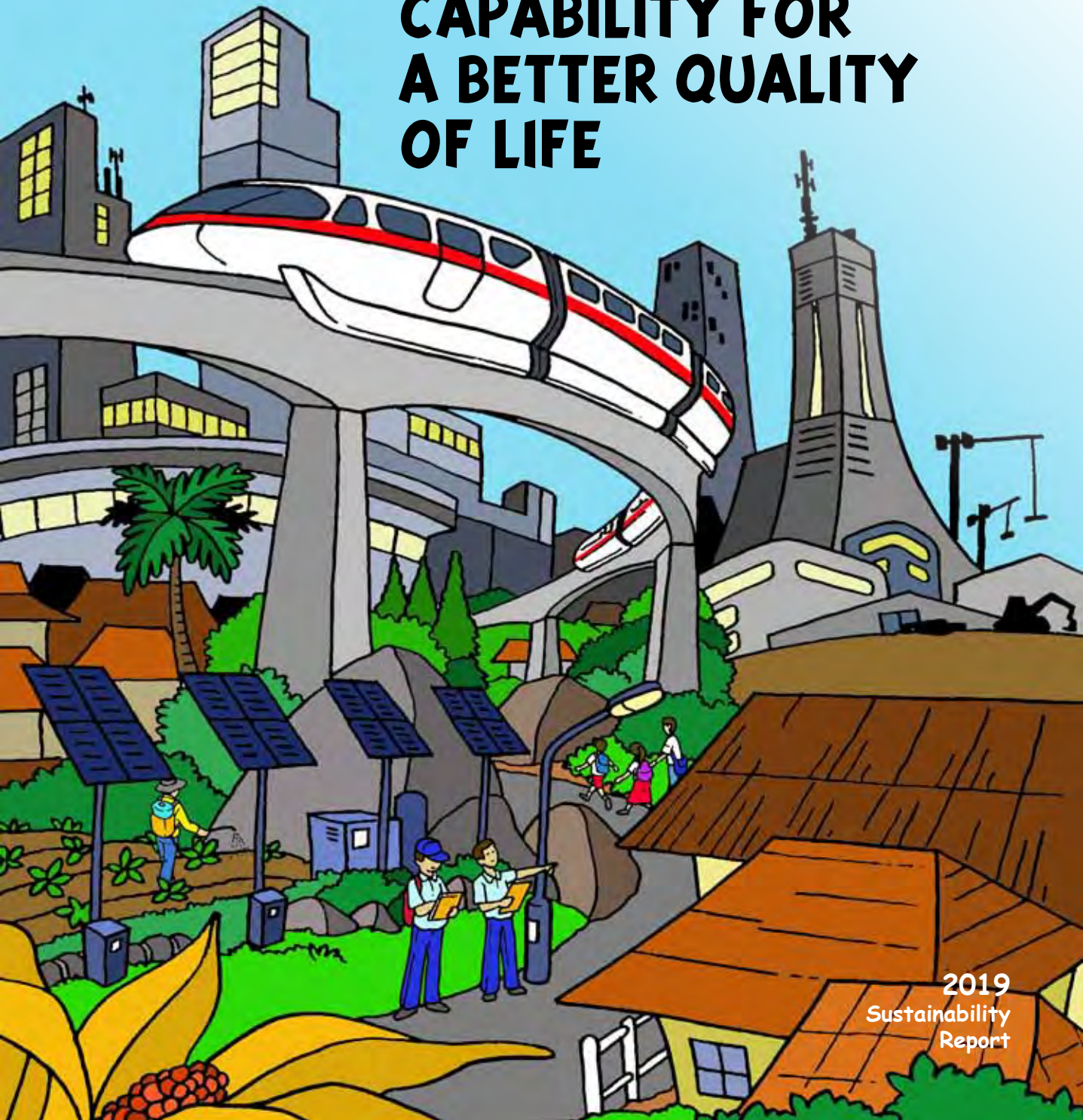


ADVANCING CAPABILITY FOR A BETTER QUALITY OF LIFE



ADVANCING CAPABILITY FOR A BETTER QUALITY OF LIFE

The presence of WIKA for the country, even overseas, aims to have as much and as much positive impact as possible. We are increasing capacity and aligning performance achievements based on 5Ps: Prosperity, People, Planet, Peace, and Partnership. We believe, in bringing a quality life not only supported by a good economy, but also a community environment that continues to develop towards a positive direction, and preservation of environment. This is in line with WIKA's vision of 'Leading in investment and sustainable EPC for a better quality of life'.

