ensures compliance with all applicable regulations. WIKA Beton arms its commitment to anti-corruption and anti-bribery practices while promoting transparency in interactions with stakeholders.

ESG Sustainability House

VISI | VISION

Menjadi perusahaan global terpercaya berkelanjutan pemberi solusi di industri beton
To become a sustainable trusted global company providing solutions in the concrete industry

MISI | MISSION

1. Menyediakan produk dan jasa berskala global sebagai solusi atas kebutuhan pelanggan.
To provide products and services on a global scale as a solution to customer needs.

2. Menjalankan *operational excellence* berkeahlian perusahaan global berbasis manajemen risiko dan teknologi digital yang berwawasan lingkungan berkelanjutan untuk memenuhi aspirasi *stakeholder*.
To carry out operational excellence with global company qualifications based on risk management and digital technology with a sustainable environmental perspective to meet stakeholder aspirations.

3. Menjalin kerja sama strategis dengan mitra kerja yang saling menguntungkan serta memberikan manfaat kepada lingkungan sosial.
To establish strategic collaboration with working partners that is mutually beneficial and provides benefits to the social environment.

4. Mengembangkan kompetensi dan kesejahteraan pegawai untuk peningkatan kinerja berkelanjutan.
To develop employee competency and welfare for continuous performance improvement.

5. Menerapkan manajemen keuangan yang sehat dan akuntabel.
To implement healthy and accountable financial management.

PILAR ESG | ESG PILLARS

Lingkungan | Environment

1 Efisiensi Sumber Daya dan Pengelolaan Lingkungan
Resource Efficiency and Environmental Management

Mengoptimalkan penggunaan sumber daya alam serta bertanggung jawab dalam pengelolaan limbah untuk mendukung keberlanjutan. | Optimizing the use of natural resources and taking responsibility in waste management to support sustainability.

- Material | Material
- Produk dan Jasa yang Berkelanjutan | Sustainable Products and Services
- Air | Water
- Limbah | Waste

2 Mitigasi dan Adaptasi terhadap Perubahan Iklim
Mitigation and Adaptation to Climate Change

Mengurangi emisi, mengoptimalkan pemanfaatan energi hijau terbarukan, dan melestarikan biodiversitas guna meningkatkan ketahanan lingkungan. | Reducing emissions, optimizing the use of renewable green energy, and preserving biodiversity to enhance environmental resilience.

- Emisi | Emission
- Energi | Energy
- Keanekaragaman Hayati | Biodiversity



Sosial | Social

1 Pengembangan Sumber Daya Manusia dan Komunitas | Human and Community Development

Mendorong inovasi melalui investasi dalam pelatihan serta membangun hubungan kuat dengan komunitas lokal yang berkelanjutan. Fostering innovation through investment in training and building strong, sustainable relationships with local communities.

- Manajemen Sumber Daya Manusia | Human Resource Management
- Komunitas Lokal | Local Communities

2 Meningkatkan Keselamatan & Kesehatan Kerja serta Inklusivitas | Enhancing Occupational Health, Safety, and Inclusivity

Pencegahan strategis untuk mengurangi risiko kecelakaan dan penyakit akibat kerja serta menciptakan lingkungan kerja yang adil. | Strategic prevention to reduce the risk of workplace accidents and occupational illnesses, while fostering a fair and inclusive work environment.

- Kesehatan & Keselamatan Kerja | Occupational Health & Safety
- Lingkungan Kerja | Work Environment



Tata Kelola | Governance

1 Etika dan Kepemimpinan Berkelanjutan | Ethics and Sustainable Leadership

Menegakkan praktik bisnis yang berintegritas serta membangun budaya keberlanjutan dalam setiap keputusan dan operasional perusahaan. | Upholding business practices with integrity and fostering a culture of sustainability in every decision and operation of the company.

- Praktik Bisnis yang Beretika | Ethical Business Practices
- Struktur Organisasi | Organizational Structure

2 Inovasi Digital dan Rantai Pasok Bertanggung Jawab
Digital Innovation and Responsible Supply Chain

Memastikan keamanan data, privasi, serta pengelolaan rantai pasok yang etis dan berkelanjutan. Ensuring data security, privacy,

and the ethical and sustainable management of the supply chain.

- Tata Kelola Informasi & Teknologi | Information & Technology Governance
- Praktik Pengadaan | Procurement Practices

3 Keterbukaan dan Kolaborasi untuk Keberlanjutan
Openness and Collaboration for Sustainability

Meningkatkan transparansi informasi dan melibatkan pemangku kepentingan dalam pengambilan keputusan strategis. | Increase transparency of information and involve stakeholders in strategic decision making.

- Pemangku Kepentingan | Stakeholders
- Transparansi | Transparency
- Pelaporan | Reporting



Corporate Foundation (Good Corporate Governance)

17 Sustainable Development Goals

ROADMAP TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN (TJSL)

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY (TJSL) ROADMAP

WIKA Beton mengimplementasikan program Tanggung Jawab Sosial dan Lingkungan (TJSL) dengan mengacu pada tujuh prinsip utama yang tercantum dalam ISO 26000 sebagai landasan strategisnya. Perseroan juga telah menyusun peta jalan TJSL 2023–2030 yang diarahkan untuk mendorong peningkatan kinerja sosial, ekonomi, dan lingkungan secara berkesinambungan.

Dengan memadukan nilai-nilai tersebut ke dalam setiap kegiatannya, WIKA Beton memastikan bahwa seluruh inisiatif TJSL dijalankan sesuai dengan prinsip tata kelola yang bertanggung jawab, keterlibatan pemangku kepentingan, dan tujuan pembangunan berkelanjutan. Pendekatan ini memperkuat komitmen perusahaan dalam menghadirkan manfaat nyata dan berkelanjutan bagi seluruh pihak terkait.

WIKA Beton implements its Social and Environmental Responsibility (TJSL) programs by referring to the seven core principles outlined in ISO 26000 as its strategic foundation. The Company has also developed a TJSL Roadmap for 2023–2030, aimed at driving continuous improvements in social, economic, and environmental performance.

By integrating these values into all of its activities, WIKA Beton ensures that all TJSL initiatives are implemented in accordance with the principles of responsible governance, stakeholder engagement, and sustainable development objectives. This approach reinforces the Company's commitment to delivering tangible and sustainable benefits for all stakeholders.

2023

Penguatan dan Pengembangan TJSL

Strengthening and Development of TJSL

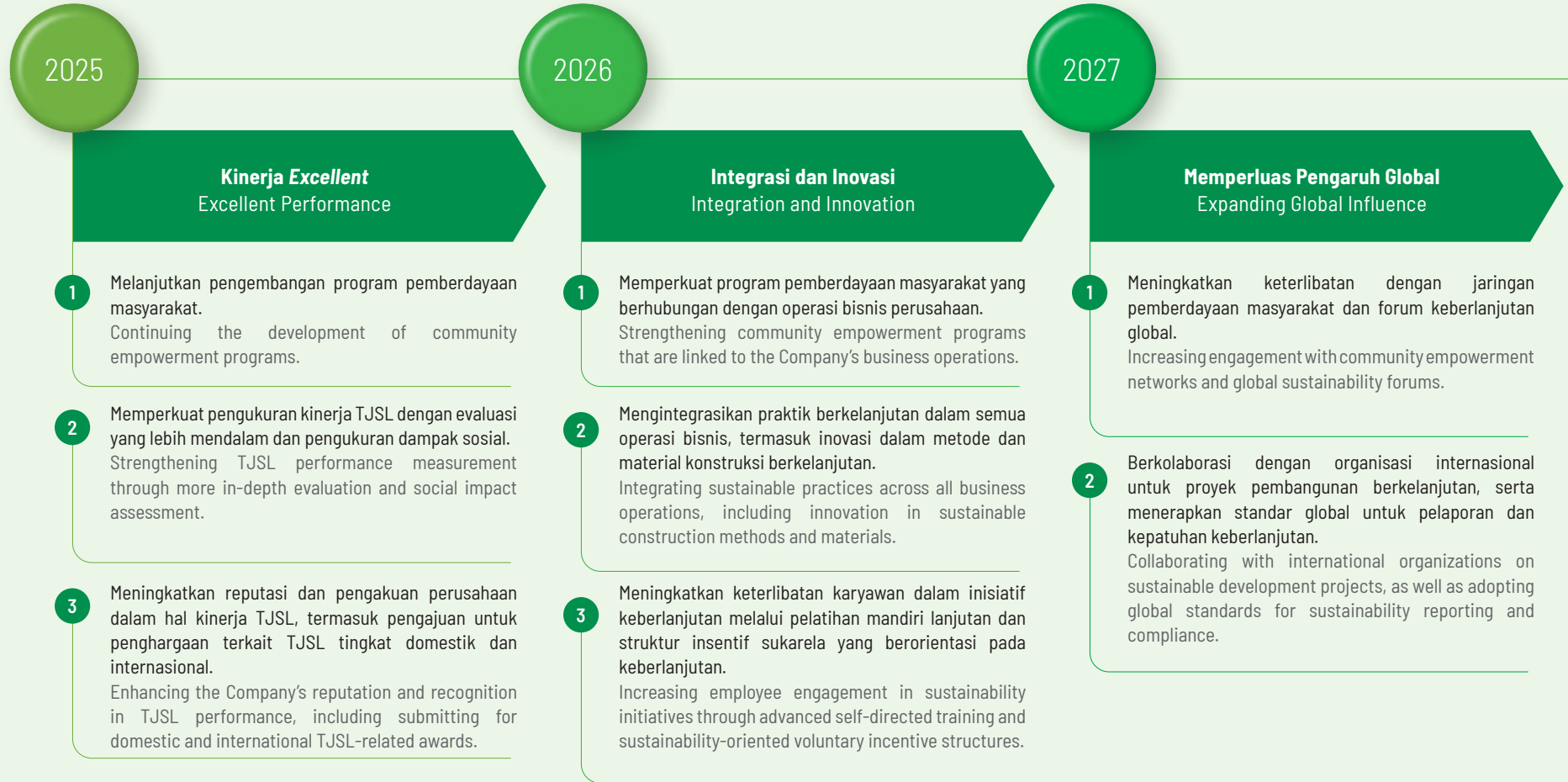
- 1 **Memperkuat keterlibatan masyarakat melalui kerja sama dengan akademisi, pemerintah, dan komunitas, berfokus pada Tujuan Pembangunan Berkelanjutan (TPB).**
Strengthening community engagement through collaboration with academia, government, and communities, with a focus on the Sustainable Development Goals (SDGs).
- 2 **Mengembangkan sistem TJSL terintegrasi dengan kinerja perusahaan, termasuk penetapan indikator kinerja dan penguatan tata kelola.**
Developing an integrated TJSL system aligned with the Company's performance, including the establishment of performance indicators and strengthened governance.
- 3 **Membentuk budaya perusahaan yang berorientasi pada kinerja TJSL, termasuk edukasi dan pelatihan nilai-nilai TJSL kepada karyawan.**
Fostering a corporate culture oriented toward TJSL performance, including education and training on TJSL values for employees.
- 4 **Memperoleh apresiasi untuk kinerja TJSL melalui peningkatan transparansi, akuntabilitas, dan hubungan kuat dengan pemangku kepentingan.**
Gaining recognition for TJSL performance through enhanced transparency, accountability, and strong stakeholder relationships.

2024

Penguatan dan Pengembangan TJSL

Strengthening and Development of TJSL

- 1 **Mengembangkan program pemberdayaan masyarakat dengan pelatihan dan pengembangan keterampilan yang relevan.**
Developing community empowerment programs through training and relevant skills development.
- 2 **Meningkatkan pengukuran kinerja TJSL dengan evaluasi dampak sosial dan risiko sosial yang lebih kuat.**
Enhancing TJSL performance measurement through stronger evaluation of social impacts and social risks.
- 3 **Membangun budaya perusahaan yang berfokus pada nilai-nilai TJSL, termasuk komunikasi yang lebih baik dan keterlibatan sukarela karyawan dalam program TJSL.**
Building a corporate culture focused on TJSL values, including improved communication and greater employee volunteer participation in TJSL programs.



2028

Kemajuan Teknologi dalam Keberlanjutan Technological Advancements in Sustainability

- 1 Memanfaatkan teknologi baru untuk meningkatkan keberlanjutan dalam operasi.
Leveraging new technologies to enhance sustainability across operations.
- 2 Mengembangkan *platform* untuk pemantauan dampak lingkungan secara *real-time* di seluruh proyek dan operasi.
Developing platforms for real-time monitoring of environmental impacts across projects and operations.
- 3 Pemberdayaan masyarakat sehingga memunculkan *local hero*.
Community empowerment to foster the emergence of local heroes.

2029

Membangun Merek Keberlanjutan Global Building a Global Sustainability Brand

- 1 Membangun WIKA Beton sebagai pemimpin dalam konstruksi dan praktik bisnis berkelanjutan di panggung internasional.
Building WIKA Beton as a leader in sustainable construction and business practices on the international stage.
- 2 Meluncurkan kampanye pemasaran global yang menyoroti komitmen dan pencapaian perusahaan dalam pembangunan berkelanjutan.
Launching global marketing campaigns that highlight the Company's commitments and achievements in sustainable development.
- 3 Melakukan kegiatan TJSJL dengan memberikan dampak lokal dan internasional.
Implementing TJSJL activities that deliver both local and international impact.

2030

Menjadi Pemimpin dalam Keberlanjutan Becoming a Leader in Sustainability

- 1 Mencapai pengakuan dan penghargaan internasional untuk keunggulan dalam keberlanjutan dan tanggung jawab sosial korporat.
Achieving international recognition and awards for excellence in sustainability and corporate social responsibility.
- 2 Meninjau dan menetapkan tujuan ambisius baru untuk dekade berikutnya, serta mengukuhkan posisi WIKA Beton sebagai model global dalam mengintegrasikan keberlanjutan dan tanggung jawab sosial ke dalam praktik bisnis inti.
Reviewing and setting new ambitious targets for the next decade, while strengthening WIKA Beton's position as a global model in integrating sustainability and social responsibility into core business practices.
- 3 Menjadi *role model* untuk kegiatan TJSJL di tingkat lokal.
Becoming a role model for TJSJL initiatives at the local level.




Kompas Tujuan Pembangunan Berkelanjutan



Sustainable Development Goals Compass

WIKA Beton terus mendorong kemajuan keberlanjutan dengan menjadikan Tujuan Pembangunan Berkelanjutan (TPB) sebagai panduan utama dalam setiap program dan keputusan strategisnya. Sepanjang tahun 2025, Perseroan mengimplementasikan berbagai langkah dan menghasilkan beragam capaian yang mencerminkan komitmennya untuk memberikan kontribusi nyata terhadap agenda pembangunan berkelanjutan.




WIKA Beton continues to promote sustainable progress by making the Sustainable Development Goals (SDGs) the primary guideline in every program and strategic decision. Throughout 2025, the Company implemented various initiatives and achieved several outcomes that reflect its commitment to making a tangible contribution to the sustainable development agenda.

Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
 <p>Pada tahun 2030, mengurangi setidaknya setengah proporsi laki-laki, perempuan, dan anak-anak dari segala usia, memastikan akses yang setara terhadap sumber daya ekonomi, layanan dasar, dan peluang ekonomi.</p> <p>By 2030, reduce by at least half the proportion of men, women, and children of all ages living in poverty, and ensure equal access to economic resources, basic services, and economic opportunities.</p>	<p>Core Subject: <i>Community Involvement and Development</i></p> <p>Issue: <i>Education and Culture / Employment Creation and Skills Development</i></p>	<p>Pelatihan Literasi Keuangan untuk UMKM. Financial Literacy Training for MSMEs.</p>	<p>Melaksanakan 1 kali pelatihan Literasi Keuangan untuk UMKM. Conduct 1 Financial Literacy training for MSMEs.</p>	<p>Melaksanakan 1 kali pelatihan Literasi Keuangan untuk UMKM. Conducted 1 Financial Literacy training for MSMEs.</p>	<p>Melaksanakan 1 kali pelatihan Literasi Keuangan untuk UMKM. Conduct 1 Financial Literacy training for MSMEs.</p>




Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
 <p>Pada tahun 2030, menggandakan produktivitas pertanian dan pendapatan produsen makanan skala kecil, khususnya perempuan, masyarakat penduduk asli, keluarga petani, penggembala dan nelayan, termasuk melalui akses yang aman dan sama terhadap lahan, sumber daya produktif beserta input lainnya, pengetahuan, jasa keuangan, pasar, dan peluang nilai tambah, dan pekerjaan nonpertanian.</p> <p>By 2030, double the agricultural productivity and incomes of small-scale food producers, particularly women, indigenous peoples, family farmers, pastoralists, and fishers, including through secure and equal access to land, productive resources and inputs, knowledge, financial services, markets, and opportunities for value addition and non-farm employment.</p>	<p>Core Subject: <i>Community involvement and development</i></p> <p>Issue 5: <i>Wealth and Income creation</i></p>	<p>Penanaman pohon kelor dan buah-buahan untuk peningkatan kualitas gizi anak dan ibu.</p> <p>Planting moringa trees and fruit trees to improve the nutritional quality of children and mothers.</p>	<p>100 pohon kelor dan buah-buahan. 100 moringa and fruit trees.</p>	<p>722 pohon buah-buahan 722 fruit trees</p>	<p>300 pohon buah-buahan 300 fruit trees</p>
 <p>Memperkuat pencegahan dan pengobatan penyalahgunaan zat, termasuk penyalahgunaan narkotika dan penggunaan alkohol yang membahayakan.</p> <p>Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.</p>	<p>Core Subject: <i>Labour Practices</i></p> <p>Issue 4: <i>Health and Safety at work</i></p>	<ul style="list-style-type: none"> Memberikan fasilitas dan layanan kesehatan kepada karyawan. Pencantuman pasal pelarangan penggunaan narkotika dan konsumsi alkohol selama jam kerja dalam Perjanjian Kerja Bersama. Providing health facilities and services for employees. Inclusion of a clause prohibiting the use of narcotics and alcohol consumption during working hours in the Collective Labor Agreement. 	<p>150 pegawai mendapatkan fasilitas, layanan, dan edukasi kesehatan. 150 employees receive health facilities, services, and education.</p>	<ul style="list-style-type: none"> 226 pegawai telah memperoleh fasilitas monitoring dan edukasi kesehatan. Tersedianya fasilitas olahraga di lingkungan kantor. A total of 226 employees have received health monitoring and education facilities. Availability of sports facilities within the office premises. 	<p>150 pegawai mendapatkan fasilitas dan layanan kesehatan. 150 employees receive health facilities and services.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
 <p>Pada tahun 2030, menjamin semua peserta didik memperoleh pengetahuan dan keterampilan yang diperlukan untuk meningkatkan pembangunan berkelanjutan, termasuk antara lain, melalui pendidikan untuk pembangunan berkelanjutan dan gaya hidup yang berkelanjutan, hak asasi manusia, kesetaraan gender, promosi budaya damai dan nonkekerasan, kewarganegaraan global, dan penghargaan terhadap keanekaragaman budaya dan kontribusi budaya terhadap pembangunan berkelanjutan. By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and culture's contribution to sustainable development.</p>	<p>Core Subject: <i>Community involvement and development</i></p> <p>Issue 2: <i>Education and culture</i></p>	<p>Bekerja sama dengan komunitas Rumah Belajar UI untuk memberikan bimbingan belajar gratis di sekitar Depok.</p> <p>Collaboration with the Rumah Belajar UI community to provide free tutoring around Depok.</p>	<p>100 siswa/siswi menerima manfaat pendidikan. 100 students receive educational benefits.</p>	<p>180 siswa/siswi menerima manfaat pendidikan. 180 students receive educational benefits.</p>	<p>100 siswa/siswi menerima manfaat pendidikan. 100 students receive educational benefits.</p>
 <p>Menjamin partisipasi penuh dan efektif, dan kesempatan yang sama bagi perempuan untuk memimpin di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi, dan masyarakat. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.</p>	<p>Core Subject: <i>Human right</i></p> <p>Issue 2: <i>Discrimination and vulnerable groups</i></p>	<p>Pengembangan kompetensi dan kepemimpinan bagi karyawan perempuan. Competency and leadership development for female employees.</p>	<p>Meningkatkan persentase jumlah karyawan perempuan di posisi manajerial. Increase the percentage of female employees in managerial positions.</p>	<ul style="list-style-type: none"> • Pegawai perempuan di <i>level top management</i>: 0,38% • Pegawai perempuan di seluruh level manajemen <i>junior, middle, dan top management</i>. • Female employees at the top management level: 0.38% • Female employees across all management levels: 8.75% (including junior, middle, and top management). 	<p>Meningkatkan persentase jumlah karyawan perempuan di posisi manajerial. Increase the percentage of female employees in managerial positions.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
<p>Meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan, meminimalkan pelepasan material dan bahan kimia berbahaya, menurunkan hingga setengah proporsi air limbah yang tidak diolah, serta secara signifikan meningkatkan daur ulang dan penggunaan kembali air secara aman di tingkat global. Improve water quality by reducing pollution, eliminating discharge, minimizing the release of hazardous materials and chemicals, halving the proportion of untreated wastewater, and substantially increasing safe water recycling and reuse globally.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 1: <i>Prevention of pollution</i></p>	<p>Melakukan pemasangan produk WIKA Beton yang berfungsi dalam optimasi penyerapan air di lingkungan. Installation of WIKA Beton products designed to optimize water absorption within the surrounding environment.</p>	<p>Terdapat 1 lokasi yang dilakukan pemasangan produk WIKA Beton yang berfungsi dalam optimasi penyerapan air di lingkungan. There was 1 location where WIKA Beton products were installed to optimize water absorption within the surrounding environment.</p>	<p>Terdapat 3 lokasi yang dilakukan pemasangan produk WIKA Beton yang berfungsi dalam optimasi penyerapan air di lingkungan. There were 3 locations where WIKA Beton products were installed to optimize water absorption within the surrounding environment, namely in Medan, Majalengka, and Makassar.</p>	<p>Terdapat 1 lokasi yang dilakukan pemasangan produk WIKA Beton yang berfungsi dalam optimasi penyerapan air di lingkungan. There was 1 location where WIKA Beton products were installed to optimize water absorption within the surrounding environment.</p>
<p>Menjamin akses energi yang terjangkau, andal, berkelanjutan, dan modern untuk semua. Ensure access to affordable, reliable, sustainable, and modern energy for all.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 1: <i>Prevention of pollution</i></p>	<p>Pemasangan Pembangkit Listrik Tenaga Surya (PLTS). Penggunaan lampu hemat energi. Installation of Solar Power Plants (PLTS) and the use of energy-efficient lighting.</p>	<ul style="list-style-type: none"> • Pemasangan PLTS pada 2 Pabrik Produk Beton (PPB). • Penggunaan lampu hemat energi di area operasi. • Installation of solar power systems at 2 PPB units. • Use of energy-efficient lighting in operational areas. 	<ul style="list-style-type: none"> • Pemasangan PLTS di 2 lokasi PPB. • Penggunaan lampu hemat energi di area operasi. • Installation of Solar Power Plant (PLTS) systems at 2 PPB locations. • Utilization of energy-efficient lighting across operational areas. 	<p>Menggunakan Energi ramah lingkungan. Utilizing environmentally friendly energy sources.</p>
<p>Menggalakkan kebijakan pembangunan yang mendukung kegiatan produktif, penciptaan lapangan kerja layak, kewirausahaan, kreativitas dan inovasi, dan mendorong formalisasi dan pertumbuhan Usaha Mikro, Kecil, dan Menengah (UMKM) termasuk melalui akses terhadap jasa. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro, small, and medium enterprises, including through access to financial services.</p>	<p>Core Subject: <i>Fair Operating Practices</i></p> <p>Issue: <i>Supporting fair competition practices, equitable partnerships, and the strengthening of MSMEs</i></p>	<p>Program CSR yang mendorong pertumbuhan UMKM. CSR programs that encourage MSME growth.</p>	<p>10 Mitra binaan UMKM naik kelas. 10 assisted MSME partners move to a higher business level.</p>	<p>10 Mitra Binaan mengikuti pelatihan UMK. 10 Assisted Partners participated in the MSME training program.</p>	<p>10 Mitra Binaan mengikuti pelatihan UMK. 10 Assisted Partners participated in the MSME training program.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
 <p>Mengembangkan infrastruktur yang berkualitas, andal, berkelanjutan, dan tangguh termasuk infrastruktur regional dan lintas batas, untuk mendukung pembangunan ekonomi dan kesejahteraan manusia, dengan fokus pada akses yang terjangkau dan merata bagi semua. Develop quality, reliable, sustainable, and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 1: <i>Prevention of pollution</i></p>	<p>Inovasi infrastruktur melalui <i>green concrete</i>. Infrastructure innovation through green concrete.</p>	<p>1 inovasi di bidang <i>concrete</i>. 1 innovation in the concrete sector.</p>	<p>Produk W-Home rumah tahan gempa. W-Home earthquake-resistant housing product.</p>	<p>1 inovasi di bidang <i>concrete</i>. 1 innovation in the concrete sector.</p>
 <p>Mengurangi kesenjangan intra dan antarnegara. Reduce inequality within and among countries.</p>	<p>Core Subject: <i>Human Right</i></p> <p>Issue 7: <i>Economic, social, and cultural rights</i></p>	<ul style="list-style-type: none"> Penerapan kebijakan HAM dalam lingkungan WIKA Beton. <i>Respectful Workplace Policy</i>. Implementation of human rights policies within the WIKA Beton environment. <i>Respectful Workplace Policy</i>. 	<p>Sosialisasi penerapan kebijakan HAM dan kebijakan <i>Respectful Workplace Policy</i>. Socialization of the implementation of human rights policies and the <i>Respectful Workplace Policy</i>.</p>	<p>WIKA Beton menerapkan kebijakan HAM dan kebijakan <i>Respectful Workplace Policy</i>. WIKA Beton has implemented a Human Rights Policy and a <i>Respectful Workplace Policy</i>.</p>	<p>Sosialisasi penerapan kebijakan HAM. Dissemination of the implementation of the Human Rights Policy.</p>
 <p>Pada tahun 2030, menyediakan ruang publik dan ruang terbuka hijau yang aman, inklusif dan mudah dijangkau terutama untuk perempuan dan anak, manula dan penyandang disabilitas. By 2030, provide universal access to safe, inclusive, and accessible green and public spaces, particularly for women, children, older persons, and persons with disabilities.</p>	<p>Core Subject: <i>Human Right</i></p> <p>Issue 7: <i>Economic, social, and cultural rights</i></p>	<p>Membuat ruang terbuka hijau untuk menunjang produktivitas masyarakat. Development of green open spaces to support community productivity.</p>	<p>Seluruh unit usaha memiliki ruang terbuka hijau. All business units have green open spaces.</p>	<p>Seluruh unit usaha memiliki ruang terbuka hijau. All business units have green open spaces.</p>	<p>Menyediakan ruang laktasi di 1 unit usaha. Provision of a lactation room at one business unit.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
<p>Pada tahun 2030, secara substansial mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali. By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 3: <i>Climate change mitigation and adaptation</i></p>	<p>Pengelolaan limbah. Waste management.</p>	<p>Meningkatkan penggunaan substitusi bahan baku campuran beton dengan sementitus ramah lingkungan dan <i>fly ash</i> hingga mencapai 50%. Increasing the use of alternative raw material substitution in concrete mixtures with environmentally friendly cementitious materials and fly ash to reach up to 50%.</p>	<p>Meningkatkan penggunaan substitusi bahan baku campuran beton dengan sementitus ramah lingkungan dan <i>fly ash</i> hingga mencapai 60,1%. Increasing the use of alternative raw material substitution in concrete mixtures with environmentally friendly cementitious materials and fly ash to reach up to 60.1%.</p>	<p>Meningkatkan penggunaan substitusi bahan baku campuran beton dengan sementitus ramah lingkungan dan <i>fly ash</i> hingga mencapai 50%. Increasing the use of alternative raw material substitution in concrete mixtures with environmentally friendly cementitious materials and fly ash to reach up to 50%.</p>
<p>Memperkuat kapasitas ketahanan dan adaptasi terhadap bahaya terkait iklim dan bencana alam di semua negara. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 3: <i>Climate change mitigation and adaptation</i></p>	<p>Kendaraan listrik untuk kegiatan operasional. Electric vehicles for operational activities.</p>	<p>Penggunaan kendaraan listrik dengan total 27 unit. Use of electric vehicles totaling 27 units.</p>	<p>Penggunaan kendaraan listrik dengan total 25 unit. Use of electric vehicles totaling 25 units.</p>	<p>Penggunaan kendaraan listrik dengan total 25 unit. Use of electric vehicles totaling 25 units.</p>
<p>Mengelola dan melindungi ekosistem laut dan pesisir secara berkelanjutan untuk menghindari dampak buruk yang signifikan, termasuk dengan memperkuat ketahanannya, dan melakukan restorasi untuk mewujudkan lautan yang sehat dan produktif. Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience and undertaking restoration to achieve healthy and productive oceans.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 3: <i>Protection of the environment, biodiversity, and restoration of natural habitats</i></p>	<p>Program CSR menanam mangrove, penanaman terumbu karang, dan pelepasan ikan nemo. CSR programs including mangrove planting, coral reef planting, and clownfish release.</p>	<p>Penanaman 500 bibit mangrove. Planting 500 mangrove seedlings.</p>	<ul style="list-style-type: none"> • 4.500 bibit mangrove melalui kegiatan kolaborasi. • 500 bibit mangrove melalui kegiatan penanaman oleh WIKA Beton. • 4,500 mangrove seedlings planted through collaborative activities; • 500 mangrove seedlings planted by WIKA Beton. 	<p>Penanaman 500 bibit mangrove. 500 mangrove seedlings.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activities	Target 2025 2025 Target	Pencapaian 2025 2025 Achievement	Target Selanjutnya Next Target
 <p>Menghentikan penggurunan, memulihkan lahan dan tanah kritis, termasuk lahan yang terkena penggurunan, kekeringan dan banjir, dan berusaha mencapai dunia yang bebas dan lahan terdegradasi.</p> <p>Combat desertification, restore degraded land and soil, including land affected by desertification, drought, and floods, and strive to achieve a land degradation-neutral world.</p>	<p>Core Subject: <i>The environment</i></p> <p>Issue 2: <i>Sustainable resource use</i></p>	<p>Pembuatan produk beton yang ramah lingkungan untuk mereduksi emisi.</p> <p>Development of environmentally friendly concrete products to reduce emissions.</p>	<p>1 titik pemasangan beton porous dan 1 titik pemasangan sumur resapan.</p> <p>Installation of porous concrete at 1 location and 1 infiltration well.</p>	<p>1 titik pemasangan beton porous dan 7 titik pemasangan sumur resapan.</p> <p>1 porous concrete installation and 7 infiltration wells.</p>	<p>1 titik pemasangan beton porous dan 1 titik pemasangan sumur resapan.</p> <p>Installation of porous concrete at 1 location and 1 infiltration well.</p>
 <p>Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya.</p> <p>Substantially reduce corruption and bribery in all their forms.</p>	<p>Core Subject: <i>Organizational Governance</i></p> <p>Issue: <i>Anti-Corruption / Ethical Conduct</i></p>	<p>Mencegah segala bentuk tindakan korupsi melalui penerapan kebijakan dan pelatihan anti korupsi.</p> <p>Preventing all forms of corruption through the implementation of anti-corruption policies and training.</p>	<p>Melakukan 1 kali sosialisasi antikorupsi kepada pegawai dan 1 kali sosialisasi kepada mitra kerja.</p> <p>Conduct 1 anti-corruption awareness session for employees and one for business partners.</p>	<p>Melakukan 3 kali sosialisasi antikorupsi kepada pegawai dan 1 kali sosialisasi kepada mitra kerja.</p> <p>Conducted 3 anti-corruption awareness sessions for employees and one for business partners.</p>	<p>Melakukan 1 kali sosialisasi antikorupsi kepada pegawai dan 1 kali sosialisasi kepada mitra kerja.</p> <p>Conduct 1 anti-corruption awareness session for employees and one for business partners.</p>
 <p>Membangun kemitraan strategis multi-pihak yang melibatkan pemerintah, komunitas, dan sektor swasta dalam memperkuat kemitraan berkelanjutan berbasis kolaborasi, inovasi, dan penciptaan dampak bersama.</p> <p>Establishing multi-stakeholder strategic partnerships involving government, communities, and the private sector to strengthen sustainable partnerships grounded in collaboration, innovation, and shared impact creation.</p>	<p>Core Subject: <i>Community Involvement and Development</i></p> <p>Issue: <i>Partnerships and Stakeholder Engagement</i></p>	<p>Melakukan kolaborasi kegiatan TJSL dengan WIKA Group.</p> <p>Collaboration on CSR activities with the WIKA Group.</p>	<p>Melakukan 1 kali kolaborasi kegiatan TJSL dengan WIKA Group.</p> <p>Conduct 1 collaborative CSR activity with the WIKA Group.</p>	<p>Melakukan 3 kali kolaborasi kegiatan TJSL dengan WIKA Group.</p> <p>Conducted 3 collaborative CSR activities with the WIKA Group.</p>	<p>Melakukan 2 kali kolaborasi kegiatan TJSL dengan WIKA Group.</p> <p>Conduct 2 collaborative CSR activities with the WIKA Group.</p>



PERAIH PENGHARGAAN

PT WIJAYA KARYA BETON

TOP GRC AWARDS 2025 #STAR 5

**THE MOST COMMITTED GRC LEADER 2025
KUNTJARA - DIREKTUR UTAMA**

**THE HIGH PERFORMING BOARD OF
COMMISSIONERS ON GRC 2025**



PENGHARGAAN DAN SERTIFIKASI

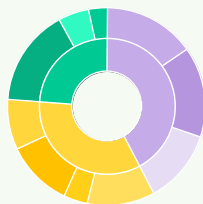
Awards and Certifications

PENGHARGAAN

AWARDS

RATING ESG WIKA BETON | WIKA BETON ESG RATING

London Stock Exchange Group (LSEG) ESG

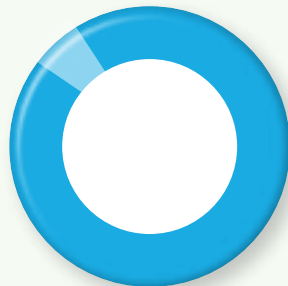


58/100
Score

Environment	55
Governance	72
Social	52

CSRHUB ESG Rating 2025

Score:
81/100

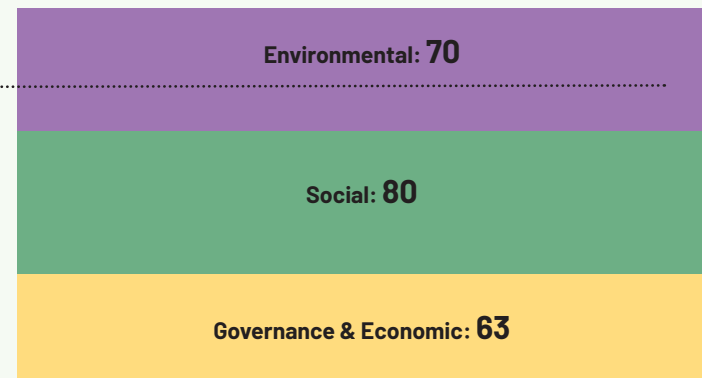


S&P GLOBAL

ESG Score
WIKa Beton: **71**
CSA Score: 70

Sektor: Material Konstruksi
Sector: Construction Materials

Skor Rata-rata Industri: **38** Industry Average Score: 38





14 Februari | February 2025

Nama Penghargaan

Award Name

Gold Award GCG IX 2025
Kategori Public Company -
Subsidiary of State Owned
Enterprises

Gold Award GCG IX 2025
Category Public Company -
Subsidiary of State Owned
Enterprises

Ajang Penghargaan

Award Event

The Best Indonesia GCG Award
IX 2025

Penyelenggara

Organizer

Media Online Economic Review



26 Februari | February 2025

Nama Penghargaan

Award Name

"Gold Winner" Kategori Program
Komunikasi *Social Responsibility*
Sub Kategori *Sustainability
Business*

"Gold Winner" in the Social
Responsibility Communication
Program Category,
Sustainability Business Sub-
Category

"Gold Winner" Kategori Program
Komunikasi *Social Responsibility*
Sub Kategori *Community Based
Development*

"Gold Winner" in the Social
Responsibility Communication
Program Category, Community-
Based Development Sub-
Category

Ajang Penghargaan

Award Event

Public Relation Indonesia
Awards 2025

Penyelenggara

Organizer

Public Relation Indonesia (PRIA)



17 Apri | April 2025

Nama Penghargaan

Award Name

Juara 1 - Quality Control Innovation
(QCI) KENJI - Divisi Engineering
1st Place - Quality Control Innovation
(QCI) KENJI, Engineering Division

Ajang Penghargaan

Award Event

WIKA Transformation Awards 2025

Juara 1 - Quality Control Circle
(QCC) WASKAT - PPB Bogor
1st Place - Quality Control
Circle (QCC) WASKAT, PPB
Bogor

Penyelenggara

Organizer

PT Wijaya Karya (Persero) Tbk

Juara 2 - Quality Control Innovation
(QCI) KERTAS - PPB Lampung
2nd Place - Quality Control Innovation
(QCI) KERTAS, PPB Lampung



29 Apri | April 2025

Nama Penghargaan

Award Name

Trusted Diamond Achievement in Emission Transparency

Ajang Penghargaan

Award Event

The Best Corporate Emission Reduction Transparency Awards 2025

Penyelenggara

Organizer

Investortrust

11 Juni | June 2025



Nama Penghargaan

Award Name

Star 5 (EXSELEN) - TOP CSR Awards 2025

Ajang Penghargaan

Award Event

TOP CSR Awards 2025

Penyelenggara

Organizer

Majalah Top Business

11 Juni | June 2025



Nama Penghargaan

Award Name

TOP Leader on CSR Commitment 2025 dinobatkan kepada Direktur Utama WIKA Beton Bapak Kuntjara
Top Leader on CSR Commitment 2025" was awarded to the President Director of WIKA Beton, Mr. Kuntjara

Ajang Penghargaan

Award Event

TOP CSR Awards 2025

Penyelenggara

Organizer

Majalah Top Business

4 Juli | July 2025



Nama Penghargaan

Award Name

IDX Channel Anugerah ESG 2025

Ajang Penghargaan

Award Event

IDX Channel Anugerah ESG 2025

Penyelenggara

Organizer

IDX Channel



12 November | November 2025

Nama Penghargaan

Award Name

Most Progressive ESG Transparency

Penghargaan Kategori Leadership AAA - Advancing ESG Transparency Leadership
Award in the AAA Leadership Category - Advancing ESG Transparency Leadership

Ajang Penghargaan

Award Event

Indonesia ESG Leadership Awards 2025

Penyelenggara

Organizer

BGK Foundation



24-28 November | November 2025

Nama Penghargaan

Award Name

QCC KENJI (Divisi Transformation, Engineering & Quality) - Diamond

QCC WASKAT (PPB Bogor) - Platinum

QCC KATO (PPB Pasuruan) - Platinum

Ajang Penghargaan

Award Event

TKMPN XXIV

Penyelenggara

Organizer

WKM dan AMMPI



16 Desember | December 2025

Nama Penghargaan

Award Name

Rank: A+ 2024 Sustainability Reports of Public Companies in Indonesia

Ajang Penghargaan

Award Event

Sustainability Reports of Public Companies in Indonesia

Penyelenggara

Organizer

FIHRRST



17 Desember | December 2025

Nama Penghargaan

Award Name

ISDA Awards: Pembangunan Ekosistem Konstruksi Hijau - Platinum

ISDA Awards: Green Construction Ecosystem Development - Platinum

Ajang Penghargaan

Award Event

ICA & ISDA 2025

Penyelenggara

Organizer

CFCD

SERTIFIKASI CERTIFICATIONS



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Sucofindo Korporasi
Corporate

Nama Sertifikasi | Certifications

ISO 9001:2015

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

1 Agustus 2025 31 Juli 2028
August 1, 2025 July 31, 2028



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Sucofindo Korporasi
Corporate

Nama Sertifikasi | Certifications

ISO 45001:2018

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

13 September 2024 5 Mei 2027
September 13, 2024 May 5, 2027



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Sucofindo Korporasi
Corporate

Nama Sertifikasi | Certifications

ISO 14001:2015

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

22 April 2025 24 Februari 2028
April 22, 2025 February 24, 2028



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Sucofindo Korporasi
Corporate

Nama Sertifikasi | Certifications

ISO 27001:2022

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

22 April 2025 31 Juli 2026
April 22, 2025 July 31, 2026



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Sucofindo Korporasi
Corporate

Nama Sertifikasi | Certifications

ISO 37001:2016

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

8 April 2025 April 8, 2025
7 April 2028 April 7, 2028



Nama Lembaga Institutions
Nama Unit Penerima Awardee

Komite Akreditasi Nasional Korporasi
Corporate

Nama Sertifikasi | Certifications

ISO 17025:2017

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

24 Mei 2023 May 24, 2023
23 Mei 2028 May 23, 2028



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Global Inspeksi Sertifikasi Korporasi
Corporate

Nama Sertifikasi | Certifications

SNI 9156:2023 Tiang pancang Beton Pracetak Prategang
SNI 9156:2023 - Prestressed Precast Concrete Piles

No. Sertifikat | Certificate No

177/GIS-S5/REV-00/XII/2025

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

19 Desember 2025 December 19, 2025
18 Desember 2029 December 18, 2029



Nama Lembaga Institutions
Nama Unit Penerima Awardee

PT Global Inspeksi Sertifikasi Korporasi
Corporate

Nama Sertifikasi | Certifications

SNI 4433 : 2016 Spesifikasi Beton Segar Siap Pakai
SNI 4433:2016 - Specification for Ready-Mixed Fresh Concrete

No. Sertifikat | Certificate No

176/GIS-S5/REV-00/XII/2025

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

19 Desember 2025 December 19, 2025
18 Desember 2029 December 18, 2029



Nama Lembaga
Institutions

Nama Unit Penerima
Awardee

EPD Southeast Asia

Korporasi
Corporate

Nama Sertifikasi | Certifications

Environmental Product Declaration PC Spun Piles WIKa Beton S-P-13859

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

17 Mei 2024 14 Mei 2029

May 17, 2024 May 14, 2029



Nama Lembaga
Institutions

Nama Unit Penerima
Awardee

Green Building Council Indonesia (GBCI)

Korporasi
Corporate

Nama Sertifikasi | Certifications

GREENSHIP Solution Endorsement Platinum

No. Sertifikat | Certificate No

002/RP/P/P-GSE/V-2024



Nama Lembaga
Institutions

Nama Unit Penerima
Awardee

PT Global Inspeksi Bertindak Lembaga Sertifikasi Berasaskan SMI ISO/IEC 17025

Korporasi
Corporate

Nama Sertifikasi | Certifications

SNI 6880:2016

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

17 Oktober 2024 16 Oktober 2028

October 17, 2024 October 16, 2028



Nama Lembaga
Institutions

Nama Unit Penerima
Awardee

PT Global Inspeksi Bertindak Lembaga Sertifikasi Berasaskan SMI ISO/IEC 17025

Korporasi
Corporate

Nama Sertifikasi | Certifications

SNI 9157:2023

Masa Berlaku | Validity

Mulai | Start **Habis** | Expiry

17 Oktober 2024 16 Oktober 2028

October 17, 2024 October 16, 2028

Nama Lembaga Institutions	Nama Unit Penerima Awardee	Nama Sertifikasi Certifications	Masa Berlaku Validity	
			Mulai Start	Habis Expiry
PT Sucofindo	PPB Lampung Selatan	SMK3 PP50 Tahun 2012 OHS Management System – Government Regulation No. 50 of 2012	13 Mei 2025 May 13, 2025	13 Mei 2028 May 13, 2028
PT Sucofindo	PPB Bogor	SMK3 PP50 Tahun 2012 OHS Management System – Government Regulation No. 50 of 2012	13 Mei 2025 May 13, 2025	13 Mei 2028 May 13, 2028
PT Sucofindo	PPB Majalengka	SMK3 PP50 Tahun 2012 OHS Management System – Government Regulation No. 50 of 2012	13 Mei 2025 May 13, 2025	13 Mei 2028 May 13, 2028
PT Sucofindo	PPB Sumatera Utara	SMK3 PP50 Tahun 2012 Management System – Government Regulation No. 50 of 2012	8 Juni 2024 June 8, 2024	8 Juni 2027 June 8, 2027
PT Sucofindo	PPB Lampung	SMK3 PP50 Tahun 2012 Management System – Government Regulation No. 50 of 2012	6 September 2023 September 6, 2023	6 September 2026 September 6, 2026
PT Sucofindo	PPB Subang	SMK3 PP50 Tahun 2012 Management System – Government Regulation No. 50 of 2012	6 September 2023 September 6, 2023	6 September 2026 September 6, 2026
PT Sucofindo	PPB Pasuruan	SMK3 PP50 Tahun 2012 Management System – Government Regulation No. 50 of 2012	8 Juni 2024 June 8, 2024	8 Juni 2027 June 8, 2027
PT Sucofindo	PPB Sulawesi Selatan	SMK3 PP50 Tahun 2012 Management System – Government Regulation No. 50 of 2012	6 September 2023 September 6, 2023	6 September 2026 September 6, 2026



Tentang Laporan

ABOUT THE REPORT



TRANSPARANSI LAPORAN KEBERLANJUTAN

Sustainability Report Transparency

Laporan Keberlanjutan ini memuat gambaran menyeluruh mengenai berbagai program, capaian, serta perkembangan aspek keberlanjutan yang dijalankan oleh Perseroan sepanjang periode 1 Januari – 31 Desember 2025. Sebagai bagian dari pertanggungjawaban dan pelaporan tahunan, laporan ini menjadi bukti kesungguhan Perseroan dalam menjunjung asas keterbukaan, akuntabilitas, serta pengelolaan dampak yang bertanggung jawab guna mencapai sasaran kinerja keberlanjutan. Dalam keseluruhan laporan ini, penyebutan “WIKA Beton” maupun “Perseroan” merujuk pada PT Wijaya Karya Beton Tbk. [2-3]

ACUAN PENYUSUNAN LAPORAN REPORTING FRAMEWORK

Penyusunan laporan ini berlandaskan pada ketentuan dan pedoman yang berlaku, yaitu:

1. Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 mengenai penerapan keuangan berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.
2. Standar pelaporan *Global Reporting Initiative* (GRI) 2021.
3. Penerapan awal *International Financial Reporting Standards* (IFRS) S1 dan S2 yang diterbitkan oleh *International Sustainability Standards Board* (ISSB).

Perseroan secara konsisten menyesuaikan proses bisnisnya mengikuti perkembangan standar keberlanjutan internasional. Saat ini, WIKA Beton tengah memperkuat integrasi prinsip-prinsip keberlanjutan dalam operasional untuk memastikan kesinambungan usaha di masa mendatang. Walaupun pemetaan menyeluruh terhadap *Sustainability Report Taxonomy* masih dalam tahap awal,

This Sustainability Report provides a comprehensive overview of the programs, achievements, and developments related to sustainability undertaken by the Company during the period from January 1 to December 31, 2025. As part of the Company's annual accountability and reporting process, this report demonstrates the Company's commitment to upholding the principles of transparency, accountability, and responsible impact management in pursuit of its sustainability performance targets. Throughout this report, the terms “WIKA Beton” and “the Company” refer to PT Wijaya Karya Beton Tbk. [2-3]

The preparation of this report is based on the following applicable regulations and standards:

1. Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the implementation of sustainable finance for Financial Services Institutions, Issuers, and Public Companies.
2. Global Reporting Initiative (GRI) Standards 2021.
3. Initial adoption of *International Financial Reporting Standards* (IFRS) S1 and S2, issued by the *International Sustainability Standards Board* (ISSB).

The Company consistently aligns its business processes with the development of international sustainability standards. Currently, WIKA Beton continues to strengthen the integration of sustainability principles into its operations to ensure long-term business continuity. Although the comprehensive mapping of the *Sustainability Report Taxonomy* remains at an early stage, the Company



Tentang Laporan
About The Report

Profil
WIKA Beton
WIKA Beton Profile

Tata Kelola
untuk Integritas
Berkelanjutan
Governance
for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Creating
Positive Impact
For Employees,
Customers, and
Communities



Perseroan telah mengidentifikasi serta mengelola isu-isu material yang berpengaruh signifikan terhadap kinerja dan keberlangsungan bisnis. Dengan menjunjung keterbukaan dan akuntabilitas, Perseroan terus meningkatkan kualitas pelaporan keberlanjutan dan secara bertahap mengadopsi kerangka *Sustainability Report Taxonomy* ke dalam sistem pelaporan yang dijalankan.

has identified and managed material issues that significantly influence business performance and sustainability. By upholding transparency and accountability, the Company continues to enhance the quality of its sustainability reporting while gradually adopting the Sustainability Report Taxonomy framework within its reporting system.

BATASAN PELAPORAN KEBERLANJUTAN

SCOPE AND BOUNDARIES OF SUSTAINABILITY REPORTING

Laporan keberlanjutan ini disusun dengan menetapkan ruang lingkup serta batasan pelaporan secara jelas, sehingga seluruh data dan informasi yang disampaikan tetap relevan, akurat, dan dapat dipercaya sesuai kebutuhan para pemangku kepentingan. Cakupan pelaporan meliputi kinerja keberlanjutan dari entitas induk, PT Wijaya Karya Beton Tbk, beserta entitas anak yang berada di bawah pengelolaannya, yaitu:

[2-2]

- PT Wijaya Karya Komponen Beton
- PT Wijaya Karya Krakatau Beton
- PT Citra Lautan Teduh
- PT Wijaya Karya Pracetak Gedung

This Sustainability Report has been prepared with clearly defined reporting boundaries and scope to ensure that all data and information presented remain relevant, accurate, and reliable for stakeholders. The reporting scope covers the sustainability performance of the parent entity, PT Wijaya Karya Beton Tbk, along with its subsidiaries under the Company's management: [2-2]

- PT Wijaya Karya Komponen Beton
- PT Wijaya Karya Krakatau Beton
- PT Citra Lautan Teduh
- PT Wijaya Karya Pracetak Gedung

Data dan informasi terkait aspek lingkungan dalam laporan ini mencakup PT Wijaya Karya Beton Tbk sebagai entitas induk dan belum mencakup entitas anak, mengingat konsolidasi data belum dilakukan. Indikator sosial berupa komposisi pegawai telah mencakup entitas induk dan entitas anak, sedangkan indikator sosial lainnya masih terbatas pada entitas induk. Meskipun demikian, Perseroan telah melaksanakan audit laporan keuangan secara konsolidasian yang mencakup entitas induk dan entitas anak.

Data and information related to environmental aspects in this report cover PT Wijaya Karya Beton Tbk as the parent entity and do not yet include its subsidiaries, as data consolidation has not been completed. Social indicators related to employee composition cover both the parent entity and its subsidiaries, while other social indicators remain limited to the parent entity. Nevertheless, the Company has conducted a consolidated audit of its financial statements, covering both the parent entity and its subsidiaries.

Data Kinerja yang Dilaporkan Reported Performance Data	Ruang Lingkup Penyajian Data Scope of Data Presentation	
	Entitas Induk Parent Entity	Entitas Anak Subsidiaries
Keuangan Financial	✓	✓
Lingkungan Environmental	✓	-
Sosial* Social*	✓	-
Pegawai Employees	✓	✓

*Di luar data komposisi pegawai | Excluding employee composition data.



TANGGAPAN ATAS UMPAN BALIK LAPORAN TAHUN SEBELUMNYA [6.3]

RESPONSE TO FEEDBACK FROM THE PREVIOUS YEAR'S REPORT

WIKA Beton telah menerima umpan balik dari lembaga pemeringkat ESG internasional atas Laporan Keberlanjutan tahun 2024. Perseroan menyambut hasil evaluasi tersebut secara positif, di mana skor yang diperoleh sebesar 59, lebih tinggi daripada rata-rata industri yang berada pada angka 33. Hal ini menunjukkan bahwa kinerja keberlanjutan WIKA Beton saat ini sudah berada di atas rata-rata perusahaan lain dalam sektor yang sama.

WIKA Beton has received feedback from an international ESG rating agency regarding its 2024 Sustainability Report. The Company positively acknowledges the evaluation results, in which it achieved a score of 59, higher than the industry average score of 33. This indicates that WIKA Beton's sustainability performance currently exceeds that of other companies within the same sector.

PENYAJIAN KEMBALI DATA DAN INFORMASI

RESTATEMENT OF DATA AND INFORMATION

Pada Laporan ini, terdapat penyajian kembali data dan informasi tahun 2024 pada beberapa aspek keberlanjutan, meliputi bahan baku yang digunakan dikarenakan perubahan jumlah sumber data bahan baku yang dihitung, penggunaan air dikarenakan perbaikan penyajian satuan, jumlah limbah dikarenakan penyesuaian metode perhitungan, serta emisi dikarenakan penambahan cakupan sumber emisi dari pembakaran stasioner. [2-4]

In this Report, certain 2024 data and information have been restated across several sustainability aspects, including raw materials used due to changes in the number of raw material data sources accounted for, water consumption due to revisions in unit presentation, waste generation due to adjustments in the calculation methodology, and emissions due to the expansion of emission source coverage from stationary combustion. [2-4]

PENJAMINAN LAPORAN KEBERLANJUTAN

SUSTAINABILITY REPORT ASSURANCE

Untuk memastikan kredibilitas dan objektivitas isi laporan, *Corporate Secretary* menunjuk lembaga independen sebagai pihak penjamin. Laporan keberlanjutan ini telah menjalani proses *assurance* oleh CBC Global Indonesia, yang memiliki sertifikasi *assurance* internasional AA1000AS v3. Penunjukan pihak *assurance* dilakukan berdasarkan pertimbangan kompetensi profesional, rekam jejak yang baik, serta jaminan independensi tanpa adanya benturan kepentingan maupun hubungan bisnis dengan WIKA Beton. [2-5][6.1]

To ensure the credibility and objectivity of the report's content, the Company has appointed an independent assurance provider. This Sustainability Report has undergone an assurance process conducted by CBC Global Indonesia, which holds internationally recognized assurance certification AA1000 v3. The appointment of the assurance provider was based on considerations of professional competence, proven track record, and assurance of independence, without any conflicts of interest or business relationships with WIKA Beton. [2-5][6.1]



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MATERIALITAS

Materiality

Proses penilaian materialitas dilaksanakan sebagai sarana untuk menentukan isu-isu keberlanjutan yang memiliki pengaruh paling besar terhadap prospek jangka panjang perusahaan. Melalui proses ini, Perseroan menelaah bagaimana berbagai faktor eksternal, seperti dampaknya terhadap lingkungan dan masyarakat berkorelasi dengan implikasi internal yang dapat memengaruhi nilai ekonomi serta daya saing Perseroan.

The materiality assessment process is conducted to determine sustainability issues that have the greatest impact on the Company's long-term prospects. Through this process, the Company examines how various external factors, including environmental and societal impacts, correlate with internal implications that may affect the Company's economic value and competitiveness.

ANALISIS MATERIALITAS MATERIALITY ANALYSIS

WIKA Beton secara berkala memperbarui proses penentuan topik material setiap tahun guna memastikan kesesuaian dan ketepatannya terhadap dinamika keberlanjutan Perusahaan. Dalam pelaksanaannya, Perseroan menerapkan prinsip *double materiality*, yang digunakan untuk memetakan isu keberlanjutan yang paling signifikan melalui dua perspektif:

1. Pengaruh aktivitas Perusahaan terhadap lingkungan dan masyarakat, sebagai cerminan komitmen tanggung jawab sosial dan lingkungan.
2. Dampak isu keberlanjutan terhadap nilai dan ketahanan bisnis, termasuk implikasinya terhadap aspek finansial dan prospek jangka panjang Perusahaan.

Kerangka penilaian materialitas ini juga terintegrasi dengan proses manajemen risiko (*Enterprise Risk Management/ERM*) agar potensi risiko dan peluang terkait keberlanjutan dapat diidentifikasi, dinilai, dan ditindaklanjuti secara efektif.

Untuk memastikan objektivitas dan kredibilitas, proses materialitas tersebut telah melewati tahapan *assurance* independen yang dilaksanakan oleh CBC Global Indonesia. Melalui verifikasi ini, para pemangku kepentingan memperoleh keyakinan bahwa penetapan topik material dilakukan dengan metodologi yang kuat, transparan, dan dapat dipertanggungjawabkan.

WIKA Beton periodically updates its material topic determination process each year to ensure its relevance and alignment with the Company's evolving sustainability dynamics. In conducting the assessment, the Company applies the double materiality principle, which identifies the most significant sustainability issues from two perspectives:

1. The impact of the Company's activities on the environment and society, reflecting the Company's commitment to environmental and social responsibility.
2. The impact of sustainability issues on business value and resilience, including implications for financial performance and the Company's long-term outlook.

This materiality assessment framework is integrated with the Enterprise Risk Management (ERM) process to ensure that sustainability-related risks and opportunities can be effectively identified, assessed, and addressed.

To ensure objectivity and credibility, the materiality process has undergone independent assurance conducted by CBC Global Indonesia. Through this verification, stakeholders are assured that the determination of material topics follows a robust, transparent, and accountable methodology.

TAHAPAN PENILAIAN MATERIALITAS ^[3-1]

STAGES OF THE MATERIALITY ASSESSMENT

Identifikasi Isu Keberlanjutan

Tahap awal dimulai dengan melakukan identifikasi isu keberlanjutan melalui proses *benchmarking* terhadap berbagai acuan internasional, seperti GRI, SASB, dan IFRS, serta referensi dari lembaga pemeringkat LST (MSCI, S&P Global, dan Sustainalytics). Selain itu, masukan dari pemangku kepentingan, baik internal maupun eksternal, turut menjadi sumber penting dalam penyusunan daftar isu awal.

Daftar isu yang telah tersusun kemudian digunakan sebagai dasar pengembangan kuesioner. Instrumen ini disebarakan kepada beragam pemangku kepentingan, antara lain karyawan, pelanggan, pemegang saham, regulator, media, pemasok dan mitra usaha, komunitas, serta perusahaan sejenis di industri terkait. Tujuannya adalah untuk memperoleh perspektif mereka mengenai tingkat relevansi dan urgensi dari setiap isu keberlanjutan yang telah diidentifikasi.

Penilaian Isu Keberlanjutan

Pendekatan *double materiality* digunakan dalam proses penilaian materialitas, yang didasarkan pada hasil kuesioner yang diterima dari para pemangku kepentingan. Melalui pendekatan ini, isu-isu keberlanjutan dianalisis dari dua sudut utama:

- **Materialitas Finansial (*Financial Materiality*):** menilai bagaimana isu tertentu berpotensi memengaruhi performa keuangan dan ketahanan usaha.
- **Materialitas Dampak Lingkungan & Sosial (*Impact Materiality*):** mengkaji sejauh mana isu tersebut memberikan pengaruh terhadap masyarakat, lingkungan, dan pihak eksternal lainnya.

Sebagai bagian dari proses penyelarasan, WIKA Beton menyelenggarakan Forum Lintas Departemen untuk menelaah hasil survei, mengevaluasi relevansi setiap topik ESG, dan memastikan keselarasan dengan prioritas strategis

Identification of Sustainability Issues

The initial stage begins with the identification of sustainability issues through a benchmarking process against various international references, including GRI, SASB, and IFRS, as well as references from ESG rating agencies (MSCI, S&P Global, and Sustainalytics). In addition, input from both internal and external stakeholders serves as an important source in compiling the preliminary list of issues.

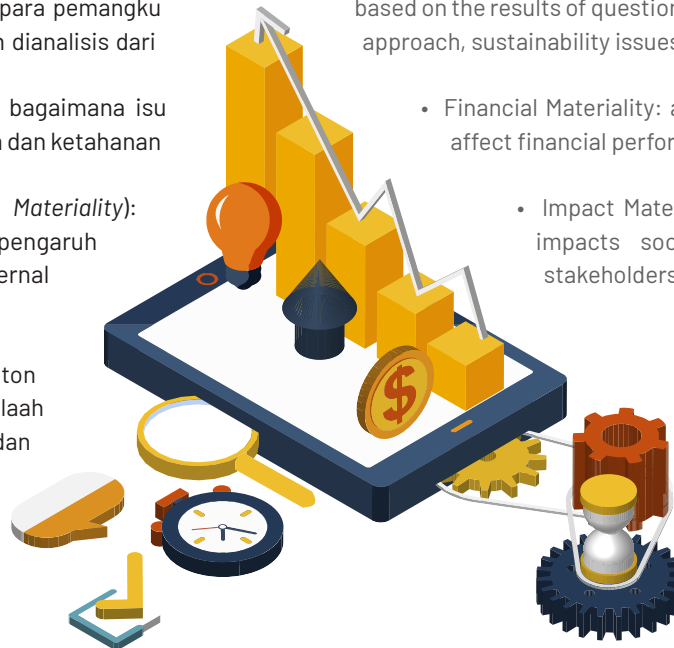
The list of identified issues is then used as the basis for developing a questionnaire. This instrument is distributed to various stakeholders, including employees, customers, shareholders, regulators, media, suppliers and business partners, communities, and peer companies within the related industry. The objective is to obtain their perspectives regarding the level of relevance and urgency of each identified sustainability issue.

Assessment of Sustainability Issues

The double materiality approach is applied in the materiality assessment process, based on the results of questionnaires received from stakeholders. Through this approach, sustainability issues are analyzed from two primary perspectives:

- **Financial Materiality:** assesses how a particular issue may potentially affect financial performance and business resilience.
- **Impact Materiality:** evaluates the extent to which the issue impacts society, the environment, and other external stakeholders.

As part of the alignment process, WIKA Beton organized a Cross-Department Forum to review the survey results, evaluate the relevance of each ESG topic,



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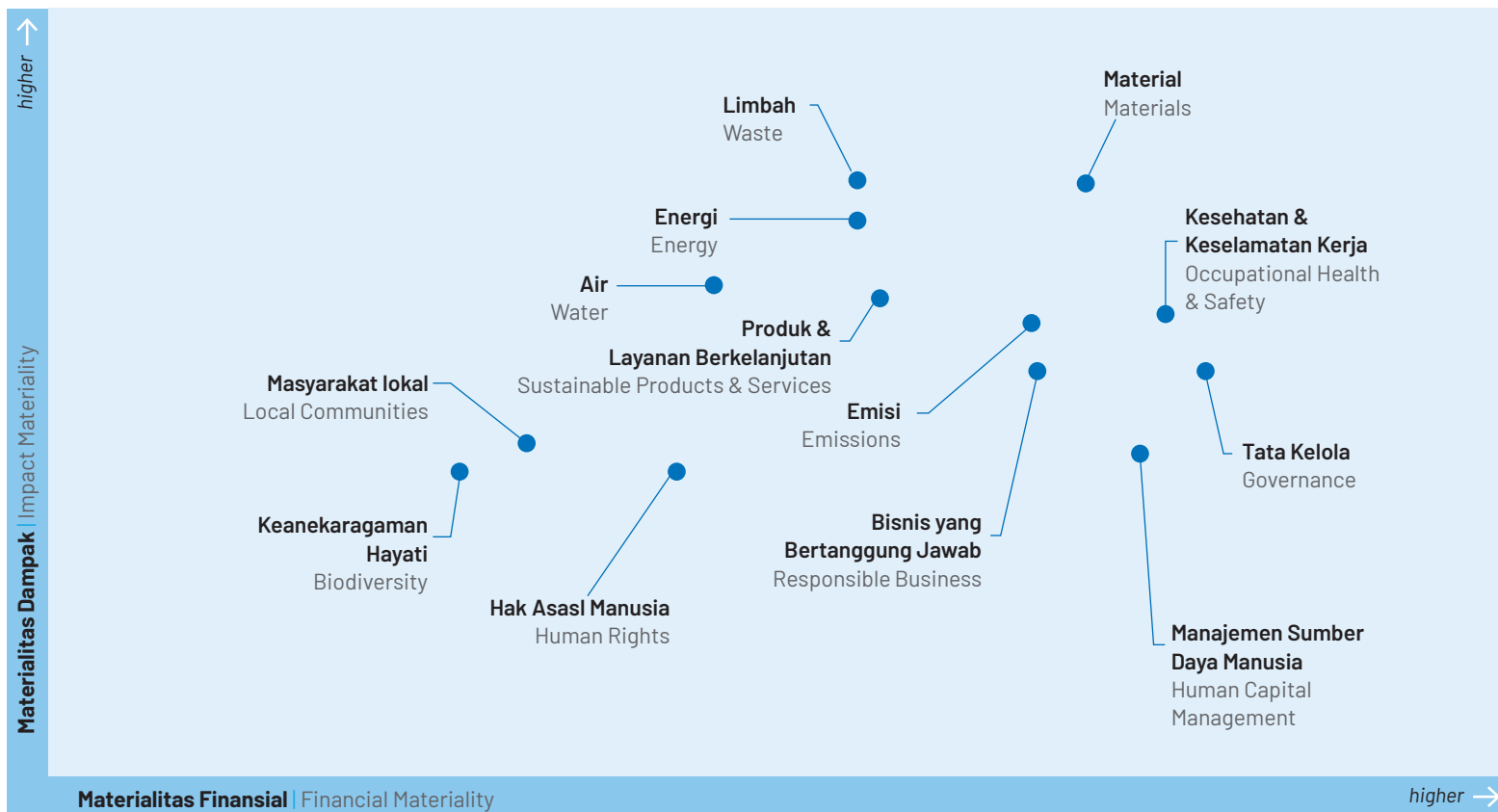


Perseroan. Melalui forum ini, isu-isu ESG yang dianggap paling penting kemudian terintegrasi dalam operasional dan pengambilan keputusan bisnis WIKI Beton.

Tinjauan dan Persetujuan

Topik-topik material yang terpilih telah ditinjau dan memperoleh persetujuan (*sign-off*) dari Direksi. Seluruh topik tersebut kemudian diselaraskan dengan strategi bisnis, relevansi risiko, serta peluang dalam menciptakan nilai (*value creation*). [2-14]

Matriks Materialitas [3-2]



and ensure alignment with the Company's strategic priorities. Through this forum, ESG issues considered most significant are subsequently integrated into WIKI Beton's operations and business decision-making processes.

Review and Approval

The selected material topics have been reviewed and formally approved (*sign-off*) by the Board of Directors. All of these topics are subsequently aligned with the Company's business strategy, risk relevance, and opportunities for value creation. [2-14]

Materiality Matrix [3-2]

Topik Material untuk Penguatan Nilai Perusahaan Material Topics for Enterprise Value Creation

Topik Material Material Topic	Target Target	Proses Pencapaian Target Target Achievement Process	Risiko dan Peluang Risks and Opportunities	Tantangan Bisnis Business Challenges	Dampak terhadap Perusahaan Impact on the Company	Strategi Perusahaan Corporate Strategy
Material Materials	Menggunakan material ramah lingkungan pada produksi beton pracetak Utilizing environmentally friendly materials in precast concrete production.	Perusahaan membuat kebijakan untuk mendorong penggunaan material ramah lingkungan pada produksi beton yaitu penggunaan material semen ramah lingkungan (<i>Portland Composite Cement/PCC</i>) dan <i>fly ash</i> . The Company establishes policies to promote the use of environmentally friendly materials in concrete production, including the use of eco-friendly cement such as Portland Composite Cement (PCC) and fly ash.	Risiko: Mempengaruhi produktivitas pada produksi beton <i>precast</i> akibat sifat material ramah lingkungan yang berbeda dengan semen (<i>Ordinary Portland Cement/ OPC</i>) yang lebih cepat mengeras Peluang: Berkontribusi pada keberlanjutan lingkungan yang sedang menjadi fokus seluruh sektor di dunia saat ini. Risk: May affect productivity in precast concrete production due to the different characteristics of environmentally friendly materials compared to Ordinary Portland Cement (OPC), which has a faster setting time. Opportunity: Contributes to environmental sustainability, which is increasingly becoming a global priority across industries.	WIKA Beton harus tetap dapat memenuhi keinginan pelanggan dari segi produktivitas dan kualitas dengan kendala risiko yang dapat terjadi saat menggunakan material ramah lingkungan. WIKA Beton must continue to meet customer expectations in terms of productivity and quality, while managing potential risks arising from the use of environmentally friendly materials.	Memperkuat citra perusahaan yang sejalan dengan visi perusahaan yaitu Menjadi perusahaan global terpercaya berkelanjutan, pemberi solusi di industri beton. Strengthens the Company's image in line with its vision of becoming a globally trusted and sustainable solutions provider in the concrete industry.	Sebagai komitmen terhadap keberlanjutan lingkungan, produk WIKA Beton telah mendapatkan sertifikat <i>Environmental Product Declaration (EPD)</i> dan Perusahaan juga telah mendapatkan Sertifikat <i>GreenShip Solution Endorsement (GSE)</i> As part of its commitment to environmental sustainability, WIKA Beton's products have obtained Environmental Product Declaration (EPD) certification, and the Company has also received the GreenShip Solution Endorsement (GSE) certification.



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Topik Material Material Topic	Target Target	Proses Pencapaian Target Target Achievement Process	Risiko dan Peluang Risks and Opportunities	Tantangan Bisnis Business Challenges	Dampak terhadap Perusahaan Impact on the Company	Strategi Perusahaan Corporate Strategy
Limbah Waste	Mendukung pencapaian target pengendalian debu partikulat PM10 melalui pengelolaan limbah produksi yang efektif di seluruh unit operasional. Supporting the achievement of PM10 particulate dust control targets through effective production waste management across all operational units.	Mengoptimalkan pengelolaan limbah melalui pengurangan limbah di sumber, pemanfaatan kembali material residu produksi, peningkatan <i>housekeeping</i> area operasional, serta pengendalian debu pada titik sumber emisi. Optimizing waste management through waste reduction at the source, reuse of residual production materials, enhancement of housekeeping practices across operational areas, and dust control at emission source points.	Pengelolaan limbah yang optimal berkontribusi terhadap penurunan potensi debu partikulat PM10, peningkatan efisiensi penggunaan material, serta penguatan kepatuhan terhadap regulasi lingkungan. Optimal waste management contributes to the reduction of potential PM10 particulate dust emissions, improves material use efficiency, and strengthens compliance with environmental regulations.	Volume limbah produksi yang tinggi, kebutuhan investasi teknologi pengelolaan limbah dan pengendalian debu partikulat, serta konsistensi implementasi pengelolaan di seluruh unit operasional. High production waste volumes, the need for investment in waste management and particulate dust control technologies, and the challenge of maintaining consistent implementation across all operational units.	Mempengaruhi kinerja lingkungan, efisiensi operasional, kepatuhan regulasi, dan reputasi perusahaan dalam penerapan praktik bisnis berkelanjutan. Affects environmental performance, operational efficiency, regulatory compliance, and the Company's reputation in implementing sustainable business practices.	Perusahaan menerapkan <i>Waste Management Program</i> yang terintegrasi dengan pengendalian debu partikulat melalui pengurangan limbah di sumber, optimalisasi pemanfaatan kembali material residu, penguatan praktik operasional yang baik, dan monitoring lingkungan secara berkala. The Company implements an integrated Waste Management Program incorporating particulate dust control through waste reduction at the source, optimization of residual material reuse, strengthening of good operational practices, and periodic environmental monitoring.

Topik Material Material Topic	Target Target	Proses Pencapaian Target Target Achievement Process	Risiko dan Peluang Risks and Opportunities	Tantangan Bisnis Business Challenges	Dampak terhadap Perusahaan Impact on the Company	Strategi Perusahaan Corporate Strategy
Produk & Layanan Berkelanjutan Sustainable Products & Services	Mengembangkan sistem rumah pracetak tahan gempa yang memiliki waktu konstruksi cepat, menggunakan material ramah lingkungan, serta diproduksi melalui proses manufaktur yang green dan efisien. Developing earthquake-resistant precast housing systems with accelerated construction timelines, utilizing environmentally friendly materials, and produced through green and efficient manufacturing processes.	Melakukan riset dan pengembangan desain modular rumah pracetak tahan gempa, optimasi komponen struktur pracetak, penggunaan material rendah emisi (<i>green concrete</i> /material daur ulang), serta implementasi proses produksi yang lebih efisien energi dan minim limbah. Conducting research and development on the modular design of earthquake-resistant precast housing, optimization of precast structural components, the use of low-emission materials (<i>green concrete</i> /recycled materials), as well as the implementation of production processes that are more energy-efficient and generate minimal waste.	Risiko: biaya pengembangan awal tinggi, penerimaan pasar terhadap sistem rumah modular. Peluang: meningkatnya kebutuhan hunian cepat bangun, program perumahan nasional, serta tren konstruksi berkelanjutan. Risks: high initial development costs and market acceptance of modular housing systems. Opportunities: increasing demand for rapid-build housing, national housing programs, and the growing trend toward sustainable construction.	Persaingan dengan metode konstruksi konvensional, kebutuhan edukasi pasar terhadap sistem rumah pracetak, serta optimalisasi biaya produksi agar tetap kompetitif. Competition with conventional construction methods, the need for market education on precast housing systems, and the optimization of production costs to remain competitive.	Meningkatkan portofolio produk inovatif perusahaan, memperkuat citra perusahaan sebagai penyedia solusi konstruksi berkelanjutan, serta membuka potensi pasar baru di sektor perumahan cepat bangun. Enhancing the Company's innovative product portfolio, strengthening its position as a provider of sustainable construction solutions, and unlocking new market opportunities in the rapid-build housing sector.	Penguatan riset dan inovasi produk pracetak, kolaborasi dengan institusi riset dan regulator, pengembangan standar desain modular tahan gempa, serta promosi solusi rumah pracetak berkelanjutan ke pasar perumahan dan proyek pemerintah. Strengthening research and innovation in precast products, collaborating with research institutions and regulators, developing earthquake-resistant modular design standards, and promoting sustainable precast housing solutions to the housing market and government projects.



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Manajemen Topik yang Berdampak terhadap Pemangku Kepentingan Eksternal Management of Topics Impacting External Stakeholders

Topik Material Material Topics	Pemangku Kepentingan Terkait Relevant Stakeholders	Jenis Dampak Type of Impact	Penjelasan Dampak terhadap Pemangku Kepentingan Description of Impact on Stakeholders	Pengukuran Dampak Impact Measurement	Metrik Dampak Impact Metrics	Manajemen Dampak Impact Management
Masyarakat Lokal Local Communities	Masyarakat di sekitar area unit kerja, tokoh masyarakat, pemerintah daerah Communities surrounding work unit areas, community leaders, and local government	Sosial dan Lingkungan Social and Environmental	Kegiatan operasional Perusahaan memberikan dampak positif melalui penciptaan lapangan kerja, pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL), serta pemberdayaan ekonomi masyarakat. Di sisi lain, aktivitas operasional berpotensi menimbulkan potensi dampak sosial seperti gangguan lalu lintas serta potensi gangguan lingkungan yang dapat memengaruhi kenyamanan masyarakat di sekitar wilayah operasional. The Company's operational activities generate positive impacts through job creation, the implementation of Corporate Social and Environmental Responsibility (TJSL) programs, and community economic empowerment. On the other hand, these activities may also give rise to potential social impacts such as traffic disruptions and potential environmental disturbances that may affect the comfort of communities surrounding the operational areas.	<i>Social return on Investment (SROI)</i> Social Return on Investment (SROI)	Potensi munculnya keluhan atau konflik sosial dengan masyarakat sekitar, penurunan tingkat penerimaan masyarakat terhadap operasional perusahaan (<i>social license to operate</i>), serta potensi gangguan terhadap kelancaran operasional apabila dampak sosial tidak dikelola secara efektif. The Company implements TJSL programs based on community needs by engaging community leaders and local governments. Negative operational impacts are managed through waste management standards and regular dialogue with local stakeholders to maintain its social license to operate.	Perusahaan melaksanakan program TJSL berbasis kebutuhan masyarakat dengan melibatkan tokoh masyarakat dan pemerintah daerah. Dampak negatif operasional dikendalikan melalui standar pengelolaan limbah dan dialog rutin dengan pemangku kepentingan lokal untuk menjaga <i>social license to operate</i> . The Company implements TJSL programs based on community needs by involving community leaders and local governments. Negative operational impacts are controlled through waste management standards and regular dialogue with local stakeholders to maintain its social license to operate.

Topik Material Material Topics	Pemangku Kepentingan Terkait Relevant Stakeholders	Jenis Dampak Type of Impact	Penjelasan Dampak terhadap Pemangku Kepentingan Explanation of Impact on Stakeholders	Pengukuran Dampak Impact Measurement	Metrik Dampak Impact Metrics	Manajemen Dampak Impact Management
Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Pekerja (karyawan tetap & kontrak), kontraktor/vendor, pengunjung area kerja, regulator (Dinas terkait), masyarakat sekitar. E m p l o y e e s (permanent and contract), contractors and vendors, site visitors, regulators (relevant authorities), and surrounding communities.	Sosial Social	Kegiatan operasional perusahaan memiliki potensi risiko kecelakaan kerja dan penyakit akibat kerja yang dapat berdampak pada keselamatan dan kesehatan pekerja, kontraktor, serta pihak lain di area operasional. Penerapan sistem manajemen K3 yang baik memberikan dampak positif berupa perlindungan tenaga kerja, peningkatan produktivitas, serta terciptanya lingkungan kerja yang aman dan sehat. Di sisi lain, kegagalan dalam pengelolaan K3 dapat menyebabkan kecelakaan kerja, kerugian operasional, serta menurunnya kepercayaan pemangku kepentingan. The Company's operational activities carry potential risks of occupational accidents and work-related illnesses that may affect the health and safety of employees, contractors, and other parties within operational areas. The effective implementation of an Occupational Health and Safety (OHS) management system provides positive impacts, including workforce protection, increased productivity, and the creation of a safe and healthy work environment. On the other hand, failures in OHS management may lead to workplace accidents, operational losses, and a decline in stakeholder trust.	<i>Lost Time Injury Frequency Rate (LTIFR)</i> <i>Total Recordable Injury Rate (TRIR)</i>	Potensi terjadinya kecelakaan kerja, penyakit akibat kerja, penurunan produktivitas, gangguan operasional, serta potensi sanksi dari regulator apabila tidak memenuhi standar K3 yang berlaku. Potential risks include workplace accidents, work-related illnesses, reduced productivity, operational disruptions, and possible regulatory sanctions in cases of non-compliance with applicable Occupational Health and Safety (OHS) standards.	Perusahaan menerapkan Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) melalui identifikasi bahaya, penilaian dan pengendalian risiko, pelatihan K3, inspeksi rutin, penggunaan APD, serta investigasi insiden. Perusahaan juga melakukan monitoring dan evaluasi kinerja K3 secara berkala, serta memastikan kepatuhan terhadap peraturan perundangan yang berlaku guna menciptakan lingkungan kerja yang aman dan berkelanjutan. The Company implements an Occupational Health and Safety Management System (OHSMS) through hazard identification, risk assessment and control, OHS training, routine inspections, the use of personal protective equipment (PPE), and incident investigations. In addition, the Company conducts regular monitoring and evaluation of OHS performance and ensures compliance with applicable laws and regulations to maintain a safe and sustainable working environment.



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Topik Material Material Topics	Pemangku Kepentingan Terkait Relevant Stakeholders	Jenis Dampak Type of Impact	Penjelasan Dampak terhadap Pemangku Kepentingan Explanation of Impact on Stakeholders	Pengukuran Dampak Impact Measurement	Metrik Dampak Impact Metrics	Manajemen Dampak Impact Management
Hak Asasi Manusia Human Rights	Pekerja vendor Vendor employees	<i>Fairness remuneration</i>	Pegawai vendor menerima upah dibawah standar Upah Minimum Regional (UMR) yang ditetapkan oleh pemerintah, disisi lain terdapat banyak pegawai vendor yang menangani produksi di berbagai unit. Vendor employees receive wages below the Regional Minimum Wage (UMR) set by the government; at the same time, a significant number of vendor employees are engaged in production activities across various units.	Monitoring upah pekerja vendor dan nominal tagihan upah vendor. Monitoring of vendor employee wages and the billed wage amounts submitted by vendors.	Potensi menurunnya produktivitas pekerja vendor sehingga dapat mempengaruhi produksi dan operasional. Potential decline in vendor employee productivity that may affect production and operations.	Perusahaan melakukan monitoring berkala terhadap upah pekerja vendor dan memastikan kesesuaiannya dengan UMR melalui klausul kepatuhan ketenagakerjaan dalam kontrak vendor. Ketidaksesuaian ditindaklanjuti melalui koordinasi perbaikan dalam jangka waktu yang ditetapkan. The Company conducts periodic monitoring of vendor employee wages and ensures their compliance with the Regional Minimum Wage (UMR) through labor compliance clauses in vendor contracts. Any noncompliance is followed up through corrective coordination within a specified timeframe.

Sharing Session

Building a Greener Future : Smart Housing Innovations and Sustainable Opportunities

Oleh : Bapak Iwan Prijanto

PT Wijaya Karya Beton Tbk
Jakarta, 30 Juni 2025





PELIBATAN PEMANGKU KEPENTINGAN [2-29][E.4]

Stakeholder Engagement

Melalui proses evaluasi yang mempertimbangkan kebutuhan, peran, tingkat pengaruh, serta dampak yang ditimbulkan, WIKI Beton telah memetakan berbagai kelompok pemangku kepentingan baik di internal maupun eksternal perusahaan. Perseroan berkomitmen untuk membangun hubungan yang konstruktif dan saling menguntungkan dengan seluruh pemangku kepentingan tersebut, sebagai upaya menjaga keberlangsungan operasional dan pertumbuhan perusahaan. Berdasarkan pendekatan tersebut, kelompok pemangku kepentingan WIKI Beton diklasifikasikan sebagai berikut:

Through an evaluation process that considers stakeholder needs, roles, levels of influence, and the impacts generated, WIKI Beton has mapped various stakeholder groups both internally and externally. The Company is committed to building constructive and mutually beneficial relationships with all stakeholders as part of its efforts to maintain operational sustainability and support corporate growth. Based on this approach, WIKI Beton's stakeholder groups are classified as follows:

Pemangku Kepentingan Stakeholders	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs	Upaya Pemenuhan Kebutuhan Efforts to Address Needs
Pelanggan Customers	<ol style="list-style-type: none"> 1. <i>Website</i> dan <i>frontline information</i> dengan frekuensi sewaktu-waktu sesuai kebutuhan atau insidental. 2. Kunjungan langsung dengan frekuensi minimal setahun sekali. 3. Layanan <i>call center</i>. 4. Survei kepuasan pelanggan setiap setahun sekali. 5. Kuesioner materialitas. 	<ol style="list-style-type: none"> 1. Informasi beragam produk dan jasa. 2. Informasi mengenai proses dan pengolahan produk. 3. Koordinasi kebutuhan pelanggan setiap bulan. 4. Metode pembayaran tagihan. 5. Layanan pengaduan/keluhan dan solusi. 6. Mendapatkan kepuasan layanan. 	<ol style="list-style-type: none"> 1. Menyediakan dan meningkatkan akses informasi produk dan jasa. 2. Divisi Penjualan aktif berkoordinasi dengan pelanggan. 3. Menyediakan akses pengadaan dan keluhan pelanggan. 4. Menindaklanjuti dan memberikan solusi atas pengaduan/keluhan pelanggan.
	<ol style="list-style-type: none"> 1. Website and frontline information services provided on an incidental basis or as needed. 2. Direct visits conducted at least once a year. 3. Call center services. 4. Annual customer satisfaction surveys. 5. Materiality questionnaires. 	<ol style="list-style-type: none"> 1. Information on a wide range of products and services. 2. Information regarding product processing and production processes. 3. Monthly coordination regarding customer requirements. 4. Billing and payment methods. 5. Complaint handling services and solutions. 6. Ensuring customer service satisfaction. 	<ol style="list-style-type: none"> 1. Provide and enhance access to product and service information. 2. Sales Division actively coordinates with customers. 3. Provide procurement and complaint channels for customers. 4. Follow up on and provide solutions to customer complaints.

Pemangku Kepentingan Stakeholders	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs	Upaya Pemenuhan Kebutuhan Efforts to Address Needs
Pemegang Saham Shareholders	<ol style="list-style-type: none"> 1. Pelaporan kinerja, setiap kuartal. 2. Kuesioner materialitas. 3. Rapat Umum Pemegang Saham Tahunan 4. <i>Public expose</i> tahunan 5. <i>Website</i> menu <i>Investor Relations</i> (IR) <ol style="list-style-type: none"> 1. Quarterly performance reporting. 2. Materiality questionnaires. 3. Annual General Meeting of Shareholders 4. Annual public expose 5. Investor Relations (IR) website page 	<ol style="list-style-type: none"> 1. Kinerja keuangan. 2. Kinerja non-keuangan. 3. Kinerja sepanjang tahun tentang tata kelola, kinerja keuangan, non-keuangan, dan lain-lain. <ol style="list-style-type: none"> 1. Financial performance. 2. Non-financial performance. 3. Annual performance related to governance, financial performance, non-financial performance, and other matters. 	<ol style="list-style-type: none"> 1. Merilis laporan keuangan konsolidasian. 2. Membuat Laporan Tahunan. 3. Membuat Laporan Keberlanjutan. 4. Menyelenggarakan Rapat Umum Pemegang Saham (RUPS) Tahunan dan Luar Biasa. 5. Menyelenggarakan <i>public expose</i>. <ol style="list-style-type: none"> 1. Publish consolidated financial reports. 2. Prepare the Annual Report. 3. Prepare the Sustainability Report. 4. Hold Annual and Extraordinary General Meetings of Shareholders (GMS). 5. Conduct public expose events.
Analisis/Investor Analysts / Investors	<ol style="list-style-type: none"> 1. Pelaporan kinerja, setiap kuartal. 2. Kuesioner materialitas. 3. <i>Site visit</i> tahunan 4. <i>Website</i> menu <i>Investor Relations</i> (IR) <ol style="list-style-type: none"> 1. Quarterly performance reporting. 2. Materiality questionnaires. 3. Annual site visit 4. Investor Relations (IR) website page 	<ol style="list-style-type: none"> 1. Kinerja keuangan. 2. Kinerja non-keuangan. 3. Kinerja sepanjang tahun tentang tata kelola, kinerja keuangan, non-keuangan, dan lain-lain. <ol style="list-style-type: none"> 1. Financial performance. 2. Non-financial performance. 3. Annual performance related to governance, financial performance, non-financial performance, and other matters. 	<ol style="list-style-type: none"> 1. Membuat presentasi <i>company update</i>. 2. Mengadakan <i>analyst meeting/investor meeting</i>. 3. Rutin melakukan <i>one-on-one meeting</i>. <ol style="list-style-type: none"> 1. Prepare company update presentations. 2. Conduct analyst meetings and investor meetings. 3. Hold regular one-on-one meetings.
Pemerintah Government	<ol style="list-style-type: none"> 1. Rapat dengar pendapat. 2. Kuesioner materialitas. <ol style="list-style-type: none"> 1. Public hearings. 2. Materiality questionnaires. 	<ol style="list-style-type: none"> 1. Pengurusan izin usaha dan regulasi. 2. Koordinasi terkait tata niaga, ekspor/impor. 3. Pengelolaan emisi perusahaan 4. Pelibatan dan tanggung jawab sosial perusahaan terhadap masyarakat lokal. <ol style="list-style-type: none"> 1. Business licensing and regulatory matters. 2. Coordination regarding trade governance, export, and import activities. 3. Corporate emissions management. 4. Corporate social responsibility and engagement with local communities. 	<ol style="list-style-type: none"> 1. Mengikuti kegiatan yang dijadwalkan pemerintah. 2. Kepatuhan pada peraturan. 3. Memberikan laporan kinerja secara berkala. <ol style="list-style-type: none"> 1. Participate in government-scheduled activities. 2. Ensure compliance with applicable regulations. 3. Provide periodic performance reports.



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Pemangku Kepentingan Stakeholders	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs	Upaya Pemenuhan Kebutuhan Efforts to Address Needs
Otoritas Jasa Keuangan (OJK) Financial Services Authority (OJK)	<ol style="list-style-type: none"> Sosialisasi Peraturan Otoritas Jasa Keuangan jika OJK merilis peraturan baru. Kuesioner materialitas. Financial Services Authority's Regulation socialization when new OJK regulations are issued. Materiality questionnaires. 	<ol style="list-style-type: none"> Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku. Pengelolaan emisi perusahaan. Pelibatan dan tanggung jawab sosial perusahaan terhadap masyarakat lokal. Information regarding compliance with applicable laws and regulations. Corporate emissions management. Corporate social engagement and responsibility toward local communities. 	<ol style="list-style-type: none"> Memenuhi peraturan OJK. Melakukan keterbukaan informasi sesuai dengan POJK yang berlaku secara rutin maupun insidental. Comply with OJK regulations. Disclose information in accordance with applicable POJK regulations on a routine or incidental basis.
Bursa Efek Indonesia (BEI) dan Kustodian Sentral Efek Indonesia (KSEI) Indonesia Stock Exchange (IDX) and Indonesian Central Securities Depository (KSEI)	<ol style="list-style-type: none"> Sosialisasi peraturan pasar modal apabila terdapat ketentuan baru dari BEI dan/atau KSEI. Kuesioner materialitas. Regulatory socialization sessions when new capital market regulations are issued by IDX and/or KSEI. Materiality questionnaires. 	Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku. Information regarding compliance with applicable laws and regulations.	<ol style="list-style-type: none"> Memenuhi peraturan Bursa dan KSEI. Melakukan Keterbukaan Informasi sesuai dengan Peraturan Bursa yang berlaku secara rutin maupun insidental. Comply with exchange regulations. Disclose information in accordance with applicable IDX and KSEI regulations on a routine or incidental basis.
Perbankan Banking Institutions	<ol style="list-style-type: none"> Letter of Credit (LC). Perjanjian akad kredit. Kuesioner materialitas. Letters of Credit (LC). Credit agreements. Materiality questionnaires. 	<ol style="list-style-type: none"> Tata cara, syarat dan ketentuan LC, atau akad kredit. Metode dan pembayaran LC atau kredit. Sanksi apabila terjadi wanprestasi. Terms and conditions of LC or credit agreements. Methods and procedures for LC or credit payments. Penalties in the event of default. 	<ol style="list-style-type: none"> Memenuhi persyaratan bank. Melakukan pembayaran kredit sesuai jatuh tempo. Fulfill banking requirements. Ensure timely repayment of credit obligations.
Pegawai Employees	<ol style="list-style-type: none"> Majalah internal, terbit 1 kali setiap semester. Morning briefing, 1 kali setiap minggu. Employee Gathering, 1 kali setiap tahun. Kuesioner materialitas. Internal magazine published semiannually. Weekly morning briefings. Annual employee gatherings. Materiality questionnaires. 	<ol style="list-style-type: none"> Sosialisasi kebijakan dan strategi yang berkaitan dengan kepegawaian. Kesetaraan kesempatan kerja dan jenjang karier. Pengembangan karier, pelatihan, dan lain-lain. Jaminan kesehatan dan keselamatan kerja. Socialization of policies and strategies related to employment. Equal employment opportunities and career advancement. Career development, training, and related programs. Occupational health and safety assurance. 	<ol style="list-style-type: none"> Memenuhi hak-hak normatif pegawai. Menyelenggarakan pelatihan dan pengembangan kompetensi. Melakukan penilaian kinerja pegawai. Memberikan tunjangan kesehatan dan pensiun. Fulfill employees' normative rights. Provide training and competency development programs. Conduct employee performance evaluations. Provide health and retirement benefits.

Pemangku Kepentingan Stakeholders	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs	Upaya Pemenuhan Kebutuhan Efforts to Address Needs
<p>Mitra Kerja Business Partners</p>	<ol style="list-style-type: none"> Kontrak kerja dan frekuensi insidental insidental dalam setahun; Seminar dan <i>workshop</i>, minimal sekali dalam setahun. Kuesioner materialitas. <ol style="list-style-type: none"> Contract agreements conducted on an incidental basis throughout the year. Seminars and workshops at least once annually. Materiality questionnaires. 	<ol style="list-style-type: none"> Proses pengadaan yang objektif. Kerja sama saling menguntungkan, transparan dan adil. Penjelasan lingkup pekerjaan. Ketentuan tentang penagihan biaya pekerjaan. Strategi dan pemetaan dasar. <ol style="list-style-type: none"> Objective procurement processes. Mutually beneficial, transparent, and fair cooperation. Clarification of scope of work. Billing procedures for work performed. Strategic planning and baseline mapping. 	<ol style="list-style-type: none"> Memberikan informasi yang jelas pada saat proses tender berlangsung. Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra. Melakukan pembayaran tepat waktu. <ol style="list-style-type: none"> Provide clear information during tender processes. Conduct cooperation in accordance with agreed contracts. Ensure timely payments.
<p>Pelaku Usaha Sejenis dan Asosiasi Industry Peers and Associations</p>	<ol style="list-style-type: none"> Pertemuan dan kegiatan, baik skala nasional, regional maupun internasional. Kuesioner materialitas. <ol style="list-style-type: none"> Meetings and activities at national, regional, and international levels. Materiality questionnaires. 	<ol style="list-style-type: none"> Bagaimana meningkatkan tata kelola Perseroan, termasuk menjangkau kebaruan-kebaruan ihwal tata kelola. Strategi bisnis dalam menghadapi masalah dan tantangan. <ol style="list-style-type: none"> Strengthening the Company's governance practices and identifying new governance developments. Business strategies for addressing challenges and industry issues. 	<p>Melakukan diskusi bersama dalam setiap pertemuan.</p> <p>Conduct discussions during meetings and industry forums.</p>
<p>Organisasi Kemasyarakatan / Masyarakat sekitar Community Organizations / Local Communities</p>	<ol style="list-style-type: none"> Kerja sama strategis untuk menjalankan program-program Tanggung Jawab Sosial Perseroan, baik di bidang ekonomi, sosial maupun lingkungan. Pertemuan dengan ormas, organisasi sosial, masyarakat sekitar dan kampus. Kuesioner materialitas. <ol style="list-style-type: none"> Strategic collaboration in implementing Corporate Social Responsibility (CSR) programs in economic, social, and environmental areas. Meetings with community organizations, social institutions, local communities, and universities. Materiality questionnaires. 	<ol style="list-style-type: none"> Sosialisasi program TJSL. Pelaksanaan program TJSL. Cara mengoptimalkan pencapaian program TJSL; Informasi tentang kegiatan Perseroan. Pengelolaan emisi perusahaan. Pelibatan dan tanggung jawab sosial perusahaan terhadap masyarakat lokal. <ol style="list-style-type: none"> Socialization of CSR programs. Implementation of CSR programs. Optimization of CSR program outcomes. Information regarding the Company's activities. Corporate emissions management. Corporate social engagement with local communities. 	<ol style="list-style-type: none"> Melakukan kegiatan TJSL yang tepat sasaran. Membuat <i>roadmap</i> TJSL. Membuat <i>roadmap</i> keberlanjutan. <ol style="list-style-type: none"> Implement targeted CSR programs. Develop CSR roadmaps. Develop sustainability roadmaps.

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Media Media	<ol style="list-style-type: none"> 1. <i>Press release</i>, minimal 1 kali setiap bulan. 2. <i>Media gathering</i>, 1 kali dalam setahun. 3. <i>Media visit</i>, 1 kali dalam setahun. 4. <i>Press conference</i>, minimal 1 kali dalam setahun (d disesuaikan dengan keadaan). 5. <i>Interview one on one</i> (insidental). 6. Kuesioner materialitas. <ol style="list-style-type: none"> 1. Press releases issued at least once a month. 2. Annual media gatherings. 3. Annual media visits. 4. Press conferences held at least once a year (depending on circumstances). 5. One-on-one interviews (incidental). 6. Materiality questionnaires. 	Informasi terbaru Perseroan: kinerja keuangan, event Perseroan, aksi korporasi, prestasi, dan lainnya. Updates regarding the Company, including financial performance, corporate events, corporate actions, achievements, and other developments.	<ol style="list-style-type: none"> 1. Mengunggah berita dan laporan kinerja keuangan di <i>website</i> Perseroan. 2. Memberikan informasi <i>update</i> Perseroan pada media. <ol style="list-style-type: none"> 1. Publish news and financial performance reports on the Company's website. 2. Provide updated corporate information to the media.

Dalam menjalankan kegiatan operasionalnya, WIKA Beton menyadari potensi timbulnya dampak negatif terhadap lingkungan dan sosial. Oleh sebab itu, Perseroan menerapkan berbagai upaya pemulihan yang dilakukan secara terstruktur dengan melibatkan pemangku kepentingan, baik internal maupun eksternal. Pendekatan ini bertujuan untuk memastikan bahwa setiap dampak negatif dapat direspons secara tepat, transparan, dan berkelanjutan, sekaligus memperkuat akuntabilitas serta hubungan dengan para pemangku kepentingan. Dalam pemulihan dampak negatif, WIKA Beton melakukan [2-25]:

- Mekanisme Pengaduan (*Whistleblowing System*): WIKA Beton menyediakan saluran formal bagi pemangku kepentingan internal dan eksternal untuk melaporkan dampak negatif atau pelanggaran etika. Mekanisme ini memastikan adanya akuntabilitas dan proses remediasi yang terstruktur.
- Dampak Lingkungan Operasional: Untuk memulihkan dampak negatif berupa emisi debu di unit operasional, WIKA Beton telah memasang *dust collector* di seluruh fasilitas pabrik pada tahun 2024, yang secara langsung merespons kebutuhan kesehatan lingkungan masyarakat sekitar.
- Keterlibatan Pemangku Kepentingan dalam Strategi: Komite ESG secara rutin mengadakan pertemuan tinjauan dengan Dewan Komisaris dua kali setahun untuk memastikan efektivitas kebijakan keberlanjutan dan dampak positif bagi organisasi serta masyarakat.
- Pemulihan Melalui Solusi Produk: Perseroan mengembangkan produk seperti Beton Porous yang berfungsi sebagai solusi adaptasi bagi kota dan pemerintah daerah dalam mengelola air larian (*stormwater*) dan mengurangi risiko banjir di area pemukiman.

