

THRIVING BY TRUST, SUSTAINABLE BY INNOVATION

Berkembang dengan Kepercayaan, Berkelanjutan dengan Inovasi

20 Laporan Keberlanjutan
23 Sustainability Report





Thriving by Trust, Sustainable by Innovation

Berkembang dengan Kepercayaan, Berkelanjutan dengan Inovasi

Tema ini mencerminkan komitmen Perseroan untuk terus berkembang dan berkelanjutan melalui dua pilar utama, yakni kepercayaan (*trust*) dan inovasi berkelanjutan (*sustainable innovation*).

WIKA BETON menempatkan kepercayaan (*trust*) para pemangku kepentingan sebagai prioritas utama. Hal ini diwujudkan dengan memberikan produk dan layanan yang berkualitas tinggi serta selalu berinovasi dalam penciptaan produk ramah lingkungan (*sustainable innovation*).

Inovasi juga diarahkan pada pengembangan produk dan layanan yang tidak hanya unggul secara teknologi tetapi juga ramah lingkungan. Inovasi berkelanjutan di sektor konstruksi dapat mencakup penggunaan bahan daur ulang, teknologi *Green Manufacture*, atau praktik-praktik ramah lingkungan lainnya. Melalui praktik bisnis yang berkelanjutan, konsisten dan berintegritas, kepercayaan dari para pemangku kepentingan dapat dibangun dan semakin kuat.

WIKA BETON menyatukan kepercayaan dan inovasi sebagai nilai inti Perseroan sehingga menciptakan fondasi yang kuat untuk pertumbuhan yang berkelanjutan dan kesuksesan jangka panjang. Oleh sebab itu, tema ***Thriving by Trust, Sustainable by Innovation*** dianggap tepat untuk mewakili tema Laporan Keberlanjutan PT Wijaya Karya Beton Tbk tahun buku 2023.

This theme reflects the company's commitment to continuous growth and sustainability through two main pillars: trust and sustainable innovation.

WIKA BETON prioritizes trust among stakeholders as its primary focus. This is manifested by delivering high-quality products and services and consistently innovating to create environmentally friendly products (*sustainable innovation*).

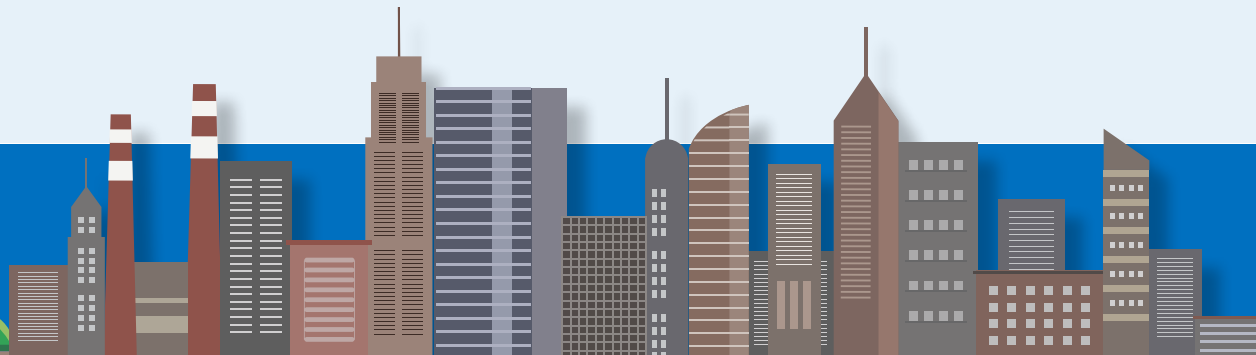
Innovation is also directed towards developing products and services that are both technologically superior and environmentally friendly. Sustainable innovation in the construction sector may involve using recycled materials, Green Manufacture technologies, or other environmentally friendly practices. Through sustainable, consistent, and integrity-driven business practices, stakeholders' trust can be built and strengthened.

WIKA BETON integrates trust and innovation as the company's core values, thus creating a strong foundation for sustainable growth and long-term success. Therefore, the theme "Thriving by Trust, Sustainable by Innovation" is considered appropriate to represent the theme of PT Wijaya Karya Beton Tbk's Sustainability Report for the fiscal year 2023

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Menumbuhkan Insan yang Sejahtera
Fostering Well-being Individuals

Bertumbuh Bersama Pegawai
Growing Together with Employees

Menghormati Hak Asasi Manusia
Respecting Human Rights

Remunerasi dan Tunjangan Pegawai
Employee Remuneration and Benefits

Mengembangkan Potensi Pegawai
Employee Potential Development

Evaluasi kemajuan Kinerja Pegawai
Employee Performance Progress Evaluation

Program Pensiun Pegawai
Employee Pension Programs

Keberagaman dan Kesetaraan
Diversity and Equality

Lingkungan Kerja yang Layak dan Aman
Safe and Suitable Working Environment

Partisipasi, Komunikasi, dan Pelatihan K3L
Participation, Communication, and Occupational Health and Safety Training

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Ikhtisar Keberlanjutan 2023

Overview of Sustainability 2023

Kinerja Ekonomi [B.1]

Economic Performance



Laba Bersih
Net Profit

Rp 19,82
Miliar Billion



Pendapatan Usaha
Operating Revenue

Rp 4.203,17
Miliar Billion



Return on Equity
Return on Equity

0,56 %



Jumlah Pasokan Barang dan Jasa Domestik
The Total Supply of Domestic Goods and Services

Rp 2.409,24
Miliar Billion

Kinerja Operasional dan Inovasi

Operational Performance and Innovation



Produktivitas Produksi Beton Pra Cetak
The Productivity of Pre-Cast Concrete Production

50,7 %



Substitusi Bahan Baku Campuran Beton dengan Fly Ash
Substitution of Concrete Mix Raw Materials with Fly Ash

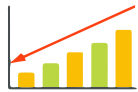
4,2 %
dari total penggunaan semen
of the total cement usage



Efisiensi Biaya Beton Pra cetak
The Cost Efficiency of Pre-Cast Concrete

1,07 %

Kinerja Lingkungan [B.2] Environmental Performance



Pengurangan Penggunaan Energi dari Tahun 2022
Reduction in Energy Consumption Since 2022

↓ **44%**



Penggunaan Kembali Air Limbah Olahan
The Reuse of Treated Wastewater

11.869 m³



Produk Ramah Lingkungan
Environmentally Friendly Products

- Sumur Resapan Segmental
- Beton Porous
- Beton Geopolimer

- Segmental Infiltration Wells
- Porous Concrete
- Geopolymer Concrete

Kinerja Sosial dan Kemasyarakatan [B.3] Social and Community Performance



Jam Kerja Selamat
Safe Working Hours

17.684.431
Jam Hours



Persentase Karyawan Perempuan
The Percentage of Female Employees

5,67 %



Realisasi Dana Kegiatan Corporate Social Responsibility (CSR)
Realization of Corporate Social Responsibility (CSR) Funds

Rp 1,78 Miliar Billion



Nilai Social Return on Investment (SROI)
Social Return on Investment (SROI) Value

2,07

Setiap 1 rupiah dana yang diinvestasikan menghasilkan dampak sosial sebesar Rp2,07
Every 1 rupiah invested through the CSR program, it generates a social impact of Rp2.07

Penghargaan dan Pengakuan

Awards and Recognitions



37,84 GEI Score

15,82

Data Excellence Score

89,23

Disclosure Score

24,32

Leadership & Talent Pipeline

0,0

Equal Pay & Gender Pay Parity

25,81

Inclusive Culture

0,0

External Brand

20,0

Anti-Sexual Harassment Policies



10 Agustus 2023 August 10, 2023

Nama Penghargaan
Award Name

Gold bintang 4 Pilar Lingkungan
Gold 4 Pillars Environmental Star

Ajang Penghargaan
Award Event

TJSL & CSR Award 2023
TJSL & CSR Award 2023

Penyelenggara
Organizer

BUMN Track
BUMN Track



10 Agustus 2023 August 10, 2023

Nama Penghargaan
Award Name

Gold Kategori Inovasi Efisiensi Air
Gold Innovation Water Efficiency Category

Ajang Penghargaan
Award Event

Environmental and Social Innovation Awards (ENSIA) 2023
Environmental and Social Innovation Awards (ENSIA) 2023

Penyelenggara
Organizer

PT Sucofindo
PT Sucofindo



6 September 2023 September 6, 2023

Nama Penghargaan
Award Name

Top Governance, Risk, & Compliance (GRC) Awards 2023 #5 Stars atau "Excellence"
Top Governance, Risk, & Compliance (GRC) Awards 2023 #5 Stars or "Excellence"

Ajang Penghargaan
Award Event

TOP GRC Awards 2023
TOP GRC Awards 2023

Penyelenggara
Organizer

Majalah Top Business
Top Business Magazine



6 September 2023 September 6, 2023

Nama Penghargaan
Award Name

The Most Committed Governance, Risk, & Compliance (GRC) Leader 2023 - Direktur Utama
The Most Committed Governance, Risk, & Compliance (GRC) Leader 2023 - President Director

Ajang Penghargaan
Award Event

TOP GRC Awards 2023
TOP GRC Awards 2023

Penyelenggara
Organizer

Majalah Top Business
Top Business Magazine



2 November 2023 November 2, 2023

Nama Penghargaan
Award Name

Safety Innovation Sub Kategori
Penilaian Kantor Pabrik Konstruksi
Safety Innovation Subcategory Assessment
Construction Office Factory

Ajang Penghargaan
Award Event

Indonesia Construction Safety Awards (ICSA) 2023
Indonesia Construction Safety Awards (ICSA) 2023

Penyelenggara
Organizer

Perkumpulan Ahli Keselamatan Konstruksi Indonesia (PAKKI)
Indonesian Construction Safety Experts Association (PAKKI)



16 November 2023 November 16, 2023

Nama Penghargaan
Award Name

Silver SNI Award 2023
Silver SNI Award 2023

Ajang Penghargaan
Award Event

SNI Award 2023
SNI Award 2023 National

Penyelenggara
Organizer

Badan Standardisasi Nasional (BSN)
Standardization Agency (BSN)



29 November 2023 November 29, 2023

Nama Penghargaan
Award Name

Predikat Commitment CC
CC Commitment Predicate

Ajang Penghargaan
Award Event

ESG Disclosure Transparency Awards 2023
ESG Disclosure Transparency Awards 2023

Penyelenggara
Organizer

Investortrust.id dan Bumi Global Karbon Foundation
Investortrust.ID and Bumi Global Karbon Foundation



Kuntjara

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

Sambutan Direksi

[2-22] [D.1]

Pemangku Kepentingan yang Terhormat,

Saya mewakili Direksi PT Wijaya Karya Beton Tbk menyampaikan rasa terima kasih karena telah meluangkan waktu dalam membaca Laporan Keberlanjutan ini yang menguraikan perjalanan Perseroan sepanjang tahun buku 2023. Sebagai Direktur Utama, saya mewakili Organ Direksi berbangga akan ketangguhan dan dedikasi WIKA BETON di tengah tantangan yang menghadirkan tema **Thriving by Trust, Sustainable by Innovation** pada Laporan Keberlanjutan ini.

Sepanjang 2023, Perseroan menemui berbagai tantangan dalam operasional yang menguji tekad dan determinasi seluruh Insan WIKA BETON. Kami menemukan kekuatan sejati, inovasi, serta komitmen tanpa ragu yang terbentuk melalui berbagai kebutuhan keberlanjutan bisnis. Meminjam filosofi beton pracetak yang semakin menguat seiring waktu dan tekanan, tantangan yang kami hadapi juga akan semakin membuat Perseroan kuat dan bertumbuh melalui perbaikan dan adaptasi.

Sejak awal berdirinya, WIKA BETON telah secara aktif terlibat dalam pembangunan infrastruktur di berbagai wilayah Indonesia. Dengan pengalaman dalam proyek-proyek infrastruktur seperti jembatan dan jalan tol, kami telah memainkan peran penting dalam meningkatkan konektivitas dan mobilitas antarwilayah, serta meningkatkan aksesibilitas bagi masyarakat. Dengan rekam jejak yang terbukti, WIKA BETON bertekad untuk terus berkontribusi sebagai katalisator dalam mendukung pertumbuhan inklusif di Indonesia.

Board of Directors Message

[2-22] [D.1]

Respected Stakeholders,

On behalf of the Board of Directors of PT Wijaya Karya Beton Tbk, I express our gratitude for taking the time to read this Sustainability Report, which outlines the company's journey throughout the fiscal year 2023. As the President Director, representing the Board of Directors, I take pride in WIKA BETON's resilience and dedication amidst challenges encapsulated by the theme "Thriving by Trust, Sustainable by Innovation" in this Sustainability Report.

Throughout 2023, the company encountered various operational challenges that tested the resolve and determination of all WIKA BETON members. We discovered true strength, innovation, and unwavering commitment formed through various business sustainability needs. Borrowing from the philosophy of precast concrete, which strengthens over time and pressure, the challenges faced by the company are believed to fortify further and foster growth through improvement and adaptation.

Since its inception, WIKA BETON has been actively involved in infrastructure development across various regions of Indonesia. With experience in infrastructure projects such as bridges and toll roads, we have played a crucial role in enhancing interregional connectivity and mobility, as well as improving accessibility for the community. With a proven track record, WIKA BETON is committed to continuing to contribute as a catalyst in supporting inclusive growth in Indonesia.

Strategi dan Kebijakan Strategis [D.1.a]

Perseroan mengawali penyusunan strategi bisnis di 2023 dengan penuh optimisme, namun memasuki tahun 2023, terdapat berbagai tantangan. Mulai dari perang antara Ukraina dan Rusia, hingga sisa perang dagang antara Cina dan Amerika yang menyisakan dampak bagi kondisi bisnis Indonesia, yakni tidak stabilnya kurs Dolar terhadap Rupiah. Hal ini menyebabkan pengaruh harga material WIKA BETON, di antaranya besi yang melambung. Selain itu, pada skala nasional, Pemerintah menekan subsidi yang memengaruhi harga BBM dan turut memengaruhi bengkaknya biaya operasional, tetapi tidak diikuti dengan pertumbuhan penjualan yang sepadan. Dari sisi proyek, beberapa proyek dari sektor swasta belum dieksekusi, sementara dari sektor Pemerintah, terdapat perubahan mekanisme pembayaran yang menjadikan skema pembayaran dicicil selama tiga tahun, namun pengerjaan proyek harus diselesaikan secepatnya. Hal ini tentu menjadi tantangan untuk mencapai pendapatan yang sudah ditargetkan sebelumnya.

Meski tantangan yang dihadapi cukup berat, namun survei McKinsey dan Oxford menyatakan sektor manufaktur Indonesia sepanjang 2023 diprediksi bertumbuh di angka 4,3%. Hal ini menjadikan kami terus optimis untuk berkembang dengan melakukan berbagai transformasi bisnis, termasuk melakukan *review* terhadap berbagai Organ Perseroan untuk menekan *overhead*, efisiensi rekrutmen, efisiensi biaya di pabrik, hingga melakukan *benchmarking* yang lebih mendalam.

Perseroan juga mampu menjaga rantai pasokan di tengah ketidakpastian ekonomi, hingga peristiwa global yang berada di luar kendali. Dapat dikatakan WIKA BETON tidak hanya telah berhasil melewati badai, tetapi juga telah berhasil memanfaatkan turbulensi yang ada sebagai acuan untuk bertumbuh. Hal ini meningkatkan kemampuan kami untuk mengatasi tantangan sekaligus memastikan keberlanjutan Perseroan sebagai mercusuar ketangguhan di industri beton pracetak.

Guna semakin solid menghadapi tantangan dan melihat peluang yang ada, WIKA BETON kini tengah merumuskan visi misi yang tumbuh seiring dengan semangat keberlanjutan. WIKA BETON berkomitmen untuk menjadi pelopor dalam mengimplementasikan praktik-praktik ramah lingkungan dalam setiap tahap proses produksi dan operasionalnya. Kami memiliki visi menciptakan bisnis yang tidak hanya unggul dalam aspek teknis dan inovatif, tetapi juga meminimalkan dampak terhadap lingkungan. WIKA BETON telah berhasil memiliki green product dan menjadi pelopor dalam meraih sertifikasi green product. Sampai tahun 2023, WIKA BETON telah mencapai 60% dalam penggunaan semen ramah lingkungan dan akan terus meningkat pada tahun mendatang. Langkah ini penting bagi kami untuk membuat lingkungan perkotaan lebih resilien dan berkelanjutan, serta mendukung pertumbuhan ekonomi jangka panjang dan kesejahteraan masyarakat.

Strategy and Strategic Policy [D.1.a]

The company began formulating its business strategy in 2023 with optimism, but as the year progressed, it encountered various challenges. From the conflict between Ukraine and Russia to the remnants of the trade war between China and America, which impacted the business conditions in Indonesia, particularly the instability of the Dollar-Rupiah exchange rate. This influenced WIKA BETON's material prices, including the skyrocketing prices of steel. Additionally, at the national scale, the government reduced subsidies affecting fuel prices, thus increasing the company's operational costs without proportional sales growth. From a project perspective, some private sector projects remained unexecuted. In contrast, government sector projects changed payment mechanisms, staggered over three years, requiring project completion as soon as possible. These challenges posed obstacles for the company in achieving its previously targeted revenue.

Despite the significant challenges faced by the company, a McKinsey and Oxford survey predicted a growth rate of 4.3% for the Indonesian manufacturing sector throughout 2023. This keeps the company optimistic about growth and drives various business transformation efforts, including reviewed various corporate organs to reduce overheads, streamline recruitment, achieve factory cost efficiencies, and engage in more in-depth benchmarking.

The company also managed to maintain its supply chain amidst economic uncertainty and global events beyond its control. It can be said that WIKA BETON not only weathered the storm but also utilized existing turbulence as a reference for growth. This demonstrates our ability to overcome challenges while ensuring sustainability as a beacon of resilience in the precast concrete industry.

WIKA BETON is formulating a vision and mission that grows with sustainability goals to address challenges better and seize existing opportunities. WIKA BETON is committed to leading the implementation of environmentally friendly practices in every stage of its production and operations. The company envisions creating a business that excels in technical and innovative aspects and minimizes its environmental footprint. WIKA BETON has successfully developed green products and has emerged as a pioneer in obtaining green product certifications. By the year 2023, WIKA BETON had achieved a 60% utilization of eco-friendly cement and plans to further increase this in the coming years. This step is crucial for us in making urban environments more resilient and sustainable, while also supporting long-term economic growth and societal well-being.

Berinovasi Dalam Keberlanjutan [D.1.b]

Perjalanan yang didapat Perseroan melalui berbagai tantangan, telah mengarah pada inovasi dan kemajuan teknologi yang timbul akibat keadaan yang mendesak. Hal ini menimbulkan dedikasi, kreativitas serta komitmen yang tak tertandingi, diantaranya adalah penggunaan *Artificial Intelligence* (AI) dalam kegiatan operasional untuk mengoleksi data-data terkait material dan pengembangan produk. Penggunaan AI ini juga berguna dalam hal pelaporan yang mampu memotong proses manual yang panjang menjadi *big data* secara *real-time*. Sehingga kami mengajak Insan WIKA BETON untuk merayakan kesuksesan atas berbagai pencapaian yang didapat pada tahun 2023, sekaligus mengakui jalur yang telah kita tempuh untuk mencapainya. Harus diakui bahwa perjalanan yang telah ditempuh sepanjang 2023 patut dibanggakan, karena terdapat potensi pertumbuhan, perbaikan, dan kesuksesan di dalamnya.

Pencapaian Kinerja Berkelanjutan

Keberlanjutan telah menjadi perhatian khusus di WIKA BETON yang diperkenalkan secara luas, baik dari sisi bisnis, pegawai, dan lingkungan Perseroan. Kami terus menanamkan nilai dan budaya keberlanjutan yang telah disetujui oleh seluruh Insan WIKA BETON dan disosialisasikan oleh Kementerian BUMN serta secara bertahap di lingkungan internal Perseroan.

Secara internal, WIKA BETON telah memiliki *roadmap* dekarbonisasi, dan juga melaksanakan Tanggung Jawab Sosial di bidang lingkungan dengan menyumbang beton porous—beton yang dapat menyerap air di lapangan-lapangan SD, pemberian beasiswa, pengolahan sampah dan limbah di pabrik-pabrik, hingga membuat sumur resapan di pabrik dan masyarakat sekitar. Pada *roadmap* dekarbonisasi, Kami mulai mengganti mobil operasional ke mobil listrik secara bertahap untuk mengurangi karbon hingga 20%, mendapatkan sertifikasi *greenship*, menggunakan semen ramah lingkungan, serta mengeluarkan produk ramah lingkungan secara bertahap. [305-5] [F.12]

Dalam pencapaiannya di bidang keberlanjutan, WIKA BETON mencatatkan berbagai capaian di berbagai bidang. Di aspek teknologi, kami berhasil mendigitalisasi proses operasional yang dilakukan secara berkesinambungan di *System Application and Product* (SAP) sejak Juli 2023 dan menerapkan aplikasi *Computer Control Machining System* (CCMS) pada teknologi produksi yang mampu menghitung material yang digunakan secara *real-time* sehingga lebih akurat dan efisiensi dalam *budgeting*. Digitalisasi di pabrik juga dilakukan dengan *Electric Quality Control* (EQC) yang mampu menjelaskan produk kepada pelanggan, dan merupakan pelopor dalam bidang digitalisasi EQC ini. Perseroan juga tersertifikasi ISO 27001 tentang Sistem Keamanan Teknologi Informasi dan telah melakukan audit dari pihak independen dan meraih nilai yang baik.

Innovating in Sustainability [D.1.b]

The company's journey through various challenges has led to innovation and technological advancements prompted by urgent circumstances. This evokes unmatched dedication, creativity, and commitment, among which is the utilization of Artificial Intelligence (AI) in operational activities to collect materials and product development data. AI also aids reporting by converting lengthy manual processes into real-time extensive data analysis. Thus, we invite WIKA BETON members to celebrate the successes achieved in 2023 and acknowledge our path to reach them. It must be recognized that the journey undertaken throughout 2023 is commendable, as it holds potential for growth, improvement, and success.

Sustainability Performance Achievements

Sustainability has become a concern at WIKA BETON and has been introduced extensively in its business, employee, and environmental aspects. We instills sustainability values and culture agreed upon by all WIKA BETON members, which are disseminated by the Ministry of SOEs and gradually within the company's internal environment.

Internally, WIKA BETON has developed sustainability and decarbonization roadmaps, and also implementing Social Responsibility in the environmental field by contributing porous concrete – concrete capable of absorbing water to elementary school fields, providing scholarships, waste, and wastewater treatment in company factories, and creating infiltration wells in company and surrounding communities. Regarding the decarbonization roadmap, we has gradually begun replacing operational vehicles with electric ones to reduce carbon emissions by up to 20%, obtaining greenship certification, utilizing environmentally friendly cement, and gradually increasing the production of environmentally friendly products. [305-5] [F.12]

In its sustainability achievements, WIKA BETON has recorded various accomplishments in various fields. In the technological aspect, we continuously digitized operational processes in the System Application and Product (SAP) since July 2023 and implemented the Computer Control Machining System (CCMS) application in production technology, which can calculate material usage in real time for more accurate and efficient budgeting. Digitalization in factories is also carried out with the Electric Quality Control (EQC) system, which explains products to customers. The company is also a pioneer in the digitalization of this EQC. The company is also ISO 27001 certified for Information Technology Security Systems and has undergone audits by independent parties, achieving good scores.

Pada aspek lingkungan, WIKA BETON telah berhasil memiliki *green product* dan menjadi pelopor dalam meraih sertifikasi *green product*. Sampai tahun 2023, WIKA BETON telah mencapai 60% dalam penggunaan semen ramah lingkungan dan menargetkan 80% pada tahun yang akan datang.

WIKA BETON juga berhasil meraih beberapa penghargaan di bidang keberlanjutan sepanjang tahun 2023, di antaranya meraih Juara 2 pada Indonesia Construction Safety Award (ICSA) 2023, serta mendapat Penghargaan kategori “Gold” pada Environmental and Social Innovation Awards (ENSIA) 2023. Hal ini menjadi bukti komitmen serius Perseroan dalam menjaga keberlanjutan bisnis dan K3 di lingkungan operasionalnya.

Keseriusan WIKA BETON pada keberlanjutan juga dibuktikan dengan adanya *roadmap* dekarbonisasi yang sebelumnya telah disebutkan, dengan beberapa target di antaranya meminimalkan produksi karbon, mengurangi debu, penggunaan kendaraan listrik hingga pemanfaatan energi terbarukan yang menargetkan penurunan emisi sebesar 9,8ktCO₂e pada tahun 2030. [305-5] [F.12]

Perseroan juga meluncurkan aplikasi WTON Care yang digunakan untuk memastikan pelaksanaan kesesuaian/standar pada proses pekerjaan secara *real-time*, efektif, dan efisien. Dengan adanya aplikasi WTON Care, pengguna dapat memantau dan mengelola aset infrastruktur dengan lebih efisien sekaligus meningkatkan keselamatan dan keamanan penggunaan infrastruktur karena terdapat pendeteksian potensi bahaya atau kegagalan sistem dengan cepat dan memberikan peringatan kepada pengguna, serta memungkinkan tindakan pencegahan yang sesuai di dalam aplikasi.

Pada aspek Hak Asasi Manusia (HAM), WIKA BETON telah memiliki kebijakan HAM yang disusun sesuai dengan proses bisnis dan aturan perundang-undangan yang berlaku. Kebijakan ini membuktikan keseriusan Perseroan dalam menjaga hak ketenagakerjaan seperti menghormati hak pegawai, mendukung keberadaan serikat pekerja, hingga memberikan kesempatan yang setara kepada seluruh pegawai tanpa adanya diskriminasi.

Peranan Direksi dalam Perumusan Strategi dan Pengawasan Manajemen Resiko

Direksi sebagai badan tata kelola tertinggi terus memantau strategi bisnis yang dilakukan sehingga berjalan dengan lancar serta memitigasi risiko yang berpotensi terjadi. Adapun pengawasan yang dilakukan di antaranya dengan manajemen *review* yang dilakukan per tiga bulan, rapat dengan Dewan Komisaris setiap bulan, rapat Direksi dengan divisi untuk mendengar secara langsung isu yang terjadi di lapangan operasional, rapat internal Direksi, hingga rapat rutin mingguan untuk membahas isu terkini yang muncul. [D.1.c]

In environmental aspects, WIKA BETON has successfully developed green products and has become a pioneer in obtaining green product certifications. By 2023, WIKA BETON has achieved a 60% usage of environmentally friendly cement and targets 80% usage in the coming years.

WIKA BETON also received several sustainability awards throughout 2023, including achieving 2nd place in the Indonesia Construction Safety Award (ICSA) 2023 and receiving a “Gold” award at the Environmental and Social Innovation Awards (ENSIA) 2023. This is evidence of the company’s serious commitment to maintaining business sustainability and Occupational Health and Safety (OHS) in its operational environment.

The company’s seriousness about sustainability is further demonstrated by its decarbonization roadmap, as mentioned earlier, which has several targets, including minimizing carbon production, reducing dust, using electric vehicles, and utilizing renewable energy to target a 9.8ktCO₂e emissions reduction by 2030. [305-5] [F.12]

The company also has the WTON Care application to ensure compliance/standards in work processes in real-time, effectively, and efficiently. With the WTON Care application, users can monitor and manage infrastructure assets more efficiently while enhancing the safety and security of infrastructure use. It allows for rapidly detecting potential hazards or system failures, issuing user warnings, and enabling appropriate preventive actions within the application.

Regarding human rights (HR), WIKA BETON has developed an HR policy based on business processes and applicable regulations. This policy demonstrates the company’s seriousness in upholding employment rights, such as respecting employee rights, supporting labor unions, and providing equal opportunities to all employees without discrimination.

The Role of the Board of Directors in Strategy Formulation and Management Risk Oversight

As the highest governance body, the Board of Directors continuously monitors business strategy to ensure smooth operations and mitigate potential risks. Oversight activities include quarterly management reviews, monthly meetings with the Board of Commissioners, directorate meetings with divisions to directly address operational issues, internal board meetings, and weekly routine meetings to discuss emerging issues. [D.1.c]

Prospek Usaha

WIKA BETON bangga telah berhasil bangkit dari setiap tantangan yang berhasil dihadapi dengan melakukan *review* dan transformasi yang mendatangkan efisiensi di berbagai aspek. Proyeksi usaha Perseroan di masa mendatang di antaranya target untuk memasuki pasar baru dan bisnis baru yang berkaitan dengan bidang teknologi, bidang transportasi berbasis *trail*, hingga merambah pasar internasional yakni Filipina, serta memantau kesehatan jembatan. Perseroan juga memiliki rencana usaha proyek *fly ash* untuk pekerjaan kereta cepat Jakarta-Bandung.

Dari seluruh pencapaian dan proyeksi yang telah dijabarkan, dapat menunjukkan bahwa WIKA BETON telah berkembang dan tumbuh lebih kuat di seluruh Indonesia. Di tahun mendatang, kami berkomitmen untuk terus selektif dalam penjualan serta pemilihan pelanggan untuk mencapai target-target bisnis dan laba Perseroan.

Penutup

Dengan penuh semangat dan optimisme, kami menyimpulkan laporan keberlanjutan ini dengan kebanggaan menyatakan bahwa PT Wijaya Karya Beton Tbk (WIKA BETON) berhasil membuktikan kompetensi unggulnya, mengukir prestasi luar biasa dengan memimpin pasar hingga mencapai 47,9%. Ini bukan hanya sebuah angka, melainkan cermin dari daya saing dan kepercayaan yang kami tanamkan. WIKA BETON masih juara di kelasnya. Dengan inovasi dan kepercayaan menjadi DNA Perseroan.

Melangkah menuju tahun 2024, kami tidak hanya melihat tantangan, tetapi juga peluang besar untuk terus berkembang. Dengan fondasi yang kokoh dan semangat inovasi yang membara, WIKA BETON siap menghadapi masa depan dengan keyakinan. Kami mengundang seluruh tim dan mitra untuk bergandengan tangan, bersama-sama menjelajahi perjalanan baru yang penuh dengan prestasi cemerlang dan kontribusi positif pada industri beton pracetak.

Business Prospects

WIKA BETON is proud to have risen from every challenge successfully by conducting reviews and transformations that bring efficiency to various aspects. The company's future business projections include targets to enter new markets and businesses related to technology and trail-based transportation, expand into international markets such as the Philippines, and monitor bridge health. The company also plans fly ash projects for the Jakarta-Bandung high-speed train.

From all the achievements and projections outlined, it is evident that WIKA BETON has grown stronger across Indonesia. In the coming years, the company is committed to being selective in sales and customer selection to achieve its business and profit targets.

Conclusion

With enthusiasm and optimism, we proudly conclude this sustainability report, stating that PT Wijaya Karya Beton Tbk (WIKA BETON) has proven its superior competence, achieving outstanding performance by leading the market to a 47.9% share. This is not just a number but a reflection of the competitiveness and trust we instilled. WIKA BETON remains a champion in its class, with innovation and trust embedded in the company's DNA.

As we enter 2024, we see challenges and significant opportunities for continued growth. With a strong foundation and a fervent spirit of innovation, WIKA BETON is ready to face the future confidently. We invite the entire team and partners to join hands, exploring new journeys filled with outstanding achievements and positive contributions to the precast concrete industry.

Jakarta, 25 April 2024

Jakarta, April 25 2024



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 2023

Statement Letter for the 2023 Sustainability Report of PT Wijaya Karya Beton Tbk

Kami, yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Wijaya Karya Beton Tbk Tahun 2023 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan. Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, stated that all information in 2023 Sustainability Report of PT Wijaya Karya Beton Tbk has been informed completely and therefore declare we are fully responsible for the information set forth.

Jakarta, April/ April 2024

Direksi Board of Directors

Kuntjara
Direktur Utama
President Director

Ahmad Fadli Kartajaya
Direktur Keuangan, Human
Capital dan Manajemen Risiko
Director of Finance, Human
Capital and Risk Management

Verly Widiantoro
Direktur Teknik dan Produksi
Director of Engineering and
Production

Taufik Dwi Wibowo
Direktur Operasi dan Supply
Chain Management
Director of Operation and Supply
Chain Management

Rija Judaswara
Direktur Pemasaran dan
Pengembangan
Director of Marketing and
Development

Dewan Komisaris Board of Commissioners

Hermawan Dhewayanto
Komisaris Utama
President Commissioner

Miftachul Munir
Komisaris
Commissioner

R. Permadi Mulajaya
Komisaris
Commissioner

Priyo Suprobo
Komisaris Independen
Independent Commissioner

Nita Prihutamingrum
Komisaris Independen
Independent Commissioner

Strategi Keberlanjutan [A.1, F.1]

Dalam menjalankan kinerja keberlanjutan kami, WIKA BETON memiliki strategi keberlanjutan yang kokoh sebagai wujud komitmen yang tak tergoyahkan dalam menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan yang terlibat.

Roadmap Dekarbonisasi WIKA BETON 2022-2030 [305-5] [F.12]

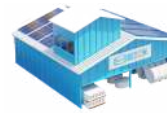
Sebagai panduan yang terperinci dalam mendukung pencapaian target penurunan emisi dan menuju pencapaian *net zero* pada tahun 2030, WIKA BETON merumuskan *roadmap* dekarbonisasi yang komprehensif. Dengan penetapan target penurunan emisi sebesar 9,8 ktCO₂e pada tahun 2030, langkah-langkah strategis yang telah dipetakan menjadi landasan kokoh bagi perjalanan keberlanjutan kami.

Sustainability Strategy [A.1, F.1]

In executing our sustainability performance, WIKA BETON has a robust sustainability strategy as a manifestation of unwavering commitment to creating long-term value for all stakeholders involved.

Decarbonization Roadmap of WIKA BETON 2022-2030 [305-5] [F.12]

As a detailed guide to support the achievement of emission reduction targets and progress towards achieving net zero by 2030, WIKA BETON has formulated a comprehensive decarbonization roadmap. With the establishment of a target to reduce emissions by 9.8 ktCO₂e by 2030, the strategic steps that have been outlined serve as a solid foundation for the company's sustainability journey.



Solar cell pada penyimpanan produk jadi (*stockyard*) Solar cells in the finished product storage area (*stockyard*)

Pada tahun 2023, seluruh unit kerja dan pabrik minimal sudah memasang 5 titik *solar cell* penerangan di *stockyard*.

In 2023, all operational units and plants installed a minimum of 5 solar cell lighting points in the *stockyard*.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
80%	100%								All Factories



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 use of cement mixture materials with FABA, which is non-hazardous waste listed for product manufacturing. This program has been implemented by all plants since before 2022.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
100%									All Factories

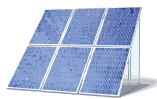


Program non-steam
Non-steam program

Mempercepat proses produksi dengan meniadakan penguapan (*steam*) menggunakan boiler. Saat ini seluruh pabrik WIKA BETON sudah tidak menggunakan mesin boiler untuk proses penguapan.

One of the programs to expedite the production process is by eliminating the steam evaporation process using boilers. Currently, all WIKA BETON plants no longer use boiler machines for the evaporation process.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
100%									All Factories



Pemasangan Pembangkit Listrik Tenaga Surya (PLTS)
Installation of Solar Power Plant (PLTS)

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.

Installing PLTS on the roofs of the plants can generate 9.3 GWh of renewable energy and has the potential to help reduce WIKA BETON's emissions by 43%. Currently, a pilot project installation of PLTS on the roof is planned to be carried out at the Concrete Product Plant (PPB) in Bogor and PPB Majalengka.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
22%	55%	77%	100%						All Factories



Dust collector
Dust collector

Pengadaan alat *dust collector* untuk meminimalisir timbulnya debu dari aktivitas pabrik dan unit operasi (*batching plant*).

Procurement of dust collector equipment to minimize dust emissions from factory and operational unit activities (batching plants).

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
25%		50%		75%		100%			All Factories

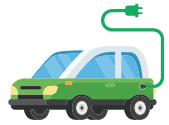


Motor listrik
Electric Motorcycle

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 operations in work units (Plants, Sales Regions, Operational Units). Currently, WIKA BETON already has 22 electric motor units used for operational work units.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
100%									All Factories



Mobil listrik
Electric vehicles

Pengadaan mobil listrik untuk jajaran Direksi. Saat ini WIKA BETON sudah memiliki satu unit mobil listrik yang digunakan untuk operasional Direktur Utama.

Procurement of electric vehicles for the Board of Directors. Currently, WIKA BETON has one electric vehicle unit used for the operation of the President Director.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
	20%		40%		60%		80%	100%	Directors



Biodiesel B35
B35 Biodiesel

WIKABETON menggunakan Biodiesel B35 yang memiliki campuran 35% minyak sawit dan 65% 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.

B35 fuel is a blend of 35% palm oil and 65% diesel. WIKA BETON uses B35 biodiesel for operational vehicle fuel. This is a program from the Ministry of Energy and Mineral Resources of the Republic of Indonesia (ESDM RI) to increase the provision of clean and sustainable energy.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
		30%		60%		90%	100%		Factories wide oprational vehicles



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.

Utilization of electricity from the State Electricity Company (PLN) sourced from renewable energy (RBT) for plant work units. Renewable Energy Certificates (REC) are energy supply instruments for selling electricity produced by EBT facilities managed by PLN.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
					30%	60%	90%	100%	All Factories



100% Penerangan LED di Kantor
100% LED Lighting in Offices

Penggunaan penerangan LED di seluruh unit kerja.

Use of LED lighting in all work units.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
	20%	40%	75%	100%					All Factories



100% Penerangan LED di stockyard
100% LED Lighting in Stockyards

Penggunaan penerangan LED di seluruh unit kerja Pabrik Produk Beton.

Use of LED lighting in all Concrete Product Plant work units.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
20%	40%	75%	100%						All Factories



100% Restorasi Crushing Plant
100% Crushing Plant Restoration

Mengembalikan dan memulihkan kondisi *crushing plant* yang dimiliki WIKA BETON sebanyak dua unit kerja.

Restoring and revitalizing the crushing plant conditions owned by WIKA BETON for two work units.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
						50%		100%	2 Crushing Plant



WTON Forest
WTON Forest

Pemanfaatan lahan milik WIKA BETON di area Kalimantan sekitar 26 Ha dalam *carbon trading* yang akan diimplementasikan di Indonesia tahun 2030.

Utilization of WIKA BETON's land in the Kalimantan area of approximately 26 Ha in carbon trading, to be implemented in Indonesia in 2030.

2022	2023	2024	2025	2026	2027	2028	2029	2030	Target
								100%	Carbon Trading



Praktik Keselamatan dan Kesehatan Kerja Karyawan WIKA BETON
WIKA BETON Employee Occupational Safety and Health Practices

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 collaborations with academia, government, and communities, focusing on 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 with corporate performance, including setting performance indicators and strengthening governance.
3. Membentuk budaya perusahaan yang berorientasi pada kinerja TJSL, termasuk edukasi dan pelatihan nilai-nilai TJSL kepada karyawan.
Cultivating a corporate culture oriented towards TJSL performance, including educating and training employees on TJSL values.
4. Memperoleh apresiasi untuk kinerja TJSL melalui peningkatan transparansi, akuntabilitas, dan hubungan kuat dengan pemangku kepentingan.
Garnering appreciation for TJSL performance through increased transparency, accountability, and strong stakeholder relations.

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 relevant training and skill development.
2. Meningkatkan pengukuran kinerja TJSL dengan evaluasi dampak sosial dan risiko sosial yang lebih kuat.
Enhancing TJSL performance measurement with stronger evaluations 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 better communication and voluntary employee engagement in TJSL programs.

2025

Kinerja Excellent

Excellent Performance

1. Melanjutkan pengembangan program pemberdayaan masyarakat.
Continuing the development of community empowerment programs.
2. Memperkuat pengukuran kinerja TJSL dengan evaluasi yang lebih mendalam dan pengukuran dampak sosial.
Strengthening TJSL performance measurement with deeper evaluations and social impact measurements.
3. Meningkatkan reputasi dan pengakuan perusahaan dalam hal kinerja TJSL, termasuk pengajuan untuk penghargaan terkait TJSL tingkat domestik dan internasional.
Enhancing the company's reputation and recognition in TJSL performance, including submitting for domestic and international TJSL-related awards.

2026

Integrasi dan Inovasi

Integration and Innovation

1. Memperkuat program pemberdayaan masyarakat yang berhubungan dengan operasi bisnis perusahaan.
Strengthening community empowerment programs related to company business operations.
2. Mengintegrasikan praktik berkelanjutan dalam semua operasi bisnis, termasuk inovasi dalam metode dan material konstruksi berkelanjutan.
Integrating sustainable practices into all business operations, including innovation in sustainable construction methods and materials.
3. Meningkatkan keterlibatan karyawan dalam inisiatif keberlanjutan melalui pelatihan mandiri lanjutan dan struktur insentif sukarela yang berorientasi pada keberlanjutan.
Increasing employee engagement in sustainability initiatives through advanced self-training and voluntary sustainability-oriented incentive structures.

Roadmap Tanggung Jawab Sosial dan Lingkungan (TJSL) WIKA BETON 2023-2030

WIKA BETON menerapkan program TJSL dengan berpedoman pada 7 *core value* ISO 26000 sebagai salah satu strateginya. WIKA BETON juga memiliki roadmap TJSL periode 2023-2030 yang memiliki fokus tujuan untuk pencapaian kinerja yang *excellent*.