WIKA continues to strengthen its human capital capacity, service quality, development of innovation, technology, and to build beneficial cooperation with stakeholders. At any area of our operations, we believe in the capability and capacity of WIKA's resources in working with internal teams and stakeholders, until the work is completed with optimal results. With the spirit of innovation, WIKA is optimistic that it can have a significant impact on the quality of life and human resources excellence support.

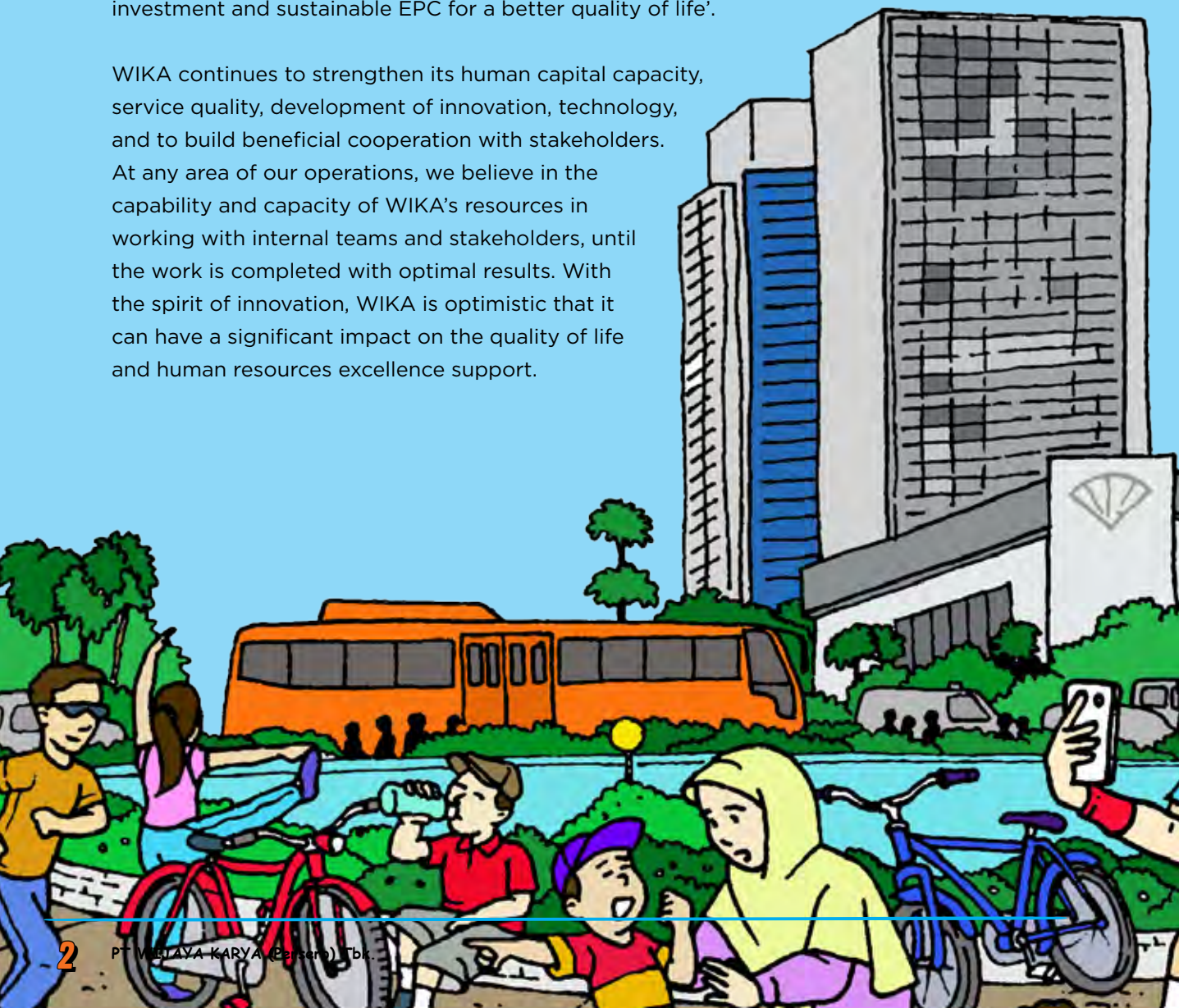




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Note to reader:

This report is presented separately in two languages, namely Indonesian and English. Each document in Indonesian and English can be downloaded on the company's website. Meanwhile, you can find the reports in both languages in the printed document, in Indonesian and then in English respectively.

SUMMARY OF SUSTAINABILITY PERFORMANCE

Economic Performance

Description	Unit	2019	2018	2017
Financial Performance				
Net revenue	IDR billion	27,212.91	31,158.19	26,176.40
Cost of revenue	IDR billion	(23,732.83)	(27,553.47)	(23,300.17)
Net profit	IDR billion	2,621.01	2,073.30	1,356.11
Total assets	IDR billion	62,110.85	59,230.00	45,683.77
Total equity	IDR billion	19,215.73	17,215.31	14,631.82
ROI	%	8.27	7.90	7.56
ROE	%	16.74	14.18	10.52
Operating Performance				
Number of projects received	Contract	194	206	209
Value of projects received	IDR billion	137,190.45	123,972.87	105,022.28
Number of projects completed	Contract	72	58	31
Value of completed projects	IDR billion	42,435.85	20,442.20	6,550.43

Social Performance

Description	Unit	2019	2018	2017
Internal Performance				
Percentage of female employees compared to total employees	%	9.54	8.48	8.18
Number of trainees in a year	People	2,127	2,771	2,713
Total training hours in a year	Hour	85,584	16,394	5,652
Employee training and education costs	IDR billion	11.98	14.11	11.86