WIKA Beton recognizes that its operational activities may give rise to potential adverse environmental and social impacts. Accordingly, the Company implements structured remediation measures involving both internal and external stakeholders. This approach is designed to ensure that any adverse impacts are addressed in a timely, transparent, and sustainable manner, while strengthening accountability and stakeholder relationships. In addressing these impacts, WIKA Beton undertakes the following measures [2-25]:

- Grievance Mechanism (*Whistleblowing System*): WIKA Beton provides formal channels for both internal and external stakeholders to report adverse impacts or ethical violations. This mechanism supports accountability and ensures a structured remediation process.
- Operational Environmental Impacts: To mitigate dust emissions at operational units, WIKA Beton installed dust collectors across all plant facilities in 2024, directly addressing environmental health concerns in surrounding communities.
- Stakeholder Engagement in Strategy: The ESG Committee conducts regular review meetings with the Board of Commissioners twice a year to assess the effectiveness of sustainability policies and their impact on both the organization and society.
- Remediation Through Product Solutions: The Company develops products such as porous concrete, which provide adaptive solutions for cities and local governments in managing stormwater runoff and reducing flood risks in residential areas.

INFORMASI KONTAK

Contact Information

Perseroan memandang keterlibatan para pemangku kepentingan sebagai elemen penting dalam penyempurnaan laporan keberlanjutan di tahun-tahun mendatang. Sebagai bentuk komitmen terhadap transparansi dan perbaikan berkelanjutan, kami menyediakan Formulir Umpan Balik pada bagian akhir dokumen ini untuk menampung pandangan, evaluasi, serta rekomendasi konstruktif dari para pembaca.

Kami mendorong seluruh pihak untuk menyampaikan pertanyaan maupun tanggapan terkait isi laporan melalui kontak yang tercantum berikut ini: [\[2-3\]](#)

YUSHADI

Sekretaris Perusahaan
Corporate Secretary

PT Wijaya Karya Beton Tbk
Kantor Pusat | Head Office [\[2-1\]](#)[\[C-2\]](#)
Tamansari Hive Office
Lantai 3-5 | 3rd-5th Floor
Jl. D.I. Panjaitan Kav.2, Jakarta, 13340
Phone : +6221 8192802
Email : sekper@wika-beton.co.id
Website : www.wika-beton.co.id



The Company considers stakeholder engagement to be an important element in improving sustainability reporting in the coming years. As part of its commitment to transparency and continuous improvement, a Feedback Form is provided at the end of this document to collect perspectives, evaluations, and constructive recommendations from readers.

All stakeholders are encouraged to submit questions or feedback regarding the contents of this report through the following contact: [\[2-3\]](#)



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Profil WIKI BETON

WIKI BETON PROFILE



SEKILAS PERSEROAN

Company Overview

Nama Perusahaan [2-1]
Company Name



PT Wijaya Karya Beton Tbk

Tanggal Berdiri
Date of Establishment



11 Maret 1997 | March 11, 1997

Kantor Pusat* [2-1][C.2]
Head Office*



Tamansari Hive Office
Lantai 3-5 | 3rd-5th Floor
Jl. D.I. Panjaitan Kav.2, Jakarta, 13340
DKI Jakarta, Indonesia
Email: sekper@wika-beton.co.id
Telepon | Phone: +62 21 819 2802 (*hunting*)
Faks | Fax: +62 21 819 2802
Situs | Website: www.wika-beton.co.id

Portofolio Bisnis
Business Portfolio



PT Wijaya Karya
Komponen Beton



PT Wijaya Karya
Krakatau Beton



PT Citra Lautan
Teduh



PT Wijaya Karya
Pracetak Gedung



Status Badan Hukum [2-1]
Legal Status



Perseroan Terbatas Terbuka
Terdaftar di Bursa Efek Indonesia (BEI) pada
8 April 2014.

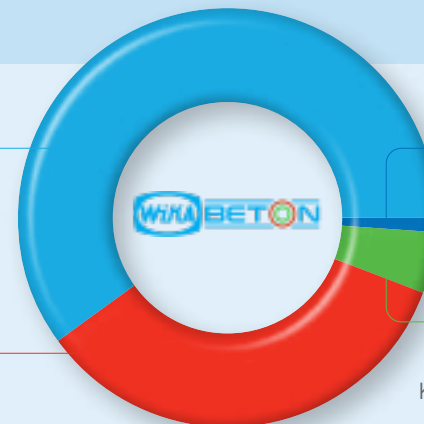
Public Limited Liability Company listed on
the Indonesia Stock Exchange (IDX)
on April 8, 2014

Kepemilikan Saham [2-1][C.3]
Share Ownership



60,00%
PT Wijaya Karya (Persero) Tbk

34,42%
Publik | Public



0,99%
Yayasan Wijaya Karya
Wijaya Karya Foundation

4,59%
Koperasi Karya Mitra Satya (KMMS)
Karya Mitra Satya Cooperative (KKMS)

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*Perubahan alamat Kantor Pusat Perseroan telah disampaikan pada website IDX melalui Surat No. SE.01.01/WB-OA.1236/2025 tanggal 22 Desember 2025.
The change of the Company's Head Office address has been disclosed on the IDX website through Letter No. SE.01.01/WB-OA.1236/2025 dated 22 December 2025.



VISI, MISI, DAN NILAI-NILAI [C.1]

Vision, Mission, and Values

VISI VISION

“Menjadi Perusahaan Global Terpercaya Berkelanjutan Pemberi Solusi di Industri Beton”

To become a sustainable trusted global company providing solutions in the concrete industry

Menegaskan arah perusahaan untuk menjadi pemimpin pasar global yang tidak hanya unggul dalam produksi beton, tetapi juga dalam memberikan solusi inovatif yang mendukung keberlanjutan lingkungan dan sosial.

This vision sets the company's direction to be a global market leader, excelling in concrete production and delivering innovative solutions that support environmental and social sustainability.

MISI MISSION

Visi tersebut ditopang oleh 5 (lima) misi yang mencakup:
5 (five) key missions support the vision:

1. Menyediakan produk dan jasa berskala global sebagai solusi atas kebutuhan pelanggan.
 2. Menjalankan *operational excellence* berkualifikasi Perusahaan global berbasis manajemen risiko dan teknologi digital yang berwawasan lingkungan berkelanjutan untuk memenuhi aspirasi stakeholder.
 3. Menjalin kerja sama strategis dengan mitra kerja yang saling menguntungkan serta memberikan manfaat kepada lingkungan sosial.
 4. Mengembangkan kompetensi dan kesejahteraan pegawai untuk peningkatan kinerja berkelanjutan.
 5. Menerapkan manajemen keuangan yang sehat dan akuntabel.
1. To provide products and services on a global scale as a solution to customer needs.
 2. To carry out operational excellence with global company qualifications based on risk management and digital technology with a sustainable environmental perspective to meet stakeholder aspirations.
 3. To establish strategic collaboration with working partners that is mutually beneficial and provides benefits to the social environment
 4. To develop employee competency and welfare for continuous performance improvement.
 5. To implement healthy and accountable financial management.

MOTO MOTTO



WIKA Beton menegaskan kembali komitmennya terhadap inovasi dan keberlanjutan melalui peluncuran identitas baru. Moto ini menggambarkan dua aspek utama yang saling melengkapi.

1. Solusi (*Solution*) adalah wujud dari inovasi WIKA Beton dalam menciptakan produk dan layanan yang mendukung efisiensi, ramah lingkungan, dan berorientasi pada masa depan.
2. Kepercayaan (*Trust*) mencerminkan hubungan erat yang dibangun perusahaan dengan seluruh pemangku kepentingan melalui integritas, transparansi, dan kualitas layanan yang konsisten.

WIKA Beton reaffirms its commitment to innovation and sustainability through its new corporate identity. This motto reflects two key complementary aspects.

1. Solution represents WIKA Beton's innovation in creating efficient, environmentally friendly, and future-oriented products and services.
2. Trust symbolizes the strong relationships the company builds with all stakeholders through integrity, transparency, and consistent service quality.

LOGO LOGO

Untuk melengkapi semangat transformasi ini, WIKA Beton memperkenalkan logo baru yang dirancang dengan penuh makna. Setiap elemen dalam logo ini membawa filosofi yang mencerminkan komitmen WIKA Beton untuk terus berkembang dan memberikan kontribusi positif bagi industri, masyarakat, dan lingkungan.

WIKA Beton has introduced a new logo designed with deep meaning to complement the spirit of this transformation. Each element of the logo carries a philosophy that reflects WIKA Beton's commitment to continuous growth and positively contributing to the industry, society, and the environment.



Logo baru WIKA Beton hadir untuk membawa paradigma baru dengan tampilan yang lebih modern. Membentuk siluet kunci, WIKA Beton membawa pesan bahwa produk dan layanan Perseroan mengutamakan nilai kepercayaan dan komitmen pada pelanggan. WIKA Beton juga memasukkan unsur keberlanjutan pada lingkaran warna hijau di logo yang mewakili komitmen Perseroan untuk upaya perlindungan lingkungan dan kehidupan sosial yang berkelanjutan. Melalui peluncuran logo ini, WIKA Beton bertujuan memperkuat posisinya di pasar dan memberikan pesan yang jelas tentang arah baru yang diambil oleh Perseroan.

The new WIKA Beton logo is designed to bring a new paradigm with a more modern appearance. Shaped like a key silhouette, it conveys the message that the company's products and services prioritize trust and commitment to customers. WIKA Beton has also incorporated sustainability elements into the green circle in the logo, symbolizing the company's commitment to environmental protection and sustainable social development. Through this logo launch, WIKA Beton aims to strengthen its market position and deliver a clear message about the company's new direction.

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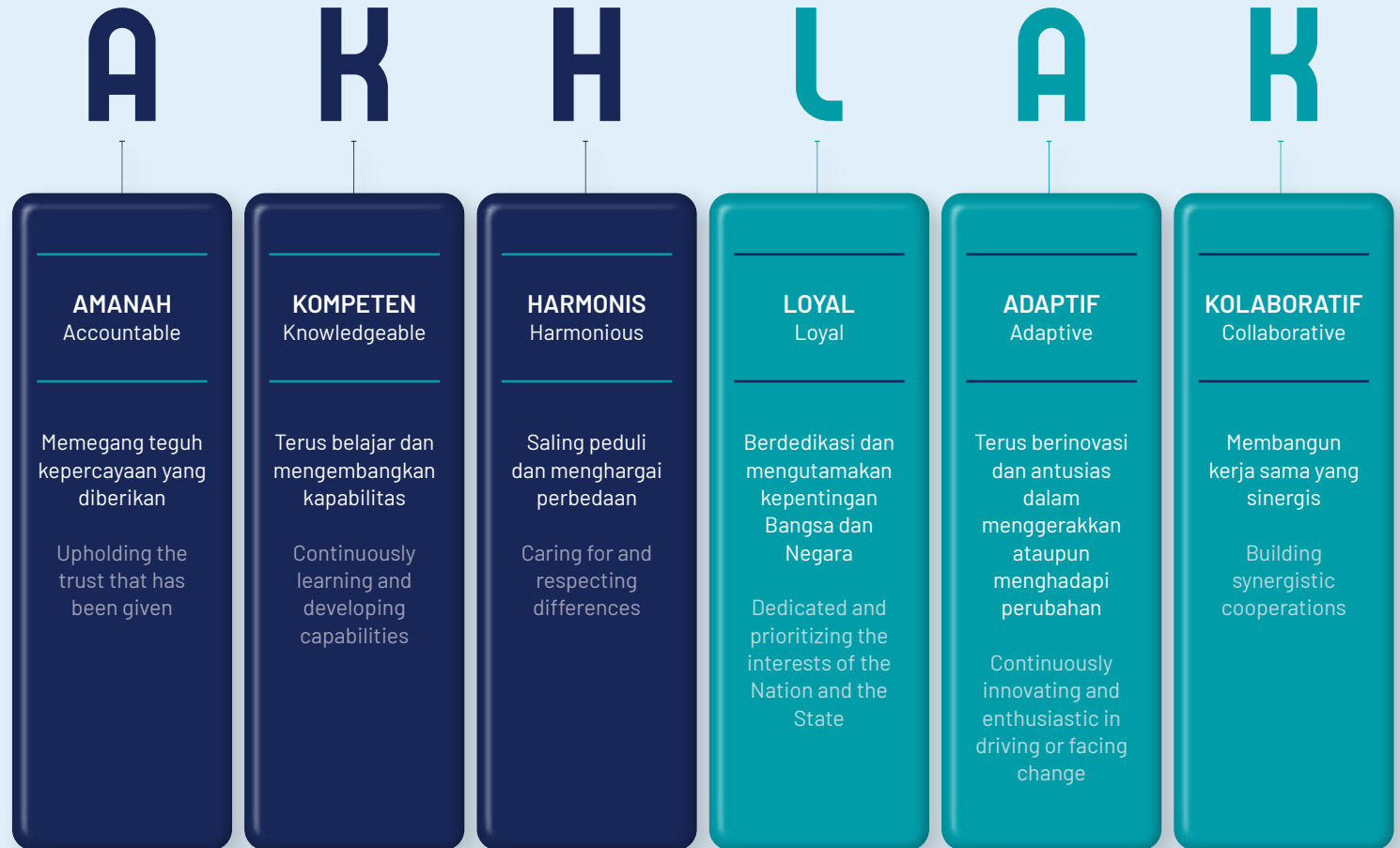
Profil
WIKI Beton
WIKI Beton Profile

Tata Kelola
untuk Integritas
Berkelanjutan
Governance
for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Creating
Positive Impact
For Employees,
Customers, and
Communities

NILAI VALUE



PARADIGMA PARADIGM

- Transformasi adalah kebutuhan
 - Keberlanjutan menjadi tujuan
 - Pasar mendasari pengembangan bisnis
 - Pelanggan adalah mitra strategis
 - Kepemimpinan penentu kinerja unggul
 - Proaktif menjadi kunci keberhasilan
 - Teknologi mendukung pertumbuhan usaha
- Transformation is a necessity
 - Sustainability is the goal
 - The market drives business development
 - Customers are strategic partners
 - Leadership determines superior performance
 - Proactiveness is the key to success
 - Technology supports business growth



TENTANG WIKa BETON

About WIKa Beton

WIKa Beton didirikan pada tahun 1997 sebagai bagian dari Grup WIKa, dengan tujuan fokus pada produksi beton pracetak secara profesional dan efisien. Sejak awal, Perseroan terus memperluas kapasitas dan kapabilitasnya melalui pembangunan pabrik dan *batching plant* di berbagai lokasi strategis, menjadikannya salah satu produsen beton pracetak terkemuka di Indonesia. Dengan fondasi yang stabil, WIKa Beton telah mampu mendukung berbagai proyek besar nasional yang membutuhkan infrastruktur beton berkualitas tinggi serta kepatuhan terhadap standar teknis dan mutu.

Di sepanjang perjalanannya, WIKa Beton memainkan peran penting dalam mendukung pembangunan sektor infrastruktur, mulai dari transportasi, energi, hingga konstruksi komersial dan hunian. Keunggulan operasional yang ditunjang oleh kedekatan geografis pabrik terhadap proyek memungkinkan pengiriman tepat waktu serta efisiensi logistik. Hal ini telah membuat Perseroan mampu memberikan layanan konsisten, sekaligus memenuhi kebutuhan pelanggan dari berbagai jenis proyek, besar maupun menengah.

Memasuki tahun 2025, WIKa Beton menunjukkan ketangguhan di tengah kondisi pasar dan tantangan industri yang dinamis. Sebagai bagian dari ekosistem Badan Usaha Milik Negara (BUMN) yang terintegrasi dalam Danantara, Perseroan berperan aktif dalam mendukung sinergi nasional melalui penguatan rantai nilai industri konstruksi dan infrastruktur. Dengan peningkatan efisiensi proses produksi, penerapan praktik terbaik dalam manajemen operasional, serta pemanfaatan teknologi manufaktur, Perseroan berhasil menjaga stabilitas kinerja. Volume produksi, utilisasi kapasitas, dan kontribusi entitas anak menunjukkan tren positif, sementara kualitas produk tetap terjaga, sehingga memperkuat kepercayaan pelanggan, mitra strategis, dan pemangku kepentingan dalam ekosistem BUMN.

WIKa Beton was established in 1997 as part of the WIKa Group, with the objective of focusing on the professional and efficient production of precast concrete. Since its inception, the Company has continuously expanded its capacity and capabilities by building plants and batching plants across strategic locations, positioning itself as one of the leading precast concrete producers in Indonesia. With a solid foundation, WIKa Beton has supported numerous major national projects requiring high-quality concrete infrastructure and strict compliance with technical and quality standards.

Throughout its journey, WIKa Beton has played an important role in supporting the development of infrastructure sectors, including transportation, energy, commercial construction, and residential development. Operational excellence supported by the strategic proximity of manufacturing plants to project sites enables timely delivery and logistical efficiency. This advantage allows the Company to consistently deliver reliable services while meeting the needs of projects of various scales.

Entering 2025, WIKa Beton demonstrated resilience amid dynamic market conditions and industry challenges. As an integral part of the State-Owned Enterprise (SOEs) ecosystem within the Danantara framework, the Company plays an active role in supporting national synergy by strengthening the construction and infrastructure industry value chains. Through improvements in production efficiency, the implementation of best operational management practices, and the utilization of advanced manufacturing technology, the Company successfully maintained stable performance. Production volume, capacity utilization, and contributions from subsidiaries showed positive trends, while product quality remained consistently high, strengthening the trust of customers and stakeholders in SOEs' ecosystem.

Ke depan, WIKa Beton tetap berkomitmen mengintegrasikan aspek keberlanjutan dalam seluruh lini bisnis, selaras dengan arah kebijakan Danantara dan transformasi BUMN yang menekankan tata kelola yang kuat, efisiensi sumber daya, serta tanggung jawab sosial dan lingkungan. Dengan landasan yang kokoh, visi jangka panjang, dan semangat inovasi, Perseroan siap melanjutkan perannya sebagai penyedia solusi beton pracetak terpercaya, sekaligus berkontribusi pada pembangunan nasional, mendorong pertumbuhan yang berkelanjutan, dan menciptakan nilai tambah jangka panjang bagi seluruh pemangku kepentingan.

Looking ahead, WIKa Beton remains committed to integrating sustainability aspects across all business lines, aligned with Danantara's policy direction and SOEs transformation, which emphasizes strong governance, resource efficiency, and social and environmental responsibility. With a strong foundation, long-term vision, and an innovative spirit, The Company is prepared to continue its role as a trusted precast concrete solution provider, while contributing to national development, driving sustainable growth, and creating long-term added value for all stakeholders.





JANGKAUAN OPERASIONAL [2-1]

Operational Coverage

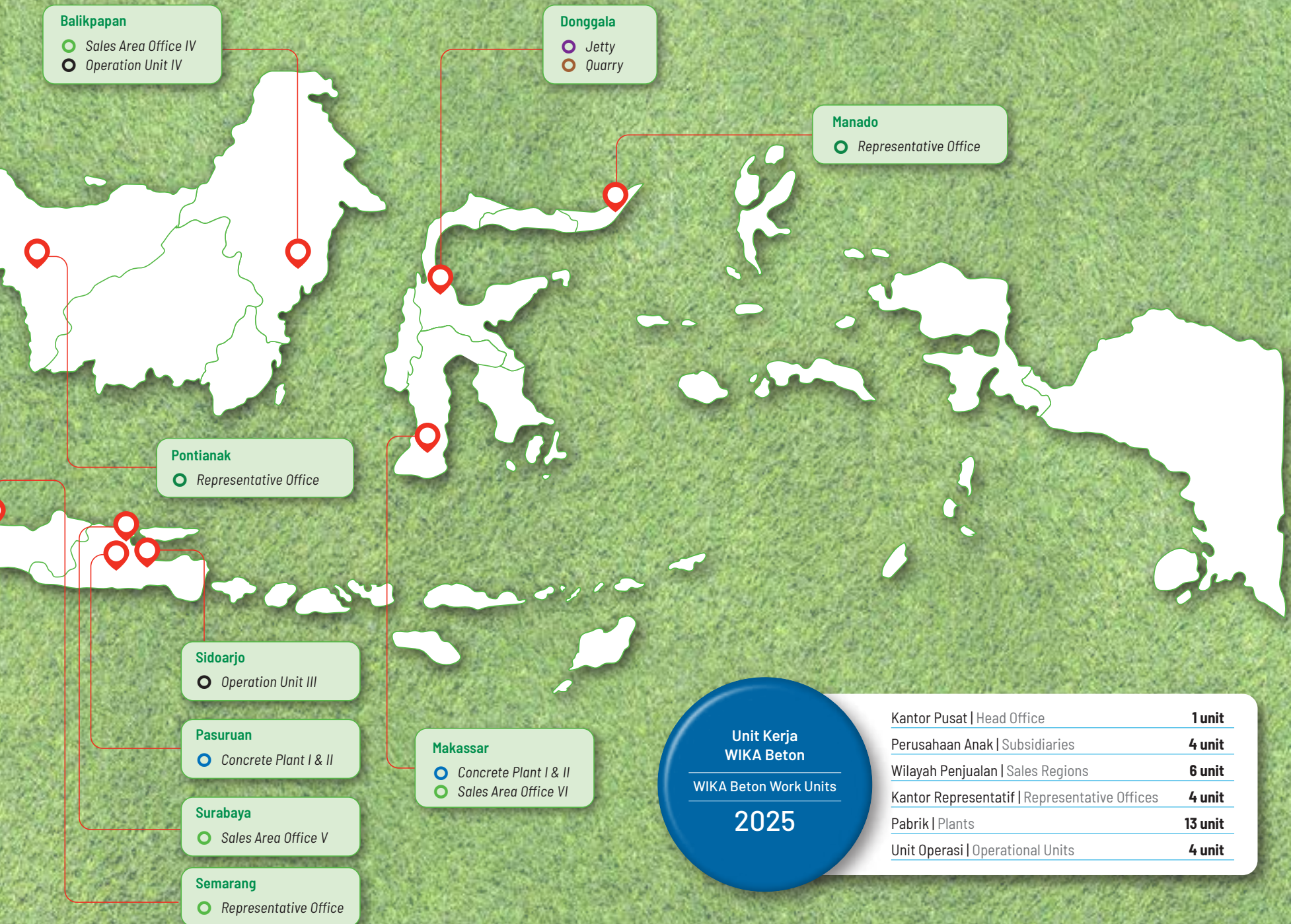
Jaringan operasional WIKI Beton tersebar luas di seluruh Indonesia, didukung oleh berbagai unit usaha mulai dari anak perusahaan, entitas asosiasi, kantor pemasaran, hingga fasilitas produksi permanen dan *mobile plant*. Saat ini, WIKI Beton mengoperasikan 6 wilayah penjualan, 13 pabrik, 4 unit operasi, 3 *quarry*, dan 3 *jetty* yang berlokasi di wilayah-wilayah strategis mengikuti pertumbuhan pesat industri konstruksi nasional.

Untuk memperkuat posisi dan memperluas jangkauan pasar, WIKI Beton melakukan ekspansi internasional melalui pembentukan unit *overseas marketing* sejak tahun 2021. Langkah ini menjadi pijakan penting dalam membangun fondasi kehadiran global dan membuka peluang kerja sama lintas negara di sektor beton pracetak.

WIKI Beton's operational network spans across Indonesia, supported by a wide range of business units including subsidiaries, associated entities, marketing offices, and permanent as well as mobile plants. Currently, WIKI Beton operates 6 sales regions, 13 concrete plants, 4 operation units, 3 quarries, and 3 jetty facilities strategically located to support the rapid growth of the national construction industry.

To strengthen its position and expand market reach, WIKI Beton initiated international expansion through the establishment of an overseas marketing unit in 2021. This initiative serves as a significant step toward building a global presence and opening opportunities for cross-border collaboration in the precast concrete sector.





Unit Kerja
WIKABeton

WIKABeton Work Units

2025

Kantor Pusat Head Office	1 unit
Perusahaan Anak Subsidiaries	4 unit
Wilayah Penjualan Sales Regions	6 unit
Kantor Representatif Representative Offices	4 unit
Pabrik Plants	13 unit
Unit Operasi Operational Units	4 unit



PRODUK DAN JASA [C.4][2-6]

Products and Services

Sebagai salah satu pemain utama dalam industri beton pracetak, WIKA Beton menghadirkan beragam produk dan layanan yang dirancang untuk memenuhi kebutuhan konstruksi secara menyeluruh, mulai dari tahap perencanaan, produksi, hingga penyediaan material di lapangan. Portofolio bisnis Perseroan mencakup empat segmen utama, yaitu beton pracetak, beton siap pakai (*ready mix concrete*), layanan konstruksi dan pendukung teknis, serta pengelolaan sumber daya *quarry* sebagai penyedia bahan baku berkualitas.

As one of the leading players in the precast concrete industry, WIKA Beton offers a wide range of products and services designed to comprehensively meet construction needs, from the planning stage and production to on-site material supply. The Company's business portfolio comprises four main segments: precast concrete, ready-mix concrete, construction and technical support services, and quarry resource management as a provider of high-quality raw materials.

BETON PRACETAK PRECAST CONCRETE



Bridge Concrete Products



Marine Structure
Concrete Products



Hydro Structure
Concrete Products



Retaining Wall
Concrete Products

Beton pracetak merupakan fondasi utama kegiatan usaha WIKA Beton, yang mencakup rangkaian proses terintegrasi mulai dari desain teknik, manufaktur, hingga distribusi kepada pelanggan di berbagai sektor. Portofolio produk kami terus dikembangkan melalui inovasi dan riset untuk memenuhi kebutuhan konstruksi yang semakin kompleks dan berstandar tinggi.

Precast concrete forms the core foundation of WIKA Beton's business activities, encompassing an integrated series of processes ranging from engineering design and manufacturing to distribution to customers across various sectors. The Company continuously develops its product portfolio through innovation and research to meet increasingly complex construction requirements and higher industry standards.



Ragam produk unggulan tersebut mencakup:

1. Tiang pancang (*piles*)
2. *Poles*
3. *Railway Concrete Products*
4. *Bridge Concrete Products*
5. *Retaining Wall Concrete Products*
6. *Marine Structure Concrete Products*
7. *Hydro Structure Concrete Products*

Selain menyediakan produk dengan spesifikasi umum, WIKA Beton juga menghadirkan solusi khusus yang dirancang sesuai kebutuhan proyek, memberikan fleksibilitas yang lebih optimal bagi pelanggan melalui pendekatan yang inovatif dan berorientasi hasil.

Key product categories include:

1. Piles
2. Poles
3. Railway Concrete Products
4. Bridge Concrete Products
5. Retaining Wall Concrete Products
6. Marine Structure Concrete Products
7. Hydro Structure Concrete Products

In addition to standard products, WIKA Beton also provides customized solutions tailored to project-specific requirements, offering greater flexibility for customers through an innovative and results-oriented approach.



Railway Concrete Products

READY MIX CONCRETE



Batching Plant



Pengecoran Beton Ready Mix
Ready Mix Concrete Casting



Concrete Paver

Beton *Ready Mix* merupakan produk yang diproduksi di *batching plant* sesuai spesifikasi teknis proyek dan dikirim ke lokasi dalam kondisi siap digunakan, sehingga meningkatkan efisiensi dan konsistensi kualitas. Produk ini diaplikasikan pada berbagai proyek infrastruktur seperti jalan, jembatan, dan bangunan. Pada konstruksi jalan (*rigid pavement*), Beton *Ready Mix* mendukung proses pengerjaan menggunakan teknologi *slipform paver* untuk menghasilkan permukaan yang rata dan presisi. WIKA Beton mampu menyediakan seluruh mutu beton melalui *job mix formula* yang disesuaikan dengan kebutuhan pelanggan.

Ready Mix Concrete is produced at batching plants in accordance with project technical specifications and delivered to project sites in ready-to-use condition, thereby improving efficiency and ensuring consistent quality. This product is widely used in infrastructure projects such as roads, bridges, and buildings. In road construction (*rigid pavement*), Ready Mix Concrete supports construction processes using *slipform paver* technology to produce smooth and precise surfaces. WIKA Beton is capable of supplying all concrete grades through *job mix formulas* tailored to customer requirements.

JASA SERVICES



EPC


 Jasa Pemancangan
Piling Services

 Jasa Stressing Post-Tension
Post-Tension Stressing Services


Launcher Gantry

WIKI Beton menawarkan berbagai layanan instalasi dan konstruksi, didukung oleh teknologi canggih dan tenaga ahli yang berpengalaman:

1. EPC (*Engineering, Procurement, and Construction*)
2. Jasa Pemancangan
3. Jasa *Stressing Post-Tension*
4. *Launcher Gantry*
5. Sistem Perkeretaapian

Sebagai upaya menghadirkan solusi konstruksi yang lebih lengkap, WIKI Beton mengembangkan layanan *Structural Health Monitoring System* (SHMS) sebagai inovasi terbaru. Layanan ini berfungsi memantau kondisi struktur secara *real-time* guna memastikan aspek keamanan, keandalan, dan umur pakai bangunan. Dengan melihat kebutuhan pasar yang terus berkembang, SHMS menjadi pelengkap strategis bagi portofolio produk WIKI Beton, memberikan nilai tambah melalui sistem pemantauan terintegrasi yang mendukung pengambilan keputusan teknis secara lebih tepat.

WIKI Beton offers a variety of installation and construction services supported by advanced technology and experienced professionals, including:

1. Engineering, Procurement, and Construction (EPC)
2. Piling Services
3. Post-Tension Stressing Services
4. Launcher Gantry
5. Railway Systems

As part of its effort to deliver more comprehensive construction solutions, WIKI Beton has developed the *Structural Health Monitoring System* (SHMS) as its latest innovation. This service monitors structural conditions in real time to ensure safety, reliability, and structural lifespan. In response to evolving market needs, SHMS complements WIKI Beton's product portfolio by providing added value through an integrated monitoring system that supports more accurate technical decision-making.


 Sistem Perkeretaapian
Railway Systems

QUARRY



Boulder



Top Soil



Material Stone Crusher



Lapis Pondasi Atas (LPA)
Upper Base Layer (LPA)

WIKI Beton menjalankan operasi tambang terbuka untuk memenuhi kebutuhan bahan baku beton dan konstruksi secara berkelanjutan. Saat ini, kegiatan penambangan dilakukan di tiga lokasi utama: Cigudeg, Lampung Tengah, dan Donggala, yang menjadi sumber agregat bagi berbagai proyek strategis. Khusus di Donggala, cadangan material diproyeksikan mampu mendukung operasional hingga sekitar 40 tahun, sehingga menjamin kontinuitas pasokan dan stabilitas produksi dalam jangka panjang.

Produk yang dihasilkan dari *quarry* meliputi:

1. Boulder
2. Top Soil
3. Material Stone Crusher
4. Lapis Pondasi Bawah (LPB)
5. Lapis Pondasi Atas (LPA)

Produk-produk hasil *quarry* disesuaikan untuk menjawab kebutuhan konstruksi yang beragam, memastikan kualitas material yang mampu menjadi landasan kokoh bagi pembangunan berbagai proyek infrastruktur.

WIKI Beton operates open-pit mining activities to sustainably supply raw materials for concrete and construction. Currently, mining operations are conducted at three primary locations: Cigudeg, Central Lampung, and Donggala, which serve as aggregate sources for various strategic projects. In particular, the Donggala quarry has material reserves projected to support operations for approximately 40 years, ensuring long-term supply continuity and production stability.

Products generated from quarry operations include:

1. Boulder
2. Top Soil
3. Stone Crusher Material
4. Subbase Layer (LPB)
5. Base Layer (LPA)

These quarry products are designed to meet diverse construction needs, ensuring material quality that forms a strong foundation for infrastructure development projects.



Lapis Pondasi Bawah (LPB)
Lower Base Layer (LPB)

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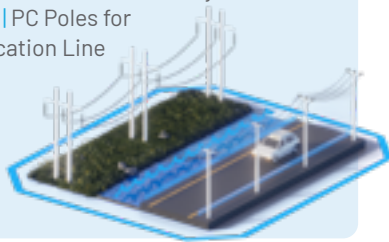
Hingga 31 Desember 2025, produk dan jasa yang ditawarkan Perseroan adalah sebagai berikut:

The products and services offered by the Company as of December 31, 2025 are as follows:

PRODUK | PRODUCT

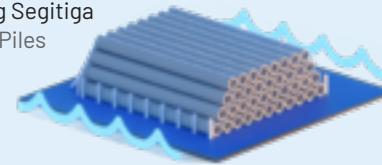
Tiang Beton | PC Poles

- Tiang Listrik Distribusi
PC Poles for Electrical Distribution Line
- Tiang Listrik Transmisi
Segmental PC Poles for Electrical Transmission Line
- Tiang Listrik Jalan Rel | PC Catenary Poles
- Tiang Telepon | PC Poles for Telecommunication Line



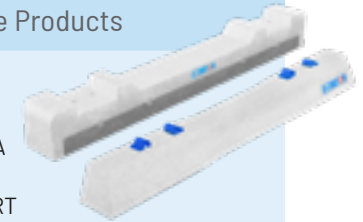
Tiang Pancang | PC Piles

- Tiang Pancang Bulat Sentrifugal
PC Spun Piles
- Tiang Pancang Bulat Sentrifugal HSPD
PC Spun Piles Hydraulic Static Pile Driver (HSPD)
- Tiang Pancang Segiempat
PC Square Piles
- Tiang Pancang Segiempat Sentrifugal
PC Spun Square Piles
- Tiang Pancang Segitiga
PC Triangular Piles
- *Cylinder Pile*



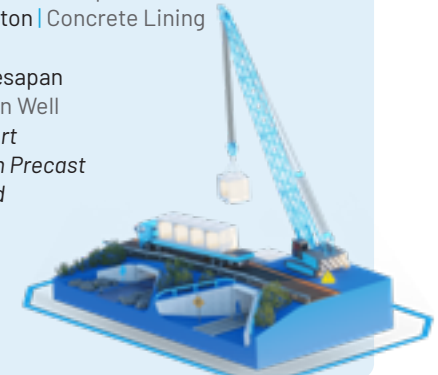
Produk Beton Jalan Rel Railway Concrete Products

- Bantalan Jalan KA
PC Sleepers
- Bantalan Jalan LRT
Trolley PC Sleepers
- *Slab Track*
- *PC Turn Out Sleepers*
- *Concrete Level Crossing*



Produk Beton untuk Bangunan Air Hydro Structure Concrete Products

- Pipa Beton | Concrete Pipes
- Pipa Silinder Beton
Reinforced Concrete Cylinder Pipes
- Pipa Beton Bertekanan
Pressure Concrete Pipes
- Saluran Terbuka | Open Channel
- Lining Beton | Concrete Lining
- *U-Ditch*
- Sumur Resapan
Infiltration Well
- *Box Culvert*
- *Sabo Dam Precast*
- *Aquapond*



Produk Beton untuk Jembatan Bridge Concrete Products

- Balok-I | PC I Girder
- Balok-U | PC U Girder
- Balok-T | PC T Girder
- Balok Jembatan Berongga | PC Voids Slab
- Diafragma Jembatan | Bridge Diaphragms
- Pelat Lantai Jembatan | Bridge Slabs
- *Double Tee for Truss Bridge Floor*
- *Full Depth Slab for Concrete/Steel Bridge Floor*
- *PC Box Girder*
- *Channel Girder*



Dinding Penahan Tanah Retaining Wall

- Turap Beton Bergelombang | Corrugated Prestressed Concrete Sheet Piles
- Turap Beton Persegi | Flat Prestressed Concrete Sheet Piles
- Dinding Penyekat Beton
PC Diaphragm Wall
- *L Shape*
- *Gravity Wall Block*

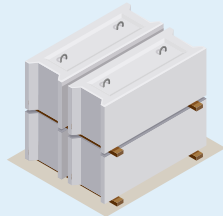




Produk Beton untuk Bangunan Gedung dan Perumahan

Building and Housing Concrete Products

- Kolom Beton Gedung
Concrete Columns
- Balok Beton Gedung
Concrete Beams
- Pelat Lantai Beton Gedung
Concrete Floor Slabs
- Tangga Beton Gedung
Concrete Stairs
- Modular Precast
- Dinding Partisi
Partition Wall
- Hollow Core Slab
- Rumah Precast
Precast Housing



Produk Beton untuk Dermaga

Marine Structure Concrete Products

- Balok Beton Dermaga
Concrete Beams
- Plat Lantai Beton Dermaga
Concrete Floor Slabs Breakwaters
- Beton Pemecah Gelombang
Concrete Breakwaters
- Sistem Modular Precast Dermaga
Modular System Precast Dock
- Tetrapod
- A-Jack



Produk Beton Lain-Lain

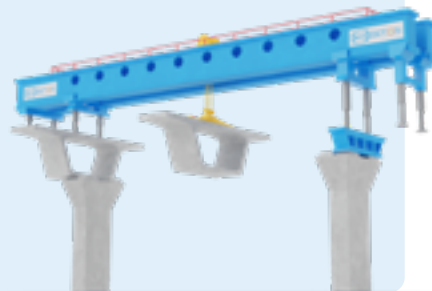
Other Concrete Products

- Pagar | Fences
- Saluran Beton Utilitas Bawah Tanah
Concrete Underground Utility Ducting
- Segment Tunneling
- Precast Pier Segmental
- Rigid Pavement
- Dermaga Apung
Floating Pontoon
- Pipe Rack
- Manhole
- Ready Mix



JASA | SERVICES

- Jasa Pengiriman Produk Beton
Precast Concrete Delivery Services
- Post Tensioning / Stressing
- Jasa Pemasangan Produk Beton
Precast Concrete Installation Services
- Trading Agency
- Konstruksi
Construction
- Structural Health Monitoring System (SHMS)
- Expertise
- Laboratorium Riset
Research Laboratory



MATERIAL

- Quarry
 - Split
 - Screening
 - Abu Batu / Fly Ash
- Admixture



PASAR YANG DILAYANI [2-6]

Served Markets

WIKA Beton memasarkan produk dan layanannya di dalam maupun luar negeri melalui jaringan Wilayah Penjualan (WP), Unit Operasi (UO), Entitas Anak. Perseroan melayani beragam segmen pelanggan, mulai dari Pemerintah, BUMN, swasta, KSO/JO, serta entitas yang berada dalam ekosistem WIKA Group.

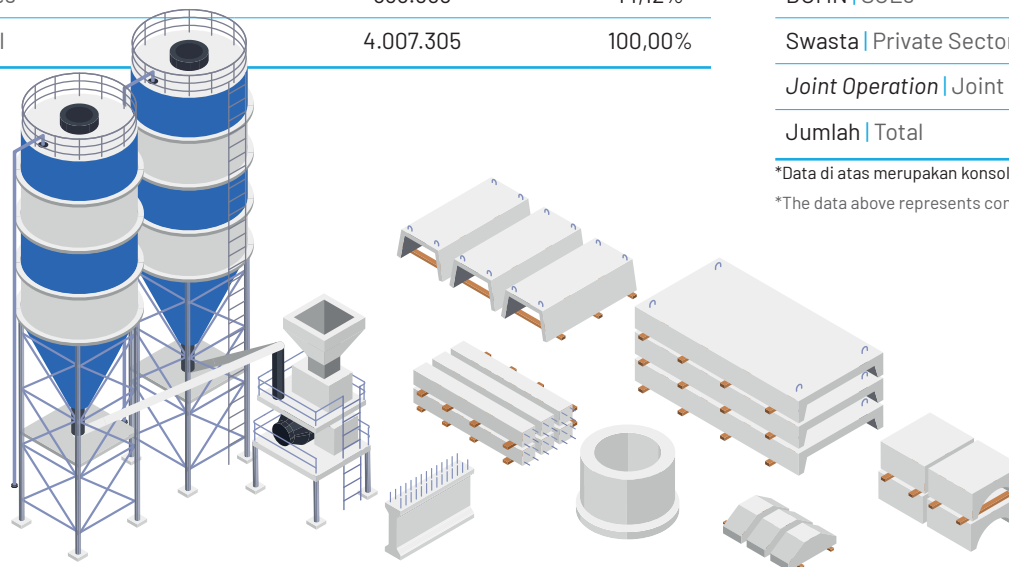
WIKA Beton markets its products and services both domestically and internationally through its Sales Region (WP) network, Operating Units (UO), and Subsidiaries. The Company serves a wide range of customer segments, including government institutions, SOEs, private sector clients, KSO/JO arrangements, as well as entities within the WIKA Group ecosystem.

Pasar Terlayani berdasarkan Segmen Produk dan Jasa [2-6]
Market Served by Product and Service Segments

Segmen Produk dan Jasa Product and Service Segments	Total Nilai Kontrak (Rp Juta) Total Contract Value (Rp Million)	%
Beton Concrete	3.436.852	85,76%
Quarry Quarry	4.565	0,11%
Jasa Services	565.888	14,12%
Jumlah Total	4.007.305	100,00%

*Data di atas merupakan konsolidasi dari Grup WIKA Beton.

*The data above represents consolidated figures of the WIKA Beton Group.



Pasar Terlayani berdasarkan Jenis Pelanggan [2-6]
Market Served by Customer Type

Segmen Pasar Market Segment	Total Nilai Kontrak (Rp Juta) Total Contract Value (Rp Million)	%
WIKA Group	207.258	5,17%
Pemerintah Government	1.275	0,03%
BUMN SOEs	861.917	21,51%
Swasta Private Sector	2.108.189	52,51%
Joint Operation Joint Operation	828.667	20,68%
Jumlah Total	4.007.305	100,00%

*Data di atas merupakan konsolidasi dari Grup WIKA Beton.

*The data above represents consolidated figures of the WIKA Beton Group.

MANAJEMEN RANTAI PASOKAN

Supply Chain Management

WIKA Beton mengelola rantai pasoknya secara terpadu, mencakup proses pengadaan bahan baku hingga distribusi produk kepada pelanggan. Sistem ini dirancang untuk menjaga efisiensi operasional serta memastikan kontinuitas pasokan. Selain memperkuat keandalan proses, integrasi rantai pasok juga menjadi bagian dari komitmen Perseroan dalam menjalankan praktik bisnis yang berkelanjutan di seluruh lini operasional.

Dalam pelaksanaan operasionalnya, WIKA Beton bekerja sama dengan berbagai pemasok yang diklasifikasikan ke dalam tiga kelompok utama. Pertama, pemasok lokal yang berlokasi di sekitar area operasional Perseroan untuk mendukung pemenuhan kebutuhan bahan baku dan jasa di berbagai wilayah Indonesia. Kedua, pemasok internasional yang menyediakan produk atau layanan yang belum tersedia di pasar dalam negeri/domestik. Ketiga, pelaku Usaha Mikro, Kecil, dan Menengah (UMKM) yang tergabung dalam platform PaDi UMKM, sebagai bagian dari komitmen Perseroan dalam mendorong pertumbuhan dan pemberdayaan usaha kecil dan menengah. **[204-1]**

Sebagai bentuk penerapan tata kelola yang bertanggung jawab, proses pemilihan pemasok mengikuti ketentuan yang tertuang dalam *Code of Conduct* dan dapat diakses secara transparan pada laman *Good Corporate Governance* Perusahaan. Selain itu, performa rantai pasok dipantau secara berkesinambungan melalui mekanisme audit internal maupun eksternal yang berpedoman pada ISO 9001:2015 (Manajemen Mutu), ISO 14001:2015 (Manajemen Lingkungan), ISO 45001:2018 (Manajemen K3), serta ISO 37001:2025 (Sistem Manajemen Anti Penyuapan/SMAP).

Sepanjang tahun 2025, WIKA Beton memperkuat manajemen rantai pasokan melalui penerapan *Supply Chain Management* dan fungsi *procurement* yang terintegrasi, transparan, dan berkelanjutan. Perusahaan memastikan proses perencanaan kebutuhan, pemilihan pemasok, pengadaan, hingga distribusi barang dan jasa berjalan secara efektif dengan mengedepankan prinsip efisiensi biaya, ketepatan waktu, mutu, serta kepatuhan terhadap regulasi.

WIKA Beton manages its supply chain in an integrated manner, encompassing the procurement of raw materials through to the distribution of products to customers. This system is designed to maintain operational efficiency while ensuring continuity of supply. In addition to strengthening process reliability, supply chain integration also reflects the Company's commitment to implementing sustainable business practices across all operational activities.

In carrying out its operations, WIKA Beton collaborates with various suppliers that are classified into three main groups. First, local suppliers located near the Company's operational areas to support the fulfillment of raw material and service requirements across different regions in Indonesia. Second, international suppliers that provide products or services not yet available in the domestic market. Third, Micro, Small, and Medium Enterprises (MSMEs) participate through the PaDi UMKM platform, as part of the Company's commitment to promoting the growth and empowerment of small and medium enterprises. **[204-1]**

As part of the implementation of responsible governance, the supplier selection process follows the provisions set out in the Company's Code of Conduct and is transparently accessible through the Company's Good Corporate Governance webpage. In addition, supply chain performance is continuously monitored through both internal and external audit mechanisms in accordance with ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), ISO 45001:2018 (OHS Management), and ISO 37001:2025 (Anti-Bribery Management System).

Throughout 2025, WIKA Beton strengthened its Supply Chain Management through the implementation of integrated, transparent, and sustainable Supply Chain Management and procurement functions. The Company ensures that the processes of demand planning, supplier selection, procurement, and the distribution of goods and services are carried out effectively by prioritizing cost efficiency, timeliness, quality, and regulatory compliance.



Profil
WIKA Beton
WIKA Beton Profile

Tata Kelola
untuk Integritas
Berkelanjutan
Governance
for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Creating
Positive Impact
For Employees,
Customers, and
Communities

Upaya tersebut diperkuat melalui standardisasi prosedur pengadaan, pemanfaatan sistem digital (*e-procurement*), serta penerapan manajemen risiko rantai pasok untuk mengantisipasi gangguan pasokan. Perusahaan juga melakukan evaluasi dan pengembangan pemasok secara berkala, termasuk aspek kinerja, kualitas, kepatuhan terhadap Sistem Manajemen Keselamatan Kesehatan Kerja dan Lingkungan (SMK3L), serta komitmen terhadap prinsip *Environmental, Social, and Governance* (ESG).

Selain itu, kolaborasi strategis dengan pemasok utama, diversifikasi sumber pasokan, dan peningkatan kapasitas internal procurement menjadi fokus utama guna menjaga keberlangsungan pasokan dan meningkatkan ketahanan rantai pasok. Dengan pendekatan tersebut, perusahaan mampu menciptakan rantai pasok yang andal, adaptif, dan berkelanjutan dalam mendukung pencapaian kinerja operasional dan bisnis jangka panjang.

These efforts are reinforced through the standardization of procurement procedures, the utilization of digital systems (*e-procurement*), and the implementation of supply chain risk management to anticipate potential supply disruptions. The Company also conducts periodic supplier evaluation and development, including assessments of performance, quality, compliance with the Occupational Health, Safety and Environmental Management System (HSE), and commitment to Environmental, Social, and Governance (ESG) principles.

In addition, strategic collaboration with key suppliers, diversification of supply sources, and strengthening internal procurement capacity remain primary priorities to ensure supply continuity and enhance supply chain resilience. Through this approach, the Company is able to develop a reliable, adaptive, and sustainable supply chain that supports the achievement of long-term operational and business performance.

Proses E-Procurement E-Procurement Process



PENILAIAN LINGKUNGAN DAN SOSIAL PEMASOK

SUPPLIER ENVIRONMENTAL AND SOCIAL ASSESSMENT

Dalam upaya menegakkan praktik bisnis yang bertanggung jawab, WIKA Beton menerapkan mekanisme penilaian lingkungan dan sosial bagi setiap calon pemasok. Langkah ini tidak hanya memastikan terpenuhinya standar mutu dan operasional, namun juga memperkuat penerapan prinsip keberlanjutan di seluruh rantai pasok. Melalui penerapan *Vendor Quality and Safety Management System (VQSMS)*, pemasok dinilai secara komprehensif berdasarkan potensi risiko lingkungan dan sosial yang mungkin timbul dari kegiatan pengadaan. **[GRI 3-3]**

Hasil evaluasi tersebut menjadi dasar penetapan kelayakan pemasok dan tindak lanjut yang perlu dilakukan:

1. *Low & Moderate Risk* → pemasok dinyatakan memenuhi persyaratan dan dapat melanjutkan proses kemitraan.
2. *High & Extreme Risk* → pemasok diwajibkan menjalani penilaian tambahan sebelum dapat disetujui sebagai mitra kerja.

Sebagai bentuk komitmen terhadap keterbukaan dan pengelolaan rantai pasok yang efektif, WIKA Beton menyajikan data seleksi pemasok yang menggambarkan cakupan serta proporsi mitra usaha utama yang berkolaborasi dengan Perseroan sepanjang tahun 2025.

As part of its commitment to responsible business practices, WIKA Beton implements environmental and social assessment mechanisms for all prospective suppliers. This initiative not only ensures compliance with operational and quality standards but also strengthens the implementation of sustainability principles throughout the supply chain. Through the implementation of the *Vendor Quality and Safety Management System (VQSMS)*, suppliers are comprehensively evaluated based on potential environmental and social risks arising from procurement activities. **[GRI 3-3]**

The results of the evaluation form the basis for determining supplier eligibility and the necessary follow-up actions:

1. *Low & Moderate Risk* → suppliers are deemed to meet the requirements and may proceed with the partnership process.
2. *High & Extreme Risk* → suppliers are required to undergo additional assessments before being approved as business partners.

As part of the Company's commitment to transparency and effective supply chain management, WIKA Beton presents supplier selection data that illustrates the scope and proportion of key business partners collaborating with the Company during 2025.

Penyaringan Pemasok Supplier Screening	2024	2025
Jumlah total pemasok Tier-1 Total Tier-1 suppliers	423	391
Jumlah total pemasok signifikan di Tier-1 Total significant Tier-1 suppliers	423	391
% dari total pengeluaran pada pemasok signifikan di Tier-1 % of total spending on significant Tier-1 suppliers	89,81%	91,36%
Jumlah total pemasok signifikan di luar Tier-1 Total significant non-Tier-1 suppliers	48	37
Jumlah total pemasok signifikan (Tier-1 dan non-Tier-1) Total significant suppliers (Tier-1 and non-Tier-1)	471	428



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Sepanjang tahun 2025, WIKA Beton terus memperkuat keterlibatan pemasok signifikan di luar Tier-1, khususnya pelaku UMKM, melalui transaksi pengadaan yang dilakukan melalui platform Pasar Digital UMKM (PaDi UMKM). Pada tahun 2025, nilai kontrak pengadaan kepada UMKM meningkat signifikan sebesar 26,10% menjadi Rp8.194 juta, dibandingkan Rp6.498 juta pada tahun 2024. Peningkatan ini mencerminkan komitmen Perseroan dalam memperkuat peran pemasok lokal dalam rantai pasok dan meningkatkan kontribusi ekonomi bagi pelaku UMKM. [204-1]

Pada tahun 2025, sebanyak 13 pemasok (92,86%) material strategis yang terverifikasi WIKA Beton menggunakan kriteria lingkungan dan sosial. [308-1, 414-1, 414-2]

ASPEK LINGKUNGAN DALAM PENILAIAN PEMASOK

ENVIRONMENTAL ASPECTS IN SUPPLIER ASSESSMENT

WIKA Beton memastikan seluruh pemasok mematuhi persyaratan lingkungan dan keselamatan kerja melalui penerapan Prosedur WB-HSE-PS-02 tentang Dukungan dan Operasi K3L. Prosedur ini dirancang sebagai acuan dalam memastikan bahwa operasional pemasok selaras dengan standar internasional yang berlaku, meliputi:

1. ISO 9001:2015 – Sistem Manajemen Mutu
2. ISO 14001:2015 – Sistem Manajemen Lingkungan
3. ISO 45001:2018 – Sistem Manajemen Keselamatan dan Kesehatan Kerja

WIKA Beton ensures that all suppliers comply with environmental and occupational safety requirements through the implementation of Procedure WB-HSE-PS-02 on HSE Support and Operations. This procedure serves as a guideline to ensure supplier operations align with applicable international standards, including:

1. ISO 9001:2015 – Quality Management System
2. ISO 14001:2015 – Environmental Management System
3. ISO 45001:2018 – Occupational Health and Safety Management System

Throughout 2025, WIKA Beton continued to strengthen engagement with significant suppliers beyond Tier-1, particularly MSMEs, through procurement transactions conducted via the Pasar Digital UMKM (PaDi UMKM) platform. In 2025, the value of procurement contracts awarded to MSMEs increased significantly by 26.10% to Rp8,194 million, compared to Rp6,498 million in 2024. This increase reflects the Company's commitment to strengthening the role of local suppliers within its supply chain and enhancing economic contributions to MSME participants. [204-1]

In 2025, a total of 13 verified strategic material suppliers (92.86%) of WIKA Beton applied environmental and social criteria in their operations. [308-1, 414-1, 414-2]





Adapun tahapan penilaian yang dilakukan adalah sebagai berikut: [308-1]

The assessment stages include: [308-1]

1

Penilaian Risiko Risk Assessment

Evaluasi ini menghasilkan klarifikasi risiko atas pengadaan barang atau jasa yang menentukan langkah lanjutan, yaitu:

1. **Low & Moderate Risk** → Pemasok dinyatakan lolos kualifikasi dan dapat bermitra.
2. **High & Extreme Risk** → Pemasok wajib mengikuti evaluasi lanjutan sebelum diberikan persetujuan.

This evaluation resulted in a clarification of risks related to the procurement of goods or services, which determined the subsequent actions, namely:

1. **Low & Moderate Risk** → Suppliers are deemed qualified and eligible for partnership.
2. **High & Extreme Risk** → Suppliers must undergo further evaluation before receiving approval.

2

Prakualifikasi Prequalification

Proses verifikasi dokumen kepatuhan lingkungan. Pemasok yang lolos tahap awal diwajibkan untuk melengkapi dokumen dan mengikuti seleksi lebih lanjut yang meliputi:

1. **Checklist VQSMS**, mencakup aspek kepatuhan terhadap standar lingkungan.
2. Dokumen Q dan HSE Plan, yaitu rencana manajemen K3L yang diwajibkan bagi pemasok dengan risiko tinggi.
3. Bukti kepatuhan terhadap regulasi lingkungan yang berlaku, seperti laporan dampak lingkungan (AMDAL), sertifikasi ISO 14001, atau dokumen lain yang relevan.

The process includes verifying environmental compliance documents. Suppliers who pass the initial stage are required to complete the necessary documents and undergo further selection, which includes:

1. VQSMS checklist, covering compliance aspects with environmental standards.
2. Q and HSE Plan Document, a mandatory occupational health, safety, and environment (HSE) management plan for high-risk suppliers.
3. Proof of compliance with applicable environmental regulations, such as Environmental Impact Assessment (AMDAL) reports, ISO 14001 certification, or other relevant documents.

3

Site Visit (Verifikasi Lapangan)

Site Visit (Field Verification)

Melakukan kunjungan lapangan kepada pemasok untuk memastikan kesesuaian dengan praktik regulasi dan bukti kepatuhan.

1. **Checklist VQSMS**, mencakup aspek kepatuhan terhadap standar lingkungan.
2. Dokumen Q dan HSE Plan, yaitu rencana manajemen K3L yang diwajibkan bagi pemasok dengan risiko tinggi.
3. Bukti kepatuhan terhadap regulasi lingkungan yang berlaku, seperti laporan dampak lingkungan (AMDAL), sertifikasi ISO 14001, atau dokumen lain yang relevan.

Conducting site visits to suppliers to ensure compliance with regulatory practices and verify supporting evidence of adherence.

1. VQSMS checklist, covering compliance aspects with environmental standards.
2. Q and HSE Plan Document, a mandatory occupational health, safety, and environment (HSE) management plan for high-risk suppliers.
3. Proof of compliance with applicable environmental regulations, such as Environmental Impact Assessment (AMDAL) reports, ISO 14001 certification, or other relevant documents.

ASPEK SOSIAL DALAM PENILAIAN PEMASOK

SOCIAL ASPECTS IN SUPPLIER ASSESSMENT

Evaluasi aspek sosial terhadap pemasok dilaksanakan melalui sistem *E-Procurement* serta proses Evaluasi Bulanan, sesuai ketentuan dalam Prosedur WB-SCM-PS-01. Mekanisme ini mewajibkan pemasok untuk melalui sejumlah tahapan penilaian berikut:


The evaluation of suppliers' social aspects is conducted through the E-Procurement system and the Monthly Evaluation process, in accordance with the provisions set out in Procedure WB-SCM-PS-01. Under this mechanism, suppliers are required to undergo several assessment stages as follows:



Hasil evaluasi rantai pasok menunjukkan adanya potensi risiko yang dapat menimbulkan dampak negatif, baik terhadap lingkungan maupun aspek sosial. Untuk menjaga keberlangsungan operasional dan integritas proses bisnis, WIKI Beton menerapkan langkah-langkah mitigasi yang terukur guna mengendalikan risiko tersebut serta memastikan pemenuhan terhadap prinsip dan standar keberlanjutan yang berlaku.

The results of supply chain evaluations indicate potential risks that may generate negative environmental and social impacts. To maintain operational continuity and the integrity of business processes, WIKI Beton implements measurable mitigation measures to manage these risks and ensure compliance with applicable sustainability principles and standards.



Kategori Category	Dampak Negatif [308-2, 413-2, 414-2] Negative Impact	Mitigasi Mitigation
Lingkungan Environment 	Potensi pencemaran lingkungan akibat penyimpanan bahan baku yang belum sepenuhnya optimal. Potential environmental pollution due to suboptimal raw material storage.	Penerapan standar <i>Safety Data Sheet</i> (SDS) dan sistem pemisahan material. Implementation of Safety Data Sheet (SDS) standards and material separation systems.
	Kemungkinan tumpahan atau kebocoran material yang berisiko terhadap lingkungan. Risk of spills or leaks that may harm the environment.	Penggunaan kemasan yang sesuai dan inspeksi berkala. Use of appropriate packaging and regular inspections.
	Risiko kecelakaan kerja terkait penggunaan alat yang belum memenuhi standar keselamatan. Workplace accidents related to the use of equipment that does not meet safety standards.	Sosialisasi berkala keselamatan dan penerapan Alat pelindung Diri (APD). Regular safety awareness sessions and the enforcement of Personal Protective Equipment (PPE) usage.
	Emisi dari aktivitas transportasi dan pengangkutan yang dapat berdampak pada kualitas udara. Emissions from transportation and logistics activities affecting air quality.	Optimalisasi rute distribusi dan penggunaan kendaraan ramah lingkungan. Optimization of distribution routes and use of eco-friendly vehicles.
Sosial Social 	Tantangan dalam memastikan kepatuhan terhadap hak tenaga kerja. Challenges in ensuring compliance with labor rights.	Mengisi Pakta Integritas pada <i>E-Procurement</i> . Completing the Integrity Pact in the E-Procurement system.
	Kesenjangan representasi perempuan dalam lingkungan kerja. Gender representation gaps in the workplace.	Kebijakan inklusi dan keberagaman. Implementation of inclusion and diversity policies.
	Risiko keterlibatan pekerja di bawah umur dalam rantai pasok. Risk of child labor involvement in the supply chain.	Ketentuan kepatuhan dan audit berkala. Compliance requirements and regular audits.

DUKUNGAN TERHADAP PEMASOK LOKAL

SUPPORT FOR LOCAL SUPPLIERS

WIKa Beton memandang pemasok lokal sebagai mitra strategis dalam memperkuat ketahanan rantai pasok sekaligus mendorong pertumbuhan ekonomi daerah. Perseroan mengutamakan penggunaan barang dan jasa dari pemasok lokal serta Usaha, Mikro Kecil, Menengah (UMKM) melalui platform PaDi UMKM, selama memenuhi standar mutu yang ditetapkan. Upaya ini menciptakan hubungan bisnis yang saling menguntungkan sekaligus mendukung pemerataan kesempatan ekonomi di wilayah operasional Perusahaan. Sejalan dengan komitmen tersebut, Perseroan juga melakukan penilaian terhadap rantai pasok untuk mengidentifikasi potensi dampak lingkungan dan sosial.

WIKa Beton views local suppliers as strategic partners in strengthening supply chain resilience while also promoting regional economic growth. The Company prioritizes the procurement of goods and services from local suppliers and Micro, Small, and Medium Enterprises (MSMEs) through the PaDi UMKM platform, provided they meet the required quality standards. This initiative fosters mutually beneficial business relationships while also supporting equitable economic opportunities within the Company's operational areas. In line with this commitment, the Company also conducts assessments of its supply chain to identify potential environmental



Berdasarkan hasil penilaian yang dilakukan, tidak ditemukan pemasok yang memiliki dampak negatif signifikan terhadap lingkungan maupun sosial. [308-2, 414-2]

Sebagai bagian dari komitmen berkelanjutan, WIKA Beton secara konsisten meningkatkan porsi belanja untuk pemasok lokal dan memberikan pendampingan melalui pelatihan serta evaluasi kinerja guna meningkatkan kapasitas dan daya saing mereka. Kontribusi pembelanjaan WIKA Beton kepada UMKM meningkat sebesar 26% dibandingkan tahun 2024, yang mencerminkan komitmen Perseroan dalam memperkuat peran UMKM dalam rantai pasok serta mendorong pertumbuhan ekonomi yang inklusif dan berkelanjutan.

Jumlah Pemasok dan Nilai Kontrak [204-1]
Number of Suppliers and Procurement Contract Value

Jenis Pemasok Supplier Type	2025		2024		2023	
	Jumlah Pemasok Number of Suppliers	Nilai (Rp Juta) Value (Rp Million)	Jumlah Pemasok Number of Suppliers	Nilai (Rp Juta) Value (Rp Million)	Jumlah Pemasok Number of Suppliers	Nilai (Rp Juta) Value (Rp Million)

Jumlah Pemasok dan Nilai Kontrak Pengadaan Barang | Number of Suppliers and Procurement Contract Value for Goods

Perusahaan Domestik Domestic Companies	386	1.488.329	418	1.869.686	415	1.784.953
Perusahaan Internasional International Companies	5	1.285	5	4.936	5	2.474
UMKM MSMEs	37	8.194	48	6.498	57	4.247
Jumlah Total	428	1.497.808	417	1.881.120	513	1.791.675

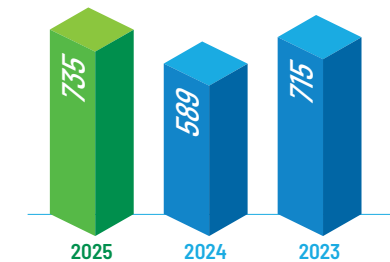
Jumlah Pemasok dan Nilai Kontrak Pekerjaan Pengadaan Jasa | Number of Suppliers and Procurement Contract Value for Services

Perusahaan Domestik Domestic Companies	307	749.942	118	307.099	202	617.569
Perusahaan Internasional International Companies	0	0	0	0	0	0
Jumlah Total	307	749.942	118	307.099	202	617.569

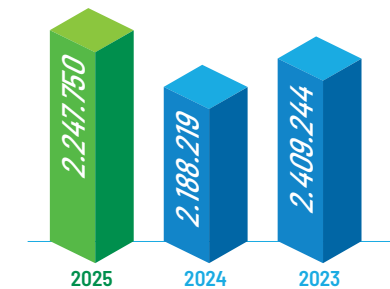
and social impacts. Based on the results of these assessments, no suppliers were identified as having significant negative environmental or social impacts. [308-2, 414-2]

As part of its ongoing commitment, WIKA Beton consistently increases the proportion of procurement spending allocated to local suppliers and provides support through training and performance evaluations to enhance their capacity and competitiveness. WIKA Beton's procurement contribution to MSMEs increased by 26% compared to 2024, reflecting the Company's commitment to strengthening the role of MSMEs within its supply chain while fostering inclusive and sustainable economic growth.

Jumlah Pemasok (Barang dan Jasa)
Total Suppliers (Goods and Services)



Nilai Kontrak (Rp Juta)
Value (Rp Million)

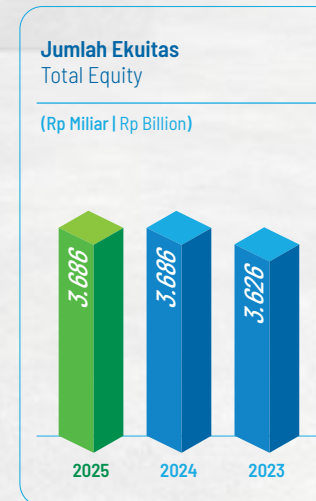
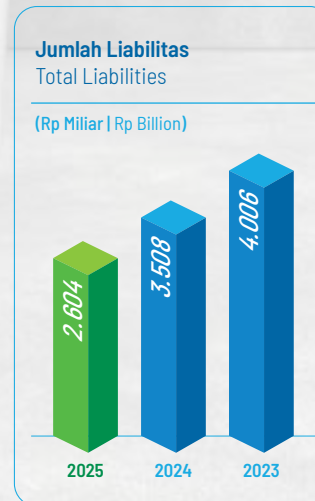
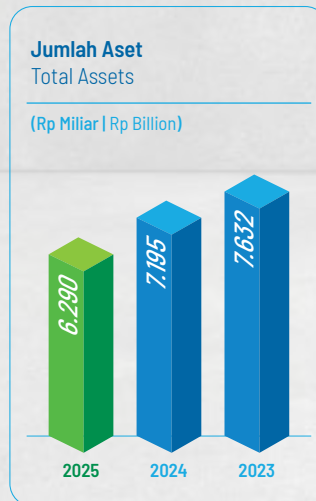
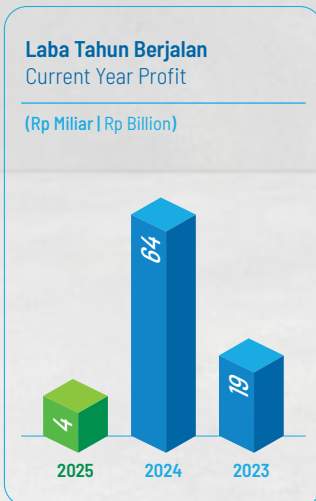
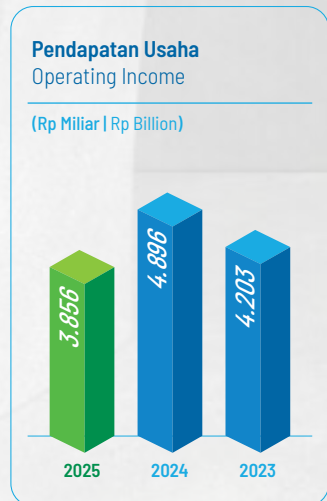
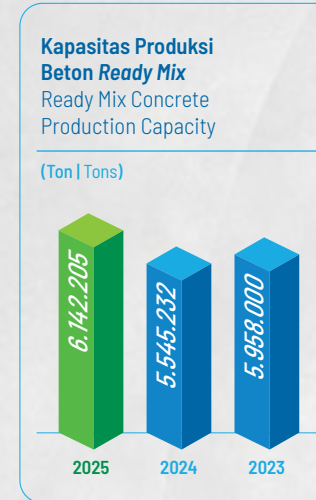
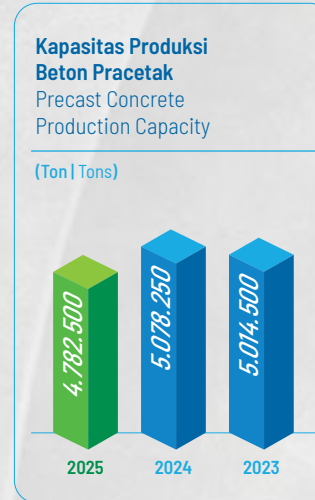
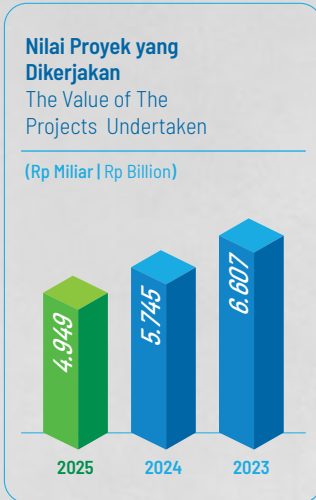
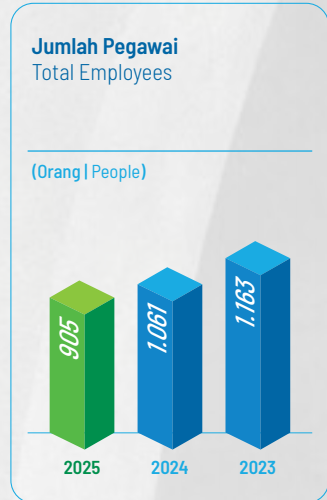


Sepanjang tahun 2025, tidak terdapat perubahan pada lokasi pemasok, struktur rantai pasokan, hingga hubungan dengan pemasok. [2-6][C.6]

Throughout 2025, there were no changes in supplier locations, supply chain structure, or relationships with suppliers. [2-6][C.6]

SKALA PERUSAHAAN [2-6][C.3]

Company Scale



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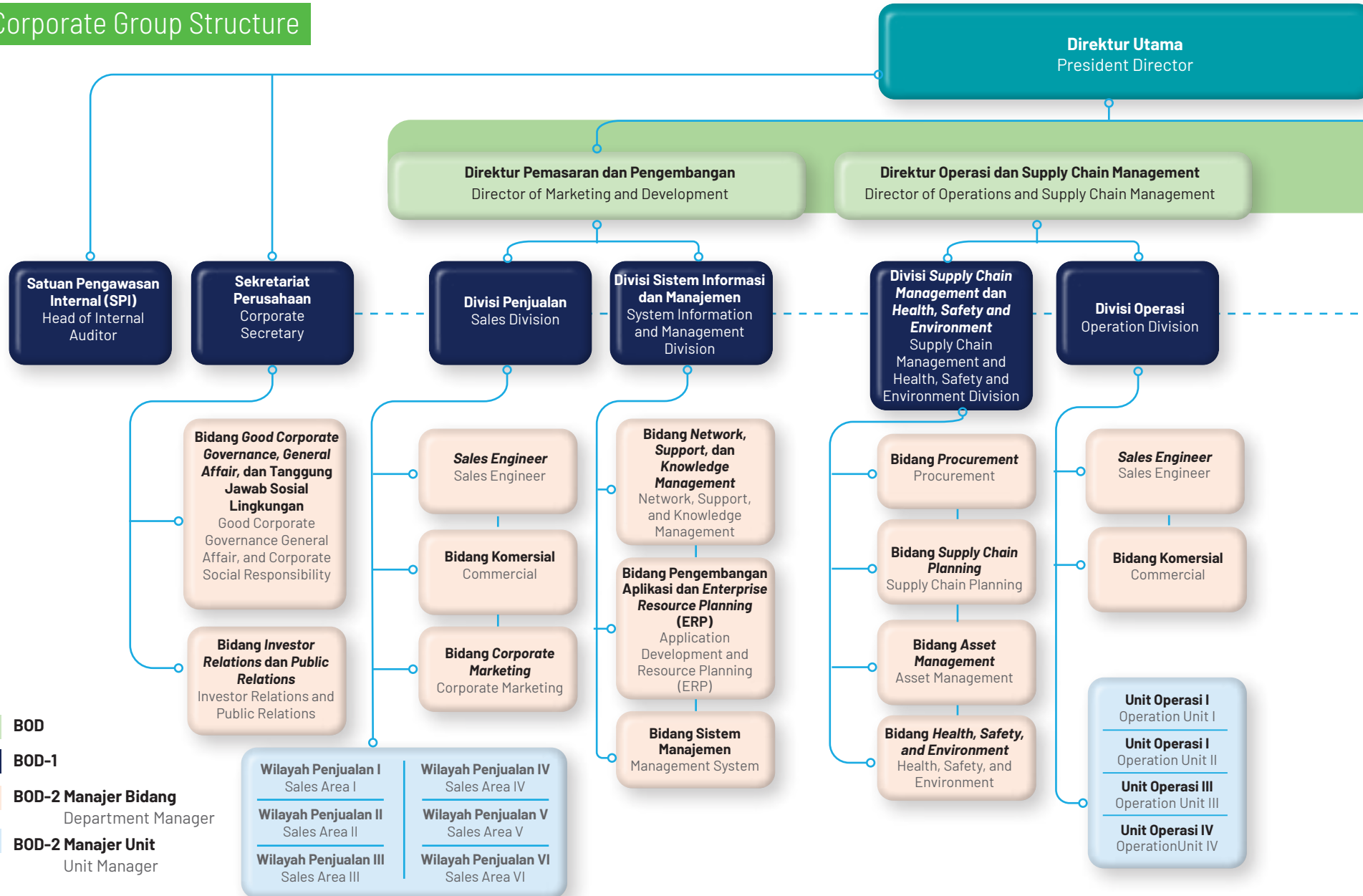
Tata Kelola untuk Integritas Berkelanjutan
Governance for Sustainable Integrity

Menjaga Lingkungan Secara Bertanggung Jawab
Responsible Environmental Stewardship

Membangun Dampak Positif Bagi Karyawan, Pelanggan, dan Masyarakat
Creating Positive Impact For Employees, Customers, and Communities

STRUKTUR GRUP PERUSAHAAN

Corporate Group Structure



- BOD
- BOD-1
- BOD-2 Manajer Bidang
Department Manager
- BOD-2 Manajer Unit
Unit Manager

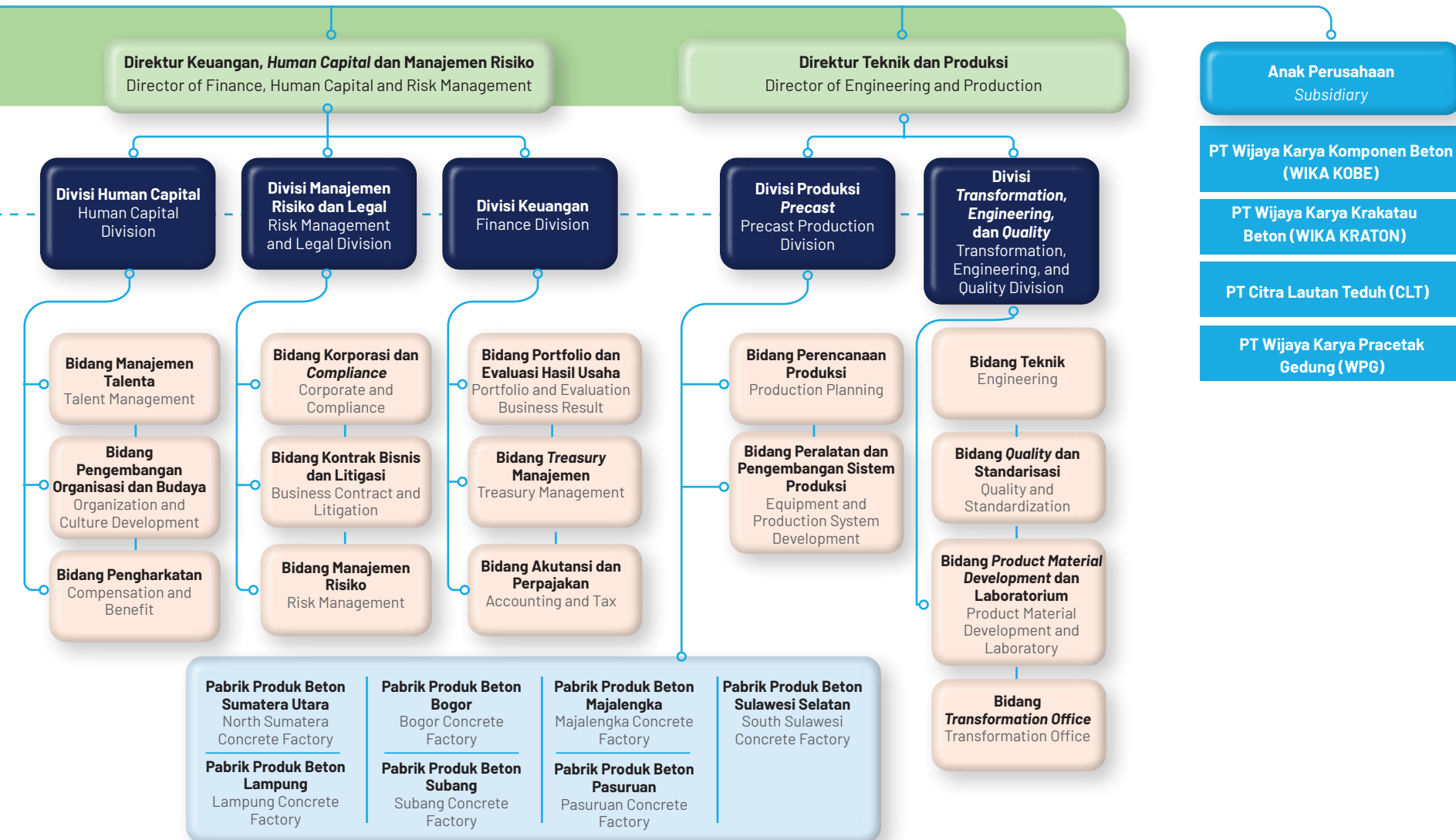
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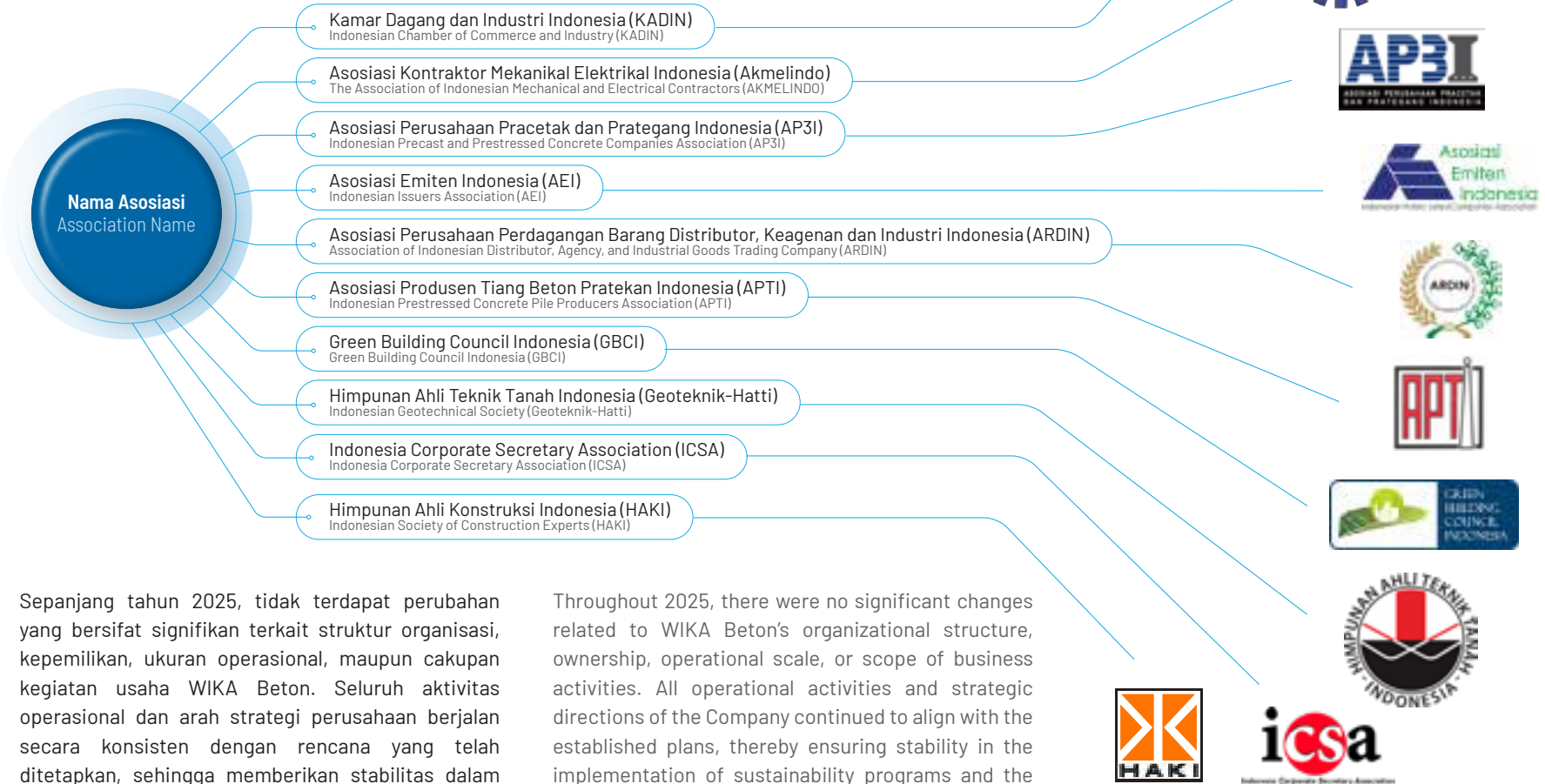


KEANGGOTAAN DAN ASOSIASI [2-28][C.5]

Memberships and Associations

Dalam rangka mendukung pengembangan industri, WIKI Beton terlibat secara aktif dalam berbagai asosiasi profesional. Melalui keanggotaan tersebut, perusahaan berkontribusi dalam mendorong peningkatan kualitas dan pertumbuhan sektor terkait.

In supporting industry development, WIKI Beton actively participates in various professional associations. Through these memberships, the Company contributes to improving quality standards and promoting growth across related sectors.



Sepanjang tahun 2025, tidak terdapat perubahan yang bersifat signifikan terkait struktur organisasi, kepemilikan, ukuran operasional, maupun cakupan kegiatan usaha WIKI Beton. Seluruh aktivitas operasional dan arah strategi perusahaan berjalan secara konsisten dengan rencana yang telah ditetapkan, sehingga memberikan stabilitas dalam pelaksanaan program keberlanjutan dan pencapaian kinerja Perusahaan.

Throughout 2025, there were no significant changes related to WIKI Beton's organizational structure, ownership, operational scale, or scope of business activities. All operational activities and strategic directions of the Company continued to align with the established plans, thereby ensuring stability in the implementation of sustainability programs and the achievement of corporate performance.



PORTOFOLIO PROYEK

Project Portfolio

TOP 10 PROYEK 2025 WIKA BETON TOP 10 PROJECTS OF WIKA BETON IN 2025



Pekerjaan Pembangunan Jembatan Akses Utama IKK

Construction of the Main Access Bridge to the IKK Area

Unit	Nilai Omzet Kontrak Contract Revenue Value
Unit Operasi 1 Operation Unit 1	158.492.250.015

Proyek Tol Betung Jambi Seksi 2B (Simpang Sekayu - Tempino)

Betung-Jambi Toll Road Project Section 2B (Simpang Sekayu - Tempino)

Unit	Nilai Omzet Kontrak Contract Revenue Value
Unit Operasi 2 Operation Unit 2	84.416.398.500

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Menjaga Lingkungan Secara Bertanggung Jawab
Responsible Environmental Stewardship

Membangun Dampak Positif Bagi Karyawan, Pelanggan, dan Masyarakat
Creating Positive Impact For Employees, Customers, and Communities

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Proyek Shoring Protection Area Shiploader, Tanah Grogot, Kalimantan Timur

Shoring Protection Area Shiploader Project, Tanah Grogot, East Kalimantan

Unit	Nilai Omzet Kontrak Contract Revenue Value
Wilayah Penjualan IV & Unit Operasi 1 Sales Area IV & Operation Unit 1	82.845.578.000


Proyek Chandra Asri Alkali
Chandra Asri Alkali Project

Unit	Nilai Omzet Kontrak Contract Revenue Value
Wilayah Penjualan III & Unit Operasi 2 Sales Area III & Operation Unit 2	70.563.108.400

	Unit	Nilai Omzet Kontrak Contract Revenue Value
MMP Nickel Smelter Project	Unit Operasi 4 Operation Unit 4	66.670.326.773
Jalan Tol Serang - Panimbang Seksi 3 Fase 2 Paket 3 Serang-Panimbang Toll Road Section 3 Phase 2 Package 3	Wilayah Penjualan III Sales Area III	60.632.353.700
New Priok Eastern Access (NPEA) (Area Laut) - Jakarta - Po 5 New Priok Eastern Access (NPEA) (Offshore Area) - Jakarta - Package 5	Wilayah Penjualan III Sales Area III	53.676.993.500
Pembangunan Jalan Di Dalam KIPP : Peningkatan Jalan Kawasan HPK Construction of Roads within the KIPP Area: Upgrading of HPK Area Roads	Unit Operasi 4 Operation Unit 4	42.005.760.000



	Unit	Nilai Omzet Kontrak Contract Revenue Value
Jalan Tol Japeksel 2A Japeksel Toll Road Section 2A	Unit Operasi 2 Operation Unit 2	41.814.560.000
Proyek Nusaraya 1A SST - Itacha Kab. Kutai Timur, Kalimantan Timur Nusaraya 1A SST - Itacha Project, East Kutai Regency, East Kalimantan	Wilayah Penjualan IV Sales Area IV	38.915.425.150
TOTAL		700.032.754.038

KINERJA EKONOMI PERSEROAN

Economic Performance of the Company

Dalam menjalankan operasionalnya, WIKA Beton menempatkan kinerja ekonomi sebagai pilar utama untuk memastikan keberlanjutan jangka panjang. Tahun 2025 menjadi periode yang diwarnai dengan berbagai tantangan dan peluang, namun Perseroan tetap mampu mencatatkan perkembangan yang berarti berkat strategi peningkatan efisiensi, pemanfaatan momentum pasar, serta penerapan inovasi untuk memperluas ruang pertumbuhan.

Pengelolaan dan penyaluran nilai ekonomi kepada berbagai pemangku kepentingan, mulai dari tenaga kerja, pemasok, pemegang saham, pemerintah, hingga masyarakat, hal ini menegaskan komitmen Perseroan dalam menciptakan manfaat ekonomi yang berkelanjutan. Rincian capaian nilai ekonomi sepanjang 2025 dapat dilihat pada tabel berikut: [\[3-3\]](#)

In conducting its operations, WIKA Beton places economic performance as a key pillar to ensure long-term sustainability. The year 2025 was marked by various challenges and opportunities; however, the Company continued to record meaningful progress through strategies focused on improving efficiency, leveraging market opportunities, and implementing innovation to expand growth potential.

The management and distribution of economic value to various stakeholders, including employees, suppliers, shareholders, the government, and the broader community, reflect the Company's commitment to generating sustainable economic benefits. Details of the economic value generated and distributed throughout 2025 are presented in the following table: [\[3-3\]](#)

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan (Rp Juta) [201-1][F.2] Direct Economic Value Generated and Distributed (Rp Million)

Uraian Description	2025	2024	2023
Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated			
Pendapatan Usaha Operating Revenue	3.585.862	4.896.024	4.203.171
Penerimaan Bunga Bank Bank Interest Income	5.021	4.673	4.612
Keuntungan (Kerugian) Selisih Kurs Foreign Exchange Gain (Loss)	821	508	(232)
Jumlah Nilai Ekonomi yang Dihasilkan Total Economic Value Generated	3.591.704	4.901.205	4.307.015
Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed			
Beban Pokok Pendapatan Cost of Revenue	(3.328.961)	(4.552.338)	(3.880.251)
Beban usaha, termasuk beban personalia (gaji dan tunjangan karyawan) Operating Expenses, including personnel expenses (employee salaries and benefits)	(150.550)	(160.278)	(131.578)
Pembayaran kepada penyandang dana berupa dividen Dividends paid to capital providers	(6.537)	(6.885)	(32.682)
Pembayaran pajak kepada Pemerintah Taxes paid to the Government	(15.738)	(23.281)	(23.016)
Pengeluaran untuk Masyarakat Community expenditures	(1.732)	(824)	(1.784)
Jumlah Nilai Ekonomi Langsung yang Didistribusikan Total Economic Value Distributed	(3.503.518)	(4.743.606)	(4.069.311)
Nilai Ekonomi yang Ditahan Economic Value Retained			
Selisih antara Nilai Ekonomi Langsung yang Dihasilkan dan yang Didistribusikan Difference between Economic Value Generated and Distributed	88.186	157.599	237.704



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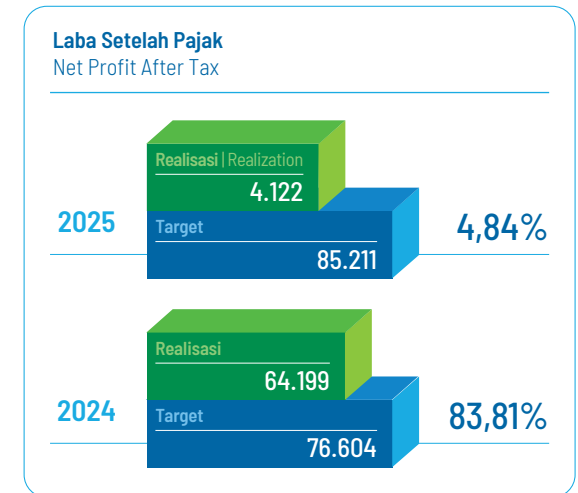
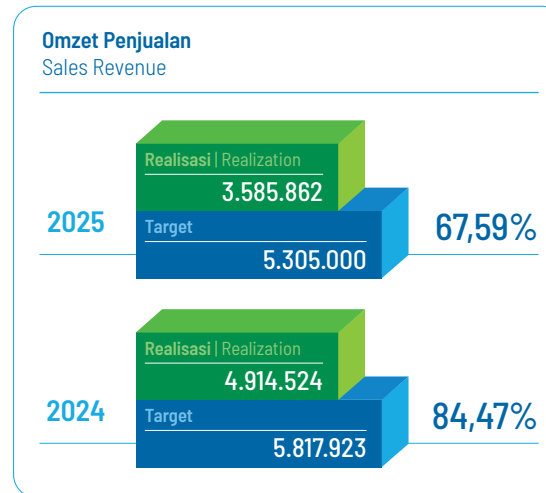
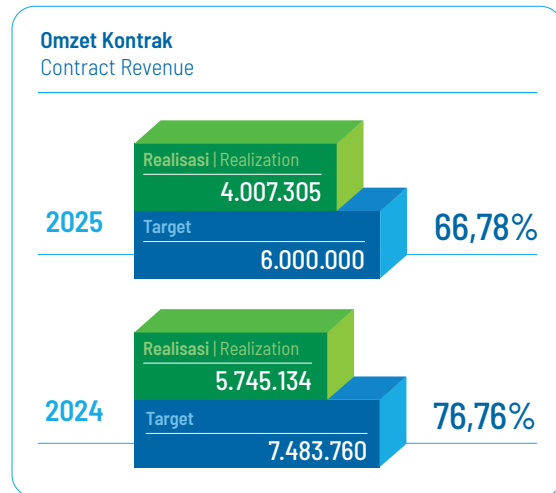
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PERBANDINGAN TARGET DAN KINERJA PRODUKSI, PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI, PENDAPATAN DAN LABA RUGI

Comparison of Production Target and Performance, Portfolio Financing Target, or Investment, Revenue and Profit-Loss

Di luar capaian nilai ekonomi, WIKI Beton juga menilai keberhasilan kinerjanya melalui pencapaian terhadap target strategi yang telah ditetapkan. Perseroan secara konsisten memantau perkembangan kinerja utama untuk memastikan efektivitas pelaksanaan strategi dan penguatan daya saing. [F.2]

In addition to economic value achievements, WIKI Beton also evaluates its performance based on the achievement of strategic targets that have been established. The Company consistently monitors key performance developments to ensure the effective implementation of strategies and to strengthen competitiveness. [F.2]



Pada tahun 2025, WIKI Beton tidak memperoleh dukungan finansial maupun bentuk bantuan lainnya dari Pemerintah, dan tidak melakukan pendanaan terhadap aktivitas politik apa pun. Seluruh kebutuhan pendanaan untuk menjalankan kegiatan operasional sepenuhnya dipenuhi melalui sumber pembiayaan internal dan mekanisme pendanaan mandiri. [201-4]

In 2025, WIKI Beton did not receive financial support or any other form of assistance from the Government, nor did the Company provide funding for any political activities. All funding required for operational activities was fully supported through internal financing sources and independent funding mechanisms. [201-4]



TEKNOLOGI INFORMASI (TI) DAN DIGITALISASI [F.26]

Information Technology (IT) and Digitalization

Di tengah percepatan perkembangan teknologi, WIKI Beton menegaskan komitmennya untuk menjadikan teknologi informasi sebagai katalis dalam proses transformasi bisnis. Pemanfaatan TI tidak hanya menjadi bentuk respons terhadap perubahan digital, tetapi juga berperan sebagai landasan penting dalam meningkatkan efisiensi operasional, memperkuat keamanan data, serta mendorong keberlanjutan Perusahaan.

TATA KELOLA KEAMANAN TI/SIBER IT/CYBERSECURITY GOVERNANCE

WIKI Beton menerapkan pendekatan tata kelola keamanan teknologi informasi yang berfokus pada keselarasan peran TI dengan arah dan kebutuhan bisnis. Sistem ini dibangun melalui pengaturan yang jelas terkait kepemimpinan, struktur organisasi, serta mekanisme kerja yang memastikan pengawasan menyeluruh terhadap pengelolaan TI.

Proses tata kelola dijalankan melalui empat prinsip utama, yaitu *Plan, Do, Check, dan Action* yang memastikan bahwa TI dapat memberikan nilai strategis bagi Perusahaan. Melalui pendekatan tersebut, Perseroan menargetkan empat hasil utama, yaitu pemanfaatan TI yang selaras dengan tujuan bisnis, penciptaan nilai dan manfaat maksimal bagi operasional, optimalisasi penggunaan sumber daya TI, serta pengendalian risiko terkait teknologi secara terukur dan bertanggung jawab.

Sebagai landasan penerapan, WIKI Beton mengadopsi berbagai standar global, termasuk COBIT, ITIL, dan ISO 27001, untuk menjamin praktik pengelolaan TI terstruktur, aman, dan efisien serta selaras dengan tuntutan industri dan prinsip tata kelola yang baik.

Amid the rapid acceleration of technological development, WIKI Beton reaffirms its commitment to positioning information technology as a catalyst for business transformation. The utilization of IT not only represents the Company's response to digital change but also serves as an important foundation for improving operational efficiency, strengthening data security, and supporting the Company's sustainability.

WIKI Beton implements an information technology governance approach that emphasizes alignment between IT functions and the Company's strategic business direction and operational needs. This framework is supported by clearly defined leadership roles, organizational structures, and operational mechanisms that ensure comprehensive oversight of IT management.

The governance process operates through four principles, *Plan, Do, Check, and Action* to ensure that information technology delivers strategic value to the Company. Through this approach, the Company aims to achieve four key outcomes: alignment of IT utilization with business objectives, maximization of value and benefits for operational activities, optimization of IT resource utilization, and responsible and measurable management of technology-related risks.

As the foundation for its implementation, WIKI Beton adopts internationally recognized standards, including COBIT, ITIL, and ISO 27001, to ensure that IT management practices remain structured, secure, efficient, and aligned with industry requirements and sound governance principles.