2027

Memperluas Pengaruh Global Expanding Global Influence

1. Meningkatkan keterlibatan dengan jaringan pemberdayaan masyarakat dan forum keberlanjutan global.
Increasing engagement with community empowerment networks and global sustainability forums.
2. Berkolaborasi dengan organisasi internasional untuk proyek pembangunan berkelanjutan, serta menerapkan standar global untuk pelaporan dan kepatuhan keberlanjutan.
Collaborating with international organizations on sustainable development projects and implementing global standards for sustainability reporting and compliance.

2028

Kemajuan Teknologi dalam Keberlanjutan Technological Advances in Sustainability

1. Memanfaatkan teknologi baru untuk meningkatkan keberlanjutan dalam operasi.
Utilizing new technologies to enhance sustainability in operations.
2. Mengembangkan platform untuk pemantauan dampak lingkungan secara *real-time* di seluruh proyek dan operasi.
Developing platforms for real-time environmental impact monitoring across all projects and operations.
3. Pemberdayaan masyarakat sehingga memunculkan *local hero*.
Empowering communities to become 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.
Establishing 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 a global marketing campaign highlighting the company's commitment and achievements in sustainable development.
3. Melakukan kegiatan TJSL dengan memberikan dampak lokal dan internasional.
Conducting TJSL activities with both local and international impacts.

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 goals for the next decade, and solidifying WIKA BETON's position as a global model in integrating sustainability and social responsibility into core business practices.
3. Menjadi *role model* untuk kegiatan TJSL di tingkat lokal.
Becoming a role model for TJSL activities at the local level.

WIKA BETON's Social and Environmental Responsibility Roadmap (TJSL) 2023-2030

WIKA BETON implements its Social and Environmental Responsibility Program (TJSL) guided by the 7 core values of ISO 26000 as one of its strategies. WIKA BETON also has a TJSL roadmap for the period 2023-2030, with a focus on achieving excellent performance objectives.





Kegiatan Penanaman Pohon WIKAJAYA
WIKAJAYA's Tree Planting Activity

Kebijakan Tanggung Jawab Sosial dan Lingkungan

Dalam menjalankan tanggung jawab sosialnya pada aspek sosial dan lingkungan, Perseroan mengacu pada konsep 5P, yakni *planet, people, profit, peace, dan partnership*. Kelima konsep ini menjadi dasar Perseroan untuk mencapai kinerja keberlanjutan ekonomi, sosial dan lingkungan. Dasar-dasar pelaksanaan Tanggung Jawab Sosial Lingkungan di Perseroan di antaranya sebagai berikut:

1. Undang-undang nomor 40 Tahun 2007 tentang Perseroan Terbatas; Peraturan Menteri BUMN PER-5/MBU/04/2021 tentang program TJSL BUMN;
2. Peraturan Menteri BUMN PER-5/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara telah diratifikasi pada Rapat Umum Pemegang Saham (RUPS) Tahunan PT Wijaya Karya Beton Tbk tanggal 28 Mei 2021;
3. ISO 26000 *Social Responsibility*;
4. Tujuan Pembangunan Berkelanjutan.

Adapun dalam melaksanakan Tanggung Jawab Sosial Strategisnya, WIKAJAYA BETON berkomitmen untuk mencapai tujuan di antaranya:

1. Membangun citra dan reputasi Perseroan yang pada akhirnya meningkatkan kepercayaan baik dari konsumen maupun mitra bisnis Perseroan;
2. Izin sosial untuk beroperasi, atau memperoleh dukungan dan niat baik masyarakat/loyalitas masyarakat;
3. Menumbuhkan rasa bangga dan nilai positif pegawai terhadap Perseroan;
4. Terbangunnya dialog yang baik dengan para pemangku kepentingan lainnya;
5. Mereduksi risiko bisnis.

Social and Environmental Responsibility Policy

In fulfilling its social responsibility in social and environmental aspects, the Company adheres to the concept of the 5Ps, namely planet, people, profit, peace, and partnership. These five concepts serve as the basis for the Company to achieve economic, social, and environmental sustainability performance. The implementation fundamentals of Social and Environmental Responsibility in the Company include the following:

1. Law Number 40 Year 2007 concerning Limited Liability Companies;
2. Minister of State-Owned Enterprises Regulation PER-5/MBU/04/2021 regarding State-Owned Enterprises' Social and Environmental Responsibility Programs has been ratified at the Annual General Meeting of Shareholders (AGMS) of PT Wijaya Karya Beton Tbk on May 28, 2021;
3. ISO 26000 Social Responsibility.
4. Sustainable Development Goals.

In carrying out its Strategic Social Responsibility, WIKAJAYA BETON is committed to achieving objectives including:



1. Building the Company's image and reputation which ultimately enhances trust from both consumers and business partners;
2. Social license to operate, or gaining support and goodwill from the community/community loyalty;
3. Fostering pride and positive values among employees towards the Company;
4. Establishment of good dialogue with other stakeholders;
5. Reducing business risks.




Kompas Tujuan Pembangunan Berkelanjutan (TPB)




WIKA BETON berkomitmen pada kinerja keberlanjutan dengan fokus pencapaian pada 13 TPB. Perseroan juga secara aktif mendukung berbagai TPB yang diprioritaskan oleh Kementerian BUMN, seperti TPB 2, 4, 8, 9, 11, 13, 15, dan 16. Pencapaian signifikan terkait dengan SDGs ini telah diimplementasikan oleh WIKA BETON sepanjang tahun 2023.




The Sustainable Development Goals (SDGs) Compass



WIKA BETON is committed to sustainability performance with a focus on achieving the 13 SDGs. The Company also actively supports various SDGs prioritized by the Ministry of State-Owned Enterprises, such as SDGs 2, 4, 8, 9, 11, 13, 15, and 16. Significant achievements related to these SDGs have been implemented by WIKA BETON throughout the year 2023.

Target TPB SDGs Target	ISO 26000	Kegiatan Activity	Target 2023 2023 Target	Capaian 2023 2023 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, dan input lainnya, pengetahuan, jasa keuangan, pasar, dan peluang nilai tambah, dan pekerjaan nonpertanian.</p> <p>By 2030 double the agricultural productivity and the incomes of small-scale food producers, particularly women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.</p>	<p><i>Core subject: Community involvement and development</i> <i>Issue 5: Wealth and income creation</i></p>	<p>Penanaman Pohon Kelor untuk peningkatan kualitas gizi anak dan ibu.</p> <p>Planting Moringa Trees for the improvement of nutritional quality for children and mothers.</p>	<p>Penanaman 100 pohon kelor.</p> <p>Planting 100 Moringa trees.</p>	<p>Penanaman 150 pohon kelor.</p> <p>Planting 150 Moringa trees.</p>	<p>Penanaman 100 pohon kelor.</p> <p>Planting 100 moringa 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><i>Core subject: Labour Practices</i> <i>Issue 4: 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 (PKB). Providing health facilities and services to employees. Inclusion of a clause prohibiting the use of narcotics and alcohol consumption during working hours in the Collective Labor Agreement. 	<p>Mengadakan sosialisasi terkait bahaya penggunaan narkotika dan alkohol.</p> <p>Socializing the dangers of using narcotics and consuming alcohols.</p>	<p>Terlaksananya program sosialisasi terkait bahaya penggunaan narkotika dan alkohol kepada karyawan.</p> <p>The implementation of a socialization program regarding the dangers of the use of narcotics and alcohol among employees.</p>	<p>Pelaksanaan sosialisasi terkait bahaya penggunaan narkotika dan alkohol.</p> <p>Socializing the dangers of using narcotics and consuming alcohols.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activity	Target 2023 2023 Target	Capaian 2023 2023 Achievement	Target Selanjutnya Next Target
 <p>Tahun 2030, menjamin semua peserta didik memperoleh pengetahuan dan keterampilan yang diperlukan Pada 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 non kekerasan, kewarganegaraan global dan penghargaan terhadap keanekaragaman budaya dan kontribusi budaya terhadap pembangunan berkelanjutan.</p> <p>By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, 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 of culture's contribution to sustainable development.</p>	<p><i>Core subject: Community involvement and development</i> <i>Issue 2: Education and culture</i></p>	<p>Pemberian CSR beasiswa Brain Academy Online selama satu tahun untuk anak pegawai dan masyarakat.</p> <p>Providing CSR scholarships for Brain Academy Online for one year to employees' children and the community.</p>	<p>Penerima manfaat berjumlah 100 orang.</p> <p>100 beneficiaries.</p>	<p>Tersalurkannya beasiswa kepada 100 siswa (siswa laki 32 %, siswa perempuan 68 %).</p> <p>The disbursement of scholarships to 100 students (32% male students, 68% female students).</p>	<p>Penerima manfaat berjumlah 100 orang.</p> <p>100 beneficiaries.</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.</p> <p>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><i>Core subject: Human right</i> <i>Issue 2: Discrimination and vulnerable groups</i></p>	<p>Pengembangan kompetensi dan kepemimpinan bagi karyawan perempuan.</p> <p>Development of competencies and leadership skills for female employees.</p>	<p>Meningkatkan persentase jumlah karyawan perempuan di posisi manajerial.</p> <p>Increasing the percentage of female employees at managerial positions.</p>	<p>5,67% karyawan perempuan.</p> <p>5.67% female employees.</p>	<p>Meningkatkan persentase jumlah karyawan perempuan di posisi manajerial.</p> <p>Increasing the percentage of female employees at managerial positions.</p>
 <p>meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan, dan meminimalkan pelepasan material dan bahan kimia berbahaya, mengurangi setengah proporsi air limbah yang tidak diolah, dan secara signifikan meningkatkan daur ulang, serta penggunaan kembali barang daur ulang yang aman secara global.</p> <p>Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p>	<p><i>Core subject: The environment</i> <i>Issue 1: Prevention of pollution</i></p>	<p>Melakukan inovasi untuk efisiensi air.</p> <p>Implementing innovations for water efficiency.</p>	<p>Dari 12 pabrik, seluruhnya mampu melakukan inovasi sehingga bebas limbah.</p> <p>Of the 12 factories, all of them will be able to create zero waste innovations.</p>	<p>Seluruh pabrik telah mengimplementasikan inovasi bebas limbah.</p> <p>All factories have implemented waste-free innovations.</p>	<p>Dari 12 pabrik, seluruhnya mampu melakukan inovasi sehingga bebas limbah.</p> <p>Of the 12 factories, all of them will be able to create zero.</p>

	Target TPB SDGs Target	ISO 26000	Kegiatan Activity	Target 2023 2023 Target	Capaian 2023 2023 Achievement	Target Selanjutnya Next Target
	<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, termasuk melalui akses terhadap jasa keuangan.</p> <p>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-sized enterprises, including through access to financial services.</p>	<p><i>Core subject: Community involvement and development</i> <i>Issue 1: Employment creation and skills development</i></p>	<p>Program CSR yang mendorong pertumbuhan UMKM.</p> <p>CSR programs that promote the growth of SMEs (Small and Medium Enterprises).</p>	<p>Dukungan terhadap 10 mitra binaan UMKM.</p> <p>Supports for 10 MSMEs' fostered partners.</p>	<p>26 mitra binaan UMKM berhasil mendapatkan dukungan dari perusahaan.</p> <p>26 assisted MSMEs partners successfully received support from the company.</p>	<p>Mempertahankan dukungan terhadap 10 mitra binaan UMKM.</p> <p>Sustaining support for 10 mentored Micro, Small, and Medium Enterprises (UMKM).</p>
	<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.</p> <p>Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.</p>	<p><i>Core subject: The environment</i> <i>Issue 1: Prevention of pollution</i></p>	<p>Inovasi infrastruktur melalui <i>green concrete</i>.</p> <p>Infrastructure innovation through green concrete.</p>	<p>One Inovasi di bidang beton pracetak.</p> <p>One Innovation was invented in precast concrete industry.</p>	<p>Berhasil menciptakan inovasi dengan menghasilkan beton porous.</p> <p>Successfully innovating by producing porous concrete.</p>	<p>One Inovasi di bidang <i>green concrete</i>.</p> <p>One Innovation in the field of green concrete.</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</p> <p>By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.</p>	<p><i>Core subject: Human Right</i> <i>Issue 7: Economic, social, and cultural rights</i></p>	<p>Membuat ruang terbuka hijau untuk menunjang produktivitas masyarakat.</p> <p>Creating green open spaces to support community productivity.</p>	<p>Menambah pembuatan ruang terbuka hijau di 2 lokasi.</p> <p>Expanded green open space in 2 locations.</p>	<p>Berhasil membuka 14 ruang terbuka hijau.</p> <p>Successfully establishing 14 green open spaces.</p>	<p>Menambah pembuatan 3 ruang terbuka hijau.</p> <p>Expanded green open space in 3 locations.</p>

Target TPB SDGs Target	ISO 26000	Kegiatan Activity	Target 2023 2023 Target	Capaian 2023 2023 Achievement	Target Selanjutnya Next Target
 <p>Pada tahun 2030, secara substansial mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali.</p> <p>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p><i>Core subject: ISO 26000</i> <i>Issue 1: The environment</i> <i>Prevention of pollution</i></p>	<p>Pengelolaan limbah.</p> <p>Waste management.</p>	<p>Mengurangi volume limbah FABA di industri lain sebanyak 5%.</p> <p>Reduce the volume of FABA waste in other industries by 5%.</p>	<p>Berhasil mengurangi limbah FABA di industri lain sebesar 10 %.</p> <p>Successfully reduced FABA waste in other industries by 10%.</p>	<p>Mengurangi volume limbah FABA di industri lain sebanyak 5%.</p> <p>Reducing the volume of FABA waste in other industries by 5%.</p>
 <p>Memperkuat kapasitas ketahanan dan adaptasi terhadap bahaya terkait iklim dan bencana alam di semua negara.</p> <p>Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p><i>Core subject: The environment</i> <i>Issue 3: Climate change mitigation and adaptation</i></p>	<p>Kendaraan listrik untuk kegiatan operasional.</p> <p>Electric vehicles for operational activities.</p>	<p>Penggunaan kendaraan listrik sebanyak 22 unit.</p> <p>Operating 22 electric vehicle units.</p>	<p>Penggunaan kendaraan listrik sebanyak 23 unit terdiri dari 22 unit motor listrik dan 1 unit mobil listrik.</p> <p>The utilization of electric vehicles, comprising 23 units, including 22 electric motorcycles and 1 electric car.</p>	<p>Penggunaan kendaraan listrik dengan total 27 unit.</p> <p>The utilization of electric vehicles totaling 27 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.</p> <p>Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p>	<p><i>Core subject: The environment</i> <i>Issue 3: Protection of the environment, biodiversity, and restoration of natural habitats</i></p>	<p>Program CSR menanam mangrove, penanaman terumbu karang, dan pelepasan tukik.</p> <p>CSR program involving mangrove planting, coral reef cultivation, and turtle hatchling release.</p>	<ul style="list-style-type: none"> • Penanaman bibit mangrove sejumlah 500. • Pelepasan tukik dan ikan nemo di Lampung Selatan. <ul style="list-style-type: none"> • Planting 500 Mangrove seeds. • The release of hatchlings and clownfish in South Lampung. 	<ul style="list-style-type: none"> • Penanaman bibit mangrove sejumlah 6.300. • Pelepasan 20 tukik dan 100 ikan nemo di Lampung Selatan. <ul style="list-style-type: none"> • Planting 6.300 Mangrove seeds. • The release of 20 hatchlings and 100 clownfish in South Lampung. 	<p>Penanaman 500 bibit mangrove.</p> <p>Planting 500 Mangrove seeds.</p>

	Target TPB SDGs Target	ISO 26000	Kegiatan Activity	Target 2023 2023 Target	Capaian 2023 2023 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 dari 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.</p>	<p><i>Core subject: The environment</i> <i>Issue 2: Sustainable resource use</i></p>	<p>Pembuatan produk beton yang ramah lingkungan untuk mereduksi emisi.</p> <p>Production of environmentally friendly concrete products to reduce emissions.</p>	<p>Produk sumur resapan segmental dipasang di 100 titik baru.</p> <p>Installing segmental infiltration well in 100 new points.</p>	<p>Tercapai dengan pemasangan 3 sumur resapan, 95 unit biopori, dan 23 m³ beton porous.</p> <p>Achieved by installing 3 infiltration wells, 95 biopore units, and 23 m³ porous concrete.</p>	<p>1 titik pemasangan beton porous.</p> <p>Installation of one point of porous concrete.</p>
	<p>Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya.</p> <p>Substantially reduce corruption and bribery in all their forms.</p>	<p><i>Core subject ISO 26000: The environment</i> <i>Issue 1: Prevention of pollution</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>Sosialisasi Kebijakan Antikorupsi sebanyak 1 kali kepada karyawan.</p> <p>Socializing the Anti Corruption Policy 1 time to employees.</p>	<p>Sosialisasi Kebijakan Antikorupsi telah dilaksanakan sebanyak 2 kali kepada karyawan.</p> <p>Socializing the Anti Corruption Policy has been conducted 2 times to employees.</p>	<p>Sosialisasi Kebijakan Antikorupsi sebanyak 1 kali kepada karyawan.</p> <p>Socializing the Anti Corruption Policy 1 time to employees.</p>

Tentang Laporan Keberlanjutan

Perseroan menerbitkan Laporan Keberlanjutan setiap satu tahun sekali sebagai bentuk keterbukaan atas pengelolaan dampak dan capaian kinerja keberlanjutan. Laporan ini mencakup data dan informasi selama periode 1 Januari-31 Desember 2023, serta merupakan kesinambungan dari laporan sebelumnya. Penggunaan istilah "WIKA BETON" dan "Perseroan" mengacu kepada PT Wijaya Karya Beton Tbk. [2-3]

Acuan Penyusunan Laporan Keberlanjutan

1. Peraturan Otoritas Jasa Keuangan (POJK) No.51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.
2. Standar *Global Reporting Initiative* (GRI) 2021 dengan kesesuaian referensi GRI *Standards*.
3. Pengungkapan terkait manajemen perubahan iklim dengan penyesuaian terhadap rekomendasi *Task Force on Climate-related Financial Disclosure*.

Data dan informasi yang disajikan pada laporan ini menampilkan tren data tiga tahun terakhir sebagai acuan untuk melihat perkembangan kinerja Perseroan. Cakupan dan ruang lingkup dalam laporan keberlanjutan meliputi PT Wijaya Karya Beton Tbk, kecuali untuk data keuangan dan data jumlah pegawai yang diambil dari laporan keuangan konsolidasi 4 (empat) entitas anak, yaitu PT Wijaya Karya Komponen Beton, PT Wijaya Karya Krakatau Beton, PT Wijaya Karya Citra Lautan Teduh, dan PT Wijaya Karya Pracetak Gedung. [2-2]

Laporan Keberlanjutan Perseroan telah melalui proses verifikasi eksternal oleh pihak independen untuk menjamin akuntabilitas dan integritas dalam menyajikan data dan informasi dalam laporan. Selain itu, Perseroan juga secara rutin melakukan *assessment* setiap tahun dan memperoleh skor terkait topik *environmental, social, dan governance* (ESG) dari lembaga *rating* ESG Internasional, sehingga kinerja ESG Perseroan dapat terus dipantau. Pada tahun pelaporan terdapat penyajian kembali data untuk data finansial dan data emisi. [2-4, 2-5] [G.1]

Pelibatan Pemangku Kepentingan [2-29] [E.4]

WIKA BETON telah mengidentifikasi pemangku kepentingan internal dan eksternal melalui penilaian dan pertimbangan faktor kebutuhan, peran, pengaruh, dan dampak. Perseroan terus berupaya menciptakan hubungan harmonis dan strategis guna menjaga keberlanjutan operasional Perseroan. Berdasarkan pendekatan tersebut, kelompok pemangku kepentingan WIKA BETON sebagai berikut.

About The Sustainability Report

The Company publishes a Sustainability Report once a year as a form of transparency regarding the management of impacts and achievements in sustainability performance. This report covers data and information for the period of January 1 to December 31, 2023, and represents a continuation of previous reports. The use of the terms "WIKA BETON" and "the Company" refers to PT Wijaya Karya Beton Tbk. [2-3]

Reference for the Preparation of the Sustainability Report

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 with compliance to GRI Standards references.
3. Disclosure related to climate change management with adjustments to the recommendations of the Task Force on Climate-related Financial Disclosure

The data and information presented in this report show trends from the last three years as a reference to track the Company's performance development. The coverage and scope in the sustainability report include PT Wijaya Karya Beton Tbk, except for financial data and employee numbers taken from the consolidated financial statements of 4 (four) subsidiary entities, namely PT Wijaya Karya Komponen Beton, PT Wijaya Karya Krakatau Beton, PT Wijaya Karya Citra Lautan Teduh, and PT Wijaya Karya Pracetak Gedung. [2-2]

The Company's Sustainability Report underwent an external verification process by an independent party to ensure accountability and integrity in presenting the data and information within the report. Additionally, the Company regularly conducts assessments each year and obtains scores related to environmental, social, and governance (ESG) topics from international ESG rating agencies, allowing continuous monitoring of the Company's ESG performance. In the reporting year, there is a restatement of data for financial and emission data. [2-4, 2-5] [G.1]

Stakeholder Engagement [2-29] [E.4]

WIKA BETON has identified internal and external stakeholders through assessment and consideration of factors such as needs, roles, influence, and impact. The Company continues to strive to create harmonious and strategic relationships to sustain its operations. Based on this approach, WIKA BETON's stakeholder groups are as follows:



Pelanggan Customer



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. *Website dan frontline information* dengan frekuensi sewaktu-waktu sesuai kebutuhan atau insidental;
 2. Kunjungan langsung dengan frekuensi minimal setahun sekali;
 3. Survei kepuasan pelanggan setiap setahun sekali;
 4. Kuesioner materialitas.
-
1. Website and frontline information with ad-hoc frequency as needed or incidentally;
 2. Direct visits with a minimum frequency of once a year;
 3. Customer satisfaction surveys conducted once a year;
 4. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

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.
-
1. Various product and service information;
 2. Information about product processing and procedures;
 3. Customer needs coordination on a monthly basis;
 4. Bill payment methods;
 5. Complaints handling and solutions;
 6. Service satisfaction attainment.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

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.
-
1. Providing and enhancing access to product and service information;
 2. Sales Bureau actively coordinating with customers;
 3. Providing access to customer procurement and complaints;
 4. Following up and providing solutions to customer complaints.



Pemegang Saham Shareholder



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Pelaporan kinerja, setiap kuartal;
 2. Kuesioner Materialitas.
-
1. Performance reporting, quarterly;
 2. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

1. Kinerja keuangan;
 2. Kinerja non-keuangan;
 3. Kinerja sepanjang tahun tentang tata Kelola, kinerja keuangan, non-keuangan, dan lain-lain.
-
1. Financial performance;
 2. Non-financial performance;
 3. Yearly performance on governance, financial, non-financial aspects, and others.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

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 *public expose*.
-
1. Releasing consolidated financial statements;
 2. Preparing Annual Reports;
 3. Preparing Sustainability Reports;
 4. Holding Annual and Extraordinary General Meetings of Shareholders (AGMS and EGMS);
 5. Conducting public exposes.



Analisis/Investor
Analyst/Investor



Pertemuan/Sarana Pelibatan dan Frekuensinya
Meetings/Engagement Platforms and Frequency

1. Pelaporan kinerja, setiap kuartal;
2. Kuesioner materialitas.

1. Performance reporting, quarterly.;
2. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan
Significant Meeting Topics and Needs

1. Kinerja keuangan;
2. Kinerja non-keuangan;
3. Kinerja sepanjang tahun tentang tata Kelola, kinerja keuangan, non-keuangan, dan lain-lain;
4. Kinerja ESG berdasarkan evaluasi dari ESG Rating Agency.

1. Financial performance;
2. Non-financial performance;
3. Performance throughout the year on Governance, performance, financial, non-financial, etc;
4. ESG performance based on evaluation from ESG Rating Agency.



Upaya Pemenuhan Kebutuhan
Efforts to Fulfill Needs

1. Membuat presentasi *Company Update*;
2. Mengadakan *analyst meeting/investor meeting*;
3. Rutin melakukan *one on one meeting*;
4. Penyesuaian kebijakan, inisiatif, dan data ESG.

1. Creating Company Update presentations;
2. Holding analyst meetings/investor meetings;
3. Routinely conduct one on one meetings;
4. Adjustment of ESG policies, initiatives and data.



Pemerintah
Government



Pertemuan/Sarana Pelibatan dan Frekuensinya
Meetings/Engagement Platforms and Frequency

1. Rapat dengar pendapat;
2. Kuesioner materialitas.

1. Hearing;
2. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan
Significant Meeting Topics and Needs

1. Pengurusan izin usaha dan regulasi;
2. Koordinasi terkait tata niaga, ekspor/impor.

1. Business license and regulatory management;
2. Coordination regarding trade, export/import.



Upaya Pemenuhan Kebutuhan
Efforts to Fulfill Needs

1. Mengikuti kegiatan yang dijadwalkan pemerintah;
2. Kepatuhan pada peraturan;
3. Memberikan laporan kinerja secara berkala.

1. Attending scheduled government activities;
2. Compliance with regulations;
3. Providing regular performance reports.



Otoritas Jasa Keuangan Financial Services Authority (OJK)



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Sosialisasi Peraturan Otoritas Jasa Keuangan: Jika OJK merilis peraturan baru.
 2. Kuesioner materialitas.
-
1. Regulation Socialization: If OJK releases new regulations.
 2. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku.

Information about compliance with prevailing regulatory laws



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

1. Memenuhi peraturan OJK;
 2. Melakukan Keterbukaan Informasi sesuai dengan POJK yang berlaku secara rutin maupun insidental.
-
1. Complying with OJK regulations;
 2. Providing Information Disclosure in accordance with applicable POJK regulations, both routinely and incidentally.



Bursa Efek Indonesia Indonesia Stock Exchange



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Sosialisasi Peraturan Bursa: Jika Bursa merilis peraturan baru;
2. Kuesioner materialitas.

1. Stock Exchange Regulation Socialization: If the Stock Exchange releases new regulations;
2. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku.

Information regarding compliance with prevailing laws and regulations.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

1. Memenuhi peraturan Bursa;
 2. Melakukan Keterbukaan Informasi sesuai dengan Peraturan Bursa yang berlaku secara rutin maupun insidental.
-
1. Complying with Stock Exchange regulations;
 2. Providing Information Disclosure in accordance with prevailing Stock Exchange regulations, both routinely and incidentally.



Perbankan Banking

Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Surat Kredit Berdokumen Dalam Negeri (SKBDN) / Letter of Credit (LC);
 2. Bank garansi;
 3. *Supply chain financing*;
 4. Kredit modal kerja;
 5. Perjanjian akad kredit;
 6. Kuesioner materialitas.
-
1. Domestic Documentary Letter of Credit (SKBDN) / Letter of Credit (LC);
 2. Bank guarantee;
 3. Supply chain financing;
 4. Working capital credit;
 5. Credit agreement contract;
 6. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

1. Tata cara, syarat dan ketentuan LC, atau akad kredit;
 2. Metode dan pembayaran LC atau kredit;
 3. Sanksi apabila terjadi wanprestasi.
-
1. Procedures, terms, and conditions of LC, or credit agreements;
 2. Methods and LC or credit payment;
 3. Sanctions in case of default.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

1. Memenuhi persyaratan bank;
 2. Melakukan pembayaran kredit sesuai jatuh tempo.
-
1. Fulfilling bank requirements;
 2. Making credit payments according to the maturity date.



Pegawai Employee



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Majalah internal terbit setiap semester;
 2. *Morning briefing*, 1 minggu sekali;
 3. *Employee Gathering*, 1 tahun sekali;
 4. Kuesioner materialitas.
-
1. Internal magazine, published once every semester;
 2. Morning briefing, once a week;
 3. Employee Gathering, once a year;
 4. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

1. Sosialisasi kebijakan dan strategi yang berkaitan dengan kepegawaian;
 2. Kesetaraan kesempatan kerja dan jenjang karier;
 3. Pengembangan karier, pelatihan dan lain-lain;
 4. Jaminan kesehatan dan keselamatan kerja.
-
1. Socialization of policies and strategies related to human resources;
 2. Equal employment opportunities and career advancement;
 3. Career development, training, and others;
 4. Health and safety guarantees at work.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

1. Memenuhi hak-hak normatif pegawai;
 2. Menyelenggarakan pelatihan dan pengembangan kompetensi;
 3. Melakukan penilaian kinerja pegawai;
 4. Memberikan tunjangan kesehatan dan pensiun.
-
1. Fulfilling employees' normative rights;
 2. Conducting training and competency development;
 3. Performing employee performance evaluations;
 4. Providing health and pension benefits.



Mitra Kerja Business Partner



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Kontrak kerja, frekuensi insidental dalam setahun;
 2. Seminar dan *workshop*, minimal sekali dalam setahun;
 3. Kuesioner materialitas.
-
1. Work contract, incidental frequency in a year;
 2. Seminars and workshops, at least once a year;
 3. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

1. Proses pengadaan yang obyektif
 2. Kerja sama saling menguntungkan, transparan dan adil;
 3. Penjelasan lingkup pekerjaan;
 4. Ketentuan tentang penagihan biaya pekerjaan;
 5. Strategi dan pemetaan dasar.
-
1. Objective procurement process;
 2. Mutually beneficial, transparent, and fair cooperation;
 3. Explanation of scope of work;
 4. Provisions regarding work costs;
 5. Strategy and fundamental mapping.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

1. Memberikan informasi yang jelas pada saat proses tender berlangsung;
 2. Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra;
 3. Melakukan pembayaran tepat waktu.
-
1. Providing clear information during the tender process;
 2. Cooperating according to the agreed contract with partners;
 3. Making timely payments.



Pelaku Usaha Sejenis dan Asosiasi Similar Business Player and Association



Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Engagement Platforms and Frequency

1. Pertemuan dan kegiatan, baik skala nasional, regional maupun internasional;
 2. Kuesioner materialitas.
-
1. Meetings and activities on the national, regional, and international scale;
 2. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan Significant Meeting Topics and Needs

1. Bagaimana meningkatkan tata kelola Perseroan , termasuk menjangkau kebaruan-kebaruan ihwal tata kelola;
 2. Strategi bisnis dalam menghadapi masalah dan tantangan.
-
1. How to enhance the governance of the Company, including capturing new developments in governance.
 2. Business strategies in facing issues and challenges.



Upaya Pemenuhan Kebutuhan Efforts to Fulfill Needs

- Melakukan diskusi bersama dalam setiap pertemuan.
-
- Organizing a discussion in every meeting.



Organisasi Kemasyarakatan/ Masyarakat sekitar
Community Organization/ Surrounding Community



Pertemuan/Sarana Pelibatan dan Frekuensinya
Meetings/Engagement Platforms and Frequency

1. Kerja sama strategis untuk menjalankan program-program Tanggung Jawab Sosial Perseroan , baik di bidang ekonomi, sosial maupun lingkungan;
 2. Pertemuan dengan ormas, organisasi sosial, masyarakat sekitar dan kampus;
 3. Kuesioner materialitas.
1. Strategic cooperation to implement programs of Corporate Social Responsibility, whether in the economic, social, or environmental sectors;
 2. Meeting with community-based organizations, civil society organization;
 3. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan
Significant Meeting Topics and Needs

1. Sosialisasi program CSR;
 2. Pelaksanaan program CSR;
 3. Cara mengoptimalkan pencapaian program CSR;
 4. Informasi tentang kegiatan Perseroan.
1. CSR program socialization;
 2. Implementation of CSR programs;
 3. Strategies to optimize the achievement of CSR programs;
 4. Information about company activities



Upaya Pemenuhan Kebutuhan
Efforts to Fulfill Needs

1. Melakukan kegiatan CSR yang tepat sasaran;
 2. Membuat *roadmap* CSR;
 3. Membuat *roadmap* keberlanjutan.
1. Carrying out CSR activities that effective and efficient;
 2. Composing CSR roadmap;
 3. Composing sustainability roadmap.



Media
Media



Pertemuan/Sarana Pelibatan dan Frekuensinya
Meetings/Engagement Platforms and Frequency

1. *Press release*, minimal 1 bulan sekali;
 2. *Media gathering*, 1 tahun 1x;
 3. *Media visit*, 1 tahun 1x;
 4. *Press Conference*, minimal 1 tahun 1x (d disesuaikan dengan keadaan);
 5. *Interview one on one* (insidental);
 6. Kuesioner materialitas.
1. Press releases, at least once a months;
 2. Media gatherings, once a year;
 3. Media visits, once a year;
 4. Press conferences, at least once a year (adjusted as needed);
 5. One-on-one interviews (incidental);
 6. Materiality questionnaire.



Topik Signifikan Pertemuan dan Kebutuhan
Significant Meeting Topics and Needs

- Informasi terbaru Perseroan : kinerja keuangan, *event* Perseroan , aksi korporasi, prestasi, dan lainnya.
- The latest information on the company: financial performance, Company events, corporate actions, achievements, and others.

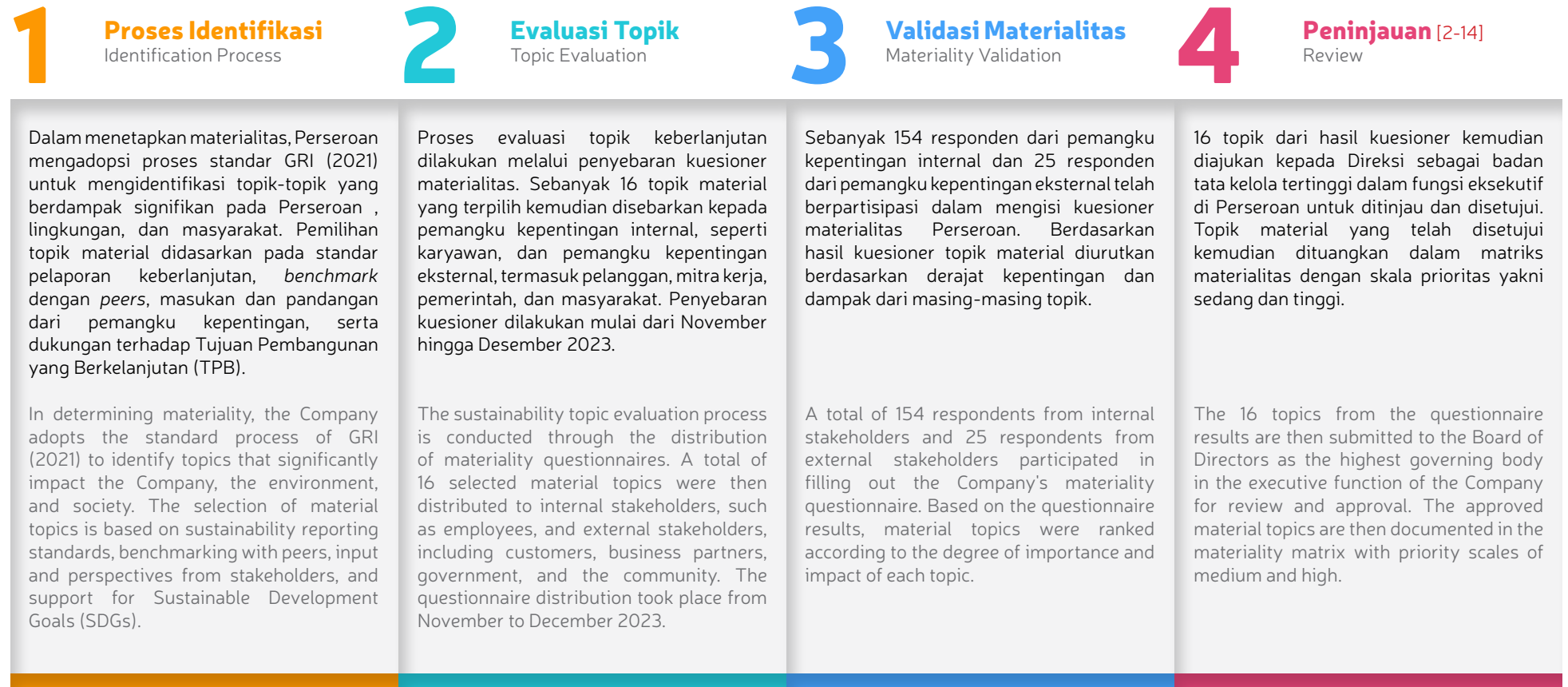


Upaya Pemenuhan Kebutuhan
Efforts to Fulfill Needs

1. Mengunggah berita dan laporan kinerja keuangan di *website* Perseroan ;
 2. Memberikan informasi update Perseroan pada media.
1. Uploading news and financial performance reports on the company website;
 2. Giving information update about the company to media.

Topik Material [3-1, 3-2, 3-3]

Perseroan menyajikan topik material yang sesuai dengan perkembangan industri bisnis dan konteks keberlanjutan WIKA BETON yang dinamis. Oleh karenanya, senantiasa ada perubahan topik material yang disajikan pada Laporan Keberlanjutan Perseroan. Pada tahun 2023, Perseroan memperbarui topik material melalui serangkaian proses yang melibatkan pemangku kepentingan, baik internal maupun eksternal. Proses penetapan topik material sebagai berikut:

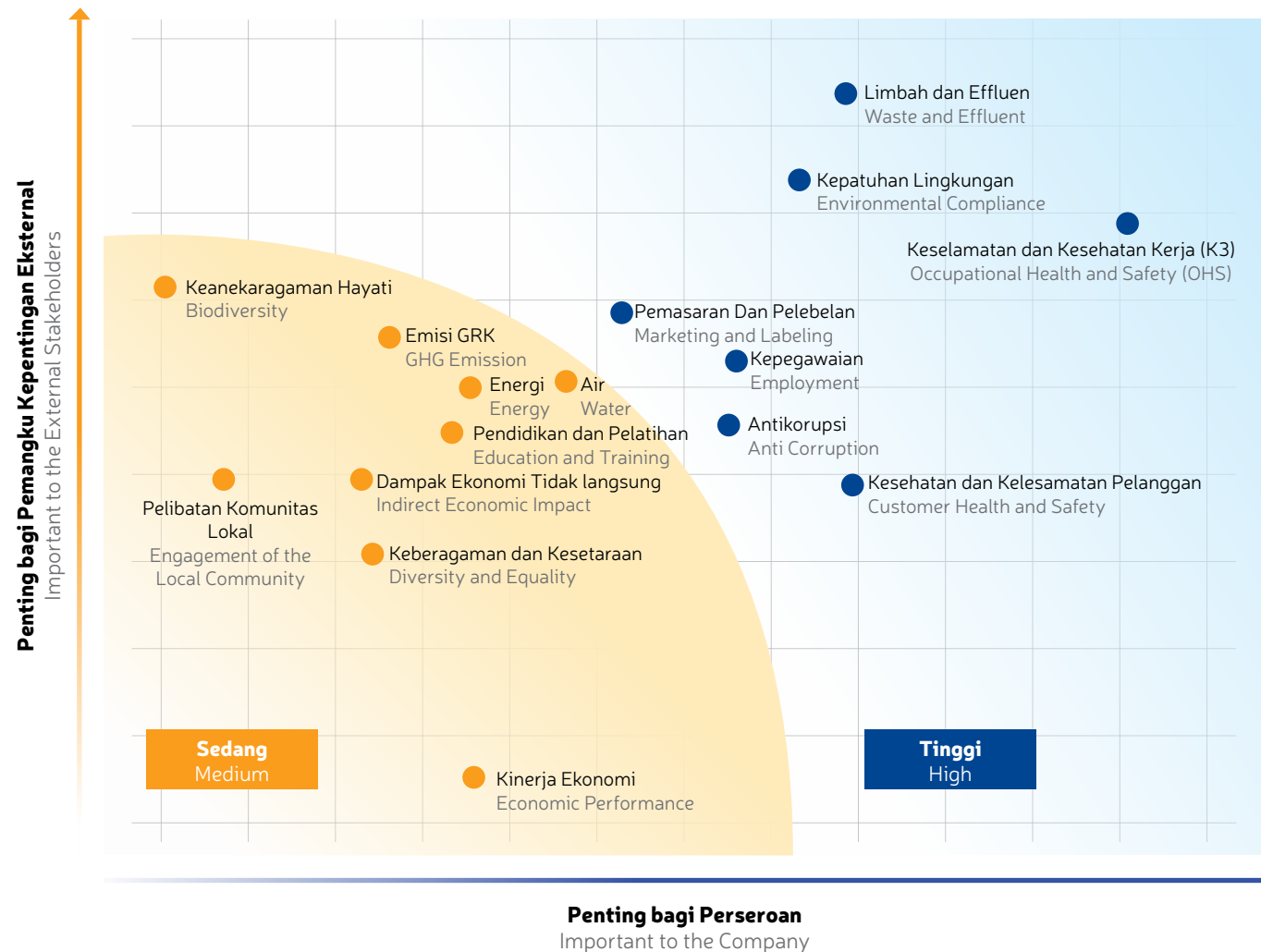


Material Topic [3-1, 3-2, 3-3]

The Company consistently presents material topics aligned with the evolving business industry and the dynamic sustainability context of WIKA BETON. Therefore, there are always changes in the material topics presented in the Company's Sustainability Report. In 2023, the Company updated material topics through a series of processes involving internal and external stakeholders. The process of determining material topics is as follows:

Matriks Materialitas

Materiality Matrix



Perubahan topik materialitas di tahun 2023:

- Perseroan menetapkan skala prioritas yaitu tinggi dan sedang pada topik material;
- Dari hasil penilaian terdapat 7 topik berskala tinggi dan 9 topik berskala sedang.

Changes in material topics in 2023:

- The Company established priority scales, namely high and medium, for material topics.
- From the assessment results, there are 7 high priority topics and 9 medium priority topics.