Employee engagement index	%	81		76
Customer satisfaction index *)	%			84.91
	Scale of 5	4.07		
Social Community Activities				
Funds distributed to the community	IDR billion	26.94	18.09	14.94

Note: *) In 2019 there was a change in the parameter of measuring the customer satisfaction index from the previous year's method. Customer satisfaction index is conducted every two years.

Environmental Performance

Description	Unit	2019	2018 *)	2017 *)
Electricity consumption at head office	kWh	2,548,020	2,363,007	2,345,989
Water consumption volume	m ³	20,081	21,511.6	17,387.9
Costs for the environment (Nature conservation)	IDR million	2.03	N/A	N/A

Note: *) Data on water use volume in 2017 and 2018 are restated.

SUSTAINABILITY CALEIDOSCOPE

WIKA Supports Rumah Anak Sholeh for Children's Character Building

Since 2018, WIKA through PKBL Unit has shown its concern for children at the Anak Sholeh Foundation, Padang, West Sumatera. The Rumah Anak Sholeh or House of Character will bring greater benefits in the process of facilitating the character building for the children of this country.



National OSH Award

The National OSH Award was given as a form of appreciation from the Republic of Indonesia Ministry of Manpower to WIKA. This award was given to WIKA in the Zero Accident Award category at the Kuwil Kawangkoan, North Sulawesi Dam Construction Project.



The Celebration of 59th Anniversary of PT WIJAYA KARYA (Persero) Tbk.

WIKA organized CSR Day Appreciation for successfully completing a series of corporate missions "WIKA Berbagi Buku untuk Indonesia" or WIKA Shares Books for Indonesia in the past month. The series of activities took place on February 18-22, 2019 at nine points on five islands in Indonesia. Through this series of events, WIKA realized its noble ideals to educate the younger generation in several area of the Disadvantaged, Frontier, and Outermost regions in Indonesia.