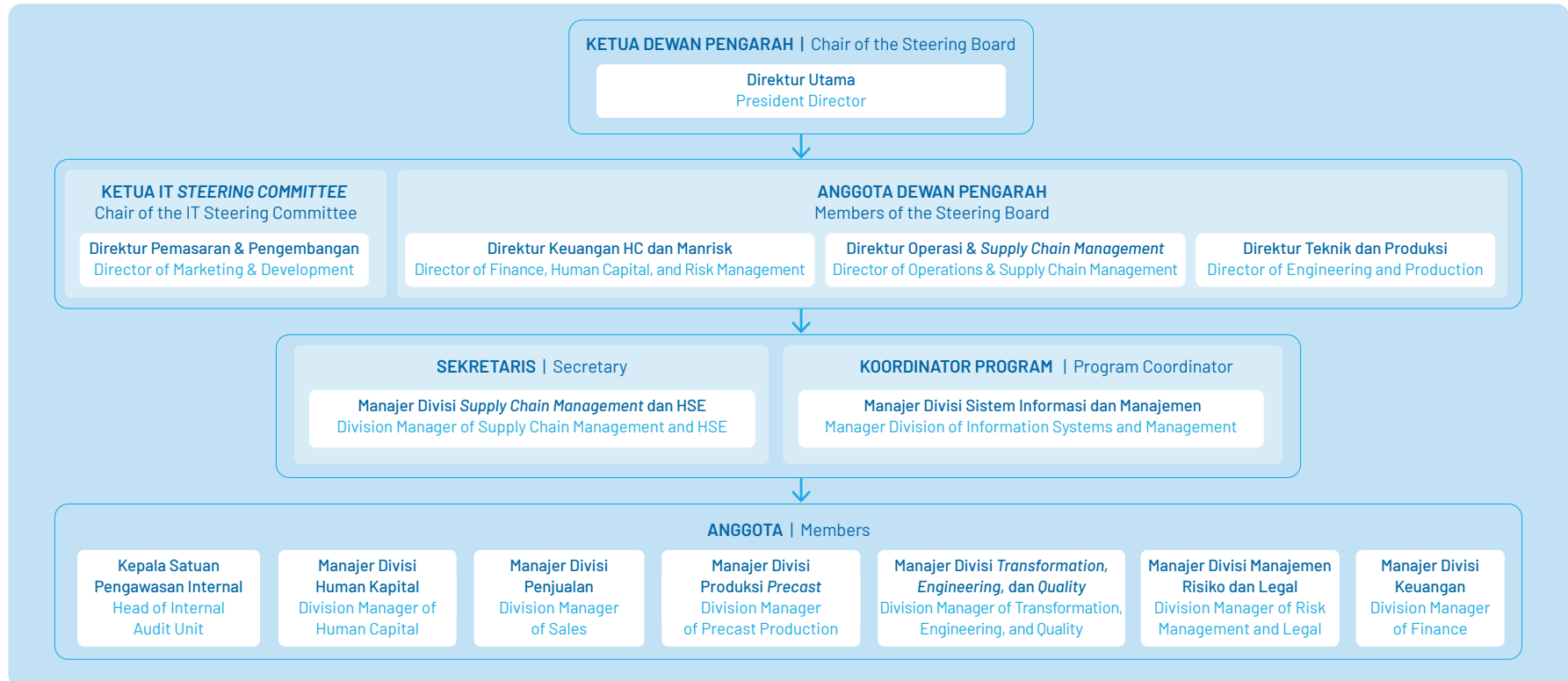
Sebagai wujud komitmen terhadap penguatan keamanan teknologi informasi, WIKI Beton memastikan keterlibatan aktif jajaran direksi dan manajemen puncak dalam perumusan strategi serta pengawasan implementasi TI. Tanggung jawab pengelolaan TI berada di bawah koordinasi Direktur Pemasaran dan Pengembangan, Rija Judaswara, yang juga merupakan ketua IT Steering Committee dan berperan dalam mengarahkan kebijakan keamanan siber, termasuk penguatan sistem melalui penerapan ISO 27001 bersama tim profesional di bidangnya.

Pengawasan operasional lebih lanjut dijalankan lewat Komite IT *Security/Cybersecurity*, yang bertugas memastikan keandalan sistem, efektivitas kontrol keamanan siber, serta konsistensi penerapan tata kelola TI yang kuat dan berkelanjutan.

As part of its commitment to strengthening information technology security, WIKI Beton ensures the active involvement of the Board of Directors and senior management in formulating strategies and overseeing IT implementation. Responsibility for IT management is coordinated by the Director of Marketing and Development, Rija Judaswara, who also chairs the IT Steering Committee and plays a key role in directing cybersecurity policies, including strengthening systems through the implementation of ISO 27001 together with a team of professional experts.

Operational oversight is further carried out through the IT Security/Cybersecurity Committee, which is responsible for ensuring system reliability, the effectiveness of cybersecurity controls, and the consistent implementation of strong and sustainable IT governance.

MANAJEMEN TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY MANAGEMENT



LANGKAH-LANGKAH KEAMANAN TI/SIBER IT/CYBERSECURITY MEASURES

Sebagai bagian dari penguatan tata kelola teknologi informasi, WIKA Beton melaksanakan *IT Maturity Level Self-Assessment* sejak tahun 2024 dengan menggunakan *Framework COBIT 2019*, selaras dengan ketentuan Peraturan Menteri BUMN No. PER-2/MBU/03/2023 mengenai *Master Plan* dan Tata Kelola TI. Asesmen ini dilakukan untuk menilai tingkat kematangan pengelolaan TI, mengidentifikasi kebutuhan perbaikan, serta meningkatkan efektivitas, efisiensi, dan keamanan operasional TI. Hasil asesmen menunjukkan bahwa WIKA Beton memperoleh skor 3,54 yang menempatkan perusahaan pada tingkat *Defined*. Pencapaian ini menandakan bahwa proses dan kerangka kerja TI telah terdokumentasi dengan baik, terintegrasi dengan proses bisnis, dan mendukung pencapaian tujuan yang lebih luas, termasuk aspek finansial, keamanan, dan kepatuhan regulasi.

Pada tahun 2025, Perseroan melaksanakan langkah-langkah keamanan TI/Siber di antaranya:

- IT Maturity COBIT 2019 (Nilai 3,54 – 24 Proses)**
Tingkat kematangan Tata Kelola dan Manajemen TI berdasarkan COBIT 2019 pada 24 proses BUMN menunjukkan nilai 3,54, yang merefleksikan proses TI telah terdefinisi, terkelola, dan berjalan konsisten, serta memiliki ruang peningkatan menuju optimalisasi dan pengukuran kinerja yang lebih matang.
- Upgrade ISO 27001:2013 ke ISO 27001:2022**
Kegiatan peningkatan Sistem Manajemen Keamanan Informasi (SMKI) dari ISO 27001:2013 ke ISO 27001:2022 untuk memastikan kesesuaian dengan standar terbaru, memperkuat pengelolaan risiko keamanan informasi, serta mendukung kepatuhan terhadap regulasi dan kebutuhan bisnis.
- Vulnerability Assessment**
Vulnerability Assessment merupakan proses sistematis untuk mengidentifikasi, menganalisis, dan mengevaluasi kelemahan keamanan pada sistem informasi, aplikasi, jaringan, dan infrastruktur TI yang berpotensi dimanfaatkan oleh pihak tidak berwenang, sebagai dasar penentuan prioritas mitigasi risiko.
- Implementasi Sistem Pemantauan Wazuh SIEM**
Implementasi Wazuh SIEM (*Security Information and Event Management*) bertujuan untuk melakukan pemantauan keamanan secara terpusat, mendeteksi ancaman dan anomali secara *real-time*, serta mendukung proses respon insiden dan audit keamanan informasi.

As part of strengthening its information technology governance, WIKA Beton has conducted an IT Maturity Level Self-Assessment since 2024 using the COBIT 2019 Framework, in alignment with the provisions of Minister of SOE Regulation No. PER-2/MBU/03/2023 concerning the IT Master Plan and Governance. This assessment is carried out to evaluate the maturity level of IT management, identify areas requiring improvement, and enhance the effectiveness, efficiency, and security of IT operations. The assessment results show that WIKA Beton achieved a score of 3.35, placing the Company at the Defined maturity level. This achievement indicates that IT processes and frameworks have been well documented, integrated with business processes, and support broader objectives, including financial performance, security, and regulatory compliance.

In 2025, the Company implemented several IT/Cybersecurity measures, including:

- IT Maturity COBIT 2019 (Score 3.54 – 24 Processes)**
The maturity level of IT Governance and Management based on COBIT 2019 across 24 SOE processes recorded a score of 3.54, reflecting that IT processes have been defined, managed, and consistently implemented, with further opportunities for optimization and more mature performance measurement.
- Upgrade from ISO 27001:2013 to ISO 27001:2022**
The Company upgraded its Information Security Management System (ISMS) from ISO 27001:2013 to ISO 27001:2022 to ensure alignment with the latest standards, strengthen information security risk management, and support regulatory compliance and business needs.
- Vulnerability Assessment**
Vulnerability assessment is a systematic process to identify, analyze, and evaluate security weaknesses within information systems, applications, networks, and IT infrastructure that could potentially be exploited by unauthorized parties, serving as the basis for prioritizing risk mitigation.
- Implementation of the Wazuh SIEM Monitoring System**
The implementation of Wazuh SIEM (*Security Information and Event Management*) aims to provide centralized security monitoring, detect threats and anomalies in real-time, and support incident response and information security audit processes.



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5. Implementasi Grafana (*Monitoring Server*)

Implementasi Grafana digunakan sebagai sistem monitoring server dan infrastruktur TI untuk menyajikan visualisasi performa secara *real-time*, membantu deteksi dini gangguan, serta meningkatkan keandalan dan ketersediaan layanan TI.

6. Implementasi Sistem Pengamanan Palo Alto Security

Implementasi Palo Alto Security bertujuan untuk meningkatkan perlindungan jaringan melalui mekanisme firewall generasi terbaru, kontrol akses, dan pencegahan ancaman siber secara terintegrasi.

7. Implementasi Barracuda Security Mail

Implementasi Barracuda Security Mail dilakukan untuk meningkatkan keamanan email WIKa Beton dari ancaman seperti *phishing*, *malware*, *spam*, dan kebocoran data, guna menjaga kerahasiaan dan integritas komunikasi perusahaan.

8. DC dan DRC H-1 Backup Data

Penerapan Data Center (DC) dan Disaster Recovery Center (DRC) dengan skema backup data H-1 bertujuan untuk menjamin ketersediaan dan keberlangsungan data serta sistem kritikal, serta meminimalkan dampak gangguan operasional akibat insiden atau bencana.

Untuk memastikan penguatan keamanan informasi secara menyeluruh, WIKa Beton telah menerapkan berbagai kebijakan dan prosedur keamanan TI yang tersedia secara internal sebagai pedoman bagi seluruh karyawan. Peningkatan kesadaran juga dilakukan melalui kegiatan sosialisasi dan pelatihan keamanan siber yang mencakup tidak hanya personel TI, namun juga karyawan dari beragam unit kerja, sebagai bagian dari upaya membangun budaya keamanan informasi.

Perseroan menerapkan mekanisme eskalasi insiden yang jelas sehingga setiap indikasi aktivitas mencurigakan dapat dilaporkan dan ditangani secara cepat. Selain itu, penerapan strategi *disaster recovery* memastikan pengelolaan risiko utama, khususnya yang berkaitan dengan pengembangan teknologi digital dan pemanfaatan *big data*, dilakukan secara terstruktur dan tepat waktu.

Keamanan TI juga menjadi salah satu indikator dalam evaluasi kinerja karyawan, sebagai wujud pengawasan yang berkelanjutan terhadap implementasi kontrol keamanan. Untuk memperkuat efektivitas pengelolaan aset TI, WIKa Beton secara berkala melakukan audit TI guna menilai kinerja, mengidentifikasi area peningkatan, serta menyusun rekomendasi perbaikan yang berbasis data. Dengan pendekatan tersebut, Perseroan dapat menjalankan transformasi digital secara aman, terkendali, dan berkelanjutan.

5. Implementation of Grafana (*Server Monitoring*)

Grafana has been implemented as a monitoring system for servers and IT infrastructure to provide real-time performance visualization, facilitate early detection of disruptions, and improve the reliability and availability of IT services.

6. Implementation of Palo Alto Security System

The implementation of Palo Alto Security aims to strengthen network protection through next-generation firewall mechanisms, access control, and integrated cyber threat prevention.

7. Implementation of Barracuda Security Mail

Barracuda Security Mail has been implemented to enhance WIKa Beton's email security against threats such as phishing, malware, spam, and data leakage, ensuring the confidentiality and integrity of corporate communications.

8. DC and DRC H-1 Backup Data

The implementation of Data Center (DC) and Disaster Recovery Center (DRC) with an H-1 data backup scheme aims to ensure the availability and continuity of critical data and systems, while minimizing operational disruptions caused by incidents or disasters.

To ensure comprehensive information security strengthening, WIKa Beton has implemented various IT security policies and procedures internally as guidelines for all employees. Awareness enhancement initiatives are also conducted through cybersecurity awareness programs and training, involving not only IT personnel but also employees from various business units, as part of building a strong information security culture.

The Company also applies a clear incident escalation mechanism, enabling any suspicious activity to be reported and addressed promptly. Furthermore, the implementation of disaster recovery strategies ensures that key risks, particularly those related to digital technology development and big data utilization, are managed in a structured and timely manner.

IT security is also incorporated as one of the indicators in employee performance evaluations, serving as a form of continuous oversight of security control implementation. To strengthen the effectiveness of IT asset management, WIKa Beton periodically conducts IT audits to evaluate performance, identify improvement areas, and develop data-driven recommendations. Through this approach, the Company is able to carry out digital transformation in a secure, controlled, and sustainable manner.

PROSES DAN INFRASTRUKTUR KEAMANAN TI

IT SECURITY PROCESSES AND INFRASTRUCTURE

Pendekatan inovatif menjadi pendorong utama bagi WIKI Beton dalam memperkuat kualitas produk dan layanan sekaligus meningkatkan daya saing. Pemanfaatan teknologi digital dilakukan secara menyeluruh untuk menekan biaya operasional, mempercepat proses kerja, serta mengoptimalkan pemakaian sumber daya termasuk pengurangan penggunaan kertas yang berkontribusi pada praktik ramah lingkungan.

Sebagai wujud komitmen tersebut, WIKI Beton telah menetapkan *roadmap* strategis teknologi informasi 2024–2028, yang bertujuan membangun infrastruktur dan sistem informasi yang kokoh, adaptif, dan berkelanjutan guna menjawab tantangan masa depan. Pengembangannya dijalankan secara bertahap agar selaras dengan arah transformasi dan tujuan strategis perusahaan yang telah ditetapkan.

An innovative approach serves as a key driver for WIKI Beton in strengthening product and service quality while enhancing competitiveness. The utilization of digital technology is carried out comprehensively to reduce operational costs, accelerate work processes, and optimize resource usage, including reducing paper consumption, thereby contributing to environmentally friendly practices.

As part of this commitment, WIKI Beton has established a strategic information technology roadmap 2024–2028, aimed at building robust, adaptive, and sustainable infrastructure and information systems to address future challenges. Its development is implemented gradually to align with the Company's transformation direction and strategic objectives.



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Tema | Theme:

Integrated WIKON Beton Group Core System



Arsitektur Sistem Informasi | Information System Architecture

- Integrasi Core System Anak Usaha WIKON Beton menggunakan ERP WIKON Beton
- Development Aplikasi
- Surrounding SAP
- Inisiasi Machine Learning
- Integration of WIKON Beton Subsidiary Core Systems using WIKON Beton ERP
- Application Development
- Surrounding SAP
- Machine Learning Initiation



Arsitektur Infrastruktur | Infrastructure Architecture

- Business continuity ready facilitates DC-DRC
- Perangkat keras sesuai kebutuhan Arsitektur SI
- Continuous Integration and Continuous Delivery/Deployment
- Data Loss Prevention (DLP)
- Business continuity-ready facilitates DC-DRC
- Hardware aligned with IT Architecture needs
- Continuous Integration and Continuous Delivery/ Deployment
- Data Loss Prevention (DLP)



Tata Kelola TI/Data | IT/Data Governance

- Surveillance ISO 27001:2013
- IT Maturity (COBIT 2019) 3.1
- Industri 4.0 Readiness Index
- ISO 27001:2013 Surveillance
- IT Maturity (COBIT 2019) 3.1
- Industry 4.0 Readiness Index

2024

Tema | Theme:

Machine Learning System



Arsitektur Sistem Informasi | Information System Architecture

- Implementasi dan Optimal Machine Learning
- Initiation Automation Manufacturing
- Artificial Intelligent System
- Inisiasi Decision Support System (DSS)
- Implementation and Optimization of Machine Learning
- Initiation of Automation Manufacturing
- Artificial Intelligent System
- Decision Support System (DSS) Initiation



Arsitektur Infrastruktur | Infrastructure Architecture

- 2025
- Peningkatan keamanan sistem dan jaringan deteksi dini risiko cyber
 - Penyesuaian kapasitas infrastruktur SI terhadap Machine Learning
 - Cloud base solution DC-DRC
 - Enhancement of system security and early detection of cyber risks
 - Adjustment of IT infrastructure capacity for ML
 - Cloud base solution for DC-DRC

2026

- Learning Management System (LMS)
- AI Initiation for Quality Control
- Pilot project learning content (HC and IT)
- Maturity: Awareness



Tata Kelola TI/Data | IT/Data Governance

- 2025
- Upgrade Version ISO 27001:2022
 - IT Maturity (COBIT 2019) 3.5
 - Inisiasi Cyber Security Maturity Level
 - Upgrade to ISO 27001:2022
 - IT Maturity (COBIT 2019) 3.5
 - Cyber Security Maturity Level Initiation

2026

- Surveillance ISO 27001:2022
- IT Maturity (COBIT 2019) 3.5
- Sertifikasi Cyber Security Maturity Level | Cyber Security Maturity Level Certification
- Integrasi beberapa standar ISO | Integration of multiple ISO standards
- Pengembangan aplikasi audit (internal maupun eksternal) | Development of internal and external audit applications
- Review dokumen sistem manajemen (Kebijakan, Pedoman, Prosedur) | Review of management system documents (Policies, Guidelines, Procedures)

2025-2026

Tema | Theme:

Manufacturing 4.0



Arsitektur Sistem Informasi | Information System Architecture

- Operate Automation System
- Implementasi Decision Support System
- Operation of Automation System
- Implementation of Decision Support System



Arsitektur Infrastruktur | Infrastructure Architecture

- | | | | |
|-------------|---|-------------|---|
| 2027 | <ul style="list-style-type: none"> • Automate KM System with AI agent (Chatbox, content recommendation, AI Profiling) • Integrated Knowledge System • Enrich learning content • Maturity: Awareness | 2028 | <ul style="list-style-type: none"> • Personal learning assistant with AI • Knowledge System with AI Search • Maturity: Defined |
|-------------|---|-------------|---|



Tata Kelola TI/Data | IT/Data Governance

- | | | | |
|-------------|---|-------------|--|
| 2027 | <ul style="list-style-type: none"> • Surveillance ISO 27001:2022 • IT Maturity (COBIT 2019) 3.6 • Integrasi beberapa standar ISO Integration of multiple ISO standards • Implementasi dashboard kepatuhan Implementation of compliance dashboards • Peningkatan kompetensi auditor internal Enhancement of internal auditor competencies | 2028 | <ul style="list-style-type: none"> • Surveillance ISO 27001:2022 • IT Maturity (COBIT 2019) 3.6 • Predictive compliance system berbasis AI • Otomatisasi audit internal Internal audit automation • Sertifikasi 27701 (Information Privacy) ISO 27701 (Information Privacy) Certification |
|-------------|---|-------------|--|

2027-2028



Untuk menjamin keberlangsungan operasional di tengah potensi gangguan teknologi, WIKa Beton menerapkan pendekatan pemulihan bencana dan keberlanjutan bisnis yang dirancang secara komprehensif dan diuji coba secara berkala setiap tahunnya. Pengujian tersebut memastikan bahwa seluruh sistem mampu merespons dan pulih dengan cepat apabila terjadi insiden atau ancaman siber.

Komitmen Perseroan terhadap penguatan keamanan informasi diperkuat melalui sertifikasi penuh atas infrastruktur TI yang telah memenuhi standar ISO 27001 dan COBIT 2019. Capaian ini turut mencerminkan efektivitas pengelolaan keamanan informasi, yang ditunjukkan dengan tidak adanya insiden pelanggaran keamanan data selama tahun 2025. [3-3][418-1]

To ensure operational continuity amid potential technological disruptions, WIKa Beton applies a comprehensive disaster recovery and business continuity approach, which is tested periodically each year. These tests ensure that all systems are capable of responding and recovering quickly in the event of incidents or cyber threats.

The Company's commitment to strengthening information security is further reinforced through full certification of its IT infrastructure in accordance with ISO 27001 and COBIT 2019 standards. This achievement also reflects the effectiveness of the Company's information security management, demonstrated by zero data security breach incidents during 2025. [3-3][418-1]

Tabel Pelanggaran Keamanan TI
IT Security Breach Table

	2025	2024	2023
Jumlah pelanggaran keamanan informasi Number of information security breaches	0	0	0
Jumlah klien, pelanggan, dan karyawan yang terdampak oleh pelanggaran tersebut Number of clients, customers, and employees affected	0	0	0

INISIATIF TEKNOLOGI DIGITAL WIKI BETON

WIKI BETON DIGITAL TECHNOLOGY INITIATIVES

Enterprise System

Enterprise System



Pada 2024, WIKI Beton memperkenalkan *Enterprise System (WB Ensys)* sebagai platform terpadu yang menyatukan beragam aplikasi internal ke dalam satu ekosistem digital. Portal ini dilengkapi dengan fitur-fitur mutakhir, termasuk *single sign-on*, peningkatan kontrol keamanan, serta dukungan kompatibilitas terhadap perangkat modern.

In 2024, WIKI Beton introduced the Enterprise System (WB Ensys) as an integrated platform that consolidates various internal applications into a single digital ecosystem. The portal is equipped with advanced features including single sign-on, enhanced security control, and compatibility with modern devices.

Penerapan System Application and Product (SAP)

Implementation of System Application and Product (SAP)



Sejak 2023, WIKI Beton telah mengadopsi SAP sebagai bagian dari transformasi digital dalam pengelolaan bisnis. Penerapan sistem ini memungkinkan proses operasional berjalan lebih efektif melalui penyediaan informasi yang terintegrasi, akurat, dan dapat diakses secara langsung (*real-time*). Selain mendorong peningkatan produktivitas dan pengambilan keputusan berbasis data, penerapan SAP juga berkontribusi pada pengurangan penggunaan kertas secara substansial, sehingga memperkuat komitmen perusahaan terhadap praktik kerja yang lebih berkelanjutan.

Since 2023, WIKI Beton has adopted SAP as part of its digital transformation in business management. This system enables more effective operational processes through the provision of integrated, accurate, and real-time information. In addition to improving productivity and data-driven decision-making, the implementation of SAP has significantly reduced paper usage, thereby strengthening the Company's commitment to more sustainable working practices.

Sertifikasi ISO 27001:2022

ISO 27001:2022 Certification



Komitmen WIKI Beton dalam menjaga keamanan informasi dibuktikan melalui keberhasilan meraih sertifikasi ISO 27001:2013 yang kemudian diperbarui menjadi ISO 27001:2022 yang berlaku sejak April 2025. Pencapaian tersebut menunjukkan bahwa sistem manajemen keamanan informasi Perseroan telah memenuhi standar internasional yang ketat, sekaligus memperkuat kepercayaan para pemangku kepentingan terhadap kemampuan perusahaan dalam mengelola dan melindungi data secara profesional dan terpercaya.

WIKI Beton's commitment to safeguarding information security is demonstrated through the successful attainment of ISO 27001:2013 certification, which was subsequently upgraded to ISO 27001:2022 and has been effective since April 2025. This achievement confirms that the Company's information security management system meets strict international standards, while strengthening stakeholder confidence in the Company's ability to manage and protect data professionally and reliably.

Implementasi IT Maturity COBIT 2019

Implementation of IT Maturity COBIT 2019



WIKA Beton terus memperkuat agenda transformasi digital melalui penerapan *IT Maturity* yang berlandaskan COBIT 2019, sebagai fondasi tata kelola teknologi informasi yang selaras dengan arah strategis dan visi perusahaan. Inisiatif ini difokuskan untuk:

1. Meningkatkan efektivitas dan efisiensi proses operasional;
2. Memastikan pengelolaan kepatuhan dan risiko teknologi dilakukan secara terukur;
3. Memaksimalkan pemanfaatan data sebagai dasar inovasi dan pengambilan keputusan yang lebih tepat; dan
4. Mengembangkan kapabilitas TI menuju tingkat kematangan lebih tinggi sesuai standar global.

WIKA Beton continues to strengthen its digital transformation agenda through the implementation of *IT Maturity* based on COBIT 2019, serving as the foundation for IT governance aligned with the Company's strategic direction and vision. This initiative focuses on:

1. Improving operational effectiveness and efficiency;
2. Ensuring measurable technology risk and compliance management;
3. Maximizing data utilization as a basis for innovation and more accurate decision-making; and
4. Developing IT capabilities toward higher maturity levels in accordance with global standards.

Dengan mengedepankan teknologi yang beradaptasi terhadap perkembangan zaman dan dijalankan secara berkesinambungan, WIKA Beton meneguhkan kesiapan dalam menghadapi tantangan industri di masa depan dan terus memberikan kontribusi positif bagi kemajuan sektor konstruksi nasional.

1. *Assessment* IT Maturity COBIT 2019 (24 Proses BUMN)

Assessment IT Maturity merupakan evaluasi tingkat kematangan tata kelola dan manajemen TI menggunakan *framework* COBIT 2019 berdasarkan 24 proses yang ditetapkan untuk BUMN, guna memastikan keselarasan TI dengan tujuan bisnis serta mengidentifikasi area peningkatan.

2. *Upgrade* ISO 27001:2022

Upgrade ISO 27001 adalah proses penyesuaian dan peningkatan Sistem Manajemen Keamanan Informasi (SMKI) dari ISO 27001:2013 ke ISO 27001:2022, untuk memenuhi persyaratan standar terbaru serta memperkuat pengelolaan risiko dan kontrol keamanan informasi.

3. Implementasi Modul MM SAP

Implementasi Modul MM (*Materials Management*) SAP merupakan penambahan fungsi sistem SAP untuk mendukung pengelolaan material secara terintegrasi, meliputi proses pengadaan, persediaan, dan manajemen stok guna meningkatkan efisiensi dan akurasi operasional.

Through continuous technological development aligned with evolving industry trends, WIKA Beton reinforces its readiness to address future industry challenges and continue contributing positively to the advancement of the national construction sector.

1. *IT Maturity Assessment* Based on COBIT 2019 (24 SOE Processes)

The *IT Maturity Assessment* evaluates the maturity level of IT governance and management using the COBIT 2019 framework based on the 24 processes established for SOEs, to ensure alignment between IT initiatives and business objectives while identifying areas for improvement.

2. *Upgrade* to ISO 27001:2022

The ISO 27001 upgrade refers to the process of updating and enhancing the Company's Information Security Management System (ISMS) from ISO 27001:2013 to ISO 27001:2022 to comply with the latest standard requirements and strengthen information security risk management and control mechanisms.

3. *Implementation* of SAP MM Module

The implementation of the SAP MM (*Materials Management*) module represents an expansion of the SAP system to support integrated material management processes. This includes procurement, inventory management, and stock control, aimed at improving operational efficiency and accuracy.

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Berkelanjutan
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for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Creating
Positive Impact
For Employees,
Customers, and
Communities

TATA KELOLA KEAMANAN INFORMASI

INFORMATION SECURITY GOVERNANCE

WIKI Beton menerapkan tata kelola keamanan informasi yang disiarkan secara langsung kepada Dewan Komisaris melalui *Steering Committee*. Rapat *Steering Committee* diselenggarakan secara triwulanan untuk membahas berbagai aspek keamanan informasi, termasuk evaluasi risiko dan pengelolaan insiden. Ringkasan aktivitas dan keputusan *Steering Committee* dipublikasikan secara internal sebagai wujud transparansi kepada pemangku kepentingan.

Tanggung jawab eksekutif atas keamanan informasi berada pada Direktur yang membawahkan Teknologi Informasi (TI). Direktur TI bertanggung jawab dalam penyusunan kebijakan keamanan informasi, pemantauan risiko secara berkelanjutan, serta penyampaian laporan berkala kepada Direksi dan Dewan Komisaris melalui *Steering Committee*.

WIKI Beton implements information security governance that is reported directly to the Board of Commissioners through the Steering Committee. Steering Committee meetings are held quarterly to discuss various aspects of information security, including risk evaluation and incident management. Summaries of the Steering Committee's activities and decisions are published internally as a form of transparency to stakeholders.

Executive responsibility for information security rests with the Director overseeing Information Technology (IT). The IT Director is responsible for developing information security policies, continuously monitoring risks, and submitting periodic reports to the Board of Directors and the Board of Commissioners through the Steering Committee.

KEBIJAKAN KEAMANAN INFORMASI DAN KERANGKA KEPATUHAN

INFORMATION SECURITY POLICIES AND COMPLIANCE FRAMEWORK

WIKI Beton melakukan pemantauan rutin terhadap sistem dan jaringan untuk mendeteksi potensi ancaman keamanan informasi secara dini. Apabila terjadi insiden, Perseroan menerapkan prosedur penanganan insiden yang mencakup identifikasi, pelaporan, mitigasi, dan pemulihan sistem guna memastikan layanan kembali berjalan dengan aman.

Setiap insiden yang ditangani menjadi dasar evaluasi dan perbaikan berkelanjutan, sehingga perlindungan terhadap ancaman siber senantiasa diperbarui dan disesuaikan dengan perkembangan teknologi serta pola serangan terkini.

WIKI Beton conducts routine monitoring of systems and networks to detect potential information security threats at an early stage. In the event of an incident, the Company implements incident response procedures that include identification, reporting, mitigation, and system recovery to ensure that services can be safely restored.

Each incident serves as the basis for evaluation and continuous improvement, ensuring that protection against cyber threats is consistently updated and aligned with technological developments and emerging attack patterns.



PENGELOLAAN HUBUNGAN DENGAN PIHAK KETIGA

THIRD-PARTY RELATIONSHIP MANAGEMENT

WIKI Beton memahami bahwa informasi merupakan aset strategis yang harus dilindungi dari berbagai ancaman, baik internal maupun eksternal. Oleh karena itu, Perseroan menerapkan Sistem Manajemen Keamanan Informasi (SMKI/ISMS) berdasarkan standar internasional ISO/IEC 27001. Melalui ISMS, Perseroan menetapkan Kebijakan Umum Tata Kelola Teknologi Informasi beserta kebijakan turunan, prosedur, dan pengendalian terintegrasi untuk menjamin kerahasiaan, integritas, dan ketersediaan informasi. Pengelolaan hubungan dengan pihak ketiga, termasuk pemasok dan vendor, menjadi bagian penting dalam implementasi ISMS, di mana seluruh layanan pihak ketiga berada di bawah pengawasan dan pengendalian sistem tersebut.

Ketentuan yang wajib dipatuhi oleh pihak ketiga, khususnya pemasok, antara lain:

1. Pemasok wajib menandatangani pernyataan komitmen untuk mematuhi seluruh persyaratan keamanan informasi yang berlaku di WIKI Beton, mengacu pada standar ISO/IEC 27001:2022 terkait pengelolaan hubungan pemasok dan rantai pasok TI.
2. Setiap perjanjian kerja harus memuat klausul kerahasiaan, dan seluruh personel pemasok yang terlibat wajib menandatangani perjanjian kerahasiaan (NDA).
3. Perjanjian kerja mengatur ruang lingkup layanan, persyaratan, pembagian wewenang dan tanggung jawab, serta kewajiban pencapaian target kinerja layanan.
4. Perseroan melakukan pemantauan dan evaluasi berkala atas kinerja pemasok serta tingkat kepatuhan terhadap standar layanan, melalui rapat koordinasi atau audit kinerja.
5. Kepatuhan pemasok terhadap persyaratan keamanan informasi dipantau dan ditinjau secara berkala melalui audit oleh tim pengujian barang/jasa.
6. Akses personel pemasok terhadap informasi, sistem informasi, dan jaringan WIKI Beton diberikan secara terbatas sesuai kebutuhan dan harus memperoleh persetujuan minimal dari pejabat setingkat Divisi pada Unit Sistem Informasi.
7. Komitmen Perseroan terhadap keamanan informasi diperkuat dengan perolehan sertifikasi ISO/IEC 27001:2022 oleh Unit Sistem Informasi sebagai bukti penerapan standar internasional secara konsisten, efektif, dan berkelanjutan.

WIKI Beton recognizes that information is a strategic asset that must be protected from various threats, both internal and external. Therefore, the Company implements an Information Security Management System (ISMS) based on the international ISO/IEC 27001 standard. Through the ISMS framework, the Company establishes a General IT Governance Policy along with supporting policies, procedures, and integrated controls to ensure the confidentiality, integrity, and availability of information. The management of relationships with third parties, including suppliers and vendors, constitutes an important component of ISMS implementation, where all third-party services operate under the supervision and control of this system.

The provisions that must be complied with by third parties, particularly suppliers, include the following:

1. Suppliers are required to sign a commitment statement confirming their compliance with all information security requirements applicable at WIKI Beton, in accordance with ISO/IEC 27001:2022 standards related to supplier relationship management and IT supply chain security.
2. All contractual agreements must include confidentiality clauses, and all supplier personnel involved must sign Non-Disclosure Agreements (NDAs).
3. Contracts must clearly define the scope of services, requirements, roles and responsibilities, and service performance targets.
4. The Company conducts periodic monitoring and evaluation of supplier performance and service compliance through coordination meetings or performance audits.
5. Supplier compliance with information security requirements is periodically monitored and reviewed through audits conducted by the goods/services testing team.
6. Access granted to supplier personnel for WIKI Beton's information, information systems, and networks is limited to operational requirements and must receive approval from at least a Division-level official within the Information Systems Unit.
7. The Company's commitment to information security is further strengthened through the achievement of ISO/IEC 27001:2022 certification by the Information Systems Unit, demonstrating consistent, effective, and sustainable implementation of international standards.



PROGRAM MANAJEMEN KEAMANAN INFORMASI

INFORMATION SECURITY MANAGEMENT PROGRAM

Perseroan secara berkala melakukan penilaian kerentanan (*vulnerability assessment*) terhadap sistem, jaringan, dan aplikasi kritikal untuk memastikan tidak terdapat celah keamanan yang dapat dimanfaatkan oleh pihak tidak berwenang. Proses ini menggunakan perangkat dan metode sesuai standar industri.

Setiap kerentanan yang ditemukan dianalisis dan diprioritaskan berdasarkan tingkat risikonya agar tindakan perbaikan dapat dilakukan secara tepat dan efektif. Setelah mitigasi dilaksanakan, dilakukan verifikasi ulang untuk memastikan seluruh kerentanan telah ditangani dan tidak lagi menimbulkan risiko terhadap operasional maupun keamanan informasi.

Sebagai bagian dari peningkatan berkelanjutan, Perseroan melaksanakan audit Teknologi Informasi tahunan serta membentuk *Computer Security Incident Response Team* (CSIRT) untuk menangani deteksi, pelaporan, dan pemulihan insiden keamanan. Tanggung jawab keamanan informasi diperkuat melalui penunjukan PIC TI di setiap unit kerja dan integrasi kepatuhan keamanan dalam evaluasi kinerja karyawan.

Kompetensi sumber daya manusia di bidang keamanan informasi juga terus diperkuat, antara lain melalui kepemilikan sertifikasi *Certified Ethical Hacker* (CEH) oleh tim TI serta partisipasi aktif dalam berbagai pelatihan terkait keamanan informasi, seperti ISMS Lead to Implement ISO 27001.

Selain itu, Perseroan menyediakan saluran pelaporan resmi, seperti email khusus keamanan informasi, *helpdesk* TI, dan portal internal, untuk memfasilitasi pelaporan insiden atau aktivitas mencurigakan. Prosedur eskalasi berjenjang diterapkan, mulai dari pengguna, *Service Desk*/TI, Manajer Seksi, hingga Manajer Divisi.

Seluruh karyawan wajib segera melaporkan setiap insiden, potensi kerentanan, atau aktivitas mencurigakan. Perseroan juga secara rutin melakukan sosialisasi terkait prosedur pelaporan insiden serta peran penting karyawan dalam menjaga keamanan informasi.

The Company periodically conducts vulnerability assessments on critical systems, networks, and applications to ensure that no security gaps exist that could be exploited by unauthorized parties. This process utilizes tools and methodologies in accordance with industry standards.

Each identified vulnerability is analyzed and prioritized based on its risk level to ensure that corrective actions are implemented effectively and efficiently. After mitigation measures are carried out, follow-up verification is conducted to confirm that the vulnerabilities have been resolved and no longer pose risks to operations or information security.

As part of its continuous improvement efforts, the Company conducts annual Information Technology audits and has established a Computer Security Incident Response Team (CSIRT) to handle the detection, reporting, and recovery of security incidents. Information security responsibilities are further strengthened through the appointment of IT PICs (Persons in Charge) in each business unit and the integration of security compliance into employee performance evaluations.

Human resource competencies in the field of information security continue to be strengthened, among others through the IT team's ownership of Certified Ethical Hacker (CEH) certification and active participation in various information security training programs, including the ISMS ISO 27001 Lead to Implement certification.

In addition, the Company provides official reporting channels, including dedicated information security email addresses, IT helpdesk services, and internal portals, to facilitate the reporting of incidents or suspicious activities. A tiered escalation procedure is implemented, starting from users to the Service Desk/IT team, Section Managers, and Division Managers.

All employees are required to promptly report any incidents, potential vulnerabilities, or suspicious activities. The Company also regularly conducts awareness programs regarding incident reporting procedures and emphasizes the important role of employees in maintaining information security.



Tata Kelola untuk Integritas Berkelanjutan



GOVERNANCE FOR SUSTAINABLE INTEGRITY



KOMITMEN TERHADAP TATA KELOLA BERKELANJUTAN

Commitment to Sustainable Governance

WIKA Beton menegaskan komitmennya terhadap tata kelola keberlanjutan dengan memastikan kesetaraan perlakuan bagi seluruh pemegang saham melalui penerapan prinsip-prinsip tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*) secara konsisten. Setiap kebijakan dan keputusan Perseroan dijalankan berdasarkan Pedoman Tata Kelola serta Kode Etik yang menjadi landasan utama dalam mengatur perilaku organisasi, menjaga integritas, dan menjamin transparansi dalam setiap proses bisnis. Melalui komitmen tersebut, WIKA Beton membangun kepercayaan dan kredibilitas, sekaligus memperkuat nilai jangka panjang bagi seluruh pemangku kepentingan.

Bagi WIKA Beton, penerapan GCG bukan sekadar struktur formal, melainkan pedoman strategis yang mengarahkan seluruh aktivitas operasional. Menempatkan GCG sebagai landasan utama dalam pengambilan keputusan memungkinkan Perseroan tidak hanya memenuhi ketentuan regulasi, tetapi juga menghadirkan nilai jangka panjang bagi seluruh pemangku kepentingan. Perseroan berkomitmen untuk menjaga kesetaraan perlakuan terhadap seluruh pemegang saham melalui implementasi prinsip-prinsip GCG yang berlandaskan Pedoman Tata Kelola serta Kode Etik perusahaan. **[G-08]**

Sepanjang periode pelaporan, WIKA Beton menunjukkan kinerja tata kelola yang solid, tercermin dari tidak adanya pelanggaran maupun sanksi hukum material yang berdampak signifikan terhadap kegiatan usaha. Hal ini menegaskan konsistensi Perseroan dalam menjunjung tinggi integritas di setiap proses operasional. **[2-27]**

WIKA Beton reaffirms its commitment to sustainable governance by ensuring equitable treatment for all shareholders through the consistent implementation of Good Corporate Governance (GCG) principles. All corporate policies and decisions are guided by the Company's Governance Guidelines and Code of Conduct, which serve as the foundation for regulating organizational conduct, upholding integrity, and ensuring transparency across all business processes. Through this commitment, WIKA Beton aims to strengthen trust and credibility while enhancing long-term value creation for all stakeholders.

For WIKA Beton, the implementation of GCG goes beyond a formal structure and serves as a strategic guideline that directs all operational activities. By placing GCG as the primary foundation in decision-making, the Company not only ensures compliance with regulatory requirements but also delivers long-term value for all stakeholders. The Company remains committed to ensuring equitable treatment for all shareholders through the implementation of GCG principles based on the Company's Governance Guidelines and Code of Conduct. **[G-08]**

Throughout the reporting period, WIKA Beton demonstrated solid governance performance, as reflected in the absence of violations or material legal sanctions that could significantly affect its business operations. This underscores the Company's consistent commitment to upholding integrity across all operational processes. **[2-27]**

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Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Positive
Contribution
to Employees,
Customers, and
Communities



TATA KELOLA PERUSAHAAN

Corporate Governance

WIKI Beton menegakkan praktik tata kelola yang tangguh sebagai landasan dalam mengelola bisnis secara terbuka, bertanggung jawab, dan berkesinambungan. Kerangka tata kelola tersebut disusun dengan mengacu pada ketentuan dalam Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, serta menerapkan model dua pimpinan (*two boards system*) yang memisahkan peran pengawasan dan pelaksanaan. Melalui pembagian fungsi antara Dewan Komisaris dan Direksi yang terjabarkan secara jelas dalam Anggaran Dasar serta regulasi yang berlaku, Perseroan memastikan setiap proses dijalankan dengan profesional dan sesuai prinsip tata kelola yang baik. [\[2-9, 2-12, 2-18\]](#)

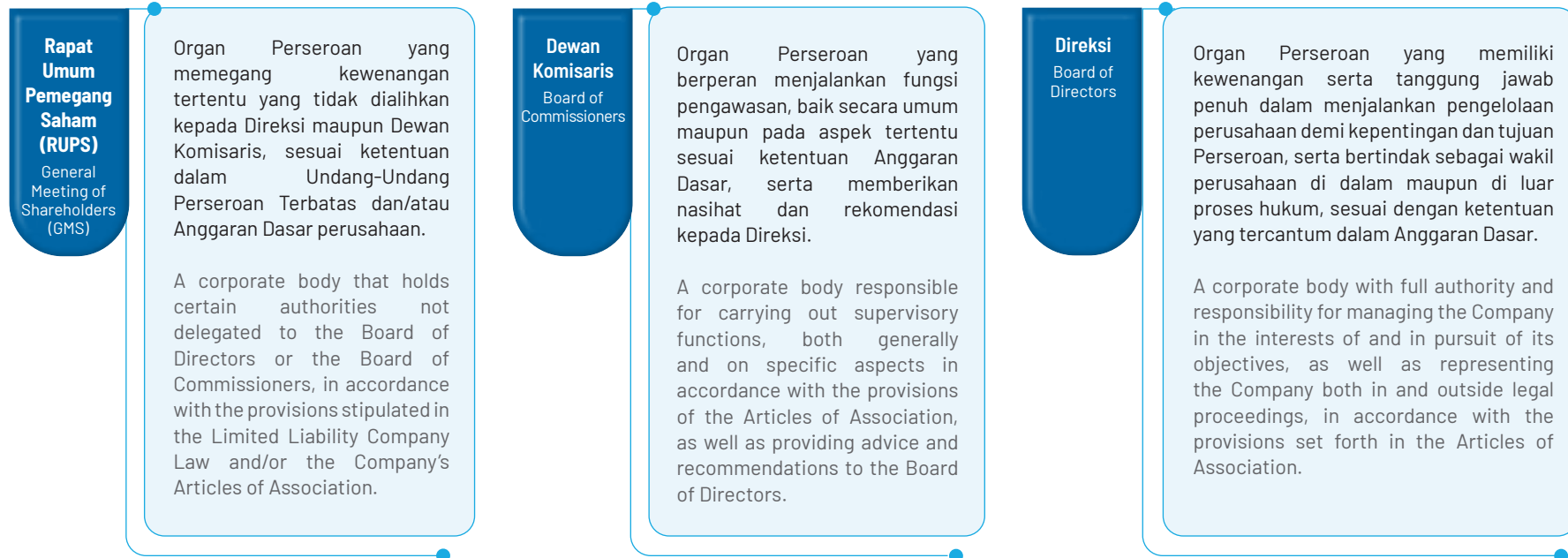
WIKI Beton upholds robust governance practices as the foundation for managing its business in a transparent, accountable, and sustainable manner. The governance framework is established in accordance with Law No. 40 of 2007 on Limited Liability Companies and adopts a two-tier board system that clearly separates supervisory and management functions. Through the defined roles and responsibilities of the Board of Commissioners and the Board of Directors, as stipulated in the Articles of Association and applicable regulations, the Company ensures that all processes are carried out professionally and in line with good governance principles. [\[2-9, 2-12, 2-18\]](#)



ORGAN UTAMA TATA KELOLA MAIN GOVERNANCE BODIES

Di WIKA Beton, terdapat tiga organ utama yang menjadi pilar tata kelola, di antaranya Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi dengan masing-masing wewenang sebagai berikut:

At WIKA Beton, three main bodies serve as the pillars of governance, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors, each with the following authorities and responsibilities:



WIKA Beton menerapkan sistem tata kelola yang tegas dan terstruktur melalui penetapan peran dan tanggung jawab yang jelas antara Dewan Komisaris dan Direksi. Mengacu pada prinsip-prinsip GCG, pemisahan fungsi antara kedua organ tersebut memastikan terciptanya mekanisme pengawasan dan pengambilan keputusan yang seimbang (*check and balance*) dalam menetapkan kebijakan strategis perusahaan. Dalam menjalankan tugasnya, Dewan Komisaris berfokus pada fungsi pengawasan serta pemberian arahan strategis, sementara Direksi bertanggung jawab atas pengelolaan operasional sehari-hari dan implementasi visi Perseroan. **[G-03]**

WIKA Beton implements a clear and structured governance system by establishing well-defined roles and responsibilities between the Board of Commissioners and the Board of Directors. In line with GCG principles, the separation of functions between these two bodies ensures a balanced check-and-balance mechanism in the formulation of the Company's strategic policies. In carrying out its duties, the Board of Commissioners focuses on supervisory functions and providing strategic direction, while the Board of Directors is responsible for managing daily operations and implementing the company's vision. **[G-03]**



Kewenangan dan tanggung jawab Direksi dituangkan secara rinci dalam SK Tugas dan Wewenang Direksi (SK.01.01/WB-0A.0060/2025) dan *Board Manual*. Rancangan pemisahan fungsi ini ditujukan untuk memperkuat independensi, meningkatkan akuntabilitas, serta mengoptimalkan efektivitas tata kelola, sehingga perusahaan mampu mencapai target jangka panjang dan menciptakan nilai berkelanjutan bagi para pemegang saham. **[6-03]**

PRINSIP KEBERAGAMAN DAN INKLUSI

PRINCIPLES OF DIVERSITY AND INCLUSION

Dalam menjalankan keberlanjutan usaha, WIKa Beton memastikan bahwa Dewan Komisaris dan Direksi terbentuk dari individu dengan latar belakang yang beragam. Keberagaman tersebut mencakup berbagai aspek, seperti:

- Latar Belakang Budaya dan Etnis
- Agama
- Kelompok dan Golongan
- Status Sosial Ekonomi
- Status Pernikahan
- Gender
- Bahasa
- Ras
- Kompetensi dan Pengalaman
- Pilihan Politik, serta
- Kondisi Disabilitas.

Perseroan memandang keragaman perspektif dan nilai sebagai aset penting yang memperkaya proses pengambilan keputusan dan mendukung keberlanjutan jangka panjang. Komitmen terhadap keberagaman dan inklusivitas diwujudkan melalui proses penunjukan anggota Dewan Komisaris dan Direksi yang dilakukan secara profesional dan transparan, berdasarkan kapabilitas serta integritas calon. Tahapan seleksi dilaksanakan secara ketat oleh Komite Nominasi, Remunerasi, dan GCG PT Wijaya Karya (Persero) Tbk selaku perusahaan induk, dengan menetapkan standar kinerja dan kompetensi sebagai dasar utama. Dengan pendekatan ini, WIKa Beton memastikan bahwa struktur kepemimpinan diisi oleh individu yang mampu memberikan kontribusi optimal bagi kemajuan Perusahaan. **[2-10]**

The authority and responsibilities of the Board of Directors are detailed in the Decree on the Duties and Authorities of the Board of Directors (SK.01.01/WB-0A.0060/2025) and the Board Manual. This delineation of roles is intended to strengthen independence, enhance accountability, and optimize governance effectiveness, enabling the Company to achieve its long-term objectives and create sustainable value for shareholders. **[6-03]**

In conducting its business sustainably, WIKa Beton ensures that the Board of Commissioners and the Board of Directors are composed of individuals with diverse backgrounds. This diversity encompasses various aspects, including:

- Cultural and Ethnic Background
- Religion
- Groups and Social Class
- Socioeconomic Status
- Marital Status
- Gender
- Language
- Race
- Competencies and Experience
- Political Affiliation, and
- Disability Status.

The Company views diversity of perspectives and values as an important asset that enriches the decision-making process and supports long-term sustainability. The commitment to diversity and inclusiveness is reflected through the appointment process of members of the Board of Commissioners and the Board of Directors, which is conducted professionally and transparently based on the candidates' capabilities and integrity. The selection process is carried out rigorously by the Nomination, Remuneration, and GCG Committee of PT Wijaya Karya (Persero) Tbk as the parent company, with performance standards and competencies established as the primary basis. Through this approach, WIKa Beton ensures that its leadership structure is filled by individuals who are able to contribute optimally to the advancement of the Company. **[2-10]**

KEBIJAKAN KEBERAGAMAN DAN INKLUSI

DIVERSITY AND INCLUSION POLICY

PT Wijaya Karya Beton Tbk menetapkan kebijakan yang menegaskan komitmen terhadap penerapan prinsip keberagaman dan inklusi dalam susunan Dewan Komisaris dan Direksi, yang mencakup aspek-aspek berikut:

1. Perseroan menghormati latar belakang sosial, ekonomi, budaya, politik dan keterampilan Dewan Komisaris dan Direksi Perusahaan.
2. Perseroan memberikan kesempatan seluas-luasnya pada keberagaman suara dalam kontribusi Dewan Komisaris dan Direksi dalam merumuskan kebijakan bagi keberlanjutan Perusahaan.
3. Perseroan menjamin kesetaraan Dewan Komisaris dan Direksi dalam menciptakan lingkungan Perusahaan yang bernilai.
4. Perseroan mendukung keberagaman dan kesetaraan Dewan Komisaris dan Direksi dalam menciptakan kebijakan bagi Perusahaan.
5. Perseroan menjaga kesetaraan gender dalam menjalankan setiap proses pengambilan kebijakan Perusahaan oleh Jajaran Direksi.
6. Perseroan menjamin inklusivitas nilai dan sudut pandang Direksi dalam menentukan kebijakan Perusahaan yang berkelanjutan.
7. Perseroan memastikan tidak ada diskriminasi atas keberagaman sudut pandang dan latar belakang Dewan Komisaris dan Direksi dalam proses pengambilan kebijakan Perusahaan yang Berkelanjutan.

PT Wijaya Karya Beton Tbk has established a policy that affirms its commitment to implementing the principles of diversity and inclusion within the composition of the Board of Commissioners and the Board of Directors, covering the following aspects:

1. The Company respects the social, economic, cultural, political, and professional backgrounds of the members of the Board of Commissioners and the Board of Directors.
2. The Company provides broad opportunities for diverse perspectives to contribute to the Board of Commissioners' and Board of Directors' role in formulating policies that support the Company's sustainability.
3. The Company ensures equal standing among members of the Board of Commissioners and the Board of Directors in fostering a value-driven corporate environment.
4. The Company supports diversity and equality within the Board of Commissioners and the Board of Directors in shaping corporate policies.
5. The Company maintains gender equality in every policy-making process carried out by the Board of Directors.
6. The Company ensures the inclusiveness of values and perspectives within the Board of Directors in determining sustainable corporate policies.
7. The Company ensures that no discrimination arises from differences in perspectives or backgrounds among members of the Board of Commissioners and the Board of Directors in the Company's sustainable policy-making process.

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KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

COMPOSITION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Berikut merupakan komposisi Dewan Komisaris dan Direksi WIKI Beton per 31 Desember 2025:

The following is the composition of WIKI Beton's Board of Commissioners and Board of Directors as of December 31, 2025:

Komposisi Dewan Komisaris [2-9, 405-1]

Composition of the Board of Commissioners

Nama Name	Jenis Kelamin Gender	Jabatan Position	Masa Jabatan Term of Office	Latar Belakang Pendidikan Educational Background	Keahlian Expertise	Pengalaman Experience
Wilan Oktavian	Laki-laki Male	Komisaris Utama President Commissioner	2025-2030	<ul style="list-style-type: none"> Master of Public Policy University of Southern California Sarjana Teknik Sipil, Institut Teknologi Bandung Master of Public Policy, University of Southern California Bachelor's Degree in Civil Engineering, Institut Teknologi Bandung 	Teknik Sipil Civil Engineering	<ul style="list-style-type: none"> Direktur Jalan Bebas Hambatan, Direktorat Jenderal Bina Marga, Kementerian Umum dan Perumahan Rakyat (2024-2025) Direktur Sistem dan Strategi Penyelenggaraan Jalan dan Jembatan, Direktorat Jenderal Bina Marga, Kementerian Umum dan Perumahan Rakyat (2023-2024) Kepala Balai Besar Pelaksanaan Jalan Nasional DKI Jakarta - Jawa Barat, Direktorat Jenderal Bina Marga, Kementerian Umum dan Perumahan Rakyat (2021-2023) Kepala Subdirektorat Strategi, Program, dan Anggaran, Direktorat Sistem dan Strategi Penyelenggaraan Jalan dan Jembatan, Direktorat Jenderal Bina Marga, Kementerian Pekerjaan Umum dan Perumahan Rakyat (2020-2021) Director of Toll Roads, Directorate General of Highways, Ministry of Public Works and Housing (2024-2025) Director of Road and Bridge Delivery Systems and Strategy, Directorate General of Highways, Ministry of Public Works and Housing (2023-2024) Head of the National Road Implementation Center for DKI Jakarta-West Java, Directorate General of Highways, Ministry of Public Works and Housing (2021-2023) Head of Subdirectorate for Strategy, Program, and Budget, Directorate of Road and Bridge Delivery Systems and Strategy, Directorate General of Highways, Ministry of Public Works and Housing (2020-2021)

Nama Name	Jenis Kelamin Gender	Jabatan Position	Masa Jabatan Term of Office	Latar Belakang Pendidikan Educational Background	Keahlian Expertise	Pengalaman Experience
Tjja Marwan	Laki-laki Male	Komisaris Commissioner	2025-2030	<ul style="list-style-type: none"> Sarjana Ekonomi Management Universitas Katolik Indonesia Atma Jaya Bachelor's Degree in Management, Faculty of Economics, Universitas Katolik Indonesia Atma Jaya 	Ilmu Ekonomi Economics	<ul style="list-style-type: none"> Chief Marketing Officer, PT Dharmesta Swasti Mandiri (2023-2025) Director & Executive Advisor, PT Denso Sales Indonesia (2011-2022) Chief Marketing, PT Kayaba Indonesia (2008-2011) Deputy CEO, PT Astra Autoparts Tbk Divisi Astra Niaga (2004-2008) Chief Marketing Officer, PT Dharmesta Swasti Mandiri (2023-2025) Director and Executive Advisor, PT Denso Sales Indonesia (2011-2022) Chief Marketing, PT Kayaba Indonesia (2008-2011) Deputy CEO, PT Astra Autoparts Tbk, Astra Niaga Division (2004-2008)
Dwi Gawan Islandhi H.B.	Laki-laki Male	Komisaris Independen Independent Commissioner	2025-2030	<ul style="list-style-type: none"> Sarjana Arsitektur Universitas Pancasila Bachelor's Degree in Architecture, Universitas Pancasila 	Arsitektur Architecture	<ul style="list-style-type: none"> Arsitek, Individu (1991-2026) Architect, Independent (1991-2026)

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Komposisi Direksi [2-9, 405-1]

Composition of the Board of Directors

Nama Name	Jenis Kelamin Gender	Jabatan Position	Masa Jabatan Term of Office	Latar Belakang Pendidikan Educational Background	Keahlian Expertise	Pengalaman Experience
Kuntjara	Laki-laki Male	Direktur Utama President Director	2022-2027	<ul style="list-style-type: none"> Magister Manajemen di bidang Pemasaran, Universitas Diponegoro (2007) Sarjana Teknik Sipil, Institut Teknologi Bandung (1995) Master's Degree in Management (Marketing), Universitas Diponegoro (2007) Bachelor's Degree in Civil Engineering, Institut Teknologi Bandung (1995) 	Teknik Sipil Civil Engineering	<ul style="list-style-type: none"> Direktur Utama PT Wijaya Karya Beton Tbk (2022-sekarang) Direktur Pemasaran & Pengembangan PT Wijaya Karya Beton Tbk (2020-2022) Komisaris PT Citra Lautan Teduh (2017-Juni 2022) Direktur Pemasaran PT Wijaya Karya Beton Tbk (2017-2020) Manajer Biro Penjualan PT Wijaya Karya Beton Tbk (2013-2017) Manajer Wilayah Penjualan III PT Wijaya Karya Beton Tbk (2012-2013) President Director, PT Wijaya Karya Beton Tbk (2022-present) Director of Marketing & Development, PT Wijaya Karya Beton Tbk (2020-2022) Commissioner, PT Citra Lautan Teduh (2017-June 2022) Director of Marketing, PT Wijaya Karya Beton Tbk (2017-2020) Sales Bureau Manager, PT Wijaya Karya Beton Tbk (2013-2017) Regional Sales Manager III, PT Wijaya Karya Beton Tbk (2012-2013)
Rija Judaswara	Laki-laki Male	Direktur Pemasaran & Pengembangan Director of Marketing & Business Development	2022-2027	<ul style="list-style-type: none"> Sarjana Teknik jurusan Teknik Sipil, Universitas Gadjah Mada (1989- 1995) Bachelor's Degree in Civil Engineering, Universitas Gadjah Mada (1989- 1995) 	Teknik Sipil Civil Engineering	<ul style="list-style-type: none"> Direktur Pemasaran & Pengembangan PT Wijaya Karya Beton Tbk (2022-sekarang) Komisaris PT Citra Lautan Teduh (2023-sekarang) Manajer Biro Penjualan PT Wijaya Karya Beton Tbk (2019-2022) Manajer Wilayah Penjualan III PT Wijaya Karya Beton Tbk (2016-2019) Manajer Wilayah Penjualan II PT Wijaya Karya Beton Tbk (2013-2016)



Tata Kelola untuk Integritas Berkelanjutan
Governance for Sustainable Integrity

Menjaga Lingkungan Secara Bertanggung Jawab
Responsible Environmental Stewardship

Membangun Dampak Positif Bagi Karyawan, Pelanggan, dan Masyarakat
Creating Positive Impact for Employees, Customers, and Communities

Nama Name	Jenis Kelamin Gender	Jabatan Position	Masa Jabatan Term of Office	Latar Belakang Pendidikan Educational Background	Keahlian Expertise	Pengalaman Experience
Syailendra Ogan	Laki-laki Male	Direktur Keuangan, Human Capital, & Manajemen Risiko Director of Finance, Human Capital, & Risk Management	2024-2029	<ul style="list-style-type: none"> Magister (S2) Manajemen, Universitas Bina Nusantara (2023) Sarjana (S1) Akuntansi, Universitas Ibnu Khaldun (2003) Master's Degree in Management, Universitas Bina Nusantara (2023) Bachelor's Degree in Accounting, Universitas Ibnu Khaldun (2003) 	Manajemen Management	<ul style="list-style-type: none"> Director of Marketing & Business Development, PT Wijaya Karya Beton Tbk (2022-present) Commissioner, PT Citra Lautan Teduh (2023-present) Sales Bureau Manager, PT Wijaya Karya Beton Tbk (2019-2022) Regional Sales Manager III, PT Wijaya Karya Beton Tbk (2016-2019) Regional Sales Manager II, PT Wijaya Karya Beton Tbk (2013-2016)
Agus Pramono	Laki-laki Male	Direktur Operasi & Supply Chain Management Director of Operations & Supply Chain Management	2024-2029	<ul style="list-style-type: none"> Sarjana (S1) Teknik Sipil, Universitas Gadjah Mada (1995) Bachelor's Degree in Civil Engineering, Universitas Gadjah Mada (1995) 	Teknik Sipil Civil Engineering	<ul style="list-style-type: none"> Direktur Operasi & Supply Chain Management, PT Wijaya Karya Beton Tbk. (2024-sekarang) Komisaris PT Wijaya Karya Krakatau Beton (2024-sekarang)

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Nama Name	Jenis Kelamin Gender	Jabatan Position	Masa Jabatan Term of Office	Latar Belakang Pendidikan Educational Background	Keahlian Expertise	Pengalaman Experience
Verly Widiantoro	Laki-laki Male	Direktur Teknik & Produksi Director of Engineering & Production	2023-2028	<ul style="list-style-type: none"> Magister (S2) Business Administration, Universitas Gadjah Mada (2021-2022) Magister (S2) Teknik, Universitas Indonesia (2018-2021) Sarjana (S1) Teknik jurusan Teknik Sipil, Universitas Gadjah Mada (2001-2006) Master's Degree in Business Administration, Universitas Gadjah Mada (2021-2022) Master's Degree in Engineering, Universitas Indonesia (2018-2021) Bachelor's Degree in Civil Engineering, Universitas Gadjah Mada (2001-2006) 	Teknik Sipil Civil Engineering	<ul style="list-style-type: none"> Direktur Utama, PT Wijaya Karya Industri dan Konstruksi (2023) Direktur Produksi, PT Wijaya Karya Industri dan Konstruksi (2021-2023) Manajer Biro Supply Chain Management, PT Wijaya Karya Beton Tbk (2020-2021) Director of Operations & Supply Chain Management, PT Wijaya Karya Beton Tbk (2024-present) Commissioner, PT Wijaya Karya Krakatau Beton (2024-present) President Director, PT Wijaya Karya Industri dan Konstruksi (2023) Director of Production, PT Wijaya Karya Industri dan Konstruksi (2021-2023) Supply Chain Management Bureau Manager, PT Wijaya Karya Beton Tbk (2020-2021)
						<ul style="list-style-type: none"> Direktur Teknik & Produksi PT Wijaya Karya Beton Tbk (2023-sekarang) Komisaris PT Wijaya Karya Komponen Beton (2023-Sekarang) Manajer Pabrik Produk Beton Bogor PT Wijaya Karya Beton Tbk (2022-2023) Manajer Pabrik Produk Beton Subang PT Wijaya Karya Beton Tbk (2017-2022) Manajer Proyek Pembangunan Pabrik Produk Beton Subang PT Wijaya Karya Beton Tbk (2016-2017) Director of Engineering & Production, PT Wijaya Karya Beton Tbk (2023-present) Commissioner, PT Wijaya Karya Komponen Beton (2023-present) Manager of Bogor Concrete Products Plant, PT Wijaya Karya Beton Tbk (2022-2023) Manager of Subang Concrete Products Plant, PT Wijaya Karya Beton Tbk (2017-2022) Project Manager for the Construction of the Subang Concrete Products Plant, PT Wijaya Karya Beton Tbk (2016-2017)



Keberagaman Dewan Komisaris dan Direksi [G-01]

Diversity of the Board of Commissioners and Board of Directors

Manajemen Perusahaan Company Management	Laki-laki Male	Perempuan Female	Jumlah Pihak Independen Independent Members
Komisaris Board of Commissioners	3	-	1
Direksi Board of Directors	5	-	-

Pada tahun 2025, WIKA Beton telah memiliki keterwakilan perempuan pada jajaran Dewan Komisaris. Namun sejak RUPS Tahun Buku 2024 pada 26 Juni 2025 atas Keputusan Pemegang Saham, terjadi perubahan susunan Dewan Komisaris, dimana belum terdapat keterwakilan perempuan pada jajaran Dewan Komisaris. Pada jajaran Direksi di tahun 2025 juga belum terdapat keterwakilan perempuan. Kondisi tersebut dipengaruhi oleh kebijakan penugasan yang dinamis. Namun demikian, WIKA Beton tetap menegaskan komitmennya untuk mendukung prinsip keberagaman dan inklusivitas dalam tata kelola perusahaan, termasuk pada tingkat kepemimpinan, sebagai bagian dari penguatan praktik ESG ke depan.

In 2025, WIKA Beton previously had female representation on the Board of Commissioners. However, following the Annual GMS for Fiscal Year 2024 held on 26 June 2025, changes were made to the composition of the Board of Commissioners based on the Shareholders' resolution, resulting in no female representation currently serving on the Board of Commissioners. In addition, there was also no female representation within the Board of Directors in 2025. These conditions were influenced by the dynamic nature of assignment policies. Nevertheless, WIKA Beton continues to affirm its commitment to supporting the principles of diversity and inclusion in corporate governance, including at the leadership level, as part of strengthening ESG practices going forward.

Total Kehadiran Direksi dan Dewan Komisaris ke Rapat Dewan [G-02]

Total Attendance of the Board of Directors and Board of Commissioners at Board Meetings

Uraian Description	Jumlah Rapat Dewan Number of Board Meetings	Rata-rata Persentase Kehadiran Direksi/Dewan Komisaris dalam Rapat Dewan (%) Average Attendance Percentage of the Board of Directors/ Board of Commissioners at Board Meetings (%)
Jumlah Kehadiran Direksi ke Rapat Dewan Attendance of the Board of Directors at Board Meetings	21	99,05%
Jumlah Kehadiran Dewan Komisaris ke Rapat Dewan Attendance of the Board of Commissioners at Board Meetings	12	100%
Jumlah Kehadiran Direksi dan Dewan Komisaris dalam Rapat Gabungan Dewan Attendance of the Board of Directors and Board of Commissioners at Joint Board Meetings	12	98,9%

KRITERIA NOMINASI DAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [2-10][G-06]

CRITERIA FOR THE NOMINATION AND REMUNERATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Pemilihan anggota Direksi dan Dewan Komisaris pada perusahaan yang berada dalam lingkup Badan Usaha Milik Negara (BUMN) dilaksanakan dengan mengacu pada Peraturan Menteri BUMN PER-3/MBU/03/2023. Proses seleksi dilakukan secara ketat berdasarkan kompetensi, integritas, dan profesionalisme untuk memastikan setiap kandidat memiliki kemampuan yang memadai dalam menjalankan mandat dan tanggung jawabnya. Sejumlah kriteria utama yang menjadi dasar seleksi mencakup:

1. Kompetensi dan pengalaman – Menguasai bidang yang relevan serta memiliki rekam jejak profesional yang kuat.
2. Integritas dan etika – Menjunjung prinsip GCG serta bebas dari catatan pelanggaran.
3. Kepemimpinan dan visi strategis – Mampu mengembangkan arah dan strategi perusahaan dengan kepemimpinan efektif.
4. Komitmen dan independensi – Bersedia berperan aktif tanpa konflik kepentingan.
5. Kepatuhan hukum – Memenuhi seluruh ketentuan administratif dan regulasi yang berlaku.

Selain kualifikasi tersebut, calon anggota Direksi juga wajib memenuhi persyaratan formal, antara lain:

- Merupakan individu perseorangan yang cakap secara hukum.
- Tidak pernah dinyatakan pailit atau terlibat dalam kepailitan perusahaan dalam lima tahun terakhir.
- Tidak pernah menjadi anggota Direksi dan Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan BUMN, Anak Perusahaan atau badan usaha lainnya mengalami kepailitan dalam 5 tahun terakhir sebelum pengangkatan.
- Tidak pernah dihukum atas tindak pidana yang merugikan keuangan negara, BUMN, Anak Perusahaan, badan usaha lain, dan/atau sektor keuangan dalam 5 tahun terakhir sebelum pengangkatan.

Selain itu, pengaturan remunerasi bagi Direksi dan Dewan Komisaris diatur berdasarkan Peraturan Menteri BUMN PER-13/MBU/09/2021 mengenai pedoman penetapan penghasilan bagi organ BUMN, serta mempertimbangkan arahan dari PT Wijaya Karya (Persero) Tbk sebagai perusahaan induk melalui Komite Nominasi, Remunerasi, dan GCG yang ditetapkan melalui RUPS. Rincian lengkap terkait

The appointment of members of the Board of Directors and the Board of Commissioners within State-Owned Enterprises (BUMN) is conducted in accordance with Regulation of the Minister of SOEs No. PER-3/MBU/03/2023. The selection process is carried out rigorously based on competence, integrity, and professionalism to ensure that each candidate possesses the capability to effectively carry out their mandate and responsibilities. Key criteria used in the selection process include:

1. Competence and experience – Demonstrating expertise in relevant fields and a strong professional track record.
2. Integrity and ethics – Upholding the principles of GCG and having no record of violations.
3. Leadership and strategic vision – Possessing the ability to develop the Company's direction and strategy through effective leadership.
4. Commitment and independence – Willing to actively perform their roles without conflicts of interest.
5. Legal compliance – Meeting all applicable administrative and regulatory requirements.

In addition to the above qualifications, prospective members of the Board of Directors must also meet the following formal requirements:

- An individual who is legally competent.
- Have not been declared bankrupt or involved in a company bankruptcy within the last five years.
- Have not served as a member of the Board of Directors or the Board of Commissioners/Board of Supervisors who was found responsible for causing a SOEs, its subsidiary, or other business entity to become bankrupt within the last five years prior to appointment.
- Have not been convicted of a criminal offense that resulted in losses to state finances, SOEs, subsidiaries, other business entities, and/or the financial sector within the last five years prior to appointment.

Furthermore, the remuneration arrangements for the Board of Directors and the Board of Commissioners are governed by the Regulation of the Minister of SOEs No. PER-13/MBU/09/2021 concerning the guidelines for determining compensation for SOEs governing bodies, while also taking into account the direction from PT Wijaya Karya (Persero) Tbk as the parent company through The Nomination, Remuneration,

mekanisme nominasi, seleksi, serta penetapan remunerasi dapat dirujuk pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan 2025. [2-10, 2-19, 2-20]

and GCG Committee that determined through the GMS. Further details regarding the nomination, selection, and remuneration determination mechanisms can be found in the Corporate Governance Chapter of the 2025 Annual Report. [2-10, 2-19, 2-20]

Rasio Kompensasi Total Tahunan [2-21] Annual Total Compensation Ratio

Uraian Description	Rasio Ratio
Rasio kompensasi total tahunan bagi individu dengan bayaran tertinggi di organisasi terhadap median (nilai tengah) total kompensasi tahunan untuk semua karyawan (tidak termasuk individu dengan bayaran tertinggi). Ratio of the annual total compensation of the highest-paid individual in the organization to the median annual total compensation of all employees (excluding the highest-paid individual).	5,35:1
Rasio kenaikan persentase dalam kompensasi total tahunan bagi individu dengan bayaran tertinggi di organisasi terhadap kenaikan persentase median (nilai tengah) total kompensasi tahunan untuk semua karyawan (tidak termasuk individu dengan bayaran tertinggi). Ratio of the percentage increase in the annual total compensation of the highest-paid individual in the organization to the percentage increase in the median annual total compensation of all employees (excluding the highest-paid individual).	1:1

Dalam periode pelaporan, WIKA Beton masih berfokus pada pemberian kompensasi jangka pendek kepada Dewan Direksi sesuai dengan ketentuan, kebijakan internal, dan regulasi yang berlaku. Perseroan juga tengah melakukan kajian terkait pengembangan skema kompensasi berbasis kinerja, termasuk *long-term incentives* (LTI) mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023, sebagai bagian dari penyelarasan praktik remunerasi dengan tata kelola perusahaan.

During the reporting period, WIKA Beton continued to focus on providing short-term compensation to the Board of Directors in accordance with applicable provisions, internal policies, and regulations. The Company is also conducting an assessment on the development of performance-based compensation schemes, including long-term incentives (LTI), with reference to Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023, as part of aligning its remuneration practices with corporate governance principles.

PENILAIAN DEWAN KOMISARIS DAN DIREKSI [6-04] EVALUATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

WIKA Beton melakukan evaluasi kinerja Dewan Komisaris dan Direksi satu kali dalam setahun melalui dua mekanisme, yaitu penilaian oleh Rapat Umum Pemegang Saham (RUPS) dan penilaian berbasis *key performance indicator* (KPI). Penilaian oleh RUPS dilakukan oleh Pemegang Saham sebagai fungsi pengawasan tertinggi dan menjadi dasar penetapan remunerasi serta keputusan penunjukan kembali atau pemberhentian Direksi dan Dewan Komisaris. Selanjutnya, penilaian berbasis

WIKA Beton conducts an annual performance evaluation of the Board of Commissioners and the Board of Directors through two mechanisms, namely assessment by the General Meeting of Shareholders (GMS) and performance evaluation based on Key Performance Indicators (KPIs). The GMS assessment is conducted by shareholders as part of their highest supervisory authority and serves as the basis for determining remuneration, as well as decisions on the

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KPI yang disusun berdasarkan kontrak manajemen digunakan untuk mengukur aspek strategis, termasuk kontribusi terhadap pencapaian tujuan Perseroan, efektivitas pengawasan dan pengambilan keputusan, serta kepatuhan terhadap prinsip tata kelola dan peraturan. Secara keseluruhan, hasil evaluasi dimanfaatkan untuk peningkatan kapasitas, penyempurnaan kebijakan, dan penguatan strategi Perseroan. [2-18]

reappointment or dismissal of members of the Board of Directors and the Board of Commissioners. In addition, KPI-based evaluations, developed in accordance with management contracts, are used to assess strategic aspects, including contributions to the achievement of the Company's objectives, the effectiveness of oversight and decision-making, and compliance with governance principles and applicable regulations. Overall, the evaluation results are utilized to strengthen capabilities, refine policies, and enhance the Company's strategic direction. [2-18]

TATA KELOLA KEBERLANJUTAN

Sustainability Governance

WIKI Beton mengambil langkah strategis dalam memperkuat implementasi keberlanjutan dengan membentuk Komite *Environmental, Social, and Governance* (ESG) sebagai organ pendukung tata kelola yang berfokus pada agenda ESG. Komite ini dipimpin langsung oleh Direktur Utama sebagai ketua, serta mendapatkan pengawasan langsung oleh Dewan Komisaris dengan anggota yang terdiri dari jajaran Direksi untuk memastikan arah kebijakan keberlanjutan berada pada tingkat pengambilan keputusan strategis. Struktur tersebut mencerminkan komitmen Perseroan untuk menempatkan keberlanjutan sebagai prioritas utama dalam pengelolaan bisnis.

WIKI Beton has taken strategic steps to strengthen the implementation of sustainability by establishing a Environmental, Social, and Governance (ESG) Committee as a governance-supporting body focused on ESG initiatives. The Committee is chaired directly by the President Director, with members comprising the Board of Directors to ensure that sustainability policies are guided at the strategic decision-making level. This structure reflects the Company's commitment to positioning sustainability as a key priority in managing its business.

Keberadaan Komite ESG diperkuat oleh peran *Chief of Sustainability Officer* dan Sekretaris Komite yang bertanggung jawab dalam koordinasi pelaksanaan program dan pengelolaan agenda keberlanjutan di seluruh lini operasional. Melalui struktur yang terintegrasi dan pengawasan yang intensif, WIKI Beton memastikan implementasi prinsip ESG berjalan efektif, terukur, dan selaras dengan tujuan jangka panjang Perusahaan serta memberikan kontribusi nyata bagi pemangku kepentingan dan lingkungan. [E.1]

The ESG Committee is further supported by the roles of the Chief Sustainability Officer and Committee Secretary, who are responsible for coordinating the implementation of programs and managing the sustainability agenda across all operational lines. Through this integrated structure and close oversight, WIKI Beton ensures that ESG principles are implemented effectively, in a measurable manner, and aligned with the Company's long-term objectives, while delivering tangible contributions to stakeholders and the environment. [E.1]



Berlandaskan transparansi dan kepatuhan, Komite ESG memiliki tugas utama:

1. Menyusun strategi dan kebijakan keberlanjutan (lingkungan, sosial, dan tata kelola/ESG).
2. Memastikan implementasi program ESG mencapai target dan standar.
3. Melaksanakan evaluasi dan pelaporan berkala kepada Dewan Direksi dan pemangku kepentingan.
4. Menjamin kepatuhan terhadap semua regulasi keberlanjutan yang berlaku.

Based on transparency and compliance principles, the ESG Committee has the following key responsibilities:

1. Formulating sustainability strategies and policies (environmental, social, and governance/ESG).
2. Ensuring the implementation of ESG programs achieves the established targets and standards.
3. Conducting periodic evaluations and reporting to the Board of Directors and stakeholders.
4. Ensuring compliance with all applicable sustainability regulations.

KOMITE ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE

Untuk memastikan implementasi keberlanjutan dalam kegiatan operasional, WIKA Beton membentuk Komite ESG sebagai pusat koordinasi agenda ESG. Komite ini dipimpin oleh Presiden Direktur, diawasi oleh Dewan Komisaris melalui Komite Nominasi, Remunerasi, dan Pemantau Risiko, dan didukung oleh jajaran manajemen, unit strategis, serta perwakilan entitas anak, sehingga strategi keberlanjutan dapat diimplementasikan secara selaras dan terintegrasi di seluruh operasi. Sebagai badan tata kelola tertinggi, Presiden Direktur secara berkala meninjau efektivitas pelaksanaan strategi dan program keberlanjutan, sekurang-kurangnya setiap 6 (enam) bulan sekali, guna memastikan keselarasan dengan tujuan yang ditetapkan serta mendorong perbaikan berkelanjutan. [2-12]

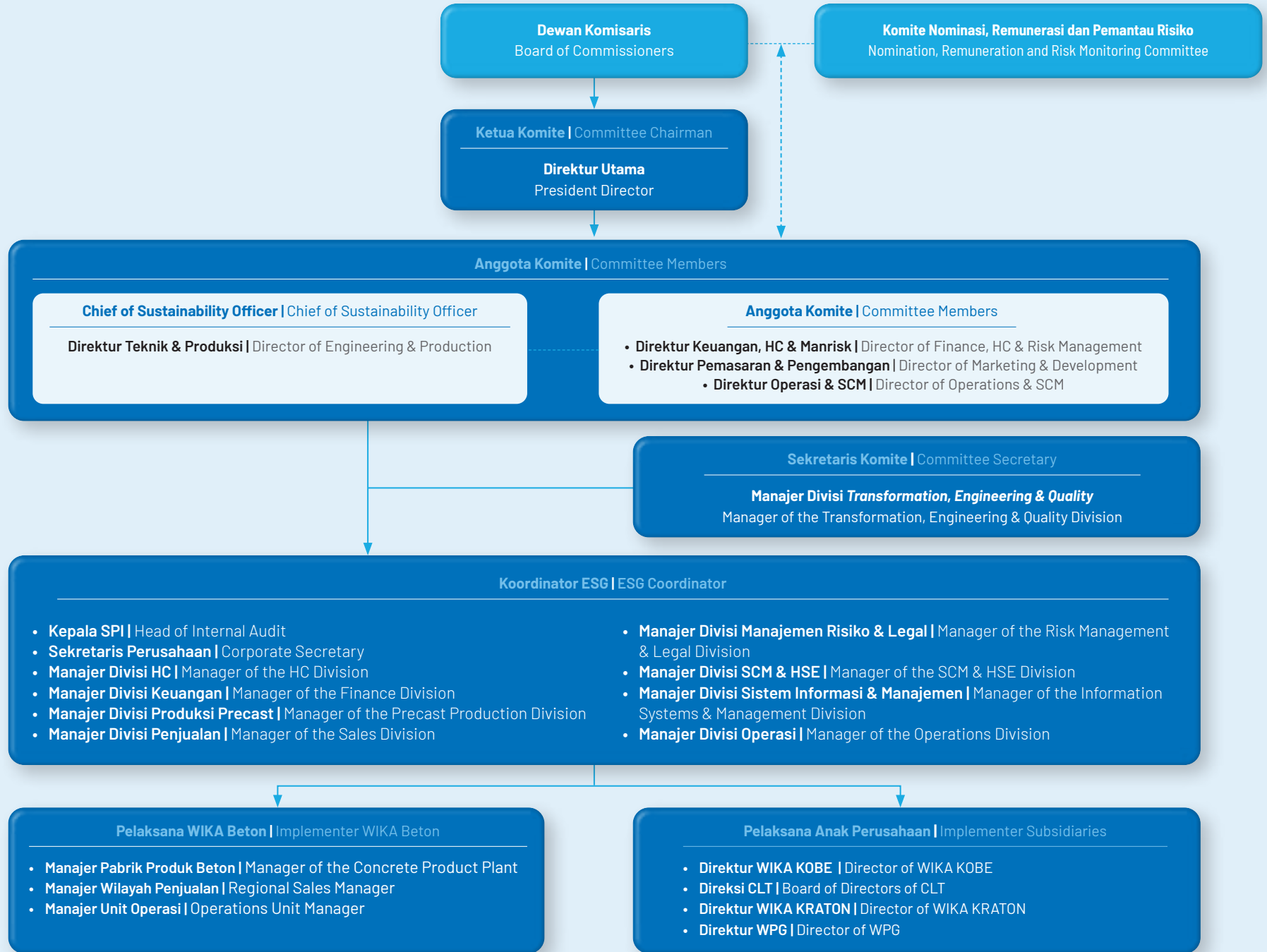
Melalui peran komite tersebut, berbagai program keberlanjutan dapat dipantau, dievaluasi, dan dikembangkan secara konsisten agar pelaksanaannya tetap efektif dan dapat diukur. Penjelasan lebih lengkap mengenai struktur, tugas, dan mekanisme kerja Komite ESG tersedia pada bab Tata Kelola yang Baik, bagian Tata Kelola Keberlanjutan.

To ensure the effective implementation of sustainability across its operational activities, WIKA Beton has established an ESG Committee as the central coordinating body for its ESG agenda. The Committee is chaired by the President Director, overseen by the Board of Commissioners through the Nomination, Remuneration, and Risk Monitoring Committee, and supported by management, strategic units, and representatives from subsidiaries, thereby enabling the consistent and integrated implementation of sustainability strategies across all operations. As the highest governance authority, the President Director periodically reviews the effectiveness of sustainability strategies and program implementation at least once every six months, in order to ensure alignment with established objectives and to promote continuous improvement. [2-12]

Through the role of this committee, various sustainability programs can be monitored, evaluated, and continuously developed to ensure their implementation remains effective and measurable. Further details regarding the structure, responsibilities, and working mechanisms of the ESG Committee are presented in the Good Corporate Governance chapter, under the Sustainability Governance section.

STRUKTUR KOMITE ESG

STRUCTURE OF THE ESG COMMITTEE



Dalam menjalankan peran dan tugasnya sebagai Komite ESG, setiap fungsi organ terdapat didalamnya wewenang dan tanggung jawab ESG sebagai berikut:

1. Dewan Komisaris:

Melakukan pengawasan yang melekat, melalui Komite Nominasi, Remunerasi dan Pemantau Risiko dan memberikan arahan kepada ketua dan anggota komite terkait isu-isu ESG, termasuk pengelolaan risiko dan peluang terkait perubahan iklim.

2. Ketua Komite dan Anggota Komite:

Ketua dan Anggota Komite berwenang untuk memutuskan dan memberi arahan atas target, strategi, *roadmap*, kebijakan, inisiatif serta ukuran kinerja terkait penerapan aspek keberlanjutan termasuk isu perubahan iklim.

3. Chief of Sustainability Officer:

- Mengembangkan strategi keberlanjutan serta isu perubahan iklim: merancang dan menerapkan strategi keberlanjutan jangka pendek, menengah, dan panjang yang sejalan dengan tujuan bisnis secara keseluruhan.
- Membangun dan memelihara hubungan yang kuat dengan pemangku kepentingan internal dan eksternal, seperti investor, pelanggan, pemasok, dan regulator.

4. Sekretaris Komite:

- Melaksanakan arahan Ketua dan Anggota Komite terkait pengelolaan aspek keberlanjutan dan melakukan tugas antara lain perencanaan, monitoring, evaluasi penerapan aspek keberlanjutan, serta pelaporan internal/eksternal.
- Membantu komite dalam mengkaji kepatuhan perusahaan terhadap peraturan dan perundang-undangan terkait keberlanjutan yang berlaku.
- Memberikan laporan berkala kepada Ketua dan Anggota Komite mengenai kemajuan dan isu-isu terkait keberlanjutan.

5. Koordinator ESG:

Mengkoordinasikan implementasi dan laporan inisiatif ESG untuk memastikan agar selaras dengan target keberlanjutan perusahaan.

6. Implementer (WIKa Beton dan Subsidiaries):

- Melaksanakan program dan aktivitas ESG dalam aktivitas keseharian yang mengacu sesuai dengan standar dan pedoman yang telah ditetapkan.
- Melakukan monitoring, evaluasi dan perbaikan secara berkala melalui penyediaan data dan pelaporan laporan ESG.

In carrying out its roles and responsibilities as the ESG Committee, each governing function encompasses specific authorities and responsibilities as follows:

1. Board of Commissioners:

Conducts oversight through the Nomination, Remuneration, and Risk Monitoring Committee, and provides direction to the Committee Chair and members on ESG-related matters, including the management of climate-related risks and opportunities.

2. Committee Chair and Members:

The Chair and members are authorized to determine and provide direction on targets, strategies, roadmaps, policies, initiatives, and performance metrics related to the implementation of sustainability aspects, including climate change issues.

3. Chief Sustainability Officer:

- Develops sustainability and climate-related strategies by designing and implementing short-, medium-, and long-term sustainability strategies aligned with overall business objectives.
- Establishes and maintains strong relationships with internal and external stakeholders, including investors, customers, suppliers, and regulators.

4. Committee Secretary:

- Executes directives from the Committee Chair and members related to sustainability management, including planning, monitoring, evaluation of sustainability implementation, and internal/external reporting.
- Assists the Committee in reviewing the Company's compliance with applicable sustainability-related laws and regulations.
- Provides periodic reports to the Chair and Committee members on progress and sustainability-related issues.

5. ESG Coordinator:

Coordinates the implementation and reporting of ESG initiatives to ensure alignment with the Company's sustainability targets.

6. Implementers (WIKa Beton and Subsidiaries):

- Execute ESG programs and activities in daily operations in accordance with established standards and guidelines.
- Conduct regular monitoring, evaluation, and improvements through data provision and ESG reporting.

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PENANGGUNG JAWAB KEBERLANJUTAN

SUSTAINABILITY ACCOUNTABILITY

WIKa Beton memosisikan keberlanjutan, yang meliputi tanggung jawab ekonomi, sosial, dan lingkungan sebagai fondasi utama dalam setiap aspek operasionalnya. Di bawah kepemimpinan Direksi yang merupakan eksekutif senior sebagai motor utama tata kelola, seluruh unit kerja Perseroan bersinergi untuk memastikan tanggung jawab tersebut terintegrasi dalam setiap kegiatan operasional. [2-11, 2-13][E.1]

WIKa Beton positions sustainability, encompassing economic, social, and environmental responsibilities as a core foundation across all aspects of its operations. Under the leadership of the Board of Directors, as senior executives serving as the primary drivers of governance, all Company work units collaborate to ensure that these responsibilities are integrated into every operational activity. [2-11, 2-13][E.1]

Divisi Division	Tanggung Jawab mencakup Topik Responsibilities Cover the Following Topics
Satuan Pengawasan Intern Internal Audit Unit	Tata Kelola Governance
Sekretariat Perusahaan Corporate Secretary	Ekonomi, Sosial, Lingkungan, dan Tata Kelola Economic, Social, Environmental, and Governance
Divisi <i>Human Capital</i> Human Capital Division	Sosial dan Tata Kelola Social and Governance
Divisi Keuangan Finance Division	Ekonomi Economic
Divisi Produksi Precast Precast Production Division	Ekonomi, Sosial, dan Lingkungan Economic, Social, and Environmental
Divisi Penjualan Sales Division	Ekonomi Economic
Divisi Sistem Informasi dan Manajemen Information Systems and Management Division	Ekonomi, Sosial, dan Tata Kelola Economic, Social, and Governance
Divisi Operasi Operations Division	Ekonomi, Sosial, dan Lingkungan Economic, Social, and Environmental
Divisi <i>Transformation, Engineering, dan Quality</i> Transformation, Engineering, and Quality Division	Ekonomi dan Lingkungan Economic and Environmental
Divisi Manajemen Risiko dan Legal Risk Management and Legal Division	Ekonomi dan Tata Kelola Economic and Governance
Divisi <i>Supply Chain Management dan Health, Safety, and Environment</i> Supply Chain Management and Health, Safety, and Environment Division	Ekonomi, Sosial, Lingkungan, dan Tata Kelola Economic, Social, Environmental, and Governance

WIKa Beton secara aktif berupaya merealisasikan *Sustainable Development Goals* (SDGs), didukung oleh kerangka kerjanya yang metodis dan penilaian kinerja keberlanjutan yang kuantitatif. Kolaborasi internal yang solid tidak hanya memastikan praktik yang berkelanjutan, tetapi juga memperkukuh daya saing entitas ini dan memperluas dampak konstruktifnya terhadap komunitas dan ekosistem di sekitarnya.

WIKa Beton actively strives to realize the Sustainable Development Goals (SDGs), supported by a structured framework and quantitative sustainability performance assessments. Strong internal collaboration not only ensures the implementation of sustainable practices but also strengthens the Company's competitiveness and expands its positive impact on surrounding communities and ecosystems.

PENGEMBANGAN KOMPETENSI KEBERLANJUTAN SUSTAINABILITY COMPETENCY DEVELOPMENT

Dalam menghadapi tantangan keberlanjutan yang terus berkembang, WIKA Beton menyadari bahwa peningkatan kompetensi secara berkala merupakan elemen penting. Oleh karena itu, sepanjang tahun 2025, berbagai pelatihan telah diadakan untuk mendukung pengembangan kemampuan Direksi, Dewan Komisaris, serta seluruh pihak yang bertanggung jawab atas keberlanjutan Perusahaan.

Kebijakan mengenai pelatihan Direksi dan Dewan Komisaris secara spesifik diatur dalam Pedoman Tata Kerja Direksi dan Dewan Komisaris PT Wijaya Karya Beton Tbk. Kebijakan ini menekankan peningkatan kompetensi dan pengetahuan bagi kedua organ tersebut, yang memiliki beragam latar belakang, agar mampu memahami kegiatan dan kondisi perusahaan secara komprehensif. Peningkatan kompetensi Dewan Direksi dilakukan secara terstruktur dan sistematis dengan anggaran terpisah di RKAP. Sementara itu, pengembangan kompetensi Dewan Komisaris bertujuan khusus untuk memperkuat pemahaman mereka dalam melakukan pengawasan serta memberikan arahan kepada Direksi. Program peningkatan ini mencakup berbagai metode yang fleksibel, seperti pelatihan, seminar, *workshop*, dan *short course*, yang disesuaikan dengan kebutuhan Perusahaan. [G-05]

In responding to the evolving sustainability challenges, WIKA Beton recognizes that continuous competency development is essential. Therefore, throughout 2025, various training programs were conducted to support the capability development of the Board of Directors, the Board of Commissioners, and all parties responsible for the Company's sustainability.

Policies regarding training for the Board of Directors and the Board of Commissioners are specifically stipulated in the Board Manual of the Board of Directors and Board of Commissioners of PT Wijaya Karya Beton Tbk. This policy emphasizes enhancing the competencies and knowledge of both governing bodies, which have diverse professional backgrounds, enabling them to comprehensively understand the Company's activities and conditions. Competency development for the Board of Directors is carried out in a structured and systematic manner with a dedicated budget allocated in the RKAP. Meanwhile, the competency development of the Board of Commissioners is specifically aimed at strengthening their understanding in performing supervisory functions and providing direction to the Board of Directors. These development programs include various flexible methods, such as training, seminars, workshops, and short courses tailored to the Company's needs. [G-05]

Adapun pelatihan yang berkaitan dengan topik keberlanjutan adalah sebagai berikut: [2-17, 2-24][E.2]

The training programs related to sustainability topics are as follows:

Nama Pelatihan Training Name	Waktu dan Tempat Pelaksanaan Date & Venue	Penyelenggara Organizer	Peserta Participants
Certified Risk Governance Professional (CRGP) Level IV	Online	RAP Asia Consulting	<ul style="list-style-type: none"> - Wilan Oktavian (Komisaris Utama Commissioner) - Tjja Marwan (Komisaris Commissioner) - Dwi Gawan Islandhi HB (Komisaris Commissioner) - Kuntjara (Direktur Utama President Director) - Rija Judaswara (Direktur Pemasaran & Pengembangan Director of Marketing & Development) - Agus Pramono (Direktur Operasi & Supply Chain Management Director of Operations & Supply Chain Management) - Verly Widiantoro (Direktur Teknik & Produksi Director of Engineering & Production)

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TANTANGAN TERHADAP PENERAPAN KEBERLANJUTAN PERUSAHAAN ^[E.5]

CHALLENGES IN THE IMPLEMENTATION OF COMPANY'S SUSTAINABILITY

Sepanjang tahun 2025, WIKa Beton menghadapi tantangan signifikan dalam mewujudkan komitmen keberlanjutan penuh, bahwa tantangan keberlanjutan WIKa Beton bukan sekadar meningkatkan skor, melainkan memastikan bahwa dekarbonisasi, perlindungan HAM, transparansi tata kelola, serta pengawasan rantai pasok terintegrasi dalam strategi bisnis dan manajemen risiko perusahaan. Implementasi yang konsisten, dukungan kepemimpinan, kesiapan sistem data ESG, serta transformasi budaya organisasi menjadi faktor kunci dalam menjawab tantangan tersebut dan menjaga daya saing perusahaan di tingkat global.

Throughout 2025, WIKa Beton faced significant challenges in fully realizing its sustainability commitments. These challenges extend beyond improving scores, requiring the Company to ensure that decarbonization, human rights protection, governance transparency, and supply chain oversight are effectively integrated into its business strategy and risk management framework. Consistent implementation, strong leadership support, readiness of ESG data systems, and the transformation of organizational culture remain key factors in addressing these challenges and maintaining the Company's competitiveness at the global level.

MANAJEMEN RISIKO & KRISIS

Risk & Crisis Management

KEBIJAKAN SISTEM MANAJEMEN RISIKO WIKa BETON

WIKa BETON RISK MANAGEMENT SYSTEM POLICY

Manifestasi Komitmen Risiko Legitimasi penerapan manajemen risiko di WIKa Beton dikukuhkan melalui kebijakan tertulis yang disahkan langsung oleh Direktur Utama. Dalam kerangka ini, pengelolaan risiko tidak lagi dipandang sebagai fungsi pelengkap, melainkan elemen vital yang menyatu dengan tata kelola perusahaan demi mengamankan pencapaian Indikator Kinerja Utama (KPI).

Kesadaran risiko telah ditanamkan sebagai DNA dalam setiap pengambilan keputusan strategis maupun operasional. Melalui pendekatan yang sistematis, perusahaan berupaya menyeimbangkan optimalisasi peluang bisnis dengan mitigasi dampak negatif. Sebagai standar baku, seluruh hierarki organisasi hingga Entitas Anak diwajibkan mengadopsi *Enterprise Risk Management* (ERM) berbasis ISO 31000:2018, dengan tingkat kematangan (*maturity level*) di angka 2,21.

The legitimacy of risk management implementation at WIKa Beton is formalized through a written policy approved directly by the President Director. Within this framework, risk management is no longer viewed as a supporting function, but as a vital element integrated into corporate governance to safeguard the achievement of Key Performance Indicators (KPIs).

Risk awareness has been embedded as a core element in every strategic and operational decision-making process. Through a systematic approach, the Company seeks to balance the optimization of business opportunities with the mitigation of potential negative impacts. As a standard practice, all levels of the organization, including subsidiaries are required to adopt Enterprise Risk Management (ERM) based on ISO 31000:2018, with a maturity level of 2.21.

TATA KELOLA RISIKO

RISK GOVERNANCE

Kerangka kerja dan landasan regulasi Perseroan menerapkan kerangka tata kelola risiko yang terstruktur dengan merujuk pada SNI 8615:2018 (ISO 31000:2018). Sistem ini terintegrasi penuh dengan Sistem Manajemen Risiko PT Wijaya Karya (Persero) Tbk selaku Induk, serta mematuhi Peraturan Menteri BUMN No. PER-2/MBU/03/2023.

Peran Komite Nominasi, Remunerasi, dan Pemantauan Risiko

Guna memperkuat pengawasan, WIKA Beton membentuk Komite Nominasi, Remunerasi, dan Pemantauan Risiko. Komite ini berfungsi sebagai organ pendukung Dewan Komisaris dalam memastikan sinergi dan keselarasan implementasi kebijakan risiko di tingkat Perseroan maupun Entitas Anak. Tugas dan Tanggung Jawab Utama di antaranya:

1. Memberikan rekomendasi kepada Dewan Komisaris mengenai:
 - a. Komposisi jabatan anggota Direksi dan/atau anggota Dewan Komisaris;
 - b. Kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi; dan
 - c. Kebijakan evaluasi kinerja bagi anggota Direksi dan/atau anggota Dewan Komisaris;
2. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan tolok ukur yang telah disusun sebagai bahan evaluasi;
3. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris;
4. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS;
5. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris Perusahaan Anak kepada Dewan Komisaris untuk disampaikan kepada RUPS;
6. Melakukan *review* secara berkala atas Sistem Pengelolaan Talenta (*Talent Management System*) perusahaan serta monitoring dan evaluasi atas pelaksanaannya;

The Company's framework and regulatory foundation implement a structured risk governance framework by referring to SNI 8615:2018 (ISO 31000:2018). This system is fully integrated with the Risk Management System of PT Wijaya Karya (Persero) Tbk as the parent company and complies with the Regulation of the Minister of SOEs No. PER-2/MBU/03/2023.

