



PT WIJAYA KARYA (Persero) Tbk.



# **MEMELIHARA KEBERLANJUTAN, MENCIPTAKAN KESEMPATAN**

*Nurturing Sustainability,  
Create Opportunity*



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### **Pernyataan tentang Masa Depan**

Laporan keberlanjutan ini memuat pernyataan yang berorientasi pada masa depan (*forward looking statements*) sehingga apa yang telah dicapai oleh Perseroan dapat berbeda dari hasil yang diperoleh melalui pandangan masa depan. Oleh karena itu, pernyataan ini memiliki risiko dan ketidakpastian yang ditentukan oleh faktor-faktor yang berada di luar kendali PT WIJAYA KARYA (Persero) Tbk. Beberapa di antaranya yaitu kondisi pasar ke depan, perubahan ekonomi dan politik baik nasional maupun regional, perubahan kompetisi Perseroan, perubahan undang-undang dan kebijakan lainnya.

Laporan keberlanjutan ini memuat kata “WIKA” dan “Perseroan” yang didefinisikan sebagai PT WIJAYA KARYA (Persero) Tbk yang menjalankan bisnis utamanya di bidang konstruksi.

### **Forward-looking Statements**

This sustainability report contains forward-looking statements that what has been achieved by the Company may differ from the projection of results. Therefore, these statements carry risks and uncertainties due to factors beyond the control of PT WIJAYA KARYA (Persero) Tbk. Those factors include future market conditions, changes in both national and regional economy and politics, changes in the Company's competition, changes in laws and other policies.

This sustainability report contains the words “WIKA” and “the Company” which are defined as PT WIJAYA KARYA (Persero) Tbk which runs its core business in the construction sector.

# MEMELIHARA KEBERLANJUTAN, MENCIPTAKAN KESEMPATAN

## Nurturing Sustainability, Create Opportunity

Pandemi COVID-19 belum juga usai, meskipun demikian tidak menjadi kendala bagi WIKA untuk terus mengembangkan operasi dan memberikan manfaat yang nyata kepada semua pihak. WIKA berkomitmen untuk berkontribusi pada pemulihan ekonomi nasional dan mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Setiap lini bisnis kami dorong untuk berinovasi, bersinergi, dan menciptakan kesempatan untuk hasil yang lebih baik.

Dalam beroperasi, WIKA menanamkan prinsip-prinsip keberlanjutan untuk mengelola aspek lingkungan, sosial, dan tata kelola (LST) kepada seluruh karyawan untuk mendukung capaian kinerja keberlanjutan. Dibutuhkan dukungan dan kolaborasi dengan berbagai pemangku kepentingan agar upaya yang dilakukan oleh Perseroan dalam mendukung keberlanjutan berjalan dengan lancar. WIKA senantiasa mengerjakan proyek-proyek dengan memperhatikan pengelolaan aspek lingkungan sekitar agar tidak terdapat dampak buruk yang ditimbulkan. Komitmen tersebut diwujudkan melalui proyek ramah lingkungan serta kontribusi Perseroan dalam mengembangkan masyarakat. Melalui apa yang kami kerjakan, WIKA optimis dapat terus mendukung keberlanjutan sekaligus menciptakan peluang-peluang baik itu bagi bisnis Perseroan, pemangku kepentingan, maupun masyarakat luas.

The COVID-19 pandemic that has yet to end did not stop WIKA to continue expanding our operation delivering real benefits to all parties. WIKA is committed to contributing to the recovery of the national economy and supporting the achievement of the Sustainable Development Goals (SDGs). We also encourage every line of business to innovate, synergize, and create opportunities for better results.

In conducting operations, WIKA embeds sustainability principles to manage environmental, social, and governance (ESG) aspects to all employees to support the achievement of sustainability performance. Support and collaboration with various stakeholders are needed for the Company's efforts in supporting sustainability to run smoothly. WIKA always works on projects with close attention to the management of the surrounding environment to avoid adverse impacts. This commitment is realized through environmentally friendly projects as well as the Company's contribution in developing the community. Through our works, WIKA is optimistic to continue supporting sustainability while creating opportunities for the Company's business, stakeholders, and the wider community.

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## ▶ PESAN DIREKTUR UTAMA [102-14, 102-15]

### President Director's Message



WIKa akan meningkatkan peran untuk terlibat dalam proyek-proyek pengadaan energi baru dan terbarukan (EBT), sebagai bentuk kepedulian terhadap isu perubahan iklim dan transisi menuju optimalisasi pemanfaatan energi bersih.

WIKa will increase our role to be involved in new and renewable energy (NRE) development projects, to show our concern on the climate change issue and transition towards optimizing the use of clean energy.



*Para pemangku kepentingan yang terhormat,  
Dear esteemed stakeholders,*

Tantangan akibat dampak pandemi COVID-19 masih perlu dikelola dan diwaspadai meski aspek kesehatan dan ekonomi telah perlahan pulih. WIKa telah mengelola tantangan dengan baik dan mempertahankan kinerja operasi. Atas capaian di sepanjang 2021, WIKa menyampaikan apresiasi dan terima kasih kepada seluruh karyawan, serta dukungan dan kerja sama dari pemangku kepentingan. Melalui Laporan Keberlanjutan ini, WIKa mengungkapkan capaian kinerja lingkungan, sosial, tata kelola (LST), dan ekonomi sepanjang 2021.

We still need to manage and observe the challenges from the impact of the COVID-19 pandemic despite the conditions of health and economic aspects that have slowly recovered. WIKa has managed the challenges well and maintained a stable operating performance. For the achievements in 2021, WIKa would like to express our appreciation and gratitude to all employees, as well as to stakeholders for their support and cooperation. Through this Sustainability Report, WIKa is disclosing environmental, social, governance (ESG) performance achievements throughout 2021.

Pandemi COVID-19 sempat mengakibatkan aktivitas bisnis relatif terhenti, termasuk adanya pembatasan mobilitas barang dan manusia. Pada sektor konstruksi, minimnya progres pekerjaan proyek tidak dapat dihindarkan, karena pembatasan kegiatan masyarakat. Namun, WIKA merespons tantangan ini dengan kebijakan strategis dan menciptakan peluang di tengah tantangan. WIKA dan seluruh Entitas Anak memperkuat sinergi hingga berhasil melampaui target *recovery*.

Selain itu, WIKA berusaha menciptakan peluang di tengah tantangan. Saat ini merupakan momentum yang tepat bagi WIKA dan Entitas Anak untuk merapatkan barisan dan menyolidkan kerja sama agar lebih baik lagi, tangguh, dan mandiri. Diperlukan sinergi dan kolaborasi untuk terus dapat menciptakan dan membagikan nilai bersama untuk negeri ini.

Pandemi COVID-19 telah mendorong perubahan perilaku ke arah digital, kebutuhan energi, dan jaringan telekomunikasi. Permintaan global terhadap energi semakin meningkat, yang didorong oleh pertumbuhan penduduk dengan standar hidup yang meningkat. Pada saat yang sama, memecahkan masalah perubahan iklim yang disebabkan oleh emisi karbon dioksida (CO<sub>2</sub>) dan tekanan lingkungan lainnya menjadi semakin mendesak. Guna memenuhi kebutuhan dan permintaan energi sekaligus memitigasi perubahan iklim, diperlukan perubahan radikal dalam sistem energi global dan berbagai sumber energi baru terbarukan. Hal ini menjadi peluang bagi WIKA untuk terlibat dalam proyek-proyek dan pengembangan energi bersih di Indonesia.

The COVID-19 pandemic had brought business activities to a halt, including restrictions on the mobility of goods and people. In the construction sector, the minimum work progress of projects was unavoidable, due to restrictions on people's activities. However, WIKA responded to this challenge with strategic policies and created opportunities amid the challenges. WIKA and all Subsidiaries have reinforced synergies to successfully exceed the recovery target.

WIKA attempted to create opportunities amid challenges. This is the right moment for WIKA and Subsidiaries to consolidate and solidify cooperation to make it even better, stronger, and more independent. Synergy and collaboration are needed in order to continue creating and distributing shared value for this country.

The COVID-19 pandemic has driven change of behavior towards digital, energy needs, and telecommunication networks. Global demand for energy has been increasing, driven by population growth with rising living standards. At the same time, solving the problem of climate change caused by carbon dioxide (CO<sub>2</sub>) emissions and other environmental tensions has become increasingly urgent. We need radical changes in the global energy system and new and renewable energy sources to meet energy needs and demands while mitigating climate change. This is an opportunity for WIKA to be involved in clean energy projects and developments in Indonesia.

## Kinerja Keberlanjutan WIKA

Aspek lingkungan, sosial, tata kelola (LST), dan ekonomi sepanjang 2021 telah dikelola dan menghasilkan capaian yang baik. Keuangan Perseroan juga dalam kondisi yang baik. WIKA mencatat pendapatan Rp17,8 triliun, yang diikuti dengan laba bersih tahun berjalan sebesar Rp214,4 miliar. Kontribusi penjualan terbesar diperoleh dari sektor infrastruktur dan gedung, yang kemudian diikuti secara berturut-turut oleh sektor energi & *industrial plant* dan sektor industri. Capaian ini tak lepas dari penerapan protokol kesehatan yang ketat, baik di kantor maupun proyek, serta kerja sama dari seluruh Insan WIKA untuk mewujudkan *Quality, Safety, Health, & Environment* (QHSE). Berkat kerja sama yang baik ini, WIKA dinobatkan sebagai Indonesia Top Companies Awards 2021: Sektor Building Construction yang diselenggarakan RRI dan Iconomics Research and Consulting. Penghargaan ini mengapresiasi WIKA karena mampu bertahan dan menunjukkan perbaikan kinerja dalam kondisi krisis ekonomi pandemi COVID-19.

Pertumbuhan usaha WIKA tidak hanya mengandalkan penciptaan nilai (*value creation*) yang berasal dari kekuatan *tangible*, tetapi juga dari kekuatan *intangible asset*. Kombinasi dari dua kekuatan inilah yang mengantarkan WIKA dapat melewati tantangan dan ketidakpastian akibat pandemi COVID-19 untuk dapat *sustain*, dan memberi nilai lebih bagi pemangku kepentingan. Oleh sebab itu, WIKA terus membangun *human capital* yang inovatif, memiliki *value creation*, dan ber-AKHLAK. Saat ini, WIKA memiliki 2.735 orang karyawan, yang terdiri dari 90,44% laki-laki dan 9,56% perempuan. WIKA menghormati Hak Asasi Manusia (HAM) dan memastikan tidak ada diskriminasi gender. Di internal, WIKA terus berupaya meningkatkan peran perempuan di level manajerial.

Dari sisi *Quality, Safety, Health, & Environment* (QHSE), penerapannya di WIKA Group telah sesuai dengan standar internasional yaitu ISO 9001:2015 sistem manajemen mutu; ISO 14001:2015 sistem manajemen lingkungan;

## WIKI's Sustainability Performance

The environmental, social, governance (ESG), and economic aspects throughout 2021 have been managed and produced good results. The Company's finances are also in good condition. WIKA recorded revenue of Rp17.8 trillion, and net profit for the year of Rp214.4 billion. The infrastructure and building sectors contributed the largest sales, followed by the energy & industrial plant sector and the industrial sector respectively. The achievement closely related to the implementation of strict health protocols, both in the office and projects, as well as the teamwork of all WIKA Personnel to realize Quality, Safety, Health, & Environment (QHSE). The good cooperation has made WIKA win the Indonesia Top Companies Awards 2021: Building Construction Sector, which was organized by RRI and the Iconomics Research and Consulting. This award was an appreciation to WIKA for being able to survive and show improved performance during the economic crisis due to the COVID-19 pandemic.

WIKI's business growth does not only rely on value creation from tangible strength, but also from the strength of our intangible assets. The combination of these two strengths has enabled WIKI to overcome the challenges and uncertainties caused by the COVID-19 pandemic to be sustainable and to deliver added value to stakeholders. Therefore, WIKI continues to shape human capital that is innovative, has value creation, and implements the corporate value namely AKHLAK. Currently, WIKI has 2,735 employees, consisting of 90.44% male and 9.56% female. WIKI respects Human Rights and ensures that there is no gender discrimination. Internally, WIKI continues to improve the role of women at the managerial level.

The Quality, Safety, Health, & Environment (QHSE) at WIKI Group is implemented according to international standards, namely ISO 9001:2015 quality management system; ISO 14001:2015 environmental management

dan ISO45001:2018 sistem manajemen kesehatan dan keselamatan kerja. Dengan memastikan implementasi QHSE sudah dijalankan di proyek-proyek di lingkungan WIKA Group, harapannya proyek akan menghasilkan produk dengan kualitas sesuai komitmen WIKA kepada pemilik proyek, serta mencapai *zero accident* dalam penyelesaian proyeknya. Optimalisasi di bidang QHSE juga berhasil menghantarkan WIKA mendapatkan penghargaan Bronze Winner dari Stevie Awards, kategori Award for Innovation in Technology Management, Planning & Implementation, melalui implementasi QHSE Information System (QIS).

Selama 2021, tidak ada kecelakaan fatal (*zero fatality*) di seluruh operasi WIKA. Sebagai perusahaan di bidang jasa konstruksi, WIKA selalu menangkap aspirasi dari klien dan terus melakukan perbaikan (*continuous improvement*) jika diperlukan. Seluruh pekerjaan di proyek juga telah memenuhi izin lingkungan dan menerapkan sistem manajemen lingkungan.

Keberadaan WIKA juga diarahkan untuk memberi nilai kepada masyarakat melalui kegiatan pelibatan dan pengembangan masyarakat (*Community Involvement & Development/CID*). Berbagai kegiatan sosial telah dijalankan sepanjang 2021 untuk meningkatkan kualitas hidup masyarakat dan mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Selain itu dalam penerapannya, WIKA mendapatkan penghargaan dari Top CSR Awards 2021 yang diselenggarakan oleh Majalah Top Business dengan kategori Bintang 5 Top CSR Awards 2021; Kategori khusus Top CSR Awards 2021 Program Pengembangan Ekonomi dan Teknologi Tepat di Desa Binaan Pamijahan Bogor; Top Leader on CSR Commitment 2021 untuk Direktur Utama WIKA.

Dari sisi tata kelola, WIKA senantiasa menerapkan kode etik dan etika bisnis. Selain itu, Perseroan juga menegakkan antikorupsi, antigratifikasi, *anti-fraud*, dan antisuap. Saat ini penerapan sistem manajemen anti penyuapan telah tersertifikasi ISO 37001:2016.

system; and ISO 45001:2018 occupational health and safety management system. By ensuring the QHSE has been implemented in projects within WIKA Group, the projects are expected to produce quality output according to WIKA's commitment to the project owners and achieve zero accidents in completing the project. The QHSE aspect optimization has also resulted in WIKA winning a Bronze award from the Stevie Awards, for the Innovation in Technology Management, Planning & Implementation category, through the implementation of the QHSE Information System (QIS).

During 2021, there were no fatal accidents (zero fatality) in all WIKA's operations. As a company in the construction service sector, WIKA always catches the clients' aspirations and continues to make continuous improvements if needed. All works on the project have also complied with environmental permits and implemented an environmental management system.

WIKA's presence is aimed at providing value to the community through Community Involvement and Development (CID) activities. Various social activities have been carried out throughout 2021 to improve the quality of life of the community and support the achievement of the Sustainable Development Goals (SDGs). In addition, in its implementation, WIKA received an award from the Top CSR Awards 2021 organized by Top Business Magazine with the 5 Star category of Top CSR Awards 2021; Top CSR Awards 2021 for Special category of the Economic and Appropriate Technology Development Program in Pamijahan Fostered Village, Bogor; Top Leader on CSR Commitment 2021 for the President Director of WIKA.

In the governance aspect, WIKA always applies a code of ethics and business ethics. The Company also enforces anti-corruption, anti-gratification, anti-fraud, and anti-bribery policies. Currently, the implementation of the anti-bribery management system has been certified to ISO 37001:2016.

## WIKI Mendukung Proyek Energi Baru dan Terbarukan (EBT)

Indonesia memiliki potensi energi terbarukan yang cukup besar, yakni mencapai 417,8 Giga Watt (GW). Kementerian Energi dan Sumber Daya Mineral (ESDM) mencatat, potensi tersebut berasal dari arus laut samudera sebesar 17,9 GW, panas bumi 23,9 GW, bioenergi 32,6 GW, angin 60,6 GW, air 75 GW, dan matahari atau surya 207,8 GW. Energi terbarukan ini diyakini tak akan habis hingga 100 tahun ke depan. Pemahaman dan pemanfaatan teknologi yang sesuai akan membuat energi terbarukan menjadi semakin kompetitif.

Optimalisasi energi baru terbarukan dan konversi energi harus bisa mencerminkan rancangan dan/atau rekayasa yang lebih ramah lingkungan, serta mampu meminimalisir dampak sosial terhadap kondisi masyarakat. WIKI menyadari bahwa teknologi saat ini bukan sekedar pelengkap saja, namun adalah katalis sebuah proses untuk menghasilkan tujuan yang didesain sedemikian rupa. Untuk itu, WIKI akan terus mengembangkan dan meningkatkan peran untuk terlibat dalam proyek-proyek pengadaan energi baru dan terbarukan.

Perseroan telah menyiapkan arah bisnis ke sektor energi baru dan terbarukan (EBT). WIKI fokus untuk mengembangkan EBT khususnya pembangkit listrik tenaga hidro. Melalui Entitas Anak yaitu WIKI Industri Energi, telah diproduksi beberapa produk sumber energi ramah lingkungan seperti solar panel dan baterai. Selain itu, melalui WIKI Industri Manufaktur, Perseroan juga mengembangkan sayap bisnisnya pada manufaktur motor listrik pertama karya anak negeri yaitu GESITS, yang merupakan *electric vehicle*.

Untuk mendorong pengembangan EBT ke depannya, WIKI dan beberapa pemangku kepentingan menyelenggarakan Forum Engineering dengan tema '*Renewable Energy for Better Quality of Life*' di 2021. Dalam forum ini dibahas tentang tantangan energi terbarukan melalui pendekatan pengetahuan, teknologi, dan inovasi untuk menghadirkan lebih banyak energi yang lebih bersih demi memenuhi kebutuhan dunia yang terus meningkat, dan menemukan berbagai cara untuk menggunakan energi secara lebih efisien.

## WIKI Supports New and Renewable Energy (NRE) Projects

Indonesia has a fairly large renewable energy potential of 417.8 Giga Watt (GW). The Ministry of Energy and Mineral Resources noted that this potential comes from ocean currents of 17.9 GW, geothermal 23.9 GW, bioenergy 32.6 GW, wind 60.6 GW, hydro 75 GW, and solar 207.8 GW. The renewable energy is believed will not run out for the next 100 years. Understanding and using appropriate technology will make renewable energy more competitive.

Optimization of new and renewable energy and energy conversion must be able to reflect a design and/or engineering that is more environmentally friendly and to minimize social impacts on people's conditions. WIKI realizes that current technology is not just complementary but is a catalyst for a process to reach goals that are designed in such a way. Therefore, WIKI will continue to develop and increase our role to be involved in new and renewable energy procurement projects.

The Company has prepared a business direction for the new and renewable energy (NRE) sector. WIKI focuses on developing NRE, especially hydropower plants. Our Subsidiary, WIKI Industri Energi, has produced several excellent environmentally-friendly energy source, such as solar panels and batteries. In addition, through WIKI Industri Manufaktur, the Company is also expanding our business in manufacturing the first locally made electric motorcycle, GESITS.

To encourage the NRE development going forward, WIKI and several stakeholders held an Engineering Forum with the theme '*Renewable Energy for Better Quality of Life*' in 2021. In this forum, the challenges of renewable energy were discussed through knowledge, technology, and innovation approaches to bring cleaner energy to meet the world's growing demand, and to find ways to use energy more efficiently.

## Prospek Usaha dan Keberlanjutan Masa Depan

Kepercayaan pemerintah terhadap korporasi di sektor konstruksi masih tinggi untuk mendukung akselerasi infrastruktur di Indonesia, termasuk pengembangan proyek ketenagalistrikan yang bersumber dari EBT. Kementerian PUPR akan terus mendorong industri konstruksi dengan mengoptimalkan teknologi digital dan energi baru terbarukan serta konversi energi untuk menunjang kebijakan transisi energi dan ekonomi hijau.

Meningkatnya kepedulian perubahan iklim global pasca COP-26 menjadi momentum yang tepat bagi kita untuk melakukan transisi menuju optimalisasi pemanfaatan energi baru terbarukan dan konservasi energi (EBTKE) dari energi fosil. Potensi EBTKE yang sangat besar perlu dikelola secara maksimal untuk kemanfaatan jangka panjang bagi berbagai sektor, seperti sektor ekonomi dan lingkungan. Dengan bersinergi, WIKA, kita semua, akan mampu menjawab berbagai tantangan energi baru terbarukan, untuk mewujudkan lingkungan yang lebih bersih dan berkelanjutan melalui pendekatan pengetahuan, teknologi dan inovasi. Perseroan terus mengembangkan kemampuan dan meningkatkan keterlibatan dalam proyek-proyek energi bersih maupun proyek ramah lingkungan lainnya di masa depan.

## Apresiasi

WIKA memberikan apresiasi kepada seluruh pemangku kepentingan, khususnya Insan WIKA, atas kerja keras, komitmen, dan kerja sama yang baik dalam melalui tahun yang penuh tantangan ini. Kami optimis untuk dapat bertahan di era kebiasaan baru dengan penuh semangat dan kinerja yang lebih baik lagi.

Atas nama seluruh jajaran Direksi WIKA, saya ucapkan terima kasih.

## Future Business Prospects and Sustainability

The government's trust in corporations in the construction sector remains high to support infrastructure acceleration in Indonesia, including the development of electricity projects sourced from NRE. The Ministry of Public Work and Housing will continue to encourage the construction industry by optimizing digital technology and new renewable energy and energy conversion to support energy transition policies and a green economy.

The increasing awareness of global climate change after COP-26 is the right momentum for us to make the transition towards optimizing the use of new renewable energy and energy conservation (NREEC) from fossil energy. The large potential of NREEC needs to be managed optimally for long-term benefits particularly for the economic and environmental sectors. With synergy, WIKA and all of us, will be able to address the challenges in new and renewable energy, to create a cleaner and more sustainable environment through knowledge, technology and innovation approaches. The Company continues to develop its capabilities and to be more involved in clean energy projects and other environmentally friendly projects going forward.

## Appreciation

WIKA would like to extend our appreciation to all stakeholders, especially WIKA personnel, for their hard work, commitment, and good cooperation in going through this challenging year. We are optimistic to be able to survive in the era of new normal with high spirit and even better performance.

On behalf of the Board of Directors of WIKA, thank you.

Jakarta, Maret 2022 | Jakarta, March 2022  
Atas Nama Direksi | On behalf of Board of Directors

**Agung Budi Wakito**

Direktur Utama | President Director

## Lembar Persetujuan Dewan Komisaris dan Direksi atas Laporan Keberlanjutan 2021 <sup>[102-32]</sup>

### Board of Commissioners and Board of Directors' Approval Page for Sustainability Report 2021

Kami yang bertandatangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT WIJAYA KARYA (Persero) Tbk, tahun 2021 telah disampaikan secara lengkap dan bertanggung jawab penuh atas kebenaran isi laporan sesuai dengan POJK No. 51/POJK.03/2017.

We, the undersigned, testify that all information in the Sustainability Report of PT WIJAYA KARYA (Persero) Tbk, year 2021 is presented in its entirety and we are fully responsible for the report contents accuracy in accordance with POJK No.15/POJK.03/2017.

Demikian lembar persetujuan ini dibuat dengan sebenarnya.

This statement is hereby made in all truthfulness.



**Jarot Widyoko**  
(Komisaris Utama)  
(President Commissioner)



**Suryo Hapsoro Tri Utomo**  
(Komisaris Independen)  
(Independent Commissioner)



**Adityawarman**  
(Komisaris Independen)  
(Independent Commissioner)



**Harris Arthur Hedar**  
(Komisaris Independen)  
(Independent Commissioner)



**Rusmanto**  
(Komisaris Independen)  
(Independent Commissioner)



**Firdaus Ali**  
(Komisaris)  
(Commissioner)



**Satya Bhakti Parikesit**  
(Komisaris)  
(Commissioner)



**Agung Budi Waskito**

(Direktur Utama)

(President Director)



**Hananto Aji**

(Direktur Operasi I)

(Director of Operations I)



**Harum Akhmad Zuhdi**

(Direktur Operasi II)

(Director of Operations II)



**Rudy Hartono**

(Direktur Operasi III)

(Director of Operations III)



**Mursyid**

(Direktur Human Capital &  
Pengembangan)

(Director of Human Capital &  
Development)



**Adityo Kusumo**

(Direktur Keuangan & Manajemen  
Risiko)

(Director of Finance & Risk  
Management)



**Ayu Widya Kiswari**

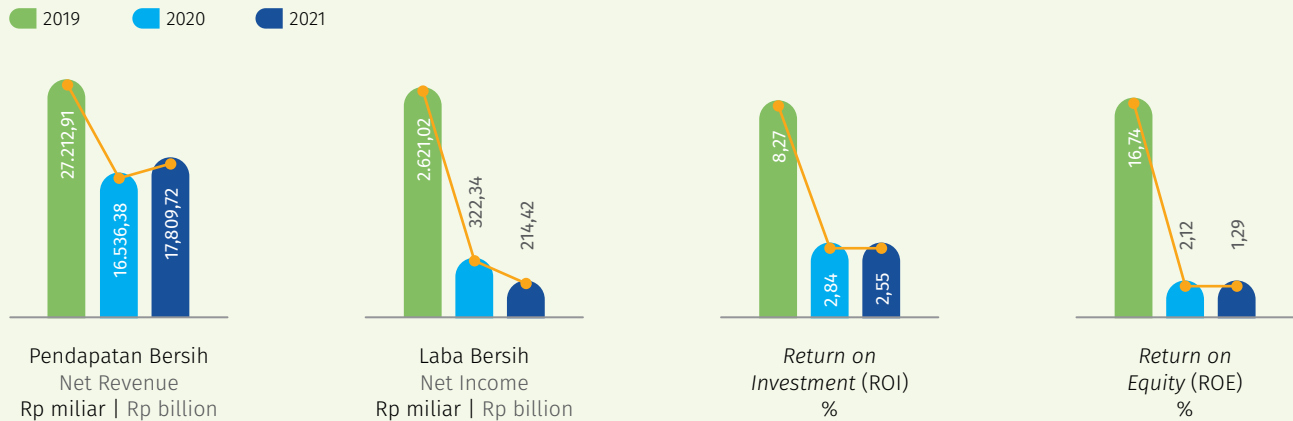
(Direktur Quality, Health, Safety, &  
Environment)

(Director of Quality, Health, Safety, &  
Environment)

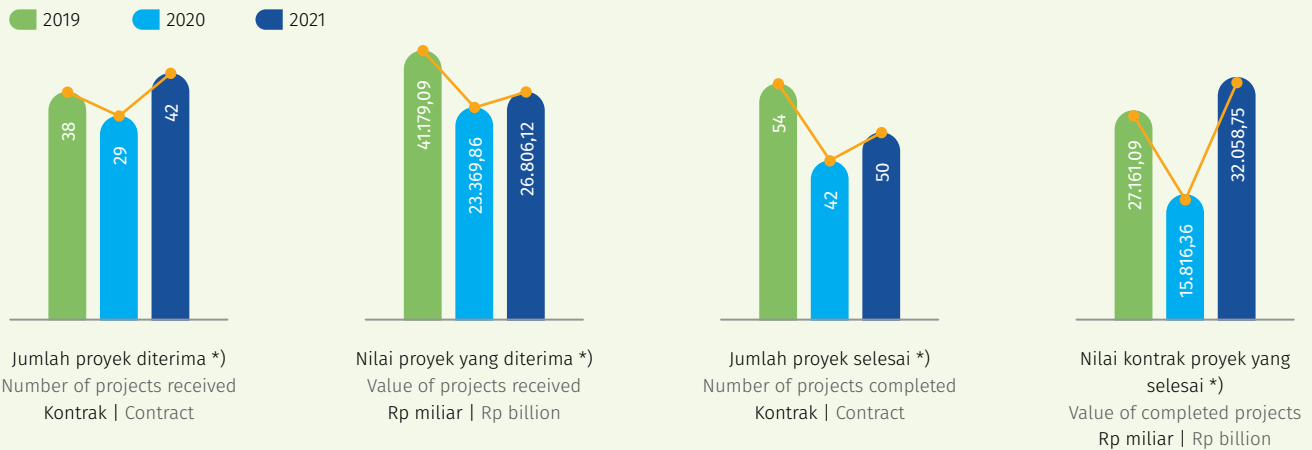
## HIGHLIGHT KEBERLANJUTAN

### Sustainability Highlight

#### Menjaga Kinerja Keuangan | Maintaining Financial Performance

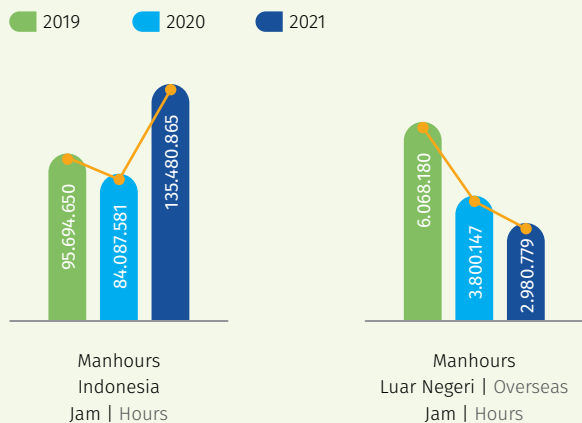


#### Menjaga Kinerja Operasi | Maintaining Operational Performance



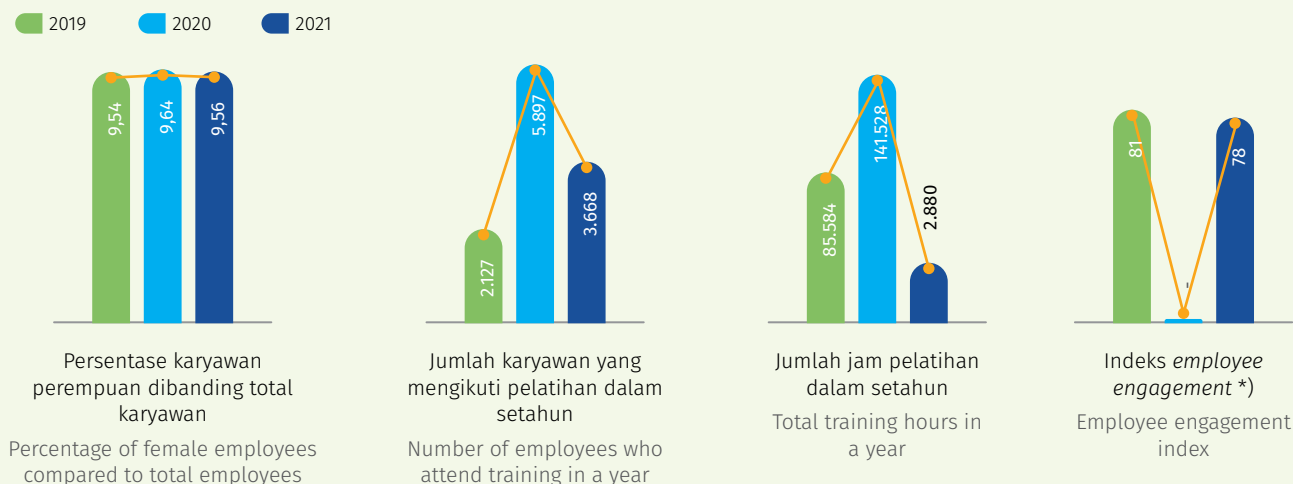
Keterangan: \*) Data tahun 2019 dan 2020 disajikan Kembali  
Note: \*) Data for 2019 and 2020 has been restated

#### Menjaga Karyawan Tetap Aman | Maintaining Employee Safety



| Uraian<br>Description  | 2021 | 2020 | 2019 |
|------------------------|------|------|------|
| Indonesia              |      |      |      |
| Severity rate          | 0,90 | 0,38 | 0,49 |
| NLTI rate              | 0,66 | 1,68 | 2,28 |
| LTI rate               | 0,07 | 0,08 | 0,19 |
| Luar Negeri   Overseas |      |      |      |
| Severity rate          | 0,34 | 0,00 | 0,16 |
| NLTI rate              | 4,03 | 2,97 | 4,45 |
| LTI rate               | 0,34 | 0,00 | 0,16 |

## Pengelolaan Human Capital | Human Capital Management



\*) *Employee engagement* diukur 2 tahun sekali | *Employee engagement* is measured every 2 years

## Total Biaya TJSL | Total of CSR Cost



## Pengelolaan Lingkungan | Environmental Management

| Uraian<br>Description                               | Satuan<br>Unit          | 2021                     | 2020                     | 2019                     |
|-----------------------------------------------------|-------------------------|--------------------------|--------------------------|--------------------------|
| Emisi yang dihasilkan   Emissions generated         | Ton CO <sub>2</sub> eq  | 1.797,66 <sup>a)</sup>   | 588,33 <sup>b)</sup>     | 758,95 <sup>c)</sup>     |
| Konsumsi energi   Energy consumption                | GJ                      | 32.631,06 <sup>a)</sup>  | 13.654,38 <sup>b)</sup>  | 16.307,49 <sup>c)</sup>  |
| Konsumsi air   Water consumption                    | Liter                   | 27.731.526 <sup>d)</sup> | 21.707.951 <sup>e)</sup> | 22.526.712 <sup>f)</sup> |
| Biaya lingkungan hidup<br>Costs for the environment | Rp miliar<br>Rp billion | 1,53                     | 1,76                     | 2,03                     |

### Keterangan:

- Data dari kantor pusat dan 6 proyek (Proyek Sulsel Barru 2; EPC Storage Tanks Modification and Piping System; Proyek Submarine Cable; Proyek Cilacap Expansion 1 x 1000 MW CFSP; Proyek PLTU Palu-3; Proyek LPG Jatim)
- Data dari kantor pusat dan 5 proyek (Proyek Sulsel Barru 2; EPC Storage Tanks Modification and Piping System; Proyek Cilacap Expansion 1 x 1000 MW CFSP; Proyek PLTU Palu-3; Proyek LPG Jatim)
- Data dari kantor pusat dan 2 proyek (Proyek Sulsel Barru 2; Proyek Cilacap Expansion 1 x 1000 MW CFSP)
- Data dari kantor pusat dan 4 proyek (Proyek Sulsel Barru 2; EPC Storage Tanks Modification and Piping System; Proyek Submarine Cable; Proyek Cilacap Expansion 1 x 1000 MW CFSP)
- Data dari kantor pusat dan 3 proyek (Proyek Sulsel Barru 2; EPC Storage Tanks Modification and Piping System; Proyek Cilacap Expansion 1 x 1000 MW CFSP)
- Data dari kantor pusat dan 3 proyek (Proyek Sulsel Barru 2; Proyek Cilacap Expansion 1 x 1000 MW CFSP)

### Note:

- Data from the head office and 6 projects (S. Sulawesi Barru 2 Project; EPC Storage Tanks Modification and Piping System; Submarine Cable Project; Cilacap Expansion Project 1 x 1000 MW CFSP; PLTU Palu-3 Project; East Java LPG Project)
- Data from the head office and 5 projects (S. Sulawesi Barru 2 Project; EPC Storage Tanks Modification and Piping System; Cilacap Expansion Project 1 x 1000 MW CFSP; PLTU Palu-3 Project; LPG Jatim Project)
- Data from head office and 2 projects (S. Sulawesi Barru 2 Project; Cilacap Expansion Project 1 x 1000 MW CFSP)
- Data from head office and 4 projects (S. Sulawesi Barru 2 Project; EPC Storage Tanks Modification and Piping System; Submarine Cable Project; Cilacap Expansion Project 1 x 1000 MW CFSP)
- Data from head office and 3 projects (S. Sulawesi Barru 2 Project; EPC Storage Tanks Modification and Piping System; Cilacap Expansion Project 1 x 1000 MW CFSP)
- Data from head office and 3 projects (S. Sulawesi Barru 2 Project; Cilacap Expansion Project 1 x 1000 MW CFSP)

WIK A dinobatkan sebagai Indonesia Top Companies Awards 2021: Sektor Building Construction yang diselenggarakan RRI dan Iconomics Research and Consulting. Penghargaan ini mengapresiasi WIK A yang mampu bertahan dan menunjukkan perbaikan kinerja dalam kondisi krisis ekonomi pandemi COVID-19.

WIK A was named the Indonesia Top Companies Awards 2021: Building Construction Sector, organized by RRI and Iconomics Research and Consulting. This award was to give appreciation WIK A for being able to survive and show better performance in the economic crisis due to the COVID-19 pandemic.

WIK A mendapatkan penghargaan Bronze Winner dari Stevie Awards, kategori Award for Innovation in Technology Management, Planning & Implementation, melalui implementasi QHSE Information System (QIS).

WIK A won a bronze award from the Stevie Awards, in the Award for Innovation in Technology Management, Planning & Implementation category, through the implementation of the QHSE Information System (QIS).

WIK A mendapatkan penghargaan dari Indonesia Sustainable Development Goals Award (ISDA) 2021 Kategori Silver melalui Program Ruang Terbuka Hijau (RTH) Terpadu di Lingkungan Bisnis WIK A SDGs 11.7.

WIK A received an award from the Indonesia Sustainable Development Goals Award (ISDA) 2021 in Silver Category through the Integrated Green Open Space (RTH) Program in the WIK A Business Environment SDGs 11.7.

Terus mendorong teknologi dan Inovasi dalam dunia konstruksi, Kompetisi *Building Information Modelling* (BIM) tingkat nasional yang dilaksanakan WIK A memecahkan rekor dari Museum Rekor Dunia Indonesia (MURI). Kompetisi ini mendorong peningkatan pengetahuan dan kompetensi *engineer* muda Indonesia dalam pemanfaatan BIM.

WIK A received an award from the Indonesian World Record Museum (MURI) for breaking a record in the continuous promotion of technology and innovation in the construction world, by holding the National Building Information Modeling (BIM) Competition. This competition encouraged the improvement of knowledge and competence of young Indonesian engineers in the use of BIM.

Konsistensi WIK A dalam menjalankan *Corporate Social Responsibility* telah mengantarkan Perseroan mendapatkan penghargaan dari Top CSR Awards 2021 yang diselenggarakan oleh Majalah Top Business, yaitu:

- Bintang 5 Top CSR Awards #2021;
- Kategori khusus Top CSR Awards 2021 Program Pengembangan Ekonomi dan Teknologi Tepat di Desa Binaan Pamijahan Bogor;
- Top Leader on CSR Commitment 2021 untuk Direktur Utama WIK A.

WIK A received several awards from the Top CSR Awards 2021 organized by Top Business Magazine for consistency in implementing Corporate Social Responsibility, namely:

- Top 5 CSR Awards #2021;
- Special categories for the Top CSR Awards 2021 for the Economic and Appropriate Technology Development Program in the Pamijahan Fostered Villages, Bogor;
- Top Leader on CSR Commitment 2021 for the President Director of WIK A.

WIK A meraih penghargaan sebagai Perseroan dengan Keunggulan Bidang EPC Pembangkit Listrik dalam ajang Apresiasi Untuk Prestasi yang diselenggarakan oleh Majalah Listrik Indonesia. Apresiasi ini diberikan atas kontribusi WIK A dalam pembangunan ketenagalistrikan melalui proyek Pembangkit Listrik Tenaga Diesel (PLTD) dan Pembangkit Listrik Tenaga Gas (PLTG) dengan total 62 proyek berkapasitas 14.750,90 MW.

WIK A won an award as a Company with Excellence in Power Generation EPC at the Appreciation for Achievement event organized by the Listrik Indonesia Magazine. This appreciation was given for WIK A's contribution in electricity development through the Diesel Power Plant (PLTD) and Gas Power Plant (PLTG) projects with a total of 62 projects with a capacity of 14,750.90 MW.



Dari ajang Corporate Branding PR Award 2021, WIKA mendapatkan penghargaan untuk kategori konstruksi.

From the Corporate Branding PR Award 2021, WIKA received an award for the construction category.

WIKA meraih penghargaan "Gold Champion in Corporate Social Responsibility Program" dalam ajang Bisnis Indonesia Corporate Social Responsibility Award (BISRA) 2021 yang diselenggarakan oleh Bisnis Indonesia dan Habitat for Humanity Indonesia.

WIKA won the "Gold Champion in Corporate Social Responsibility Program" at the 2021 Bisnis Indonesia Corporate Social Responsibility Award (BISRA) event organized by Bisnis Indonesia and Habitat for Humanity Indonesia.

#### Sertifikasi yang Dimiliki | Certificates:



WIKA mendapatkan kategori Gold dengan skor 91,56% untuk Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) selama periode 2021.

WIKA won Gold category with a score of 91.56% for the Occupational Health and Safety Management System (OHSMS) during the 2021 period.

Saham WIKA tercatat dalam ESG Sector Leaders IDX KEHATI. Indeks saham ini dikelompokkan berdasarkan saham-saham dengan hasil penilaian kinerja *Environmental, Social, and Governance* (ESG) di atas rata-rata sektornya serta memiliki likuiditas yang baik.

WIKA's shares are listed in the ESG Sector Leaders IDX KEHATI. This stock index is grouped based on stocks with Environmental, Social, and Governance (ESG) performance assessment results above the sector average with good liquidity.



## ► STRATEGI KEBERLANJUTAN

### Sustainability Strategy

WIKA menerapkan prinsip-prinsip keberlanjutan mencakup sistem manajemen terintegrasi dan pengelolaan dampak keberlanjutan yang meliputi aspek lingkungan, sosial, tata kelola (LST), dan ekonomi. Implementasi tersebut menjadi salah satu strategi WIKA untuk mewujudkan sebuah keberlanjutan bagi generasi mendatang. Selain itu, WIKA juga aktif menjalankan inisiatif-inisiatif untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) di Indonesia.

Dalam mencapai target kinerja keberlanjutan, WIKA turut memperhatikan dampak kegiatan operasional Perseroan terhadap pemangku kepentingan dan lingkungan hidup, serta perhatian dari pemangku kepentingan. Oleh sebab itu, WIKA senantiasa membangun hubungan yang baik melalui berbagai kegiatan yang melibatkan pemangku kepentingan. Dari pelibatan dan pengelolaan pemangku kepentingan, WIKA akan mempertimbangkan aspirasi mereka dalam mengelola dampak kegiatan usaha Perseroan WIKA akan merespons perhatian pemangku kepentingan guna menjaga kelangsungan bisnis sekaligus untuk meningkatkan penerapan prinsip-prinsip keberlanjutan dalam rantai nilai.

Untuk mendukung praktik keberlanjutan dalam rantai nilai dan memenuhi perhatian pemangku kepentingan, WIKA menjalankan kegiatan tanggung jawab sosial dan lingkungan (TJSL). Terdapat 5 prioritas utama dalam melaksanakan TJSL, yaitu:

- Fokus pada dampak;
- Perbaikan tata kelola;
- Pemanfaatan teknologi;
- Peningkatan kolaborasi;
- Peningkatan *engagement* karyawan.

Secara implementatif, kebijakan dan strategi TJSL WIKA mengacu pada ISO 26000 Guidance on Social Responsibility, dan WIKA menekankan pada pengelolaan dampak yang ditimbulkan.

WIKA applies sustainability principles including an integrated management system and sustainability impact management covering environmental, social, governance (ESG) and economic aspects. This is one of WIKA's strategies to realize sustainability for future generations. WIKA is also active in carrying out initiatives to support the achievement of the Sustainable Development Goals (SDGs) in Indonesia.

In achieving the sustainability performance target, WIKA also pays attention to the impact of the Company's business activities on stakeholders and the environment, as well as the stakeholders' concerns. Therefore, WIKA always builds a good relationship by involving the stakeholders in many activities. From the stakeholder's management and involvement, WIKA will consider their aspirations in managing the impact of the Company's business activity. WIKA will respond to stakeholders' concerns to maintain business continuity as well as to improve the implementation of sustainability principles in the value chain.

To support sustainability practices in the value chain and address stakeholder concerns, WIKA carries out social and environmental responsibility (CSR) activities. Five main priorities in carrying out CSR are:

- Focus on impact;
- Governance improvement;
- Utilization of technology;
- Collaboration expansion;
- Increasing employee engagement.

The implementation of WIKA's CSR policies and strategies refers to ISO 26000 Guidance on Social Responsibility, and WIKA focuses on managing the impacts.

**Penerapan TJSL untuk Mengelola Dampak yang Ditimbulkan (Based on ISO 26000)**  
 CSR Implementation to Manage Arising Impact (Based on ISO 26000)



WIKa memiliki pilar sebagai acuan mengembangkan kegiatan ataupun program-program tanggung jawab sosial dan lingkungan yang telah diselaraskan untuk mendukung TPB.

WIKa has several pillars as a reference for developing social and environmental responsibility activities or programs that have been aligned to support SDGs.



## **MENDUKUNG TUJUAN PEMBANGUNAN BERKELANJUTAN** **Supporting the Sustainable Development Goals**

Tujuan Pembangunan Berkelanjutan menjadi tanggung jawab multipihak, diperlukan partisipasi dan kolaborasi untuk dapat mewujudkannya. WIKA melalui operasional bisnisnya membuat langkah yang sistematis, tidak hanya sekedar memenuhi tuntutan tetapi telah melembaga dan berkomitmen untuk memberi nilai bersama dalam mendukung Tujuan Pembangunan Berkelanjutan.

WIKA sebagai perusahaan terbesar yang menyediakan jasa *Engineering Procurement & Construction* (EPC) dan Investasi, mendukung TPB terutama pada Tujuan 8, 9, dan 11. Selain ketiga tujuan tersebut, WIKA juga mendukung Tujuan 7, 10, 13, 14, 15, 16, dan 17 seiring dengan tantangan dan pengembangan di wilayah operasi.

The Sustainable Development Goals are multi-stakeholder's shared responsibility, which needs participation and collaboration to achieve them. WIKA, through our business operations, has made systematic moves beyond meeting demands, but also having institutionalized and committed to delivering shared values in supporting the Sustainable Development Goals.

As the largest company that provides Engineering Procurement & Construction (EPC) and Investment services, WIKA supports SDGs, especially in Goals 8, 9, and 11. In addition to these three goals, WIKA also supports Goals 7, 10, 13, 14, 15, 16, and 17 in line with challenges and developments in the operating areas.

| <b>EKONOMI   ECONOMY</b> <div>    </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dampak yang Tercipta   Impact Created                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• Peningkatan pendapatan bersih 7,7%</li> <li>• Memaksimalkan penggunaan <i>Building Information Modelling</i> (BIM)</li> <li>• Integrasi rencana pengadaan (e-PMCS) dan pengadaan WIKA mencatat 98% dari pemasok nasional</li> <li>• Memperluas implementasi QHSE Information System (QIS)</li> <li>• Tenaga kerja lokal sebanyak 100%</li> <li>• Realisasi pelatihan hingga 2.880 jam setahun</li> <li>• Pengerjaan proyek ramah lingkungan seperti MRT, bangunan hijau</li> <li>• Pengembangan dan produksi motor listrik GESITS</li> <li>• Terlibat dalam proyek transportasi umum yang aman dan berkualitas (MRT, LRT, kereta cepat)</li> <li>• Berkontribusi dalam proyek pembangunan pemukiman dan fasilitas umum yang terintegrasi</li> </ul> | <ul style="list-style-type: none"> <li>• Increased net revenue 7.7%</li> <li>• Maximizing the use of Building Information Modeling (BIM)</li> <li>• Integration of procurement plans (e-PMCS) and procurement of WIKA accounted for 98% of national suppliers</li> <li>• Expanding the implementation of the QHSE Information System (QIS)</li> <li>• 100% local workforce</li> <li>• Realization of training up to 2,880 hours a year</li> <li>• Work on environmentally friendly projects such as MRT, green buildings</li> <li>• Development and production of GESITS electric motorcycle</li> <li>• Involved in safe and quality public transport projects (MRT, LRT, high-speed rail)</li> <li>• Contributing to integrated housing and public facilities development projects</li> </ul> |
| Prioritas Strategis Kami   Our Strategic Priorities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• Menciptakan lapangan pekerjaan melalui proyek yang berjalan dan meningkatkan kapasitas Perseroan</li> <li>• <i>Leverage</i> pada BIM sebagai alat rekayasa digital utama untuk meningkatkan efisiensi operasional secara keseluruhan</li> <li>• Pengadaan infrastruktur sampai ke daerah terdepan, tertinggal, terluar (3T)</li> <li>• Pengerjaan proyek infrastruktur dan hunian (rusun)</li> <li>• Terlibat dalam program pemerintah atas pembangunan infrastruktur di Indonesia</li> <li>• Penyelesaian kawasan Transit Oriented Development (TOD) di sepanjang jalur kereta cepat Jakarta-Bandung</li> </ul>                                                                                                                                    | <ul style="list-style-type: none"> <li>• Creating job opportunities through ongoing projects and increasing the Company's capacity</li> <li>• Leverage on BIM as a key digital engineering tool to improve overall operational efficiency</li> <li>• Procurement of infrastructure to the frontier, disadvantaged, outermost (3T) areas</li> <li>• Working on infrastructure and residential projects (flats)</li> <li>• Involved in government programs for infrastructure development in Indonesia</li> <li>• Completing Transit Oriented Development (TOD) area along the Jakarta-Bandung high-speed rail line</li> </ul>                                                                                                                                                                   |

## LINGKUNGAN | ENVIRONMENT



### Dampak yang Tercipta | Impact Created

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>· Pembangunan Jakarta International Stadium menggunakan konsep konstruksi hijau dan gedung hijau</li> <li>· Proyek ketenagalistrikan melalui proyek Pembangkit Listrik Tenaga Diesel (PLTD) dan Pembangkit Listrik Tenaga Gas (PLTG) dengan total 62 proyek berkapasitas 14.750,90 MW</li> <li>· Pemanfaatan energi terbarukan <i>solar cell</i> pada gedung WIKA Tower II</li> <li>· Mengerjakan proyek PLTA dan PLTS, serta proyek Energi Baru dan Terbarukan (EBT) lainnya</li> <li>· Menggunakan teknologi modern untuk menjaga keamanan konstruksi di bawah air</li> <li>· Rehabilitasi lingkungan di sekitar bibir pantai saat pengerjaan proyek</li> <li>· Menggunakan metode pengendapan zat berbahaya sebelum air limbah dibuang ke laut</li> <li>· Meningkatkan perencanaan dan pengelolaan penggunaan lahan untuk proses konstruksi (polusi udara, kebisingan, pancang bumi, pembuangan air limbah konstruksi)</li> </ul> | <ul style="list-style-type: none"> <li>· The construction of the Jakarta International Stadium using the concept of green construction and green building</li> <li>· Electrification projects through the construction of 62 projects of Diesel Power Plant and Gas Power Plant with a total capacity of 14,750.90 MW</li> <li>· Utilization of solar cell renewable energy at WIKA Tower II building</li> <li>· Working on hydropower plant and solar power plant projects, as well as other New and Renewable Energy (NRE) projects</li> <li>· Using modern technology to keep the construction safe underwater</li> <li>· Environmental rehabilitation around the shoreline during project work</li> <li>· Using the sedimentation method for hazardous substances before discharging the wastewater into the sea</li> <li>· Improving land use planning and management for construction processes (air pollution, noise, pile installation, construction wastewater disposal)</li> </ul> |
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### Prioritas Strategis Kami | Our Strategic Priorities

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>· Menciptakan peluang pengerjaan proyek pembangkit listrik tenaga air (<i>microhydro</i>) dan tenaga surya</li> <li>· Pengembangan desain bangunan ramah lingkungan yang mengutamakan efisiensi energi listrik</li> <li>· Melakukan pencatatan emisi GRK yang dihasilkan dari kegiatan proyek</li> <li>· Menyelamatkan terumbu karang dengan luasan 150 m<sup>2</sup></li> <li>· Membangun kerja sama yang tepat dengan vendor dalam mengatasi remediasi lahan sebelum proses konstruksi</li> </ul> | <ul style="list-style-type: none"> <li>· Creating opportunities for working on micro-hydro electric and solar power plant projects</li> <li>· Development of environmentally friendly building designs that prioritize electrical energy efficiency</li> <li>· Recording GHG emissions resulting from project activities</li> <li>· Saving coral reefs with an area of 150 m<sup>2</sup></li> <li>· Establishing proper collaboration with vendors in addressing land remediation prior to construction</li> </ul> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## SOSIAL | SOCIAL



### Dampak yang Tercipta | Impact Created

- |                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>· Penerapan nondiskriminasi dan kesempatan kerja yang setara</li> <li>· Memasukkan aspek HAM dalam praktik ketenagakerjaan</li> <li>· Memberikan pelatihan <i>welding</i> untuk komunitas di sekitar proyek</li> </ul> | <ul style="list-style-type: none"> <li>· Implementation of non-discrimination and equal employment opportunities</li> <li>· Incorporating human rights aspects in employment practices</li> <li>· Providing welding training for the community around the project</li> </ul> |
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### Prioritas Strategis Kami | Our Strategic Priorities

- |                                                                                                                                                                                                                             |                                                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>· Memberikan beasiswa dan akses pendidikan untuk anak-anak di wilayah 3T</li> <li>· Kerja sama dengan lembaga pendidikan untuk mendapatkan calon tenaga kerja berkualitas</li> </ul> | <ul style="list-style-type: none"> <li>· Providing scholarships and access to education for children in the 3T areas</li> <li>· Cooperating with educational institutions to find qualified candidates</li> </ul> |
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## Dampak yang Tercipta | Impact Created

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>· Penerapan Sistem Manajemen Anti Penyuapan berbasis ISO 37000</li> <li>· Adanya Perjanjian Kerja Bersama (PKB)</li> <li>· Adanya Serikat Pekerja WIKA (Sekar WIKA)</li> <li>· Penerapan kode etik dan sistem pelaporan pelanggaran</li> <li>· Menciptakan sumber daya manusia unggul untuk mendukung operasional Perseroan dan pengerjaan proyek-proyek infrastruktur nasional</li> <li>· Melakukan perluasan pangsa pasar ke luar negeri</li> </ul> | <ul style="list-style-type: none"> <li>· Implementation of Anti-Bribery Management System based on ISO 37000</li> <li>· The availability of Collective Labor Agreement</li> <li>· The established WIKA Employee Union (Sekar WIKA)</li> <li>· Implementation of the code of ethics and whistleblowing system</li> <li>· Creating excellent human resources to support the Company's operations and work on national infrastructure projects</li> <li>· Expanding overseas market share</li> </ul> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Prioritas Strategis Kami | Our Strategic Priorities

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>· Kepercayaan dari pemangku kepentingan</li> <li>· Memperluas <i>partnership</i></li> <li>· Bekerja sama dengan vendor untuk mendapatkan sumber daya yang berkualitas</li> <li>· Membangun kerja sama dengan pihak asing untuk pengerjaan proyek-proyek guna mendukung akselerasi pembangunan infrastruktur di negara berkembang lain seperti Aljazair, Niger, Kepulauan Solomon, dan Timor Leste</li> </ul> | <ul style="list-style-type: none"> <li>· Trust from stakeholders</li> <li>· Expanding partnership</li> <li>· Cooperating with vendors to get quality resources</li> <li>· Establishing cooperation with foreign parties to work on projects for the acceleration of infrastructure development in other developing countries such as Algeria, Niger, Solomon Islands, and East Timor</li> </ul> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



## ▶ **TENTANG LAPORAN KEBERLANJUTAN**

### About the Sustainability Report



Laporan keberlanjutan WIKA berisi strategi dan capaian kinerja keberlanjutan, serta inisiatif untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan. Isi laporan ini telah diverifikasi oleh pihak independen.