Tujuh topik berskala tinggi menjadi fokus Perseroan di tahun 2023 yaitu:

Kesehatan dan Keselamatan Kerja

Kebijakan

- Kebijakan Kesehatan, Keselamatan Kerja & Lingkungan (K3L);
- Kebijakan Sistem Manajemen Risiko;
- Kebijakan Larangan Menggunakan Minuman Beralkohol dan Obat-obatan Terlarang;
- Kebijakan SWA (*Stop Working Authority*);
- Kebijakan Penanggulangan HIV-AIDS.

Pengelolaan

WIKA BETON senantiasa mengelola kinerja QHSE secara cermat, didukung oleh sistem manajemen yang terus ditingkatkan. Perseroan meyakini pengelolaan kualitas dan efektivitas penerapan QHSE di lingkungan kerja mampu mendukung produktivitas kerja. Implementasi QHSE juga ditujukan untuk menjaga kualitas produksi, serta meminimalkan potensi dampak yang timbul bagi pegawai maupun lingkungan.

Evaluasi

Kinerja QHSE menjadi tanggung jawab Divisi QHSE dan Sistem Manajemen. Evaluasi QHSE dilakukan secara berkala setiap triwulan dari pelaporan yang dikirimkan oleh masing-masing unit kerja. Selain itu, Perseroan juga melaksanakan audit internal dan eksternal secara rutin untuk mengukur tingkat pelaksanaan kesehatan, keselamatan kerja, dan lingkungan (K3L). Temuan audit akan ditindaklanjuti oleh Pengelolaan Pelaksana Usaha (PPU) dengan Rencana Tindakan Perbaikan (RTP). WIKA BETON juga melaksanakan QHSE *Patrol* yang dijalankan oleh anggota Direksi dan tim manajemen. Tahun 2023 telah dilakukan QHSE *Patrol* sebanyak 6 kali ke unit kerja baik Pabrik Produk Beton (PBB) maupun proyek yang berjalan. QHSE *Patrol* diikuti oleh Komisaris, BOD dan jajaran manajemen. Upaya tersebut dilakukan sebagai bentuk komitmen WIKA BETON dalam memastikan proses bisnis yang dikelola telah menerapkan standar dan prosedur yang berlaku.



The seven high priority topics become the Company's focus in 2023, namely:

Occupational Health and Safety

Policy

- Occupational Health, Safety, and Environment (OHSE) Policy;
- Risk Management System Policy;
- Policy Prohibiting the Use of Alcoholic Beverages and Illegal Drugs;
- Stop Working Authority (SWA) Policy;
- HIV-AIDS Prevention Policy.

Management

WIKA BETON consistently manages QHSE performance meticulously, supported by continuously enhanced management systems. The Company believes that quality management and effective implementation of QHSE in the workplace can support work productivity. The implementation of QHSE is also aimed at maintaining production quality and minimizing potential impacts on employees and the environment.

Evaluation

QHSE performance is the responsibility of the QHSE Bureau and Management System. QHSE evaluations are conducted regularly every quarter based on reports submitted by each working unit. Additionally, the Company also carries out internal and external audits regularly to measure the implementation level of health, safety, and environmental (HSE) practices. Audit findings will be followed up by the Management with Improvement Action Plans. WIKA BETON also conducts QHSE Patrols, which are carried out by members of the Board of Directors and management team. In 2023, QHSE Patrols were conducted 6 times in both concrete product factories and ongoing projects. The QHSE Patrols were attended by Commissioners, BOD, and Management. These efforts reflect WIKA Beton's commitment to ensuring that its business processes adhere to applicable standards and procedures.

Limbah dan Efluen



Kebijakan

- Kebijakan Kesehatan, Keselamatan Kerja & Lingkungan (K3L);
- Prosedur Pengelolaan Limbah B3 WB HSE PS 06.

Pengelolaan

WIKA BETON menyadari perlunya pengelolaan limbah yang bertanggung jawab karena timbulan limbah berpotensi meningkatkan beban cemaran terhadap lingkungan. Selain itu, kegiatan operasional juga menimbulkan efluen yang berpotensi meningkatkan beban cemaran badan air. Timbulan limbah berasal dari kegiatan produksi di Pabrik Produk Beton (PPB) dan *Crushing Plant*. WIKA BETON menggunakan pendekatan 3R (*reduce, reuse, dan recycle*) untuk limbah padat, sedangkan limbah B3 dikirim ke pihak eksternal yang memiliki izin. WIKA BETON mengelola limbah dan efluen secara cermat dengan mengelola timbulan limbah dan volume efluen. Hal ini juga dilakukan untuk mewujudkan pabrik bebas limbah secara menyeluruh.

Evaluasi

Pengelolaan limbah dipantau oleh Divisi QHSE. Secara berkala setiap enam bulan, pemantauan pengelolaan limbah akan dilaporkan ke Dinas Lingkungan Hidup Provinsi maupun Kementerian Lingkungan Hidup. Hasil pemantauan menunjukkan bahwa air limbah yang dihasilkan dari aktivitas produksi masih di bawah baku mutu yang dipersyaratkan. Pengelolaan efluen merupakan tanggung jawab seluruh Pusat Pengelolaan Usaha (PPU).

Kepatuhan Lingkungan



Kebijakan

Kebijakan Kesehatan, Keselamatan Kerja dan Lingkungan (K3L).

Pengelolaan

Perseroan menyadari kegiatan bisnis membutuhkan sumber energi yang secara langsung juga berdampak pada lingkungan karena emisi yang dihasilkan. Untuk itu, kami berkomitmen mengelola penggunaan energi dan emisi dengan inovasi dan melakukan proses pengukuran dan pemantauan dengan seksama. WIKA BETON juga menyadari pemakaian energi berpengaruh pada biaya produksi sehingga kami terus mengupayakan efisiensi.

Evaluasi

Kinerja pengelolaan energi dan emisi merupakan tanggung jawab Divisi unit kerja. Evaluasi secara berkala dilakukan dengan pengujian berkala setiap satu kali per tahun. Hasil evaluasi tahun 2023 menunjukkan bahwa seluruh unit kerja (PPB) telah melakukan pengujian untuk seluruh sumber emisi yang dimiliki (sumber bergerak dan tidak bergerak).

Waste and Effluent

Policy

- Health, Safety, and Environment (HSE) Policy;
- Hazardous Waste Management Procedure B3 WB HSE PS 06.

Management

WIKABETON recognizes the necessity of responsible waste management as waste generation has the potential to increase environmental pollution. Additionally, operational activities also produce effluents that may contribute to water pollution. Waste generation originates from production activities at the concrete production plant (PPB) and Crushing Plant. We employ the 3R approach (reduce, reuse, and recycle) for waste management, while hazardous waste is disposed of to external parties with permits. WIKABETON manages waste and effluents carefully by controlling waste generation and effluent volume. This is also done to achieve a comprehensive zero-waste factory.

Evaluation

Waste management is monitored by the QHSE Division. Regularly every six months, waste management monitoring will be reported to the Provincial Environmental Agency as well as the Ministry of Environment. Monitoring results indicate that the wastewater generated from production activities remains below the required quality standards. Effluent management is the responsibility of all Business Management Centers (PPU).

Environmental Compliance

Policy

Health, Safety, and Environment (HSE) Policy

Management

The Company recognizes that its business operations necessitate energy sources, which directly impact the environment through emissions. Hence, we are firmly committed to managing energy usage and emissions through innovation and rigorous measurement and monitoring processes. WIKABETON also acknowledges the significant influence of energy consumption on production costs, thereby diligently pursuing efficiency measures.

Evaluation

The performance of energy management and emissions control is the responsibility of each working unit. Regular evaluations are conducted through periodic testing once per year. The evaluation results for the year 2023 indicate that all working units (PPB) have conducted testing for all emission sources (mobile & stationary sources).

Kesehatan dan Keselamatan Pelanggan



Kebijakan

Kebijakan Kesehatan, Keselamatan Kerja dan Lingkungan (K3L).

Pengelolaan

WIKA BETON senantiasa mengelola kinerja QHSE secara cermat, didukung oleh sistem manajemen yang terus ditingkatkan. Perseroan meyakini pengelolaan kualitas dan efektivitas penerapan QHSE di lingkungan kerja mampu mendukung produktivitas kerja. Implementasi QHSE juga ditujukan untuk menjaga kualitas produksi, serta meminimalkan potensi dampak yang timbul bagi pelanggan, pegawai maupun lingkungan.

Evaluasi

Kinerja QHSE menjadi tanggung jawab Divisi QHSE dan Sistem Manajemen. Evaluasi QHSE dilakukan secara berkala setiap triwulan dari pelaporan yang dikirimkan oleh masing-masing unit kerja. Selain itu, Perseroan juga melaksanakan audit internal dan eksternal secara rutin untuk mengukur tingkat pelaksanaan kesehatan, keselamatan kerja, dan lingkungan (K3L). Temuan audit akan ditindaklanjuti oleh Pengelolaan Pelaksana Usaha (PPU) dengan Rencana Tindakan Perbaikan (RTP). WIKA BETON juga melaksanakan QHSE *Patrol* yang dijalankan oleh anggota Direksi dan tim manajemen. Tahun 2023 telah dilakukan QHSE *Patrol* sebanyak 6 kali ke unit kerja baik pabrik produk beton maupun proyek yang berjalan. QHSE *Patrol* diikuti oleh Komisaris, BOD dan jajaran manajemen. Upaya tersebut dilakukan sebagai bentuk komitmen WIKA BETON dalam memastikan proses bisnis yang dikelola telah menerapkan standar dan prosedur yang berlaku.

Kepegawaian



Kebijakan

Kebijakan Hak Asasi Manusia.

Pengelolaan

WIKA BETON berkomitmen untuk memberi dampak positif bagi masyarakat dan pegawai, serta tumbuh menciptakan nilai bersama. Kelancaran bisnis yang kami jalankan tidak terlepas dari adanya pegawai yang cakap dan berdaya saing sehingga tercipta kinerja maksimal. Perseroan senantiasa berlaku adil dengan memberikan kesempatan setara kepada seluruh pegawai dalam meningkatkan kualitas kerja. Sementara itu, kami juga menyadari perlunya untuk turut serta memberdayakan masyarakat, terutama kepada mereka yang berada di sekitar pabrik dan proyek. Melalui berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL), WIKA BETON menciptakan hubungan baik dan saling mendatangkan manfaat sehingga berdampak pada kelancaran aktivitas bisnis di wilayah kerja.

Customer Health and Safety

Policy

Health, Safety, and Environment (HSE) Policy

Management

WIKA BETON consistently manages its QHSE performance meticulously, supported by an continuously enhanced management system. The company firmly believes that managing the quality and effectiveness of QHSE implementation in the workplace can support work productivity. QHSE implementation is also aimed at maintaining production quality and minimizing potential impacts on customers, employees, and the environment.

Evaluation

QHSE performance is the responsibility of the QHSE and Management Systems Division. QHSE evaluation is carried out periodically every quarter from reports sent by each work unit. Apart from that, the Company also carries out regular internal and external audits to measure the level of implementation of health, work safety and the environment (K3L). Audit findings will be followed up by Business Implementation Management (PPU) with a Corrective Action Plan (RTP). WIKA BETON also carries out QHSE *Patrol* which is run by members of the Board of Directors and management team. In 2023, QHSE *Patrols* will be carried out 6 times to work units, both concrete product factories and ongoing projects. QHSE *Patrol* is attended by Commissioners, BOD and management. This effort was carried out as a form of WIKA BETON's commitment to ensuring that the business processes managed implement applicable standards and procedures.

Employment

Policy

Human Rights Policy

Management

WIKA BETON is committed to making a positive impact on both society and its employees while fostering shared value creation. The smooth operation of our business relies on skilled and competitive employees, enabling us to achieve maximum performance. The company consistently upholds fairness by providing equal opportunities for all employees to enhance work quality. Additionally, we recognize the importance of empowering communities, particularly those in the vicinity of our factories and projects. Through various Corporate Social and Environmental Responsibility (CSR) programs, WIKA BETON cultivates mutually beneficial relationships, thereby facilitating smooth business activities in the working area.

Evaluasi

Kinerja pengelolaan pemberdayaan manusia merupakan tanggung jawab Divisi Human Capital. Evaluasi secara berkala dilakukan dengan penilaian kinerja pegawai setiap tahun. Hasil evaluasi tahun 2023 dengan skor *employee engagement* sebesar 86%.

Evaluation

The management of human empowerment performance is under the responsibility of the Human Capital Division. Regular evaluations are conducted through annual employee performance assessments. The results of the 2023 evaluation indicated an employee engagement score of 86%.

Antikorupsi

Kebijakan

- Kebijakan Manajemen Risiko;
- Kebijakan *Whistleblower*;
- Kebijakan Etika Berusaha, Anti Korupsi, dan Donasi;
- Kebijakan Pemenuhan Hak-Hak Kreditur;
- Kebijakan Seleksi dan Peningkatan Kemampuan Pemasok/Vendor;
- Kebijakan Kepemilikan dan Kerahasiaan Informasi;
- Kebijakan Sistem Informasi dan Komunikasi;
- Kebijakan Insider Trading;
- Kebijakan Pengendalian Gratifikasi;
- Kebijakan Sistem Manajemen Anti Penyuapan.

Pengelolaan

Perseroan meyakini bahwa tata kelola yang baik menjadi kunci penting untuk meningkatkan kinerja dan keunggulan kami. Salah satu perwujudan tata kelola tersebut adalah dengan tidak menoleransi praktik korupsi dan kecurangan lain yang mencederai integritas individu maupun lingkungan perusahaan. Komitmen kami untuk menghilangkan segala bentuk korupsi dan pelanggaran diwujudkan melalui adanya penerapan manajemen antipenyuapan berdasarkan sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP).

Evaluasi

Pengawasan implementasi etika bisnis, termasuk dalam hal menegakkan antikorupsi di seluruh rantai nilai berada di bawah tanggung jawab Tim Kepatuhan GCG WIKA BETON. Evaluasi atas pelaksanaan tata Kelola Perusahaan senantiasa dilakukan secara berkala setiap tahunnya. Pada tahun 2023, evaluasi atas penerapan GCG dilakukan melalui *self assessment* yang dilaksanakan oleh Tim Asesor Internal WIKA BETON. Dari hasil tersebut, diperoleh nilai sebesar 90,75 dengan predikat "Sangat Baik".



Anti-Corruption

Policy

- Risk Management Policy;
- Whistleblower Policy;
- Business Ethics, Anti-Corruption, and Donation Policy;
- Creditor Rights Fulfillment Policy;
- Supplier/Vendor Selection and Capability Enhancement Policy;
- Ownership and Information Confidentiality Policy;
- Information and Communication System Policy;
- Insider Trading Policy;
- Gratification Control Policy;
- Anti-Bribery Management System Policy.

Management

The Company believes that good governance is key to improving our performance and competitiveness. One manifestation of this governance is our zero-tolerance policy towards corruption and other fraudulent practices that undermine the integrity of individuals and the corporate environment. Our commitment to eliminating all forms of corruption and misconduct is realized through the implementation of an anti-bribery management system based on ISO 37001:2016 Anti-Bribery Management System (ABMS) certification.

Evaluation

The oversight of business ethics implementation, including the enforcement of anti-corruption measures throughout the value chain, falls under the responsibility of the Compliance GCG Team at WIKA BETON. Evaluation of corporate governance implementation is consistently conducted periodically every year. In 2023, the evaluation of GCG implementation was carried out through self-assessment conducted by the Internal Assessor Team of WIKA BETON. From the results obtained, a score of 90.75 was obtained with the predicate "Very Good."

Pemasaran dan Pelabelan

Kebijakan

- Kebijakan Operasi Bidang Pengembangan, Pemasaran, dan Penjualan
- Kebijakan Pelabelan diatur dalam Prosedur Produksi Produk Beton

Pengelolaan

Perseroan menyediakan informasi terkait produk dan layanan yang diberikan kepada pelanggan melalui website resmi Perseroan. Pemberian informasi yang jelas terkait produk maupun layanan, selain sebagai bentuk ketaatan terhadap regulasi yang berlaku, sekaligus merupakan komitmen Perseroan untuk memasarkan produk secara adil dan bertanggung jawab.

Evaluasi

Selama tahun pelaporan tidak terdapat insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa yang ditujukan ke Perseroan.



Marketing and Labeling

Policy

- Operating Policy for Development, Marketing, and Sales
- Labeling Policy stipulated in the Concrete Product Production Procedure

Management

The Company provides information regarding products and services offered to customers through the official company website. Providing clear information regarding products and services not only serves as compliance with applicable regulations but also reflects the company's commitment to market products fairly and responsibly.

Evaluation

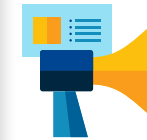
Throughout the reporting year, there were no incidents of non-compliance related to the information and labeling of products and services directed to the Company.

Tanggapan atas Umpan Balik Laporan Tahun Sebelumnya [G.3]

WIKA BETON menerima masukan dan saran dari lembaga *rating* ESG internasional terkait Laporan Keberlanjutan tahun 2022. Perseroan merespons positif terhadap hasil *review* tersebut, di mana Perseroan memperoleh skor yang lebih tinggi dibandingkan dengan rata-rata penilaian perusahaan industri sejenis. Sejalan dengan itu, Perseroan terus berkomitmen untuk meningkatkan kinerja ESG, terutama terkait dekarbonisasi sebagai bagian dari upaya dalam menghadapi perubahan iklim. Selain itu, Perseroan telah menjalankan proses *assurance* yang dilakukan oleh pihak ketiga independen terhadap Laporan Keberlanjutan, sehingga meningkatkan kredibilitas isi laporan.

Response to Feedback from Previous Year's Report [G.3]

WIKA BETON received feedback and suggestions from international ESG rating agencies regarding the 2022 Sustainability Report. The Company responded positively to the review results, where it obtained a higher score compared to the average assessment of similar industry companies. In line with this, the company remains committed to improving its ESG performance, particularly in relation to decarbonization, as part of its efforts to address climate change. Additionally, the company has undergone an assurance process conducted by an independent third party on its Sustainability Report, thereby enhancing the credibility of the report's content.



Kontak terkait Laporan Report Contact [2-3]

Dedi Indra
Sekretaris Perusahaan
Corporate Secretary

PT Wijaya Karya Beton Tbk

Kantor Pusat Head Office [2-1] [C.2]
Wika Tower I lt. 2-5 Wika Tower I 2nd-5th floor
Jl. D.I Panjaitan Kav. 9, Jakarta, 13340
Phone : +6221 8192802
Email : sekper@wika-beton.co.id
Website : www.wika-beton.co.id

TENTANG WIKI BETON

About WIKI BETON



Informasi Perseroan Company Information

Nama Perusahaan sesuai Akta [2-1]

Company Name as Per the Articles of Association

PT Wijaya Karya Beton Tbk

Status Badan Hukum [2-1]

Legal Entity Status

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

Publicly Listed Limited Liability
Company Listed on the Indonesia Stock
Exchange (IDX) on April 8, 2014.

Tanggal berdiri

Establishment Date

11 Maret 1997 March 11, 1997

Kantor Pusat [2-1] [C.2]

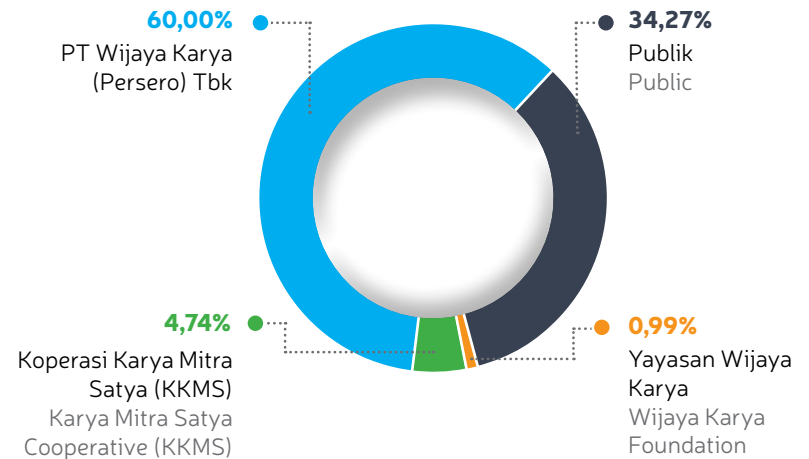
Head Office

Gedung WIKA Tower 1
Jl. D.I. Panjaitan Kav. 9-10, Lantai 2-5
Jakarta 13340
DKI Jakarta, Indonesia
Email : sekper@wika-beton.co.id
Phone : +62 21 819 2802 (hunting)
Fax : +62 21 819 2802
Website : www.wika-beton.co.id

WIKA Tower 1 Building
Jl. D.I. Panjaitan Kav. 9-10, Floors 2-5
Jakarta 13340
DKI Jakarta, Indonesia
Email : sekper@wika-beton.co.id
Phone : +62 21 819 2802 (hunting)
Fax : +62 21 819 2802
Website : www.wika-beton.co.id

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

Share Ownership



Wilayah Operasional [2-1]

WIKA BETON beroperasi di Indonesia dengan unit kerja meliputi anak usaha dan entitas asosiasi, kantor penjualan, pabrik dan *mobile plant*. WIKA BETON memiliki 14 pabrik dan 1 *mobile plant* di beberapa wilayah dengan pertumbuhan industri konstruksi yang pesat di Indonesia. Pada tahun 2021, WIKA BETON mulai meningkatkan fondasi di pasar internasional dengan membentuk unit baru, yaitu *overseas marketing*.

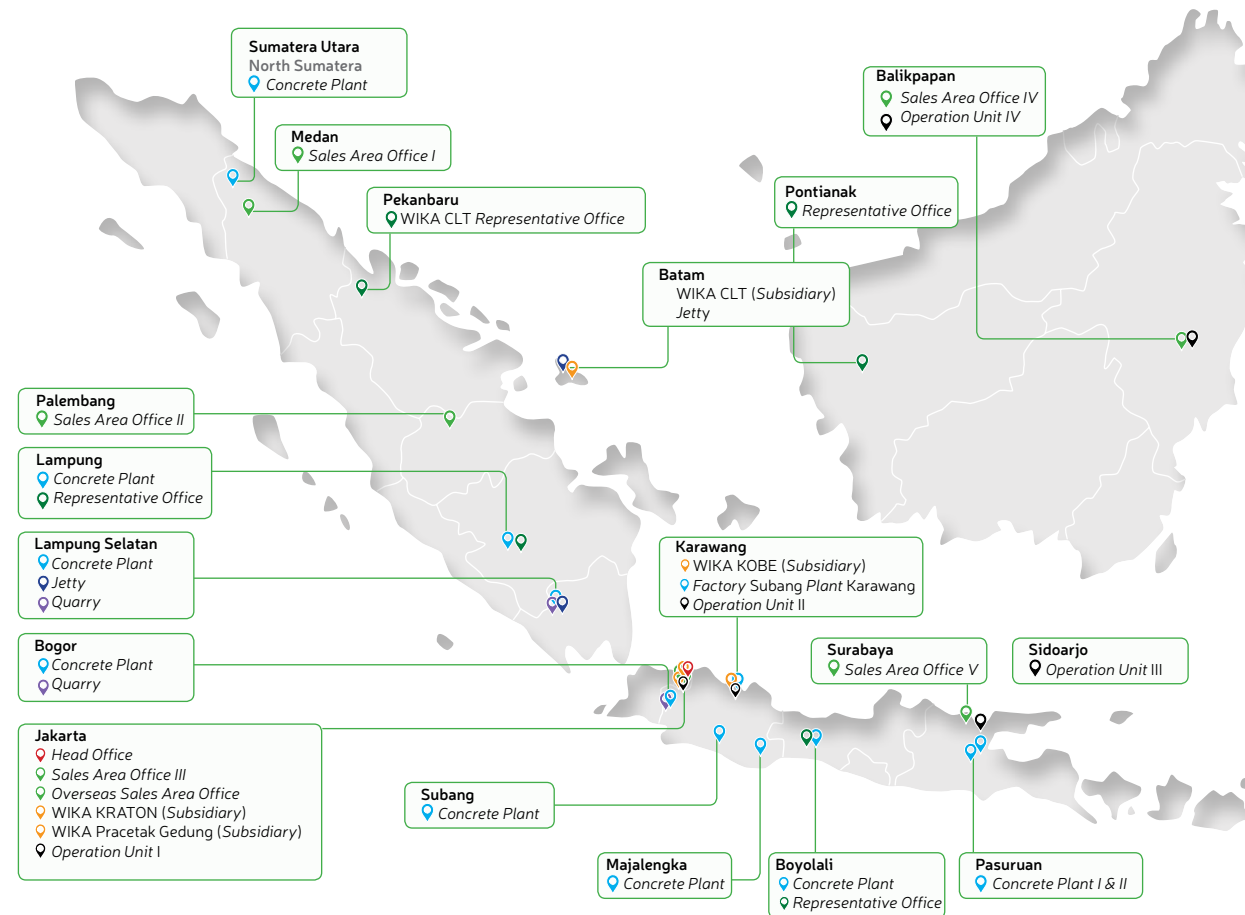
Operational Areas [2-1]

WIKA BETON operates in Indonesia with work units including subsidiaries and associate entities, sales offices, factories, and mobile plant. WIKA BETON operates 14 factories and 1 mobile plant in various regions amidst the rapid growth of the construction industry in Indonesia. In 2021, the Company began to strengthen its presence in international markets by establishing a new unit, overseas marketing.

Unit Kerja WIKA Beton WIKA BETON's Work Units	2023
Kantor Pusat Head Office	1
Perusahaan Anak Subsidiaries	4
Wilayah Penjualan Sales Area	7
Kantor Representatif Representative Offices	5
Pabrik Plants	12
Unit Operasi Operation Unit	4

Jenis Pemasok Lokal [204-1] Type of Local Suppliers	2023	2022	2021
Jumlah pemasok Lokal Total number of Local Suppliers	715	422	362
Jumlah Tenaga Kerja Lokal Total number of Local Workforce	1.596	1.283	1.363

Peta wilayah operasi, penjualan, dan quarry per akhir 2023
Map of operational areas, sales, and quarries as of the end of 2023

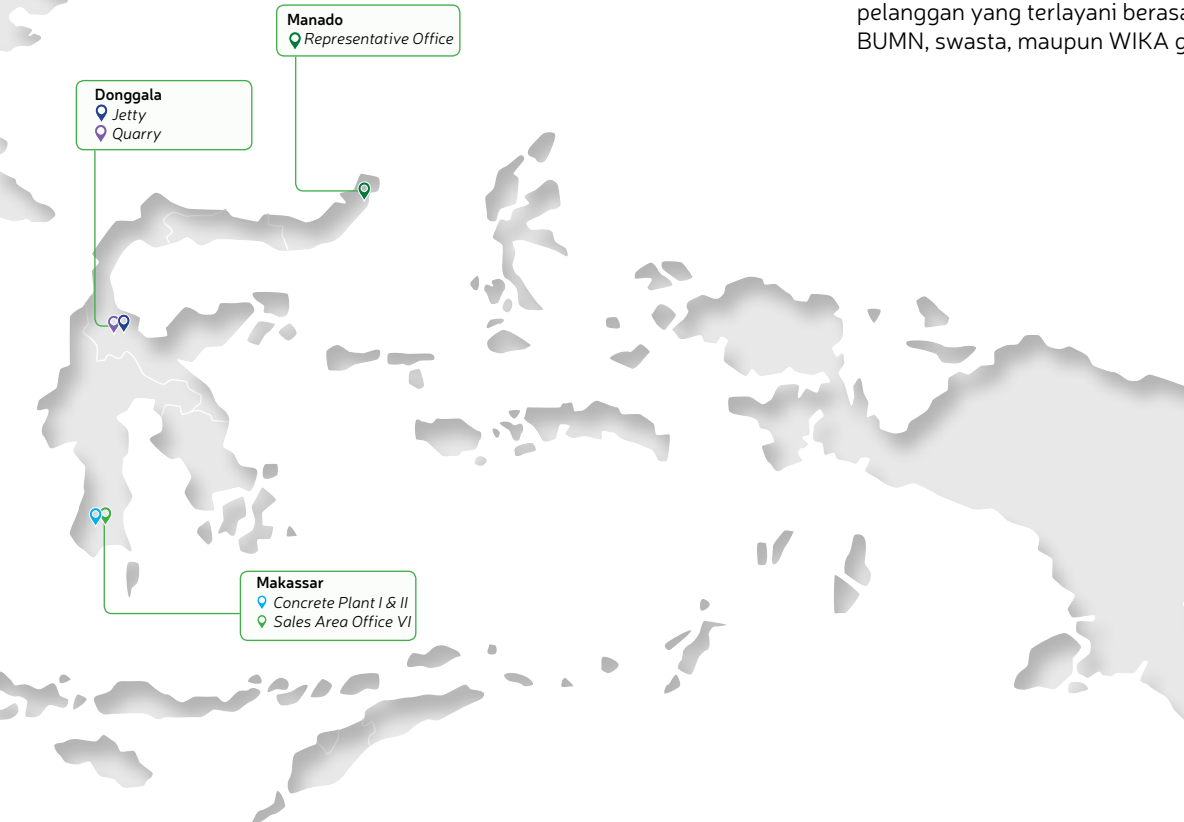


Hingga akhir 2023, tidak terdapat perubahan pada lokasi pemasok, struktur rantai pasokan, hingga hubungan dengan pemasok.

As of the end of 2023, were no changes in supplier locations, supply chain structure, or relationship with suppliers.

Pasar yang Dilayani [2-6]

WIKI BETON melayani pemenuhan barang dan jasa di pasar domestik dan beberapa negara di luar negeri melalui Wilayah Penjualan (WP) dan *overseas marketing*. Jenis pelanggan yang terlayani berasal dari segmen pemerintah, BUMN, swasta, maupun WIKI grup.



Keterangan Note:

- 📍 Head Office
- 📍 Subsidiary
- 📍 Quarry
- 📍 Operation Unit
- 📍 Sales Office
- 📍 Representative Office
- 📍 Concrete Plant
- 📍 Jetty

Market Served [2-6]

WIKI BETON accommodates the procurement of goods and services in both the domestic and international markets through Sales Area (WP) and *overseas marketing*. The types of customers served are the government, state-owned enterprises (SOEs), private segments, and the WIKI group.

Pasar Terlayani Berdasarkan Segmen Produk dan Jasa [2-6] Market Served Based on Products and Services Segment

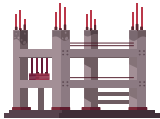
Segmen Produk dan Jasa Products and Services Segment	Total Nilai Kontrak (Rp Juta) Total Contract Value (Rp Million)	%
Beton Concrete	6.168.254	93,36
Quarry Quarry	26.702	0,40
Jasa Services	412.058	6,24
Jumlah Total	6.607.014	100,00

Pasar yang Terlayani Berdasarkan Jenis Pelanggan [2-6] Market Served Based on Customer Types

Segmen Pasar Market Segment	Total Nilai Kontrak (Rp Juta) Total Contract Value (Rp Million)	%
WIKI Grup WIKI Group	493.641	7,47
Pemerintah Government	72.030	1,09
BUMN SOEs	853.276	12,91
Swasta Private	4.303.044	65,13
Joint Operation Joint Operation	885.022	13,40
Jumlah Total	6.607.014	100,00

Produk dan Jasa [C.4] [2-6]

Products and Services



Produk Product

Core business kami mencakup seluruh rangkaian kegiatan, mulai dari perencanaan hingga produksi dan penjualan produk beton. Produk beton yang dihasilkan meliputi:

- Poles
- Piles
- Railway Concrete Products
- Bridge Concrete Products
- Retaining Wall Concrete Products
- Marine Structure Concrete Products
- Hydro Structure Concrete Products
- Marine Structure Concrete Products

WIKA BETON juga menghasilkan berbagai produk beton pracetak standar dan khusus untuk memenuhi kebutuhan pelanggan dengan lebih baik.

Our core business covers the entire range of activities, from planning to production and sales of concrete products. Concrete products produced include:

- Poles
- Piles
- Railway Concrete Products
- Bridge Concrete Products
- Retaining Wall Concrete Products
- Marine Structure Concrete Products
- Hydro Structure Concrete Products
- Marine Structure Concrete Products

WIKA BETON also produces a variety of standard and special precast concrete products to better meet customer needs.



Jasa Services

WIKA BETON menyediakan berbagai jasa instalasi seperti instalasi sistem *Inner Bore*, instalasi sistem Post-tensioning, dan instalasi sistem *Launching Gantry*.

- EPC (*Engineering, Procurement, Construction*)
- Jasa Pemancangan
- Jasa Stressing Post-Tension

Perseroan berupaya memenuhi permintaan pasar dengan menyediakan layanan seperti pengeboran tiang dengan sistem *inner bore/ pre-bore*, penegangan pasca, dan proyek konstruksi, selain menjual produk yang ditawarkan sebagai bentuk inovasi bisnis.

WIKA BETON juga melakukan kegiatan bisnis di bidang perdagangan dan industri beton, layanan, konstruksi, *Structural Health Monitoring System* (SHMS), dan sektor bisnis lainnya yang relevan.

WIKA BETON provides various installation services such as Inner Bore system installation, Post-tensioning system installation, and Launching Gantry system installation.

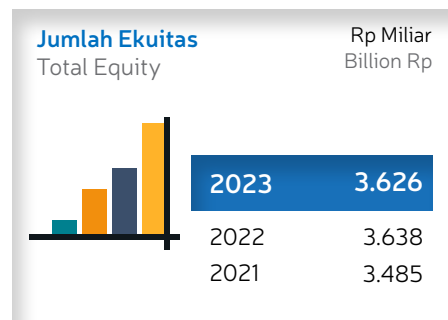
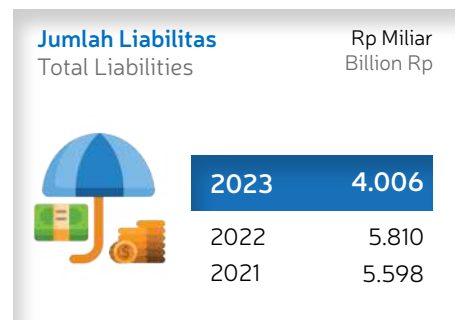
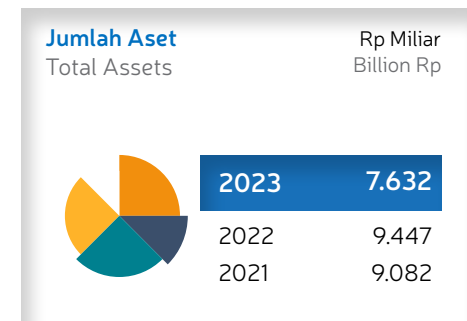
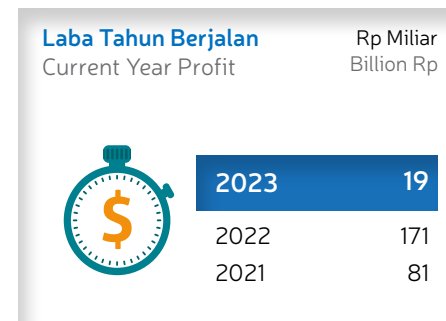
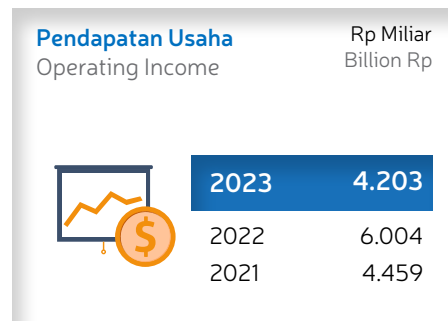
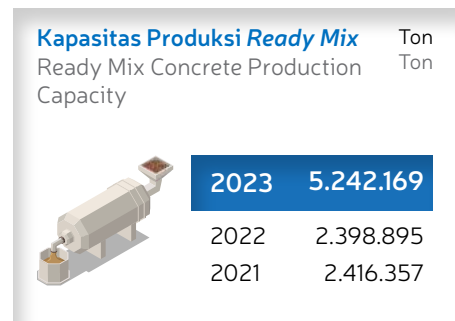
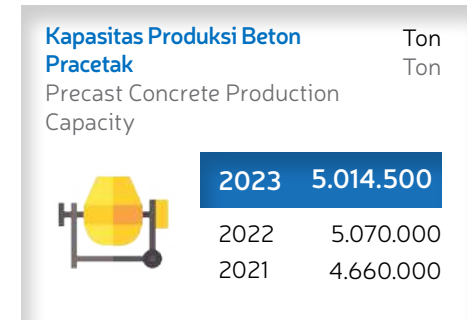
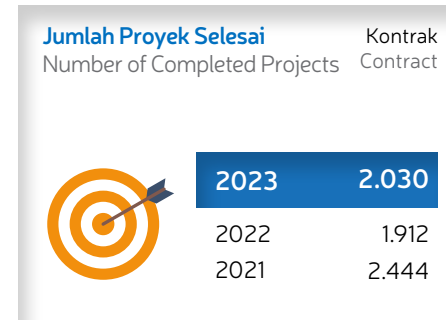
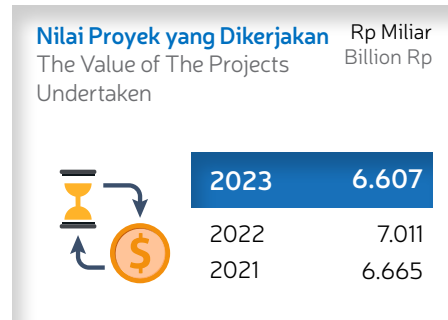
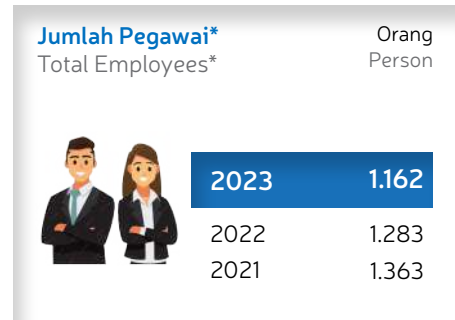
- EPC (*Engineering, Procurement, Construction*)
- Piling Services
- Post-Tension Stressing Services

The Company aims to meet market demand by providing services such as pile drilling with inner bore / pre-bore systems, post-tensioning, and construction projects, in addition to selling the products offered as a form of business innovation.

WIKA BETON also conducts business activities in the field of concrete trade and industry, services, construction, *Structural Health Monitoring System* (SHMS), and other relevant business sectors.

Skala Perseroan [C.3]

Perusahaan juga berupaya menjawab permintaan pasar dalam WIKA BETON menjalankan bisnis di bidang usaha perdagangan dan industri beton, jasa, konstruksi, *Structural Health Monitoring System* (SHMS), dan bidang usaha lain yang terkait. [2-6]



Keterangan:
*Termasuk pegawai honorer

Note:
*Includes honorary employees

Scale of Organization [C.3]

The company also seeks to answer market demand in that WIKA BETON carries out business in the concrete trading and industrial sectors, services, construction, *Structural Health Monitoring Systems* (SHMS), and other related business fields. [2-6]

Sertifikasi dan Keanggotaan Asosiasi Certifications and Association Memberships

Sertifikasi Certification



Sertifikat Certification

ISO 9001: 2015 Sistem Manajemen Mutu
ISO 9001:2015 Quality Management System

Ruang Lingkup Sertifikasi Scope of Certification

Design, manufacture and installation of precast concrete products, prestressing and crushing plant.

Masa Berlaku Validity Period

19 September 2022-31 Juli 2025
19 September 2022 - 31 July 2025



Sertifikat Certification

ISO 14001: 2015 Sistem Manajemen Lingkungan
SO 14001:2015 Environmental Management System

Ruang Lingkup Sertifikasi Scope of Certification

Design, management environment, manufacture and installation of precast concrete products, prestressing and crushing plant.

Masa Berlaku Validity Period

18 Maret 2022-24 Februari 2025
18 March 2022 - 24 February 2025



Sertifikat Certification

ISO 45001:2018 Sistem Kesehatan dan Keselamatan Kerja
ISO 45001:2018 Occupational Health and Safety Management System

Ruang Lingkup Sertifikasi Scope of Certification

Design, manufacture and installation of precast concrete products, prestressing and crushing plant.