Role of the Nomination, Remuneration, and Risk Monitoring Committee

To strengthen oversight, WIKA Beton established the Nomination, Remuneration, and Risk Monitoring Committee. The Committee serves as a supporting body to the Board of Commissioners in ensuring synergy and alignment in the implementation of risk policies at both the Company and Subsidiary levels. Its key duties and responsibilities include:

1. Providing recommendations to the Board of Commissioners regarding:
 - a. The composition of positions for members of the Board of Directors and/or members of the Board of Commissioners;
 - b. Policies and criteria required in the nomination process; and
 - c. Performance evaluation policies for members of the Board of Directors and/or members of the Board of Commissioners.
2. Assisting the Board of Commissioners in assessing the performance of members of the Board of Directors and/or members of the Board of Commissioners based on established benchmarks as part of the evaluation process.
3. Providing recommendations to the Board of Commissioners regarding competency development programs for members of the Board of Directors and/or members of the Board of Commissioners.
4. Proposing qualified candidates for positions as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.
5. Proposing qualified candidates for positions as members of the Board of Directors and/or members of the Board of Commissioners of Subsidiaries to the Board of Commissioners to be submitted to the GMS.
6. Conducting periodic reviews of the Company's Talent Management System as well as monitoring and evaluating its implementation.

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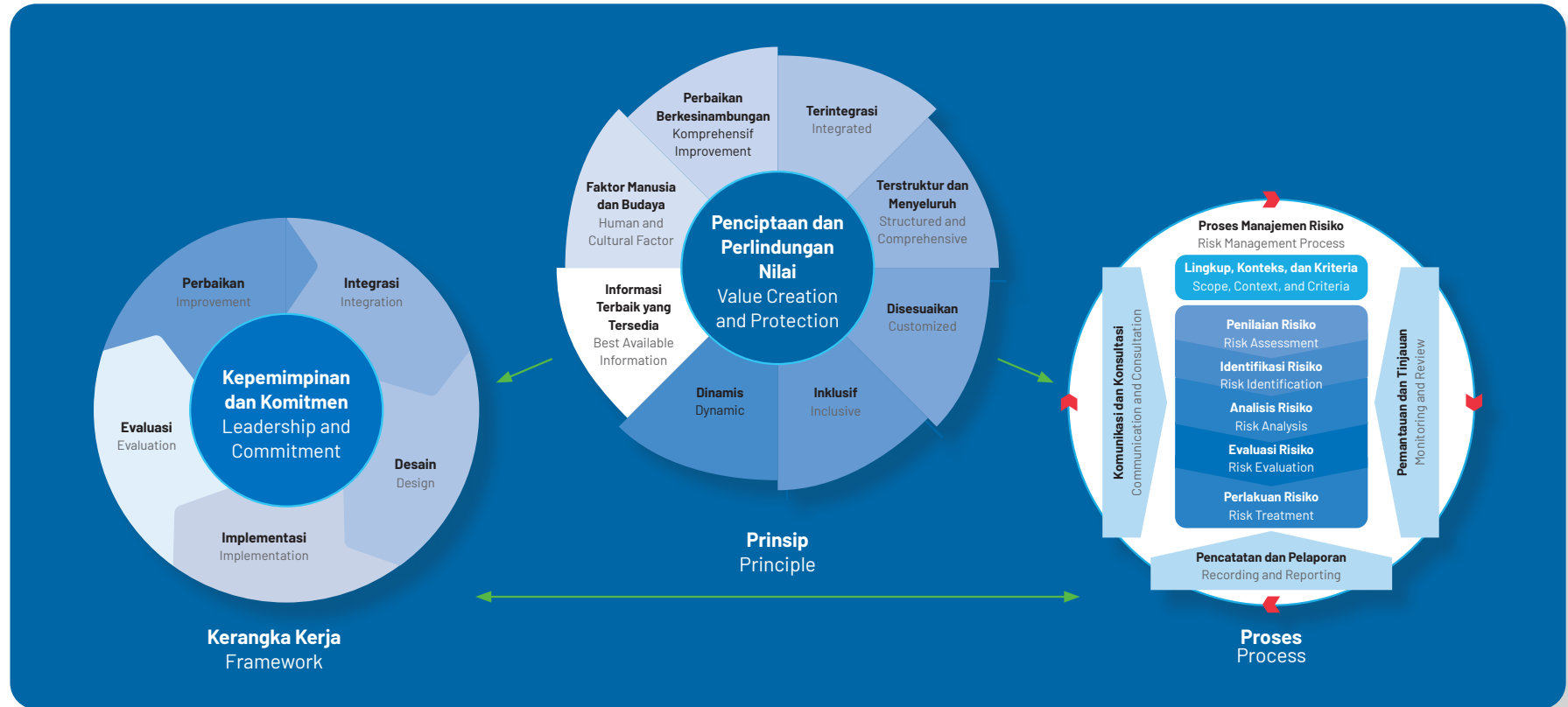
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for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
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Masyarakat
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7. Melakukan evaluasi terhadap sistem dan prosedur Pengklasifikasian Talenta (*Talent Classification*) yang dilakukan oleh Direksi;
8. Melakukan evaluasi atas usulan *Key Performance Indicators* Perseroan, Individu anggota Direksi, dan anggota Dewan Komisaris;
9. Melakukan evaluasi atas usulan Direksi mengenai struktur organisasi Perusahaan.

7. Evaluating the system and procedures for Talent Classification implemented by the Board of Directors.
8. Evaluating the proposed Key Performance Indicators of the Company, individual members of the Board of Directors, and members of the Board of Commissioners.
9. Evaluating proposals from the Board of Directors regarding the Company's organizational structure.

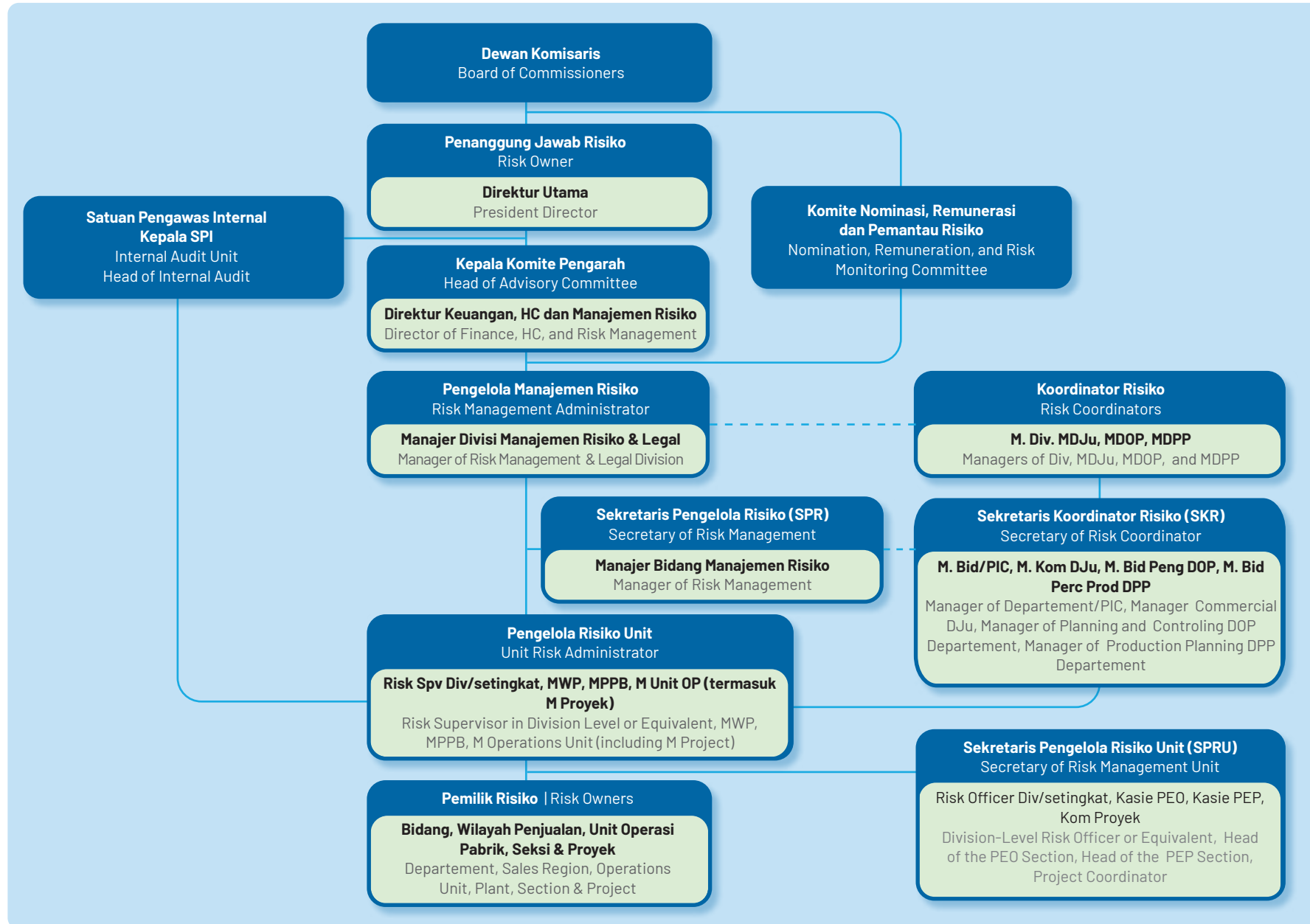


Guna merealisasikan pengelolaan risiko yang sistematis, Perseroan telah membangun infrastruktur manajemen risiko yang kokoh, mencakup struktur organisasi yang berjenjang di seluruh level operasional. Keberadaan struktur ini menjamin bahwa setiap potensi risiko ditangani secara efektif, dengan tetap mengedepankan prinsip kehati-hatian serta kepatuhan penuh terhadap regulasi yang berlaku.

To realize systematic risk management, the Company has established a robust risk management infrastructure, encompassing a tiered organizational structure across all operational levels. The presence of this structure ensures that every potential risk is addressed effectively, while upholding the principles of prudence and full compliance with applicable regulations.

STRUKTUR ORGANISASI PENGELOLAAN RISIKO

RISK MANAGEMENT ORGANIZATIONAL STRUCTURE



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Responsible Environmental Stewardship

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Positive Contribution to Employees, Customers, and Communities

STRUKTUR DAN PELAPORAN

STRUCTURE AND REPORTING

Guna menjamin efektivitas tata kelola, Perseroan membentuk unit kerja khusus, yakni Divisi Pengendalian dan Manajemen Risiko, yang berada di bawah supervisi langsung Direktur Keuangan, Human Capital, & Manajemen Risiko.

To ensure effective governance, the Company has established a dedicated work unit, namely the Risk Control and Management Division, which operates under the direct supervision of the Director of Finance, Human Capital, & Risk Management.

CAKUPAN DAN KERANGKA KERJA

SCOPE AND FRAMEWORK

Implementasi manajemen risiko dijalankan secara komprehensif, mulai dari level strategis hingga operasional di seluruh unit kerja dan melibatkan segenap Insan WIKA Beton. Dalam pelaksanaannya, Perseroan menerapkan kerangka Model Tiga Lini (*Three Lines Model*) untuk memetakan fungsi dan akuntabilitas secara jelas, dengan pembagian sebagai berikut:

1. Lini Pertama – Unit Pemilik Risiko

Unit pemilik risiko yang langsung mengidentifikasi dan mengelola risiko dalam proses bisnis.

2. Lini Kedua – Fungsi Manajemen Risiko

Fungsi manajemen risiko dan kepatuhan independen yang merupakan unit yang mengukur, memantau, dan memperlakukan risiko secara agregat, mengembangkan metodologi, dan kebijakan manajemen risiko Perusahaan.

3. Lini Ketiga – Fungsi Audit Internal

Fungsi audit internal yang merupakan unit yang memastikan tata kelola dan pengendalian risiko diterapkan secara efektif.

The implementation of risk management is carried out comprehensively, from the strategic level to operational levels across all business units, involving all WIKA Beton personnel. In its implementation, the Company adopts the Three Lines Model framework to clearly define functions and accountabilities, with the following structure:

1. First Line – Risk Owner Units

Risk owner units that directly identify and manage risks within business processes.

2. Second Line – Risk Management Function

An independent risk management and compliance function responsible for measuring, monitoring, and treating risks on an aggregate basis, as well as developing the Company's risk management methodologies and policies.

3. Third Line – Internal Audit Function

The internal audit function that ensures governance and risk control are implemented effectively.

PROSES MANAJEMEN RISIKO

RISK MANAGEMENT PROCESS

Perseroan mengintegrasikan manajemen risiko ke dalam seluruh struktur organisasi, operasional, dan pengambilan keputusan strategis melalui empat tahapan utama:

1. Identifikasi Risiko: Memetakan potensi risiko yang dapat menghambat pencapaian tujuan Perusahaan.

The Company integrates risk management into its entire organizational structure, operations, and strategic decision-making through four main stages:

1. Risk Identification: Mapping potential risks that may hinder the achievement of the Company's objectives.

2. **Analisis dan Evaluasi:** Mengukur probabilitas kejadian serta dampak signifikannya terhadap operasional.
3. **Mitigasi Risiko:** Merumuskan langkah strategis untuk mereduksi atau mengendalikan risiko teridentifikasi.
4. **Pemantauan dan Pelaporan:** Memonitor efektivitas mitigasi secara berkala dan menyusun laporan sebagai bahan evaluasi.

Aspek utama dalam proses manajemen risiko perusahaan meliputi:

- **Risk Review:** Evaluasi berkala dengan mempertimbangkan skenario risiko, penetapan *risk appetite*, dan strategi mitigasi risiko utama.
- **Risk Exposure:** Peninjauan risiko dilakukan minimal dua kali setahun untuk memastikan pengelolaan yang terkendali.
- **Risk Maturity:** Dilakukan melalui audit tahunan (mencakup mutu, peralatan, SMK3, dan risiko) yang menghasilkan Rencana Tindakan Preventif (RTP). Pada tahun 2025, asesmen *Risk Maturity* mencatatkan skor 2,21 yang mengindikasikan tingkat kematangan "Fase Berkembang" dalam identifikasi dan mitigasi risiko.

PENGELOLAAN STRUKTUR MODAL DAN UTANG MANAGEMENT OF CAPITAL AND DEBT STRUCTURE

Direksi secara rutin meninjau struktur modal dan utang agar tetap selaras dengan tujuan strategis, yang tercermin melalui rasio *Debt to Equity Ratio* (DER). Rasio ini dilaporkan setiap triwulan kepada PT Wijaya Karya (Persero) Tbk selaku Induk, serta dipantau setiap bulan dalam Rapat Direksi untuk memastikan kepatuhan terhadap kovenan Bank (maksimal 300% per tahun).

Untuk mempromosikan budaya risiko yang efektif, WIKA Beton juga menerapkan berbagai strategi sebagai berikut:

2. **Analysis and Evaluation:** Assessing the probability of occurrence and the significance of their impact on operations.
3. **Risk Mitigation:** Formulating strategic measures to reduce or control identified risks.
4. **Monitoring and Reporting:** Periodically monitoring the effectiveness of mitigation measures and preparing reports for evaluation purposes.

Key Aspects of Management to ensure the effectiveness of the system:

- **Risk Review:** Periodic evaluations that consider risk scenarios, the determination of risk appetite, and key risk mitigation strategies.
- **Risk Exposure:** Risk reviews are conducted at least twice a year to ensure controlled risk management.
- **Risk Maturity:** Assessed through annual audits (covering quality, equipment, SMK3, and risk), resulting in a Preventive Action Plan (RTP). In 2025, the Risk Maturity assessment recorded a score of 2.21, indicating a "Developing Phase" level of maturity in risk identification and mitigation.

The Board of Directors regularly reviews the capital and debt structure to ensure alignment with strategic objectives, as reflected in the Debt-to-Equity Ratio (DER). This ratio is reported quarterly to PT Wijaya Karya (Persero) Tbk as the parent company and monitored monthly in the Board of Directors Meeting to ensure compliance with bank covenants (maximum 300% per year).

To promote an effective risk culture, WIKA Beton also implements the following strategies:

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1 Pelatihan manajemen risiko bagi jajaran manajemen, terutama pengawas manajemen risiko

Risk management training for management personnel, particularly risk management supervisors

- *Certified Risk Governance Professional (CRGP) Level IV*
- *Certified Risk Management Professional (CRMP)*
- *Certified Risk Management Officer (CRMO)*
- *Measurement of The Implementation of Corporate Governance Based on ASEAN Corporate Governance Scorecard (ACGS)*
- *Sosialisasi Kode Etik dan Awareness ISO 37001 | Code of Ethics Dissemination and ISO 37001 Awareness*



2 Pelatihan mengenai prinsip-prinsip manajemen risiko, untuk meningkatkan kesadaran dan keterlibatan karyawan dalam mengelola risiko operasional

Training on risk management principles to enhance employees' awareness and involvement in managing operational risks

Untuk menanamkan pemahaman dan keterlibatan dalam pengelolaan risiko operasional, WIKa Beton rutin mengadakan pelatihan prinsip manajemen risiko bagi karyawan. Komitmen ini diperkuat dengan sosialisasi aktif mengenai pedoman dan prosedur terbaru, guna memastikan seluruh Insan WIKa Beton memahami sistemika tata kelola risiko yang berlaku serta terbentuknya budaya sadar risiko di setiap lini.

To foster understanding and engagement in operational risk management, WIKa Beton regularly conducts training on risk management principles for employees. This commitment is further strengthened through active dissemination of the latest guidelines and procedures to ensure that all WIKa Beton personnel understand the applicable risk governance framework and that a strong risk-aware culture is embedded across all levels of the organization.

3 Inkorporasi kriteria risiko dalam pengembangan produk dan layanan

Incorporation of risk criteria in product and service development

Dalam upaya menumbuhkan budaya inovasi, WIKa Beton secara rutin menyelenggarakan Konvensi QEA. Menyadari bahwa setiap terobosan mengandung ketidakpastian, perusahaan mewajibkan adanya analisis risiko pada setiap karya inovasi yang diajukan. Proses ini memastikan bahwa potensi risiko dapat diidentifikasi, dikelola, dan dimitigasi, sehingga inovasi yang dihasilkan tidak hanya kreatif tetapi juga terukur, dengan risiko kerugian yang minimal dan peluang keberhasilan yang optimal.

In fostering a culture of innovation, WIKa Beton regularly organizes the QEA Convention. Recognizing that every breakthrough carries inherent uncertainty, the Company requires risk analysis for every innovation proposal submitted. This process ensures that potential risks are identified, managed, and mitigated, so that the resulting innovations are not only creative but also measurable, with minimal risk of loss and optimal chances of success.

RISIKO YANG MUNCUL EMERGING RISKS

Seiring dinamika industri konstruksi nasional yang semakin cepat dan kompleks, WIKA Beton menghadapi sejumlah risiko baru (*emerging risk*) yang muncul dari perubahan teknologi, regulasi, dan kondisi eksternal yang berkembang di luar kendali Perusahaan. Risiko-risiko ini belum sepenuhnya tercermin dalam pola risiko historis, namun memiliki potensi material untuk mempengaruhi kebutuhan pasar ke depan. Oleh karena itu, identifikasi dan pemantauan emerging risks menjadi langkah strategis bagi WIKA Beton untuk menjaga ketahanan bisnis dan memastikan kesiapan Perusahaan menghadapi lanskap Industri yang terus berubah. [E.3]

Amid the increasingly rapid and complex dynamics of the national construction industry, WIKA Beton faces several emerging risks arising from technological changes, regulatory developments, and evolving external conditions beyond the Company's control. These risks may not yet be fully reflected in historical risk patterns but have the potential to materially affect future market demand. Therefore, the identification and monitoring of emerging risks have become a strategic step for WIKA Beton to maintain business resilience and ensure the Company's readiness to navigate the continuously evolving industry landscape. [E.3]

Jenis Risiko Risk Type	Deskripsi Risiko Risk Driver	Kemungkinan terjadinya Risiko Likelihood of Occurrence	Peristiwa Risiko Risk Event	Potensi Dampak Finansial Potential Financial Impact	Jangka Waktu Time Horizon	Langkah Mitigasi/Strategi untuk Merespons Risiko Mitigation Measures / Risk Response Strategy
Risiko Lingkungan Environmental Risk	Tren global dan nasional menuju regulasi perlindungan keanekaragaman hayati (<i>biodiversity</i>) semakin kuat, termasuk kewajiban <i>nature-related risk assessments</i> , <i>biodiversity offsets</i> , dan <i>no-net-loss</i> untuk sektor konstruksi dan material. Industri material konstruksi seperti beton, pasir, agregat, dan batu pecah termasuk sektor yang berpotensi terdampak regulasi terkait perlindungan kawasan ekosistem, sumber daya air, flora-fauna endemik, dan konservasi habitat. Perubahan kebijakan ini masih <i>emerging</i> , namun jika diterapkan, perusahaan seperti WTON dapat menghadapi pembatasan ruang ekstraksi material, peningkatan biaya operasional, kewajiban rehabilitasi, atau perubahan rantai pasok.	Tinggi (High)	Perubahan kebijakan daerah terkait izin pengambilan material batu, pasir, dan split—terutama pada wilayah yang sedang diperketat pengawasan lingkungannya—dapat menyebabkan penghentian suplai secara mendadak dari <i>quarry</i> tertentu, memicu lonjakan harga material, dan menimbulkan keterlambatan pengiriman ke pabrik WIKA Beton akibat keterbatasan alternatif sumber material di wilayah tersebut.	<ul style="list-style-type: none"> Pembatasan operasional <i>supply chain</i> jika sumber material berada dekat area sensitif ekologis. Kenaikan biaya akibat kewajiban <i>offset</i>, rehabilitasi, sertifikasi biodiversitas, atau penyesuaian <i>sourcing</i>. Risiko gangguan pasokan jika pemasok agregat tidak dapat memenuhi standar perlindungan biodiversitas. Perubahan preferensi klien ke arah material yang memberikan nilai <i>nature-positive</i>. 	Jangka menengah (3–5 tahun) Medium term (3–5 years)	<ul style="list-style-type: none"> Menyusun kebijakan internal <i>Responsible Sourcing</i> untuk memastikan pemasok material mematuhi standar konservasi. Melakukan <i>biodiversity screening</i> untuk pemasok agregat dan <i>quarrying sites</i> (meskipun dilakukan vendor, perusahaan harus punya <i>due diligence</i>). Menjalankan program rehabilitasi area lingkungan bersama pemasok atau pemerintah daerah. Mengembangkan inovasi material <i>low-impact aggregates</i>, <i>recycled aggregate concrete</i> (RAC), atau material alternatif. Integrasi <i>TNFD-aligned nature risk assessment</i> ke dalam proses ERM jangka panjang.

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Jenis Risiko Risk Type	Deskripsi Risiko Risk Driver	Kemungkinan terjadinya Risiko Likelihood of Occurrence	Peristiwa Risiko Risk Event	Potensi Dampak Finansial Potential Financial Impact	Jangka Waktu Time Horizon	Langkah Mitigasi/Strategi untuk Merespons Risiko Mitigation Measures / Risk Response Strategy
	<p>Global and national trends toward biodiversity protection regulations are becoming increasingly robust, including requirements for nature-related risk assessments, biodiversity offsets, and no-net-loss commitments for the construction and materials sectors. The construction materials industry, such as concrete, sand, aggregates, and crushed stone is among the sectors potentially affected by regulations concerning the protection of ecosystem areas, water resources, endemic flora and fauna, and habitat conservation. These policy developments remain emerging; however, if implemented, companies such as WTON may face restrictions on material extraction areas, increased operational costs, rehabilitation obligations, or changes in the supply chain.</p>		<p>Changes in regional policies concerning permits for the extraction of stone, sand, and crushed aggregates—particularly in areas where environmental oversight is being intensified—may lead to the sudden disruption of supply from certain quarries, trigger spikes in material prices, and cause delays in deliveries to Wika Beton plants due to the limited availability of alternative material sources within those regions.</p>	<ul style="list-style-type: none"> • Potential restrictions on supply chain operations where material sources are located near ecologically sensitive areas. • Increased costs arising from obligations related to offsets, rehabilitation, biodiversity certification, or sourcing adjustments. • Risk of supply disruptions if aggregate suppliers are unable to comply with biodiversity protection standards. • Shifts in client preferences toward materials that deliver nature-positive value. 		<ul style="list-style-type: none"> • Establishing an internal Responsible Sourcing policy to ensure that material suppliers comply with conservation standards. • Conducting biodiversity screening for aggregate suppliers and quarrying sites (although performed by vendors, the Company must maintain appropriate due diligence). • Implementing environmental rehabilitation programs in collaboration with suppliers or local governments. • Developing innovations in low-impact materials, including low-impact aggregates, recycled aggregate concrete (RAC), and alternative materials. • Integrating TNFD-aligned nature-related risk assessments into the long-term Enterprise Risk Management (ERM) process.

Jenis Risiko Risk Type	Deskripsi Risiko Risk Driver	Kemungkinan terjadinya Risiko Likelihood of Occurrence	Peristiwa Risiko Risk Event	Potensi Dampak Finansial Potential Financial Impact	Jangka Waktu Time Horizon	Langkah Mitigasi/Strategi untuk Merespons Risiko Mitigation Measures / Risk Response Strategy
Risiko Teknologi Technology Risk	<p>Kemajuan teknologi konstruksi digital seperti <i>Building Information Modelling (BIM)</i> tingkat lanjut, <i>Digital Twin</i>, <i>prefabrication automation</i>, dan <i>AI-based design optimization</i> berpotensi mengubah cara proyek infrastruktur direncanakan dan dibangun. Penggunaan <i>automated rebar bending</i>, <i>robotic precast moulding</i>, dan <i>digital quality control</i> dapat menggeser kebutuhan kompetensi tenaga kerja tradisional sekaligus mengubah standar kualitas industri beton nasional. Teknologi ini masih berkembang dan belum memiliki standar nasional, sehingga tingkat kesiapan industri di Indonesia masih rendah. Perubahan ini membawa risiko bahwa perusahaan perlu mengadaptasi model bisnis, proses produksi, dan kompetensi SDM secara besar-besaran untuk tetap kompetitif.</p> <p>Advancements in digital construction technologies, such as advanced Building Information Modelling (BIM), Digital Twin, prefabrication automation, and AI-based design optimization, have the potential to transform the way infrastructure projects are planned and executed. These technologies are still evolving and have yet to be supported by established national standards, resulting in a relatively low level of industry readiness in Indonesia. Consequently, this transformation presents the risk that companies will need to undertake significant adaptations in their business models, production processes, and workforce competencies in order to remain competitive.</p>	Sedang – Tinggi (Medium – High)	<p>Kewajiban BIM/ digitalisasi pada proyek BUMN meningkat lebih cepat daripada kesiapan seluruh pelaku lapangan (pemasok-kontraktor), sehingga mengurangi peluang WIKA Beton dalam tender yang mensyaratkan integrasi digital penuh.</p> <p>The increasing requirement for BIM and digitalization in state-owned enterprise (SOE) projects is advancing more rapidly than the readiness of all industry participants (from suppliers to contractors), thereby reducing WIKA Beton's opportunities to participate in tenders that mandate full digital integration.</p>	<ul style="list-style-type: none"> • Kebutuhan investasi besar dalam otomasi pabrik dan teknologi digital (<i>IoT sensors</i>, <i>automated curing</i>, <i>robotic moulding</i>). • Risiko kesenjangan kompetensi tenaga kerja jika perusahaan tidak siap dengan transformasi digital. • Potensi kehilangan proyek jika klien besar (BUMN Karya, swasta) mensyaratkan <i>digital-ready precast products</i>. • Significant capital investment requirements in factory automation and digital technologies (such as IoT sensors, automated curing systems, and robotic moulding). • Risk of workforce competency gaps if the Company is not adequately prepared for digital transformation. • Potential loss of projects if major clients (including SOE contractors and private sector players) require digitally enabled precast products. 	Jangka menengah (3–5 tahun) Medium term (3–5 years)	<ul style="list-style-type: none"> • Menyusun <i>Digital Transformation Roadmap</i> untuk meningkatkan kapabilitas teknologi pada proses produksi dan inspeksi kualitas. • Penelitian & <i>pilot project automation-ready precast production</i> di beberapa pabrik. • Kemitraan dengan universitas, <i>startup</i> teknologi konstruksi, dan produsen <i>software BIM/Digital Twin</i>. • Program <i>reskilling</i> tenaga kerja di bidang BIM, operasional mesin otomatis, dan <i>data-driven manufacturing</i>. • Developing a Digital Transformation Roadmap to enhance technological capabilities across production processes and quality inspection. • Conducting research and pilot projects for automation-ready precast production at selected plants. • Establishing partnerships with universities, construction technology startups, and BIM/Digital Twin software providers. • Implementing workforce reskilling programs in BIM, automated machinery operations, and data-driven manufacturing.

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KEBIJAKAN KEAMANAN INFORMASI

INFORMATION SECURITY POLICY

WIKI Beton telah memiliki dan mempublikasikan Kebijakan Keamanan Informasi sebagai landasan pengelolaan dan perlindungan aset informasi Perseroan. Seiring dengan meningkatnya kompleksitas risiko siber serta tuntutan pemangku kepentingan terhadap tata kelola data yang andal, Perseroan memandang perlu untuk melakukan pemutakhiran dan penguatan kebijakan keamanan informasi agar selaras dengan praktik terbaik tata kelola.

Dalam rangka tersebut, Perseroan secara bertahap melakukan penyelarasan ruang lingkup dan substansi kebijakan keamanan informasi agar mencakup komitmen yang lebih komprehensif, antara lain terkait tata kelola keamanan informasi, manajemen risiko siber, perlindungan data dan privasi, pengendalian akses, serta mekanisme respons dan pemulihan insiden keamanan informasi. Pemutakhiran kebijakan ini dilakukan dengan mempertimbangkan praktik terbaik internasional serta profil risiko dan karakteristik kegiatan usaha Perseroan.

Implementasi kebijakan keamanan informasi yang telah diperbarui berada di bawah pengawasan Manajemen dan didukung oleh penerapan prosedur operasional, penguatan pengendalian internal, serta peningkatan kesadaran karyawan melalui sosialisasi dan pelatihan berkala. Perseroan juga melakukan evaluasi secara periodik terhadap efektivitas penerapan kebijakan tersebut guna memastikan kepatuhan, keandalan sistem informasi, serta perlindungan data Perseroan dan pemangku kepentingan.

WIKI Beton has established and published an Information Security Policy as the foundation for managing and protecting the Company's information assets. In line with the increasing complexity of cyber risks and stakeholders' expectations for reliable data governance, the Company recognizes the need to update and strengthen its information security policy to align with best governance practices.

In this regard, the Company is gradually aligning the scope and substance of its information security policy to encompass a more comprehensive set of commitments, including information security governance, cyber risk management, data protection and privacy, access control, as well as mechanisms for incident response and recovery related to information security. The update of this policy is carried out by considering international best practices as well as the Company's risk profile and business characteristics.

The implementation of the updated information security policy is overseen by Management and supported by the application of operational procedures, strengthened internal controls, and increased employee awareness through regular socialization and training. The Company also conducts periodic evaluations of the effectiveness of the policy's implementation to ensure compliance, the reliability of information systems, and the protection of the Company's and stakeholders' data.

KODE ETIK

Code of Conduct

Perseroan senantiasa memprioritaskan praktik Tata Kelola Perusahaan yang Baik untuk mewujudkan sistem pengelolaan yang mendukung terciptanya keberhasilan usaha dan akuntabilitas sehingga diperlukan pedoman etika dan perilaku sebagai acuan bagi seluruh Insan WIKI Beton. Pedoman Etika dan Perilaku merupakan etika bisnis dan perilaku yang disusun dalam suatu sistem nilai atau norma yang dianut oleh seluruh Insan WIKI Beton dalam melaksanakan tugasnya untuk mencapai tujuan, visi, dan misi Perseroan.

Perusahaan memiliki Pedoman Etika dan Perilaku (*Code of Conduct*) yang disahkan melalui Surat Keputusan Bersama Dewan Komisaris dan Direksi PT Wijaya Karya Beton Tbk No. SK.01.01/WB-0A.0037/2024 tanggal 6 September 2024. Penyajian pedoman etika dan perilaku ini dikelompokkan menjadi 3 bagian, yaitu Etika Bisnis Perusahaan, Etika Perilaku Insan WIKI Beton, serta Penegakan dan Pelaporan. **[G-07]**

Dalam penyusunan Pedoman Etika dan Perilaku dilandasi oleh sikap sebagai berikut:

1. Mengutamakan kepatuhan pada hukum, peraturan perundang-undangan, dan peraturan Perusahaan, serta mengindahkan norma-norma yang berlaku pada masyarakat di mana Perusahaan beroperasi.
2. Menghindari tindakan, perilaku ataupun perbuatan-perbuatan yang dapat menimbulkan konflik kepentingan, korupsi, kolusi maupun nepotisme serta selalu mengutamakan kepentingan Perusahaan di atas kepentingan pribadi, keluarga, kelompok, ataupun golongan.
3. Sadar bahwa Perusahaan dituntut untuk tumbuh dan berkembang sesuai dengan dinamika dan perkembangan pasar serta tuntutan dari Pemangku Kepentingan.
4. Mengutamakan keselamatan dan kesehatan bagi pegawai dan masyarakat di mana Perusahaan beroperasi.
5. Kepedulian pada peningkatan kesejahteraan masyarakat, bangsa, dan negara.
6. Menerapkan prinsip-prinsip transparansi, akuntabilitas, pertanggungjawaban, kemandirian, dan keadilan dalam mengelola Perusahaan.
7. Mengakomodir nilai-nilai luhur yang dianut Perusahaan.

The Company consistently prioritizes the implementation of Good Corporate Governance to establish a management system that supports business success and accountability. Therefore, ethical and behavioral guidelines are required as a reference for all WIKI Beton personnel. The Code of Conduct represents the business ethics and behavioral standards formulated within a system of values and norms adopted by all WIKI Beton personnel in carrying out their duties to achieve the Company's objectives, vision, and mission.

The Company has established a Code of Conduct which was approved through the Joint Decree of the Board of Commissioners and the Board of Directors of PT Wijaya Karya Beton Tbk No. SK.01.01/WB-0A.0037/2024 dated September 6, 2024. The Code of Conduct is presented in three sections: Corporate Business Ethics, Code of Conduct for WIKI Beton Personnel, and Enforcement and Reporting. **[G-07]**

In developing the Code of Conduct, the Company is guided by the following principles:

1. Prioritizing compliance with laws, regulations, and Company policies, while respecting the norms prevailing in the communities where the Company operates.
2. Avoiding actions or behaviors that may give rise to conflicts of interest, corruption, collusion, or nepotism, and consistently prioritizing the Company's interests over personal, family, group, or factional interests.
3. Recognizing that the Company is required to grow and develop in line with market dynamics and the expectations of stakeholders.
4. Prioritizing occupational health and safety for employees and the communities where the Company operates.
5. Demonstrating concern for improving the welfare of society, the nation, and the state.
6. Applying the principles of transparency, accountability, responsibility, independence, and fairness in managing the Company.
7. Upholding the noble values embraced by the Company.

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Lingkungan
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Bertanggung
Jawab
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Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
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KODE ETIK PEMASOK SUPPLIER CODE OF CONDUCT

WIKI Beton telah menerapkan Kode Etik Pemasok serta skema penilaian kinerja lingkungan dan sosial pemasok sebagai bagian dari komitmen Perseroan dalam memastikan praktik usaha yang bertanggung jawab di seluruh rantai pasok. Implementasi kebijakan ini dilakukan secara terstruktur dan berada di bawah pengawasan Manajemen, guna memastikan bahwa prinsip-prinsip keberlanjutan diterapkan secara konsisten dalam proses pengadaan dan hubungan kerja sama dengan pemasok.

Sebagai bagian dari tata kelola, pengawasan di tingkat manajerial dilakukan terhadap implementasi program ESG pemasok, termasuk melalui peninjauan hasil penilaian pemasok secara berkala serta evaluasi kepatuhan terhadap Kode Etik Pemasok. Hasil penilaian tersebut menjadi dasar dalam pengambilan keputusan Manajemen terkait keberlanjutan hubungan kerja sama dengan pemasok, serta penetapan tindak lanjut perbaikan apabila ditemukan ketidaksesuaian.

Perseroan juga telah melakukan penilaian pemasok terhadap implementasi Kode Etik Pemasok melalui VQSMS. Dalam hal ini, WIKI Beton telah menetapkan persyaratan minimum pemilihan pemasok yang mengharuskan pemenuhan aspek ESG tertentu sebagai prasyarat awal sebelum pemasok dapat bekerja sama dengan Perseroan.

Sebagai bagian dari pengembangan pemasok, sepanjang tahun 2025, Perseroan telah melakukan ESG *assessment* terhadap pemasok yang termasuk dalam kategori material strategis di antaranya semen, besi, *prestressed concrete* dan plat sambung. Perseroan juga memberikan *corrective action plan* dan *capacity building* guna meningkatkan pemahaman dan implementasi prinsip ESG di tingkat pemasok. Perseroan senantiasa berkomitmen untuk melakukan monitoring atas pelaporan progres pemasok signifikan secara konsisten.

Sejalan dengan komitmen keberlanjutan, WIKI Beton memprioritaskan kerja sama dengan pemasok yang menunjukkan kinerja dan implementasi ESG yang lebih baik, sebagai bentuk insentif nonfinansial serta upaya mendorong peningkatan praktik keberlanjutan di sepanjang rantai nilai. Pendekatan ini diharapkan dapat menciptakan kemitraan jangka panjang yang saling menguntungkan dan berkelanjutan.

WIKI Beton has implemented a Supplier Code of Conduct as well as an environmental and social performance assessment scheme for suppliers as part of the Company's commitment to ensuring responsible business practices throughout the supply chain. The implementation of this policy is carried out in a structured manner under Management's oversight to ensure that sustainability principles are consistently applied in procurement processes and in partnerships with suppliers.

As part of governance, managerial-level oversight is conducted over the implementation of supplier ESG programs, including periodic reviews of supplier assessment results and evaluations of compliance with the Supplier Code of Conduct. The assessment results serve as a basis for Management's decision-making regarding the continuation of partnerships with suppliers, as well as for determining follow-up improvement actions when non-compliance is identified.

The Company has also conducted supplier assessments on the implementation of the Supplier Code of Conduct through the VQSMS. In this regard, WIKI Beton has established minimum supplier selection requirements that require the fulfillment of certain ESG aspects as a prerequisite before suppliers can engage in business partnership with the Company.

As part of supplier development, throughout 2025, the Company conducted ESG assessments on suppliers categorized as strategic materials, including cement, steel, prestressed concrete, and connection plates. The Company also provided corrective action plans and capacity building initiatives to enhance suppliers' understanding and implementation of ESG principles. The Company remains committed to consistently monitoring the progress reporting of significant suppliers.

In line with its sustainability commitment, WIKI Beton prioritizes partnerships with suppliers that demonstrate stronger ESG performance and implementation, as a form of non-financial incentive and an effort to encourage the improvement of sustainability practices throughout the value chain. This approach is expected to foster mutually beneficial and sustainable long-term partnerships.

Untuk mendukung efektivitas implementasi kebijakan tersebut, Perseroan juga menyelenggarakan pelatihan dan peningkatan kapasitas terkait pengadaan berkelanjutan dan ESG bagi pemangku kepentingan internal, khususnya unit pengadaan dan fungsi terkait. Pelatihan ini bertujuan untuk memperkuat pemahaman, kompetensi, dan konsistensi penerapan prinsip ESG dalam seluruh proses pengadaan barang dan jasa di lingkungan Perseroan.

To support the effective implementation of this policy, the Company also organizes training and capacity-building programs related to sustainable procurement and ESG for internal stakeholders, particularly the procurement unit and related functions. These programs aim to strengthen understanding, competencies, and the consistent application of ESG principles throughout the Company's procurement processes for goods and services.

PENILAIAN PEMASOK SUPPLIER ASSESSMENT

Sebagai bagian dari pengelolaan keberlanjutan dalam rantai pasok pemasok yang telah menjalani proses penilaian pemasok (*supplier assessment*), termasuk pemasok yang ditetapkan untuk melaksanakan rencana tindakan perbaikan (*Corrective Action Plan/CAP*) serta yang telah mengikuti program peningkatan kapasitas (*capacity building*) terkait aspek lingkungan, sosial, dan tata kelola. Pengungkapan ini mencerminkan komitmen Perseroan dalam meningkatkan transparansi serta efektivitas pengelolaan risiko dan kinerja ESG pemasok.

As part of sustainability management in the supply chain, 5 suppliers have undergone the supplier assessment process, including suppliers assigned to implement a Corrective Action Plan (CAP) and those that have participated in capacity-building programs related to environmental, social, and governance aspects. This disclosure reflects the Company's commitment to enhancing transparency as well as the effectiveness of supplier ESG risk management and performance.

Dalam proses ESG *assessment* penilaian pemasok, syarat wajib yaitu mitra kerja harus mendaftarkan perusahaannya pada sistem *E-Procurement* Wika Beton melalui laman <https://eproc.wika-beton.co.id/>. Mitra kerja melakukan registrasi dengan mengisi data perusahaan dan melengkapi dokumen perusahaan yang dipersyaratkan. Pada tahap ini, pemasok juga diwajibkan untuk mengunggah Sertifikat Sistem Manajemen Keselamatan, Kesehatan Kerja, dan Lingkungan (SMK3L) serta Surat Pernyataan Komitmen Anti Penyuapan sebagai bentuk pemenuhan terhadap aspek keselamatan kerja, lingkungan, dan tata kelola yang berintegritas. Selanjutnya, tim Perusahaan akan melakukan verifikasi terhadap data perusahaan dan kelengkapan dokumen yang telah diunggah.

As part of the ESG supplier assessment process, partners are required to register their companies through the Wika Beton E-Procurement system at <https://eproc.wika-beton.co.id/>. During registration, partners must provide company data and complete all required documentation. At this stage, suppliers are also mandatory to upload the Occupational Health, Safety, and Environmental Management System (SMK3L) Certificate and an Anti-Bribery Commitment Statement to demonstrate compliance with workplace safety, environmental, and integrity-based governance standards. Subsequently, the Company's team will verify the uploaded data and documents.

Perseroan juga terus memperkuat sistem pencatatan, pemantauan, dan pelaporan atas perkembangan kinerja pemasok signifikan secara konsisten dan terstruktur. Proses monitoring dilakukan melalui evaluasi berkala terhadap implementasi rencana perbaikan, tindak lanjut hasil penilaian, serta kemajuan pemasok dalam memenuhi persyaratan ESG yang ditetapkan. Hasil pemantauan ini dilaporkan kepada Manajemen sebagai dasar pengambilan keputusan, termasuk keberlanjutan kerja sama, pemberian pendampingan lanjutan, maupun penerapan sanksi sesuai ketentuan yang berlaku.

The Company also continues to strengthen its systems for recording, monitoring, and reporting on the performance development of significant suppliers in a consistent and structured manner. The monitoring process is carried out through periodic evaluations of the implementation of improvement plans, follow-up on assessment results, and suppliers' progress in meeting the established ESG requirements. The results of this monitoring are reported to Management as a basis for decision-making, including the continuation of partnerships, provision of further assistance, or the imposition of sanctions in accordance with applicable regulations.

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KOMITMEN ANTIKORUPSI

Anti-Corruption Commitment

WIKA Beton menegakkan etika bisnis dan prinsip antikorupsi sebagai pilar fundamental dalam seluruh aktivitas operasionalnya. Komitmen ini diimplementasikan melalui pemberlakuan kode etik yang mengikat seluruh struktur organisasi, mulai dari karyawan hingga jajaran Direksi dan Dewan Komisaris. Sebagai bukti keseriusan, penandatanganan Komitmen *Code of Conduct* dan Pakta Integritas diwajibkan bagi seluruh Insan WIKA Beton, guna menjamin terciptanya lingkungan kerja yang jujur, bebas dari benturan kepentingan, serta memelihara independensi Perusahaan. [2-15][G-09]

WIKA Beton upholds business ethics and anti-corruption principles as fundamental pillars in all of its operational activities. This commitment is implemented through the enforcement of a code of conduct that binds the entire organizational structure, from employees to members of the Board of Directors and the Board of Commissioners. As a demonstration of this commitment, all WIKA Beton personnel are required to sign the Code of Conduct Commitment and the Integrity Pact, ensuring the creation of a work environment that is honest, free from conflicts of interest, and maintains the Company's independence. [2-15][G-09]

KEBIJAKAN DAN KOMITMEN ANTIKORUPSI ANTI-CORRUPTION POLICY AND COMMITMENT

Guna mewujudkan tata kelola perusahaan yang transparan, adil, dan bersih, WIKA Beton mengadopsi Sistem Manajemen Anti Penyuapan (SMAP) berbasis SNI ISO 37001:2016. Kebijakan SMAP yang ditandatangani oleh Direktur Utama dan Komisaris Utama pada 20 Desember 2023 diperbarui pada 24 Oktober 2025 dengan mengadopsi ketentuan global yang telah diselaraskan dengan kondisi Perseroan.

To realize transparent, fair, and clean corporate governance, WIKA Beton has adopted the Anti-Bribery Management System (SMAP) based on SNI ISO 37001:2016. The SMAP Policy, originally signed by the President Director and the President Commissioner on December 20, 2023, was updated on October 24, 2025 by adopting global provisions that have been aligned with the Company's conditions.

Sebagai fondasi operasional, Perusahaan juga telah memperbarui Struktur Organisasi SMAP melalui Keputusan Bersama Dewan Komisaris dan Direksi Nomor SK.01.01/WB-0A.0064/2025 tanggal 29 Agustus 2025. Efektivitas sistem ini dijaga melalui sosialisasi intensif kepada karyawan dan mitra bisnis, serta pelaksanaan audit internal dan eksternal secara berkala guna mendeteksi dan mencegah risiko penyuapan sejak dini. [G-07]

As an operational foundation, the Company has also updated the SMAP Organizational Structure through the Joint Decree of the Board of Commissioners and the Board of Directors No. SK.01.01/WB-0A.0064/2025 dated August 29, 2025. The effectiveness of this system is maintained through intensive socialization to employees and business partners, as well as the implementation of periodic internal and external audits to detect and prevent bribery risks at an early stage. [G-07]



KAMPANYE DAN PENCEGAHAN KORUPSI ANTI-CORRUPTION CAMPAIGN AND PREVENTION

Keseriusan WIKA Beton dalam memerangi korupsi dibuktikan lewat pelaksanaan kampanye dan pelatihan di seluruh unit kerja. Perusahaan memandang bahwa kewaspadaan harus tetap dijaga di setiap aktivitas operasional, terlepas dari belum adanya temuan operasi yang berisiko tinggi. Atas dasar pemahaman tersebut, WIKA Beton secara konsisten menjalankan upaya pencegahan proaktif melalui berbagai kegiatan edukasi berikut ini: [205-1, 205-2]

Perseroan telah mengimplementasikan Sistem Manajemen Anti Penyuapan (SMAP) berbasis ISO 37001. Dalam penerapannya, seluruh area yang tercakup dalam sertifikasi telah melalui proses asesmen risiko secara komprehensif, sehingga setiap risiko yang teridentifikasi telah terdokumentasi sesuai dengan aktivitas terkait serta diklasifikasikan berdasarkan tingkat risikonya. [205-1, 205-2]

WIKA Beton demonstrates its strong commitment to combating corruption through the implementation of campaigns and training across all work units. The Company believes that vigilance must be maintained in every operational activity, regardless of the absence of findings indicating high-risk operations. Based on this understanding, WIKA Beton consistently carries out proactive prevention efforts through the following educational initiatives: [205-1, 205-2]

The Company has implemented an Anti-Bribery Management System (SMAP) based on ISO 37001. In its implementation, all areas covered by the certification have undergone a comprehensive risk assessment process, ensuring that all identified risks are properly documented in accordance with related activities and classified based on their risk levels. [205-1, 205-2]

No.	Jenis Kampanye dan Sosialisasi Type of Campaign and Socialization	Waktu Date	Penyelenggara Organizer	Peserta Participants
1.	Sosialisasi Internal Awareness ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan Internal Awareness Socialization on ISO 37001:2016 Anti-Bribery Management System	6 Agustus 2025 August 6, 2025	WIKA Beton	51 pegawai ¹ (72,86%) 51 employees ¹ (72.86%)
2.	Sosialisasi Internal Awareness ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan Internal Awareness Socialization on ISO 37001:2016 Anti-Bribery Management System	11 Agustus 2025 August 11, 2025	WIKA Beton	40 pegawai ¹ (57,14%) 40 employees ¹ (57.14%)
3.	Sosialisasi Eksternal Awareness ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan External Awareness Socialization on ISO 37001:2016 Anti-Bribery Management System	13 Agustus 2025 August 13, 2025	WIKA Beton	26 mitra kerja ² (83,87%) 28 business partners ² (83.87%)
4.	Training Transisi ISO 37001:2025 tentang Sistem Manajemen Anti Penyuapan ISO 37001:2025 Anti-Bribery Management System Transition Training	17 Desember 2025 December 17, 2025	PT Sucofindo	70 pegawai ¹ (100%) 70 employees ¹ (100%)

Keterangan | Notes

- Cakupan peserta kampanye dan sosialisasi khusus untuk perwakilan manajer dari seluruh unit usaha | Participation in the campaign and awareness program is limited to manager-level representatives across all business units
- Cakupan peserta kampanye dan sosialisasi adalah lingkup SMAP | Participation in the campaign and awareness program is within the scope of the Anti-Bribery Management System (SMAP)



Selain kampanye dan sosialisasi yang disebutkan pada tabel di atas, WIKI Beton juga mengintensifkan kampanye antikorupsi melalui strategi komunikasi multi-kanal. Sosialisasi dilakukan secara masif melalui situs resmi, aplikasi Workin' WIKI Beton, surat edaran, pemasangan banner di area kantor, grup komunikasi internal, artikel di WTON Magazine, serta tayangan di *digital signage* di lobby WIKI Beton. Dengan sosialisasi multi-kanal tersebut, Perseroan memastikan 100% pegawai dan mitra kerja telah menerima informasi mengenai Kebijakan Sistem Manajemen Anti Penyuapan (SMAP) yang diterapkan Perseroan. **[205-2]**

Perseroan berkomitmen untuk terus memperluas ruang lingkup penerapan SMAP berbasis ISO 37001 secara bertahap. Inisiatif ini mencerminkan komitmen berkelanjutan Perusahaan dalam memperkuat pengendalian risiko penyuapan serta memastikan penerapan prinsip tata kelola yang baik secara konsisten di seluruh lini operasional. **[205-2]**

Sebagai bentuk transparansi dan pengawasan, sepanjang tahun 2025 Fungsi Kepatuhan Anti Penyuapan (FKAP) telah menindaklanjuti dan memverifikasi 1 (satu) laporan dugaan pelanggaran penyuapan. Berdasarkan hasil investigasi yang saksama, disimpulkan bahwa tidak ditemukan adanya pelanggaran sehingga tidak diperlukan tindak lanjut investigasi lanjutan. **[205-3]**

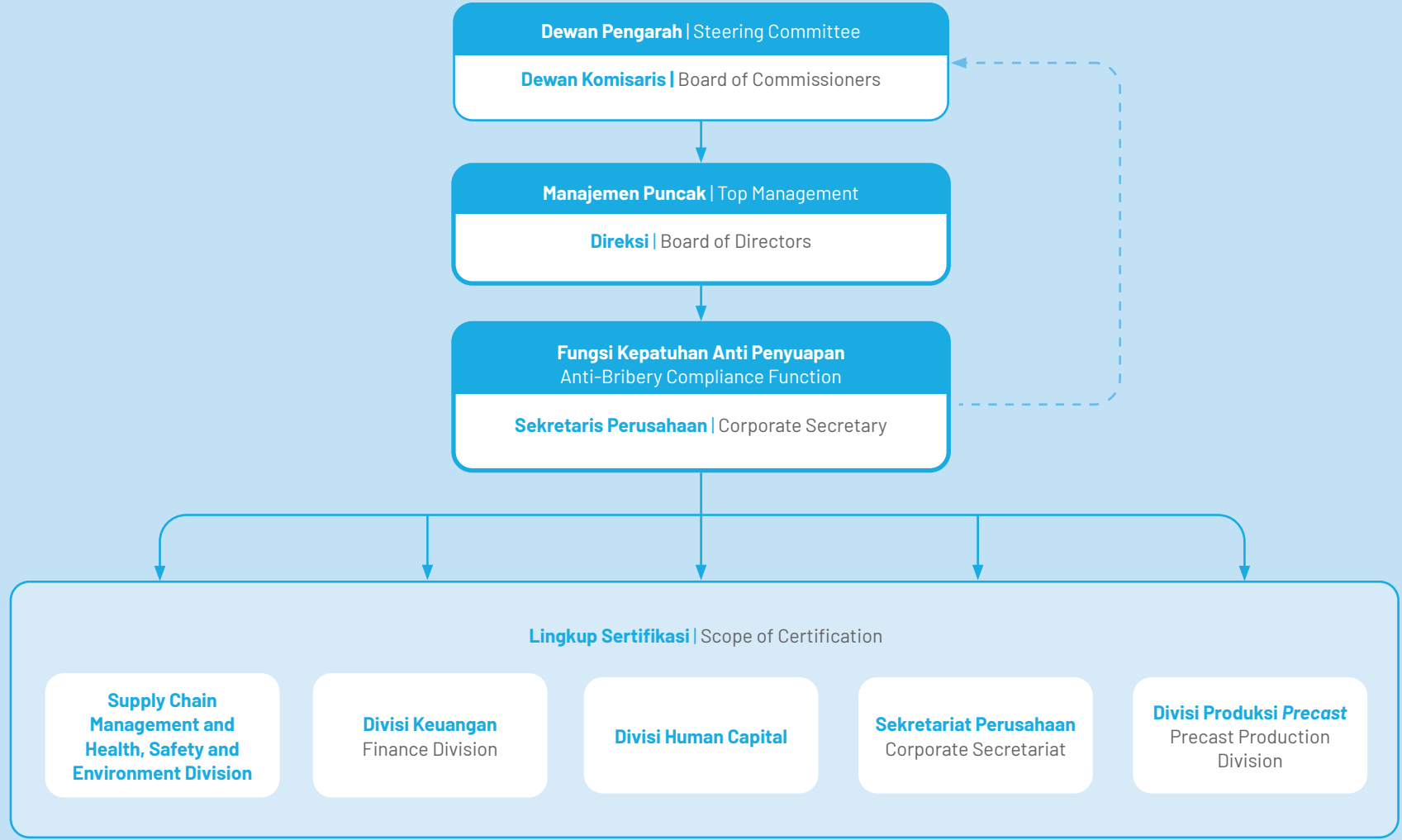
In addition to the campaigns and awareness programs outlined in the table before, WIKI Beton has further strengthened its anti-corruption efforts through a multi-channel communication strategy. Awareness initiatives are delivered extensively via the Company's official website, the Workin' WIKI Beton application, circular letters, banners displayed across office areas, internal communication platforms, articles in WTON Magazine, and digital signage in the WIKI Beton lobby. Through this approach, the Company ensures that 100% of employees and business partners have received information on the Anti-Bribery Management System (SMAP) Policy. **[205-2]**

The Company remains committed to progressively expanding the scope of its ISO 37001-based Anti-Bribery Management System (SMAP). This initiative reflects its ongoing commitment to strengthening bribery risk controls and ensuring the consistent application of good corporate governance principles across all operations. **[205-2]**

As part of its transparency and oversight practices, throughout 2025 the Anti-Bribery Compliance Function (FKAP) followed up on and verified 1 (one) report of alleged bribery. Based on the results of a thorough investigation, it was concluded that no violation was found and therefore no further investigative action was required. **[205-3]**

STRUKTUR SISTEM MANAJEMEN ANTI PENYUAPAN (SMAP)

ANTI-BRIBERY MANAGEMENT SYSTEM (SMAP) STRUCTURE



WHISTLEBLOWING SYSTEM [2-16, 2-26, F.24]

Whistleblowing System

Dalam upaya menciptakan lingkungan kerja yang bersih dan berintegritas, WIKA Beton menghadirkan *Whistleblowing System* (WBS) yang memungkinkan pelaporan dugaan pelanggaran dilakukan secara rahasia, anonim, dan independen. Keamanan pelapor menjadi prioritas utama, dengan jaminan perlindungan dari tindakan balasan yang tertuang eksplisit dalam Prosedur Tata Kelola Perusahaan WB-GCG-PS-01.

Aksesibilitas WBS dibuka seluas-luasnya tidak hanya bagi karyawan, tetapi juga bagi pihak eksternal. Pelaporan dapat dilakukan melalui berbagai kanal, mulai dari aplikasi Workin', situs resmi, e-mail (wbs@wika-beton.co.id), hingga surat fisik ke Tim Kepatuhan GCG di Kantor Pusat. Khusus bagi pihak eksternal, jalur e-mail dan surat tertulis disediakan untuk memastikan kemudahan akses yang setara.

Setiap laporan dikelola oleh Tim Kepatuhan GCG melalui proses penerimaan, penelaahan awal, dan verifikasi, serta ditindaklanjuti untuk pelanggaran kode etik. Untuk laporan yang termasuk dalam pelanggaran Sistem Manajemen Anti Penyuapan (SMAP), proses verifikasi dan tindak lanjut dilakukan oleh Fungsi Kepatuhan Anti Penyuapan (FKAP). Proses ini mencakup penilaian jenis pelanggaran, identitas terlapor, serta kelengkapan informasi dan bukti sebagai dasar penetapan tindak lanjut sesuai ketentuan Perseroan. Laporan dengan risiko tinggi disampaikan kepada Direktur Utama sebagai badan tata kelola tertinggi, disertai ringkasan kasus, hasil verifikasi awal, dan rekomendasi tindak lanjut. [2-16]

Adapun laporan dikategorikan sebagai isu penting apabila memenuhi kriteria tertentu, antara lain memiliki dampak signifikan terhadap aspek keuangan, hukum, reputasi, atau keberlangsungan usaha, melibatkan manajemen puncak, mengandung indikasi fraud atau penyuapan yang serius, bersifat sistemik, atau berpotensi menarik perhatian regulator dan publik.

Sepanjang tahun 2025, terdapat 4 (empat) laporan yang ditangani, dengan 1 laporan di antaranya dikategorikan sebagai isu penting dan telah disampaikan kepada badan tata kelola tertinggi. Berdasarkan hasil verifikasi, tidak ditemukan bukti pelanggaran sehingga tidak diperlukan tindak lanjut investigasi. Adapun alur mekanisme pelaporan dapat dilihat pada bagan berikut: [F.24]

As part of its efforts to foster a clean and integrity-driven work environment, WIKA Beton has established a Whistleblowing System (WBS) that enables the confidential, anonymous, and independent reporting of alleged violations. The protection of whistleblowers is a top priority, with safeguards against retaliation explicitly stipulated in the WB-GCG-PS-01 Corporate Governance Procedure.

WBS is accessible not only to employees but also to external parties. Reports may be submitted through multiple channels, including the Workin' application, the official website, e-mail (wbs@wika-beton.co.id), or written correspondence addressed to the GCG Compliance Team at the Head Office. For external stakeholders, e-mail and written correspondence channels are specifically provided to ensure equal access to the reporting mechanism.

Each report is managed by the GCG Compliance Team through a structured process comprising receipt, initial review, and verification, followed by appropriate actions for code of ethics violations. Reports categorized as violations of the Anti-Bribery Management System (SMAP) are handled by the Anti-Bribery Compliance Function (FKAP), which is responsible for conducting verification and determining the appropriate follow-up actions. The process includes assessing the nature of the violation, identifying the reported party, and evaluating the completeness of information and supporting evidence as the basis for determining further action in accordance with the Company's policies. Reports classified as high risk are escalated to the President Director as the highest governance authority, accompanied by a case summary, initial verification results, and recommended follow-up actions. [2-16]

Reports are classified as significant issues if they meet certain criteria, including having a material impact on financial, legal, reputational, or business continuity aspects, involving senior management, indicating serious fraud or bribery, being systemic in nature, or having the potential to attract regulatory or public scrutiny.

Throughout 2025, a total of four reports were handled, of which one was classified as a significant issue and escalated to the highest governance authority. Based on the verification results, no evidence of violations was identified and no further investigation was required. The reporting mechanism is illustrated in the following diagram: [F.24]

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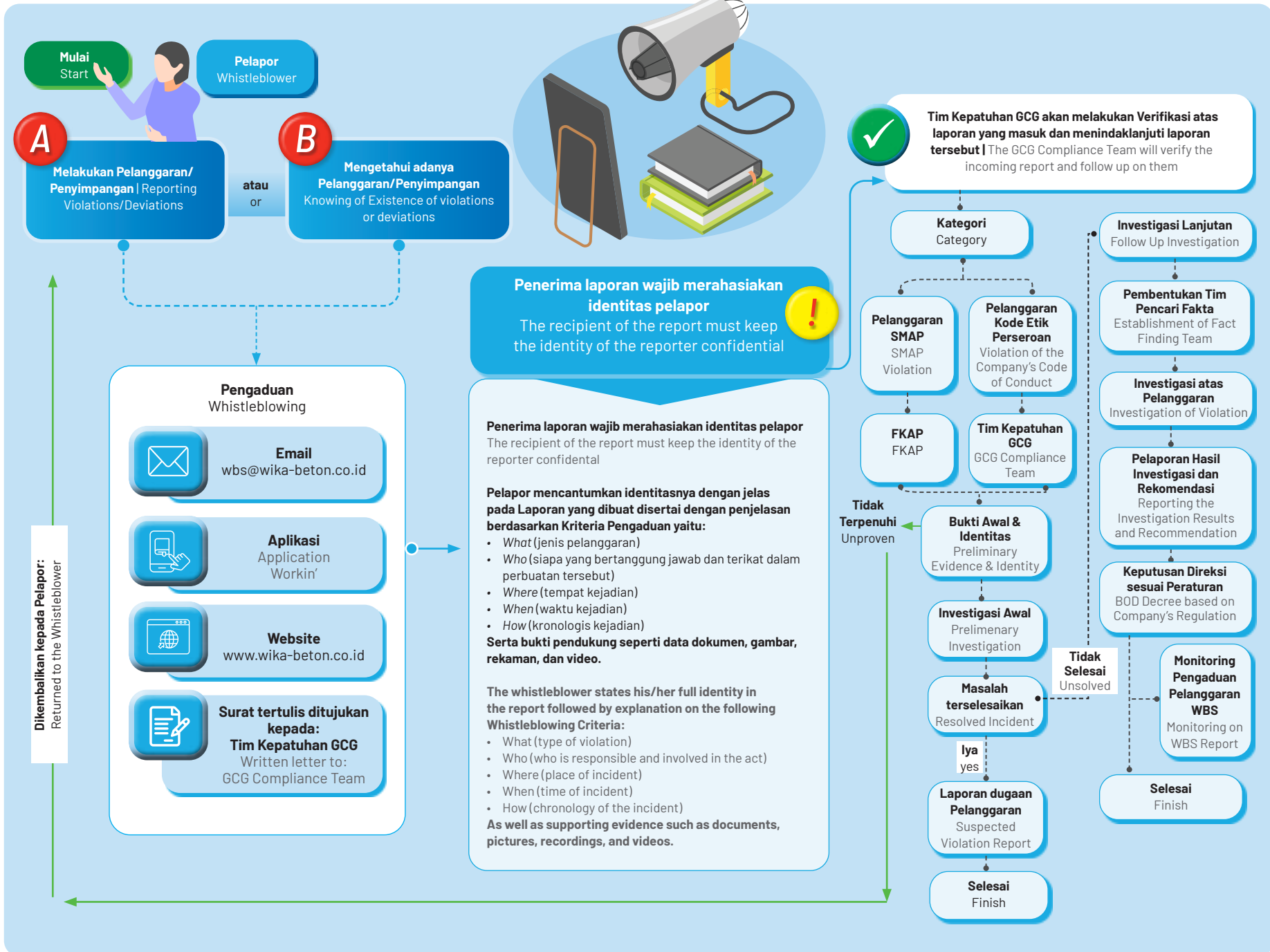
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TRANSPARANSI DAN TATA KELOLA PERPAJAKAN

Tax Transparency and Governance

Perseroan memiliki kebijakan perpajakan yang menjadi pedoman dalam pengelolaan pajak di seluruh kegiatan operasional. Kebijakan tersebut menegaskan komitmen Perseroan untuk tidak melakukan praktik penghindaran pajak agresif, tidak memanfaatkan celah regulasi secara tidak etis, serta memastikan bahwa setiap keputusan bisnis yang berdampak pada pajak telah mempertimbangkan aspek kepatuhan, risiko, dan reputasi jangka panjang. Kebijakan perpajakan ini diterapkan secara konsisten dan disosialisasikan kepada unit kerja terkait. [207-1]

Tata kelola pajak Perseroan berada di bawah pengawasan manajemen dan dilaporkan secara berjenjang kepada Direksi serta Dewan Komisaris. Pengelolaan pajak dilaksanakan oleh fungsi keuangan dan pajak yang kompeten, dengan mekanisme pengendalian internal yang memadai untuk mengidentifikasi, menilai, dan memitigasi risiko perpajakan. Setiap isu perpajakan yang bersifat material dibahas melalui proses pengambilan keputusan yang terstruktur, termasuk konsultasi dengan konsultan pajak independen apabila diperlukan. [207-2]

Perseroan memastikan keterlibatan pemangku kepentingan internal dalam pengelolaan pajak melalui koordinasi lintas fungsi, khususnya antara unit keuangan, akuntansi, dan manajemen risiko. Perseroan juga menjalin komunikasi yang kooperatif dan transparan dengan otoritas pajak, serta bersikap terbuka dalam proses pemeriksaan maupun klarifikasi perpajakan, dengan menjunjung tinggi prinsip kepatuhan dan itikad baik. [207-3]

Selain itu, Perseroan juga mengungkapkan informasi pajak secara transparan dalam Kinerja Ekonomi Perseroan halaman 91. Laporan Keberlanjutan ini, termasuk kontribusi pajak yang dibayarkan sebagai bagian dari nilai ekonomi yang didistribusikan. [207-4]

The Company has established a tax policy that serves as a guideline for managing tax matters across all operational activities. This policy affirms the Company's commitment not to engage in aggressive tax avoidance practices, not to exploit regulatory loopholes in an unethical manner, and to ensure that all business decisions with tax implications take into account compliance, risk management, and long-term reputational considerations. The tax policy is implemented consistently and communicated to relevant business units. [207-1]

The Company's tax governance is overseen by management and reported through a structured hierarchy to the Board of Directors and the Board of Commissioners. Tax management is carried out by competent finance and tax functions, supported by adequate internal control mechanisms to identify, assess, and mitigate tax-related risks. Any material tax issues are addressed through a structured decision-making process, including consultation with independent tax advisors where necessary. [207-2]

The Company ensures the involvement of internal stakeholders in tax management through cross-functional coordination, particularly among the finance, accounting, and risk management units. The Company also maintains cooperative and transparent communication with tax authorities and adopts an open approach during tax audits and clarification processes, while upholding the principles of compliance and good faith. [207-3]

In addition, the Company discloses tax information transparently in the Company's Economic Performance section on page 91 of this Sustainability Report, including the taxes paid as part of the economic value distributed. [207-4]

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Menjaga Lingkungan Secara Bertanggung Jawab

RESPONSIBLE ENVIRONMENTAL STEWARDSHIP



MENJAGA LINGKUNGAN SECARA BERTANGGUNG JAWAB

Responsible Environmental Stewardship

Dalam operasionalnya, Perseroan tidak terlepas dari jejak lingkungan yang muncul baik dari proses produksi maupun pemanfaatan berbagai sumber daya yang berpotensi menimbulkan emisi. Untuk mengurangi konsekuensi tersebut, WIKA Beton mengambil langkah antisipatif dengan mengintegrasikan prinsip-prinsip keberlanjutan ke dalam manajemen lingkungannya. Pendekatan ini menjadi fondasi bagi upaya perusahaan dalam menjaga kualitas lingkungan sekaligus mendukung praktik bisnis yang lebih bertanggung jawab.

In its operations, the Company inevitably generates environmental impacts arising from production processes and the utilization of various resources that may contribute to emissions. To mitigate these impacts, WIKA Beton has taken proactive measures by integrating sustainability principles into its environmental management practices. This approach serves as the foundation for the Company's efforts to maintain environmental quality while supporting more responsible business practices.

KEBIJAKAN DAN MANAJEMEN LINGKUNGAN

Environmental Policy and Management

MANAJEMEN LINGKUNGAN ENVIRONMENTAL MANAGEMENT

WIK A Beton menempatkan pengelolaan lingkungan sebagai bagian integral dari arah strategis perusahaan. Komitmen ini dituangkan dalam pedoman K3L yang telah disetujui dan disahkan langsung oleh Direktur Utama sebagai penegasan bahwa tanggung jawab lingkungan berada di bawah perhatian penuh manajemen puncak. Melalui pedoman tersebut, Perusahaan memastikan seluruh aktivitas operasional dijalankan sesuai ketentuan hukum dan standar lingkungan yang berlaku di berbagai

WIK A Beton places environmental management as an integral part of its strategic direction. This commitment is reflected in the HSE guidelines, which have been formally approved and endorsed by the President Director, underscoring that environmental responsibility is under the full oversight of top management. Through these guidelines, the Company ensures that all operational activities are conducted in compliance with applicable laws and environmental standards across various

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yurisdiksi, serta menjunjung praktik-praktik keberlanjutan yang diakui secara internasional.

Dalam praktiknya, Perseroan menerapkan pendekatan mitigasi sedini mungkin dengan mengidentifikasi potensi risiko lingkungan dan menetapkan langkah pengendalian yang diperlukan untuk menghindari terjadinya pencemaran atau kerusakan. Perusahaan juga menyusun program peningkatan kinerja lingkungan yang dirancang untuk memberikan hasil yang konsisten dari waktu ke waktu. Setiap program dievaluasi secara berkala untuk mengetahui efektivitasnya, dan temuan evaluasi digunakan sebagai dasar perbaikan berkelanjutan serta penyesuaian strategi yang lebih tepat.

Untuk memastikan pelaksanaan yang terstruktur, WIKA Beton menugaskan unit organisasi khusus yang fokus pada implementasi dan pemantauan seluruh aspek lingkungan. Individu yang mengemban tugas ini dibekali dengan pelatihan teknis dan pengembangan keahlian agar mampu mengikuti perkembangan isu lingkungan dan mengelola risiko secara kompeten.

Selain mekanisme formal, Perseroan juga menumbuhkan budaya kerja yang menempatkan kepedulian lingkungan sebagai nilai inti. Praktik operasional sehari-hari diarahkan agar ramah lingkungan dan selaras dengan prinsip keberlanjutan. Komitmen ini diperluas hingga ke para mitra dan pemasok, dengan menekankan pentingnya standar mutu, keselamatan, serta praktik bisnis yang bertanggung jawab. Pendekatan kolaboratif ini mendukung terciptanya proses yang lebih efisien sekaligus menekan potensi dampak lingkungan di seluruh mata rantai pasok. **[A.1]**

KEBIJAKAN TERHADAP KESELAMATAN, DAN KESEHATAN KERJA SERTA LINGKUNGAN

POLICY ON OCCUPATIONAL SAFETY, HEALTH, AND ENVIRONMENT

Sebagai penyedia solusi beton yang beroperasi secara global dan mengedepankan prinsip keberlanjutan, WIKA Beton menempatkan keselamatan kerja, kesehatan pekerja, serta perlindungan lingkungan sebagai fondasi utama dalam menjalankan bisnis. Sejalan dengan itu, manajemen menyatakan komitmen kolektif untuk menerapkan kebijakan K3L yang berlaku bagi seluruh karyawan serta pemangku kepentingan eksternal, termasuk mitra bisnis, pemasok, pelanggan, dan pihak lain yang berinteraksi dengan Perseroan, dalam pelaksanaan tugas, kewajiban, dan tanggung jawab secara konsisten dan berkelanjutan. Kebijakan K3L tersebut mencakup hal-hal berikut:

jurisdictions, while upholding internationally recognized sustainability practices.

In practice, the Company adopts an early-stage mitigation approach by identifying potential environmental risks and establishing the necessary control measures to prevent pollution or environmental damage. The Company also develops environmental performance improvement programs designed to deliver consistent results over time. Each program is regularly evaluated to assess its effectiveness, and the evaluation findings are used as the basis for continuous improvement and more targeted strategic adjustments.

To ensure structured implementation, WIKA Beton established a dedicated organizational unit focused on the execution and monitoring of all environmental aspects. Personnel assigned to this function are equipped with technical training and capability development to keep pace with evolving environmental issues and manage risks effectively.

Beyond formal mechanisms, the Company also fosters a work culture that positions environmental stewardship as a core value. Daily operational practices are guided to be environmentally responsible and aligned with sustainability principles. This commitment extends to business partners and suppliers by emphasizing the importance of quality standards, safety, and responsible business practices. This collaborative approach supports more efficient processes while minimizing potential environmental impacts across the value chain. **[A.1]**

As a global provider of concrete solutions that upholds sustainability principles, WIKA Beton places occupational safety, employee health, and environmental protection as fundamental pillars in conducting its business. In line with this, management reaffirms its collective commitment to implementing the Occupational Health, Safety, and Environment (HSE) policy, which applies to all employees as well as external stakeholders, including business partners, suppliers, customers, and other parties engaging with the Company. This commitment is upheld in the consistent and sustainable execution of duties, obligations, and responsibilities. The HSE policy encompasses the following:

1. Mematuhi peraturan yang berlaku terkait aspek Keselamatan, Kesehatan Kerja, dan Lingkungan termasuk *best practice* berdasarkan perundangan nasional & internasional, peraturan internal dan standar pada seluruh kegiatan operasional Perusahaan;
2. Melakukan upaya pencegahan kecelakaan kerja, pencemaran atau penurunan kualitas lingkungan dan penyakit akibat kerja demi tercapainya sasaran *zero fatality*;
3. Meningkatkan efisiensi sumber daya alam melalui kebijakan penerapan 3R (*Reduce, Reuse, dan Recycle*), penggunaan energi secara bijak, pengurangan emisi karbon, peningkatan kualitas pembuangan limbah cair, penanganan limbah berbahaya & tidak berbahaya, dan mendorong penggunaan material ramah lingkungan;
4. Meningkatkan kesadaran terhadap lingkungan kepada seluruh pekerja secara terus menerus dan berkelanjutan;
5. Melindungi dan melestarikan lingkungan, sumber daya alam, keanekaragaman hayati dan pencegahan deforestasi melalui sistem pengelolaan lingkungan yang akan dipantau secara terus menerus; dan
6. Melakukan perbaikan berkelanjutan dan meningkatkan kepuasan pelanggan dengan mengedepankan aspek Keselamatan, Kesehatan Kerja dan Lingkungan melalui keterlibatan aktif dari setiap karyawan dalam pemantauan, evaluasi, dan perbaikan kinerja secara berkelanjutan.

Untuk memastikan implementasi Kebijakan Keselamatan, Kesehatan Kerja, dan Lingkungan berjalan secara konsisten, Perseroan menetapkan sejumlah langkah operasional sebagai berikut:

1. Menerapkan budaya Keselamatan dan Kesehatan Kerja serta Lingkungan di setiap aktivitas operasi Perusahaan secara berkelanjutan;
2. Mengidentifikasi dan mengendalikan setiap potensi bahaya serta aspek-aspek dampak lingkungan yang terkait dengan aktivitas operasional Perusahaan;
3. Mengurangi timbulnya emisi udara, limbah cair, limbah padat dan limbah B3;
4. Menjalin kerja sama dengan mitra dan pemasok menuju pengadaan barang dan jasa yang ramah lingkungan dan berkelanjutan untuk menjamin dampak minimum terhadap lingkungan;
5. Meningkatkan keahlian dan kompetensi karyawan terkait Keselamatan, Kesehatan Kerja, dan Lingkungan secara berkala; dan
6. Membentuk struktur organisasi khusus untuk melaksanakan penerapan Keselamatan, Kesehatan Kerja, dan Lingkungan Perusahaan secara sistematis, efektif, dan berkelanjutan.

1. Complying with applicable regulations related to Safety, Health, and Environment, including best practices based on national and international laws & regulations, internal policies, and standards across all Company operations;
2. Undertaking preventive measures to avoid workplace accidents, environmental pollution or degradation, and occupational diseases, in order to achieve the target of zero fatalities;
3. Enhancing natural resource efficiency through the implementation of 3R principles (*Reduce, Reuse, and Recycle*), prudent energy use, carbon emission reduction, improvement of wastewater quality, management of hazardous & non-hazardous waste, and the promotion of environmentally friendly materials;
4. Continuously and sustainably increasing environmental awareness among all employees;
5. Protecting and preserving the environment, natural resources, biodiversity, and preventing deforestation through an environmental management system that is continuously monitored; and
6. Driving continuous improvement and enhancing customer satisfaction by prioritizing safety, health, environment aspects through the active involvement of all employees in monitoring, evaluation, and ongoing performance improvement.

To ensure the consistent implementation of the Safety, Health, and Environment Policy, the Company has established the following operational measures:

1. Implementing a culture of Safety, Health, and Environment across all Company operational activities on an ongoing basis;
2. Identifying and controlling all potential hazards and environmental impact aspects related to the Company's operational activities;
3. Reducing the generation of air emissions, wastewater, solid waste, and hazardous waste;
4. Establishing collaboration with partners and suppliers to promote environmentally friendly and sustainable procurement of goods and services, ensuring minimal environmental impact;
5. Enhancing employees' expertise and competencies related to Safety, Health, and Environment on a regular basis; and
6. Establishing a dedicated organizational structure to systematically, effectively, and sustainably implement Safety, Health, and Environment practices across the Company.

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SERTIFIKASI PROGRAM PENGELOLAAN LINGKUNGAN

ENVIRONMENTAL MANAGEMENT PROGRAM CERTIFICATION

Untuk menjaga kinerja lingkungan yang konsisten, WIKI Beton membangun sistem pengelolaan yang terintegrasi di seluruh fasilitas produksi. Pendekatan ini diperkuat melalui penerapan kerangka kerja berstandar global ISO 14001:2015, yang diverifikasi oleh lembaga sertifikasi independen. Sertifikasi tersebut mencakup berbagai fungsi utama perusahaan, mulai dari perancangan produk, pengaturan proses lingkungan, kegiatan manufaktur komponen beton pracetak, hingga pekerjaan instalasi serta operasi *prestressing* dan *crushing plant*, sehingga memastikan seluruh rantai proses berjalan sesuai prinsip lingkungan yang terstruktur dan terukur. **[3-3]**

To maintain consistent environmental performance, WIKI Beton has established an integrated management system across all production facilities. This approach is reinforced through the implementation of the globally recognized ISO 14001:2015 framework, which is verified by an independent certification body. The certification covers key Company functions, including product design, environmental process management, manufacturing of precast concrete components, as well as installation works and prestressing and crushing plant operations, thereby ensuring that the entire value chain operates in accordance with structured and measurable environmental principles. **[3-3]**

Site	Ruang Lingkup Sertifikasi Scope of Certification
Kantor Pusat WIKI Tower 1, Jl. D.I Panjaitan Kav. 9, Jakarta Timur 13340 Indonesia Head Office WIKI Tower 1, Jl. D.I Panjaitan Kav. 9, Jakarta Timur 13340 Indonesia	<i>Corporation Production; Operation Management of Materials; Supply Chain Management; Engineering; Research and Development; Quality, Safety, Health, Environment Management System; Human Capital</i> No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Sumatera Utara Binjai, Sumatera Utara Concrete Product Plant North Sumatra Binjai, North Sumatra	<i>Aspects of Manufacture of Precast Concrete which Affect Environmental</i> No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Lampung Tegineneng, Kotabumi, Lampung	<i>Aspects of Manufacture of Precast Concrete which Affect Environmental</i> No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Lampung Selatan Ketapang, Lampung Selatan, Lampung Concrete Product Plant South Lampung Ketapang, South Lampung, Lampung	<i>Aspects of Manufacture of Precast Concrete which Affect Environmental</i> No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Bogor Cileungsi, Jawa Barat Cileungsi, West Java	<i>Aspects of Manufacture of Precast Concrete which Affect Environmental</i> No Sertifikat: Certificate Number: EMS 00309

Site	Ruang Lingkup Sertifikasi Certification Scope
Concrete Product Plant Subang & Karawang Subang, Jawa Barat Subang, West Java	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Majalengka Jatiwangi, Majalengka, Jawa Barat Jatiwangi, Majalengka, West Java	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Pasuruan , Jawa Timur	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat: Certificate Number: EMS 00309
Concrete Product Plant Sulawesi Selatan Makassar, Sulawesi Selatan Makassar, South Sulawesi	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat: Certificate Number: EMS 00309

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PENGEMBALIAN INVESTASI LINGKUNGAN ENVIRONMENTAL INVESTMENT RETURNS

Sebagai bagian dari komitmen terhadap pengelolaan lingkungan yang bertanggung jawab, WIKA Beton menyediakan alokasi pendanaan khusus untuk membiayai berbagai inisiatif dan program pengelolaan lingkungan. Dana tersebut diarahkan untuk mendukung kegiatan pemantauan, pengendalian, dan peningkatan kinerja lingkungan di seluruh unit operasional. Rincian pengeluaran yang telah direalisasikan Perseroan terkait program-program tersebut disajikan sebagai berikut: **[F.3, F.4]**



As part of its commitment to responsible environmental management, WIKA Beton allocates dedicated funding to support various environmental management initiatives and programs. These funds are directed toward monitoring, control, and the enhancement of environmental performance across all operational units. Details of the expenditures realized by the Company in relation to these programs are presented as follows: **[F.3, F.4]**

Perseroan memahami bahwa pengelolaan lingkungan yang dijalankan secara efektif tidak hanya berdampak positif pada keberlanjutan, tetapi juga menciptakan nilai ekonomi dalam jangka panjang. Penerapan prinsip-prinsip ramah lingkungan di seluruh proses operasional memungkinkan Perseroan menekan pemborosan sumber daya, menurunkan konsumsi energi, mengurangi biaya penanganan limbah,

The Company recognizes that effective environmental management not only contributes positively to sustainability but also creates long-term economic value. The implementation of environmentally friendly principles across all operational processes enables the Company to reduce resource waste, lower energy consumption, minimize waste management costs, and improve the efficiency of raw

serta meningkatkan efisiensi penggunaan bahan baku. Selain itu, praktik lingkungan yang kuat memperkuat reputasi perusahaan di mata pemangku kepentingan, membuka peluang pasar yang lebih luas, dan menurunkan potensi risiko hukum. Sehubungan dengan hal tersebut, WIKa Beton telah menghitung nilai investasi serta biaya operasional yang dialokasikan untuk program-program lingkungan, dengan rincian sebagai berikut:

material usage. In addition, strong environmental practices enhance the Company's reputation among stakeholders, open up broader market opportunities, and reduce potential legal risks. In this regard, WIKa Beton has calculated the investment value and operational costs allocated to environmental programs, as detailed as follows:

Uraian Description	2025	2024	2023
Investasi Modal (Rp) Capital Investment (Rp)	304.990.000	359.600.000	228.630.000
Pengeluaran Operasional (Rp) Operational Expenditure (Rp)	150.676.176	161.885.000	111.966.440
Total Pengeluaran (Rp) Total Expenditure (Rp)	455.666.176	521.485.000	340.596.440
Penghematan, Penghindaran Biaya, Pendapatan, Insentif Pajak, dll (Rp) Savings, Cost Avoidance, Income, Tax Incentives, etc. (Rp)	215.292.027	38.054.878*	0
% Operasi yang Dicapai % of Operations Covered	100	100	100

* Terdapat penyajian data kembali karena perhitungan dilakukan setelah tahun buku
There is data restatement due to calculations completed subsequent to the financial year

KEPATUHAN PENGELOLAAN LINGKUNGAN ENVIRONMENTAL MANAGEMENT COMPLIANCE

Perseroan memastikan bahwa setiap proses bisnis WIKa Beton dijalankan sesuai praktik lingkungan yang diakui sebagai standar terbaik serta selaras dengan peraturan perundang-undangan di Indonesia. Kewajiban tersebut dipenuhi melalui penyampaian laporan kinerja lingkungan secara rutin kepada instansi lingkungan hidup di tingkat daerah, sekaligus menerapkan pengawasan ketat atas rantai pasok melalui persyaratan kepatuhan hukum, standar lingkungan, kondisi kerja, dan etika usaha bagi seluruh mitra. Konsistensi ini tercermin dari tidak adanya keluhan mengenai pengelolaan lingkungan maupun insiden tumpahan bahan berbahaya dan beracun (B3) selama periode pelaporan. Selain itu, dalam empat tahun terakhir, Perseroan juga tidak pernah dikenakan denda ataupun sanksi nonfinansial terkait pelanggaran atas ketentuan lingkungan hidup. [2-27][F.15, F.16]

The Company ensures that all WIKa Beton business processes are conducted in accordance with environmental practices recognized as best standards and in compliance with applicable laws and regulations in Indonesia. These obligations are fulfilled through the regular submission of environmental performance reports to local environmental authorities, as well as the implementation of strict supply chain oversight through compliance requirements related to legal standards, environmental practices, working conditions, and business ethics for all partners. This consistency is reflected in the absence of complaints regarding environmental management and no incidents involving hazardous and toxic material (B3) spills during the reporting period. Furthermore, over the past four years, the Company has not been subject to any fines or non-financial sanctions related to violations of environmental regulations. [2-27][F.15, F.16]

UPAYA PELESTARIAN LINGKUNGAN ENVIRONMENTAL PRESERVATION EFFORTS

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Penanaman Pohon
Tree Planting

5.722 Pohon
Trees

Penanaman Pohon Mangrove di Pulau Pari kolaborasi: 1.000

Mangrove tree planting in Pari Island, in collaboration

Penanaman Pohon Mangrove WIKA Group: 3.500

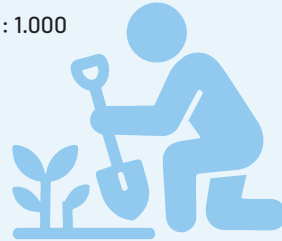
Mangrove tree planting by WIKA Group

Penanaman Pohon Mangrove pulau Pari: 500

Mangrove tree planting in Pari Island

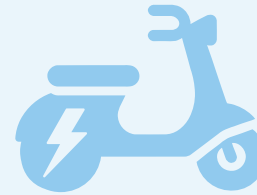
Penanaman Pohon Non Mangrove: 722

Non-mangrove tree planting

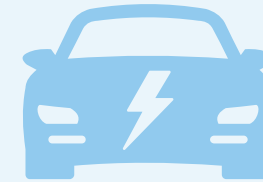


Penanaman pohon WTON | WTON tree planting: 500+722 : **1.222** pohon | trees

Penanaman pohon kolaborasi | Collaborative tree planting: **4.500** pohon | trees



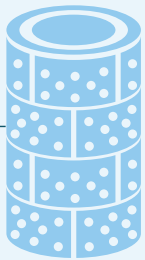
Motor Gesit
Electric Motorcycles **18** Unit
Units



Mobil Listrik
Electric Cars **7** Unit
Units

Sumur Resapan
Infiltration Wells

7 Unit
Units



Beton Porous
Porous Concrete **29** m³



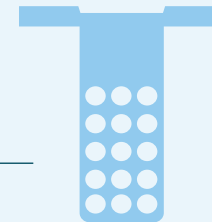
Pemanfaatan Benda Uji
Utilization of Test Specimens

28.219 Pcs



Lubang Biopori
Biopore Holes

88 Unit
Units



Pengelolaan Sampah
menjadi Pupuk
Waste Management
into Fertilizer

175 Kg



Pemanfaatan Fly Ash
sebagai Bahan Baku
Utilization of Fly Ash
as Raw Material

15.748 Ton
Tons



Lampu Tenaga Surya
Solar-Powered Lamps

55 Unit
Units



ENERGI [F.6]

Energy

PROGRAM MANAJEMEN ENERGI ENERGY MANAGEMENT PROGRAM

Sebagai wujud kontribusi terhadap mitigasi perubahan iklim, WIKA Beton menempatkan manajemen energi sebagai salah satu prioritas strategis. Pendekatan ini dijalankan melalui tata kelola energi yang terstruktur dan berada di bawah koordinasi Komite ESG yang memastikan seluruh praktik selaras dengan kebijakan internal perusahaan. Komitmen tersebut tercermin dalam berbagai program efisiensi yang diimplementasikan sepanjang 2025 untuk menekan konsumsi energi di seluruh lini operasi. [\[3-3\]](#)

Sejumlah langkah yang telah ditempuh mencakup pemanfaatan peralatan berdaya rendah seperti lampu dan pendingin ruangan hemat energi, percepatan digitalisasi proses kerja, penggunaan kendaraan listrik sebagai armada operasional, dan peningkatan porsi energi terbarukan melalui instalasi panel surya. Perseroan juga mengadopsi teknologi *non-steam* untuk mempercepat proses produksi, yang berdampak pada penurunan waktu siklus. Walaupun berbagai inisiatif tersebut telah berjalan, WIKA Beton saat ini masih dalam tahap pengembangan metode perhitungan yang lebih komprehensif untuk mengukur besar efisiensi dan pengurangan energi yang diperoleh. [\[302-4, 302-5\]\[F.7\]](#)

PENGUNAAN ENERGI ENERGY CONSUMPTION

WIKA Beton menerapkan sistem pencatatan energi yang menyeluruh untuk seluruh sumber konsumsi, mencakup kebutuhan operasional pabrik, penggunaan kendaraan, serta pengoperasian alat berat. Basis data ini dimanfaatkan sebagai landasan analitis untuk menilai efektivitas pemakaian energi dan menentukan area yang memiliki peluang penghematan lebih lanjut. Ringkasan penggunaan energi Perseroan pada berbagai aktivitas operasional disajikan sebagai berikut: [\[302-1, 302-2\]](#)

As a contribution to climate change mitigation, WIKA Beton places energy management as one of its strategic priorities. This approach is implemented through a structured energy governance system under the coordination of ESG Committee ensuring that all practices are aligned with the Company's internal policies. This commitment is reflected in various efficiency programs implemented throughout 2025 to reduce energy consumption across all operational lines. [\[3-3\]](#)

Several measures undertaken include the use of energy-efficient equipment such as low-power lighting and air conditioning systems, the acceleration of work process digitalization, the adoption of electric vehicles for operational fleets, and increasing the share of renewable energy through solar panel installations. The Company has also adopted non-steam technology to accelerate production processes, resulting in reduced cycle times. Although these initiatives have been implemented, WIKA Beton is currently still in the process of developing a more comprehensive methodology to measure the level of efficiency and energy reduction achieved. [\[302-4, 302-5\]\[F.7\]](#)

WIKA Beton implements a comprehensive energy recording system covering all sources of consumption, including plant operations, vehicle usage, and heavy equipment operations. This database serves as an analytical foundation to assess energy utilization effectiveness and identify areas with further efficiency opportunities. A summary of the Company's energy consumption across various operational activities is presented as follows: [\[302-1, 302-2\]](#)

Energi yang Digunakan dan Intensitas Energi per Produksi [302-1, 302-2, 302-3][F.6][E-03]
Energy Consumption and Energy Intensity per Production

Sumber Energi Energy Source	Satuan Unit	Tujuan Penggunaan Purpose of Use	2025	2024*	2023	
Listrik PLN PLN Electricity	GJ	Kegiatan Operasional Operational Activities	33.727	56.136	53.169	
Generator Set (genset)			5.943	5.095	5.667	
Bahan Bakar Minyak (BBM) - Solar Fuel - Diesel	GJ	Kegiatan Operasional, Kendaraan, Alat Berat Operational Activities, Vehicles, Heavy Equipment	59.233	85.095	90.341	
BBM - Bensin Fuel - Gasoline			Kendaraan Vehicles	12.424	14.178	17.967
Gas Alam Natural Gas			Kendaraan Operasional Operational Vehicles	3.626.324	3.908.906	0
LPG	GJ		2.062	1.991	2.157	
Marine Fuel Oil (MFO)			0	0	0	
Jumlah Penggunaan Energi Total Energy Consumption			3.739.713	4.071.401	169.302	
Jumlah Produksi Total Production	Ton		2.291.986	2.867.488	1.471.820	
Jumlah Pendapatan Total Revenue	Rp Juta Rp Million		3.585.862	4.896.024	4.203.171	
Intensitas Penggunaan Energi per Produksi Energy Intensity per Production	GJ/Ton		1,63	1,42	0,12	
Intensitas Penggunaan Energi per Pendapatan Energy Intensity per Production	GJ/Rp Juta GJ/Rp Million		1,04	0,83	0,04	

* Terdapat penyajian kembali data seiring dengan adanya penambahan cakupan lokasi penggunaan gas alam.

* Data has been restated due to the expansion of the coverage of natural gas usage locations.

WIKa Beton memandang pengurangan ketergantungan pada energi fosil sebagai langkah strategis untuk menekan dampak perubahan iklim sekaligus memperkuat fondasi keberlanjutan jangka panjang. Sejalan dengan pandangan tersebut, Perseroan terus memperluas pemanfaatan energi baru terbarukan di berbagai unit operasional melalui pembangunan instalasi pembangkit listrik tenaga surya yang dilakukan secara bertahap di beberapa fasilitas utama. Selain mendorong transisi energi, Perseroan juga memperkuat upaya efisiensi melalui penetapan target penurunan intensitas energi sebesar 3% pada tahun 2025 sebagai bagian dari komitmen pengelolaan energi yang lebih berkelanjutan.

Sepanjang 2025, Perseroan menuntaskan pemasangan sistem panel surya berkapasitas 1.001,8 kWp yang ditempatkan pada atap jalur produksi dan area kantor pabrik di

WIKa Beton views the reduction of dependence on fossil energy as a strategic step to mitigate the impacts of climate change while strengthening the foundation for long-term sustainability. In line with this approach, the Company continues to expand the utilization of renewable energy across its operational units through the gradual development of solar power installations at several key facilities. In addition to advancing the energy transition, the Company is also strengthening its efficiency efforts by setting a target to reduce energy intensity by 3% by 2025 as part of its commitment to more sustainable energy management.

Throughout 2025, the Company completed the installation of a solar panel system with a capacity of 1,001.8 kWp, installed on the rooftops of production lines and plant office

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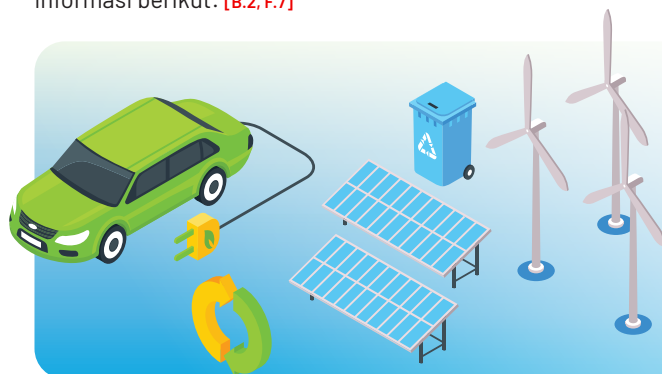
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PPB Bogor, Majalengka Pasuruan & Lamsel. Pemanfaatan energi matahari ini tidak hanya dirancang untuk menekan konsumsi energi berbasis fosil, namun juga untuk meningkatkan efisiensi operasional melalui sumber energi yang lebih bersih dan stabil.

Perseroan juga sedang menyiapkan instalasi Pembangkit Listrik Tenaga Surya (PLTS) tambahan pada sejumlah lokasi proyek, termasuk PPB Sumut (225,6 kWp), PPB Sulawesi Selatan (296,4 kWp), PPB Subang (230 kWp), PPB Pasuruan Plant Winong (150 kWp), dan PPB Lampung (234 kWp) dengan kapasitas gabungan yang dirancang mencapai 1.136 kWp. Inisiatif ini merupakan bagian dari rencana ekspansi energi terbarukan yang lebih luas, yang ditujukan untuk memperbesar kontribusi WIKI Beton terhadap pengurangan emisi karbon serta memperkuat ketahanan energi perusahaan di masa mendatang.

Sebagai bagian dari inisiatif pengurangan emisi karbon yang lebih luas, Perseroan juga telah mengintegrasikan penggunaan Biodiesel B40 sebagai bahan bakar dalam kegiatan operasional. Biodiesel B40 merupakan campuran 40% bahan bakar nabati berbasis minyak sawit dengan 60% solar, sehingga menghasilkan komposisi energi yang lebih rendah emisi dibandingkan bahan bakar fosil murni. Implementasi bahan bakar ramah lingkungan ini tidak hanya mendukung penurunan emisi gas rumah kaca, tetapi juga selaras dengan arah kebijakan nasional dalam mendorong transisi menuju energi terbarukan, khususnya di sektor transportasi dan operasional industri.

Penggunaan Biodiesel B40 tersebut menjadi pelengkap atas inisiatif pemanfaatan energi surya yang telah diterapkan oleh WIKI Beton. Secara keseluruhan, kontribusi energi terbarukan dalam operasional Perseroan dapat digambarkan melalui informasi berikut: **[B.2, F.7]**



areas in PPB Bogor, Majalengka Pasuruan & Lamsel. The utilization of solar energy is not only intended to reduce fossil-based energy consumption but also to enhance operational efficiency through a cleaner and more stable energy source.

The Company is also preparing the installation of additional Solar Power Plant (PLTS) systems at several project locations, including PPB North Sumatra (225.6 kWp), PPB South Sulawesi (296.4 kWp), PPB Subang (230 kWp), PPB Pasuruan Winong Plant (150 kWp), and PPB Lampung (234 kWp), with a combined designed capacity of 1,136 kWp. This initiative forms part of a broader renewable energy expansion plan aimed at increasing WIKI Beton's contribution to carbon emission reduction while strengthening the Company's energy resilience in the future.