WIKA's sustainability report contains strategies and achievements of sustainability performance, as well as initiatives to support the achievement of the Sustainable Development Goals. The contents of this report have been verified by an independent party.

#### **Pedoman Laporan** [102-54]

Laporan Keberlanjutan WIKA disusun mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Laporan Keberlanjutan ini juga mengacu pada standar internasional yaitu Standar Global Reporting Initiative (GRI) 2020: *comprehensive option*, dengan memuat informasi pengungkapan khusus sektor konstruksi dan *real estate* (Construction and Real Estate/ CRE).

#### **Periode Laporan** [102-50, 102-51, 102-52]

Laporan keberlanjutan yang disampaikan memuat seluruh informasi terkait kinerja aspek ekonomi, sosial, dan lingkungan Perseroan disampaikan dalam periode tahunan yakni kurun waktu 1 Januari hingga 31 Desember, disertai komparasi data 2 tahun sebelumnya. Laporan ini merupakan kontinuitas dari Laporan Keberlanjutan tahun 2020 yang rilis pada 5 Mei 2021. Laporan Keberlanjutan dan Laporan Tahunan Perseroan disampaikan secara terpisah dengan isi yang saling melengkapi.

#### **Report Guidelines** [102-54]

The WIKA Sustainability Report was prepared referring to the Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. This Sustainability Report also refers to international standards, the Global Reporting Initiative (GRI) 2020 Standard: *comprehensive option*, by including information on specific disclosures for the construction and real estate sector (CRE).

#### **Reporting Period** [102-50, 102-51, 102-52]

This sustainability report is disclosing information on the performance of the Company's economic, social, and environmental aspects in an annual period from January 1st to December 31th, with data comparison from the last 2 periods. This report is a continuation of the 2020 Sustainability Report which was published on May 5, 2021. The Company's Sustainability Report and Annual Report are published separately but the contents complement each other.

## Topik Material [102-46, 102-49]

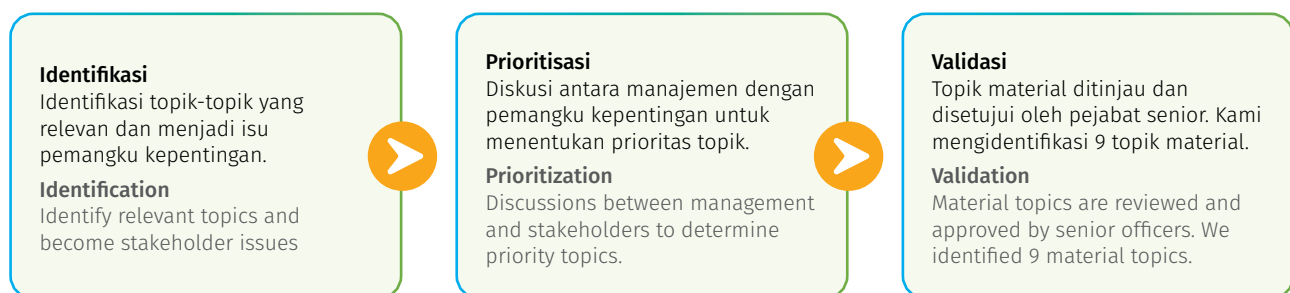
Pengungkapan topik material telah disesuaikan dengan isu-isu signifikan yang dihadapi Perseroan, perhatian pemangku kepentingan, harapan di masa depan, dan tren isu global. Topik material pada periode laporan ditentukan dari hasil diskusi internal dan kaji ulang topik Laporan Keberlanjutan tahun sebelumnya. Dalam Laporan Keberlanjutan 2021 terdapat penambahan topik material yaitu terkait *Sustainable Cities & Mobility*, Inovasi & Transformasi Digital, serta Limbah. Penambahan topik material ini telah mempertimbangkan isu keberlanjutan di sektor konstruksi dan hal-hal yang menjadi perhatian pemangku kepentingan WIKA.

## Material Topics [102-46, 102-49]

Disclosure of material topics has been adjusted to the significant issues faced by the Company, stakeholders' concerns, future expectations, and global issue trends. The material topics in the reporting period were determined from the results of internal discussions and a review of the topic of the previous year's Sustainability Report. In the 2021 Sustainability Report, there were additional material topics related to Sustainable Cities & Mobility, Digital Innovation & Transformation, and Waste. The additional material topics have taken into account sustainability issues in the construction sector and WIKA stakeholders' concerns.

### Penentuan Topik Material

Material Topic Determination



### Topik Material dan Batasannya [102-46, 102-47]

Material Topics and Boundaries

| No. | Topik Material<br>Material Topic                                                                             | Isu Utama<br>Key Issues                                                                                                                                                                                                                                                                                                   | Pemangku Kepentingan Terdampak<br>Affected Stakeholders                                                                                                                                                                                         | TPB<br>SDGs |
|-----|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| 1   | Quality, Health, Safety, & Environment (QHSE)                                                                | <ul style="list-style-type: none"> <li>Keselamatan dan Kesehatan Kerja</li> <li>Kualitas akhir produk dan jasa</li> <li>Kepatuhan terhadap peraturan lingkungan</li> <li>Occupational Health and Safety</li> <li>The final quality of products and services</li> <li>Compliance with environmental regulations</li> </ul> | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Pemberi kerja (Owner)</li> <li>Mitra Kerja</li> <li>Masyarakat</li> <li>Regulator</li> <li>Employee</li> <li>Owner</li> <li>Partners</li> <li>Community</li> <li>Regulators</li> </ul> |             |
| 2   | Pengelolaan Human Capital & Pengembangan Kompetensi<br><br>Human Capital Management & Competency Development | <ul style="list-style-type: none"> <li>Ketenagakerjaan</li> <li>Pelatihan dan pendidikan</li> <li>Praktik HAM</li> <li>Employment</li> <li>Training and education</li> <li>Human Rights Practices</li> </ul>                                                                                                              | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Mitra Kerja</li> <li>Employee</li> <li>Partners</li> </ul>                                                                                                                             |             |

| No. | Topik Material<br>Material Topic                                          | Isu Utama<br>Key Issues                                                                                                                                                                                                                                                                                        | Pemangku Kepentingan Terdampak<br>Affected Stakeholders                                                                                                     |                                                                                                                                                           | TPB<br>SDGs                                                                                                                                                                 |
|-----|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3   | Kinerja Ekonomi<br><br>Economic<br>Performance                            | <ul style="list-style-type: none"> <li>Kinerja ekonomi</li> <li>Dampak ekonomi tidak langsung</li> <li>Economic performance</li> <li>Indirect economic impact</li> </ul>                                                                                                                                       | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Pemegang Saham</li> <li>Kreditur</li> <li>Mitra Kerja</li> <li>Regulator</li> </ul>                | <ul style="list-style-type: none"> <li>Employee</li> <li>Shareholders</li> <li>Creditors</li> <li>Partners</li> <li>Regulators</li> </ul>                 |                                                                                          |
| 4   | Antikorupsi & Antipenyuapan<br><br>Anti-Corruption & Anti-Bribery         | <ul style="list-style-type: none"> <li>Asesmen antikorupsi</li> <li>Sosialisasi dan pelatihan antikorupsi</li> <li>Anti-corruption assessment</li> <li>Anti-corruption dissemination and training</li> </ul>                                                                                                   | <ul style="list-style-type: none"> <li>Pemegang Saham</li> <li>Regulator</li> <li>Karyawan</li> </ul>                                                       | <ul style="list-style-type: none"> <li>Shareholders</li> <li>Regulators</li> <li>Employees</li> </ul>                                                     |                                                                                          |
| 5   | Kepuasan Pelanggan<br><br>Customer satisfaction                           | <ul style="list-style-type: none"> <li>Kesehatan dan keselamatan pelanggan</li> <li>Verifikasi kepatuhan operasional</li> <li>Customer health and safety</li> <li>Verification of operational compliance</li> </ul>                                                                                            | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Owner</li> <li>Pelanggan</li> </ul>                                                                | <ul style="list-style-type: none"> <li>Employees</li> <li>Owners</li> <li>Customers</li> </ul>                                                            |                                                                                          |
| 6   | Penanganan Perubahan Iklim<br><br>Climate Change Handling                 | <ul style="list-style-type: none"> <li>Pengelolaan energi</li> <li>Reduksi emisi</li> <li>Energy management</li> <li>Emissions reduction</li> </ul>                                                                                                                                                            | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Owner</li> <li>Mitra Kerja</li> <li>Regulator</li> <li>Investor</li> </ul>                         | <ul style="list-style-type: none"> <li>Employees</li> <li>Owners</li> <li>Partners</li> <li>Regulators</li> <li>Investors</li> </ul>                      |                                                                                          |
| 7   | Sustainable Cities & Mobility                                             | <ul style="list-style-type: none"> <li>Proyek ramah lingkungan</li> <li>Proyek infrastruktur</li> <li>Environmentally friendly projects</li> <li>Infrastructure projects</li> </ul>                                                                                                                            | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Owner</li> <li>Pemegang Saham</li> <li>Mitra Kerja</li> <li>Regulator</li> <li>Kreditur</li> </ul> | <ul style="list-style-type: none"> <li>Employees</li> <li>Owner</li> <li>Shareholders</li> <li>Partners</li> <li>Regulators</li> <li>Creditors</li> </ul> |   |
| 8   | Inovasi & Transformasi Digital<br><br>Digital Innovation & Transformation | <ul style="list-style-type: none"> <li>Penggunaan teknologi dan inovasi untuk konstruksi</li> <li>Pengembangan teknologi dan digitalisasi untuk efisiensi pekerjaan</li> <li>Use of technology and innovation for construction</li> <li>Technology development and digitization for work efficiency</li> </ul> | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Owner</li> <li>Mitra Kerja</li> </ul>                                                              | <ul style="list-style-type: none"> <li>Employees</li> <li>Owner</li> <li>Partners</li> </ul>                                                              |                                                                                        |
| 9   | Limbah Waste                                                              | Pengelolaan limbah B3 di proyek<br>Management of hazardous waste in the project                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Karyawan</li> <li>Owner</li> <li>Mitra Kerja</li> <li>Regulator</li> <li>Investor</li> </ul>                         | <ul style="list-style-type: none"> <li>Employees</li> <li>Owners</li> <li>Partners</li> <li>Regulators</li> <li>Investors</li> </ul>                      |                                                                                        |

## Quality, Health, Safety, & Environment (QHSE)

### Mengapa topik ini penting:

Manajemen *Quality, Health, Safety, & Environment* (QHSE) selalu diupayakan guna menjadi penyelesaian pekerjaan sesuai standar mutu dan harapan *owner*, serta menumbuhkan kepercayaan pelanggan untuk menggunakan jasa WIKA.

### Why this topic is important:

WIKI always try to apply Quality, Health, Safety, & Environment (QHSE) management in work completion according to quality standards and owner expectations, as well as build customer confidence to use WIKI's services

### Tantangan yang Dikelola:

- Situasi pandemi COVID-19
- Implementasi sistem QHSE baru untuk patroli *online* selama pandemi

### Managed Challenges:

- COVID-19 pandemic situation
- Implementation of the new QHSE system for online patrols during the pandemic

### Kebijakan:

- Kebijakan Kesehatan, Keselamatan Kerja & Lingkungan (K3L), tanggal 9 Juni 2020
- Kebijakan Larangan Menggunakan Minuman Beralkohol & Obat-Obat Terlarang serta Pencegahan dan Penanggulangan HIV/AIDS tanggal 2 Februari 2021
- Kebijakan SWA (*Stop Work Action*), tanggal 9 Juni 2020
- Kebijakan Sistem Manajemen Risiko, tanggal 25 Juni 2021
- Prosedur Audit Internal WIKI-QAS-PM-02.01 yaitu prosedur kegiatan audit internal terhadap sistem manajemen
- WIKI-KON-PM-03.04 tentang Prosedur Proses Pelaksanaan Konstruksi
- Berbagai prosedur internal terkait K3

### Policies:

- Health, Safety & Environment (K3L) Policy, 9 June 2020
- Policy on the Prohibition of Using Alcoholic Beverages & Illegal Drugs and HIV/AIDS Prevention and Control dated February 2, 2021
- SWA (*Stop Work Action*) Policy, June 9, 2020
- Risk Management System Policy, June 25, 2021
- WIKI-QAS-PM-02.01 Internal Audit Procedure, as the procedure for internal audit activities on the management system
- WIKI-KON-PM-03.04 regarding Construction Implementation Process Procedures
- Various internal procedures related to OHS

### Evaluasi:

Aspek QHSE ini berada di bawah pengawasan Direktur QHSE. Direktur QHSE membawahi Divisi QHSE yang bertugas mengelola implementasi Quality & HSE di lingkungan WIKI. Seluruh proses QHSE dilaksanakan dan dilaporkan secara terintegrasi mulai dari awal pembangunan proyek hingga selesainya, yang melibatkan karyawan, *owner*, pekerja mitra, dan pemerintah setempat. Sistem manajemen lingkungan dilaksanakan sesuai dengan ISO 14001, sistem manajemen keselamatan dan kesehatan kerja dilaksanakan sesuai dengan ISO 45001 dan PP No. 50 tahun 2012, sistem manajemen mutu dilaksanakan sesuai dengan ISO 9001.

Implementasi QHSE WIKI di tahun 2021 berjalan dengan baik. Sehubungan dengan pandemi COVID-19, WIKI memperketat protokol kesehatan di seluruh lokasi operasi baik di kantor maupun proyek. Selama periode pelaporan 2021, WIKI mencapai 138.461.644 jam kerja selamat dan tidak ada kecelakaan fatal (*zero fatality*). Dalam pengerjaan proyek, WIKI berupaya menjaga kualitas dan integritas pekerjaan. Pada 2021, WIKI menerima aspirasi dari beberapa *owner* terkait kualitas pekerjaan. WIKI terus melakukan perbaikan dan menindaklanjuti aspirasi *owner* dengan optimal sehingga dapat memberikan hasil akhir yang memuaskan saat serah terima pekerjaan. Perhatian WIKI terhadap kualitas pekerjaan didukung dengan membentuk Komite Quality Control (QC) pada awal 2021 yang memiliki tugas dan tanggung jawab untuk mengecek kualitas pekerjaan proyek. [102-33][102-34]

### Evaluation:

The QHSE aspect is under the supervision of the QHSE Director. The QHSE Director oversees the QHSE Division in charge of managing the Quality & HSE implementation within WIKI. The entire QHSE process is carried out and reported in an integrated manner from the beginning of project development to completion, involving employees, owners, partner workers, and the local governments. The environmental management system is implemented in accordance with ISO 14001, the occupational health and safety management system is implemented in accordance with ISO 45001 and Government Regulation No. 50 of 2012, the quality management system is implemented in accordance with ISO 9001.

WIKI implemented QHSE properly in 2021. Due to the COVID-19 pandemic, WIKI has tightened health protocols at all operating locations, both in offices and project sites. During the 2021 reporting period, WIKI reached 138,461,644 safe manhours without fatal accidents (*zero fatality*). In the projects, WIKI strives to maintain the work quality and integrity. In 2021, WIKI received aspirations from several owners regarding the quality of work. WIKI continued to make improvements and optimally follow up on the owner's aspirations to deliver satisfactory results when handing over the work. WIKI's attention to the quality of work was supported by forming a Quality Control (QC) Committee in early 2021 which has the duties and responsibilities to check the quality of project work. [102-33][102-34]

## Pengelolaan *Human Capital* & Pengembangan Kompetensi

### Human Capital Management & Competency Development

#### Mengapa topik ini penting:

WIKA terus menjalankan *roadmap* pembangunan *human capital* untuk mencapai setiap target yang ditetapkan dalam KPI. Dalam menjalankan *roadmap* tersebut, WIKA selalu menghormati Hak Asasi Manusia (HAM).

#### Why this topic is important:

WIKA continues to carry out the human capital development roadmap to achieve every target set in the KPI. In carrying out the roadmap, WIKA always respects Human Rights (HAM).

#### Tantangan yang Dikelola:

- Gap kompetensi
- Peran perempuan di level manajemen
- Kesetaraan gender

#### Managed Challenges:

- Competency gap
- The role of women at the management level
- Gender equality

#### Kebijakan:

- Pedoman SMK3L WIKA-PEM-PM-02.02. Pemenuhan Tanggung Jawab HAM
- Prosedur Rekrutmen dan Penerimaan Pegawai No. WIKA-HCE-PM-02.01
- Prosedur Pengharkatan No. WIKA-HCE-PM-06.01

#### Policy:

- WIKA-PEM-PM-02.02 on Guidelines for OHSMS. Fulfillment of Human Rights Responsibilities
- Procedure for Recruitment and Hiring of Employees No. WIKA-HCE-PM-02.01
- Appreciation Procedure No. WIKA-HCE-PM-06.01

#### Evaluasi:

Pengelolaan karyawan mulai dari rekrutmen, seleksi, penempatan, kesejahteraan, hingga pengharkatan karyawan, merupakan tugas dan wewenang Biro REKPAT dan Biro Pengharkatan. Praktik manajemen *human capital* di WIKA menjunjung tinggi Hak Asasi Manusia (HAM) termasuk kesetaraan gender, keberagaman, kebebasan berseikat dan berpendapat, serta hak-hak lainnya yang masih terkait ketenagakerjaan. Selama masa pandemi, WIKA berhasil mempertahankan seluruh karyawannya (*zero layoff*), adanya karyawan yang meninggalkan Perseroan karena pensiun, mengundurkan diri, dan meninggal. WIKA memberikan remunerasi di atas standar Upah Minimum Sektoral Kota (UMSK) di masing-masing wilayah kerja. Selama periode pelaporan tidak ada insiden diskriminasi yang dilaporkan oleh karyawan.

Di sisi lain, konsistensi WIKA untuk menciptakan *human capital* yang berkualitas dan solid, salah satunya melalui peningkatan kompetensi *human capital*. Pelaksanaan pengembangan kompetensi karyawan ada di bawah kendali Biro Pusat Keunggulan. Biro ini di bawah Divisi Human Capital, yang bertanggung jawab langsung kepada Direktur Human Capital dan Pengembangan. Di tahun 2021, telah terselenggara 2.880 jam pelatihan, yang diikuti oleh 3.668 karyawan dari berbagai jenjang jabatan.

#### Evaluation:

Management of employees, from recruitment, selection, placement, welfare, to employee appreciation, is the duty and authority of the Recruitment & Dignity Bureau. Human capital management practices at WIKA uphold human rights, including gender equality, diversity, freedom of association and expression, as well as other rights concerning employment. During the pandemic, WIKA managed to retain all employees (*zero layoff*), employees who left the Company were due to retirement, resignation, and passing. WIKA provides remuneration above the provincial minimum wage in each work area. During the reporting period, there were no incidents of discrimination reported by employees.

WIKA is consistent in creating qualified and solid human capital, one of which is through increasing human capital competencies. The implementation of employee competency development is under the control of the Central Bureau of Excellence. This bureau is under the Human Capital Division, which has the responsibility to reports directly to the Director of Human Capital and Development. In 2021, a total of 2,880 hours of training were held, with the attendance of 3,668 employees from various levels of position.

**Mengapa topik ini penting:**

Kinerja ekonomi mencerminkan pencapaian kinerja operasional dan keuangan Perseroan. Pengungkapan kinerja ekonomi akan menjadi evaluasi antara target dan realisasi capaian kinerja tahun 2021, yang bermanfaat bagi Perseroan dan pemangku kepentingan.

**Why this topic is important:**

The economic performance reflects the achievement of the Company's operational and financial performance. Disclosure of economic performance will be an evaluation between the target and the realization of performance achievements in 2021, which is beneficial for the Company and stakeholders.

**Tantangan yang Dikelola:**

- Keterlambatan penyelesaian proyek
- Pembiayaan dan *cashflow*

**Managed Challenges:**

- Delay in project completion
- Financing and cashflow

**Kebijakan:**

- Surat Tugas No. ST.01.02/A.DIR.00121/2021 *Task Force* untuk Percepatan Pencairan Piutang Macet dan Bermasalah

**Policy:**

- Letter of Assignment No. ST.01.02/A.DIR.00121/2021 regarding Task Force for the Acceleration of Disbursement of Bad and Troubled Accounts

**Evaluasi:**

Direktur Keuangan dan Manajemen Risiko bertanggung jawab dan membawahi Divisi keuangan untuk mengelola keuangan WIKA. Setiap tahunnya, WIKA menetapkan RKAP yang harus dicapai. Strategi dan pengambilan keputusan yang tepat akan mendukung capaian kinerja keuangan dan ekonomi sesuai target yang ditetapkan.

Di 2021, WIKA membukukan pendapatan bersih yang lebih tinggi dibandingkan capaian tahun sebelumnya yaitu sebesar Rp17,81 triliun. Segmen infrastruktur dan gedung berkontribusi paling tinggi atau 52,95% dari total pendapatan perusahaan di tahun 2021. Laba bersih tahun berjalan tercatat Rp214,42 miliar. Dari capaian kinerja keuangan tersebut, WIKA mampu menciptakan nilai ekonomi bagi para pemangku kepentingan, seperti remunerasi karyawan, pajak kepada pemerintah, kontrak pengadaan dengan mitra, serta kegiatan tanggung jawab sosial dan lingkungan.

**Evaluation:**

The Director of Finance and Risk Management is responsible for and oversees the Finance Division to manage WIKA's finances. Every year, WIKA determines the WP&B that must be achieved. The right strategy and decision-making will support the achievement of financial and economic performance according to the set targets.

In 2021, WIKA recorded a better economic performance than the previous year. WIKA recorded a net income of Rp17.81 trillion. The largest contribution was from infrastructure and building sector or 52.95% of revenue. Profit for the year was recorded at Rp214.42 billion. From the economic value generated, WIKA also distributed the economic value to stakeholders, such as employee remuneration, taxes to the government, procurement contracts with partners, as well as social and environmental responsibility activities.

### Mengapa topik ini penting:

WIKA tidak mentoleransi penyuapan maupun *fraud* dalam bentuk apapun. Selama ini WIKA telah konsisten menerapkan antikorupsi dan antipenyuapan hingga tercipta lingkungan kerja yang bersih dan berintegritas tinggi. Komitmen ini dibuktikan dengan adanya Kebijakan Sistem Manajemen Anti Penyuapan yang ditandatangani oleh Direktur Utama dan Komisaris Utama serta dengan diraihnya sertifikasi SNI 37001:2016 tentang Sistem Manajemen Anti Penyuapan untuk 5 divisi ruang lingkup (Sekretariat Perusahaan, Divisi Human Capital, Divisi Keuangan, Divisi Industrial Plant, Divisi Supply Chain Management) pada Desember 2020.

### Why this topic is important:

WIKA does not tolerate bribery or fraud in any form. So far, WIKA has consistently applied anti-bribery to create a clean and high-integrity work environment. This commitment is demonstrated by the issuance of Anti-Bribery Management System Policy signed by the President Director and President Commissioner as well as the achievement of SNI 37001:2016 certification on Anti-Bribery Management System for 5 scope divisions (Corporate Secretariat, Human Capital Division, Finance Division, Industrial Plant Division, Supply Chain Management Division) in December 2020.

### Tantangan yang Dikelola:

- Pemerataan sosialisasi antikorupsi dan antisuap
- Meningkatkan kesadaran karyawan untuk melaksanakan praktik antikorupsi

### Managed Challenges:

- Equal dissemination of anti-corruption and anti-bribery
- Raising employee awareness to implement anti-corruption practices

### Kebijakan:

- Panduan Penerapan Tata Kelola Perusahaan yang Baik (Code of GCG) WIKA Tahun 2021-2023
- Pedoman Etika dan Perilaku (*Code of Conduct*)
- Prosedur Pengendalian Gratifikasi Nomor WIKALDS-PM-03.01 Rev. 00 Amd. 02
- Prosedur Pengaduan Pelanggaran terhadap *Code of Conduct* (*Whistle Blower*) Nomor WIKA-LDS-PM-02.01 Rev. 00 Amd. 02
- Pedoman Penanganan Benturan Kepentingan; 95/DK/WIKA/2021
- Pedoman Sistem Manajemen Anti Penyuapan Nomor WIKA-LDS-PM-01.01 Rev. 00 Amd. 01
- Prosedur Pelaksanaan Sistem Manajemen Anti Penyuapan Nomor WIKA-LDS-PM-01.03 Rev. 00 Amd. 01

### Policies:

- Implementation guidelines of Code of Good Corporate Governance (GCG) WIKA 2021-2023
- Code of Conduct
- Gratification Control Procedure Number WIKALDS-PM-03.01 Rev. 00 Amd. 02
- Procedure for Complaints against Code of Conduct (*Whistle Blower*) Number WIKA-LDS-PM-02.01 Rev. 00 Amd. 02
- Guidelines for Handling Conflicts of Interest; 95/DK/WIKA/2021
- Guidelines for Anti-Bribery Management System Number WIKA-LDS-PM-01.01 Rev. 00 Amd. 01
- Procedure for Implementation of Anti-Bribery Management System Number WIKA-LDS-PM-01.03 Rev. 00 Amd. 01

### Evaluasi:

Dalam upaya melindungi aset dan reputasi perusahaan, WIKA menegakkan antikorupsi di seluruh rantai nilai. Pengawasan penerapan antikorupsi dan antipenyuapan ada di bawah tanggung jawab Fungsi Kepatuhan Antipenyuapan (FKAP) Divisi Legal. Sanksi tegas berlaku bagi siapa saja yang terbukti melakukan *fraud* atau korupsi di lingkungan kerja WIKA.

Dalam rangka membangun kesadaran atas tindakan bebas korupsi, dilakukan sosialisasi antikorupsi secara konsisten melalui *online* dan *offline*. Secara berkala, akan ada pelatihan khusus terkait topik-topik pencegahan antikorupsi dan sanksinya kepada karyawan. Kebijakan antikorupsi tidak hanya diterapkan bagi karyawan WIKA saja, namun juga mitra kerja dan pihak lain yang bekerja sama. Komitmen terhadap antikorupsi dan antipenyuapan didukung oleh dimilikinya sertifikasi ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan. Direktur Utama dan Komisaris Utama mengawasi efektivitas penerapan antikorupsi dan antipenyuapan di lingkungan WIKA. Pada 2021, terdapat dugaan kasus korupsi pada salah satu proyek infrastruktur yang ditangani WIKA. Kasus telah ditindaklanjuti oleh Komisi Pemberantasan Korupsi (KPK) dan telah diproses di pengadilan dan mendapatkan putusan yang berkekuatan hukum tetap. WIKA terus berupaya untuk memperkuat pengawasan dan sistem pengendalian untuk mencegah korupsi ke depannya. [102-33][102-34]

### Evaluation:

In an effort to protect the company's assets and reputation, WIKA enforces anti-corruption principle across the value chain. Oversight of anti-corruption implementation is the responsibility of the Anti-bribery Compliance Function (FKAP) of Legal Division. Strict sanctions apply to anyone who is proven to have committed fraud or corruption in WIKA's work environment.

In order to raise awareness of corruption-free actions, anti-corruption principles are disseminated consistently online and offline. Periodically, there will be special training related to anti-corruption prevention topics and sanctions for employees. The anti-corruption policy is not only applied to WIKA's employees, but also to partners and other collaborating parties. Commitment to anti-corruption and anti-bribery is supported with our ISO 37001:2016 certification on Anti-Bribery Management System. The President Director and President Commissioner oversee the effectiveness of anti-corruption and anti-bribery implementation within WIKA. In 2021, there was an alleged corruption case in one of the infrastructure projects handled by WIKA. The case has been followed up by the Corruption Eradication Commission (KPK) and has been processed in court and received a verdict that has permanent legal force. WIKA continues to strive to improve the control system to prevent corruption in the future.

[102-33][102-34]

**Mengapa topik ini penting:**

Kualitas produk dan jasa mempengaruhi kepuasan pelanggan dan *brand image*. Dalam proses pembangunan produk dan jasa konstruksi, WIKA berkomitmen untuk menjalankan proses keamanan saat perencanaan, pengerjaan, proses *commissioning*, hingga memastikan bahwa produk jadi telah aman digunakan oleh pelanggan maupun masyarakat umum.

**Why this topic is important:**

The quality of products and services affects customer satisfaction and brand image. In developing construction products and services, WIKA is committed to carrying out safety practices during planning, construction, commissioning processes, as well as ensuring that the finished product is safe for use by customers and the general public.

**Tantangan yang Dikelola:**

- Kesulitan material dan pekerja saat pandemi
- Adanya pembatasan pekerja saat pandemi

**Managed Challenges:**

- Material and worker difficulties during the pandemic
- There are restrictions on number of workers during the pandemic

**Kebijakan:**

- Dokumen WIKA-QAS-PM-03.01 tentang Prosedur Catatan Peluang Perbaikan dan Permintaan Tindakan Korektif dan Preventif

**Policy:**

- WIKA-QAS-PM-03.01 Document regarding Procedure for Recording Opportunities for Corrections and Requests for Corrective and Preventive Actions

**Evaluasi:**

Dalam menjaga kepuasan pelanggan, WIKA telah menerapkan QHSE dengan optimal di setiap proyek yang dikerjakan. Manajemen memastikan bahwa penyelesaian pekerjaan berjalan sesuai dengan jadwal dan selesai tepat waktu. Manajemen mengidentifikasi hal-hal yang mempengaruhi kepuasan pelanggan antara lain:

1. Penerapan QMSL sebagai tolok ukur kualitas kinerja manajemen sesuai dengan ISO 9001;
2. Penerapan QPass sebagai alat ukur kesesuaian kualitas produk dengan persyaratan produk yang diinginkan;
3. Penerapan SHE Level sebagai tolok ukur performance penerapan K3L sesuai dengan integrasi peraturan PP No 50/12, ISO 45001 dan ISO 14001.

WIKA melakukan survei kepuasan pelanggan setiap satu tahun sekali. Untuk survei kepuasan pelanggan pada kinerja tahun 2021 hasilnya baru akan diperoleh pada Juni 2022.

**Evaluation:**

In maintaining customer satisfaction, WIKA has optimized QHSE implementation in every project. The Management ensures that the construction works are carried out according to schedule and is completed on time. The Management has identified the following factors that affect customer satisfaction:

1. Implementation of QMSL as a benchmark for quality management performance in accordance with ISO 9001;
2. Application of QPass as a measurement for product quality conformity with the desired product requirements;
3. Implementation of SHE Level as a benchmark for SHE implementation performance in accordance with the integration of Government Regulation No 50/12, ISO 45001 and ISO 14001.

WIKA conducts a customer satisfaction survey once a year. The results of customer satisfaction survey 2021 will be released in June 2022.

**Mengapa topik ini penting:**

Isu perubahan iklim menjadi topik yang menarik perhatian banyak pemangku kepentingan dan WIKA berupaya mengelola dan melaporkan kinerja lingkungan terutama aspek energi dan emisi. Pengurangan energi dan reduksi emisi merupakan wujud aksi penanganan perubahan iklim.

**Why this topic is important:**

The climate change issue has become a topic that attracted the attention of many stakeholders and WIKA is making efforts to manage and report environmental performance, especially on energy and emissions. Reducing energy and emissions is a form of action to deal with climate change.

**Tantangan yang Dikelola:**

- Pemantauan data energi dan emisi belum dapat dilakukan di seluruh proyek
- Belum dimiliki *dashboard* berbasis IT untuk menyajikan data di lingkungan proyek

**Managed Challenges:**

- Monitoring of energy and emission data cannot be carried out in all projects
- No IT-based dashboard to display data in the project environment

**Kebijakan:**

- Dokumen WIKA-PEM-PM-03.14 tentang Prosedur pemantauan dan Pengelolaan Lingkungan

**Policy:**

- WIKA-PEM-PM-03.14 Document regarding Environmental Monitoring Procedure and Management

**Evaluasi:**

Di lokasi proyek, dilakukan pengukuran konsumsi energi dan emisi gas rumah kaca (GRK) yang dihasilkan. Di lokasi proyek, pengelolaan lingkungan berada di bawah tanggung jawab Manajer Proyek. Pada periode laporan, WIKA menarik data penggunaan energi dan emisi GRK yang dihasilkan dari 6 proyek dan kantor pusat. Total energi yang digunakan tercatat 32.631,06 GJ, sedangkan emisi yang dihasilkan 1.797,66 Ton CO<sub>2</sub> eq. Dari data tersebut, kami terus berupaya untuk melakukan inisiatif pengurangan energi dan reduksi emisi, serta mengumpulkan laporan kinerja lingkungan dari semua proyek.

Di sisi lain, komitmen WIKA dalam mendukung penanganan perubahan iklim juga diwujudkan pada pembangunan proyek-proyek ramah lingkungan dan pembangkit listrik yang memanfaatkan sumber energi terbarukan. WIKA juga mengelola pengoperasian bangunan hijau (*green building*) yang dimiliki, yaitu WIKA Tower II (kantor pusat). Dengan konsep bangunan hijau, pemakaian energi listrik dapat dikurangi sekitar 1.421 GJ per tahun. Inisiatif efisiensi energi juga dilakukan melalui pemasangan *solar cell* pada gedung kantor pusat. Pengawasan terhadap capaian efisiensi energi di kantor pusat ada di bawah tanggung jawab Pengelola Gedung dan Departemen Corporate Affair, serta Sekretariat Perusahaan.

**Evaluation:**

Energy consumption and greenhouse gas (GHG) emissions at the project site are measured. At the project site, environmental management is the responsibility of the Project Manager. In the reporting period, WIKA collected data on energy use and GHG emissions from six projects and the head office. The total energy used was recorded at 32,631.06 GJ, while the emissions were 1,797.66 Tons CO<sub>2</sub> eq. From this data, we continue the efforts to reduce energy and emission initiatives, as well as collect environmental performance reports from all projects.

In addition, WIKA's commitment in supporting climate action is also manifested in the development of environmentally friendly projects and power plants that utilize renewable energy sources. WIKA also manages the operation WIKA Tower II as a Green Building. With the green building concept, electricity consumption can be reduced by approximately 1,421 GJ per year. Energy efficiency initiatives have also carried out through the installation of solar cells in the head office building. Supervision of the energy efficiency at the head office is the responsibility of the Building Manager and the Corporate Affairs Department, as well as the under the Corporate Secretariat.

## Sustainable Cities & Mobility

### Mengapa topik ini penting:

Keberadaan WIKA sebagai perusahaan di bidang konstruksi berkontribusi terhadap tata kota yang berkelanjutan.

### Why this topic is important:

WIKA's existence as a construction company contributes to sustainable urban planning.

### Tantangan yang Dikelola:

- Proyek ramah lingkungan jumlahnya masih sedikit

### Managed Challenges:

- Environmentally friendly projects are still few

### Kebijakan:

- Dokumen WIKA-PEM-PM-03.14 tentang Prosedur pemantauan dan Pengelolaan Lingkungan

### Policy:

- WIKA-PEM-PM-03.14 Document regarding Environmental Monitoring Procedure and Management

### Evaluasi:

Dalam konsep keberlanjutan, tata kelola energi memegang peranan yang penting dalam mendukung *sustainable cities & mobility*. WIKA terlibat dalam proyek-proyek pemerintah terkait infrastruktur jalan untuk mendukung mobilitas masyarakat. Selain itu, kami juga mengerjakan proyek-proyek infrastruktur ramah lingkungan seperti di antaranya MRT, Kereta Cepat, dan Jakarta International Stadium (JIS).

### Evaluation:

In the sustainability concept, energy governance plays an important role in supporting sustainable cities & mobility. WIKA is involved in government projects related to road infrastructure to support community mobility. We are also working on environmentally friendly infrastructure projects such as the MRT, Fast Train, and the Jakarta International Stadium (JIS).

## Limbah Waste

### Mengapa topik ini penting:

Pengelolaan limbah baik di kantor maupun di lokasi proyek merupakan hal yang wajib agar tidak mencemari lingkungan.

### Why this topic is important:

Waste management both at the office and at the project site is mandatory so as not to pollute the environment.

### Tantangan yang Dikelola:

- Pengelolaan limbah proyek di remote area

### Managed Challenges:

- Project waste management in remote areas

### Kebijakan:

- Prosedur WIKA-KON-PM-05.01 tentang Pengendalian Material Sisa
- Prosedur WIKA-KON-PM-06.01 tentang Penerimaan, Penanganan Material, Pengemasan dan Penyerahan Produk

### Policies:

- WIKA-KON-PM-05.01 Procedure regarding Waste Material Control
- WIKA-KON-PM-06.01 Procedure regarding Receipt, Material Handling, Packaging and Delivery of Products

### Evaluasi:

Pengelolaan limbah sudah dilakukan baik di kantor maupun proyek WIKA melalui pengelolaan limbah berdasarkan jenis. Kinerja limbah proyek WIKA berada di bawah tanggung jawab masing-masing Manajer Proyek. Di tahun ini, WIKA telah melaksanakan riset "*Methane Fermentation* dari Limbah Organik Industri Sebagai Sumber Energi Terbarukan (*Waste to Energy*)" berkolaborasi bersama UGM, Kajima Corp., dan PT Madubaru. Ke depannya, riset ini akan mendukung program Clean Development Mechanism (CDM) proyek-proyek WIKA.

### Evaluation:

Waste management has been carried out both at WIKA's offices and projects through waste management by type. WIKA's project waste performance is the responsibility of each Project Manager. This year, WIKA has conducted research on "*Methane Fermentation* from Industrial Organic Waste as a Source of Renewable Energy (*Waste to Energy*)" in collaboration with University of Gadjah Mada (UGM), Kajima Corp., and PT Madubaru. In the future, this research will support the Clean Development Mechanism (CDM) program for WIKA projects.

#### Mengapa topik ini penting:

Perkembangan zaman menuntut adanya digitalisasi dalam semua aspek termasuk lini bisnis Perseroan. WIKA mulai mengembangkan beberapa *platform* digital untuk mendukung kelancaran bisnis. Untuk meningkatkan efektivitas dan efisiensi, penggunaan teknologi tinggi menjadi salah satu alternatif.

Selain itu, transformasi digital menjadi hal yang mandatori bagi WIKA untuk melakukan peningkatan layanan kepada para pemangku kepentingan karena itu WIKA mengembangkan inisiatif-inisiatif baru untuk mendukung kinerja fungsional maupun operasional dalam lingkup proses strategis, operasi, dan pendukung.

#### Why this topic is important:

The current development demanded digitalization in all aspects, including the Company's business lines. WIKA has started to develop several digital platforms to support the smooth running of the business. To increase effectiveness and efficiency, the use of high technology is an alternative.

In addition, digital transformation is mandatory for WIKA to improve services to stakeholders, therefore WIKA develops new initiatives to support functional and operational performance within the scope of strategic, operational, and supporting processes.

#### Tantangan yang Dikelola:

- Pemahaman karyawan terhadap teknologi baru perlu ditingkatkan
- Transformasi karyawan dengan pola kerja konvensional menuju digital
- Pemenuhan *gap* kompetensi dan keterampilan dalam menggunakan teknologi digital

#### Managed Challenges:

- Employees' understanding of new technology needs to be improved
- Transformation of employees from conventional work patterns to digital
- Filling competency and skill gaps in using digital technology

#### Kebijakan:

- Ditetapkannya IT Masterplan
- Pedoman Tata Kelola dan Pengelolaan Teknologi Informasi WIKA-MIF-QM-01.01
- Prosedur Perencanaan dan Pengorganisasian Teknologi Informasi WIKA-MIF-PM-01.01
- Prosedur Pengembangan dan Implementasi Teknologi Informasi WIKA-MIF-PM-02.01
- Prosedur Operasi Teknologi Informasi WIKA-MIF-PM-03.01
- Prosedur Monitoring dan Evaluasi Teknologi Informasi WIKA-MIF-PM-04.01

#### Policy:

- IT Masterplan established
- Guidelines for Governance and Information Technology Management WIKA-MIF-QM-01.01
- Information Technology Planning and Organization Procedures WIKA-MIF-PM-01.01
- Information Technology Development and Implementation Procedure WIKA-MIF-PM-02.01
- Information Technology Operation Procedure WIKA-MIF-PM-03.01
- Information Technology Monitoring and Evaluation Procedure WIKA-MIF-PM-04.01

#### Evaluasi:

Manajemen tanggap terhadap transformasi digital, sehingga berupaya untuk mengembangkan berbagai *platform* yang dapat menunjang kelancaran operasi bisnis, seperti e-SCM, QHSE Information System (QIS), WIKA Zone, dan lainnya. WIKA juga melakukan *assessment IT Maturity Level* menggunakan standar Cobit 2019 dan memperoleh hasil 3,35 di atas standar BUMN 3.0. WIKA telah tersertifikasi ISO 20000 untuk layanan Teknologi Informasi (TI) dan 27001 untuk pengamanan TI, sehingga kebutuhan perbaikan berkelanjutan terus dilakukan untuk selalu meningkatkan efektivitas dan efisiensi setiap proses dengan dukungan transformasi digital.

Teknologi dan inovasi juga dimanfaatkan dalam perancangan hingga proses konstruksi. Beberapa teknologi dan inovasi yang kami gunakan yaitu *Building Information Modelling* (BIM), *BIM Elearning System* (BEST) *Geotechnical Software*, *Docudo*, dan lainnya. Dengan memanfaatkan kecanggihan teknologi dan digitalisasi, diharapkan dapat meningkatkan efektivitas dan efisiensi pekerjaan.

#### Evaluation:

The Management is responsive to digital transformation, hence the efforts have been made to develop various platforms that can support smooth running of business operations, such as e-SCM, QHSE Information System (QIS), WIKA Zone, and others. WIKA also conducted an IT Maturity Level assessment using the 2019 Cobit standard and received a score of 3.35, above the SOE standard of 3.0. WIKA has been ISO 20000 certified for Information Technology (IT) services and ISO 27001 for IT security, therefore continuous improvement is needed for more effective and efficient process, with the support of digital transformation.

Technology and innovation are also applied from the design up to the construction process. Some of the technologies and innovations that we use are Building Information Modeling (BIM), BIM Elearning System (BEST) Geotechnical Software, Docudo, and others. By taking advantage of the sophisticated technology and digitalization, it is expected to increase the effectiveness and efficiency of work.

### Ruang Lingkup Sumber Data [102-45]

Pengungkapan informasi dan data yang disajikan dalam laporan ini berasal dari WIKA baik manajemen di kantor pusat maupun di lokasi proyek. Beberapa informasi merupakan kontribusi dari Entitas Anak berdasarkan relevansinya. Informasi keuangan bersumber pada laporan keuangan konsolidasi yang terdiri atas WIKA sebagai induk, dan 8 Entitas Anak yaitu WIKA Beton, WIKA Industri Konstruksi, WIKA Bitumen, WIKA Gedung, WIKA Rekayasa Konstruksi, WIKA Realty, WIKA Serang Panimbang, dan WIKA Tirta Jaya Jatiluhur.

### Pernyataan Kembali [102-48]

Dalam laporan ini terdapat beberapa data yang dinyatakan kembali (*restated*) yang sifatnya memperbaiki data pada pelaporan sebelumnya. Data-data tersebut di antaranya data jumlah proyek yang diperoleh dan diselesaikan, pengeluaran untuk masyarakat, nilai ekonomi yang didistribusikan, nilai ekonomi yang ditahan, dan konsumsi air di kantor pusat.

### Kualitas Laporan [102-32]

- Data dan informasi dikaji dan mendapatkan validasi dari kontributor data di masing-masing fungsi terkait.
- Proses pembuatan laporan diketahui dan disetujui oleh Direksi dan Dewan Komisaris.
- Data keuangan yang diungkapkan dalam laporan ini berasal dari laporan keuangan konsolidasi yang diaudit oleh KAP RSM Amir Abadi Jusuf.
- Assurance atas data Laporan Keberlanjutan oleh SR Asia selaku pihak independen.

### Independent Assurance Statement [102-56]

Laporan Keberlanjutan WIKA telah dijamin (*assured*) oleh pihak independen yang kompeten di bidangnya. Penunjukan terhadap pihak independen dipilih berdasarkan hasil keputusan manajemen dan dipastikan tidak terdapat benturan kepentingan dalam proses verifikasi laporan. Proses *assurance* dilakukan dengan

### Scope of Data Sources [102-45]

Information and data disclosed in this report were collected from both management at WIKA's head office and project sites. Some of the information was contributed by Subsidiaries based on its relevance. Financial information source was from the consolidated financial statements consisting of WIKA as the main company and 8 Subsidiaries WIKA Beton, WIKA Industri Konstruksi, WIKA Bitumen, WIKA Gedung, WIKA Rekayasa Konstruksi, WIKA Realty, WIKA Serang Panimbang, and WIKA Tirta Jaya Jatiluhur.

### Restatement [102-48]

In this report, there are several restated data which aims to rectify the data on the previous report. These data include the total of projects acquired and completed, expenditures to the community, economic value distributed, economic value retained, and water consumption at the head office.

### Report Quality [102-32]

- Data and information are reviewed and validated from data contributors in each related function.
- The reporting process is acknowledged and approved by the Board of Director and Board of Commissioners.
- The financial data disclosed in this report comes from the consolidated financial statements audited by Public Accounting Firm RSM Amir Abadi Jusuf.
- Assurance of Sustainability Report data by SR Asia as an independent party.

### Independent Assurance Statement [102-56]

WIKA's Sustainability Report has been assured by a competent independent party. Independent party was appointed based on the management decisions on the selection process and was ascertained that there is no conflict of interest in the report verification process. The assurance process was carried out using type 1

menggunakan tipe 1 berdasarkan standar AA1000 Assurance Standard v.3. Ruang lingkup *assurance* yaitu kesesuaian pada prinsip-prinsip pelaporan dan ketentuan indikator pelaporan. Selain itu, *assurance* juga menerapkan tipe 2 untuk data dan informasi keuangan, antikorupsi, K3, dan *human capital*.

### Tanggapan Manajemen terhadap Umpan Balik Laporan Sebelumnya

WIKA telah menerima masukan atas Laporan Keberlanjutan tahun buku 2020 dari pemangku kepentingan, terutama tentang peningkatan pengungkapan kinerja lingkungan. Sehubungan dengan hal tersebut, manajemen telah melakukan *reviu* atas laporan keberlanjutan tahun buku 2020 dan umpan balik dari pemangku kepentingan. Manajemen WIKA berupaya mengumpulkan data-data aspek lingkungan dari seluruh proyek agar bisa menyajikan laporan kinerja lingkungan secara konsolidasikan. Namun demikian, hal ini masih menjadi tantangan sehingga data yang disampaikan dalam Laporan Keberlanjutan tahun buku 2021 belum mencakup semua proyek. Ke depannya, WIKA akan terus meningkatkan pengungkapan kinerja lingkungan untuk memenuhi kebutuhan informasi pemangku kepentingan.

### Pelibatan Pemangku Kepentingan [102-21, 102-40, 102-42, 102-43, 102-44]

Dalam menentukan arah dan kepentingan bersama, WIKA senantiasa melibatkan pemangku kepentingan. Oleh karena itu, membangun hubungan baik dengan pemangku kepentingan merupakan sebuah kewajiban. Perseroan memperhatikan aspek tingkat kedekatan (*proximity*) dan tingkat kepentingan (*level of interest*) dalam menentukan pemangku kepentingan utama. Guna menjaga hubungan yang baik, secara berkala WIKA melakukan interaksi dengan pemangku kepentingan melalui surat elektronik, rapat berkala, kegiatan proyek yang dijalankan bersama, dan keanggotaan di berbagai asosiasi industri.

of the AA1000 Assurance Standard v.3. The scope of assurance included compliance with reporting principles and reporting indicator requirements. In addition, the assurance also applied type 2 for financial data and information, anti-corruption, OHS, and human capital.

### Management Response to Previous Report Feedback

WIKA has received input on the Sustainability Report for fiscal year 2020 from stakeholders, especially regarding more disclosure of environmental performance. The management has reviewed the sustainability report for the fiscal year 2020 and feedback from stakeholders. WIKA's management has collected data on environmental aspects from all projects to present a consolidated environmental performance report. However, this remained a challenge for us, and the data presented in the Sustainability Report 2021 did not cover all projects. In the future, WIKA will continue to improve the disclosure of environmental performance to meet the stakeholders' information needs.

### Stakeholder Engagement [102-21, 102-40, 102-42, 102-43, 102-44]

In determining the direction and shared interests, WIKA always involves stakeholders. Therefore, it is an obligation to maintain good relations with stakeholders. The Company pays attention to aspects of proximity and level of interest in determining key stakeholders. In maintaining good relations, WIKA regularly interacts with stakeholders through emails, periodic meetings, joint project activities, and membership in various industry associations.