Masa Berlaku Validity Period:

6 Mei 2021-5 Mei 2024
6 May 2021 - 5 May 2024



Sertifikat Certification

SNI 6880:2016 Spesifikasi Beton Struktural
SNI 6880:2016 Structural Concrete Specifications

Ruang Lingkup Sertifikasi Scope of Certification

*Produk Beton Pracetak
Precast Concrete Products*

Masa Berlaku Validity Period

28 Agustus 2020-27 Agustus 2024
28 August 2020 - 27 August 2024



Sertifikat Certification

Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) PP 50 Tahun 2012
Occupational Health and Safety Management System (OHSMS) PP 50 of 2012

Ruang Lingkup Sertifikasi Scope of Certification

- a. Pabrik Produk Beton Lampung
 - b. Pabrik Produk Beton Sumatera Utara
 - c. Pabrik Produk Beton Majalengka
 - d. Pabrik Produk Beton Boyolali
 - e. Pabrik Produk Beton Karawang
 - f. Pabrik Produk Beton Bogor
 - g. Pabrik Produk Beton Sulawesi Selatan
 - h. Pabrik Produk Beton Pasuruan
 - i. Pabrik Produk Beton Lampung Selatan
 - j. Pabrik Produk Beton Subang
-
- a. Concrete Product Plant in Lampung
 - b. Concrete Product Plant in North Sumatra
 - c. Concrete Product Plant in Majalengka
 - d. Concrete Product Plant in Boyolali
 - e. Concrete Product Plant in Karawang
 - f. Concrete Product Plant in Bogor
 - g. Concrete Product Plant in South Sulawesi
 - h. Concrete Product Plant in Pasuruan
 - i. Concrete Product Plant in South Lampung
 - j. Concrete Product Plant in Subang

Masa Berlaku Validity Period

- a. 9 Juni 2023-9 Juni 2026
 - b. 22 April 2021-22 April 2024
 - c. 13 Mei 2022-13 Mei 2025
 - d. 13 Mei 2022-13 Mei 2025
 - e. 13 Mei 2022-13 Mei 2025
 - f. 13 Mei 2022-13 Mei 2025
 - g. 9 Juni 2023-9 Juni 2026
 - h. 22 April 2021-22 April 2024
 - i. 13 Mei 2022-13 Mei 2025
 - j. 9 Juni 2023-9 Juni 2026
-
- a. 9 June 2023-9 June 2026
 - b. 22 April 2021 - 22 April 2024
 - c. 13 May 2022 - 13 May 2025
 - d. 13 May 2022 - 13 May 2025
 - e. 13 May 2022 - 13 May 2025
 - f. 13 May 2022 - 13 May 2025
 - g. 9 June 2023-9 June 2026
 - h. 22 April 2021-22 April 2024
 - i. 13 May 2022 - 13 May 2025
 - j. 9 June 2023-9 June 2026

Keanggotaan Asosiasi [2-28] [C.5]

Association Membership



Kamar Dagang dan Industri Indonesia (KADIN)
Indonesian Chamber of Commerce and Industry (KADIN)



Asosiasi Perusahaan Pracetak dan Prategang Indonesia (AP3I)
Indonesian Association of Precast and Prestressed Company (AP3I)



Asosiasi Produsen Tiang Beton Pratekan Indonesia (APTI)
Indonesian Association of Concrete Pole Producer (APTI)



Asosiasi Perusahaan Perdagangan Barang Distributor,
Keagenan dan Industri Indonesia (ARDIN)
Indonesian Association of Procurement Suppliers and
Distributors (ARDIN)



Asosiasi Kontraktor Mekanikal Elektrikal Indonesia (Akmelindo)
Association of Indonesian Electrical Contractors (Akmelindo)



Asosiasi Emiten Indonesia (AEI)
Association of Indonesian Issuers (AEI)



Himpunan Ahli Teknik Tanah Indonesia (Geoteknik-Hatti)
Indonesian Society For Geotechnical Engineering
(Geoteknik-Hatti)



Green Building Council Indonesia (GBCI)
Green Building Council Indonesia (GBCI)

Berkaitan dengan inisiatif eksternal, WIKA BETON menunjukkan langkah yang progresif dan tanggap terhadap isu-isu global dengan mengambil bagian dalam proses dan berinisiasi untuk menjadi anggota United Nations Global Compact (UN Global Compact). Dengan langkah ini, WIKA BETON menegaskan komitmen kuatnya terhadap prinsip-prinsip etika bisnis, hak asasi manusia, lingkungan, dan antikorupsi yang dianut oleh UN Global Compact.

Sebagai bagian dari proses inisiasi, WIKA BETON sedang aktif dalam mengintegrasikan nilai-nilai ini ke dalam seluruh aspek operasionalnya, menciptakan dampak positif yang lebih besar di tingkat global. Dengan mengambil langkah ini, Perseroan tidak hanya melihat bisnis sebagai penyedia solusi konstruktif tetapi juga sebagai agen perubahan yang berkontribusi terhadap visi global untuk menciptakan dunia yang lebih berkelanjutan dan adil.

Regarding external initiatives, WIKA BETON demonstrates a progressive and responsive approach to global issues by actively participating in processes and initiating membership in the United Nations Global Compact (UN Global Compact). Through this step, the company reaffirms its strong commitment to the business ethics, human rights, environmental, and anti-corruption principles upheld by the UN Global Compact.

As part of the initiation process, WIKA BETON is actively integrating these values into all aspects of its operations, creating a greater positive impact at the global level. By taking this step, the company not only sees business as a provider of constructive solutions but also as an agent of change contributing to the global vision for creating a more sustainable and equitable world.

Visi, Misi, dan Nilai-Nilai [2-23] [2-1] [C.1]

Vision, Mission, and Values

Visi Vision

Menjadi Perusahaan Terkemuka dalam Bidang *Engineering, Production, Installation (EPI)* Industri Beton di Asia Tenggara

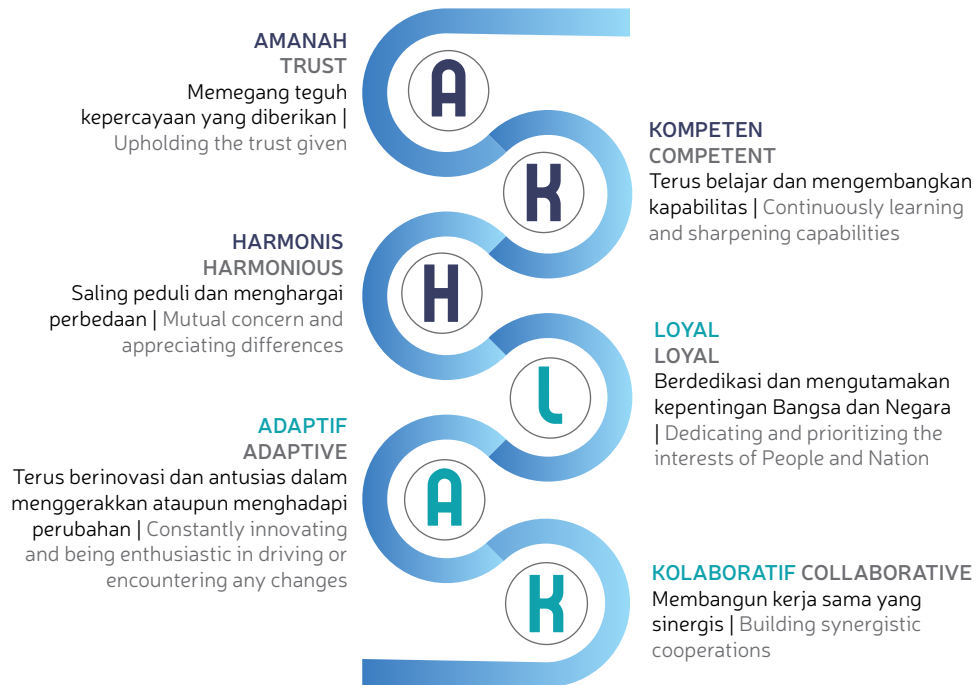
“To become a leading company in the concrete industry *Engineering, Production, Installation (EPI)* sector in Southeast Asia”

Misi Mission

- 1 Menyediakan produk dan jasa yang berdaya saing dan memenuhi harapan pelanggan;**
Providing competitive products and services that meet customer expectations;
- 2 Memberikan nilai lebih melalui proses bisnis yang sesuai dengan persyaratan dan harapan pemangku kepentingan;**
Giving added values through business processes that adhere to stakeholders' requirements and expectations;
- 3 Menjalankan sistem manajemen dan teknologi yang tepat guna untuk meningkatkan efisiensi, konsistensi mutu, keselamatan dan kesehatan kerja yang berwawasan lingkungan;**
Carrying out an effective management and technology system to increase efficiency, quality consistency, as well as occupational health and safety with environmental awareness;
- 4 Tumbuh dan berkembang bersama mitra kerja secara sehat dan berkesinambungan;**
Growing and developing together with business partners soundly and continuously;
- 5 Mengembangkan kompetensi dan kesejahteraan pegawai.**
Developing employee competency and welfare.



AKHLAK



Paradigma

1. Perubahan adalah tuntutan;
2. Pasar mendasari pengembangan bisnis perusahaan;
3. Pelanggan adalah penentu keberhasilan perusahaan;
4. Kepemimpinan mendorong kinerja ekselen;
5. Kompetensi adalah aset andalan perusahaan;
6. Setiap aktivitas wajib memberikan nilai tambah;
7. Kecepatan sangat esensial;
8. Teknologi menjadi pendorong pertumbuhan usaha.

Paradigma

1. Change is a necessity;
2. The market underlies the company's business developments;
3. Customer is the defining factor for the company's success;
4. Leadership encourages excellent performance;
5. Competency is the company's main asset;
6. Each activity is required to give added values;
7. Speed is highly essential;
8. Technology is the driving force for business growth.



WIKA BETON memiliki karyawan yang beragam, termasuk dalam aspek gender. Hal ini mencerminkan komitmen Perseroan terhadap inklusivitas dan kesetaraan.

WIKA BETON employs a diverse workforce, including in terms of gender. This reflects the Company's commitment to inclusivity and equality.

Pengembangan Teknologi dan Digitalisasi [F.26]

Untuk terus dapat memberikan pelayanan terbaik serta menghasilkan produk yang berkualitas, WIKA BETON terus berinovasi dalam mengembangkan produk dan layanannya. Perseroan mengembangkan teknologi informasi, dalam hal ini khususnya digitalisasi, untuk terus memberikan pelayanan yang ter baik serta menghasilkan efisiensi biaya, waktu kerja, hingga memberikan dampak yang positif bagi lingkungan dengan adanya pengurangan jumlah pemakaian kertas yang signifikan.

Untuk mencapai target pengembangan Teknologi Informasi (TI) yang diinginkan, Perseroan menyusun sasaran strategis yang menjadi *roadmap* TI yang berlaku mulai 2024 hingga 2028 seperti berikut:

Development of Technology and Digitalization [F.26]

To consistently provide the best services and deliver quality products, WIKA BETON continues to innovate in developing its products and services. The company is investing in information technology, particularly digitalization, to enhance service delivery, achieve cost efficiency, save time, and positively impact the environment by reducing significant paper usage.

To achieve the desired targets in Information Technology (IT) development, the company has formulated strategic objectives that serve as the IT roadmap applicable from 2024 to 2028 as follows:

Tema Theme

2024:

Integrated WIKA BETON Group Core System
Integrated WIKA BETON Group Core System

2025-2026:

Machine Learning System
Machine Learning System

2027-2028:

Manufacturing 4.0
Manufacturing 4.0

Arsitektur Sistem Informasi Information System Architecture

2024:

- Integrasi *Core System* Anak Usaha WIKA BETON menggunakan ERP WIKA BETON
- *Development* Aplikasi
- *Surrounding* SAP
- Inisiasi *Machine Learning*
- Integration of WIKA BETON Subsidiaries' Core Systems using WIKA BETON'S ERP
- Development of Applications
- Surrounding SAP
- Initiation of Machine Learning

2025-2026:

- Implementasi dan Optimal *Machine Learning*
- *Initiation Autoimun Manufacturing*
- *Artificial Intelligent System*
- Inisiasi *Decision Support System (DSS)*
- Implementasi & Optimization of Machine Learning
- Initiation of Autonomous Manufacturing
- Artificial Intelligent System
- Initiation of Decision Support System (DSS)

2027-2028:

- Operate *Automation System*
- Implementasi *Decision Support System*
- Operating Automation System
- Implementation of Decision Support System

Arsitektur Infrastruktur Infrastructure Architecture

2024 :

- *Business continuity ready* fasilitas DC-DRC
- Perangkat keras sesuai kebutuhan Arsitektur SI
- *Continuous Integration and Continuous Delivery/ Deployment*
- DLP
- Business continuity-ready DC-DRC Facilities
- Hardware According to Information System Architecture Needs
- Continuous Integration and Continuous Delivery/ Deployment
- Data Loss Prevention (DLP)

2025-2026:

- Peningkatan keamanan sistem dan jaringan deteksi dini risiko *cyber*
- Penyesuaian kapasitas infrastruktur SI terhadap ML
- *Cloud base solution* DC-DRC
- Enhancement of System Security and Early Detection of Cyber Risks
- Adjustment of Information System Infrastructure Capacity for Machine Learning
- Cloud-based solution for DC-DRC

2027-2028:

- Penyesuaian Kapasitas
- Reevaluasi Infrastruktur TI
- Capacity Adjustment
- Reevaluation of IT Infrastructure

Tata Kelola TI/data IT/Data Governance

2024 :

- *Surveillance* ISO 27001:2013
- *IT Maturity* (COBIT 2019) 3.1
- Indi 4.0
- *Surveillance* ISO 27001:2013
- *IT Maturity* (COBIT 2019) 3.1
- Indi 4.0

2025:

- *Surveillance* ISO 27001:2013
- *IT Maturity* (COBIT 2019) 3.2
- *Inisiasi Cyber Security Maturity Level*
- *Surveillance* ISO 27001:2013
- *IT Maturity* (COBIT 2019) 3.2
- *Initiation of Cyber Security Maturity Level*

2026:

- *Resertifikasi* ISO 27001:2022
- *IT Maturity* (COBIT 2019) 3.3
- *Sertifikasi Cyber Security Maturity Level*
- *Recertification* ISO 27001:2022
- *IT Maturity* (COBIT 2019) 3.3
- *Certification of Cyber Security Maturity Level*

2027:

- *Surveillance* ISO 27001:2022
- *IT Maturity* (COBIT 2019) 3.4
- *Surveillance* ISO 27001:2022
- *IT Maturity* (COBIT 2019) 3.4

2028:

- *Surveillance* ISO 27001:2022
- *IT Maturity* (COBIT 2019) 3.5
- *Surveillance* ISO 27001:2022
- *IT Maturity* (COBIT 2019) 3.5

System Application and Product (SAP)

Perseroan mulai menerapkan penggunaan SAP di lingkungan WIKA BETON pada tahun 2023 sebagai bagian dari upaya digitalisasi dalam kegiatan manajemen, bertujuan untuk meningkatkan efisiensi dan efektivitas. Dengan implementasi SAP, data dan informasi yang diperoleh menjadi lebih rinci, akurat, terintegrasi, dan dapat diakses secara *real-time*.

Inovasi ini awalnya berasal dari inisiatif Kementerian BUMN dan diadopsi oleh WIKA BETON, sebagai entitas yang berasal dari Badan Usaha Milik Negara, yakni PT Wijaya Karya Tbk. Sistem SAP mengutamakan keamanan sehingga keamanan data dapat terjamin. Sistem SAP juga telah berhasil mengurangi penggunaan kertas yang signifikan dibandingkan dengan tahun-tahun sebelumnya.

System Application and Product (SAP)

WIKA BETON has implemented SAP within its environment since 2023. This digitalization innovation streamlines management activities, making them more efficient and effective. With SAP, data and information are more detailed, accurate, integrated, and real-time.

SAP innovation was initially initiated by the Ministry of SOEs and adopted by WIKA BETON as a State-Owned Enterprise (BUMN), namely PT Wijaya Karya Tbk. The SAP system prioritizes security to ensure data integrity and has significantly reduced paper usage compared to previous years.

Tampilan Halaman Depan CCMS
Front Page Display of CCMS



Computer Control Machining System (CCMS)

CCMS merupakan mekanisme kontrol alat dengan sistem komputer yang memungkinkan Perseroan untuk mengontrol ketersediaan bahan baku secara *real-time*. Dengan adanya bantuan CCMS, Perseroan dapat mengukur penggunaan bahan baku yang dibutuhkan untuk sebuah proyek sehingga WIKA BETON dapat meraih efisiensi yang lebih baik.

Computer Control Machining System (CCMS)

CCMS is a computer-controlled mechanism that allows the company to control raw material availability in real time. With CCMS assistance, the company can measure the raw material usage required for a project, thus achieving better efficiency.

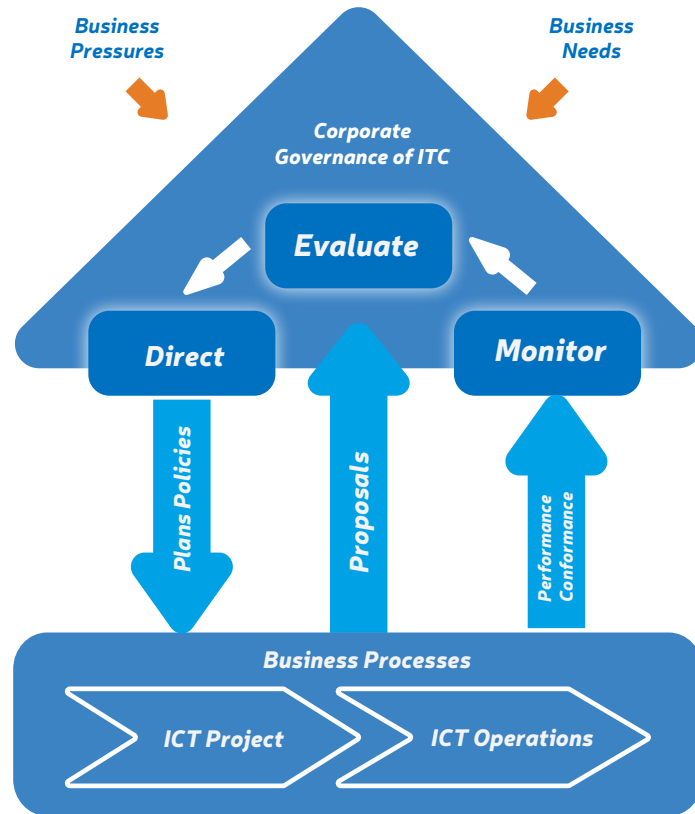


ISO 27001:2013

Pada Agustus 2023, WIKA BETON mendapatkan sertifikasi ISO 27001:2013 tentang Sistem Manajemen SNI ISO/IEC 27001:2013. Sertifikasi ini merupakan bukti dan komitmen WIKA BETON yang telah menerapkan sistem manajemen yang sesuai dengan standar dan ruang lingkup Sistem Manajemen Keamanan Informasi.

ISO 27001:2013

In August 2023, WIKA BETON obtained ISO 27001:2013 certification for its Information Security Management System. This certification demonstrates WIKA BETON's commitment to implementing a management system that complies with the standards and scope of the Information Security Management System.



IT Maturity Level Assessment

WIKA BETON telah melaksanakan *IT Maturity Level Self-Assessment* pada September 2023 dengan menggunakan *Framework COBIT 4.1*. pelaksanaan asesmen ini merupakan implementasi kepatuhan tata kelola perusahaan di BUMN sesuai dengan Peraturan Menteri BUMN No. PER-02/MBU/2013 serta perubahannya PER-03/MBU/02/2018 untuk penerapan *Master Plan TI* dan *Tata Kelola Teknologi Informasi* di perusahaan pada Badan Usaha Milik Negara. Asesmen ini dilakukan guna mengukur tingkat kematangan atas penerapan tata kelola teknologi informasi di perusahaan dengan mengetahui *maturity level* yang telah dicapai sehingga dapat mengetahui perbaikan dan peningkatan apa saja yang harus dilakukan.

Tata kelola TI di WIKA BETON merupakan tanggung jawab eksekutif dan pemangku Kepentingan yang direpresentasikan oleh Direksi. Tata Kelola TI terdiri dari pengelolaan kepemimpinan, struktur organisasi dan proses-proses untuk memastikan bahwa TI merupakan organisasi berkelanjutan dan selaras dengan strategi dan tujuan bisnis WIKA BETON, yang dinyatakan dalam 3 (tiga) aktivitas utama yakni *Direct*, *Monitor*, dan *Evaluate*.

IT Maturity Level Assessment

WIKA BETON conducted an *IT Maturity Level Self-Assessment* in September 2023 using the *COBIT 4.1 Framework*. The implementation of this assessment is a compliance initiative following the governance regulations of the State-Owned Enterprise (SOE), as stipulated by the Minister of State-Owned Enterprises Regulation No. PER-02/MBU/2013 and its amendment PER-03/MBU/02/2018 for implementing the *IT Master Plan* and *Information Technology Governance* in state-owned enterprises. This assessment was conducted to measure the level of maturity in the implementation of information technology governance within the company, aiming to identify the achieved maturity level and determine necessary improvements and enhancements.

The IT governance at WIKA BETON is the responsibility of executives and stakeholders represented by the Board of Directors. IT Governance involves managing leadership, organizational structure, and processes to ensure that IT operates sustainably and is aligned with WIKA BETON's business strategy and objectives. This alignment is expressed through three main activities: *Direct*, *Monitor*, and *Evaluate*.

Proses-proses *Governance* (*Evaluate*, *Direct*, dan *Monitor*) sendiri memiliki objek berupa proses-proses manajemen. Proses-proses manajemen TI ini dikontrol oleh proses-proses *governance* untuk memastikan ketercapaian hal-hal berikut:

1. Keselarasan TI dengan bisnis;
2. TI memungkinkan bisnis dan memaksimalkan benefit;
3. Penggunaan sumber daya TI secara bertanggung jawab;
4. Pengelolaan risiko terkait TI secara memadai.

Pemilihan proses manajemen TI akan sangat dipengaruhi oleh *Business Objectives* yang distandarkan pada berbagai *framework* yang ada saat ini seperti Cobit, ITIL/ISO 20000, ISO 27001, dan sejenisnya.

The Governance processes (*Evaluate*, *Direct*, and *Monitor*) themselves target management processes. Governance processes oversee these IT management processes to ensure the achievement of the following:

1. Alignment of IT with business;
2. IT enabling and maximizing business benefits;
3. Responsible use of IT resources;
4. Adequate management of IT-related risks.

The selection of IT management processes will significantly be influenced by Business Objectives standardized across frameworks such as Cobit, ITIL/ISO 20000, ISO 27001, etc.

Hasil Asesment Assessment Results

No.	Komponen Component	Maturity Maturity	Target Target
1.	Perencanaan, Kebijakan, dan Prosedur Planning, Policies, and Procedures	3,46	3,00
2.	Responsibilitas dan Akuntabilitas Responsibility and Accountability	3,91	3,00
3.	Goal Setting and Measurement Goal Setting & Measurement	3,13	3,00
4.	Skill and Expertise Skill & Expertise	2,79	3,00
5.	Awareness and Communication Awareness & Communication	3,07	3,00
6.	Tools and Automation Tools & Automation	3,31	3,00
Rata-rata Average		3,28	3,00

Berdasarkan hasil *assesment* yang dilakukan, WIKA BETON memperoleh angka 3,28 yaitu berada pada tingkatan *Defined Process*. Pada tingkatan ini, kerangka kerja proses didokumentasikan dengan baik dan diintegrasikan secara koheren dengan proses bisnis lain dan tujuan proyek yang lebih luas, yang dapat mencakup kinerja keuangan hingga keamanan dan kepatuhan terhadap peraturan.

Based on the assessment results, WIKA BETON scored 3.28, indicating a Defined Process level. At this level, the process framework is well-documented and seamlessly integrated with other business processes and broader project objectives, encompassing financial performance, security, and regulatory compliance.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan

WIKA BETON menyadari bahwa upaya keberlanjutan bisnis di seluruh aspek harus disertai dengan kinerja ekonomi yang sehat pula. Sepanjang tahun 2023, WIKA BETON mencatatkan beberapa pencapaian di bidang ekonomi meski di tengah berbagai tantangan yang tengah dihadapi. WIKA BETON senantiasa mengupayakan pencapaian target dengan memaksimalkan sumber daya yang ada, memanfaatkan peluang bisnis, serta melakukan berbagai inovasi yang dapat menciptakan peluang baru. Adapun nilai ekonomi langsung yang dihasilkan dan didistribusikan oleh WIKA BETON sepanjang tahun 2023 adalah sebagai berikut: [3-3]

Generated and Distributed Economic Value

WIKA BETON recognizes that sustainable business efforts must also be accompanied by sound economic performance. Throughout 2023, WIKA BETON achieved several milestones in the economic domain despite facing various challenges. WIKA BETON consistently strives to achieve its targets by maximizing existing resources, capitalizing on business opportunities, and implementing various innovations that can create new opportunities. The direct economic value generated and distributed by WIKA BETON throughout 2023 is as follows: [3-3]

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan (Rp Juta) [201-1] [F.2]

Direct Economic Value Generated and Distributed (Rp in Million)

Uraian Description	2023	2022	2021
Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated			
Pendapatan Usaha Revenue from Operations	4.203.171	6.003.788	4.458.987
Penerimaan Bunga Bank Interest Income from Banks	4.612	9.161	14.690
Keuntungan (Kerugian) selisih kurs Profit (Loss) on Exchange Rate Differences	232	580	53
Jumlah nilai ekonomi yang dihasilkan Total direct economic value generated	4.307.015	6.013.529	4.473.730
Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed			
Beban pokok pendapatan The value of the projects undertaken	(3.880.251)	(5.486.630)	(4.221.917)
Beban usaha, termasuk beban personalia (gaji dan tunjangan karyawan) Operating expenses, including personnel expenses (employee salaries and benefits)	(131.578)	(117.294)	(117.560)
Pembayaran kepada penyandang dana berupa dividen Payments to capital providers in the form of dividends	(32.682)	(16.559)	(25.623)
Pembayaran pajak kepada Pemerintah Tax payments to the Government	(23.016)	(78.446)	2.699
Pengeluaran untuk masyarakat Expenditures for the community	(1.784)	(1.210)*	(1.860)*
Jumlah nilai ekonomi langsung yang didistribusikan Total direct economic value distributed	(4.069.311)	(5.700.139)*	(4.364.261)*
Nilai Ekonomi yang Ditahan Economic Value Retained			
Selisih antara nilai ekonomi langsung yang dihasilkan dan yang didistribusikan Difference between the direct economic value generated and distributed	237.704	313.390*	109.469*

*Penyajian kembali data
*Restatement data

Sepanjang tahun 2023, WIKA BETON tidak menerima bantuan finansial maupun bentuk lainnya dari Pemerintah, serta tidak berkontribusi dalam pendanaan kegiatan politik. Seluruh sumber pendanaan dalam menunjang kegiatan operasi berasal dari pembiayaan mandiri. [201-4]

Rantai Pasokan dan Pemasok Lokal

WIKA BETON senantiasa berkomitmen untuk menerapkan rantai pasokan/*Supply Chain Management* (SCM) secara terintegrasi dan berkualitas. Hal ini ditunjukkan dengan memasukkan SCM ke dalam Rencana Mutu yang dimiliki Perseroan. Kinerja rantai pasokan juga diaudit oleh pihak internal dan eksternal Perseroan dengan, kebijakan ini mengacu pada ISO 9001:2015 tentang Sistem Manajemen Mutu. Sepanjang tahun 2023, Perseroan membangun kerja sama dengan banyak pihak yang terlibat dalam rantai pasok, di antaranya seperti *supplier*, *procurement*, produksi, distributor, dan pelanggan. Hal ini sejalan dengan penguatan strategi WIKA BETON untuk mewujudkan proses bisnis yang efektif dan efisien. [3-3]

Adapun strategi WIKA BETON dalam menjalankan rantai pasokan di antaranya: [3-3]

1. Sentralisasi pengadaan barang dan jasa;
2. Menjaga keseimbangan ketersediaan bahan baku dan bahan penunjang lainnya dengan kebutuhan produksi melalui *Sales and Operation Planning* (SNOP);
3. Efektivitas dan efisiensi proses produksi;
4. Penerapan 3PL angkutan distribusi produk jadi;
5. Membuat data base yang komprehensif mulai dari data pasar, rencana penjualan dan produksi, rekaman monitoring dan evaluasi seluruh proses.

Komitmen Perseroan dalam menjaga kualitas pelayanan tercermin dalam hadirnya sistem *e-Procurement*. Platform ini digunakan sebagai sumber data dan informasi terkait vendor. WIKA BETON juga mengintegrasikan *Enterprise Resource Planning* (ERP) Penjualan dengan ERP Produksi, ERP *Procurement*, dan *e-Procurement* dalam proses pengadaan, penerapan *Computer Control Machining System* (CCMS) di lini produksi, serta penerapan *Third Party Logistic* (3PL). Sementara proses distribusi produk didukung oleh aplikasi digital untuk tracking dan mengawasi aktivitas distribusi.

Throughout 2023, WIKA BETON did not receive any financial assistance or other forms of support from the Government, nor did it contribute to political funding activities. All sources of funding to support operations came from self-financing. [201-4]

Supply Chain and Local Suppliers

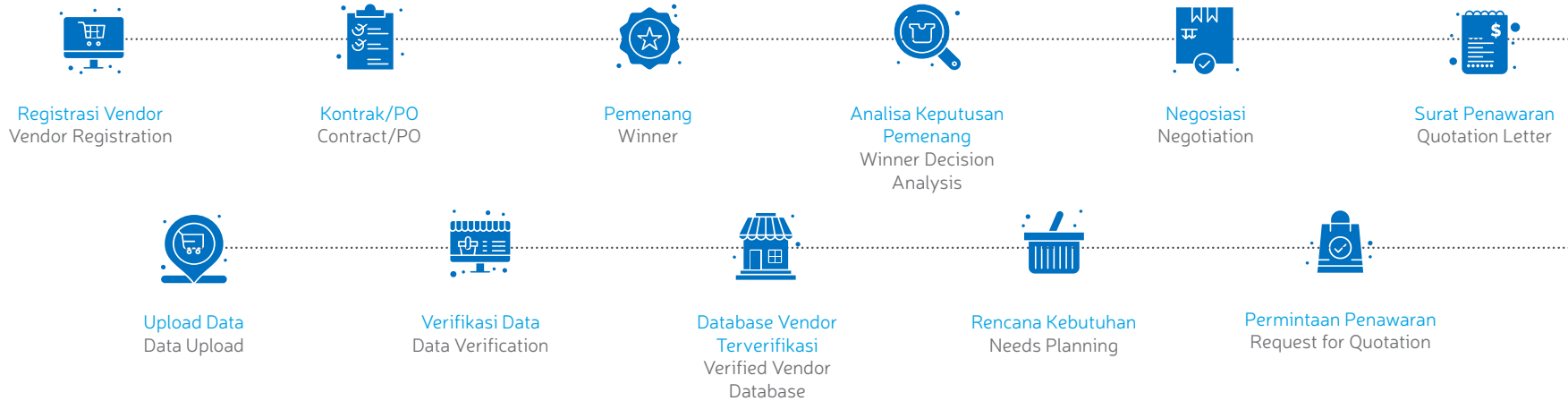
WIKA BETON consistently implements an integrated, high-quality Supply Chain Management (SCM). This is demonstrated by incorporating SCM into the Company's Quality Plan. The performance of the supply chain is also audited by internal and external parties of the Company concerning ISO 9001:2015 on Quality Management Systems. Throughout 2023, the Company built partnerships with many parties involved in the supply chain, including suppliers, procurement, production, distributors, and customers. This aligns with WIKA BETON's strategy to achieve effective and efficient business processes. [3-3]

WIKA BETON's strategies in managing the supply chain include: [3-3]

1. Centralization of procurement of goods and services;
2. Maintaining a balance of raw materials and other supporting materials with production needs through Sales and Operation Planning (SNOP);
3. Effectiveness and efficiency of production processes;
4. Implementation of 3PL for the distribution of finished products;
5. Creating a comprehensive database ranging from market data, sales, and production plans to monitoring records and evaluations of all processes.

WIKA BETON takes proactive steps by implementing social standards for its suppliers, ensuring that every business partner adheres to fair labor norms and supports a decent life for workers. Additionally, WIKA BETON sets environmental standards to ensure the supply chain operates with minimal environmental impact. All social and environmental standards of the supply chain are realized in the implementation of the Company's Strategic Policy, which must be adhered to by WIKA BETON's working partners.

Proses E-Procurement | E-Procurement Process



WIKA BETON membagi jenis pemasok ke dalam 3 (tiga) kategori, yakni:
WIKA BETON categorizes suppliers into 3 (three) categories, namely:

<p>1 Pemasok lokal atau domestik</p> <p>Pemasok yang memiliki unit kerja di sekitar area unit kerja WIKA BETON yang tersebar di seluruh Indonesia.</p> <p>Local or domestic suppliers</p> <p>Suppliers with operational units around WIKA BETON's working areas spread throughout Indonesia.</p>	<p>2 Pemasok internasional</p> <p>Pemasok yang berdomisili di luar negara Indonesia yang menyediakan barang dan jasa yang tidak dapat dipasok oleh vendor di Indonesia.</p> <p>International suppliers</p> <p>Suppliers domiciled outside of Indonesia who provide goods and services that vendors in Indonesia cannot supply.</p>	<p>3 UMKM yang terdaftar di platform PaDi UKM.</p> <p>SMEs registered on the PaDi MSMEs platform.</p>
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Pemasok yang menjalin kerja sama dengan WIKA BETON menyediakan material, alat, dan transportasi distribusi produk. Perseroan senantiasa berupaya untuk memaksimalkan penggunaan barang dan jasa dari pemasok lokal.

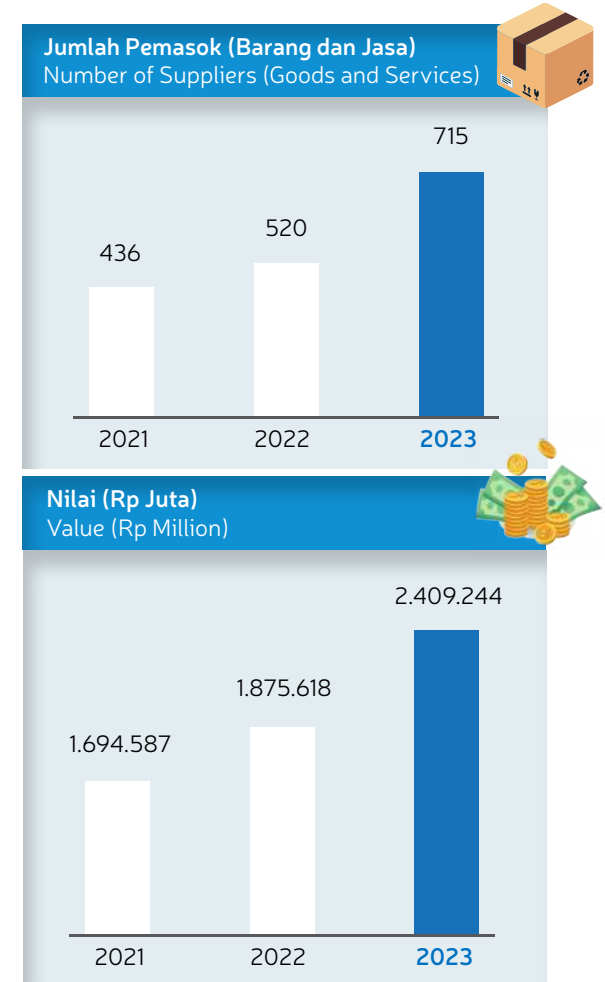
Suppliers collaborating with WIKA BETON provide materials, equipment, and transportation for product distribution. The company always strives to maximize the use of goods and services from local suppliers.

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

Jenis Pemasok Supplier Types	2023		2022		2021	
	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)
Perusahaan domestik Domestic Companies	415	1.784.953	422	1.858.870	362	1.565.696
Perusahaan Internasional International Companies	5	2.474	3	953	5	1.367
Usaha Mikro, Kecil, dan Menengah (UMKM) Micro, Small, and Medium Enterprises (MSMEs)	57	4.247	22	6.188	0	0
Jumlah Total	513	1.791.675	447	1.866.011	367	1.567.063

Jumlah Pemasok dan Nilai Kontrak Pekerjaan Pengadaan Jasa [204-1]
Number of Suppliers and Contract Value for Service Procurement

Jenis Pemasok Supplier Types	2023		2022		2021	
	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)
Perusahaan domestik Domestic Companies	202	617.569	73	9.607	69	127.524
Perusahaan Internasional International Companies	0	0	0	0	0	0
Jumlah Total	202	617.569	73	9.607	69	127.524



RESILIEN TERHADAP PERUBAHAN IKLIM

Resilience to Climate Change



Manajemen Perubahan Iklim [201-2]

WIKA BETON, sebagai pemimpin di sektor bisnis konstruksi, berkomitmen untuk berkontribusi dalam menghadapi perubahan iklim. Perseroan memahami pentingnya menyesuaikan operasionalnya dengan tantangan lingkungan global. Untuk mencapai tujuan tersebut, WIKA BETON telah melakukan evaluasi terhadap risiko iklim dengan mengimplementasikan rekomendasi *Task Force on Climate-related Financial Disclosures* (TCFD) sebagai strategi utama dalam mengelola risiko terkait perubahan iklim.

Kerangka TCFD memetakan risiko perubahan iklim menjadi dua kategori utama, yakni risiko fisik dan risiko transisi. Risiko fisik mencakup peristiwa cuaca ekstrem seperti kekeringan atau banjir, serta dampak jangka panjang seperti peningkatan suhu rata-rata global. Sementara itu, risiko transisi mencakup peralihan global menuju ekonomi rendah karbon, perubahan regulasi, dan inovasi dalam efisiensi energi. Dalam upaya mengelola risiko ini, WIKA BETON secara rutin mendorong partisipasi seluruh pemangku kepentingan untuk mengurangi dampak lingkungan yang mungkin timbul dari operasional bisnis. Kolaborasi ini merupakan elemen kunci dalam menjalankan strategi pengelolaan risiko perubahan iklim serta memastikan keberlanjutan jangka panjang dalam praktik bisnis Perseroan.

Climate Change Management [201-2]

WIKA BETON, as a leader in the construction business sector, is committed to contributing to addressing climate change. The Company understands the importance of adjusting its operations to global environmental challenges. To achieve this goal, WIKA BETON has conducted an evaluation of climate risks by implementing the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as a primary strategy in managing climate change-related risks.

The TCFD framework categorizes climate change risks into two main categories: physical risks and transition risks. Physical risks encompass extreme weather events such as droughts or floods, as well as long-term impacts such as increasing global average temperatures. Meanwhile, transition risks include the global transition to a low-carbon economy, regulatory changes, and innovations in energy efficiency. In an effort to manage these risks, WIKA BETON consistently encourages the participation of all stakeholders to mitigate potential environmental impacts arising from business operations. This collaboration is a key element in executing the climate change risk management strategy and ensuring the long-term sustainability of the Company's business practices.



Identifikasi Risiko dan Peluang Perubahan Iklim bagi WIKA BETON Identification of Climate Risks and Opportunities for WIKA BETON



Risiko Fisik Physical Risk	Pemicu Risiko Risk Driver	Kemungkinan Terjadinya Risiko Likelihood of Risk Occurrence	Risiko Risk	Potensi Dampak Finansial Potential Financial Impact	Langkah Mitigasi / Strategi untuk Merespon Risiko Mitigation Steps / Response Strategies
Banjir	Curah hujan yang lebih besar	Mungkin	<ul style="list-style-type: none"> Penurunan Produktivitas Penyediaan material di vendor terganggu 	<ul style="list-style-type: none"> Area plant yang terbuka tidak dapat beroperasi Terancamnya pasokan material 	<ul style="list-style-type: none"> Mengumpulkan data lima tahun ke belakang terkait periode musim hujan dan musim kemarau yang terjadi serta kendala terhadap produktifitas di saat periode tersebut Menjaga keseimbangan buffer stock material terhadap kebutuhan produksi dengan mempertimbangkan lead time akibat kondisi cuaca. Mengupayakan pengalihan pesanan produksi ke plant tertutup selama periode intensitas hujan tinggi Mendata nilai ketidak tercapaian produktifitas pada periode musim hujan
Floods	Increased rainfall	Likely	<ul style="list-style-type: none"> Decreased Productivity Disruption in Material Supply from Vendors 	<ul style="list-style-type: none"> Open plant areas cannot operate Material supply is threatened 	<ul style="list-style-type: none"> Gathering five years of historical data regarding rainy and dry seasons, along with the constraints on productivity during these periods. Maintaining a balance of buffer stock materials against production needs, considering lead times due to weather conditions. Attempting to redirect production orders to covered plants during periods of high rainfall intensity. Documenting the value of unachieved productivity during the rainy season.



Risiko Transisi Transitional Risk	Pemicu Risiko Risk Driver	Kemungkinan Terjadinya Risiko Likelihood of Risk Occurrence	Risiko Risk	Potensi Dampak Finansial Potential Financial Impact	Langkah Mitigasi / Strategi untuk Merespon Risiko Mitigation Steps / Response Strategies
Regulasi yang berlaku	Adanya aturan baru terkait kontruksi yang berkelanjutan	Mungkin	Tidak dapat mengikuti <i>project</i> yang mensyaratkan sertifikat terkait produk ramah lingkungan (kecenderungan terhadap <i>project</i> besar)	Penurunan penjualan	<ul style="list-style-type: none"> Memilih dan menggunakan material yang ramah lingkungan dan rendah emisi pada komponen penyusun produk (semen ramah lingkungan) Melakukan <i>review</i> dan mengembangkan proses produksi dengan sistem yang ramah lingkungan (bahan bakar, penggunaan PLTS untuk pengganti sumber Listrik, tidak menggunakan boiler pada proses produksi, mengganti lampu penerangan menjadi LED) Melakukan sertifikasi produk ramah lingkungan
Applicable regulations	The presence of new regulations regarding sustainable construction	Likely	Inability to participate in projects that require certificates related to environmentally friendly products (tendency towards large projects)	Decrease in Sales	<ul style="list-style-type: none"> Selecting and using environmentally friendly and low-emission materials in product components, such as eco-friendly cement. Reviewing and developing production processes with environmentally friendly systems, including using solar power as an alternative electricity source, not using boilers in the production process, and replacing lighting with LED. Obtaining certification for environmentally friendly products.



Risiko Transisi Transitional Risk	Pemicu Risiko Risk Driver	Kemungkinan Terjadinya Risiko Likelihood of Risk Occurrence	Risiko Risk	Potensi Dampak Finansial Potential Financial Impact	Langkah Mitigasi / Strategi untuk Merespon Risiko Mitigation Steps / Response Strategies
Hukum	Peraturan pemerintah yang mengatur standar kinerja energi dan emisi perusahaan	Mungkin	Membayar pungutan atas karbon (<i>carbon tax</i>) terhadap aktivitas produksi	Mengurangi Laba Perusahaan	<ul style="list-style-type: none"> Menggunakan material ramah lingkungan Proses produksi lebih mengutamakan menggunakan sumber daya elektrik dari pada bahan bakar solar Produk sudah tersertifikasi ramah lingkungan
Legal	Government regulations governing energy performance standards and corporate emissions.	Likely	Paying carbon taxes on production activities.	Reducing Company Profits	<ul style="list-style-type: none"> Utilizing environmentally friendly materials. Prioritizing the use of electrical resources over solar fuel in the production process. Products are already certified as environmentally friendly.