As part of a broader carbon emission reduction initiative, the Company has also integrated the use of B40 biodiesel as fuel in its operational activities. B40 biodiesel is a blend of 40% palm oil-based biofuel and 60% diesel, resulting in a lower-emission energy composition compared to pure fossil fuels. The implementation of this environmentally friendly fuel not only supports the reduction of greenhouse gas emissions but also aligns with national policies aimed at accelerating the transition toward renewable energy, particularly in the transportation and industrial operational sectors.

The use of B40 biodiesel complements WIKI Beton's solar energy utilization initiatives. Overall, the contribution of renewable energy in the Company's operations can be illustrated through the following information: **[B.2, F.7]**

Energi Terbarukan yang Digunakan ^[302-1]
Renewable Energy Used

Sumber Energi Energy Source	Satuan Unit	2025	2024	2023
Biodiesel	GJ	18.495	23.289	26.418
Solar Panel		3.962	950,76	-
Total		22.457	24.240	26.418

Sejak tahun 2025, Perseroan sudah menggunakan Biodiesel B40
Since 2025, the Company has implemented the use of B40 biodiesel.

AREA PEMASANGAN PEMBANGKIT LISTRIK TENAGA SURYA (PLTS) ON GRID INSTALLATION AREAS OF ON-GRID SOLAR POWER PLANTS



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LIMBAH DAN POLUTAN

Waste and Pollutants

PROGRAM MANAJEMEN LIMBAH WASTE MANAGEMENT PROGRAM

Komitmen Wika Beton terhadap tanggung jawab lingkungan tercermin melalui implementasi berbagai langkah strategis untuk mereduksi dampak ekologis dari seluruh aktivitas operasional. Salah satu manifestasi komitmen tersebut adalah pembaruan Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan yang disahkan sejak 30 Desember 2024, yang menegaskan komitmen Perseroan dalam pengelolaan limbah cair, limbah padat, emisi udara, dan limbah B3 secara terstruktur dan sesuai ketentuan. [\[3-3, 306-1\]](#)

Sebagai bagian dari upaya pengendalian lingkungan yang berkesinambungan, Wika Beton menerapkan prinsip 3R (*Reduce, Reuse, Recycle*) dengan mengintegrasikan praktik daur ulang dan penggunaan kembali material pada seluruh tahapan operasional, mulai dari proses produksi hingga kegiatan konstruksi lainnya. Inisiatif ini tidak hanya mendorong efisiensi penggunaan sumber daya, tetapi juga memastikan material memiliki siklus hidup yang lebih panjang, sehingga menurunkan jejak lingkungan yang dihasilkan.

Perseroan juga melaksanakan pengelolaan limbah secara sistematis melalui segregasi sejak awal dengan menyediakan tempat sampah terpilah berwarna sesuai kategori limbah. Pendekatan ini mempermudah identifikasi, pemilahan, dan pengolahan limbah, serta meningkatkan efektivitas proses daur ulang. Melalui langkah-langkah tersebut, Wika Beton memastikan bahwa setiap limbah ditangani secara bertanggung jawab dan sejalan dengan prinsip pengendalian dampak lingkungan. [\[306-2\]](#)

Wika Beton's commitment to environmental responsibility is reflected in the implementation of various strategic measures to reduce the ecological impact of all operational activities. One manifestation of this commitment is the update of the Safety, Health, and Environment Policy, enacted on December 30, 2024, which reinforces the Company's commitment to the structured and compliant management of wastewater, solid waste, air emissions, and hazardous waste. [\[3-3, 306-1\]](#)

As part of its continuous environmental control efforts, Wika Beton implements the 3R (*Reduce, Reuse, Recycle*) principles by integrating recycling and material reuse practices across all stages of operations, from production processes to other construction activities. This initiative not only promotes resource efficiency but also ensures that materials have a longer lifecycle, thereby reducing the environmental footprint generated.

The Company also implements systematic waste management through early-stage segregation by providing color-coded waste bins according to waste categories. This approach facilitates identification, sorting, and processing of waste, while enhancing the effectiveness of recycling processes. Through these measures, Wika Beton ensures that all waste is managed responsibly and in line with environmental impact control principles. [\[306-2\]](#)



Dalam pengelolaan limbah, Perseroan menerapkan pengolahan yang disesuaikan dengan jenis dan karakteristik masing-masing limbah, dengan berpedoman pada prosedur K3L yang berlaku. Untuk limbah padat non-B3, Perseroan mengedepankan prinsip 3R (*Reduce, Reuse, Recycle*) guna memaksimalkan nilai guna material serta meminimalkan volume limbah yang dihasilkan. Adapun limbah domestik non-B3 yang tidak dapat dikelola secara internal diserahkan kepada pihak ketiga berizin dan terlebih dahulu dikumpulkan di Tempat Penampungan Sementara (TPS). Sebagai bagian dari implementasi prinsip tersebut, limbah plastik dialihkan ke bank sampah di sekitar wilayah operasional untuk didaur ulang.

Sementara itu, untuk limbah B3, Perseroan melaksanakan penampungan secara terkontrol di TPS Limbah B3 sesuai standar teknis, sebelum diserahkan kepada pihak ketiga yang memiliki izin resmi dari Kementerian Lingkungan Hidup maupun Kementerian Perhubungan untuk proses pengelolaan dan pengangkutan. Pendekatan ini memastikan bahwa seluruh limbah berbahaya ditangani secara aman, patuh terhadap regulasi, dan selaras dengan prinsip perlindungan lingkungan.

[306-3][F.13, F.14]

In managing waste, the Company applies treatment methods tailored to the type and characteristics of each waste category, in accordance with applicable HSE procedures. For non-hazardous solid waste, the Company prioritizes the 3R (*Reduce, Reuse, Recycle*) principles to maximize material value and minimize waste generation. Meanwhile, non-hazardous domestic waste that cannot be managed internally is handed over to licensed third parties and is first collected at Temporary Storage Facilities (TPS). As part of the implementation, plastic waste is directed to local waste banks (community-based waste collection and recycling systems) for recycling.

Meanwhile, for hazardous waste, the Company conducts controlled storage at designated B3 Temporary Storage Facilities in accordance with technical standards, before handing it over to third parties licensed by the Ministry of Environment and the Ministry of Transportation for treatment and transportation. This approach ensures that all hazardous waste is managed safely, in compliance with regulations, and in alignment with environmental protection principles. [306-3][F.13, F.14]

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Jenis Limbah Padat Non-B3 dan Metode Pengelolaan 3R [306-2, 306-3][F.14]

Non-B3 Solid Waste Types and 3R Management Methods



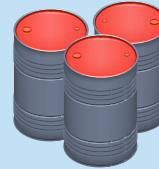
Botol Minum Plastik
Plastic Water Bottles

Mengurangi (*reduce*) penggunaan botol plastik dengan menyediakan gelas minum di setiap ruang rapat dan dapur.
Reduce plastic bottle usage by providing drinking glasses in every meeting room and kitchen.



Sisa makanan dan sampah organik
Food scraps and organic waste

Memanfaatkan kembali (*recycle*) menjadi pupuk kompos.
Recycle into compost fertilizer.



Drum bekas
Used drums

Menggunakan kembali (*reuse*) menjadi meja atau kursi dan tempat penyimpanan pasir kontaminasi (*spill kit*) untuk mengantisipasi tumpahan cairan minyak atau oli.
Reuse as tables, chairs, or sand storage for contamination control (*spill kit*) in case of oil or liquid spills.



Kertas
Paper

Mengurangi (*reduce*) cetakan dokumen, memanfaatkan dokumen digital (*soft file*), memanfaatkan email untuk berkirim surat, menggunakan kertas bekas untuk kebutuhan fotokopi dan cetak bolak balik.
Reduce printing, utilize digital documents (*soft files*), use emails for correspondence, and reuse paper for photocopying and double-sided printing.



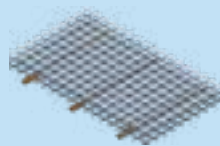
Timbulan cor dan sisa sludge
Cement residue and sludge waste

Menggunakan kembali (*reuse*) untuk fondasi rumah warga dan dimanfaatkan sebagai bahan baku *paving block* yang berguna sebagai pematat jalan.
Reuse for house foundations and raw materials for paving blocks as road compactors.



Sisa beton
Concrete scraps

Menggunakan kembali (*reuse*) untuk pembuatan *conblock* dan urugan warga sekitar pabrik.
Reuse for *conblock* production and backfilling around the factory.



Pin connector
Pin connector

Menggunakan kembali (*reuse*) sebagai pengikat antara satu segmen dengan segmen lainnya pada produk balok segmental.
Reuse as connectors between segmental beam products.



Timbulan Tanah
Soil waste

Menggunakan kembali (*reuse*) untuk pengurukan jalan, sawah, lahan kosong, dan pondasi bangunan.
Reuse for road filling, rice fields, vacant land, and building foundations.



Sepatu Bekas
Used tires

Menggunakan kembali (*reuse*) sebagai pot tanaman.
Reuse as bases for recycled sleepers.



Kayu palet bekas
Used pallet woods

Mendaur ulang (*recycle*) menjadi meja atau lemari.
Recycle into tables or cabinets.



Sampah plastik
Plastic waste

Dialihkan ke bank sampah sekitar untuk daur ulang.
Transferred to community-based waste collection and recycling systems.

Atas limbah B3 yang muncul dari proses operasional, Perseroan terlebih dahulu melakukan penyimpanan sementara di fasilitas TPS yang telah ditetapkan. Setelah itu, seluruh limbah disalurkan kepada penyedia jasa pengelolaan yang memiliki izin resmi dari Kementerian Lingkungan Hidup maupun Kementerian Perhubungan untuk menangani pengangkutan dan pengolahannya. Dengan mekanisme ini, Perseroan memastikan bahwa penanganan limbah B3 dilakukan secara patuh terhadap peraturan dan standar keselamatan lingkungan.

For hazardous waste generated from operational processes, the Company first conducts temporary storage at designated TPS facilities. Subsequently, all waste is transferred to licensed waste management service providers authorized by the Ministry of Environment and the Ministry of Transportation to handle its transportation and treatment. Through this mechanism, the Company ensures that hazardous waste is managed in compliance with regulations and environmental safety standards.



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Hingga tahun 2025, Perseroan tidak melakukan praktik pembakaran, insinerasi, maupun pengerukan limbah dalam bentuk apa pun. Pendekatan ini menegaskan bahwa WIKI Beton tidak hanya berupaya memenuhi ketentuan perundang-undangan, tetapi juga berkomitmen mengedepankan praktik pengelolaan lingkungan yang lebih bertanggung jawab dan berwawasan keberlanjutan. [301-2, 306-4, 306-5][F.14]

Komitmen tersebut diperkuat melalui investasi berkelanjutan pada peningkatan kapasitas sumber daya manusia. Perseroan secara teratur menyelenggarakan program pelatihan yang mencakup sosialisasi kebijakan, peningkatan pemahaman teknis, serta edukasi mengenai pengelolaan limbah yang sesuai dengan standar lingkungan. WIKI Beton juga telah memiliki sertifikasi Penanggung Jawab Pengelolaan Limbah B3 di beberapa PPB serta program pelatihan internal mengenai komposting. Upaya ini mendorong terbentuknya budaya kerja yang lebih sadar lingkungan sekaligus memastikan bahwa prosedur pengelolaan limbah diikuti secara konsisten di seluruh unit operasional.

Melalui penerapan praktik reduksi, pemanfaatan kembali, dan daur ulang material, Perseroan berupaya mengurangi tekanan terhadap sumber daya alam yang terbatas serta meminimalkan limbah yang berpotensi mencemari lingkungan. Inisiatif-inisiatif tersebut tidak hanya memperkuat performa keberlanjutan internal perusahaan, tetapi juga memberikan kontribusi nyata dalam mendorong transformasi industri konstruksi menuju praktik yang lebih efisien, bertanggung jawab, dan berorientasi pada masa depan.

Dengan langkah-langkah ini, WIKI Beton membangun reputasi sebagai perusahaan yang tidak hanya menghasilkan produk berkualitas, tetapi juga menjadi motor penggerak dalam penerapan pengelolaan limbah yang lebih berkelanjutan di sektor konstruksi nasional.

PENGELOLAAN LIMBAH WASTE MANAGEMENT

WIKI Beton menjalankan pemantauan berkala terhadap seluruh limbah yang muncul dari kegiatan operasionalnya. Pengawasan ini mencakup evaluasi efektivitas penerapan prinsip 3R (*Reduce, Reuse, Recycle*) serta penanganan limbah yang diserahkan kepada mitra pengelola eksternal. Melalui mekanisme ini, Perseroan memastikan bahwa setiap jenis limbah ditangani sesuai dengan ketentuan teknis

As of 2025, the Company does not carry out any waste burning, incineration, or dredging practices in any form. This approach demonstrates that WIKI Beton not only strives to comply with applicable regulations but is also committed to prioritizing more responsible and sustainability-oriented environmental management practices. [301-2, 306-4, 306-5][F.14]

This commitment is further strengthened through continuous investment in enhancing human resource capacity. The Company regularly conducts training programs covering policy socialization, improvement of technical understanding, and education on waste management in accordance with environmental standards. WIKI Beton has also obtained certifications for Hazardous Waste Management Responsible Officers at several PPB units, as well as internal training programs on composting. These efforts foster a more environmentally conscious work culture while ensuring that waste management procedures are consistently implemented across all operational units.

Through the implementation of material reduction, reuse, and recycling practices, the Company strives to reduce pressure on limited natural resources and minimize waste that could potentially harm the environment. These initiatives not only strengthen the Company's internal sustainability performance but also provide tangible contributions to advancing the transformation of the construction industry toward more efficient, responsible, and future-oriented practices.

Through these efforts, WIKI Beton is building its reputation as a company that not only delivers high-quality products but also serves as a driving force in advancing more sustainable waste management practices within the national construction sector.

WIKI Beton conducts periodic monitoring of all waste generated from its operational activities. This oversight includes evaluating the effectiveness of the implementation of 3R (*Reduce, Reuse, Recycle*) principles as well as the handling of waste managed by external partners. Through this mechanism, the Company ensures that each type of waste is managed in accordance with applicable technical

dan standar lingkungan yang berlaku. Kinerja pengelolaan limbah sepanjang periode pelaporan dapat dilihat pada uraian berikut: [306-3, 306-4, 306-5][E-05]

requirements and environmental standards. The Company's waste management performance throughout the reporting period is presented as follows:

[306-3, 306-4, 306-5][E-05]

Jenis Limbah Waste Type	Satuan Unit	2025	2024	2023
Limbah B3 Hazardous Waste (B3)				
Padat Solid	Ton	2,32	1,39	0,20
Cair Liquid	Ton	0,73	1,22	0,18
Total Limbah B3 Total Hazardous Waste (B3)	Ton	3,05	2,61	0,38
Total Limbah Non-B3 Non-Hazardous Waste (Non-B3)				
Total Limbah yang Dihasilkan Total Non-Hazardous Waste Generated	Ton	1.524	2.900	4.340
Total Limbah yang Didaur Ulang Total Non-Hazardous Waste Recycled or Reused	Ton	263	464	601
Total Limbah yang Dibuang Total Non-Hazardous Waste Disposed	Ton	1.261	2.435	3.739

Terdapat penyajian kembali data selama tiga tahun pelaporan dikarenakan penyesuaian metode perhitungan.
There has been a restatement of data for the three-year reporting period due to adjustments in the calculation methodology.

EMISI NO_x DAN SO_x

NO_x AND SO_x EMISSIONS

Sebagai bagian dari peningkatan tata kelola lingkungan, sejak tahun 2023 Perseroan mulai melakukan pengukuran secara sistematis oleh pihak ketiga independen terhadap emisi nitrogen oksida (NO_x) dan sulfur dioksida (SO_x). Langkah ini menegaskan komitmen WIKA Beton dalam mengendalikan emisi udara berbahaya melalui pengawasan yang terstruktur dan berkesinambungan. Pemantauan kualitas emisi dilakukan secara periodik, dengan melibatkan Perusahaan Jasa Keselamatan dan Kesehatan Kerja (PJK3) sebagai pihak independen untuk memastikan bahwa pelepasan emisi tetap berada dalam batas baku mutu yang berlaku. Pengukuran NO_x dilakukan baik pada sumber emisi bergerak maupun tidak bergerak, dan hasil pemantauan menunjukkan bahwa seluruh nilai masih berada di bawah ambang batas yang ditetapkan. Rincian hasil pengukuran emisi dapat dilihat sebagai berikut: [305-7]

As part of strengthening environmental governance, since 2023 the Company has begun systematically measuring nitrogen oxides (NO_x) and sulfur dioxide (SO_x) emissions. This step reflects WIKA Beton's commitment to controlling toxic air emissions through structured and continuous monitoring. Emission quality is monitored periodically, involving Safety and Health Service Companies (PJK3) as independent parties to ensure that emission releases remain within applicable regulatory thresholds. NO_x measurements are conducted for both mobile and stationary emission sources, with monitoring results indicating that all values remain below the established limits. Details of the emission measurement results are presented as follows: [305-7]

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Jenis Limbah Waste Type	Satuan Unit	2025	2024	2023
NOx	Metrik Ton Metric Tons	0,395	0,043	0,070
SOx	Metrik Ton Metric Tons	0,150	0,019	0,002

Sejalan dengan hal tersebut, Perseroan telah menetapkan target emisi SOx sebesar 0,5 metrik ton/tahun dan NOx 0,5 metrik ton/tahun sebagai acuan pengendalian dan evaluasi kinerja pengelolaan emisi udara, yang ditinjau secara berkala sesuai dengan perkembangan kegiatan operasional dan kebijakan lingkungan Perseroan. Selain itu, WIKI Beton sudah memakai AC model baru sehingga tidak ada lagi peralatan yang menggunakan zat ODS. [305-6]

In line with this, the Company has established emission targets of 0.5 metric tons/year for SOx and 0.5 metric tons/year for NOx as benchmarks for controlling and evaluating air emission management performance. These targets are reviewed periodically in accordance with the development of operational activities and the Company's environmental policies. WIKI Beton has transitioned to newer air conditioning systems, and as a result, no equipment using ozone-depleting substances (ODS) is currently in operation. [305-6]

EMISI MERKURI LANGSUNG DIRECT MERCURY EMISSIONS

WIKI Beton secara konsisten menempatkan pengendalian emisi sebagai bagian integral dari pengelolaan lingkungan yang bertanggung jawab, termasuk emisi merkuri yang berpotensi timbul dari aktivitas operasional. Perseroan memahami bahwa merkuri merupakan zat berbahaya yang dapat menimbulkan risiko jangka panjang bagi kesehatan manusia maupun ekosistem apabila tidak ditangani secara tepat. Sejalan dengan hal tersebut, Perseroan telah memastikan bahwa seluruh proses produksi, bahan baku, produk beton, serta material konstruksi yang digunakan tidak mengandung merkuri dan tidak menghasilkan emisi merkuri baik selama tahapan manufaktur maupun dalam masa pemanfaatannya. Pendekatan ini menjadi bukti komitmen Perseroan dalam mengurangi risiko lingkungan sejak dari hulu hingga hilir rantai produksi.

WIKI Beton consistently places emission control as an integral part of responsible environmental management, including potential mercury emissions arising from operational activities. The Company recognizes that mercury is a hazardous substance that can pose long-term risks to human health and ecosystems if not properly managed. In line with this, the Company ensures that all production processes, raw materials, concrete products, and construction materials used are free from mercury and do not generate mercury emissions, both during the manufacturing stage and throughout their usage lifecycle. This approach demonstrates the Company's commitment to minimizing environmental risks across the entire value chain, from upstream to downstream.

EMISI DEBU DUST EMISSIONS

Sebagai pelaku industri beton, jasa, dan konstruksi, WIKI Beton memahami bahwa aktivitas operasionalnya berpotensi menimbulkan emisi debu yang dapat memengaruhi kualitas udara, kesehatan pekerja, serta kenyamanan masyarakat sekitar. Dengan mempertimbangkan risiko tersebut, Perseroan menerapkan serangkaian langkah pengendalian yang terstruktur untuk memastikan emisi debu dikelola secara efektif.

As a player in the concrete, services, and construction industry, WIKI Beton recognizes that its operational activities have the potential to generate dust emissions that may affect air quality, workers' health, and the comfort of surrounding communities. In response to these risks, the Company implements a series of structured control measures to ensure that dust emissions are effectively managed.

Salah satu pendekatan utama yang diimplementasikan adalah pemanfaatan *dust collector* sebagai perangkat pengendali polusi udara. Perangkat ini bekerja menangkap dan menyaring partikel debu sebelum terlepas ke lingkungan, sehingga mampu menekan dampak negatif terhadap udara ambien dan ekosistem di sekitarnya. Untuk memastikan efektivitas pengendalian tersebut, Perseroan juga menerapkan *air quality monitoring system* (AQMS) guna memantau kualitas udara di area pabrik secara berkala. Komitmen tersebut juga tercermin dalam sasaran jangka panjang Perseroan, yaitu memastikan seluruh fasilitas produksi dilengkapi *dust collector* pada tahun 2028. Hingga periode pelaporan, target tersebut telah tercapai sepenuhnya.

One of the key approaches implemented is the use of dust collectors as air pollution control devices. These devices function by capturing and filtering dust particles before they are released into the environment, thereby reducing negative impacts on ambient air quality and surrounding ecosystems. To ensure the effectiveness of these controls, the Company has implemented an air quality monitoring system (AQMS) to regularly monitor air quality across its plant facilities. This commitment is also reflected in the Company's long-term target to ensure that all production facilities are equipped with dust collectors by 2028. As of the reporting period, this target has been fully achieved.

Sebagai bagian dari upaya pemantauan berkala, Perseroan juga telah melakukan pengukuran partikulat debu dengan hasil sebagai berikut:

As part of its periodic monitoring efforts, the Company has also conducted measurements of particulate matter with the results as follows:

Parameter	Satuan Unit	2025	2024	2023
PM10	Metrik Ton Metric Tons	0,008	0,006	0,005

Keterangan: Perhitungan baru dilakukan pada tahun 2023 | Note: Calculation was first conducted in 2023.

AIR

Water

PROGRAM MANAJEMEN AIR WATER MANAGEMENT PROGRAM

Air merupakan sumber daya krusial bagi kelancaran proses produksi dan berbagai aktivitas operasional Perseroan. Dalam memenuhi kebutuhan tersebut, WIKA Beton memanfaatkan air tanah sebagai sumber utama, dengan pengambilan yang dilakukan secara terukur dan berada di bawah pengawasan yang ketat. Pengelolaan ini dirancang untuk menjaga keberlanjutan ketersediaan air di masa mendatang. Perseroan berpegang pada prinsip pengambilan yang bertanggung jawab, yakni

Water is a critical resource for supporting the Company's production processes and various operational activities. To meet these needs, WIKABeton utilizes groundwater as its primary source, with extraction carried out in a measured manner under strict supervision. This management approach is designed to ensure the long-term sustainability of water availability. The Company adheres to responsible extraction principles by ensuring that the volume of groundwater used does not exceed actual

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memastikan volume air tanah yang digunakan tidak melampaui kebutuhan operasional aktual dan tetap berada dalam batas yang aman bagi lingkungan. Sejalan dengan upaya tersebut, Perseroan juga menetapkan target pengurangan konsumsi air sebesar 2,5% sebagai bagian dari komitmen peningkatan efisiensi penggunaan air secara berkelanjutan. [\[3-3, 303-1\]](#)

PENGUNAAN AIR WATER CONSUMPTION

Perseroan memantau penggunaan air setiap bulan untuk memastikan efisiensi, mengidentifikasi tren, dan mengevaluasi efektivitas inisiatif penghematan sebagai dasar optimalisasi. Seluruh lokasi pabrik telah memiliki izin pengusahaan sumber daya air (SIPPA) dengan kuota yang dapat ditinjau kembali sesuai ketentuan, serta kualitas air yang digunakan memenuhi baku mutu Peraturan Menteri Kesehatan RI No. 2 Tahun 2023 dengan kadar TDS 70–79 mg/L (jauh di bawah batas <300 mg/L). Sejalan dengan itu, Perseroan menetapkan target penurunan pengambilan air sebesar 2,5% per tahun. Informasi mengenai volume pemakaian dan intensitas air disajikan sebagai berikut: [\[303-3, 303-4, 303-5\]\[F.8\]\[E-04\]](#)

operational requirements and remains within environmentally safe limits. In line with these efforts, the Company has also set a target to reduce water consumption by 2.5% as part of its commitment to continuously improving water use efficiency.

[\[3-3, 303-1\]](#)

The Company monitors water use on a monthly basis to ensure efficiency, identify trends, and assess the effectiveness of conservation initiatives as a basis for ongoing optimization. All plant locations have obtained water use permits (SIPPA), with quotas that may be reviewed in accordance with applicable regulations. In addition, the quality of water used complies with the standards set out in the Regulation of the Minister of Health of the Republic of Indonesia No. 2 of 2023, with TDS levels ranging from 70–79 mg/L, well below the threshold of 300 mg/L. In line with this, the Company has set a target to reduce water withdrawal by 2.5% per year. Information on water withdrawal volume and intensity is presented as follows: [\[303-3, 303-4, 303-5\]\[F.8\]\[E-04\]](#)

Sumber Air Water Source	Satuan Unit	2025	2024	2023
Total air yang diambil dari sumber air Total water withdrawn from water sources	ribu m ³ thousand m ³	227,58	288,17	308,76
Total konsumsi air Total water consumption	ribu m ³ thousand m ³	71,66	94,04	96,58
Total air yang dibuang Total water discharged	ribu m ³ thousand m ³	155,91	194,13	212,18

Terdapat perbaikan penyajian satuan untuk data 2023 dan 2024 | There has been a restatement of units for the 2023 and 2024 data



Sebagai bagian dari upaya meningkatkan kualitas pengelolaan air, hingga akhir tahun 2025 Perseroan telah membangun 88 lubang biopori dan 7 sumur resapan di area operasional. Fasilitas tersebut berfungsi memperbesar kemampuan tanah dalam menyerap air hujan, sekaligus membantu menjaga ketersediaan air tanah. Selain itu, keberadaan sumur resapan juga berperan dalam mengurangi potensi genangan serta meminimalkan risiko banjir di sekitar lokasi kegiatan Perseroan.

As part of efforts to enhance water management quality, by the end of 2025 the Company had constructed 88 biopore holes and 7 infiltration wells within its operational areas. These facilities function to increase the soil's capacity to absorb rainwater while helping maintain groundwater availability. In addition, the presence of infiltration wells also plays a role in reducing the potential for waterlogging and minimizing flood risks in areas surrounding the Company's operations.

PAPARAN KE AREA YANG TERKENA TEKANAN AIR

EXPOSURE TO WATER-STRESSED AREAS

Berdasarkan model WRI Aqueduct 4.0, beberapa unit kerja WIKA Beton teridentifikasi beroperasi pada wilayah dengan tingkat tekanan air menengah hingga tinggi, di antaranya adalah daerah Subang, Karawang, Majalengka, dan Pasuruan. Perseroan melakukan pemantauan rutin terhadap kondisi sumber daya air di sekitar lokasi operasi guna mengantisipasi potensi risiko yang dapat menghambat kelancaran kegiatan bisnis. Melalui langkah tersebut, Perseroan menegaskan komitmennya untuk menjalankan proses produksi secara bertanggung jawab serta memastikan pemanfaatan sumber daya air dilakukan secara hati-hati dan berkelanjutan.

Based on the WRI Aqueduct 4.0 model, several of WIKA Beton's operational units are located in areas classified as having medium to high water stress, including Subang, Karawang, Majalengka, and Pasuruan. The Company conducts regular monitoring of water resource conditions in the vicinity of its operations to anticipate potential risks that may affect business continuity. Through these efforts, the Company reaffirms its commitment to responsible production practices and to ensuring the prudent and sustainable use of water resources.

PENGUNAAN AIR DI AREA STRESS AIR

WATER USE IN WATER-STRESSED AREAS

Di daerah yang teridentifikasi mengalami tekanan air tinggi, WIKA Beton menerapkan berbagai inisiatif untuk meningkatkan efisiensi penggunaan air dalam proses produksi. Perusahaan mengadopsi teknologi baru pembuatan beton yang membutuhkan lebih sedikit air, mengoptimalkan sistem *Water Treatment Plant* (WTP), serta menggunakan air daur ulang untuk kebutuhan pengendalian debu dan perawatan produk di area *stockyard*. Selain itu, penerapan sistem *closed-loop* melalui CCMS turut berkontribusi dalam mengurangi pemborosan air pada proses *batching*, sementara perawatan intensif terhadap instalasi pengolahan air limbah (WWTP) memastikan standar kualitas efluen tetap terjaga. Langkah-langkah ini secara keseluruhan mencerminkan komitmen WIKA Beton dalam mengelola sumber daya air secara bertanggung jawab di wilayah-wilayah yang rentan terhadap kelangkaan air.

In areas identified as experiencing high water stress, WIKA Beton implements various initiatives to improve water use efficiency in its production processes. The Company adopts new concrete production technologies requiring less water, optimizes its *Water Treatment Plant* (WTP) system, and utilizes recycled water for dust suppression and product curing in *stockyard* areas. In addition, the implementation of a *closed-loop* system through CCMS contributes to reducing water wastage in the *batching* process, while intensive maintenance of wastewater treatment plant (WWTP) facilities ensures effluent quality standards are consistently maintained. Collectively, these measures reflect WIKA Beton's commitment to managing water resources responsibly in regions vulnerable to water scarcity.

DAMPAK BISNIS DARI INSIDEN TERKAIT AIR

BUSINESS IMPACTS OF WATER-RELATED INCIDENTS

Selama periode pelaporan, WIKA Beton tidak mencatat adanya insiden terkait air yang menimbulkan konsekuensi finansial. Tidak terdapat kasus kebocoran, kontaminasi, maupun konsumsi air yang melampaui batas kebutuhan hingga menyebabkan biaya pemulihan, denda, atau kerugian operasional lainnya. Kondisi ini merupakan hasil dari penerapan pemantauan penggunaan air yang konsisten serta pengelolaan sumber daya air melalui berbagai program dan inisiatif yang dijalankan secara berkelanjutan oleh Perseroan.

During the reporting period, WIKA Beton did not record any water-related incidents that resulted in financial consequences. There were no cases of leakage, contamination, or excessive water consumption leading to recovery costs, fines, or other operational losses. This condition reflects the effectiveness of consistent water usage monitoring and the management of water resources through various programs and initiatives continuously implemented by the Company.

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PROGRAM PENGELOLAAN RISIKO AIR

WATER RISK MANAGEMENT PROGRAM

Di samping pemanfaatan air tanah untuk kebutuhan operasional, aktivitas produksi WIKI Beton juga menghasilkan air bekas yang bercampur dengan material padat seperti endapan lumpur. Untuk menangani aliran limbah tersebut, Perseroan mengoperasikan sistem pengolahan air limbah yang memisahkan komponen padat dan cair sebelum airnya diolah lebih lanjut di Instalasi Pengelolaan Air Limbah (IPAL). Seluruh efluen diproses hingga memenuhi parameter kualitas yang dipersyaratkan oleh Permen LHK No. 68 Tahun 2016 sebelum dialirkan kembali ke lingkungan atau dimanfaatkan ulang. [303-2, 303-4][F.14]

Perseroan secara berkesinambungan meningkatkan pemanfaatan air hasil olahan tersebut di area operasional sebagai bagian dari pengelolaan sumber daya air yang lebih efisien. Sepanjang tahun 2025, WIKI Beton berhasil mengolah 13,23 megaliter air limbah, dan seluruh volume tersebut (100%) dimanfaatkan kembali melalui mekanisme daur ulang. Pendekatan ini memperkuat kontribusi Perseroan dalam upaya konservasi air sekaligus menekan potensi dampak lingkungan dari kegiatan operasional. [F.13]

In addition to utilizing groundwater for operational needs, WIKI Beton's production activities also generate wastewater mixed with solid materials such as sludge. To manage this waste stream, the Company operates a wastewater treatment system that separates solid and liquid components before the water is further processed in the Wastewater Treatment Plant (WWTP). All effluent is treated to meet the quality parameters stipulated by Minister of Environment and Forestry Regulation No. 68 of 2016 before being discharged into the environment or reused. [303-2, 303-4][F.14]

The Company continuously enhances the utilization of treated water within its operational areas as part of more efficient water resource management. Throughout 2025, WIKI Beton successfully treated 13.23 megaliters of wastewater, and the entire volume (100%) was reused through recycling mechanisms. This approach strengthens the Company's contribution to water conservation while reducing potential environmental impacts from its operational activities. [F.13]



PENGELOLAAN AIR [F.14] WATER MANAGEMENT

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Air Limbah Domestik Domestic Wastewater

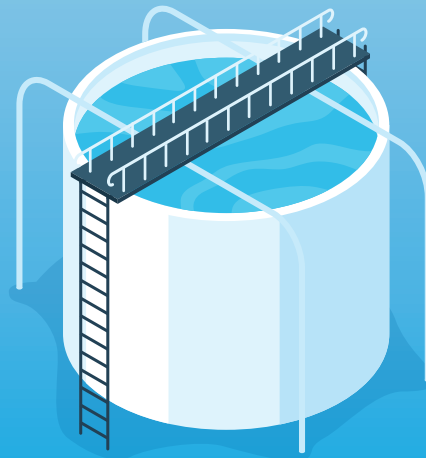
Pengelolaan air limbah domestik dilakukan melalui pengoperasian Instalasi Pengolahan Air Limbah (IPAL) Domestik yang berfungsi mengolah seluruh buangan dari kegiatan sehari-hari di fasilitas operasional. Untuk memastikan kualitas efluen tetap berada dalam batas baku mutu yang ditetapkan, Perseroan melaksanakan pemantauan secara berkala melalui rangkaian uji laboratorium terstandar. Pemantauan ini menjadi dasar evaluasi efektivitas IPAL sekaligus memastikan bahwa air limbah domestik yang dilepas ke lingkungan telah memenuhi persyaratan lingkungan yang berlaku.

Domestic wastewater is managed through the operation of Domestic Wastewater Treatment Plants (WWTP), which treat all discharges generated from daily activities at operational facilities. To ensure that effluent quality remains within the established regulatory standards, the Company conducts periodic monitoring through a series of standardized laboratory tests. This monitoring serves as the basis for evaluating the effectiveness of the WWTP while ensuring that domestic wastewater discharged into the environment meets applicable environmental requirements.

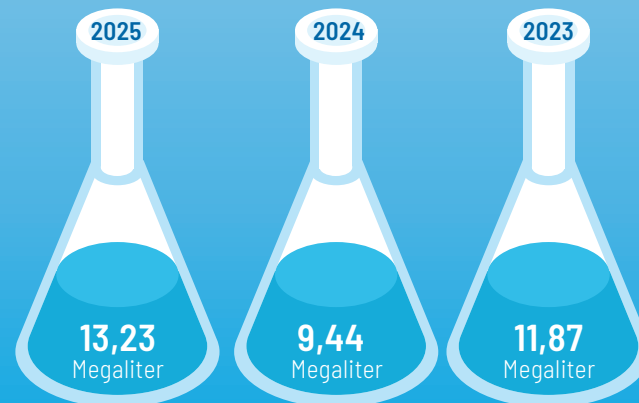
Air Limbah Industri | Industrial Wastewater

Pengelolaan air limbah industri dijalankan melalui operasi Instalasi Pengolahan Limbah Cair (IPLC), yang dirancang untuk menangani seluruh buangan proses produksi sebelum dilepas atau dimanfaatkan kembali. Untuk memastikan kualitas efluen selalu berada dalam parameter lingkungan yang ditetapkan, Perseroan melakukan pengujian laboratorium secara rutin sebagai bagian dari sistem pemantauan kualitas air limbah industri. Setelah melalui proses pengolahan di IPLC, air limbah yang telah memenuhi standar mutu dimanfaatkan kembali, antara lain untuk kebutuhan penyiraman jalan maupun mendukung tahap tertentu dalam proses produksi. Langkah ini tidak hanya mengurangi ketergantungan pada sumber air baru, tetapi juga meningkatkan efisiensi pemanfaatan sumber daya air secara keseluruhan.

Industrial wastewater is managed through the operation of a Wastewater Treatment Plant (IPLC), designed to treat all production-related discharges before they are released or reused. To ensure that effluent quality consistently meets established environmental parameters, the Company conducts routine laboratory testing as part of its industrial wastewater monitoring system. Following treatment in the IPLC, wastewater that meets quality standards is reused for purposes such as road watering and supporting certain stages of the production process. This approach not only reduces dependence on new water sources but also enhances overall water use efficiency.



Jumlah Air Olahan yang Dihasilkan [303-5][F.13]
Total Treated Water Produced



STRATEGI IKLIM

Climate Strategy

Perubahan iklim kini menimbulkan konsekuensi yang semakin terasa, ditandai oleh kenaikan suhu global yang dipercepat oleh emisi gas rumah kaca (GRK) dari berbagai sumber, seperti konsumsi energi fosil, aktivitas industri, transportasi, dan pengelolaan limbah. Dalam konteks tersebut, WIKA Beton memandang bahwa kegiatan usaha di sektor perdagangan dan industri beton, jasa, serta konstruksi memiliki hubungan langsung maupun tidak langsung terhadap timbulnya emisi GRK. Oleh karena itu, Perseroan menegaskan komitmennya untuk mengukur, memantau, dan mengendalikan emisi guna meminimalkan dampak lingkungannya. **[3-3]**

Untuk memastikan pengelolaan emisi yang terukur, seluruh aktivitas operasional—meliputi Kantor Pusat, Unit Operasional, Wilayah Penjualan, hingga Pabrik Produksi Beton—menjadi objek perhitungan emisi GRK. Penghitungan dilakukan secara menyeluruh mencakup Cakupan 1 (emisi langsung), Cakupan 2 (emisi tidak langsung dari konsumsi listrik), dan Cakupan 3 (emisi tidak langsung dari aktivitas rantai nilai). Jenis gas yang diinventarisasi antara lain CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, dan NF₃, yang masing-masing memiliki nilai potensi pemanasan global yang berbeda. **[3-3]**

Evaluasi kinerja dilakukan secara periodik dengan membandingkan hasil pengelolaan emisi Perseroan dengan *benchmark* industri. Hasil perbandingan menunjukkan bahwa kinerja WIKA Beton berada di atas standar rata-rata sektor sejenis, menegaskan efektivitas pendekatan yang diterapkan Perseroan. Capaian tersebut diperkuat oleh pelaksanaan berbagai program reduksi emisi GRK yang terus dikembangkan dan dijalankan secara berkelanjutan.

Climate change is increasingly creating tangible consequences, marked by rising global temperatures accelerated by greenhouse gas (GHG) emissions from various sources, including fossil energy consumption, industrial activities, transportation, and waste management. In this context, WIKA Beton recognizes that its business activities in the trading and concrete industry, services, and construction sectors have both direct and indirect links to GHG emissions. Therefore, the Company reaffirms its commitment to measuring, monitoring, and controlling emissions to minimize its environmental impact. **[3-3]**

To ensure measurable emission management, all operational activities, including the Head Office, Operational Units, Sales Regions, and Concrete Production Plants are included in the GHG emissions calculation. The calculation is conducted comprehensively, covering Scope 1 (direct emissions), Scope 2 (indirect emissions from electricity consumption), and Scope 3 (indirect emissions from value chain activities). The types of gases inventoried include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃, each with different global warming potential values. **[3-3]**

Performance evaluation is conducted periodically by comparing the Company's emission management results with industry benchmarks. The comparison results indicate that WIKA Beton's performance is above the average standards of comparable sectors, demonstrating the effectiveness of the Company's approach. This achievement is further supported by the implementation of various GHG emission reduction programs that continue to be developed and carried out on an ongoing basis.



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1 EMISI GAS RUMAH KACA LANGSUNG (CAKUPAN 1) DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1)

Untuk memastikan kinerja pengendalian emisi tetap berada dalam batas yang ditetapkan, WIKABeton menerapkan mekanisme pemantauan bulanan terhadap kadar emisi di seluruh unit operasi. Melalui kegiatan monitoring ini, Perseroan memperoleh gambaran menyeluruh mengenai tren emisi dan efektivitas langkah mitigasi yang telah dijalankan.

To ensure that emission control performance remains within established limits, WIKABeton implements a monthly monitoring mechanism for emission levels across all operational units. Through this monitoring process, the Company obtains a comprehensive overview of emission trends and the effectiveness of the mitigation measures that have been implemented.

Pada tahun pelaporan, Perseroan telah menyelesaikan inventarisasi penuh emisi gas rumah kaca (GRK) Cakupan 1, yaitu emisi langsung yang bersumber dari konsumsi energi berbahan bakar fosil dan non-fosil. Sumber energi yang tercakup dalam perhitungan ini meliputi diesel, solar, biodiesel, gas alam, serta *marine fuel oil* (MFO). Seluruh proses penghitungan dilakukan menggunakan metodologi yang selaras dengan standar internasional, khususnya IPCC Guidelines for National GHG Inventory (2006, updated) dan ISO 14064-1:2018.

During the reporting year, the Company completed a full inventory of Scope 1 greenhouse gas (GHG) emissions, representing direct emissions from the consumption of fossil and non-fossil fuels. The energy sources included in this calculation comprise diesel, fuel oil, biodiesel, natural gas, and marine fuel oil (MFO). All calculations were carried out using methodologies aligned with international standards, particularly the IPCC Guidelines for National GHG Inventory (2006, updated) and ISO 14064-1:2018.



Untuk parameter teknis tertentu, seperti nilai kalor bersih (NCV), faktor emisi (EF), dan potensi pemanasan global (GWP), WIKA Beton mengacu pada sumber referensi yang relevan, antara lain UK Defra Emission Factor (EF 2022), KLHK-DGCCC (DJPP), ESDM melalui faktor emisi interkoneksi listrik, serta GHG Protocol. Penggunaan berbagai acuan tersebut memastikan bahwa penghitungan emisi dilakukan secara akurat dan dapat dipertanggungjawabkan.

Data emisi GRK Cakupan 1 yang dihasilkan sepanjang tahun pelaporan disajikan pada bagian berikut:

For certain technical parameters, such as net calorific value (NCV), emission factors (EF), and global warming potential (GWP), WIKA Beton refers to relevant reference sources, including the UK Defra Emission Factors (EF 2022), KLHK-DGCCC (DJPP), the Ministry of Energy and Mineral Resources (ESDM) through electricity interconnection emission factors, as well as the GHG Protocol. The use of these references ensures that emission calculations are conducted accurately and are accountable.

The Scope 1 GHG emission data generated throughout the reporting year is presented in the following section:

Emisi Gas Rumah Kaca Langsung (Cakupan 1) ^{[305-1][F.11][E-01]} Direct Greenhouse Gas Emissions (Scope 1)

Sumber Emisi Emission Source	Satuan Unit	2025	2024*	2023
Pembakaran Stasioner Stationer Combustion	Ton CO ₂ eq	644,03	616,21	595,85
Pembakaran Bergerak Mobile Combustion	Ton CO ₂ eq	3.872,05	5.434,01	5.940,81
Total Emisi Scope 1 Total Scope 1 Emissions	Ton CO₂eq	4.516,08	6.050,22	6.536,66

* Terdapat penyajian kembali data seiring dengan adanya penambahan cakupan dari sumber pembakaran stasioner.

* Data has been restated due to the expansion of coverage to include additional stationary combustion sources.

Emisi Biogenik (cakupan 1) ^{[305-1][F.11]} Biogenic Emissions (Scope 1)

Sumber Emisi Emission Source	Satuan Unit	2025	2024	2023
Emisi Biogenik Biogenic Emissions	Ton CO ₂ eq	1.933,16	2.492,13	2.177,41
Total Emisi Biogenik Total Biogenic Emissions	Ton CO₂eq	1.933,16	2.492,13	2.177,41

2 EMISI GAS RUMAH KACA TIDAK LANGSUNG (CAKUPAN 2) INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2)

Perseroan juga menjalankan proses pengawasan dan evaluasi berkala atas emisi GRK Cakupan 2 melalui pemantauan bulanan di seluruh unit operasional. Cakupan 2 mencerminkan emisi tidak langsung yang timbul dari konsumsi listrik yang disuplai oleh PLN. Dengan demikian, pemakaian energi listrik menjadi faktor utama dalam pembentukan emisi pada kategori ini.

Dalam melakukan kuantifikasi emisi, WIKA Beton menerapkan metodologi yang sejalan dengan ketentuan internasional, khususnya IPCC Guidelines for National GHG Inventory (2006, *updated*) dan ISO 14064-1:2018. Untuk kebutuhan perhitungan faktor emisi sistem kelistrikan, Perseroan mengacu pada data resmi dari ESDM, melalui Ditjen Ketenagalistrikan (DJK) terkait Faktor Emisi Sistem Interkoneksi Tenaga Listrik—sehingga hasil perhitungan dapat dipastikan akurat dan sesuai regulasi. [\[3-3, 305-1\]](#)

Rincian emisi GRK Cakupan 2 yang dihasilkan selama periode pelaporan dapat dilihat pada tabel berikut:

The Company also conducts periodic monitoring and evaluation of Scope 2 GHG emissions through monthly tracking across all operational units. Scope 2 represents indirect emissions arising from electricity consumption supplied by PLN. Therefore, electricity usage is the primary factor contributing to emissions in this category.

In quantifying emissions, WIKA Beton applies methodologies aligned with international standards, particularly the IPCC Guidelines for National GHG Inventory (2006, *updated*) and ISO 14064-1:2018. For the calculation of electricity emission factors, the Company refers to official data from the Ministry of Energy and Mineral Resources (ESDM), through the Directorate General of Electricity (DJK) regarding Interconnected Electricity System Emission Factors, ensuring that the calculation results are accurate and in compliance with regulations. [\[3-3, 305-1\]](#)

Details of Scope 2 GHG emissions generated during the reporting period are presented in the following table:

Emisi Gas Rumah Kaca Tidak Langsung (Cakupan 2) [\[305-2\]\[F.11\]\[E-01\]](#)
Indirect Greenhouse Gas Emissions (Scope 2)

Sumber Emisi Emission Source	Satuan Unit	2025	2024	2023
Listrik PLN PLN Electricity	Ton CO ₂ eq	10.487,30	13.566,18	12.849,19
Total Emisi Scope 2 Total Scope 2 Emissions	Ton CO₂eq	10.487,30	13.566,18	12.849,19

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Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Positive
Contribution
to Employees,
Customers, and
Communities

Emisi dan Intensitas Emisi Cakupan 1 dan 2 [305-1, 305-2, 305-4] [F.11] [E-02]

Scope 1 and 2 Emissions and Emission Intensity

Sumber Emisi Emission Source	Satuan Unit	2025	2024*	2023
Total Emisi Scope 1 Total Scope 1 Emissions	Ton CO ₂ eq	4.516,08	6.050,22	6.536,66
Total Emisi Scope 2 Total Scope 2 Emissions	Ton CO ₂ eq	10.487,30	13.566,18	12.849,19
Total Emisi (Scope 1 & 2) Total Emissions (Scope 1 & 2)	Ton CO ₂ eq	15.003,38	19.616,42	19.385,85
Total Produksi Total Production	Ton	2.291.986	2.867.488	1.471.820
Total Pendapatan Total Revenue	Rp Juta Rp Million	3.585.862	4.896.024	4.203.171
Intensitas Emisi per Produksi (Scope 1 & 2) Emission Intensity (Scope 1 & 2)	Ton CO₂eq/Ton	0,0065	0,0068	0,0133
Intensitas Emisi per Pendapatan Emission Intensity per Revenue	Ton CO₂eq/ Rp Juta Ton CO₂eq/Rp Million	0,0042	0,0040	0,0046

* Terdapat penyajian kembali data seiring dengan adanya penambahan cakupan dari sumber emisi Cakupan 1.

* Data has been restated due to the expansion of coverage to include additional Scope 1 emission sources.

2 EMISI GAS RUMAH KACA TIDAK LANGSUNG (CAKUPAN 3)

INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 3)

WIKA Beton menetapkan target penurunan emisi GRK Cakupan 3 sebesar 3,5% per tahun sebagai bagian dari komitmen pengurangan emisi secara menyeluruh. Untuk mendukung pencapaian target tersebut, Perseroan telah mulai menghitung emisi cakupan 3 sejak 2023. Penghitungan ini mencakup tiga kategori utama dalam rantai pasok yang memberikan kontribusi signifikan, yaitu transportasi dan distribusi hulu, perjalanan dinas, serta pembelian barang dan jasa. Ketiga kategori tersebut dipilih karena memiliki keterkaitan erat dengan aktivitas operasional maupun proses pengadaan.

WIKA Beton has set a target to reduce Scope 3 greenhouse gas (GHG) emissions by 3.5% annually as part of its broader emissions reduction commitment. To support this target, the Company has been measuring and reporting its scope 3 emissions since 2023. This calculation covers three main categories within the value chain that contribute significantly, namely upstream transportation and distribution, business travel, and the purchase of goods and services. These categories were selected due to their close linkage with operational activities and procurement processes.

Metodologi perhitungan Cakupan 3 mengacu pada standar internasional yang berlaku, termasuk *IPCC Guidelines for National GHG Inventory (2006, updated)*, ISO 14064-1:2018, serta GHG Protocol, sehingga hasilnya dapat dipertanggungjawabkan dan konsisten dengan praktik terbaik global. Adapun rincian emisi GRK Cakupan 3 untuk masing-masing kategori disajikan pada tabel berikut:

The Scope 3 calculation methodology refers to applicable international standards, including the *IPCC Guidelines for National GHG Inventory (2006, updated)*, ISO 14064-1:2018, and the GHG Protocol, ensuring that the results are reliable and consistent with global best practices. Details of Scope 3 GHG emissions for each category are presented in the following table:

Emisi Gas Rumah Kaca Tidak Langsung (Cakupan 3) [GRI 305-3, 305-4][F.11]
Indirect Greenhouse Gas Emissions (Scope 3)

Sumber Emisi Emission Source	Satuan Unit	2025	2024	2023
Kategori 3.1: Transportasi dan Distribusi Hulu Category 3.1: Upstream Transportation and Distribution	Ton CO ₂ eq	2.755,63	4.102,78	1.777,73
Kategori 3.2: Barang dan Jasa yang Dibeli Category 3.2: Purchased Goods and Services	Ton CO ₂ eq	19,78	23,64	28,72
Kategori 3.5: Perjalanan Bisnis Category 3.5: Business Travel	Ton CO ₂ eq	164,29	297,30	248,40
Total Emisi (Scope 3) Total Scope 3 Emissions	Ton CO₂eq	2.939,70	4.423,72	2.054,85
Jumlah Karyawan Total Employees	Karyawan Employees	905	1.061	1.163
Intensitas Emisi (Scope 3) Emission Intensity (Scope 3)	Ton CO ₂ eq/ Karyawan Employees	3,25	4,17	1,77

Komitmen Perseroan terhadap pengendalian emisi Cakupan 3 tercermin dalam Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan. Melalui kebijakan tersebut, WIKA Beton mendorong kolaborasi dan peningkatan kapasitas bagi seluruh mitra kerja dan pemasok, sehingga standar Keselamatan, Kesehatan Kerja, dan Lingkungan dapat diterapkan secara konsisten di seluruh rantai operasi. Pendekatan ini menjadi landasan bagi Perseroan dalam memastikan bahwa kinerja lingkungan termasuk pengelolaan emisi tidak langsung dari rantai pasok dapat terus ditingkatkan secara berkelanjutan.

The Company's commitment to managing Scope 3 emissions is reflected in its Safety, Health, and Environment Policy. Through this policy, WIKA Beton promotes collaboration and capacity building among all partners and suppliers, ensuring that Safety, Health, and Environment standards are consistently implemented throughout the value chain. This approach serves as the foundation for the Company in ensuring that environmental performance, including the management of indirect emissions from the supply chain, continues to improve on an ongoing basis.

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TATA KELOLA IKLIM

CLIMATE GOVERNANCE

WIKI Beton menempatkan isu perubahan iklim sebagai agenda strategis yang diawasi secara langsung oleh dewan direksi dan manajemen eksekutif. Pengawasan tersebut dioperasionalkan melalui kerangka tata kelola keberlanjutan yang telah dibentuk secara khusus untuk memastikan bahwa kebijakan, strategi, dan keputusan terkait iklim berjalan selaras dengan arah bisnis Perseroan.

Pada tingkat dewan, perhatian terhadap isu iklim terwujud melalui keberadaan komite yang memiliki mandat untuk mengevaluasi serta memberikan arahan strategis atas berbagai kebijakan dan inisiatif iklim. Komite ESG berfungsi sebagai organ utama yang menelaah, mengawasi, serta memberikan rekomendasi terkait pengelolaan risiko dan peluang perubahan iklim. Pembahasan isu tersebut dilakukan secara berkala dalam agenda Direksi sebagai bagian integral dari proses penilaian kinerja dan pengambilan keputusan strategis Perseroan.

Di tingkat manajerial, WIKI Beton telah menugaskan unit khusus untuk memastikan implementasi kebijakan dan rencana aksi iklim berjalan efektif. Unit ini memastikan integrasi aspek iklim ke dalam proses bisnis, termasuk perencanaan operasional, investasi, serta pengembangan produk, sehingga arah keberlanjutan perusahaan dapat tercapai secara komprehensif.

Struktur tata kelola yang mendukung pengelolaan isu iklim terdiri atas:

1. Pengawasan oleh Direksi

- Direktur Utama menetapkan arah strategis sebagai *Committee Chairman*, menegaskan bahwa tanggung jawab atas isu iklim berada pada tingkat kepemimpinan tertinggi.
- Komite beranggotakan empat direktur, yaitu Direktur Keuangan, Human Capital dan Manajemen Risiko; Direktur Teknik dan Produksi selaku *Chief Sustainability Officer*; Direktur Pemasaran dan Pengembangan; serta Direktur Operasi dan Supply Chain Management.
- Susunan lintas fungsi ini memungkinkan Perseroan mengintegrasikan pertimbangan perubahan iklim secara menyeluruh, mulai dari produksi, pemasaran, hingga manajemen risiko dan rantai pasok.

WIKI Beton places climate change as a strategic agenda directly overseen by the Board of Commissioners and the Board of Directors. This oversight is operationalized through a dedicated sustainability governance framework to ensure that climate-related policies, strategies, and decisions are aligned with the Company's business direction.

At the Board of Commissioners level, attention to climate issues is reflected through the presence of a committee mandated to evaluate and provide strategic direction on various climate policies and initiatives. The ESG Committee serves as the primary body responsible for reviewing, overseeing, and providing recommendations on the management of climate-related risks and opportunities. These issues are discussed regularly in the agendas of the Board of Commissioners and Board of Directors meetings as an integral part of performance evaluation and strategic decision-making processes.

At the managerial level, WIKI Beton has assigned a dedicated unit to ensure the effective implementation of climate policies and action plans. This unit ensures the integration of climate aspects into business processes, including operational planning, investment decisions, and product development, enabling the Company's sustainability direction to be achieved comprehensively.

The governance structure supporting the management of climate issues consists of:

1. Oversight by the Board of Directors

- The President Director sets the strategic direction as the Committee Chairman, emphasizing that responsibility for climate issues resides at the highest leadership level.
- The Committee comprises four Directors, namely the Director of Finance, Human Capital and Risk Management; the Director of Engineering and Production, who also serves as Chief Sustainability Officer; the Director of Marketing and Development; and the Director of Operations and Supply Chain Management.
- This cross-functional composition enables the Company to integrate climate change considerations comprehensively, from production and marketing to risk management and supply chain operations.

2. Tanggung Jawab di Tingkat Manajemen

- Posisi *Committee Secretary* dijalankan oleh Manajer Divisi Transformasi, *Engineering*, dan *Quality* yang memastikan seluruh keputusan strategis dapat diterjemahkan ke dalam rencana kerja operasional.
- Peran *ESG Coordinator* mencakup sejumlah manajer dari berbagai divisi, seperti Produksi, Keuangan, SCM & HSE, dan lainnya. Keterlibatan multi-divisi ini memastikan pemantauan, evaluasi, dan pelaksanaan kebijakan iklim berlangsung secara terkoordinasi di seluruh Perseroan.

Dengan struktur tata kelola yang terorganisasi dan peran lintas fungsi yang jelas, WIKA Beton memastikan bahwa isu perubahan iklim dikelola secara terukur, terarah, dan selaras dengan tujuan keberlanjutan jangka panjang Perseroan.

PENGUNGKAPAN IFRS S2

IFRS S2 DISCLOSURE

Dalam menjalankan kegiatan usaha di bidang beton pracetak, jasa, dan konstruksi, WIKA Beton memandang isu perubahan iklim sebagai faktor strategis yang memiliki keterkaitan erat dengan kinerja keuangan dan keberlanjutan usaha. Perseroan memahami bahwa dinamika iklim global berpotensi menimbulkan berbagai risiko dan peluang yang dapat memengaruhi kelangsungan operasional, struktur biaya, serta daya saing usaha dalam jangka pendek maupun jangka panjang. Oleh karena itu, Perseroan mengadopsi pendekatan yang adaptif dan terintegrasi guna memastikan ketangguhan bisnis di tengah perubahan iklim yang semakin kompleks.

Sebagai bagian dari upaya tersebut, Perseroan melakukan penilaian komprehensif untuk mengidentifikasi dan mengevaluasi dampak perubahan iklim terhadap proses bisnis, aset operasional, serta rantai pasok. Penilaian ini mencakup analisis terhadap berbagai skenario iklim dan implikasinya terhadap kinerja operasional dan keuangan Perseroan. Dalam rangka meningkatkan kualitas pengungkapan dan keselarasan dengan praktik internasional terkini, WIKA Beton telah mengacu pada standar IFRS S2 sebagai kerangka pengelolaan dan pengungkapan risiko serta peluang terkait iklim. Penerapan standar ini memungkinkan Perseroan untuk mengaitkan isu iklim secara lebih jelas dengan strategi, manajemen risiko, serta kinerja keuangan.

2. Responsibilities at the Management Level

- The position of *Committee Secretary* is held by the Manager of the Transformation, Engineering, and Quality, ensuring that all strategic decisions are translated into operational work plans.
- The role of *ESG Coordinator* involves managers from various divisions, including Production, Finance, SCM & HSE, and others. This multi-divisional involvement ensures that the monitoring, evaluation, and implementation of climate policies are carried out in a coordinated manner across the Company.

With a well-structured governance framework and clearly defined cross-functional roles, WIKA Beton ensures that climate change issues are managed in a measurable, well-directed manner and aligned with the Company's long-term sustainability objectives.

In carrying out its business activities in precast concrete, services, and construction, WIKA Beton considers climate change as a strategic issue closely linked to financial performance and business sustainability. The Company recognizes that global climate dynamics have the potential to create various risks and opportunities that may affect operational continuity, cost structures, and business competitiveness in both the short and long term. Therefore, the Company adopts an adaptive and integrated approach to ensure business resilience amid increasingly complex climate changes.

As part of these efforts, the Company conducts a comprehensive assessment to identify and evaluate the impacts of climate change on business processes, operational assets, and the supply chain. This assessment includes analysis of various climate scenarios and their implications for the Company's operational and financial performance. To enhance the quality of disclosures and align with current international practices, WIKA Beton has adopted the IFRS S2 standard as a framework for managing and disclosing climate-related risks and opportunities. The implementation of this standard enables the Company to more clearly link climate issues with its strategy, risk management, and financial performance.

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Mengacu pada IFRS S2, risiko terkait iklim yang dihadapi Perseroan dikelompokkan ke dalam risiko fisik dan risiko transisi. Risiko fisik mencakup potensi gangguan akibat perubahan pola cuaca, peningkatan intensitas curah hujan, suhu ekstrim, serta kejadian cuaca ekstrim lainnya yang dapat berdampak pada kelancaran produksi, keandalan aset, dan distribusi produk. Sementara itu, risiko transisi berkaitan dengan perubahan kebijakan, regulasi, perkembangan teknologi rendah karbon, serta pergeseran preferensi pasar menuju produk dan praktik usaha yang lebih berkelanjutan.

Sejalan dengan pendekatan tersebut, Perseroan memperdalam pengelolaan risiko iklim melalui identifikasi risiko fisik dan transisi yang berpotensi memengaruhi kinerja operasional dan keuangan dalam jangka pendek, menengah, dan panjang, serta mengintegrasikannya ke dalam kerangka Enterprise Risk Management. Pengelolaan risiko ini berada di bawah pengawasan Dewan Komisaris dan Direksi, dengan dukungan struktur tata kelola keberlanjutan yang memastikan setiap pengambilan keputusan strategis mempertimbangkan aspek perubahan iklim. Selain itu, WIKA Beton melakukan pengukuran dan pemantauan emisi Gas Rumah Kaca Cakupan 1, 2, dan secara bertahap Cakupan 3, serta menetapkan target dan inisiatif mitigasi dan adaptasi guna memperkuat ketahanan bisnis dan mendukung transisi menuju operasional yang lebih rendah karbon.

INSENTIF PENGELOLAAN IKLIM CLIMATE MANAGEMENT INCENTIVES

WIKA Beton telah melaksanakan beragam langkah konkret untuk mengurangi dampak perubahan iklim. Namun, hingga saat ini, Perseroan belum menerapkan program insentif khusus bagi karyawan yang berperan aktif dalam upaya mitigasi tersebut. Fokus perusahaan saat ini terletak pada implementasi strategi mitigasi yang mencakup efisiensi penggunaan energi, peningkatan proporsi energi baru terbarukan, serta pengurangan emisi gas rumah kaca, yang semuanya menjadi bagian integral dari Peta Jalan Dekarbonisasi Perseroan.

Referring to IFRS S2, the climate-related risks faced by the Company are categorized into physical risks and transition risks. Physical risks include potential disruptions caused by changing weather patterns, increased rainfall intensity, extreme temperatures, and other extreme weather events that may affect production continuity, asset reliability, and product distribution. Meanwhile, transition risks are associated with changes in policies and regulations, the development of low-carbon technologies, as well as shifts in market preferences toward more sustainable products and business practices.

In line with this approach, the Company further strengthens its climate risk management by identifying physical and transition risks that may affect operational and financial performance across the short, medium, and long term, and integrating them into the Enterprise Risk Management framework. This risk management is overseen by the Board of Commissioners and the Board of Directors, supported by a sustainability governance structure that ensures climate considerations are embedded in strategic decision-making. In addition, WIKA Beton measures and monitors Greenhouse Gas emissions across Scope 1, Scope 2, and progressively Scope 3, while establishing targets and implementing mitigation and adaptation initiatives to enhance business resilience and support the transition toward lower-carbon operations.

WIKA Beton has implemented various concrete measures to reduce the impacts of climate change. However, to date, the Company has not yet introduced specific incentive programs for employees who actively contribute to these mitigation efforts. The Company's current focus lies in implementing mitigation strategies, including energy efficiency, increasing the share of renewable energy, and reducing greenhouse gas emissions, all of which form an integral part of the Company's Decarbonization Roadmap.

MANAJEMEN RISIKO IKLIM [201-2]

CLIMATE RISK MANAGEMENT

WIKA Beton melakukan analisis skenario iklim pada periode pelaporan 2025 dengan mengkategorikan risiko fisik dan risiko transisi ke dalam jangka pendek, menengah, dan panjang. Penentuan linimasa ini diselaraskan dengan siklus perencanaan strategis Perseroan, masa pakai infrastruktur dan peralatan produksi, serta mengacu pada kerangka internasional yang relevan, termasuk sebagai bagian dari langkah awal penyesuaian terhadap IFRS S2 terkait pengungkapan risiko dan peluang perubahan iklim. Pendekatan ini memastikan bahwa kebijakan dan strategi yang diterapkan tetap relevan dalam mengantisipasi potensi dampak perubahan iklim terhadap keberlanjutan bisnis di masa depan.

WIKA Beton conducted climate scenario analysis during the 2025 reporting period by categorizing physical and transition risks into short-, medium-, and long-term horizons. The determination of these timelines is aligned with the Company's strategic planning cycle, the useful life of infrastructure and production equipment, and refers to relevant international frameworks, including as an initial step toward alignment with IFRS S2 on climate-related risk and opportunity disclosures. This approach ensures that the policies and strategies implemented remain relevant in anticipating the potential impacts of climate change on long-term business sustainability.

Identifikasi Risiko dan Peluang Perubahan Iklim bagi WIKA Beton

Identification of Climate Change Risks and Opportunities for WIKA Beton

Risiko Transisi | Transition Risk

Regulasi yang Berlaku
Applicable Regulations

Potensi Dampak | Potential Impacts

Eksposur Risiko Keuangan
Financial Risk Exposure

Identifikasi Risiko | Risk Identification

Kewajiban Pengungkapan ESG dan Iklim
ESG and Climate Disclosure Requirements

Rantai Nilai yang Terdampak
Affected Value Chain

Operasional internal
Internal operations

Jangka Waktu | Time Horizon

Menengah (3-5 tahun)
Medium term (3-5 years)

Operasional:

- Beban kerja pelaporan tambahan bagi unit K3L (HSE), keberlanjutan, dan risiko.
- Kebutuhan akan pengumpulan data lingkungan yang terstruktur.
- Penyesuaian proses internal untuk memenuhi format pelaporan.

Dampak Finansial:

- Biaya untuk membangun sistem pelaporan ESG, pengadaan alat pemantauan data, serta peningkatan kapabilitas audit lingkungan.
- Pengeluaran untuk asuransi (*assurance*) eksternal atau validasi data ESG.
- Potensi kehilangan pendapatan jika proyek-proyek profil tinggi tertentu mensyaratkan pengungkapan ESG yang tidak dapat dipenuhi oleh WIKA Beton.

Operasional:

- Additional reporting workload for HSE, sustainability, and risk units.
- Need for structured environmental data collection.
- Adjustments to internal processes to comply with reporting formats.

Financial Impact:

- Costs associated with establishing ESG reporting systems, procuring data monitoring tools, and enhancing environmental audit capabilities.
- Expenditures for external assurance or ESG data validation.
- Potential revenue loss if certain high-profile projects require ESG disclosures that WIKA Beton is unable to fulfill.

Langkah Mitigasi/Strategi untuk Merespons Risiko
Mitigation Measures / Risk Response Strategy

Rp4,2 Miliar | Billion

Penggunaan material ramah lingkungan dan rendah emisi (semen ramah lingkungan) Rp500 Juta
Use of environmentally friendly and low-emission materials (environmentally friendly cement) - Rp500 Million

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Menjaga Lingkungan Secara Bertanggung Jawab
Responsible Environmental Stewardship

Membangun Dampak Positif Bagi Karyawan, Pelanggan, dan Masyarakat
Positive Contribution to Employees, Customers, and Communities

LAPORAN KEBERLANJUTAN 2025
2025 SUSTAINABILITY REPORT

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WIKI Beton
WIKI Beton Profile

Tata Kelola
untuk Integritas
Berkelanjutan
Governance
for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Creating
Positive Impact
for Employees,
Customers, and
Communities



Risiko Transisi | Transition Risk

Regulasi Baru yang Muncul Applicable Regulations

Identifikasi Risiko | Risk Identification

Perubahan biaya energi akibat regulasi energi
Changes in energy costs due to energy regulations

Rantai Nilai yang Terdampak Affected Value Chain

Operasional internal | Internal operations

Jangka Waktu | Time Horizon

Menengah (3-5 tahun)
Medium term (3-5 years)

Potensi Dampak | Potential Impacts

Operasional:

- Kebutuhan untuk menyesuaikan sistem produksi guna mematuhi persyaratan rendah emisi.
- Peralihan dari operasional berbasis diesel ke sistem elektrik.
- Kewajiban pelaporan data lingkungan yang menambah tekanan operasional.

Dampak Finansial:

- Pembayaran beban karbon atau pajak karbon atas aktivitas produksi (dampak pada operasional sendiri).
- Penurunan laba perusahaan.

Operasional:

- Need to adjust production systems to comply with low-emission requirements.
- Transition from diesel-based operations to electric systems.
- Environmental data reporting obligations that increase operational pressure.

Financial Impact:

- Carbon costs or carbon taxes on production activities (impacting own operations).
- Decline in company profitability.

Eksposur Risiko Keuangan Financial Risk Exposure

Rp3 Miliar | Billion

Langkah Mitigasi/Strategi untuk Merespons Risiko

Mitigation Measures / Risk Response Strategy

Mengadopsi energi terbarukan dan efisiensi energi untuk mengantisipasi penetapan harga karbon di masa depan (Rp300 Juta)
Adoption of renewable energy and energy efficiency measures to anticipate future carbon pricing (Rp300 Million)



Risiko Transisi | Transition Risk

Teknologi Technology

Identifikasi Risiko | Risk Identification

Disrupsi teknologi dalam konstruksi & manufaktur beton pracetak yang menuntut adaptasi cepat.
Technological disruption in precast concrete construction and manufacturing requiring rapid adaptation.

Rantai Nilai yang Terdampak Affected Value Chain

Operasional internal | Internal operations

Jangka Waktu | Time Horizon

Menengah | Medium term

Potensi Dampak | Potential Impacts

Operasional:

- Kesenjangan keterampilan (*skill gap*) pekerja seiring dengan peningkatan otomatisasi.
- Kebutuhan integrasi sistem pengolahan (*curing*) digital, mesin cetak otomatis, dan AI-QC (kontrol kualitas berbasis AI).
- Ekspektasi yang lebih tinggi terhadap pelacakan waktu nyata (*real-time tracking*) dan data IoT.

Dampak Finansial:

- Investasi awal yang besar untuk otomatisasi.
- Penurunan produktivitas sementara selama masa transisi teknologi.
- Peningkatan biaya pemeliharaan sistem akibat kompleksitas teknologi yang lebih tinggi.

Operasional:

- Workforce skill gaps arising from increased automation.
- Need to integrate digital curing systems, automated molding machines, and AI-based quality control (AI-QC).
- Higher expectations for real-time tracking and IoT-based data.

Financial Impact:

- Significant upfront investment for automation.
- Temporary decline in productivity during the technology transition period.
- Increased system maintenance costs due to higher technological complexity.

Eksposur Risiko Keuangan Financial Risk Exposure

Rp31,5 Miliar | Billion

Langkah Mitigasi/Strategi untuk Merespons Risiko

Mitigation Measures / Risk Response Strategy

Optimasi proses dan kesiapan pemantauan digital (metode pengolahan non-uap/non-steam curing, pembaruan SOP) – Proses digitalisasi CapEx = Rp15 Miliar.
Optimization and readiness for digital monitoring (non-steam curing methods, SOP updates) – Process digitalization CapEx: Rp15 Billion.

Risiko Transisi | Transition Risk
Hukum
Legal

Identifikasi Risiko | Risk Identification

Pertanggungjawaban Hukum akibat kerusakan lingkungan selama peristiwa cuaca ekstrem. | Legal liability arising from environmental damage during extreme weather events

Rantai Nilai yang Terdampak
Affected Value Chain

Operasional internal | Internal operations

Jangka Waktu | Time Horizon

Jangka Pendek ke Menengah (1-5 tahun)
Short to medium term (1-5 years)

Potensi Dampak | Potential Impacts

Operasional:

- Sedimentasi, limpasan air (*runoff*), dan potensi kontaminasi dari area pabrik.
- Peningkatan inspeksi dari instansi pemerintah.
- Gangguan operasional akibat penegakan kepatuhan (*compliance enforcement*).

Dampak Finansial:

- Biaya hukum, denda, dan sanksi lingkungan.
- Peningkatan premi asuransi.
- Biaya rehabilitasi untuk area yang terdampak.
- Kerusakan reputasi yang menurunkan kepercayaan dari klien dan regulator.

Operasional:

- Sedimentation, runoff, and potential contamination from plant areas.
- Increased inspections from government authorities.
- Operational disruptions due to compliance enforcement.

Financial Impact:

- Legal costs, fines, and environmental penalties.
- Increased insurance premiums.
- Rehabilitation costs for affected areas.
- Reputational damage leading to reduced trust from clients and regulators.

Eksposur Risiko Keuangan
Financial Risk Exposure

Rp6 Miliar | Billion

Langkah Mitigasi/Strategi untuk Merespons Risiko
Mitigation Measures / Risk Response Strategy

Penguatan kepatuhan lingkungan dan kesiapan perizinan – Rp1,5 Miliar.
Strengthening environmental compliance and permitting readiness – Rp1.5 Billion.

Risiko Transisi | Transition Risk
Pasar
Market

Identifikasi Risiko | Risk Identification

Volatilitas biaya bahan baku & pergeseran preferensi pelanggan ke arah produk ramah lingkungan. | Volatility in raw material costs and shifting customer preferences toward environmentally friendly products.

Rantai Nilai yang Terdampak
Affected Value Chain

Operasional internal | Internal operations

Jangka Waktu | Time Horizon

Jangka Pendek ke Menengah (1-5 tahun)
Short to medium term (1-5 years)

Potensi Dampak | Potential Impacts

Operasional:

- Gangguan pada rantai pasok agregat, pasir, dan semen.
- Persyaratan QC (Kontrol Kualitas) yang lebih ketat untuk material konstruksi ramah lingkungan.
- Peningkatan permintaan atas dokumentasi jejak karbon (*CO₂ footprint*).

Dampak Finansial:

- Penurunan margin laba akibat kenaikan biaya bahan baku.
- Penurunan permintaan untuk produk pracetak konvensional seiring beralihnya klien ke material rendah karbon.
- Potensi kehilangan klien yang memprioritaskan kepatuhan ESG.

Operasional:

- Disruptions in the supply chain of aggregates, sand, and cement.
- Stricter quality control (QC) requirements for environmentally friendly construction materials.
- Increased demand for carbon footprint (*CO₂*) documentation.

Financial Impact:

- Decline in profit margins due to rising raw material costs.
- Reduced demand for conventional precast products as clients shift toward low-carbon materials.
- Potential loss of clients prioritizing ESG compliance.

Eksposur Risiko Keuangan
Financial Risk Exposure

Rp44,5 Miliar | Billion

Langkah Mitigasi/Strategi untuk Merespons Risiko
Mitigation Measures / Risk Response Strategy

- Pengembangan portofolio produk pracetak rendah karbon dan tahan iklim – CapEx untuk Penelitian & Pengembangan (R&D) = Rp1,5 Miliar.
- Diversifikasi pemasok dan ketahanan sumber bahan baku.
- Development of low-carbon and climate-resilient precast product portfolios – CapEx for Research & Development (R&D) = Rp1.5 Billion.
- Supplier diversification and strengthening of raw material sourcing resilience.



Risiko Transisi | Transition Risk

Reputasi
Reputation

Identifikasi Risiko | Risk Identification

Peningkatan emisi karbon & polusi yang menurunkan kepercayaan pemangku kepentingan (*stakeholders*) serta kredibilitas ESG.

Increased carbon emissions and pollution leading to reduced stakeholder trust and ESG credibility.

Rantai Nilai yang Terdampak
Affected Value Chain

Hilir | Downstream

Jangka Waktu | Time Horizon

Jangka Pendek (1-3 tahun)
Short term (1-3 years)

Potensi Dampak | Potential Impacts

Operasional:

- Pengawasan yang lebih ketat dari regulator dan masyarakat.
- Ekspektasi yang lebih ketat terhadap pelaporan lingkungan.
- Potensi hambatan dalam mendapatkan persetujuan proyek baru.

Dampak Finansial:

- Kerugian finansial akibat ketidakselarasan (*misalignment*) dengan standar ESG.
- Peningkatan biaya modal (*cost of capital*) karena investor lebih memprioritaskan perusahaan yang selaras dengan ESG.
- Risiko dikecualikan dari pembiayaan hijau (*green financing*) dan pengadaan berkelanjutan (*sustainable procurement*).

Operasional:

- Pengawasan yang lebih ketat dari regulator dan masyarakat.
- Ekspektasi yang lebih ketat terhadap pelaporan lingkungan.
- Potensi hambatan dalam mendapatkan persetujuan proyek baru.

Financial Impact:

- Kerugian finansial akibat ketidakselarasan (*misalignment*) dengan standar ESG.
- Peningkatan biaya modal (*cost of capital*) karena investor lebih memprioritaskan perusahaan yang selaras dengan ESG.
- Risiko dikecualikan dari pembiayaan hijau (*green financing*) dan pengadaan berkelanjutan (*sustainable procurement*).

Eksposur Risiko Keuangan
Financial Risk Exposure

Rp7 Miliar | Billion

Langkah Mitigasi/Strategi
untuk Merespons Risiko
Mitigation Measures / Risk
Response Strategy

Penguatan pengungkapan (*disclosure*) ESG, komunikasi, dan keterlibatan pemangku kepentingan (*stakeholder engagement*) Rp1,4 Miliar. Strengthening ESG disclosures, communication, and stakeholder engagement - Rp1.4 Billion



Risiko Fisik | Potential Impacts

Krusial
Acute

Identifikasi Risiko | Risk Identification

Curah hujan ekstrem, banjir, badai, gelombang panas, dan tanah longsor yang menyebabkan gangguan operasional seketika.

Extreme rainfall, floods, storms, heatwaves, and landslides causing immediate operational disruptions.

Rantai Nilai yang Terdampak
Affected Value Chain

Operasional internal | Internal operations

Jangka Waktu | Time Horizon

Jangka Pendek (1-3 tahun) | Short term (1-3 years)

Potensi Dampak | Potential Impacts

Operasional:

- Gangguan produksi.
- Penurunan produktivitas akibat curah hujan ekstrem.
- Keterlambatan pasokan bahan baku.
- Penghentian pekerjaan akibat panas ekstrem.

Dampak Finansial:

- Kehilangan produktivitas.
- Keterlambatan rantai pasok.
- Risiko penalti (*denda*) kontraktual.
- Peningkatan biaya perbaikan dan pemeliharaan.

Operasional:

- Production disruptions.
- Reduced productivity due to extreme rainfall.
- Delays in raw material supply.
- Work stoppages due to extreme heat.

Financial Impact:

- Loss of productivity.
- Supply chain delays.
- Risk of contractual penalties.
- Increased repair and maintenance costs.

Eksposur Risiko Keuangan
Financial Risk Exposure

Rp14,5 Miliar | Billion

Langkah Mitigasi/Strategi
untuk Merespons Risiko
Mitigation Measures / Risk
Response Strategy

Peningkatan sistem drainase dan perlindungan banjir di lokasi rawan banjir - Opex Rp2,1 Miliar. Enhancement of drainage systems and flood protection in flood-prone areas - Opex: Rp2.1 Billion.



Risiko Fisik | Potential Impacts

Kronis
Chronic

Identifikasi Risiko | Risk Identification

Perubahan iklim jangka panjang: kenaikan suhu, peningkatan intensitas curah hujan, kekeringan, dan penurunan muka tanah (*soil subsidence*).
Long-term climate change impacts, including rising temperatures, increased rainfall intensity, drought, and soil subsidence.

Rantai Nilai yang Terdampak
Affected Value Chain

Operasional internal | Internal operations

Jangka Waktu | Time Horizon

Jangka Panjang (> tahun) | Long term (> years)

Potensi Dampak | Potential Impacts

Operasional:

- Penurunan konsistensi pengerasan (*curing*) akibat paparan panas (pendapat ahli).
- Peningkatan konsumsi energi untuk pendinginan.
- Kelangkaan air yang mengganggu operasional pencampuran (*batching*).
- Penurunan muka tanah secara bertahap yang membahayakan stabilitas struktural pabrik (pendapat ahli).

Dampak Finansial:

- CAPEX jangka panjang untuk adaptasi iklim.
- Peningkatan OPEX untuk energi dan air.
- Eskalasi biaya pemeliharaan akibat tekanan struktural (beban pada bangunan).

Operasional:

- Reduced consistency in curing processes due to heat exposure (expert judgment).
- Increased energy consumption for cooling.
- Water scarcity affecting batching operations.
- Gradual soil subsidence threatening plant structural stability (expert judgment).

Financial Impact:

- Long-term CAPEX for climate adaptation.
- Increased OPEX for energy and water.
- Escalation of maintenance costs due to structural stress.

Eksposur Risiko Keuangan
Financial Risk Exposure

Rp7,21 Miliar | Billion

Langkah Mitigasi/ Strategi untuk Merespons Risiko

Mitigation Measures / Risk Response Strategy

Peningkatan efisiensi air dan penyesuaian operasional Rp2,1 Miliar. Improvement of water efficiency and operational adjustments - Rp2.1 Billion.

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**Menjaga
Lingkungan
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Responsible
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Peluang | Opportunity

Regulasi yang Berlaku
Applicable Regulations

Identifikasi Peluang
Opportunity Identification

Sertifikasi produk rendah karbon
(*Environmental Product Declaration* - EPD)
Low-carbon product certification
(*Environmental Product Declaration* - EPD)

Rantai Nilai yang Terdampak
Affected Value Chain

Hilir (*Downstream*) & Operasional
Downstream & Operations

Jangka Waktu | Time Horizon

Jangka Pendek-Menengah (1-7 tahun)
Short to medium term (1-7 years)

Potensi Dampak | Potential Impacts

- Penetrasi pasar ke proyek-proyek pemerintah dan BUMN.
- Kelayakan tender untuk proyek-proyek pengadaan ramah lingkungan (*green-procurement*).
- Daya saing produk yang lebih tinggi dibandingkan pemasok yang tidak tersertifikasi.
- Pertumbuhan pendapatan dari lini produk yang telah tersertifikasi.
- Market penetration into government and state-owned enterprise (SOE) projects.
- Eligibility for tenders in green procurement projects.
- Higher product competitiveness compared to non-certified suppliers.
- Revenue growth from certified product lines.

Eksposur Peluang Keuangan | Financial Opportunity Exposure

- Asumsi:**
- Pendapatan WIKI Beton 2024: Rp4,896 Triliun
 - Proyek yang mensyaratkan sertifikasi EPD: 10% dari total pendapatan
 - Premi margin untuk produk rendah karbon tersertifikasi: 15%

Perhitungan:
Rp72,9 Miliar

- Assumptions:**
- WIKI Beton revenue in 2024: Rp4.896 Trillion
 - Projects requiring EPD certification: 10% of total revenue
 - Margin premium for certified low-carbon products: 15%

Calculation:
Rp72.9 Billion

Langkah Mitigasi/Strategi untuk Merespons Peluang
Mitigation Measures / Opportunity Response Strategy

- Penilaian Siklus Hidup (*Life Cycle Assessment* - LCA) untuk produk pracetak.
- Asumsi: LCA untuk 3 kategori produk prioritas yang telah diungkapkan dalam Laporan Keberlanjutan (varian beton hijau), Rp200 juta per produk termasuk pengumpulan data dan tinjauan pihak ketiga.
- Registrasi & verifikasi EPD. Optimalisasi campuran rendah karbon & pengujian laboratorium.
- Asumsi: Pengujian campuran (*trial batching*) menggunakan GGBFS/FABA (sudah digunakan dalam operasional WTON), pengujian kuat tekan, dan durabilitas.
- Dokumentasi internal & kesiapan tender.
- Asumsi: Penyiapan lembar data teknis (*technical datasheet*) tersertifikasi untuk proyek pengadaan ramah lingkungan (*green procurement*).
- Life Cycle Assessment (LCA) for precast products.
- Assumption: LCA for 3 priority product categories disclosed in the Sustainability Report (green concrete variants), at Rp200 million per product, including data collection and third-party review.
- EPD registration & verification. Optimization of low-carbon mix designs and laboratory testing.
- Assumption: Trial batching using GGBFS/FABA (already utilized in WTON operations), including compressive strength and durability testing.
- Internal documentation & tender readiness.
- Assumption: Preparation of certified technical datasheets for green procurement projects.

Perhitungan:
Rp1,5 Miliar

Calculation:
Rp1.5 Billion



Peluang | Opportunity

Regulasi yang sedang Berkembang
Emerging Regulations

Identifikasi Peluang
Opportunity Identification

Adopsi Energi Terbarukan
Adoption of Renewable Energy

Rantai Nilai yang Terdampak
Affected Value Chain

Operasi
Operations

Jangka Waktu | Time Horizon

Jangka Pendek-Menengah (1-7 tahun)
Short to medium term (1-7 years)

Potensi Dampak | Potential Impacts

- | | |
|---|--|
| <ul style="list-style-type: none"> • Pengurangan biaya listrik. • Pengurangan kewajiban pajak karbon. • Peningkatan kepatuhan terhadap regulasi emisi di masa depan. | <ul style="list-style-type: none"> • Reduction in electricity costs. • Reduction in carbon tax obligations. • Improved compliance with future emission regulations. |
|---|--|

Eksposur Peluang Keuangan | Financial Opportunity Exposure

- | | |
|---|--|
| <p>Energi surya yang digunakan pada 2024: 950,76 GJ</p> <p>Paparan Peluang Keuangan (Estimasi Rp250 Juta/ tahun):</p> <p>Asumsi:</p> <ul style="list-style-type: none"> • Energi surya yang digunakan pada 2024: 950,76 GJ. • Reduksi emisi tenaga surya: 1,41 juta kg CO₂/ tahun (berdasarkan data Laporan Keberlanjutan). • Asumsi harga karbon di masa depan: Rp30.000 – Rp75.000 per ton. • Tarif listrik: Rp1.200/kWh. • Generasi listrik masa depan dari 2,027 MWp: ±2,6 GWh/ tahun. • Rencana tambahan 879 kWp: Menambah penghematan sebesar ±1,14 GWh/tahun. | <p>Solar energy utilized in 2024: 950.76 GJ</p> <p>Estimated Financial Opportunity Exposure (Estimated Rp250 Million/year):</p> <p>Assumptions:</p> <ul style="list-style-type: none"> • Solar energy utilized in 2024: 950.76 GJ; • Emission reduction from solar energy: 1.41 million kg CO₂/ year (based on Sustainability Report data). • Assumed future carbon price: Rp30,000 – 75,000 per ton. • Electricity tariff: Rp1,200/kWh; • Future electricity generation from 2.027 MWp: approximately 2.6 GWh/year. • Additional plan of 879 kWp: expected to generate additional savings of ±1.14 GWh/year. |
|---|--|

Langkah Mitigasi/Strategi untuk Merespons Peluang
Mitigation Measures / Opportunity Response Strategy

- | | |
|--|--|
| <ul style="list-style-type: none"> • Instalasi PLTS Atap oleh <i>Energy Service Company (ESCO) PT Cipta Mugi Pratama</i>.
Asumsi: Instalasi kumulatif sebesar ~7,5 MWp di pabrik-pabrik terpilih yang telah diidentifikasi dalam peta jalan (<i>roadmap</i>) energi Laporan Keberlanjutan (SR). • Integrasi kelistrikan & sistem keselamatan. • Sistem pemantauan & optimalisasi energi. • Operasional & Pemeliharaan (O&M) tahunan. | <ul style="list-style-type: none"> • Rooftop Solar PV installation by <i>Energy Service Company (ESCO) PT Cipta Mugi Pratama</i>:
Assumption: Cumulative installation of approximately 7.5 MWp across selected plants identified in the Sustainability Report energy roadmap. • Integration of electrical systems and safety systems. • Energy monitoring & optimization systems. • Annual Operations & Maintenance (O&M). |
|--|--|



Peluang | Opportunity

Teknologi
Technology

Identifikasi Peluang | Opportunity Identification

Otomatisasi Digital dan *Non-Steam Curing*
Digital Automation and Non-Steam Curing

Rantai Nilai yang Terdampak

Affected Value Chain

Operasi | Operations

Jangka Waktu | Time Horizon

Jangka Menengah
Medium term

Potensi Dampak | Potential Impacts

- Intensitas penggunaan energi dan bahan bakar.
- Waktu siklus produksi dan output.
- Tingkat kecacatan (defect rates) dan pengurangan pengerjaan ulang (rework).
- Peningkatan produktivitas tenaga kerja.
- Energy and fuel intensity.
- Production cycle time and output.
- Defect rates and reduction in rework.
- Improved workforce productivity.

Eksposur Peluang Keuangan
Financial Opportunity Exposure

Rp10 Miliar | Billion

Langkah Mitigasi/Strategi untuk Merespons Peluang | Mitigation Measures / Opportunity Response Strategy

- Perluasan pengerasan tanpa uap (*Non-steam curing expansion*).
Asumsi: Perluasan teknologi pengerasan tanpa uap yang telah diimplementasikan di beberapa pabrik.
- Sistem pencampuran otomatis (automated batching) & sistem QC digital.
Asumsi: Peningkatan sistem pencampuran yang ada sebagaimana dirujuk dalam inisiatif digital Laporan Keberlanjutan (SR).
- Sensor IoT & pemeliharaan prediktif (predictive maintenance).
Asumsi: Penerapan di tingkat pabrik untuk pengurangan konsumsi energi dan tingkat kecacatan produk.
- Proses digitalisasi CapEx = Rp15 Miliar.
- Expansion of non-steam curing:
Assumption: Expansion of non-steam curing technology already implemented in several plants.
- Automated batching systems & digital QC systems:
Assumption: Enhancement of existing batching systems as referenced in digital initiatives in the Sustainability Report.
- IoT sensors and predictive maintenance:
Assumption: Implementation at the plant level to reduce energy consumption and defect rates.
- Digitalization process CapEx: Rp15 Billion.



Peluang | Opportunity

Pasar
Market

Identifikasi Peluang
Opportunity Identification

Akses ke pasar bangunan gedung hijau (*green-building*) dan infrastruktur berketahanan iklim yang terus berkembang.
Access to the growing green building and climate-resilient infrastructure market.

Rantai Nilai yang Terdampak

Affected Value Chain

Hilir | Downstream

Jangka Waktu | Time Horizon

Jangka Menengah hingga Panjang
Medium to long term

Potensi Dampak | Potential Impacts

- Penjualan produk pracetak rendah karbon dan berfokus pada adaptasi
- Masuk ke proyek konstruksi bersertifikasi hijau
- Ekspansi ke dalam program adaptasi dan mitigasi nasional
- Penerapan spesifikasi rekayasa berkelanjutan
- Increased sales of low-carbon and climate-adaptive precast products
- Entry into certified green construction projects
- Expansion into national adaptation and mitigation programs
- Adoption of sustainable engineering specifications



Peluang | Opportunity

Hukum
Legal

Potensi Dampak
Potential Impacts

- Kelayakan untuk tender yang diatur secara lingkungan (PUPR, BUMN).
- Pergeseran pangsa pasar dari produsen yang tidak patuh (*non-compliant*).
- Peningkatan skor dalam evaluasi pengadaan (*procurement evaluation*).
- Manfaat validasi lingkungan dan perizinan yang lebih kuat.
- Eligibility for environmentally regulated tenders (PUPR, SOEs)
- Market share shift from non-compliant producers
- Improved scores in procurement evaluations
- Stronger environmental validation and permitting advantages.

Identifikasi Peluang | Opportunity Identification

Peningkatan permintaan bagi pemasok pracetak yang patuh (*compliant*) akibat persyaratan perizinan lingkungan yang lebih ketat. | Increased demand for compliant precast suppliers due to stricter environmental permitting requirements.

Rantai Nilai yang Terdampak
Affected Value Chain

Operasional dan Pasar Hilir (*Operations and Downstream Market*) | Operations and Downstream Market

Jangka Waktu | Time Horizon

Jangka Pendek ke Menengah (1-5 tahun)
Short to medium term (1-5 years)

Eksposur Peluang Keuangan | Financial Opportunity Exposure

Rp4,9 Miliar/tahun.

Asumsi:

- Total pendapatan 2024: Rp4,896 Triliun.
- Pangsa pasar yang hilang dari produsen kecil yang tidak patuh (*non-compliant*): 1-2%.
- WIKA Beton mengambil alih pangsa pasar yang berpindah tersebut.
- Nilai peluang = 1-2% × total pendapatan.

Rp4.9 Billion/year.

Assumptions:

- Total revenue in 2024: Rp4.896 trillion.
- Market share lost from smaller non-compliant producers: 1-2%.
- WIKA Beton captures the shifted market share.
- Opportunity value = 1-2% × total revenue

Langkah Mitigasi/Strategi untuk Merespons Peluang | Mitigation Measures / Opportunity Response Strategy

- Peningkatan pemantauan lingkungan.
- Penguatan ISO 14001 & ISO 14064.
- Dokumentasi kepatuhan & kesiapan perizinan Rp1,2 Miliar
- Enhancement of environmental monitoring
- Strengthening of ISO 14001 and ISO 14064 implementation
- Compliance documentation and permitting readiness Rp1,2 Billion

Eksposur Peluang Keuangan
Financial Opportunity Exposure

Rp150 Miliar x 10% = Rp15 Miliar.

Asumsi:

- Pasar infrastruktur berkelanjutan nasional
- Asumsi net margin: 10 persen
- Nilai peluang = ukuran pasar × margin

Rp150 Billion x 10% = Rp15 Billion.

Assumptions:

- National sustainable infrastructure market
- Assumed net margin: 10%
- Opportunity value = market size × margin

Langkah Mitigasi/Strategi untuk Merespons Peluang
Mitigation Measures / Opportunity Response Strategy

- R&D untuk produk pracetak terkait drainase, pengendalian banjir, dan pengelolaan air
Asumsi: pengembangan produk (box culvert, U-ditch, sistem infiltrasi).
- Pengujian produk dan validasi kinerja
- Engagement pasar dengan EPC dan program pemerintah Rp1,5 Miliar.

- R&D for precast products related to drainage, flood control, and water management:
- Assumption: development of products (box culverts, U-ditches, infiltration systems)
- Product testing and performance validation
- Market engagement with EPC contractors and government programs Rp1.5 Billion.


Peluang | Opportunity

Reputasi
Reputation

Potensi Dampak | Potential Impacts

- Peningkatan skor evaluasi tender
- Akses terhadap pembiayaan berkelanjutan dengan biaya lebih rendah
- Meningkatnya kepercayaan dari klien premium
- Pemilihan mitra yang lebih preferensial
- Improved tender evaluation scores
- Access to sustainable financing at lower cost
- Increased trust from premium clients
- More preferential partner selection

Identifikasi Peluang | Opportunity Identification

Preferensi klien dan investor yang lebih tinggi terhadap pemasok dengan kinerja ESG yang kuat dan transparansi iklim yang baik.
Higher preference from clients and investors for suppliers with strong ESG performance and robust climate transparency.

Eksposur Peluang Keuangan
Financial Opportunity Exposure

Rp20 Miliar

Asumsi:

- Pasar klien premium diperkirakan sebesar 10 persen dari total pendapatan
- Peningkatan win-rate dari profil ESG yang lebih kuat

Rp20 Billion

Assumptions:

- Premium client market estimated at 10% of total revenue
- Increased win-rate driven by stronger ESG profile

Rantai Nilai yang Terdampak
Affected Value Chain

Hilir | Downstream

Jangka Waktu | Time Horizon

Langkah Mitigasi/Strategi untuk Merespons Peluang
Mitigation Measures / Opportunity Response Strategy

- Peningkatan pengungkapan ESG (GRI, TCFD)
- Keterlibatan pemangku kepentingan dan investor
- Pengembangan materi komunikasi keberlanjutan Rp1,3 Miliar
- Enhancement of ESG disclosures (GRI, TCFD)
- Stakeholder and investor engagement
- Development of sustainability communication materials Rp1.3 Billion


Peluang | Opportunity

Krusial
Acute

Potensi Dampak | Potential Impacts

- Proyek infrastruktur darurat
- Modul respons bencana dan kebutuhan konstruksi cepat
- Pengadaan pemerintah untuk pemulihan dan penguatan
- Emergency infrastructure projects
- Disaster response modules and rapid construction needs
- Government procurement for recovery and resilience

Identifikasi Peluang | Opportunity Identification

Permintaan yang lebih tinggi terhadap komponen pracetak untuk deployment cepat dan pemulihan bencana, menyusul kejadian cuaca ekstrem.
Increased demand for precast components for rapid deployment and disaster recovery following extreme weather events.

Eksposur Peluang Keuangan | Financial Opportunity Exposure

Asumsi:

- Nilai proyek nasional untuk drainase dan pengendalian banjir
- Potensi market capture untuk WIKa Beton
- Asumsi net margin: 10 persen
- Peluang = nilai proyek × tingkat capture × margin
= 25 Miliar × 10%
= Rp2,5 Miliar.

Assumptions:

- National project value for drainage and flood control
- Potential market capture for WIKa Beton
- Assumed net margin: 10%
- Opportunity = project value × capture rate × margin
= Rp25 Billion × 10%
= Rp2.5 Billion.

Rantai Nilai yang Terdampak
Affected Value Chain

Hilir | Downstream

Jangka Waktu | Time Horizon

 Jangka pendek
Short term

Langkah Mitigasi/Strategi untuk Merespons Peluang
Mitigation Measures / Opportunity Response Strategy

- Standardisasi desain pracetak modular
- Kesiapsiagaan produksi darurat
- Koordinasi dengan BNPB dan pemerintah daerah Rp1,5 Miliar.
- Standardization of modular precast designs
- Emergency production readiness
- Coordination with BNPB and local governments Rp1,5 Billion.

Peluang | Opportunity

Kronis

Chronic

Identifikasi Peluang | Opportunity Identification

Rantai Nilai yang Terdampak
Affected Value Chain

Jangka Waktu | Time Horizon

Meningkatnya permintaan jangka panjang terhadap solusi pracetak untuk pengelolaan air, drainase, dan infrastruktur adaptif terhadap perubahan iklim.
Increasing long-term demand for precast solutions for water management, drainage, and climate-adaptive infrastructure.