Indonesian President's Visit to Muara Nusa Dua, Bali Dam Project

President Joko Widodo paid a working visit to Muara Nusa Dua Dam Rehabilitation, Structuring and Improvement Project, which was carried out by KSO WIKA-BBN. Some dignitaries who attended and accompanied

the President's entourage, including Minister of Public Works and People's Housing (PUPR) Basuki Hadimuljono, Director General of Water Resources, Director General of



Highways, President Director of WIKA Tumiyana, Director of Operations I Agung Budi Waskito, General Manager of DSU 2, along with other members of Management.

WIKA's Role in Building and Strengthening Electrical System in Indonesia

ESDM Minister Ignasius Jonan inaugurated PLTMG Package IV simultaneously, at PLTMG Sumbawa of 50MW. With this inauguration, the Package 4 project undertaken by KSO WIKA and MAN Energy, Maumere 40 MW - Maumere, NTT, PLTMG Bima 50 MW - Bima, NTB and PLTMG Sumbawa, NTB began operating.



WIKA Named the Best Contractor by Markplus

WIKA won the title at the Indonesia Go ASEAN for the Construction Category organized by Philip Kotler Center for ASEAN Marketing & Markplus. At the 5th Annual ASEAN Marketing Summit in 2019, WIKA was the only Construction SOEs engaged in Infrastructure (BUMN Karya) that received the award.



WIKA participated in the „Indonesia Africa Infrastructure Dialogue (IAID)” Event

During the “Indonesia Africa Infrastructure Dialogue (IAID)” event in Nusa Dua, Bali, WIKA, the Indonesian Export Financing Agency (LPEI), and a number of African countries have signed a number of business agreements with a total value of USD356 million.

WIKA Wins Padmamitra Award for Contributing to Sustainability Development Goals (SDGs) Category

The award was the highest recognition in CSR by the Government and handed over directly by Governor of Jakarta Special Capital Region. The award was a form of appreciation for corporate social responsibility implementation which was deemed to have succeeded in bringing a positive impact on the environment as well as the people in Jakarta Special Capital Region.

Awards at Sustainability Aspect

1. In 2019, WIKA is included in the companies list that categorizes in SRI KEHATI index for the period November 2019 to April 2020.
2. WIKA won the grand champion at the International Infrastructure Competition in Singapore.
3. WIKA's 2018 Sustainability Report received GOLD award in 2019 ASSRAT.

GREETINGS FROM THE PRESIDENT DIRECTOR

[102-14, 102-15]



Dear respected stakeholders,

PT WIJAYA KARYA (Persero) Tbk., or WIKA adopts leadership values in developing excellent human capital, which refers to Indonesia local wisdom in the form of “*wayang*”. A leadership program arranged by the Company, is under the motto “Proud to be an Indonesian Leader”. They are expected to become “*Manusia WIKA*” who is persistent, adaptable, and willing to learn. Excellent human capitals have significant role in maintaining operation activity synergies. Through capability and capacity enhancement in all aspects, WIKA is optimistic to reach optimum sustainability performance that positively impacting to stakeholder and life quality.

Throughout 2019, WIKA has contributed to creating a quality life, through infrastructure development, investment, and EPC across the country. WIKA has once again been entrusted to build a number of significant projects in Indonesia as well as worked on major overseas projects. To achieve the Corporate Vision, WIKA strives to enhance its capabilities and operate based on 5Ps, Prosperity, People, Planet, Peace, & Partnership. The company believes that to create a better quality of life, not only in economic aspect, but also good partnership, peace, quality community, and a sustainable environment.

Contribution to Sustainable Development in Indonesia

WIKA, as one of SOEs engaged in the EPC sector and investment, plays an important role in supporting Sustainable Development projects in Indonesia. In achieving the Sustainable Development Goals, WIKA understands that the stakeholders' expectations no longer rely on economic growth, but environmental improvement, and a better quality of life.

In line with stronger demand on sustainability issues, WIKA focuses more on challenges and risks of climate change impacts and changes in stakeholder behavior. WIKA has sought to manage the economic, social, and environmental risks in the company's business chain. WIKA also continues to increase awareness of all stakeholders, from business partners, vendors, owners, to end users to jointly conduct more eco-friendly and sustainable business chain processes.