Peluang Opportunity	Pendorong Peluang Opportunity Driver	Potensi Peluang Finansial Financial Opportunity Potential	Deskripsi Description
<p>Mampu menjual produk pada proyek yang mensyaratkan sertifikat produk ramah lingkungan (kecenderungan terhadap <i>project besar</i>).</p> <p>Able to sell products for projects that require environmentally friendly product certificates (tendency towards large projects).</p>	<p>Sertifikasi produk yang ramah lingkungan dan program <i>net zero emission</i> berhasil.</p> <p>The certification of environmentally friendly products and the net zero emission program have been successful.</p>	<p>Meningkatkan Laba Perusahaan.</p> <p>Increasing Company Profits.</p>	<p>Pengembangan produk yang rendah emisi menghindari emisi, seperti produk tiang pancang yang dapat membuat perusahaan mengarah kepada produk ramah lingkungan.</p> <p>The development of low-emission products helps reduce emissions, such as pile products that can steer the Company towards environmentally friendly products.</p>

Dengan mengungkapkan rekomendasi TCFD, WIKA BETON menunjukkan komitmennya dalam mengelola dan melaporkan risiko terkait perubahan iklim, sejalan dengan prinsip-prinsip transparansi dan tanggung jawab perusahaan yang berkelanjutan. [2-25]

By disclosing TCFD recommendations, WIKA BETON demonstrates its commitment to managing and reporting climate-related risks, aligning with principles of transparency and sustainable corporate responsibility. [2-25]

Pelestarian Lingkungan

Roadmap Dekarbonisasi [305-5] [F.12]

WIKA BETON memiliki program-program yang disusun di dalam *roadmap* dekarbonisasi yang dicanangkan hingga tahun 2030. Pada tahun 2023, Perseroan menargetkan untuk telah menyelesaikan 100% pemasangan *solar cell* pada area penyimpanan produk jadi. Saat ini telah terpasang 5 (lima) titik *solar cell* penerangan di *stockyard*. Selain itu, Perseroan juga telah memulai memasang *pilot project* Pembangkit Listrik Tenaga Surya (PLTS) di atap, yang akan dipasang di PPB Bogor dan PPB Majalengka. Pemasangan PLTS di atap pabrik ini nantinya mampu menghasilkan 9,3 GWh energi terbarukan dan akan berpotensi membantu pengurangan 43% emisi WIKA BETON.

Dalam operasionalnya, WIKA BETON menggunakan *eco-friendly cement* dalam rangka penerapan *Green Manufacture*. Produk ini memungkinkan Perseroan menekan emisi karbon yang dihasilkan oleh proyek konstruksi dan menumbuhkan *sustainable infrastructure* di Indonesia. Selain itu, Perseroan juga telah menggunakan mobil listrik yang digunakan sebagai kendaraan operasional Direktur Utama, serta 22 unit motor listrik yang digunakan untuk operasional unit kerja. Dalam hal penerangan di Pabrik, Perseroan telah menerapkan 100% penerangan LED di kantor maupun di *Stockyard*.

Roadmap dekarbonisasi yang telah dijalankan WIKA BETON ditargetkan mampu mengurangi 9,8ktCO₂e emisi di tahun 2030.

Material/Bahan Baku Ramah Lingkungan [F.5]

WIKA BETON menerapkan penggunaan bahan baku material yang ramah lingkungan sesuai dengan *roadmap* dekarbonisasi yang telah ditetapkan oleh Perseroan. Hingga 2023, sebanyak 60% dari total konsumsi semen WIKA BETON telah beralih ke jenis semen yang ramah lingkungan. Pada tahun 2024, WIKA BETON berencana meningkatkan penggunaan konsumsi semen ramah lingkungan menjadi 80% dan akan terus meningkat di tahun mendatang. [3-3]

Perseroan juga berfokus pada pengembangan inovasi produk "*green concrete*" yang tidak hanya bersahabat dengan lingkungan, tetapi juga tetap memprioritaskan standar kualitas dan mutu produk. Salah satu contoh inovasi produk *green concrete* yang dihasilkan Perseroan adalah adanya pengembangan beton porous, produk sumur resapan segmental, dan beton geopolimer. [F.26]

Environmental Preservation

Decarbonization Roadmap [305-5] [F.12]

WIKA BETON has programs outlined within its decarbonization roadmap projected until 2030. In 2023, the Company completed 100% installation of solar cells in the stockyard/product storage areas across all factory units and installed 5 (five) solar cell lighting points in the stockyard. Additionally, the Company has initiated the installation of a Solar Power Generation Pilot Project (PLTS) on the roofs, which will be installed at the Concrete Production Factory (PPB) in Bogor and PPB Majalengka. The installation of PLTS on the factory roofs will be capable of generating 9.3 GWh of renewable energy and has the potential to assist in reducing WIKA BETON's emissions by 43%.

In its operations, WIKA BETON utilizes eco-friendly cement as part of the implementation of Green Manufacture. This product enables the Company to reduce carbon emissions generated by construction projects and foster sustainable infrastructure in Indonesia. Additionally, the Company has utilized electric cars for the CEO's operational vehicle, as well as 22 electric motor units for functional purposes. Regarding lighting in the factory, the Company has implemented 100% LED lighting in offices and the stockyard.

WIKA BETON's executed decarbonization roadmap aims to reduce 9.8 ktCO₂e emissions by 2030.

Environmentally Friendly Materials/Raw Materials [F.5]

WIKA BETON implements the use of environmentally friendly raw materials in accordance with the company's decarbonization roadmap. By 2023, 60% of WIKA BETON's total cement consumption will have transitioned to ecologically friendly types of cement. In 2024, WIKA BETON plans to increase the usage of environmentally friendly cement consumption to 80% and will continue to increase in the coming years. [3-3]

The Company also focuses on developing "green concrete" product innovations that are not only environmentally friendly but also prioritize product quality and standards. One example of the green concrete product innovation produced by the Company is the development of porous concrete, segmental infiltration well products, and geopolimer concrete. [F.26]

Proses produksi WIKA BETON juga telah menerapkan pendekatan *zero waste* pada proses pemadatan produk beton putar. Selain itu, terdapat inovasi *non-steam* yang diterapkan untuk mempercepat proses produksi. Perseroan juga telah menggunakan *solar cell* sebagai energi untuk penerangan seluruh pabrik.

WIKA BETON's production process also implements a zero-waste approach to the rotary concrete product compaction process. Additionally, non-steam innovation has been implemented in the production acceleration process. The Company has also utilized solar cells as energy for lighting throughout the factory.

Beton Porous: Produk Ramah Lingkungan untuk Menjaga Keseimbangan Air Tanah [F.28]

Porous Concrete: An Environmentally Friendly Product to Maintain Groundwater Balance



Sumur Resapan
Permeable Pits



U-Ditch
U-Ditches



Lahan Parkir
Parking Lots

Beton porous merupakan jenis beton yang memiliki porositas tinggi, sehingga memungkinkan air hujan dan air dari berbagai sumber dapat meresap ke dalam tanah. Keuntungan utama dari beton porous adalah kemampuannya dalam menyerap air hujan, mengurangi risiko limpasan permukaan, dan meningkatkan kualitas air tanah di sekitar area aplikasi.

Hal ini merupakan langkah penting dalam menjadikan lingkungan perkotaan lebih tahan terhadap genangan permukaan dan menjaga keseimbangan air tanah. Dalam pengembangan beton porous, WIKA BETON terus melakukan berbagai inovasi untuk meningkatkan kinerja dan efisiensi.

Porous concrete is a type of concrete with high porosity, allowing rainwater and water from various sources to seep into the ground. The main advantage of porous concrete is its ability to absorb rainwater, reduce surface runoff risks, and enhance groundwater quality around the application area.

This is an essential step in making urban environments more resilient to surface flooding and maintaining groundwater balance. In the development of porous concrete, WIKA Beton continues to innovate to improve performance and efficiency.

Beton Geopolimer sebagai Upaya Mengurangi Emisi [F.28] Geopolymer Concrete as Efforts to Reduce Emissions



Beton geopolimer merupakan jenis beton ramah lingkungan yang tidak menggunakan semen sebagai material pengikat (100% non semen) sehingga dapat mereduksi emisi CO₂ sebesar 70-80% dalam campuran beton.

Beton geopolimer mengandung silika (Si) dan Alumunium (Al) yang berasal dari hasil pengolahan limbah yang dimanfaatkan kembali, diantaranya adalah *fly ash* yang merupakan limbah hasil pembakaran batu bara dan *Ground Granulated Blast Furnace Slag* (GGFBS) yang merupakan limbah dari industri baja.

Geopolymer concrete is an environmentally friendly type of concrete that does not use cement as a binding material (100% non-cement). Thus, it can reduce CO₂ emissions by 70-80% in concrete mixtures.

Geopolymer concrete contains silica (Si) and Aluminum (Al) derived from recycled waste, including fly ash, which is a by-product of coal combustion, and Ground Granulated Blast Furnace Slag (GGFBS), which is a waste from the steel industry.

Bahan Baku yang Digunakan (Ton) [301-1]

Raw Materials Used (Tons)

Bahan Material Material	2023	2022	2021
Material Utama Primary Materials			
Split Split	633.816	564.093	418.034
Besi Prategang Prestressed Iron	32.793	33.605	22.045
Besi beton Reinforced Iron	16.955	13.531	14.524
Pasir Sand	453.807	362.688	277.856
Air Water	76.353	310.322	313.376
Semen Cement	289.728	322.507	246.971
Zat Aditif Additive Substances	2.538	2.840	2.204
Material Utama Primary Materials			
Fly Ash Fly Ash	12.871	14.436	9.838
Silica fume Silica fume	251	294	934

Deskripsi Description	2023	2022	2021
Jumlah Material yang Digunakan (Ton) Total Material Used (Ton)	1.518.409	1.634.315	1.306.851
Jumlah Produksi (Ton) Total Production (Ton)	1.471.820	1.670.566	1.257.718
Intensitas Material/Produk (Ton) Material/Product Intensity (Ton)	1,03	0,98	1,03

Pengelolaan Energi [F.6]

Sebagai bagian dari inisiatif pengurangan dampak perubahan iklim, WIKA BETON berkomitmen untuk melaksanakan strategi pengelolaan energi secara efektif. Pengelolaan energi pada Perseroan dikoordinasikan oleh Divisi QHSE dengan mengacu pada kebijakan yang berlaku. [3-3]

Guna memantau penggunaan energi pada Perseroan, WIKA BETON melakukan penghitungan konsumsi energi dengan mengonversi total volume sumber energi yang digunakan di Kantor Pusat, Wilayah Penjualan, dan PPB untuk kegiatan operasional dan transportasi ke dalam satuan Gigajoule (GJ). [302-1, 302-2]

Energy Management [F.6]

As part of the climate change impact reduction initiative, WIKA BETON is committed to implementing effective energy management strategies. Energy management within the Company is coordinated by QHSE Division, referring to the applicable policy. [3-3]

To monitor energy usage within the Company, WIKA BETON calculates energy consumption by converting the total volume of energy sources used in the Head Office, Sales Regions, and PPBs for operational and transportation activities into Gigajoules (GJ). [302-1, 302-2]

Energi yang Digunakan dan Intensitas Energi per Produksi [302-1, 302-2, 302-3]

Energy Used and Energy Intensity per Production

Sumber Energi Energy Sources	Satuan Unit	Tujuan Penggunaan Purposes of Use	2023	2022	2021	
Listrik PLN Electricity (PLN)	GJ	Kegiatan Operasional Operational Activities	53.092	51.853	49.095	
Diesel Diesel			1.077	9.322	5.357	
Bahan Bakar Minyak (BBM) – Solar Fuel Oil (BBM) - Solar		Kegiatan Operasional, Kendaraan, Alat Berat Operational Activities, Vehicles, Heavy Equipment	23.434	79.131	79.999	
BBM - Bensin BBM - Gasoline			Kendaraan Vehicles	3.677	8.788	9.854
Gas Alam Natural Gas			Kendaraan Operasional Operational Vehicles	5.409	5.851	145
Marine Fuel Oil (MFO) Marine Fuel Oil (MFO)				0	385	1.047
Jumlah Penggunaan Energi Total Energy Usage				86.689	155.330	145.497
Jumlah Produksi Total Production	Ton		1.471.820	1.670.566	1.257.718	
Intensitas penggunaan energi per produk Energy Usage Intensity per Product	GJ/Ton		0,06	0,09	0,12	

Hingga tahun 2023, Perseroan masih mengandalkan sumber energi konvensional dan belum sepenuhnya menggunakan sumber energi baru dan terbarukan. Namun, Perseroan berkomitmen melangkah menuju keberlanjutan energi dengan menempatkan rencana penggunaan sumber energi baru dan terbarukan yang lebih ramah lingkungan sebagai bagian dari strategi keberlanjutan WIKA BETON. [B.2, F.7]

Sepanjang tahun 2023, WIKA BETON melaksanakan beberapa upaya untuk mendukung reduksi konsumsi energi. Namun demikian, Perseroan belum menghitung besaran reduksi/efisiensi energi dari upaya-upaya yang dilakukan. [302-4, 302-5] [F.7]

1. Menggunakan lampu hemat energi;
2. Mengoptimalkan penggunaan teknologi digital;
3. Menggunakan kendaraan listrik untuk kegiatan operasional.

Pengendalian Emisi Gas Rumah Kaca [F.11]

WIKA BETON menyadari kegiatan operasional yang dijalankan menghasilkan emisi gas rumah kaca (GRK) yang dapat berkontribusi pada perubahan iklim. Oleh karenanya, Perseroan berkomitmen untuk secara efektif melakukan pemantauan dan pengendalian GRK untuk meminimalkan dampak negatif yang dihasilkan. Perseroan melakukan perhitungan emisi GRK cakupan 1, 2 dan 3 di Kantor Pusat, Wilayah Penjualan (WP), dan Pabrik Produksi Beton (PPB). Pada tahun 2023, Perseroan telah melakukan penghitungan emisi cakupan 3 yakni mencakup perjalanan dinas dan pembelian kertas. Berdasarkan perhitungan, diketahui total emisi GRK cakupan 1 dan 2 tahun 2023 mencapai 4.229,56 Ton CO₂eq, menurun 53,74% dibandingkan dengan tahun 2022 yang tercatat sebesar 9.143 Ton CO₂eq. [3-3, 305-1, 305-2, 305-3]

Dibandingkan dengan *peers*, WIKA BETON telah menempatkan diri sebagai pelaku yang bertanggung jawab secara lingkungan. Dalam kaitannya dengan *peers*, Perseroan terus menunjukkan komitmen yang kuat untuk melampaui standar industri. Analisis komparatif antar perusahaan mengindikasikan bahwa WIKA BETON bukan hanya mengikuti tren keberlanjutan, tetapi juga proaktif dalam upaya mengurangi emisi gas rumah kaca.

Until 2023, the Company still relies on conventional energy sources and has not fully transitioned to new and renewable energy sources. However, the Company is committed to moving towards energy sustainability by incorporating plans to use more environmentally friendly new and renewable energy sources as part of WIKA BETON's sustainability strategy. [B.2, F.7]

Throughout 2023, WIKA BETON has undertaken several efforts to support energy consumption reduction. However, the Company has not yet calculated the extent of energy reduction/efficiency from these efforts. [302-4, 302-5] [F.7]

1. Using energy-efficient lighting;
2. Optimizing the use of digital technology;
3. Using electric vehicles for operational activities.

Greenhouse Gas Emissions Control [F.11]

WIKA BETON acknowledges that its operational activities produce greenhouse gas (GHG) emissions that can contribute to climate change. Therefore, the Company is committed to effectively monitoring and controlling GHG emissions to minimize the resulting negative impacts. The Company calculates scope 1, 2, and 3 GHG emissions at the Head Office, Sales Regions (WP), and Concrete Production Plants (PPB). P In 2023, the Company calculated scope 3 emissions, which include business travel and paper purchases. Based on the calculations, the total GHG emission scope 1 and 2 in 2023 reached 4,229.56 Tons of CO₂eq, a decrease of 53.74% compared to the 2022 figure of 9,143 Tons of CO₂eq. [3-3, 305-1, 305-2, 305-3]

Compared to *peers*, WIKA BETON has positioned itself as an environmentally responsible player. In relation to *peers*, the Company continues to demonstrate a solid commitment to surpassing industry standards. Comparative analysis among companies indicates that WIKA BETON is not only following sustainability trends but also proactive in efforts to reduce greenhouse gas emissions.

Emisi yang Dihasilkan dan Intensitas Emisi per Produk [305-1, 305-2, 305-3, 305-4]

Emission Generated and Emission Intensity per Product

Sumber Energi Energy Sources	Satuan Unit	2023	2022	2021*
Scope 1: Diesel Scope 1: Diesel		76,29	660,34	379,48
Scope 1: Solar Scope 1: Solar		1.659,90	5.605,11	5.666,58
Scope 1: Bensin Scope 1: Gasoline	Ton CO ₂ eq	269,69	644,58	722,73
Scope 1: Gas Alam Scope 1: Natural Gas		325,66	352,25	8,73
Scope 1: MFO Scope 1: MFO		-	27,27	74,16
Jumlah Emisi Scope 1 Total Scope 1 Emissions	Ton CO₂eq	2.331,54	7.289,55	6.852
Scope 2: Listrik PLN Scope 2: PLN Electricity	Ton CO ₂ eq	1.898,02	1.853,72	1.755,13
Jumlah Emisi Scope 2 Total Scope 2 Emissions	Ton CO₂eq	1.898,02	1.853,72	1.755,13
Jumlah Emisi (Scope 1&2) Total Emissions (Scope 1&2)	Ton CO₂eq	4.229,56	9.143,27	8.606,81
Jumlah Produksi Total Production	Ton	1.471.820,00	1.670.566	1.257.718
Intensitas Emisi Scope 1&2 per Produk Scope 1&2 Emissions Intensity per Product	Ton CO ₂ eq/Ton Produksi Ton CO ₂ eq/ Production Tonnes	0,0029	0,0055	0,00685
Scope 3: Perjalanan Dinas Udara** Scope 3: Air Travel**		248,40	-	-
Scope 3: Pembelian Kertas** Scope 3: Paper Purchases**	Ton CO ₂ eq	28,72	-	-
Jumlah Emisi Scope 3 Total Scope 3 Emissions	Ton CO₂eq	277,12	-	-
Jumlah Karyawan Number of Employee	Orang People	1.163	1.283	1.363
Intensitas Emisi Scope 3 per Karyawan Scope 3 Emissions Intensity per Employee	Ton CO ₂ eq/Karyawan Ton CO ₂ eq/Employee	0,2383	-	-

*Penyajian kembali data tahun 2021

*Restatement of 2021 data

**Perseroan melakukan perhitungan di tahun 2023

** The Company conducted calculations in the year 2023

WIKA BETON juga mencatat emisi udara tambahan selama periode pelaporan. Perseroan telah berkomitmen untuk mengelola emisi berbahaya, seperti NO_x dan SO₂, dengan melakukan pemantauan kualitas emisi oleh vendor/ Perusahaan Jasa Keselamatan dan Kesehatan Kerja (PJK3) guna memastikan agar tidak melebihi nilai ambang batas yang diizinkan. Pada tahun 2023, hasil pemantauan kualitas emisi sumber bergerak maupun sumber tidak bergerak menunjukkan angka rata-rata di bawah standar emisi yang ditetapkan. Pencatatan secara lengkap disajikan pada tabel berikut ini: [305-7]

WIKA BETON has also recorded additional air emissions during the reporting period. The Company is committed to managing hazardous emissions, such as NO_x and SO_x, by monitoring ambient air quality by vendors or Occupational Safety and Health Service Companies (PJK3) to ensure they do not exceed allowable threshold values. In 2023, the results of ambient air quality monitoring showed figures below the established emission standards. A comprehensive record is presented in the following table: [305-7]


Tipe Gas Gas Types	Satuan Unit	2023	2022	2021
NO _x	mg/m ³	230	-	-
SO ₂	mg/m ³	97	-	-

Keterangan: Perseroan melakukan penghitungan di tahun 2023.
Note: The company conducted a calculation in the year 2023

Program Pengurangan Emisi Karbon [F.12] [305-5] Carbon Emission Reduction Program

WIKA BETON memiliki program pengurangan emisi karbon di antaranya:

WIKA BETON has implemented a carbon emission reduction program that includes:

1. Material Materials	2. Produk Products	3. Proses Processes	4. Lainnya Others
 <ul style="list-style-type: none"> • Penggunaan <i>Ground Granulated Blast Furnace Slag</i> (GGBFS); • Penggunaan material FABA (limbah proses PLTU non B3) sebagai campuran komponen beton; • Penggunaan semen ramah lingkungan. <ul style="list-style-type: none"> • Utilization of Ground Granulated Blast Furnace Slag (GGBFS); • Use of FABA material (non-hazardous PLTU waste) as a concrete component mixture; • Use of environmentally friendly cement. 	 <ul style="list-style-type: none"> • <i>Green Concrete</i>; • Penggunaan beton porous; • Produk sumur resapan segmental; • Penggunaan beton geopolimer. <ul style="list-style-type: none"> • Green Concrete; • Utilization of porous concrete; • Segmental absorption well products; • Use of geopolimer concrete. 	 <ul style="list-style-type: none"> • Produk non limbah; • Produk <i>non-steam</i>; • Kendaraan operasional beralih ke kendaraan listrik; • Program dekarbonisasi. <ul style="list-style-type: none"> • Non-waste products; • Non-steam products; • Transition of operational vehicles to electric vehicles; • Decarbonization program. 	 <ul style="list-style-type: none"> • Pengujian emisi kendaraan; • Aplikasi konsep 3R; • Pemasangan <i>solar cell</i>; • Program Tanggung Jawab Sosial Lingkungan; • Pengelolaan IPAL produksi dan domestik (UKL-UPL). <ul style="list-style-type: none"> • Vehicle emission testing; • Application of 3R concepts; • Installation of solar cells; • Environmental Social Responsibility program; • Management of domestic and production WWTP (UKL-UPL).



Pengelolaan Limbah [F.13, F.14]

WIKA BETON meneguhkan komitmen yang tinggi terhadap keberlanjutan dan tanggung jawab lingkungan. Hal ini tercermin dalam Kebijakan Keselamatan Kesehatan Kerja serta Lingkungan yang diperbaharui pada tanggal 20 Mei 2022. Dalam kebijakan tersebut, tergambar komitmen dan langkah strategis yang diambil Perseroan dalam mengelola dan mengurangi limbah cair, emisi udara, limbah padat, dan limbah B3 dari proses produksi. Perseroan tidak hanya berhenti pada pemenuhan standar lingkungan yang berlaku, tetapi juga mengusung inovasi dan teknologi terkini untuk memastikan bahwa limbah cair yang dihasilkan selama proses produksi dapat diminimalkan dan tidak mencemari lingkungan. [3-3] [306-1]

Perseroan secara proaktif menerapkan praktik daur ulang dan penggunaan kembali bahan dalam setiap aspek operasionalnya. Inisiatif ini tidak hanya mencerminkan komitmen terhadap keberlanjutan lingkungan, tetapi juga menjadi bagian dari upaya WIKA BETON untuk memberikan kontribusi positif terhadap industri konstruksi secara keseluruhan.






WIKA BETON secara konsisten menerapkan bentuk pengelolaan limbah dengan menyediakan tempat sampah yang berbeda warna sesuai dengan fungsinya. Tujuannya adalah untuk memudahkan proses pemilahan dan pembuangan sampah agar sampah dapat didaur ulang atau diolah dengan baik. [306-2]

Waste Management [F.13, F.14]

WIKA BETON reaffirms its strong commitment to sustainability and environmental responsibility. This is reflected in the Safety, Health, and Environment Policy renewed on 20 May 2022. The policy outlines the company's commitment and strategic steps in managing and reducing liquid waste, air emissions, solid waste, and hazardous waste from production processes. The company not only meets existing environmental standards but also embraces innovation and the latest technology to ensure that liquid waste generated during the production process is minimized and not polluting the environment. [3-3] [306-1]

The company proactively implements recycling and reuse practices in every aspect of its operations. These initiatives not only reflect a commitment to environmental sustainability but also contribute positively to the overall construction industry.

WIKA BETON consistently manages waste by providing differently colored waste bins according to their functions. The aim is to facilitate the sorting and disposal process to ensure that waste can be recycled or adequately processed. [306-2]

<p>Merah Red</p>  <p>Sampah yang mengandung B3</p> <p>Waste containing hazardous materials.</p>	<p>Hijau Green</p>  <p>Sampah yang mudah terurai.</p> <p>Biodegradable waste.</p>	<p>Kuning Yellow</p>  <p>Sampah yang dapat digunakan kembali.</p> <p>Reusable waste.</p>	<p>Biru Blue</p>  <p>Sampah yang dapat didaur ulang.</p> <p>Recyclable waste.</p>	<p>Ungu Purple</p>  <p>Sampah lainnya.</p> <p>Other waste.</p>
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WIKA BETON tidak melakukan pembakaran atau insinerasi maupun pengerukan limbah. Timbulan limbah B3 dari aktivitas bisnis Perseroan ditampung sementara pada TPS sebelum diserahkan pada pihak ketiga yang memiliki izin untuk mengelola limbah tersebut. [306-3] [F.13, F.14]

Untuk mengelola limbah yang sesuai dengan jenis dan karakteristiknya, Perseroan memiliki kebijakan K3L khusus. Limbah padat non-B3 dikelola dengan cara mengurangi, memanfaatkan kembali, dan daur ulang (*reduce, reuse, recycle*), sementara untuk jenis limbah domestik lain yang tidak dapat dikelola secara internal, diserahkan kepada pihak ketiga dan Tempat Penampungan Sementara (TPS). WIKA BETON turut memastikan pihak ketiga yang telah memiliki izin ini mengelola limbah B3 secara bertanggung jawab. [306-2] [F.14]

Dengan demikian, WIKA BETON tidak hanya menciptakan fondasi yang kokoh dalam pembangunan fisik, tetapi juga memberikan contoh dalam upaya pelestarian lingkungan. Hingga tahun 2023, Perseroan tidak melakukan pembakaran atau insinerasi maupun pengerukan limbah. Timbulan limbah B3 dari aktivitas bisnis Perseroan ditampung sementara pada TPS sebelum diserahkan pada pihak ketiga yang memiliki izin untuk mengelola limbah tersebut. Perseroan juga memanfaatkan limbah *Fly Ash dan Bottom Ash* (FABA) dari pihak ketiga sebanyak 12.871 Ton. [301-2, 306-4, 306-5] [F.14]

WIKA BETON does not incinerate or incinerate waste, nor does it dredge waste. B3 waste generated from the company's business activities is temporarily stored at a Temporary Storage Site (TPS) before being handed over to third parties licensed to manage such waste. [306-3] [F.13, F.14]

To manage waste according to its type and characteristics, the company has a specific HSE policy. Non-B3 solid waste is managed by reducing, reusing, and recycling. In contrast, other types of domestic waste that cannot be managed internally are handed over to third parties and Temporary Storage Sites (TPS). WIKA BETON also ensures that these third parties, which have the necessary permits, manage B3 waste responsibly. [306-2] [F.14]

Thus, WIKA BETON not only lays a solid foundation for physical construction but also sets an example in environmental conservation. Until 2023, the company did not incinerate or incinerate waste, nor did it dredge waste. B3 waste generated from the company's business activities is temporarily stored at a Temporary Storage Site (TPS) before being handed over to third parties licensed to manage such waste. The company also utilizes fly ash and bottom ash (FABA) from third parties as much as 12,871 Tons. [301-2, 306-4, 306-5] [F.14]

Adapun pengelolaan limbah non-B3 dengan metode 3R yang bermanfaat bagi Perseroan dan masyarakat, antara lain:

Regarding the management of non-B3 waste with 3R methods beneficial to the company and the community, including:

Jenis Limbah Padat Non-B3 dan Metode Pengelolaan 3R [306-2, 306-3] [F.14]

Solid Non-B3 Waste Types and 3R Management Methods



Botol minum plastik Plastic drinking bottles

Mengurangi (*reduce*) penggunaan botol plastik dengan menyediakan gelas minum di setiap ruang rapat dan dapur.
Reducing plastic bottle usage by providing drinking glasses in every meeting room and kitchen.



Sisa makanan dan sampah organik Food scraps and organic waste

Reduce, atau dimanfaatkan menjadi pupuk kompos.
Reduction or utilization as compost fertilizer.



Drum bekas Used drums

Meja, dan tempat penyimpanan pasir kontaminasi (*spill kit*) untuk mengantisipasi tumpahan cairan minyak atau oli.
Tables, and sand contamination storage (*spill kit*) to anticipate oil or oil spillage.



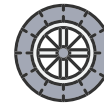
Kertas Paper

Mengurangi cetakan dokumen, memanfaatkan dokumen digital (*softfile*), memanfaatkan email untuk berkirim surat, menggunakan kertas bekas untuk kebutuhan fotokopi dan cetak bolak balik.
Reducing document printing, utilizing digital documents (*soft files*), using email for correspondence, using recycled paper for photocopying, and double-sided printing.



PC Bar PC bars

Didaur ulang sebagai rak penyimpanan atau pot bunga.
Recycled as storage racks or flower pots.



Ban bekas Used tires

Dimanfaatkan sebagai alas *trostel recycle*.
Utilized as recycled tire tread foundation.



Sepatu bekas Used shoes

Dimanfaatkan sebagai pot tanaman.
Utilized as plant pots.



Pin connector Pin connectors

Dimanfaatkan sebagai pengikat antara satu segmen dengan segmen lainnya pada produk balok segmental.
Utilized as connectors between one segment and another in segmental block products.



Timbulan tanah Earth heaps

Dimanfaatkan untuk pengurukan jalan, sawah, lahan kosong, dan pondasi bangunan.
Utilized for road embankments, fields, vacant land, and building foundations.



Kayu palet bekas Used pallet wood

Didaur ulang menjadi meja atau lemari.
Recycled into tables or cabinets.



Sisa beton Leftover concrete

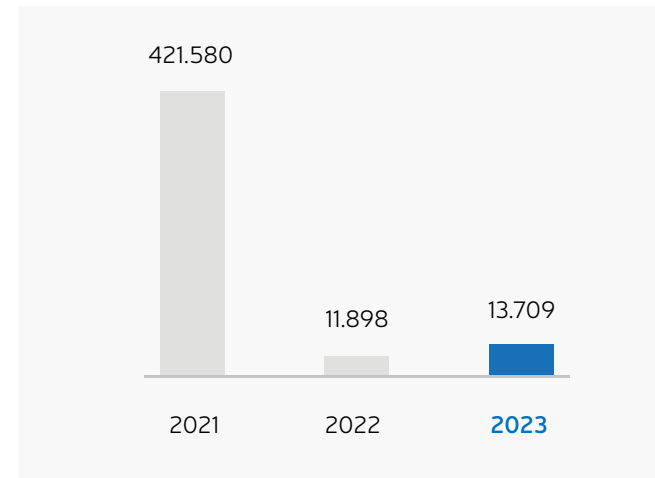
Dimanfaatkan kembali (*reuse*) untuk pembuatan conblock dan urugan warga sekitar pabrik.
Reused for making conblocks and fills around the factory's surroundings.



Timbulan cor dan sisa sludge Casting and sludge remnants

Dimanfaatkan untuk pondasi rumah warga dan dimanfaatkan sebagai bahan baku *paving block* yang berguna sebagai pemadat jalan.
Utilized for residents' house foundations and as raw materials for paving blocks that are functional as road compaction.

Limbah Padat yang Dihasilkan (m³) [306-3] [F.13]
Solid Waste Generated (m³)



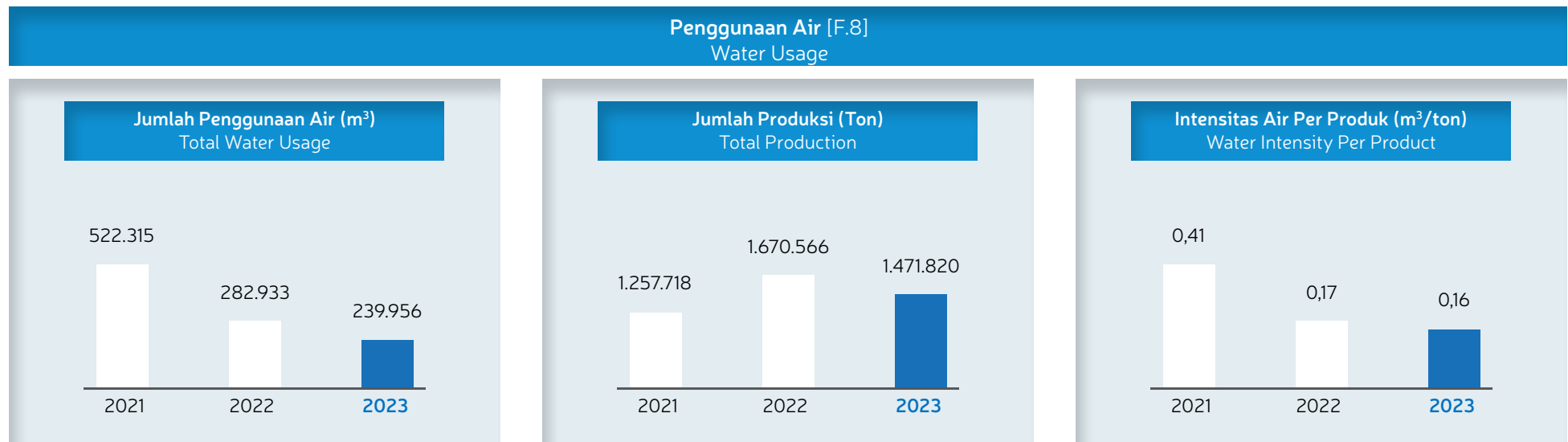
Pemanfaatan Kembali Ban Bekas
The Reuse of Used Tires

Penggunaan Air dan Pengelolaan Efluen [F.8]

Dalam kegiatan operasionalnya, WIKA BETON menggunakan air yang didapatkan dari sumber air tanah yang dipastikan pemantauan proses pengambilannya. Perseroan senantiasa memastikan pengambilan air tanah tidak berlebihan dan sesuai dengan kebutuhan. Sepanjang tahun 2023, Perseroan memakai air tanah sebanyak 239.956 m³, jumlah ini menurun dibandingkan dengan tahun sebelumnya yang tercatat sebanyak 282.933 m³. [3-3, 303-1, 303-3, 303-5]

Water Usage and Effluent Management [F.8]

In its operational activities, WIKA BETON uses water obtained from groundwater sources, ensuring monitoring of the extraction process. The company always ensures that groundwater extraction is not excessive and meets the needs. Throughout 2023, the company used groundwater as much as 239,956 m³, a decrease compared to the previous year's record of 282,933 m³. [3-3, 303-1, 303-3, 303-5]



Selain menggunakan air dari sumber air tanah, kegiatan operasional WIKA BETON juga menghasilkan air bekas yang masih tercampur dengan endapan lumpur. Perseroan memisahkan air dan campuran lumpur yang ada dengan sistem pengolahan air limbah. Nantinya, air limbah (efluen) akan dialirkan ke bak penyaringan untuk disaring kembali di Instalasi Pengelolaan Air Limbah (IPAL) sebelum kembali dialirkan ke badan air atau digunakan kembali. WIKA BETON senantiasa berkomitmen melakukan pembuangan air dengan pemantauan keluaran efluen sesuai standar kualitas Permen LHK No.68 Tahun 2016. [303-2, 303-4] [F.14]

In addition to using water from groundwater sources, WIKA BETON's operational activities also generate wastewater mixed with mud deposits. The company separates water and mud mixtures with a wastewater treatment system. Later, the wastewater (effluent) will be directed to filtration tanks to be filtered again at the Wastewater Treatment Plant (WWTP) before being discharged back into water bodies or reused. WIKA BETON consistently carries out water discharge with monitoring of effluent outputs in accordance with the quality standards specified in Ministerial Regulation No. 68 of 2016. [303-2, 303-4] [F.14]

Pengelolaan Air [F.14] Water Management

Jenis Limbah Waste Type

Limbah cair non-B3 Non-B3 liquid waste

Air limbah domestik/RT Household/RT wastewater

Reduksi air limbah domestik/RT, diolah di IPAL dan sanitasi untuk menyiram tanaman dan debu di jalan.

Reducing household/RT wastewater, processed at WWTP, and sanitation for watering plants and dust on roads.



Air dan timbulan limbah sisa produksi Water and waste from production residues

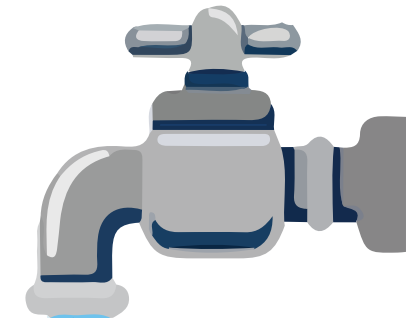
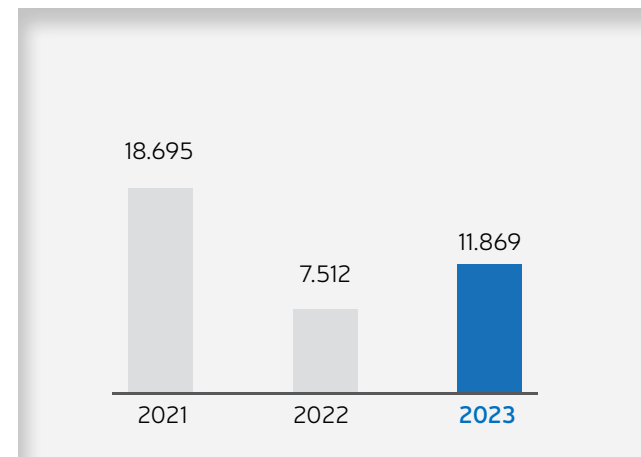
Dimanfaatkan kembali (*reuse*) untuk memproduksi *paving*, timbunan perumahan, dan jalan.

Reused to produce paving, housing embankments, and roads.

WIKA BETON juga senantiasa memanfaatkan kembali air bekas olahan di lingkungan Perseroan dengan tetap memenuhi baku mutu sesuai dengan peraturan perundang-undangan yang berlaku. Sepanjang tahun 2023, Perseroan menghasilkan air limbah yang telah diolah kembali sebanyak 11.869 m³. Dari jumlah tersebut, Perseroan menggunakan kembali air dari proses daur ulang sebanyak 100%. [F.13]

WIKA BETON also consistently utilizes reclaimed processed water within the company's environment while still meeting quality standards in accordance with applicable regulations. Throughout 2023, the company produced reclaimed wastewater amounted to 11,869 m³. Out of this total, the company effectively reused 100% of the water processed through recycling. [F.13]

Jumlah Air Olahan yang Dihasilkan (m³) [303-5] [F.13] Amount of Reclaimed Water Produced (m³)





WIKa BETON Raih Penghargaan “Gold” Kategori Inovasi Efisiensi Air

WIKa BETON Achieves “Gold” Award in Water Efficiency Innovation



Environmental and Social Innovation Awards (ENSIA) 2023 merupakan ajang apresiasi bagi pelaku usaha yang memiliki inovasi lingkungan dan inovasi sosial yang berdampak pada pelestarian lingkungan dan pemberdayaan masyarakat. Pada ajang penghargaan ini, Pabrik Produk Beton (PPB) Subang Plant Karawang WIKa BETON meraih penghargaan “Gold” Kategori Inovasi Efisiensi Air dan Penurunan Beban Pencemaran Air dengan mendaur ulang air sisa produksi. Selain itu, penghargaan ini juga menilai keberhasilan Perseroan dalam pemenuhan syarat mutu produk yang unggul.

The Environmental and Social Innovation Awards (ENSIA) 2023 is an appreciation event for businesses that have environmental and social innovations impacting environmental conservation and community empowerment. In this award event, WIKa BETON’s Subang Plant Karawang Concrete Product Plant (PPB) received the “Gold” award in the Water Efficiency and Reduction of Water Pollution category for recycling production wastewater. Additionally, this award also evaluates the company’s success in meeting superior product quality requirements.



Beautifikasi Batching Plant Cakung WIKa BETON

Beautification of WIKa BETON’s Cakung Batching Plant

WIKa BETON melaksanakan kegiatan beautifikasi di Batching Plant Cakung dengan memanfaatkan tanaman enceng gondok untuk mengurangi bau dari penampungan limbah air kamar mandi dan dapur. Tanaman ini dipilih karena kemampuannya dalam menyerap bau dan menyaring air secara alami. Lokasi biofilter ini juga diintegrasikan sebagai taman ringan, memberikan fungsi ganda untuk penyaringan alami dan memperindah lingkungan sekitarnya. Selain itu, Perseroan juga menerapkan penggunaan barang bekas sebagai sarana di batching plant, menunjukkan dukungan terhadap praktik ramah lingkungan dan pengoptimalan sumber daya.

WIKa BETON has undertaken beautification activities at its Cakung Batching Plant by utilizing water hyacinth plants to mitigate odors from the storage of wastewater from bathroom and kitchen facilities. These plants were chosen for their ability to absorb odors and naturally filter water. The location of the biofilter has also been integrated as a light garden, providing dual functionality for natural filtration and enhancing the surrounding environment. Additionally, the company has implemented the use of recycled materials as facilities in the batching plant, demonstrating support for environmentally friendly practices and resource optimization.