## Jenis Pemangku Kepentingan, Metode Pelibatan, Isu Signifikan, dan Respons WIKA [102-40, 102-43, 102-44]

### Types of Stakeholders, Methods of Engagement, Significant Issues, and WIKA's Response

| Jenis Pemangku Kepentingan<br>Types of Stakeholders                                                                        | Metode Pendekatan dan Frekuensi<br>Methods of Engagement and Frequency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Respons WIKA<br>WIKA's Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Pemegang Saham</b><br>Shareholders<br> | <ul style="list-style-type: none"> <li>RUPS Tahunan dan RUPS Luar Biasa;</li> <li>Keterbukaan informasi publik.</li> <li>Annual GMS and Extraordinary GMS;</li> <li>Disclosure of public information.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Informasi kinerja tahunan WIKA, besarnya pendapatan yang diperoleh, laba/rugi Perseroan, kinerja keberlanjutan, informasi terkait perubahan struktur manajemen serta hal-hal lain yang membutuhkan persetujuan pemegang saham.</p> <p>Information on WIKA's annual performance, the amount of revenue earned, the Company's profit/loss, sustainability performance, information related to changes in management structure and other matters that require shareholder approval.</p>                                                                | <ul style="list-style-type: none"> <li>Menyelenggarakan RUPS;</li> <li>Membuat laporan keuangan, Laporan Tahunan, Laporan TJSI, dan Laporan Keberlanjutan;</li> <li>Adanya info yang disampaikan melalui media online atau media sosial.</li> <li>Organizing GMS;</li> <li>Preparing financial statements, Annual Report, CSR Report, and Sustainability Report;</li> <li>Availability of information through online media or social media.</li> </ul>                                                                                                                                                                                                                                                                                           |
| <b>Karyawan</b><br>Employees<br>         | <ul style="list-style-type: none"> <li>Pendelegasian pekerjaan sehari-hari;</li> <li>Rapat tripartit dan bipartit minimal setahun sekali;</li> <li>Evaluasi EK dan PK, minimal setahun sekali;</li> <li>Pertemuan di Serikat Karyawan WIKA, minimal setahun sekali;</li> <li>Rapat pembahasan PKB setiap dua tahun sekali.</li> <li>Delegation of daily work;</li> <li>Tripartite and bipartite meetings if needed;</li> <li>Performance evaluation and work appraisal, at least once a year;</li> <li>Meetings at WIKA Employee Union, at least once a year;</li> <li>CLA discussion meetings every years.</li> </ul> | <ul style="list-style-type: none"> <li>Kesejahteraan karyawan;</li> <li>Imbal jasa pekerjaan dan tunjangan lainnya;</li> <li>Perlindungan kerja;</li> <li>Wawasan terkait antikorupsi;</li> <li>Kebebasan berserikat;</li> <li>Pengembangan kompetensi;</li> <li>Kenaikan jenjang karir.</li> <li>Employee welfare;</li> <li>Employee remuneration and other benefits;</li> <li>Work protection;</li> <li>Insight relation to anti-corruption;</li> <li>Freedom of association;</li> <li>Competency development;</li> <li>Career promotion.</li> </ul> | <ul style="list-style-type: none"> <li>Membentuk forum bipartit dan tripartit, Serikat Karyawan WIKA (Sekar WIKA);</li> <li>Menyediakan Alat Perlindungan Diri (APD);</li> <li>Menyediakan fasilitas kesehatan, dan Program <i>Wellbeing</i>;</li> <li>Mengadakan kegiatan pendidikan dan pelatihan;</li> <li>Melakukan evaluasi kerja;</li> <li>Menentukan jenjang karir karyawan.</li> <li>Forming bipartite and tripartite forum, WIKA Employee Union (Sekar WIKA);</li> <li>Providing Personal Protective Equipment (PPE);</li> <li>Providing health facilities, and the Wellbeing Program;</li> <li>Conducting education and training activities;</li> <li>Performing job evaluation;</li> <li>Determining employee career path.</li> </ul> |

| Jenis Pemangku Kepentingan<br>Types of Stakeholders                                                                  | Metode Pendekatan dan Frekuensi<br>Methods of Engagement and Frequency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Respons WIKA<br>WIKI's Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Pemberi Kerja</b><br>Owner<br>   | <ul style="list-style-type: none"> <li>Pertemuan untuk membahas kontrak pekerjaan, frekuensi bersifat insidental minimal setahun sekali;</li> <li>Penandatanganan kontrak kerja, frekuensi bersifat insidental minimal setahun sekali;</li> <li>Acara peresmian proyek (<i>launching</i>) frekuensi bersifat insidental minimal setahun sekali.</li> <li>Rapat mingguan dengan owner untuk membahas progress dan isu-isu terkait proyek.</li> <li>Meeting to discuss work contracts, frequency is incidental at least once a year;</li> <li>Signing work contracts, frequency is incidental at least once a year;</li> <li>Project launching, incidental at least once a year.</li> <li>Weekly meeting with the owner to discuss project progress and issues.</li> </ul> | <ul style="list-style-type: none"> <li>Laporan pelaksanaan pekerjaan;</li> <li>Penyelesaian pekerjaan tepat waktu dan tepat anggaran;</li> <li>Jaminan kualitas produk dan jasa sesuai dengan kontrak yang disepakati.</li> <li>Job implementation report;</li> <li>Completion of work on time and on budget;</li> <li>Quality assurance of products and services in accordance with agreed contracts.</li> </ul>                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Membuat laporan perkembangan pelaksanaan pekerjaan sesuai kontrak;</li> <li>Mengkaji kontrak kerja;</li> <li>Menyediakan produk dan jasa sesuai ISO 9001: 2015;</li> <li>Memberikan masa pemeliharaan atas produk;</li> <li>Melakukan survei kepuasan pelanggan.</li> <li>Preparing progress report on the implementation of the work according to contract;</li> <li>Review work contracts;</li> <li>Providing products and services according to ISO 9001:2015;</li> <li>Providing a maintenance period for the product;</li> <li>Conducting customer satisfaction survey.</li> </ul> |
| <b>Mitra Kerja</b><br>Partner<br> | <p>Pertemuan untuk membahas tender, negosiasi pekerjaan sesuai dengan jadwal yang ditetapkan pada masing-masing penawaran pekerjaan. Dalam satu tahun tercatat lebih dari satu kali pertemuan.</p> <p>Meeting to discuss tenders, job negotiations according to the schedule set out in each job offer. In one year there were more than one meeting.</p>                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Jaminan Keselamatan dan Kesehatan Kerja (K3);</li> <li>Perolehan kontrak;</li> <li>Evaluasi penyedia jasa dan pemasok;</li> <li>Pengadaan barang dan jasa yang adil;</li> <li>Informasi terkait kebijakan pengadaan barang dan jasa dari Divisi Supply Chain Management.</li> <li>Occupational Safety and Health (OSH) guarantee;</li> <li>Obtaining a contract;</li> <li>Fair procurement of goods and services;</li> <li>Evaluation of service providers and suppliers;</li> <li>Information on procurement policies and services from the Supply Chain Management Division.</li> </ul> | <ul style="list-style-type: none"> <li>Memberikan informasi yang jelas pada saat proses tender berlangsung;</li> <li>Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra.</li> <li>Providing clear information during tender process;</li> <li>Cooperating according to contracts agreed with partners.</li> </ul>                                                                                                                                                                                                                                                                                                |
| <b>Kreditur</b><br>Creditor<br>   | <p>Pendekatan terhadap kreditur dan keterlibatannya dengan bisnis WIKI berlangsung pada saat pertemuan untuk membahas pemberian kredit. Frekuensi pertemuan dengan kreditur dilakukan sesuai dengan jangka waktu dan jatuh tempo kredit.</p> <p>The approach to creditors and their involvement with WIKI's business at meetings to discuss lending. Frequency of meetings with creditors is in accordance with the credit period and maturity.</p>                                                                                                                                                                                                                                                                                                                      | <p>Kelengkapan dokumen yang diperlukan untuk memperoleh kredit, laporan keuangan Perseroan, serta kejelasan sumber dana untuk membayar kredit.</p> <p>Completeness of the documents required to obtain credit, the company's financial statements, as well as the clarity of the source of funds for credit repayment.</p>                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>Memberikan dokumen yang diperlukan untuk mendukung kelancaran proses kredit;</li> <li>Memberikan informasi lain yang diperlukan, serta melakukan kewajiban selaku debitur sesuai ketentuan hukum yang berlaku.</li> <li>Providing the required documents to support the smooth processing of credit;</li> <li>Providing other required information, and always carrying out debtors obligations in accordance with applicable legal provisions.</li> </ul>                                                                                                                              |

| Jenis Pemangku Kepentingan<br>Types of Stakeholders                                                                 | Metode Pendekatan dan Frekuensi<br>Methods of Engagement and Frequency                                                                                                                                                                                                                                                                                                                                                                                          | Isu dan Perhatian<br>Issues and Concerns                                                                                                                                                                                                                                                                                 | Respons WIKA<br>WIKa's Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Masyarakat</b><br>Community<br> | <ul style="list-style-type: none"> <li>• Pelaksanaan kegiatan sosial dan pemberdayaan masyarakat yang diadakan minimal satu kali dalam setahun atau sesuai dengan kebutuhan;</li> <li>• Melalui kegiatan TJSL yang dilakukan minimal dua kali dalam setahun.</li> <li>• Implementation of social activities and community empowerment at least once a year or according to needs;</li> <li>• Through CSR activities conducted at least twice a year.</li> </ul> | <ul style="list-style-type: none"> <li>• Kondisi lingkungan tempat tinggal mereka, terutama yang berdekatan dengan lokasi proyek WIKa;</li> <li>• Mata pencaharian.</li> <li>• The environmental conditions of their residence, especially those in the vicinity of WIKa project site;</li> <li>• Livelihood.</li> </ul> | <ul style="list-style-type: none"> <li>• Melakukan kegiatan TJSL;</li> <li>• Melakukan kegiatan sosial dan pemberdayaan masyarakat di sekitar lokasi proyek;</li> <li>• Memberikan pelatihan <i>welding</i>.</li> <li>• Carrying out CSR activities;</li> <li>• Carrying out social activities and community empowerment around the project site;</li> <li>• Providing welding training.</li> </ul>                                                                                                                                                                                                                                                        |
| <b>Regulator</b><br>               | <p>Pertemuan antara regulator dan WIKa untuk membahas pemenuhan Perseroan terhadap peraturan yang berlaku. Pertemuan dilakukan minimal satu bulan sekali.</p> <p>Meetings between regulator and WIKa to discuss the company's compliance with applicable regulations. The meetings are held at least once a month.</p>                                                                                                                                          | <p>Pemenuhan persyaratan sesuai peraturan yang berlaku, serta informasi yang dibutuhkan dan relevan dengan kegiatan Perseroan.</p> <p>Fulfillment of the requirements in accordance with applicable regulations, as well as information needed and relevant to company activities.</p>                                   | <ul style="list-style-type: none"> <li>• Melakukan kegiatan TJSL dan melaporkannya;</li> <li>• Membuat laporan tahunan dan laporan keberlanjutan kemudian melaporkannya kepada Kementerian BUMN, OJK dan pihak berkepentingan lainnya;</li> <li>• Memberikan input kepada regulator sesuai dengan kapasitas WIKa sebagai BUMN.</li> <li>• Carrying out CSR activities and preparing their reports;</li> <li>• Preparing annual report and sustainability report then submit them to the Ministry of SOEs, the FSA (OJK) and other interested parties;</li> <li>• Providing input to the regulator in accordance with WIKa's capacity as an SOE.</li> </ul> |

### Kontak Terkait Laporan [102-3, 102-53] Contact Regarding the Report

**PT WIJAYA KARYA (Persero) Tbk**  
**Mahendra Vijaya**



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Jakarta 13340 - Indonesia



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Fax. +6221-22893830



E-mail: CSR@wikamail.id



Situs web | Website: <http://www.wika.co.id>



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

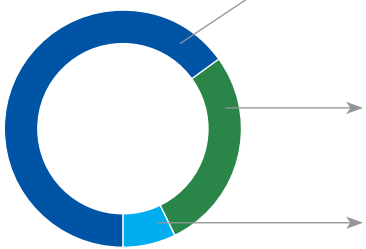


17 PARTNERSHIPS  
FOR THE GOALS

# TENTANG WIKA ABOUT WIKA

## SEKILAS WIKA

### WIKa at a Glance

|                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |               |                                                                              |               |                                         |              |                                     |
|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------------------------------------------------------------|---------------|-----------------------------------------|--------------|-------------------------------------|
| <b>Nama Perseroan</b> <sup>[102-1]</sup><br>Company Name      | PT WIJAYA KARYA (Persero) Tbk                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |                                                                              |               |                                         |              |                                     |
| <b>Tanggal Pendirian</b><br>Date of Establishment             | 11 Maret 1960                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |                                                                              |               |                                         |              |                                     |
| <b>Bentuk Legal</b> <sup>[102-5]</sup><br>Legal Form          | <p>BUMN, Perusahaan Terbuka<br/>SOE, Public Company</p> <p>Terdaftar di Bursa Efek Indonesia (BEI) pada 29 Oktober 2007.<br/>Listed in Indonesia Stock Exchange (IDX) on October 29 2007.</p> <p>Kode Saham: WIKa<br/>Stock Code: WIKa</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |               |                                                                              |               |                                         |              |                                     |
| <b>Pemegang Saham</b> <sup>[102-5]</sup><br>Shareholders      |  <table> <tr> <td><b>65,05%</b></td> <td>Pemerintah Republik Indonesia<br/>The Government of the Republic of Indonesia</td> </tr> <tr> <td><b>28,28%</b></td> <td>Investor Domestik<br/>Domestic Investors</td> </tr> <tr> <td><b>6,67%</b></td> <td>Investor Asing<br/>Foreign Investors</td> </tr> </table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>65,05%</b> | Pemerintah Republik Indonesia<br>The Government of the Republic of Indonesia | <b>28,28%</b> | Investor Domestik<br>Domestic Investors | <b>6,67%</b> | Investor Asing<br>Foreign Investors |
| <b>65,05%</b>                                                 | Pemerintah Republik Indonesia<br>The Government of the Republic of Indonesia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |               |                                                                              |               |                                         |              |                                     |
| <b>28,28%</b>                                                 | Investor Domestik<br>Domestic Investors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |               |                                                                              |               |                                         |              |                                     |
| <b>6,67%</b>                                                  | Investor Asing<br>Foreign Investors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |               |                                                                              |               |                                         |              |                                     |
| <b>Bidang Usaha</b> <sup>[102-2]</sup><br>Business Activities | <p>Industri konstruksi, industri pabrikasi, jasa penyewaan, jasa keagenan, investasi, agroindustri, industri energi, energi terbarukan dan konversi energi, penyelenggara perkeretaapian, penyelenggaraan pelabuhan, penyelenggaraan kebandarudaraan, logistik, perdagangan, <i>engineering procurement construction</i>, pengembangan dan pengelolaan kawasan, layanan peningkatan kemampuan di bidang jasa konstruksi, teknologi informasi, jasa <i>engineering</i> dan perencanaan, investasi dan/atau pengelolaan usaha di bidang prasarana dan sarana dasar (infrastruktur).</p> <p>Construction industry, manufacturing industry, rental services, agency services, investment, agro-industry, energy industry, renewable energy and energy conversion, railway operators, port operations, airport operations, logistics, trade, engineering procurement construction, area development and management, capacity building services in construction services, information technology, engineering and planning services, investment and/or business management in basic infrastructure and facilities.</p> |               |                                                                              |               |                                         |              |                                     |



PT WIJAYA KARYA (Persero) Tbk atau dikenal sebagai WIKA merupakan Badan Usaha Milik Negara (BUMN) yang bergerak di bidang Engineering Procurement & Construction (EPC) dan Investasi. Didirikan pada tahun 1960, WIKA terus berupaya untuk merealisasikan pertumbuhan berkelanjutan dalam kegiatan bisnisnya. WIKA terus mengembangkan potensi dan meningkatkan kinerja dalam berbagai aspek antara lain sistem manajemen, modal, *human capital*, pengembangan inovasi, hingga penggunaan teknologi tertinggi. Kami juga mengelola *human capital* dengan maksimal guna memberikan dampak positif baik bagi pemangku kepentingan, Perseroan, dan seluruh Insan WIKA.

Melalui operasionalnya, WIKA telah memberikan dampak signifikan pada pembangunan infrastruktur di Indonesia serta beberapa negara di Asia dan Afrika, hingga dapat mendukung perekonomian negara. Tak hanya itu, dampak keberadaan WIKA saat ini juga diarahkan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Dampak yang berkelanjutan terus diupayakan dengan mengembangkan potensi-potensi yang ada, memanfaatkan teknologi, digitalisasi, dan inovasi, serta, menciptakan peluang untuk mendukung keberlanjutan bagi generasi berikutnya.

PT WIJAYA KARYA (Persero) Tbk or commonly known as WIKA is a State-Owned Enterprise (SOE) is engaged in Engineering Procurement & Construction (EPC) and Investment. Founded in 1960, WIKA has been striving to realize sustainable growth in its business activities. WIKA continues to develop potential and improve performance in various aspects, including management systems, capital, human capital, innovation development, as well as the use of cutting-edge technology. We also optimize human capital management in order to have a positive impact on stakeholders, the Company, and all WIKA Personnel.

Through our operations, WIKA has had a significant impact on infrastructure development in Indonesia also several countries in Asia and Africa, that can support the country's economy. Currently, the impact of WIKA's presence is also aimed at supporting the achievement of the Sustainable Development Goals (SDGs). Sustainable impact continues to be pursued by developing existing potentials, utilizing technology, digitalization, and innovation, as well as, creating opportunities to support sustainability for the next generation.



## VISI 2030 [102-16]

### Vision 2030

Terdepan dalam Investasi dan EPC berkelanjutan untuk Kualitas Kehidupan yang Lebih Baik

Leader in sustainable investment and EPC for a better quality of life



## MISI 2030

### Mission 2030

- Menyediakan jasa dan produk EPC yang terintegrasi berlandaskan pada prinsip kualitas, keselamatan, kesehatan dan lingkungan
- Memastikan pertumbuhan berkelanjutan dengan portofolio investasi strategis
- Melakukan pengembangan kawasan terpadu demi kehidupan yang lebih baik bagi masyarakat
- Memberikan pelayanan kolaboratif yang melampaui ekspektasi/harapan pemangku kepentingan
- Menciptakan rekam jejak di kancah global melalui inovasi dan teknologi termutakhir
- Mengimplementasikan budaya belajar dan berinovasi untuk memenuhi kompetensi global
- Menumbuhkembangkan kearifan lokal melalui praktik kepemimpinan untuk membangun kesejahteraan yang menyeluruh
- Providing integrated EPC services and products based on quality, safety, health and environmental principles
- Ensuring sustainable growth with a strategic investment portfolio
- Developing integrated areas for a better life for the community
- Providing collaborative services beyond stakeholder expectations
- Creating global track record through innovation and the latest technology
- Implementing a learning and innovation culture to meet global competencies
- Fostering local wisdom through leadership practices to build comprehensive welfare



# NILAI INTI

[102-16]

## Core Values

### AMANAH

Trustworthy

Kami Memegang teguh kepercayaan yang diberikan

Uphold the trust given



### LOYAL

Loyal

Kami Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara

Dedicated and prioritizing the interests of the Nation and the State



### KOMPETEN

Competent

Kami Terus belajar dan mengembangkan kapabilitas

Continue to learn and develop capabilities



### ADAPTIF

Adaptive

Kami Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan

Continue to innovate and be enthusiastic in driving or facing change



## AKHLAK

### HARMONIS

Harmonious

Kami Saling peduli dan menghargai perbedaan

Mutual care and respect for differences



### KOLABORATIF

Collaborative

Kami Membangun kerja sama yang sinergis

Build synergistic cooperation



## Produk dan Jasa [102-2, 102-7]

Terdapat lima lini bisnis utama yang dikelola WIKA guna menjawab kebutuhan pasar. Adapun lima lini bisnis tersebut mencakup Investasi; Realti dan Properti; Infrastruktur dan Gedung; Energi dan *Industrial Plant*; serta Industri.

## Products and Services [102-2, 102-7]

There are five main business lines managed by WIKA to meet market demands. The five business lines include Investment; Realty and Property; Infrastructure and Buildings; Energy and Industrial Plants; and Industry.

### Lini Bisnis

### Line of Business



## ENERGY & INDUSTRIAL PLANT

### EPC & POWER ENERGY



#### EPC :

- Oil and Gas Plant
- Petrochemical Plant
- Cement Plant
- Power Plant
- Mining, Biofuels, Fertiliser

#### Operation & Maintenance :

- Power Plant
- Industrial Equipment

#### Renewable Energy



## INDUSTRY

### PRECAST CONCRETE

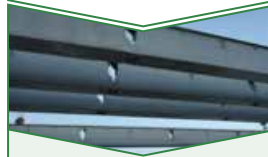


#### Precast Concrete Product

#### Natural Resources Management



### CONSTRUCTION INDUSTRY



#### Steel Fabrication

#### Aluminium Casting

#### Plastic Injection



### BITUMEN



#### Granular Asphalt

#### Extraction Asphalt

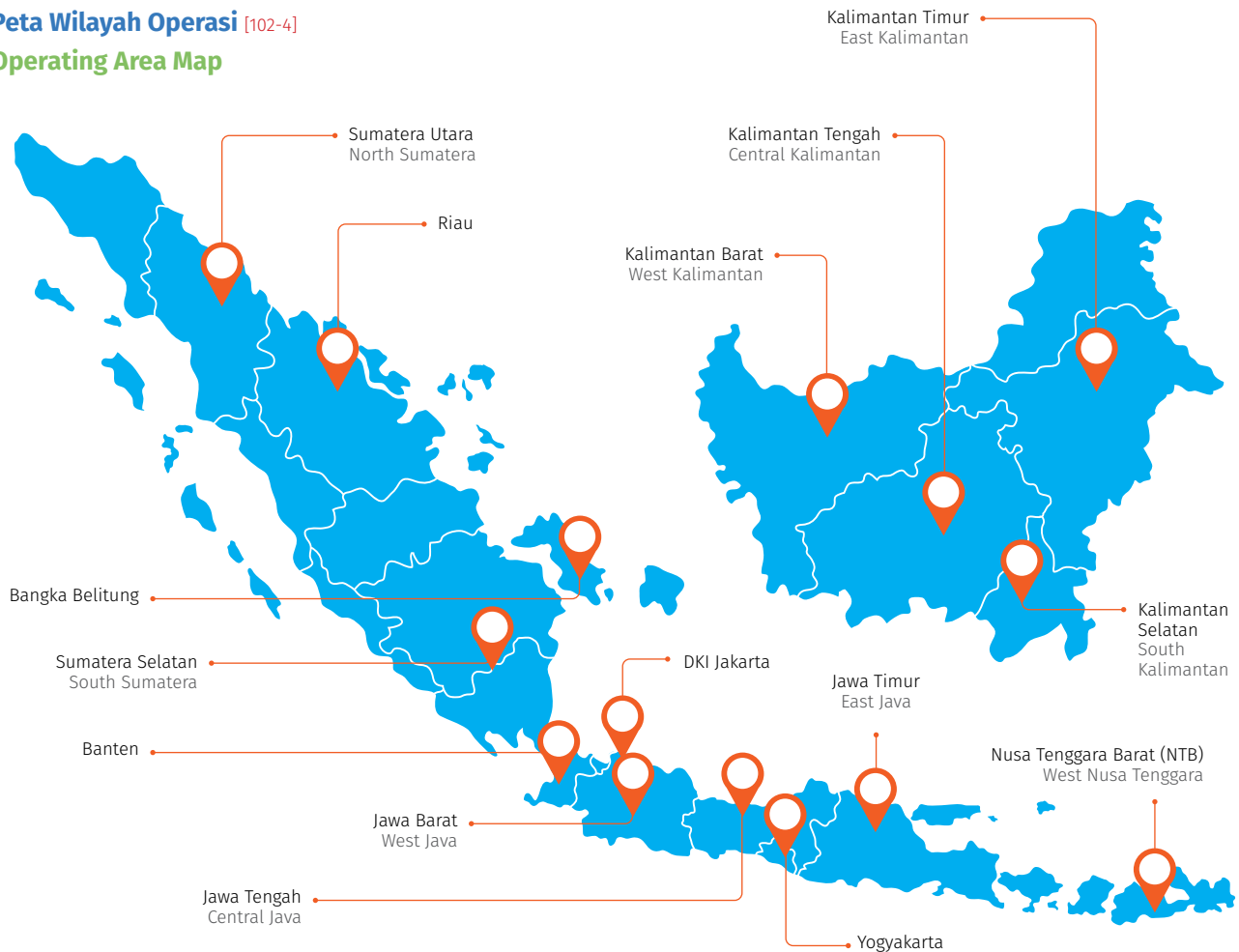


## ▶ **WILAYAH OPERASI DAN PASAR TERLAYANI** [102-4, 102-6, 102-7, 102-10] **Operating Areas and Markets Served**

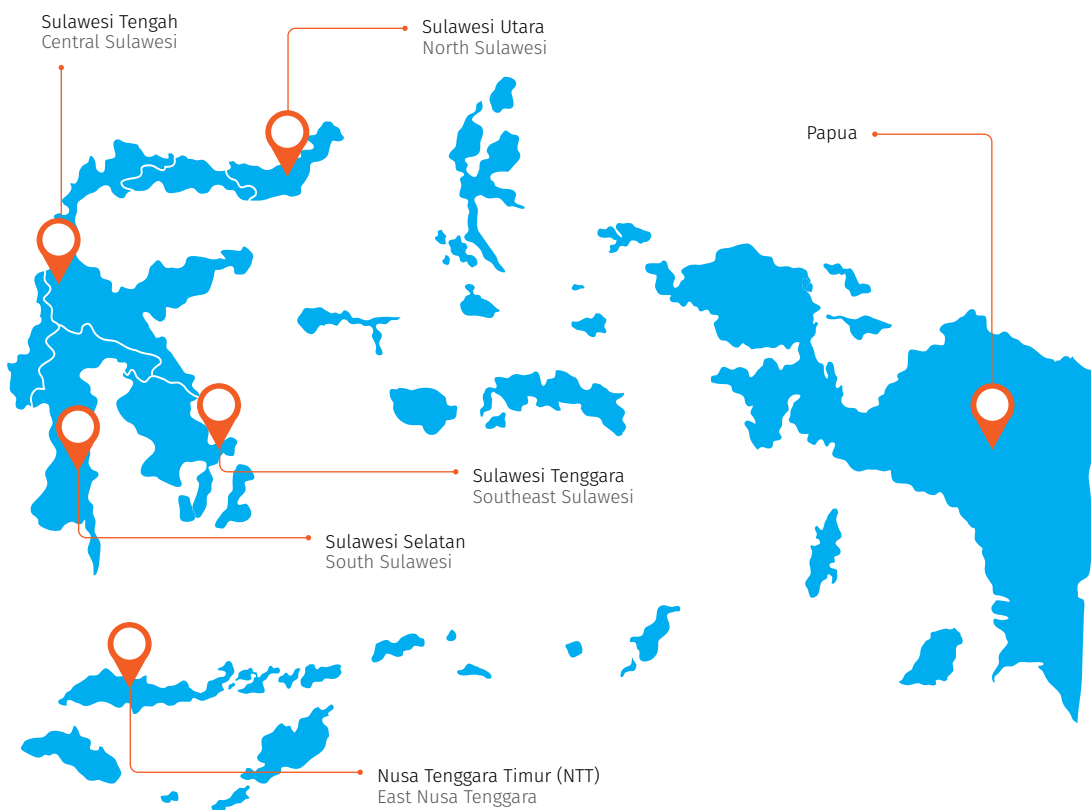
WIKA melayani pelanggan dari berbagai lapisan mulai dari pemerintah, pihak swasta, masyarakat luas, serta institusi pendidikan. Oleh karena itu, WIKA menjangkau wilayah operasi baik di Indonesia dan manca negara. Hingga tahun 2021, terdapat 10 negara yang menjadi bagian dari wilayah operasional WIKA.

WIKA serves customers from various walks of life, from the government, the private sector, the wider community, and educational institutions. Therefore, WIKA's operating areas cover both Indonesia and overseas. Until 2021, WIKA has had operating areas in 10 countries.

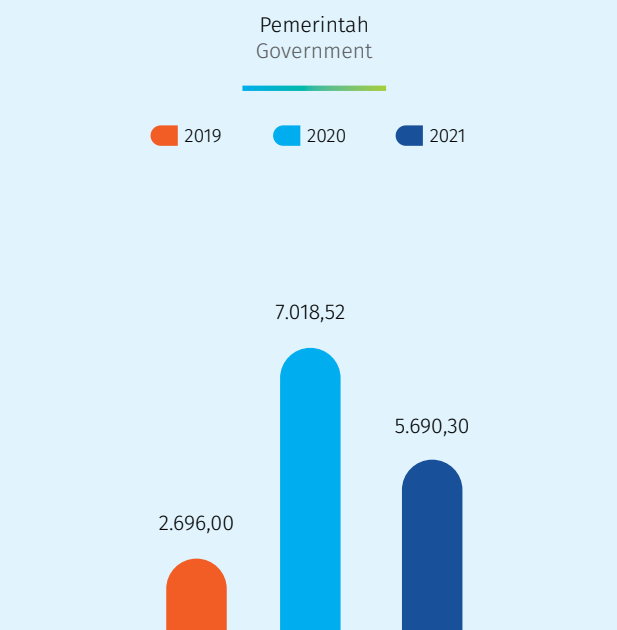
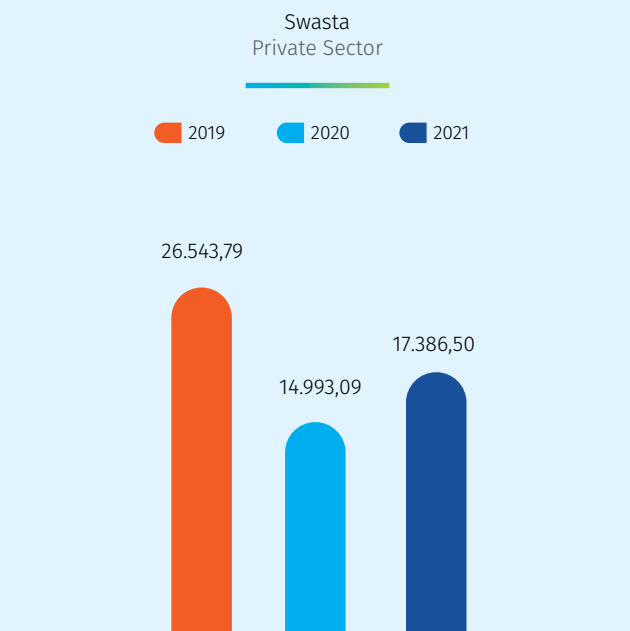
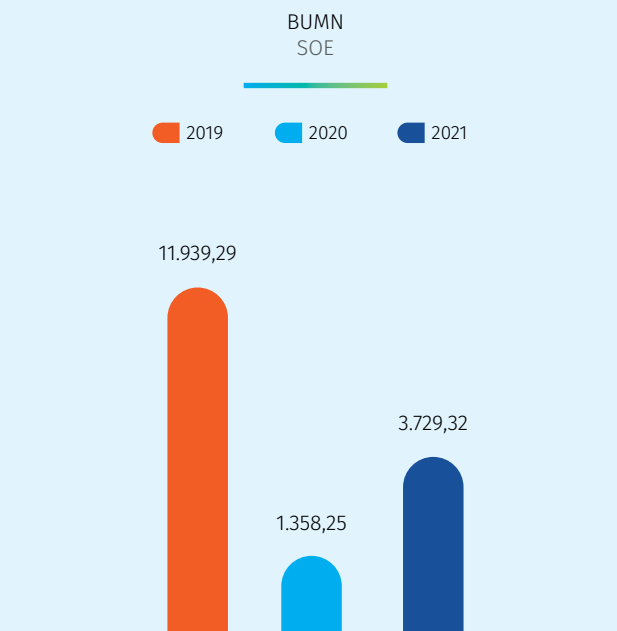
### **Peta Wilayah Operasi** [102-4] **Operating Area Map**



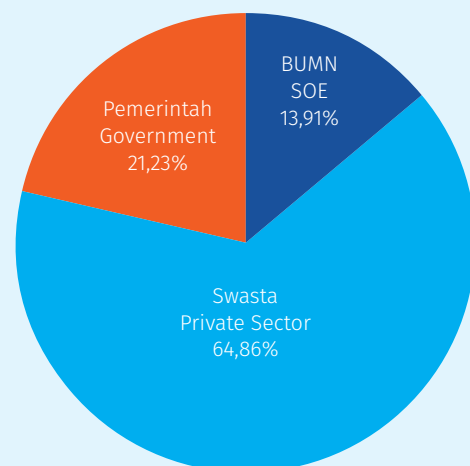
1. Indonesia
2. Aljazair | Algeria
3. Nigeria | Niger
4. Uni Emirat Arab | United Arab Emirates
5. Arab Saudi | Saudi Arabia
6. Taiwan
7. Filipina | Philippine
8. Malaysia
9. Timor Leste
10. Kepulauan Solomon (Oseania) | Solomon Islands (Oceania)



## Perolehan Kontrak Baru (Dalam Miliar Rupiah) New Contract Acquisitions (In Billion Rupiah)

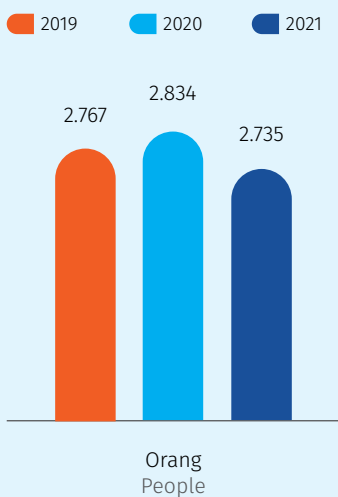


Pangsa Pasar Berdasarkan Jenis Pelanggan  
Market Share based on Customer Type

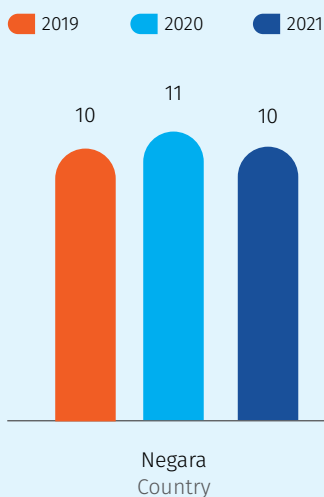


## ▶ **SKALA ORGANISASI** [102-7] Scale of Organization

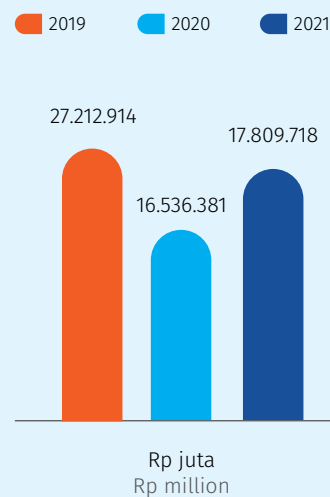
Jumlah Karyawan Tetap  
Number of Permanent Employees



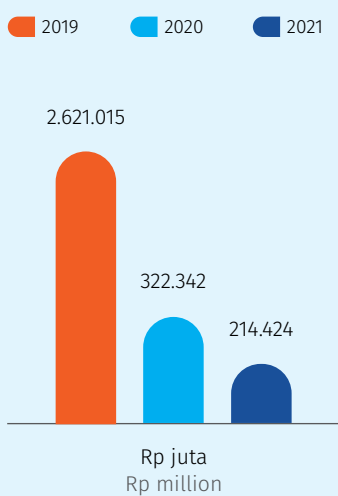
Jumlah Tempat Beroperasi  
Number of Operating Area



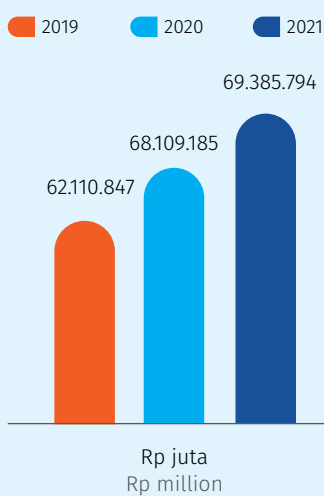
Pendapatan Bersih  
Net Revenue



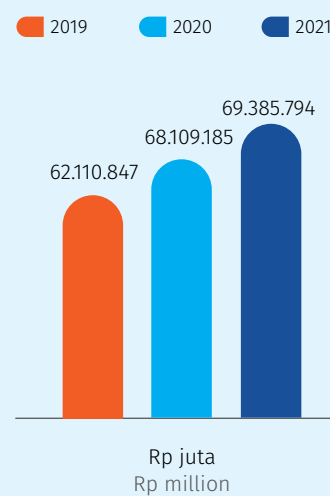
Laba Bersih  
Net Income



Liabilitas dan Ekuitas  
Liability and Equity



Aset  
Assets



## **INISIATIF EKSTERNAL DAN SERTIFIKASI** [102-12] [CRE6, CRE8] **External Initiatives and Certification**

Dalam menjalankan operasi, WIKA menerapkan prinsip dan standar internasional, selain kebijakan internal dan peraturan yang berlaku.

In carrying out our operations, WIKA applies international principles and standards, in addition to internal policies and applicable regulations.



### **ISO 9001: 2015 Sistem Manajemen Mutu**

Berlaku 3 Mei 2020–Mei 2023 dengan satuan kerja penerima:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant

### **ISO 9001: 2015 Quality Management System**

Validity May 3, 2020–May 3, 2023 with the recipient work units:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant



### **ISO 14001: 2015 Sistem Manajemen Lingkungan**

Berlaku 3 Mei 2020–3 Mei 2023, dengan satuan kerja penerima:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant

### **ISO 14001: 2015 Environmental Management System**

Validity May 3, 2020–May 3, 2023 with the recipient work units:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant



### **ISO 45001: 2018 Sistem Manajemen Keselamatan & Kesehatan Kerja**

Berlaku 28 April 2020–3 Mei 2023, dengan satuan Kerja Penerima:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant

### **ISO 45001: 2018 Occupational Health & Safety Management System**

Validity April 28, 2020–3 May, 2023, with the recipient work units:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant



### **Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) sesuai dengan PP No. 50 Tahun 2012**

Berlaku 22 April 2021–22 April 2024, dengan satuan kerja penerima:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant

### **Occupational Health & Safety Management System (OHSMS) in accordance with Government Regulation No. 50 of 2012**

Validity April 22, 2021–April 22, 2024, with the recipient work units:

- Building Business Lines
- Energy Plant Business Lines
- Infrastructure Business Lines
- Oil & Gas and Industrial Plant



**ISO 27001:2013 Sistem Manajemen Keamanan Informasi**

Berlaku 5 September 2019-4 September 2022, dengan satuan kerja penerima Departemen Sistem Informasi.

**ISO 27001: 2013 Information Security Management System**

Validity September 5, 2019-September 4, 2022 with the recipient work unit Information Systems Department.



**ISO 20000-1:2018 Sistem Manajemen Layanan – IT**

Berlaku 8 Januari 2020-7 Januari 2023, dengan satuan kerja penerima Departemen Sistem Informasi

**ISO 20000-1: 2018 Service Management System - IT**

Validity January 8, 2020-January 7, 2023, with the recipient work unit Information Systems Department



**ISO 19650:2018 Implementasi BIM Internasional**

Dicapai oleh Entitas Anak yaitu WIKA Gedung (WEGE)

**ISO 19650:2018 International BIM Implementation**

Received by Subsidiary WIKA Gedung (WEGE)



**ISO 37001 Sistem Manajemen Anti Penyuapan**

Berlaku 26 November 2020 – 25 November 2023, dengan satuan kerja penerima:

- Sekretariat Perusahaan
- Divisi Human Capital
- Divisi Keuangan
- Divisi Supply Chain Management
- Divisi Industrial Plant tidak termasuk Departemen Operasi Industrial Plant dan Departemen Operasi Minyak dan Gas

**ISO 37001 Anti-Bribery Management System**

Validity 26 November 2020 - 25 November 2023, with the recipient work units:

- Company Secretariat
- Human Capital Division
- Finance Division
- Supply Chain Management Division
- The Industrial Plant Division does not include the Industrial Plant Operations Department and the Oil and Gas Operations Department

## **KEANGGOTAAN PADA ASOSIASI** [102-13] **Membership in Associations**

WIKA melibatkan diri dalam beberapa asosiasi yang relevan dengan kegiatan bisnisnya. Keanggotaan asosiasi berguna untuk menjaga kemitraan strategis dengan berbagai pemangku kepentingan.

WIKA is involved in several associations that are relevant to our business activities. Association membership is beneficial for maintaining strategic partnerships with various stakeholders.

| No. | Nama Asosiasi<br>Association Name                                                                                                     | Ruang Lingkup<br>Scope | Posisi Keikutsertaan<br>Membership Position | Jatuh Tempo<br>Keanggotaan<br>Membership |
|-----|---------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------------------------|------------------------------------------|
| 1   | Asosiasi Kontraktor Indonesia (AKI)<br>Indonesian Contractors Association (ICA)                                                       | Nasional<br>National   | Anggota<br>Member                           | 31 Desember 2022<br>December 31, 2022    |
| 2   | Asosiasi Kontraktor Listrik dan Mekanikal Indonesia (AKLI)<br>Association of Indonesian Electrical and Mechanical Contractors (AKLI)  | Nasional<br>National   | Anggota<br>Member                           | 31 Desember 2022<br>December 31, 2022    |
| 3   | Gabungan Pelaksana Konstruksi Nasional Indonesia (GAPENSI)<br>Indonesian Builders Association (GAPENSI)                               | Nasional<br>National   | Anggota<br>Member                           | 31 Desember 2022<br>December 31, 2022    |
| 4   | Kamar Dagang dan Industri Indonesia (KADIN)<br>Indonesian Chamber of Commerce and Industry (KADIN)                                    | Nasional<br>National   | Anggota<br>Member                           | 31 Desember 2022<br>December 31, 2022    |
| 5   | Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI)<br>Indonesian Association of National Engineering Companies (GAPENRI) | Nasional<br>National   | Anggota<br>Member                           | 2 Januari 2023<br>January 2, 2023        |
| 6   | Komite Nasional Indonesia untuk Bendungan Besar (KNI-BB)<br>Indonesian National Committee on Large Dams (KNIBB)                       | Nasional<br>National   | Anggota<br>Member                           | 31 Desember 2022<br>December 31, 2022    |
| 7   | Masyarakat Ketenagalistrikan Indonesia (MKI)<br>Indonesian Electrical Society (MKI)                                                   | Nasional<br>National   | Anggota<br>Member                           | 3 Januari 2023<br>January 3, 2023        |
| 8   | Asosiasi Perusahaan Teknik Mekanikal & Elektrikal (APTEK)<br>Mechanical & Electrical Technics Enterprises Association (APTEK)         | Nasional<br>National   | Anggota<br>Member                           | 19 April 2022<br>April 19, 2022          |
| 9   | Surat Penetapan Penanggung Jawab Teknik (SP-PJT)<br>Appointment Letter for Technical Person in Charge (SP-PJT)                        | Nasional<br>National   | Anggota<br>Member                           | 23 Juli 2024<br>July 23, 2024            |

“WIKA senantiasa mengoptimalkan kinerjanya berkat komitmen Perseroan dan dukungan dari pemangku kepentingan, meski menghadapi tantangan di masa pandemi COVID-19. Situasi yang tidak menentu ini dimanfaatkan Perseroan untuk mengevaluasi kinerja, memaksimalkan potensi dan sumber daya, serta menciptakan peluang-peluang yang dapat bermanfaat bagi bisnis, pemangku kepentingan, dan lingkungan sekitar”.

“WIKA continues to optimize our performance due to our commitment and support from our stakeholders, despite facing the challenges during the COVID-19 pandemic situation. The Company used this uncertain situation to evaluate performance, maximize potential and resources, as well as create opportunities that can benefit the business, stakeholders, and the surrounding environment”.



## **MEMPERTAHANKAN KINERJA, MEMAKSIMALKAN PELUANG**

### **Maintaining Performance, Maximizing Opportunity**

## ► **MEMPERTAHANKAN KINERJA KEUANGAN DAN OPERASIONAL**

### **Maintaining Performance, Maximizing Opportunity**

Kami menyadari bahwa tantangan pandemi COVID-19 hingga tahun 2021 belum mereda. Kondisi ini berdampak pada kinerja keuangan, namun WIKA mampu bertahan dan terus bangkit di tengah kondisi ekonomi yang belum stabil. Kami berhasil menuntaskan beberapa proyek strategis dengan tepat waktu, dan tetap dapat memberi nilai bagi pemangku kepentingan.

Strategi yang dijalankan WIKA untuk melalui tahun 2021, di antaranya:

1. Peningkatan *competitiveness* melalui perbaikan Harga Pokok Penjualan (HPP);
2. Pengembangan pasar baru melalui pola investasi maupun pola kerja sama dengan beberapa perusahaan yang mempunyai kompetensi dan kapabilitas;
3. Proses bisnis yang dijalankan sudah menggunakan sistem yang memadai dan *update* dengan perkembangan bisnisnya;
4. Kegiatan perencanaan yang dilakukan Perseroan terukur, dimonitor dan dikendalikan secara berkelanjutan;
5. Pengelolaan manajemen *cashflow* lebih ditingkatkan dengan memperhatikan kondisi lingkungan usaha;
6. Meningkatkan *sense of crisis* terhadap perencanaan efisiensi;
7. Pemenuhan pendanaan untuk kegiatan produksi maupun investasi harus memperhatikan kehati-hatian dan kredibilitas Perseroan;
8. Melakukan percepatan pencairan piutang perusahaan;
9. Meningkatkan efektivitas pengawasan Dewan Komisaris pada Entitas Anak;
10. Manajemen risiko sudah menjadi *tools* untuk pengelolaan bisnis Perseroan; dan
11. Peningkatan aspek *engagement* pegawai.

We are aware of the challenges of the COVID-19 pandemic have not receded until the end of 2021. This condition had an impact on financial performance, yet WIKA managed to survive and continued to rise amid unstable economic conditions. We succeeded to complete several strategic projects on time, while still delivering value to our stakeholders.

WIKA's strategies to go through 2021 include:

1. Increasing competitiveness through improved Cost of Goods Sold (COGS);
2. Developing new markets through investment and cooperation schemes with several competent and capable companies;
3. Running adequate business process systems that have been updated to the business developments;
4. Planning Company activities that are measured, monitored and controlled in a sustainable manner;
5. Improving cashflow management by taking into account the business environment conditions;
6. Increasing sense of crisis for efficient planning
7. Fulfillment of funding for production and investment activities by paying attention to prudence and credibility of the Company;
8. Accelerating the collection of company trade receivables
9. Increasing the effectiveness of the Board of Commissioners' supervision in Subsidiaries;
10. Ensuring the risk management becomes a tool for managing the Company's business; and
11. Enhancing employee engagement aspect.

## Nilai Ekonomi yang Dihasilkan dan Didistribusikan

[201-1]

Kinerja ekonomi yang berkelanjutan sangat penting untuk mendorong rencana kerja dan pengembangan usaha. Pertumbuhan pendapatan dan laba akan mendukung strategi dan rencana operasi, serta pengelolaan aspek lingkungan, sosial, dan tata kelola (LST). Capaian ini juga memiliki peran dalam penciptaan dan pendistribusian nilai ekonomi ke berbagai pemangku kepentingan seperti pemegang saham, investor, karyawan, mitra kerja, dan pemangku kepentingan lainnya. Pertumbuhan ekonomi WIKA yang berkelanjutan dapat memicu pertumbuhan sosio-ekonomi *multiplier effect* yang terdiri dari penciptaan lapangan kerja, kewirausahaan peluang, pembayaran kembali ke penyandang dana, peningkatan pendapatan pajak untuk pemerintah, hingga dukungan untuk pengembangan rantai pasokan lokal.

## Economic Value Generated and Distributed [201-1]

Sustainable economic performance is very important to boost work plans and business development. The growth of revenue and profit will support the strategy and operational plans, as well as the management of environmental, social, and governance (ESG) aspects. This achievement also has a role in the economic value generated and distributed to various stakeholders such as shareholders, investors, employees, business partners, and other stakeholders. WIKA's sustainable economic growth can stimulate socio-economic growth with a multiplier effect in job creation, entrepreneurial opportunities, repayment to funders, increased tax revenues for the government, as well as support for local supply chain development.

### Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Rp miliar) [201-1]

Economic Value Generated and Distributed (in billion rupiah)

| Description                                                                              | 2021      | 2020         | 2019         |
|------------------------------------------------------------------------------------------|-----------|--------------|--------------|
| <b>Nilai Ekonomi Dihasilkan   Direct Economic Value Generated</b>                        |           |              |              |
| Pendapatan bersih   Net revenues                                                         | 17.809,72 | 16.536,38    | 27.212,91    |
| Ditambah   Added                                                                         |           |              |              |
| Pendapatan bunga bank   Bank interest income                                             | 107,02    | 173,81       | 216,03       |
| Keuntungan (Kerugian) selisih kurs   Gain (loss) on foreign exchange                     | 7,26      | 40,95        | (16,53)      |
| Jumlah Nilai Ekonomi Dihasilkan   Total Direct Economic Value Generated                  | 17.924,00 | 16.751,14    | 27.412,41    |
| <b>Nilai Ekonomi Langsung yang Didistribusikan   Direct Economic Value Distributed</b>   |           |              |              |
| Biaya operasi   Operating costs                                                          | 264,51    | 280,38       | 236,66       |
| Gaji karyawan dan manfaat lainnya   Employee salary and other benefits                   | 515,32    | 602,91       | 680,70       |
| Dividen   Dividend payment                                                               | 0         | 457,01       | 346,05       |
| Bunga pinjaman dan bunga bank   Loan interests and bank interests                        | 1.157,28  | 1.221,50     | 884,25       |
| Pengeluaran untuk pemerintah   Expenditures to the government                            | 1.796,11  | 2.335,07     | 1.903,26     |
| Pengeluaran untuk masyarakat   Expenditures to the community                             | 22,42     | 40,07 *)     | 24,91 *)     |
| Jumlah Nilai Ekonomi Langsung Didistribusikan<br>Total Direct Economic Value Distributed | 3.755,64  | 2.604,21 *)  | 4.075,83 *)  |
| <b>Nilai Ekonomi Ditahan   Economic Value Retained</b>                                   |           |              |              |
| Nilai Ekonomi Langsung yang Ditahan   Direct Economic Value Retained                     | 14.168,36 | 1.4146,93 *) | 23.336,58 *) |

Keterangan | Note:

\*) Data dinyatakan kembali  
Data has been restated

Kinerja ekonomi disampaikan secara konsolidasi sesuai dengan laporan keuangan yang diaudit, oleh karena itu tidak dapat disampaikan berdasarkan wilayah atau area, negara, regional, atau pasar.

Economic performance is presented on a consolidated basis in accordance with audited financial statements, therefore it cannot be presented by area, country, region, or market

WIKI belum melakukan studi terkait implikasi finansial akibat dampak perubahan iklim, sehingga belum menilai adanya risiko maupun peluang akibat perubahan iklim yang berimplikasi pada keuangan Perseroan. Selain itu, WIKI tidak menerima bantuan dari pemerintah untuk menjalankan operasionalnya. [201-2, 201-4]

#### **Rantai Pasokan WIKI** [102-9]

Perseroan berkomitmen untuk menjalankan manajemen rantai pasokan secara profesional dan transparan. Pelaksanaan pengadaan barang dan jasa tertuang dalam prosedur No. WIKI-DAN-PM-03.01 Rev. 06 Amd. 02, tanggal 6 Januari 2022, tentang Prosedur Pengadaan Barang dan Jasa Proyek. Tujuan dan target dari penerapan prosedur pengadaan barang dan jasa ini adalah untuk menjamin terselenggaranya pelaksanaan proses perolehan kontrak pengadaan barang dan jasa, sehingga memenuhi asas optimalisasi, efisiensi, efektif, dan memenuhi prinsip-prinsip tata kelola perusahaan yang baik. Dalam rantai pasokan, WIKI berupaya untuk meningkatkan peran pelaku usaha nasional atau pemasok UMKM. Divisi Supply Chain Management (SCM) bertanggung jawab atas seluruh proses pengadaan dan pengelolaan rantai pasok di WIKI.

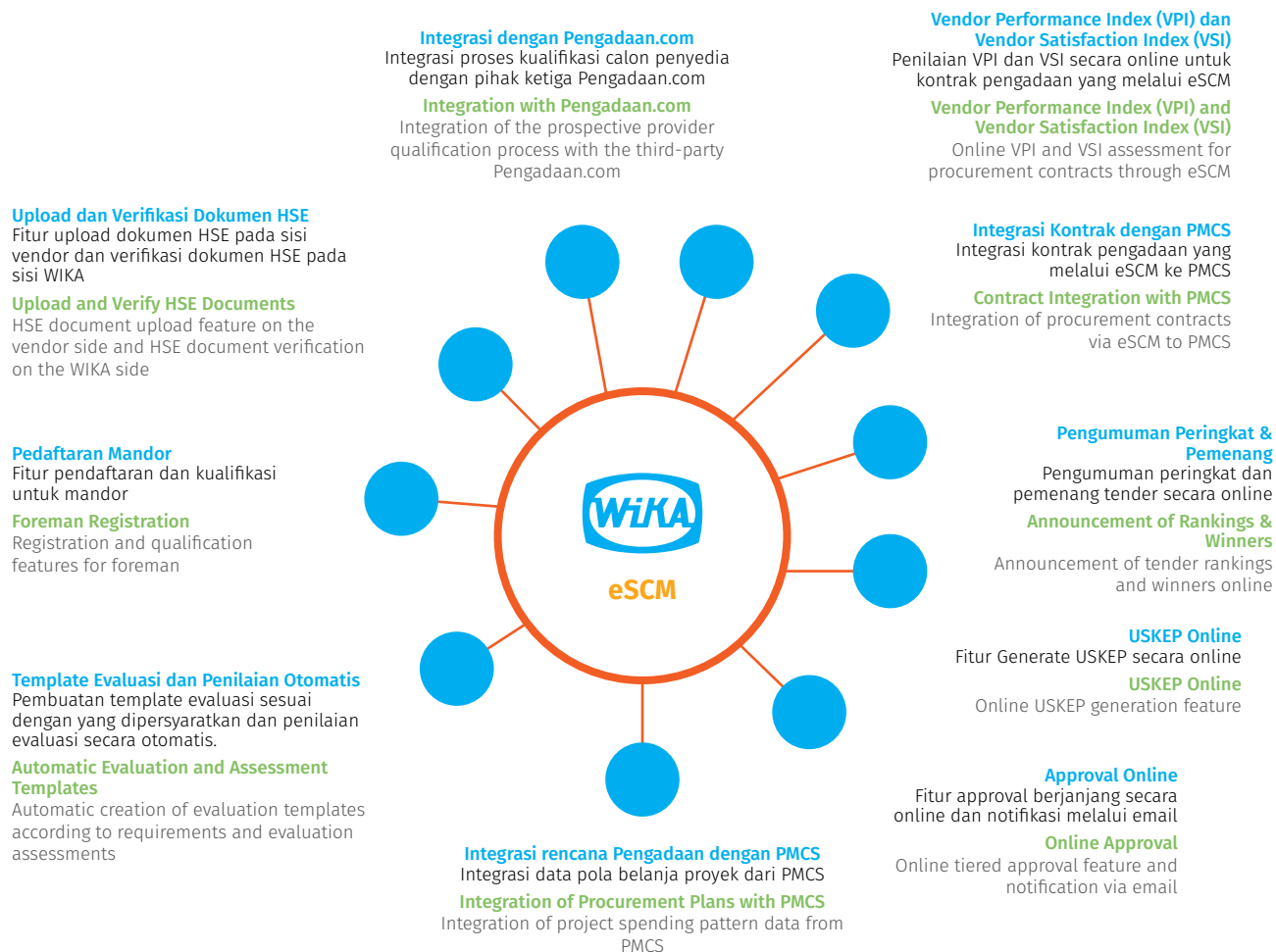
WIKI telah mengembangkan beberapa *platform* digital untuk mendukung SCM yang terintegrasi dan kompetitif, salah satunya adalah e-SCM. Aplikasi e-SCM merupakan sebuah sistem yang mengintegrasikan proses pengadaan di WIKI Pusat dan seluruh Entitas Anak, sistem ini memudahkan proses pengadaan barang dan jasa, dapat dipantau dengan baik, efektif efisien. Selain e-SCM terdapat dua *platform* tambahan, yaitu *E-Catalog* dan SIM Pabean dengan fungsinya masing-masing untuk mendukung proses bisnis SCM di WIKI.

WIKI has not conducted a study on the financial implications of the climate change impact. Therefore, the Company did not conduct risk assessment or opportunities due to climate change that have implications for the Company's finances. WIKI does not receive any assistance from the government to carry out our operations. [201-2, 201-4]

#### **WIKI Supply Chain** [102-9]

The Company is committed to carrying out professional and transparent supply chain management. The implementation of the procurement of goods and services is stated in procedure No. WIKI-DAN-PM-03.01 Rev. 06 Amd. 02, dated January 6, 2022, regarding Procedures for Procurement of Project Goods and Services. The purpose and target of the procurement procedure for goods and services is to ensure the procurement process of goods and services fulfills the principles of optimization, efficiency, effectiveness, and meets the principles of good corporate governance. In the supply chain, WIKI continues to increase the role of national business actors or MSME suppliers. The Supply Chain Management (SCM) Division is responsible for the entire procurement process and supply chain management at WIKI.