According to the Ministry of Energy and Mineral Resources (ESDM) through the Director General of New Renewable Energy and Energy Conservation (EBTKE) the potential energy savings can support the effort to reduce global warming, one of which comes from the commercial industry, including construction. The construction industry is expected to do more environmentally friendly building projects and transportation. In response to this situation, WIKA has been trusted several times to work on green projects. Green construction and

green buildings, will be able to reduce energy consumption by 30% compared to conventional buildings. The construction of environmentally friendly transportation, Mass Rapid Transit (MRT) phase 1, has been completed in 2019. The environmentally friendly transportation is expected to reduce congestion, GHG emissions, and boost economic growth and people's quality of life.

Sustainability Strategy

To achieve integrated sustainability performance that includes economic, social and environmental aspects, WIKA implements an integrated management system. The management system integrates a quality management system, risk management system, environmental management system, information security management system, and OHS management system. Each of the management system is implemented based on targets, which are then evaluated and assessed by an independent party.

WIKA has also begun to be more active in seeking environmentally friendly projects and infrastructure projects for sustainable development. Thus, the company indirectly contributes to reducing the impact of climate change and building a better life.

WIKA has been making technological development to support environmentally friendly operations. One of the technological development which has received global appreciation was the technology used for landslide management. WIKA became the first

Indonesian representative to be nominated and won the Environmental Engineering category for the application of Building Information Modeling (BIM) in the landslide disaster mitigation planning project in Bogor, and the Bridges category for its application in the Teluk Lamong Flyover development project.

On the other hand, WIKA also builds synergy between operational activities and the implementation of Corporate Social Responsibility (CSR) with support for Sustainable Development Goals (SDGs). Management has mapped the priority of SDG support through Focus Group Discussions (FGD). There are five SDGs that are WIKA's priorities, which are SDG8, SDG9, SDG10, SDG11, dan SDG16. In addition to these priorities, WIKA continues to strive to support SDG as a whole through the synergy of its business activities and CSR activities.

Sustainability Performance Achievement

WIKA's sustainability performance consists of economic, social, and environmental performance. In economic aspect, the company recorded net sales of IDR27.21 trillion. Meanwhile, net profit in 2019 was IDR2.62 trillion. From the economic value generated, WIKA manages and records the distribution of economic value to stakeholders, excluding operational costs.

The profits are distributed through payment of employee salaries and benefits amounted to IDR680.70 billion, taxes and levies to the

government of IDR1.90 trillion, funds for employee training and education of IDR11.98 billion, and for social and community activities of IDR26.94 billion. Meanwhile, the grouping of goods and services procurement from local suppliers reached IDR1.41 trillion.

In social performance, there are 4% of female employees occupied managerial positions. This proves that there is no gender discrimination in labor practices at WIKA, even though male employees have higher percentage than women, due to the construction sector is more attractive to men. WIKA's Human Capital are qualified individuals with 1,460 employees already have job certifications. The company continues to develop Human Capital capabilities through training, education and other competency development methods. In 2019, WIKA organized 85,584 training hours, which were participated by 2,127 employees. WIKA also supports further education for employees who meet the requirements and have the interest to study until doctoral degree through the Employee Further Education Program.

In Quality, Safety, Health, & Environment (QSHE) aspect, WIKA continues to maintain the quality of products and services through optimized implementation of quality management system. Implementation of SHE in the field does not only apply to WIKA employees, but also applies to employees from business partners and subcontractors. Accident risk control is carried out through regular safety patrol, Risk Containment Audit

(RCA), and other safety awareness activities carried out directly on the project.

In 2019, WIKA recorded OSH performance with 101.76 million safe man-hours. There was zero fatality in all WIKA operations. SHE Level reached 834 from the target set at 820. In addition, the frequency rate, severity rate, and RCA results all met the target.