Keanekaragaman Hayati [F.9, F.10]

Setiap kegiatan operasional WIKA BETON dijalankan dengan prinsip kehati-hatian serta komitmen penuh terhadap kelestarian lingkungan. Oleh sebab itu, Perseroan menjalankan segala upaya untuk menjaga kelestarian lingkungan termasuk pengelolaan limbah, efluen, efisiensi energi, pengendalian emisi, hingga upaya penanaman pohon di sekitar lingkungan operasional WIKA BETON. Namun demikian, kegiatan operasional WIKA BETON tidak berada di daerah konservasi atau daerah yang memiliki keanekaragaman hayati sehingga tidak terdapat dampak negatif yang signifikan.

Biodiversity [F.9, F.10]

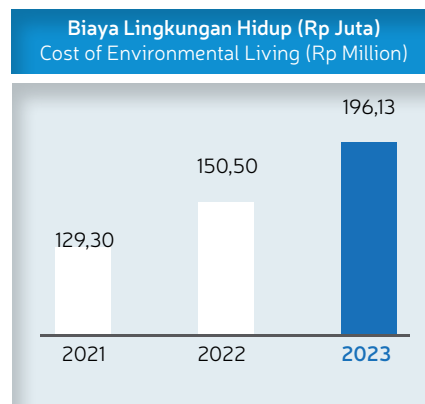
Every operational activity of WIKA BETON is carried out with caution and total commitment to environmental sustainability. Therefore, the company makes every effort to preserve the environment, including waste management, effluents, energy efficiency, emission control, and tree planting efforts around WIKA BETON's operational environment. However, WIKA BETON's operational activities are not located in conservation areas or areas with significant biodiversity, so there are no significant adverse impacts.

Biaya Lingkungan Hidup [F.3, F.4]

WIKA BETON melakukan serangkaian program dalam mendukung pengelolaan lingkungan hidup dengan anggaran sebagai berikut:

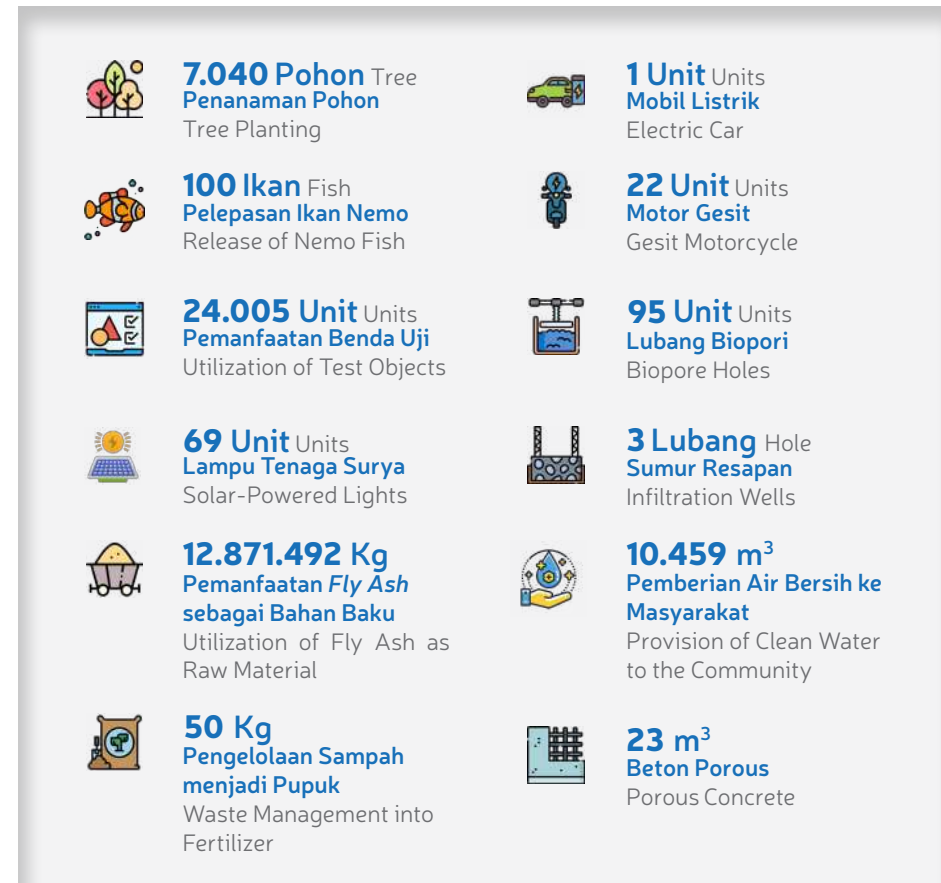
Cost of Environmental Living [F.3, F.4]

WIKA BETON conducts a series of programs to support environmental management with the following budget:



Dalam menjalankan upaya pelestarian lingkungan, WIKA BETON mengimplementasikan serangkaian langkah strategis sebagai berikut:

In executing environmental conservation efforts, WIKA BETON implements a series of strategic steps as follows:



Kepatuhan dan Mekanisme Pengaduan Pengelolaan Lingkungan

Compliance and Environmental Management Complaint Mechanisms

WIKa BETON senantiasa mengutamakan kepatuhan pada regulasi yang berlaku di Indonesia dengan menerapkan sistem yang tepat dan berkelanjutan. Dalam sistem manajemen lingkungan, WIKa BETON telah memiliki sertifikasi ISO 14001:2015 tentang Sistem Manajemen Lingkungan dengan ruang lingkup sertifikasi desain, manajemen lingkungan, manufaktur dan instalasi produk *precast concrete*, dan *prestressing and crushing plant*. [3-3]

WIKa BETON consistently prioritizes compliance with applicable regulations in Indonesia by implementing appropriate and sustainable systems. In environmental management system, WIKa BETON has obtained ISO 14001:2015 certification on Environmental Management Systems with certification scopes including design, environmental management, precast concrete product manufacturing, and prestressing and crushing plant. [3-3]



Site	Ruang Lingkup Sertifikasi Certification Scope
Kantor Pusat Head Office WIKa Tower 1, Jl. DI Panjaitan Kav. 09, 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 No: EMS 00309
Concrete Product Plant Sumatera Utara North Sumatera Binjai, Sumatera Utara North Sumatera	Aspects of Manufacture of Precast Concrete which Affect Environmental. No Sertifikat/ Certificate No: EMS 00309
Concrete Product Plant Lampung Tegineneng, Kotabumi, Lampung	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat/ Certificate No: EMS 00309
Concrete Product Plant Lampung Selatan South Lampung Ketapang, Lampung Selatan South Lampung, Lampung	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat/ Certificate No: EMS 00309
Concrete Product Plant Bogor Cileungsi, Jawa Barat West Java	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat/ Certificate No: EMS 00309
Concrete Product Plant Subang & Karawang Subang, Jawa Barat West Java Karawang, Jawa Barat West Java	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat/ Certificate No: EMS 00309
Concrete Product Plant Majalengka Jatiwangi, Majalengka, Jawa Barat West Java	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat/ Certificate No: EMS 00309
Concrete Product Plant Boyolali Boyolali, Jawa Tengah Central Java	Aspects of Manufacture of Precast Concrete which Affect Environmental No Sertifikat/ Certificate No: EMS 00309

Perseroan telah melaporkan kinerja lingkungan secara periodik kepada Dinas Lingkungan Hidup daerah setempat serta memastikan bahwa rantai pasok dikelola dengan kriteria dan kode etik yang memuat kepatuhan hukum dan peraturan perihal kondisi kerja, standar lingkungan, dan etika kegiatan usaha.

Sepanjang tahun 2023, WIKA BETON tidak menerima pengaduan pengelolaan lingkungan, dan tidak terdapat insiden tumpahan B3 dalam kegiatan operasional Perseroan. Perseroan juga tidak menerima laporan, sanksi, dan denda terhadap ketidakpatuhan lingkungan. [2-27] [307-1] [F.15, F.16]

The company has periodically reported environmental performance to the local Environmental Agency. The company also ensures that the supply chain is managed with criteria and ethical codes that include legal compliance and regulations regarding working conditions, environmental standards, and business ethics.

Throughout 2023, WIKA BETON did not receive any environmental management complaints, and there were no incidents of B3 spills in the company's operational activities. The company also did not receive reports, sanctions, or fines for environmental non-compliance. [2-27] [307-1] [F.15, F.16]



Kegiatan Tanggung Jawab Sosial dan Lingkungan WIKA BETON
The Social and Environmental Responsibility Activity of WIKA BETON



Image by Irhan Prabasukma

Direktur Teknik dan Produksi WIKA BETON menjadi narasumber dalam *Green Network Asia's "Leaders in Sustainability Special Report 2023"*. WIKA BETON's Director of Engineering and Production was a guest speaker at Green Network Asia's "Leaders in Sustainability Special Report 2023".

MENUMBUHKAN INSAN YANG SEJAHTERA

Fostering Well-being Individuals



Bertumbuh Bersama Pegawai

Memiliki sumber daya manusia (SDM) yang kompeten memperkuat WIKA BETON untuk terus tumbuh dan mewujudkan tujuan berkelanjutan. Dalam posisinya yang sangat strategis, Perseroan berkomitmen penuh untuk menyelenggarakan pengelolaan SDM secara profesional, adil, dan transparan. Pengelolaan SDM dilakukan oleh Divisi Human Capital dengan berlandaskan pada kebijakan Divisi Human Capital, WB-HCP-PS-01 Prosedur Rekrutmen dan Penempatan, WB HCP-PS-002 tentang Prosedur Pengharkatan dan WB-HCP-PS-03 tentang Pengembangan Karir Pegawai. [3-3]

Hingga akhir tahun 2023, WIKA BETON memiliki 1.163 pegawai, termasuk pegawai organik dan pegawai terampil. Dari jumlah tersebut, sebanyak 66 orang atau 5,67 % adalah perempuan. Adanya jumlah laki-laki yang lebih banyak disebabkan oleh faktor peminat kerja industri beton didominasi oleh laki-laki. Adapun selama periode pelaporan Perseroan juga menerima pegawai magang sebanyak 39 orang dan riset/penelitian sebanyak 8 orang. [2-8]

Growing Together with Employees

Competent human resources (HR) strengthens WIKA BETON and helps it grow and achieve sustainable goals. In its highly strategic position, the company is fully committed to organizing HR management professionally, fairly, and transparently. The Human Capital Division carries out HR management based on the policies of the Human Capital Division, WB-HCP-PS-01 Recruitment and Placement Procedure, WB-HCP-PS-002 on Evaluation Procedure, and WB-HCP-PS-03 on Employee Career Development. [3-3]

By the end of 2023, WIKA BETON had 1,163 employees, including organic and skilled employees. Of this number, 66 individuals, or 5.67%, were female. The higher number of male employees is due to the dominance of male interest in the concrete industry. The company welcomed 39 internship employees and 8 research personnel during the reporting period. [2-8]

Menghormati Hak Asasi Manusia

WIKA BETON memahami pentingnya penghargaan atas hak asasi manusia (HAM) sebagai wujud komitmen Perseroan untuk meminimalkan dampak negatif terhadap HAM dan menjaga kelangsungan bisnis. Perseroan telah memiliki kebijakan HAM yang meliputi beberapa aspek terkait pegawai dan calon pekerja. Dalam menyusun kebijakan HAM, WIKA BETON merujuk pada Undang-Undang Republik Indonesia No.39 tahun 1999 tentang Hak Asasi Manusia dan Perjanjian Kerja Bersama PT Wijaya Karya Beton Tbk. [3-3]

Penerapan HAM WIKA BETON juga didasari oleh ISO 26000 *Social Responsibility* pada *core values* HAM dan Praktik Ketenagakerjaan. Hal ini diterapkan tidak hanya pada internal WIKA BETON, melainkan juga saat bermitra dengan pihak eksternal. [3-3]



Respecting Human Rights

WIKA BETON understands the importance of respecting human rights as a commitment to minimizing negative impacts on human rights and maintaining business continuity. The company has a human rights policy covering several aspects related to employees and prospective workers. In formulating the human rights policy, WIKA BETON refers to the Republic of Indonesia Law No. 39 of 1999 concerning Human Rights and the Collective Labor Agreement of PT Wijaya Karya Beton Tbk. [3-3]

WIKA BETON's human rights implementation is also based on ISO 26000 Social Responsibility regarding the core values of human rights and labor practices. This is applied not only internally but also when dealing with external parties. [3-3]



Kebijakan Hak Asasi Manusia PT Wijaya Karya Beton Tbk PT Wijaya Karya Beton Tbk Human Rights Policy

1

Menghormati hak pegawai untuk berserikat dan menyatakan pendapat.

Respecting employees' rights to unionize and express opinions.

2

Menghindari kebijakan penghalangan kebebasan berserikat.

Avoiding policies that hinder freedom of association.

3

Mendukung Serikat Pekerja dengan fasilitas dan dispensasi sesuai ketentuan.

Supporting labor unions with facilities and dispensations as stipulated.

4

Memberikan kesempatan setara dan pengembangan sumber daya bagi pegawai.

Providing equal opportunities and resource development for employees.

5

Menjamin tidak ada pekerja di bawah umur atau pekerja paksa.

Ensuring no child labor or forced labor.

6

Memberikan kesempatan yang sama kepada penyandang disabilitas.

Providing equal opportunities for persons with disabilities.

7

Memenuhi hak dasar ketenagakerjaan dan fasilitas sesuai perjanjian bersama.

Fulfilling fundamental labor rights and facilities according to collective agreements.

8

Menjaga kesetaraan gender dalam semua proses bisnis.

Maintaining gender equality in all business processes.

9

Memberikan hak pernikahan antar pegawai.

Granting marriage rights among employees.

10

Memberikan hak kepada wanita untuk memperoleh izin khusus, kesempatan, dan fasilitas menyusui.

Granting rights to women for special leave, opportunities, and breastfeeding facilities.

Penerapan HAM WIKA BETON juga didasari oleh ISO 26000 *Social Responsibility* pada *core values* HAM dan Praktik Ketenagakerjaan. Hal ini diterapkan tidak hanya pada internal WIKA BETON, melainkan juga saat bermitra dengan pihak eksternal. [3-3]

The implementation of WIKA BETON's human rights (HAM) is also based on ISO 26000 *Social Responsibility* regarding the core values of human rights and labor practices. This is applied not only within WIKA BETON internally but also when partnering with external parties. [3-3]

Hak Mendapatkan Pekerjaan yang Layak



Job Rights

Seluruh pegawai telah menempati posisi sesuai dengan kompetensi dan keahlian setiap individu dengan memastikan tidak ada pekerja anak dan praktik kerja paksa di WIKA BETON. Baik jam kerja maupun jam istirahat telah diatur dalam PKB Bab VII Pasal 33 dan Bab XI Pasal 60. Selain itu, WIKA BETON 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]

All employees hold positions according to their competencies and skills, ensuring no child labor and forced labor at WIKA BETON. Working hours and rest periods are regulated in the Collective Labor Agreement (PKB) Chapter VII Article 33 and Chapter XI Article 60. WIKA BETON conducts all recruitment, promotion, transfer, and working hour processes with mutual agreement to avoid coercion in the employment relationship between employees and the company. [F.19]

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.

Creating a decent and safe environment by continually maximizing the implementation of occupational health and safety (K3) to enhance employee productivity.




Kebebasan Berorganisasi dan Menyatakan Pendapat



Freedom of Organization 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 WIKA BETON (PPWB). Hingga akhir periode pelaporan, sebanyak 1.163 pegawai (100%) menjadi anggota PPWB.

Fostering good relationships with employees and ensuring freedom of expression and association for employees. This commitment is manifested by establishing an employee union called the WIKA BETON Employees Association (PPWB). By the end of the reporting period, 1,163 employees (100%) became members of PPWB.

	Hak untuk Dilindungi	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]
Right to Protection	The relationship between employees and the company is harmoniously established by forming a collective labor agreement (PKB). All (100%) of the updated PKB covers employees renewed every two years	
	Hak Mendapatkan Pendidikan	Memberikan kesempatan setara bagi seluruh pegawai untuk dapat melanjutkan pendidikan ke tingkat S2 dan S3 dibiayai oleh Perseroan .
Right to Education	Providing equal opportunities for all employees to pursue education up to the master's and doctoral levels funded by the company.	
	Kebebasan untuk Beribadah	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	Freedom is a written right regulated in PKB Chapter XIII Article 69. WIKA BETON provides mosques/prayer rooms for all employees to perform prayer. The company also provides leave facilities for the Hajj pilgrimage with a provision of three days before departure and seven days after. The leave days for pilgrimage are not counted in employees' annual leave.	

Remunerasi dan Tunjangan Pegawai

WIKA BETON memberikan apresiasi dan imbal jasa kepada pegawai melalui pemberian remunerasi. Pemberian remunerasi didasari oleh pertimbangan kompetensi dan level jabatan dan juga berdasarkan pada perjanjian kerja bersama (PKB), yang telah dibahas pada bab X terkait sistem pendapatan. Terkait remunerasi, seluruh pegawai WIKA BETON menerima remunerasi disesuaikan dengan Upah Minimum Regional (UMR) dan tidak membedakan antara pegawai laki-laki dan perempuan. Pada tahun 2023, upah pegawai tetap golongan terendah sebesar 2.804.735, lebih tinggi 25% dari UMR yang ditetapkan pemerintah. [3-3, 202-1, 405-2] [F.20]

Remuneration and Employee Benefits

WIKA BETON provides appreciation and remuneration to employees through remuneration distribution. Remuneration is based on competency considerations, job level, and the Collective Labor Agreement (PKB), discussed in Chapter X regarding the income system. Regarding remuneration, all WIKA BETON employees receive remuneration adjusted to the Regional Minimum Wage (UMR) and does not differentiate between male and female employees. In 2023, the minimum fixed wage for employees was Rp 2,804,735, 25% higher than the government-set UMR. [3-3, 202-1, 405-2] [F.20]

Selain itu, Perseroan juga memberikan tunjangan kepada pegawai dengan rincian sebagai berikut: [401-2]

Additionally, the company provides allowances to employees as follows: [401-2]

Jenis Tunjangan Type of Allowance	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees
Upah pokok Base Salary	✓	✓
Layanan Kesehatan Healthcare Services	✓	✓
Asuransi (BPJS Ketenagakerjaan, BPJS Kesehatan) Insurance (Employment Social Security Program, Health Social Security Program)	✓	✓
Asuransi Kecelakaan Accident Insurance	✓	✓
Uang Makan Meal Allowance	✓	✓
Cuti Tahunan Annual Leave	✓	-
Penghargaan dan Remunerasi Awards and Remuneration	✓	-
Program Pengakuan Prestasi Performance Recognition Program	✓	-
Cuti Melahirkan Maternity Leave	✓	✓
Bonus Bonus (According to Company Policy)	✓	✓

Mengembangkan Potensi Pegawai [F.22]

WIKA BETON meyakini bahwa keberlanjutan Perseroan ditentukan dengan kehadiran pegawai yang mampu beradaptasi menghadapi segala tantangan di masa depan. Melalui Divisi Human Capital, Perseroan menjalankan berbagai kebijakan yang berdasarkan WB-HCP-PS-03 tentang Prosedur Pengembangan Karir Pegawai untuk memberikan kesempatan pengembangan kompetensi yang luas kepada seluruh pegawai untuk mengembangkan kompetensi yang dimiliki. [3-3]

Developing Employee Potential [F.22]

WIKA BETON believes that the sustainability of the Company is determined by the presence of employees who can adapt to all future challenges. The Human Capital Division, which manages employees, implements various policies based on WB-HCP-PS-03 regarding Employee Career Development Procedures to provide broad opportunities for competency development to all employees to enhance their existing skills. [3-3]



Kegiatan QHSE Patrol tahun 2023 di IKN untuk memastikan kepatuhan terhadap kebijakan keselamatan, kesehatan, dan lingkungan.
QHSE Patrol activities in 2023 at IKN to ensure compliance with safety, health and environmental policies.

WIKA BETON memerhatikan tujuan strategis dalam pengembangan pegawai di tahun 2023, yaitu:

WIKA BETON pays attention to the strategic goals in employee development in 2023, namely:

1	2	3	4
<p>Program peningkatan dan pemenuhan gap kompetensi pegawai melalui program pengembangan dan pelatihan pegawai berdasarkan level jabatan.</p> <p>Programs for enhancing and fulfilling employee competency gaps through employee development and training programs based on job levels.</p>	<p>Program pemetaan kompetensi melalui asesmen dan melakukan analisis gap kompetensi pegawai sebagai program pengembangannya.</p> <p>Competency mapping programs through assessments and conducting employee competency gap analysis as part of their development program.</p>	<p>Pengembangan pegawai dilakukan melalui pendidikan lanjutan dari Program Magister (S2) dan Doktoral (S3).</p> <p>Employee development through advanced education from Master's (S2) and Doctoral (S3) programs.</p>	<p>Persiapan regenerasi/ suksesi kepada pegawai yang memiliki prestasi baik, dengan cara pelatihan program pengembangan berdasarkan kluster jabatan.</p> <p>Preparation for regeneration/succession for employees with good performance through training and development programs based on job clusters.</p>

Perseroan telah menetapkan program pelatihan menyesuaikan dengan kebutuhan program pengembangan dan level jabatan pegawai. Pada tahun pelaporan, WIKA BETON telah menyelenggarakan program pengembangan kepada seluruh pegawai, dengan total pegawai laki-laki sebanyak 36,06 jam dan pegawai perempuan sebanyak 36,95 jam. WIKA BETON mengadakan evaluasi pelaksanaan pelatihan dan program asesmen kompetensi untuk mengukur efektivitas program pengembangan pegawai. Kemudian, hasil evaluasi akan dijadikan sebagai pertimbangan penyesuaian antara program strategis peningkatan kompetensi dengan *Key Performance Indicators* (KPI). [3-3]

The Company has established training programs tailored to the needs of development programs and employee job levels. In the reporting year, WIKA BETON conducted development programs for all employees, with 36.06 hours for male employees and 36.95 hours for female employees. WIKA BETON evaluated training implementation and competency assessment programs to measure the effectiveness of employee development programs. Subsequently, the evaluation results will be considered for adjustments between strategic competency enhancement programs and *Key Performance Indicators* (KPIs). [3-3]



Konvensi Quality Excellence Activity 2023
2023 Quality Excellence Activity Convention

Rata-Rata Jam Pelatihan Berdasarkan Jenis Kelamin [404-1]

Average Training Hours by Gender

Jenis Kelamin Gender	Jumlah Pegawai Number of Employees			Rata-rata jam Pelatihan (dalam jam) Average Training Hours (in hours)		
	2023	2022	2021	2023	2022	2021
Laki-laki Male	1.097	1.153	864	36,06	1,89	4,23
Perempuan Female	118	72	63	36,95	14,18	5,73
Jumlah Total	1.215	1.225	927	73,01	16,07	9,96

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)		
	2023	2022	2021	2023	2022	2021
Direksi Director	3	5	2	15,2	4,8	8,00
Manajer Divisi Division Manager	16	21	13	30,18	18,56	60,92
Manajer PPU PPU Manager	27	31	25	50,34	48,23	61,44
Manajer Bagian Department Manager	46	49	42	23,53	39,08	40,00
Manajer Seksi Section Head	204	184	153	38,78	15,61	14,38
Staf Staff	919	935	692	33,06	2,19	3,23
Jumlah Total	1.215	1.225	927	191,11	123,66	187,97

Di samping itu, WIKA BETON juga memberikan dukungan pengembangan karier dan memberikan kesempatan untuk pegawai yang ingin melanjutkan pendidikan S2 dan S3 dengan pembiayaan oleh Perseroan. Pada tahun 2023, terdapat 5 pegawai yang melanjutkan pendidikan S2 dan 1 orang pegawai yang melanjutkan pendidikan S3. Total biaya program pengembangan, pelatihan dan pendidikan lanjutan pada tahun 2023 sejumlah Rp1.185 miliar.


Additionally, WIKA BETON provides career development support and opportunities for employees who want to pursue Master's and Doctoral degrees, with funding provided by the Company. In 2023, 5 employees were pursuing Master's degrees and 1 pursuing a Doctoral degree. The total cost of development programs, training, and advanced education in 2023 amounted to Rp 1.185 billion.

Evaluasi Kemajuan Kinerja Pegawai [404-3]

WIKA BETON menerapkan penilaian berbasis *Key Performance Indicator* (KPI) individu dan *Key Behaviour Indicator* (KBI) dalam penilaian kinerja. Hasil penilaian kinerja digunakan sebagai pertimbangan promosi kenaikan jabatan, mutasi, ataupun rotasi jabatan.

Employee Performance Progress Evaluation [404-3]

WIKA BETON implements performance assessments based on individual key performance indicators (KPIs) and critical behavior indicators (KBIs). The results of performance assessments are used to consider promotion, job advancement, mutation, or job rotation.

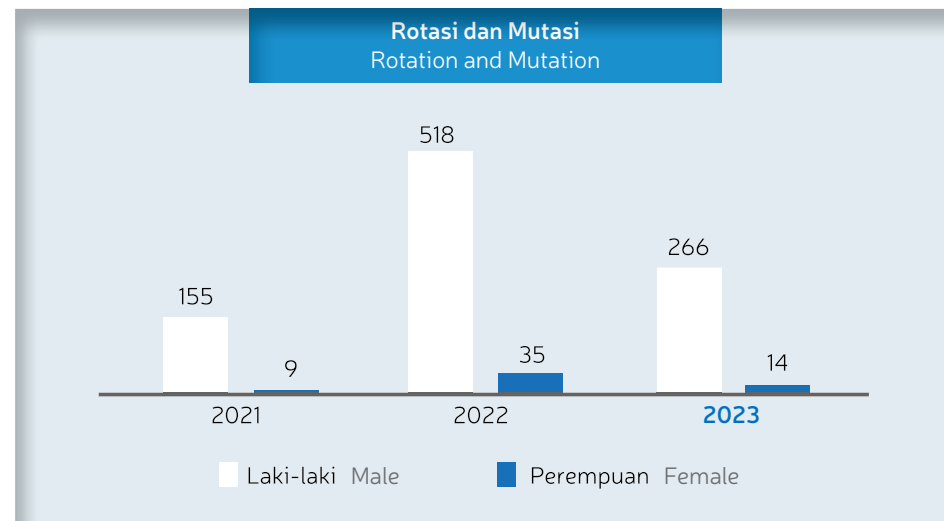


Pada tahun 2023, Seluruh pegawai (100%) telah mendapatkan penilaian dan evaluasi kinerja.

In 2023, all employees (100%) received performance evaluations.

Jumlah Pegawai Penerima Promosi, Rotasi, dan Mutasi Number of Employees Receiving Promotion, Rotation, and Mutation

Promosi Promotion	2023	2022	2021
Laki-laki Male	327	288	153
Perempuan Female	18	35	10



Program Pensiun Pegawai [201-3]

Berkomitmen untuk menjadi perusahaan yang memenuhi kesejahteraan pegawai, WIKA BETON senantiasa melindungi setiap pegawai yang telah berdedikasi kepada Perseroan dengan mengikutsertakan seluruh pegawai organik dan terampil dalam program pensiun yang dikelola oleh BPJS Ketenagakerjaan dengan pengelolaan yang diserahkan kepada pihak ketiga yaitu DAPEN WIKA.

Employee Retirement Program [201-3]

Committed to being a company that prioritizes employee welfare, WIKA BETON consistently protects every employee who has dedicated themselves to the Company by enrolling all organic and skilled employees in the pension program managed by the Employment Social Security Program (BPJS Ketenagakerjaan), with management entrusted to a third party, DAPEN WIKA.

Skema dana rencana pensiun, sebagai berikut: Retirement fund scheme, as follows:

1

Program Pensiun Manfaat Pasti yang diberikan kepada pegawai organik PT WIJAYA KARYA (Persero) Tbk yang ditempatkan di WIKA BETON dengan status diangkat sampai dengan bulan Desember tahun 2006. Manfaat yang diberikan sudah diperhitungkan atau ditentukan di awal.

Defined Benefit Pension Program provided to permanent employees of PT WIJAYA KARYA (Persero) Tbk who were assigned to WIKA BETON with a tenure up to December 2006. The benefits provided are calculated or determined upfront.

2

Program Pensiun Iuran Pasti yang diberikan kepada pegawai organik dan terampil WIKA BETON dan pegawai organik PT WIJAYA KARYA (Persero) Tbk yang ditempatkan di WIKA BETON, diangkat mulai Januari 2007 sampai dengan saat ini. Manfaat yang diberikan sesuai dengan nilai pengembangan dari iuran yang disetor setiap Bulan. Iuran bulanan ditanggung bersama antara pegawai dan Perseroan sesuai ketentuan yang berlaku, yakni 12,5% x gaji pegawai ditanggung Perseroan dan 5% x gaji pegawai ditanggung oleh pegawai.

Defined Contribution Pension Program provided to permanent and skilled employees of WIKA BETON and permanent employees of PT WIJAYA KARYA (Persero) Tbk assigned to WIKA BETON, employed from January 2007 until present. The benefits provided correspond to the development value from monthly contributions. The employee and the Company jointly bear monthly contributions as per applicable regulations, wherein the Company covers 12.5% of x employee's salary and 5% x the employee's salary is covered by the employee.

Perseroan juga memiliki program pelatihan Masa Persiapan Pensiun (MPP) yang dimulai sejak 1 tahun sebelum efektif masa purna bakti. Perseroan memberikan bimbingan dan pelatihan finansial dan psikologis, agar pegawai yang memasuki usia pensiun dapat merencanakan kehidupan selepas masa bakti secara matang sesuai dengan kebutuhan dan minatnya. Untuk mendukung pegawai dalam perencanaan, Perseroan memberikan keleluasaan untuk pengajuan cuti selama 12 bulan sebelum purna bakti. Pada tahun 2023, pegawai yang mengikuti MMP sebanyak 49 orang. [404-2]

Untuk pegawai baru yang dialihfungsikan, Perseroan memberikan pembekalan internal berupa *self-learning/coaching*/kelas khusus sekurang-kurangnya selama enam bulan agar dapat mengemban tanggung jawab baru dengan baik. [404-2]

The company also has a Retirement Preparation Program (MPP), which starts one year before the retirement effective date. The company provides guidance and training on financial and psychological aspects so that employees entering retirement age can plan their post-retirement life maturely according to their needs and interests. To support employees in planning, the company allows them the flexibility to apply for leave up to 12 months before retirement. In 2023, 49 employees participated in the MPP. [404-2]

For newly reassigned employees, the company provides internal orientation through *self-learning, coaching, or specialized classes* for at least six months to enable them to fulfil their new responsibilities effectively. [404-2]

Keberagaman dan Kesetaraan [405-1] [F.18]

Dalam perjalanan menginspirasi sekitar, WIKA BETON tidak hanya menjadi pemimpin dalam industrinya namun turut berperan sebagai agen perubahan dalam mendukung keberagaman di lingkungan kerja. Di balik struktur beton yang solid terdapat cerita nyata tentang kepedulian terhadap keberagaman. Langkah-langkah progresif dan kebijakan inovatif yang tercantum dalam inisiatif WIKA BETON tidak hanya merangkul keberagaman *gender*, budaya, dan latar belakang, tetapi juga memberdayakan setiap individu untuk berkontribusi secara optimal.

Seluruh kebijakan terkait keberagaman baik dalam tatanan pegawai maupun BOD serta kebijakan keberagaman dalam proses rekrutmen sampai proses evaluasi dan pensiun, tertera pada kebijakan yang tertuang dalam prosedur *human capital* WB-HCP-PS-001, WB-HCP-PS-002 dan WB-HC-PS-003. [3-3]

Diversity and Equality [405-1] [F.18]

In its journey to inspire its surroundings, WIKA BETON leads in its industry and acts as an agent of change in supporting diversity in the workplace. Behind the solid concrete structure lies a real story of care for diversity. The progressive steps and innovative policies outlined in WIKA BETON's initiatives not only embrace gender, cultural, and background diversity but also empower every individual to contribute optimally.

All policies related to diversity, both in the employee and BOD settings, as well as diversity policies in recruitment processes through to evaluation and retirement processes, are stipulated in the human capital procedures WB-HCP-PS-001, WB-HCP-PS-002 and WB-HC-PS-003. [3-3]

Pegawai Berdasarkan Gender dan Status Kepegawaian [2-7, 405-1]

Employee Diversity Based on Gender and Employment Status

Status Kepegawaian Employment Status	2023		2022		2021	
	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	264	28	279	30	281	32
Pegawai terampil Skilled Employees	795	38	901	41	969	42
Sub-jumlah pegawai WIKA BETON Subtotal of WIKA BETON Employees	1.059	66	1.180	71	1.250	74
Pegawai Entitas Anak Subsidiary Employees						
Pengurus Management	5	0	5	0	4	0
Pegawai organik Organic Employees	25	0	19	0	25	0
Pegawai terampil Skilled Employees	8	0	8	0	10	0
Sub-jumlah pegawai entitas anak Subtotal of Subsidiary Employees	38	0	32	0	39	0
Jumlah Total	1.097	66	1.212	71	1.289	74
		1.163		1.283		1.363

Pegawai Berdasarkan Status Ketenagakerjaan dan Wilayah Kerja [2-7, 405-1]
Employees Based on Employment Status and Work Area

Wilayah Kerja Work Area	2023		2022		2021	
	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	181	0	170	0	145	0
Divisi Division/Operational Unit	103	0	153	0	176	0
Wilayah Penjualan Sales Region	146	0	154	0	158	0
Pabrik Produk Beton Concrete Product Factories	695	0	782	0	845	0
Sub-jumlah pegawai WIKA BETON Sub-total of WIKA BETON employees	1.125	0	1.254	0	1.324	0
Pegawai Entitas Anak Subsidiary Company Employees						
WIKI KOBÉ WIKI KOBÉ	10	0	11	0	12	0
WIKI KRATON WIKI KRATON	3	0	3	0	6	0
WIKI VLT WIKI CLT	11	0	13	0	15	0
WIKI Pracetak Gedung WIKI Precast Building	11	0	7	0	6	0
Sub-jumlah pegawai entitas anak Sub-total of subsidiary company employees	2	0	34	0	39	0
Jumlah Total	38	0	1.283	0	1.363	0
		1.163		1.283		1.363

Pegawai Berdasarkan Gender dan Wilayah Kerja [2-7, 405-1]
Employees Based on Gender and Work Area

Wilayah Kerja Work Area	2023		2022		2021	
	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	153	28	137	29	111	34
Divisi Division/Operational Unit	98	5	143	7	168	8
Wilayah Penjualan Sales Region	121	25	127	26	136	22
Pabrik Produk Beton Concrete Product Factories	687	8	773	9	835	10
Sub-jumlah pegawai WIKA BETON Sub-total of WIKA BETON employees	1.059	66	1.180	71	1.250	74
Pegawai Entitas Anak Subsidiary Company Employees						
WIKA KOBE WIKA KOBE	10	0	11	0	12	0
WIKA KRATON WIKA KRATON	3	0	3	0	6	0
WIKA VLT WIKA CLT	11	0	13	0	15	0
WIKA Pracetak Gedung WIKA Precast Building	11	0	7	0	6	0
Sub-jumlah pegawai entitas anak Sub-total of subsidiary company employees	2	0	0	0	0	0
Jumlah Total	38	0	34	0	39	0
		1.163		1.283		1.363

Pegawai Berdasarkan Kelompok Jabatan dan Gender [2-7, 405-1]
Employees by Job Group and Gender

Kelompok Jabatan Job Group	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Senior Management	18	0	20	0	18	1
Middle Management	75	2	30	0	29	0
Junior Management	186	19	46	1	46	0
Supervisor	0	0	168	19	170	14
Staff	818	45	947	52	1.026	59
Jumlah Total	1.097	66	1.211	72	1.289	74
		1.163		1.283		1.363

Pegawai Berdasarkan Kelompok Jabatan dan Kelompok Usia [2-7, 405-1]

Employees by Job Group and Age Group

Kelompok Jabatan Job Group	2023			2022			2021		
	< 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	6	12	0	5	15	0	5	14
Middle Management	0	53	24	0	19	11	0	20	9
Junior Management	32	161	12	0	31	16	0	28	18
Supervisor	0	0	0	63	117	7	58	114	12
Staff	90	616	157	157	653	189	254	632	199
Jumlah Total	122	836	205	220	825	238	312	799	247
		1.163			1.283			1.363	






Keragaman komposisi pegawai yang dimiliki oleh WIKA BETON memberikan warna tersendiri dan memperluas suatu sudut pandang dalam pengambilan keputusan, ide, kreativitas dan solusi-solusi baru yang dapat mendorong pertumbuhan dan perkembangan bisnis. Namun, tak dapat dipungkiri, hal ini juga mendatangkan tantangan bagi Perseroan. Untuk itu, WIKA BETON berupaya menciptakan lingkungan kerja yang aman dan nyaman, bebas dari diskriminasi dan kekerasan bagi seluruh Pegawainya. Perseroan menerapkan kebijakan *Respectful Workplace Policy* (RWP) yang diluncurkan dan disosialisasikan kepada pegawai bersamaan di dalam kegiatan Sidang Pleno Tinjauan Manajemen WIKA BETON pada tanggal 26 Oktober 2023. Segala upaya yang Perseroan lakukan memperoleh hasil yang baik, dengan tidak adanya kasus diskriminasi yang terjadi di lingkungan WIKA BETON. [3-3] [406-1]

The diversity in employee composition held by WIKA BETON brings its color. It broadens a perspective on decision-making, ideas, creativity, and new solutions that can drive business growth and development. However, it cannot be denied that this also poses challenges for the Company. Therefore, WIKA BETON strives to create a safe and comfortable working environment free from discrimination and violence for its employees. The Company implements the *Respectful Workplace Policy* (RWP), launched and socialized to employees simultaneously during the Management Review Plenary of WIKA BETON on 26 October 2023. All efforts undertaken by the Company have yielded positive results, with no cases of discrimination occurring within the WIKA BETON environment. [3-3] [406-1]



WIKA BETON meraih dua penghargaan dalam *Top Governance, Risk & Compliance (GRC) Award 2023*, menandakan keberhasilannya dalam penerapan prinsip tata kelola yang baik.

WIKA BETON won two awards in the *Top Governance, Risk & Compliance (GRC) Award 2023*, signifying its success in implementing good governance principles.

Respectful Workplace Policy (RWP)				
1. Be Respectful	2. Be Fair	3. Be Polite	4. Be Reliable	5. Be a Good Listener
 <p>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.</p> <p>This principle emphasizes trusting one another in the workplace, expecting employees to trust each other to make choices and take responsibility for them.</p>	 <p>Prinsip ini menekankan untuk dapat bersikap adil, diharapkan agar pegawai dapat mendengarkan cerita dari semua sisi sebelum menarik suatu kesimpulan tertentu.</p> <p>This principle emphasizes fairness, expecting employees to listen to all sides of the story before concluding.</p>	 <p>Prinsip ini menekankan untuk dapat saling menjaga sopan santun, diharapkan agar seluruh pegawai dapat menggunakan kata “tolong”, “maaf” dan “terimakasih” ketika berinteraksi di lingkungan kerja maupun aktivitas lainnya.</p> <p>This principle emphasizes maintaining politeness towards each other, expecting all employees to use words like “please,” “sorry,” and “thank you” when interacting in the workplace or other activities.</p>	 <p>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.</p> <p>This principle emphasizes that every individual should be dependable, expecting all employees to keep promises and demonstrate that commitments made are essential.</p>	 <p>Prinsip ini menekankan untuk dapat menjadi pendengar yang baik, diharapkan seluruh pegawai dapat saling memberikan perhatian penuh saat rekan kerja memerlukan bantuan.</p> <p>This principle emphasizes being a good listener, expecting all employees to pay full attention when a colleague needs assistance.</p>

WIKA BETON juga menyediakan sarana *whistleblowing system* (WBS) melalui aplikasi Workin' yang dapat diakses seluruh pegawai untuk melakukan pengaduan pelanggaran terhadap kebijakan ini. Seluruh pengaduan yang masuk ditindaklanjuti secara serius dan Perseroan memberlakukan teguran atau sanksi bagi siapa saja yang terbukti melakukan pelanggaran.

WIKA BETON also provides a whistleblowing system (WBS) through the Workin' application, which is accessible to all employees to report violations of this policy. All complaints received are taken seriously, and the Company imposes warnings or sanctions on anyone found to be in violation.

Pemimpin Perempuan WIKA BETON, Are You Ready?

WIKA Beton Women Leaders, Are You Ready?



Salah satu inisiatif WIKA BETON dalam merangkul keberagaman adalah dengan kegiatan pengembangan talent perempuan. Hal ini diwujudkan dengan pemetaan kompetensi pegawai perempuan di setiap level jabatan melalui proses asesmen, bekerja sama dengan *Assessment Center* yang ditunjuk oleh Perseroan. Dari proses inilah akan terlihat *gap* kompetensi dari tiap individu. Melalui pemetaan tersebut, dapat diperoleh kompetensi unggulan dari setiap pegawai, sehingga berkontribusi dalam mengoptimalkan potensi dan kinerja talent perempuan Perseroan.

Program pengembangan talent Perseroan ini tentunya tidak lepas dari peran masing-masing atasan melalui *Coaching*, *Mentoring* dan *Counseling* (CMC) mereka dibimbing, diarahkan, dan didorong untuk dapat mengoptimalkan dalam memunculkan potensi yang mereka miliki.