WIKI has developed several digital platforms to support integrated and competitive SCM, one of which is e-SCM. The e-SCM application is a system that integrates the procurement process at WIKI Head Office and all Subsidiaries, which facilitates the process of procuring goods and services, can be monitored properly, effectively and efficiently. There are two additional platforms, e-Catalog and SIM for Customs with their respective functions to support SCM business processes at WIKI.



Pelaksanaan rantai pasokan dilakukan dengan memaksimalkan produk-produk dalam negeri, penyedia barang dan jasa dengan kategori UMKM. Wika juga melibatkan penyedia-penyedia yang berada di sekitar lokasi proyek. Selama 2021, jumlah UMKM yang terlibat dalam pengadaan barang dan jasa sebanyak 829 UMKM dengan jumlah 3.796 transaksi dan nilai transaksi mencapai Rp559 miliar. Nilai tersebut terdiri dari Rp31 miliar untuk transaksi melalui *platform e-Commerce* PaDi UMKM dan Rp528 miliar merupakan transaksi manual dan elektronik (eSCM). Total mitra yang menjalin kerja sama dengan Wika mencapai 852 penyedia barang dan jasa. Nilai kontrak pengadaan barang dan jasa dari pemasok nasional mencapai Rp5.314 miliar atau 98% dari total seluruh pengadaan barang dan jasa selama tahun 2021.

The supply chain is carried out by maximizing the use of domestic products and engage providers of goods and services in the MSME category. Wika also involves suppliers around the project site. During 2021, a total of 829 MSMEs were involved in the procurement of goods and services with 3,796 transactions valued at Rp559 billion. The transaction value consists of Rp31 billion for transactions through the PaDi MSME e-Commerce platform and Rp528 billion for manual and electronic transactions (eSCM). The total partners who collaborate with Wika reached 852 suppliers of goods and services. The contract value for the procurement of goods and services from national suppliers reached Rp5,314 billion or 98% of the total procurement of goods and services during 2021.

**Jumlah Pemasok dan Nilai Kontrak Pekerjaan Lingkup WIKA**  
Number of Suppliers and Contract Value of WIKA Scope of Work

| Jenis Pemasok<br>Type of Supplier | Pengadaan Barang<br>Procurement of Goods |                                                   | Pengadaan Jasa<br>Procurement of Services |                                                   |
|-----------------------------------|------------------------------------------|---------------------------------------------------|-------------------------------------------|---------------------------------------------------|
|                                   | Jumlah Pemasok<br>Number of Suppliers    | Nilai Kontrak Pekerjaan<br>Value of Work Contract | Jumlah Pemasok<br>Number of Suppliers     | Nilai Kontrak Pekerjaan<br>Value of Work Contract |
| Nasional   National               | 581                                      | Rp2.896 miliar                                    | 444                                       | Rp2.319 miliar                                    |
| Internasional   International     | 6                                        | Rp99 miliar                                       | -                                         | -                                                 |

WIKA ikut serta secara aktif dalam kegiatan kerja sama atau pengadaan dengan melibatkan UMKM di sekitar lokasi proyek, dan mendorong pemberdayaan ekonomi lokal di daerah sehingga dapat membantu pemulihan ekonomi pasca pandemi. Kegiatan-kegiatan yang dilakukan seperti optimalisasi penggunaan *e-commerce* untuk pengadaan langsung ke UMKM yang produknya sudah *listing* di PaDi UMKM, mendorong beberapa UMKM untuk ikut *virtual expo* tahun 2021 dimana pengunjung berasal dari seluruh BUMN, melakukan ekspor produk UMKM untuk proyek WIKA di luar negeri, dan terakhir beberapa BUMN menerima fasilitas pembiayaan dari program Pasar Digital UMKM.

WIKA actively participates in cooperation or procurement activities by involving the MSMEs around the projects site, and encourages local economic empowerment in the regions to support post-pandemic economic recovery. The activities include optimizing the use of *e-commerce* for direct procurement to MSMEs whose products have been listed on PaDi MSMEs, encouraging several MSMEs to participate in the virtual expo 2021 with visitors come from all SOEs, exporting MSME products for WIKA overseas projects, and finally several SOEs received financing facilities from Pasar Digital UMKM (MSME Digital Market) program.



Melalui rantai pasokan yang mengutamakan pemasok lokal, WIKA telah memberi dampak kuantitatif terhadap pemasok di antaranya:

1. Efektivitas proses pengadaan dapat tercapai, yang didukung oleh spesifikasi dan kebutuhan barang dan jasa untuk operasi tepat guna;
2. Efisiensi pengadaan dapat tercapai, yang didukung oleh tercapainya harga terbaik dengan spesifikasi sesuai kebutuhan;
3. Kepatuhan proses kegiatan pengadaan yang sesuai prosedur dan peraturan yang ada, sehingga tidak adanya sanggah dan *rework* yang berdampak besar di lokasi pekerjaan/proyek;
4. Pelaksanaan kegiatan pengadaan barang dan jasa dapat diikuti oleh calon vendor memenuhi persyaratan tertentu berdasarkan ketentuan dan prosedur termasuk UMKM dan Industri Kecil Menengah (IKM) di sekitar lokasi proyek;
5. Pelaksanaan pengadaan tidak diskriminatif atau berjalan adil sehingga memberikan perlakuan yang sama bagi semua calon penyedia dan tidak mengarah untuk memberikan keuntungan kepada pihak tertentu.

Through a supply chain that prioritizes local suppliers, WIKA has had quantitative impacts on suppliers including:

1. Effective procurement process can be achieved, which is supported by the specifications and requirements of goods and services for proper operations;
2. Efficient procurement can be achieved, which is supported by the achievement of the best price with specifications as needed;
3. Process of procurement activities complies with existing procedures and regulations, so that there are no objections and reworks that have a major impact on the work/project location;
4. Procurement of goods and services can be followed by prospective vendors meeting certain requirements of provisions and procedures, including MSMEs and Small and Medium Industries (SMIs) around the project site;
5. The procurement is carried out without discrimination or fairly to provide equal treatment for all potential suppliers and does not lead to benefit certain parties.

## **MENCIPTAKAN PELUANG** Creating Opportunity

Pandemi COVID-19 masih dirasakan oleh seluruh lapisan masyarakat, sehingga berdampak pada aspek kehidupan. Berbagai sektor pekerjaan mengalami hambatan dan kemunduran. Beruntung, WIKA sebagai perusahaan di bidang konstruksi masih diberikan izin oleh pemerintah agar tetap beroperasi demi kelancaran pembangunan. Hal ini menjadi tantangan Perseroan, karena harus menjaga setiap Insan WIKA dalam keadaan yang sehat di tengah-tengah pandemi agar terus memberikan manfaat yang positif. Di sisi lain, terdapat peluang yang diberikan di mana Perseroan masih memberikan peluang lapangan pekerjaan bagi pemangku kepentingan melalui rantai pasokan maupun pengembangan proyek untuk mendukung pemulihan ekonomi nasional. Proyek-proyek yang dikerjakan WIKA selama periode berjalan telah memberi dampak multiplier kepada sekitarnya.

The COVID-19 pandemic still affects all components of community in many aspects of their life. Various sectors of work experienced obstacles and setbacks. Fortunately, WIKA as a company in the construction sector is still permitted by the government to operate for continuation of development. However, it became a challenge for the Company, because of the extra effort to maintain the health of every WIKA Personnel during the pandemic while continuing to provide positive benefits. On the other hand, there are opportunities whereas the Company still provides job opportunities for stakeholders through the supply chain and project development to support national economic recovery. The projects carried out by WIKA during the current period have had a multiplier impact on the environment and the community around projects.



### **Dampak Ekonomi Tidak Langsung dari Proyek Mandalika Urban and Tourism Infrastructure Project (MUTIP)** [203-1]

WIKa berkontribusi dalam pembangunan Construction of Core Infrastructure Package 1-West and Middle Side, Mandalika Urban and Tourism Infrastructure Project (MUTIP) yang bekerja sama dengan PT Pembangunan Perumahan (Persero) Tbk dan PT Bunga Raya Lestari. Proyek yang dilaksanakan di Desa Rajut, Kabupaten Lombok Tengah, Nusa Tenggara Barat ini merupakan proyek yang akan mengembangkan infrastruktur dasar di area Barat dan tengah The Mandalika.

Kontribusi yang dilakukan oleh WIKa dalam proyek tersebut memberikan dampak yang positif terhadap kondisi sosial dan ekonomi masyarakat. Pengembangan kawasan The Mandalika ini akan mempercepat pembangunan serta akan menyongsong normalisasi kawasan wisata yang akan memberikan dampak pada kegiatan perekonomian masyarakat setempat. Secara tidak langsung WIKa telah memberikan dampak ekonomi yang akan bermanfaat untuk pengembangan dan peningkatan kesejahteraan masyarakat.

### **Indirect Economic Impact of Mandalika Urban and Tourism Infrastructure Project (MUTIP)** [203-1]

WIKa contributed to the Construction of Core Infrastructure Package 1-West and Middle Side, the Mandalika Urban and Tourism Infrastructure Project (MUTIP) in collaboration with PT Pembangunan Perumahan (Persero) Tbk and PT Bunga Raya Lestari. The project in Rajut Village, Central Lombok Regency, West Nusa Tenggara, will develop basic infrastructure in the western and central areas of The Mandalika.

WIKa's contribution in the project has a positive impact on the community's social and economic conditions. The development of The Mandalika area will accelerate development and will welcome the normalization of tourist areas which will have an impact on the local community's economic activities. Indirectly WIKa has provided an economic impact that will be beneficial for the development and improvement of community welfare.

## Bendungan Tugu dan Dampaknya bagi Pertanian

[203-1]

Pada tahun 2021 Presiden Joko Widodo telah meresmikan Bendungan Tugu di Desa Nglinggis, kecamatan Tugu, Kabupaten Trenggalek. Bendungan tersebut telah diselesaikan oleh WIKA dengan tinggi 81 m dan luas genangan 41,7 hektar. Bendungan Tugu merupakan bendungan multifungsi yang dapat memberikan manfaat irigasi seluas 1.250 Ha.

Proyek yang dijalankan oleh WIKA telah memberikan kesempatan kepada masyarakat dalam mendukung kesejahteraan masyarakat melalui penyediaan air untuk kawasan pertanian. WIKA berharap dengan kemudahan irigasi yang dapat diakses oleh masyarakat akan memberikan kesempatan untuk mengoptimalkan hasil pertanian dalam jangka panjang. Aktivitas pertanian yang semakin produktif tentunya akan berimbas positif dalam menciptakan kontinuitas suplai pangan di Indonesia.

## Tugu Dam and Its Impact on Agriculture [203-1]

In 2021 President Joko Widodo inaugurated the Tugu Dam in Nglinggis Village, Tugu District, Trenggalek Regency. WIKA has completed the dam with a height of 81 m and an inundation area of 41.7 hectares. Tugu Dam is a multifunctional dam that can provide irrigation benefits for an area of 1,250 hectares.

The project run by WIKA has provided opportunities for community welfare through the supply of water for agricultural areas. WIKA hopes that the easy access to irrigation for the community will provide an opportunity to optimize agricultural yields in the long run. The increasingly productive agricultural activities will have a positive impact on creating continuity of food supply in Indonesia.



## PEMANFAATAN TEKNOLOGI

### Utilization of Technology

Adanya revolusi industri menjadi tantangan tersendiri bagi WIKA dalam menghadapi perkembangan zaman dan juga tantangan keberlanjutan. Harus ada kesiapan di semua bidang agar dapat melaluinya, seperti kesiapan SDM, pengembangan teknologi, adanya inovasi, dan peningkatan produktivitas. WIKA mengambil langkah cepat untuk melakukan inovasi dan digitalisasi dalam mendukung efektivitas dan efisiensi proses pekerjaan.

Dalam menghadapi persaingan, WIKA melakukan benchmark terkait teknologi yang tepat guna, khususnya dalam bidang industri konstruksi serta perencanaan strategis lainnya. Hingga akhir Desember 2021, WIKA telah menerapkan teknologi tinggi mulai proses perencanaan hingga proses konstruksi. Beberapa teknologi yang telah diterapkan, antara lain:

1. *Full span lifting* dengan Sistem *Synchronize* pada Proyek Jembatan Tumbang Samba dan JIS.
2. Penggunaan teknologi *Building Information Modelling* (BIM) yang merupakan sistem perencanaan *Engineering* berbasis digital yang menggabungkan seluruh proses engineering yang saling berkesinambungan seperti survei, analisis, pemodelan 3D, *detailed design*, simulasi perencanaan sampai ke pengelolaan *asset*.
3. *Optimization Technology Software* (OPIT) merupakan *software* yang dikembangkan *in house* oleh tim riset WIKA untuk mengoptimalkan cutting plan stok material berbentuk bar, pipe, profile, dan lainnya, serta mengorganisir hasil potongannya.
4. BIM *E-Learning System* merupakan program pembelajaran BIM berbasis web *Learning Management System* (LMS) untuk mendukung percepatan peningkatan pengetahuan dan kompetensi pegawai WIKA terhadap teknologi digital konstruksi BIM.
5. Optimasi Metode *Casting Edge Beam* dengan Sistem Pengecoran *Long Line Match Cast* pada proyek Jembatan Sei Alalak, Banjarmasin, Kalimantan Selatan.

The industrial revolution is a challenge for WIKA in dealing with current development and also the challenges of sustainability. There must be readiness in all fields to get through it, such as the readiness of human resources, technology development, innovation, and increasing productivity. WIKA has moved fast to innovate and digitize in supporting the effectiveness and efficiency of work processes.

In facing competition, WIKA is benchmarking the appropriate technology, especially in the construction industry and other strategic planning. Until the end of December 2021, WIKA has applied high level of technology from the planning process to the construction process. Some of these technologies include:

1. Full span lifting with Synchronize System on the Tumbang Samba and JIS Bridge Projects.
2. Use of Building Information Modeling (BIM) technology, a digital-based engineering planning system that combines all continuous engineering processes such as surveys, analysis, 3D modeling, detailing designs, planning simulations to asset management.
3. Optimization Technology (OPIT) is a software developed in-house by WIKA research team to optimize the cutting plan of stock material in the form of bars, pipes, profiles, and so on, as well as to organize the cutting results.
4. BIM e-Learning System, a web-based Learning Management System (LMS) BIM program to support the acceleration of increasing the knowledge and competence of WIKA employees towards digital BIM construction technology.
5. Optimization of Edge Beam Casting Method with Long Line Match Cast System on the Sei Alalak, Banjarmasin, South Kalimantan, bridge project.

6. Wika Asbuton Instant Concrete (ASIC) perkerasan aspal buton tanpa aspal minyak.
7. Penggunaan *Lead Rubber Bearing* (LRB) dan *Temporary Pedestal* pada peletakan *girder* di daerah zona gempa tinggi pada proyek Jembatan Kretek 2.
8. Transformasi digital produksi beton dengan program *Computer Control Machining System* (CCMS).
9. Penerapan *Customer Relationship Management* (CRM) untuk memonitor kegiatan pemasaran dari mulai info proyek sampai proyek terkontrak termasuk kajian *win lose analysis* proses tender, *database customer*, dan data pesaing.
10. Mengembangkan *Early Warning System* (EWS) untuk proyek-proyek sehingga dapat dikenali secara pasti '*state of the art*' dari pelaksanaannya yang sangat berguna dalam pelaksanaan tindak lanjut.

6. Wika Asbuton Instant Concrete (ASIC) Buton asphalt pavement without oil asphalt.
7. The use of Lead Rubber Bearings (LRB) and Temporary Pedestals for laying girders in high earthquake zones in the Kretek 2 Bridge project.
8. Digital transformation of concrete production with the Computer Control Machining System (CCMS) program.
9. Implementation of Customer Relationship Management (CRM) to monitor marketing activities from project information to contracted projects including win/loss analysis of tender process, customer databases, and competitor data.
10. Develop an Early Warning System (EWS) for projects to ascertain the 'state of the art' of their execution which is very useful in the follow-up implementation.

### **Optimalisasi Pemanfaatan *Building Information Modelling* (BIM)**

Penggunaan teknologi BIM memungkinkan tahap-tahap pembangunan dilakukan lebih cepat, akurat, serta efektif dan efisien sesuai kebutuhan. Setiap tahapan dapat dilakukan dengan lebih cepat mulai dari perencanaan, desain, konstruksi, hingga operasionalnya. Begitu juga dengan pemilihan material bangunan dan penggunaan peralatan bisa lebih optimal. Tercatat sebanyak 80 proyek telah menggunakan BIM dalam proses pembangunannya. Di antaranya yaitu Proyek Jakarta International Stadium (JIS), Tol Pekanbaru-Padang, Tol Harbour Road, Tol Serang-Panimbang, Bandara Sultan Hasanuddin Makassar, dan sebagainya.

### **Optimizing the Utilization of *Building Information Modeling* (BIM)**

The use of BIM technology allows the development stages to be carried out more quickly, accurately, effectively, and efficiently as needed. Each stage from planning, design, construction, to operation can be done more quickly. In addition, the selection of building materials and the use of equipment can be more optimal. Some 80 projects were recorded to have used BIM in their development process, including the Jakarta International Stadium (JIS) Project, Pekanbaru-Padang Toll Road, Harbor Road Toll Road, Serang-Panimbang Toll Road, Makassar Sultan Hasanuddin Airport, and so on.

Implementasi *Building Information Modelling* (BIM) WIKA telah memperoleh Sertifikat ISO 19650:2018 Kitemark Part 1 & Part 2 oleh British Standards Institution (BSI). Capaian ini telah memperkuat posisi WIKA group dalam komitmen implementasi BIM di Indonesia. Hal ini juga telah membuktikan kapabilitas WIKA sebagai penyedia jasa konstruksi yang menjaga kinerja, kualitas, efektivitas, dan efisiensi dengan mengoptimalkan dukungan dari BIM. Sertifikasi ISO 19650:2018 Kitemark merupakan standar internasional penerapan BIM pada level tertinggi yang diberikan oleh satu-satunya lembaga sertifikasi internasional Pemerintah Britania: BSI Grup. Melalui proses yang panjang, seperti proses *gap* dan *final assessment*, pada akhirnya WIKA berhasil mengimplementasikan BIM dari Fase Desain sampai Konstruksi Project.

WIKA's Building Information Modeling (BIM) implementation has received the ISO 19650:2018 Kitemark Part 1 & Part 2 Certificate by the British Standards Institution (BSI). This achievement has strengthened WIKA group's position in commitment to implementing BIM in Indonesia. This has also proven WIKA's capability as a construction service provider that maintains performance, quality, effectiveness, and efficiency by optimizing support from BIM. The ISO 19650:2018 Kitemark certification is an international standard for highest level implementation of BIM awarded by the UK Government's only international certification institution: the BSI Group. Through a long process, such as the gap process and final assessment, WIKA finally succeeded in implementing BIM from the Design Phase to Project Construction.

### Edukasi Teknologi BEST

WIKA memiliki semangat untuk memberikan edukasi kepada generasi digital dengan mengadakan program belajar digital konstruksi BEST atau *Building Information Modelling* (BIM) *e-learning System*, dengan model pembelajaran terpadu untuk akademisi dan *professional engineer* di Indonesia. Pelaksanaan BIM *e-learning* hingga saat ini terdapat 3.257 peserta terdaftar yang terdiri dari akademisi dan WIKA Engineer yang berasal dari 31 Provinsi di Indonesia. Sementara untuk instansi yang terdaftar sebanyak 261 instansi dengan kategori jenis kelas bidang *Modeling*, *Conceptual Modelling*, *Scheduling & Simulation* dan *Animation*. Valuasi BIM *e-learning* yang dimulai sejak tahun 2020 diawali dengan 1.500 peserta dengan total biaya Rp2,2 miliar, pada tahun 2021 memiliki total peserta 3.257 peserta atau meningkat 217% dari tahun sebelumnya dengan valuasi biaya sebesar Rp4,89 miliar. Sementara proyeksi untuk tahun 2022, WIKA optimis dapat memberikan pelatihan kepada 10.000 peserta dengan rencana valuasi sebesar Rp15 miliar.

### BEST Technology Education

WIKA has been keen to provide education to the digital generation by holding the BEST digital construction learning program or Building Information Modeling (BIM) *e-learning System*, with an integrated learning model for academics and professional engineers in Indonesia. To date, the BIM *e-learning* has had 3,257 registered participants consisting of academics and WIKA Engineers from 31 provinces in Indonesia. Meanwhile, there were 261 registered agencies in the categories of Modeling, Conceptual Modeling, Scheduling & Simulation, and Animation classes. The valuation of BIM *E-learning* began in 2020 with 1,500 participants with a total cost of Rp2.2 billion, in 2021 it has a total of 3,257 participants or an increase of 217% from the previous year with a cost valued Rp4.89 billion. While the projection for 2022, WIKA is optimistic that we can provide training to 10,000 participants with a planned valuation of Rp15 billion.

"Keberhasilan proyek bergantung pada tim yang solid dan sinergi yang kuat. WIKA berkomitmen untuk menjalankan operasi yang unggul, menerapkan *quality, health, safety, & environment* (QHSE), serta memenuhi harapan *project owner* di tengah tantangan pandemi COVID-19."

"The success of project depends on a solid team and strong synergy. WIKA is committed to carrying out operational excellence, implementing quality, health, safety, & environment (QHSE), and meeting the project owner's expectations amid the challenges of the COVID-19 pandemic."



## MENJAGA KEUNGGULAN OPERASI

### Maintaining Operational Excellence



## **QUALITY, HEALTH, SAFETY, & ENVIRONMENT (QHSE)** [CRE6] **Quality, Health, Safety, & Environment (QHSE)**

Quality, Health, Safety & Environment (QHSE) menjadi salah satu aspek signifikan untuk dicapai dalam operasional, bahkan menjadi strategi keberlanjutan WIKA. Pengelolaan QHSE telah tertanam dalam operasi serta menjadi budaya bagi karyawan maupun semua pihak yang berada di lokasi proyek kami. Setiap tahunnya, kami menetapkan target dan melakukan evaluasi antara target dan capaian di akhir tahun.

Quality, Health, Safety & Environment (QHSE) is one of the significant aspects to be achieved in operations, moreover it has become WIKA's sustainability strategy. QHSE management has been embedded in operations and has become a culture for employees and all parties in our project sites. We set annual targets and evaluate targets and achievements at the end of the year.

### **Target dan Realisasi Penilaian Sistem Manajemen WIKA terkait QHSE** Target and Realization of WIKA Management System Assessment on QHSE

| Pengukuran SMW<br>WIKA Management System Measurement                                            | Target | Realisasi<br>Realization |
|-------------------------------------------------------------------------------------------------|--------|--------------------------|
| Quality Management System Level (QMSL)                                                          | 820    | 841,36                   |
| K3 OSH                                                                                          |        |                          |
| a. SHE level                                                                                    | 820    | 855                      |
| b. Frequency rate                                                                               |        |                          |
| • Non lost time injury (NTLI)                                                                   | ≤ 5    | 0,73                     |
| • Lost time injury (LTI)                                                                        | ≤ 3    | 0,08                     |
| c. Severity rate                                                                                | ≤ 2    | 0,89                     |
| d. Risk containment audit (RCA)                                                                 | ≤ 2,4  | 2,08                     |
| Ringkas, Rapi, Resik, Rajin, Rawat (5R)<br>Sort, Set in Order, Shine, Standardize, Sustain (5S) | 860    | 879                      |
| Lingkungan   Environment                                                                        |        |                          |
| a. Penghematan Penggunaan Kertas   Paper Use Saving                                             | 5%     | 53,4%                    |
| b. Tumpahan Minyak   Oil Spill                                                                  | 0      | 5                        |
| Quality Product Assesment (QPASS)                                                               |        |                          |
| a. QPASS Pekerjaan Struktur   QPASS for Structural Works                                        | 80%    | 93,33%                   |
| b. QPASS Pekerjaan Finishing   QPASS for Finishing Works                                        | 90%    | 93,13%                   |
| c. QPASS Pekerjaan MEP   QPASS for MEP Works                                                    | 90%    | 96,14%                   |
| Security Management System Level (SMSL)                                                         | 800    | 815                      |

Kegiatan audit internal terhadap sistem manajemen dilakukan dengan minimal satu tahun sekali sesuai dengan prosedur Audit Internal WIKA-QAS-PM-02.01. Kegiatan ini dilakukan untuk membantu organisasi mencapai tujuannya dengan membawa pendekatan yang sistematis dan disiplin untuk mengevaluasi dan meningkatkan efektivitas proses manajemen, pengendalian, dan tata kelola.

Internal audit activities on the management system are carried out at least once a year in accordance with the WIKA-QAS-PM-02.01 Internal Audit procedure. This activity is carried out to help the organization achieve its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of management, control, and governance processes.

## Mutu dan Integritas

Sistem manajemen mutu didasarkan pada ketentuan-ketentuan yang ditetapkan pada standar ISO 9001:2015 yang terdiri dari:

1. Prosedur, Pedoman, Instruksi Kerja, Surat Keputusan Direksi dan/atau Ka. Komrah dan Kebijakan Perusahaan;
2. Penanggung jawab yang ditunjuk yaitu Tim Pengembangan Sistem Manajemen;
3. Dokumen referensi atau standar resmi.

Di sisi lain, dalam menyelesaikan proyek, kerja sama dengan vendor yang tepat akan sangat mempengaruhi mutu. Oleh sebab itu, WIKA dan *project owner* harus menemukan vendor yang tepat untuk mencapai kesuksesan bersama untuk penyelesaian proyek. Kami memiliki beberapa syarat khusus dalam menentukan calon vendor, terutama untuk tender proyek yang memiliki tingkat kesulitan tertentu. Beberapa syarat khusus yang harus dipenuhi oleh vendor, di antaranya:

1. Penggunaan penyedia jasa yang memiliki penilaian CSMS sesuai dengan risiko proyek;
2. Penggunaan *licensor* (penyedia jasa khusus);
3. Penggunaan *Approved Manufactures List* (AML) yang dimiliki oleh klien;
4. Pemenuhan syarat *purchase request*, wajib ada dokumen sekurang-kurangnya, *specification*, *drawing*, *bill of quantity*, dan *data sheet*;
5. Telah menjadi rekanan WIKA;
6. Telah terdaftar dalam sistem e-SCM;
7. Penyedia telah menyetujui Pakta Integritas terhadap prosedur dan peraturan yang ada di WIKA.

WIKA menerapkan Project Monitoring & Control System (PMCS) untuk seluruh proyek-proyek yang ditangani. PMCS dapat diakses melalui situs <https://e-accounting.wika.co.id/pmcs/> oleh masing-masing proyek yang sudah terdaftar. Melalui PMSC, manajemen dapat memantau rencana penganggaran dana proyek agar berjalan sesuai rencana, komersial, keuangan, dan pengadaan.

## Quality and Integrity

The quality management system is based on the provisions set out in the ISO 9001:2015 standard which consists of:

1. Procedures, Guidelines, Work Instructions, Decree of the Board of Directors and/or Head of Steering Committee and Company Policy;
2. Management System Development Team is appointed person in charge;
3. Reference documents or official standards.

On the other hand, in executing the project, cooperation with the right vendor will have a significant effect on quality. Therefore, WIKA and the project owner must find the right vendor for jointly succeeded in executing the project. We have several specific requirements in determining prospective vendors, especially for project tenders that have a certain level of difficulty. Some special requirements that must be met by vendors, including:

1. Use of service providers who have a CSMS assessment according to project risks;
2. Use of licensors (special service providers);
3. Use of the Approved Manufacturers List (AML) owned by the client;
4. Meeting purchase request requirements, at least there must be documents, specifications, drawings, bill of quantity, and data sheets;
5. Having been listed as a partner of WIKA;
6. Having been registered in the e-SCM system;
7. Having signed the Integrity Pact on the procedures and regulations applied in WIKA.

WIKA implements Project Monitoring & Control System (PMCS) for all projects that we handle. PMCS can be accessed at the site <https://e-accounting.wika.co.id/pmcs/> for projects that has registered. Through PMSC, the management can monitor the project budgeting plan to keep it on track, commercial, finance, and procurement.

## Keamanan Proses

WIKI bertanggung jawab atas proses keamanan dimulai dari saat perencanaan, pelaksanaan, dan penyelesaian konstruksi. Selain itu, implementasi QHSE dan keberadaan operator bersertifikasi juga menjadi bagian dari keamanan proses. Hal ini merupakan bagian dari mutu dan integritas pekerjaan WIKI. Keamanan proses memperhatikan beberapa hal berikut ini:

1. Kelengkapan dokumen perizinan;
2. Kebijakan WIKI-KON-PM-03.04 tentang Prosedur Proses Pelaksanaan Konstruksi;
3. Perencanaan Mutu (*Quality Plan*) dan perencanaan K3 (HSE Plan);
4. Penerapan program K3 diantaranya *safety patrol*, pelaksanaan RCA, menggunakan alat-alat yang memiliki surat izin, pengecekan perlengkapan K3, pemeriksaan kelayakan alat-alat berat, dan kondisi material yang digunakan;
5. *Monitoring* dan evaluasi efektivitas sistem manajemen K3;
6. Menjalankan protokol kesehatan pencegahan virus COVID-19 selama masa pandemi;
7. Uji kelayakan pada proyek yang terselesaikan.

## Penggunaan Alat-Alat Bersertifikasi [CRE6]

Setiap alat-alat yang digunakan oleh WIKI harus memenuhi kelayakan. Dilakukan pemeliharaan terhadap alat berat yang digunakan serta pemeriksaan wajib pada seluruh peralatan proyek secara berkala. Demi menjamin penggunaan alat berat yang sesuai dengan standar, WIKI melakukan sertifikasi baik untuk alat berat yang digunakan maupun operator yang mengoperasikan alat berat. Setiap alat berat yang dioperasikan wajib memiliki Surat Izin Alat (SIA) sedangkan untuk operator alat berat wajib memiliki Surat Izin Operasi (SIO). Kedua sertifikasi tersebut diterbitkan oleh Kementerian Tenaga Kerja dan proyek WIKI.

## Process Security

WIKI is responsible for the process security since the stage of planning, execution, up to completion of construction. The implementation of QHSE and the involvement of certified operators are also part of process security, which is part of the quality and integrity of WIKI's work. Process security takes into account the following:

1. Completeness of licensing documents;
2. Policy No.WIKI-KON-PM-03.04 regarding Construction Implementation Process Procedures;
3. Quality Plan and HSE Plan;
4. Implementation of OHS programs including safety patrols, implementation of RCA, using licensed equipment, checking OHS equipment, checking the feasibility of heavy equipment, and the condition of materials used;
5. Monitoring and evaluation of the OHS management system effectiveness;
6. Implementing health protocol for the COVID-19 virus prevention during the pandemic;
7. Due diligence on completed projects.

## Use of Certified Equipment [CRE6]

Every equipment used by WIKI must meet proper requirement. Maintenance and mandatory inspection for the used heavy equipments as well as all project equipments are performed regularly. In order to ensure the use of heavy equipment in accordance with standards, WIKI has certified both the heavy equipment and their operator. Every heavy equipment operated is required to have an Equipment Permit (SIA) while heavy equipment operators are required to have an Operating Permit (SIO). The two certifications are issued by the Ministry of Manpower and the WIKI project.

### Pengelolaan Dampak Ekologi [CRE6, CRE7]

Pengerjaan proyek tentu akan memberikan dampak terhadap kondisi bentang alam di sekitarnya. WIKA menyadari bahwa aktivitasnya dapat mengubah keadaan ekologi dan penggunaan lahan, sehingga dilakukan upaya untuk meminimalisir dampak negatif terhadap lingkungan. Sebelum menjalin kerja sama dengan *owner*, WIKA akan memastikan bahwa *owner* telah memiliki semua dokumen perizinan, yang meliputi dokumen Rencana Pengelolaan Lingkungan (RKL), Rencana Pemantauan Lingkungan (RPL), dokumen Analisis Dampak Lingkungan Hidup (ANDAL), yang semuanya dikaji dalam suatu dokumen Analisis Mengenai Dampak Lingkungan (AMDAL). Selain itu, kami juga menggunakan teknologi yang bertujuan untuk meminimalkan dampak lingkungan.

Pengelolaan dampak lingkungan juga diperhatikan oleh WIKA ketika mengerjakan proyek konstruksi di sekitar pesisir pantai ataupun di tengah laut. Kami menggunakan teknologi modern dalam menjaga konstruksi bawah air, rehabilitasi lingkungan di sekitar bibir pantai saat pengerjaan proyek, dan metode pengendapan zat berbahaya sebelum air limbah dibuang ke laut. Hal ini merupakan upaya yang dilakukan Perseroan dalam menjaga ekosistem dan lingkungan bawah air.

### Ecological Impact Management [CRE6, CRE7]

Project work will certainly have an impact on the condition of the surrounding landscape. WIKA recognizes our activities can change the ecological condition and land use, therefore we made the efforts to minimize negative impacts on the environment. Prior to working with an owner, WIKA would ensure that the owner has all the licenses, which include the Environmental Management Plan (RKL), Environmental Monitoring Plan (RPL), Environmental Impact Analysis (ANDAL) documents, all of which are reviewed in the Analysis on Environmental Impact (AMDAL) document. In addition, we also use technology that aims to minimize environmental impact.

WIKA also pays attention to environmental impact management when working on construction projects around the coast or in the sea. We use modern technology in maintaining underwater construction, rehabilitating the environment around the shoreline during project work, and methods of settling hazardous substances in the wastewater before it is discharged into the sea. These are efforts made by the Company in maintaining the underwater ecosystem and environment.



## ► TANGGUNG JAWAB ATAS PRODUK DAN JASA [416-2] Product and Service Responsibility

### Jaminan Pemeliharaan

WIKA memberikan jaminan pemeliharaan untuk setiap proyek yang telah selesai. Hal ini sangat berguna sebagai langkah mitigasi untuk keselamatan pelanggan dan pengguna di kemudian hari. Jaminan pemeliharaan mengacu pada Prosedur Pengadaan Barang dan Jasa Proyek yang tertuang dalam dokumen WIKA-DAN-PM-03.01 pada klausul mengenai jaminan atas pengadaan barang dan jasa.

Setiap pelaksanaan proyek akan disertai dengan asuransi *Contractors All Risk (CAR)/Erection All Risks (EAR)*. Asuransi tersebut berfungsi untuk memberikan perlindungan segala risiko selama konstruksi di periode kontrak. Risiko yang tercakup antara lain kerugian atas kerusakan bangunan, tuntutan pihak ketiga akibat cedera tubuh, dan kerugian bangunan akibat ketidaksesuaian kondisi berdasarkan kontrak perjanjian awal, serta penundaan pengerjaan proyek. Sepanjang tahun 2021, WIKA tidak terlibat dalam insiden ataupun denda akibat ketidakpatuhan pada K3 terkait produk dan jasa, yang dapat membahayakan pelanggan maupun pengguna akhir.

### Penilaian Produk Akhir [416-1][CRE8]

Proses pengawasan mutu produk salah satunya yaitu dengan penilaian produk akhir. Penilaian produk akhir dipisahkan antara segi desain dan *commissioning*. Sebelum diserahkan kepada *project owner*, manajemen wajib untuk memastikan bahwa seluruh bagian (100%) sudah dikontrol.

Penilaian produk akhir akan melalui tahapan *quality* dan inspeksi yang termuat dalam dokumen MCP/DMCP guna memastikan alat-alat berfungsi sesuai dengan spesifikasinya. Tahap *commissioning* dapat dilakukan setelah proses FAT disetujui oleh *owner*. Proses kontrol sebelum tahap *commissioning* antara lain:

### Maintenance Guarantee

WIKA provides a maintenance guarantee for every finished project. The guarantee is very useful as a mitigation measure for the safety of customers and users in the future. The maintenance guarantee refers to the Project Goods and Services Procurement Procedure as stated in the WIKA-DAN-PM-03.01 document in the clause regarding guarantees for the procurement of goods and services.

Each project execution will be accompanied by Contractors All Risk (CAR)/Erection All Risks (EAR) insurance. This insurance provides protection for all risks during construction in the contract period. The risks covered include losses for building damage, claims from third parties due to bodily injury, and building losses due to non-conformity of conditions based on the initial contract agreement, as well as delays in project work. During 2021, WIKA was not involved in incidents or fines due to non-compliance with OHS on products and services, which could endanger customers and end users.

### Final Product Assessment [416-1][CRE8]

One of the product quality control processes is the final product assessment. Final product assessment is separated between the terms of design and commissioning. Before being handed over to the project owner, management is obliged to ensure that all parts (100%) have been controlled.

The final product will undergo the quality assessment and inspection stages contained in the MCP/DMCP document to ensure the equipment functions according to its specifications. The commissioning stage can be carried out after the FAT process is approved by the owner. The control process prior to the commissioning stage includes:

1. *Pre Safety Start Review* (PSSR), yaitu proses inspeksi bersama yang terbagi menjadi *punchlist* A dan *punchlist* B. *Punchlist* A harus diselesaikan sebelum *commissioning* berjalan dan telah disetujui oleh *owner*, sementara *punchlist* B dapat diselesaikan setelah *commissioning* berjalan. Pihak yang melakukan inspeksi yaitu WIKA (*Quality Control*), manajemen konstruksi, dan *owner*.
2. *Factory Acceptance Test* (FAT), yaitu proses pengetesan akhir suatu peralatan sebelum dikirim ke *site*. Material atau peralatan harus melalui test QC yang ketat sehingga dipastikan barang dalam kondisi yang baik.

### Kepuasan Pelanggan

Perseroan berkomitmen untuk memberikan layanan yang setara atas produk dan/atau jasa kepada pelanggan guna membuat pelanggan puas dengan hasil kerja WIKA. Indeks kepuasan pelanggan menjadi salah satu faktor yang dapat menjadi tolak ukur bagi WIKA untuk menentukan keberhasilan dalam mengerjakan proyek-proyeknya. Kepuasan pelanggan menjadi investasi bagi WIKA karena memungkinkan untuk dapat menjalin kerja sama lagi di kemudian hari. Oleh karenanya, WIKA selalu berkomitmen untuk memberikan pengalaman terbaik kepada setiap pelanggannya dan hasilnya tidak mengecewakan, sehingga didapatkan hasil yang berkualitas. Pengukuran *Customer Satisfaction Index* (CSI) dilakukan setiap satu tahun sekali. Akan tetapi pada tahun 2021, WIKA belum melakukan survei kepuasan pelanggan. Indeks kepuasan pelanggan terakhir dilakukan pada 2020 dengan skor 4,05 dari skala 5.

Penanganan pengaduan pelanggan tertuang pada prosedur WIKA-QAS-PM-03.01 tentang Prosedur Catatan Peluang Perbaikan dan Permintaan Tindakan Korektif dan Preventif. Pelanggan dapat menyampaikan keluhan atau pengaduan yang akan direspons dalam waktu 1x24 jam, melalui:

1. Pusat pengaduan konsumen di laman <http://www.wika.co.id/contact> atau e-mail [humas@wika.co.id](mailto:humas@wika.co.id)
2. Corporate Secretary di nomor telepon: 021-80679200

1. *Pre-Safety Start Review* (PSSR), a joint inspection process which is divided into *punchlist* A and *punchlist* B. *Punchlist* A must be completed before *commissioning* starts and has been approved by the *owner*, while *punchlist* B can be completed after *commissioning*. The parties conducting the inspection are WIKA (*Quality Control*), construction management, and *owner*.
2. *FAT* (*Factory Acceptance Test*), the final testing process of equipment before it is sent to the site. Materials or equipment must undergo stringent QC tests to ensure that the goods are in good condition.

### Customer Satisfaction

The Company is committed to providing an equal services for products and/or services to the customer, in order to make them satisfied with WIKA's work. Customer satisfaction index is one of the factors that can be used as a benchmark for WIKA to define our success in executing our projects. It is also an investment for WIKA because of the possibility for future cooperation. Therefore, WIKA is always committed to providing the best experience to every customer with satisfactory and good quality result. The Customer Satisfaction Index (CSI) is measured once a year. However, in 2021, WIKA has not conducted customer satisfaction survey. The last customer satisfaction survey was conducted in 2020 with a score of 4.05 out of a scale of 5.

The customer complaint handling is set out in No. Doc. WIKA-QAS-PM-03.01 regarding the Procedure for Recording Corrective and Preventive Actions and Requests for Corrective and Preventive Actions. Customers may submit complaints or grievances which will be responded to within 1x24 hours, via:

1. Consumer complaint center at <http://www.wika.co.id/contact> or e-mail [humas@wika.co.id](mailto:humas@wika.co.id)
2. Corporate Secretary at telephone number: 021-80679200

## **KINERJA HSE** **HSE Performance**

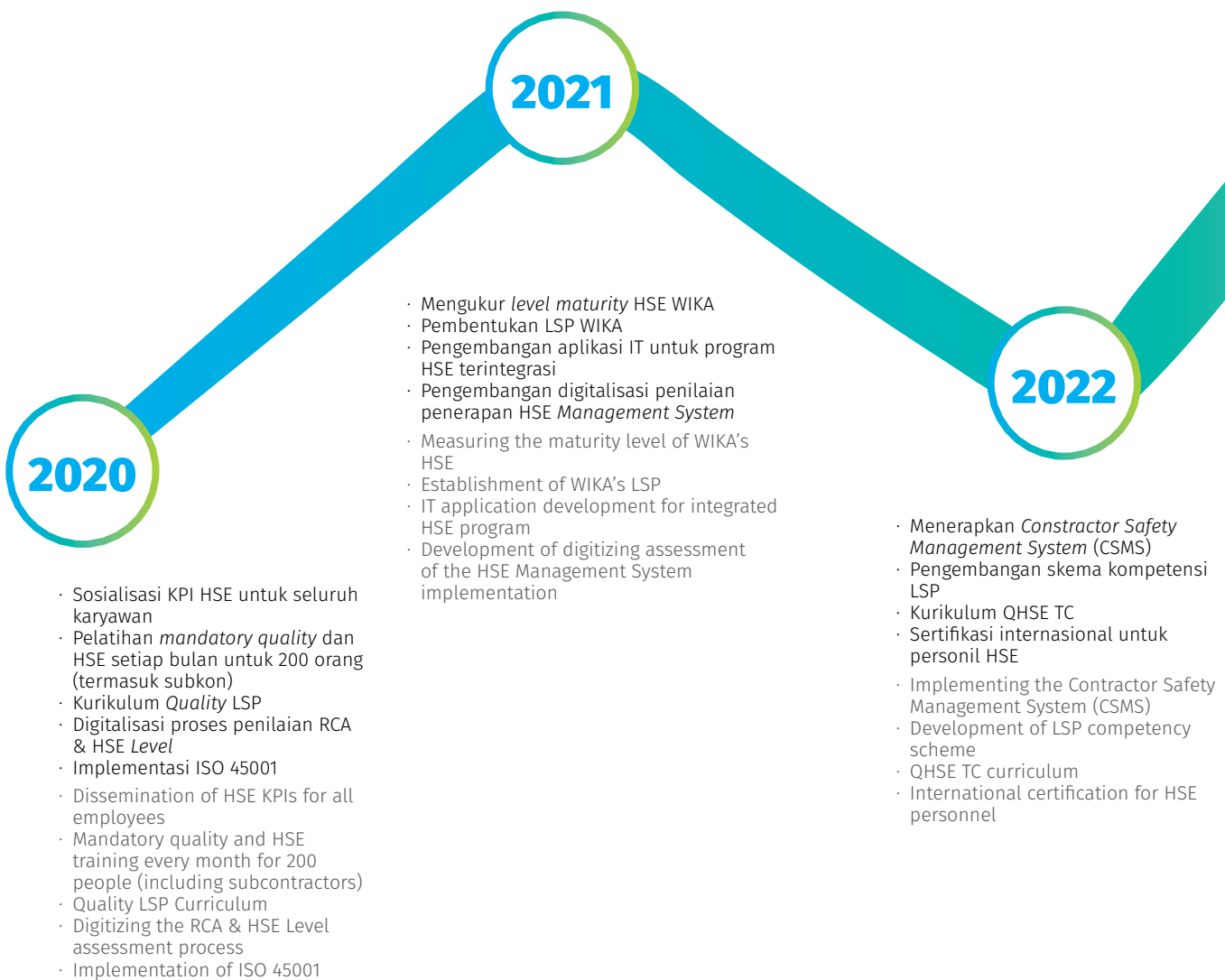
### **Sistem Manajemen HSE** [403-1, 403-8]

Pelaksanaan sistem manajemen HSE mengacu pada kebijakan Sistem Manajemen K3L yang terintegrasi antara K3 dengan pengelolaan lingkungan. Selain mematuhi kebijakan internal, implementasi HSE WIKA juga mengacu pada ISO 45001:2018 dan ISO 14001:2015. Kebijakan K3L wajib dipatuhi dan dilaksanakan oleh setiap Insan WIKA maupun mitra yang datang baik ke kantor maupun di wilayah proyek.

### **HSE Management System** [403-1, 403-8]

The implementation of the HSE management system refers to the HSE Management System policy which integrates OHS and environmental management. In addition to complying with internal policies, WIKA's HSE implementation also refers to ISO 45001:2018 and ISO 14001:2015. Every WIKA Personnel and partners visiting the office or project site must comply with and implement the HSE policy.

### **Peta Jalan Sistem Manajemen HSE WIKA** WIKA HSE Management System Roadmap



- Personil tersertifikasi internasional
- System HSE WIKA sesuai dengan yang standar internasional
- *Evaluation & Improvement*
- Kurikulum QHSE TC
- Penilaian penerapan K3 level Internasional (ISRS) = 2
- WIKA *Telemedicine*

- Internationally certified personnel
- WIKA HSE system complies with international standards
- Evaluation & Improvement
- QHSE TC curriculum
- International assessment of OHS implementation (ISRS) level = 2
- WIKA *Telemedicine*

2023

2024

2025

- Personil tersertifikasi internasional
- Sistem & standar HSE sudah disesuaikan dengan standar internasional
- *Evaluation & Improvement*
- Pengembangan QHSE TC
- Pengembangan *Waste Recycle*
- Internationally certified personnel
- The HSE system and standards have been adapted to international standards
- Evaluation & Improvement
- Development of QHSE TC
- Waste Recycle Development

- Penetapan KPI Individu HSE
- Pengembangan *Zero Waste*
- Standar HSE WIKA menjadi *benchmark* bagi perusahaan lain di Indonesia
- Penilaian penerapan K3 level Internasional (ISRS) = 3
- Determination of HSE Individual KPIs
- Zero Waste Development
- WIKA's HSE standard is a benchmark for other companies in Indonesia
- International OHS implementation assessment (ISRS) level = 3

WIKa selalu menerapkan Kesehatan dan Keselamatan Kerja yang bertujuan untuk mempertahankan *zero accident*, penyakit akibat kerja dan kerusakan lingkungan. Kami yakin bahwa penerapan sistem K3L yang baik akan menghasilkan bisnis yang baik pula. Secara berkala manajemen akan mengukur, memantau dan melakukan evaluasi efektivitas manajemen HSE di lingkungan kerja WIKa.

WIKa always implements Occupational Health and Safety which aims to maintain zero accidents, occupational diseases, and environmental damage. We believe that the implementation of a good HSE system will result in good business as well. The Management regularly measures, monitors, and evaluates the effectiveness of HSE management in WIKa's work environment.

### Penilaian Risiko Kerja [403-2]

Setiap lini pekerjaan akan dinilai semua risiko yang mungkin ditimbulkan sehingga dapat dilakukan upaya pencegahan untuk menghindari terjadinya kecelakaan kerja yang tidak diinginkan. WIKA juga memiliki kebijakan *Stop Work Action* (SWA) untuk mencegah kecelakaan kerja. Dalam kebijakan tersebut mengatur seluruh karyawan dan pekerja di proyek memiliki hak untuk menghentikan pekerjaan yang tidak sesuai dengan standar dan atau dihadapkan pada kondisi/tindakan berbahaya.

Upaya pengelolaan potensi dan bahaya kecelakaan kerja dilakukan secara terintegrasi. Terdapat tiga upaya yang WIKA lakukan dalam meminimalisir potensi bahaya dan kecelakaan kerja, antara lain:

1. Sosialisasi kesadaran terhadap HSE  
Direalisasikan melalui *safety induction, safety talk, HSE meeting*, serta memasang berbagai papan peringatan untuk meningkatkan kesadaran HSE.
2. *Risk Containment Audit* (RCA)  
Merupakan proses audit lapangan atau penilaian langsung terhadap aspek *Health, Safety & Environment* di lokasi kerja, fasilitas kantor, dan fasilitas lainnya untuk mengeliminasi potensi bahaya dan meminimalkan risiko QHSE. Tujuannya yaitu untuk mengukur seberapa bahaya yang mungkin terjadi dalam satu area.
3. Cepat tanggap darurat di lokasi kerja  
WIKA menerapkan prosedur pelaporan insiden kecelakaan di lokasi kerja sesuai dengan Prosedur Penyelidikan (Investigasi) Kecelakaan Kerja dan Penyakit Akibat Kerja No. WIKA-PEM-PM.03.11.

### Occupational Risk Assessment [403-2]

Each line of work will be assessed for all possible risks in order to take preventive measures to avoid unwanted work accidents. WIKA also has a *Stop Work Action* (SWA) policy to prevent work accidents. The policy stipulates that all employees and workers on the project have the right to stop work that does not comply with standards and or is exposed to hazardous conditions/actions.

Efforts to manage the potential hazards of work accidents are carried out in an integrated manner. WIKA has made three efforts to minimize the potential for work hazards and accidents, including:

1. Dissemination of HSE awareness  
It is realized through safety induction, safety talk, HSE meeting, and installing various warning signboard to increase HSE awareness.
2. *Risk Containment Audit* (RCA)  
A field audit process or direct assessment of Health, Safety & Environment aspects at work sites, office facilities, and other facilities to eliminate potential hazards and minimize QHSE risks. The purpose is to measure how risky the hazard that might occur in an area.
3. Quick response to emergency at work  
WIKA implements accident reporting procedures at work sites in accordance with Work Accident Investigations and Occupational Diseases No. WIKA-PEM-PM.03.11.



#### Fasilitas Kesehatan [403-3, 403-6, 403-10]

Seluruh wilayah kerja WIKA telah dilengkapi dengan fasilitas kesehatan dan klinik yang dapat diakses oleh seluruh karyawan maupun pekerja dari kontraktor. Sebagai upaya pertolongan pertama pada kecelakaan ringan, di setiap tempat kerja dan proyek WIKA akan disediakan kotak P3K. Bagi karyawan yang memerlukan perawatan serius dan tidak memungkinkan ditangani di klinik, maka dapat dirujuk ke rumah sakit setempat yang bekerja sama dengan WIKA.

Karyawan WIKA diwajibkan untuk melakukan *Medical Check Up* (MCU). Karyawan yang ditempatkan di proyek wajib menjalani MCU setiap satu tahun sekali, sedangkan untuk karyawan organik setiap dua tahun sekali. Terdapat tiga jenis pemeriksaan yang dilakukan saat MCU, yaitu pemeriksaan kesehatan awal, pemeriksaan kesehatan berkala, dan pemeriksaan kesehatan khusus. Pemeriksaan kesehatan khusus ditujukan kepada karyawan maupun pekerja dari subkontraktor yang menangani pekerjaan berisiko tinggi.

#### Health Facilities [403-3, 403-6, 403-10]

All WIKA work areas have been equipped with health facilities and clinics that can be accessed by all employees and contractors. As a first aid effort for minor accidents, every WIKA workplace and project will be provided with a first aid kit. For employees who require serious treatment and cannot be treated at the clinic, they can be referred to a local hospital in partnership with WIKA.

WIKA's employees are required to undergo a Medical Check-Up (MCU). Employees assigned to projects are required to undergo MCU once a year, while for organic employees every two years. There are three types of examinations during the MCU, namely initial health checks, periodic health checks, and special health checks. Special health checks are for employees and workers of subcontractors who handle high-risk jobs.

Dengan mempertimbangkan kondisi pandemi yang masih belum kondusif, perusahaan dan serikat karyawan sepakat untuk menunda pelaksanaan MCU karyawan tahun 2021. Selain itu, WIKA tetap menjalankan pengawasan dan pemeriksaan kepada karyawan untuk mengidentifikasi penularan virus COVID-19. Selain kesehatan fisik, WIKA juga menyediakan fasilitas kesehatan psikis (psikiater & psikolog) untuk mendukung *mental health* setiap karyawan.

Due to the pandemic conditions that remained unfavorable, the company and the labor union have agreed to postpone the implementation of MCU for employees in 2021. In addition, WIKA continued to carry out supervision and examination of employees to identify the transmission of the COVID-19 virus. In addition to physical health, WIKA also provides psychological health facilities (psychiatrists & psychologists) to support the mental health of each employee.



#### Partisipasi Karyawan dalam Komunikasi HSE [403-4]

WIKA membangun komunikasi dua arah antara manajemen dengan karyawan untuk meningkatkan sinergi dan kesadaran terhadap HSE. Selama di lokasi proyek, komunikasi HSE dilakukan melalui *safety induction*, *HSE Morning Talk*, *Toolbox Meeting*, dan *HSE Meeting*. WIKA juga menyediakan komunikasi HSE melalui media digital QHSE yang dapat diakses oleh seluruh karyawan. Melalui komunikasi aktif, diharapkan permasalahan HSE yang muncul dapat segera ditindaklanjuti dan dimitigasi.