In the environmental aspect, WIKA collaborated with related parties to fulfill the completeness of environmental permit documents, prior, during operation, and after completion of construction. The applied environmental management system referred to ISO 14001: 2015. We also made sure that all construction processes were carried out in compliance with security and safety standards, in order to minimize negative impacts on the environment and the community around the projects.

On the other hand, WIKA also monitored and maintained the green performance of green building operations of WIKA Tower 2. To maintain the concept of green building at the GOLD level (based on assessment of Green Building Council Indonesia/GBCI), WIKA continued to manage energy and water consumption at WIKA Tower 2. The monitoring of green building at operational stages, included: water, energy and material usage; evaluating the satisfaction of building tenants; as well as maintaining the sustainable green performance of the building. To reduce

electricity supply from non-renewable energy sources and for efficiency purposes, WIKA has installed solar panels in WIKA Tower 2 which are ready to operate in 2020.

In each project, WIKA carries out environmental monitoring covering water and energy consumption, waste management, and measurement of emissions generated. One of the monitoring results was the construction of 250-MW Sumbagut-II Peaker Power Plant. WIKA collaborated with partners to monitor the environment around the project site every six months.

Challenges, Risks and Opportunities for Sustainability

A number of challenges in the construction service sector during the Industrial Revolution 4.0 era, one of which is Human Resources (HR) with proficiency in Information Technology (IT) system. The use of appropriate technology can increase productivity, speed of work, and quality of construction work. Therefore, going forward the adoption of digital technology in the infrastructure sector is very important.

Challenges from HR aspect include, the knowledge of employees and project workers in performing their work in WIKA's new business line. WIKA manages these challenges and risks by continuously improving individual capabilities through work training and certification. In addition, the Company ensures that employees and project workers understand and have the knowledge of QSHE

aspects to ensure the quality of work up to its completion.

In the construction sector, there are huge opportunities along with government programs and support for Sustainable Development. In this case, construction not only means physical development, but also the development of human life completely towards a better direction. Commitment to infrastructure development and construction world to the outskirts and remote areas, shows that the construction business opportunity is wide open and long term. Through infrastructure development productivity, in 2020 Indonesia is optimistic that it can realize national competitiveness towards great Indonesia (*Indonesia Hebat*).

To succeed in national competitiveness and to realize a great Indonesia, several factors need to be supported, such as productivity of human resources (HR), water security, food security, energy security, and connectivity. These challenges such as land acquisition, regulatory support, government fiscal capacity, and coordination between stakeholders, become infrastructure development opportunities in Indonesia. WIKA, as a state-owned enterprise that is in the forefront of EPC and investment in Indonesia will seize the opportunity and contribute to the development of infrastructure in Indonesia for a better life.

Appreciation

WIKA would like to give our appreciation to all stakeholders, especially employees, for the performance and cooperation that has been built thus far. We are optimistic that the support from all stakeholders will continue, so that together we can “Advancing Capability for a Better Quality of Life”. Therefore, WIKA invites all stakeholders to work together even harder, until we achieve the Vision of ‘Leading in investment and sustainable EPC for a better quality of life’.


Jakarta, March 2020

Tumiyana

President Director

SUPPORT ON SUSTAINABLE DEVELOPMENT GOALS

Mapping of SDGs compass conducted by WIKA internal management identified five priorities for SDG achievement support, comprising SDG8, SDG9, SDG10, SDG11 and SDG16. Aside from these priorities, WIKA continued to carry out its support for SDGs, both through the synergy of its business activities as well as social and environmental programs.