Tidak hanya itu, WIKA BETON juga menempatkan para talent perempuan untuk memegang jabatan di posisi-posisi strategis Perseroan baik di Kantor Pusat maupun di berbagai unit kerja. Dengan menempati posisi tertentu, peningkatan kompetensi talent Perempuan WIKA BETON dapat menjadi lebih efektif karena mereka dihadapkan langsung dengan tugas dan tantangan-tantangan bisnis sehingga dapat menunjukkan kompetensi sesuai dengan tanggung jawab yang diemban. Saat ini capaian WIKA Beton dalam Perempuan Nominated Talent BOD-1 dan BOD-2 mencapai 2,38%.

inisiatif keberagaman lainnya diwujudkan dalam Program Satria Prameswari. Program ini menjadi manifestasi inisiatif WIKA BETON yang diperuntukkan bagi pembentukan kepemimpinan perempuan yang mengedepankan nilai-nilai lokal, budi pekerti yang luhur, serta ketangguhan jiwa tanpa kenal menyerah, namun tetap menonjolkan kelembutan sebagai seorang Prameswari. Program ini, yang berlangsung selama empat bulan, mewajibkan pesertanya untuk menjalani pelatihan selama tiga hari di WIKA Satrian. Sementara itu, sisa waktu program diisi dengan proses *Coaching* bersama dengan seorang pelatih yang telah ditentukan.

One of WIKA BETON's initiatives to embrace diversity is through women's talent development activities. This is realized by mapping the competencies of female employees at each level of positions through an assessment process in collaboration with Assessment Centers appointed by the Company. This process reveals competency gaps in each individual. Through this mapping, outstanding competencies of each employee can be obtained, thus contributing to optimizing the potential and performance of female talents in the Company.

The Company's talent development program is undoubtedly not separate from each leader's role through Coaching, Mentoring, and Counseling (CMC), where they are guided, directed, and encouraged to optimize their potential.

Not only that, WIKA BETON also places female talents in positions of strategic importance to the Company, both at the Head Office and in various work units. By occupying certain positions, the improvement of WIKA BETON's female talent competencies can be more effective as they are directly confronted with business tasks and challenges, thus demonstrating competencies following their responsibilities. WIKA Beton's achievements in Female Nominated Talent BOD-1 and BOD-2 reach 2.38%.

Another diversity initiative is embodied in the Satria Prameswari Program. This program manifests WIKA BETON's initiative to shape female leadership that prioritizes local values, noble character, and resilience without surrender yet still highlights gentleness as a Prameswari. This program, which lasts four months, requires participants to undergo training for three days at WIKA Satrian. Meanwhile, the remaining program time is filled with coaching processes with a designated coach.

Rekrutmen dan Pergantian Pegawai

WIKA BETON menerapkan inisiatif yang kuat untuk merekrut talenta yang beragam, menciptakan lingkungan kerja yang inklusif dan reflektif terhadap keberagaman masyarakat. Perseroan menyadari bahwa keberagaman dalam tim membawa berbagai perspektif dan kemampuan yang sangat berharga. Dalam upaya merekrut talenta yang beragam, WIKA BETON tidak hanya memprioritaskan kualifikasi dan pengalaman, tetapi juga menekankan nilai-nilai keberagaman dan inklusi. Program perekrutan dirancang untuk menjangkau berbagai latar belakang, termasuk *gender*, etnis, dan latar pendidikan. Hal ini diwujudkan dalam Kebijakan Hak Asasi Manusia PT Wijaya Karya Beton Tbk. [3-3]

Selain itu, WIKA BETON aktif berpartisipasi dalam bekerjasama dengan Lembaga Pendidikan guna memperoleh kandidat bertalenta atau kegiatan perekrutan yang memastikan akses yang adil dan merata bagi semua individu yang berminat bergabung dengan Perseroan. Dengan inisiatif ini, Perseroan bukan hanya menciptakan tim yang dinamis dan kreatif, tetapi juga mencerminkan komitmen mereka terhadap keberagaman sebagai nilai inti dalam pertumbuhan Perseroan .

Survei Keterikatan Pegawai

Dalam rangka mengetahui komitmen pegawai terhadap pekerjaan, tujuan Perseroan, serta nilai Perseroan, WIKA BETON secara rutin mengadakan survei keterikatan pegawai. Hasil survei tahun 2023 menunjukkan angka keterikatan sebesar 86%. Hasil survei digunakan sebagai bahan diskusi untuk menyusun program peningkatan keterlibatan pegawai, seperti pengembangan dan perbaikan jenjang karier.

Employee Recruitment and Turnover

WIKA BETON implements strong initiatives to recruit diverse talents, creating an inclusive work environment that reflects the diversity of society. The Company realizes that diversity in teams brings valuable perspectives and abilities. In efforts to recruit diverse talents, WIKA BETON prioritizes qualifications and experience and emphasizes diversity and inclusion values. The recruitment program is designed to reach various backgrounds, including gender, ethnicity, and educational backgrounds. This is realized through the Human Rights Policy of PT Wijaya Karya Beton Tbk. [3-3]

WIKA BETON actively participates in collaboration with educational institutions to acquire talented candidates or recruitment activities that ensure fair and equal access for all individuals interested in joining the Company. With this initiative, the Company not only creates dynamic and creative teams but also reflects its commitment to diversity as a core value in the Company's growth.

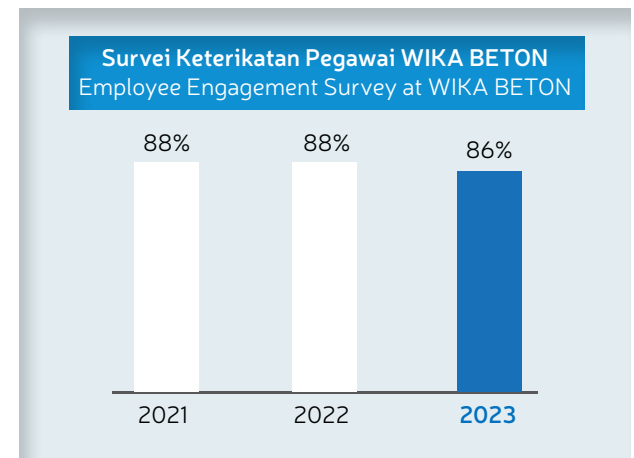
Employee Engagement Survey

To assess employee commitment to their work, the Company's goals, and values, WIKA BETON routinely conducts employee engagement surveys. The results of the 2023 survey show an engagement rate of 86%. The survey results are discussed to develop employee engagement programs, such as career development and improvement initiatives.

Perputaran Pegawai pada Tahun 2023 [401-1]

Employee Turnover in 2023

Keterangan Description	Jumlah Total
Pegawai masuk New Hires	0
Meninggal dunia Deceased	4
Pengunduran diri Resigned	8
Pensiun Retired	87
Keputusan Perseroan Company Decisions	2
Mutasi WIKA Grup WIKA Group Transfers	0
Turnover rate	0,7%





WIKA BETON melakukan uji kuat tekanan beton untuk memastikan keandalan dan keamanan struktur yang dibangun. Setiap benda uji yang tidak terpakai akan dimanfaatkan dalam kegiatan beautifikasi untuk memperindah lingkungan sekitar.

WIKA BETON conducts concrete pressure strength tests to ensure the reliability and safety of structure built. Every unused test object will be utilized for beautification activities to beautify the surrounding environment.

Lingkungan Kerja yang Layak dan Aman [F.21]

Perseroan menempatkan kesehatan dan keselamatan kerja (K3) pegawai sebagai salah satu prioritas untuk dikelola. Implementasi pengelolaan K3 WIKA BETON dilakukan berdasarkan Peraturan Pemerintah (PP) No. 50 tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja, ISO 45001:2018 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (K3), dan Keputusan Direktur Jenderal Mineral dan Batubara Kementerian Energi dan Sumber Daya Mineral nomor 185.k/37.04/DJB/2019 terkait Sistem Manajemen Keselamatan Pertambangan (SMKP) yang berlaku bagi seluruh unit kerja di setiap wilayah operasi dan mencakup seluruh (100%) pegawai, termasuk pegawai mitra dan alih daya Kinerja penerapannya dikelola oleh Divisi QHSE dengan ruang lingkup kerja pegawai, aktivitas dan tempat kerja yang sudah tercantum pada pedoman Operasi SMK3L (WB-LDS-PO-03). [3-3, 403-1, 403-7, 403-8]

WIKA BETON telah melakukan identifikasi untuk memetakan pekerjaan yang termasuk kategori risiko tinggi. Hasil pemetaan ini Perseroan gunakan sebagai upaya pencegahan terhadap kondisi bekerja yang membahayakan keselamatan dan kesehatan dengan meningkatkan berbagai fasilitas keselamatan, mitigasi, serta pengawasan pada pekerjaan berisiko tinggi. [403-2, 403-7]

Safe and Comfortable Working Environment [F.21]

The Company places the health and safety of its employees (K3) as one of the priorities to be managed. WIKA BETON's K3 management implementation is based on Government Regulation (PP) No. 50 of 2012 concerning Occupational Safety and Health Management Systems, ISO 45001:2018 concerning Occupational Safety and Health Management Systems (K3), and Decree of the Director General of Mineral and Coal of the Ministry of Energy and Mineral Resources number 185.k/37.04/DJB/2019 related to Mining Safety Management Systems (SMKP) which applies to all work units in every operational area and covers all (100%) employees, including partner employees and outsourced employees. The QHSE Division manages the performance management with the scope of work, activities, and workplaces listed in the SMK3L Operation Guidelines (WB-LDS-PO-03). [3-3, 403-1, 403-7, 403-8]

WIKA BETON has carried out identification to map jobs that fall into the high risk category. The Company uses the results of this mapping as an effort to prevent working conditions that endanger safety and health by improving various safety, mitigation and supervision facilities for high-risk work. [403-2, 403-7]

Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-2]

Types of High-Risk Jobs and Their Management

Uraian Pekerjaan Berisiko Tinggi Description of High-Risk Jobs		Risiko yang Ditimbulkan Risks Incurred	Upaya dan Tindak Lanjut Efforts and Follow-up
	Area panas Hot Areas	Terbakar, ledakan Fire, explosion	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). Identifying risks through hazard identification, risk assessment, and control (IBPR-P), identification of environmental aspects and impacts (IADL), work permit application, and job safety analysis (JSA).
	Elektrikal Electrical	Ledakan, kesetrum, terbakar Explosion, electrocution, fire	
	Ruang terbatas Confined Spaces	Kekurangan oksigen, keracunan Oxygen deficiency, poisoning	
	Ketinggian Height	Terjatuh, tergelincir, kejatuhan Falling, slipping, falling	
	Pengangkatan Lifting	Terguling, terjatuh, ambles Overturning, falling, sliding.	
	Penggalian Excavation	Terperosok, tertimbun, kekurangan oksigen, keracunan Collapse, burial, oxygen deficiency, poisoning	
	Bekerja di malam hari Night Work	Tertabrak, kelelahan, penglihatan kabur, mengantuk Struck, fatigued, blurred vision, drowsiness	

Perseroan memiliki JSA, IBPR-P, IADL, dan izin kerja sebagai upaya pengendalian risiko. Sementara itu, kebijakan pelaporan kecelakaan diatur dalam Prosedur Penanganan Kasus Kecelakaan, Penyakit Akibat Kerja (PAK), Pencemaran Lingkungan, Insiden dan Keadaan Tidak Aman (WB-HSE-PS-04). Apabila terjadi kecelakaan, wajib melaporkan secara *As Soon As Possible* (ASAP) dalam waktu 2x24 jam dan dilakukan investigasi untuk mengetahui *root cause* masalah dan tindakan *Corrective Action Preventive Action* (CAPA). [403-2]

WIKA BETON juga menerapkan kebijakan *Stop Working Authority* (SWA) yang memberikan hak kepada karyawan untuk menghentikan kegiatan jika dianggap berbahaya, tanpa sanksi dan dengan jaminan perlindungan atas pelaporan bahaya tanpa pengecualian. [403-2]

The Company has JSA, IBPR-P, IADL, and work permits as risk control measures. Meanwhile, accident reporting policies are regulated in the Accident Handling Procedure, Occupational Diseases (PAK), Environmental Pollution, Incidents, and Unsafe Conditions Procedure (WB-HSE-PS-04). In case of accidents, it is mandatory to report *As Soon As Possible* (ASAP) within 2x24 hours, and an investigation is conducted to determine the root cause of the problem and take *Corrective Action Preventive Action* (CAPA). [403-2]

WIKA BETON also implements the *Stop Working Authority* (SWA) policy, which gives employees the right to stop activities if they are considered dangerous, without sanctions and with guaranteed protection for reporting hazards without exception. [403-2]

Program Inovasi WIKA BETON Berhasil Jadi Juara di ICSA 2023

Program Inovasi WIKA BETON Berhasil Jadi
Juara di ICSA 2023



Indonesia Construction Safety Awards (ICSA) kembali digelar di tahun 2023 sebagai bentuk apresiasi dari Perkumpulan Ahli Keselamatan Konstruksi Indonesia (PAKKI) terhadap Badan Usaha Jasa Konstruksi yang telah berupaya maksimal dalam menerapkan Sistem Manajemen Keselamatan Konstruksi (SMKK). Pada ajang penghargaan di bidang QHSE ini, WIKA BETON menjadi salah satu pemenang kategori Safety Innovation sub kategori Penilaian Kantor Pabrik Konstruksi. WIKA BETON melalui Pabrik Produk Beton (PPB) Bogor memperoleh penghargaan sebagai juara 2 Safety Innovation Award untuk Kantor Site Pabrik Konstruksi atas inovasinya dalam "Penggunaan Sensor Infrared Sebagai Kontrol Traffic Light Pada Area Persimpangan Jalan WIKA BETON Bogor".

The Indonesia Construction Safety Awards (ICSA) was held again in 2023 as an appreciation from the Indonesian Construction Safety Experts Association (PAKKI) for Construction Services Companies that have made maximum efforts in implementing Construction Safety Management Systems (SMKK). In this QHSE award category, WIKA BETON emerged as the winner in the Safety Innovation category, a sub-category of Construction Factory Office Assessment. WIKA BETON, through the Bogor Concrete Product Factory (PPB), received the 2nd place Safety Innovation Award for the Construction Factory Office Site category for its innovation in "Using Infrared Sensors as Traffic Light Controls in the Intersection Area of WIKA BETON Bogor."

Partisipasi, Komunikasi, dan Pelatihan K3L [403-4, 403-5]

WIKA BETON secara rutin melakukan internalisasi budaya K3 untuk meningkatkan kedisiplinan dalam pelaksanaan kegiatan operasional yang aman dan selamat bagi seluruh pegawai. Perseroan melakukan komunikasi melalui *toolbox meeting* harian, HSE *Talk* mingguan, HSE *Meeting* bulanan, serta QHSE *patrol* yang melibatkan tim manajemen. Perseroan juga menyelenggarakan HSE *Induction* yang mencakup kebijakan, aturan K3L, prosedur penanganan darurat, dan potensi bahaya di tempat kerja untuk pegawai baru dan pengunjung. Dalam meningkatkan kompetensi K3L, WIKA BETON secara rutin mengadakan pelatihan untuk meningkatkan kompetensi dan ketrampilan terkait.

Participation, Communication, and K3L Training [403-4, 403-5]

WIKA BETON routinely internalizes K3 culture to improve discipline in implementing safe and healthy operational activities for all employees. The Company communicates through daily toolbox meetings, weekly HSE Talks, monthly HSE Meetings, and QHSE patrols involving management teams. The company also holds an HSE Induction that covers policies, K3L rules, emergency handling procedures, and potential workplace hazards for new employees and visitors. To improve K3L competence, WIKA BETON consistently conducts training sessions to enhance competencies and relevant skills.

WTON Care



Get Your Findings



WIKI BETON meluncurkan aplikasi inspeksi/observasi yang dapat pegawai gunakan untuk memastikan pelaksanaan kesesuaian/standar pada proses pekerjaan secara *real-time*, efektif dan efisien. Melalui aplikasi WTON Care, pengguna dapat memantau dan mengelola aset infrastruktur dengan lebih efisien. Aplikasi ini dapat memberikan informasi *real-time* tentang kondisi dan kinerja sarana dan prasarana yang memungkinkan untuk mengidentifikasi masalah dengan cepat, menjadwalkan pemeliharaan rutin, serta melakukan analisis data untuk membuat keputusan yang tepat.

Selain itu, aplikasi WTON Care juga dapat meningkatkan keselamatan dan keamanan penggunaan infrastruktur. melalui pemantauan secara berkesinambungan, aplikasi ini dapat mendeteksi potensi bahaya atau kegagalan sistem dengan cepat, memberikan peringatan kepada pengguna, dan memungkinkan tindakan pencegahan yang sesuai.

WIKI BETON launches an inspection/observation application that employees can use to ensure compliance/standards in work processes in *real-time*, effectively, and efficiently. Through the WTON Care application, users can monitor and manage infrastructure assets more efficiently. This application can provide *real-time* information about the condition and performance of facilities and infrastructure, allowing for quick problem identification, scheduling routine maintenance, and data analysis for informed decision-making.

Furthermore, the WTON Care application can also enhance the safety and security of infrastructure usage. This application can detect potential hazards or system failures through continuous monitoring, warn users, and allow appropriate preventive actions.

Keunggulan WTON Care Advantages of WTON Care::



Paperless

Meminimalisir penggunaan kertas melalui platform digital.

Minimizes the use of paper through digital platforms.



Realtime

Memantau langsung pelaksanaan dan tindak lanjut temuan inspeksi yang dilakukan oleh unit kerja.

Directly monitors the implementation and follow-up of inspection findings conducted by work units.



Easy Control

Memudahkan proses monitoring temuan dan tindak lanjut perbaikan.

Facilitates monitoring of findings and follow-up repairs.



Applicable

Mudah digunakan dan memiliki *interface* yang menarik.

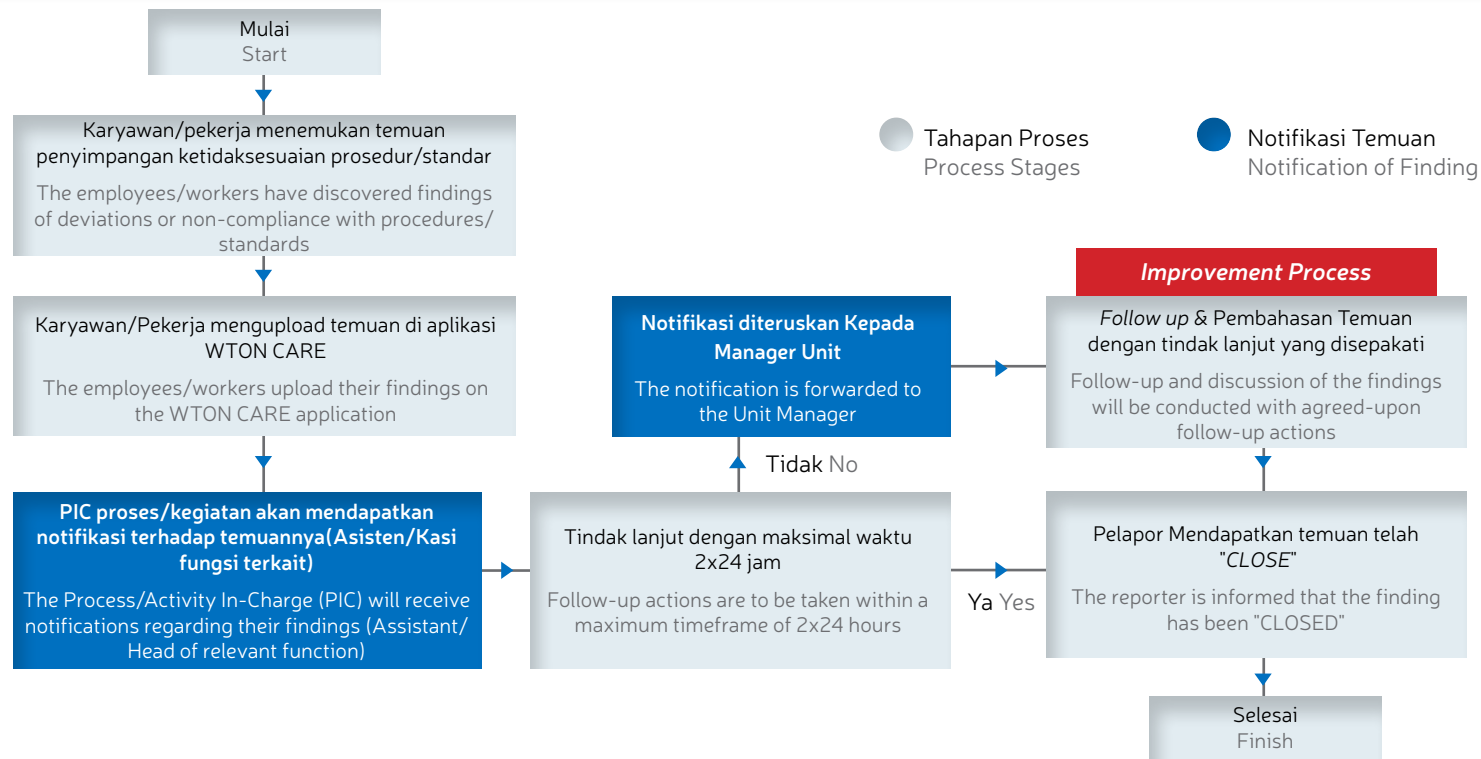
Easy to use and has an attractive interface.

Alur pegawai mengakses aplikasi WTON Care:

Employee access to the WTON Care application flowchart:

WTON Care menerapkan sistem pengawasan berjenjang, yaitu bila pengaduan yang masuk tidak ditindaklanjuti sesuai waktu yang telah ditentukan maka temuan tersebut akan diteruskan kepada manajer unit. Pengawasan berjenjang ini dilakukan dalam rangka meningkatkan mutu pengawasan dan juga meningkatkan peran leadership pimpinan atau atasan.

WTON Care implements a tiered supervision system, where if complaints are not addressed within the specified time, the findings will be forwarded to unit managers. This tiered supervision is carried out to improve the quality of supervision and also enhance the leadership role of managers or supervisors.



Fasilitas dan Layanan Kesehatan Kerja [403-3, 403-6]

Fasilitas dan layanan kesehatan kerja memiliki tujuan untuk melindungi kesehatan pegawai sehubungan dengan lingkungan kerja. WIKA BETON telah memiliki layanan kesehatan kerja berupa klinik dengan jumlah 1 (satu) dokter dan 1 (satu) tenaga kesehatan yang bersiaga di di seluruh unit kerja untuk melakukan pertolongan pertama maupun perawatan kepada pegawai yang sakit. Perseroan juga menyertakan seluruh pegawai terampil, organik, dan kontrak pada program jaminan sosial BPJS Kesehatan dan asuransi komersial kepada pegawai organik dan terampil.

Sebagai langkah meningkatkan kualitas kesehatan dan pencegahan penyakit akibat kerja (PAK) mengacu pada Peraturan Presiden No 7 Tahun 2019 tentang Penyakit Akibat Kerja, WIKA BETON melakukan berbagai kegiatan kesehatan kerja untuk menjaga tingkat kesadaran pegawai membudayakan hidup sehat dengan cara berikut ini:

Facilities and Occupational Health Services [403-3, 403-6]

Facilities and occupational health services aim to protect employees' health concerning the workplace environment. WIKA BETON has health services in clinics with 1 (one) doctor and 1 (one) healthcare worker available in all work units to provide first aid and care to sick employees. The Company also includes all skilled, organic, and contract employees in the BPJS Health social security program and commercial insurance for organic and skilled employees.

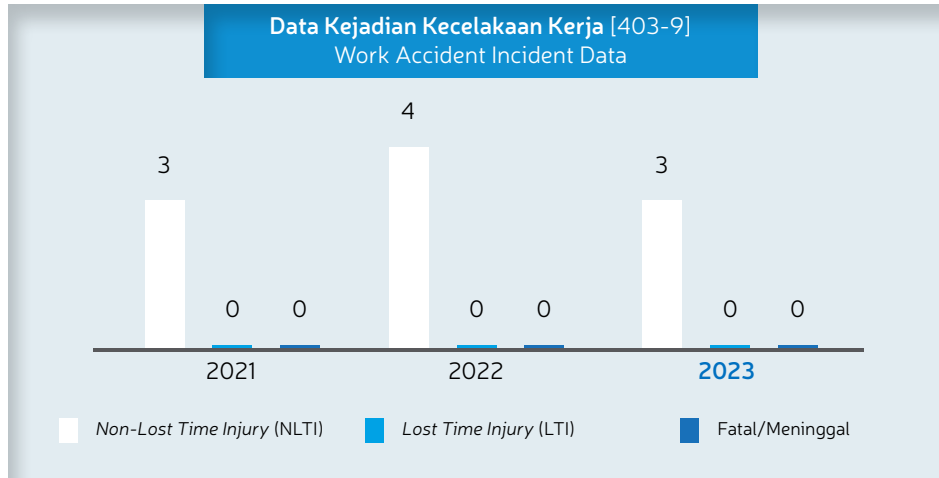
As a step to improve health quality and prevent work-related diseases (PAK) referring to Presidential Regulation No. 7 of 2019 concerning Occupational Diseases, WIKA BETON conducts various occupational health activities to maintain employee awareness and cultivate a healthy lifestyle through the following ways:



- 1.** Memfasilitasi pemeriksaan kesehatan menyeluruh (*medical check up/MCU*) kepada seluruh pegawai.
Facilitating comprehensive health examinations (*medical check-ups/MCUs*) for all employees.
- 2.** Melakukan *emergency drill* dan QHSE patrol setiap bulan di seluruh unit kerja PPB dan proyek WIKA BETON.
Conducting emergency drills and QHSE patrols every month at all WIKA BETON PPB work units and projects.
- 3.** Secara rutin melakukan pemeriksaan terhadap kualitas lingkungan kerja.
Routinely conducting workplace environmental quality checks.
- 4.** Mengadakan *sharing session* oleh dokter Perseroan terkait kesehatan.
Organizing sharing sessions by Company doctors regarding health.
- 5.** Secara rutin mengadakan olahraga bersama, seperti senam dan futsal.
Regularly organizing sports activities such as gymnastics and futsal.

Kinerja Kesehatan dan Keselamatan Kerja

WIKA BETON telah bekerja dan berupaya secara maksimal untuk menerapkan berbagai program K3 sepanjang tahun 2023. Upaya dan kerja keras tersebut membawa hasil sebagai berikut: [403-9]

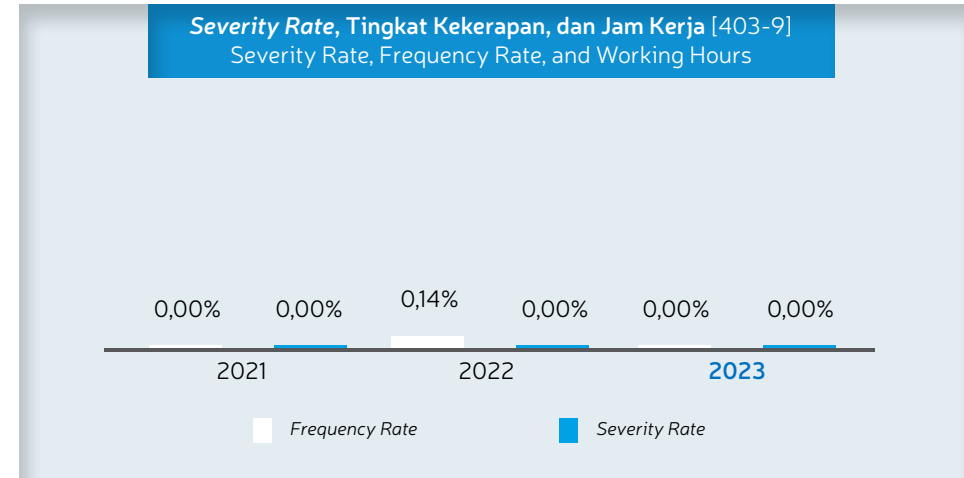


Dengan komitmen kuat terhadap keselamatan dan kesejahteraan pegawai, WIKA BETON telah mencatat pencapaian yang membanggakan dalam menurunkan *Lost Time Incident Rate* (LTIR). Data yang diperoleh menunjukkan penurunan dalam insiden kehilangan waktu akibat cedera atau kecelakaan kerja. Langkah-langkah proaktif yang diambil oleh Perseroan dalam menerapkan standar keselamatan yang ketat dan menggalakkan budaya kerja yang berfokus pada keselamatan telah berdampak positif. Melalui pelatihan rutin, evaluasi risiko, dan pengenalan teknologi keselamatan terbaru, WIKA BETON berhasil menciptakan lingkungan kerja yang lebih aman dan mengurangi potensi insiden yang dapat menyebabkan kehilangan waktu bagi pegawai.

With a solid commitment to employee safety and well-being, WIKA BETON has recorded commendable achievements in reducing the *Lost Time Incident Rate* (LTIR). The data obtained shows decreased lost time due to injuries or work accidents. The proactive measures taken by the Company in implementing strict safety standards and promoting a safety-focused work culture have had a positive impact. Through regular training, risk assessments, and introducing the latest safety technology, WIKA BETON has successfully created a safer work environment and reduced the potential for incidents that could result in lost time for employees.

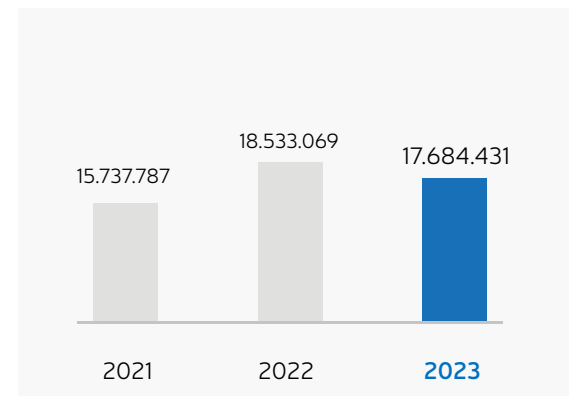
Health and Safety Performance

WIKA BETON has worked and strived to implement various K3 programs throughout 2023. These efforts and hard work have resulted in the following achievements: [403-9]



Jam Kerja Tanpa Kecelakaan (dalam Jam)

Working Hours Without Accidents (in Hours)



Tidak ada pegawai yang menderita **penyakit akibat kerja** (PAK) pada **tahun 2023** [403-10]

No employees suffered occupational diseases in 2023 [403-10]

Memberdayakan Komunitas dan Masyarakat [413-1] [F.23, F.25]

Memiliki komitmen untuk memberikan nilai dan dampak positif kepada masyarakat, WIKA BETON mendorong pelibatan masyarakat melalui kegiatan tanggung jawab sosial dan lingkungan (TJSL) yang dilakukan oleh Perseroan. Kegiatan ini direalisasikan dalam berbagai program *Corporate Social Responsibility* (CSR) yang mencakup pengembangan masyarakat, seperti filantropi, *community development*, dan *non community development*. Adapun realisasi anggaran program CSR pada tahun 2023 disajikan pada tabel di bawah ini: [3-3, 203-2, 413-1]

Empowering Communities and Society [413-1] [F.23, F.25]

Committed to providing value and a positive impact on society, WIKA BETON encourages community engagement through corporate social and environmental responsibility (CSR) activities conducted by the Company. These activities are realized in various community development programs, such as philanthropy, community development, and non-community development. The realization of the CSR program budget in 2023 is presented in the table below: [3-3, 203-2, 413-1]

Tabel Realisasi Anggaran Program CSR Tahun 2023

Table of CSR Program Budget Realization in 2023

Unit Units	Realisasi Anggaran Budget Realization
Alokasi CSR Wilayah Pemasaran (WP) CSR Marketing Region (WP) Allocation	140.384.157
Alokasi CSR Pabrik Produksi Beton (PPB) CSR Concrete Product Factory (PPB) Allocation	978.045.514
Alokasi CSR PROYEK CSR Project Allocation	457.470.500
Alokasi CSR Kantor Pusat CSR Head Office Allocation	208.620.000

Pada tahun 2023, WIKA BETON merealisasikan sejumlah **Rp 1.784.520.171** untuk kegiatan CSR.

In the year 2023, WIKA BETON realized an amount of Rp 1,784,520,171 for CSR activities.



WIKA BETON berhasil meraih penghargaan Gold 4 Bintang Pilar Lingkungan dalam ajang TJSL & CSR Award 2023, sebagai pengakuan atas dedikasi dalam melaksanakan kegiatan Corporate Social Responsibility (CSR).

WIKA BETON has successfully achieved the Gold 4-Star Environmental Pillar Award at the TJSL & CSR Award 2023, in recognition of its dedication in implementing Corporate Social Responsibility (CSR) activities.

Program CSR Tahun 2023

CSR Program for the Year 2023

Program Beasiswa WIKA BETON Membangun Masa Depan WIKA BETON Scholarship Program Building the Future



**Nilai Skor Social
Return on Investment
(SROI): 2,07**

Social Return on Investment
(SROI) Score: 2.07

WIKA BETON memberikan program beasiswa yang bekerjasama dengan Ruangguru berupa pendampingan belajar melalui Brain Academy Online serta kegiatan pengembangan diri lainnya selama satu tahun. Program ini ditujukan kepada 100 penerima manfaat dari seluruh Indonesia, yang terdiri dari 20 siswa Sekolah Dasar (SD), 20 siswa Sekolah Menengah Pertama (SMP), dan 60 siswa Sekolah Menengah Atas (SMA). Penerima beasiswa berasal dari 47 Kabupaten/Kota yang tersebar di Pulau Jawa, Sumatera, dan Sulawesi.

WIKA BETON offers a scholarship program in collaboration with Ruangguru, providing one year of learning support through the Brain Academy Online and other self-development activities. This program is aimed at 100 beneficiaries from across Indonesia, comprising 20 elementary school (SD) students, 20 junior high school (SMP) students, and 60 senior high school (SMA) students. Scholarship recipients come from 47 districts spread across Java, Sumatra, and Sulawesi.

Berdasarkan perhitungan nilai SROI yang dilakukan, program ini mampu memberikan manfaat, baik di sektor ekonomi maupun sosial. Hal ini terbukti dari peningkatan prestasi akademik dan non akademik siswa hingga peningkatan *soft skill* melalui serangkaian kegiatan pembelajaran.

Based on the Social Return on Investment (SROI) calculation, this program demonstrates its ability to deliver benefits in both economic and social sectors. This is evidenced by the improvement in academic and non-academic achievements of students, as well as the enhancement of soft skills through a series of learning activities.

Jumlah penerima beasiswa
The number of scholarship recipients

WIKA BETON Peduli Stunting WIKA BETON Cares for Stunting



Pada tahun 2023 angka stunting di Puskesmas Branti Raya turun dari 1,47% di tahun 2022 menjadi 1,41%.

In 2023, the prevalence of stunting at Branti Raya Community Health Center decreased from 1.47% in 2022 to 1.41%.

Wika Beton memberikan bantuan bibit pohon kelor dan bit yang kemudian diolah menjadi cemilan sehat, sebagai bagian dari upaya untuk mendukung pemberian makanan yang bergizi.

Wika Beton provided assistance in the form of beet and moringa trees, subsequently processed into healthy snacks, as part of efforts to support the provision of nutritious food.

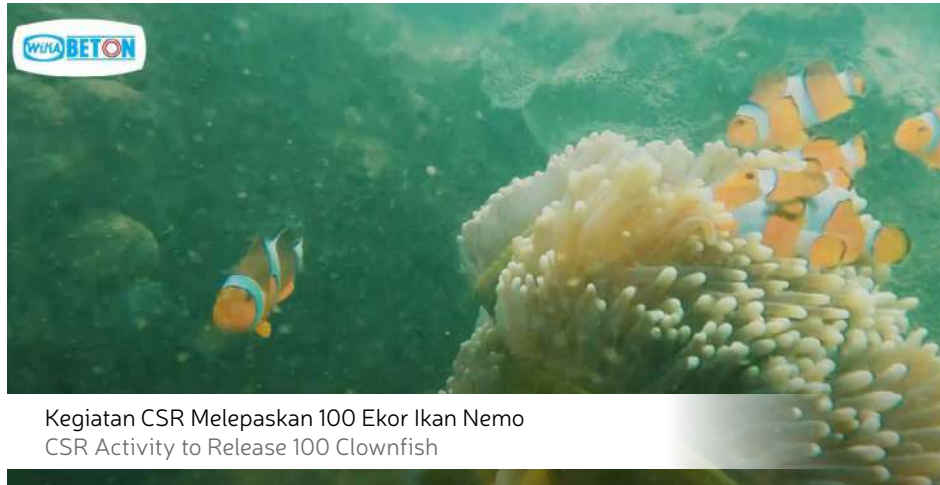
WIKA BETON berkomitmen untuk turut serta dalam upaya penurunan angka *stunting* di Indonesia, sejalan dengan pencapaian target TPB ke-2. Menurut hasil Survei Status Gizi Indonesia (SSGI) tahun 2022, angka prevalensi *stunting* di Lampung Selatan mencapai 9,9%. *Stunting* memiliki dampak negatif terhadap pertumbuhan kognitif dan sosial anak, yang menjadikan penurunan angka *stunting* menjadi suatu keharusan. Anak-anak sebagai pilar masa depan bangsa berhak mendapatkan hak dasar tumbuh kembang yang optimal.

Komitmen WIKA BETON dalam mengatasi stunting terwujud melalui pemberian bantuan makanan bergizi kepada anak-anak di sekitar Puskesmas Branti Raya, Lampung Selatan, yang berdekatan dengan pabrik WIKA BETON. Selain itu, dilakukan juga distribusi sebanyak 150 bibit pohon kelor yang ditanam di rumah ibu hamil dan rumah ibu dengan balita, untuk memastikan asupan serat yang mencukupi bagi ibu dan bayinya. Upaya ini diharapkan dapat memberikan kontribusi positif dalam menciptakan kondisi pertumbuhan dan perkembangan anak-anak yang sehat serta memberikan dukungan kepada ibu-ibu untuk menjaga kesehatan mereka dan anak-anak mereka.

Wika Beton is committed to actively participating in efforts to reduce the prevalence of stunting in Indonesia, aligning with the achievement of SDG target 2. According to the results of the 2022 Indonesia Nutrition Status Survey (SSGI), the prevalence of stunting in South Lampung reached 9.9%. Stunting negatively impacts cognitive and social growth in children, making a reduction in stunting rates imperative. As the future pillars of the nation, children deserve the fundamental right to optimal growth and development.

Wika Beton's commitment to addressing stunting is manifested through the provision of nutritious food assistance to children around Branti Raya Community Health Center in South Lampung, which is in close proximity to Wika Beton's plant. Additionally, 150 moringa tree seedlings are distributed and planted in the homes of pregnant women and mothers with toddlers to ensure an adequate intake of fiber for both mothers and their children. These efforts are expected to contribute positively to creating conditions for the healthy growth and development of children while providing support to mothers in maintaining their own and their children's health.

WIKA BETON Peduli Masyarakat WIKA BETON Cares for the Community



Kegiatan CSR Melepaskan 100 Ekor Ikan Nemo
CSR Activity to Release 100 Clownfish



Kegiatan CSR Melepaskan 20 Tukik
CSR Activity to Release 20 Hatchlings

WIKA BETON memperkuat komitmennya untuk berkontribusi secara aktif dalam pelestarian lingkungan melalui berbagai program Tanggung Jawab Sosial dan Lingkungan Perusahaan. Salah satu dari program-program ini adalah penyelenggaraan kegiatan "WTON Peduli Masyarakat" di sekitar Pabrik Produk Beton (PPB) di Lampung Selatan. Dalam acara ini, WIKA Beton melakukan pelepasan 100 ikan nemo, 20 anak penyu, dan juga melakukan penanaman bibit mangrove.

Kegiatan ini memperlihatkan komitmen WIKA BETON terhadap keberlanjutan dan keseimbangan ekosistem. Perseroan tidak hanya fokus pada operasional bisnisnya, tetapi juga menunjukkan kepedulian terhadap isu-isu sosial dan lingkungan, terutama di sekitar area operasional bisnisnya.

WIKA BETON strengthens its commitment to actively contribute to environmental preservation through various Corporate Social and Environmental Responsibility programs. One of these initiatives is the implementation of the "WTON Cares for the Community" event around the Concrete Product Plant (PPB) in South Lampung. During this event, WIKA BETON released 100 clownfish, 20 hatchlings, and also conducted mangrove seed planting.

These activities demonstrate WIKA BETON's dedication to sustainability and ecosystem balance. The company not only focuses on its business operations but also showcases its concern for social and environmental issues, particularly in the vicinity of its operational areas.