Hilir | Downstream

Jangka Menengah hingga Panjang
Medium to long term

Potensi Dampak | Potential Impacts

Langkah Mitigasi/Strategi untuk Merespons Peluang
Mitigation Measures / Opportunity Response Strategy

- Proyek infrastruktur air
- Sistem drainase perkotaan dan mitigasi banjir
- Permintaan produk yang adaptif terhadap panas dan curah hujan
- Kebutuhan pengembangan perkotaan berkelanjutan
- Water infrastructure projects
- Urban drainage systems and flood mitigation
- Demand for products adaptive to heat and rainfall
- Sustainable urban development needs

- R&D untuk produk pracetak berpori dan infiltrasi – Rp1,2 Miliar
- Pengujian performa hidrolis dan sertifikasi – Rp0,8 Miliar
- Keterlibatan pemangku kepentingan (instansi pengelola air, pemerintah kota/kabupaten) – Rp0,5 Miliar
- Total: Rp2,5 Miliar.
- R&D for porous and infiltration-based precast products – Rp1.2 Million
- Hydraulic performance testing and certification – Rp0.8 Million
- Stakeholder engagement (water authorities, municipal/regional governments) – Rp0.5 Billion
- Total: Rp2.5 Billion.

Eksposur Peluang Keuangan
Financial Opportunity Exposure

Asumsi:

- Ukuran pasar konstruksi darurat: Rp1.500 Miliar/tahun
- Tingkat capture konservatif: 8 persen
 - Margin rata-rata: 15 persen
 - Peluang = pasar × capture rate × margin

Rp18 Miliar/tahun

Assumptions:

- Emergency construction market size: Rp1,500 Billion/year
- Conservative capture rate: 8%
 - Average margin: 15 percent
 - Opportunity = market × capture rate × margin

Rp18 Billion/year

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WIKABeton melibatkan pemangku kepentingan dalam pengelolaan risiko keberlanjutan sebagai bagian dari upaya mitigasi yang komprehensif. Dalam menghadapi risiko reputasi, Perseroan memperkuat transparansi data serta melibatkan investor dan pelanggan dalam komunikasi keberlanjutan untuk membangun kepercayaan. Sementara itu, untuk mengantisipasi risiko transisi terkait regulasi karbon, Perseroan bekerja sama dengan pemasok material dalam diversifikasi bahan baku rendah karbon serta berkolaborasi dengan lembaga sertifikasi untuk memperoleh *Environmental Product Declaration* (EPD) guna menjaga daya saing dan akses pasar. [2-25]

Dengan adanya pengungkapan ini, WIKABeton menegaskan kesadaran dan tanggung jawabnya dalam menghadapi tantangan lingkungan global, sekaligus memperlihatkan langkah-langkah proaktif dalam mitigasi risiko iklim. Hal ini mencerminkan komitmen Perseroan untuk menjalankan bisnis secara berkelanjutan, dengan mempertimbangkan dampak sosial dan lingkungan jangka panjang selain pencapaian tujuan ekonomi jangka pendek. [2-25]

WIKABeton engages stakeholders in the management of sustainability risks as part of a comprehensive mitigation approach. In addressing reputational risks, the Company enhances data transparency and actively engages investors and customers in sustainability communications to build trust. Meanwhile, to anticipate transition risks associated with carbon regulations, the Company collaborates with material suppliers to diversify low-carbon raw materials and works with certification bodies to obtain *Environmental Product Declarations* (EPD) to maintain competitiveness and market access. [2-25]

Through this disclosure, WIKABeton affirms its awareness and responsibility in addressing global environmental challenges, while demonstrating proactive measures in mitigating climate-related risks. This reflects the Company's commitment to conducting business sustainably by considering long-term social and environmental impacts alongside the achievement of short-term economic objectives. [2-25]

ANALISIS SKENARIO TERKAIT IKLIM [305-5][F.12]

CLIMATE-RELATED SCENARIO ANALYSIS

WIKI Beton melakukan analisis skenario iklim untuk mengidentifikasi potensi risiko dan peluang yang timbul akibat perubahan iklim serta implementasi aksi iklim global dan nasional. Analisis ini mencakup risiko fisik, seperti curah hujan ekstrem, banjir, gelombang panas, dan perubahan suhu jangka panjang, serta risiko transisi yang meliputi perkembangan regulasi, perubahan teknologi, dinamika pasar, dan ekspektasi pemangku kepentingan.

Melalui analisis tersebut, Perseroan memperoleh pemahaman mengenai potensi dampak perubahan iklim terhadap operasional pabrik, keberlangsungan produksi, jalur logistik, dan ketersediaan bahan baku, sekaligus mengevaluasi pengaruh perubahan regulasi, jalur dekarbonisasi, dan transformasi pasar terhadap struktur biaya, daya saing, serta posisi strategis Perseroan dalam ekosistem konstruksi dan infrastruktur.

Sepanjang tahun 2025, Perseroan menuntaskan pemasangan sistem panel surya yang ditempatkan pada atap jalur produksi dan area kantor pabrik di PPB Bogor, Majalengka, Pasuruan, dan Lampung Selatan, dengan jumlah energi yang dihasilkan sejak mulai beroperasi sampai dengan Desember 2025 mencapai 1.382.482 kWh. Usaha ini mampu mencegah produksi emisi gas CO₂ mencapai 850,48 ton atau setara 1.177 pohon, serta menghasilkan efisiensi biaya sebesar Rp215.292.027.

Dalam rangka memperkuat akuntabilitas, ke depannya Perseroan akan mengintegrasikan KPI keberlanjutan, termasuk target penurunan emisi dan efisiensi energi, ke dalam sistem pengelolaan kinerja Manajemen. KPI tersebut ditetapkan secara spesifik, terukur, dan ditinjau secara berkala, serta menjadi salah satu dasar dalam evaluasi kinerja dan penetapan insentif Manajemen, sesuai dengan kebijakan tata kelola dan remunerasi yang berlaku.

WIKI Beton conducts climate scenario analysis to identify potential risks and opportunities arising from climate change and the implementation of global and national climate actions. This analysis covers physical risks, such as extreme rainfall, flooding, heatwaves, and long-term temperature changes, as well as transition risks including regulatory developments, technological changes, market dynamics, and stakeholder expectations.

Through this analysis, the Company gains insight into the potential impacts of climate change on plant operations, production continuity, logistics routes, and raw material availability, while also assessing the effects of regulatory changes, decarbonization pathways, and market transformation on the Company's cost structure, competitiveness, and strategic position within the construction and infrastructure ecosystem.

Throughout 2025, the Company completed the installation of solar panel systems positioned on the rooftops of production lines and office areas at its plants in PPB Bogor, Majalengka, Pasuruan, and South Lampung. Since commencing operations through December 2025, these systems generated a total of 1,382,482 kWh of energy. This initiative prevented approximately 850.48 tons of CO₂ emissions, equivalent to the carbon absorption of 1,177 trees, and resulted in cost efficiencies amounting to Rp215,292,027.

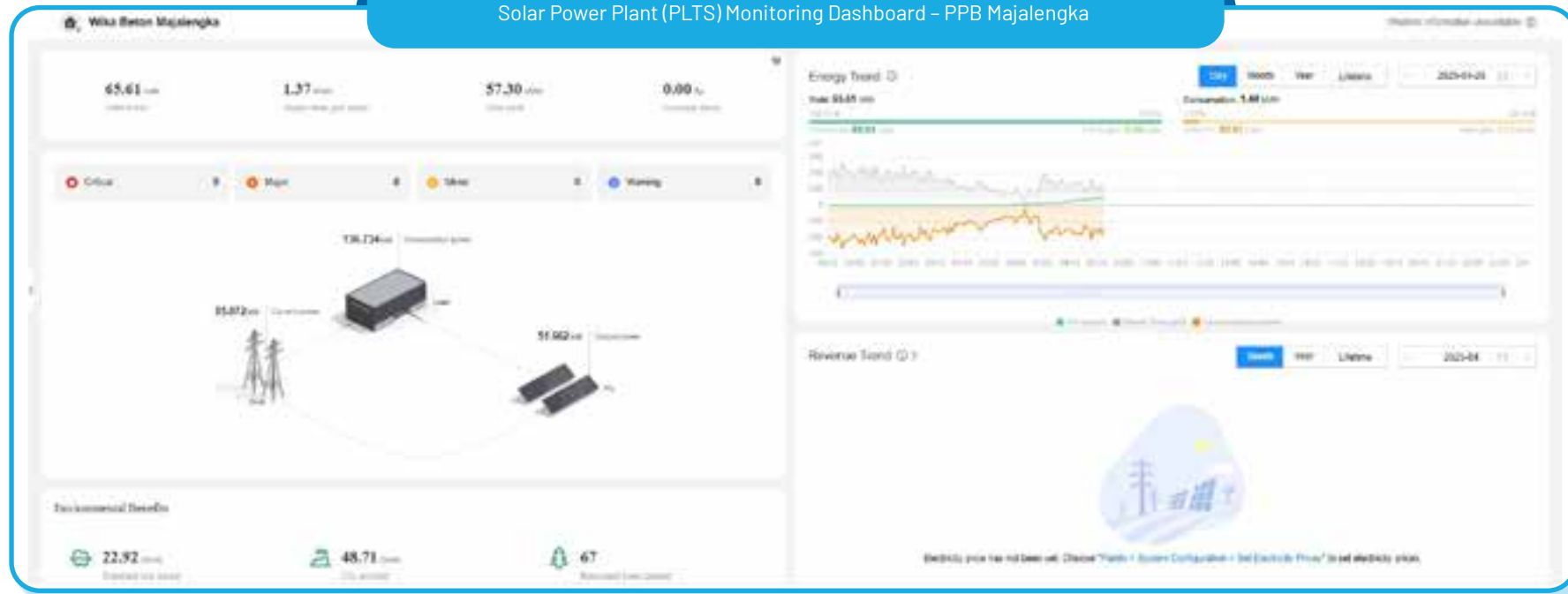
To strengthen accountability, the Company will integrate sustainability KPIs, including emission reduction targets and energy efficiency, into its Management performance management system. These KPIs are defined as specific and measurable, regularly reviewed, and serve as a basis for performance evaluation and Management incentive determination, in line with the applicable governance and remuneration policies.

TARGET PENURUNAN EMISI [E-07] EMISSIONS REDUCTION TARGETS

WIKA Beton menargetkan penurunan emisi gas rumah kaca (GRK) cakupan 1 dan cakupan 2 sebesar 3,5% per tahun untuk mencapai penurunan 20% pada tahun 2030, dengan tahun 2024 sebagai *baseline*. Untuk mewujudkan target tersebut, Perseroan memanfaatkan teknologi mutakhir, termasuk *remote sensing* dan *machine learning* yang dikembangkan bersama mitra strategis Fairatmos. Teknologi ini diterapkan untuk memetakan dan menganalisis potensi penyerapan karbon di lahan seluas 26 hektar di Kariangau, Balikpapan Barat, sehingga memperkuat langkah-langkah mitigasi emisi. Pendekatan ini, yang selaras dengan standar internasional, memungkinkan WIKA Beton untuk secara berkelanjutan memantau, mengevaluasi, dan menyesuaikan strategi pengurangan emisi. Upaya ini mencerminkan tekad Perseroan dalam mengintegrasikan inovasi teknologi ke dalam operasionalnya demi mendukung transisi menuju ekonomi rendah karbon dan keberlanjutan jangka panjang.

WIKA Beton targets a 3.5% annual reduction in scope 1 and scope 2 greenhouse gas (GHG) emissions, with the aim of achieving a 20% reduction by 2030, using 2024 as the baseline year. To achieve this target, the Company leverages advanced technologies, including remote sensing and machine learning, developed in collaboration with its strategic partner, Fairatmos. These technologies are utilized to map and analyze carbon sequestration potential across a 26-hectare area in Kariangau, West Balikpapan, thereby strengthening emission mitigation efforts. This approach, which aligns with international standards, enables WIKA Beton to continuously monitor, evaluate, and refine its emission reduction strategies. It reflects the Company's commitment to integrating technological innovation into its operations to support the transition toward a low-carbon economy and long-term sustainability.

Dashboard Pemantauan Pembangkit Listrik Tenaga Surya (PLTS) PPB Majalengka
Solar Power Plant (PLTS) Monitoring Dashboard – PPB Majalengka



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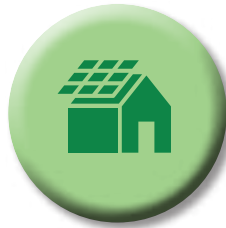
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WIKABeton menajamkan komitmennya untuk mencapai target *Net Zero Emission* pada tahun 2060 melalui serangkaian program dekarbonisasi yang terstruktur dan berkelanjutan.

WIKABeton has strengthened its commitment to achieving its Net Zero Emission target by 2060 through a series of structured and sustainable decarbonization programs.

Solar cell pada penyimpanan produk jadi (Stockyard)
Solar Cells in Finished Goods Storage (Stockyard)



Pada tahun 2023, seluruh unit kerja dan pabrik minimal sudah memasang 5 titik *solar cell* penerangan di *stockyard*.

In 2023, all business units and plants have installed at least 5 solar-powered lighting units in their respective stockyards.



Penggunaan Fly Ash Bottom Ash (FABA)
Utilization of Fly Ash Bottom Ash (FABA)



Penggunaan bahan campuran semen dengan FABA yang merupakan limbah non B3 terdaftar untuk pembuatan produk. Program ini telah diimplementasikan sejak sebelum tahun 2022.

The Company utilizes FABA, a registered non-hazardous waste, as a substitute material in cement mixtures for product manufacturing. This program has been implemented since prior to 2022.



Program non-steam
Non-steam program

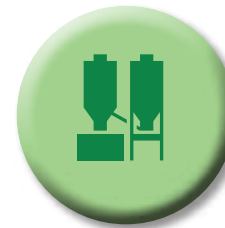


Mempercepat proses produksi dengan meniadakan penguapan (*steam*) menggunakan *boiler*. Saat ini seluruh pabrik WIKABeton sudah tidak menggunakan mesin *boiler* untuk proses penguapan.

The Company has accelerated production processes by eliminating steam curing using boilers. Currently, all WIKABeton plants no longer use boiler systems for evaporation processes.

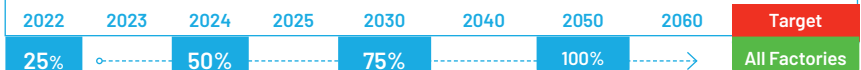


Dust Collector
Dust collector

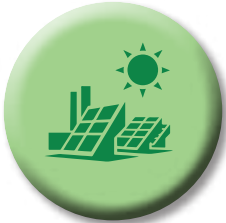


Pengadaan alat *dust collector* untuk meminimalisir timbulnya debu dari aktivitas pabrik dan unit operasi (*batching plant*) yang ditargetkan terealisasi 100% pada tahun 2028.

Procurement of dust collector equipment to minimize dust generation from plant activities and operational units (batching plants), targeted to achieve 100% implementation by 2028.

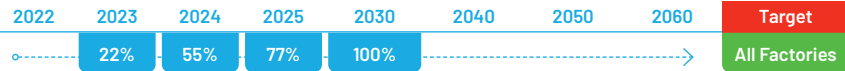


Pemasangan Pembangkit Listrik Tenaga Surya (PLTS) Solar Power Plant (PLTS) Installation



Pemasangan PLTS di atap Pabrik dapat menghasilkan 9,3 GWh energi terbarukan dan berpotensi membantu mengurangi 43% emisi WIKA Beton. Saat ini pemasangan pilot *project* PLTS di atap rencana akan dilakukan di Pabrik Produk Beton (PPB) Bogor dan PPB Majalengka dan ditargetkan 100% pada tahun 2026.

The installation of rooftop solar power systems is expected to generate 9.3 GWh of renewable energy and has the potential to reduce up to 43% of WIKA Beton's emissions. A pilot project is currently planned at the Concrete Product Plants (PPB) in Bogor and Majalengka, with full implementation targeted to reach 100% by 2026.

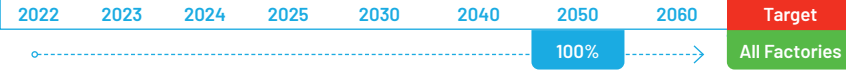


Renewable energy certificate Renewable Energy Certificate



Listrik dari Perusahaan Listrik Negara (PLN) yang bersumber dari energi baru terbarukan (EBT) untuk unit kerja Pabrik. *Renewable Energy Certificate* (REC) merupakan instrumen pasokan energi dalam menjual energi listrik hasil produksi fasilitas EBT yang dikelola PLN dan ditargetkan 100% pada tahun 2028.

Electricity supplied by Perusahaan Listrik Negara (PLN) sourced from renewable energy for plant units. Renewable Energy Certificates (REC) are energy supply instruments representing electricity generated from renewable energy facilities managed by PLN, targeted to reach 100% by 2028.

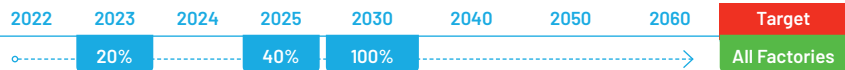


Mobil Listrik Electric Vehicles



Pengadaan mobil listrik untuk jajaran Direksi. Saat ini WIKA Beton sudah memiliki 7 (tujuh) unit mobil listrik yang digunakan untuk operasional Direksi sebanyak 5 (lima) mobil dan 2 (dua) mobil untuk Wilayah Penjualan serta ditargetkan mencapai 100% pada tahun 2030.

Procurement of electric vehicles for the Board of Directors and Sales Regions. Currently, WIKA Beton has 7 (seven) electric vehicles, consisting of 5 (five) units for Directors' operations and 2 (two) units for Sales Regions, with a target of reaching 100% by 2030.



Motor Listrik Electric Motorcycle



Pengadaan motor listrik untuk operasional di unit kerja (Pabrik, Wilayah Penjualan, Unit Operasi). Saat ini WIKA Beton sudah memiliki 22 unit motor listrik yang digunakan untuk operasional unit kerja.

Procurement of electric motorcycles for operational use across work units (Plants, Sales Regions, Operational Units). Currently, WIKA Beton has 22 electric motorcycles used for operational activities.



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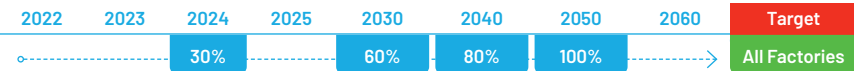
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Biodiesel B40 B40 Biodiesel

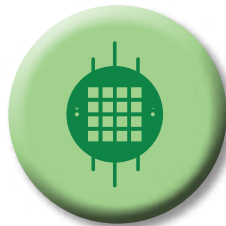


WIKABeton menggunakan Biodiesel B40 yang memiliki campuran 40% minyak sawit dan 60% solar untuk bahan bakar kendaraan operasional. Hal ini mendukung program dari Kementerian Energi dan Sumber Daya Mineral Republik Indonesia (ESDM RI) untuk meningkatkan penyediaan energi bersih secara berkelanjutan. Program ini ditargetkan terealisasi sepenuhnya pada tahun 2029.

WIKABeton uses B40 biodiesel, consisting of 40% palm oil and 60% diesel, as fuel for operational vehicles. This supports the program of the Ministry of Energy and Mineral Resources of the Republic of Indonesia (ESDM RI) to increase sustainable clean energy supply. This program is targeted to be fully implemented by 2029.



100% Penerangan LED di kantor 100% LED Lighting in Offices



Penggunaan penerangan LED di seluruh unit kerja. Program ini telah terealisasi sepenuhnya pada tahun 2025.

The use of LED lighting across all work units. This program was fully implemented in 2025.



100% Penerangan LED di stockyard 100% LED Lighting in Stockyards



Saat ini, Perseroan telah menggunakan penerangan LED di seluruh unit kerja Pabrik Produk Beton sejak tahun 2022.

Currently, the Company has used LED lighting across all Concrete Product Plant units since 2022.

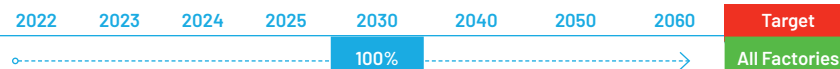


100% Restorasi *Crushing Plant* 100% *Crushing Plant* Restoration



Mengembalikan dan memulihkan kondisi *crushing plant* yang dimiliki WIKABeton sebanyak dua unit kerja dan ditargetkan akan mencapai 100% pada tahun 2030.

Restoration and rehabilitation of two *crushing plant* units owned by WIKABeton, targeted to reach 100% by 2030.

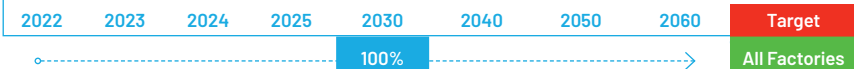


WTON Forest WTON Forest



Pemanfaatan lahan milik WIKABeton di area Kalimantan sekitar 26 Ha dalam carbon trading yang akan diimplementasikan di Indonesia pada tahun 2030.

Utilization of approximately 26 ha of WIKABeton land in Kalimantan for carbon trading, which is planned to be implemented in Indonesia by 2030.



PRODUK RENDAH KARBON

LOW CARBON PRODUCTS

Pengembangan produk rendah karbon menjadi salah satu pendekatan utama WIKA Beton dalam mendukung agenda mitigasi perubahan iklim. Fokus ini tidak hanya tercermin pada inovasi material, tetapi juga pada upaya menghadirkan produk yang memiliki jejak lingkungan lebih rendah dibandingkan beton konvensional. Setelah lebih dahulu memperkenalkan Beton Geopolimer—beton bebas semen yang mampu menurunkan emisi CO₂ hingga 70–80%—Perseroan kembali menegaskan keseriusannya melalui pencapaian baru pada tahun pelaporan.

Pada tahun 2024, produk PC Spun Pile atau tiang pancang WIKA Beton telah memperoleh *Environmental Product Declaration* (EPD). Pencapaian tersebut menempatkan Perseroan sebagai produsen beton pertama di Indonesia yang memiliki sertifikasi EPD untuk produk tiang pancang. Melalui dokumen ini, WIKA Beton mengomunikasikan secara terbuka hasil kajian *Life Cycle Assessment* (LCA) yang dilakukan berdasarkan standar ISO 14025 serta ISO 14040, termasuk informasi mengenai potensi pemanasan global (Global Warming Potential/GWP) dan dampaknya terhadap karbon, kualitas udara, tanah, maupun badan air sepanjang siklus hidup produk. Seluruh proses verifikasi dilakukan oleh pihak ketiga independen berskala internasional.

Temuan dari kajian EPD digunakan sebagai rujukan Perseroan dalam memperkuat strategi dekarbonisasi dan melakukan peningkatan berkelanjutan. Berdasarkan analisis tersebut, tiang pancang WIKA Beton berpotensi menurunkan emisi karbon hingga 26,4% pada tahun 2026 dibandingkan *baseline* 2019. Selain itu, keselarasan berbagai inisiatif hijau yang dijalankan Perseroan turut mengantarkan WIKA Beton meraih sertifikasi *GreenShip Solution Endorsement* (GSE) dengan predikat Platinum.

The development of low-carbon products is one of WIKA Beton's key approaches in supporting climate change mitigation efforts. This focus is reflected not only in material innovation, but also in efforts to deliver products with a lower environmental footprint compared to conventional concrete. After previously introducing Geopolymer Concrete—a cement-free concrete capable of reducing CO₂ emissions by up to 70–80%—the Company further reaffirmed its commitment through new achievements during the reporting year.

In 2024, WIKA Beton's PC Spun Pile product obtained an Environmental Product Declaration (EPD). This achievement positions the Company as the first concrete producer in Indonesia to secure EPD certification for spun pile products. Through this document, WIKA Beton transparently discloses the results of its Life Cycle Assessment (LCA), conducted in accordance with ISO 14025 and ISO 14040 standards, including information on Global Warming Potential (GWP) and its impacts on carbon emissions, air quality, soil, and water bodies throughout the product's life cycle. The entire verification process was carried out by an independent international third party.

The findings from the EPD study serve as a reference for the Company in strengthening its decarbonization strategy and driving continuous improvement. Based on this analysis, WIKA Beton's spun pile products have the potential to reduce carbon emissions by up to 26.4% by 2026 compared to the 2019 baseline. In addition, the alignment of various green initiatives undertaken by the Company has led WIKA Beton to achieve the GreenShip Solution Endorsement (GSE) certification with a Platinum rating.

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HARGA KARBON INTERNAL

INTERNAL CARBON PRICING

WIKA Beton saat ini belum menerapkan mekanisme penetapan harga karbon internal. Meskipun demikian, Perseroan memahami bahwa biaya lingkungan yang timbul dari emisi karbon perlu diperhitungkan sebagai bagian dari proses pengambilan keputusan bisnis yang bertanggung jawab. Oleh karena itu, evaluasi terhadap berbagai opsi penetapan harga karbon terus dilakukan sebagai dasar pertimbangan penerapan kebijakan tersebut pada periode mendatang.

Sebagai fondasi awal, Perseroan telah menyusun inventarisasi emisi gas rumah kaca secara menyeluruh, mencakup Cakupan 1, Cakupan 2, dan Cakupan 3. WIKA Beton juga telah mendefinisikan target penurunan emisi serta merumuskan strategi yang terstruktur melalui Peta Jalan Dekarbonisasi. Langkah ini menunjukkan kesiapan Perseroan untuk mengembangkan instrumen manajemen karbon yang lebih komprehensif di masa depan.

KOMITMEN NET ZERO EMISSION [E-06]

NET ZERO EMISSION COMMITMENT

Sebagai entitas industri yang memiliki jejak emisi dalam rantai produksinya, WIKA Beton menegaskan dukungannya terhadap agenda nasional dalam penurunan emisi gas rumah kaca. Perseroan telah menetapkan target ambisius untuk mencapai *net zero emissions* pada tahun 2030 untuk Cakupan 1 dan Cakupan 2, dengan tahun dasar 2024 sebagai acuan. Komitmen ini diikuti dengan pelaksanaan berbagai program pengurangan emisi yang terintegrasi di seluruh lini operasional.

Upaya pencapaian target tersebut diwujudkan melalui transformasi proses produksi menuju model rendah karbon. Hingga 2025, fasilitas produksi WIKA Beton di Bogor, Majalengka, Lampung Selatan, dan Pasuruan Jepang telah memanfaatkan energi baru terbarukan melalui pemasangan solar panel di area produksi. Perseroan juga melakukan sejumlah efisiensi operasional, termasuk optimalisasi penggunaan boiler pada proses penguapan, sehingga dapat menurunkan konsumsi energi berbasis fosil.

Di sisi mobilitas, WIKA Beton mulai beralih dari kendaraan berbahan bakar konvensional menuju kendaraan listrik, baik untuk armada operasional maupun

WIKA Beton has not yet implemented an internal carbon pricing mechanism. Nevertheless, the Company recognizes that environmental costs arising from carbon emissions should be considered as part of responsible business decision-making processes. Accordingly, the Company continues to evaluate various carbon pricing approaches as a basis for potential policy implementation in the future.

As an initial foundation, the Company has developed a comprehensive greenhouse gas emissions inventory covering Scope 1, Scope 2, and Scope 3. WIKA Beton has also established emission reduction targets and formulated structured strategies through its Decarbonization Roadmap. These initiatives demonstrate the Company's readiness to develop more comprehensive carbon management instruments going forward.

As an industrial entity with an emissions footprint across its production value chain, WIKA Beton affirms its support for the national agenda to reduce greenhouse gas emissions. The Company has set an ambitious target to achieve net zero emission by 2030 for Scope 1 and Scope 2, using 2024 as the baseline year. This commitment is supported by the implementation of integrated emission reduction programs across all operational lines.

Efforts to achieve this target are realized through the transformation of production processes toward a low-carbon model. As of 2025, WIKA Beton's production facilities in Bogor, Majalengka, Lampung Selatan, and Pasuruan Jepang have utilized renewable energy through the installation of solar panels in production areas. The Company has also implemented various operational efficiency measures, including the optimization of boiler usage in the evaporation process, thereby reducing reliance on fossil-based energy consumption.

On the mobility side, WIKA Beton has begun transitioning from conventional fuel-based vehicles to electric vehicles, both for its operational fleet and supporting

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kendaraan pendukung kegiatan perusahaan. Langkah ini dilakukan secara bertahap untuk memastikan penurunan emisi transportasi yang berkelanjutan.

Selain itu, Perseroan terus memperkuat pengelolaan limbah serta mengembangkan portofolio produk yang lebih ramah lingkungan sebagai bagian dari strategi dekarbonisasi jangka panjang. Melalui serangkaian inisiatif tersebut, WIKA Beton berupaya memastikan bahwa kontribusinya terhadap pembangunan nasional tetap selaras dengan prinsip keberlanjutan dan ketahanan iklim.

company vehicles. This transition is being implemented progressively to ensure sustained reductions in transportation-related emissions.

In addition, the Company continues to strengthen its waste management practices and develop a more environmentally friendly product portfolio as part of its long-term decarbonization strategy. Through these initiatives, WIKA Beton aims to ensure that its contributions to national development remain aligned with sustainability principles and climate resilience.

KEANEKARAGAMAN HAYATI [F.9, F.10]

Biodiversity

Pemeliharaan keanekaragaman hayati menjadi salah satu pertimbangan penting bagi WIKA Beton dalam mengelola dampak lingkungan dari kegiatan bisnisnya. Walaupun Perseroan beroperasi di sektor konstruksi material yang umumnya memiliki potensi interaksi dengan lingkungan sekitar, WIKA Beton memastikan bahwa setiap tahapan operasional, mulai dari pemenuhan bahan baku hingga proses manufaktur, dijalankan dengan memperhatikan keseimbangan ekosistem.

Sesuai dengan Kebijakan Keanekaragaman Hayati WIKA Beton yang telah ditandatangani oleh Dewan Komisaris dan Direksi WIKA Beton pada Oktober 2025, Perseroan berkomitmen untuk melindungi dan melestarikan keanekaragaman hayati serta menjaga keberlanjutan ekosistem di seluruh rantai nilai kegiatan usaha. Komitmen tersebut diwujudkan melalui kepatuhan terhadap peraturan perundang-undangan yang berlaku, penerapan prinsip kehati-hatian, penghindaran aktivitas usaha di kawasan bernilai konservasi tinggi, serta pencegahan deforestasi. Perseroan juga menerapkan hirarki mitigasi yang mencakup upaya menghindari, meminimalkan, memulihkan, dan meningkatkan kualitas ekosistem dengan target *no net loss* dan secara bertahap menuju *net positive impact* pada tahun 2030. Pengelolaan keanekaragaman hayati diintegrasikan ke dalam proses pengambilan keputusan operasional, didukung oleh pemantauan dan evaluasi berkala, serta kolaborasi dengan pemangku kepentingan untuk memastikan penerapan kebijakan secara konsisten dan berkelanjutan.

Biodiversity conservation remains a key consideration for WIKA Beton in managing the environmental impacts of its business activities. Although the Company operates in the construction materials sector, which inherently interacts with surrounding environments, WIKA Beton ensures that all stages of its operations, from raw material sourcing to manufacturing processes are carried out with due regard to maintaining ecosystem balance.

In accordance with WIKA Beton's Biodiversity Policy, which was formally endorsed by the Board of Commissioners and Board of Directors in October 2025, the Company is committed to protecting and preserving biodiversity while maintaining ecosystem sustainability across its entire business value chain. This commitment is implemented through compliance with applicable laws and regulations, the application of the precautionary principle, avoidance of operations in high conservation value areas, and the prevention of deforestation. The Company also adopts a mitigation hierarchy encompassing avoidance, minimization, restoration, and enhancement measures, with the objective of achieving *no net loss* and progressively advancing toward a *net positive impact* in 2030. Biodiversity management is integrated into operational decision-making processes, supported by regular monitoring and evaluation, as well as collaboration with stakeholders to ensure consistent and sustainable policy implementation.

PENILAIAN RISIKO KEANEKARAGAMAN HAYATI

BIODIVERSITY RISK ASSESSMENT

Dalam menjalankan operasinya, WIKA Beton memasukkan aspek keanekaragaman hayati sebagai bagian dari tanggung jawab lingkungan perusahaan. Walaupun Perseroan belum menerapkan *biodiversity risk assessment* secara komprehensif, evaluasi terhadap potensi dampak biodiversitas tetap dilakukan melalui peninjauan kondisi lingkungan di area sekitar fasilitas yang berpotensi terpengaruh oleh kegiatan perusahaan. Pendekatan ini mengacu pada karakteristik lokasi dan konteks ekologis setempat (*Adjacent Areas to Own Operations*).

Setiap proyek yang dijalankan Perseroan melalui proses penilaian indikatif mengenai potensi risiko keanekaragaman hayati. Penilaian ini dilakukan secara sederhana untuk memperoleh gambaran awal mengenai isu lingkungan yang mungkin muncul, sehingga Perseroan dapat menetapkan langkah pengelolaan dan pencegahan yang sesuai. Analisis tersebut menjadi bagian dari penyusunan rencana lingkungan proyek dan difokuskan untuk memastikan tidak ada gangguan signifikan terhadap ekosistem sekitar.

Berdasarkan hasil peninjauan, seluruh unit kerja WIKA Beton berada pada kawasan yang telah mengalami modifikasi intensif, seperti zona industri, pemukiman, dan area infrastruktur. Dengan demikian, lokasi operasional Perseroan tidak termasuk dalam kategori habitat kritis atau wilayah yang menjadi tempat hidup spesies langka maupun dilindungi. Meski berada di lingkungan yang telah termodifikasi, WIKA Beton tetap memiliki potensi risiko biodiversitas yang bersifat tidak langsung, seperti kemungkinan terjadinya erosi atau sedimentasi, serta paparan kebisingan dan debu terhadap komunitas dan lingkungan sekitar. Melalui pemahaman awal terhadap potensi risiko tersebut, Perseroan dapat menyusun strategi mitigasi yang lebih terarah sebagai bagian dari komitmen untuk menjalankan praktik bisnis yang bertanggung jawab dan berkelanjutan.

In carrying out its operations, WIKA Beton incorporates biodiversity considerations as part of its environmental responsibility. Although the Company has not yet implemented a comprehensive biodiversity risk assessment, evaluations of potential biodiversity impacts are conducted through reviews of environmental conditions in areas surrounding facilities that may be affected by the Company's activities. This approach takes into account site characteristics and the local ecological context (*Adjacent Areas to Own Operations*).

Each project undertaken by the Company undergoes an indicative assessment of potential biodiversity risks. This assessment is conducted in a simplified manner to provide an initial overview of possible environmental issues, enabling the Company to determine appropriate management and preventive measures. The analysis forms part of the project's environmental planning and is focused on ensuring that there are no significant disturbances to surrounding ecosystems.

Based on the review results, all WIKA Beton operational units are located in areas that have undergone intensive modification, such as industrial zones, residential areas, and infrastructure sites. Therefore, the Company's operational locations are not classified as critical habitats or areas that serve as habitats for rare or protected species. Despite being located in modified environments, WIKA Beton still faces potential indirect biodiversity risks, such as the possibility of erosion or sedimentation, as well as exposure to noise and dust affecting surrounding communities and the environment. Through this initial understanding of potential risks, the Company is able to develop more targeted mitigation strategies as part of its commitment to responsible and sustainable business practices.

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Area Area	Potensial Dampak Potential Impact	Potensi Risiko Biodiversitas Potential Biodiversity Risk	Program yang mendukung peningkatan Biodiversitas Biodiversity Enhancement Programs
Lokasi sekitar fasilitas yang mungkin terdampak oleh kegiatan perusahaan meskipun bukan bagian langsung dari operasional Perseroan yang disesuaikan dengan karakteristik lingkungan Areas surrounding the facilities that may be affected by the Company's activities, although not directly part of its operations, are assessed in accordance with the characteristics of the local environment	<ol style="list-style-type: none"> Erosi dan sedimentasi di badan air akibat aktivitas konstruksi Erosion and sedimentation in water bodies due to construction activities Peningkatan debu dari proses produksi Increased dust emissions from production processes Kebutuhan berkontribusi untuk melindungi spesies endemik The need to contribute to the protection of endemic species 	<p>Potensial terjadi sedimentasi di badan air sekitar area operasi dan penurunan kualitas habitat perairan yang memengaruhi biota lokal Potential sedimentation may occur in water bodies surrounding the operational area, leading to a decline in aquatic habitat quality that affects local biota.</p> <p>Penurunan kualitas udara di lingkungan Decline in air quality in the surrounding environment</p> <p>Penurunan populasi satwa di sekitar area operasional Decline in wildlife populations around operational areas</p>	<p>Pelepasan bibit ikan nemo Release of clownfish juveniles</p> <p>Program penanaman pohon Tree planting program</p> <p>Program konservasi Bekantan Proboscis monkey conservation program</p>

KOMITMEN KEANEKARAGAMAN HAYATI BIODIVERSITY COMMITMENT

Sebagai bagian dari tanggung jawab lingkungan yang lebih luas, WIKI Beton terus memperkuat pendekatan pengelolaan biodiversitas melalui peningkatan tata kelola dan kerja sama dengan para pemangku kepentingan eksternal, termasuk lembaga ahli dan institusi lingkungan. Upaya ini diarahkan untuk memastikan bahwa setiap langkah mitigasi yang ditempuh selaras dengan prinsip keberlanjutan dan mampu memberikan kontribusi nyata terhadap perlindungan ekosistem.

Fokus tersebut tercermin dalam komitmen perusahaan untuk menjaga kualitas lingkungan dan meminimalkan potensi tekanan terhadap keanekaragaman hayati melalui praktik pengelolaan sumber daya alam yang bertanggung jawab. Prinsip ini telah dituangkan secara formal dalam Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan (K3L), yang mengatur aspek perlindungan lingkungan, konservasi sumber daya alam, dan kewajiban Perseroan untuk mencegah dampak negatif terhadap ekosistem. Kebijakan tersebut dipublikasikan secara terbuka melalui

As part of its broader environmental responsibility, WIKI Beton continues to strengthen its biodiversity management approach through enhanced governance and collaboration with external stakeholders, including expert organizations and environmental institutions. These efforts are aimed at ensuring that all mitigation measures align with sustainability principles and deliver tangible contributions to ecosystem protection.

The Company's focus is reflected in its commitment to maintaining environmental quality and minimizing potential pressures on biodiversity through responsible natural resource management practices. This principle has been formally embedded in the Health, Safety, and Environment (HSE) Policy, which governs environmental protection, natural resource conservation, and the Company's obligation to prevent adverse impacts on ecosystems. The policy is publicly disclosed through the Sustainability Report and the Company's official website to

laporan keberlanjutan dan laman resmi Perseroan guna menjamin transparansi kepada seluruh pemangku kepentingan.

Dalam implementasinya, WIKABeton menegaskan bahwa evaluasi risiko biodiversitas akan dilakukan secara berkala di area operasional sebagai dasar untuk menentukan langkah mitigasi dan memastikan kontribusi positif terhadap lingkungan di sekitar wilayah operasi. Pendekatan ini diberlakukan di seluruh tahapan operasional, mulai dari proses bisnis internal, pengelolaan rantai pasok, hingga kolaborasi dengan mitra kerja, sehingga memastikan bahwa seluruh pihak yang terlibat berperan dalam menjaga keberlanjutan ekosistem.

Komitmen tersebut memiliki legitimasi yang kuat karena didukung dan disahkan langsung oleh Direktur Utama WIKABeton. Hal ini menegaskan bahwa aspek keanekaragaman hayati tidak hanya menjadi tanggung jawab operasional, tetapi juga telah diintegrasikan ke dalam arah strategis dan keputusan manajerial jangka panjang Perseroan.

KOMITMEN TANPA DEFORESTASI

NO DEFORESTATION COMMITMENT

Dalam rangka memperkuat pengelolaan lingkungan yang bertanggung jawab, WIKABeton menetapkan kebijakan khusus untuk memastikan bahwa kegiatan usaha tidak menimbulkan dampak terhadap hilangnya tutupan hutan. Prinsip “No Deforestation” menjadi bagian integral dari tata kelola lingkungan Perseroan dan telah diatur secara formal dalam Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan (K3L). Kebijakan tersebut dipublikasikan secara transparan melalui laporan keberlanjutan dan *dashboard* ESG di kanal resmi perusahaan sehingga dapat diakses oleh seluruh pemangku kepentingan.

Cakupan kebijakan ini meliputi beberapa pilar utama sebagai berikut:

1. No Net Deforestation

WIKABeton menetapkan komitmen untuk menjaga keseimbangan ekosistem dengan memastikan bahwa setiap potensi dampak terhadap tutupan hutan harus diimbangi melalui program reforestasi atau pemulihan vegetasi yang berkelanjutan. Sejalan dengan komitmen tersebut, Perseroan menargetkan pencapaian *no net deforestation* pada tahun 2050 serta mendukung target global yaitu *nature positive* pada tahun 2030 sebagai upaya menjaga dan memulihkan keanekaragaman hayati secara berkelanjutan.

ensure transparency to all stakeholders.

In its implementation, WIKABeton affirms that biodiversity risk assessments are conducted periodically across its operational areas as a basis for determining mitigation measures and ensuring positive environmental contributions to surrounding ecosystems. This approach is applied across all stages of operations, from internal business processes and supply chain management to collaboration with business partners, ensuring that all parties involved contribute to maintaining ecosystem sustainability.

This commitment is strongly legitimized through its direct endorsement by the President Director of WIKABeton. It underscores that biodiversity is not only an operational responsibility but has also been integrated into the Company’s strategic direction and long-term managerial decision-making.

To strengthen responsible environmental management, WIKABeton has established a specific policy to ensure that its business activities do not contribute to forest cover loss. The “No Deforestation” principle forms an integral part of the Company’s environmental governance and has been formally incorporated into the Health, Safety, and Environment (HSE) Policy. This policy is transparently disclosed through the Sustainability Report and ESG dashboard on the Company’s official platforms, ensuring accessibility for all stakeholders.

The scope of this policy encompasses the following key pillars:

1. No Net Deforestation

WIKABeton is committed to maintaining ecosystem balance by ensuring that any potential impact on forest cover is offset through reforestation programs or sustainable vegetation restoration initiatives. In line with this commitment, the Company targets achieving no net deforestation by 2050 and supports the global target of becoming nature positive by 2030 as part of its efforts to sustainably conserve and restore biodiversity.

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2. Penerapan di Seluruh Rantai Operasi

- Operasi internal: Seluruh aktivitas produksi dan operasional tunduk pada prinsip pencegahan deforestasi dan pengelolaan lingkungan yang berkelanjutan.
- Mitra dan rantai pasok: Perseroan mensyaratkan penerapan prinsip yang sama kepada kontraktor, pemasok, dan pihak ketiga sehingga seluruh mata rantai bisnis mendukung komitmen *no deforestation*.

3. Kontribusi terhadap Pelestarian Ekosistem Darat

Kebijakan ini juga diarahkan untuk mendorong pemulihan ekosistem daratan melalui kegiatan konservasi dan perlindungan habitat. Sebagai bagian dari implementasi kebijakan tersebut, WIKa Beton secara aktif mengikuti program penanaman pohon yang ditujukan untuk mendukung keberlanjutan biodiversitas, memulihkan area terdegradasi, dan mendukung mitigasi perubahan iklim. Ke depan, perusahaan akan terus mengadopsi pendekatan serta teknologi baru guna mencegah deforestasi dan mendukung pencapaian Tujuan Pembangunan Berkelanjutan, khususnya SDG 15: (Kehidupan di Daratan).

Kebijakan ini memperoleh pengesahan langsung dari Direktur Utama WIKa Beton sebagai bentuk komitmen manajemen puncak dalam memastikan implementasi yang konsisten dan meningkatkan praktik bisnis yang lebih ramah lingkungan.

2. Implementation Across the Entire Value Chain

- Internal operations: All production and operational activities are governed by deforestation prevention principles and sustainable environmental management practices
- Partners and supply chain: The Company requires contractors, suppliers, and third parties to adopt the same principles, ensuring that the entire business value chain supports the no deforestation commitment.

3. Contribution to Terrestrial Ecosystem Conservation

This policy is also designed to promote the restoration of terrestrial ecosystems through conservation activities and habitat protection. As part of its implementation, WIKa Beton actively participates in tree planting programs aimed at supporting biodiversity sustainability, restoring degraded areas, and contributing to climate change mitigation. Going forward, the Company will continue to adopt advanced approaches and technologies to prevent deforestation and support the achievement of the Sustainable Development Goals, particularly SDG 15: (Life on Land).

This policy has been formally approved by the President Director of WIKa Beton as a demonstration of top management's commitment to ensuring consistent implementation and advancing more environmentally responsible business practices.

TINDAKAN MITIGASI KEANEKARAGAMAN HAYATI

BIODIVERSITY MITIGATION ACTIONS

Dalam upaya memperkuat kinerja lingkungan dan memastikan bahwa kegiatan operasional tidak mengancam keseimbangan alam, WIKa Beton mengembangkan sejumlah program yang berorientasi pada perlindungan keanekaragaman hayati. Perusahaan memusatkan kontribusinya pada tiga inisiatif restorasi dan pelestarian, yaitu penghijauan melalui penanaman pohon, pelepasliaran ikan nemo sebagai bagian dari rehabilitasi ekosistem laut, serta program perlindungan bekantan yang termasuk satwa dilindungi. Seluruh kegiatan tersebut dirancang untuk mendukung pemulihan ekosistem secara menyeluruh, menjaga keberlangsungan habitat alami, dan mendorong terjaganya fungsi ekologis di masa mendatang.

To strengthen environmental performance and ensure that operational activities do not threaten ecological balance, WIKa Beton has developed several programs focused on biodiversity protection. The Company concentrates its contributions on three key restoration and conservation initiatives: greening through tree planting, the release of clownfish as part of marine ecosystem rehabilitation, and the protection of proboscis monkeys as a protected species. These initiatives are designed to support comprehensive ecosystem restoration, preserve the continuity of natural habitats, and promote the maintenance of ecological functions in the long term.

1

PENANAMAN POHON

TREE PLANTING

Sebagai bagian dari komitmen Perseroan dalam pengelolaan dampak lingkungan dan mitigasi perubahan iklim, WIKA Beton secara konsisten melaksanakan program rehabilitasi lahan melalui revegetasi dan penguatan fungsi ekologis di area terdampak operasional.

Program ini bertujuan untuk mengurangi risiko lingkungan seperti erosi, degradasi lahan, dan penurunan kualitas udara, sekaligus meningkatkan tutupan vegetasi, kualitas habitat, dan kapasitas serapan karbon alami.

Pada tahun 2025, Perseroan melanjutkan program dengan penanaman 722 pohon produktif di berbagai wilayah, termasuk Subang, Sulawesi, Pasuruan, Majalengka, Bogor, Lampung, Lampung Selatan, Sumatra Utara, dan Palembang. Jenis pohon yang ditanam meliputi mangga, alpukat, kelengkeng, matoa, mahoni, tabebuya, ketapang, gaharu, pucuk merah, dan trembesi, dengan mempertimbangkan aspek ekologis, kemampuan serapan karbon, serta manfaat ekonomi bagi masyarakat.

Program ini berkontribusi terhadap pencapaian SDG 13: Penanganan Perubahan Iklim melalui peningkatan kapasitas serapan karbon, serta SDG 15: Ekosistem Daratan melalui rehabilitasi lahan dan peningkatan keanekaragaman hayati.



As part of the Company's commitment to environmental impact management and climate change mitigation, WIKA Beton consistently implements land rehabilitation programs through revegetation and the strengthening of ecological functions in operationally affected areas.

This program aims to reduce environmental risks such as erosion, land degradation, and declining air quality, while simultaneously enhancing vegetation cover, improving habitat quality, and increasing natural carbon sequestration capacity.

In 2025, the Company continued the program by planting 722 productive trees

across various regions, including Subang, Sulawesi, Pasuruan, Majalengka, Bogor, Lampung, South Lampung, North Sumatra, and Palembang. The tree species planted include mango, avocado, longan, matoa, mahogany, tabebuya, ketapang, agarwood, pucuk merah, and trembesi, selected based on ecological considerations, carbon absorption capacity, and economic benefits for local communities.

This program contributes to the achievement of SDG 13: Climate Action through enhanced carbon sequestration capacity, as well as SDG 15: Life on Land through land rehabilitation and increased biodiversity.

2 PENANAMAN MANGROVE MANGROVE PLANTING

Sebagai bagian dari upaya menjaga keseimbangan ekosistem pesisir, WIKA Beton melaksanakan program penanaman mangrove yang berfokus pada perlindungan garis pantai dari risiko abrasi sekaligus peningkatan keanekaragaman hayati.

Pada tahun 2025, Perseroan telah merealisasikan penanaman sebanyak 5.000 bibit mangrove yang dilaksanakan melalui pendekatan kolaboratif. Dari jumlah tersebut, sebanyak 500 bibit ditanam secara mandiri oleh WIKA Beton, 3.500 bibit melalui sinergi dengan Grup WIKA, serta 1.000 bibit melalui kolaborasi bersama para pemangku kepentingan. Inisiatif ini tidak hanya memperkuat tutupan vegetasi pesisir, tetapi juga berkontribusi dalam meningkatkan stabilitas ekosistem dan fungsi perlindungan alami terhadap wilayah pantai.

Mangrove memiliki peran strategis dalam menyerap karbon, melindungi habitat biota laut, serta mengurangi dampak perubahan iklim di kawasan pesisir. Oleh karena itu, program ini menjadi bagian penting dari strategi Perseroan dalam mendukung praktik bisnis yang berkelanjutan dan berbasis solusi alam (nature-based solutions).

Sebagai upaya keberlanjutan program, Perseroan menargetkan penanaman tambahan 500 bibit mangrove pada tahun berikutnya guna memperluas dampak lingkungan dan sosial yang dihasilkan.

Program ini berkontribusi terhadap pencapaian SDG 13: Penanganan Perubahan Iklim melalui peningkatan kapasitas serapan karbon, serta SDG 14: Ekosistem Laut melalui perlindungan kawasan pesisir dan peningkatan keanekaragaman hayati laut.



WIKA Beton menandatangani Piagam Komitmen Bersama Pelestarian Lingkungan dan Penghijauan Perusahaan dalam rangka Hari Lingkungan Hidup Sedunia Tahun 2025. WIKA Beton signed a Joint Commitment Charter on Environmental Preservation and Corporate Greening in commemoration of World Environment Day 2025.

As part of its efforts to maintain the balance of coastal ecosystems, WIKA Beton implements a mangrove planting program focused on protecting shorelines from abrasion risks while enhancing biodiversity.

In 2025, the Company planted a total of 5,000 mangrove seedlings through a collaborative approach. Of this total, 500 seedlings were planted independently by WIKA Beton, 3,500 seedlings were planted in synergy with the WIKA Group, and 1,000 seedlings were planted in collaboration with various stakeholders. This initiative not only strengthens coastal vegetation

cover but also contributes to improving ecosystem stability and reinforcing natural coastal protection functions.

Mangroves play a strategic role in carbon sequestration, protecting marine habitats, and mitigating the impacts of climate change in coastal areas. Accordingly, this program forms an integral part of the Company's strategy to support sustainable business practices and nature-based solutions.

As part of ensuring program continuity, the Company targets the planting of an additional 500 mangrove seedlings in the following year to further expand its environmental and social impact.

This program contributes to the achievement of SDG 13: Climate Action through enhanced carbon sequestration capacity, as well as SDG 14: Life Below Water through coastal protection and the improvement of marine biodiversity.

3

KONSERVASI BEKANTAN

PROBOSCIS MONKEY CONSERVATION

Melanjutkan komitmen WIKA Beton dalam perlindungan keanekaragaman hayati, konservasi bekantan dan ekosistem mangrove di kawasan Kariangau, pada tahun 2025 WIKA Beton berfokus pada penguatan pendekatan berbasis data dan keterlibatan pemangku kepentingan melalui pelaksanaan social mapping tahap awal.



Kegiatan ini diawali dengan observasi lapangan ke Badan Pusat Riset Bekantan yang berlokasi di kawasan Meratus UNESCO Global Geopark. Kunjungan ini bertujuan untuk memperdalam pemahaman Perseroan terkait karakteristik habitat, perilaku spesies, serta praktik terbaik dalam konservasi bekantan berbasis ilmiah. Insight yang diperoleh menjadi landasan penting dalam merancang program konservasi yang lebih terarah, terukur, dan sesuai dengan prinsip kehati-hatian lingkungan.

Selain itu, Perseroan juga melakukan dialog langsung dengan masyarakat di sekitar kawasan Kariangau sebagai bagian dari pendekatan partisipatif. Kegiatan ini bertujuan untuk mengidentifikasi kondisi sosial-ekonomi, persepsi masyarakat terhadap kawasan konservasi, serta potensi kolaborasi dalam menjaga keberlanjutan habitat. Pendekatan ini sejalan dengan prinsip inklusivitas dan penghormatan terhadap masyarakat lokal dalam pengelolaan lingkungan hidup.

Untuk memastikan keselarasan dengan kebijakan pemerintah, Perseroan turut melakukan koordinasi dan kunjungan ke Dinas Lingkungan Hidup setempat. Melalui *engagement* ini, WIKA Beton memperoleh arahan strategis terkait regulasi, prioritas konservasi daerah, serta peluang sinergi program yang mendukung perlindungan keanekaragaman hayati.

Melalui rangkaian kegiatan *social mapping* ini, Perseroan tidak hanya memperkuat fondasi program konservasi berbasis ilmiah dan sosial, tetapi juga meningkatkan kualitas pengambilan keputusan dalam pengelolaan risiko lingkungan. Pendekatan ini menjadi bagian integral dari strategi keberlanjutan Perseroan dalam mendukung praktik bisnis rendah karbon serta perlindungan ekosistem secara berkelanjutan.

As a continuation of WIKA Beton's commitment to biodiversity protection and the conservation of proboscis monkeys and mangrove ecosystems in the Kariangau area, in 2025 WIKA Beton focused on strengthening a data-driven approach and stakeholder engagement through the implementation of the initial phase of social mapping.

This initiative began with a field observation visit to the Proboscis Monkey Research Center located within the

Meratus UNESCO Global Geopark area. The visit aimed to deepen the Company's understanding of habitat characteristics, species behavior, and best practices in science-based proboscis monkey conservation. Insights obtained from this activity serve as an important foundation for designing conservation programs that are more targeted, measurable, and aligned with environmental precautionary principles.

In addition, the Company conducted direct engagement with communities surrounding the Kariangau area as part of its participatory approach. This activity aimed to identify socio-economic conditions, understand community perceptions of the conservation area, and explore potential collaboration opportunities in maintaining habitat sustainability. This approach aligns with the principles of inclusivity and respect for local communities in environmental management.

To ensure alignment with government policies, the Company also conducted coordination meetings and visits with the local Environmental Agency. Through this engagement, WIKA Beton obtained strategic guidance regarding regulations, regional conservation priorities, and opportunities for program synergies supporting biodiversity protection.

Through this series of social mapping activities, the Company not only strengthened the foundation of its science- and socially based conservation program, but also enhanced the quality of decision-making in environmental risk management. This approach forms an integral part of the Company's sustainability strategy in supporting low-carbon business practices and the long-term protection of ecosystems.

SALURAN PENGADUAN UNTUK MASYARAKAT TERKAIT LINGKUNGAN ATAS AKTIVITAS PERUSAHAAN

ENVIRONMENTAL COMPLAINT CHANNEL FOR THE COMMUNITY REGARDING COMPANY ACTIVITIES

WIKI Beton menyediakan saluran untuk masyarakat yang ingin melaporkan pengaduan masalah lingkungan yang disebabkan oleh operasional Perseroan melalui:

- Telepon: (+62 21) 819 2802
- Faksimile: (+62 21) 819 2802
- Email Humas: sekper@wika-beton.co.id

Sepanjang tahun 2025, Perseroan telah menerima laporan bahwa tidak terdapat pengaduan dari masyarakat terkait pencemaran lingkungan maupun isu lingkungan lainnya hingga 31 Desember 2025.

WIKI Beton provides channels for the public to report environmental complaints related to the Company's operations through:

- Telephone: (+62 21) 819 2802
- Faxmail: (+62 21) 819 2802
- Public Relations Email: sekper@wika-beton.co.id

Throughout 2025, the Company received reports indicating that there were no complaints from the community regarding environmental pollution or other environmental issues as of December 31, 2025.

TUMPAHAN YANG TERJADI

SPILL OCCURRED

Sepanjang periode pelaporan, Perseroan menerima laporan bahwa tidak terdapat temuan terkait insiden tumpahan Bahan Berbahaya dan Beracun (B3) dalam seluruh aktivitas operasional. Hal ini mencerminkan efektivitas pengendalian risiko, prosedur penanganan material berbahaya, serta kepatuhan operasional terhadap standar keselamatan lingkungan yang berlaku.

Throughout the reporting period, the Company reported no incidents of Hazardous and Toxic Material (B3) spills across all operational activities. This reflects the effectiveness of risk control measures, hazardous material handling procedures, and operational compliance with applicable environmental safety standards.



PENGELOLAAN PRODUK

Product Management

ATRIBUT MATERIAL RAMAH LINGKUNGAN ^[F.5] ENVIRONMENTALLY FRIENDLY MATERIAL ATTRIBUTES

Bahan Baku yang Digunakan (Ton) ^[301-1] Raw Materials Used (Ton)

Bahan Material	2025	2024*	2023
Material Utama Primary Materials			
Split Crushed Stone	936.011	1.051.392	633.816
Besi Prategang Prestressing Steel	23.422	33.227	32.793
Besi Beton Reinforcing Steel	13.765	13.786	16.955
Pasir Sand	775.749	861.980	453.807
Air Water	141.474	173.887	76.353
Zat Aditif Additives	830.255	1.205.555	2.538
Silica Fume	377	1.623	251
Material 3R 3R Materials			
Semen Cement	367.517	433.979	289.728
Fly Ash Fly Ash	15.748	22.656	12.871
Total Material yang Digunakan (Ton) Total Material Used (Ton)	3.104.255	3.798.081	1.518.409
Total Produksi (Ton) Total Production (Ton)	2.241.131	2.785.966	1.471.820
Intensitas Material/Produk (Ton) Material/Product Intensity (Ton)	1,39	1,36	1,03

*data disajikan kembali | restatement of data

Material yang dipilih dalam setiap aktivitas konstruksi membawa implikasi langsung terhadap performa proyek serta emisi lingkungan yang dihasilkan. Dengan mempertimbangkan hal tersebut, Perseroan mulai mengarahkan kebijakan pengadaan bahan baku menuju opsi yang lebih rendah karbon dan berkelanjutan. Pendekatan ini merupakan bagian dari implementasi *roadmap* dekarbonisasi yang telah disusun dan dijalankan secara bertahap.

The materials selected in each construction activity have direct implications for both project performance and the environmental emissions generated. Taking this into consideration, the Company has begun directing its raw material procurement policy toward lower-carbon and more sustainable options. This approach forms part of the implementation of the decarbonization roadmap that has been developed and is being carried out progressively.

Tentang Laporan
About The Report

Profil
WIKABeton
WIKABeton Profile

Tata Kelola
untuk Integritas
Berkelanjutan
Governance
for Sustainable
Integrity

Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Positive
Contribution
to Employees,
Customers, and
Communities



Sepanjang tahun pelaporan, WIKa Beton meningkatkan penggunaan Substitusi Bahan Baku Campuran Beton dengan Sementitus Ramah Lingkungan dan *fly ash* hingga mencapai 60,1% dari total konsumsi semen. Substitusi ini berkontribusi pada penurunan emisi CO₂ sebesar 25.197 ton atau sekitar 19,32% dibandingkan dengan formulasi semen konvensional. Besaran reduksi tersebut setara dengan manfaat ekologis dari penanaman kurang lebih 35.275 pohon. Melalui langkah ini, Perseroan memperkuat komitmennya dalam mengintegrasikan material rendah emisi ke dalam proses bisnis sekaligus mendukung pencapaian target dekarbonisasi secara konsisten. [3-3, 301-2, 305-5]

INOVASI GREEN CONCRETE DAN TEKNOLOGI PRACETAK WIKa BETON

GREEN CONCRETE INNOVATION AND PRECAST TECHNOLOGY OF WIKa BETON

WIKa Beton mendorong pengembangan teknologi pracetak yang semakin maju untuk menghadirkan konstruksi yang lebih cepat, efisien, dan minim pemborosan. Melalui rangkaian produk inovatif yang dirancang dengan prinsip efektivitas material dan jejak lingkungan yang lebih rendah, Perseroan memastikan bahwa setiap solusi pracetak tidak hanya meningkatkan produktivitas proyek, tetapi juga berkontribusi pada praktik pembangunan yang lebih berkelanjutan.

WIKa Beton juga mendorong efisiensi operasionalnya melalui berbagai inovasi proses yang berorientasi pada pengurangan limbah dan konsumsi energi. Dalam lini produksi, Perseroan menerapkan prinsip *zero waste* khususnya pada tahap pemadatan produk beton putar, sehingga sisa material dapat ditekan semaksimal mungkin. Perseroan juga mengadopsi teknologi *non-steam* sebagai metode curing alternatif yang memungkinkan proses pengerasan berlangsung lebih cepat dan stabil. Pendekatan ini membantu meningkatkan *output* produksi sekaligus memangkas *cycle time* secara signifikan. [302-4, 302-5]

Di sisi energi, WIKa Beton mulai mengalihkan kebutuhan dayanya menuju sumber yang lebih bersih melalui instalasi *solar cell* sebagai sistem penerangan di area pabrik. Pemanfaatan energi surya ini tidak hanya menurunkan ketergantungan pada bahan bakar fosil, tetapi juga mendukung upaya dekarbonisasi perusahaan secara bertahap. Dengan kombinasi langkah-langkah ini, WIKa Beton memperkuat fondasi operasional yang lebih efisien dan berkelanjutan.

Throughout the reporting year, WIKa Beton increased the use of alternative raw materials in concrete mixtures, including environmentally friendly cementitious materials and fly ash, reaching 60.1% of total cement consumption. This substitution contributed to a reduction in CO₂ emissions of 25,197 tons, or approximately 19.32% compared to conventional cement formulations. The magnitude of this reduction is equivalent to the ecological benefit of planting approximately 35,275 trees. Through this initiative, the Company further strengthens its commitment to integrating low-emission materials into its business processes, while also consistently supporting the achievement of its decarbonization targets. [3-3, 301-2, 305-5]

WIKa Beton continues to advance precast technology development to deliver construction solutions that are faster, more efficient, and minimize waste. Through a range of innovative products designed with principles of material efficiency and lower environmental footprint, the Company ensures that each precast solution not only enhances project productivity but also contributes to more sustainable construction practices.

WIKa Beton also enhances its operational efficiency through various process innovations focused on reducing waste and energy consumption. In the production line, the Company applies a zero-waste principle, particularly in the compaction stage of spun concrete products, enabling material residues to be minimized as much as possible. The Company also adopts non-steam technology as an alternative curing method, allowing the hardening process to occur more quickly and consistently. This approach helps increase production output while significantly reducing cycle time. [302-4, 302-5]

On the energy side, WIKa Beton has begun transitioning its power needs toward cleaner sources through the installation of solar cells as a lighting system in its plant areas. The utilization of solar energy not only reduces dependence on fossil fuels but also supports the Company's gradual decarbonization efforts. Through this combination of initiatives, WIKa Beton is strengthening a more efficient and sustainable operational foundation.

CONCRETE REEF UNIT (CRU) [203-1][F.26]

WIKABeton mengembangkan inovasi *Concrete Reef Unit (CRU)* yang diimplementasikan di Gili Meno, Lombok Utara. Solusi ini berfungsi sebagai terumbu buatan yang menyediakan habitat bagi biota laut, mempercepat pertumbuhan terumbu karang, serta meningkatkan keanekaragaman hayati.



WIKABeton has developed the Concrete Reef Unit (CRU) innovation, which has been implemented in Gili Meno, North Lombok. This solution functions as an artificial reef that provides habitat for marine biota, accelerates coral reef growth, and enhances marine biodiversity.

Inisiatif ini dilatarbelakangi oleh kondisi degradasi pesisir yang signifikan. Wilayah timur Gili Meno mengalami kemunduran garis pantai hingga 2,1 meter per tahun, dengan total pergeseran mencapai 20–25 meter dalam periode 2011–2021, yang berdampak pada kerusakan infrastruktur pesisir dan hilangnya vegetasi alami.

Implementasi CRU dilakukan dengan mengacu pada praktik dan standar internasional, termasuk kesesuaian kedalaman, kestabilan dasar laut, serta kualitas perairan yang mendukung pertumbuhan ekosistem karang. Pendekatan ini memastikan efektivitas fungsi ekologis sekaligus keberlanjutan jangka panjang.

Secara fungsional, CRU memberikan berbagai manfaat, antara lain:

- Menyediakan habitat buatan bagi biota laut;
- Mendukung percepatan pertumbuhan terumbu karang;
- Meningkatkan keanekaragaman hayati laut; dan
- Memberikan manfaat ekonomi melalui peningkatan potensi perikanan dan pariwisata bahari.

Keberhasilan implementasi di Gili Meno menjadi dasar pengembangan program ke wilayah lain, seperti Gili Trawangan dan Gili Air, yang juga menghadapi tekanan abrasi pesisir yang tinggi. Upaya ini mendukung mitigasi abrasi, pemulihan ekosistem laut, serta penguatan ketahanan wilayah pesisir dan ekonomi masyarakat lokal.

Program ini berkontribusi terhadap pencapaian SDG 13: Penanganan Perubahan Iklim, SDG 14: Ekosistem Laut, serta SDG 15: Ekosistem Daratan melalui perlindungan pesisir, restorasi habitat, dan peningkatan keanekaragaman hayati.

This initiative is driven by significant coastal degradation conditions. The eastern area of Gili Meno has experienced shoreline retreat of up to 2.1 meters per year, with a total shift of approximately 20–25 meters during the 2011–2021 period, resulting in damage to coastal infrastructure and the loss of natural vegetation.

The implementation of CRU is carried out in alignment with international practices and standards, including considerations of appropriate depth, seabed stability, and water quality that support coral ecosystem growth. This approach ensures both the effectiveness of its ecological functions and long-term sustainability.

Functionally, the CRU provides several key benefits, including:

- Providing artificial habitats for marine biota;
- Supporting the acceleration of coral reef growth;
- Enhancing marine biodiversity; and
- Delivering economic benefits through increased fisheries potential and marine tourism.

The successful implementation in Gili Meno serves as a foundation for expansion into other areas, such as Gili Trawangan and Gili Air, which also face significant coastal abrasion pressures. This effort supports abrasion mitigation, marine ecosystem restoration, and the strengthening of coastal resilience and local community economies.

This program contributes to the achievement of SDG 13: Climate Action, SDG 14: Life Below Water, and SDG 15: Life on Land through coastal protection, habitat restoration, and the enhancement of biodiversity.

W-Home (WIKI BETON HOME) [2023-1] [R.20]

Sebagai bagian dari komitmen terhadap inovasi berkelanjutan di sektor konstruksi, WIKI Beton mengembangkan W-Home (WIKI Beton Home), solusi hunian modular berbasis beton pracetak yang dirancang untuk efisiensi, ketahanan, dan keberlanjutan lingkungan.

Produk ini telah terdaftar paten dengan nomor P00202506104, yang mencerminkan keunggulan inovasi serta diferensiasi teknologi Perseroan dalam mendukung pembangunan yang lebih cepat dan ramah lingkungan.



As part of its commitment to sustainable innovation in the construction sector, WIKI Beton has developed W-Home (WIKI Beton Home), a modular housing solution based on precast concrete designed for efficiency, durability, and environmental sustainability.

This product has been registered under patent number P00202506104, reflecting the Company's innovation excellence and technological differentiation in supporting faster and more environmentally friendly construction.

W-Home dikembangkan dengan mengedepankan sejumlah keunggulan utama, antara lain kecepatan pembangunan dengan waktu pemasangan struktur selama 2 hari dan penyelesaian pekerjaan arsitektur selama 13 hari, sehingga total pembangunan W-Home tipe standar S-36 dapat diselesaikan dalam 15 hari. Perseroan juga menerapkan penggunaan material dan proses yang lebih efisien (*green construction*) untuk menekan limbah dan emisi, serta desain yang memenuhi standar ketahanan gempa (KDS D) guna meningkatkan keselamatan dan ketahanan bangunan. Selain itu, konsep *Next Gen - Grow Home* memungkinkan hunian yang adaptif terhadap kebutuhan penghuni dan perkembangan lingkungan di masa depan.

Pengembangan W-Home berkontribusi terhadap pencapaian SDG 9: *Industry, Innovation and Infrastructure* melalui inovasi teknologi konstruksi modular yang meningkatkan efisiensi dan produktivitas. Selain itu, solusi hunian yang cepat dibangun dan tangguh terhadap bencana mendukung SDG 11: *Sustainable Cities and Communities* dalam penyediaan hunian yang layak, aman, dan berkelanjutan.

Dari aspek lingkungan, efisiensi material dan proses konstruksi mendukung SDG 12: *Responsible Consumption and Production* melalui pengurangan limbah dan optimalisasi sumber daya. Lebih lanjut, percepatan waktu konstruksi serta potensi penurunan emisi selama proses pembangunan berkontribusi terhadap SDG 13: *Climate Action* dalam mendukung upaya mitigasi perubahan iklim.

Melalui inovasi ini, WIKI Beton tidak hanya menghadirkan solusi konstruksi yang efisien dan berkualitas tinggi, tetapi juga memperkuat perannya dalam mendorong pengembangan hunian berkelanjutan yang memberikan nilai tambah bagi masyarakat dan lingkungan.

W-Home is developed with several key advantages, including rapid construction through a structural installation period of two days and completion of architectural works within 13 days, enabling the construction of a standard W-Home S-36 unit to be completed in a total of 15 days. The Company also applies more efficient materials and processes (*green construction*) to reduce waste and emissions, and a design that complies with earthquake resistance standards (KDS D) to enhance building safety and resilience. In addition, the *Next Gen - Grow Home* concept enables housing that is adaptable to occupants' needs and future environmental developments.

The development of W-Home contributes to the achievement of SDG 9: *Industry, Innovation and Infrastructure* through modular construction technology innovation that improves efficiency and productivity. Furthermore, the provision of rapidly built and disaster-resilient housing supports SDG 11: *Sustainable Cities and Communities* by delivering adequate, safe, and sustainable housing.

From an environmental perspective, material and construction process efficiency supports SDG 12: *Responsible Consumption and Production* through waste reduction and resource optimization. Moreover, the accelerated construction timeline and the potential reduction in emissions during the building process contribute to SDG 13: *Climate Action* in supporting climate change mitigation efforts.

Through this innovation, WIKI Beton not only delivers efficient and high-quality construction solutions but also strengthens its role in advancing sustainable housing development that creates added value for communities and the environment.

AUTOMATIC VOLTAGE AMPERE ADJUSTMENT (AVAA) (F-26, F-28)

WIKABeton menjalin kerja sama dengan PT Cipta Mugi Pratama untuk mengimplementasikan teknologi energi baru terbarukan (EBT) *Automatic Voltage Ampere Adjustment (AVAA) Energy Storage* di fasilitas produksinya. Melalui skema Energy Service Company (ESCO), seluruh investasi sistem ditanggung oleh penyedia teknologi sehingga tidak membebani belanja modal perusahaan. Skema ini memungkinkan WIKABeton memperoleh pasokan energi dengan tarif sekitar 25% lebih rendah dibandingkan listrik konvensional, sehingga penghematan biaya operasional dapat dirasakan sejak awal implementasi.

Sebelumnya, perusahaan juga telah bekerja sama dengan mitra ESCO dalam pemanfaatan energi surya melalui pemasangan panel surya di beberapa pabrik, yang saat ini telah memenuhi sekitar 20% kebutuhan energi operasional dengan penghematan biaya listrik sekitar 15% di bawah tarif konvensional.

Penambahan AVAA Energy Storage ditargetkan meningkatkan porsi energi terbarukan hingga sekitar 80% dari total konsumsi energi pabrik, menjadikannya sumber energi dominan dalam operasi manufaktur. Inisiatif ini sejalan dengan komitmen dekarbonisasi berkelanjutan WIKABeton, yang ditandai dengan perolehan sertifikasi *Environmental Product Declaration (EPD)* internasional sebagai produsen beton pertama di Indonesia, dengan potensi reduksi emisi karbon hingga 26,4% per produk. Upaya tersebut diperkuat melalui penggunaan material ramah lingkungan seperti fly ash, pemanfaatan *Portland Composite Cement (PCC)*, pengembangan beton geopolimer, serta integrasi sistem AVAA berkapasitas 1,5 MW dengan portofolio energi surya eksisting untuk meningkatkan keandalan pasokan, menstabilkan tegangan, dan mengoptimalkan beban energi produksi. Kolaborasi jangka panjang berbasis kinerja selama sekitar 30 tahun ini diharapkan mampu menekan biaya listrik operasional sekaligus memperkuat daya saing dan margin keuntungan perusahaan tanpa tambahan beban investasi langsung.



WIKABeton has established a partnership with PT Cipta Mugi Pratama to implement new and renewable energy (NRE) technology through the Automatic Voltage Ampere Adjustment (AVAA) Energy Storage system at its production facilities. Through an Energy Service Company (ESCO) scheme, the entire system investment is borne by the technology provider, thereby not burdening the Company's capital expenditure. This scheme enables WIKABeton to obtain energy supply at a tariff approximately 25% lower than conventional electricity, allowing operational cost savings to be realized from the outset of implementation.

Previously, the Company had also collaborated with ESCO partners in utilizing solar energy through the installation of solar panels at several plants, which currently meet around 20% of operational energy needs with electricity cost savings of approximately 15% below conventional tariffs.

The addition of AVAA Energy Storage is targeted to increase the share of renewable energy to approximately 80% of the plant's total energy consumption, making it the dominant energy source in manufacturing operations. This initiative aligns with WIKABeton's ongoing decarbonization commitment, as reflected in its achievement of international Environmental Product Declaration (EPD) certification as the first concrete producer in Indonesia, with the potential to reduce carbon emissions by up to 26.4% per product. These efforts are further strengthened through the use of environmentally friendly materials such as fly ash, the utilization of Portland Composite Cement (PCC), the development of geopolimer concrete, and the integration of a 1.5 MW AVAA system with the existing solar energy portfolio to enhance supply reliability, stabilize voltage, and optimize production energy loads. This long-term, performance-based collaboration over approximately 30 years is expected to reduce operational electricity costs while strengthening the Company's competitiveness and profit margins without requiring additional direct investment.

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PENDAPATAN DAN KONSTRUKSI BERKELANJUTAN

SUSTAINABLE REVENUE AND CONSTRUCTION

Inisiatif WIKI Beton dalam mengembangkan produk rendah karbon dan berstandar lingkungan memberikan dampak nyata tidak hanya bagi aspek keberlanjutan, tetapi juga terhadap kinerja komersial perusahaan. Sepanjang tahun 2025, kontribusi pendapatan dari produk yang telah memperoleh sertifikasi *Environmental Product Declaration* (EPD) serta kategori *green product* lainnya mencapai Rp1.498 miliar. Nilai tersebut merepresentasikan 37,40% dari total pendapatan penjualan produk, menunjukkan bahwa inovasi berkelanjutan mampu menciptakan nilai ekonomis sekaligus memperkuat posisi WIKI Beton dalam pasar material konstruksi yang semakin berorientasi pada efisiensi dan tanggung jawab lingkungan.

WIKI Beton's initiatives in developing low-carbon and environmentally certified products have delivered tangible impacts not only on sustainability performance but also on the Company's commercial performance. Throughout 2025, revenue contributions from products that have obtained Environmental Product Declaration (EPD) certification, as well as other green product categories, reached Rp1,498 billion. This figure represents 37.40% of total product sales revenue, demonstrating that sustainable innovation can generate economic value while strengthening WIKI Beton's position in a construction materials market that is increasingly oriented toward efficiency and environmental responsibility.

Pendapatan dari Material Konstruksi Berkelanjutan

Revenues from Sustainable Construction Materials

Pendapatan Revenues	Satuan Unit	2025	2024	2023
Pendapatan dari produk atau jasa berkelanjutan Revenues from sustainable products or services	Rp	3.102.370.071.390	4.251.820.787.087	3.742.109.883.856
Pendapatan Total Total Revenues	Rp	3.585.862.255.135	4.896.024.340.364	4.203.170.642.940
Persentase pendapatan berkelanjutan Percentage of sustainable revenues	%	86,52	86,84	89,03

* WIKI Beton memperoleh sertifikasi EPD sejak tahun 2024, pendapatan dari produk tersertifikasi EPD mencapai Rp1,1 triliun pada tahun 2024 dan Rp 1 triliun pada tahun 2025.

* WIKI Beton received its EPD certification in 2024, revenue from EPD-certified products reached Rp1.1 trillion in 2024 and Rp1 trillion in 2025.

TINGKAT PEMROSESAN BERSAMA

CO-PROCESSING RATE

Dalam rangka memperkuat kinerja lingkungan di seluruh rantai produksinya, WIKA Beton mulai mengadopsi material alternatif sebagai bagian dari strategi keberlanjutan Perseroan. Salah satu langkah utamanya adalah pemanfaatan limbah *Fly Ash Bottom Ash (FABA)* dari pihak ketiga yang pada tahun pelaporan mencapai 15.748 ton. Material ini digunakan untuk menggantikan sebagian porsi semen dalam campuran beton serta sebagai bahan stabilisasi tanah ekspansif.

Penerapan FABA tersebut sejalan dengan prinsip *Co-Processing Rate*, yaitu pendekatan yang mendorong penggunaan limbah terpilah sebagai substitusi bahan baku konvensional dalam proses produksi. Perseroan telah memanfaatkan bahan bakar alternatif sebesar 40% dari total konsumsi energi panas, serta menggunakan material alternatif dalam komposisi beton sebesar 60,1% dan dalam produksi semen sebesar 11,98%, dengan rasio klinker terhadap semen tercatat sebesar 0,88. Melalui metode ini, WIKA Beton tidak hanya menurunkan ketergantungan terhadap bahan baku primer, tetapi juga berkontribusi dalam pengurangan timbunan limbah yang berpotensi mencemari lingkungan.

Untuk memastikan bahwa substitusi material ini tetap memenuhi standar teknis dan operasional, WIKA Beton melakukan berbagai pengujian dan penelitian secara berkala. Pendekatan ilmiah ini menjamin bahwa setiap produk yang dihasilkan tetap konsisten, memenuhi spesifikasi mutu, serta aman digunakan dalam berbagai aplikasi konstruksi.

To strengthen environmental performance across its production chain, WIKA Beton has begun adopting alternative materials as part of its sustainability strategy. One of its key initiatives is the utilization of Fly Ash Bottom Ash (FABA) waste from third parties, which reached 15,748 tons during the reporting year. This material is used to partially substitute cement in concrete mixtures as well as for stabilizing expansive soil.

The application of FABA aligns with the Co-Processing Rate principle, an approach that promotes the use of selected waste as a substitute for conventional raw materials in production processes. In 2024, the Company utilized alternative fuels representing 40% of total thermal energy consumption and incorporated alternative materials at 60.1% in concrete composition and 11.98% in cement production, with a clinker-to-cement ratio of 0.88. Through this method, WIKA Beton not only reduces dependence on primary raw materials but also contributes to minimizing waste accumulation that could potentially harm the environment.

To ensure that this material substitution continues to meet technical and operational standards, WIKA Beton conducts periodic testing and research. This scientific approach ensures that all products remain consistent, meet quality specifications, and are safe for use across various construction applications.

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CREATING POSITIVE IMPACT FOR EMPLOYEES, CUSTOMERS, AND COMMUNITIES



PRAKTIK KETENAGAKERJAAN

Employment Practices

WIKA Beton menempatkan pengelolaan sumber daya manusia sebagai faktor kunci dalam menjaga keberlanjutan dan kinerja perusahaan. Atas dasar tersebut, Perseroan menerapkan tata kelola SDM yang mengedepankan profesionalisme, objektivitas, serta keterbukaan dalam seluruh siklus pengelolaan pegawai, mulai dari rekrutmen, penempatan, promosi, mutasi, hingga pengembangan kompetensi. Pelaksanaan pengelolaan SDM berada di bawah tanggung jawab Divisi Human Capital yang bekerja berdasarkan kebijakan dan prosedur internal, antara lain Prosedur Rekrutmen dan Penempatan (WB-HCP-PS-01), Prosedur Pengharkatan (WB-HCP-PS-02), serta Prosedur Pengembangan Karier Pegawai (WB-HCP-PS-03). Kerangka kebijakan ini dirancang untuk memastikan keselarasan antara pengembangan individu dengan kebutuhan organisasi dan arah strategis Perusahaan. [3-3]

Di samping aspek sistem dan prosedur, WIKA Beton juga meyakini bahwa lingkungan kerja yang kondusif merupakan prasyarat utama bagi optimalisasi kinerja SDM. Oleh karena itu, Perseroan berkomitmen membangun tempat kerja yang aman, inklusif, dan saling menghargai melalui penerapan kebijakan yang secara tegas mencegah praktik diskriminasi maupun segala bentuk pelecehan di lingkungan kerja. Perseroan juga berkomitmen menciptakan tempat kerja yang aman melalui Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan yang telah ditandatangani oleh Komisaris Utama dan Direktur Utama pada 24 Oktober 2025.

BUDAYA ANTIDISKRIMINASI DAN ANTIPELECEHAN ANTI-DISCRIMINATION AND ANTI-HARASSMENT CULTURE

WIKA Beton menempatkan penciptaan tempat kerja yang berlandaskan rasa aman, kesetaraan, dan martabat sebagai fondasi utama dalam pengelolaan sumber daya manusia. Untuk memastikan terwujudnya budaya kerja yang profesional dan saling menghargai, Perseroan mengimplementasikan *Respectful Workplace Policy* (RWP) sebagai pedoman perilaku di lingkungan kerja. Kebijakan ini dirancang untuk membangun relasi kerja yang konstruktif melalui penanaman nilai saling menghormati, keterbukaan, dan toleransi antarindividu.

WIKA Beton recognizes human capital management as a key factor in maintaining the Company's sustainability and performance. On this basis, the Company implements human resource governance that prioritizes professionalism, objectivity, and transparency across the entire employee management cycle, including recruitment, placement, promotion, rotation, and competency development. Human capital management is carried out by the Human Capital Division, which operates in accordance with internal policies and procedures, including the Recruitment and Placement Procedure (WB-HCP-PS-01), Job Grading Procedure (WB-HCP-PS-02), and Employee Career Development Procedure (WB-HCP-PS-03). This policy framework is designed to ensure alignment between individual development and the organization's needs and the Company's strategic direction. [3-3]

Beyond systems and procedures, WIKA Beton also believes that a conducive work environment is a fundamental prerequisite for optimizing workforce performance. Accordingly, the Company is committed to building a workplace that is safe, inclusive, and respectful by implementing policies that strictly prevent discrimination and all forms of harassment. The Company also reaffirms its commitment to creating a safe working environment through the Occupational Health, Safety, and Environment Policy, which was signed by the President Commissioner and the President Director on 24 October 2025.

WIKA Beton places the creation of a workplace grounded in safety, equality, and dignity as a fundamental pillar of its human capital management. To ensure the establishment of a professional and respectful work culture, the Company implements the *Respectful Workplace Policy* (RWP) as a behavioral guideline. This policy is designed to foster constructive working relationships by cultivating values such as mutual respect, openness, and tolerance among individuals.

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RWP diterapkan secara konsisten di seluruh unit dan aktivitas operasional Perseroan, sekaligus menjadi acuan dalam pencegahan dan penanganan perilaku yang tidak sejalan dengan nilai perusahaan. Melalui kebijakan tersebut, WIKI Beton secara tegas menutup ruang bagi segala bentuk pelecehan, baik yang bersifat seksual maupun non-seksual, serta menegakkan sikap tanpa kompromi terhadap praktik diskriminasi dalam bentuk apa pun. [S-08]

RWP is implemented consistently across all units and operational activities of the Company and serves as a reference for preventing and addressing behaviors that are inconsistent with corporate values. Through this policy, WIKI Beton firmly eliminates any space for all forms of harassment—whether sexual or non-sexual—and maintains a zero-tolerance stance toward discrimination in any form. [S-08]

Respectful Workplace Policy (RWP)



Be Respectful

Prinsip ini menekankan untuk dapat saling percaya pada rekan kerja, diharapkan agar dapat saling memberikan kepercayaan kepada rekan kerja untuk dapat memilih dan bertanggung jawab atas pilihannya.

This principle emphasizes mutual trust among colleagues. Employees are expected to place trust in one another, allowing individuals to make decisions and take responsibility for their choices.



Be Fair

Prinsip ini menekankan untuk dapat bersikap adil, diharapkan agar pegawai dapat mendengarkan cerita dari semua sisi sebelum menarik suatu kesimpulan tertentu.

This principle emphasizes fairness. Employees are expected to listen to all perspectives before drawing conclusions.



Be Polite

Prinsip ini menekankan untuk dapat saling menjaga sopan santun, diharapkan agar seluruh pegawai dapat menggunakan kata “tolong”, “maaf” dan “terima kasih” ketika berinteraksi di lingkungan kerja maupun aktivitas lainnya.

This principle emphasizes courtesy. Employees are encouraged to use expressions such as “please,” “sorry,” and “thank you” when interacting in the workplace and in other professional activities.



Be Reliable

Prinsip ini menekankan bahwa setiap individu harus dapat diandalkan, diharapkan agar seluruh pegawai dapat memenuhi janji dan mampu menunjukkan bahwa janji yang telah dibuat itu adalah hal yang penting.

This principle emphasizes reliability. Every individual is expected to fulfill commitments and demonstrate that the promises they make are important.



Be a Good Listener

Prinsip ini menekankan untuk dapat menjadi pendengar yang baik, diharapkan seluruh pegawai dapat saling memberikan perhatian penuh saat rekan kerja memerlukan bantuan.

This principle emphasizes attentive listening. Employees are expected to give their full attention when colleagues require assistance.

Untuk memastikan kebijakan tersebut dijalankan secara efektif, WIKA Beton secara aktif membekali seluruh insan perusahaan dengan pemahaman yang memadai terkait pencegahan diskriminasi dan pelecehan di lingkungan kerja. Upaya ini dilakukan melalui kegiatan komunikasi dan internalisasi kebijakan yang berkesinambungan agar setiap karyawan memahami hak, kewajiban, serta standar perilaku yang diharapkan.

Perseroan juga menyediakan mekanisme pengaduan yang terstruktur dan mudah diakses melalui *Whistleblowing System* sebagai sarana pelaporan atas dugaan pelanggaran. Setiap laporan yang masuk dikelola berdasarkan prinsip kerahasiaan, objektivitas, dan keadilan, serta ditindaklanjuti melalui proses evaluasi yang dapat berujung pada tindakan perbaikan maupun sanksi disiplin sesuai dengan ketentuan yang berlaku. Sepanjang tahun 2025, tidak terdapat pengaduan terkait diskriminasi maupun pelecehan, yang mencerminkan efektivitas penerapan kebijakan sekaligus konsistensi Perseroan dalam menjaga hubungan kerja yang harmonis dan saling menghormati. [3-3, 406-1][S-07]

To ensure the effective implementation of this policy, WIKA Beton actively equips all employees with a clear understanding of how to prevent discrimination and harassment in the workplace. These efforts are carried out through continuous communication and policy internalization initiatives so that every employee understands their rights, obligations, and expected standards of behavior.

The Company also provides a structured and accessible complaint mechanism through the *Whistleblowing System* for reporting suspected violations. All reports received are managed in accordance with the principles of confidentiality, objectivity, and fairness, and are followed up through an evaluation process that may lead to corrective actions or disciplinary sanctions, in accordance with applicable regulations. Throughout 2025, no complaints of discrimination or harassment were reported, reflecting the effectiveness of policy implementation and the Company's consistent maintenance of harmonious and respectful working relationships.

[3-3, 406-1][S-07]

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Kontribusi Perempuan dalam Mewujudkan Budaya Kerja yang Aman dan Inklusif

Women's Contribution in Fostering a Safe and Inclusive Work Culture



Sebagai bagian dari penguatan budaya kerja yang berlandaskan saling menghargai, WIKA Beton menyelenggarakan program pengembangan yang melibatkan 5 karyawan perempuan dengan jenjang jabatan Manajer Bidang hingga tingkat pimpinan. Kegiatan ini dirancang untuk meningkatkan pemahaman strategis mengenai pentingnya menciptakan lingkungan kerja yang aman, inklusif, dan berintegritas. Melalui sesi tersebut, para peserta memperoleh perspektif mengenai kontribusi kepemimpinan perempuan dalam menumbuhkan nilai profesionalisme, etika, serta rasa saling menghormati di tempat kerja. Program ini juga menjadi wadah untuk memperkuat keberanian dan kapasitas peserta dalam menyampaikan gagasan serta aspirasi secara konstruktif dalam lingkungan kerja yang dinamis.

As part of strengthening a workplace culture based on mutual respect, WIKA Beton organized a development program involving 5 female employees from the managerial level to leadership positions. This initiative was designed to enhance strategic understanding of the importance of creating a safe, inclusive, and integrity-driven workplace environment. Through these sessions, participants gained insights into the role of women's leadership in fostering professionalism, ethical conduct, and mutual respect in the workplace. The program also served as a platform to strengthen participants' confidence and capacity to express ideas and aspirations constructively within a dynamic work environment.

Sosialisasi Lanjutan Transformasi WIKA dan AKHLAK

Follow-Up Socialization of WIKA Transformation and AKHLAK Values

WIKABeton menyelenggarakan kegiatan internal yang melibatkan seluruh karyawan sebagai sarana pendalaman pemahaman atas agenda Transformasi WIKA, termasuk internalisasi kebijakan *Respectful Workplace Environment* yang menjadi bagian integral dari pembentukan budaya Perusahaan. Melalui kegiatan ini, Perseroan menegaskan komitmennya dalam membangun lingkungan kerja yang menjunjung keberagaman serta menolak segala bentuk diskriminasi.

WIKABeton organized an internal program involving all employees to deepen understanding of the WIKA Transformation agenda, including the internalization of the *Respectful Workplace Environment* policy, which is integral to shaping the Company's culture. Through this initiative, the Company reaffirmed its commitment to fostering a workplace that embraces diversity and rejects all forms of discrimination.

Sosialisasi tersebut sekaligus dimanfaatkan sebagai wahana penguatan nilai-nilai AKHLAK, guna menumbuhkan keselarasan sikap dan perilaku seluruh insan perusahaan. Dengan pendekatan ini, Perseroan mendorong terciptanya komitmen kolektif untuk mewujudkan hubungan kerja yang profesional, saling menghargai, dan berkelanjutan.

The socialization also served as a medium to reinforce AKHLAK values, fostering alignment in attitudes and behavior among all employees. Through this approach, the Company encourages the development of a collective commitment to establishing professional, respectful, and sustainable working relationships.

KOMPOSISI TENAGA KERJA [405-1]

WORKFORCE COMPOSITION

Sebagai perusahaan yang beroperasi di sektor manufaktur beton dengan karakteristik tenaga kerja yang masih didominasi oleh laki-laki, WIKABeton menyadari adanya tantangan struktural dalam meningkatkan partisipasi perempuan. Hingga tahun 2025, dari total 905 karyawan, komposisi tenaga kerja Perseroan terdiri atas 94% laki-laki dan 6% perempuan. Kondisi ini menjadi perhatian khusus Perseroan dalam mendorong terciptanya keberagaman dan kesetaraan di lingkungan kerja. Sejalan dengan hal tersebut, Perseroan menetapkan target peningkatan proporsi karyawan perempuan menjadi 6% pada tahun 2025 sebagai bagian dari upaya memperkuat inklusivitas dan keseimbangan gender di lingkungan kerja.

As a company operating in the concrete manufacturing sector—where the workforce remains predominantly male—WIKABeton recognizes structural challenges to increasing women's participation. As of 2025, of the Company's 905 employees, 94% were male, and 6% were female. This condition is a particular focus for the Company in promoting diversity and equality within the workplace. In line with this, the Company has set a target to increase the proportion of female employees to 6% by 2025 as part of its efforts to strengthen inclusivity and gender balance in the workplace.

Sebagai respons atas tantangan tersebut, WIKABeton memperkuat komitmennya terhadap praktik ketenagakerjaan yang inklusif melalui perluasan strategi rekrutmen yang menjangkau berbagai perguruan tinggi dan komunitas. Pendekatan ini ditujukan untuk membuka akses yang lebih luas bagi talenta dengan latar belakang yang beragam, mencakup perbedaan gender, agama, budaya, suku, serta adat

In response to this challenge, WIKABeton has strengthened its commitment to inclusive employment practices by expanding its recruitment strategies to reach a wider range of universities and communities. This approach aims to provide broader access to talent from diverse backgrounds, including differences in gender, religion, culture, ethnicity, and customs, as regulated in the Company's human capital

istiadat, sebagaimana diatur dalam prosedur pengelolaan sumber daya manusia WB-HCP-PS-01, WB-HCP-PS-02, dan WB-HCP-PS-03.

Selain upaya pada tahap rekrutmen, Perseroan juga merencanakan pelaksanaan program peningkatan kesadaran budaya bagi seluruh karyawan. Program ini diarahkan untuk menumbuhkan sikap saling menghargai, keterbukaan, dan penghormatan terhadap keberagaman sebagai bagian dari penguatan budaya kerja yang sehat dan berkelanjutan. Rincian lebih lanjut mengenai komposisi pegawai WIKA Beton disajikan pada tabel berikut:

management procedures WB-HCP-PS-01, WB-HCP-PS-02, and WB-HCP-PS-03.