#### Employee Participation in HSE Communications [403-4]

WIKA builds two-way communication between management and employees to increase synergy and awareness of HSE. While at the project site, HSE communication is carried out through safety induction, HSE Morning Talk, Toolbox Meeting, and HSE Meeting. WIKA also provides HSE communication through QHSE digital media that can be accessed by all employees. The active communications are expected to be able to immediately follow up and mitigate arising HSE problems.

Kantor pusat dan di setiap proyek masing-masing terdapat Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3L) yang dibentuk berdasarkan SK Direksi No. SK. 01.01/A.DIR.11619/2015. Struktur organisasi P2K3L di kantor pusat terdiri dari seorang ketua yang dijabat oleh Direktur Utama dan dibantu sekretaris yang mempunyai sertifikat ahli K3 Umum, dengan anggota Kepala Divisi, seluruh divisi dan perwakilan Sekar WIKA. Struktur P2K3L di proyek, diketuai oleh Manajer Proyek, dibantu oleh sekretaris yang memiliki sertifikat ahli K3 Umum, dan beranggotakan Kasie seluruh fungsi serta perwakilan subkontraktor.

Setiap bulan P2K3L melakukan pertemuan untuk menentukan program dan target K3L, serta menyelesaikan permasalahan K3L. Kinerja P2K3L dilaporkan kepada Dinas Ketenagakerjaan setiap 3 bulan sekali.

Advisory Committee for Occupational Health, Safety, and Environment (P2K3L) has been formed and are placed at the Head office and in each project, based on the Decree of the Board of Directors No. SK. 01.01/A.DIR.11619/2015. The P2K3L organizational structure at the head office consists of a chairman who is held by the President Director and assisted by a secretary who has a General OHS expert certificate, with members of the Division Head, division staff, and representatives of Sekar WIKA. The P2K3L structure in the project is chaired by the Project Manager, assisted by a secretary who has a General OHS expert certificate, and consists of Head of Section for all functions and representatives of subcontractors.

Every month P2K3L holds a meeting to determine HSE programs and targets, as well as resolve HSE problems. P2K3L performance is reported to the Manpower Agency every three months.



## Pelatihan terkait Kesehatan dan Keselamatan Kerja [403-5]

Seluruh karyawan wajib untuk dibekali pengetahuan mengenai Kesehatan dan Keselamatan Kerja. WKA memberikan pelatihan kepada karyawan yang dibedakan menjadi pelatihan wajib dan pelatihan khusus sesuai dengan jenis pekerjaannya. Pelatihan dimaksudkan untuk memberikan pemahaman kepada seluruh karyawan terkait K3, sehingga mereka mampu bekerja dengan memahami aturan-aturan yang berlaku dan dapat meminimalkan risiko kecelakaan kerja. Beberapa pelatihan yang diberikan seperti pelatihan proyek tanggap darurat, pekerjaan pada ketinggian, pekerjaan berisiko tinggi dan pelatihan *first aid*.

### Realisasi Pelatihan K3 Tahun 2021 Realization of OHS Training in 2021

| Nama Pelatihan<br>Name of Training                            | Jumlah Peserta<br>Number of Participants | Jumlah Jam Pelatihan<br>Number of Training Hours |
|---------------------------------------------------------------|------------------------------------------|--------------------------------------------------|
| Safety officer                                                | 386                                      | 42                                               |
| Ahli K3 konstruksi muda   Junior Construction Safety Engineer | 98                                       | 56                                               |
| Ahli K3 kebakaran   Fire Safety Engineer                      | 49                                       | 56                                               |

## Occupational Health and Safety Training [403-5]

All employees are required to be equipped with knowledge about Occupational Health and Safety. WKA provides training to employees which consists of mandatory training and special training according to the type of work. The training is intended to provide OHS knowledge to all employees in order to enable them to work by understanding the applicable rules and can minimize the risk of work accidents. Some of the training provided includes emergency response project training, work at heights, high-risk work and first aid training.

## Standardisasi Kompetensi Pekerja Lapangan melalui Sertifikasi

Sejak 2019 hingga saat ini, WKA bekerja sama dengan Lembaga Sertifikasi Profesi WKA, LPJK, Astekindo, dan BNSP menyelenggarakan pelatihan dan sertifikasi bagi pekerja proyek yaitu pekerja mitra binaan jasa konstruksi. Tujuannya, yaitu untuk meningkatkan kompetensi mereka dan meningkatkan jumlah pekerja lapangan yang bersertifikat untuk mendukung kelancaran pekerjaan, serta meminimalkan kesalahan dan kecelakaan kerja. Selain itu, inisiatif ini juga menjadi bagian dari upaya WKA untuk menciptakan nilai bersama.

## Standardization of Field Worker Competence through Certification

Since 2019 until today, WKA has collaborated with WKA Professional Certification Institute, LPJK, Astekindo, and BNSP to organize training and certification for project workers, namely construction service partner workers. The aim is to enhance their competence and increase the number of certified field workers for the smooth running of work, as well as to minimize errors and work accidents. In addition, this initiative is also part of WKA's efforts to create shared value.

**520**  
Total pekerja  
lapangan telah  
tersertifikasi (2019-2021)

2021:  
**259**  
2020:  
**169**  
2019:  
**92**  
Peserta Sertifikasi

Dilaksanakan di  
**6**  
Kota

### Capaian HSE [403-9]

Implementasi HSE wajib bagi seluruh karyawan, mitra kerja, subkontraktor maupun tamu yang berkunjung di kantor maupun wilayah operasional proyek. Komitmen terhadap penerapan HSE direalisasikan dengan mewajibkan karyawan WIKA (organik dan terampil) untuk menyetujui Pakta Integritas melalui sistem *online* (WZone) yang memuat klausul untuk menerapkan HSE, serta bagi para pekerja kontraktor dan mitra diwajibkan untuk menandatangani komitmen pernyataan untuk mengikuti semua aturan HSE WIKA. Sesuai dengan Permenaker RI No. PER-03/MEN/1998, WIKA melaporkan perhitungan jam kerja selamat, rasio frekuensi kecelakaan, dan rasio keparahan. Pelaporan capaian HSE mencakup data dari seluruh karyawan organik dan terampil, karyawan kontrak, pekerja subkontraktor, dan mitra kerja.

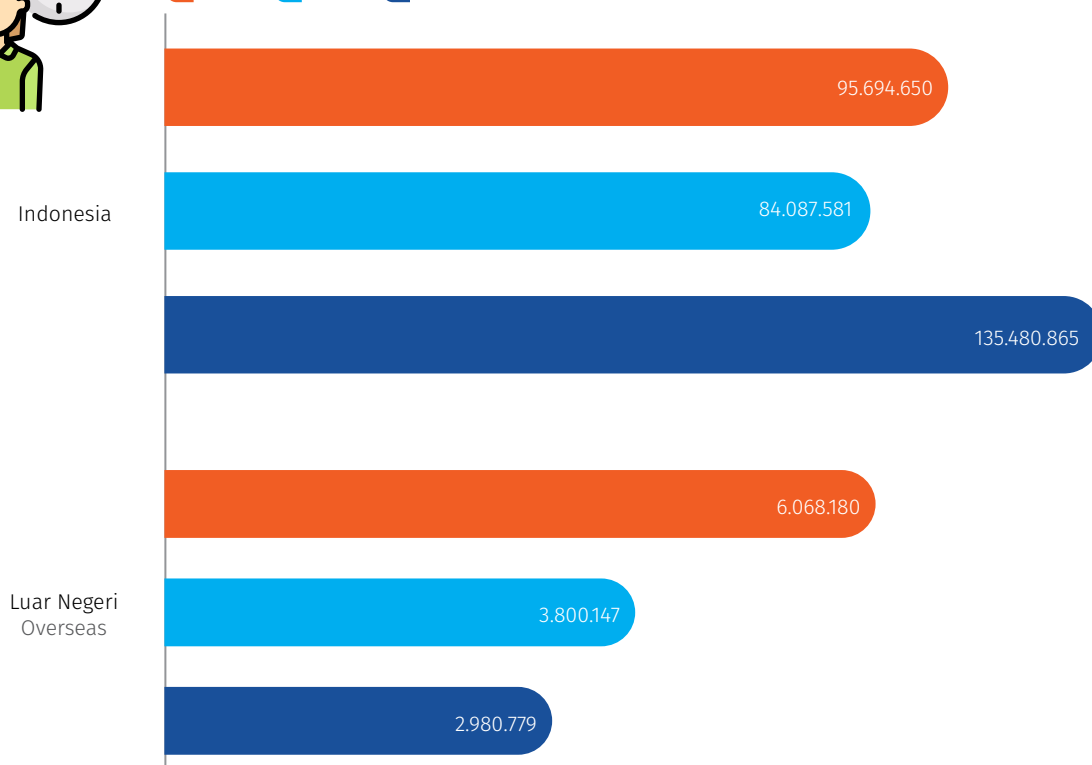
### HSE Achievements [403-9]

Implementation of HSE is mandatory for all employees, partners, subcontractors and guests who visit the office or project operational area. The commitment to implementing HSE is realized by requiring WIKA employees (organic and skilled) to sign an Integrity Pact through the online system (WZone) which contains a clause for implementing HSE, while contractors and partners' workers are required to sign a commitment statement to comply with all WIKA's HSE rules. Under the Regulation of the Minister of Manpower of the Republic of Indonesia No. PER-03/MEN/1998, WIKA reports the calculation of safe working hours, accident frequency ratio, and severity ratio. HSE performance reporting includes data from all organic and skilled employees, contract employees, as well as subcontractors' workers and partners.



Manhours (jam | hour)

2019 2020 2021



**Jumlah Kecelakaan Kerja**  
Number of Work Accidents

| Kategori<br>Category                                     | Jumlah Kejadian   Number of Incidents |      |       |
|----------------------------------------------------------|---------------------------------------|------|-------|
|                                                          | 2021                                  | 2020 | 2019  |
| <b>Indonesia</b>                                         |                                       |      |       |
| Nearmiss                                                 | 514                                   | 801  | 1.191 |
| Non Lost Time Injury (NLTI)                              | 89                                    | 141  | 218   |
| Ringan   Minor                                           | 4                                     | 4    | 11    |
| Sementara Tidak Mampu Bekerja (SMTB)   Temporary Absence | 2                                     | 3    | 7     |
| Berat   Major                                            | 4                                     | 0    | 0     |
| <b>Luar Negeri   Overseas</b>                            |                                       |      |       |
| Nearmiss                                                 | 177                                   | 201  | 494   |
| Non Lost Time Injury (NLTI)                              | 12                                    | 13   | 27    |
| Ringan   Minor                                           | 1                                     | 1    | 1     |
| Sementara Tidak Mampu Bekerja (SMTB)   Temporary Absence | 0                                     | 0    | 0     |
| Berat   Major                                            | 0                                     | 0    | 0     |

**Severity Rate, NLTI Rate, dan LTI Rate** [403-9]  
Severity Rate, NLTI Rate, and LTI Rate

| Uraian<br>Description         | 2021 | 2020 | 2019 |
|-------------------------------|------|------|------|
| <b>Indonesia</b>              |      |      |      |
| Severity rate                 | 0,90 | 0,38 | 0,49 |
| NLTI rate                     | 0,66 | 1,68 | 2,28 |
| LTI rate                      | 0,07 | 0,08 | 0,19 |
| <b>Luar Negeri   Overseas</b> |      |      |      |
| Severity rate                 | 0,34 | 0,00 | 0,16 |
| NLTI rate                     | 4,03 | 2,97 | 4,45 |
| LTI rate                      | 0,34 | 0,00 | 0,16 |

WIKA telah memetakan jenis pekerjaan yang memiliki risiko tinggi yang dilakukan oleh karyawan maupun kontraktor di proyek. Jenis pekerjaan yang dikategorikan dalam risiko tinggi yaitu bekerja di ketinggian dan pekerjaan yang berhubungan dengan listrik. Kami juga telah memberikan peralatan pendukung dalam setiap pekerjaan berisiko untuk mencegah terjadinya kecelakaan. [403-9]

WIKA has mapped the types of work that have a high risk carried out by employees and contractors on the project. Types of work that are categorized as high risk are working at heights and work related to electricity. We have also provided supporting equipment in every high-risk job to prevent accidents. [403-9]

### Pengaruh Dampak K3 terhadap Bisnis WIKA [403-7, 403-10]

Keamanan menjadi faktor yang sangat penting dalam kelangsungan usaha perusahaan konstruksi. Pemenuhan K3 juga dapat memberikan dampak positif berupa kepercayaan pelanggan dalam menggunakan jasa WIKA. Kami memberikan jaminan keselamatan tidak hanya bagi karyawan internal saja, akan tetapi juga setiap pihak yang terlibat dalam pelaksanaan proyek baik itu kontraktor, subkontraktor, dan mitra kerja. Merespon keamanan yang harus selalu dijaga, WIKA telah menempatkan petugas *Safety Officer* dengan rasio perbandingan 1:50 dengan pekerja proyek.

Dampak K3 juga berpengaruh kepada vendor. WIKA turut memperhatikan kinerja vendor dan memastikan bahwa K3 diterapkan dengan baik, serta dievaluasi secara rutin. Penilaian kinerja vendor akan dilaporkan kepada kantor pusat sebagai salah satu syarat dalam pembayaran kontrak pekerjaan. Vendor yang memiliki nilai kinerja K3 di bawah 800 maka akan ditunda pembayaran kontraknya.

### Tanggap COVID-19

WIKA telah membentuk *task force* untuk menyusun skenario *The New Normal* dan mengawasi pelaksanaannya di lapangan. Skenario yang disusun akan menjadi panduan bagi seluruh karyawan, para mitra, dan seluruh pemangku kepentingan. Skenario yang akan diterapkan antara lain:

1. Skenario WIKA dalam menghadapi Kebiasaan Baru  
Menjelaskan klasifikasi status kondisi pandemi di WIKA, mengatur mekanisme WFH dan WFO secara umum termasuk protokol interaksi pegawai WIKA, dan menjelaskan SIKM (Surat Ijin Keluar Masuk).
2. Protokol Interaksi Pelanggan, Pemasok, Mitra Usaha dan *Stakeholder* Lain  
Protokol ini mengatur terkait mekanisme interaksi dengan pihak eksternal, mulai dari menjamin lingkungan kantor bersih dan telah sesuai dengan protokol kesehatan, prosedur selama berada di wilayah kantor maupun lokasi kerja, tamu wajib menunjukkan surat keterangan sehat COVID-19, pembatasan waktu kunjungan eksternal maksimal 2 jam, pembatasan jumlah peserta rapat 50%, dan pembatasan area tamu.

### OHS Impact on WIKA's Business [403-7, 403-10]

Security is a very important factor in the business continuity of a construction company. The fulfillment of OHS can also have a positive impact in the form of customer trust in using WIKA's services. We provide safety guarantees not only for our employees, but also for all parties involved in project execution, including contractors, subcontractors, and partners. WIKA has assigned a Safety Officer with a ratio of 1:50 to project workers in responding to security that must always be maintained.

The OHS also has an impact on vendors. WIKA also pays attention to vendor performance and ensures that OHS is implemented properly and evaluated regularly. Vendor performance assessment will be reported to the head office as one of the conditions in the payment of the work contract. Vendors with OHS performance scores below 800 will have their contract payments suspended.

### COVID-19 Response

WIKA has formed a task force to prepare the New Normal scenario and oversee its implementation in the field. The prepared scenario will be a guide for all employees, partners, and all stakeholders. The scenarios that will be implemented include:

1. WIKA Facing the New Normal Scenario  
Explains the classification of the status of pandemic conditions at WIKA, arranging WFH and WFO mechanisms in general, including WIKA employee interaction protocols, and explains SIKM (Letter of Exit and Entry).
2. Interaction Protocol for Customers, Suppliers, Partners, and Other Stakeholders  
This protocol controls the mechanism of interaction with external parties, starting from ensuring the office environment is clean and in accordance with health protocols, procedures while in the office area or work location, visitors are required to show a COVID-19 health certificate, limiting external visit time to a maximum of 2 hours, 50% limit on the number of meeting participants, and restrictions on the visitor area.

### 3. Protokol Interaksi Pegawai

Mengatur mekanisme dalam penanganan COVID-19 bagi pegawai yang bekerja mulai dari perjalanan menuju kantor, termasuk protokol kesehatan yang diterapkan dan mengatur interaksi pegawai hingga pulang menuju rumah masing-masing. Protokol ini juga berlaku bagi pegawai yang sedang WFH.

### 4. Protokol Interaksi Proyek dan Pabrik

Menjelaskan secara rinci mekanisme interaksi para pekerja di proyek dan pabrik, meliputi prosedur memasuki lokasi proyek dan pabrik, *physical distancing* selama di proyek dan pabrik, dukungan perusahaan dalam menangani COVID-19 dengan penyediaan sarana-prasarana penunjang.

### 5. Digitalisasi Teknologi Konstruksi

WIKA mengoptimalkan peran dan fungsi teknologi untuk pembangunan dan pemantauan proyek secara terintegrasi dan terpadu secara *online*. Dalam skenario menghadapi kebiasaan baru, kami mengoptimalkan peran dan fungsi komputer jinjing berkamera, telepon pintar (tablet), drone, CCTV yang difasilitasi oleh *platform* perangkat lunak seperti *video conference online* untuk memfasilitasi pekerjaan agar tetap efektif.

### 3. Employee Interaction Protocol

Control the mechanism in handling COVID-19 for employees starting from traveling to the office, including health protocols that are implemented and controlling employee interactions until returning to their respective homes. This protocol also applies to employees who are on WFH schedule.

### 4. Project and Factory Interaction Protocol

Explain in detail the interaction mechanism of employees in projects and factories, including procedures for entering project and factory locations, physical distancing while in projects and factories, company support in dealing with COVID-19 by providing supporting infrastructure.

### 5. Digitizing Construction Technology

WIKA optimizes the role and function of technology for integrated project development and monitoring online. In The New Normal scenario, we optimize the roles and functions of portable computers with cameras, smartphones (tablets), drones, CCTV which are facilitated by software platforms such as online video conferencing to facilitate work to remain effective.



## **PENGELOLAAN LINGKUNGAN** **Environmental Management**

Dalam setiap pengerjaan konstruksi, personil WIKA di lokasi proyek akan melakukan pengukuran aspek-aspek lingkungan, yang mencakup penggunaan air dan energi, pengelolaan limbah, serta pengukuran emisi yang dihasilkan. Namun demikian, WIKA masih mengalami keterbatasan dalam melaporkan kinerja lingkungan, karena belum dimilikinya sistem terintegrasi untuk seluruh proyek. Selain itu, masing-masing proyek memiliki standar pengelolaan lingkungan yang berbeda-beda sesuai dengan jenisnya dan persyaratan pelaporan pengukuran aspek lingkungan dari *owner*. Keterbatasan metode pengumpulan data juga masih menjadi pertimbangan untuk terus meningkatkan laporan terkait aspek-aspek lingkungan.

### **Pengelolaan Aspek Lingkungan di Lokasi Proyek**

Dalam laporan ini, kinerja lingkungan proyek Pembangkit listrik Tenaga Uap (PLTU) Sulsel Barru 2 dan EPC *Storage Tanks Modification and Piping System-Refinery Development Master Plan* (RDMP), Pertamina RU V Balikpapan, menjadi bukti adanya pemantauan lingkungan di proyek yang dikerjakan WIKA. Selama tahun 2021, Perseroan tidak menerima pengaduan dan tidak menanggung denda/sanksi berkaitan dengan ketidakpatuhan lingkungan. [307-1]

#### **PLTU Sulsel Barru 2**

Proyek PLTU Sulsel Barru 2 merupakan salah satu proyek infrastruktur kelistrikan WIKA di Kabupaten Barru, Sulawesi Selatan. Proyek ini diproyeksikan akan menjadi pembangkit listrik yang *reliable* dan ramah lingkungan. Melalui kontribusi dalam proyek PLTU Sulsel Barru 2, WIKA juga turut mewujudkan dukungan pada tujuan 9 dan 11 dari Tujuan Pembangunan Berkelanjutan.

In every construction work, WIKA personnel at the project site will measure environmental aspects, which include water and energy use, waste management, and measurement of the generated emissions. However, WIKA still has limitations in reporting environmental performance, because we have not had an integrated system for all projects. In addition, each project has different environmental management standards according to its type and reporting requirements for measuring environmental aspects from the owner. The limitations of data collection methods are also taken into consideration to continue to improve reports on environmental aspects.

### **Management of Environmental Aspects at the Project Site**

In this report, the environmental performance of the Coal-fired Power Plant (PLTU) South Sulawesi Barru 2 project and the EPC *Storage Tanks Modification and Piping System-Refinery Development Master Plan* (RDMP), Pertamina RU V Balikpapan, are evidence of environmental monitoring in WIKA's projects. During 2021, the Company did not receive any complaints nor fines/sanctions due to environmental non-compliance. [307-1]

#### **PLTU South Sulawesi Barru 2**

PLTU South Sulawesi Barru 2 project is one of WIKA's electricity infrastructure projects in Barru Regency, South Sulawesi. This project is expected to be a reliable and environmentally friendly power plant. Through our contribution to the PLTU South Sulawesi Barru 2 project, WIKA also supports goals 9 and 11 of the Sustainable Development Goals.

Lingkup pekerjaan WIKA dalam proyek PLTU Sulsel Barru 2 yaitu pemancangan, struktur beton dan baja, *chimney*, serta pekerjaan arsitektural seperti pengelolaan *nominated subcontractor* (NSC) untuk pekerjaan instalasi mekanikal, elektrik, dan kontrol. PLTU Sulsel Barru 2 akan meningkatkan keandalan sistem daya jaringan 150 kV di Sulawesi Selatan.

WIKAs scope of work in the PLTU South Sulawesi Barru 2 project includes piling, concrete and steel structures, chimneys, and architectural work such as managing the nominated subcontractor (NSC) for mechanical, electrical, and control installation work. PLTU South Sulawesi Barru 2 will increase the reliability of the 150 kV power grid in South Sulawesi.

Pengelolaan aspek lingkungan dilaksanakan dan dicatat dengan baik sepanjang berlangsungnya pengerjaan konstruksi. Pemantauan lingkungan yang ada di sekitar lokasi proyek setiap sebulan sekali, yang dilakukan mandiri dari tim HSE proyek, dan enam bulan sekali bekerja sama dengan pihak ketiga yaitu PT Environesia Global Saraya melalui unit kerjanya laboratorium GreenLab.

The management of environmental aspects is carried out and recorded properly throughout the construction work. Monitoring the environment around the project site is carried out independently once a month by the project HSE team, and every six months in collaboration with a third party, PT Environesia Global Saraya through its work unit, the GreenLab laboratory.

#### Konsumsi Energi [302-1, 302-2, 302-5] Energy Consumption

| Uraian<br>Description                                                                                                                      | Pemanfaatan<br>Utilization                                                                                                                                                                                                                                        | Satuan<br>Unit | 2021      | 2020      | 2019       |
|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------|-----------|------------|
| <b>Kegiatan utama (konstruksi PLTU Sulsel Barru 2)</b><br><b>Main Activities (PLTU South Sulawesi Barru 2 construction)</b>                |                                                                                                                                                                                                                                                                   |                |           |           |            |
| Listrik (Dipasok dari PT PLN)<br>Electricity (supplied from PT PLN)                                                                        | Pengoperasian peralatan konstruksi<br>Construction equipment operation                                                                                                                                                                                            | kWh            | 19.734,00 | 90.522,00 | 159.499,37 |
| BBM<br>Fuel oil                                                                                                                            | Pengoperasian alat berat <i>crane, excavator, forklift, manlift, trailer, compressor, dll</i><br>Operation of heavy equipment cranes, excavators, forklifts, manlifts, trailers, compressors, etc.                                                                | Liter          | 10.000    | 40.000    | 60.000     |
| <b>Kegiatan pendukung (kantor di proyek, transportasi lokal dll)</b><br><b>Support activities (site office, local transportation etc.)</b> |                                                                                                                                                                                                                                                                   |                |           |           |            |
| Listrik (Dipasok dari PT PLN)<br>Electricity (supplied from PT PLN)                                                                        | Pengoperasian listrik kantor, penerangan dan menyalakan perangkat elektronik, aktivitas konstruksi, penerangan lapangan, dan lainnya.<br>Operation of office electricity, lighting and powering electronic devices, construction activities, field lighting, etc. | kWh            | 13.156,00 | 60.348,00 | 106.333,09 |
| BBM<br>Fuel oil                                                                                                                            | Transportasi lokal<br>Local Transportation                                                                                                                                                                                                                        | Liter          | 5.520     | 11.040    | 16.560     |

**Pengurangan Konsumsi Energi** [302-4]  
Energy Consumption Reduction

| Wilayah Kerja<br>Working Area                                          | Hasil Absolut Pengurangan Konsumsi Energi (kWh)<br>Absolute Result of Energy Consumption (kWh) |            |             |
|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|------------|-------------|
|                                                                        | 2021                                                                                           | 2020       | 2019        |
| PLTU Sulsel Barru-2, 1x100 MW<br>PLTU South Sulawesi Barru-2, 1x100 MW | 117.980,00                                                                                     | 114.962,73 | -232.964,73 |

**Emisi GRK yang Dihasilkan (scope 2)** [305-2] [CRE3, CRE4]  
Generated GHG Emissions (scope 2)

| Sumber Emisi GRK<br>GHG Emissions Source                                                                                  | 2021                                                           | 2020  | 2019  |
|---------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|-------|-------|
|                                                                                                                           | Satuan Ton CO <sub>2</sub> eq   Unit in Ton CO <sub>2</sub> eq |       |       |
| Pemakaian Listrik Proyek ( <i>Site Office</i> dan <i>Site</i> )<br>Project Electricity Consumption (Site Office and Site) | 4,23                                                           | 19,42 | 34,21 |

**Konsumsi Air (Liter)** [CRE2]  
Water Consumption (Liter)

| Sumber<br>Source                              | 2021    | 2020    | 2019      |
|-----------------------------------------------|---------|---------|-----------|
| Sumur bor<br>Artesian well                    | 19.000  | 48.000  | 96.000    |
| Tampungan tadah hujan<br>Rainwater harvesting | 100.000 | 396.000 | 693.000   |
| Sungai<br>River                               | 95.000  | 129.000 | 1.651.200 |
| Jumlah<br>Total                               | 214.000 | 573.000 | 2.440.200 |

Di lokasi proyek PLTU Sulsel Barru 2, air diperoleh dari sumur bor, tampungan tadah hujan, dan sungai. Pemanfaatan air digunakan untuk:

- Air dari sumur bor dimanfaatkan untuk kebutuhan domestik perkantoran seperti toilet, tempat cuci tangan dan wastafel;
- Air dari tampungan air hujan dimanfaatkan bersama antara pihak proyek dan warga untuk aktivitas domestik, penyiraman tanaman, dan penyiraman akses jalan warga yang digunakan sebagai akses proyek agar tidak berdebu.
- Air dari sungai gunung digunakan untuk keperluan wudhu, *batching plant*, dan aktivitas *mixing concrete*.

At the PLTU South Sulawesi Barru 2 project site, water is supplied from drilled wells, rainwater harvesting, and rivers. Utilization of water is used for:

- Water from drilled wells is used for domestic office needs such as toilets, hand washing stations and sinks;
- Water from rainwater harvesting is used jointly by the project and residents for domestic activities, watering plants, and watering community access roads that are also used as project access to reduce dust.
- Water from mountain rivers is used for ablution, batching plants, and concrete mixing activities.

## Jenis Limbah dan Metode Pengelolaannya

### Types of Waste and Management Methods

| Bentuk Limbah<br>Type of Waste                | Metode Pengelolaan<br>Management Method                 | Satuan<br>Unit                        | 2021 | 2020 | 2019 |
|-----------------------------------------------|---------------------------------------------------------|---------------------------------------|------|------|------|
| Oli bekas<br>Used oil                         | Dikirim ke pihak ketiga<br>Transported to third parties | Liter                                 | 50   | 120  | 480  |
| Cat<br>Paint                                  | Dikirim ke pihak ketiga<br>Transported to third parties | Kaleng<br>Cans                        | 25   | 80   | 150  |
| Plastik<br>Plastic                            | Dikirim ke TPA<br>Transported to final disposal site    | m <sup>3</sup>                        | 18   | 21   | 47   |
| Kertas<br>Paper                               | Dikirim ke TPA<br>Transported to final disposal site    | % Penghematan<br>% Saving             | 200  | 570  | 270  |
| Kayu<br>Wood                                  | 3R                                                      | m <sup>3</sup>                        | 20   | 17   | 39   |
| Besi<br>Iron                                  | 3R                                                      | % dari total/tahun<br>% of total/year | 0    | 0,2  | 0,3  |
| Kain majun<br>Cloth rags                      | Dikirim ke pihak ketiga<br>Transported to third parties | Karung<br>Sacks                       | 3    | 7    | 13   |
| Elektroda/Kawat las<br>Welding electrode/wire | Dikirim ke pihak ketiga<br>Transported to third parties | Ember<br>Buckets                      | 9    | 12   | 20   |

Pengelolaan limbah B3 seperti oli bekas, kain majun bekas/terkontaminasi diserahkan ke pihak ketiga yang memiliki izin. Limbah padatan non-B3 seperti potongan besi akan dimanfaatkan kembali untuk penutup saluran drainase dan fasilitas *smoking area* di lingkungan proyek, serta digunakan sebagai kerangka *sign board* di seluruh lingkungan proyek.

Hazardous waste such as used oil, used/contaminated cloth rags are managed by licensed third parties. Non-hazardous solid waste such as scrap metal are reused to cover drainage channels and smoking area facilities in the project site, as well as as a signboard frame in the entire project site.

### Proyek EPC Storage Tanks Modification and Piping System RDMP RU V Balikpapan

Proyek EPC Storage Tanks Modification and Piping System RDMP merupakan proyek EPC yang berada di Kilang Pertamina RU-V Balikpapan. Secara kontrak, proyek ini telah dimulai dari bulan Juli 2019 untuk persiapan namun aktivitas pekerjaan dimulai pada tahun 2020. Lingkup pekerjaan WIKA di proyek ini yaitu *mechanical*, *piping*, sipil, dan *electrical*. Selama proyek berlangsung, pelaksanaan aspek lingkungan dilaksanakan dan dicatat dengan baik. Pemantauan lingkungan yang berada disekitar lokasi proyek selalu dilaksanakan setiap satu bulan sekali yang dilakukan oleh tim HSE proyek WIKA Modtank.

### EPC Storage Tanks Modification and RDMP Piping System Project of RU V Balikpapan

The EPC Storage Tanks Modification and RDMP Piping System project is an EPC project located at the Pertamina RU-V Balikpapan refinery. Under the contract, this project has started in July 2019 for preparation but work activities began in 2020. WIKA's scope of work in this project is mechanical, piping, civil, and electrical. During the project, the implementation of environmental aspects was carried out and recorded properly. Environmental monitoring around the project site is always carried out once a month by the HSE team of the WIKA Modtank project.

**Konsumsi Energi** [302-1, 302-2]  
Energy Consumption

| Uraian<br>Description                                               | Pemanfaatan<br>Utilization                                                                                                                                                                                                                                       | Satuan<br>Unit | 2021    | 2020    |
|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------|---------|
| Listrik (Dipasok dari PT PLN)<br>Electricity (Supplied from PT PLN) | Pengoperasian peralatan kantor dan elektronik<br>Operation of office equipment and electronics                                                                                                                                                                   | kWh            | 393.200 | 265.000 |
| Listrik (dari Generator)<br>Electricity (from Generator)            | Pengoperasian gerinda, travo las, <i>blower</i> dan lain-lain.<br>Grinding operation, welding transformer, blower, etc.                                                                                                                                          | kWh            | 566.750 | 256.004 |
| BBM<br>Fuel                                                         | Pengoperasian alat berat <i>crane</i> , <i>excavator</i> , TMC, mesin las, kompresor generator, kendaraan operasional dan lain-lain.<br>Operation of heavy equipment cranes, excavators, TMC, welding machines, generator compressors, operational vehicles etc. | Liter          | 38.856  | 8.737   |

Untuk mengurangi konsumsi energi, WIKA menjalankan beberapa program seperti mematikan lampu saat tidak digunakan, mematikan semua elektronik yang berhubungan dengan sumber energi listrik, dan mengurangi mobilisasi kendaraan. Pada tahun 2021 angka intensitas energi cenderung lebih tinggi daripada tahun sebelumnya 2020 karena aktivitas pekerjaan pada tahun 2021 lebih padat dibandingkan tahun 2020.

Dari aktivitas konstruksi di 2021, WIKA mengukur emisi yang dihasilkan dari beberapa peralatan. Angka pengukuran kendaraan didapat dari hasil uji KIR Kendaraan oleh Dinas Perhubungan, sedangkan angka pengukuran generator, kompresor didapat dari *manual book* berdasarkan tahun pembuatan dan kapasitas alat.

Selama menjalankan konstruksi, pekerja proyek menggunakan air yang dibeli dari PDAM. Air digunakan untuk kegiatan sehari-hari seperti aktivitas toilet, wastafel, tempat cuci, tempat wudhu, penyiram tanaman, pencucian kendaraan baik di kantor proyek, mess, dan lapangan.

Pengelolaan limbah di lokasi proyek Modtank dibedakan berdasarkan jenisnya. Limbah B3 yang dihasilkan akan diserahkan kepada pihak ketiga sesuai dengan peraturan

To reduce energy consumption, WIKA has carried out several programs such as turning off lights when not in use, turning off all electronics connected to electrical energy sources, and reducing vehicle mobility. In 2021 the energy intensity figure tended to rise from the previous year due to higher amount of work activities in 2021 compared to 2020.

From construction activities in 2021, WIKA measured the emissions generated from several equipment. The vehicle measurement figures were the results of the roadworthiness test by the Transportation Agency, while the generator and compressor measurement figures were collected from the manual book based on the year of manufacture and the capacity of the equipment.

During construction, project workers use water purchased from drinking water company PDAM. Water is used for daily activities such as toilet, washbasins, washing, ablution, watering plants, washing vehicles both at the site office, mess, and in the field.

Waste management at the Modtank project site is conducted based on type. The hazardous waste will be handled by a third party under the laws and regulations,

perundangan, sedangkan untuk limbah Non B3 akan diserahkan ke Tempat Pembuangan Akhir (TPA). Namun, oli bekas dapat dimanfaatkan kembali untuk *maintenance* peralatan seperti alat berat, alat angkat, *jack up tank*, dan peralatan lainnya yang membutuhkan pelumas, sehingga tidak diserahkan ke pihak ketiga. Selain itu, beberapa jenis limbah seperti *cake sor*, *rockwool*, serbuk gergaji, akan dikembalikan ke *owner* yaitu PERTAMINA.

while for Non-hazardous waste it will be sent to a Final Disposal Site (TPA). However, used oil is not managed by the third parties because it can be reused for equipment maintenance such as heavy equipment, lifting equipment, jack up tanks, and other equipment that require lubricant. Several types of waste, such as cake sor, rockwool, sawdust, will be returned to the owner, PERTAMINA.

#### Volume Limbah B3 yang Dihasilkan [306-3, 306-4, 306-5]

Volume of Hazardous Waste Generated

| Bentuk Limbah<br>Form of Waste               | Satuan<br>Unit | Tujuan Akhir Limbah<br>Waste Final Destination | 2021   | 2020  |
|----------------------------------------------|----------------|------------------------------------------------|--------|-------|
| Serbuk Gergaji<br>Sawdust                    | Kg             | Pihak Ketiga PT Sinwa<br>Third Party PT Sinwa  | 0      | 610   |
| Pasir Silika<br>Silica Sand                  | Kg             | Pihak Ketiga PLKK<br>Third Party PLKK          | 19.000 | 0     |
| Manjun terkontaminasi<br>Contaminated rags   | Kg             | Pihak Ketiga PT Sinwa<br>Third Party PT Sinwa  | 11.756 | 7.508 |
| Oli bekas<br>Used oil                        | Liter          | Disimpan<br>Stored                             | 40     | 0     |
| Kaleng Cat & Thinner<br>Paint & Thinner Cans | Kg             | Pihak Ketiga PPLI<br>Third Party PPLI          | 522    | 7     |
| Cake<br>Cake                                 | Kg             | Disimpan<br>Stored                             | 0      | 1.134 |

#### Volume Limbah Non-B3 yang Dihasilkan [306-3, 306-4, 306-5]

Volume of Non-hazardous Waste Generated

| Bentuk Limbah<br>Form of Waste | Satuan<br>Unit | Tujuan Akhir Limbah<br>Waste Final Destination | 2021  | 2020  |
|--------------------------------|----------------|------------------------------------------------|-------|-------|
| Plastik<br>Plastic             | Kg             | TPA   Final Disposal Site                      | 977   | 1.020 |
| Kayu<br>Wood                   | Kg             | TPA   Final Disposal Site                      | 4.000 | 3.800 |
| Daun-daunan<br>Leaves          | Kg             | TPA   Final Disposal Site                      | 1.645 | 1.500 |
| Sisa makanan<br>Food Leftovers | Kg             | TPA   Final Disposal Site                      | 6.400 | 5.300 |

## Energi [302-1, 302-2, 302-3][CRE1]

Energi yang digunakan dalam operasional WIKA (kantor dan proyek) berasal dari listrik yang dibeli dari PT PLN, dan bahan bakar minyak (BBM). Di 2021, WIKA belum dapat melakukan perhitungan konsolidasi konsumsi energi dari seluruh proyek. Data di bawah ini merupakan laporan konsumsi energi dari kantor pusat dan 6 proyek yang teridentifikasi.

Informasi mengenai intensitas energi belum dapat disampaikan karena jumlah pemakaian energi belum terkonsolidasi seluruhnya, serta belum diputuskannya faktor pembagi yang akan digunakan.

## Konsumsi Energi [302-1, 302-2][CRE1]

### Energy Consumption

| Wilayah Kerja<br>Working Area                                                                                          | Dalam Satuan Giga Joule (Gj)<br>Unit in Giga Joule (GJ) |                  |                  |
|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|------------------|------------------|
|                                                                                                                        | 2021                                                    | 2020             | 2019             |
| <b>Proyek   Project</b>                                                                                                |                                                         |                  |                  |
| PLTU Sulsel Barru-2   PLTU South Sulawesi Barru-2                                                                      | 748,98                                                  | 2.616,89         | 4.067,63         |
| EPC Storage Tanks Modification and Piping System                                                                       | 5.034,54                                                | 2.230,59         | 0                |
| Proyek Submarine Cable   Submarine Cable Project                                                                       | 3.405,04                                                | 0                | 0                |
| Proyek Cilacap Expansion 1 x 1000 MW CFSPP<br>Cilacap Expansion 1 x 1000 MW CFSPP Project                              | 2.573,07                                                | 838,41           | 3.066,99         |
| Proyek PLTU Palu-3   PLTU Palu-3 Project                                                                               | 1.866,07                                                | 135,03           | 0                |
| Proyek LPG Jatim   East Java LPG Project                                                                               | 10.120,36                                               | 82,79            | 0                |
| Sub jumlah konsumsi energi proyek<br>Sub-total project energy consumption                                              | 23.748,06                                               | 5.903,44         | 7.134,62         |
| <b>Kantor Pusat   Head Office</b>                                                                                      |                                                         |                  |                  |
| Kantor Pusat (WIK Tower II)   Head Office (WIK Tower II)                                                               | 8.883,00                                                | 7.750,94         | 9.172,87         |
| <b>Jumlah konsumsi energi kantor pusat dan 6 proyek<br/>Total energy consumption at the head office and 6 projects</b> | <b>32.631,06</b>                                        | <b>13.654,38</b> | <b>16.307,49</b> |

Keterangan: Tahun mulainya pekerjaan di proyek berbeda-beda sehingga catatan konsumsi energi terlihat adanya perbedaan signifikan.

Note: The projects started in different years, therefore the energy consumption records show a significant difference.

Penggunaan energi sangat penting bagi kelangsungan bisnis WIKA, namun demikian kami tetap berupaya untuk menggunakannya secara efisien dan berinisiatif untuk mengurangi konsumsi energi. Beberapa inisiatif untuk mengurangi konsumsi energi di lokasi proyek, yaitu: [302-4]

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

## Energy [302-1, 302-2, 302-3][CRE1]

The energy used in WIKA's operations (offices and projects) is supplied from electricity purchased from PT PLN, and fuel oil (BBM). In 2021, WIKA has not calculated the consolidated energy consumption of all projects. The data below is a report on energy consumption from the head office and 6 identified projects.

The energy intensity has not disclosed yet because the total energy consumption of all projects have not been consolidated and the dividing factor to be used has not been decided.

Energy use is very important for WIKA's business continuity, however, we still strive to use it efficiently and carry out initiatives in energy consumption reduction. The initiatives to reduce energy consumption at the project site are: [302-4]

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

Khusus di kantor pusat, WIKA telah melakukan inisiatif pengurangan konsumsi energi antara lain: [302-4]

1. Memanfaatkan energi terbarukan yaitu *solar cell*;
2. Himbauan hemat listrik dengan menempelkan stiker hemat energi di kantor;
3. Melakukan patroli (teknisi dan satpam) setiap malam setiap 3 jam sekali;
4. Penggunaan lampu LED;
5. Penggunaan AC inverter;
6. Melakukan *grouping* ulang lampu berdasarkan sinar matahari;
7. Pemakaian sensor gerak untuk lampu;
8. *Fan exhaust* dan *intake* menggunakan inverter;
9. *Lift mode sleeping*

#### **Pemanfaatan Energi Terbarukan** [302-1]

Dalam rangka mempertahankan performa *green* dari gedung hijau WIKA Tower II, Perseroan memanfaatkan sumber energi terbarukan yaitu *sollar cell*, melalui pemasangan *photovoltaic cell* berkapasitas 24 kWp. Di 2021, total penggunaan energi surya mencapai 26.471 kWp naik 14,2% jika dibandingkan pemakaian tahun lalu yaitu 23.180 kWp.

At the head office, WIKA has taken initiatives to reduce energy consumption, including: [302-4]

1. Utilizing renewable energy solar cells;
2. An appeal to save electricity by sticking energy-saving stickers in the office;
3. Conduct patrols (technicians and security guards) every night every 3 hours;
4. Use of LED lights;
5. Use of inverter air conditioners;
6. Regrouping lights based on sunlight;
7. Use of motion sensors for lights;
8. Fan exhaust and intake using inverter;
9. Lift sleeping mode.

#### **Utilization of Renewable Energy** [302-1]

The Company maintains the green performance of the WIKA Tower II green building, by utilizing solar cells as renewable energy source, through the installation of Photovoltaic cells with a capacity of 24 kWp. In 2021, the total use of solar energy reached 26,471 kWp, an increase of 14.2% compared to last year's usage of 23,180 kWp.

### **WIKA Mendukung Proyek Energi Baru dan Terbarukan**

Menurut Kementerian Energi dan Sumber Daya Mineral (ESDM), Indonesia memiliki potensi energi terbarukan yang cukup besar, yakni mencapai 417,8 Giga Watt (GW). Optimalisasi energi baru terbarukan dan konversi energi harus bisa mencerminkan rancangan dan/atau rekayasa yang lebih ramah lingkungan, serta mampu meminimalisir dampak sosial terhadap kondisi masyarakat. WIKA akan terus mengembangkan dan meningkatkan peran untuk terlibat dalam proyek-proyek pengadaan energi baru dan terbarukan.

### **WIKA Supports New and Renewable Energy Projects**

According to the Ministry of Energy and Mineral Resources (ESDM), Indonesia has fairly large renewable energy potentials of 417.8 Giga Watt (GW). Optimization of new and renewable energy and energy conversion must reflect a more environmentally friendly design and/or engineering and is able to minimize social impacts on the community's conditions. WIKA will continue to develop and enhance its role to be involved in new and renewable energy procurement projects.

Untuk mendorong pengembangan EBT ke depannya, WIKA dan beberapa pemangku kepentingan menyelenggarakan *Forum Engineering (Foreng) 12* dengan tema “*Renewable Energy for Better Quality of Life*” secara daring. Kegiatan ini diikuti oleh kurang lebih 6.000 peserta, antara lain: lebih dari 135 perguruan tinggi, ribuan mahasiswa, para mitra bisnis strategis (*owner*, konsultan, kontraktor), para *engineer*, para pegiat, pemerhati, dan komunitas energi baru terbarukan dari dalam dan luar negeri. Dalam forum dibahas mengenai analisis, inovasi beserta implementasi teknologi mengenai energi baru terbarukan serta konversi energi dari para ahli dan pemangku kepentingan terkait.

To encourage the development of NRE in the future, WIKA and several stakeholders held an online *Engineering Forum 12* with the theme “*Renewable Energy for Better Quality of Life*”. The event was attended by approximately 6,000 participants, including more than 135 universities, thousands of students, strategic business partners (*owners*, consultants, contractors), engineers, activists, observers, and the new and renewable energy community from inside and overseas. The forum discussed analysis, innovation and technology implementation regarding new, renewable energy and energy conversion from related experts and stakeholders.

### Emisi [305-4][CRE3]

Penggunaan energi akan berkontribusi menghasilkan emisi gas rumah kaca (GRK) yang berpengaruh pada perubahan iklim ataupun emisi konvensional. WIKA telah menjalankan inisiatif pengurangan konsumsi energi dalam operasionalnya dan memanfaatkan energi terbarukan dengan harapan dapat berkontribusi pada pengurangan emisi GRK dan mitigasi perubahan iklim. Selain itu, inisiatif WIKA dalam mitigasi perubahan iklim adalah dengan terlibat pada proyek-proyek ramah lingkungan, seperti bangunan hijau, moda transportasi ramah lingkungan, dan proyek pembangkit listrik yang memanfaatkan energi terbarukan (tenaga surya dan air).

Secara bertahap, WIKA mengukur emisi GRK yang dihasilkan dari seluruh rantai nilai, mencakup operasional kantor dan konstruksi proyek. Di 2021, WIKA belum dapat melakukan perhitungan konsolidasi emisi GRK yang dihasilkan dari kegiatan seluruh proyek. Data di bawah ini merupakan laporan emisi GRK yang dihasilkan dari kegiatan di kantor pusat dan 6 proyek yang teridentifikasi.

Informasi mengenai intensitas emisi belum dapat disampaikan karena jumlah emisi yang dihasilkan belum terkonsolidasi seluruhnya, serta belum diputuskannya faktor pembagi yang akan digunakan.

### Emission [305-4][CRE3]

The use of energy will contribute to producing greenhouse gas (GHG) emissions that affect climate change or conventional emissions. WIKA has carried out initiatives to reduce energy consumption in our operations and utilize renewable energy which is expected to contribute to reducing GHG emissions and mitigating climate change. WIKA's initiative in mitigating climate change is to be involved in environmentally friendly projects, such as green buildings, environmentally friendly transportation modes, and power generation projects that utilize renewable energy (solar and hydropower).

Gradually, WIKA measures GHG emissions from the entire value chain, including office operations and project construction. In 2021, WIKA has not calculated the consolidated GHG emissions resulting from the activities of all projects. The data below is a report on GHG emissions resulting from activities at the head office and the 6 identified projects.

The emission intensity has not disclosed yet because the total emission generated of all projects have not been consolidated and the dividing factor to be used has not been decided.

**Emisi GRK yang Dihasilkan (Ton CO<sub>2</sub>e) [305-1, 305-2, 305-3][CRE3]**  
 GHG Emission Generated (Ton CO<sub>2</sub>e)

| Wilayah Kerja<br>Working Area                                                                                                                            | Dalam Satuan Ton CO <sub>2</sub> e<br>Unit in Ton CO <sub>2</sub> e |               |               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------|---------------|
|                                                                                                                                                          | 2021                                                                | 2020          | 2019          |
| <b>Proyek   Project</b>                                                                                                                                  |                                                                     |               |               |
| PLTU Sulsel Barru-2<br>PLTU South Sulawesi Barru-2                                                                                                       | 50,48                                                               | 171,52        | 262,36        |
| EPC Storage Tanks Modification and Piping System                                                                                                         | 239,34                                                              | 93,09         | 0             |
| Proyek Submarine Cable<br>Submarine Cable Project                                                                                                        | 237,07                                                              | 0             | 0             |
| Proyek Cilacap Expansion 1 x 1000 MW CFSP<br>Cilacap Expansion 1 x 1000 MW CFSP Project                                                                  | 147,07                                                              | 37,83         | 168,66        |
| Proyek PLTU Palu-3<br>PLTU Palu-3 Project                                                                                                                | 70,09                                                               | 5,83          | 0             |
| Proyek LPG Jatim<br>LPG Jatim Project                                                                                                                    | 736,04                                                              | 2,96          | 0             |
| Sub jumlah emisi GRK dihasilkan dari aktivitas proyek<br>Sub-total GHG emissions resulting from project activities                                       | 1.480,09                                                            | 311,23        | 431,02        |
| <b>Kantor Pusat   Head Office</b>                                                                                                                        |                                                                     |               |               |
| Kantor Pusat (WIK Tower II)<br>Head Office (WIK Tower II)                                                                                                | 317,57                                                              | 277,10        | 327,93        |
| <b>Jumlah emisi GRK dihasilkan dari aktivitas kantor pusat dan 6 proyek<br/>Total GHG emissions resulting from head office activities and 6 projects</b> | <b>1.797,66</b>                                                     | <b>588,33</b> | <b>758,95</b> |

Keterangan: Perhitungan emisi berasal dari konversi konsumsi energi listrik yang dibeli dari perusahaan listrik yang tidak dapat dikendalikan (emisi GRK lingkup 2) dan BBM yang dibeli untuk mobilitas konstruksi yang dapat dikendalikan penggunaannya (emisi GRK lingkup 1). Di luar itu, WIK belum mengukur emisi GRK yang dihasilkan dari kegiatan rantai pasokan (lingkup 3).

Note: The emission calculation from the conversion of electricity consumption purchased from power company which cannot be controlled (GHG emission scope 2) and Fuel purchased for construction mobility which can be controlled for use (GHG emission scope 1). Other than that, WIK has not yet measured GHG emissions from supply chain activities (scope 3).

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

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

Di WIK Tower II, kami menggunakan pendingin udara yang tidak mengandung bahan yang merusak lapisan ozon seperti Chlorofluorocarbons (CFCs). Bahan yang terkandung dalam semua AC di WIK Tower II adalah R 32 & R 410A yang merupakan bahan ramah lingkungan. [305-6]

WIK seeks to reduce the amount of GHG emissions produced and to contribute to climate change mitigation. Several programs have been carried out by WIK to reduce GHG emissions from our operations, are: [305-5]

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

At WIK Tower II, we use air conditioners that do not contain substance that damage the ozone layer such as Chlorofluorocarbons (CFCs). The materials contained in all air conditioners in WIK Tower II are R 32 & R 410A which are environmentally friendly materials. [305-6]

### Jakarta International Stadium Dibangun dengan Konsep *Green Guldung* [302-5] [CRE8]

WIKA melalui Entitas Anak yaitu WIKA Gedung turut berkontribusi dalam pembangunan Stadion Jakarta International Stadium (JIS) yang telah mendapatkan penghargaan dari Museum Rekor Indonesia (MURI). Penghargaan diberikan pada tiga kategori yaitu *lifting* struktur atap stadion dengan bobot terberat, stadion pertama yang menggunakan sistem atap buka tutup, serta stadion *green building* dengan sertifikasi platinum pertama dari Green Building Council Indonesia (GBCI). Stadion ini juga mampu menampung 82.000 penonton dan diharapkan dapat menjadi fasilitas baru untuk memajukan olahraga sepakbola di Indonesia.

### Jakarta International Stadium Built with Green Guldung Concept [302-5] [CRE8]

WIKA through its Subsidiary, WIKA Gedung, has contributed to the construction of the Jakarta International Stadium (JIS) which has received an award from the Indonesian Record Museum (MURI). The awards were given for three categories, namely lifting the stadium roof structure with the heaviest weight, the first stadium to use an open close roof system, and the green building stadium with the first platinum certification from the Green Building Council Indonesia (GBCI). The stadium is also able to accommodate 82,000 spectators and is expected to become a new facility to promote soccer in Indonesia.



### Motor Listrik GESITS untuk *Sustainable City & Mobility*

Motor GESITS berhasil diproduksi oleh PT WIKA Industri Manufaktur (WIMA), yang merupakan perusahaan *joint venture* antara PT Wijaya Karya Industri & Konstruksi (Entitas Anak) dengan PT GESITS Technologies Indo. Pada awalnya, sepeda motor listrik GESITS diciptakan dan dikembangkan oleh kelompok mahasiswa ITS Surabaya yang didampingi oleh Garansindo Group. Produk ini lalu didukung pemerintah, dengan mempertimbangkan manfaatnya sebagai alat mobilitas yang andal selaras dengan kebutuhan dan perkembangan global, termasuk di antaranya aspek kehematan energi serta keramahan lingkungan.



### GESITS Electric Motors for *Sustainable City & Mobility*

The GESITS Motor was successfully produced by PT WIKA Industri Manufaktur (WIMA), which is a joint venture company between PT Wijaya Karya Industri & Konstruksi (Subsidiary) and PT GESITS Technologies Indo. Initially, the GESITS electric motorcycle was created and developed by a group of ITS Surabaya students who were assisted by Garansindo Group. This product is then supported by the government, taking into account its benefits as a reliable mobility equipment in line with global needs and developments, including aspects of energy efficiency and environmental friendliness.

## Penggunaan Air

Air yang digunakan untuk kebutuhan operasional WIKA di kantor pusat bersumber dari PDAM. Di lokasi proyek, pemanfaatan air berasal dari air PDAM, air tanah, sungai, dan tampungan air hujan. Di 2021, WIKA belum dapat melakukan perhitungan konsolidasi konsumsi air dari kegiatan seluruh proyek. Data di bawah ini merupakan laporan konsumsi air dari kegiatan di kantor pusat dan 4 proyek yang teridentifikasi.

## Water Use

The water used for WIKA's operational needs at the head office is sourced from PDAM. At the project site, water is supplied from PDAM water, groundwater, rivers, and rainwater harvesting. In 2021, WIKA has not calculated the consolidated water consumption of all project activities. The data below is a report on water consumption from activities at the head office and 4 identified projects.