Memberi Nilai Tambah bagi Pelanggan Adding Value to Customers

Perseroan merealisasikan tanggung jawab terhadap pelanggan dan pemangku kepentingan dengan menjamin produk yang diberikan berkualitas dan sesuai dengan spesifikasi yang telah disepakati. [3-3]

Produk WIKA BETON telah melewati serangkaian proses baik dari sisi mutu dan kesehatan, keselamatan kerja, dan lingkungan hidup (K3L) sesuai standar produk yang telah ditentukan. WIKA BETON selalu menyampaikan sertifikat produk kepada masing-masing pelanggan yang memuat informasi terkait klasifikasi dan jumlah produk, diikuti dengan sertifikasi ISO-9001:2015, spesifikasi material, hasil uji material, sertifikat kalibrasi alat, dan hasil tes kuat tekan beton. Hal ini bertujuan untuk memberikan jaminan kualitas kepada setiap pelanggan dan memberikan pelayanan yang setara serta memenuhi harapan pelanggan. [F.17]

Dalam upaya keberlanjutan WIKA BETON dalam menjamin kualitas produk, Perseroan secara berkesinambungan menerapkan sistem manajemen mutu ISO 9001:2015, yang dievaluasi setiap tahun oleh badan sertifikasi independen yaitu Lloyd Register Quality Assurance (LRQA). 100% dari produk yang dihasilkan WIKA BETON telah memenuhi standar keamanan dan regulasi serta telah melalui pengawasan dan evaluasi yang ketat sehingga terjamin kualitas dan keamanannya. Kinerja mutu di WIKA BETON dievaluasi melalui kepuasan pelanggan, kepemimpinan, keterlibatan setiap individu, pendekatan proses, upaya peningkatan, pengambilan keputusan berbasis bukti, dan manajemen hubungan. Upaya-upaya ini mengantarkan keberhasilan kepada WIKA BETON, dimana pada tahun 2023 tidak terdapat produk yang ditarik kembali dan tidak ada insiden ketidakpatuhan terkait kesehatan dan keselamatan dari produk dan jasa kami. [416-1, 416-2] [F.27, F.29]

The Company fulfills its responsibility to customers and stakeholders by ensuring that the products provided are high quality and meet agreed specifications. [3-3]

According to predefined product standards, WIKA BETON's products undergo various processes from quality, health, safety, and environmental (K3L) perspectives. WIKA BETON always provides product certificates to each customer containing product classification and quantity information, followed by ISO-9001:2015 certification, material specifications, material test results, equipment calibration certificates, and concrete compressive strength test results. This aims to provide quality assurance to every customer and deliver equivalent services while meeting customer expectations. [F.17]

In its sustainability efforts to ensure product quality, the Company continuously implements the ISO 9001:2015 quality management system, evaluated annually by an independent certification body, Lloyd Register Quality Assurance (LRQA). 100% of WIKA BETON's products meet safety and regulatory standards and undergo strict supervision and evaluation to ensure their quality and safety. Quality performance at WIKA BETON is evaluated through customer satisfaction, leadership, individual involvement, process approach, improvement efforts, evidence-based decision making, and relationship management. These efforts have led to WIKA BETON's success, where no products were recalled and there were no incidents of non-compliance related to the health and safety of our products and services in 2023. [416-1, 416-2] [F.27, F.29]



Pameran Himpunan Ahli Konstruksi Indonesia (HAKI) 2023
Indonesian Construction Expert Association (HAKI) Exhibition 2023

WIKA BETON memperkenalkan Beton Ramah Lingkungan dalam Pameran Konstruksi Indonesia 2023

WIKA BETON introduces Environmentally Friendly Concrete at the 2023 Indonesian Construction Exhibition



WIKA BETON turut ambil bagian dalam Pameran Konstruksi Indonesia (KI) 2023, yang dipersembahkan oleh Kementerian Pekerjaan Umum dan Perumahan Rakyat (PUPR) dengan fokus pada "Akselerasi Transformasi Digital Sektor Konstruksi untuk Mewujudkan Pembangunan Infrastruktur Berkelanjutan". Pada kesempatan tersebut, WIKA BETON menyajikan presentasi dengan judul "Aplikasi Penggunaan Semen dan Beton Ramah Lingkungan dalam Dunia Konstruksi," yang dipresentasikan secara langsung oleh Direktur Teknik dan Produksi WIKA BETON, Verly Widiartoro.

Dalam rangkaian presentasinya, diuraikan berbagai langkah dekarbonisasi yang telah diimplementasikan oleh WIKA BETON selama beberapa tahun terakhir. Salah satu inovasinya adalah mengadopsi penggunaan semen non-OPC (*Non-Ordinary Portland Cement*) dalam proses produksi beton pracetak, sebagai bagian dari upaya perusahaan untuk mengurangi dampak lingkungan, meningkatkan performa beton, dan mendukung konsep ekonomi sirkular. [F.28]

WIKA BETON participated in the Indonesia Construction Exhibition (KI) 2023, presented by the Ministry of Public Works and Housing (PUPR), focusing on "Accelerating Digital Transformation in the Construction Sector to Achieve Sustainable Infrastructure Development." During the event, WIKA BETON delivered a presentation titled "Application of Environmentally Friendly Cement and Concrete in the Construction Industry," which was presented live by the Director of Engineering and Production at WIKA BETON, Verly Widiartoro.

In the course of the presentation, various decarbonization steps implemented by WIKA BETON over the past few years were outlined. One of its innovations includes adopting the use of non-Ordinary Portland Cement (OPC) in the production process of precast concrete, as part of the company's efforts to reduce environmental impact, enhance concrete performance, and support the circular economy concept. [F.28]

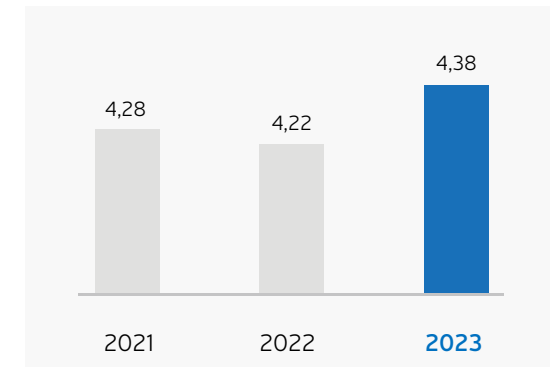
Survei Kepuasan Pelanggan [F.30]

Pada tahun 2023, hasil survei kepuasan pelanggan yang diselenggarakan oleh pihak eksternal menunjukkan angka 4,38. Angka ini mengalami peningkatan dibandingkan dengan tahun sebelumnya yang menunjukkan bahwa tingkat kepuasan dari pelanggan terhadap produk WIKA BETON adalah baik.

Customer Satisfaction Survey [F.30]

In 2023, the results of an external customer satisfaction survey showed a rating of 4.38. This represents an increase compared to the previous year, indicating that customer satisfaction with WIKA BETON products is reasonable.

Survei Kepuasan Pelanggan Customer satisfaction survey



PRAKTIK TERBAIK TATA KELOLA

Best Practices in Governance



Tata kelola perusahaan yang Baik atau *good corporate governance* (GCG) merupakan fondasi bagi operasional usaha WIKA BETON. Praktik tata Kelola terbaik ini menjadi perhatian utama Perseroan dan menjadi hal yang mutlak memenuhi ketentuan regulasi yang berlaku di Indonesia. Hal ini dibuktikan dengan tidak adanya sanksi hukum yang diberikan kepada WIKA BETON dari regulator yang berwenang akibat dari pelanggaran dalam pelaksanaan tata Kelola keberlanjutan. [2-27]

Delegasi Tanggung Jawab Terkait Topik Ekonomi, Sosial, dan Lingkungan

Dalam melaksanakan tanggung jawab pemenuhan kinerja ekonomi, sosial, dan lingkungan di WIKA BETON, Direksi memimpin sebagai organ pelaksana tata kelola utama yang dibantu oleh setiap unit kerja Perseroan. Delegasi ini dimaksudkan untuk menciptakan kerjasama yang efektif antar divisi dan unit kerja lainnya dalam mengevaluasi kinerja keberlanjutan yang dapat diukur dan terpantau, sehingga Tujuan Pembangunan Berkelanjutan (TPB), dan *branding* WIKA BETON dapat tercapai. [2-13] [2-11]

Good corporate governance (GCG) serves as the foundation for WIKA BETON's business activities. GCG practices are a primary concern for WIKA BETON and are essential to comply with prevailing regulations in Indonesia. This is evidenced by the absence of legal sanctions imposed on WIKA BETON by the relevant regulators due to violations in implementing GCG. [2-27]

Delegation of Responsibilities Related to Economic, Social, and Environmental Topics

In fulfilling its responsibilities for economic, social, and environmental performance at WIKA BETON, the Board of Directors leads as the main governance body, supported by every unit within the Company. This delegation is intended to foster effective collaboration among divisions and other work units in evaluating measurable and monitored sustainability performance, thus enabling the achievement of Sustainable Development Goals (SDGs), and WIKA BETON branding. [2-13] [2-11]

Divisi Division	Tanggung Jawab Mencakup Topik Responsibilities Include Topics
Divisi Penjualan Sales Division	Ekonomi Economy
Divisi Operasi Precast Production Division	Ekonomi, Sosial, Lingkungan Economy, Social, Environment
Divisi Business and Research Development Business and Research Development Division	Ekonomi Economy
Divisi Supply Chain Management Supply Chain Management Division	Ekonomi, Sosial Economy, Social
Divisi Keuangan Finance Division	Ekonomi Economy
Sekretariat Perusahaan Corporate Secretariat	Ekonomi, Sosial, Lingkungan Economy, Social, Environment
Divisi Human Capital Human Capital Division	Sosial Social
Divisi Sistem Informasi Information Systems Division	Ekonomi, Sosial Economy, Social
Divisi Engineering Engineering Division	Ekonomi, Lingkungan Economy, Environment
Divisi Quality, Health, Safety and Environment Quality, Health, Safety, Environment, and Transformation Division	Sosial, Lingkungan Social, Environment
Satuan Pengawas Internal Internal Audit Unit	Tata Kelola Governance
Divisi Pengendalian Manajemen Risiko Risk Management Control Division	Lingkungan, Tata Kelola Environment, Governance
Divisi Produksi Precast Precast Production Division	Lingkungan Environment

Struktur Organisasi Keberlanjutan

Dalam struktur tata kelola Perseroan, Direksi merupakan organ perusahaan yang memegang kendali terhadap pelaksanaan kegiatan operasional/kepengurusan perusahaan, sementara Dewan Komisaris merupakan organ perusahaan yang berfungsi melakukan pengawasan, dan Rapat Umum Pemegang Saham (RUPS) yang merupakan organ perusahaan tertinggi. Uraian struktur, fungsi, tugas, kewenangan, evaluasi Direksi dan Dewan Komisaris, serta organ pendukung lainnya, dapat dilihat secara lengkap dalam Laporan Tahunan 2023 Bab Tata Kelola Perusahaan. [2-9][2-12][2-18] [E.1]

Sedangkan, terkait prosedur nominasi dan seleksi badan tata kelola, termasuk penetapan remunerasi Dewan Komisaris dan Direksi, disampaikan pada Laporan Tahunan 2023 Bab Tata Kelola Perusahaan. [2-10, 2-19, 2-20, 2-21]

Pengembangan Kompetensi Keberlanjutan

Perseroan menyadari dalam memaksimalkan kinerja keberlanjutan, diperlukan adanya pengembangan kompetensi yang dilakukan secara rutin sehingga Direksi, Dewan Komisaris, dan pejabat tata kelola lainnya sebagai bagian dari badan tata kelola tertinggi mampu menghadapi tantangan maupun menciptakan peluang kinerja keberlanjutan yang diinginkan. Adapun pengembangan kompetensi keberlanjutan yang dilakukan oleh Dewan Komisaris, Direksi, dan pejabat tata kelola lainnya di bidang keberlanjutan sepanjang tahun 2023 adalah sebagai berikut: [2-17] [E.2] [2-24]

No.	Nama Pelatihan Training Name	Waktu dan Tempat Pelaksanaan Time and Place	Penyelenggara Organizer	Nama BOC/BOD/Pejabat yang mengikuti Pelatihan Names of BOC/BOD/Officers Attending Training
1.	<i>Executive Briefing Awareness ISO 37001:2016</i> Executive Briefing Awareness ISO 37001:2016	Zoom Meeting, 26 Juni 2023 Zoom Meeting, 26 June 2023	PT Sucofindo	<ul style="list-style-type: none"> Hermawan Dhewayanto (Komisaris Utama / President Commissioner) R. Permadi Mulajaya (Komisaris / Commissioner) Miftachul Munir (Komisaris / Commissioner) Priyo Suprobo (Komisaris Independen / Independent Commissioner) Nita Prihutamingrum (Komisaris Independen / Independent Commissioner) Kuntjara (Direktur Utama / President Director)
2.	Forum Penguatan <i>Governance</i> dan Integritas Pelaporan Keuangan Strengthening Governance Forum and Financial Reporting Integrity	Royal Ambarrukmo, Yogyakarta, 26 September 2023 Royal Ambarrukmo, Yogyakarta, 26 September 2023	Kementerian BUMN Ministry of State-Owned Enterprises	<ul style="list-style-type: none"> Ahmad Fadli Kartajaya (Direktur Keuangan, Human Capital & Manajemen Risiko / Director of Finance, Human Capital & Risk Management) Kukuh Bardianto (Kepala Satuan Pengawas Intern / Head of Internal Audit Unit)

Sustainability Organizational Structure

In WIKA BETON's governance structure, the Board of Directors is the main organ of the Company responsible for overseeing operational/management activities, while the Board of Commissioners is the main organ of the Company tasked with supervision, and the Annual General Meeting of Shareholders (AGMS) is the primary decision-making body of the highest level. A comprehensive description of the structure, functions, duties, authorities, evaluation of the Board of Directors and Board of Commissioners, as well as other supporting organs, can be found in the complete Annual Report 2023 in the Corporate Governance section. [2-9] [2-12][2-18] [E.1]

Regarding the nomination and selection procedures for governance bodies, including the determination of remuneration for the Board of Commissioners and the Board of Directors, these are detailed in the Corporate Governance section of the 2023 Annual Report. [2-10, 2-19, 2-20, 2-21]

Development of Sustainability Competencies

The Company acknowledges that maximizing sustainability performance requires regular competency development. This ensures that the Board of Directors, the Board of Commissioners, and other officers as part of the highest governing body are capable of addressing challenges and creating desired sustainability performance opportunities. The sustainability competency development carried out by the Board of Commissioners, the Board of Directors, and other governance officers in the field of sustainability throughout the year 2023 are as follows: [2-17] [E.2] [2-24]

Pengelolaan Risiko Keberlanjutan

WIKA BETON menyadari dalam menjalankan operasional usahanya, Perseroan sering menghadapi berbagai risiko yang berpotensi menghambat pencapaian target dan kinerja yang telah ditetapkan Perseroan. Manajemen risiko yang digunakan Perseroan menerapkan SNI ISO 31000:2011, yakni mengelola risiko yang teridentifikasi. Perseroan mengelola risiko dengan menentukan sasaran penentuan konteks internal dan eksternal, hingga melakukan penilaian risiko seperti mengidentifikasi, menganalisis, dan mengevaluasi risiko. Setelah menentukan strategi mitigasi risiko, hasil pemantauan risiko juga dapat dievaluasi secara berkala dalam rapat evaluasi yang dilakukan di seluruh tingkat jabatan dan disampaikan kepada *top management*. [E.3] [2-12]

Management of Sustainability Risks

WIKA BETON acknowledges that in carrying out its business operations, it often faces various risks that may hinder the achievement of targets and established performance. The risk management employed by the Company follows SNI ISO 31000:2011, which involves managing identified risks. The Company manages risks by determining objectives for determining internal and external contexts, as well as conducting risk assessments such as risk identification, analysis, and evaluation. After determining risk mitigation strategies, the results of risk monitoring are also periodically evaluated in evaluation meetings held at all levels of management and reported to the top management. [E.3] [2-12]

Risiko-risiko yang dihadapi serta pengelolaannya adalah sebagai berikut: [2-12]

The risks encountered and their mitigation and management are as follows:

Risiko Risk [413-2]

Mitigasi dan Pengelolaannya Mitigation and Management [2-25]

Risiko Sosial Social Risk

Pegawai *Outsourcing* dari mitra kerja penyedia tenaga kerja yang masih perlu adaptasi terhadap budaya kerja Perseroan.

Outsourced employees from labor supply partners who still need to adapt to the Company's work culture.

Memberikan induksi program pengembangan internal mengenai budaya kerja, tugas dan tanggung jawab pegawai *outsourcing* tersebut agar dapat mengoptimalkan potensi dan kemampuannya bagi Perseroan.

Provide internal development induction programs regarding the work culture, duties, and responsibilities of outsourced employees to optimize their potential and capabilities for the Company.

Risiko Lingkungan Environmental Risk

Timbulan limbah dari proses produksi dan kegiatan operasional sehingga timbul pengaduan dari masyarakat di sekitar pabrik karena risiko pengelolaan lingkungan.

Waste generation from production processes and operational activities resulting in complaints from the surrounding community due to environmental management risks.

Mencari penyebab dari Perseroan yang berimbas pada masyarakat setempat dan mengupayakan perbaikan cara kerja substitutif dengan meningkatkan pengurangan limbah dengan terus mengusahakan pabrik bebas limbah.

Identifying the causes originating from the Company that impact the local community and striving for improved substitute work methods by enhancing waste reduction efforts through continuous efforts towards achieving zero-waste factories.

Perubahan Signifikan Pada Tata Kelola Perseroan [C.6]

Selama tahun 2023, WIKA BETON mengalami serangkaian perubahan yang signifikan. Pada periode pelaporan, struktur organisasi Perseroan mengalami penyesuaian dengan pembentukan bidang baru, yaitu Bidang Transformasi Office (*Chief Transformation Officer/CTO*). Sebagai pemegang tanggung jawab utama, CTO memainkan peran kunci dalam perencanaan dan pengelolaan perubahan strategis serta transformasi di berbagai aspek operasional dan budaya perusahaan. Tanggung jawabnya juga mencakup penentuan arah keberlanjutan Perseroan.

Perseroan juga melakukan pembaruan terhadap *roadmap* pengembangan tata kelola perusahaan serta melakukan pembaharuan atas Pedoman serta Kebijakan GCG yang berlaku di Perseroan. Informasi lebih lengkap mengenai *roadmap*, Pedoman Etika dan Perilaku (CoC), Pedoman Tata Kerja Dewan Komisaris dan Direksi, Pedoman Tata Kelola Perusahaan, dan Kebijakan-kebijakan GCG dapat diakses melalui laman WIKA BETON, yaitu www.wika-beton.co.id.

Perseroan juga melakukan digitalisasi atas implementasi GCG di Perseroan diantaranya:

1. Melakukan penyesuaian terhadap struktur organisasi WIKA BETON sehingga terdapat fungsi khusus yang bertujuan pada *cash focused, lean and fit for future*, serta memiliki visi untuk membangun keuangan yang sehat, peningkatan margin dan perbaikan tata kelola di Perseroan.
2. Melakukan konfirmasi kepatuhan CoC oleh seluruh insan WIKA BETON menggunakan Aplikasi Workin'.
3. Pembuatan media pelaporan pelanggaran atau *Whistle Blower System* (WBS) yang bisa diakses oleh seluruh insan WIKA Beton di dalam Aplikasi Workin'.
4. Penggunaan Sistem Informasi Tata Kelola (SiTala) yang digunakan sebagai media penilaian atau asesmen atas implementasi GCG di Perseroan.

Tantangan Terhadap Penerapan Keuangan Berkelanjutan

Sepanjang tahun 2023, Perseroan mengalami beberapa tantangan terkait penerapan keuangan berkelanjutan di antaranya di antaranya adalah dukungan sumber pembiayaan dari Perbankan akibat kondisi Perusahaan Induk, PT Wijaya Karya (Persero) Tbk yang mengalami kondisi *standstill* atas pinjaman perbankan yang jatuh tempo. [E.5]

Significant Changes in Corporate Governance [C.6]

During the year 2023, WIKA BETON underwent significant changes. In the reporting period, the organizational structure saw adjustments through the establishment of a new division, namely the Office Transformation Division, led by the Chief Transformation Officer (CTO). In this pivotal role, the CTO plays a crucial part in the planning and management of strategic changes and transformations across various operational and cultural aspects of the company. This responsibility extends to determining the sustainability direction of the Company.

Furthermore, the Company has also undertaken updates to its corporate governance development roadmap and renewed the Guidelines and Policies on GCG applicable within the company. For more detailed information on the roadmap, Code of Conduct (CoC), Guidelines for the Operation of the Board of Commissioners and Directors, Corporate Governance Guidelines, and GCG Policies, please visit WIKA BETON's website at www.wika-beton.co.id.

The company also digitized the implementation of GCG within the company, including:

1. Adjusting the organizational structure of WIKA BETON to include specialized functions aimed at being cash-focused, lean, and fit for the future, with a vision to build healthy finances, improve margins, and enhance governance within the company.
2. Confirming compliance with the Code of Conduct (CoC) by all WIKA BETON personnel using the Workin' Application.
3. Establishment of a violation reporting mechanism or Whistleblower System (WBS) accessible to all WIKA Beton personnel within the Workin' Application.
4. Utilization of the Governance Information System (SiTala) as a tool for assessing the implementation of GCG within the company.

Challenges in Implementing Sustainable Finance

Throughout 2023, the Company encountered several issues regarding the implementation of sustainable finance. One of the significant challenges was the lack of financial support from banking institutions due to the standstill situation faced by the Parent Company, PT Wijaya Karya (Persero) Tbk, regarding maturing bank loans. [E.5]

Budaya Antikorupsi

WIKA BETON menjunjung tinggi etika bisnis dan budaya antikorupsi untuk mencapai budaya keberlanjutan di bidang operasional Perseroan . Hal ini dilaksanakan dengan menerapkan kode etik dan norma yang berlaku bagi seluruh Insan WIKA BETON, termasuk Direksi dan Dewan Komisaris sebagai badan tata kelola tertinggi. Seluruh Insan WIKA BETON juga menandatangani Pakta Integritas untuk membangun hubungan kerja yang berkelanjutan serta menghindari adanya risiko konflik kepentingan sehingga independensi di lingkungan Perseroan tetap terjaga. [2-15] [2-11]

Komitmen Antikorupsi

Untuk mencegah adanya praktik korupsi di lingkungan Perseroan , WIKA BETON menerapkan kebijakan antikorupsi yang berlaku bagi seluruh Insan WIKA BETON dan rantai nilai Perseroan . WIKA BETON senantiasa berkomitmen untuk memberantas segala bentuk praktik korupsi dan pelanggaran di lingkungan Internal Perseroan. Sebagai wujud nyata dari komitmennya, saat ini WIKA BETON sedang dalam proses untuk sertifikasi ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan (SMAP). [3-3]

Perseroan juga memiliki kebijakan dan tata laksana usaha yang sesuai dengan prinsip-prinsip GCG, yakni dengan dilaksanakannya kampanye pencegahan antikorupsi di seluruh lini usaha. Hal ini diimplementasikan dengan adanya kebijakan antikorupsi, gratifikasi, dan sarana *Whistle Blowing System* (WBS) secara transparan di Perseroan terhadap seluruh pemangku kepentingan. Pada tahun pelaporan, WIKA BETON belum secara spesifik mengidentifikasi operasi berisiko korupsi, tapi kami menyadari potensi risiko di semua operasi. Oleh karena itu, kami konsisten menerapkan kebijakan anti-korupsi serta menggelar kampanye dan pelatihan terkait pencegahan korupsi. [205-1]

Pelatihan Antikorupsi dan Laporan Dugaan Tindak Pidana Korupsi di Perseroan

Sepanjang tahun 2023, sebanyak 30 orang telah mengikuti pelatihan antikorupsi di WIKA BETON. Dengan Dilaksanakannya peningkatan *awareness* oleh Perseroan melalui pelatihan antikorupsi, pada tahun 2023 tidak ada laporan atau indikasi tindak korupsi yang terjadi di Perseroan berdasarkan laporan Pengendalian Gratifikasi dan WBS. [205-2, 205-3]

Anti-Corruption Training and Reporting Alleged Corruption Crimes within the Company

During 2023, a total of 30 individuals have participated in anti-corruption training at WIKA BETON. Through the company's initiative to enhance awareness via anti-corruption training, there were no reports or indications of corruption within the company throughout the year 2023, as per the reports from Gratuities Control and the Whistleblowing System (WBS). [205-2, 205-3]

Anti-Corruption Culture

WIKA BETON upholds high business ethics and an anti-corruption culture to achieve sustainability in the Company's operations. This is implemented by adhering to the code of ethics and norms applicable to all WIKA BETON personnel, including the Board of Directors and the Board of Commissioners as the highest governing body. All WIKA BETON personnel also sign a Compliance Statement to foster sustainable working relationships and avoid the risk of conflicts of interest, thus ensuring independence within the Company's environment is maintained. [2-15] [2-11] [3-3]

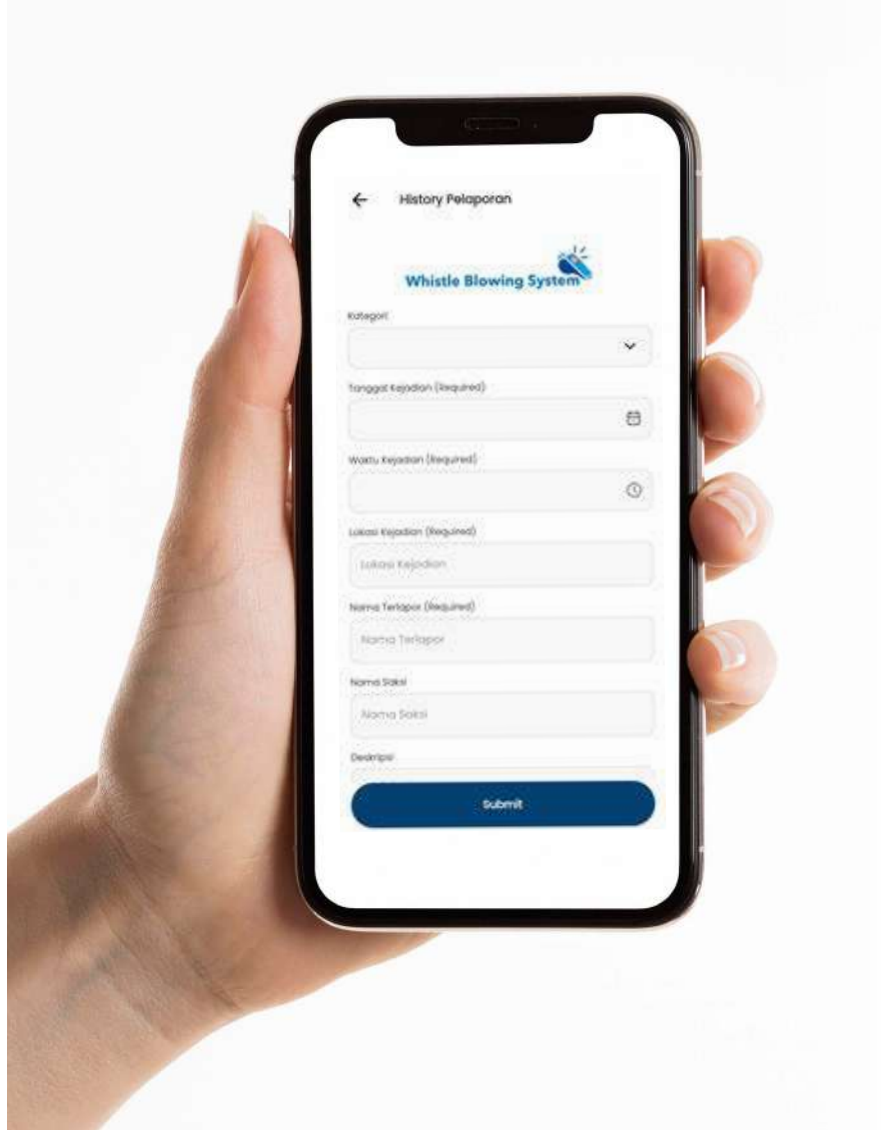
Commitment to Anti-Corruption

To prevent corrupt practices within the company, WIKA BETON implements an anti-corruption policy that applies to all WIKA BETON employees and the company's value chain. WIKA BETON is committed to eradicating all forms of corruption and violations within the internal environment of the company. As a tangible manifestation of this commitment, WIKA BETON is currently in the process of implementing ISO 37001:2016 certification for Anti-Bribery Management Systems (ABMS). [3-3]

WIKA BETON also has policies and business procedures in line with the principles of GCG, which include conducting anti-corruption campaigns across all business lines. This is implemented through transparent anti-corruption, gratuity policies, and Whistle Blowing Systems (WBS) within the company for all stakeholders. In the reporting year, WIKA BETON has not specifically identified operations at risk of corruption, but we recognize the potential risks across all operations. Therefore, we consistently enforce anti-corruption policies and conduct campaigns and training related to corruption prevention. [205-1]

Nama Pelatihan Training Name	<i>Awareness</i> ISO 37001:2016 ISO 37001:2016 Awareness
Waktu dan Tempat Pelaksanaan Time and Place	PT Wijaya Karya Beton Tbk, 4-7 Juli 2023 PT Wijaya Karya Beton Tbk, 4-7 July 2023
Penyelenggara Organizer	PT Sucofindo (<i>Superintending Company</i>) PT Sucofindo (Superintending Company)

Tampilan WBS di aplikasi Workin'
WBS interface in the Workin' application



Sistem dan Mekanisme Pelaporan Pelanggaran [F.24]

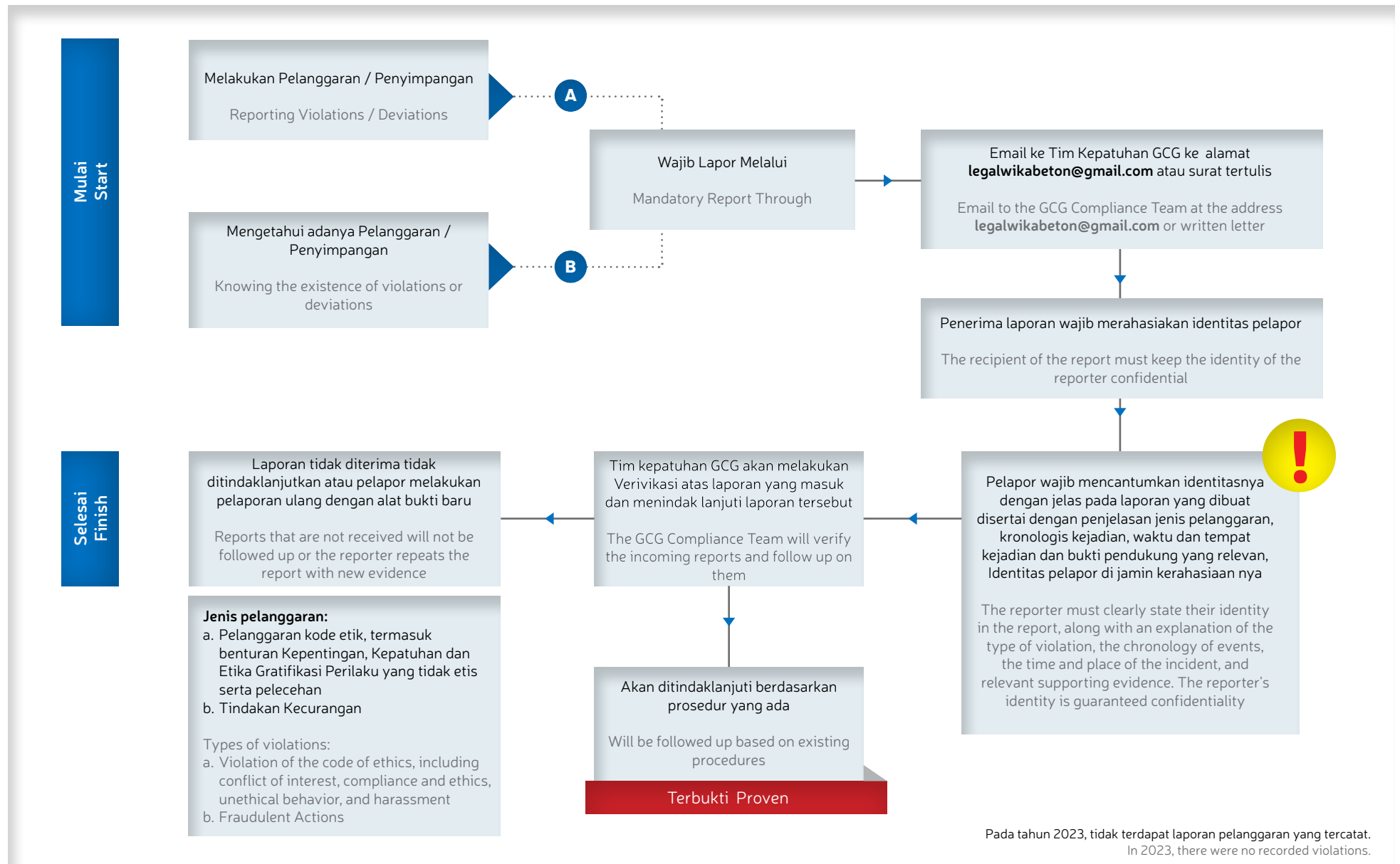
Perseroan menyadari pentingnya transparansi dan etika bisnis dalam dunia kerja sehingga Perseroan memiliki sistem pelaporan pelanggaran atau WBS yang dapat diakses oleh seluruh karyawan melalui aplikasi Workin'. Melalui sistem ini, Perseroan mengelola pengaduan/penyungkapan mengenai perilaku melawan hukum, perbuatan tidak etis secara rahasia, anonim, dan mandiri (independen). Berdasarkan laporan evaluasi WBS tahun 2023, tidak terdapat laporan pelanggaran yang dilaporkan melalui email wbs@wika-beton.co.id. [2-16, 2-25, 2-26]

Sedangkan, untuk pihak eksternal, pelaporan dapat dilakukan melalui e-mail wbs@wika-beton.co.id kepada tim Kepatuhan GCG atau melalui surat tertulis. Mekanisme pelaporan pelanggaran dapat dilihat pada alur bagan berikut ini:

Reporting System and Mechanism for Violations [F.24]

The Company acknowledges the importance of transparency and business ethics in the workplace, thus it has a violation reporting system or WBS accessible to all employees through the Workin' application. Through this system, the Company manages complaints/disclosures regarding unlawful behavior, unethical acts in a confidential, anonymous, and independent manner. Based on the WBS evaluation report for the year 2023, there were no violation reports submitted via the email wbs@wika-beton.co.id. [2-16, 2-25, 2-26]

Meanwhile, for external parties, reporting can be done via email to wbs@wika-beton.co.id to the GCG Compliance Team or through written correspondence. The mechanism for reporting violations can be seen in the following flowchart:



Laporan Assurance Independen [2-5] [G.1] Assurance Statement



INDEPENDENT ASSURANCE STATEMENT

PT Wijaya Karya Beton Tbk
Sustainability Report 2023
Statement No : 02/IAS/CBC/IV/2024
Type 1, Moderate Level

Scope of Engagement in Assurance

CBC Global Indonesia (“CBC Global Indonesia”, “us” or “we”) were commissioned by PT Wijaya Karya Beton Tbk. (“WIKA BETON”) with the objective to provide assurance of **WIKA BETON’s** 2023 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 2023. **This statement is intended to be used by stakeholders & management of WIKA BETON.**

The **scope and limitation** of our work is restricted to the following areas:

1. Subject Matters

1. Water and Effluents	2. Occupational Health and Safety
3. Environmental Compliance	4. Marketing and Labeling
5. Employment	6. Anti-corruption
7. Customer Health and safety	8. Biodiversity
9. Emissions	10. Energy
11. Water	12. Training and Education
13. Indirect Economic Impacts	14. Diversity and Equal Opportunity
15. Local Community	16. Economic Performance

2. AA1000 Principles (2018)

Our assurance engagement was planned and performed to meet the requirements of a **Type 1 “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) and any 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 2023.
- 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 **WIK A BETON** concerning sustainability strategy and policies for material issues and the implementation of these across the **WIK A BETON**'s business.
- Obtained an understanding of how the identified sustainability information is gathered, collated and aggregated internally and enquiries of management of **WIK A BETON** to gain an understanding of the processes for determining material issues for key stakeholder groups, internally and externally.
- Performed limited substantive testing, on a sample basis, of the sustainability information identified, to verify the assumptions, estimations and computations **WIK A 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 **WIK A 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.

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 **WIKA BETON**. The presentation of stakeholder's inclusivity in the report is fairly identified and covers all **WIKA 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 includes 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 **WIKA BETON**. The report fairly covers the **WIKA 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 **WIKA BETON**'s performance and management.

RESPONSIVENESS

An assessment was made to investigate the transparency act of the **WIKA BETON** on material sustainability topics and their related impacts. The report covers **WIKA 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 **WIKA BETON**'s decisions, activities, and services on the economy, environment, and society. An assessment was made to investigate the practice of the **WIKA 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 **WIKA 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, **WIKA BETON** has developed and simplified more policies and initiatives on social and environment concerns. The **WIKA 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 **WIKA 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 **WIKA BETON**'s Sustainability Report 2023 provides a fair view of the all the **WIKA BETON**'s programs and performances during 2023. 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 2023 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 2023, in all material respects, is not prepared in accordance with the applicable criteria.



Recommendations

In order to enhance the quality of sustainability reporting and adapt to the evolving dynamics of climate change, WIKA BETON is anticipated to undertake the following actions:

1. **Strengthen** stakeholder identification and mapping processes to ensure sustainability reports provide comprehensive and aligned information with referenced standards.
2. Design appropriate documentation procedures in sustainability programs and strategies.
3. Monitor and evaluate the progress of sustainability strategies regularly by developing action plans to achieve future sustainability goals and targets.

For and on behalf of:
Jakarta, April 9th, 2024

Dr. Ari Purwanti, Ak., CA., CSRA
Operational Manager

PT CBC Global Indonesia

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Email: services@cbcglobalindonesia.com

Indeks Isi Sandar GRI GRI Content Index

Pernyataan Penggunaan Statement of Use	WIKA BETON telah melaporkan dengan referensi Standar GRI untuk periode 1 Januari hingga 31 Desember 2023. WIKA BETON has reported with reference to the GRI Standards for the period January 1 until December 31 2023.
GRI 1 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
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GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Detail organisasi Organizational details	41, 43-44		
	2-2	Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	28		
	2-3	Periode pelaporan, frekuensi, dan titik kontak Reporting period, frequency and contact point	28, 41		
	2-4	Penyajian kembali informasi Restatement of information	28		
	2-5	Penjaminan oleh pihak eksternal External assurance	28		
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain, and other business relationship	45-47		
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	2-8	Pekerja yang bukan karyawan Workers who are not employees	85		
	2-9	Struktur tata kelola dan komposisi Governance structure and composition	116		
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	116-117			
2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	115			
2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	35			
2-15	Konflik kepentingan Conflict of interest	119			
2-16	Mengkomunikasikan hal-hal kritis Communication of critical concerns	120			
2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	116			
2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	116			
2-19	Kebijakan remunerasi Remuneration policies	116			
2-20	Proses untuk menentukan remunerasi Process to determine remuneration	116			
2-21	Rasio kompensasi total tahunan Annual total compensation ratio	116			
2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	10-14			
2-23	Komitmen kebijakan Policy commitments	51			
2-24	Menanamkan komitmen kebijakan Embedding policy commitments	116			
2-25	Proses untuk memulihkan dampak negatif Process to remediate negative impacts	66, 117, 120			
2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns	120			
2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	83, 115			

Standar GRI GRI Standard	Pengungkapan Disclosure		Lokasi Location	Tidak Mencantumkan Omission		
				Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	2-28	Keanggotaan asosiasi Membership associations	50			
	2-29	Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement	28-34			
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	88			
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	3-2	Daftar topik material List of material topics	35-41			
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	201-2	Implikasi finansial, risiko, dan peluang lainnya terkait perubahan iklim Financial implications and other risks and opportunities due to climate change	64-66			
	201-3	Kewajiban pada program imbalan pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	93			
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GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	108-111			

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
Praktik Pengadaan Procurement Practices					
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	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	119		
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
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	302-4	Pengurangan konsumsi energi Reduction of energy consumption	71		
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	303-3	Pengambilan air Water withdrawal	78		
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Standar GRI GRI Standard	Pengungkapan Disclosure		Lokasi Location	Tidak Mencantumkan Omission		
				Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	71,72			
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
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Kesehatan dan Keselamatan Kerja Occupational Health and Safety					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	101		
GRI 403: Keselamatan dan Kesehatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	101		
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	101-102		
	403-3	Layanan kesehatan kerja Occupational health services	106		
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	103-105		
	403-5	Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	103		
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	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	101		

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
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	403-9	Kecelakaan kerja Work-related injuries	107		
	403-10	Penyakit akibat kerja Work-related ill health	107		
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GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	89-90		
GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee	91		
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	93		
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Keberagaman dan Kesempatan yang Setara Diversity and Equal Opportunity					
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GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	94-97		
	405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	88		
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GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	97		

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 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	108-111		
	413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	71, 117		
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GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Pengelolaan terhadap topik material Management of material topics	112		
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 GRI 416: Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Assessment of the health and safety impacts of product and service categories	112		
	416-2	Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services	112		

Referensi Otoritas Jasa Keuangan (OJK) [G.4] Reference of Financial Services Authority

POJK No.51/POJK.03/2017 - SEOJK No.16/SEOJK.04/2021

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Surat Edaran No. 16/SEOJK.04/2021 Circular Letter No. 16/SEOJK.04/2021	A.1	Penjelasan Strategi Keberlanjutan Descriptions of Sustainability Strategy	16-19
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Lembar Umpan Balik [G.2]

Laporan Keberlanjutan 2023 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.

Mohon pilih jawaban yang paling sesuai:

Please choose 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 Disagree
- Tidak Tahu Don't Know

Materi dan data dalam Laporan mudah dimengerti dan dipahami.

The material and data in the report are easy to understand.

- Setuju Agree
- Tidak Setuju Disagree
- Tidak Tahu Don't Know

Materi dan data dalam Laporan sudah cukup lengkap.

The material and data in the report are sufficiently comprehensive.

- Setuju Agree
- Tidak Setuju Disagree
- Tidak Tahu Don't Know

Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan.

This report increases your trust in the sustainability of the Company.

- Setuju Agree
- Tidak Setuju Disagree
- Tidak Tahu Don't Know

Mohon berikan saran/usul/komentar atas laporan ini.

Please provide suggestions/comments on this report.

Feedback Sheet [G.2]

The 2023 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.

Profil 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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