In addition to recruitment initiatives, the Company also plans to implement cultural awareness programs for all employees. These programs aim to foster mutual respect, openness, and appreciation for diversity to strengthen a healthy and sustainable workplace culture. Further details regarding WIKA Beton's employee composition are presented in the following tables:

Pegawai berdasarkan Status Ketenagakerjaan dan Gender [2-7]
Employees by Employment Status and Gender

Jenis Kelamin Gender	2025		2024		2023	
	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees
Laki-laki Male	851	0	998	0	1.097	0
Perempuan Female	54	0	63	0	66	0
Sub total	905	0	1.061	0	1.163	0
Jumlah Total	905		1.061		1.163	

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Pegawai berdasarkan Level Organisasi dan Gender [S-01]
Employees by Organizational Level and Gender

Level Jabatan Position Level	2025		2024		2023	
	Laki - Laki Male	Perempuan Female	Laki - Laki Male	Perempuan Female	Laki - Laki Male	Perempuan Female
Perseoran Company						
Manajer Divisi/Ahli Utama 1 Division Manager/Principal Expert 1 BOD-1	11	1	12	1	13	0
Manajer Wilayah Penjualan/Manajer Pabrik Produk Beton/Manajer Unit Operasi Sales Region Manager/Precast Concrete Plant Manager/Operations Unit Manager BOD-2	17	0	23	0	21	0
Manajer Bidang/Ahli Utama 2/ Ahli Madya 1 Section Manager/Senior Expert2/Middle Expert 1 BOD-2	35	5	33	4	46	2
Koordinator/Supervisor/Kepala Seksi/Ahli Madya 2/Ahli Muda Coordinator/ Supervisor/Section Head/ Middle Expert Coordinator 2/Junior Expert BOD-3	146	17	152	21	168	19
Asisten Kepala Seksi Assistant Section Head BOD-4	46	3	48	4	45	7
Staf Staff BOD-4	542	27	685	33	766	38
Masa Persiapan Pensiun Tidak Bekerja Non-Working Pre-Retirement Period	21	1	10	0	0	0
Sub total	818	54	963	63	1.059	66

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Level Jabatan Position Level	2025		2024		2023	
	Laki - Laki Male	Perempuan Female	Laki - Laki Male	Perempuan Female	Laki - Laki Male	Perempuan Female
Entitas Anak Subsidiaries						
Direksi Anak Perusahaan Subsidiaries' Board of Directors BOD-1	5	0	4	0	5	0
Manajer Manager BOD-2	12	0	13	0	8	0
Kepala Seksi/ Supervisor/ Koordinator Ahli Madya 2/Ahli Muda Section Head/Supervisor/Middle Expert Coordinator 2/JuniorExpert BOD-3	12	0	15	0	18	0
Asisten Kepala Seksi Assistant Section Head BOD-4	0	0	0	0	1	0
Staf Staff BOD-4	4	0	3	0	6	0
Sub total	33	0	35	0	38	0
Jumlah Total	851	54	998	63	1.097	66
	905		1.061		1.163	

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Jumlah Karyawan berdasarkan Rentang Usia dan Level Organisasi [S-02][405-1]

Number of Employees by Age Group and Organizational Level

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Rentang Usia (tahun) Age Group (years)	2025 Level Jabatan Position Level									
	MPP		BOD-4		BOD-3		BOD-2		BOD-1	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
18-25	0	0	0	0	0	0	0	0	0	0
26-35	0	0	126	10	85	13	5	2	0	1
36-45	0	0	311	18	59	4	33	3	5	0
46-55	15	1	155	2	14	0	26	0	11	0
>55	6	0	0	0	0	0	0	0	0	0
Total	21	1	592	30	158	17	64	5	16	1

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Rentang Usia (tahun) Age Group (years)	2024 Level Jabatan Position Level									
	MPP		BOD-4		BOD-3		BOD-2		BOD-1	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
18-25	-	-	-	-	-	-	-	-	-	-
26-35	-	-	199	19	94	17	7	2	-	1
36-45	-	-	302	9	45	2	35	2	3	-
46-55	-	-	182	5	15	1	25	-	6	-
>55	10	-	53	4	13	1	2	-	7	-
Total	10	0	736	37	167	21	69	4	16	1

Rentang Usia (tahun) Age Group (years)	2023 Level Jabatan Position Level									
	MPP		BOD-4		BOD-3		BOD-2		BOD-1	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
18-25	-	-	6	-	-	-	-	-	-	-
26-35	-	-	276	29	119	16	2	-	1	-
36-45	-	-	310	9	47	2	39	5	3	-
46-55	-	-	226	7	20	1	34	12	12	-
>55	-	-	-	-	-	-	-	1	2	-
Total	0	0	818	45	186	19	75	18	18	0

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Pegawai berdasarkan Status Ketenagakerjaan dan Wilayah Kerja [2-7]
Employees by Employment Status and Work Area

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Wilayah Kerja Work Area	2025		2024		2023	
	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees
Pegawai Induk Perseroan Parent Company Employees						
Kantor Pusat Head Office	156	0	169	0	181	0
Divisi/Unit Operasi Division/Operations Unit	63	0	73	0	103	0
Wilayah Penjualan Sales Region	136	0	149	0	146	0
Pabrik Produk Beton Concrete Product Plant	517	0	635	0	695	0
Sub-Jumlah pegawai WIKI Beton Subtotal WIKI Beton Employees	872	0	1.026	0	1.125	0
Pegawai Entitas Anak Subsidiary Employees						
WIKI KOBE	10	0	10	0	10	0
WIKI KRATON	4	0	3	0	3	0
CLT	11	0	10	0	11	0
WIKI Pracetak Gedung	5	0	9	0	11	0
Asosiasi Associates	3	0	3	0	3	0
Sub-jumlah pegawai entitas anak Subtotal Subsidiary Employees	33	0	35	0	38	0
Jumlah Total	905	0	1.061	0	1.163	0

Pegawai berdasarkan Gender dan Status Kepegawaian [2-7]
Employees by Gender and Employment Status

Status Kepegawaian Employment Status	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Pegawai Induk Perseroan Parent Company Employees						
Pegawai Organik Organic Employees	226	24	249	27	264	28
Pegawai terampil Skilled Employees	592	30	714	36	795	38
Sub-Jumlah pegawai WIKA Beton Subtotal - WIKA Beton Employees	818	54	963	63	1.059	66
Pegawai Entitas Anak Subsidiary Employees						
Pengurus Management	4	0	4	0	5	0
Pegawai Organik Organic Employees	24	0	26	0	25	0
Pegawai terampil Skilled Employees	5	0	5	0	8	0
Sub-jumlah pegawai entitas anak Subtotal - Subsidiary Employees	33	0	35	0	38	0
Jumlah Total	851	54	998	63	1.097	6
	905		1.061		1.163	

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Pegawai berdasarkan Gender dan Wilayah Kerja

Employees by Gender and Work Area

Wilayah Kerja Work Area	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Pegawai Induk Perseroan Parent Company Employees						
Kantor Pusat Head Office	129	27	139	30	153	28
Divisi/Unit Operasi Division/Operations Unit	61	2	71	2	98	5
Wilayah Penjualan Sales Region	115	21	125	24	121	25
Pabrik Produk Beton Concrete Product Plant	513	4	628	7	687	8
Sub-Jumlah pegawai WIKA Beton Subtotal WIKA Beton Employees	818	54	963	63	1.059	66
Pegawai Entitas Anak Subsidiary Employees						
WIKA KOBE	10	0	10	0	10	0
WIKA KRATON	4	0	3	0	3	0
CLT	11	0	10	0	11	0
WIKA Pracetak Gedung	5	0	9	0	11	0
Asosiasi Associates	3	0	3	0	3	0
Sub-jumlah pegawai entitas anak Subtotal Subsidiary Employees	33	0	35	0	38	0
Jumlah Total	851	54	998	63	1.163	0
	905		1.061		1.163	

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Pegawai berdasarkan Kelompok Jabatan dan Gender

Employees by Job Category and Gender

Kelompok Jabatan Job Category	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Senior Management	15	1	16	1	18	0
Middle Management	67	5	69	4	75	2
Junior Management	158	17	167	21	186	19
Supervisor	0	0	0	0	0	0
Staf Staff	611	31	736	37	818	45
Jumlah Total	851	54	998	63	1.097	66

Pegawai berdasarkan Kelompok Jabatan dan Kelompok Usia

Employees by Job Category and Age Group

Kelompok Jabatan Job Category	2025			2024			2023		
	<30 tahun years	31-50 tahun years	>51 tahun years	<30 tahun years	31-50 tahun years	>51 tahun years	<30 tahun years	31-50 tahun years	>51 tahun years
Senior Management	0	13	4	0	8	9	0	6	12
Middle Management	0	58	13	0	59	14	0	53	24
Junior Management	3	165	5	21	160	7	32	161	12
Supervisor	0	0	0	0	0	0	0	0	0
Staf Staff	14	530	98	55	595	123	90	616	157
Jumlah Total	17	768	120	76	822	163	122	836	205
		905			1.061			1.163	

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WIKa Beton mengintegrasikan prinsip keberagaman sebagai bagian dari pengelolaan sumber daya manusia dengan merekrut dan mengembangkan karyawan yang berasal dari beragam latar belakang etnis di Indonesia. Pendekatan ini mencerminkan upaya Perseroan dalam menciptakan lingkungan kerja yang inklusif serta menjunjung kesetaraan kesempatan bagi seluruh insan Perusahaan.

Perseroan memastikan bahwa setiap karyawan memperoleh akses yang setara terhadap pengembangan kompetensi, jenjang karier, serta keterlibatan dalam proses pengambilan keputusan, tanpa memandang latar belakang budaya atau etnis. Sejalan dengan komitmen tersebut, berikut disajikan komposisi etnis karyawan WIKa Beton pada tahun 2025.

WIKa Beton integrates diversity principles into its human capital management by recruiting and developing employees from a wide range of ethnic backgrounds across Indonesia. This approach reflects the Company's commitment to fostering an inclusive workplace while upholding equal opportunity for all employees.

The Company ensures that all employees have equal access to competency development, career advancement, and participation in decision-making processes, regardless of cultural or ethnic background. In line with this commitment, the ethnic composition of WIKa Beton employees in 2025 is presented below.

Pegawai berdasarkan Keberagaman Etnis Employees by Ethnic Diversity

Etnis/Suku Budaya Ethnicity/Cultural Groups	Jumlah Pegawai Total Employee	Persentase di Tahun 2025 (%) Percentage in 2025 (%)
Jawa Javanese	550	60,77%
Sunda Sundanese	142	15,69%
Melayu Malay	42	4,64%
Batak Batak	43	4,75%
Minangkabau Minangkabau	33	3,65%
Bugis Buginese	31	3,43%
Makassar Makassarrese	19	2,10%
Betawi Betawi	9	0,99%
Lampung Lampungese	11	1,22%
Aceh Acehnese	4	0,44%
Toraja Torajan	5	0,55%

Etnis/Suku Budaya Ethnicity/Cultural Groups	Jumlah Pegawai Total Employee	Persentase di Tahun 2025 (%) Percentage in 2025 (%)
Bali Balinese	2	0,22%
Banggai Banggai	2	0,22%
Banjar Banjarese	1	0,11%
Buton Butonese	2	0,22%
Madura Madurese	3	0,33%
Banten Bantenese	1	0,11%
Bima Bimanese	1	0,11%
Mandar Mandarese	1	0,11%
Nias	1	0,11%
Suku lain Other Ethnic	2	0,22%

JUMLAH PEGAWAI SEMENTARA [S-04] TEMPORARY EMPLOYEES

Sepanjang tahun 2025, WIKA Beton membuka ruang partisipasi bagi pihak di luar struktur kepegawaian Perseroan melalui berbagai skema keterlibatan. Program tersebut mencakup penerimaan 309 peserta magang dan penyelenggaraan kunjungan industri yang diikuti oleh 2.074 peserta.

Keterlibatan para peserta ini terutama diarahkan pada bidang-bidang teknis yang relevan dengan kegiatan operasional Perseroan, sekaligus menjadi bagian dari upaya WIKA Beton dalam mendukung pengembangan kapasitas sumber daya manusia dan transfer pengetahuan di sektor industri beton. [2-8]

Throughout 2025, WIKA Beton also provided participation opportunities for individuals outside the Company's employment structure through various engagement schemes. These programs included the acceptance of 309 internship participants and the organization of industrial visits attended by 2,074 participants.

These engagements were primarily focused on technical fields relevant to the Company's operational activities and constituted part of WIKA Beton's contribution to human resource capacity development and knowledge transfer within the concrete industry. [2-8]



Jumlah Pegawai Sementara Temporary Employees	Jumlah Pegawai (orang) Employee Count (People)	Persentase Pegawai (%) Employee Percentage (%)
Jumlah pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan Number of company employees managed by contractors and/or consultants	3.836	423,87%

*Persentase dibandingkan dengan total pegawai yang bekerja langsung di bawah Perseroan. | Percentage relative to the total number of employees directly employed by the Company

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INDIKATOR KESETARAAN UPAH BERDASARKAN GENDER

GENDER PAY EQUALITY INDICATORS

WIKI Beton menempatkan prinsip kesetaraan sebagai landasan utama dalam pengelolaan sistem remunerasi. Perseroan memastikan bahwa penetapan gaji dan imbalan kerja dilakukan secara objektif dan berlaku setara bagi seluruh karyawan, tanpa membedakan jenis kelamin. Pendekatan ini tidak hanya bertujuan menjamin keadilan, tetapi juga mendorong motivasi dan kinerja pegawai dalam menjalankan perannya secara optimal.

Kebijakan remunerasi Perseroan disusun dan dijalankan dengan mengacu pada Perjanjian Kerja Bersama (PKB) yang senantiasa diperbarui pada Perjanjian Kerja Bersama Tahun 2025-2026, serta Prosedur WB-HCP-PS-02 tentang Pengharkatan Pegawai. Dalam implementasinya, penilaian remunerasi mempertimbangkan berbagai faktor profesional, antara lain tingkat kompetensi, masa kerja, dan jenjang jabatan. Dengan kerangka tersebut, WIKI Beton memastikan tidak adanya kesenjangan antara gaji pokok maupun total remunerasi karyawan perempuan dan laki-laki pada setiap kategori jabatan, serta menerapkannya secara konsisten di seluruh wilayah operasional. [\[3-3, 405-2\]](#)

Pada tahun 2025, gaji minimum bagi pegawai tetap pada level terendah tercatat sebesar Rp6.037.141, atau berada 10,61% di atas Upah Minimum Regional yang berlaku. Penetapan ini diterapkan secara seragam tanpa perbedaan rasio standar upah karyawan pemula berdasarkan jenis kelamin, baik untuk pegawai laki-laki maupun perempuan. Kondisi tersebut mencerminkan konsistensi Perseroan dalam mengimplementasikan kebijakan remunerasi yang berkeadilan dan inklusif. [\[202-1\]\[F.20\]](#)

Sebagai bagian dari penerapan prinsip transparansi dan praktik ketenagakerjaan yang bertanggung jawab, WIKI Beton secara berkala melakukan kajian kesetaraan upah. Hasil analisis tersebut disajikan sebagai berikut:

WIKI Beton places the principle of equality as the foundation of its remuneration system. The Company ensures that salary and compensation are determined objectively and applied equally to all employees without gender discrimination. This approach not only ensures fairness but also encourages employee motivation and performance in fulfilling their roles optimally.

The Company's remuneration policy is formulated and implemented in accordance with the Collective Labor Agreement (CLA), most recently updated in the 2025-2026 CLA, as well as Procedure WB-HCP-PS-02 concerning Employee Job Grading. In practice, remuneration assessments consider various professional factors, including competency level, years of service, and job grade. Through this framework, WIKI Beton ensures there is no disparity between the base salary or total remuneration of female and male employees within each job category, and this policy is consistently implemented across all operational regions. [\[3-3, 405-2\]](#)

In 2025, the minimum salary for permanent employees at the lowest level was recorded at Rp6,037,141, representing 10.61% above the applicable Regional Minimum Wage. This level is applied uniformly, with no gender-based differences in entry-level wage ratios for male and female employees. This condition reflects the Company's consistent implementation of a fair and inclusive remuneration policy. [\[202-1\]\[F.20\]](#)

As part of implementing the principles of transparency and responsible labor practices, WIKI Beton periodically conducts a pay equity assessment. The results of the analysis are presented below:

Level Jabatan Job Level	Rata-rata Gaji Perempuan (Rp) Average Female Salary (Rp)	Rata-rata Gaji Laki-laki Average Male Salary (Rp)
Tingkat Eksekutif (Hanya Gaji Pokok) Executive Level (Base Salary Only)	-	124.412.500
Tingkat Eksekutif (Gaji Pokok + Insentif Lainnya) Executive Level (Base Salary + Other Cash Incentives)	-	147.000.000

Level Jabatan Job Level	Rata-rata Gaji Perempuan (Rp) Average Female Salary (Rp)	Rata-rata Gaji Laki-laki Average Male Salary (Rp)
Tingkat Manajemen (hanya gaji pokok) Management Level (Base Salary Only)	12.312.000	16.067.000
Tingkat Manajemen (gaji pokok + insentif tunai lainnya) Management Level (Base Salary + Other Cash Incentives)	21.888.056	26.313.088
Tingkat Non-Manajemen (hanya gaji pokok) Non-Management Level (base salary only)	7.311.000	7.343.000

Di samping kebijakan remunerasi, WIKI Beton juga melengkapi upaya peningkatan kesejahteraan karyawan melalui penyediaan beragam fasilitas dan manfaat kerja yang dirancang untuk menunjang kebutuhan profesional maupun personal karyawan, sebagai berikut: [\[3-3, 401-2\]](#)

In addition to remuneration policies, WIKI Beton further supports employee well-being through the provision of various facilities and employee benefits designed to support both professional and personal needs, as follows: [\[3-3, 401-2\]](#)

Jenis Manfaat Benefit Type	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees
Layanan Kesehatan Health Services	✓	✓
Asuransi (BPJS Ketenagakerjaan, BPJS Kesehatan) Insurance (BPJS Ketenagakerjaan, BPJS Kesehatan)	✓	✓
Asuransi Kecelakaan Accident Insurance	✓	✓
Uang Makan Meal Allowance	✓	✓
Cuti Tahunan Annual Leave	✓	-
Penghargaan dan Remunerasi Rewards and Remuneration	✓	-
Program Pengakuan Prestasi Performance Recognition Program	✓	-
Cuti Melahirkan Maternity Leave	✓	✓
Bonus (Sesuai Kebijakan Perusahaan) Bonus (Based on Company Policy)	✓	✓

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Dukungan terhadap Karyawan Perempuan [405-1] Support for Female Employees

Deskripsi Description	Persentase Percentage
Pegawai perempuan di seluruh level manajemen (termasuk <i>junior</i> , <i>middle</i> , dan <i>top management</i>) Female employees across all management levels (including junior, middle, and top management)	8,75%
Pegawai perempuan di level <i>junior management</i> Female employees at the junior management level	6,64%
Pegawai perempuan di level <i>top management</i> Female employees at the top management level	0,38%
Pegawai perempuan di level manajemen dalam <i>revenue generating function</i> Female employees in management roles within revenue-generating functions	21,74%
Pegawai perempuan di posisi yang terkait dengan STEM (<i>Science, Technology, Engineering, and Mathematics</i>) Female employees in STEM-related positions (Science, Technology, Engineering, and Mathematics)	30,43%



INSENTIF JANGKA PANJANG UNTUK KARYAWAN LONG-TERM INCENTIVES FOR EMPLOYEES

WIKA Beton menerapkan skema insentif jangka panjang sebagai bagian dari strategi pengelolaan kinerja dan retensi karyawan. Skema ini mencakup berbagai bentuk penghargaan, antara lain insentif berbasis saham, unit saham terbatas, insentif tunai, serta bentuk manfaat lainnya. Program tersebut dirancang untuk menjangkau karyawan di bawah jenjang manajemen senior dan berlaku bagi seluruh karyawan, sehingga mencerminkan prinsip pemerataan dan keterlibatan menyeluruh.

Dalam pelaksanaannya, insentif jangka panjang umumnya direalisasikan dalam jangka waktu rata-rata tiga tahun dan dikaitkan secara langsung dengan pencapaian sasaran kinerja Perseroan. Selain itu, WIKA Beton juga menyediakan beragam program penghargaan dan perlindungan bagi karyawan, seperti bonus layanan

WIKA Beton implements a long-term incentive scheme as part of its employee performance management and retention strategy. This scheme includes various forms of rewards, such as share-based incentives, restricted stock units, cash incentives, and other forms of benefits. The program is designed to reach employees below the senior management level and applies to all employees, reflecting the principles of fairness and broad participation.

In practice, long-term incentives are generally realized over an average period of three years and are directly linked to the achievement of the Company's performance targets. In addition, WIKA Beton provides various recognition and protection programs for employees, including production service bonuses, annual



produksi, kepesertaan asuransi jiwa tahunan bagi seluruh karyawan, pemberian cuti tambahan, penghargaan Satya Karya setiap lima tahun masa kerja, serta program opsi saham yang dilaksanakan dalam periode tertentu, khususnya pada saat Perseroan melakukan aksi korporasi.

life insurance coverage for all employees, additional leave entitlements, the Satya Karya award granted every five years of service, and stock option programs implemented during specific periods, particularly when the Company undertakes corporate actions.

KEBEBASAN BERSERIKAT

FREEDOM OF ASSOCIATION

WIKA Beton menjunjung tinggi prinsip kebebasan berserikat sebagai bagian dari upaya membangun hubungan industrial yang sehat dan berkelanjutan. Perseroan memastikan setiap karyawan memiliki ruang yang aman untuk menyampaikan pandangan, berpendapat, serta berorganisasi secara bebas dan bertanggung jawab di lingkungan kerja.

WIKA Beton upholds the principle of freedom of association as part of its efforts to foster healthy and sustainable industrial relations. The Company ensures that every employee has a safe space to express opinions, voice aspirations, and organize freely and responsibly within the workplace.

Sebagai perwujudan komitmen tersebut, WIKA Beton memfasilitasi pembentukan serikat pekerja yang tergabung dalam Perhimpunan Pegawai PT Wijaya Karya Beton Tbk (PPWB). Hingga akhir periode pelaporan, seluruh karyawan Perseroan yang berjumlah 905 orang tercatat sebagai anggota PPWB. Keberadaan PPWB berperan tidak hanya sebagai representasi pekerja, tetapi juga sebagai mitra strategis dalam memperkuat dialog dua arah, menyalurkan aspirasi secara konstruktif, serta mendukung terciptanya komunikasi yang efektif antara karyawan dan manajemen.

As part of this commitment, WIKA Beton facilitates the establishment of a labor union represented by PT Wijaya Karya Beton Tbk Employees Association (PPWB). As of the end of the reporting period, all 905 employees of the Company were registered as PPWB members. The presence of PPWB serves not only as a representation of employees but also as a strategic partner in strengthening two-way dialogue, constructively channeling employee aspirations, and supporting effective communication between employees and management. [2-30, 407-1]

[2-30, 407-1]

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PEREKRUTAN KARYAWAN

EMPLOYEE RECRUITMENT

Perekrutan di WIKA Beton mencerminkan komitmen kuat Perseroan dalam mengembangkan talenta terbaik yang mampu memberikan nilai tambah bagi operasional dan pertumbuhan perusahaan. Dalam dinamika bisnis yang semakin kompetitif, WIKA Beton meyakini bahwa keberagaman sumber daya manusia tidak hanya memperkaya perspektif, tetapi juga memperkuat ketahanan dan daya saing perusahaan dalam merespons tantangan serta menangkap peluang usaha. [3-3]

Sebagai wujud komitmen terhadap prinsip keberagaman dan inklusivitas, proses perekrutan di WIKA Beton dirancang secara objektif dan adil. Perseroan tidak hanya menitikberatkan pada kualifikasi dan pengalaman kandidat, tetapi juga menjunjung tinggi nilai-nilai keberagaman yang mencakup gender, etnis, serta latar belakang pendidikan. Praktik ini sejalan dengan Kebijakan Hak Asasi Manusia WIKA Beton yang menjadi landasan dalam menciptakan lingkungan kerja yang setara, inklusif, dan bebas dari diskriminasi.

Pada tahun 2025, WIKA Beton tidak melakukan rekrutmen karyawan baru. Kebijakan ini diambil sebagai bagian dari strategi optimalisasi tenaga kerja yang telah ada, serta penyesuaian dengan kebutuhan operasional perusahaan guna memastikan efisiensi, produktivitas, dan keberlanjutan kinerja Perseroan.

Recruitment at WIKA Beton reflects the Company's strong commitment to developing the best talent capable of delivering added value to operations and corporate growth. In an increasingly competitive business environment, WIKA Beton believes that workforce diversity not only enriches perspectives but also strengthens the Company's resilience and competitiveness in responding to challenges and capturing business opportunities. [3-3]

As part of its commitment to diversity and inclusion, WIKA Beton's recruitment process is designed to be objective and fair. The Company places emphasis not only on candidates' qualifications and experience but also on diversity values encompassing gender, ethnicity, and educational background. This practice aligns with WIKA Beton's Human Rights Policy, which serves as the foundation for creating a workplace that is equitable, inclusive, and free from discrimination.

In 2025, WIKA Beton did not conduct new employee recruitment. This decision was taken as part of a workforce optimization strategy and adjustments to operational needs to ensure the Company's efficiency, productivity, and sustainable performance.

Komposisi Karyawan Baru dan Pergantian Karyawan berdasarkan Jenis Kelamin [401-1]

Composition of New Hires and Employee Turnover by Gender

Jenis Kelamin Gender	2025		2024		2023	
	Karyawan Baru New Hires	Karyawan Keluar Departure	Karyawan Baru New Hires	Karyawan Keluar Departure	Karyawan Baru New Hires	Karyawan Keluar Departure
Laki-laki Male	0	148	1	100	1	116
Perempuan Female	0	9	1	4	0	5
Jumlah Total	0	157	2	104	1	121

Keterangan | Notes:

Tahun 2023 mutasi masuk rotasi WIKA Group 1 orang | In 2023, one employee joined through WIKA Group rotation.

Tahun 2024 mutasi masuk rotasi WIKA Group 2 orang | In 2024, two employees joined through WIKA Group rotation.

Komposisi Karyawan Baru dan Pergantian Karyawan berdasarkan Wilayah Kerja [401-1]
Composition of New Hires and Employee Turnover by Work Region

Wilayah Kerja Work Region	2025		2024		2023	
	Karyawan Baru New Hires	Karyawan Keluar Departure	Karyawan Baru New Hires	Karyawan Keluar Departure	Karyawan Baru New Hires	Karyawan Keluar Departure
Kantor Pusat Head Office	0	23	1	18	0	14
Pabrik Produk Beton Concrete Product Plants	0	113	0	60	1	83
Wilayah Penjualan Sales Regions	0	9	0	10	0	9
Unit Operasi Operational Units	0	10	0	13	0	10
Anak Perusahaan Subsidiaries	0	2	1	3	0	5
Jumlah Total	0	157	2	104	1	121

Komposisi Karyawan Baru dan Pergantian Karyawan berdasarkan Kelompok Usia [401-1]
Composition of New Hires and Employee Turnover by Age Group

Kelompok Usia Age Group	2025		2024		2023	
	Karyawan Baru New Hires	Karyawan Keluar Departure	Karyawan Baru New Hires	Karyawan Keluar Departure	Karyawan Baru New Hires	Karyawan Keluar Departure
18-30	0	13	2	9	0	10
31-40	0	47	0	23	0	18
41-50	0	28	0	7	1	5
>50	0	69	0	65	0	88
Jumlah Total	0	157	2	104	1	121

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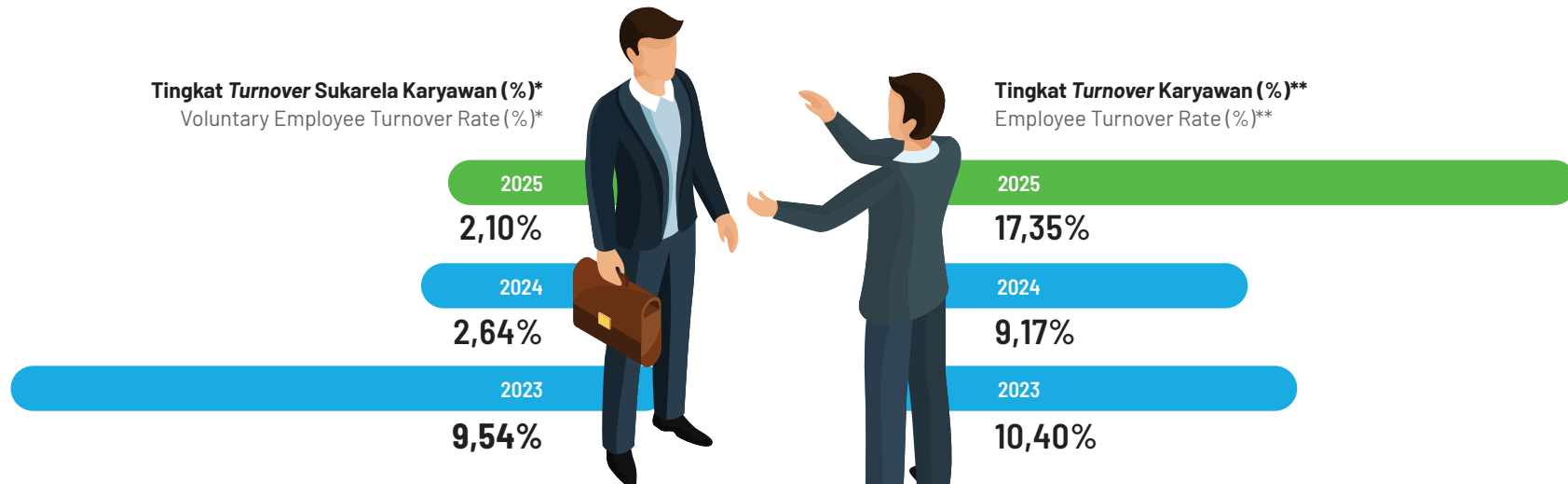


TINGKAT PERPUTARAN KARYAWAN

EMPLOYEE TURNOVER RATE

Dalam upaya menjaga pengelolaan tenaga kerja yang efektif dan berkelanjutan, WIKI Beton secara berkala memantau tingkat perputaran karyawan, baik secara keseluruhan maupun yang bersifat sukarela. Pemantauan ini dilakukan untuk memahami dinamika tenaga kerja serta mengevaluasi efektivitas kebijakan pengelolaan sumber daya manusia yang diterapkan. Adapun data tingkat *turnover* karyawan, yang disajikan sebagai persentase dari total jumlah karyawan, ditampilkan pada tabel berikut:

In maintaining effective and sustainable workforce management, WIKI Beton regularly monitors employee turnover rates, both overall and voluntary. This monitoring aims to understand workforce dynamics and evaluate the effectiveness of the implemented human capital management policies. The employee turnover data, expressed as a percentage of total employees, is shown in the following tables:



* Tingkat *turnover* sukarela mencakup pegawai yang keluar karena *resign*, pensiun dini, dan pensiun normal. | Voluntary turnover rate includes employees who leave due to resignation, early retirement, and normal retirement.

** Tingkat *turnover* karyawan mencakup total seluruh pegawai yang mengalami pemutusan hubungan kerja (PHK). | Employee turnover rate includes all employees whose employment was terminated.

Tingkat Turnover berdasarkan Gender Turnover Rate by Gender	Satuan Unit	2025	2024	2023
Laki-laki	%	16,35	9,43	9,97
Perempuan	%	0,99	0,38	0,43

Tingkat Turnover berdasarkan Kelompok Usia Turnover Rate by Age Group	Satuan Unit	2025	2024	2023
<30	%	1,44	0,85	0,86
31-50	%	8,29	2,83	1,98
>50	%	7,62	6,13	7,57

Tingkat Turnover berdasarkan Level Manajemen Turnover Rate by Management Level	Satuan	2025	2024	2023
Manajer Divisi/Direksi Anak Perusahaan (BOD-1) Division Manager / Subsidiary Director (BOD-1)	%	0,88	0,19	0,52
Manajer Wilayah Penjualan & Pabrik/Manajer Bidang/Ahli Utama 2/Ahli Madya 1 (BOD-2) Sales Region & Plant Manager / Department Manager / Principal Expert 2 / Intermediate Expert 1 (BOD-2)	%	0,88	0,66	0,60
Koordinator/Supervisor/Kepala Seksi/Ahli Madya 2/Ahli Muda (BOD-3) Coordinator / Supervisor / Section Head / Intermediate Expert 2 / Junior Expert (BOD-3)	%	1,33	0,85	0,34
Asisten Kepala Seksi/Staf (BOD-4) Assistant Section Head / Staff (BOD-4)	%	14,25	8,11	8,86

DINAMIKA PERPUTARAN PEGAWAI PADA TAHUN 2025 ^[401-1]

WORKFORCE MOVEMENT IN 2025

Untuk memastikan akses yang setara bagi seluruh individu, WIKA Beton menjalin kemitraan strategis dengan berbagai lembaga pendidikan. Kolaborasi ini tidak hanya bertujuan memperluas sumber dan kualitas talenta potensial, tetapi juga memperkuat sinergi antara dunia akademik dan industri. Melalui berbagai program perekrutan, mulai dari penjangkauan talenta muda hingga pengembangan sumber daya manusia berpengalaman, Perseroan merancang proses yang inklusif dan menjangkau beragam latar belakang. Pendekatan ini memastikan setiap calon talenta memperoleh kesempatan yang adil, sekaligus mendukung terbentuknya tim kerja yang dinamis, inovatif, dan merefleksikan nilai-nilai keberagaman dalam lingkungan kerja WIKA Beton.

Uraian Description	Jumlah Total
Pegawai Masuk New Employees	0
Meninggal dunia Deceased	3
Pengunduran diri Resignations	17
Pensiun Retirements	59
Keputusan Perseroan Company Decisions	78
Mutasi WIKA Group WIKA Group Transfers	0

To ensure equal access for all individuals, WIKA Beton establishes strategic partnerships with various educational institutions. This collaboration aims not only to broaden the pool and quality of potential talent but also to strengthen synergy between academia and industry. Through various recruitment programs—ranging from sourcing young talent to developing the experienced workforce—the Company designs inclusive processes that reach individuals from diverse backgrounds.

This approach ensures that every prospective talent receives fair opportunities while supporting the formation of a dynamic and innovative workforce that reflects the diversity values within WIKA Beton's working environment.

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Tingkat Pergantian Karyawan [S-03] Employee Turnover

Jumlah Pegawai Resign/ Pemutusan Hubungan Kerja Employees Resigning / Employment Termination	Jumlah Pegawai (orang) Number of Employees	Persentase Pegawai (%) Percentage (%)
Jumlah Pegawai Resign Employees Resigning	17	1,88%
Jumlah Pegawai Baru/Pengganti New / Replacement Employees	0	0%



Selain mencatat jumlah karyawan baru dan tingkat pergantian karyawan, WIKA Beton secara konsisten memantau efisiensi proses perekrutan sebagai bagian dari pengelolaan sumber daya manusia yang efektif. Pemantauan ini mencakup rasio pengisian posisi melalui kandidat internal, total jumlah perekrutan baru, serta rata-rata biaya perekrutan per pegawai. Metrik tersebut memberikan gambaran yang komprehensif mengenai efektivitas strategi perekrutan Perseroan dalam memastikan kebutuhan tenaga kerja terpenuhi secara optimal, baik melalui pengembangan talenta internal maupun perekrutan eksternal. Adapun rincian metrik perekrutan WIKA Beton selama tiga tahun terakhir disajikan pada tabel berikut:

In addition to recording the number of new employees and employee turnover rates, WIKA Beton consistently monitors the efficiency of its recruitment processes as part of effective human capital management. This monitoring includes the ratio of positions filled through internal candidates, the total number of new hires, and the average recruitment cost per employee. These metrics provide a comprehensive overview of the effectiveness of the Company's recruitment strategy in ensuring that workforce needs are met optimally, whether through internal talent development or external recruitment. Details of WIKA Beton's recruitment metrics over the past three years are presented in the following table:

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah total perekrutan karyawan baru Total number of new hires	Orang Person	0	0	0
Persentase posisi terbuka yang diisi oleh kandidat internal (karyawan internal) Percentage of open positions filled by internal candidates (internal employees)	%	0	0	0
Rata-rata biaya rekrutmen per pegawai Average recruitment const per employee	Rp	0	0	0

PENILAIAN KINERJA KARYAWAN

EMPLOYEE PERFORMANCE EVALUATION

Di WIKA Beton, penilaian kinerja karyawan menjadi bagian penting dalam mendukung pencapaian tujuan perusahaan dan pertumbuhan berkelanjutan. Proses ini tidak hanya digunakan untuk menilai hasil kerja individu, tetapi juga memastikan bahwa setiap karyawan berkembang sejalan dengan arah dan strategi perusahaan. Melalui penetapan target kerja yang jelas dan evaluasi kinerja secara berkala, Perseroan mendorong karyawan untuk mencapai kinerja yang optimal sesuai dengan peran dan tanggung jawab masing-masing.

Hasil penilaian kinerja dimanfaatkan sebagai dasar pemberian umpan balik, pengembangan kompetensi, serta pengambilan keputusan terkait pengembangan karier, pelatihan, dan penghargaan. Dengan pendekatan yang transparan dan berkelanjutan, WIKA Beton berupaya menciptakan sistem penilaian kinerja yang adil serta mendukung terciptanya budaya kerja yang produktif dan profesional.

At WIKA Beton, employee performance evaluation is an important component in supporting the achievement of corporate objectives and sustainable growth. This process is used not only to assess individual performance outcomes but also to ensure that every employee develops in alignment with the Company's strategic direction. Through clearly defined work targets and periodic performance evaluations, the Company encourages employees to achieve optimal performance in accordance with their respective roles and responsibilities.

The results of performance evaluations are utilized as the basis for providing feedback, competency development, and decision-making related to career development, training, and recognition. Through a transparent, continuous approach, WIKA Beton strives to create a fair performance evaluation system while fostering a productive, professional work culture.

Jenis Evaluasi Type of Evaluation	Metode Method	Frekuensi Frequency
Kinerja Individu Individual Performance	KPI Individu Individual KPI	1 kali setahun, direviu setiap 3 bulan Once per year, reviewed every three months
Kinerja berbasis Tim Team-based Performance	KPI Divisi/Unit Kerja Divison / Work Unit KPI	1 kali setahun, direviu setiap 3 bulan Once per year, reviewed every three months
Manajemen berbasis Tujuan/ MBO Management by Objectives/ MBO	<i>Coaching, Mentoring and Counselling (CMC)</i>	2 kali setahun di mana ditentukan target pekerjaan dan pengembangan yang perlu dilakukan dalam menunjang pekerjaan antara atasan dan bawahan Twice per year, where work targets and development plans are established between supervisors and employees
Sistem Umpan Balik 360 Derajat 360-Degree Feedback System	<i>Key Behavior Indicator (KBI)</i>	1 kali setahun Once per year
Umpan balik Berkesinambungan Continuous Feedback	<i>Coaching, Mentoring and Counselling (CMC)</i>	2 kali setahun Twice per year

Penilaian kinerja di WIKA Beton juga mengacu pada *Key Behaviour Indicators* (KBI) yang menilai perilaku kerja karyawan berdasarkan nilai-nilai perusahaan. Pendekatan ini memastikan bahwa evaluasi kinerja tidak hanya berfokus pada pencapaian target, tetapi juga pada penerapan nilai inti yang membentuk budaya kerja yang positif

Performance evaluations at WIKA Beton also include *Key Behaviour Indicators* (KBIs), which assess employees' work behavior against corporate values. This approach ensures that performance assessments focus not only on target achievement but also on the implementation of core values that shape a positive and professional

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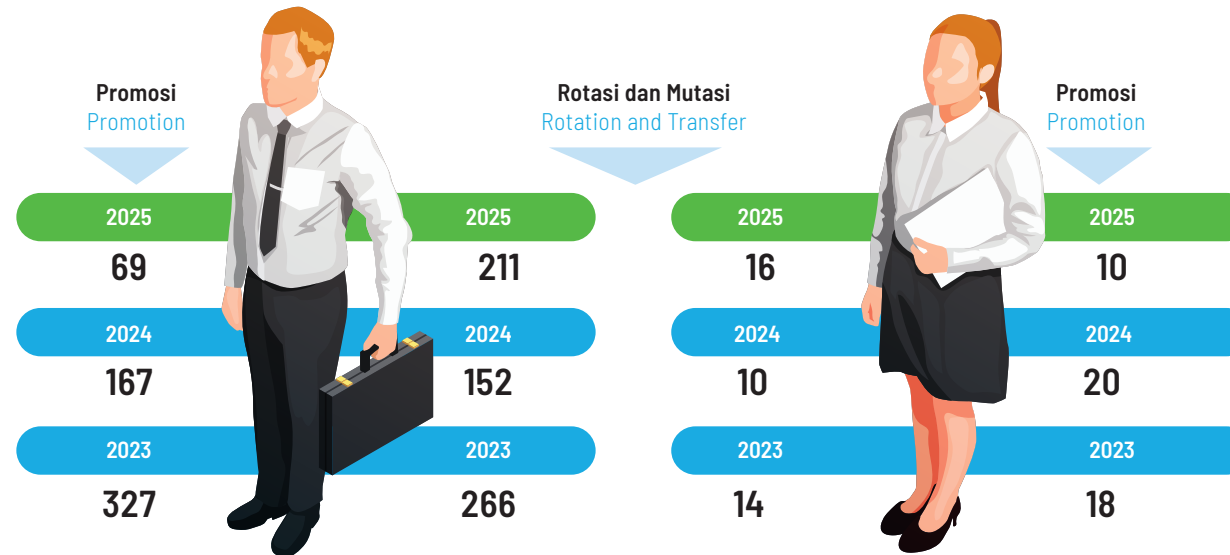
dan profesional. Dengan menggabungkan aspek kinerja dan perilaku, Perseroan memperoleh gambaran yang lebih utuh mengenai kontribusi setiap karyawan.

WIKA Beton memandang pengembangan karier sebagai bagian penting dari peningkatan motivasi dan keterlibatan karyawan. Oleh karena itu, hasil penilaian kinerja dimanfaatkan sebagai dasar dalam perencanaan pengembangan individu, sehingga setiap karyawan memperoleh peluang yang sesuai dengan kompetensi dan potensinya. Pada tahun 2025, seluruh pegawai WIKA Beton atau 100% karyawan telah mengikuti proses penilaian dan evaluasi kinerja. [404-3]

work culture. By integrating both performance and behavioral aspects, the Company gains a more comprehensive understanding of each employee's contribution.

WIKA Beton views career development as an important element in enhancing employee motivation and engagement. Therefore, performance evaluation results are used as the basis for individual development planning, ensuring that each employee receives opportunities aligned with their competencies and potential. In 2025, all WIKA Beton employees, representing 100% of the workforce, participated in the performance evaluation process. [404-3]

Jumlah Pegawai Penerima Promosi, Rotasi, dan Mutasi Number of Employees Receiving Promotions, Rotations, and Transfers



PENGEMBANGAN KOMPETENSI DAN EVALUASI KINERJA KARYAWAN [F.22]

EMPLOYEE COMPETENCY DEVELOPMENT AND PERFORMANCE EVALUATION

WIKA Beton meyakini bahwa keberlanjutan perusahaan sangat ditentukan oleh kemampuan pegawai dalam beradaptasi menghadapi berbagai tantangan di masa depan. Melalui Divisi Human Capital, Perseroan menerapkan kebijakan WB-HCP-PS-03 tentang Prosedur Pengembangan Karier Pegawai yang dirancang

WIKA Beton believes that the Company's sustainability is largely determined by employees' ability to adapt to future challenges. Through the Human Capital Division, the Company implements policy WB-HCP-PS-03 concerning the Employee Career Development Procedure, which is designed to provide equal and broad

untuk memberikan kesempatan yang setara dan luas bagi seluruh pegawai dalam mengembangkan kompetensi secara optimal, selaras dengan kebutuhan organisasi dan arah strategis perusahaan. [F.18]

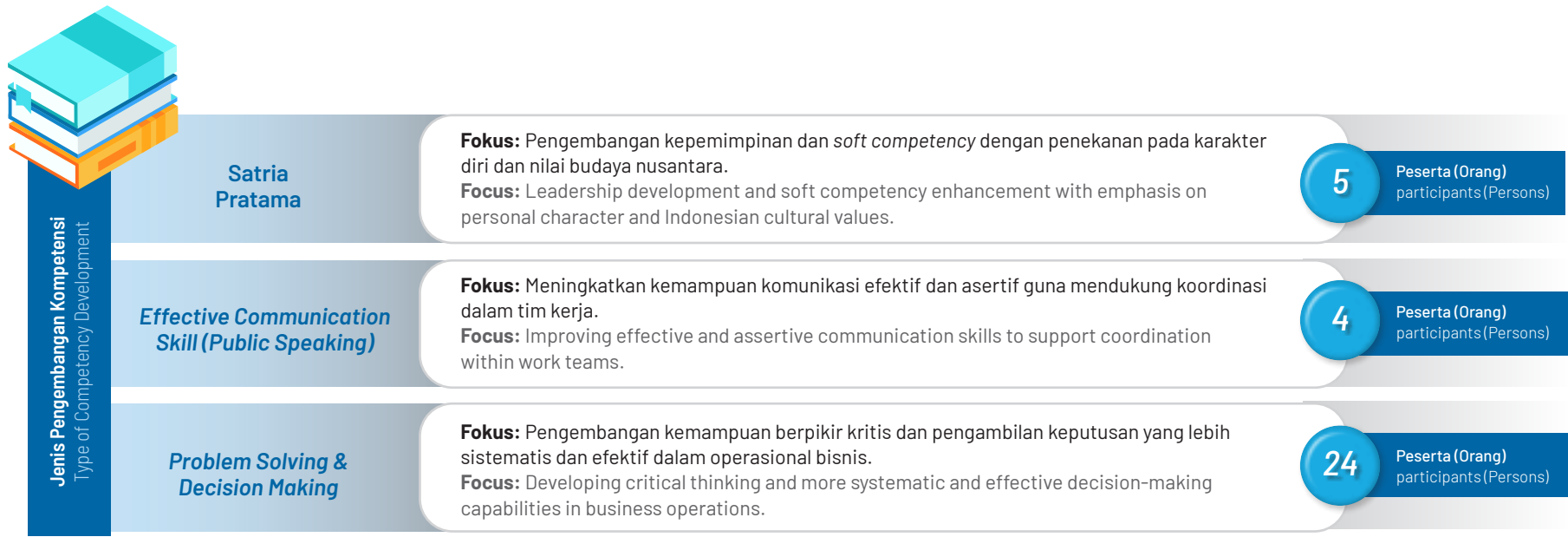
Pada tahun 2025, WIKA Beton menetapkan beberapa tujuan strategis dalam pengembangan karyawan sebagai berikut:

- Pemenuhan kebutuhan sumber daya manusia dengan orientasi jangka pendek dan menengah pada tahun 2025 dengan cara mengoptimalkan pegawai yang tersedia dan melalui proses rekrutmen dengan menyesuaikan kebutuhan Perseroan;
- Pengembangan digitalisasi pelaksanaan *Human Capital Management*;
- Pengelolaan pegawai talenta BOD-1 dan BOD-2 sebagai suksesor BOD di masa yang akan datang, termasuk pengembangan untuk talenta perempuan dan talenta milenial;
- Melakukan analisa *gap* kompetensi pegawai; dan
- Menjaga *engagement* pegawai dengan melakukan *review* terhadap hasil *engagement survey* dalam rangka meningkatkan produktivitas pegawai.

opportunities for all employees to develop their competencies optimally, in line with organizational needs and the Company's strategic direction. [F.18]

In 2025, WIKA Beton established several strategic objectives for employee development as follows:

- Fulfillment of human resource requirements with a short- and medium-term orientation in 2025 through optimizing existing employees and conducting recruitment processes aligned with the Company's needs;
- Development of digitalization in the implementation of Human Capital Management;
- Management of BOD-1 and BOD-2 talent as successors to the BOD in the future, including the development of female talent and millennial talent;
- Conducting competency gap analysis of employees; and
- Maintaining employee engagement by reviewing the results of engagement surveys in order to enhance employee productivity.




 Jenis Pengembangan Kompetensi
Type of Competency Development

Strategic Thinking & Business Acumen

Fokus: Meningkatkan kemampuan berpikir strategis dalam memahami pola bisnis serta lingkungan industri.
Fokus: Enhancing strategic thinking capabilities in understanding business patterns and industry environments.

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 Peserta (Orang)
participants (Persons)

Advance Leadership Program (ALP)

Fokus: Membentuk kepemimpinan muda yang unggul di tingkat BOD-3 dengan pemahaman mendalam tentang proses bisnis perusahaan
Fokus: Developing high-performing young leaders at the BOD-3 level with a deep understanding of the Company's business processes.

4

 Peserta (Orang)
participants (Persons)

Melalui penyelenggaraan berbagai program pelatihan, WIKA Beton memastikan bahwa seluruh karyawan memiliki kompetensi yang relevan untuk mendukung strategi pertumbuhan jangka panjang perusahaan. Pengembangan kepemimpinan yang berkelanjutan menjadi bagian integral dari upaya Perseroan dalam membangun lingkungan kerja yang inklusif, inovatif, dan berdaya saing tinggi.

Perseroan merancang program pelatihan yang disesuaikan dengan kebutuhan pengembangan serta jenjang jabatan masing-masing pegawai. Sepanjang tahun pelaporan, WIKA Beton telah melaksanakan program pengembangan bagi seluruh pegawai dengan total jam pelatihan mencapai 11.321 jam dan rata-rata jam pelatihan sebesar 17,8 jam untuk pegawai laki-laki dan 28,6 jam untuk pegawai perempuan. Capaian ini telah melampaui target rata-rata pelatihan yang ditetapkan sebesar 18,3 jam per tahun pada 2025, yang mencerminkan komitmen Perseroan dalam memastikan pengembangan kompetensi pegawai secara berkelanjutan. [404-1]

Selain pelaksanaan pelatihan, WIKA Beton juga melakukan evaluasi dan asesmen kompetensi secara berkala untuk mengukur efektivitas program pengembangan. Hasil evaluasi tersebut digunakan sebagai dasar penyempurnaan program peningkatan kompetensi agar selaras dengan *Key Performance Indicators* (KPI) serta kebutuhan strategis Perusahaan.

Through the implementation of various training programs, WIKA Beton ensures that all employees possess the competencies needed to support the Company's long-term growth strategy. Sustainable leadership development forms an integral part of the Company's efforts to build a work environment that is inclusive, innovative, and highly competitive.

The Company designs training programs tailored to employees' development needs and job levels. Throughout the reporting year, WIKA Beton conducted development programs for all employees, with total training hours reaching 11,321 hours and an average training duration of 17.8 hours for male employees and 28.6 hours for female employees. This achievement has exceeded the average training target of 18.3 hours per year set for 2025, reflecting the Company's commitment to ensuring continuous employee competency development. [404-1]

In addition to training implementation, WIKA Beton also conducts periodic evaluations and competency assessments to measure the effectiveness of development programs. The results of these evaluations serve as the basis for improving competency development programs to align with the Company's Key Performance Indicators (KPI) and strategic needs.

Jumlah Karyawan yang Mengikuti Pelatihan dan Rata-Rata Jam Pelatihan Karyawan [S-05][404-1]

Number of Employees Participating in Training and Average Training Hours

Keterangan Description	2025	2024	2023
Rata-rata jam pelatihan per karyawan (jam/karyawan) Average training hours per employee (hours/employee)	18	5,62	4,33
Jumlah karyawan yang ikut serta dalam program pelatihan Number of employees participating in training	617	373	387
Persentase jumlah karyawan yang ikut serta dalam pelatihan (%) Percentage of employees participating in training (%)	67,80%	93,72%	96,51%

Rata-Rata Jam Pelatihan berdasarkan Gender [404-1]

Average Training Hours by Gender

Gender	Jumlah Pegawai Number of Employees			Rata-Rata Jam Pelatihan (dalam jam) Average Training Hours (in hours)		
	2025	2024	2023	2025	2024	2023
Laki-laki Male	586	734	1.097	17,8	15,7	36,06
Perempuan Female	31	45	118	28,6	16,59	36,95

Rata-Rata Jam Pelatihan berdasarkan Kelompok Umur [404-1]

Average Training Hours by Age Group

Kelompok Umur Age Group	Jumlah Pegawai Number of Employees			Rata-Rata Jam Pelatihan (dalam jam) Average Training Hours (in hours)		
	2025	2024	2023	2025	2024	2023
<30	15	34	41	10,5	5,78	3,97
30-50	523	301	290	19,5	7,67	6,88
>50	79	38	56	12,0	3,41	2,14

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Rata-Rata Jam Pelatihan berdasarkan Level Jabatan [404-1]
Average Training Hours by Job Level

Level Jabatan Job Level	Jumlah Pegawai Number of Employees			Rata-Rata Jam Pelatihan (dalam jam) Average Training Hours (in hours)		
	2025	2024	2023	2025	2024	2023
Direksi Board of Directors	5	3	3	43,5	15,2	15,2
Manajer Divisi Division Managers	15	20	16	32,03	30,18	30,18
Manajer PPU PPU Managers	32	19	27	24,75	50,34	50,34
Manajer Bidang Department Manager	35	51	46	37,54	23,53	23,53
Kepala Seksi Section Head	160	177	204	59,09	38,78	38,78
Staf Staff	371	509	919	11,01	33,06	33,06

Pada tahun 2025, WIKA Beton terus memperkuat komitmennya terhadap pengembangan sumber daya manusia melalui realisasi biaya pelatihan sebesar Rp804.662.268. Capaian ini menunjukkan penurunan dibandingkan total biaya pengembangan sumber daya manusia pada tahun 2024 yang tercatat sebesar Rp1.777.301.352. Penurunan tersebut merupakan bagian dari upaya Perusahaan dalam meningkatkan efisiensi biaya secara optimal, tanpa mengurangi fokus pada peningkatan kompetensi dan kapabilitas pegawai secara berkelanjutan.

Selain pelatihan reguler, WIKA Beton juga menyediakan kesempatan pengembangan karier yang lebih luas melalui program pendidikan lanjutan. Perseroan memberikan dukungan kepada pegawai yang melanjutkan pendidikan ke jenjang yang lebih tinggi sebagai bagian dari komitmen terhadap pengembangan sumber daya manusia secara berkelanjutan. Sepanjang tahun 2025, tercatat sebanyak 3 (tiga) pegawai melanjutkan pendidikan ke jenjang Strata 2 (S2). Inisiatif ini mencerminkan upaya Perseroan dalam mendorong penguatan kualitas dan kompetensi individu guna mendukung keberlanjutan kinerja Perusahaan. [404-2]

Pendekatan ini mencerminkan komitmen Perseroan dalam menciptakan lingkungan kerja yang mendukung pembelajaran berkelanjutan, sekaligus memberikan fleksibilitas bagi pegawai untuk mengembangkan kompetensi secara mandiri. Selain itu, pengembangan kompetensi pada tahun 2025 juga diperkuat melalui

In 2025, WIKA Beton continued to strengthen its commitment to human capital development through training expenditures amounting to Rp804,662,268. This represented a decrease compared to total human capital development costs in 2024, which amounted to Rp1,777,301,352. The decline forms part of the Company's efforts to optimize cost efficiency without reducing its focus on the continuous enhancement of employee competencies and capabilities.

In addition to regular training programs, WIKA Beton also provides broader career development opportunities through advanced education programs. The Company provides support to employees pursuing higher levels of education as part of its commitment to continuous human capital development. Throughout 2025, a total of 3 (three) employees pursued postgraduate education at the Master's degree (S2) level. This initiative reflects the Company's efforts to strengthen individual quality and competencies in support of the sustainability of the Company's performance. [404-2]

This approach reflects the Company's commitment to fostering a work environment that supports continuous learning, while providing employees with the flexibility to independently develop their competencies. In addition, competency development in 2025 was further enhanced through the use of digital platforms, such as LinkedIn



pemanfaatan platform digital seperti LinkedIn Learning untuk meningkatkan aksesibilitas dan efektivitas pelatihan. Selain itu, penerapan pada tahun 2025, pengembangan difokuskan pada proses sertifikasi mandatori pegawai dalam mendukung operasionalisasi perusahaan.

Learning, to improve the accessibility and effectiveness of training. In addition, in 2025, development efforts were focused on employees' mandatory certification processes to support the Company's operations.

HUMAN CAPITAL RETURN ON INVESTMENT (HROI)

HUMAN CAPITAL RETURN ON INVESTMENT (HROI)

Investasi dalam pengembangan karyawan tidak semata-mata ditujukan untuk meningkatkan kompetensi individu, tetapi juga untuk memastikan optimalisasi modal manusia dalam menciptakan nilai tambah bagi Perseroan. Untuk mengukur efektivitas berbagai program sumber daya manusia yang telah dijalankan, WIKA Beton menerapkan pendekatan HROI sebagai metrik utama dalam mengevaluasi efisiensi pengelolaan tenaga kerja.

Investment in employee development is not solely intended to improve individual competencies but also to optimize human capital to generate added value for the Company. To measure the effectiveness of its human resource programs, WIKA Beton adopts the Human Capital Return on Investment (HROI) approach as a key metric in evaluating workforce management efficiency.

HROI digunakan untuk mengukur kontribusi finansial dari program pengelolaan SDM terhadap kinerja profitabilitas perusahaan, dengan mempertimbangkan rasio antara total pendapatan Perseroan dan seluruh biaya yang berkaitan dengan tenaga kerja. Melalui pendekatan ini, Perseroan dapat menilai secara lebih objektif sejauh mana kebijakan SDM, termasuk pelatihan, sistem kompensasi, dan program kesejahteraan karyawan, memberikan dampak nyata terhadap penciptaan nilai bisnis dan keberlanjutan kinerja Perusahaan.

HROI measures the financial contribution of human capital management programs to the Company's profitability by considering the ratio of total Company revenue to all workforce-related costs. Through this approach, the Company can objectively assess the extent to which HR policies—including training, compensation systems, and employee welfare programs—create tangible business value and support sustainable corporate performance.

Uraian Description	Satuan Unit	2025	2024	2023
Total Pendapatan Total Revenue	Rp	3.586.200.490.327	4.896.024.340.364	4.203.171.000.000
Total Biaya Operasional Total Operating Costs	Rp	89.849.538.191	163.144.000.000	131.778.000.000
Total Biaya Terkait Karyawan (Gaji + Tunjangan) Total Employee-Related Costs (Salaries + Benefits)	Rp	70.072.694.678	57.153.982.358	51.840.483.830
HROI (a(b-c))/c		50,89605	83,80928	79,53694
Total Karyawan Total Employees	Orang Person	905	1.061	1.163

Terdapat penyajian kembali data HROI tahun 2024 sehubungan dengan penyesuaian angka pendapatan berdasarkan laporan keuangan *audited*.
There has been a restatement of 2024 HROI data following the adjustment of revenue figures based on the audited financial statements.

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PROGRAM DUKUNGAN KARYAWAN

EMPLOYEE SUPPORT PROGRAM

Employee Benefits



Dalam mendukung kesehatan fisik dan mental karyawan, WIKI Beton menyediakan berbagai program yang mendorong keseimbangan antara pekerjaan dan kehidupan pribadi. Perseroan menghadirkan program manajemen stres di tempat kerja untuk membantu karyawan mengelola tekanan secara lebih efektif, sekaligus mendukung berbagai kegiatan olahraga sebagai sarana menjaga kebugaran dan mempererat kebersamaan. Melalui klub olahraga seperti *mini soccer* dan *badminton*, karyawan didorong untuk tetap aktif dan membangun hubungan sosial yang positif di lingkungan kerja.

Selain itu, WIKI Beton juga memfasilitasi pengembangan minat dan bakat karyawan di bidang olahraga dan seni melalui penyelenggaraan Pesta Olahraga dan Seni (PORSENI) yang rutin dilaksanakan setiap tahun dalam rangka HUT Perseroan. Kegiatan ini menjadi ajang kebersamaan antar unit kerja sekaligus mendorong gaya hidup sehat. Di sisi kesehatan mental, Perseroan memberikan pelatihan kesehatan mental serta menyediakan layanan konseling psikologis sebagai ruang aman bagi karyawan untuk memperoleh dukungan profesional dalam menghadapi tantangan pribadi maupun pekerjaan.

To support employees' physical and mental well-being, WIKI Beton provides various programs that promote a balance between work and personal life. The Company implements workplace stress management programs to help employees manage pressure more effectively, while also supporting various sports activities to maintain fitness and strengthen camaraderie. Through sports clubs such as mini soccer and badminton, employees are encouraged to remain active and build positive social relationships in the workplace.



In addition, WIKI Beton facilitates the development of employees' interests and talents in sports and arts through the organization of the Sports and Arts Festival (PORSENI), which is held annually to commemorate the Company's anniversary. This activity serves as a platform for strengthening collaboration among work units while promoting a healthy lifestyle. In terms of mental health, the Company provides mental health training and offers psychological counseling services as a safe space for employees to receive professional support in addressing personal and work-related challenges.

Individual Health Development Plan (IHDP)



Program *Individual Health Development Plan* (IHDP) merupakan inisiatif turunan WIKA yang diwajibkan oleh BOD WIKA Beton sebagai tindak lanjut atas hasil *Medical Check Up* (MCU) pegawai, sekaligus bagian dari penguatan *Corporate Wellness Program* Perseroan. Program ini bertujuan meningkatkan kesehatan dan produktivitas pegawai, memperbaiki hasil MCU tahunan, serta menekan klaim asuransi kesehatan dalam jangka panjang. IHDP ditujukan bagi pegawai organik, terampil, dan OS/PKWT, khususnya pegawai dengan catatan kesehatan berdasarkan hasil MCU.

Dilaksanakan pada September 2025 hingga Maret 2026, program ini mencakup pemeriksaan MCU awal dan akhir, pemantauan komposisi tubuh melalui Karada selama enam bulan, tantangan aktivitas mingguan, kelas olahraga bersama, *health talk*, serta konsultasi gizi bagi 220 pegawai Kantor Pusat bekerja sama dengan LIF. Untuk mendorong partisipasi, Perseroan memberikan penghargaan atas capaian peserta selama periode evaluasi. Program ini telah memberikan dampak positif berupa perbaikan kondisi kesehatan pegawai, peningkatan disiplin dalam menerapkan gaya hidup sehat, serta penguatan budaya kesehatan berkelanjutan di lingkungan WIKA Beton melalui dukungan aktif BOD dan seluruh insan perusahaan.



The Individual Health Development Plan (IHDP) Program is a derivative initiative of WIKA mandated by the Board of Directors of WIKA Beton as a follow-up to employee Medical Check Up (MCU) results, and forms part of the Company's strengthened Corporate Wellness Program. The program aims to improve employee health and productivity, enhance annual MCU results, and reduce long-term health insurance claims. IHDP is intended for permanent employees, skilled workers, and outsourced/fixed-term contract employees (OS/PKWT), particularly those with health records identified through MCU results.

Implemented from September 2025 to March 2026, the program includes initial and final MCU examinations, six months of body composition monitoring through Karada, weekly activity challenges, group exercise sessions, health talks, and nutrition consultations for 220 Head Office employees in collaboration with LIF. To encourage participation, the Company provides recognition for participant achievements during the evaluation period. The program has delivered positive outcomes, including improved employee health conditions, increased discipline in adopting healthy lifestyles, and the strengthening of a sustainable health culture within WIKA Beton through the active support of the Board of Directors and all Company personnel.

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Employee Assistance Program (EAP)



WIKA Beton melaksanakan *Employee Assistance Program (EAP)* sebagai bagian dari komitmen Perseroan dalam meningkatkan kesejahteraan, kesehatan mental, dan produktivitas karyawan di seluruh unit operasional, termasuk Kantor Pusat, Pabrik Produk Beton, Wilayah Penjualan, Unit Operasi, hingga Anak Perusahaan. Program ini menyediakan layanan bantuan profesional dan bersifat rahasia bagi karyawan untuk membantu mengatasi permasalahan pribadi maupun pekerjaan yang berpotensi memengaruhi kinerja, kesehatan mental, dan keseimbangan kehidupan kerja, melalui akses terhadap layanan konseling, dukungan psikologis, serta pendampingan lainnya.

Dalam implementasinya, Perseroan bekerja sama dengan platform kesehatan mental aplikasi digital Riliv yang menyediakan layanan konseling daring dengan psikolog profesional, meditasi, program kesehatan mental terstruktur, *mood tracker*, konten edukatif, serta webinar dan kelas daring. Selain itu, Perseroan secara berkala menyelenggarakan seminar kesehatan mental dan *wellbeing* secara *hybrid* dengan topik seperti pengelolaan stres, resiliensi, *work-life balance*, dan penguatan kesehatan mental di lingkungan kerja.

WIKA Beton implements the Employee Assistance Program (EAP) as part of the Company's commitment to enhancing employee well-being, mental health, and productivity across all operational units, including the Head Office, Precast Concrete Plants, Sales Regions, Operational Units, and Subsidiaries. The program provides confidential professional support services to help employees address personal and work-related issues that may affect performance, mental health, and work-life balance through access to counseling services, psychological support, and other forms of assistance.

In implementing the program, the Company collaborates with the digital mental health platform Riliv, which provides online counseling with professional psychologists, meditation services, structured mental health programs, mood tracking, educational content, as well as webinars and online classes. In addition, the Company regularly conducts hybrid mental health and wellbeing seminars on topics such as stress management, resilience, work-life balance, and mental health awareness in the workplace.

Program Kesehatan Mental & Wellbeing melalui Hybrid Seminar Mental Health & Wellbeing Program through Hybrid Seminars

No	Tema Theme	Waktu Pelaksanaan Implementation Date	Pemateri Speaker
1	Kebahagiaan dan Keuangan: Apakah Uang Bisa Membeli Kebahagiaan? Happiness and Finance: Can Money Buy Happiness?	7 Februari 2025 February 7, 2025	Putri Dewinta, M.Psi., Psikolog
2	<i>Emotional Agility at Work: Staying Professional Under Pressure</i>	2 Juli 2025 July 2, 2025	Yudha Heka Satria, M.Psi., Psikolog, CMHA., C.Ht
3	<i>Stay Calm in the Chaos: Cara Tetap Kuat Hadapi Ketidakpastian</i> Stay Calm in the Chaos: How to Stay Strong Amid Uncertainty	9 Oktober 2025 October 9, 2025	Putri Dewinta, M.Psi., Psikolog, C.Ht

Work Conditions



Selain memperhatikan aspek kesehatan, Perseroan juga menyadari pentingnya fleksibilitas kerja dalam mendukung produktivitas karyawan. Untuk itu, WIKA Beton menerapkan Kebijakan *Work From Anywhere* (WFA) yang mulai berlaku pada 1 Maret 2025. Kebijakan ini memberikan keleluasaan bagi karyawan untuk bekerja dari lokasi pilihan, dengan tetap mempertimbangkan beban kerja dan kebutuhan operasional di masing-masing divisi atau direktorat. Penerapan WFA dibatasi maksimal 50% dari total karyawan di setiap divisi guna menjaga kelancaran operasional sekaligus meningkatkan efisiensi kerja dan pengendalian biaya Perusahaan.

Di sisi lain, WIKA Beton memastikan perlindungan bagi karyawan yang mengalami kondisi kesehatan sehingga tidak dapat menjalankan tugasnya secara optimal. Mengacu pada Perjanjian Kerja Bersama (PKB), karyawan yang sakit tetap memperoleh hak kepegawaiannya, termasuk pembayaran *Fixed Pay* bagi Pegawai Organik serta Premi Disiplin Prestasi atau Premi Hadir bagi Pegawai Terampil secara proporsional sesuai dengan lamanya sakit. Perseroan juga menjamin pembayaran gaji sebesar 100% hingga empat bulan pertama masa sakit, sebagai bentuk komitmen terhadap kesejahteraan dan perlindungan karyawan.



In addition to focusing on health, the Company recognizes the importance of work flexibility in supporting employee productivity. To this end, WIKA Beton implemented a *Work From Anywhere* (WFA) Policy, effective as of 1 March 2025. This policy provides employees with the flexibility to work from their preferred locations while still taking into account workload and operational needs within each division or directorate. The implementation of WFA is limited to a maximum of 50% of the total employees in each division to ensure operational continuity while improving work efficiency and cost control for the Company.

On the other hand, WIKA Beton also ensures protection for employees experiencing health conditions that prevent them from performing their duties optimally. Under the Collective Labor Agreement (CLA), employees who are ill continue to retain their employment rights, including payment of *Fixed Pay* for Permanent Employees and Performance Discipline Premium or Attendance Premium for Skilled Employees, in proportion to the duration of illness. The Company also guarantees 100% salary payment for up to the first four months of illness, reflecting its commitment to employee welfare and protection.

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Family Benefits



Sebagai pelengkap dukungan terhadap kesejahteraan pegawai, WIKa Beton juga memberikan perhatian khusus kepada keluarga karyawan. Perseroan menyediakan fasilitas ruang laktasi sebagai bentuk dukungan bagi ibu menyusui agar tetap dapat menjalankan perannya secara optimal. Selain itu, WIKa Beton memberikan cuti orang tua berbayar hingga 12 minggu bagi pengasuh utama, yaitu karyawan perempuan yang melahirkan, guna mendukung pemulihan kesehatan dan peran pengasuhan pada masa awal kelahiran.

Kebijakan ini mencerminkan komitmen Perseroan dalam menciptakan lingkungan kerja yang ramah keluarga dan berorientasi pada keseimbangan kehidupan kerja. Adapun jumlah karyawan WIKa Beton yang mengambil cuti melahirkan selama tiga tahun terakhir disajikan pada tabel berikut: [401-3]

As part of its broader efforts to support employee welfare, WIKa Beton also places special attention on employees' families. The Company provides lactation rooms to support breastfeeding mothers, enabling them to continue performing their roles optimally. In addition, WIKa Beton grants paid parental leave of up to 12 weeks for primary caregivers, namely female employees who give birth, to support postnatal recovery and early childcare responsibilities.

This policy reflects the Company's commitment to creating a family-friendly workplace and promoting work-life balance. The number of WIKa Beton employees who took maternity leave over the past three years is presented in the following table: [401-3]

Uraian Description	Jenis Kelamin Gender	2025	2024	2023
Jumlah Karyawan yang berhak mendapat cuti melahirkan (orang) Number of employees entitled to maternity leave (people)	Laki-laki Male	851	963	1.059
	Perempuan Female	54	63	66
Jumlah karyawan yang mengambil cuti melahirkan (orang) Number of employees who took maternity leave (people)	Laki-laki Male	0	0	0
	Perempuan Female	4	12	11
Jumlah Karyawan yang kembali bekerja pada periode pelaporan setelah cuti melahirkan berakhir (orang) Number of employees who returned to work after maternity leave (people)	Laki-laki Male	0	0	0
	Perempuan Female	4	12	11
Total jumlah karyawan yang kembali bekerja setelah cuti melahirkan berakhir, yang masih dipekerjakan 12 bulan setelah kembali bekerja (orang) Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (people)	Laki-laki Male	0	12	11
	Perempuan Female	3	12	11
Persentase karyawan yang kembali bekerja setelah mengambil cuti melahirkan (%) Percentage of employees who returned to work after maternity leave (%)	Laki-laki Male	0	0	0
	Perempuan Female	100	100	100

WIKA Beton juga memberikan fleksibilitas melalui pemberian izin khusus kepada pegawai dalam berbagai situasi keluarga, termasuk kondisi darurat, peristiwa keluarga, serta upacara keagamaan dan tradisi. Izin darurat diberikan apabila pasangan, saudara kandung, atau anak pegawai mengalami sakit berat atau meninggal dunia. Untuk peristiwa keluarga, Perseroan memberikan izin kepada pegawai yang menghadiri pernikahan saudara kandung yang menikah untuk pertama kali maupun pernikahan anak. Sementara itu, izin terkait upacara keagamaan dan tradisi diberikan bagi pegawai yang mengkhitankan, membaptis, atau melaksanakan prosesi adat pada anak.

Apabila pelaksanaan izin tersebut mengharuskan perjalanan ke luar kota dengan waktu tempuh lebih dari enam jam, pegawai berhak memperoleh tambahan waktu dua hari untuk perjalanan pergi dan pulang. Melalui kebijakan ini, WIKA Beton berupaya menciptakan lingkungan kerja yang mendukung keseimbangan antara kehidupan profesional dan personal karyawan. Pendekatan ini tidak hanya meningkatkan kesejahteraan dan rasa aman bagi pegawai, tetapi juga memperkuat loyalitas serta retensi karyawan dalam jangka panjang.

WIKA Beton also provides flexibility through special leave arrangements for employees in various family situations, including emergencies, family events, and religious or traditional ceremonies. Emergency leave is granted when an employee's spouse, sibling, or child experiences serious illness or passes away. For family events, the Company grants leave for employees attending the first marriage of a sibling or the marriage of their child. Meanwhile, leave related to religious and traditional ceremonies is granted to employees who are performing circumcision, baptism, or other traditional ceremonies for their children.

If such leave requires travel outside the city and the travel time exceeds six hours, employees are entitled to an additional two days for travel to and from the destination. Through these policies, WIKA Beton strives to create a working environment that supports a balance between employees' professional and personal lives. This approach not only enhances employee well-being and sense of security but also strengthens long-term employee loyalty and retention.

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Program Pensiun Pegawai | Employee Pension Program [201-3, 404-2]

WIKA Beton memberikan perhatian khusus terhadap kesiapan karyawan dalam memasuki masa pensiun sebagai bagian dari komitmen terhadap kesejahteraan jangka panjang. Perseroan menyediakan dua jenis program pensiun yang dirancang untuk memberikan perlindungan dan keamanan finansial bagi karyawan setelah menyelesaikan masa kerja. Program ini diharapkan dapat membantu karyawan mempersiapkan masa pensiun dengan lebih tenang dan berkelanjutan.



Program Pensiun Manfaat Pasti [201-3, 404-2] Defined Benefit Pension Program

Berlaku untuk karyawan organik PT Wijaya Karya (Persero) Tbk yang ditempatkan di Wika Beton hingga Desember 2006. Dalam skema ini, manfaat pensiun dihitung berdasarkan ketentuan yang telah ditentukan sebelumnya, memberikan kepastian bagi karyawan terkait besaran manfaat yang akan diterima.

Applicable to the organic employees of PT Wijaya Karya (Persero) Tbk assigned to Wika Beton until December 2006. Under this scheme, pension benefits are calculated according to predetermined provisions, providing certainty about the amount of benefits employees will receive.

Wika Beton pays particular attention to employees' readiness for retirement as part of its commitment to long-term welfare. The Company provides two types of pension programs to ensure financial protection and security for employees upon completion of their period of service. These programs are expected to help employees prepare for retirement in a more secure and sustainable manner.



Program Pensiun Iuran Pasti [201-3, 404-2] Defined Contribution Pension Program

Berlaku mulai Januari 2007, mencakup karyawan organik dan terampil. Iuran bulanan ditanggung bersama oleh perusahaan (12,5%) dan karyawan (5%), dengan nilai manfaat sesuai pengembangan dana pensiun yang dikelola.

Implemented starting January 2007, covering organic and skilled employees. Monthly contributions are shared between the Company (12.5%) and employees (5%), with benefit values depending on the growth of the managed pension funds.

Perseroan menempatkan dana program jaminan pensiun pada Lembaga Dana Pensiun yang dibentuk oleh PT Wijaya Karya (Persero) Tbk, di mana Perseroan berperan sebagai salah satu Mitra Pendiri. Penempatan dana dilakukan pada DAPEN Wika PPMP untuk Program Pensiun Manfaat Pasti dan DAPEN Wika PPIP untuk Program Pensiun Iuran Pasti. Skema penempatan dan pengelolaan dana tersebut mengacu pada Peraturan Dana Pensiun (PDP) yang telah diotorisasi sesuai dengan ketentuan Otoritas Jasa Keuangan (OJK), yang mengatur mekanisme pengelolaan aset serta manfaat pensiun bagi peserta. [201-3]

Hingga akhir tahun pelaporan, jumlah peserta Program Pensiun Iuran Pasti (PPIP) tercatat sebanyak 940 peserta, dengan proporsi iuran sebesar 5% dari Penghasilan

The Company places its pension program funds with a pension fund institution established by PT Wijaya Karya (Persero) Tbk, in which the Company acts as one of the Founding Partners. The funds are allocated to DAPEN Wika PPMP for the Defined Benefit Pension Plan and to DAPEN Wika PPIP for the Defined Contribution Pension Plan. The placement and management of these funds are governed by the Pension Fund Regulations (PDP), which have been authorized in accordance with the provisions of the Financial Services Authority (OJK), and which regulate asset management mechanisms and pension benefits for participants. [201-3]

As of the end of the reporting year, the Defined Contribution Pension Plan (PPIP) recorded a total of 940 participants, with contribution proportions of 5% of

Dasar Pensiun (PhDP) oleh peserta dan 12,5% oleh Perseroan, sedangkan peserta Program Pensiun Manfaat Pasti (PPMP) tercatat sebanyak 14 peserta dengan perhitungan manfaat sesuai ketentuan PDP. Selama tahun pelaporan, DAPEN WIKA PPIP merealisasikan pembayaran manfaat pensiun kepada 142 peserta dan DAPEN WIKA PPMP kepada 5 peserta. **[201-3]**

Sebagai pelengkap program pensiun, WIKA Beton juga menyelenggarakan Program Pelatihan Masa Persiapan Pensiun (MPP) yang bertujuan membantu karyawan merencanakan masa depan secara lebih terarah. Program ini mencakup pembekalan aspek finansial dan psikologis agar karyawan dapat menghadapi masa transisi menuju pensiun dengan lebih siap, sesuai dengan minat serta kebutuhan masing-masing. Pada tahun 2025, program MPP diikuti oleh sejumlah karyawan yang mendekati masa purnatugas. **[404-2]**

Sementara itu, bagi karyawan yang mengalami mutasi atau penugasan kembali, WIKA Beton menyediakan program orientasi internal melalui metode pembelajaran mandiri (*self-learning*) serta *coaching*, *mentoring*, dan *counseling* (CMC). Pendekatan ini dirancang untuk membantu karyawan beradaptasi dengan peran dan tanggung jawab baru, sehingga mereka dapat berkontribusi secara optimal sejak awal penugasan.

SURVEI KETERIKATAN PEGAWAI

EMPLOYEE ENGAGEMENT SURVEY

Dalam rangka membangun lingkungan kerja yang produktif dan berkelanjutan, WIKA Beton secara rutin melakukan evaluasi terhadap kesejahteraan dan keterikatan pegawai di seluruh level organisasi melalui survei keterikatan karyawan. Survei ini mengukur berbagai indikator penting, antarlain tingkat keterlibatan, kepuasan kerja, makna dan kebahagiaan dalam bekerja, tingkat stres, serta *Employee Net Promoter Score* (eNPS) yang menggambarkan kesediaan pegawai merekomendasikan WIKA Beton sebagai tempat bekerja berdasarkan pengalaman mereka.

Pada tahun pelaporan, tingkat keterikatan pegawai mencapai 85,1% dengan partisipasi penuh dari seluruh pegawai di berbagai unit kerja. Capaian ini melampaui target yang ditetapkan sebesar 84% dan mencerminkan kondisi lingkungan kerja yang positif. Hasil survei tersebut selanjutnya dimanfaatkan sebagai dasar diskusi dan perumusan program strategis, khususnya dalam pengembangan karier serta penyempurnaan sistem manajemen karier, guna terus meningkatkan keterlibatan dan loyalitas pegawai.

Pensionable Base Salary (PhDP) from participants and 12.5% from the Company. Meanwhile, the Defined Benefit Pension Plan (PPMP) recorded 14 participants, with benefits calculated in accordance with the applicable PDP provisions. During the reporting year, DAPEN WIKA PPIP disbursed pension benefits to 142 participants, while DAPEN WIKA PPMP disbursed benefits to 5 participants. **[201-3]**

As a complement to the pension program, WIKA Beton also organizes a Pre-Retirement Preparation Training Program (MPP) to help employees plan their future more effectively. This program includes financial and psychological preparation to help employees transition smoothly into retirement, aligned with their interests and individual needs. In 2025, the MPP program was attended by several employees approaching retirement. **[404-2]**

Meanwhile, for employees undergoing transfers or reassignment, WIKA Beton provides internal orientation programs through self-learning methods as well as coaching, mentoring, and counseling (CMC). This approach is designed to help employees adapt to new roles and responsibilities so that they can contribute optimally from the beginning of their assignments.

To build a productive and sustainable work environment, WIKA Beton regularly evaluates employee welfare and engagement across all organizational levels through an employee engagement survey. This survey measures several key indicators, including engagement levels, job satisfaction, meaning and happiness at work, stress levels, and the Employee Net Promoter Score (eNPS), which reflects employees' willingness to recommend WIKA Beton as a workplace based on their experience.

During the reporting year, the employee engagement level reached 85.1%, with full participation from employees across all work units. This achievement exceeded the 84% target and reflects a positive workplace environment. The survey results are used as the basis for discussions and the formulation of strategic programs, particularly in career development and improvements to the career management system, to continuously enhance employee engagement and loyalty.

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Menjaga
Lingkungan
Secara
Bertanggung
Jawab
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HAK ASASI MANUSIA

Human Rights

KOMITMEN TERHADAP HAK ASASI MANUSIA [F.19] COMMITMENT TO HUMAN RIGHTS

WIKA Beton menanamkan penghormatan terhadap hak asasi manusia sebagai prinsip fundamental dalam pelaksanaan kegiatan usaha. Penerapan komitmen ini mengacu pada Undang-Undang Nomor 39 Tahun 1999 tentang Hak Asasi Manusia serta pedoman internasional ISO 26000, guna memastikan perlindungan dan pemenuhan hak-hak dasar bagi seluruh pemangku kepentingan, termasuk karyawan, calon tenaga kerja, mitra usaha, dan komunitas yang terlibat dalam rantai pasok Perseroan.

Dalam implementasinya, WIKA Beton menegakkan perlakuan yang setara dan adil dengan menolak segala bentuk pembedaan yang tidak berdasar, termasuk yang berkaitan dengan gender, ras, orientasi seksual, agama, usia, disabilitas, maupun latar belakang sosial. Prinsip non-diskriminasi tersebut diterapkan secara konsisten dalam seluruh proses dan aktivitas operasional Perusahaan. [S-09]

Untuk mendukung pelaksanaan komitmen tersebut, Perseroan telah menetapkan kebijakan penghormatan hak asasi manusia yang berlaku di seluruh tingkatan organisasi. Kebijakan ini dikomunikasikan secara terbuka kepada publik melalui Laporan Keberlanjutan serta kanal resmi Perusahaan sebagai bentuk transparansi dan akuntabilitas. Sebagai bagian dari komitmen ini, WIKA Beton berupaya mencegah dan menghormati hak-hak berikut: [3-3, 407-1, 408-1, 409-1, 412-2]

- Larangan kerja paksa
- Larangan pekerja anak
- Kebebasan berserikat
- Hak untuk berunding secara kolektif
- Pencegahan diskriminasi

Sebagai bagian dari implementasi kebijakan tersebut, Perseroan menerapkan proses *screening* pemasok sejak tahap awal seleksi untuk mengidentifikasi potensi

WIKA Beton embeds respect for human rights as a fundamental principle in its business activities. The implementation of this commitment is guided by Law No. 39 of 1999 on Human Rights and the international guideline ISO 26000 to ensure the protection and fulfillment of fundamental rights for all stakeholders, including employees, prospective employees, business partners, and communities involved in the Company's supply chain.

In its operations, WIKA Beton upholds equal and fair treatment by rejecting all forms of unjustified discrimination, including those based on gender, race, sexual orientation, religion, age, disability, and social background. This non-discrimination principle is consistently applied across all Company processes and operational activities. [S-09]

To support the implementation of this commitment, the Company has established a Human Rights Policy applicable across all organizational levels. This policy is communicated openly to the public through the Sustainability Report and the Company's official communication channels to promote transparency and accountability. As part of this commitment, WIKA Beton seeks to prevent and respect the following rights: [3-3, 407-1, 408-1, 409-1, 412-2]

- Prohibition of forced labor
- Prohibition of child labor
- Freedom of association
- The right to collective bargaining
- Prevention of discrimination

As part of the implementation of this policy, the Company applies a supplier screening process from the initial selection stage to identify potential risks of

risiko pelanggaran hak asasi manusia, termasuk praktik pekerja anak dan kerja paksa. Melalui proses ini, pemasok yang terindikasi memiliki risiko tersebut tidak dilanjutkan ke tahap kontrak, sehingga memastikan bahwa seluruh mitra yang bekerja sama telah memenuhi prinsip-prinsip penghormatan hak asasi manusia.

[408-1, 409-1, 412-3]

WIKA Beton memastikan bahwa penerapan kebijakan tersebut dijalankan secara menyeluruh dan terintegrasi di seluruh lini kegiatan usaha. Implementasi mencakup pengelolaan sumber daya manusia, aktivitas operasional, pengembangan produk, hingga hubungan dengan mitra dalam rantai pasok, sehingga prinsip penghormatan terhadap hak asasi manusia diterapkan secara konsisten.

Melalui pendekatan ini, Perseroan berupaya membangun ekosistem kerja yang menjunjung keadilan, keterbukaan, dan inklusivitas, serta menghormati hak-hak fundamental setiap individu. Komitmen tersebut merupakan bagian yang tidak terpisahkan dari strategi keberlanjutan dan pelaksanaan tanggung jawab sosial WIKA Beton.

KEBIJAKAN HAM WIKA BETON

WIKA BETON HUMAN RIGHTS POLICY

Pada tahun 2025, WIKA Beton telah menambahkan komitmen-komitmen baru yang digabung dengan kebijakan Hak Asasi Manusia dan Praktik Ketenagakerjaan. Berikut merupakan kebijakan HAM WIKA Beton yang telah ditandatangani oleh Direktur Utama. [F.18][S-09, S-10]

1. Perusahaan berkomitmen untuk memenuhi hak-hak dasar ketenagakerjaan, termasuk pemberian kompensasi dan fasilitas kerja yang adil, layak, serta sepadan dengan kompetensi, kontribusi, dan tanggung jawab pegawai, sesuai dengan ketentuan perundang-undangan, peraturan ketenagakerjaan, serta perjanjian kerja bersama yang berlaku di perusahaan.
2. Perusahaan menghormati hak Pegawai untuk berserikat dan menyatakan pendapat termasuk menghindari kebijakan, tindakan maupun perbuatan yang bisa digolongkan sebagai bentuk menghalangi hak kebebasan berserikat.
3. Perusahaan mendukung keberadaan Serikat Pekerja dengan menyediakan fasilitas untuk kegiatan organisasi dan dispensasi kepada pegawai yang menjadi Pengurus guna melakukan kegiatan mengurus organisasi, sepanjang tidak bertentangan dengan Ketentuan dan Peraturan yang berlaku di Perusahaan. [407-1]

human rights violations, including child labor and forced labor practices. Through this process, suppliers identified as having such risks are not progressed to the contracting stage, thereby ensuring that all partners engaged have complied with human rights principles. [408-1, 409-1, 412-3]

WIKA Beton ensures that these policies are implemented comprehensively and integrated across all lines of business. Implementation covers human capital management, operational activities, product development, and relationships with partners within the supply chain, ensuring that respect for human rights principles is consistently applied.

Through this approach, the Company strives to build a work ecosystem that upholds fairness, transparency, and inclusivity, while respecting the fundamental rights of every individual. This commitment forms an integral part of WIKA Beton's sustainability strategy and the implementation of its corporate social responsibility.

In 2025, WIKA Beton introduced additional commitments integrated into the existing Human Rights policy, resulting in the Human Rights and Labor Practices Policy. The following are WIKA Beton's Human Rights policies, signed by the President Director. [F.18][S-09, S-10]

1. The Company is committed to fulfilling fundamental labor rights, including providing fair and appropriate compensation and work facilities that correspond to employees' competencies, contributions, and responsibilities, in accordance with applicable laws and regulations, labor regulations, and the collective labor agreement in force within the Company.
2. The Company respects employees' rights to associate and express opinions, and avoids policies, actions, or conduct that could be construed as obstructing the right to freedom of association.
3. The Company supports the existence of labor unions by providing facilities for organizational activities and granting leave for employees serving as union administrators to carry out organizational duties, provided that such activities do not conflict with the Company's applicable policies and regulations. [407-1]

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4. Perusahaan memberikan kesempatan yang setara dan non-diskriminatif, serta menyediakan pengembangan sumber daya bagi pegawai dalam aspek pendidikan, pelatihan, penilaian prestasi dan pengembangan karir pegawai.
 5. Perusahaan memastikan tidak terdapat pekerja di bawah umur dan pekerja paksa dalam praktik ketenagakerjaan. [408-1, 408-2, 409-1]
 6. Perusahaan memberikan perhatian terhadap kesejahteraan pegawai melalui kajian strategi remunerasi yang sesuai dengan kebutuhan Perusahaan, dengan dipastikan bahwa tidak ada diskriminasi dalam pemberian imbalan kesejahteraan berdasarkan gender.
 7. Perusahaan menetapkan pengaturan waktu kerja maksimal, delapan jam per hari atau empat puluh jam per minggu dengan lima hari kerja sesuai dengan ketentuan peraturan perundang-undangan dan Perjanjian Kerja Bersama (PKB). Adapun terkait waktu istirahat, cuti, dan lembur, Perusahaan berkomitmen untuk memberikan keseimbangan kehidupan kerja yang memadai kepada pekerja.
 8. Perusahaan berkomitmen untuk melakukan pembatasan jam lembur maksimal (tidak berlebihan), di mana batasan lembur maksimal menyesuaikan peraturan perundang-undangan, dengan memperhatikan operasional pabrik dan kesejahteraan pekerja.
 9. Perusahaan memberikan kesempatan yang sama kepada penyandang disabilitas maupun tidak untuk dapat mengikuti proses rekrutmen dan seleksi Calon Pegawai, peserta magang dan calon pekerja dalam berkarya di Perusahaan yang disesuaikan dengan kebutuhan Perusahaan.
 10. Perusahaan memastikan seluruh kegiatan operasional perusahaan dan rantai pasok (*supply chain*) bebas dari praktik perdagangan orang dan segala bentuk eksploitasi manusia.
 11. Perusahaan menjaga kesetaraan gender dalam menjalankan setiap Proses Bisnis di Perusahaan.
 12. Perseroan memberikan hak kepada Pegawai untuk melakukan Pernikahan antar Pegawai.
 13. Perseroan memberikan hak kepada Wanita untuk memperoleh izin khusus dan kesempatan serta fasilitas untuk menyusui.
 14. Perusahaan mencegah aktivitas yang menimbulkan dampak negatif terhadap HAM dan secara konsisten melakukan pemantauan dan pelaporan dampak bisnis terhadap HAM, termasuk menyediakan mekanisme pelaporan pelanggaran Tata Kelola Perusahaan dan prinsip-prinsip HAM melalui sistem pelaporan pelanggaran (*whistleblowing system*).
 15. Perusahaan melakukan uji tuntas HAM secara berkelanjutan dalam kegiatan bisnis perusahaan di seluruh cakupan wilayah operasional perusahaan termasuk
4. The Company provides equal and non-discriminatory opportunities and offers employee development in education, training, performance evaluation, and career advancement.
 5. The Company ensures that there are no underage workers and no forced labor in its employment practices. [408-1, 408-2, 409-1]
 6. The Company pays attention to employee welfare through remuneration strategy assessments aligned with the Company's needs, while ensuring no discrimination in welfare benefits based on gender.
 7. The Company establishes a maximum of eight hours per day or forty hours per week, with a five-day work schedule, in accordance with applicable laws and regulations and the Collective Labor Agreement (CLA). Regarding rest periods, leave, and overtime, the Company is committed to providing employees with a reasonable work-life balance.
 8. The Company is committed to limiting overtime hours to reasonable levels, with maximum overtime limits following applicable regulations while taking into account plant operations and employee welfare.
 9. The Company provides equal opportunities for persons with disabilities and non-disabled individuals to participate in recruitment and selection processes as prospective employees, interns, and workers in accordance with the Company's needs.
 10. The Company ensures that all operational activities and the supply chain are free from human trafficking practices and all forms of human exploitation.
 11. The Company maintains gender equality in the implementation of all business processes.
 12. The Company grants employees the right to marry fellow employees.
 13. The Company grants women the right to obtain special leave as well as opportunities and facilities for breastfeeding.
 14. The Company prevents activities that cause negative human rights impacts and consistently monitors and reports business impacts on human rights, including providing a reporting mechanism for violations of corporate governance and human rights principles through the whistleblowing system.
 15. The Company conducts ongoing human rights due diligence across all operational areas of the business, including employees, suppliers, business

pekerja/pegawai, pemasok, mitra bisnis, dan pelanggan. Hal ini termasuk identifikasi dan penilaian dampak potensial terhadap HAM sebelum memulai aktivitas baru, mengambil langkah-langkah preventif yang sesuai, memantau efektivitas tindakan yang diambil, serta mengkomunikasikan langkah-langkah tersebut.

16. Menghormati hak privasi pelanggan dan pegawai dengan menjaga dan menggunakan data pribadi sesuai dengan ketentuan yang berlaku.
17. Mendorong konsep Keluarga *Friendly Workplace* melalui kebijakan dan program yang mendukung keseimbangan antara pekerjaan dan kehidupan pribadi (*work-life balance*), termasuk dukungan bagi pegawai dengan tanggung jawab keluarga.
18. Menjamin dan mendukung hak pegawai yang memiliki peran sebagai caregiver (pengasuh), sehingga dapat menjalankan tanggung jawab keluarga sekaligus tetap produktif di tempat kerja.
19. Memberikan hak cuti tahunan kepada pekerja yang telah bekerja selama satu tahun berturut-turut, selama dua belas hari kerja, dengan gaji penuh. Kebijakan ini mendukung keseimbangan antara kehidupan kerja dan pribadi (*work-life balance*).
20. Memberikan pemberitahuan kepada pegawai minimal 30 hari sebelum pelaksanaan perubahan operasional yang signifikan, termasuk kondisi pemutusan hubungan kerja massal.

Sesuai dengan Kebijakan Hak Asasi Manusia dan Praktik Ketenagakerjaan WIKa Beton, Perseroan berkomitmen untuk menghormati, melindungi, dan memenuhi hak asasi manusia di seluruh kegiatan usaha dan rantai nilainya. Komitmen tersebut diwujudkan melalui penerapan proses *human rights due diligence* yang mencakup identifikasi pemangku kepentingan, penilaian risiko dan materialitas HAM, penetapan prioritas risiko, serta pengembangan strategi mitigasi dan rencana aksi atas potensi dampak terhadap pegawai, mitra usaha, pemasok, pelanggan, dan masyarakat sekitar. Perseroan mengelola risiko HAM berdasarkan tingkat dampak dan kemungkinan terjadinya, dengan fokus pada isu prioritas seperti keselamatan dan kesehatan kerja, pencegahan diskriminasi, pemenuhan standar upah, perlindungan data pribadi, serta pencegahan praktik kerja paksa dan pekerja anak. Dalam hal terjadi dugaan pelanggaran, WIKa Beton menyediakan mekanisme remediasi yang mencakup pemulihan dan tindakan korektif, serta mendorong budaya kerja yang berlandaskan prinsip saling menghormati, keadilan, dan akuntabilitas guna memastikan penerapan HAM secara konsisten dan berkelanjutan. [408-1, 409-1]

partners, and customers. This includes identifying and assessing potential human rights impacts before initiating new activities, taking appropriate preventive measures, monitoring the effectiveness of the measures taken, and communicating them.

16. Respecting the privacy rights of customers and employees by safeguarding and using personal data in accordance with applicable regulations.
17. Promoting the concept of a Family-Friendly Workplace through policies and programs that support work-life balance, including support for employees with family responsibilities.
18. Guaranteeing and supporting the rights of employees who serve as caregivers, enabling them to fulfill family responsibilities while remaining productive at work.
19. Providing annual leave for employees who have worked continuously for one year for twelve working days with full pay, supporting work-life balance.
20. Providing employees with at least 30 days' notice prior to the implementation of significant operational changes, including mass termination conditions.

In accordance with the Human Rights and Labor Practices Policy, WIKa Beton is committed to respecting, protecting, and fulfilling human rights across all business activities and value chains. This commitment is implemented through a human rights due diligence process, which includes stakeholder identification, human rights risk and materiality assessment, prioritization of risks, and the development of mitigation strategies and action plans for potential impacts on employees, business partners, suppliers, customers, and surrounding communities. The Company manages human rights risks based on impact and likelihood, focusing on priority issues such as occupational health and safety, preventing discrimination, compliance with wage standards, protecting personal data, and preventing forced and child labor. In the event of alleged violations, WIKa Beton provides remediation mechanisms, including recovery measures and corrective actions, while promoting a workplace culture grounded in mutual respect, fairness, and accountability to ensure consistent and sustainable human rights implementation. [408-1, 409-1]



Pelaksanaan penghormatan hak asasi manusia di WIKABeton juga mengacu pada pedoman ISO 26000 tentang Tanggung Jawab Sosial, khususnya pada aspek Hak Asasi Manusia dan Praktik Ketenagakerjaan. Kerangka ini menjadi dasar dalam memastikan bahwa prinsip-prinsip tersebut terintegrasi ke dalam kebijakan dan aktivitas Perusahaan.


Penerapan prinsip HAM tidak hanya diberlakukan di lingkungan internal Perseroan, tetapi juga menjadi acuan dalam menjalin kerja sama dengan pihak eksternal. Dengan demikian, WIKABeton berupaya memastikan bahwa standar penghormatan terhadap hak asasi manusia dijalankan secara konsisten di seluruh rantai nilai Perusahaan. **[3-3]**

The implementation of respect for human rights at WIKABeton also aligns with the ISO 26000 guidelines on Social Responsibility, particularly regarding Human Rights and Labor Practices. This framework serves as the basis for ensuring that these principles are integrated into the Company's policies and activities.

The application of human rights principles is not limited to the Company's internal environment; it also serves as a reference for establishing cooperation with external parties. Through this approach, WIKABeton seeks to ensure that human rights standards are consistently implemented throughout the Company's value chain. **[3-3]**

Hak Mendapatkan Pekerjaan yang Layak

Right to Decent Work



Seluruh pegawai telah menempati posisi sesuai dengan kompetensi dan keahlian setiap individu dengan memastikan tidak ada pekerja anak dan praktik kerja paksa di WIKABeton. Baik jam kerja maupun jam istirahat telah diatur dalam PKB Bab VII Pasal 33 dan Bab XI Pasal 60. Selain itu, WIKABeton melakukan seluruh proses rekrutmen, promosi, mutasi, serta jam bekerja dengan kesepakatan antara dua belah pihak untuk menghindari pemaksaan dalam hubungan kerja antara pegawai dan Perseroan. **[F.19][408-1,409-1]**

All employees are assigned positions based on their competencies and expertise, while ensuring that there is no child or forced labor at WIKABeton. Working hours and rest periods are regulated in the Collective Labor Agreement (CLA), Chapter VII, Article 33, and Chapter XI, Article 60. In addition, WIKABeton conducts all recruitment, promotion, transfer, and working-hour arrangements based on mutual agreement between the parties to prevent coercion in the employment relationship between employees and the Company. **[F.19][408-1,409-1]**

Kebebasan Berorganisasi dan Menyatakan Pendapat

Freedom of Association and Expression



Membina hubungan yang baik dengan para pegawai serta menjamin kebebasan untuk menyampaikan pendapat dan berserikat bagi pegawai. Komitmen ini Perseroan wujudkan dengan membentuk serikat pegawai yang bernama Perhimpunan Pegawai WIKABeton (PPWB). Hingga akhir periode pelaporan, sebanyak 905 pegawai (100%) menjadi anggota PPWB.

The Company maintains positive relationships with employees and guarantees their freedom to express opinions and associate. This commitment is realized by establishing the WIKABeton Employees Association (PPWB). As of the end of the reporting period, 905 employees (100%) were members of PPWB.

Lingkungan Kerja yang Layak dan Aman

Decent and Safe Working Environment



Menciptakan lingkungan yang layak dan aman dengan terus memaksimalkan implementasi K3 sehingga dapat meningkatkan produktivitas pegawai.

The Company creates a decent and safe working environment by continuously optimizing the implementation of Occupational Health and Safety (OHS) practices to improve employee productivity.