### Konsumsi Air [CRE2]

#### Water Consumption

| Wilayah Kerja<br>Working Area                                                                                     | Dalam Satuan Liter<br>Unit in liter |                   |                   |
|-------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|-------------------|
|                                                                                                                   | 2021                                | 2020              | 2019              |
| <b>Proyek   Project</b>                                                                                           |                                     |                   |                   |
| PLTU Sulsel Barru-2<br>PLTU South Sulawesi Barru-2                                                                | 214.000                             | 573.000           | 2.440.200         |
| EPC Storage Tanks Modification and Piping System                                                                  | 13.068.000                          | 9.300.000         | 0                 |
| Proyek Submarine Cable<br>Submarine Cable Project                                                                 | 1.378.650                           | 0                 | 0                 |
| Proyek Cilacap Expansion 1 x 1000 MW CFSP<br>Cilacap Expansion 1 x 1000 MW CFSP Project                           | 4.876                               | 1.951             | 5.512             |
| Sub jumlah konsumsi air dari aktivitas proyek<br>Sub Total water consumption from project activities              | 14.665.526                          | 9.874.951         | 2.445.712         |
| <b>Kantor Pusat   Head Office</b>                                                                                 |                                     |                   |                   |
| Kantor Pusat (WIK Tower II)<br>Head Office (WIK Tower II)                                                         | 9.066.000                           | 11.833.000 *)     | 20.081.000        |
| <b>Jumlah konsumsi air di kantor pusat dan 4 proyek<br/>Total water consumption at head office and 4 projects</b> | <b>23.731.526</b>                   | <b>21.707.951</b> | <b>22.526.712</b> |

Keterangan: \*) Data disajikan Kembali  
Note: \*) Data restated

Mengingat semakin banyaknya tanah yang dibuat aspal sehingga tidak banyak air yang meresap ke tanah, sehingga WIKA membuat titik resapan air (biopori) di sekitar kantor. Totalnya terdapat 16 titik resapan air yang telah dibangun. Hal ini akan menambah jumlah air yang masuk ke tanah sehingga dapat menjaga keseimbangan hidrologi air tanah agar dapat mencegah intrusi air laut. Upaya yang dilakukan oleh Perseroan dalam konservasi air ini dapat menghemat biaya yang dikeluarkan dalam penggunaan air.

The increasing area of land is covered with asphalt has caused not much water to seep into the ground, therefore WIKA created water infiltration holes (biopores) around the office. In total there are 16 water infiltration holes that have been built. This will increase the amount of water that infiltrates into the ground to maintain the hydrological balance of groundwater to prevent seawater intrusion. The efforts made by the Company in water conservation can save costs in water use.

Di kantor pusat, WIKA melakukan pengelolaan air menggunakan cara 3R (*reduce, reuse, recycle*) dan menggunakan fasilitas Instalasi Pengelolaan Air Limbah (IPAL). Air bekas pakai seperti air wudhu, *janitor, pantry*, air hujan, dan air drain AC akan diolah kembali agar dapat digunakan sebagai *flushing toilet*. Sementara, limbah cair dari toilet akan diolah kembali sebelum dibuang ke saluran kota sesuai dengan standar baku mutu yang berlaku. Di 2021, WIKA mencatat pemanfaatan air daur ulang dari IPAL sebesar 79 liter, lebih kecil dibandingkan tahun lalu yang sebanyak 372 liter.

Di beberapa lokasi proyek juga terdapat IPAL untuk mengolah air limbah. WIKA setiap bulan melakukan uji kualitas efluen untuk mengetahui status beban pencemaran air dari kantor pusat ataupun proyek yang dikelola. Pengujian ini dimaksudkan agar air yang nantinya dialirkan ke saluran pembuangan tidak mencemari lingkungan sekitar. Hasilnya uji air limbah dilaporkan ke Dinas Lingkungan Hidup dalam bentuk Laporan RKL-RPL setiap semester. Pengolahan air limbah di proyek tertentu seperti proyek PLTU Palu 3 dilakukan dengan membangun kolam sedimentasi, dan kualitas air limbah dipantau secara periodik (per bulan) kemudian hasilnya dilaporkan ke Divisi Operasi.

At the head office, WIKA manages water using the 3R method (*reduce, reuse, recycle*) and uses the Wastewater Treatment Plant (WWTP). Used water from ablution water, janitor, pantry, rainwater, and AC drain water will be treated so that it can be used as toilet flushing. Meanwhile, liquid waste from toilets will be treated before being discharged into city drains in accordance with applicable quality standards. In 2021, WIKA noted the utilization of recycled water from WWTPs was 79 liters, a decrease from last year's 372 liters.

Some project sites also have WWTPs to treat wastewater. WIKA conducts a monthly effluent quality test to determine the status of the water pollution load from the head office or managed projects. This test aims to maintain the quality of water that will be discharged into the sewer does not pollute the surrounding environment. The results of the wastewater test are reported to the Environmental Agency in the form of an RKL-RPL Report every semester. Wastewater treatment in certain projects such as the PLTU Palu 3 project is carried out by building a sedimentation pond, and the quality of the wastewater is monitored periodically every month, then the results are reported to the Operations Division.

**Pembuangan Air Limbah dari Kantor Pusat ke Tujuan Pembuangan - Saluran Kota (Liter)**  
Wastewater Disposal from Head Office to Urban Drainage System (Liters)



## Pengolahan Limbah

Aktivitas operasional Perseroan menghasilkan limbah baik berupa limbah B3 maupun limbah non-B3. Limbah non-B3 yang dihasilkan dari operasional kantor pusat diserahkan ke vendor pengelola limbah. Sementara itu, pengelolaan limbah di proyek dibedakan berdasarkan jenisnya. Masing-masing proyek menghasilkan jenis limbah yang berbeda-beda, namun secara umum metode pengelolaannya tidak jauh berbeda. Di 2021, WIKA belum dapat melakukan perhitungan konsolidasi data limbah dari kegiatan seluruh proyek. Data di bawah ini merupakan laporan pengelolaan limbah dari kegiatan di kantor pusat dan 6 proyek yang teridentifikasi. [306-1]

## Waste Treatment

The Company's operational activities generate waste in the form of hazardous (B3) and non-hazardous (Non-B3) waste. Non-hazardous waste generated from head office operations is sent to the waste management vendor. Meanwhile, waste management in projects is sorted by type. Each project generates different types of waste, however in general the management methods are not much different. In 2021, WIKA has not calculated the consolidated waste data from the activities of all projects. The data below is a report on waste management from activities at the head office and the 6 identified projects. [306-1]

### Jenis Limbah dan Metode Pengelolaannya [306-1, 306-2]

Types of Waste and Management Method

| Jenis Limbah<br>Type of Waste                   | Metode Pengelolaan<br>Management Method                                                                                                                                             |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Limbah B3 Padat   Solid Hazardous Waste         | Dikirim ke pihak ketiga yang memiliki izin   Sent to licensed third party                                                                                                           |
| Limbah B3 Cair   Liquid Hazardous Waste         | Dikirim ke pihak ketiga yang memiliki izin   Sent to licensed third party                                                                                                           |
| Limbah non-B3 Padat   Solid Non Hazardous Waste | <ul style="list-style-type: none"><li>Reuse, recycle, reduce (3R)</li><li>Dikirim TPA   Sent to Final Disposal Site</li><li>Dikirim ke pihak ketiga   Sent to third party</li></ul> |
| Limbah non-B3 Cair   Liquid Non Hazardous Waste | Diolah di IPAL   Treated in WWTP                                                                                                                                                    |



**Pengelolaan Limbah [306-3]**  
Waste Management

| No. | Lokasi<br>Location                                           | Limbah<br>Waste                                    | Jenis<br>Type           | Metode Pengelolaan/<br>Tujuan Akhir<br>Pembuangan Limbah<br>Management Method/<br>Final Destination of<br>Waste Disposal | Satuan<br>Unit                                | Jumlah   Amount |       |      |
|-----|--------------------------------------------------------------|----------------------------------------------------|-------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------|-------|------|
|     |                                                              |                                                    |                         |                                                                                                                          |                                               | 2021            | 2020  | 2019 |
| 1   | Proyek<br>Sulsel Barru 2                                     | Oli bekas<br>Used Oil                              | B3<br>Hazardous         | Dikirim ke pihak ketiga<br>Sent to third party                                                                           | Liter                                         | 50              | 120   | 480  |
|     | South<br>Sulawesi<br>Barru 2<br>Project                      | Cat   Paint                                        | B3<br>Hazardous         | Dikirim ke pihak ketiga<br>Sent to third party                                                                           | Kaleng   Can                                  | 25              | 80    | 150  |
|     |                                                              | Kain majun Rags                                    | B3<br>Hazardous         | Dikirim ke pihak ketiga<br>Sent to third party                                                                           | Karung   Sack                                 | 3               | 7     | 13   |
|     |                                                              | Elektroda/kawat<br>las Electrodes/<br>Welding wire | B3<br>Hazardous         | Dikirim ke pihak ketiga<br>Sent to third party                                                                           | Ember<br>Bucket                               | 9               | 12    | 20   |
|     |                                                              | Besi   Iron                                        | B3   Hazardous          | 3R                                                                                                                       | % dari total/<br>tahun<br>% of total/<br>year | -               | 0.2   | 0.3  |
|     |                                                              | Plastik   Plastic                                  | Non B3<br>Non Hazardous | TPA   Landfill                                                                                                           | m3                                            | 18              | 21    | 47   |
|     |                                                              | Kertas   Paper                                     | Non B3<br>Non Hazardous | TPA   Landfill                                                                                                           | %<br>Penghematan<br>% Saving                  | 200             | 570   | 270  |
|     |                                                              | Kayu   Wood                                        | Non B3<br>Non Hazardous | 3R                                                                                                                       | m3                                            | 20              | 17    | 39   |
| 2   | EPC Storage<br>Tanks<br>Modification<br>and Piping<br>System | Serbuk Gergaji<br>Sawdust                          | B3   Hazardous          | Pihak Ketiga PT Sinwa<br>Third Party PT Sinwa                                                                            | Kg                                            | -               | 610   | -    |
|     |                                                              | Pasir Silika Silica<br>Sand                        | B3   Hazardous          | Pihak Ketiga PLKK<br>Third Party PLKK                                                                                    | Kg                                            | 19,000          | -     | -    |
|     |                                                              | Manjun<br>terkontaminasi<br>Contaminated<br>Rags   | B3   Hazardous          | Pihak Ketiga PT Sinwa<br>Third Party PT Sinwa                                                                            | Kg                                            | 11,756          | 7,508 | -    |
|     |                                                              | Oli bekas<br>Used Oil                              | B3   Hazardous          | Disimpan   Stored                                                                                                        | Liter                                         | 40              | -     | -    |
|     |                                                              | Kaleng Cat &<br>Thinner<br>Paint &<br>Thinner Cans | B3   Hazardous          | Pihak Ketiga PPLI<br>Third Party PPLI                                                                                    | Kg                                            | 522             | 7     | -    |
|     |                                                              | Cake                                               | B3   Hazardous          | Disimpan   Stored                                                                                                        | Kg                                            | -               | 1,134 | -    |
|     |                                                              | Plastik   Plastic                                  | Non B3<br>Non Hazardous | TPA   Landfill                                                                                                           | Kg                                            | 977             | 1,020 | -    |
|     |                                                              | Kayu   Wood                                        | Non B3<br>Non Hazardous | TPA   Landfill                                                                                                           | Kg                                            | 4,000           | 3,800 | -    |
|     |                                                              | Daun-daunan<br>Leaves                              | Non B3<br>Non Hazardous | TPA   Landfill                                                                                                           | Kg                                            | 1,645           | 1,500 | -    |
|     |                                                              | Sisa makanan<br>Leftover food                      | Non B3<br>Non Hazardous | TPA   Landfill                                                                                                           | Kg                                            | 6,400           | 5,300 | -    |

| No. | Lokasi<br>Location                         | Limbah<br>Waste                                        | Jenis<br>Type           | Metode Pengelolaan/<br>Tujuan Akhir<br>Pembuangan Limbah<br>Management Method/<br>Final Destination of<br>Waste Disposal | Satuan<br>Unit | Jumlah   Amount |      |      |
|-----|--------------------------------------------|--------------------------------------------------------|-------------------------|--------------------------------------------------------------------------------------------------------------------------|----------------|-----------------|------|------|
|     |                                            |                                                        |                         |                                                                                                                          |                | 2021            | 2020 | 2019 |
| 3   | Proyek Submarine Cable                     | Dirty Oil                                              | B3 Hazardous            | Pihak Ketiga Pax Ocean<br>Third Party Pax Ocean                                                                          | m3             | 4               | -    | -    |
|     | Submarine Cable Project                    | Bilge                                                  | B3 Hazardous            | Pihak Ketiga Pax Ocean<br>Third Party Pax Ocean                                                                          | m3             | 1               | -    | -    |
|     |                                            | Plastik   Plastic                                      | Non B3<br>Non Hazardous | Pihak Ketiga Pax Ocean<br>Third Party Pax Ocean                                                                          | m3             | 1.2             | -    | -    |
|     |                                            | Sisa makanan<br>Leftover food                          | Non B3<br>Non Hazardous | Pihak Ketiga Pax Ocean<br>Third Party Pax Ocean                                                                          | m3             | 2.1             | -    | -    |
|     |                                            | Sampah domestik<br>Domestic waste                      | Non B3<br>Non Hazardous | Pihak Ketiga Pax Ocean<br>Third Party Pax Ocean                                                                          | m3             | 1.5             | -    | -    |
|     |                                            | Sampah harian<br>Daily waste                           | Non B3<br>Non Hazardous | PT SMI2                                                                                                                  | Karung   Sack  | 1               | -    | -    |
| 4   | Proyek Cilacap Expansion 1 x 1000 MW CFSP  | Oli bekas<br>Used Oil                                  | B3   Hazardous          | Pihak Ketiga S2P<br>Third Party S2P                                                                                      | Liter          | 90              | -    | 80   |
|     | Cilacap Expansion 1 x 1000 MW CFSP Project | Elektroda/kawat las<br>Electrodes/<br>Welding wire     | B3   Hazardous          | Pihak Ketiga S2P<br>Third Party S2P                                                                                      | Kg             | 5               | -    | 30   |
|     |                                            | Majun bekas solar/oli Diesel/<br>oil contaminated rags | B3   Hazardous          | Pihak Ketiga S2P<br>Third Party S2P                                                                                      | Kg             | 12              | -    | 40   |
|     |                                            | Kaleng bekas<br>Used cans                              | B3   Hazardous          | Pihak Ketiga S2P<br>Third Party S2P                                                                                      | Kaleng Can     | 40              | -    | 60   |
|     |                                            | Styrofoam                                              | Non B3<br>Non Hazardous | Pihak Ketiga S2P<br>Third Party S2P                                                                                      | Karung Sack    | 10              | -    | -    |
| 5   | Proyek PLTU Palu-3                         | Oli bekas<br>Used Oil                                  | B3   Hazardous          | Pelumas Begisting                                                                                                        | Liter          | 400             | 300  | 200  |
|     | PLTU Palu-Project                          | Elektroda/kawat las<br>Electrodes/<br>Welding wire     | B3   Hazardous          | TPS B3<br>Hazardous Waste<br>Temporary disposal<br>Storage                                                               | Box            | 35              | 20   | 15   |
| 6   | Proyek LPG Jatim                           | Pasir Sandblasting<br>Sandblasting sand                | B3   Hazardous          | Pihak Ketiga   Third Party                                                                                               | Kg             | 210,175         | -    | -    |
|     | East Java LPG Project                      | Kaleng Cat Bekas<br>Used paint cans                    | B3   Hazardous          | 3R                                                                                                                       | Kg             | 187             | -    | -    |

| No. | Lokasi<br>Location          | Limbah<br>Waste                                                     | Jenis<br>Type  | Metode Pengelolaan/<br>Tujuan Akhir<br>Pembuangan Limbah<br>Management Method/<br>Final Destination of<br>Waste Disposal | Satuan<br>Unit | Jumlah   Amount |        |        |
|-----|-----------------------------|---------------------------------------------------------------------|----------------|--------------------------------------------------------------------------------------------------------------------------|----------------|-----------------|--------|--------|
|     |                             |                                                                     |                |                                                                                                                          |                | 2021            | 2020   | 2019   |
| 7   | Kantor pusat<br>Head Office | Oli bekas<br>Used Oil                                               | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Liter          | 180             | -      | -      |
|     |                             | Lampu TL<br>Fluorescent<br>Lamps                                    | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 29.47           | -      | -      |
|     |                             | Baterai<br>Batteries                                                | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Ton            | 0.001           | -      | -      |
|     |                             | Catridge                                                            | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Ton            | 0.002           | -      | -      |
| 8   | WIKI<br>Industri<br>Energi  | Oli bekas<br>Used Oil                                               | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Liter          | 600             | 600    | 600    |
|     |                             | Kaleng Bekas<br>Thinner<br>Used Thinner<br>Cans                     | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 166.45          | 147.22 | 236.29 |
|     |                             | Kaleng Bekas Cat<br>Used Paint Cans                                 | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 157.14          | 134.34 | 225.74 |
|     |                             | Drum Bekas<br>Polyurethan<br>Used Polyurethan<br>barrels            | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 1,501           | 1,178  | 1,311  |
|     |                             | Bekas Lem Silikon<br>Used Silicon Glue                              | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 14.79           | 13.68  | 13.41  |
|     |                             | Glass Cleaner<br>Bekas<br>Used Glass<br>Cleaner                     | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 0.48            | 2.70   | 3.12   |
|     |                             | Limbah Padat<br>hasil IPAL<br>Solid waste<br>generated from<br>WWTP | B3   Hazardous | Pihak Ketiga yang<br>memiliki Izin   Licensed<br>Third Party                                                             | Kg             | 122             | 90     | 123    |

Searah dengan Visi dan Misi WIKA dalam mewujudkan “kualitas kehidupan yang lebih baik”, WIKA melaksanakan riset “*Methane Fermentation* dari Limbah Organik Industri Sebagai Sumber Energi Terbarukan (*Waste to Energy*)” berkolaborasi bersama UGM, Kajima Corp., dan PT Madubaru. Ke depannya, riset ini akan mendukung program *Clean Development Mechanism* (CDM) proyek-proyek WIKA.

In line with WIKA’s Vision and Mission in realizing a “better quality of life”, WIKA has conducted a research of “*Methane Fermentation from Industrial Organic Waste as a Source of Renewable Energy (Waste to Energy)*” in collaboration with University of Gadjah Mada, Kajima Corp., and PT Madubaru. In the future, this research will support the CDM (Clean Development Mechanism) program for WIKA projects.

#### CERTIFIED EMISSION REDUCTION (CER)

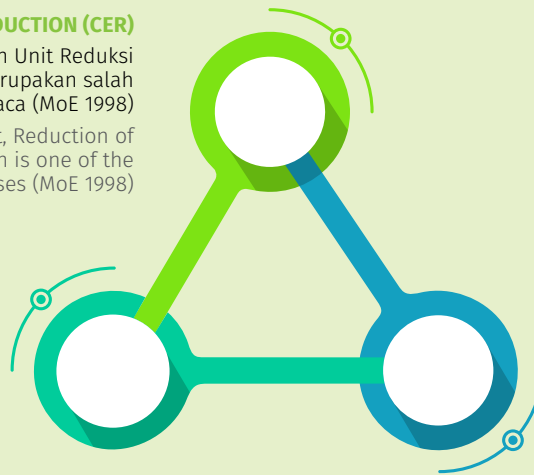
Certified Emission Reduction Unit Reduksi pelepasan CH<sub>4</sub> dari WWTP yang merupakan salah satu Gas Efek Rumah Kaca (MoE 1998)

Certified Emission Reduction Unit, Reduction of CH<sub>4</sub> remission from WWTP which is one of the Greenhouse Gases (MoE 1998)

#### WASTE MANAGEMENT

Vinasse merupakan limbah cair dari Pabrik Pengolahan Bioethanol yang perlu diolah hingga mencapai baku mutu lingkungan.

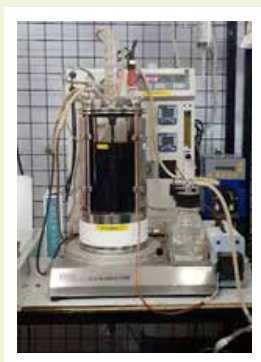
Vinasse is liquid waste from the Bioethanol Processing Plant that needs to be processed to meet environmental quality standards.



#### RENEWABLE

Pengembangan dan penggunaan energi terbarukan yang berasal dari CH<sub>4</sub> yang berasal dari vinasse dengan bantuan Reaktor AFB.

Development and use of renewable energy from CH<sub>4</sub> from vinasse with the help of the AFB Reactor.



Mayoritas proyek WIKA adalah pekerjaan sipil maka perlu ditemukan sebuah metode untuk mengoptimalkan pemotongan pembesian sehingga meminimalkan limbah dari proyek. Di tahun 2021, insan WIKA secara *inhouse* berinovasi membentuk OPIT-Optimization Technology, sebuah aplikasi untuk mengoptimalkan *cutting plan* stok material berbentuk bar, pipe, profil, dan lainnya hingga tahap mengorganisir hasil potongan material tersebut.

The majority of WIKA’s projects are civil works, thus it is necessary to find a method to optimize steel cutting to minimize waste from the project. In 2021, WIKA personnel have in-house innovation to form OPIT-Optimization Technology, an application to optimize the cutting plan of stock materials in the form of bars, pipes, profiles, and others up to organizing the results of the material cuts.

### Kinerja Lingkungan WIKA Industri Energi

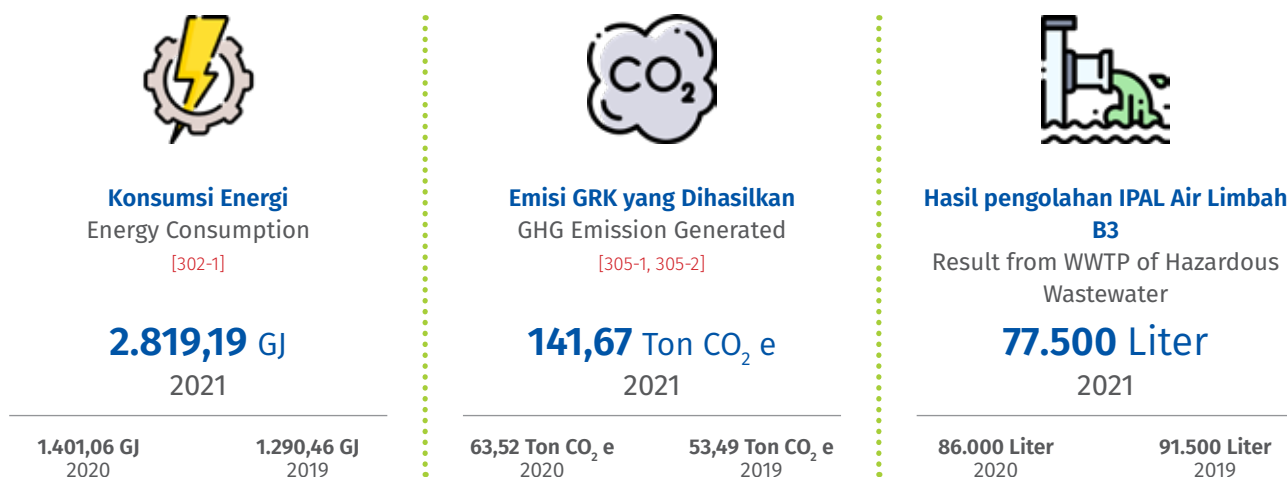
Salah satu entitas investasi WIKA, yaitu WIKA Industri Energi bergerak maju dengan cepat di bidang solusi hemat energi dan energi terbarukan. yaitu WIKA Industri Energi menghasilkan produk ramah lingkungan antara lain: *Solar Water Heater, Heat pump pool heating*, dan beberapa produk berbasis Panel Surya (Photovoltaic Solar Module) seperti *Solar Home System, Solar Pumping System, Solar Street Light System, Solar Centralized Hybrid System, Solar Module/Panel*, dan *Battery*.

Dalam operasionalnya, WIKA Industri Energi telah menerapkan sistem manajemen lingkungan. Berikut kinerja aspek lingkungan yang terukur:

### Environmental Performance of WIKA Energy Industry

One of WIKA's investment entities, WIKA Industri Energi, is rapidly moving forward in the field of energy-conservation and renewable energy solutions. WIKA Industri Energi produces environmentally friendly products such as Solar Water Heater, Heat pump pool heating, and several other solar panel based products (Photovoltaic Solar Module) such as Solar Home System, Solar Pumping System, Solar Street Light System, Solar Centralized Hybrid System, Solar Module/Panel, and Battery.

WIKA Industri Energi's operations have implemented an environmental management system. The following is the environmental performance that have been measured:



Konsumsi energi untuk operasional berasal dari listrik dan gas. WIKA Industri Energi secara internal telah memiliki Pembangkit Listrik Tenaga Surya (PLTS) dengan modul surya terpasang sebanyak 160 unit yang memiliki kapasitas maksimum *output* daya sebesar 32 kWp. Total daya yang mampu dihasilkan jika dikonversikan ke elektrisitas sebanyak 3.680 kWh atau rata-rata produksi daya harian yaitu 91,06 kWh. Melalui pemanfaatan energi surya ini, WIKA Industri Energi dapat menghemat energi listrik hingga 15,1%.

Energy consumption for operations comes from electricity and gas. WIKA Industri Energi internally has a Solar Power Plant (PLTS) with installed solar modules of 160 units which has a maximum power output capacity of 32 kWp. The total power that can be generated is 3,680 kWh or the average daily power production is at 91.06 kWh. Through the use of solar energy, WIKA Industri Energi can save electricity up to 15.1%.

Pada pabrik IPAL untuk mengolah air limbah yang kemudian dimanfaatkan kembali. Untuk air limbah yang mengandung bahan berbahaya dan beracun (B3) akan dilakukan pengujian kualitas air limbah setiap 1 bulan sekali, sedangkan untuk air limbah domestik setiap 3 bulan sekali. Hasil pengujiannya akan dilaporkan kepada Dinas Lingkungan Hidup.

Pengelolaan limbah non-B3 langsung diserahkan ke TPA, sedangkan untuk limbah B3 dikirim ke pihak ketiga yang memiliki izin. Laporan pengukuran limbah B3 disajikan pada tabel berikut:

At the WWTP wastewater is treated to be reused. The quality of wastewater containing hazardous substances is measured once every month, while for domestic wastewater every 3 months. The measurement results will be reported to the Environment Agency.

The non-hazardous waste is managed by directly sending it to the final disposal site (TPA), while for hazardous waste is sent to licensed third parties. The hazardous waste measurement report is presented in the following table:

**Volume Limbah B3 yang Dihasilkan** [306-3, 306-4, 306-5]  
Volume of Hazardous Waste Generated

| Bentuk Limbah<br>Type of Waste                          | Satuan<br>Unit | 2021   | 2020   | 2019   |
|---------------------------------------------------------|----------------|--------|--------|--------|
| Oli bekas   Used oil                                    | Liter          | 600    | 600    | 600    |
| Kaleng bekas <i>thinner</i>   Used thinner cans         | Kg             | 166,45 | 147,22 | 236,29 |
| Kaleng bekas cat   Used paint cans                      | Kg             | 157,14 | 134,34 | 225,74 |
| Drum bekas <i>polyurethane</i>   Used polyurethane drum | Kg             | 1.501  | 1.178  | 1.311  |
| Bekas lem silikon   Used silicone glue                  | Kg             | 14,79  | 13,68  | 13,41  |
| <i>Glass cleaner</i> bekas   Used glass cleaners        | Kg             | 0,48   | 2,7    | 3,12   |
| Limbah padat hasil IPAL   solid waste from WWTP         | Kg             | 122    | 90     | 123    |

### Mekanisme Pengaduan di Lokasi Proyek

WIKA menyediakan sarana pengaduan untuk setiap aktivitas operasional yang mengganggu keberlangsungan kehidupan, merugikan pihak lain dan menimbulkan konflik. Pemangku kepentingan maupun masyarakat luas memiliki kesempatan untuk melaporkan langsung terhadap dampak negatif yang ditimbulkan oleh proyek-proyek WIKA. Melalui mekanisme pengaduan tersebut, kami akan menindaklanjuti dengan bijak sesuai dengan peraturan yang berlaku.

### Grievance Mechanism at Project Site

WIKA provides a means for grievance mechanism regarding every operational activity that disturbs people's lives, harms other parties, and causes conflict. Stakeholders and the wider community can directly report on the negative impacts caused by WIKA projects. Through the grievance mechanism, we will follow up wisely in accordance with applicable regulations.

Catatan keluhan yang disampaikan oleh berbagai pihak akan menjadi bahan pertimbangan dalam menentukan langkah selanjutnya. Sekaligus WIKA akan melakukan upaya-upaya yang bersifat preventif agar keluhan tersebut tidak terjadi lagi. Keluhan dan pengaduan yang diterima kemudian diserahkan kepada Departemen Representatif, Kepala Divisi, dan General Manager yang ditembuskan kepada Manajemen Representatif. Selama tahun 2021, tidak ada proyek yang menimbulkan dampak relokasi masyarakat. [CRE7]

#### **Mencegah Kerusakan Keanekaragaman Hayati [CRE5]**

Sepanjang 2021, WIKA tidak memiliki lokasi proyek yang dekat dengan kawasan konservasi, kawasan yang dilindungi, ataupun kawasan dengan nilai keanekaragaman hayati tinggi. Namun demikian, WIKA menyadari bahwa aktivitasnya telah menyebabkan alih fungsi lahan dan mengubah bentang alam. Kami berupaya untuk melakukan upaya pelestarian keanekaragaman hayati melalui program WIKA Hijau.

Records of complaints filed by various parties will be taken into consideration in determining the next moves. At the same time, WIKA will take preventive measures to prevent these complaints from recurring. Complaints and grievances received are then submitted to the Representative Department, Head of Division, and General Manager with a copy to the Representative Management. During 2021, there were no projects that caused community relocation. [CRE7]

#### **Preventing Biodiversity Damage [CRE5]**

Throughout 2021, WIKA did not have any projects located close to conservation areas, protected areas, or areas with high biodiversity value. However, WIKA realizes that our activities have caused land conversion and changed the landscape. We have been making efforts to preserve biodiversity through the WIKA Hijau program.

#### **Revegetasi Paska Konstruksi dan Analisa Perubahan Tutupan Lahan Proyek EPCC TSL Ausmelt Kapasitas 40.000 Ton Crude Tin [CRE5]**

WIKA sebagai kontraktor proyek TSL Ausmelt turut berkontribusi dalam melakukan revegetasi. Sebagai langkah awal, maka kami melakukan inventarisasi pohon yang ditebang berdasarkan jenisnya dengan jumlah 115 pohon. Dilanjutkan dengan penentuan jenis pohon yang akan ditanam dan melakukan perencanaan, penanaman bibit serta *monitoring* bibit. Total penanaman bibit tanaman di area waduk yaitu sebanyak 689 bibit pohon. Penanaman bibit dari penggantian batang yang ditebang sebanyak 455 bibit pohon, serta penambahan dari program WIKA Hijau sebanyak 234 bibit. Sementara jenis pohon yang ditanam berupa *Casuarium*, *Acacia Mangium*, dan *Acacia auliciformis*. Luas tutupan lahan revegetasi berdasarkan klasifikasi, yaitu vegetasi seluas 133.169 m<sup>2</sup> dan waduk seluas 8.528 m<sup>2</sup>.

#### **Post Construction Revegetation and Land Cover Change Analysis Proyek TSL AUSMELT Kapasitas 40.000 Ton Crude Tin [CRE5]**

WIKA as the contractor for the TSL Ausmelt project also contributed to the revegetation. As a first step, we conducted an inventory of a total of 115 felled trees by type. This followed by determining the types of trees to be planted and planning, planting and monitoring of seedlings. The total planting of seedlings in reservoir area was 689 tree seedlings. The seedlings planted for replacement of the felled trees amounted to 455 tree seedlings, as well as the additional 234 seedlings from WIKA Hijau program. Meanwhile, the types of trees planted are *Casuarium*, *Acacia Mangium*, and *Acacia auliciformis*. The area of revegetation land cover is based on classification, namely vegetation covering an area of 133,169 m<sup>2</sup> and a reservoir covering an area of 8,528 m<sup>2</sup>.

### Proyek PLTU Palu-3 2x50 MW [CRE5]

Proyek Pembangkit Listrik Tenaga Uap (PLTU) berlokasi di Desa Lerro Tatari, Kecamatan Sindue, Kabupaten Donggala, Sulawesi Tengah. WIKA mengusung tema *green concept* dengan *temporary facilities* untuk mempertahankan vegetasi dan ruang terbuka hijau untuk resapan air. Dilakukan juga relokasi pohon untuk menjaga kelestarian lingkungan. Di lokasi proyek terdapat vegetasi sebanyak 70% merupakan pohon kelapa, 20% terdiri dari semak berduri dan tanaman rambat, sementara 10% sisanya merupakan pohon ketapang. Dalam pembangunan musholla memakai kelapa sebagai bahan bangunan yang ramah lingkungan. WIKA juga melakukan efisiensi kertas dengan beralih menuju digitalisasi seperti dalam kegiatan inspeksi HSE, rapat, dan laporan.

Sebagai langkah pelestarian lingkungan dan upaya *recovery* kelestarian lingkungan, WIKA membuat *green house* di lokasi tersebut. Kami juga membudidayakan pohon yang diperoleh dari sekitar area pembangunan serta memindahkan dari area yang terdampak pembangunan. Di antaranya yaitu 150 pohon ketapang, 200 pohon pisang, dan 30 pohon tanjung.

### PLTU Palu-3 Project 2x50 MW [CRE5]

The Coal-fired Power Plant (PLTU) project is located in Lerro Tatari Village, Sindue District, Donggala Regency, Central Sulawesi. WIKA carries the green concept with temporary facilities to maintain vegetation and green open space for water absorption. The trees were also relocated to protect the environment. At the project site, 70% of the vegetation consists of coconut trees, 20% consists of thorny shrubs and vines, while the remaining 10% is ketapang trees (*Terminalia catappa*). In the construction of the mosque, coconut trees are used as an environmentally friendly building material. WIKA also makes paper efficiency by switching to digitization, such as in HSE inspection activities, meetings, and reports.

As a measure of environmental preservation and a recovery effort for environmental sustainability, WIKA built a green house in the location. We also cultivated trees found around the construction area and relocated them from areas affected by the construction. The trees consisted of 150 ketapang trees, 200 banana trees, and 30 tanjung trees (*Mimusops elengi*).



***“Human Capital yang Unggul merupakan salah satu faktor penentu keberhasilan operasi Perseroan, sehingga WIKA berupaya menciptakan Insan WIKA yang berkompeten, unggul, dan berdaya saing”.***

***“Excellent Human Capital is one of the determining factors for the Company’s successful operations, therefore WIKA strives to create competent, excellent, and competitive WIKA Personnel”.***



## **MEMBANGUN HUMAN CAPITAL UNGGUL** Building Excellent Human Capital



## ▶ MANAJEMEN *HUMAN CAPITAL*

### Human Capital Management

Dalam manajemen *Human Capital*, kami memastikan bahwa seluruh proses rekrutmen dapat berjalan secara obyektif tanpa memihak sesuai dengan kepentingannya. Manajemen *human capital* WIKA juga mengedepankan HAM serta menerapkan kesetaraan gender dengan memberikan kesempatan pada perempuan untuk berkariir, dan tidak ada anak di bawah umur yang dipaksa untuk dipekerjakan. Insan WIKA juga berhak untuk mendapatkan pelatihan yang dapat menunjang kualitas *human capital* yang unggul yang dapat bermanfaat bagi keberlanjutan bisnis.

Strategi *human capital* WIKA mencakup pengembangan kapasitas dan kapabilitas, *Attract-Retain-Engagement*, dan beberapa program pendorong utama. Departemen *Human Capital* bertanggung jawab atas manajemen *human capital* dan telah menyusun program kerja yang terbagi atas rencana jangka panjang, menengah, dan pendek yang disusun berdasarkan arah pengembangan strategi Perseroan.

Seluruh insan WIKA berhak mendapatkan kesempatan yang sama dalam pengembangan kompetensi dan karir guna memenuhi standar *human capital* untuk mengisi posisi-posisi kritis baik di Kantor Pusat dan Entitas Anak. Pengembangan *human capital* juga mengacu pada arahan yang diberikan dan memperhatikan komposisi karyawan secara fungsional sesuai kebutuhan organisasi. Selain itu, dalam manajemen *human capital* tidak terdapat karyawan *part time*, semua karyawan bekerja secara *full time* termasuk tenaga magang.

In Human Capital management, we ensure that the entire recruitment process run objectively and impartially. WIKA's human capital management also upholds human rights and applies gender equality by providing opportunities for women to work, and no child labor. WIKA's personnel are also entitled to receive training that can shape the excellent quality of human capital that can be beneficial for business sustainability.

WIKA's human capital strategy includes capacity and capability development, *Attract-Retain-Engagement*, and several major driving programs. The Human Capital Department is responsible for the management of human capital and has prepared work programs that are broken down into long, medium and short term plans based on the direction of the Company's strategic development.

All WIKA employees are entitled to equal opportunities in competency and career development to meet human capital standards to fill critical positions both at the Head Office and Subsidiaries. Human capital development also refers to the direction given and pays attention to the functional composition of employees according to the organizational needs. In addition, in human capital management there are no part time employees, all employees work full time, including the interns.

## Profil Karyawan

### Employee Profile

#### Karyawan Tetap Berdasarkan Gender dan Penempatan Kerja [102-8]

Permanent Employees by Gender and Job Placement

| Penempatan Kerja<br>Job Placement                                    | 2021              |                     | 2020              |                     | 2019              |                     |
|----------------------------------------------------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|                                                                      | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female |
| Kantor Pusat<br>Head Office                                          | 1.351             | 71                  | 1.084             | 198                 | 929               | 170                 |
| Kantor Divisi/Proyek<br>Division/Project Offices                     | 1.120             | 185                 | 1.389             | 65                  | 1.497             | 65                  |
| Perwakilan Aljazair<br>Algeria Representative                        | 4                 | 0                   | 32                | 1                   | 34                | 1                   |
| Perwakilan Malaysia<br>Malaysia Representative                       | 0                 | 0                   | 12                | 1                   | 21                | 1                   |
| Perwakilan Myanmar<br>Myanmar Representative                         | 0                 | 0                   | 5                 | 1                   | 3                 | 1                   |
| Perwakilan Timor Leste<br>East Timor Representative                  | 3                 | 0                   | 8                 | 0                   | 12                | 0                   |
| Perwakilan Filipina<br>Philippines Representative                    | 0                 | 0                   | 5                 | 0                   | 3                 | 0                   |
| Perwakilan Niger<br>Nigeria Representative                           | 0                 | 0                   | 10                | 1                   | 10                | 2                   |
| Perwakilan Taiwan<br>Taiwan Representative                           | 0                 | 0                   | 10                | 1                   | 11                | 1                   |
| Perwakilan Senegal<br>Senegal Representative                         | 0                 | 0                   | 0                 | 0                   | 1                 | 0                   |
| Perwakilan Arab Saudi<br>Saudi Arabia Representative                 | 0                 | 0                   | 0                 | 0                   | 1                 | 0                   |
| Perwakilan Dubai<br>Dubai Representative                             | 0                 | 0                   | 4                 | 0                   | 4                 | 0                   |
| Perwakilan Kepulauan<br>Solomon<br>Solomon Islands<br>Representative | 1                 | 0                   | 6                 | 0                   | 0                 | 0                   |
| <b>Jumlah   Total</b>                                                |                   | <b>2.735</b>        |                   | <b>2.834</b>        |                   | <b>2.767</b>        |

**Karyawan Tetap Berdasarkan Gender dan Status Kepegawaian** [102-8]  
Permanent Employees by Gender and Employment Status

| Status Kepegawaian<br>Employment Status | 2021              |                     | 2020              |                     | 2019              |                     |
|-----------------------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|                                         | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female |
| Organik   Organic                       | 1.997             | 205                 | 2.049             | 212                 | 2.038             | 200                 |
| Terampil   Skilled                      | 482               | 51                  | 517               | 56                  | 488               | 41                  |
| <b>Jumlah   Total</b>                   |                   | <b>2.735</b>        |                   | <b>2.834</b>        |                   | <b>2.767</b>        |

**Proses Rekrutmen** [401-1]

Rekrutmen untuk mendapatkan calon karyawan baru dibuka luas untuk siapa saja tanpa adanya diskriminasi. WIKA bekerja sama dengan perguruan tinggi (*University Career Center*), lamaran umum, bekerja sama dengan lembaga rekrutmen maupun rekrutmen secara terbuka melalui *website* resmi Perseroan. Kebijakan rekrutmen di WIKA diatur dalam Prosedur Rekrutmen dan Penerimaan Pegawai WIKA No. WIKA-HCE-PM-02.01. Di tahun 2021, WIKA tidak melakukan rekrutmen karyawan baru.

**Recruitment Process** [401-1]

WIKA carries out open recruitment to hire new employee candidates without any discrimination. We recruit the candidates through collaboration with universities (*University Career Center*), general applications, collaboration with recruitment agencies and open recruitment through the Company's official website. The recruitment policy at WIKA is regulated in the WIKA Employee Recruitment and Admission Procedure No. WIKA-HCE-PM-02.01. In 2021, WIKA did not recruit any new employees.

**Tingkat Perputaran Karyawan** [401-1]

Manajemen *human capital* berupaya untuk menyediakan ruangan kerja yang aman dan nyaman, kerja yang sehat dan suasana yang kondusif, untuk memperkecil tingkat perputaran (*turnover*) karyawan. Pada tahun 2021 terdapat 110 orang yang meninggalkan Perseroan dan tidak ada karyawan baru yang direkrut, sehingga tingkat perputaran karyawan sebesar 1,5%.

**Employee Turnover Rate** [401-1]

Human capital management strives to provide a safe and comfortable workspace, healthy work and a conducive atmosphere, to minimize employee turnover. In 2021 there were 42 people who left the Company and no new employees were recruited, thus the employee turnover rate was 1.5%.

**Perputaran Karyawan Berdasarkan Wilayah** [401-1]  
Employee Turnover by Region

| Keterangan<br>Description                                             | 2021      |                         |
|-----------------------------------------------------------------------|-----------|-------------------------|
|                                                                       | Indonesia | Luar Negeri<br>Overseas |
| Karyawan masuk karena rekrutmen<br>Employee hired through recruitment | 0         | 0                       |
| Karyawan keluar, karena   Reasons of employees leaving:               |           |                         |
| Mengundurkan diri   Resign                                            | 35        | 7                       |
| Pensiun   Retire                                                      | 54        | 2                       |
| Meninggal   Pass away                                                 | 12        | 0                       |

**Perputaran Karyawan Berdasarkan Gender** [401-1]  
Employee Turnover by Gender

| Keterangan<br>Description                                             | 2021              |                     | 2020              |                     | 2019              |                     |
|-----------------------------------------------------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|                                                                       | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female |
| Karyawan masuk karena rekrutmen<br>Employee hired through recruitment | 0                 | 0                   | 61                | 21                  | 225               | 46                  |
| Karyawan keluar, karena   Reasons of employees leaving:               |                   |                     |                   |                     |                   |                     |
| Mengundurkan diri   Resign                                            | 33                | 9                   | 23                | 8                   | 37                | 6                   |
| Pensiun   Retire                                                      | 54                | 2                   | 51                | 3                   | 28                | 2                   |
| Meninggal   Pass away                                                 | 12                | 0                   | 3                 | 1                   | 5                 | 0                   |

**Perputaran Karyawan Berdasarkan Kelompok Usia** [401-1]  
Employee Turnover by Age Group

| Keterangan<br>Description                                             | 2021  |       |       |     |
|-----------------------------------------------------------------------|-------|-------|-------|-----|
|                                                                       | 21-30 | 31-40 | 40-50 | >50 |
| Karyawan masuk karena rekrutmen<br>Employee hired through recruitment | 0     | 0     | 0     | 0   |
| Karyawan keluar, karena   Reasons of employees leaving:               |       |       |       |     |
| Mengundurkan diri   Resign                                            | 11    | 26    | 5     | 0   |
| Pensiun   Retire                                                      | 0     | 0     | 0     | 56  |
| Meninggal   Pass away                                                 | 1     | 2     | 4     | 5   |

**Perjanjian Kerja Bersama (PKB)** [102-41]

WIKA telah menyusun Perjanjian Kerja Bersama (PKB) dengan Serikat Karyawan WIKA agar dapat menjalankan hubungan kerja yang harmonis dan terhindar dari konflik yang dapat menimbulkan ketidakharmonisan dalam bekerja. Melalui PKB ini, manajemen berupaya untuk melindungi hak-hak dari seluruh Insan WIKA sehingga dipastikan tidak adanya pelanggaran Hak Asasi Manusia yang dapat merugikan kedua belah pihak. PKB periode 2021-2022 antara Perseroan dengan Serikat Karyawan WIKA telah disahkan oleh Kementerian Ketenagakerjaan Republik Indonesia melalui surat keputusan Nomor 4/HI.00.01/00.0000.210412027/B/IV/2021 tanggal 18 April 2021.

**Collective Labor Agreement (CLA)** [102-41]

WIKA has drawn up a Collective Labor Agreement (PKB) with the WIKA Employee Union to maintain harmonious working relationship and avoid conflicts that can cause disharmony at work. Through this CLA, management strives to protect the rights of all WIKA Personnel to ensure that there are no human rights violations that can harm both parties. The CLA for the period 2021-2022 between the Company and the WIKA Employee Union has been ratified by the Ministry of Manpower of the Republic of Indonesia through Decree Number 4/HI.00.01/00.0000.210412027/B/IV/2021 dated April 18, 2021.

### Pengembangan Kompetensi Karyawan [404-1, 404-2]

Guna membangun *human capital* yang berkualitas, maka WIKA menjalankan program pengembangan kompetensi. Pengembangan kompetensi karyawan tidak hanya bermanfaat bagi Perseroan semata, namun juga bermanfaat bagi diri karyawan, mengingat ilmu yang diperoleh dapat menjadi investasi masa depan. Prinsip “*more for more*” merupakan salah satu strategi kami dalam pengembangan *human capital*. Melalui prinsip ini, WIKA menjalankan kebijakan pengharkatan, dan peningkatan kompetensi secara strategis.

WIKA menyusun serangkaian program pengembangan diri dalam *Advanced Leadership* yang melatih aspek kompetensi manusia baik *soft skill* maupun *hard skill*. Metode yang digunakan WIKA dalam upaya peningkatan kompetensi karyawan yaitu melalui *on job training*, *coaching*, dan *mentoring* secara langsung. Perseroan juga mengirimkan sejumlah karyawannya untuk mengikuti seminar, pelatihan maupun *workshop* eksternal sesuai dengan kebutuhan di bidang pekerjaan mereka masing-masing.

Terdapat dua fasilitas yang diberikan oleh WIKA sebagai sarana pengembangan kompetensi karyawannya yaitu Wikapratama Learning Center dan Wikasatrian Leadership Center. Sejak pandemi COVID-19, pembelajaran dilakukan secara *online* melalui *Learning Management System* (LMS). Meskipun demikian, beberapa jenis pelatihan masih dilaksanakan secara tatap muka dengan tetap menerapkan protokol kesehatan ketat.

### Employee Competency Development [404-1, 404-2]

In order to build quality human capital, WIKA runs a competency development program. Employee competency development is not only beneficial for the Company, but also for employees, considering that the knowledge gained can be an investment in the future. The principle of “*more for more*” is one of our strategies in developing human capital. Through this principle, WIKA implements a policy of appreciation and strategic competency improvement.

WIKA has prepared a series of self-development programs in Advanced Leadership competence training, both soft skills and hard skills. The method used by WIKA to increase employee competence is through on-the-job training, coaching, and direct mentoring. The Company also sends a number of employees to attend external seminars, training and workshops according to the needs in their respective fields of work.

WIKA provides two facilities to develop employee competencies, the Wikapratama Learning Center and the Wikasatrian Leadership Center. Since the COVID-19 pandemic, learning has been conducted online through the Learning Management System (LMS). However, several types of training are still carried out offline while still implementing strict health protocols.

### Realisasi Pelatihan dan Pendidikan [404-1]

Realization of Training and Education

| Jenis Pelatihan & Pendidikan<br>Type of Training & Education | Jumlah Karyawan<br>Number of Employees | Jam Pelatihan & Pendidikan per Karyawan<br>Hours of Training & Education per Employee |
|--------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------|
| Soft skill                                                   | 2.384                                  | 2.088                                                                                 |
| Teknis/ <i>hard skill</i><br>Technical/ <i>hard skills</i>   | 3.538                                  | 5.400                                                                                 |

Keterangan: Setiap karyawan dapat mengikuti lebih dari satu jenis pelatihan.  
Note: Each employee can participate in more than one type of training.

**Rata-Rata Jam Pelatihan Karyawan Berdasarkan Gender** [404-1]  
Average Employee Training Hours by Gender

| Average Employee Training Hours by Gender | Jumlah Total | Jam Pelatihan per Karyawan Training Hours per Employee |
|-------------------------------------------|--------------|--------------------------------------------------------|
| Perempuan   Female                        | 307          | 1.728                                                  |
| Laki-Laki   Male                          | 1.947        | 11.592                                                 |
| <b>Jumlah   Total</b>                     | <b>2.254</b> | <b>13.320</b>                                          |

**Rata-Rata Jam Pelatihan Karyawan Berdasarkan Level Jabatan** [404-1]  
Average Employee Training Hours by Level of Position

| Level Jabatan Level of Position | Jumlah Total | Jam Pelatihan per Karyawan Training Hours per Employee |
|---------------------------------|--------------|--------------------------------------------------------|
| Senior Management               | 57           | 1.368                                                  |
| Middle Management               | 213          | 5.112                                                  |
| Junior Management               | 285          | 6.840                                                  |
| Supervisor                      | -            | -                                                      |
| Officer/Staff                   | -            | -                                                      |
| <b>Jumlah   Total</b>           | <b>555</b>   | <b>13.320</b>                                          |

Berdasarkan level jabatan, Direktur juga mengikuti berbagai jenis pelatihan dan pengembangan kompetensi pada tahun 2021. Setiap Direktur mengikuti pelatihan yang telah disesuaikan dengan posisinya masing-masing, yang diselenggarakan oleh berbagai instansi seperti Kementerian BUMN dan lain sebagainya. Selama kondisi pandemi COVID-19, pelatihan dan pengembangan kompetensi banyak dilakukan secara *online* melalui aplikasi Zoom *meeting*.

Pengembangan kompetensi yang dilakukan oleh WIKA tidak hanya untuk karyawan tetap saja, akan tetapi juga terbuka bagi karyawan kontrak, pekerja dari mitra kerja maupun kontraktor. Pada tahun 2021 dana yang dikeluarkan oleh WIKA untuk pengembangan kompetensi yaitu sebesar Rp12,69 miliar, jumlah tersebut mengalami kenaikan 69,06% dibandingkan tahun sebelumnya sebesar Rp7,51 miliar. Pengembangan kompetensi akan selalu diperbaharui agar setiap karyawan mendapatkan ilmu sesuai dengan kebutuhan dan perkembangan zaman saat ini.

Based on the level of position, the directors also participate in various types of training and competency development in 2021. Each director attends training that has been tailored to their respective positions, which is organized by various agencies such as the Ministry of SOEs and so on. During the COVID-19 pandemic, training and competency development were mostly done online through Zoom meetings platform.

Competency development carried out by WIKA is not only for permanent employees, but is also open to contract employees, workers from partners and contractors. In 2021, WIKA's competency development funds amounted to Rp12.69 billion, increased by 69.06% compared to the previous year of Rp7.51 billion. Competency development will always be updated to allow every employee gain knowledge according to the needs and the current developments.

Di sisi lain, kualitas karyawan saat ini juga diukur dari kepemilikan sertifikasi terhadap bidang pekerjaannya masing-masing. WIKA mendukung setiap karyawannya untuk mendapatkan sertifikasi agar dapat memiliki daya saing dengan kompetitor yang lain.

On the other hand, the quality of employees is currently measured by the ownership of certification in their respective fields of work. WIKA supports each of its employees to obtain certification to be competitive with other competitors.

#### Karyawan Bersertifikasi Certified Employees

| Kategori<br>Category            | 2021 | 2020 | 2019 |
|---------------------------------|------|------|------|
| Internal   Internal             |      |      |      |
| • Teknik   Technical            | 110  | 63   | 176  |
| • Non Teknik   Non Technical    | 173  | 92   | 84   |
| Eksternal   External            |      |      |      |
| • Teknik Profesi   Professional | 351  | 302  | 363  |
| • Teknik Tukang   Skilled Labor | 803  | 169  | 562  |
| • Non Teknik   Non Technical    | 351  | 202  | 275  |

#### Sinergi Pengembangan *Human Capital*: Infrastructure Learning Institute

BUMN Klaster Infrastruktur mewujudkan sinergi melalui pembentukan Indonesia Infrastructure Learning Institute (I2LI) dengan WIKA yang bertindak sebagai koordinator dan Indonesia Infrastructure Research and Innovation Institute (I2RI) dengan PT Semen Indonesia (Persero) Tbk (SIG) sebagai koordinator. Selain WIKA dan SIG, turut bergabung delapan BUMN lainnya. Metode yang diterapkan dalam pengembangan *human capital* di bidang infrastruktur ini yaitu 70/20/10 atau 70% *experimental learning*, 20%, *social learning*, 10% *formal learning*. Di tahun pertamanya, I2LI telah melaksanakan serangkaian kegiatan di antaranya webinar “How BIM Solves Everything” yang diikuti oleh 1,495 peserta, dan pelatihan manajemen proyek berbasis *Project Management Body of Knowledge* (PMBOK).