<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>Goal: Creating greatest human capital and increasing employment growth</p> <p>Action:</p> <ul style="list-style-type: none"> • Absorption of local workforce • Provision of remuneration above the Provincial Minimum Wage • Soft skills and hard skills training for employees <p>Business opportunities:</p> <ul style="list-style-type: none"> • Creating jobs through ongoing projects and increasing company capacity • Employee diversity 	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>Goal: Develop technology and innovation to provide quality infrastructure</p> <p>Action:</p> <ul style="list-style-type: none"> • Working on environmentally friendly projects such as MRT, green building, and green construction • Using environmentally friendly technology <p>Business opportunities:</p> <ul style="list-style-type: none"> • Provision of infrastructure that reach the 3T area • Development of innovations and new technologies in the construction sector
<p>10 REDUCED INEQUALITIES</p>  <p>Goal: Eliminating inequality and access to opportunities</p> <p>Action:</p> <ul style="list-style-type: none"> • Implementing non-discrimination and provide equal job opportunities • Incorporating aspect of human rights in employment practices • Providing welding training for communities around the project <p>Business opportunities:</p> <ul style="list-style-type: none"> • Providing scholarships and access to education for children in the 3T region • Absorbing local workforce 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>  <p>Goal: Giving a positive impact for a better quality of life</p> <p>Action:</p> <ul style="list-style-type: none"> • Build safe and quality public transportation • Build local communities through the Partnership and Community Development Program <p>Business opportunities:</p> <ul style="list-style-type: none"> • Infrastructure and residential projects • Support government programs for sustainable development
<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>  <p>Goal: Encourage peace creation in the corporate environment and partnership</p> <p>Action:</p> <ul style="list-style-type: none"> • Anti-corruption application • Implementation of a code of ethics and a whistleblowing system <p>Business opportunities:</p> <ul style="list-style-type: none"> • Stakeholder's trust • Expand partnership 	

ABOUT SUSTAINABILITY REPORT

"Through this report, WIKA delivered sustainability strategy and performance, as well as support for the Sustainable Development Goals."

Report Basis and Guidelines [102-54]

WIKA is committed to operating by implementing sustainability strategy. The Company aligns its performance to achieve optimal results in economic, social and environmental aspects. Through the Sustainability Report, WIKA discloses the sustainability performance, as well as its support for SGDs in Indonesia.

This sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI) Standard: comprehensive option. GRI's specific standards of disclosure for the Construction and Real Estate (CRE) sector are also used as additional guidelines. Since the enactment of Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 which stipulates the application of sustainable finance in Indonesia, this report also reveals sustainability performance in accordance with these regulations.

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

This report was prepared for a yearly period. The period of data and information is within the period of January 1 to December 31, 2019. The Sustainability Report is published separately from the Annual Report, however the contents of these two reports are complementary. This report is a continuation of the Sustainability Report 2018, which was published on April 7, 2019.

Material Topics of the Report [102-46, 102-49]

The sustainability performance disclosure covers economic, social and environmental aspects. WIKA has also further identified material/significant topics to be prioritized this year. Material topics were determined based on results of survey to stakeholders, internal discussions, and review of previous year's topics which were still relevant to be delivered this year. The material topics were disclosed based on the achievements in 2019, important events that occurred, expectations for 2020, and the stakeholders' needs. There have been changes in material topics from the previous report, as well as boundaries.

Material Topics [102-46, 102-47, 103-1]

Quality, Safety, Health, & Environment (QSHE)

GRI Standard Indicator Fulfillment

416 - Customer Health and Safety
403 - Occupational Health and Safety
307 - Environmental Compliance

SDGs



The Importance of Topics and Development

Quality, Safety, Health & Environment (QSHE) management is significant for WIKA. Optimal QSHE performance will support safety and quality of work and boost customer confidence in using WIKA services. WIKA's awareness to preserve the environment was also reported to include compliance with environmental documents before the construction process, ecological impact on the environment, environmental management in the project, and the commissioning process.

Competency Development

GRI Standard Indicator Fulfillment

404 - Training and Education

SDGs



The Importance of Topics and Development

WIKA's consistency continues to create quality and solid Human Capital, one of which is through developing Human Capital competence. Soft competence and hard competence of each personnel are further developed in accordance with the roadmap that has been designed for the long term. On the other hand, all upper level management is required to transfer their knowledge to the lower levels in order to support the human development acceleration to meet every target set in the KPI.

Human Capital Management

GRI Standard Indicator Fulfillment

401 - Employment

SDGs



The Importance of Topics and Development

WIKA continues to implement the Human Capital development roadmap to achieve every target set out in KPI. Therefore, Human Capital must be managed optimally including a fair and equal recruitment process, competency development, welfare, and employee engagement.