Hak untuk Dilindungi

Right to Protection



Hubungan antara pegawai dan Perseroan dijalin secara harmonis dan diwujudkan dengan pembentukan Perjanjian Kerja Bersama (PKB). Seluruh (100%) pegawai dilindungi perjanjian kerja bersama (PKB) yang diperbarui setiap dua tahun sekali. [2-30]

The relationship between employees and the Company is maintained harmoniously through the Collective Labor Agreement (CLA). All employees (100%) are covered by the CLA, which is updated every two years. [2-30]

Hak Mendapatkan Pendidikan

Right to Education



Memberikan kesempatan setara bagi seluruh pegawai untuk dapat melanjutkan pendidikan ke tingkat S2 dan S3 dibiayai oleh Perseroan.

The Company provides equal opportunities for all employees to pursue further education at the Master's (S2) and Doctoral (S3) levels with financial support from the Company.

Kebebasan Untuk Beribadah

Freedom of Worship



Kebebasan merupakan hak yang tertulis dan diatur dalam PKB Bab XIII Pasal 69. WIKa Beton menyediakan masjid/mushola untuk seluruh pegawai yang menjalani ibadah sholat. WIKa Beton juga memberikan fasilitas cuti untuk ibadah haji dengan ketentuan tiga hari sebelum berangkat dan tujuh hari setelahnya. Hari cuti untuk ibadah tidak diperhitungkan dalam cuti tahunan pegawai.

Freedom of worship is stipulated in CLA Chapter XIII Article 69. WIKa Beton provides mosques/prayer rooms for employees to perform daily prayers. The Company also provides leave for Hajj pilgrimage, consisting of three days before departure and seven days after return. This leave is not counted as part of annual leave.

PROSES UJI RELEVANSI ISU HAM

HUMAN RIGHTS ISSUE RELEVANCE ASSESSMENT PROCESS

WIKI Beton melaksanakan proses uji tuntas hak asasi manusia secara komprehensif di seluruh kegiatan usaha guna mengenali, mengevaluasi, serta mengelola potensi risiko dan dampak yang berkaitan dengan pemenuhan hak-hak dasar. Pendekatan ini dilakukan sebagai bagian dari upaya preventif Perseroan dalam memastikan praktik usaha yang bertanggung jawab dan selaras dengan prinsip keberlanjutan.

Proses uji tuntas tersebut meliputi pemetaan risiko pada seluruh aktivitas operasional Perseroan, penelaahan potensi risiko dalam rantai nilai dan hubungan bisnis, serta evaluasi yang dilakukan secara sistematis dan berkala terhadap hasil pemetaan risiko pelanggaran hak asasi manusia. Melalui mekanisme ini, WIKI Beton berupaya memastikan bahwa perlindungan dan penghormatan terhadap hak-hak individu diterapkan secara konsisten, baik di lingkungan kerja internal maupun dalam interaksi dengan mitra usaha.

Adapun ruang lingkup isu hak asasi manusia yang menjadi fokus dalam proses tersebut mencakup pelanggaran praktik kerja paksa, pencegahan penggunaan pekerja anak, pemenuhan hak atas kebebasan berserikat, penghormatan terhadap hak berunding secara kolektif, serta pencegahan segala bentuk diskriminasi.

Sebagai bagian dari penguatan proses uji tuntas hak asasi manusia, Perseroan melakukan pemetaan tingkat cakupan kajian risiko HAM terhadap seluruh rantai nilai (*value chain*). Pemetaan ini bertujuan untuk memastikan bahwa identifikasi dan pengelolaan risiko HAM tidak hanya berfokus pada aktivitas internal, tetapi juga mencakup hubungan bisnis utama dalam rantai pasok dan interaksi dengan pemangku kepentingan eksternal.

Sebagai bagian integral dari penerapan *Human Rights Due Diligence* (HRDD), Perseroan telah melaksanakan *Human Rights Risk Assessment* (HRRRA) secara sistematis untuk mengidentifikasi dan memetakan potensi risiko hak asasi manusia di seluruh rantai nilai Perusahaan. Penilaian ini mencakup aktivitas hulu, operasional, hingga hilir, termasuk pengadaan, proses produksi, proyek, serta interaksi dengan mitra kerja dan masyarakat. [412-1]

WIKI Beton conducts a comprehensive human rights due diligence process across all business activities to identify, evaluate, and manage potential risks and impacts related to the fulfillment of fundamental rights. This approach is implemented as part of the Company's preventive efforts to ensure responsible business practices aligned with sustainability principles.

The due diligence process includes risk mapping across all operational activities, reviewing potential risks within the Company's value chain and business relationships, and conducting systematic, periodic evaluations of the results of human rights risk assessments. Through this mechanism, WIKI Beton seeks to ensure that the protection and respect for individual rights are consistently implemented both within the internal working environment and in interactions with business partners.

The scope of human rights issues addressed in this process includes: prohibition of forced labor, prevention of child labor, fulfillment of the right to freedom of association, respect for the right to collective bargaining, and prevention of all forms of discrimination.

As part of strengthening the human rights due diligence process, the Company maps the coverage level of human rights risk assessments across the entire value chain. This mapping aims to ensure that the identification and management of human rights risks not only focus on internal activities but also cover key business relationships within the supply chain and interactions with external stakeholders.

As an integral part of implementing *Human Rights Due Diligence* (HRDD), the Company has systematically conducted a *Human Rights Risk Assessment* (HRRRA) to identify and map potential human rights risks across the Company's value chain. This assessment covers upstream, operational, and downstream activities, including procurement, production processes, projects, and interactions with business partners and communities. [412-1]

Pada periode pelaporan, kajian risiko HAM telah mencakup 100% dari total rantai nilai Perseroan, yang meliputi kegiatan operasional internal, tenaga kerja langsung, serta mitra usaha utama dan penyedia jasa strategis. Persentase cakupan ini dihitung berdasarkan pemetaan aktivitas dan hubungan bisnis yang memiliki tingkat risiko HAM signifikan, sehingga memungkinkan Perseroan memprioritaskan langkah mitigasi dan remediasi secara lebih terarah dan efektif. [412-1]

Perseroan akan terus meningkatkan cakupan kajian risiko HAM secara bertahap hingga mencakup seluruh rantai nilai, sejalan dengan penguatan tata kelola keberlanjutan dan praktik usaha yang bertanggung jawab.

During the reporting period, the human rights risk assessment covered 100% of the Company's value chain, including internal operational activities, the direct workforce, and key business partners and strategic service providers. This coverage percentage is calculated based on the mapping of activities and business relationships that present significant human rights risks, enabling the Company to prioritize mitigation and remediation measures in a more targeted and effective manner. [412-1]

The Company will continue to gradually expand the scope of human rights risk assessments to cover the entire value chain, in line with strengthening sustainability governance and responsible business practices.



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Risiko HAM dan Upaya Mitigasi bagi Pemangku Kepentingan | Human Rights Risk and Mitigation Measures for Stakeholders



PEGAWAI
Employees

Risiko | Risk
Kerja Paksa dan
Kebebasan Berserikat
Forced Labor, Freedom
of Association

Mitigasi | Mitigation

- Implementasi Kebijakan kerja sesuai regulasi ketenagakerjaan, termasuk batas jam kerja lembur.
- Memastikan hak-hak karyawan dipenuhi sesuai peraturan yang berlaku.
- Menyediakan saluran pengaduan anonim bagi karyawan untuk melaporkan pelanggaran jam kerja.
- Mendukung kebebasan berserikat melalui keberadaan Persatuan Pegawai WIKI Beton (PPWB).
- Menjamin hak partisipasi karyawan dalam pengambilan keputusan melalui dialog sosial yang konstruktif.
- Implementation of employment policies in accordance with labor regulations, including limits on overtime working hours.
- Ensuring that employee rights are fulfilled in accordance with applicable regulations.
- Providing anonymous complaint channels for employees to report violations of working hours.
- Supporting freedom of association through the existence of the WIKI Beton Employees Association (PPWB).
- Ensuring employees' participation rights in decision-making through constructive social dialogue.



**PEKERJA
VENDOR**

Vendor Workers

Risiko | Risk
Remunerasi yang Adil
Fair Remuneration

Mitigasi | Mitigation

- Mewajibkan mitra kerja/vendor mematuhi kebijakan remunerasi adil dalam rantai pasok.
- Audit berkala untuk memastikan pembayaran upah sesuai ketentuan dan standar hak asasi manusia.
- Requiring business partners/vendors to comply with fair remuneration policies within the supply chain.
- Conducting periodic audits to ensure wage payments comply with regulations and human rights standards.



**MASYARAKAT
LOKAL**

Local Communities

Risiko | Risk
Diskriminasi dan
Ketimpangan
Discrimination and
Inequality

Mitigasi | Mitigation

- Menjalankan program pemberdayaan masyarakat lokal secara inklusif dan adil.
- Memastikan keterlibatan masyarakat dalam setiap tahap proyek secara transparan.
- Implementing inclusive and equitable local community empowerment programs.
- Ensuring community participation in every stage of project implementation in a transparent manner.

UPAYA MITIGASI DAN REMEDIASI HAM

HUMAN RIGHTS MITIGATION AND REMEDIATION MEASURES

WIKI Beton menegaskan komitmennya dalam melindungi dan menghormati hak asasi manusia di seluruh wilayah operasional Perseroan. Komitmen ini diwujudkan melalui penerapan berbagai kebijakan dan prosedur yang mengacu pada ketentuan peraturan perundang-undangan yang berlaku, sebagai upaya untuk memitigasi serta meremediasi potensi risiko pelanggaran hak asasi manusia.

WIKI Beton reaffirms its commitment to protecting and respecting human rights across all of the Company's operational areas. This commitment is implemented through the adoption of various policies and procedures that reference applicable laws and regulations as part of efforts to mitigate and remediate potential risks of human rights violations.

Sebagai bagian dari mekanisme mitigasi risiko, WIKA Beton telah mengimplementasikan sejumlah langkah strategis, antara lain penyusunan dan penerapan kebijakan ketenagakerjaan yang menjamin pemenuhan hak-hak pekerja, termasuk pengaturan jam kerja yang wajar dan pemberian kompensasi yang adil. Perseroan juga menyediakan sistem pelaporan pelanggaran (*whistleblowing system*) yang memungkinkan karyawan menyampaikan pengaduan terkait pelanggaran hak asasi manusia secara aman dan anonim.

Selain itu, WIKA Beton secara rutin melaksanakan kegiatan sosialisasi kepada karyawan mengenai prinsip-prinsip hak asasi manusia, kebebasan berserikat, serta hak untuk berunding secara kolektif guna meningkatkan kesadaran dan pemahaman di seluruh tingkatan organisasi. Perseroan secara aktif melakukan pemantauan dan evaluasi atas penerapan kebijakan tersebut di setiap wilayah operasional untuk memastikan kepatuhan serta efektivitas pelaksanaannya secara berkelanjutan. [412-2]

Dalam hal terjadi dugaan pelanggaran, WIKA Beton menjalankan proses remediasi melalui investigasi yang menyeluruh terhadap setiap laporan yang diterima. Berdasarkan hasil investigasi tersebut, Perseroan menetapkan dan melaksanakan tindakan korektif yang proporsional dan sesuai dengan ketentuan yang berlaku.

As part of the risk mitigation mechanism, WIKA Beton has implemented several strategic measures, including the formulation and implementation of employment policies that ensure the fulfillment of workers' rights, including reasonable working hours and fair compensation. The Company also provides a whistleblowing system that enables employees to safely and anonymously report complaints related to human rights violations.

In addition, WIKA Beton regularly conducts awareness and socialization activities for employees on human rights principles, freedom of association, and the right to collective bargaining to enhance understanding across all levels of the organization. The Company actively monitors and evaluates the implementation of these policies across operational areas to ensure compliance and the continuous effectiveness of their implementation. [412-2]

In the event of alleged violations, WIKA Beton conducts a remediation process through a comprehensive investigation of each report received. Based on the results of the investigation, the Company determines and implements proportional corrective actions in accordance with applicable regulations.

KESEHATAN DAN KESELAMATAN KERJA [F.21]

Occupational Health and Safety

KEBIJAKAN K3 [F.21]

OHS POLICY

Keselamatan dan Kesehatan Kerja (K3) merupakan prioritas utama dalam seluruh kegiatan operasional WIKA Beton. Untuk memastikan lingkungan kerja yang aman, perusahaan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) di seluruh unit kerja. Penerapan ini mencakup 100% karyawan serta pekerja non-karyawan, termasuk tenaga kerja mitra dan alih daya. SMK3 dijalankan

Occupational Health and Safety (OHS) is a top priority in all operational activities of WIKA Beton. To ensure a safe working environment, the Company implements the Occupational Health and Safety Management System (OHSMS/SMK3) across all work units. This implementation covers 100% of employees as well as non-employee workers, including partner workers and outsourced personnel. The OHSMS is

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dengan mengacu pada standar internasional ISO 45001:2018 serta ketentuan nasional melalui Peraturan Pemerintah No. 50 Tahun 2012. Seluruh unit kerja WIKI Beton telah diaudit dan disertifikasi oleh pihak eksternal sesuai dengan kedua standar tersebut. Dengan penerapan yang konsisten ini, perusahaan memastikan tersedianya lingkungan kerja yang aman, sehat, dan sesuai dengan peraturan yang berlaku bagi seluruh pekerja. **[3-3, 403-1, 403-8][S-11]**

Kinerja penerapan K3 dikelola secara terintegrasi oleh Divisi *Supply Chain Management dan HSE (Health, Safety, and Environment)* dengan cakupan pengelolaan yang meliputi pegawai, aktivitas operasional, serta seluruh area kerja. Pengelolaan tersebut dilaksanakan sesuai dengan Pedoman Operasi Sistem Manajemen K3L (WB-LDS-PO-01). Melalui penerapan yang konsisten dan terstruktur, WIKI Beton berkomitmen untuk mewujudkan lingkungan kerja yang aman, sehat, serta selaras dengan standar dan ketentuan yang berlaku.

PARTISIPASI, KOMUNIKASI, DAN PELATIHAN K3L

OHS PARTICIPATION, COMMUNICATION, AND TRAINING

WIKI Beton menempatkan aspek Keselamatan, Kesehatan Kerja, dan Lingkungan (K3L) sebagai fondasi utama dalam setiap kegiatan operasional. Komitmen tersebut diwujudkan melalui pembiasaan praktik kerja yang berorientasi pada keselamatan, mulai dari forum komunikasi rutin seperti pengarahan keselamatan harian, diskusi HSE secara berkala, hingga evaluasi bulanan yang disertai kegiatan patroli Divisi *Supply Chain Management dan HSE* bersama jajaran manajemen. Upaya ini bertujuan membangun kewaspadaan kolektif terhadap risiko kerja dan tanggung jawab bersama dalam menjaga lingkungan kerja yang aman.

Sebagai tahap pengenalan awal, seluruh pegawai baru maupun tamu yang memasuki area kerja wajib mengikuti *HSE Induction* guna memperoleh pemahaman menyeluruh mengenai kebijakan dan ketentuan K3L, tata cara penanganan keadaan darurat, serta identifikasi potensi bahaya di lokasi kerja. Sejalan dengan itu, Perseroan secara berkesinambungan menyelenggarakan program pelatihan K3L yang terstruktur untuk meningkatkan kapasitas pegawai dalam mengelola risiko, mengendalikan potensi insiden, dan bertindak cepat serta tepat dalam kondisi darurat. **[403-5]**

implemented in accordance with the international standard ISO 45001:2018 and national regulations, including Government Regulation No. 50 of 2012. All WIKI Beton work units have been audited and certified by external parties in accordance with these two standards. Through consistent implementation, the Company ensures a safe, healthy, and compliant working environment for all workers. **[3-3, 403-1, 403-8][S-11]**

The performance of OHS implementation is managed in an integrated manner by the Supply Chain Management and HSE (Health, Safety, and Environment) Division, covering employees, operational activities, and all work areas. This management is carried out in accordance with the OHS and Environmental Management System Operational Guidelines (WB-LDS-PO-01). Through consistent, structured implementation, WIKI Beton is committed to creating a safe and healthy work environment that aligns with applicable standards and regulations.

WIKI Beton places Occupational Health, Safety, and Environment (HSE) aspects as the primary foundation of all operational activities. This commitment is demonstrated through the integration of safety-oriented work practices, including routine communication forums such as daily safety briefings, periodic HSE discussions, and monthly evaluations accompanied by patrol activities conducted by the Supply Chain Management and HSE Division together with management. These efforts aim to build collective awareness of workplace risks and shared responsibility for maintaining a safe working environment.

As part of the initial orientation, all new employees and visitors entering the work area are required to participate in HSE Induction, which provides a comprehensive understanding of HSE policies and regulations, emergency response procedures, and the identification of potential workplace hazards. In line with this effort, the Company continuously organizes structured HSE training programs to enhance employees' capacity to manage risks, control potential incidents, and respond quickly and appropriately during emergencies. **[403-5]**

OHS Training Programs Conducted 2025

Nama Pelatihan Training Program	Peserta Participants
Ahli K3 Umum General OHS Expert	2
Auditor SMK3 SMK3 Auditor	1
Peningkatan Kompetensi Ahli K3 Advanced Competency for OHS Experts	44
Lead Auditor ISO 9001:2015 (IRCA)	1
Sertifikasi Ahli Utama K3 Konstruksi Construction Occupational Health and Safety (OHS) Principal Expert Certification	1
Awareness ISO 14001-2015, ISO 45001-2018, SMK3 PP50, dan Penanganan dan Pengelolaan Limbah B3 Awareness Training on ISO 14001:2015, ISO 45001:2018, SMK3 Government Regulation No. 50, and Hazardous Waste Handling and Management	12



WIKI Beton membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) sebagai wadah resmi kolaborasi antara unsur manajemen dan perwakilan pekerja dalam pengelolaan K3L. Keberadaan komite ini berfungsi sebagai mekanisme strategis dalam perumusan kebijakan, penanganan berbagai permasalahan keselamatan dan kesehatan kerja, serta peninjauan berkala atas kinerja dan efektivitas penerapan sistem K3L di seluruh lini operasional.

Dalam pelaksanaannya, P2K3 menyelenggarakan rapat secara rutin sekurang-kurangnya satu kali setiap bulan, serta memiliki mandat untuk menyampaikan masukan dan rekomendasi kepada manajemen sebagai bagian dari upaya peningkatan berkelanjutan. Perseroan memastikan keterwakilan seluruh pekerja dalam struktur P2K3 guna mendorong partisipasi aktif dan menjamin proses pengambilan keputusan yang inklusif. **[403-4]**

WIKI Beton has established the Occupational Health and Safety Committee (P2K3) as an official platform for collaboration between management representatives and worker representatives in managing HSE matters. This committee serves as a strategic mechanism for policy formulation, addressing occupational health and safety issues, and conducting periodic reviews of the performance and effectiveness of the HSE management system implementation across all operational lines.

In its implementation, P2K3 conducts meetings at least once every month and is mandated to provide input and recommendations to management as part of continuous improvement efforts. The Company ensures the representation of all workers within the P2K3 structure to encourage active participation and inclusive decision-making processes. **[403-4]**

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PROGRAM K3

OHS PROGRAMS

Dalam rangka merealisasikan komitmen terhadap Keselamatan dan Kesehatan Kerja, WIKA Beton mengembangkan rangkaian program K3 yang disusun secara terarah untuk menumbuhkan budaya kerja aman yang melekat dan berkesinambungan. Implementasi diawali melalui penyelenggaraan pelatihan keselamatan secara berkala serta pemberian HSE *Induction* bagi setiap pegawai baru sebagai fondasi pemahaman awal. Melalui upaya ini, Perseroan memastikan seluruh insan perusahaan memiliki kesadaran yang memadai terhadap prinsip K3 serta mampu mengintegrasikannya ke dalam aktivitas operasional sehari-hari.

Sebagai bagian dari pengawasan berkelanjutan, kegiatan Quality dan HSE Patrol dilaksanakan secara rutin guna meninjau kepatuhan terhadap standar keselamatan dan memastikan penerapannya berlangsung secara konsisten di area kerja. Untuk menjamin efektivitas pelaksanaan program K3 sesuai dengan kaidah pengelolaan keselamatan yang berlaku, WIKA Beton secara sistematis melakukan proses identifikasi potensi bahaya dan evaluasi risiko pada seluruh jenis pekerjaan, baik yang bersifat rutin maupun insidental. Seluruh tahapan tersebut dijalankan oleh personel yang memiliki kompetensi sesuai bidangnya, dengan dukungan penguatan kapasitas melalui pelatihan berkala.

Pendekatan ini mencakup rangkaian kegiatan identifikasi bahaya, analisis dan penilaian risiko, hingga penerapan hierarki pengendalian sebagai elemen utama dalam Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Berdasarkan proses tersebut, Perseroan menetapkan pengelolaan terhadap pekerjaan dengan tingkat risiko tinggi, termasuk potensi risiko yang menyertainya serta langkah-langkah mitigasi yang diterapkan. [\[403-2\]](#)

To realize its commitment to occupational health and safety, WIKA Beton has developed a series of OHS programs designed to foster a sustainable safety culture within the organization. Implementation begins with periodic safety training and HSE *Induction* for all new employees as the foundation of safety awareness. Through these initiatives, the Company ensures that all personnel have an adequate understanding of OHS principles and can integrate them into daily operations.

As part of ongoing supervision, Quality and HSE Patrol activities are conducted regularly to review compliance with safety standards and ensure consistent implementation within work areas. To ensure that OHS programs are implemented effectively in accordance with safety management principles, WIKA Beton systematically conducts hazard identification and risk assessment for all types of work, both routine and non-routine. All stages are executed by personnel with expertise in their respective fields, supported by capacity building through regular training.

These activities are carried out by personnel with relevant competencies, supported by continuous capacity-building through periodic training. This approach includes hazard identification, risk analysis and assessment, and the application of the hierarchy of controls as key elements of the Occupational Health and Safety Management System (OHSMS/SMK3). Based on this process, the Company establishes management measures for high-risk activities, including associated risks and mitigation measures. [\[403-2\]](#)

Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-2] High-Risk Work Activities and Their Management

Uraian Pekerjaan Berisiko Tinggi High-Risk Work Activity	Risiko yang Dapat Ditimbulkan Potential Risks	Upaya dan Tindak Lanjut Mitigation Measures and Follow-Up
Area Panas Hot Work Areas	Terbakar, ledakan Burns, explosions	Mengidentifikasi risiko melalui identifikasi bahaya, penilaian risiko, dan pengendalian (IBPR-P), identifikasi aspek dan dampak lingkungan (IADL), penerapan izin kerja (<i>work permit</i>), serta <i>job safety analysis</i> (JSA). Risk identification through Hazard Identification, Risk Assessment and Control (HIRAC/IBPR-P), Environmental Aspect and Impact Identification (IADL), work permit implementation, and Job Safety Analysis (JSA).
Elektrikal Electrical Work	Ledakan, kesetrum, terbakar Explosion, electric shock, burns	
Ruang terbatas Confined Spaces	Kekurangan oksigen, keracunan Oxygen deficiency, poisoning	
Ketinggian Working at Heights	Terjatuh, tergelincir, kejatuhan Falls, slips, falling objects	
Pengangkatan Lifting Operations	Terguling, terjatuh, ambles Tipping over, falling, collapse	
Penggalian Excavation	Terperosok, tertimbun, kekurangan oksigen, keracunan Falling, burial, oxygen deficiency, poisoning	
Bekerja di malam hari Night Work	Tertabrak, kelelahan, penglihatan kabur, mengantuk Collision, fatigue, blurred vision, drowsiness	

WIKA Beton memberikan ruang partisipasi yang luas bagi seluruh tenaga kerja, baik pegawai tetap maupun pekerja alih daya yang berada dalam lingkup pengendalian Perseroan, untuk menyampaikan temuan potensi bahaya atau kondisi tidak aman. Mekanisme pelaporan tersebut difasilitasi melalui berbagai kanal komunikasi, antara lain forum pengarahan keselamatan, sistem pelaporan berbasis daring, serta penyampaian langsung kepada atasan. Perseroan menjamin bahwa setiap laporan yang disampaikan dilindungi dari segala bentuk tindakan balasan, sehingga pekerja dapat menyuarkan kepedulian terhadap keselamatan tanpa rasa khawatir.

Sebagai penguatan komitmen tersebut, WIKA Beton memberlakukan kebijakan *Stop Working Authority* yang telah disahkan oleh Direktur Utama. Kebijakan ini memberikan kewenangan kepada setiap pekerja untuk menghentikan aktivitas kerja apabila ditemukan kondisi yang berpotensi menimbulkan kecelakaan atau penyakit akibat kerja, sampai tindakan pengendalian yang memadai diterapkan. [403-2]

Dalam hal terjadi insiden atau kecelakaan kerja, WIKA Beton menerapkan prinsip penanganan dan pelaporan secara cepat melalui pendekatan ASAP (*As Soon As Possible*). Perseroan didukung oleh personel yang memiliki kompetensi khusus di

WIKA Beton provides broad participation opportunities for all workers—both permanent employees and outsourced personnel within the Company's control—to report potential hazards or unsafe conditions. Reporting mechanisms are facilitated through various communication channels, including safety briefings, online reporting systems, and direct reporting to supervisors. The Company ensures that all reports are protected from retaliation, allowing workers to raise safety concerns without fear.

To strengthen this commitment, WIKA Beton has implemented a *Stop Working Authority* policy, which has been ratified by the President Director. This policy grants every worker the authority to stop work activities if conditions that may lead to occupational accidents or diseases are identified, until adequate control measures are implemented. [403-2]

In the event of workplace incidents or accidents, WIKA Beton applies a rapid response and reporting principle through the ASAP (*As Soon As Possible*) approach. The Company is supported by personnel with specialized competence in accident

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bidang investigasi kecelakaan, sehingga setiap kejadian ditindaklanjuti dengan langkah korektif dan preventif sesuai prosedur yang berlaku. Proses investigasi difokuskan pada penelusuran akar penyebab insiden, dengan tujuan tidak hanya menyelesaikan peristiwa yang terjadi, tetapi juga memperkuat sistem manajemen keselamatan dan kesehatan kerja secara menyeluruh melalui perbaikan yang berkelanjutan. [403-2]

Dalam rangka meminimalkan risiko keselamatan dan kesehatan kerja yang berkaitan dengan kegiatan operasional, produk, maupun jasa, WIKI Beton menetapkan persyaratan K3 yang ketat bagi seluruh mitra kerja. Penerapan standar keselamatan yang setara dipastikan melalui pemantauan berkelanjutan, termasuk audit lapangan, evaluasi risiko, serta inspeksi keselamatan yang melibatkan pihak-pihak terkait. Melalui pendekatan yang terintegrasi ini, WIKI Beton menegaskan dedikasinya dalam mewujudkan lingkungan kerja yang aman dan sehat bagi seluruh insan perusahaan dan mitra, sebagai bagian dari komitmen jangka panjang menuju tercapainya *zero fatality* dan meminimalisir insiden yang terjadi. [403-7]

FASILITAS DAN LAYANAN KESEHATAN KERJA

OCCUPATIONAL HEALTH FACILITIES AND SERVICES

Sebagai bagian dari komitmen berkelanjutan di bidang Keselamatan dan Kesehatan Kerja (K3), WIKI Beton menghadirkan berbagai sarana serta layanan kesehatan yang difokuskan pada perlindungan tenaga kerja dari potensi gangguan kesehatan yang timbul akibat aktivitas kerja maupun kondisi lingkungan operasional. Inisiatif ini diarahkan tidak hanya untuk menjaga dan meningkatkan derajat kesehatan karyawan, tetapi juga sebagai langkah preventif dalam menekan risiko terjadinya penyakit akibat kerja (PAK), sejalan dengan ketentuan yang diatur dalam Peraturan Presiden Nomor 7 Tahun 2019 tentang Penyakit Akibat Kerja. [3-3]

Fasilitas Kesehatan Kerja [403-3]

WIKI Beton melengkapi setiap unit operasional dengan fasilitas klinik kesehatan yang didukung oleh tenaga medis berupa dokter, sehingga Perseroan dapat memberikan layanan pertolongan pertama maupun penanganan medis awal bagi karyawan yang memerlukan. Keberadaan fasilitas ini memastikan respons kesehatan dapat dilakukan secara cepat dan tepat di lingkungan kerja.

investigation, ensuring that each incident is followed up with corrective and preventive actions in accordance with established procedures. The investigation process focuses on identifying the root causes of incidents, aiming not only to resolve the occurrence but also to strengthen the overall occupational health and safety management system through continuous improvement. [403-2]

To minimize occupational health and safety risks associated with operations, products, and services, WIKI Beton establishes strict safety requirements for all business partners. The implementation of equivalent safety standards is ensured through continuous monitoring, including field audits, risk evaluations, and safety inspections involving relevant stakeholders. Through this integrated approach, WIKI Beton reinforces its dedication to creating a safe and healthy working environment for all employees and partners as part of its long-term commitment to achieving zero fatalities and minimizing incidents. [403-7]

As part of its ongoing commitment to Occupational Health and Safety (OHS), WIKI Beton provides various health facilities and services to protect workers from potential health risks arising from work activities or operational environmental conditions. These initiatives aim not only to maintain and improve employees' health status but also serve as preventive measures to reduce the risk of occupational diseases, in line with Presidential Regulation No. 7 of 2019 on Occupational Diseases. [3-3]

Occupational Health Facilities [403-3]

WIKI Beton equips each operational unit with health clinics supported by medical personnel, including doctors, enabling the Company to provide first aid and initial medical treatment for employees in need. The presence of these facilities ensures that health responses can be delivered promptly and appropriately within the workplace.

Di samping itu, Perseroan menjamin perlindungan kesehatan seluruh karyawan—baik pegawai organik, tenaga terampil, maupun pekerja kontrak—melalui kepesertaan dalam program BPJS Kesehatan serta perlindungan tambahan dari asuransi komersial, sebagai bagian dari komitmen perusahaan dalam menjaga kesejahteraan tenaga kerja.

Kegiatan Kesehatan untuk Meningkatkan Kesadaran [403-6]

Dalam rangka menumbuhkan kebiasaan hidup sehat sekaligus meningkatkan kepedulian karyawan terhadap kesehatan, WIKA Beton secara berkesinambungan menyelenggarakan beragam program dan aktivitas promotif di bidang kesehatan, antara lain:

1. Memfasilitasi pemeriksaan kesehatan menyeluruh (*medical check-up*) untuk seluruh karyawan.
2. Memeriksa kualitas lingkungan kerja secara rutin untuk memastikan kondisi kerja yang sehat dan aman.
3. Mengadakan *sharing session* oleh dokter perusahaan untuk memberikan edukasi tentang kesehatan kepada karyawan.
4. Menyelenggarakan kegiatan olahraga bersama, seperti senam dan futsal, untuk menjaga kesehatan fisik sekaligus mempererat hubungan antar karyawan.

KINERJA K3 TAHUN 2025

OHS PERFORMANCE IN 2025

Selama tahun 2025, capaian kinerja K3 menunjukkan konsistensi penerapan langkah-langkah pencegahan dalam menjaga lingkungan kerja yang aman serta meminimalkan risiko kecelakaan. Pencapaian tersebut mencakup seluruh insan WIKA Beton, termasuk pegawai tetap, pegawai tidak tetap, serta mitra kerja dan kontraktor yang terlibat dalam kegiatan operasional Perusahaan. [403-9]

In addition, the Company guarantees health protection for all employees—including permanent employees, skilled workers, and contract workers—through participation in the BPJS Health program, complemented by additional protection through commercial insurance, as part of the Company's commitment to safeguarding workforce welfare.

Health Awareness Programs [403-6]

To encourage healthy lifestyles and increase employees' awareness of health issues, WIKA Beton continuously implements various health promotion programs and activities, including:

1. Facilitating comprehensive medical check-ups for all employees.
2. Conducting routine work environment quality inspections to ensure healthy and safe working conditions.
3. Organizing health sharing sessions led by company doctors to provide health education for employees.
4. Holding group sports activities, such as gymnastics and futsal, to maintain physical fitness while strengthening relationships among employees.


Throughout 2025, OHS performance achievements demonstrated consistent implementation of preventive measures to maintain a safe working environment and minimize accident risks. These achievements cover all WIKA Beton personnel, including permanent employees, non-permanent employees, as well as partners and contractors involved in the Company's operational activities. [403-9]

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Tabel Kinerja K3 Karyawan
Employee OHS Performance

Uraian Description	2025	2024	2023
Non-Lost Time Injury (NLTi)	0	0	0
Lost Time Injury (LTI)	0	0	0
Fatal/Meninggal Fatalities	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Severity Rate	0	0	0

Tabel Kinerja K3 Kontraktor
Contractor OHS Performance

Uraian Description	2025	2024	2023
Non-Lost Time Injury (NLTi)	0	2	3
Lost Time Injury (LTI)	0	0	0
Fatal/Meninggal Fatalities	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Severity Rate	0	0	0

Persentase Kecelakaan Kerja [S-06]
Occupational Accident Percentage

Uraian	2025	2024
Frekuensi kecelakaan kerja dari total pegawai dan kontraktor Frequency of occupational accidents among total employees and contractors	0	2
Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai dan kontraktor (%) Percentage of serious occupational accidents resulting in serious injury and fatality among total employees and contractors (%)	0	0

Potensi kecelakaan dengan tingkat dampak yang signifikan dikendalikan melalui penerapan hierarki pengendalian risiko secara berlapis, yang mencakup upaya penghilangan sumber bahaya, penerapan rekayasa teknis dan administratif, hingga pemanfaatan alat pelindung diri sebagai langkah terakhir. Identifikasi potensi bahaya dilaksanakan secara rutin melalui kegiatan inspeksi di area kerja serta proses penilaian risiko yang terstruktur, dengan melibatkan partisipasi karyawan guna memastikan ketepatan dan kelengkapan informasi yang digunakan.



Potential accidents with significant impact levels are controlled through the layered application of the hierarchy of risk controls, including elimination of hazard sources, implementation of engineering and administrative controls, and the use of personal protective equipment (PPE) as the final control measure. Potential hazard identification is conducted routinely through workplace inspections and structured risk assessment processes that involve employee participation to ensure the accuracy and completeness of information.

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Pengelolaan risiko kesehatan yang berpotensi menimbulkan penyakit akibat kerja (PAK) menjadi fokus utama Perseroan, yang tercermin dari capaian positif berupa nihilnya kasus PAK yang dialami oleh karyawan selama tahun 2025. [403-10]

The management of health risks that may lead to occupational diseases is also a key focus of the Company, reflected in the positive achievement of zero occupational disease cases among employees throughout 2025. [403-10]

Risiko Penyakit Akibat Kerja [403-10]
Occupational Disease Risk

Area Panas Hot Work Areas	Luka bakar, <i>heat stress</i> , <i>heat stroke</i> , dehidrasi, iritasi mata, gangguan pernapasan akibat as ap. Burn injuries, heat stress, heat stroke, dehydration, eye irritation, and respiratory disorders due to smoke exposure.
Elektrikal Electrical Work	Luka bakar listrik, aritmia, kerusakan saraf, henti jantung, katarak akibat <i>arc flash</i> , gangguan otot. Electrical burns, arrhythmia, nerve damage, cardiac arrest, cataracts due to arc flash, and muscle disorders.
Ruang Terbatas Confined Spaces	Asfiksia, keracunan gas (H ₂ S/CO), cedera paru akut, kehilangan kesadaran, kerusakan organ, infeksi paru. Asphyxiation, gas poisoning (H ₂ S/CO), acute lung injury, loss of consciousness, organ damage, and lung infections.
Ketinggian Working at Heights	Cedera traumatik (fraktur), cedera kepala, dislokasi, gangguan muskuloskeletal, PTSD. Traumatic injuries (fractures), head injuries, dislocations, musculoskeletal disorders, and PTSD.
Pengangkatan Lifting Operations	Cedera otot & tulang (MSDs), hernia, <i>low back pain</i> , <i>crush injury</i> , gangguan sendi kronis. Muscle and bone injuries (MSDs), hernia, low back pain, crush injuries, and chronic joint disorders.
Penggalian Excavation	Asfiksia, silikosis, pneumokoniosis, keracunan gas, infeksi kulit, cedera akibat longsor. Asphyxiation, silicosis, pneumoconiosis, gas poisoning, skin infections, and injuries caused by landslides or collapses.
Bekerja di Malam Hari Night Work	Insomnia, <i>shift work sleep disorder</i> , kelelahan kronis, gangguan metabolisme, penyakit kardiovaskular, stress. Insomnia, shift work sleep disorder, chronic fatigue, metabolic disorders, cardiovascular diseases, and stress.

Melalui strategi yang bersifat antisipatif, Perseroan senantiasa berkomitmen menciptakan kondisi kerja yang aman, sehat, dan mendukung produktivitas bagi seluruh tenaga kerja, selaras dengan pencapaian Tujuan Pembangunan Berkelanjutan (TPB) serta pemenuhan tanggung jawab perusahaan kepada seluruh pemangku kepentingan.

Through an anticipatory strategy, the Company remains committed to creating safe, healthy, and productive working conditions for all workers, aligned with the achievement of the Sustainable Development Goals (SDGs) and the fulfillment of corporate responsibility to all stakeholders.

Jam Kerja Tanpa Kecelakaan (dalam jam)
Accident-Free Working Hours (in hours)



Karyawan
Employees

2025
1.340.573
2024
1.828.528
2023
2.122.132



Kontraktor
Contractors

2025
9.830.872
2024
13.651.153
2023
15.562.299

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HUBUNGAN DENGAN PELANGGAN

Customer Relations

PRODUK BERKUALITAS DAN PELAYANAN TERBAIK HIGH-QUALITY PRODUCTS AND EXCELLENT SERVICE

WIKI Beton menerapkan pengendalian kualitas produk secara menyeluruh untuk memastikan bahwa seluruh produk yang dihasilkan memenuhi ketentuan mutu, kesehatan, keselamatan kerja, serta keberlanjutan lingkungan (K3L). Seluruh tahapan produksi dijalankan secara disiplin dengan mengacu pada Sistem Manajemen Mutu ISO 9001:2015, yang secara berkala dilakukan penilaian dan audit oleh lembaga sertifikasi independen, Lloyd Register Quality Assurance (LRQA). Melalui sistem ini, Perseroan memastikan bahwa setiap produk yang dipasarkan tidak hanya memenuhi spesifikasi teknis yang disepakati, tetapi juga telah melalui evaluasi aspek kesehatan dan keselamatan, sehingga hanya produk yang telah terverifikasi keamanannya yang sampai kepada pelanggan. Sejalan dengan hal tersebut, WIKI Beton secara aktif melakukan identifikasi serta pengelolaan atas dampak yang ditimbulkan oleh produk dan layanannya, baik yang bersifat positif maupun negatif. Upaya mitigasi risiko diterapkan secara sistematis guna meminimalkan potensi dampak terhadap pelanggan maupun lingkungan sekitar. [\[3-3, 416-1\]](#) [\[F.27, F.28\]](#)

Dalam mendukung prinsip transparansi dan kepatuhan, Perseroan memastikan bahwa seluruh produk dan layanan telah memenuhi ketentuan pelabelan serta penyampaian informasi yang relevan, mencakup asal komponen, potensi dampak lingkungan dan sosial, aspek keselamatan dalam penggunaan, hingga tata cara pembuangan yang tepat. Informasi tersebut disampaikan secara jelas melalui dokumen spesifikasi produk, panduan penggunaan, serta sertifikasi yang berlaku, sebagai bentuk kepatuhan terhadap regulasi dan standar keberlanjutan yang berlaku. [\[417-1\]](#)

Sepanjang periode pelaporan, tidak terdapat temuan pelanggaran terhadap peraturan maupun standar sukarela yang berkaitan dengan pelabelan produk, penyampaian informasi, maupun komunikasi pemasaran. Hal ini didukung oleh

WIKI Beton implements comprehensive product quality control to ensure that all products meet requirements related to quality, occupational health and safety, and environmental sustainability (HSE). All production stages are carried out in a disciplined manner in accordance with the ISO 9001:2015 Quality Management System, which is periodically assessed and audited by the independent certification body Lloyd's Register Quality Assurance (LRQA). Through this system, the Company ensures that every product marketed not only meets the agreed technical specifications but has also undergone evaluation of health and safety aspects. As a result, only products that have been verified as safe are delivered to customers. In line with this commitment, WIKI Beton actively identifies and manages the impacts generated by its products and services, both positive and negative. Risk mitigation measures are implemented systematically to minimize potential impacts on customers and the surrounding environment. [\[3-3, 416-1\]](#) [\[F.27, F.28\]](#)

In support of the principles of transparency and compliance, the Company ensures that all products and services meet labeling requirements and provide relevant information, including the origin of components, potential environmental and social impacts, safety considerations for product use, and proper disposal procedures. This information is clearly conveyed through product specification documents, usage guidelines, and applicable certifications, as part of compliance with prevailing regulations and sustainability standards. [\[417-1\]](#)

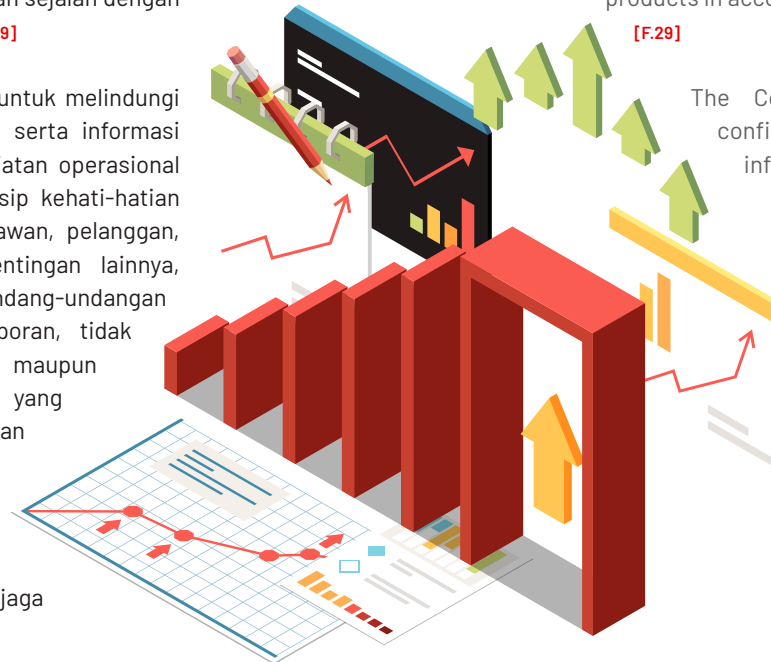
Throughout the reporting period, there were no findings of violations of regulations or voluntary standards related to product labeling, information disclosure, or marketing communications. This achievement is supported by the implementation

penerapan kebijakan kepatuhan yang ketat serta sistem pengawasan internal yang berfungsi memastikan seluruh materi informasi produk dan komunikasi kepada pelanggan serta pemangku kepentingan disusun secara akurat dan sesuai ketentuan. [417-1, 417-2, 417-3]

Komitmen tersebut juga tercermin dalam upaya WIKABETON untuk memberikan layanan yang setara bagi seluruh pelanggan. Setiap produk dirancang dan diproduksi dengan mempertimbangkan kebutuhan pelanggan yang beragam, baik dari sisi spesifikasi teknis maupun standar kualitas. Untuk menjaga kepercayaan dan keterbukaan, Perseroan secara konsisten menyediakan sertifikat produk kepada pelanggan, yang memuat informasi penting seperti kepemilikan sertifikasi ISO 9001:2015, hasil pengujian material, spesifikasi teknis, sertifikat kalibrasi peralatan, serta hasil uji kuat tekan beton. [F.17]

Konsistensi dalam menjaga mutu dan keamanan produk tercermin dari capaian kinerja pada tahun 2025, di mana tidak terdapat produk yang ditarik dari peredaran maupun insiden ketidakpatuhan terkait aspek kesehatan dan keselamatan produk. Capaian ini menegaskan komitmen WIKABETON untuk senantiasa menghadirkan produk yang aman, andal, dan sejalan dengan ketentuan peraturan yang berlaku. [416-2][F.29]

Perseroan juga senantiasa berkomitmen untuk melindungi kerahasiaan dan keamanan data pribadi serta informasi sensitif yang dikelola dalam seluruh kegiatan operasional perusahaan. Perseroan menerapkan prinsip kehati-hatian dalam pengelolaan data, baik data karyawan, pelanggan, mitra usaha, maupun pemangku kepentingan lainnya, sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Sepanjang periode pelaporan, tidak terdapat pengaduan yang terverifikasi maupun insiden kebocoran data pelanggan yang berdampak material terhadap Perseroan. Perseroan terus memperkuat sistem pengendalian internal, pengamanan teknologi informasi, serta peningkatan kesadaran karyawan untuk memitigasi risiko pelanggaran privasi dan menjaga kepercayaan pemangku kepentingan. [418-1]



of strict compliance policies and internal monitoring systems that ensure all product information materials and communications to customers and stakeholders are prepared accurately and in accordance with applicable provisions. [417-1, 417-2, 417-3]

This commitment is also reflected in WIKABETON's efforts to provide equitable services for all customers. Each product is designed and manufactured with consideration of diverse customer needs, both in terms of technical specifications and quality standards. To maintain trust and transparency, the Company consistently provides customers with product certificates that contain important information, including ISO 9001:2015 certification ownership, material test results, technical specifications, equipment calibration certificates, and concrete compressive strength test results. [F.17]

The Company's consistency in maintaining product quality and safety is reflected in its 2025 performance, during which there were no product recalls and no incidents of non-compliance related to product health and safety. This achievement reaffirms WIKABETON's commitment to consistently delivering safe, reliable products in accordance with applicable regulatory requirements. [416-2]

[F.29]

The Company is also committed to protecting the confidentiality and security of personal data and sensitive information managed throughout its operational activities. WIKABETON applies a prudential principle to data management, covering employee, customer, business partner, and other stakeholder data, in accordance with applicable laws and regulations. During the reporting period, there were no verified complaints or customer data breach incidents that had a material impact on the Company. WIKABETON continues to strengthen internal control systems, information technology security, and employee awareness to mitigate privacy risks and maintain stakeholder trust.

[418-1]

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PENGUKURAN KEPUASAN PELANGGAN [F.30]

CUSTOMER SATISFACTION MEASUREMENT

WIKa Beton telah melakukan pengukuran tingkat kepuasan pelanggan melalui survei dan menyajikan hasilnya secara terbuka dalam ESG *Dashboard* Perseroan. Tingkat kepuasan pelanggan merupakan indikator utama dalam menilai kinerja WIKa Beton. Sepanjang tahun 2025, hasil survei kepuasan pelanggan menunjukkan nilai sebesar 4,59, meningkat dibandingkan dengan tahun sebelumnya yang tercatat sebesar 4,4. Hasil ini menggambarkan kemampuan Perseroan dalam menghadirkan produk dan layanan yang relevan dengan kebutuhan pelanggan, sekaligus selaras dengan ekspektasi yang diharapkan.

WIKa Beton measures customer satisfaction levels through surveys and transparently presents the results on the Company's ESG Dashboard. Customer satisfaction is a key indicator in evaluating WIKa Beton's performance. Throughout 2025, the customer satisfaction survey recorded a score of 4.59, an increase compared to the previous year's score of 4.4. This result reflects the Company's ability to deliver products and services that are relevant to customer needs and aligned with their expectations.



HUBUNGAN DENGAN MASYARAKAT

Community Relations

WIKa Beton menempatkan hubungan yang konstruktif dengan masyarakat sekitar sebagai bagian integral dari keberlanjutan kegiatan operasional Perseroan. Komitmen tersebut diwujudkan melalui penerapan Tanggung Jawab Sosial dan Lingkungan (TJSL) yang diimplementasikan dalam berbagai inisiatif *Corporate Social*

WIKa Beton places constructive relationships with surrounding communities at the core of the sustainability of the Company's operational activities. This commitment is implemented through Social and Environmental Responsibility (TJSL) programs within various Corporate Social Responsibility (CSR) initiatives. These initiatives

Responsibility (CSR), dengan menekankan komunikasi dua arah, kerja sama yang erat, serta proses konsultasi yang melibatkan partisipasi masyarakat secara aktif. Melalui pendekatan ini, Perseroan berupaya menggali kebutuhan komunitas, menilai potensi dampak yang muncul, serta merancang solusi bersama yang memberikan nilai tambah bagi seluruh pemangku kepentingan. [203-2, 413-1]

KETERLIBATAN PEMANGKU KEPENTINGAN

STAKEHOLDER ENGAGEMENT

WIKA Beton secara konsisten mengembangkan hubungan yang produktif dan berkelanjutan dengan seluruh pemangku kepentingan sebagai bagian dari penerapan tata kelola perusahaan yang baik. Komitmen tersebut diformalkan melalui *Code of Corporate Governance* yang telah disahkan dan ditandatangani oleh Direksi dan Dewan Komisaris, serta menjadi pedoman utama Perseroan dalam mengelola hubungan dengan para pemangku kepentingan. Dokumen ini berlaku di seluruh aktivitas operasional dan sepanjang rantai pasok, dengan tujuan memastikan setiap bentuk interaksi dilakukan secara terbuka, inklusif, dan berbasis kolaborasi.

Dalam pelaksanaannya, Perseroan secara sistematis melakukan pemetaan terhadap pihak-pihak yang berpotensi terdampak, termasuk masyarakat sekitar dan pemangku kepentingan di tingkat lokal, serta kelompok rentan yang memerlukan perhatian khusus. Pendekatan keterlibatan yang diterapkan dirancang untuk mendorong partisipasi aktif para pemangku kepentingan dalam proses pengambilan keputusan yang berkaitan dengan kegiatan operasional perusahaan, sehingga tercipta hubungan yang saling menghargai dan memberikan manfaat bersama.

Program Keterlibatan Pemangku Kepentingan

Untuk memastikan keterlibatan pemangku kepentingan berjalan secara efektif dan terukur, Perseroan mengimplementasikan serangkaian inisiatif yang dirancang secara sistematis di seluruh wilayah operasional. Program-program tersebut menjadi instrumen utama dalam membangun hubungan yang berkelanjutan, transparan, dan partisipatif dengan masyarakat serta pemangku kepentingan lokal.

Perseroan secara berkala melaksanakan penilaian dampak sosial dan lingkungan guna memperoleh pemahaman yang komprehensif mengenai kebutuhan, ekspektasi, serta potensi dampak yang dirasakan oleh masyarakat di sekitar area operasional. Sebelum suatu program CSR dijalankan, WIKA Beton melakukan observasi kondisi

emphasize two-way communication, close collaboration, and consultation processes that involve active community participation. Through this approach, the Company seeks to identify community needs, assess potential operational impacts, and jointly design solutions that add value for all stakeholders. [203-2, 413-1]

WIKA Beton consistently develops productive and sustainable relationships with all stakeholders as part of implementing Good Corporate Governance (GCG). This commitment is formalized through the Code of Corporate Governance, which has been approved and signed by the Board of Directors and the Board of Commissioners and serves as the primary guideline for managing stakeholder relations. This document applies to all operational activities and across the entire supply chain to ensure that every form of interaction is conducted openly, inclusively, and collaboratively.

In its implementation, the Company systematically maps parties potentially affected by its operations, including surrounding communities, local-level stakeholders, and vulnerable groups requiring special attention. The engagement approach is designed to encourage active stakeholder participation in decision-making processes related to operational activities, thereby fostering mutually respectful relationships that deliver shared benefits.

Stakeholder Engagement Program

To ensure stakeholder engagement is carried out effectively and measurably, the Company implements a series of initiatives that are systematically designed across its operational areas. These programs serve as key instruments in building sustainable, transparent, and participatory relationships with communities and local stakeholders.


The Company periodically conducts social and environmental impact assessments to gain a comprehensive understanding of community needs, expectations, and potential impacts in communities around its operational areas. Before implementing any CSR program, WIKA Beton conducts field observations and validation processes

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lapangan serta proses validasi untuk memastikan bahwa rancangan program selaras dengan karakteristik sosial dan kebutuhan aktual masyarakat, sehingga implementasinya tepat sasaran dan memberikan manfaat nyata.

Dalam mendukung keterbukaan informasi dan kemudahan akses komunikasi, WIKABeton menyediakan berbagai kanal komunikasi resmi yang dapat dimanfaatkan oleh pemangku kepentingan lokal. Saluran tersebut meliputi:

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- LinkedIn: <https://www.linkedin.com/company/wijaya-karya-beton-pt>
- Website: <https://www.wika-beton.co.id/>

Sebagai bagian dari upaya pemberdayaan masyarakat, Perseroan juga melaksanakan program peningkatan kapasitas melalui kegiatan pelatihan dan sosialisasi. Salah satu implementasinya adalah pembekalan keterampilan bagi mandor yang berasal dari lingkungan sekitar Pabrik Produk Beton, yang didukung dengan kegiatan sosialisasi rutin sebelum memulai pekerjaan. Selain itu, WIKABeton secara aktif menyampaikan informasi mengenai mekanisme dan saluran komunikasi yang tersedia, sebagai bentuk transparansi sekaligus upaya meningkatkan kemampuan masyarakat dalam menyampaikan aspirasi dan masukan secara efektif.

Untuk mengukur efektivitas strategi keterlibatan yang dijalankan, Perseroan secara konsisten melakukan survei dan evaluasi berkala. Proses ini menjadi dasar bagi penyempurnaan berkelanjutan atas program yang dilaksanakan. Salah satu contoh konkret adalah pelaksanaan kajian *Social Return on Investment* (SROI) pada Beton Porous WIKABeton: Inovasi *Green product* untuk Masa Depan Berkelanjutan 2025 yang digunakan untuk menilai dampak program CSR yang melibatkan masyarakat di beberapa wilayah antara lain Jakarta, Bogor, Subang, dan Sidoarjo.

Seluruh inisiatif keterlibatan pemangku kepentingan tersebut diterapkan secara konsisten di setiap lokasi operasional Perseroan, guna memastikan keseragaman pendekatan, kesinambungan pelaksanaan program, serta terciptanya hubungan yang harmonis dan berkelanjutan di seluruh area operasional WIKABeton.

to ensure that the program design aligns with the community's social characteristics and actual needs, thereby enabling effective implementation and tangible benefits.

To support information transparency and ease of communication access, WIKABeton provides various official communication channels for local stakeholders:

- Telephone: (+62 21) 819 2802
- Fax: (+62 21) 819 2802
- Public Relations Email: sekper@wika-beton.co.id
- Marketing Email: marketing@wika-beton.co.id
- Instagram: @wikabeton
- YouTube: www.youtube.com/@PTWIKABeton
- LinkedIn: <https://www.linkedin.com/company/wijaya-karya-beton-pt>
- Website: <https://www.wika-beton.co.id/>

As part of its community empowerment efforts, the Company also implements capacity-building programs through training and outreach. One example is the provision of skills training for foremen from communities around the Concrete Product Plant, supported by routine briefings before work activities begin. In addition, WIKABeton actively communicates information about available communication channels to the public to promote transparency and enhance the community's ability to convey aspirations and feedback effectively.

To measure the effectiveness of stakeholder engagement strategies, the Company consistently conducts surveys and periodic evaluations. These processes serve as the basis for the continuous improvement of implemented programs. One concrete example is the *Social Return on Investment* (SROI) study conducted for the program "Porous Concrete WIKABeton: Green Product Innovation for a Sustainable Future 2025", which assesses the impact of CSR programs involving communities in areas such as Jakarta, Bogor, Subang, and Sidoarjo.

All stakeholder engagement initiatives are implemented consistently across all operational locations to ensure a uniform approach, continuity in program implementation, and the creation of harmonious, sustainable relationships throughout WIKABeton's operational areas.

PROGRAM CSR TAHUN 2025 ^[S-12]

CSR PROGRAMS IN 2025

Program CSR WIKABETON dirancang secara komprehensif dengan mencakup berbagai bentuk kegiatan, mulai dari bantuan filantropi, upaya penguatan kapasitas masyarakat melalui pengembangan komunitas, hingga inisiatif yang dilaksanakan di luar komunitas sekitar wilayah operasional. Seluruh program tersebut diarahkan untuk menciptakan dampak positif yang terukur dalam mendorong kemandirian masyarakat, mengelola konsekuensi sosial dan lingkungan, serta mendukung proses pembangunan daerah yang berorientasi pada inklusivitas dan keberlanjutan.

[F.23, F.25][203-2]

WIKABETON's CSR programs are designed comprehensively, covering a range of activities from philanthropic assistance and community capacity development initiatives to programs implemented outside the communities surrounding operational areas. All programs aim to create measurable positive impacts in encouraging community independence, managing social and environmental consequences, and supporting regional development processes oriented toward inclusivity and sustainability. [F.23, F.25][203-2]

**Pada tahun 2025, WIKABETON
merealisasikan anggaran untuk kegiatan
CSR sebesar**

In 2025, WIKABETON realized a CSR
program budget amounting to

Rp995.754.423

- Filantropi (donor darah, kegiatan sosial, kegiatan keagamaan, dan bantuan kesehatan): Rp271.576.550
- CID (sinergi dengan komunitas, pengembangan UMKM, CSR *Green Product*, beautifikasi, keanekaragaman hayati, penanaman pohon di fasilitas umum, dan fasilitas kesehatan): Rp481.089.175
- Non CID (mudik bersama karyawan, penghijauan area kantor, kurban untuk karyawan, dan bantuan bencana untuk karyawan): Rp243.088.698
- Philanthropy (blood donation, social activities, religious activities, and health assistance): Rp271,576,550
- CID (Community Involvement and Development)(community synergy, MSME development, CSR Green Product initiatives, beautification, biodiversity, tree planting in public facilities, and health facilities): Rp481,089,175
- Non-CID (employee homecoming program, office area greening, sacrificial animal distribution for employees, and disaster assistance for employees): Rp243,088,698



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untuk Integritas
Berkelanjutan
Governance
for Sustainable
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Menjaga
Lingkungan
Secara
Bertanggung
Jawab
Responsible
Environmental
Stewardship

Membangun
Dampak Positif
Bagi Karyawan,
Pelanggan, dan
Masyarakat
Positive
Contribution
to Employees,
Customers, and
Communities

Beton Porous WIKa Beton | Porous Concrete WIKa Beton:

PROGRAM TJSL GREEN PRODUCT BERBASIS DAMPAK SOSIAL IMPACT-DRIVEN CSR GREEN PRODUCT PROGRAM

Program Beton Porous yang diimplementasikan oleh WIKa Beton di SDN Cipinang Cempedak 09 merepresentasikan integrasi antara inovasi produk dan pendekatan tanggung jawab sosial berbasis dampak (*impact-driven CSR*). Dengan nilai investasi sebesar Rp28,75 juta, program ini menghasilkan nilai manfaat terdiskonto sebesar Rp85,85 juta dengan rasio *Social Return on Investment* (SROI) sebesar 2,99, yang menunjukkan bahwa setiap Rp1 investasi mampu menciptakan nilai sosial, lingkungan, dan ekonomi hampir tiga kali lipat.

Dari perspektif sosial, program ini berhasil meningkatkan kualitas lingkungan belajar melalui pengurangan genangan air yang sebelumnya menghambat aktivitas pendidikan, sehingga menciptakan lingkungan yang lebih aman dan nyaman bagi siswa dan tenaga pengajar. Dari aspek lingkungan, penggunaan beton porous memungkinkan peningkatan daya resap air, sehingga berkontribusi terhadap pengurangan limpasan permukaan (*runoff*) dan mendukung pengelolaan air yang lebih berkelanjutan di kawasan perkotaan.

Lebih dari itu, Perseroan memandang bahwa program TJSL tidak hanya sebagai pemenuhan kewajiban, tetapi juga sebagai strategi untuk menciptakan nilai tambah yang selaras dengan bisnis inti (*creating shared value*). Melalui implementasi produk unggulan seperti beton porous dalam program TJSL, WIKa Beton mampu menghadirkan solusi nyata atas permasalahan lingkungan sekaligus memperkenalkan inovasi produk kepada masyarakat dan pemangku kepentingan.

Partisipasi aktif Perseroan dalam berbagai ajang penghargaan TJSL turut mendorong peningkatan kualitas program serta memperluas eksposur inovasi yang dimiliki. Hal ini tercermin dari meningkatnya *engagement* pemangku kepentingan, termasuk munculnya ketertarikan terhadap penerapan beton porous di lokasi lain, yang membuka peluang pengembangan lebih lanjut sebagai bagian dari pendekatan *soft selling* yang strategis dan berkelanjutan.

The Porous Concrete Program implemented by WIKa Beton at SDN Cipinang Cempedak 09 represents the integration of product innovation with an impact-driven corporate social responsibility (CSR) approach. With a total investment value of Rp28.75 million, the program generated a discounted benefit value of Rp85.85 million and achieved a Social Return on Investment (SROI) ratio of 2.99, indicating that every Rp1 invested is capable of creating nearly threefold social, environmental, and economic value.

From a social perspective, the program has improved the quality of the learning environment by reducing standing water that previously disrupted educational activities, thereby creating a safer and more comfortable environment for students and teaching staff. From an environmental standpoint, the use of porous concrete enhances water infiltration capacity, contributing to reduced surface runoff and supporting more sustainable urban water management.

Furthermore, the Company views TJSL programs not merely as a compliance obligation, but as a strategic initiative to create added value aligned with its core business (*creating shared value*). Through the implementation of flagship products such as porous concrete within TJSL programs, WIKa Beton delivers practical solutions to environmental challenges while simultaneously introducing product innovation to communities and stakeholders.

The Company's active participation in various TJSL award platforms has also contributed to improving program quality and expanding the exposure of its innovations. This is reflected in increased stakeholder engagement, including growing interest in the application of porous concrete in other locations, thereby creating opportunities for further development as part of a strategic and sustainable soft-selling approach.

Program ini berkontribusi terhadap pencapaian SDG 6: *Clean Water and Sanitation* melalui peningkatan pengelolaan air, SDG 9: *Industry, Innovation and Infrastructure* melalui penerapan inovasi produk, serta SDG 11: *Sustainable Cities and Communities* melalui penciptaan lingkungan perkotaan yang lebih tangguh dan berkelanjutan.

This program contributes to the achievement of SDG 6: *Clean Water and Sanitation* through improved water management, SDG 9: *Industry, Innovation and Infrastructure* through the application of product innovation, and SDG 11: *Sustainable Cities and Communities* through the creation of more resilient and sustainable urban environments.

2022

- Pemasangan sumur resapan DKJ
- Riset beton porous
- Installation of infiltration wells in DKJ
- Porous concrete research

2023



- Pemasangan beton porous di area lapangan sekolah SDN 09 Cipinang Cempedak
- Pemasangan beton porous di area akses jalan SD Subang
- Pemasangan sumur resapan di Puskesmas Tenggingeneng
- Installation of porous concrete in the schoolyard area of SDN 09 Cipinang Cempedak
- Installation of porous concrete in the access road area of SD Subang
- Installation of infiltration wells at Tenggingeneng Community Health Center

2025

Pemasangan beton porous di lahan parkir fasilitas umum Bogor seluas 29 m²
Installation of porous concrete in the public facility parking area in Bogor, covering an area of 29 m²

- Pemasangan beton porous area pedestrian Taman Cakung Timur seluas 6m³
- Pemasangan beton porous balai desa Banjarnendo, Sidoarjo
- Installation of porous concrete in the pedestrian area of Taman Cakung Timur, covering 6m³
- Installation of porous concrete at the Banjarnendo Village Hall, Sidoarjo

2024



Program Satu Langkah Peduli | Program One Step of Care

SATU LANGKAH PEDULI, KESEHATAN MENTAL UNTUK SEMUA

ONE STEP TO CARE: MENTAL HEALTH FOR ALL

WIKA Beton meyakini bahwa kesehatan mental merupakan bagian integral dari kesehatan dan keselamatan kerja, sekaligus fondasi penting bagi keberlanjutan kinerja sumber daya manusia dan kontribusi sosial Perseroan. Sejalan dengan komitmen terhadap prinsip *Environmental, Social, and Governance* (ESG), WIKA Beton mengelola isu kesehatan mental secara sistematis melalui pendekatan berbasis data, edukasi berkelanjutan, serta penyediaan dukungan psikososial yang inklusif.

Pada periode 2024–2025, Perseroan melaksanakan Program Satu Langkah Peduli: Kesehatan Mental untuk Semua yang diawali dengan asesmen menggunakan instrumen *Depression, Anxiety, and Stress Scale* (DASS-21). Asesmen internal melibatkan 611 karyawan dan menunjukkan mayoritas berada pada kategori normal hingga ringan, namun terdapat tingkat kecemasan yang memerlukan perhatian, dengan 21,77% karyawan berada pada kategori berat hingga sangat berat. Selain itu, 10,64% mengalami stres berat dan 6,38% depresi berat, dengan 149 karyawan direkomendasikan untuk memperoleh dukungan profesional.

Perseroan juga memperluas dampak program kepada masyarakat melalui asesmen terhadap 127 partisipan eksternal, yang menunjukkan tingkat keparahan lebih tinggi, terutama pada kecemasan (89,76%), depresi (63,78%), dan stres (43,31%). Temuan ini menegaskan pentingnya intervensi kesehatan mental secara lebih luas.

Sebagai tindak lanjut, WIKA Beton menyelenggarakan empat sesi seminar dan webinar dengan lebih dari 400 peserta, yang membahas pengurangan stigma, pengelolaan stres, keseimbangan kehidupan, serta ketangguhan psikologis. Program ini didukung oleh media edukasi dan aplikasi *self-care* untuk memperluas akses dukungan. Evaluasi menunjukkan tingkat kepuasan tinggi (4,6–4,7 dari skala 5) serta peningkatan pemahaman peserta. Seluruh kegiatan dilaksanakan dengan menjunjung prinsip kerahasiaan data.



WIKA Beton recognizes that mental health is an integral part of occupational health and safety and a fundamental element in sustaining human capital performance and the Company's social contribution. In line with its commitment to *Environmental, Social, and Governance* (ESG) principles, WIKA Beton manages mental health issues systematically through data-driven approaches, continuous education, and inclusive psychosocial support.

During the 2024–2025 period, the Company implemented the One Step to Care: Mental Health for All Program, which commenced with an assessment using the *Depression, Anxiety, and Stress Scale* (DASS-21) instrument. The internal assessment involved 611 employees and indicated that the majority were within the normal to mild categories; however, a notable level of anxiety requiring attention was identified, with 21.77% of employees classified in the severe to extremely severe categories. In addition, 10.64% experienced severe stress and 6.38% severe depression, with 149 employees recommended to receive professional support.

The Company also expanded the program's impact to the broader community through assessments involving 127 external participants, which revealed higher severity levels, particularly in anxiety (89.76%), depression (63.78%), and stress (43.31%). These findings underscore the importance of broader mental health interventions.

As a follow-up, WIKA Beton conducted four seminar and webinar sessions with more than 400 participants, covering topics such as stigma reduction, stress management, work-life balance, and psychological resilience. The program was supported by educational media and self-care applications to enhance access to support services. Evaluation results indicated a high level of satisfaction (4.6–4.7 out of 5) and improved participant understanding. All activities are carried out in adherence to data confidentiality principles.

PENGUATAN DAMPAK SOSIAL DAN LINGKUNGAN MELALUI KOLABORASI DAN RESPONS KEMANUSIAAN

STRENGTHENING SOCIAL AND ENVIRONMENTAL IMPACT THROUGH COLLABORATION AND HUMANITARIAN RESPONSE

WIKA Beton bersama WIKA Group melaksanakan berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL) secara kolaboratif sebagai wujud komitmen terhadap pembangunan berkelanjutan. Inisiatif yang dijalankan mencakup kegiatan donor darah untuk mendukung kesehatan masyarakat dan karyawan yang dilakukan rutin setiap 3 bulan sekali, penyelenggaraan bazar UMKM dalam mendorong pertumbuhan ekonomi lokal yang dilaksanakan dalam rangka bulan ramadhan dan memperingati hari kemerdekaan, mudik bersama yang setiap tahunnya rutin dilaksanakan, serta pemberian santunan kepada anak yatim sebagai bentuk kepedulian sosial yang dilaksanakan setiap bulan ramadhan. Di sisi lingkungan, Perseroan juga menginisiasi aksi bersih pantai dan penanaman pohon guna mendukung pelestarian ekosistem dan meningkatkan kesadaran lingkungan di masyarakat.



Sejalan dengan komitmen tersebut, WIKA Beton menunjukkan respons tanggap terhadap bencana banjir di wilayah Sumatra. Bantuan disalurkan kepada 68 karyawan aktif dan 1 karyawan purnabakti yang berdomisili di Medan, serta masyarakat terdampak di beberapa lokasi, termasuk Tamiang berkolaborasi dengan Komunitas Lapak Makan Dhuafa, Langsa berkolaborasi dengan Badan Nasional Penanggulangan Bencana (BNPB) dan masyarakat sekitar pabrik produk beton Sumatera Utara untuk menyalurkan bantuan. Dukungan yang diberikan meliputi kebutuhan dasar, logistik darurat, serta bantuan pemulihan awal dengan total penerima manfaat 3.221 orang.

Melalui pendekatan kolaboratif dan responsif, WIKA Beton terus berupaya menciptakan nilai tambah yang berkelanjutan bagi pemangku kepentingan, serta berkontribusi nyata dalam aspek sosial dan lingkungan sebagai bagian dari praktik bisnis yang bertanggung jawab.

WIKA Beton, together with the WIKA Group, implemented various Social and Environmental Responsibility (TJSL) programs collaboratively as part of its commitment to sustainable development. These initiatives included blood donation activities conducted regularly every three months to support the health of communities and employees, the organization of MSME bazaars to promote local economic growth during the Ramadan period and in commemoration of Independence Day, annual homecoming transportation assistance programs, and the provision of donations to orphans as a form of social care carried out during each Ramadan period. On the environmental front, the Company also initiated beach clean-up activities and tree planting programs to support ecosystem preservation and enhance environmental awareness among the community.

In line with this commitment, WIKA Beton demonstrated a prompt response to flood disasters in the Sumatra region. Assistance was distributed to 68 active employees and 1 retired employee residing in Medan, as well as to affected communities across several locations, including Tamiang in collaboration with the Lapak Makan Dhuafa Community, Langsa in collaboration with the National Disaster Management Agency (BNPB), and communities surrounding the North Sumatra concrete products plant to facilitate aid distribution. The support provided included basic necessities, emergency logistics, and initial recovery assistance, with a total of 3,221 beneficiaries.

Through a collaborative and responsive approach, WIKA Beton continues to create sustainable added value for stakeholders and deliver tangible contributions to social and environmental aspects as part of its responsible business practices.

MEMBANGUN MASA DEPAN MELALUI KOLABORASI PENDIDIKAN

BUILDING THE FUTURE THROUGH EDUCATIONAL COLLABORATION

Sebagai bagian dari komitmen dalam pengembangan sosial dan peningkatan kualitas sumber daya manusia, WIKA Beton melaksanakan program Tanggung Jawab Sosial dan Lingkungan (TJSL) bertajuk “Membangun Masa Depan” melalui kolaborasi bersama Rumah Belajar Universitas Indonesia (Rumbel UI) pada tahun 2025.

Program ini menasar peningkatan akses dan kualitas pendidikan bagi masyarakat, dengan total 282 penerima manfaat, yang terdiri dari 277 siswa tingkat kelas 1 SD hingga kelas 9 SMP, serta 5 peserta didik Paket C. Melalui pendekatan kolaboratif, Perseroan mendukung kegiatan pembelajaran tambahan, penguatan kapasitas akademik, serta pengembangan karakter dan motivasi belajar.

Pelaksanaan program mencakup pendampingan belajar, pengenalan keterampilan dasar, serta penyediaan dukungan sarana pembelajaran yang dirancang secara partisipatif. Keterlibatan relawan dan pemangku kepentingan menjadi faktor penting dalam memastikan efektivitas serta keberlanjutan program.

Melalui inisiatif ini, WIKA Beton berkontribusi dalam menciptakan akses pendidikan yang lebih inklusif dan merata, sekaligus mendukung pengembangan generasi muda yang berdaya saing. Program ini mencerminkan komitmen Perseroan dalam menciptakan dampak sosial yang berkelanjutan.



Ice Breaking WTON Membangun Masa Depan
Ice Breaking: WTON Building the Future

As part of its commitment to social development and the enhancement of human capital quality, WIKA Beton implemented a Corporate Social and Environmental Responsibility (TJSL) program titled “Building the Future” through collaboration with Rumah Belajar Universitas Indonesia (Rumbel UI) in 2025.

This program is aimed at improving access to and the quality of education for communities, reaching a total of 282 beneficiaries, consisting of 277 students from Grade 1 of elementary school to Grade 9 of junior high school, as well as 5 participants in the Paket C equivalency program. Through

a collaborative approach, the Company supports supplementary learning activities, strengthens academic capacity, and fosters character development and learning motivation.

The program implementation includes learning assistance, introduction to basic skills, and the provision of educational support facilities designed through a participatory approach. The involvement of volunteers and stakeholders plays a key role in ensuring the program's effectiveness and sustainability.

Through this initiative, WIKA Beton contributes to creating more inclusive and equitable access to education, while supporting the development of competitive future generations. This program reflects the Company's commitment to delivering sustainable social impact.

PEMBERDAYAAN UMKM MELALUI PENDAMPINGAN DAN KOLABORASI BERKELANJUTAN

EMPOWERING MSMEs THROUGH SUSTAINABLE MENTORSHIP AND COLLABORATION

WIKa Beton terus memperkuat komitmennya dalam mendorong pertumbuhan UMKM sebagai pilar ekonomi nasional melalui program pemberdayaan yang berkelanjutan dan kolaboratif. Dalam implementasinya, Perseroan tidak berjalan sendiri, melainkan bersinergi bersama entitas dalam WIKa Group guna menghadirkan program pembinaan yang lebih komprehensif dan berdampak.

Salah satu inisiatif strategis tersebut diwujudkan melalui penyelenggaraan Festival UMKM Merdeka, yang tidak hanya menjadi ajang promosi produk lokal, tetapi juga sarana peningkatan kapasitas pelaku usaha melalui pendekatan edukatif dan aplikatif.

Sebagai bagian dari kegiatan tersebut, *Talkshow* UMKM diselenggarakan dalam tiga sesi inspiratif yang mencakup pengelolaan keuangan untuk memperkuat keberlanjutan usaha, pelatihan fotografi produk guna meningkatkan kualitas pemasaran, serta pemanfaatan teknologi kecerdasan buatan (AI) untuk mendukung efisiensi operasional dan strategi digital UMKM.

Melalui kolaborasi ini, Perseroan menghadirkan pendekatan pemberdayaan yang tidak hanya berfokus pada peningkatan penjualan, tetapi juga pada penguatan kapabilitas, literasi digital, serta kesiapan UMKM dalam menghadapi transformasi teknologi.

WIKa Beton meyakini bahwa sinergi antar entitas dan keberlanjutan program pendampingan merupakan kunci dalam menciptakan UMKM yang tangguh, adaptif, dan berdaya saing. Dengan demikian, Perseroan tidak hanya berkontribusi pada pertumbuhan ekonomi lokal, tetapi juga turut menciptakan nilai bersama (*shared value*) yang berkelanjutan bagi masyarakat dan pemangku kepentingan.

WIKa Beton continues to strengthen its commitment to fostering MSME growth as a pillar of the national economy through sustainable and collaborative empowerment programs. In its implementation, the Company does not operate independently but synergizes with entities within the WIKa Group to deliver more comprehensive and impactful development initiatives.

One of these strategic initiatives is realized through the organization of the Festival UMKM Merdeka, which serves not only as a platform for promoting local products but also as a medium for enhancing the capacity of business actors through an educational and practical approach.

As part of the program, MSME Talkshows were conducted in three insightful sessions, covering financial management to strengthen business sustainability, product photography training to improve marketing quality, and the utilization of artificial intelligence (AI) to support operational efficiency and MSME digital strategies.

Through this collaboration, the Company delivers an empowerment approach that focuses not only on increasing sales but also on strengthening capabilities, improving digital literacy, and enhancing MSMEs' readiness to navigate technological transformation.

WIKa Beton believes that synergy among entities and the continuity of mentorship programs are key to developing resilient, adaptive, and competitive MSMEs. Accordingly, the Company not only contributes to local economic growth but also creates sustainable shared value for communities and stakeholders.

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PENGADUAN MASYARAKAT TERKAIT AKTIVITAS SOSIAL PERUSAHAAN

COMMUNITY COMPLAINT MECHANISM

WIKI Beton menyediakan saluran pengaduan masyarakat sebagai sarana resmi bagi publik untuk menyampaikan keluhan, masukan, maupun laporan terkait kegiatan operasional Perseroan. Mekanisme ini dirancang untuk menjamin keterbukaan, responsivitas, serta penanganan pengaduan secara objektif dan tepat waktu. Seluruh pengaduan yang diterima ditindaklanjuti melalui prosedur yang terstruktur dengan tetap menjunjung prinsip kerahasiaan dan tanpa tindakan balasan, sebagai bagian dari komitmen Perseroan dalam membangun hubungan yang transparan dan bertanggung jawab dengan masyarakat. Sepanjang tahun 2025, Perseroan tidak menerima laporan pengaduan masyarakat terkait aktivitas sosial perusahaan.

WIKI Beton provides a community grievance mechanism as an official channel for the public to submit complaints, feedback, or reports related to the Company's operational activities. This mechanism is designed to ensure transparency, responsiveness, and objective handling of complaints in a timely manner. All complaints received are followed up through structured procedures while upholding the principles of confidentiality and protection against retaliation, as part of the Company's commitment to building transparent and responsible relationships with the community. Throughout 2025, the Company did not receive any public complaints related to its social activities.



LAPORAN ASSURANCE INDEPENDEN [2-5][6.1]

Independent Assurance Statement



INDEPENDENT ASSURANCE STATEMENT

PT Wijaya Karya Beton Tbk.
Sustainability Report 2025
Statement No: 03/IAS/CBC/IV/2026
In-Accordance, Type 2 - Moderate Level

Scope of Engagement in Assurance

CBC Global Indonesia (“CBC Global Indonesia”, “us” or “we”) were commissioned by PT Wijaya Karya Beton Tbk. (“**WIKABeton**”) with the objective to provide assurance of **WIKABeton**’s 2025 Sustainability Report (the “Report”) in accordance to GRI Sustainability Reporting Universal Standards, POJK No.51/POJK.03/2017, SEOJK No.16/SEOJK.04/2021, TCFD, and the adherence to AA1000 Accountability Principles (2018) with assurance over the Subject Matter presented in the Report, for the reporting year ended 31st December 2025. **This statement is intended to be used by stakeholders & management of WIKABeton.**

The **scope and limitation** of our work is restricted to the following areas:

1. Subject Matters

• GRI 2: General Disclosures 2021	• GRI 305: Emissions 2016	• GRI 414: Supplier Social Assessment 2016
• GRI 3: Material Topics 2021	• GRI 306: Waste 2020	• GRI 416: Customer Health and Safety 2016
• GRI 201: Economic Performance 2016	• GRI 308: Supplier Environmental Assessment 2016	• GRI 417: Marketing and Labeling 2016
• GRI 203: Indirect Economic Impacts 2016	• GRI 401: Employment 2016	• GRI 409: Forced or Compulsory Labor 2016
• GRI 204: Procurement Practices 2016	• GRI 403: Occupational Health and Safety 2018	• GRI 412: Human Rights Assessment
• GRI 205: Anti-corruption 2016	• GRI 404: Training and Education 2016	• GRI 413: Local Communities 2016
• GRI 207: Tax 2019	• GRI 405: Diversity and Equal Opportunity 2016	• GRI 418: Customer Privacy 2016
• GRI 301: Materials 2016	• GRI 406: Non-discrimination 2016	
• GRI 302: Energy 2016	• GRI 407: Freedom of Association	
• GRI 303: Water and Effluents 2018	• GRI 408: Child Labor 2016	

LAPORAN ASSURANCE INDEPENDEN [2-5] [G.1]

INDEPENDENT ASSURANCE STATEMENT



2. AA1000 Principles (2018)

Our assurance engagement was planned and performed to meet the requirements of a **Type 2 “Moderate Level”** of assurance as defined by AA1000 Assurance Standard (AA1000AS) v3 to evaluate the nature and extent of **WIKA Beton**’s adherence to all four AA1000 AccountAbility Principles (2018): Inclusivity, Materiality, Responsiveness and Impact, where sufficient evidence has been obtained to support our statement such that the risk of our conclusion being in error is reduced, but not reduced to very low, but not zero.

We have not performed any work, and do not express any conclusions, on any other information outside of the Subject Matter that may be published in the Report or on **WIKA Beton**’s website for the current reporting period or for previous periods and assumed that the financial data and figures provided by **WIKA Beton** has been audited by independent parties therefore, presentation of financial data and figures in the report NOT within the scope of assurance.

Responsibilities of the Management of WIKA Beton

The Management of **WIKA Beton** is responsible for the preparation of the Subject Matter in accordance with the Reporting Criteria. The responsibility includes designing, implementing and maintaining internal control relevant to the preparation of Subject Matter information that is free from material misstatement, whether due to fraud or error.

Responsibilities, Competencies and Independency of CBC Global Indonesia

Our responsibility is to plan and perform our work to obtain assurance over whether the Subject Matter information has been prepared in accordance with the GRI Universal Standard, POJK No.51/POJK.03/2017, SEOJK No.16/SEOJK.04/2021, TCFD and to report to **WIKA Beton** in the form of an independent assurance conclusion, based on the work performed and the review progress. We must also express a conclusion over whether the Report adheres to the AA1000 Principles (2018) and comment on the nature and extent of each Principle individually. All this engagement was carried out by an independent team of sustainability assurance professionals whose already obtained the **Certified Sustainability Report Assurer (CSRA) or Associate Certified Sustainability Assurance Practitioner (ACSAP) and any other relevant certifications.**

CBC Global Indonesia is bounded by rules of conduct and professional practice relating to independence and quality overseen by AccountAbility (www.accountability.org/standards/licensing/AA1000 as licensed-providers) and has established policies and procedures that are designed to ensure that our team maintain independence and integrity. We had no financial interest in the operation of **WIKA Beton** other than for the assessment and assurance of this report. We don’t accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.



Methodology

We conduct the following assurance procedures and activities:

- Pre-engagement to ensure the independence and impartiality of the assurance team.
- Kick-off meeting and initial analysis of the report draft.
- Review, assess and evidence the reliability and quality of sustainability performance and disclosed information as specified in the Report content for the reporting period of 1st of January up to 31st of December 2025.
- Evaluate the adherence of report content, disclosure and presentation **against the criteria of standard, principles, and indicators using references from AA1000AS v3, AA1000AP (2018) (AccountAbility Principles), GRI Universal Standards, POJK No.51/POJK.03/2017, SEOJK No.16/SEOJK.04/2021, and TCFD.** Adopt IPCC Guidelines for calculation methodology of energy used and emission.
- Conduct in-depth on documents compliance, governance, risk management, business continuity management topics with the representatives of the relevant functions/divisions of the **WIKA Beton** concerning sustainability strategy and policies for material issues and the implementation of these across the **WIKA Beton**'s business.
- Obtained an understanding of how the identified sustainability information is gathered, collated and aggregated internally and enquiries of management of **WIKA Beton** to gain an understanding of the processes for determining material issues for key stakeholder groups.
- Performed limited substantive testing, on a sample basis, of the sustainability information identified, to verify the assumptions, estimations and computations **WIKA Beton** made and to check that data had been appropriately measured, recorded, collated and reported.
- Compare the subject matter presented in the report to corresponding information in the relevant underlying sources on a sample basis.
- Evaluate the subject matter presented in the report to determine whether they are in line with our overall knowledge of, and experience with, the sustainability performance of the group.
- Discuss and analysis data and reports with management of **WIKA Beton** and data contributor to determine whether there are any material misstatement of fact or material inconsistencies based on our understanding obtained as part of our assurance engagement.

LAPORAN ASSURANCE INDEPENDEN [2-5] [G.1]

INDEPENDENT ASSURANCE STATEMENT



Finding and Conclusions

From the assurance program and the evidence, we have obtained, a detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact, the GRI Universal Standards, POJK No.51/POJK.03/2017, SEOJK No.16/SEOJK.04/2021, TCFD is set out below:

INCLUSIVITY

An assessment was made to investigate the engagement of all key stakeholders within the **WIK A Beton**. The presentation of stakeholder's inclusivity in the report is fairly identified and covers all **WIK A Beton**'s inclusivity material issues. The stakeholder's engagement has been held through communication based on various methods and approaches with the contributions of all key stakeholders include their internal and external stakeholders to develop an accountable and strategic sustainability topic.

MATERIALITY

An assessment was made to investigate the material information disclosed by the **WIK A Beton**. The report fairly covers the **WIK A Beton**'s material issues by using materiality matrix and boundary mapping through the stakeholder's inclusivity process. The materiality topics shows in the report provide a fair and sufficient information and aligned with risk management within the company which enables its stakeholders to make a professional judgment about **WIK A Beton**'s performance and management.

RESPONSIVENESS

An assessment was made to investigate the transparency act of the **WIK A Beton** on material sustainability topics and their related impacts. The report covers **WIK A Beton**'s responsiveness issues. All the information related to the responses from management to its stakeholder's inputs and complaints have been included in the report and any others company's mechanisms transparently and appropriateness the responses to a strategic stakeholder engagement management.



IMPACT

The Report content discloses data and information indicating the impacts of the **WIKI Beton**'s decisions, activities, and services on the economy, environment, and society. An assessment was made to investigate the practice of the **WIKI Beton** to monitor, measure and be accountable for how their actions affect their broader ecosystems. In overall, disclosures of impacts in the Report content are rather balance and adequate with both metric and qualitative information. However, the Company still needs to integrate comprehensively the identified impacts into key management processes to conduct an impact assessment on the other stakeholders, including its organizational strategy, governance, goals, objectives, and operations.

GRI STANDARDS PRINCIPLES

The Report has prepared in accordance with GRI Universal Standards, where all disclosure of each material topic is presented in the Report. The disclosures of management approach for each material topic in general is fairly disclosed. The Management of **WIKI Beton** has applied the principles for defining the report's quality (balance, comparability, accuracy, timeliness, clarity, and reliability) and the principles for defining the report's content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and supporting documents were adequately presented during the assurance program.

Adherence to POJK No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021

The report has followed or complied to all POJK No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021 reporting guidelines. In terms of the adherence against the regulations, **WIKI Beton** has developed and simplified more policies and initiatives on social and environment concerns. The **WIKI Beton** is advised to improve their risk and impact analysis on sustainability and also improve the assessment on high-risk lending sectors with negative impacts towards social and environment issues. In addition, the **WIKI Beton** should also update its sustainability reporting data collection system more comprehensively, integrated, and reliable.

Opinion Statement

Our professional and certified team of sustainability report assurer has assured this report in accordance with the AA1000AP (2018), AA1000AS v3 and GRI Standards. From the review progress, we conclude that the **WIKI Beton**'s Sustainability Report 2025 provides a fair view of the all the **WIKI Beton**'s programs and performances during 2025. The extent to which the GRI Standards has been applied in the Report and conclude this report *has been prepared in accordance with GRI Universal Standards*.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. We conclude that the data in 2025 for all material topics performance indicators are fairly represented and there is nothing has come to our attention that would lead us to believe that the subject matter in the Report for the year ended 31 December 2025, in all material respects, is not prepared in accordance with the applicable criteria.

LAPORAN ASSURANCE INDEPENDEN [2-5] [G.1]

INDEPENDENT ASSURANCE STATEMENT



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Conclusion & Recommendations

- Develop an integrated impact identification and measurement of those impact by establishing a sustainability performance monitoring system with a better database system. The sustainability performance database can be monitored, its accuracy will be maintained, and target achievement can be more measurable. The organization has documented the materiality analysis procedures to identify the material topics but described distinctively the impact of three topics to organization financial performance and the rest topics to stakeholders. Improve the table by explaining how the organization manage the impacts of each topic related to financial performance and stakeholders. Classify all the information in one compact consolidated table.
- Implement the AA1000 Stakeholder Engagement Standard to enhance the quality of analysis and the robustness of stakeholder engagement mapping and tables.

For and on behalf of:
Jakarta, April 13th, 2026

Dr. Erna Lovita, SE., MSi., Ak., CA., CSRS., CSRA

Engagement Leader

Certified Sustainability Reporting Specialist No. S-UB3-1407-305

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INDEKS STANDAR GRI

GRI Standards Index

Pernyataan Penggunaan Statement of Use:		WIKA Beton telah melaporkan sesuai dengan Standar GRI untuk periode 1 Januari hingga 31 Desember 2025 WIKA Beton has reported in accordance with the GRI Standards for the period January 1 until December 31 2025.			
GRI 1 yang Digunakan GRI 1 Used		GRI 1: Landasan 2021 GRI 1: Foundation 2021			
Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
Pengungkapan Umum General Disclosures					
GRI 2: Pengungkapan Umum 2021 General Disclosures 2021	2-1	Detail organisasi Organizational details	58, 61, 68		
	2-2	Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	42		
	2-3	Periode pelaporan, frekuensi, dan titik kontak Reporting period, frequency and contact point	41, 59		
	2-4	Penyajian kembali informasi Restatement of information	43		
	2-5	Penjaminan oleh pihak eksternal External assurance	43, 286-291		
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain, and other business relationship	70-77		
	2-7	Karyawan Employees	221		
	2-8	Pekerja yang bukan karyawan Workers who are not employees	221-229		
	2-9	Struktur tata kelola dan komposisi Governance structure and composition	108, 112-116		

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			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
2-10	Menominasikan dan memilih badan tata kelola tertinggi Nomination and selection of the highest governance body	110, 118-119			
2-11	Pejabat badan tata kelola tertinggi Chair of the highest governance body	124			
2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	108-110, 121			
2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	124			
2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	46			
2-15	Konflik kepentingan Conflict of interest	140			
2-16	Mengkomunikasikan hal-hal kritis Communication of critical concerns	145			
2-17	Perjanjian perundingan kolektif Collective knowledge of the highest governance body	125			
2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	108, 119-120			
2-19	Kebijakan remunerasi Remuneration policies	118-119			
2-20	Proses untuk menentukan remunerasi Process to determine remuneration	118-119			
2-21	Rasio kompensasi total tahunan Annual total compensation ratio	119			
2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	6-14			

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	2-23	Komitmen kebijakan Policy commitments			6-14
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments			125
	2-25	Proses untuk memulihkan dampak negatif Process to remediate negative impacts			58
	2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns			145
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations			107, 154
	2-28	Keanggotaan asosiasi Membership associations			88
	2-29	Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement			54-58
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements			235, 261
Topik Material Material Topics					
GRI 3: Topik Material 2021 Material Topics 2021	3-1	Proses untuk menentukan topik material Process to determine material topics			45-46
	3-2	Daftar topik material List of material topics			46-52
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GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics			91
GRI 201: Kinerja Ekonomi 2016 Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed			91
	201-2	Implikasi finansial, risiko, dan peluang lainnya terkait perubahan iklim Financial implications and other risks and opportunities due to climate change			181-191

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			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	201-3	Kewajiban pada program imbalan pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	254		
	201-4	Bantuan finansial dari pemerintah Financial assistance received from government	92		
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	276-277		
GRI 203: Dampak Ekonomi Tidak Langsung 2016 Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investments and services supported	211		
	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	276-277		
Praktik Pengadaan Procurement Practices					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	77		
GRI 204: Praktik Pengadaan 2016 Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	16, 77, 80		
GRI 308: Penilaian Lingkungan Pemasok 2016 Supplier Environmental Assessment 2016	308-1	Seleksi pemasok baru dengan menggunakan kriteria lingkungan New supplier that were screened using environmental criteria	80-81		
	308-2	Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil Negative environmental impacts in the supply chain and actions taken	83-84		

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
Antikorupsi Anti-corruption					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	140		
GRI 205: Antikorupsi 2016 Anti-corruption 2016	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	141		
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	141-142		
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	142		
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GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	147		
GRI 207: Pajak 2019 GRI 207: Tax 2019	207-1	Pendekatan terhadap pajak Approach to tax	147		
	207-2	Tata kelola, pengontrolan, dan manajemen risiko pajak Tax governance, control, and risk management	147		
	207-3	Keterlibatan pemangku kepentingan dan pengelolaan kepedulian yang berkaitan dengan pajak Stakeholder engagement and management of concerns related to tax	147		
	207-4	Laporan per negara Country-by-country reporting	147		

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			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
Material Materials					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	209		
GRI 301: Material 2016 Material 2016	301-1	Material yang digunakan berdasarkan berat atau volume Materials used by weight or volume	209		
	301-2	Material input dari daur ulang yang digunakan Recycled input materials used	210		
	301-3	Produk reclaimed dan material kemasannya Reclaimed products and their packaging materials	N/A	Produk <i>reclaimed</i> dan material kemasannya Reclaimed products and their packaging materials	Not applicable
Energi Energy					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	156		
GRI 302: Energi 2016 Energy 2016	302-1	Konsumsi energi dalam organisasi Energy Consumption Within the Organization	156-158		
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	156-157		
	302-3	Intensitas energi Energy intensity	157		
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	156, 210		
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	156, 210		

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
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GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	167		
GRI 303: Air dan Efluen 2018 Water and Effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	167-168		
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	170		
	303-3	Pengambilan air Water withdrawal	168		
	303-4	Pembuangan air Water discharge	168		
	303-5	Konsumsi air Water consumption	168, 171		
Emisi Emissions					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	172		
GRI 305: Emisi 2016 Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	173-174		
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	175-176		
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	176-177		
	305-4	Intensitas emisi GRK GHG emissions intensity	176-177		
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	192, 210		
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	166		

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			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	305-7	Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	165-166		
Limbah Waste					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	160		
GRI 306: Limbah 2020 Waste 2020	306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	160		
	306-2	Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	160		
	306-3	Timbulan limbah Waste generated	161-165		
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	164-165		
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	164-165		
Kepegawaian Employment					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	236		
GRI 401: Kepegawaian 2016 Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	236-239		

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	233		
	401-3	Cuti melahirkan Parental leave	252		
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GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	265-266		
GRI 403: Keselamatan dan Kesehatan Kerja 2018 Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	266, 272-273		
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	268-270		
	403-3	Layanan kesehatan kerja Occupational health services	270-271		
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	267		
	403-5	Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	266		
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	271		
	403-7	Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	270		

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	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system			
	403-9	Kecelakaan kerja Work-related injuries			
	403-10	Penyakit akibat kerja Work-related ill health			
Pendidikan dan Pelatihan Training and Education					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics			
GRI 404: Pendidikan dan Pelatihan 2016 Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee			
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs			
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews			
Keberagaman dan Kesempatan yang Setara Diversity and Equal Opportunity					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics			

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
GRI 405: Keanekaragaman dan Kesempatan Setara 2016 Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	112-116, 220-230, 234		
	405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	232		
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GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	217		
GRI 406: Non Diskriminasi 2016 Non Discrimination 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	219		
Kebebasan Berserikat dan Perundingan Kolektif Freedom of Association and Collective Bargaining					
GRI 3: Topik Material 2021 Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	235		
GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016 GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	235		

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			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
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GRI 408: Pekerja Anak 2016 Child Labor 2016	408-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	256-260		
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Feedback Sheet

Laporan Keberlanjutan 2025 PT Wijaya Karya Beton Tbk menyajikan kinerja keberlanjutan yang mencakup aspek lingkungan, sosial, tata kelola (LST), dan ekonomi. Perseroan mengharapkan masukan, kritik, dan saran dari Bapak/ Ibu/Saudara sekalian terhadap isi laporan ini.

The 2025 Sustainability Report of PT Wijaya Karya Beton Tbk presents sustainability performance covering environmental, social, governance (ESG), and economic aspects. The Company welcomes input, criticism, and suggestions from all stakeholders regarding the content of this report.

Mohon pilih jawaban yang paling sesuai: | Please select the most appropriate answer:

Laporan memberikan informasi yang jelas mengenai kinerja LST Perseroan.

The report provides clear information about the company's ESG performance.

Setuju | Agree Tidak Setuju | Agree Tidak Tahu | Agree

Materi dan data dalam Laporan mudah dimengerti dan dipahami.

The material and data in the report are easy to understand.

Setuju | Agree Tidak Setuju | Agree Tidak Tahu | Agree

Materi dan data dalam Laporan sudah cukup lengkap.

The material and data in the report are sufficiently comprehensive.

Setuju | Agree Tidak Setuju | Agree Tidak Tahu | Agree

Materi dan data dalam Laporan sudah cukup lengkap.

This report increases your trust in the sustainability of the Company.

Setuju | Agree Tidak Setuju | Agree Tidak Tahu | Agree

Mohon berikan saran/usul/komentar atas laporan ini.

Please provide suggestions/comments on this report.

.....

.....

Profil Pembaca

Reader Profile

Nama (bila berkenan)

Name (if you please)

Institusi Perusahaan

Institution Company

Surel

Email

Telp/Hp

Phone/Mobile

Asal kelompok Pemangku Kepentingan:

Origin of Stakeholder Group:

- Pemegang Saham | Shareholders
- Media | Media
- Mitra Kerja | Business Partners
- Masyarakat | Community
- Pegawai | Employees
- Pelaku Usaha Sejenis dan Asosiasi
Industry Peers and Associations
- Pelanggan | Customers

Lain-lain, mohon sebutkan | Others, please specify

Mohon lembar umpan balik dapat dikirimkan ke:

Please send the feedback form to:

email: sekper@wika-beton.co.id



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