#### Synergy for Human Capital Development: Infrastructure Learning Institute

The SOE Infrastructure Cluster realizes synergy through the establishment of the Indonesia Infrastructure Learning Institute (I2LI) with WIKA acting as the coordinator, and the Indonesia Infrastructure Research and Innovation Institute (I2RI) with PT Semen Indonesia (Persero) Tbk (SIG) as the coordinator. In addition to WIKA and SIG, eight other SOEs have also joined. The method applied in the human capital development in the infrastructure sector is 70/20/10 or 70% *experimental learning*, 20%, *social learning*, 10% *formal learning*. In its first year, I2LI has carried out a series of activities including the webinar “How BIM Solves Everything” which was attended by 1,495 participants, and project management training based on the Project Management Body of Knowledge (PMBOK).

## **MENGHARGAI HAK ASASI MANUSIA** **Respect For Human Rights**

Perseroan menghargai HAM dari setiap Insan WIKA sehingga dalam proses bisnis diupayakan untuk memperhatikan hak dan kesejahteraan karyawan. Manajemen *Human Capital* menjalankan praktik dengan tidak memihak pada satu golongan tertentu, setiap karyawan diperlakukan sama dan diberikan hak untuk berelasi dengan karyawan lainnya. Perseroan juga telah menjalankan kebijakan yang mendukung praktik HAM sesuai dengan pedoman SMK3L WIKA-PEM-PM-02.02.

### **Kesetaraan Gender** [405-1]

Komposisi karyawan kami sebagai perusahaan konstruksi lebih banyak di dominasi oleh laki-laki dibandingkan perempuan. Namun demikian, WIKA terus berupaya untuk meningkatkan peran dan partisipasi perempuan dan mendukung mereka untuk dapat menduduki baik di posisi manajerial maupun posisi-posisi strategis lainnya.

The Company strives to pay attention to employees' rights and welfare as a form of respects for the human rights of every WIKA Personnel. Human Capital management is carried out impartially without taking sides to one particular group, every employee is treated equally and is given the right to associate with other employees. The Company has also implemented policies that support human rights practices in accordance with the SMK3L WIKA-PEM-PM-02.02 guidelines.

### **Gender Equality** [405-1]

The composition of our employees as a construction company is predominated by men than women. However, WIKA continues to strive to increase the role and participation of women and support them to be able to occupy both managerial and other strategic positions.

### **Keberagaman Karyawan di 2021** [405-1] Employees Diversity

| Level Jabatan<br>Level of Position | Gender            |                     | Kelompok Usia<br>Age Group |       |     |
|------------------------------------|-------------------|---------------------|----------------------------|-------|-----|
|                                    | Laki-Laki<br>Male | Perempuan<br>Female | <30                        | 31-50 | >51 |
| Direktur   Director                | 6                 | 1                   | 0                          | 3     | 4   |
| Senior Management                  | 22                | 1                   | 0                          | 9     | 14  |
| Middle Management                  | 112               | 2                   | 0                          | 71    | 43  |
| Junior Management                  | 250               | 12                  | 2                          | 215   | 45  |
| Supervisor                         | 827               | 81                  | 200                        | 662   | 46  |
| Officer/Staff                      | 712               | 107                 | 441                        | 326   | 52  |
| Jumlah   Total                     | 1.929             | 204                 | 643                        | 1.286 | 204 |

### Kebebasan Berserikat dan Berpendapat

Perseroan menghargai hak-hak para karyawan untuk dapat berkomunikasi, berpendapat, dan berserikat. Secara berkala dilakukan rapat bipartit antara WIKA yang melibatkan pihak serikat karyawan dan perwakilan manajemen untuk menjalin komunikasi. Seluruh aspirasi karyawan akan ditampung oleh Serikat Karyawan WIKA (Sekar WIKA) dan Serikat Pekerja (SP) KORPRI PRABU.

### Pengaturan Waktu Kerja

Jam kerja bagi karyawan telah diatur dan tidak ada kerja paksa untuk menghargai hak-hak setiap karyawan. Waktu istirahat karyawan telah disesuaikan, begitu juga dengan pekerja dari mitra kerja atau kontraktor telah berjalan sesuai dengan ketentuan yang berlaku. Sistem jam kerja yang berlaku berbeda untuk kantor operasional dan wilayah proyek. Waktu kerja di kantor operasional yaitu 40 jam seminggu, untuk 5 hari kerja dalam seminggu, dengan waktu istirahat 1 jam untuk setiap periode kerja selama 8 jam. Sementara di proyek berlaku jam kerja sesuai PKB. Di luar jam kerja yang diatur dalam PKB, WIKA menetapkan sistem kerja *shift* untuk karyawan di proyek. Jam kerja *shift* yaitu 8 jam untuk *shift* siang dan 7 jam untuk *shift* malam.

### Kebijakan Cuti Melahirkan dan Perjalanan Ibadah Haji

Bagi karyawan perempuan yang akan melahirkan, berhak mendapatkan cuti 1,5 bulan sebelum melahirkan dan 2 bulan setelah melahirkan tanpa mengurangi hak-haknya sebagai karyawan. Pada tahun 2021 jumlah karyawan yang cuti melahirkan sebanyak 18 orang. WIKA belum memiliki kebijakan *parental leave*, akan tetapi karyawan laki-laki diperbolehkan mengambil cuti untuk menemani istri melahirkan selama 7 hari kalender. Pada tahun 2021 terdapat sebanyak 29 laki-laki mengambil izin untuk mendampingi istrinya melahirkan. Karyawan yang kembali bekerja setelah cuti melahirkan pada tahun 2021 sebanyak 16 perempuan dan 29 laki-laki. [401-3]

Dalam rangka menghormati hak untuk beribadah, WIKA memiliki kebijakan cuti bagi karyawan yang ingin menunaikan ibadah haji. Perseroan memberikan hak cuti 3 hari kerja sebelum berangkat, ditambah waktu pelaksanaan ibadah, dan tambahan 5 hari kerja setelah kembali. Hak atas remunerasi dan tunjangan tidak akan dipengaruhi oleh pelaksanaan cuti tersebut.

### Freedom of Association and Expression

The Company respects the rights of employees to be able to communicate, express opinions, and associate. WIKA regularly hold bipartite meetings between the employee union and management representatives to establish communication. All employees' aspirations will be accommodated by the WIKA Employee Union (Sekar WIKA) and the KORPRI PRABU Workers Union (SP).

### Working Time Arrangement

The working hours for employees have been arranged and there is no forced labor to respect the rights of each employee. Employee rest periods have been adjusted, as well as partners or contractors' workers that have been applied according to regulations. The working hours system that applies is different for operational offices and project sites. Working time in the operational office is 40 hours a week, for 5 working days a week, with 1 hour rest time for each work period of 8 hours. Meanwhile, the project applies working hours set out in the CLA. Outside of the working hours stipulated in the CLA, WIKA has established a shift work system for employees on the project. Shift working hours consist of 8 -hour day shift and 7-hour night shift.

### Maternity Leave and Hajj Pilgrimage Policy

Female employees who are about to give birth are entitled to 1.5 months leave before giving birth and 2 months after giving birth without reducing their rights as employees. In 2021, a total of 18 female employees were on maternity leave. WIKA does not yet have a parental leave policy, but male employees are allowed to take time off to accompany their wives to give birth for 7 calendar days. In 2021, as many as 29 male employees took the permission to accompany their wives to give birth. The employees who returned to work after maternity leave consisted of 16 female and 29 male employees. [401-3]

In order to respect the rights to worship, WIKA has a leave policy for employees who want to perform the Hajj pilgrimage. The Company gives the right to leave 3 working days before leaving, plus time for the pilgrimage, and an additional 5 working days after returning. The entitlement to remuneration and benefits will not be affected by the implementation of the leave.

## **REMUNERASI** [401-2, 405-2, 404-3]

### Remuneration

Setiap karyawan berhak untuk mendapatkan remunerasi atas kinerjanya untuk Perseroan. WIKA tidak membedakan rasio remunerasi *entry level* antara karyawan laki-laki dengan perempuan pada posisi dan tingkat jabatan yang sama. Besarnya remunerasi yang diterima oleh masing-masing karyawan didasarkan pada posisi penempatan kerja, tingkat jabatan, lama bekerja, dan status kepegawaian. Setiap karyawan mendapat kompensasi yang layak atas kinerja yang diberikan kepada Perseroan yang diatur dalam Perjanjian Kerja Bersama (PKB) Bab X tentang Sistem Remunerasi. WIKA memberikan remunerasi di atas Upah Minimum Provinsi (UMP).

Remunerasi yang diterima oleh karyawan juga dipengaruhi oleh hasil penilaian kinerja berdasarkan hasil penilaian EK & PK. Hasil Penilaian Karya (PK) akan disampaikan di setiap akhir tahun sebagai bahan tinjauan pemberian remunerasi, juga mempertimbangkan hasil Evaluasi Kinerja (EK). Setiap karyawan memperoleh remunerasi yang berbeda-beda karena penilaian berdasarkan target *Key Performance Indicator* (KPI) dari masing-masing karyawan yang berbeda. Imbal jasa yang diberikan di tingkat terendah adalah sama dengan upah minimum regional di masing-masing penempatan.

Every employee is entitled to receive remuneration for their performance for the Company. WIKA does not differentiate the entry level remuneration ratio between male or female employees at the same position and level. The amount of remuneration received by each employee is based on the job placement position, level of position, years of service, and employment status. Each employee receives decent compensation for their performance as regulated in the Collective Labor Agreement (CLA) Chapter X concerning the Remuneration System. WIKA provides remuneration above the Provincial Minimum Wage (UMP).

The remuneration received by employees is also affected by the performance assessment based on the results of the Competence Evaluation (EK) and Work Assessment (PK). The results of the Work Assessment are submitted at the end of each year to review remuneration, as well as taking into account the results of the Performance Evaluation. Each employee receives different remuneration because the assessment is based on the different Key Performance Indicator (KPI) targets for each employee. The remuneration provided at the lowest level is the same as the regional minimum wage in each placement.

#### Fasilitas yang Diterima Karyawan Berdasarkan Status Kepegawaian [401-2]

Facilities Received by Employees Based on Employment Status

| Bentuk Manfaat<br>Type of Benefit                  | Karyawan Tetap<br>Permanent Employee | Karyawan Kontrak<br>Contract Employee |
|----------------------------------------------------|--------------------------------------|---------------------------------------|
| Gaji pokok   Basic salary                          | √                                    | √                                     |
| Asuransi jiwa   Life insurance                     | √                                    | √                                     |
| Tunjangan kesehatan   Health allowance             | √                                    | √                                     |
| Tunjangan disabilitas   Disability benefits        | √                                    | √                                     |
| Tunjangan kelahiran   Maternity allowance          | √                                    | -                                     |
| Tunjangan kecelakaan kerja   Work accident benefit | √                                    | √                                     |

| Bentuk Manfaat<br>Type of Benefit                 | Karyawan Tetap<br>Permanent Employee | Karyawan Kontrak<br>Contract Employee |
|---------------------------------------------------|--------------------------------------|---------------------------------------|
| Tunjangan pensiun   Pension benefit               | √                                    | √                                     |
| Kesempatan memiliki saham   Stock option          | √                                    | -                                     |
| Tunjangan hari raya   Religious holiday allowance | √                                    | √                                     |
| Hak cuti   Leave entitlement                      | √                                    | √                                     |

Karyawan tidak hanya berhak mendapatkan remunerasi saja, akan tetapi juga mendapatkan tunjangan, bonus, dan asuransi. WIKA menerapkan pemberian bonus, kepada setiap karyawan. Penerapan bonus (Jasa Produksi) adalah berdasarkan *reward & punishment*, yaitu besaran bonus di level dipengaruhi oleh KPI masing-masing karyawan di unit kerja. [102-35]

#### Remunerasi Bagi Direksi [102-39]

Sebagai BUMN, WIKA mematuhi kebijakan remunerasi bagi Dewan Komisaris dan Direksi mengacu pada Peraturan menteri BUMN No. PER-06/MBU/06/2018 Jo. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN. Ketentuan remunerasi bagi Direksi ditentukan saat Rapat Umum Pemegang Saham dengan mempertimbangkan arahan Komite Nominasi, Remunerasi dan GCG. Kebijakan dan proses penetapan remunerasi Dewan Komisaris dan Direksi dapat diakses dalam Laporan Tahunan Bab Kebijakan Remunerasi Dewan Komisaris dan Direksi pada halaman 582. [102-35, 102-36, 102-37]

Besarnya remunerasi yang diterima oleh top management disesuaikan dengan target sesuai *Key Performance Indicator* (KPI) masing-masing Direksi. Remunerasi Direksi juga dipengaruhi oleh target pencapaian profit, kemampuan menjaga keberlangsungan dan pengembangan usaha. WIKA belum dapat menyajikan rasio total kompensasi tahunan dari remunerasi tertinggi dengan remunerasi terendah, maupun persentase kenaikan pada rasio total kompensasi tahunan. Data tersebut bersifat rahasia. [102-35, 102-38, 102-39]

Employees are not only entitled to remuneration, but also benefits, bonuses, and insurance. WIKA provides bonuses to every employee. The bonuses (Production Services) are based on reward & punishment principle, whereas the amount of bonus at some levels is based on the KPI of each employee in the work unit. [102-35]

#### Remuneration for Directors [102-39]

As an SOE, WIKA complies with the remuneration policy for the Board of Commissioners and Directors which refers to the Minister of SOEs Regulation No. PER-06/MBU/06/2018 Jo. PER-04/MBU/2014 concerning Guidelines for Determining the Income of Board of Directors, Board of Commissioners and Supervisory Board of SOEs. Remuneration for the Board of Directors are determined at the General Meeting of Shareholders taking into account the direction from the Nomination, Remuneration and GCG Committee. The policy and process for determining the remuneration of the Board of Commissioners and the Board of Directors can be accessed in the Annual Report Chapter Board of Commissioners and Board of Directors Remuneration Policy at page 582. [102-35, 102-36, 102-37]

The amount of remuneration received by top management is adjusted to the Key Performance Indicators (KPI) target of each member of the Board of Directors. The remuneration of the Board of Directors is also subject to the achievement of profit targets, the ability to maintain business continuity and development. WIKA did not present the ratio of the total annual compensation from the highest to the lowest remuneration, nor the percentage increase in the ratio of the total annual compensation. We keep the data confidential. [102-35, 102-38, 102-39]



## ➤ **EVALUASI KOMPETENSI DAN PENILAIAN KARYA** [404-3]

### Competence Evaluation and Work Assessment

Penilaian karyawan secara keseluruhan akan dilaksanakan setiap tahunnya melalui evaluasi kompetensi dan penilaian karya (EK & PK). Setiap Insan WIKA dapat melakukan *self assessment* melalui *Human Capital Information System*. Manajemen dapat memantau dan melakukan *review performance* karyawan secara keseluruhan melalui sistem tersebut. Hasil dari EK & PK akan digunakan sebagai bahan pertimbangan dalam mengidentifikasi kebutuhan pelatihan sesuai kondisi di lapangan.

Overall employee assessments are conducted annually through competency evaluation and work assessment (EK & PK). Every WIKA Personnel can conduct a self-assessment through the Human Capital Information System. Management can monitor and review the overall employee performance through the system. The results of the EK & PK will be used as consideration in identifying training needs according to conditions in the field.

## ➤ **PROMOSI, ROTASI, MUTASI**

### Promotion, Rotation, Transfer

Seluruh karyawan memiliki kesempatan yang sama untuk mendapatkan promosi jabatan ke jenjang yang lebih tinggi berdasarkan atas penilaian kinerja dan kapasitasnya. Kesempatan untuk perpindahan karyawan juga mungkin terjadi untuk memenuhi kebutuhan manajemen dalam memaksimalkan fungsi sesuai bidangnya.

All employees have the same opportunity to get a promotion to a higher level based on their performance assessment and capacity. Opportunities for employee transfers may also occur to meet management needs in maximizing functions in their respective fields.

**Promosi, Rotasi, Mutasi, dan Demosi Karyawan Berdasarkan Gender**  
Employee Promotion, Rotation, Transfer and Demotion by Gender

| Uraian<br>Description                      | 2021              |                     | 2020              |                     | 2019              |                     |
|--------------------------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|                                            | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female | Laki-Laki<br>Male | Perempuan<br>Female |
| Promosi<br>Promotion                       | 286               | 19                  | 362               | 18                  | 330               | 30                  |
| Rotasi dan Mutasi<br>Rotation and Transfer | 1.215             | 98                  | 1.216             | 130                 | 1.307             | 109                 |
| Demosi<br>Demotion                         | 0                 | 0                   | 1                 | 0                   | 0                 | 0                   |
| <b>Jumlah   Total</b>                      | <b>1.618</b>      |                     | <b>1.727</b>      |                     | <b>1.776</b>      |                     |

**Promosi, Rotasi, Mutasi Karyawan Berdasarkan Posisi**  
Employee Promotion, Rotation, Transfer by Position

| Posisi<br>Position                                                                  | 2021                 |                                        | 2020                 |                                        | 2019                 |                                        |
|-------------------------------------------------------------------------------------|----------------------|----------------------------------------|----------------------|----------------------------------------|----------------------|----------------------------------------|
|                                                                                     | Promosi<br>Promotion | Rotasi & Mutasi<br>Rotation & Transfer | Promosi<br>Promotion | Rotasi & Mutasi<br>Rotation & Transfer | Promosi<br>Promotion | Rotasi & Mutasi<br>Rotation & Transfer |
| Direksi<br>Directors                                                                | 0                    | 0                                      | 5                    | 0                                      | 1                    | 0                                      |
| Kepala Divisi/ Ahli Utama 1<br>Division Manager                                     | 5                    | 11                                     | 8                    | 3                                      | 8                    | 9                                      |
| General Manager/ Ahli Utama 2<br>General Manager                                    | 17                   | 35                                     | 13                   | 7                                      | 12                   | 3                                      |
| Manajer/Ahli Madya 1<br>Manager                                                     | 27                   | 91                                     | 27                   | 57                                     | 38                   | 57                                     |
| Manager Proyek<br>Project Manager                                                   | 49                   | 69                                     | 46                   | 35                                     | 47                   | 38                                     |
| Manager Konstruksi/Ahli Madya 2/<br>Manajer Bidang Proyek<br>Construction Manager   | 17                   | 50                                     | 54                   | 74                                     | 57                   | 65                                     |
| Kepala Seksi/ Pelaksana Utama/<br>Koordinator/Ahli Muda<br>Section Head/Coordinator | 190                  | 478                                    | 227                  | 457                                    | 195                  | 424                                    |
| Staf/Pelaksana<br>Staff                                                             | 0                    | 579                                    | 0                    | 714                                    | 2                    | 820                                    |
| <b>Jumlah   Total</b>                                                               | <b>1.618</b>         |                                        | <b>1.727</b>         |                                        | <b>1.776</b>         |                                        |

## **PENSIUN** Pension

### Jaminan Hari Tua bagi Karyawan

WIKA memberikan jaminan hari tua bagi seluruh karyawan sesuai dengan Undang-Undang yang berlaku. Seluruh karyawan diikutsertakan dalam program Dana Pensiun yang diselenggarakan oleh Perseroan melalui Program Pensiun Manfaat Pasti (PPMP) bagi karyawan yang diangkat sebelum 31 Desember 2013 dan Program Pensiun Iuran Pasti (PPIP) untuk karyawan yang diangkat setelah 31 Desember 2013. Selain program dari Perseroan, juga terdapat Program Jaminan Sosial Ketenagakerjaan BPJS Ketenagakerjaan yang terdiri dari Jaminan Hari Tua (JHT), Jaminan Pensiun (JP), Jaminan Kecelakaan Kerja (JKK), dan Jaminan Kematian (JKM).

Karyawan yang mengikuti program JHT wajib membayar iuran bulanan. Ketentuan iuran bulanan yang dibayarkan yaitu  $3,7\% \times \text{fixed pay}$  ditanggung Perseroan dan  $2\% \times \text{fixed pay}$  ditanggung oleh karyawan. Iuran yang dibayarkan untuk Program Manfaat Pasti sebesar  $19,2\% \times \text{Penghasilan Dasar Pensiun (PhDP)}$  ditanggung WIKA, dan  $5\% \times \text{PhDP}$  menjadi beban karyawan. Selanjutnya untuk ketentuan dalam Program Pensiun Iuran Pasti yaitu membayar  $12,5\% \times \text{PhDP}$  ditanggung WIKA dan  $5\% \times \text{PhDP}$  menjadi beban karyawan. Total dana pensiun yang dibayarkan di tahun 2021 sebesar Rp44,9 miliar (Dapen PPMP) dan Rp24,4 miliar (Dapen PPIP). <sup>[201-3]</sup>

### Old Age Security for Employees

WIKA provides old age security for all employees in accordance with applicable laws. All employees are included in the Pension Fund program organized by the Company through the Defined Benefit Pension Program (PPMP) for employees appointed before December 31, 2013 and the Defined Contribution Pension Program (PPIP) for employees appointed after December 31, 2013. In addition to the Company's programs, the employees also participate in the BPJS Ketenagakerjaan's Social Security Program which consists of Old Age Security (JHT), Pension Benefit (JP), Work Accident Benefit (JKK), and Death Benefit (JKM).

Employees who participate in the JHT program are required to pay a monthly contribution. The Company pays the monthly fee of  $3.7\% \times \text{fixed pay}$  and employees pay  $2\% \times \text{fixed pay}$ . For the Defined Benefit Program, WIKA pays the contribution of  $19.2\% \times \text{Basic Pension Income (PhDP)}$ , and employees pay  $5\% \times \text{PhDP}$ . For the Defined Contribution Pension Program, WIKA pays  $12.5\% \times \text{PhDP}$  and employees pay  $5\% \times \text{PhDP}$ . The total pension funds paid in 2021 were Rp44.9 billion (PPMP) and Rp24.4 billion (PPIP). <sup>[201-3]</sup>

### Jumlah Karyawan yang Diikutsertakan dalam Program Pensiun

Number of Employees Participate in Pension Program

| Program                                                             | 2021  | 2020  | 2019  |
|---------------------------------------------------------------------|-------|-------|-------|
| Program Pensiun Manfaat Pasti   Defined Benefit Pension Program     | 522   | 552   | 583   |
| Program Pensiun Iuran Pasti<br>Defined Contribution Pension Program | 2.213 | 2.282 | 2.182 |
| Program Jaminan Hari Tua   Old Age Insurance Program                | 2.735 | 2.834 | 2.767 |

Karyawan dapat mengambil dana pensiun baik itu secara bulanan maupun sekaligus. Per akhir 2021 terdapat 56 orang karyawan yang pensiun.

#### **Pelatihan Karyawan Purna Bakti** [404-2]

WIKA sangat peduli dengan karyawan yang akan memasuki masa pensiun. Terdapat program berupa pelatihan bagi para karyawan yang telah memasuki masa purna bakti untuk mempersiapkan di hari pensiun agar lebih terencana dengan baik. Perseroan mengadakan Masa Persiapan Pensiun (MPP) untuk memberikan bekal pengetahuan mengenai manfaat pensiun, persiapan secara psikologis, kesehatan dan sebagainya. Pada tahun 2021 terdapat 27 karyawan yang mengikuti Program Masa Persiapan Pensiun.

Employees can withdraw the pension funds either monthly or lump sum. As of the end of 2021, as many as 56 employees have retired.

#### **Training for Retiring Employee** [404-2]

WIKA really cares about employees who are about to retire. There is a program in the form of training for employees who have entered their retirement period to be well-prepared for retirement. The Company held a Retirement Pre-retirement Period (MPP) to provide knowledge about retirement benefits, psychological preparation, health and so on. In 2021 there were 27 employees participating in the Pre-retirement Period Program.



**"Sejalan dengan operasi bisnis, WIKA senantiasa berkomitmen untuk menciptakan nilai bersama dan memberi dampak positif bagi masyarakat."**

**"In line with business operations, WIKA is always committed to creating shared value and giving a positive impact to the community."**



# **TUMBUH BERSAMA MASYARAKAT**

## **Growing with the Community**

Sebagai warga perusahaan yang baik (*good corporate citizen*), WIKA berkomitmen untuk membagi nilai-nilai dan dampak positif kepada masyarakat dan lingkungan sekitar. Kami menjalankan program pengembangan masyarakat yang juga diarahkan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan.

As a good corporate citizen, WIKA is committed to sharing positive values and impacts to the community and the surrounding environment. We carry out community development programs that are also aimed at supporting the achievement of the Sustainable Development Goals.

## **PENGELOLAAN ISU DAN RISIKO SOSIAL DI LOKASI PROYEK** **Management of Social Risk and Issues at Project Site**

WIKA memiliki lini bisnis utama di bidang konstruksi, dan mengerjakan proyek konstruksi memiliki potensi risiko-risiko terkait kondisi sosial masyarakat yang mungkin bersinggungan dengan kegiatan proyek. Isu sosial yang kami temukan yaitu tingginya tingkat pengangguran di daerah-daerah tertentu dan daerah sekitar proyek. Hal ini akan memicu meningkatnya premanisme dan kriminalitas seperti pencurian yang tentu saja bisa menjadi ancaman bagi proyek. Untuk mencegah hal tersebut, Tim Proyek WIKA akan berkoordinasi dengan kepolisian setempat dalam hal pengamanan area proyek dan sekitarnya. Selain itu, Tim Proyek WIKA akan merangkul perangkat Desa dan juga Karang Taruna untuk membantu memberikan saran terbaik mengenai solusi masalah tersebut. Beberapa inisiatif yang dilakukan untuk mengelola isu dan masalah sosial di sekitar proyek yaitu:

- Memberi mereka pekerjaan yang tidak membutuhkan keterampilan khusus misalnya kuli angkut dan mengelola kebersihan;
- Memberikan pelatihan untuk jenis pekerjaan tertentu, seperti petugas jaga lalu lintas kendaraan proyek, bagian keamanan, tukang las, dan lainnya.

WIKA's core business is in the construction sector and working on construction projects has potential risks for the social conditions of the community that may interfere with project activities. The social issue we found was the high unemployment rate in certain areas and the area around the project. Such condition will trigger an increase in thuggery and crime such as theft which can be a threat to the project. To prevent this, the WIKA Project Team coordinates with the local police in securing the project area and its surroundings. The WIKA Project Team will engage the Village officials as well as the Youth Organization to help provide the best advice on solutions to these problems. Some of the initiatives undertaken to manage social issues and problems around the project are:

- Providing jobs that do not require special skills such as porters and cleaning;
- Providing training for certain types of work, such as project vehicle traffic controllers, security guards, welders, and others.

## ▶ DESA TANGGUH WIKA [203-2]

### WIKTA Tangguh Village

Sesuai dengan Pilar WIKTA Hijau, WIKTA menjalankan program pemberdayaan masyarakat yang disinergikan dengan kebersihan lingkungan. Program ini bermula dari permasalahan sampah yang terus menumpuk hingga membentuk pulau sampah di muara Sungai Cisadane, Tangerang, Jawa Barat. Menanggapi fenomena tersebut, maka para penggiat lingkungan bersama dengan WIKTA berupaya untuk menyelesaikan permasalahan sampah yang dapat menghalangi tumbuh kembang mangrove.

Desa Tangguh WIKTA merupakan program pemberdayaan yang melibatkan masyarakat secara langsung sebagai subjeknya dalam menangani permasalahan sampah. Masyarakat tidak hanya menerima program yang sifatnya karikatif, namun juga terlibat sejak perencanaan, pelaksanaan program hingga *monitoring* dan evaluasi program. Hal ini dimaksudkan agar masyarakat dapat mencapai kemandirian dan program terus berjalan (*sustainable*) meskipun sudah *exit* program.

Serangkaian kegiatan yang dilakukan oleh Perseroan melalui program ini, yaitu manajemen pengelolaan bank sampah, pendampingan pengolahan bank sampah, penguatan kelembagaan BUMDes, dan pembuatan pupuk kompos. Program ini difokuskan pada pengelolaan lingkungan dengan memberdayakan masyarakat sekitar sehingga terjadi hubungan timbal balik yang saling menguntungkan.

Saat ini, Desa Tanjung Burung telah memiliki Bank Sampah yang dikelola oleh BUMDes. WIKTA terus melakukan pendampingan kepada masyarakat secara terpadu agar masyarakat memiliki keterampilan dalam mengelola sampah. Dengan berjalannya program ini, tidak hanya berdampak positif bagi lingkungan, namun juga dapat mendukung masyarakat untuk bertahan di masa pandemi COVID-19 melalui nilai ekonomi dari pengolahan sampah.



In line with the WIKTA Hijau (Green) Pillar, WIKTA carries out a community empowerment program that is synergized with environmental cleanliness. This program started from the problem of garbage that kept piling up and formed a garbage islet at the estuary of the Cisadane River, Tangerang, West Java. Responding to this phenomenon, environmental activists together with WIKTA were trying to solve the waste problem that can hinder the growth of mangroves.

WIKTA Tangguh Village is an empowerment program that directly engage the community as the subject in dealing with waste problems. The community not only on the receiving end of charitable programs, but is also involved from planning, implementing programs to monitoring and evaluating programs. This aims to enable the community to achieve independence and the program will be sustainable even though it has reached its exit phase.

A series of activities carried out by the Company through this program, include waste bank management, waste bank processing assistance, strengthening BUMDes institutions, and making compost. This program is focused on environmental management by empowering the surrounding community to establish mutually beneficial relationships.

Currently, Tanjung Burung Village has a Waste Bank managed by BUMDes. WIKTA continues to provide integrated assistance to the community to equip the community with skills in managing waste. This program implementation will not only have a positive impact on the environment but also can support the community to survive the COVID-19 pandemic through the economic value of waste treatment.

Program yang dijalankan mendapatkan antusiasme yang tinggi dari para penggiat, masyarakat yang terlibat hingga Pemerintah Desa Tanjung Burung. Pada akhir tahun 2019, Bank Sampah di Desa Tanjung Burung telah mendapatkan Surat Keputusan (SK) dari Kepala Desa yang sudah mengakui keberadaan Bank Sampah secara terorganisir dan melembaga.

WIKA menyadari bahwa keberhasilan program memerlukan evaluasi efektivitas dan pengukuran dampaknya bagi masyarakat. Oleh karenanya, WIKA melakukan perhitungan Social Return on Investment (SROI) untuk mengukur dampak dari keberadaan Bank Sampah Tanjung Burung. Untuk mengukur SROI dilakukan survei kepada 35 responden sebagai perwakilan yang terlibat dalam program. Nilai rasio SROI selama pelaksanaan program di 2020 dan 2021 adalah 1,48 dan 1,05 berturut-turut.

Keberadaan Bank Sampah Tanjung Burung telah memberikan dampak positif bagi penerima manfaat, di antaranya melalui peningkatan pendapatan, perubahan pola pikir untuk tidak membuang sampah ke sungai dan mampu memilah sampah. Selain itu, dampak program juga dirasakan oleh mitra/pelapak di sekitar Desa Tanjung Burung dengan adanya mesin penggilingan plastik yang dapat mereka manfaatkan.

The program has been welcomed with high enthusiasm from activists, the people involved and the Tanjung Burung Village Government. At the end of 2019, the Waste Bank in Tanjung Burung Village has been formalized with a Decree (SK) from the Village Head that acknowledged the existence of an organized and institutionalized Waste Bank.

WIKA realizes that the program's success needs to evaluate its effectiveness and its impact on society. Therefore, WIKA calculated the Social Return on Investment (SROI) to measure the impact of the Tanjung Burung Waste Bank. To measure SROI, WIKA has conducted a survey of 35 respondents as representatives, which are involved in the program. The value of the SROI ratio during program implementation in 2020 and 2021 is 1.48 and 1.05, respectively.

The existence of the Tanjung Burung Sampah Bank has had a positive impact on the beneficiaries, including increasing income, changing mindsets not to throw garbage into rivers and being able to sort waste. In addition, the impact of the program is also felt by partners around Tanjung Burung Village with the existence of a plastic milling machine that they can use.



### **EKONOMI | Economy**

**Rp1.500.000 /bulan | month**

Tambahan penghasilan per bulan bagi pekerja BUMDes

Additional monthly income for BUMDes employees



### **NATURE | Nature**

**159 Ton | tons**

**(2019 s/d 2021) | (2019 to 2021)**

Sampah yang telah diolah dan sehingga mengurangi pencemaran air sungai

Waste that has been treated and thus reduced river water pollution

### **SOSIAL | Social**

**1**

Bank sampah  
Waste bank

**20**

Pekerja BUMDes  
BUMDes workers

**300**

Nasabah bank sampah Tabur Banksa  
customers of the Tabur Banksa waste bank



### **WELLBEING**

**Rp4.420.000**

Dana masyarakat yang dikelola oleh BUMDes

Community funds managed by BUMDes

**20 Orang | people**

Mampu mengolah sampah menjadi pupuk kompos dan barang bernilai ekonomis

Able to process waste into compost and goods of economic value

**Output program:**  
Program output:

## **WIKA BERDAYAKAN USAHA MIKRO DAN KECIL (UMK) DALAM RANTAI PASOKAN [203-2]**

### **WIKA Empowers Micro and Small Enterprises (MSEs) in the Supply Chain**

Perseroan mendukung Permen BUMN No Per-05/MBU/04/2021 agar turut mendukung dan membina Usaha Mikro dan Usaha Kecil melalui program mitra binaan WIKA. Tidak hanya mementingkan kelangsungan bisnis, namun Perseroan berupaya untuk tetap memberikan manfaat kepada masyarakat. Melalui pelibatan UMK dalam proses bisnisnya, WIKA turut berkontribusi dalam membantu mereka di masa sulit dan mendukung Pemulihan Ekonomi Nasional (PEN).

The Company supports SOE Ministerial Regulation No. Per-05/MBU/04/2021 to participate in supporting and fostering Micro, Small and Medium Enterprises (MSMEs) through the WIKA fostered partner program. Aside from concern with business continuity, the Company strives to continue to provide benefits to the community. Through the involvement of MSEs in their business processes, WIKA also contributes to helping them in difficult times and supporting the National Economic Recovery (PEN) program.

Begitu banyak UMK di masa pandemi ini mengalami gangguan hingga kemunduran usaha. WIKA terus berkomitmen untuk tetap membantu masyarakat dalam pengembangan usaha untuk mendorong pemulihan bisnis mitra binaan. Pada tahun 2021 terdapat 259 kontrak dengan UMK mitra binaan senilai Rp37,62 miliar.

Seiring dengan berkembangnya teknologi dan digitalisasi pasar melalui *e-commerce*, WIKA berupaya untuk membuat terobosan baru agar dapat membantu mitra binaan dalam tantangan perkembangan jaman. Terlebih lagi masa pandemi COVID-19 memaksa para pelaku UMK untuk memasarkan produk dan jasa secara daring agar tetap dapat bersaing. Oleh karenanya, Perseroan bersama dengan mitra binaan mengembangkan sebuah program yang terintegrasi melalui *platform* digital.

#### WIKA Smart Block [203-2]

WIKA Smart Block merupakan wadah bagi para mitra binaan WIKA untuk menunjukkan/memasarkan produk yang dihasilkan yang dapat diakses secara daring. *Platform* ini juga berfungsi untuk mengelola dan mengetahui perkembangan promosi para mitra binaan secara terintegrasi. WIKA Smart Block memungkinkan untuk memantau perkembangan setiap UMK sehingga dapat terlacak *traffic* pengunjung, transaksi bulanan setiap toko dan dapat menilai toko yang paling populer. Konsep WIKA Smart Block memiliki 3 komponen utama:

- Menyediakan *booth/stand (block)* untuk *display/market* khusus produk mitra binaan WIKA;
- System Informasi Digital (Smart IT), yang dikembangkan melalui pengelolaan *database* mitra binaan WIKA menjadi *e-catalog* dan *web commerce*;
- Promosi melalui sosial media yang terintegrasi dengan sistem WIKA Smart Block, akun sosial media WIKA dan akun sosial media mitra binaan.

During this pandemic many MSEs' businesses were disrupted and experienced setbacks. WIKA stays committed to help the community in business development to boost the recovery of the fostered partners' businesses. In 2021 there were 259 contracts with MSEs' of fostered partners worth Rp37.62 billion.

Along with the development of technology and market digitization through *e-commerce*, WIKA attempted to make new breakthroughs in order to help foster partners during the challenging times. Moreover, the COVID-19 pandemic has forced MSEs actors to market their products and services online in order to remain competitive. Therefore, the Company together with fostered partners developed an integrated program through a digital platform

#### WIKA Smart Block [203-2]

WIKA Smart Block is a platform for WIKA fostered partners to display/market their products that can be accessed online. This platform also functions to manage and monitor the promotion progress of the fostered partners in an integrated manner. WIKA Smart Block makes it possible to monitor the development of each MSEs to track visitor traffic, monthly transactions for each store and can assess the most popular stores. The WIKA Smart Block concept has 3 main components:

- Providing booths/stands (blocks) for displays/markets for WIKA fostered partners' products;
- Digital Information System (Smart IT), which was developed through database management of WIKA's fostered partners into *e-catalog* and *web commerce*;
- Promotion through social media integrated with the WIKA Smart Block system, WIKA social media accounts, and social media accounts of fostered partners.



**651**

Jumlah mitra binaan WIKA s/d 2021  
Number of WIKA fostered partners  
as of 2021



**259**

Data mitra binaan baru di 2021  
New fostered partner data in 2021



**141%**

Kenaikan jumlah mitra binaan  
Increase in number of fostered  
partners

## ▶ **MEMAJUKAN PENDIDIKAN DI INDONESIA**

### **Promoting Education In Indonesia**

#### **WIKA Mengajar**

Program WIKA Mengajar adalah rangkaian dari Pilar WIKA Pintar. Direksi dan manajemen WIKA ikut serta dalam kegiatan belajar dan menyalurkan ilmunya kepada para siswa. Kegiatan ini tersebar di seluruh wilayah kerja atau proyek WIKA, dengan harapan generasi muda saat ini memiliki semangat dan kemauan yang tinggi untuk terus belajar dan meningkatkan kapasitas dirinya. Program WIKA Mengajar dapat terus memberikan hasil yang positif bagi pendidikan di Indonesia dalam jangka panjang.

#### **WIKA Mengajar 10.000 Akademisi**

WIKA memiliki program belajar digital konstruksi atau *Building Information Modelling* (BIM) dengan sistem pembelajaran terpadu untuk akademisi dan *professional engineer* di Indonesia. Pelaksanaan BIM *e-learning* hingga saat ini terdapat 3.257 peserta terdaftar yang terdiri dari akademisi dan WIKA Engineer yang berasal dari 31 Provinsi di Indonesia. Sementara untuk instansi yang terdaftar sebanyak 261 instansi dengan kategori jenis kelas bidang *Modelling*, *Conceptual Modelling*, *Scheduling & Simulation* dan *Animation*. Valuasi BIM *e-learning* yang dimulai sejak tahun 2020 diawali dengan 1.500 peserta dengan total biaya Rp2,2 miliar, pada tahun 2021 memiliki total peserta 3.257 peserta atau meningkat 217% dari tahun sebelumnya dengan valuasi biaya sebesar Rp4,89 miliar. Sementara proyeksi untuk tahun 2022, WIKA optimis dapat memberikan pelatihan kepada 10.000 peserta dengan rencana valuasi sebesar Rp15 miliar.

#### **Beasiswa**

WIKA mendukung pendidikan di Indonesia melalui pemberian beasiswa kepada siswa di tingkat Sekolah Dasar hingga Perguruan Tinggi. Terdapat seleksi yang cukup ketat dengan penilaian terhadap nilai akademik, prestasi kejuaraan dan juga karena secara ekonomi layak untuk mendapatkan bantuan biaya pendidikan. Terdapat bantuan beasiswa kepada putra-putri anggota TNI dan POLRI di tingkat perwira pertama ke bawah.

#### **WIKA Mengajar**

The WIKA Mengajar Program is a part of WIKA Pintar Pillar. WIKA's directors and management participate in learning activities and impart their knowledge to students. This program is conducted across WIKA's work areas or projects, with the hope that today's young generation has the eagerness and willingness to continue learning and build their capacity. The WIKA Mengajar program will continue to provide positive results for education in Indonesia in the long term.

#### **WIKA Mengajar for 10,000 Academics**

WIKA has a digital construction learning program, Building Information Modeling (BIM), with an integrated learning system for academics and professional engineers in Indonesia. To date, the BIM e-learning has 3,257 registered participants consisting of academics and WIKA Engineers from 31 provinces in Indonesia. Meanwhile, there are 261 registered agencies with categories of class types in Modeling, Conceptual Modeling, Scheduling & Simulation and Animation. The valuation of BIM E-learning which began in 2020 with 1,500 participants and total cost of Rp2.2 billion, in 2021 the number of participants was 3,257 or an increase of 217% from the previous year with a cost valuation of Rp4.89 billion. While the projection for 2022, WIKA is optimistic to be able to provide training to 10,000 participants with a planned valuation of Rp15 billion.

#### **Scholarship**

WIKA supports education in Indonesia by providing scholarships to students at the Elementary School up to Higher Education levels. The selection is conducted strictly with an assessment of academic scores, championship achievements as well as economically eligible to receive tuition assistance. There is scholarship assistance for the children of members of the Indonesian Armed Forces (TNI) and National Police (POLRI) at the first officer level and below.

### **Pendidikan bagi Penyandang Disabilitas**

Kontribusi WIKA dalam upaya memajukan pendidikan di Indonesia juga direalisasikan dengan bantuan pendidikan untuk kaum disabilitas. Kami mendorong teman-teman disabilitas agar mendapatkan pendidikan yang layak dan dapat mendukung fasilitas pendidikannya. WIKA bersinergi dengan Dinas Sosial DKI Jakarta untuk beasiswa kuliah serta memberikan fasilitas Kendaraan Motor Listrik GESITS kepada atlet *paralympic*.

### **Perbaikan Infrastruktur Pendidikan**

Kelengkapan fasilitas belajar dan mengajar menjadi poin penting untuk mendukung peningkatan kualitas pendidikan. WIKA memberikan fasilitas belajar dan mengajar seperti bantuan jaringan internet dan laptop di enam provinsi yaitu Sumatera Selatan, Sumatera Barat, Jawa Barat, Nusa Tenggara Timur, Nusa Tenggara Barat, dan Sulawesi Utara. Di Pulau Komodo, Nusa Tenggara Timur, Purwakarta, dan Bekasi, dilakukan renovasi pada sejumlah sekolah dan memberikan kelengkapan perpustakaan dengan membangun pojok baca. Di samping itu, kami juga memberikan beberapa alat belajar mengajar di beberapa sekolah sekitar wilayah proyek.

### **WIKA Memfasilitasi Rumah Karakter Anak Sholeh**

WIKA mendukung Rumah Anak Sholeh (RAS) untuk membangun karakter anak. Rumah Anak Sholeh atau Rumah Karakter yakin akan membawa manfaat yang semakin luas dalam proses pendampingan karakter anak-anak negeri. Salah satu nilai yang ingin dihidupkan pada diri anak-anak di Rumah Anak Sholeh adalah Nilai Damai, yang dilatarbelakangi oleh anak-anak yang sulit untuk bersikap tenang. Nilai-nilai yang ditanamkan antara lain, kejujuran, kasih sayang, perbedaan, tenggang rasa, dan tanggung jawab.

### **Education for People with Disabilities**

WIKA's contribution in efforts to promote education in Indonesia is also realized with educational assistance for people with disabilities. We encourage friends with disabilities to get a proper education and be able to support their educational facilities. WIKA synergizes with the Jakarta Province Social Affairs Agency for college scholarships and provides facilities for the GESITS Electric Motorcycle for paralympic athletes.

### **Education Infrastructure Improvement**

The complete teaching and learning facilities is essential to improve the quality of education. WIKA provides learning and teaching facilities such as internet and laptop network assistance in six provinces, namely South Sumatra, West Sumatra, West Java, East Nusa Tenggara, West Nusa Tenggara, and North Sulawesi. On Komodo Island, East Nusa Tenggara, Purwakarta, and Bekasi, a number of schools were renovated and provided library facilities by building reading corners. In addition, we also provide some teaching and learning tools in several schools around the project area.

### **WIKA Supports Facilities for Rumah Anak Sholeh Character Building Center**

WIKA supports Rumah Anak Sholeh (RAS) to build children's character. The RAS or the Character Building Center is believed to be able to bring wider benefits in the process of mentoring in shaping the character of the nation's children. One of the values to be embedded in the children at the RAS is the Value of Peace, which is inspired by the children who find it difficult to be calm. The values instilled include honesty, compassion, diversity, tolerance, and responsibility.

## ▶ BANTUAN FILANTROPI

### Philanthropic Assistance

#### Bantuan Sembako

WIKI merespon berbagai kejadian di tengah-tengah masyarakat dengan bergerak cepat menyalurkan bantuan. Di 2021, telah dibagikan lebih dari 5.000 paket sembako di sekitar wilayah operasi, korban bencana alam, veteran, panti asuhan, dan masyarakat lainnya yang membutuhkan.

#### Grocery Package Assistance

WIKI responds to various events in the community by moving quickly to distribute assistance. In 2021, more than 5,000 grocery packages have been distributed around the operational area, victims of natural disasters, veterans, orphanages, and other communities in need.

#### Bantuan untuk Korban Tanah Longsor

WIKI merespon bencana alam yang menimpa warga di Purwakarta, Jawa Barat, dengan memberikan bantuan berupa 10 tenda peleton dan juga palet. Tenda tersebut digunakan warga untuk tempat pengungsian sementara serta menjadi pusat koordinasi.

#### Assistance for Landslide Victims

WIKI responded to the natural disaster that hit residents in Purwakarta, West Java, by providing assistance in the form of 10 platoon tents and pallets. The tents were used by residents for temporary shelter as well as a coordination center.

#### Fasilitas Kolam Renang Hangat

WIKI menyalurkan bantuan ke Yayasan Penyandang Cacat di Jakarta Selatan. Melalui bantuan kolam renang hangat, WIKI telah berkontribusi dalam penyediaan sarana dan prasarana penunjang serta dapat membantu teman-teman difabel untuk berolahraga dengan sarana yang memadai.

#### Heated Pool Facility

WIKI distributed assistance to the Foundation for People with Disabilities in South Jakarta. Through the help of heated pool, WIKI has contributed to the provision of supporting facilities and infrastructure and can help people with disabilities to exercise with adequate facilities.

#### Bantuan untuk Korban Banjir

Banjir yang melanda DKI Jakarta telah mengganggu berbagai aktivitas sehari-hari masyarakat. WIKI mendirikan Posko Tanggap Darurat yang bertujuan untuk menjadi pusat koordinasi sekaligus tempat pengungsian sementara. Kami menyalurkan bantuan dengan mengirimkan bahan makanan dan kebutuhan logistik lainnya yang dibutuhkan oleh korban banjir.

#### Assistance for Flood Victims

Floods that hit DKI Jakarta have disrupted various people's daily activities. WIKI formed the Emergency Response Post as a coordination center as well as a temporary shelter. We distributed assistance by sending food and other logistics needed by flood victims.

#### Bantuan Hewan Qurban

WIKI memberikan bantuan sejumlah hewan qurban kepada beberapa masjid yang ada di wilayah Jakarta dan Jawa Barat. Kegiatan ini merupakan wujud kepedulian WIKI untuk selalu hadir dan berbagi kepada masyarakat untuk dapat merayakan hari besar agama ketika masa pandemi COVID-19.

#### Sacrificial Animal Assistance

WIKI donated a number of sacrificial animals to several mosques in Jakarta and West Java areas. This donation was a form of WIKI's contribution to be always present and share with the community to celebrate religious holidays during the COVID-19 pandemic.

#### Workshop Memasak

Dalam rangka menindaklanjuti kebutuhan ibu-ibu di DKI Jakarta dan Yogyakarta untuk mengembangkan keterampilan di bidang memasak, WIKI mengadakan *workshop* memasak. Pelatihan ini diharapkan dapat mendukung peserta untuk dapat mengembangkan usahanya dalam bidang kuliner.

#### Cooking Workshop

In order to follow up the needs of mothers in Jakarta and Yogyakarta to develop cooking skills, WIKI held a cooking workshop. The workshop was expected to support participants to be able to develop their culinary business.

#### Bantuan untuk Korban Kebakaran

WIKI berkolaborasi dengan PT Angkasa Pura 2 menyalurkan bantuan tanggap darurat bagi masyarakat kampung adat Baduy yang tertimpa musibah kebakaran. Kebakaran tersebut telah melahap sejumlah rumah warga dan lumbung padi sehingga perlu adanya perhatian yang serius untuk kelangsungan hidup masyarakat.

#### Assistance for Fire Victims

WIKI collaborated with PT Angkasa Pura 2 to distribute emergency response assistance for the Baduy village community who were affected by the fire. The fire has destroyed residents' houses and rice barns therefore serious attention was needed for the community to continue their lives.

#### Pembangunan Infrastruktur Ibadah

Kepedulian WIKI dalam menyediakan tempat ibadah yang nyaman untuk masyarakat diwujudkan dengan melakukan pembangunan dan renovasi beberapa tempat ibadah.

#### Worship Infrastructure Development

WIKI's concern in providing a comfortable house of worship for the community was manifested by building and renovating several houses of worship.

#### Seminar Parenting

Seminar *parenting* bertujuan untuk memberikan informasi kepada orang tua tentang pentingnya orang tua dalam pendidikan dan pengasuhan anak. Seminar ini diharapkan dapat meningkatkan peran orang tua di rumah, mengingat bahwa orang tua merupakan sekolah pertama bagi anak-anaknya.

#### Parenting Seminar

The parenting seminar aims to provide information to parents about the importance of parents in education and parenting. This seminar was expected to increase the role of parents at home, considering that parents are the first school for their children.

## ▶ **WIKa MENDUKUNG MASYARAKAT UNTUK TETAP SEHAT**

### **WIKa Supports Community to Remain Healthy**

WIKa mendukung pembangunan masyarakat yang sehat di Indonesia. Beberapa kegiatan yang telah dilakukan oleh WIKa sepanjang tahun 2021 di bidang kesehatan, antara lain:

1. Donor darah merah yang dilakukan sebanyak 4 kali dalam setahun atau 3 bulan sekali di WIKa Pusat yang diikuti oleh Direksi dan karyawan WIKa;
2. Donor darah konvalesen, yang dilakukan sebanyak 2 kali sepanjang 2021, yang merupakan upaya mereduksi jumlah masyarakat terpapar COVID-19;
3. Vaksin untuk masyarakat sebanyak 2 tahap dengan total peserta vaksin sekitar 6.000 orang;
4. Mendukung vaksin di beberapa instansi seperti Dinas Sosial Jakarta Timur dan Dinas Kesehatan;
5. Pengadaan vitamin untuk karyawan dan masyarakat;
6. Swab Antigen untuk karyawan dan masyarakat.

WIKa supports the development of healthy communities in Indonesia. Several activities have been carried out by WIKa during 2021 in the health sector, including:

1. Donation of red blood 4 times a year or every 3 months at WIKa Head Office at which is attended by Directors and WIKa employees;
2. Convalescent blood donation, which was carried out 2 times throughout 2021, which was an effort to reduce the number of people exposed to COVID-19;
3. Vaccines for the community in 2 stages with a total of 6,000 vaccine participants;
4. Supporting vaccines in several agencies such as East Jakarta Social Affairs Agency and the Health Agency;
5. Procurement of vitamins for employees and the community;
6. Antigen Swab for employees and the community.

## ▶ **KEPEDULIAN TERHADAP LINGKUNGAN HIDUP**

### **Environmental Awareness**

Kehidupan dan tempat tinggal masyarakat tak lepas dari lingkungan hidup. WIKa berupaya membangun lingkungan hidup yang asri sehingga nyaman bagi masyarakat yang tinggal di sekitarnya, dengan melaksanakan program penanaman pohon. Selain itu, kami juga berupaya meningkatkan nilai keanekaragaman hayati untuk mendukung keseimbangan ekosistem.

#### **Penanaman Pohon Produktif dan Pohon Buah**

Guna melestarikan keanekaragaman hayati di Indonesia, WIKa melakukan kegiatan penanaman pohon di sekitar proyek. Kegiatan tersebut tersebar di proyek WIKa di seluruh provinsi, di sekitar kantor pusat WIKa, Jakarta, dan di Desa Tangguh WIKa, Tangerang. Kami juga mendukung dalam Program Hari Tanam Pohon Sedunia dengan mengadakan pengumpulan donasi bersama BUMN lainnya, agar kegiatan pelestarian lingkungan dapat terlaksana melalui sinergitas dengan berbagai pihak.

The community's lives and residences cannot be separated from the environment. WIKa strives to build a beautiful living environment that is comfortable for the community living in the vicinity, by implementing a tree planting program. In addition, we also have attempted to increase the value of biodiversity to support ecosystem balance.

#### **Planting Productive Trees and Fruit Trees**

In order to preserve biodiversity in Indonesia, WIKa has conducted tree planting activities around the projects. These activities are spread across WIKa's projects in all provinces, around WIKa's head office, Jakarta, and in WIKa's Tangguh Village, Tangerang. We also support the World Tree Planting Day Program by collecting donations with other SOEs, to carry out environmental conservation activities through synergy with various parties.

### Transplantasi Terumbu Karang

Transplantasi terumbu karang merupakan komitmen keberlanjutan untuk melestarikan lingkungan hidup bawah laut dan memberikan manfaat bagi masyarakat khususnya nelayan. WIKA berkolaborasi dengan AirNAV Indonesia untuk menjalankan program tersebut di Pantai Waecicu, Labuan Bajo, Nusa Tenggara Timur. Sebanyak 3.000 bibit karang hidup ditanam menggunakan metode jaring laba-laba, dengan jenis terumbu karang *Arcphora Sp.* Pemilihan Labuan Bajo sebagai lokasi kegiatan juga merupakan upaya untuk mendukung daerah yang telah ditetapkan sebagai Destinasi Pariwisata Super Prioritas (DPSP) oleh pemerintah. Hingga tahun 2021, luas transplantasi terumbu karang yang dilakukan WIKA mencapai 150 m<sup>2</sup>.

### Penanaman Mangrove

Bentuk kepedulian WIKA terhadap lingkungan masyarakat diwujudkan dengan penanaman mangrove di Desa Tanjung Burung. Bermula dari permasalahan sampah di Sungai Cisadane yang mengganggu tumbuh kembang mangrove, WIKA bersama para penggiat lingkungan berupaya menangani permasalahan sampah dilanjutkan dengan penanaman mangrove. Penanaman mangrove sebanyak 100 bibit dilaksanakan di pantai hilir Sungai Cisadane. Inisiatif ini dilaksanakan karena WIKA melihat adanya potensi untuk membangun wisata edukasi mangrove di lokasi tersebut.

### Coral Reef Transplantation

Coral reef transplantation is a sustainability commitment to preserving the underwater environment and provide benefits to the community, especially fishermen. WIKA collaborated with AirNAV Indonesia to carry out the program at Waecicu Beach, Labuan Bajo, East Nusa Tenggara. A total of 3,000 live coral seedlings were planted using the spider web method, with the coral reef species *Arcphora Sp.* The selection of Labuan Bajo as the location of the activity is also an effort to support the area that has been designated as a Super Priority Tourism Destination (DPSP) by the government. Until 2021, the area of coral reef transplants carried out by WIKA reached 150 m<sup>2</sup>.

### Mangrove Planting

WIKA's concern for the community's environment is manifested by planting mangroves in Tanjung Burung Village. Starting from the waste problem in the Cisadane River which disturbed the growth of mangroves, WIKA together with environmental activists attempted to address the waste problems followed by planting mangroves. A total 100 mangrove seedlings were planted on the bank of the Cisadane River downstream. This initiative was implemented because WIKA saw the potential to build mangrove educational tourism in the location.

### Pengadaan Sanitasi dan Air Bersih



Pembangunan irigasi untuk pertanian di Gunung Kidul, Yogyakarta.  
Construction of irrigation for agriculture in Gunung Kidul, Yogyakarta.



Pembangunan sanitasi air bersih di Labuan Bajo, Nusa Tenggara Timur.  
Development of clean water sanitation in Labuan Bajo, East Nusa Tenggara.

### Provision of Sanitation and Clean Water



Pembangunan sanitasi air bersih di Wonosobo, Jawa Tengah.  
Construction of clean water sanitation in Wonosobo, Central Java.



Pembangunan smart water melalui kolaborasi BUMN di Sukabumi, Jawa Barat.  
Smart water development through SOE collaboration in Sukabumi, West Java.

## **TATA KELOLA BERKELANJUTAN** **Sustainable Governance**



Prinsip *Good Corporate Governance* (GCG) telah diterapkan WIKA dalam operasionalnya. Berdasarkan struktur organisasi, Direksi memegang kendali terhadap pelaksanaan dan pengendalian kegiatan operasional yang diawasi oleh Dewan Komisaris. Masing-masing Direktorat dipimpin oleh Direktur, yang membawahi divisi-divisi yang di dalamnya juga mengelola aspek ekonomi, sosial, dan lingkungan, sesuai garis wewenang yang telah ditentukan dalam struktur organisasi. Secara kolektif, Direksi bertanggung jawab terhadap kinerja aspek ekonomi, sosial, dan lingkungan di dalam perusahaan. Struktur tata kelola WIKA dapat diakses pada Laporan Tahunan 2021 Bab Struktur Organisasi halaman 168. [102-18, 102-20, 102-26, 102-29]

### **Komposisi Direksi dan Dewan Komisaris**

[102-22]

Informasi organ tata kelola tertinggi dan komitennya terdapat dalam Laporan Tahunan, yang dapat diakses pada:

- Bab Direksi, halaman 542;
- Bab Dewan Komisaris, halaman 516;
- Bab Organ Pendukung Dewan Komisaris, halaman 603.

The principles of Good Corporate Governance (GCG) have been implemented by WIKA in our operations. Based on the organizational structure, the Board of Directors has control over the implementation and control of operational activities under the supervision of the Board of Commissioners. Each Directorate is led by a Director, who oversees the divisions, in which also manage economic, social and environmental aspects, according to the line of authority that has been determined in the organizational structure. Collectively, the Board of Directors is responsible for the performance of the economic, social and environmental aspects of the company. WIKA's governance structure can be accessed in the Annual Report 2021 Chapter Organization Structure page 168. [102-18, 102-20, 102-26, 102-29]

### **Composition of Board of Directors and Board of Commissioners**

[102-22]

Information on the highest governance organs and their committees can be found in the Annual Report, which can be accessed at:

- Board of Directors Chapter, page 542;
- Board of Commissioners Chapter, page 516;
- Supporting Organs of the Board of Commissioners Chapter, pages 603.

### Nominasi dan Seleksi Direktur [102-24]

Proses nominasi dan seleksi kandidat anggota Direktur mengacu pada peraturan Menteri BUMN No. PER-03/MBU/02/2015 tentang Persyaratan, Tata Cara Pengangkatan dan pemberhentian Anggota Direksi Badan Usaha Milik Negara. Calon Direksi diusulkan Komite Nominasi, Remunerasi dan GCG (NRG) kepada Dewan Komisaris. Pengungkapan kriteria dan syarat nominasi dan suksesi Direksi diungkapkan dalam Laporan Tahunan Bab Kebijakan Suksesi Direksi halaman 643.

### Independensi Anggota Direksi [102-23]

WIKA mewajibkan setiap anggota Direksinya untuk menjaga independensi dan tidak merangkap jabatan eksekutif lainnya sesuai dengan aturan Undang-Undang yang berlaku. Segala informasi terkait independensi anggota Direksi diungkapkan dalam Laporan Tahunan Bab Kebijakan Rangkap Jabatan Direksi halaman 559.

### Benturan Kepentingan [102-25]

WIKA menghindari segala bentuk benturan kepentingan (*conflict of interest*) dengan memilih pejabat di level Direksi, Dewan Komisaris, Kepala Divisi hingga level manajerial dengan pertimbangan profesional dan integritas. Setiap anggota Direksi WIKA tidak memiliki hubungan afiliasi dengan sesama anggota Direksi, anggota Dewan Komisaris, maupun Pemegang Saham Pengendali.

Informasi lebih lengkap mengenai benturan kepentingan dapat diakses pada:

- Bab Hubungan Afiliasi Anggota Direksi, Dewan Komisaris, dan Pemegang Saham Pengendali, halaman 561;
- Bab Pengelolaan Benturan Kepentingan Direksi, halaman 562.

### Nomination and Selection of Directors [102-24]

The process of nomination and selection of candidates for members of the Board of Directors refers to the regulation of the Minister of SOEs No. PER-03/MBU/02/2015 concerning Requirements, Procedures for Appointment and Dismissal of Members of the Board of Directors of State-Owned Enterprises. The candidates are nominated by the Nomination, Remuneration and GCG Committee (NRG) to the Board of Commissioners. Disclosure of criteria and requirements for the nomination and succession of the Board of Directors is disclosed in the Annual Report, Chapter the Policy on the Succession of the Board of Directors, page 643.

### Independence of Members of the Board of Directors [102-23]

WIKA requires each member of its Board of Directors to maintain independence and not hold other executive positions in accordance with the applicable laws and regulations. All information related to the independence of the members of the Board of Directors is disclosed in the Annual Report Chapter of the Policy on Multiple Positions of the Board of Directors page 559.

### Conflict of Interest [102-25]

WIKA avoids all forms of conflict of interest by selecting officers at the level of the Board of Directors, Board of Commissioners, Head of Division to managerial levels with professional considerations and integrity. Each member of the Board of Directors of WIKA has no affiliation with fellow members of the Board of Directors, members of the Board of Commissioners, or Controlling Shareholders.

Complete information regarding conflicts of interest can be accessed at:

- Chapter Affiliation Relationship of Members of the Board of Directors, Board of Commissioners, and Controlling Shareholders, page 561;
- Chapter Management of Conflict of Interest for Directors, page 562.

### **Pengembangan Pengetahuan Terkait Topik Ekonomi, Sosial, dan Lingkungan** [102-27]

Setiap industri akan menghadapi tantangan yang tidak menentu, tidak terkecuali industri konstruksi. Guna menghadapi tantangan, Direksi perlu untuk mengembangkan pengetahuan dan kompetensinya, untuk menghadapi tantangan mengenai isu ekonomi, sosial, lingkungan dan isu-isu keberlanjutan lainnya. Informasi pengembangan kompetensi anggota Direksi WIKA terdapat dalam Laporan Tahunan Bab Pendidikan dan/atau Pelatihan Dewan Komisaris, Direksi, Komite-Komite, Sekretaris Perusahaan dan Unit Audit Internal, halaman 257.

### **Penilaian Kinerja Direksi** [102-28]

Kinerja Direksi WIKA dinilai dan dievaluasi setiap tahunnya melalui beberapa prosedur, antara lain pemenuhan target kinerja dan penilaian implementasi GCG sesuai SK-16/S.MBU/2012. Informasi lengkap mengenai penilaian kinerja direksi dapat diakses dalam Laporan Tahunan Bab Penilaian Kinerja Direksi, halaman 567.

### **Delegasi Wewenang dan Tanggung Jawab Terkait Topik Ekonomi, Sosial, dan Lingkungan** [102-19, 102-20, 102-26]

Pelaksanaan tanggung jawab sosial perusahaan dilaksanakan WIKA mengikuti standar ISO 26000. Implementasi ISO 26000 memiliki tujuh *core subject* yaitu tata kelola, praktik ketenagakerjaan, Hak Asasi Manusia (HAM), lingkungan, prosedur operasi yang wajar, isu konsumen, serta pelibatan dan pengembangan masyarakat.

### **Knowledge Development on Economic, Social, and Environmental Topics** [102-27]

Every industry will face uncertain challenges, and the construction industry is no exception. The Board of Directors needs to enhance their knowledge and competence to face challenges in economic, social, environmental and other sustainability issues. Information on competency development for members of WIKA's Board of Directors is contained in the Annual Report of the Education and/or Training for Board of Commissioners, Board of Directors, Committees, Corporate Secretary and Internal Audit Unit, page 257.

### **Board of Directors Performance Assessment** [102-28]

The performance of WIKA Board of Directors is assessed and evaluated annually through several procedures, including the fulfillment of performance targets and the assessment of GCG implementation in accordance with Decree No. SK-16/S.MBU/2012. Complete information regarding the performance assessment of the Board of Directors can be accessed in the Annual Report of the Board of Directors Performance Assessment Chapter, page 567.

### **Delegation of Authorities and Responsibilities Regarding Economic, Social, and Environmental Topics** [102-19, 102-20, 102-26]

The implementation of corporate social responsibility is carried out by WIKA following the ISO 26000 standard. The implementation of ISO 26000 has seven core subjects, namely governance, employment practices, human rights, the environment, reasonable operating procedures, consumer issues, as well as community involvement and development.

**Identifikasi penanggung jawab implementasi tanggung jawab sosial perusahaan berbasis ISO 26000:**  
 Identification of person in charge of implementing corporate social responsibility based on ISO 26000:

| Subyek Inti<br>Core Subject                                                    | Penanggung Jawab di Lingkup WIKA<br>Person in Charge in WIKA                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tata kelola perusahaan<br>Corporate governance                                 | Sekretariat Perusahaan (Departemen Corporate Relations)<br>Corporate Secretariat (Corporate Relations Department)                                                                                                                                                                       |
| Praktik ketenagakerjaan<br>Labor practices                                     | Divisi Human Capital<br>Human Capital Division                                                                                                                                                                                                                                          |
| HAM<br>Human rights                                                            | Divisi Human Capital<br>Human Capital Division                                                                                                                                                                                                                                          |
| Lingkungan<br>Environment                                                      | Divisi Quality, Health, Safety, and Environment<br>Quality, Health, Safety, and Environment Division                                                                                                                                                                                    |
| Prosedur operasi yang wajar<br>Fair operating procedure                        | Satuan Pengawasan Intern<br>Internal Audit Unit                                                                                                                                                                                                                                         |
| Isu konsumen<br>Consumer issues                                                | Divisi Pemasaran Strategis, Departemen Pemasaran Infrastruktur, Departemen Pemasaran EPCC, Departemen Pemasaran Bangunan Gedung & Luar Negeri<br>Strategic Marketing Division, Infrastructure Marketing Department, EPCC Marketing Department, Building & Overseas Marketing Department |
| Pelibatan dan pengembangan masyarakat<br>Community involvement and development | Sekretariat Perusahaan (Unit TJSL)<br>Company Secretariat (PKBL Unit)                                                                                                                                                                                                                   |

**Tinjauan atas Kinerja Ekonomi, Sosial, dan Lingkungan** [102-31, 102-33, 102-34]

Kinerja keberlanjutan yang mencakup aspek ekonomi, sosial dan lingkungan ditinjau secara berkala oleh *top management* melalui rapat Direksi maupun rapat gabungan antara Direksi dengan Dewan Komisaris dan komite di bawahnya. Peninjauan ini meliputi dampak, risiko, dan peluang terhadap bisnis WIKA serta diskusi penentuan keputusan yang hasilnya akan disampaikan kepada divisi terkait untuk ditindaklanjuti. Terdapat beberapa isu terkait keberlanjutan, antara lain kinerja QHSE, temuan audit eksternal, proyek ramah lingkungan, serta kinerja Perseroan secara keseluruhan. Setiap terdapat isu yang dianggap kritis, maka *top management* akan meninjau isu-isu tersebut serta mendiskusikan pengambilan keputusannya. Selain melaksanakan rapat internal, WIKA melaksanakan Rapat Dengar Pendapat di

**Review on Economic, Social, and Environmental Performance** [102-31, 102-33, 102-34]

Sustainability performance which covers economic, social, and environmental aspects is reviewed regularly by top management through Board of Directors meetings and joint meetings between the Board of Directors and the Board of Commissioners and its supporting committees. This review includes the impacts, risks, and opportunities on WIKA's business as well as discussions on decision making, the results will be submitted to the relevant divisions for follow-up. There are several issues related to sustainability, including QHSE performance, external audit findings, environmentally friendly projects, as well as the Company's overall performance. Every time there are issues that are considered critical, top management will review these issues and discuss to make their decision. In addition to holding internal meetings, WIKA conducts

tingkat pemerintahan yang diikuti oleh Direksi maupun Komisaris. Informasi terkait rapat Direksi dan agenda rapat telah diungkapkan dalam Laporan Tahunan WIKA 2021 Bab Rapat Dewan Komisaris dan Direksi, halaman 589.

### **Mengelola Risiko Aspek Ekonomi, Sosial, dan Lingkungan** [102-11, 102-15, 102-29, 102-30]

WIKA mengidentifikasi dan mengelola risiko-risiko yang berkaitan dengan aspek ekonomi, sosial, dan lingkungan. Pada aspek sosial WIKA menghadapi risiko K3 dan *human capital*, sedangkan aspek lingkungan berkaitan dengan risiko dampak lingkungan pengerjaan proyek konstruksi. WIKA telah menilai risiko-risiko yang dihadapi sesuai dengan ISO 31000:2018. Untuk aspek ekonomi, risiko-risiko bisnis yang berpengaruh pada keuangan Perseroan telah diungkapkan pengelolaannya dalam Laporan Tahunan WIKA 2021.

WIKA menerapkan sistem manajemen terintegrasi untuk mengelola risiko, yang terdiri atas Sistem Manajemen Keselamatan dan Kesehatan Kerja, Sistem Manajemen Risiko, Sistem Manajemen Mutu, Sistem Manajemen Pengamanan dan Sistem Manajemen Lingkungan, serta Sistem Manajemen Anti Penyuapan. Sistem manajemen terintegrasi ini didukung oleh peran Divisi Manajemen Risiko & PMO yang memiliki fungsi utama dalam menerapkan, mengembangkan dan menilai sistem manajemen risiko di tingkat perusahaan yang terintegrasi dari semua fungsi manajemen.

WIKA membagi implementasi manajemen risiko menjadi dua, yaitu sistem manajemen risiko tingkat korporasi dan sistem manajemen risiko tingkat proyek. Keduanya dikelola dan memiliki struktur organisasi yang terpisah.

public hearings at the government level which are attended by the Board of Directors and Commissioners. Information related to the Board of Directors meeting and the agenda of the meeting has been disclosed in the WIKA Annual Report 2021, Chapter Board of Commissioners and Board of Directors Meetings, page 589.

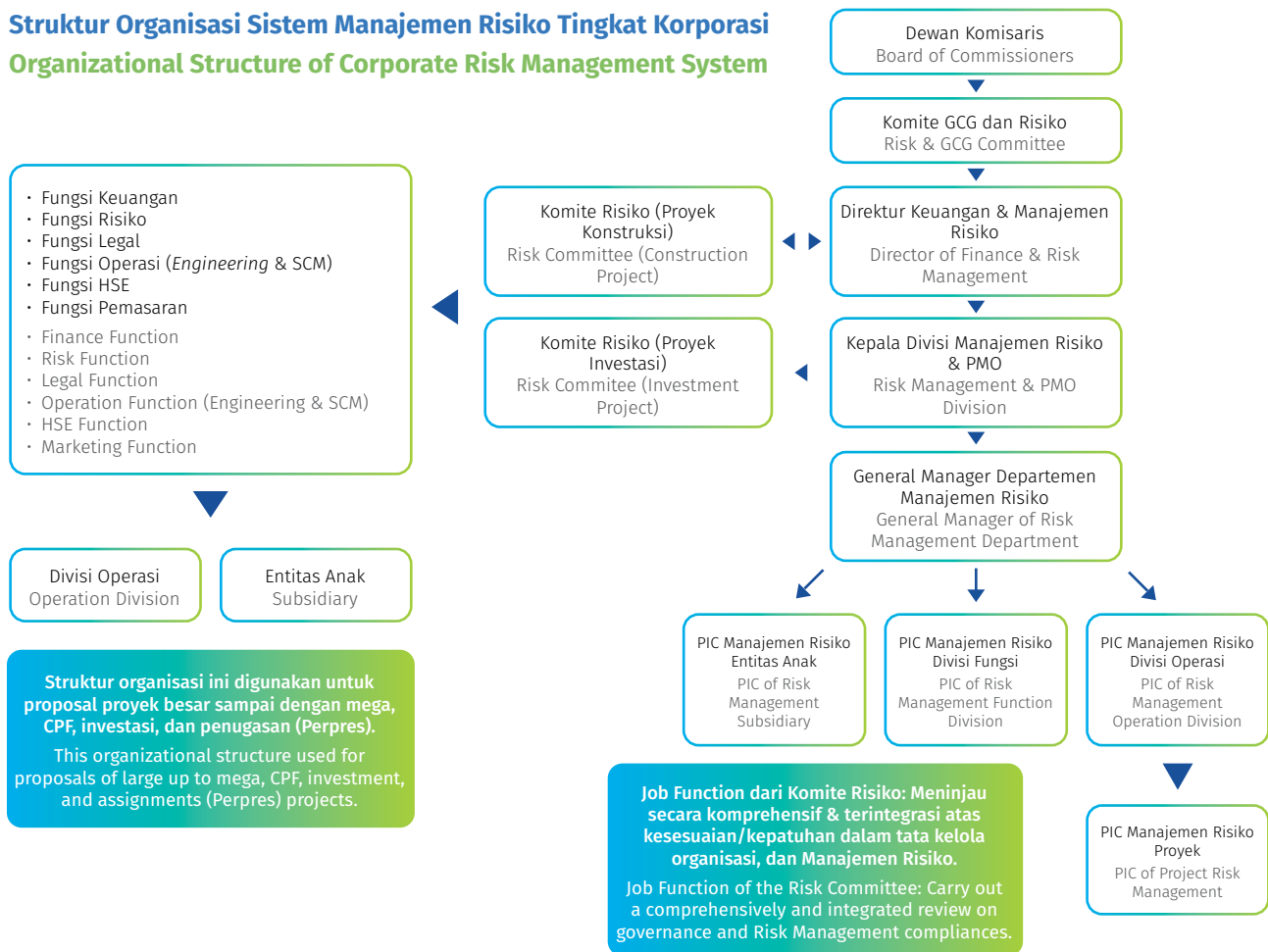
### **Managing the Risks of Economic, Social, and Environmental Aspects** [102-11, 102-15, 102-29, 102-30]

WIKA identifies and manages risks related to economic, social, and environmental aspects. In the social aspect, WIKA faces OHS and human capital risks, while the environmental aspect relates to the risk of environmental impacts in construction projects. WIKA has assessed the risks in accordance with ISO 31000:2018. For the economic aspect, the management of business risks that affect the Company's finances has been disclosed in the WIKA Annual Report 2021.

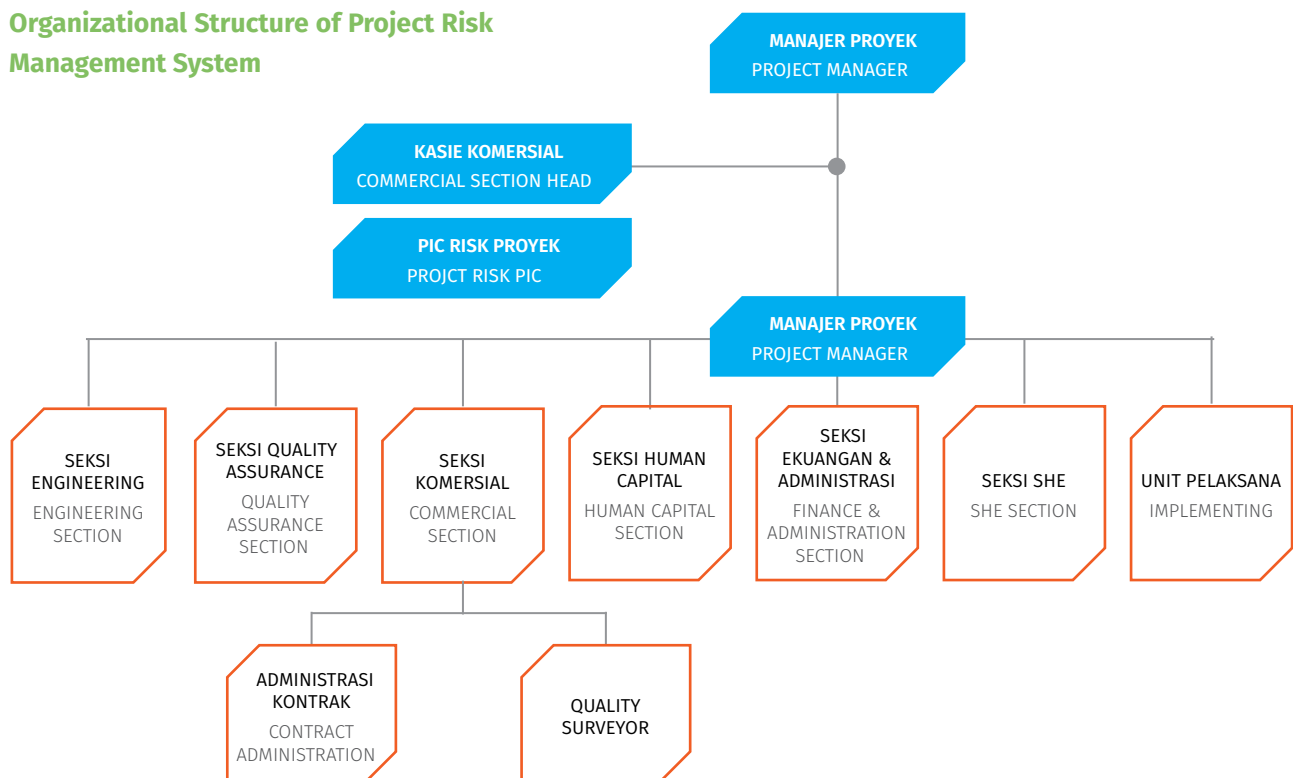
WIKA implements an integrated management system to manage risk, which consists of an Occupational Health and Safety Management System, a Risk Management System, a Quality Management System, a Security Management System and an Environmental Management System, as well as an Anti-Bribery Management System. This integrated management system is supported by the role of the Risk Management & PMO Division, which has the main function in implementing, developing, and assessing a risk management system at the enterprise level that integrates all management functions.

WIKA divides the risk management implementation into the corporate level risk management system and the project level risk management system. Both are managed and have separate organizational structures.

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



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



Sistem manajemen risiko didukung oleh struktur organisasi di level korporat dan proyek. Keduanya akan mengidentifikasi dan mengelola dampak risiko terkait isu ekonomi, sosial dan lingkungan yang ada di ruang lingkupnya masing-masing. Setiap level telah memiliki penanggung jawab fungsi manajemen risiko yang memiliki Sertifikasi Manajemen Risiko CRMO (*Certified Risk Management Officer*) CRMP (*Certified Risk Management Professional*), dan CRGP (*Certified Risk Governance Professional*).

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

Evaluasi pelaksanaan manajemen risiko tahun 2021, menunjukkan hasil bahwa risiko-risiko yang dihadapi WIKA telah dikelola dengan baik. Setiap risiko-risiko di seluruh unit kerja WIKA telah terukur dan terkelola. WIKA terus melakukan perbaikan dan konsistensi implementasi manajemen risiko di seluruh proses bisnis guna mencapai target. Secara keseluruhan risiko strategis dan operasional telah dikelola dan dimitigasi.

#### **Etika Bisnis** [102-16, 102-17]

WIKA telah mengikuti prinsip dan norma GCG, yaitu *transparency, accountability, responsibility, independency and fairness* dalam penerapan etika bisnis. WIKA telah menerapkan sistem manajemen anti penyuapan sesuai ISO 37001:2016, seluruh laporan kinerja diunggah dalam website sebagai bukti keterbukaan dan dilaporkan ke regulator.

Selain itu, etika bisnis juga diwujudkan melalui penerapan prosedur operasi yang adil. Persaingan bisnis dilakukan WIKA secara sehat. Sepanjang 2021, WIKA tidak melakukan monopoli harga, serta tidak menekan pihak-pihak tertentu dalam menjalankan persaingan usaha.

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

The risk management system has been implemented and run smoothly and effectively, in accordance with the Enterprise Risk Management (ERM) framework, with a set of components that form the foundation and manage the organization. Risk management is inherent in each Department, Division, and all project functions at WIKA. Information about risk management is submitted to the authorities to be used as a basis for decision-making.

Evaluation of risk management implementation in 2021, showed the results that the risks faced by WIKA have been managed properly. Every risk in all WIKA work units has been measured and managed. WIKA continues to improve and consistently implement risk management in all business processes in order to achieve targets. Overall strategic and operational risks have been managed and mitigated.

#### **Business Ethics** [102-16, 102-17]

WIKA has adopted the GCG principles and norms, namely *transparency, accountability, responsibility, independence, and fairness* in the application of business ethics. WIKA has implemented an anti-bribery management system according to ISO 37001:2016, all performance reports are uploaded on the website as evidence of transparency and reported to regulators.

In addition, business ethics is also realized through the application of fair operating procedures. WIKA only conducts fair business competition. During 2021, WIKA did not monopolize prices, and did not pressure certain parties in conducting business competition.

### Kode Etik [102-16, 102-17]

WIKA memiliki komitmen tinggi terhadap pelaksanaan kode etik dan norma yang berlaku dalam menjalankan bisnisnya. Kode etik diberlakukan bagi seluruh Insan WIKA, meliputi Dewan Komisaris, Direksi dan seluruh karyawan. WIKA yakin bahwa jika etika dijalankan dengan baik maka akan meningkatkan dan memperkuat reputasi perusahaan. Setiap tahunnya seluruh karyawan wajib menandatangani Pakta Integritas dan Pernyataan atas Komitmen Kepatuhan terhadap Pedoman Etika dan Perilaku (*Code of Conduct*). *Code of Conduct* yang berlaku di WIKA diperbaharui secara berkala.

Penegakan kode etik telah dilaksanakan WIKA dengan adanya kebijakan tentang larangan suap, kebijakan tentang hadiah, imbalan dan sumbangan (donasi) yang tidak dibenarkan. Selain itu, WIKA juga memiliki Prosedur Pengaduan Pelanggaran terhadap *Code of Conduct (Whistleblowing System)* No. WIKA-LDS-PM-02.01 Rev 00 Amd 02 tanggal 26 November 2020. Penegakan kode etik juga disosialisasikan kepada seluruh pegawai melalui portal WZONE dimana pegawai melakukan penandatanganan komitmen kepatuhan terhadap *Code of Conduct*. Selain itu WIKA juga melakukan sosialisasi terkait kanal *whistleblowing system* melalui *website*, *standing banner* di lingkungan WIKA sehingga terbuka bagi siapa saja dapat melapor apabila menemukan adanya pelanggaran kode etik yang dilakukan oleh Insan WIKA.

### Antikorupsi dan Antisuap

Kegiatan usaha dijalankan WIKA dengan integritas dan profesional. WIKA menghindari adanya benturan kepentingan, tidak menoleransi suap, menghindari bentuk-bentuk kecurangan (*fraud*), termasuk korupsi, kolusi dan nepotisme (KKN). WIKA menerapkan kebijakan antikorupsi dan antisuap yang berlaku bagi seluruh insan WIKA, mitra kerja dan kontraktor yang bekerja sama. Manajemen memahami bahwa potensi tindak korupsi ada di setiap fungsi. Manajemen juga telah mengidentifikasi bahwa beberapa fungsi memiliki risiko tinggi terhadap korupsi yaitu fungsi pengadaan barang dan jasa. Pada 2021, terdapat dugaan kasus korupsi pada salah satu proyek infrastruktur yang ditangani WIKA. Kasus telah ditindaklanjuti oleh Komisi Pemberantasan Korupsi (KPK)

### Code of Ethics [102-16, 102-17]

WIKA is highly committed to implementing the code of ethics and norms that apply in business operations. The code of ethics applies to all WIKA personnel, including the Board of Commissioners, the Board of Directors, and all employees. WIKA believes that if ethics are applied properly, it will improve and enhance the company's reputation. Every year all employees are required to sign an Integrity Pact and a Statement of Commitment to Compliance with the Code of Conduct. The Code of Conduct that applies at WIKA is updated regularly.

WIKA's code of ethics has been enforced with a policy on the prohibition of bribery, a policy on gifts, rewards, and unjustified donations. In addition, WIKA also has a Grievance Mechanism for Violation of the Code of Conduct (Whistleblowing System) No. WIKA-LDS-PM-02.01 Rev 00 Amd 02 dated 26 November 2020. The enforcement of the code of ethics is also disseminated to all employees through the WZONE portal where employees sign a commitment to compliance with the Code of Conduct. In addition, WIKA also conducts dissemination on the whistleblowing system channel through the website, standing banners in the WIKA environment, thus it is free for anyone to report if they found any violations of the code of ethics committed by WIKA personnel.

### Anti-Corruption and Anti-Bribery

WIKA's business activities are carried out with integrity and professionalism. WIKA avoids conflicts of interest, no tolerance to bribery, avoids other forms of fraud, including corruption, collusion and nepotism (KKN). WIKA implements anti-corruption and anti-bribery policies that apply to all WIKA personnel, partners and contractors. The Management understands that there are potentials for corruption in every function. The Management has also identified that several functions have a high risk of corruption, such as procurement of goods and services function. In 2021, there was an alleged corruption case in one of the infrastructure projects handled by WIKA. The case has been followed up by the Corruption Eradication Commission (KPK) and has been processed in court and

dan telah diproses di pengadilan dan mendapatkan putusan yang berkekuatan hukum tetap. WIKA terus berupaya untuk meningkatkan sistem pengendalian untuk mencegah korupsi ke depannya.

Sosialisasi antikorupsi dikomunikasikan secara langsung kepada seluruh insan WIKA, mulai dari calon karyawan tetap (*management trainee*), staf, manajemen menengah, organ perusahaan (Komisaris, Direksi dan Pemegang Saham), mitra kerja dan kontraktor pada berbagai kesempatan. Untuk karyawan di proyek, sosialisasi antikorupsi dilakukan ketika *management review* kepada seluruh manajer proyek per wilayah, kemudian manajer proyek meneruskan sosialisasi antikorupsi di *site* masing-masing. Sosialisasi antikorupsi juga dapat ditemukan pada *website* dan media sosial WIKA.

WIKA mengirimkan karyawannya untuk mengikuti sosialisasi Penerapan ISO 37001:2016, *whistleblowing system* (WBS) pada Bulan Oktober, dan Unit Pengendalian Gratifikasi (UPG) pada bulan Juli. Sosialisasi diselenggarakan oleh KPK yang diikuti oleh 3 karyawan. Selain itu, sepanjang tahun 2021 WIKA juga melakukan Sosialisasi Penerapan ISO 37001:2016 melalui Fungsi Kepatuhan Anti Penyuapan (FKAP) secara daring yang diikuti oleh sebanyak 68 karyawan. WIKA mengirimkan karyawannya untuk mengikuti sosialisasi penerapan ISO 37001:2016 dengan rincian partisipasi sebagai berikut. [205-1, 205-3]

received a verdict that has permanent legal force. WIKA continues to strive to improve the control system to prevent corruption in the future.

Anti-corruption principles are disseminated directly to all WIKA personnel, starting from prospective permanent employees (*management trainees*), staff, middle management, company organs (*Commissioners, Directors and Shareholders*), partners and contractors on various occasions. For project employees, anti-corruption dissemination is carried out during a *management review* to all project managers per region, then project managers continue the dissemination at their respective sites. Anti-corruption dissemination can also be found on the WIKA website and social media.

WIKA sent employees to participate in the dissemination of the ISO 37001:2016 implementation, the *whistleblowing system* (WBS) in October, and the Gratification Control Unit (UPG) in July. The dissemination was organized by KPK which was attended by 3 employees. In addition, during 2021 WIKA also conducted an online dissemination of the Implementation of ISO 37001:2016 through the Anti-Bribery Compliance Function (FKAP) which was attended by 68 employees. WIKA sent its employees to participate in the dissemination of the implementation of ISO 37001:2016 with details of participation as follows. [205-1, 205-3]

#### Sosialisasi Antikorupsi Karyawan Berdasarkan Level Jabatan [205-2]

Anti-Corruption Dissemination for Employees Based on Level of Position [205-2]

| Level Jabatan<br>Level of Position                                           | Jumlah Karyawan<br>Number of Employees | Jam Sosialisasi per Karyawan<br>per Tahun<br>Total Training Hours per<br>Employee per Year |
|------------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------|
| Kepala Divisi   Division Manager                                             | 5                                      | 2                                                                                          |
| Manajer Bidang   Bureau Manager                                              | 15                                     | 2                                                                                          |
| Supervisor (Kasi, Ahli Muda)<br>Supervisor (Section Head, Junior Specialist) | 16                                     | 2                                                                                          |
| Staf   Staff                                                                 | 100                                    | 2                                                                                          |
| Jumlah   Total                                                               | 136                                    | 2                                                                                          |

WIKa juga berupaya memperkaya pengetahuan karyawan melalui program pelatihan anti korupsi. Sebanyak 41 orang karyawan WIKa mengikuti pelatihan penerapan ISO 37001:2016 secara daring. Pelatihan ini diselenggarakan pada tanggal 14 Desember 2021 secara *inhouse*.

WIKa also seeks to enrich employee knowledge through anti-corruption training programs. A total of 41 WIKa employees participated in online training on the implementation of ISO 37001:2016. This in-house training was held on December 14, 2021.

#### Pelatihan Antikorupsi Karyawan Berdasarkan Level Jabatan [205-2]

Anti-Corruption Dissemination for Employees Based on Level of Position [205-2]

| Level Jabatan<br>Level of Position                                           | Jumlah Karyawan<br>Number of Employees | Jam Pelatihan per Karyawan per Tahun<br>Total Training Hours per Employee per Year |
|------------------------------------------------------------------------------|----------------------------------------|------------------------------------------------------------------------------------|
| Kepala Divisi   Division Manager                                             | 2                                      | 7                                                                                  |
| Manajer Bidang   Bureau Manager                                              | 22                                     | 7                                                                                  |
| Supervisor (Kasi, Ahli Muda)<br>Supervisor (Section Head, Junior Specialist) | 9                                      | 7                                                                                  |
| Staf   Staff                                                                 | 8                                      | 7                                                                                  |
| <b>Jumlah   Total</b>                                                        | <b>41</b>                              | <b>7</b>                                                                           |

#### Sistem Pelaporan Pelanggaran

WIKa telah berkomitmen untuk membangun sistem pelaporan pelanggaran (*whistleblowing system/WBS*) sebagai bentuk implementasi GCG. Sistem pelaporan ini berfungsi sebagai sarana dalam pencegahan, pengungkapan pelanggaran atau tindak kecurangan dalam perseroan. Pelaporan pelanggaran kepada Direksi dan Dewan Direksi dilaksanakan setiap tahun.

Efektivitas pelaksanaan WBS didukung oleh media pengaduan, yaitu melalui *e-mail* khusus dengan alamat *e-mail*: [timkepatuhangcg@wika.co.id](mailto:timkepatuhangcg@wika.co.id), serta melalui pihak khusus yang menangani pengaduan yaitu Tim Kepatuhan GCG, Fungsi Kepatuhan Anti Penyuapan (FKAP), Tim Pencari Fakta, dan Majelis Kehormatan Pegawai.

#### Whistleblowing System

WIKa has committed to building a whistleblowing system (WBS) as a form of GCG implementation. This reporting system serves as a means of preventing, disclosing violations or acts of fraud within the company. Reports of violations are submitted to the Board of Directors and the Board of Directors annually.

The effectiveness of the WBS implementation is supported by the complaint media, namely through e-mail to: [timkepatuhangcg@wika.co.id](mailto:timkepatuhangcg@wika.co.id), as well as through special parties that handle grievances, namely the GCG Compliance Team, Anti-Bribery Compliance Function (FKAP), Fact Finding Team, and the Employee Honorary Council.

Terkait dengan penanganan pengaduan, Dewan Komisaris telah melakukan seleksi, konfirmasi (dari aspek kategori jenis pelanggaran, siapa yang melakukan dan kelengkapan dokumennya) dan verifikasi, serta memutuskan apakah laporan akan ditindaklanjuti atau diarsip untuk pelanggaran yang dilakukan oleh Anggota Dewan Komisaris, Direksi dan Organ Pendukung Dewan Komisaris. Dewan Komisaris memberikan arahan agar efektivitas pelaksanaan WBS terus ditingkatkan, khususnya terkait dengan evaluasi frekuensi pelaporan WBS yang di tahun 2021 tidak terdapat pelaporan WBS. Hal ini perlu dikaji lebih lanjut, agar ke depannya WBS semakin efektif.

In handling grievances, the Board of Commissioners has made a selection, confirmation (from the aspect of the type of violation category, who commit the offense and the completeness of the documents) and verification, as well as deciding whether the report will be followed up or archived for violations committed by Members of the Board of Commissioners, Board of Directors and Supporting Organ of Board of Commissioners. The Board of Commissioners gives direction for the effectiveness of WBS implementation continues to be improved, especially in relation to evaluating the frequency of WBS reporting wherein there were no WBS reporting in 2021. This needs to be studied further, so that in the future WBS will be more effective.



## Independent Assurance Statement

### The 2021 Sustainability Report of PT Wijaya Karya (Persero) Tbk

Number : 06/000-174/II/2022/SR-Asia/Indonesia

Assurance Type : Type 1 and Type 2 for the specific topics of Human Capital Management and Competency Development; Occupational Health and Safety; Economic Performance, and Anti-Corruption

Assurance Level : Moderate

Reporting Standards : GRI Standard 2020 Consolidated and GRI G4 CRE (CRESS)

Reporting Regulation : Sustainable Finance Regulation POJK No.51/2017 (Indonesia)

Dear stakeholders,

**PT Wijaya Karya (Persero) Tbk** (“the Company” or the “Reporting Organization”) is a listed company in the Indonesia Stock Exchange (IDX) and an Indonesian state-owned enterprise, whose subsidiaries manage several business portfolios in real estate, property management, and power plant. Its business operations include engineering, construction, and maintenance activities. The Company has developed and published its **2021 Sustainability Report** (“the Report”) for the reporting period of **January 1<sup>st</sup> to December 31<sup>st</sup>, 2021**. **Social Responsibility Asia** (“SR Asia”) has been granted to carry out an assurance work on the Report content and generate findings and recommendations as well as to come up with an Independent Assurance Statement (“the Statement”).

### Intended User and Purpose

In this Statement, we disclose our opinions, findings, and recommendations to the stakeholders regarding the Report content, especially the Company’s sustainability commitments, governance, strategies, and achievements during the reporting period. SR Asia carried out the assurance work following particular scope, mechanism, and procedures as agreed by the Management<sup>1</sup>. Due to some limitations, except for the areas covered in the scope of assurance work, this Statement or the Report is not intended to be used exclusively as a basis for interpreting the sustainability or the whole performance of the Company.

### Responsibilities

The Non-Disclosure Agreement and the Engagement Agreement documents define the responsibilities of both SR Asia and the Company. The presentation of data, figures, and information in the Report content is the sole responsibility of the Company. On the other hand, SR Asia as agreed by the Management did NOT carry out an auditing work but assessed the Report content. SR Asia is also responsible for generating conclusions and recommendations as well as coming up with the Statement. As an AA1000 licensed assurance provider and except the law requires us to disclose it, we only submit the results of assurance to the Management. SR Asia does NOT accept or assume to undertake any responsibilities for any other purposes or to any other persons or organizations. Thus, any dependence that a third party has placed on the Statement or the Report is entirely at its own risk.

<sup>1</sup> The Management refers to the management of the Company

## Independence, Impartiality, and Competency

SR Asia ensures the members of the Assurance Team have NO any relationship with the Company that can affect their abilities to provide an independent and impartial statement. To ensure independence and freedom from bias and conflict of interest, SR Asia has put in place a particular assurance protocol and ethical code of conduct. The Assurance Team consists of experts with experience in writing and reviewing sustainability reports based on GRI Standards, and the AA1000 AccountAbility principles and standards. The experts are also familiar with the reporting regulation in the Country (POJK 51/POJK/03/2017) to which the Reporting Organization must comply.

## Type and Level of Assurance Service

1. **Type 1 assurance was applied** on the Report content, and **Type 2 assurance** was specifically applied on the topics of the Human Capital Management and Competency Development; the Quality, Health, Safety, and Environment (QHSE); Economic Performance; and Anti-Corruption concerning for to the AA1000 Assurance Standard v3 and AA1000APS (2018) AccountAbility Principles.
2. A **moderate level of assurance** procedure on the Report content and evidence, where **the risks of information and conclusions of the Report being error is reduced, not to very low, but not zero**.

## Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1<sup>st</sup> to December 31<sup>st</sup>, 2021**.
2. Sustainability specific data and information related to the nine material aspects that have been identified as “material” by the Reporting Organization: **the Quality, Health, Safety, and Environment (QHSE); the Human Capital Management and Competency Development; Economic Performance; Anti-Corruption and Anti-Bribery; Customer Satisfaction; Climate Change Management; Sustainable Cities and Mobility; Digital Transformation and Innovation; and Waste**.
3. Under Type 2 assurance mechanism and procedures, assessment of data and information including the mechanisms, processes, and control system was conducted on the Human Capital Management and Competency Development; the Quality, Health, Safety, and Environment (QHSE); the Economic Performance; and the Anti Corruption topics as disclosed in the Report content.
4. Adherence to the following reporting principles, standards, and regulations:
  - a) The Regulation of Indonesia Financial Service Authority No.51/POJK.03/2017 on the Application of Sustainable Finance to Financial Service Institution, Issuer, and Publicly Listed Company (“POJK 51”); and
  - b) The Consolidated set of the Sustainability Reporting Standards (GRI Standards) 2020 issued by the Global Reporting Initiative and its GRI G4 Construction and Real Estate Sector Disclosure (“GRI-G4 CRE).
5. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
6. SR Asia does NOT cover financial data, information, and figures in the Report content in the scope of assurance work. We assume that the Company, independent parties, or other parties associated with the Company, have verified and/or audited any data and information related to financial statements.

## Exclusion

1. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period, other than those mentioned under the defining materiality section and discussion on defining Report content.
2. Stakeholders' engagement that might be taken by the Company in developing the Report.
3. Financial data and information other than those specified in the Report content.
4. Any presumptions or forward-looking statements, including future plans, expectations, opinions, beliefs, and advertisements declared in the Report content.
5. Assessment toward regulations, indicators, standards, guidelines, and principles other than those indicated in the Statement.

## Methodology

1. SR Asia assigned a number of experts to engage as the Assurance Team members in Indonesia.
2. The Assurance Team carried out the pre-engagement protocol to verify the risks of engagement and to ensure there were no influencing factors that can lessen the independence and impartiality of the Assurance Team.
3. In a kick-off meeting with the Company, the Assurance Team explained the approach and methodology, scope of analysis, time plan, and various essential aspects in the assurance work.
4. The Assurance Team conducted a preliminary analysis of the Report draft submitted by the Bank.
5. Through online meetings, the Assurance Team shared the results of the initial analysis with the Management and verified the disclosures in the Report content against the regulation, standards, principles, and indicators of AA1000AS v3, AA1000AP (2018), GRI Standards, CRESS, and POJK 51.
6. The Assurance Team verified evidence documents and traced data and information in the Report back to the sources.
7. The Assurance Team prepared the Statement and it was reviewed as well as approved by the SR Asia Director before the submission to the Company.
8. The Assurance Team prepared a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

## Adherence to AA1000AP (2018) and GRI Standards

**Inclusivity** – Presentation of the stakeholders and its stakeholder engagement practices by the Company in the Report content is inclusive. The Company also already has a written commitment to be accountable for the impacts of its business decisions and operations. Stakeholder engagement is well in place, managed by various functions and units with different methods and approaches.

**Materiality** – The nine material topics presented and discussed in the Report are significantly relevant to the sustainability context of the Company. The Company has fairly identified material topics from various resources covering the economic, social, and environmental aspects. However, the Company is expected to carry out materiality testing as the basis and evidence for defining the content of future sustainability reports.

**Responsiveness** – As indicated in the Report content, the Company has fairly developed and communicated responses to stakeholders in a continuous manner. The Company has responded in a way addressing the needs, concerns, and expectations of stakeholders. Nevertheless, the Company needs to

consider the relationship between the maturity, impact, and prioritization of a topic and the appropriateness of the response.

**Impact** – To some extent, the presentation of both actual and potential impacts in quantitative data and qualitative information in the Report content is adequate. The Company also has provided necessary competencies and resources to understand, measure, evaluate, and manage the impacts from its business decisions and operations. In the future, the Reporting Organization is expected to maximize the disclosure and coverage of data and information from projects managed by the Company and its subsidiaries.

**In “Accordance” with Comprehensive Option** – As the assurance work was taken, we believe the Report content indicates its adherence to the **comprehensive option** of GRI Standards based on the assurance work and findings. The disclosure of the omission statement, as applicable, is adequate. The specific GRI indicators of the construction and real estate services sector's (CRESS) requirements are also fairly addressed and presented.

**GRI Standards Principles** – the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, clarity, reliability, and timeliness) are in place in the Report. During the assurance work, the Management provided quite adequate support for the assurance process by submitting evidence documents as requested by the Assurance Team.

**Type 2 Assurance** – Under Type 2 Assurance protocol and procedures, SR Asia reviewed the following topics: Human Capital and Competency Management; the Occupational Health and Safety (QHSE); the Economic Performance, and Anti-Corruption. We have concluded that, in general, the Company has policies, manuals, procedures, as well as control and management systems in place to manage those aspects. The Company has also validated its anti-corruption management system under ISO 37001. Nevertheless, the Company is recommended to strengthen human development policy covering human rights, non-discrimination, and gender equality issues, and also to externally validate its human capital management practices based on the globally accepted management system standards and best practices.

## Recommendation

1. To strengthen its human capital development policy including relevant issues such as human rights, non-discrimination, and gender equality.
2. To increase the number of projects managed by the Company and its subsidiaries to be included in the disclosures of future sustainability reports.
3. To externally validate its human capital management practices following the best standards and practices
4. To conduct and record the results of materiality testing as the evidence and basis for identifying report content in the next sustainability reporting.

The assurance provider,

Jakarta, 26<sup>th</sup> of February 2022

  
**Birendra Ratun**  
International Director  
Social Responsibility Asia  
**Dr. Semerdanta Pusaka**  
Country Director for Indonesia  
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| GRI G4:<br>Pengungkapan<br>Sektor Konstruksi<br>dan Real Estate<br>2013                          | CRE1 | Intensitas energi bangunan<br>Building energy intensity                                                                                                                                                                                         | 89                      |                         |
|                                                                                                  | CRE2 | Intensitas air bangunan<br>Building water intensity                                                                                                                                                                                             | 94-95                   |                         |
| GRI G4:<br>Construction and<br>Real Estate Sector<br>Disclosures 2013                            | CRE3 | Intensitas emisi GRK dari bangunan<br>GHG emissions intensity from buildings                                                                                                                                                                    | 85, 91-92               |                         |
|                                                                                                  | CRE4 | Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang<br>GHG emissions intensity from new construction and redevelopment activity                                                                                           | 85                      |                         |
|                                                                                                  | CRE5 | Remediasi tanah dan atau remediasi lahan yang sudah ada<br>Land remediated and in need of remediation for the existing or intended land use                                                                                                     | 103-104                 |                         |
|                                                                                                  | CRE6 | Verifikasi kepatuhan operasional perusahaan<br>Verification of the company's operations compliance                                                                                                                                              | 50-51, 66, 68, 69       |                         |
|                                                                                                  | CRE7 | Jumlah orang yang dipindahkan dan atau dimukimkan karena dampak dari pembangunan<br>Number of persons displace and/or resettled by development impacts                                                                                          | 69, 103                 |                         |
|                                                                                                  | CRE8 | Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment<br>Sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment | 50-51, 70-71, 93        |                         |

## Referensi POJK 51

### POJK 51 References

| POJK 51/<br>OJK.03/2017 | Pengungkapan<br>Disclosure                                                                                                                                                                                                                                                      | Halaman<br>Page numbers |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| 2                       | Ikhtisar kinerja aspek keberlanjutan<br>An overview of the sustainability performance aspect                                                                                                                                                                                    | 14-15                   |
| 6.a                     | Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik<br>Activities to build a sustainability culture in the internal Public Company                                                                                                                            | 3, 18                   |
| 6.b                     | Uraian mengenai kinerja ekonomi<br>Description of economic performance                                                                                                                                                                                                          | 55                      |
| 6.c.1                   | Komitmen LJK, Emiten, atau Perusahaan Publik untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen<br>Commitment of financial service institution, emiten, or public company to providing product and / or service equally to customers                | 71                      |
| 6.c                     | 6.c.2.a Kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak<br>Equality of employment opportunities and the presence or absence of forced labor and child labor                                                                        | 106                     |
| 6.c.2.b                 | Persentase remunerasi karyawan tetap di tingkat terendah terhadap upah minimum regional<br>Percentage of permanent employee remuneration at the lowest level against the regional minimum wage                                                                                  | 116                     |
| 6.c.3.b                 | Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti<br>The mechanism and number of public complaints received and acted upon                                                                                                                            | 102-103, 141-142        |
| 6.c.3.c                 | TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat<br>Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities | 123-131                 |
| 6.d                     | 6.d.1 Biaya lingkungan hidup yang dikeluarkan<br>Environmental costs incurred                                                                                                                                                                                                   | 15                      |
| 6.d.2                   | Penggunaan material yang ramah lingkungan<br>Use of environmentally friendly materials                                                                                                                                                                                          | 93                      |
| 6.e.1                   | Kinerja lingkungan<br>Environmental performance                                                                                                                                                                                                                                 | 83-102                  |
| 6.e.2                   | Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup<br>Activities or operational areas that have an impact to the surrounding environment                                                                                                               | 103-104                 |
| 6.e                     | 6.e.3.a Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi<br>Impacts of operational areas that are near or in conservation area                                                                                                                       | 103                     |
| 6.e.3.b                 | Upaya konservasi keanekaragaman hayati<br>Efforts to conserve biodiversity                                                                                                                                                                                                      | 103-104, 130-131        |
| 6.e.6                   | Jumlah dan materi pengaduan lingkungan hidup yang diterima dan diselesaikan<br>The number and topic of environmental complaints received and resolved                                                                                                                           | 83                      |

| POJK 51/<br>OJK.03/2017 | Pengungkapan<br>Disclosure                                                                                                                                                                     | Halaman<br>Page numbers     |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 6.f.1                   | Inovasi dan pengembangan produk berkelanjutan<br>Innovation and development of sustainable products                                                                                            | 33, 62-64, 100              |
| 6.f                     | 6.f.3 Dampak positif dan dampak negatif yang ditimbulkan dari produk dan/atau Jasa dan proses distribusi<br>Positive and negative impact of product and / or services and distribution process | 60-61, 93                   |
| 6.f.4                   | Jumlah produk yang ditarik kembali dan alasannya<br>Number of products withdrawn and the reason                                                                                                | Tidak relevan<br>Irrelevant |
| 6.f.5                   | Survei kepuasan pelanggan   Survey of customer satisfaction                                                                                                                                    | 30, 71                      |

## ▶ LEMBAR UMPAN BALIK

### Feedback Form

Kami ucapkan terima kasih atas perhatian Anda dengan membaca Laporan Keberlanjutan PT WIJAYA KARYA (Persero) Tbk tahun 2021. Sebagai bahan perbaikan kami ke depan, kami terbuka untuk setiap saran dan komentar yang diberikan agar dapat terus bergerak maju. Lembar tanggapan dapat diakses melalui tautan di bawah ini.

We would like to thank you for reading the 2021 Sustainability Report of PT WIJAYA KARYA (Persero) Tbk. For our future improvements, we are open to any suggestions and comments to continue to move forward. The feedback form can be accessed the link below.

[https://bit.ly/feedbackform\\_SRWIK](https://bit.ly/feedbackform_SRWIK)



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