Economic Performance

GRI Standard Indicator Fulfillment

201 - Economic Performance
203 - Indirect Economic Impact

SDGs



The Importance of Topics and Development

Economic performance reflects the company's achievement of operational and financial performance. Disclosure of economic performance will be used as an evaluation between economic performance targets and achievements in 2019, which will benefit the company and stakeholders.

Anti-Corruption

GRI Standard Indicator Fulfillment

205 - Anti-corruption

SDGs



The Importance of Topics and Development

WIKA does not tolerate corruption or fraud in any form. So far, WIKA has consistently applied anti-corruption to create a clean and high-integrity work environment.

Boundaries of Material Topics and Management Approach [102-46, 102-47, 102-49, 103-1, 103-2, 103-3]

In previous year, the material topics that were disclosed consisted of Economic Performance, Occupational Safety and Health (OSH), Training and Education, Procurement Practices, and Anti-Corruption. There have been changes in material topics and topic boundaries disclosed in the Sustainability Report 2019. The results of survey on stakeholders were used by to determine material topics and as WIKA management's considerations, thus material topics that were prioritized this year included QSHE, Competency Development, Human Capital Management, Economic Performance, and Anti-corruption.

Material Topic: QSHE [102-46, 103-1, 103-2, 103-3]	
Boundaries	
Impact on Stakeholder	Impact Identification (Positive and/or Negative)
Internal: Employee	The optimal QSHE performance involves the cooperation and commitment of all WIKA personnel.
External: Employers (Owners), Partners, Community, Regulators	The optimal QSHE performance also involves the cooperation and commitment of partners' workers. The achievement of QSHE performance targets can prevent employees, partners' workers and surrounding communities from work accidents.
Management Approach and Efforts to Manage Impacts	
<p>Wika is highly committed in applying quality, safety, health, & environment principles in every process and result in each project. WIKA has a QSHE Director who oversees all QSHE performance in all related units. To achieve optimal QSHE performance requires a joint commitment from all WIKA personnel and partners or contractors. The QSHE Director oversees the SHE Department in charge of managing SHE implementation within WIKA environment, while the System Development Department and the Risk Management & PMO Department are integrated in quality control.</p> <p>WIKA has implemented OSH Management system in accordance with Government Regulation No. 50 of 2012 stipulating OSHMS and OHSAS 18001:2007. Meanwhile, the Quality Management System has been implemented in accordance with ISO 9001:2015, while the Environmental Management System has been implemented in accordance with ISO 14001:2015.</p> <p>The scope of OSHMS at WIKA must be complied by all employees at all levels, including workers of contract partners and subcontractors, even guests who visit the project. All people who enter WIKA work area are also responsible for preventing incidents, health hazards, social incidents, so as not to affect the assessment of the quality of services and products related to OSH and environmental management.</p> <p>In 2019, the management considered WIKA's QSHE performance to be very good. There were no fatal accidents (zero fatality). WIKA reached 101,762,830 work hours without work accident, met the zero accident target, and other achievements. There were no complaints on incidents of environmental non-compliance or the quality of products and services.</p>	

Material topic: Competency Development [102-46, 103-1, 103-2, 103-3]**Boundaries**

Impact on Stakeholders	Impact Identification (Positive and/or Negative)
Internal: Employee	Training and education for WIKA's people are part of the work process. The impact of training and education resulted in human capital with superior skills and competencies, so they can work effectively.
External: Partners	Training is not only provided to WIKA permanent employees, but also to employees from business partners or subcontractors.

Management Approach and Efforts to Manage Impacts

Training and education for employees are part of the work process to support company performance. Employees as executors have a significant influence on the quality of the final products or services, thus the company pursues to improve their skills and competencies.

The management approach on employee competency development is through the Human Capital Department and all its bureaus. The bureaus under the Department of Human Capital have been formed and implemented in accordance with the core of their respective responsibilities which are integrated with the aim of developing human capital. The effectiveness of managing competency development at WIKA is measured through the Competency Evaluation & Work Assessment (EK & PK) of all employees. The results of monitoring and EK & PK evaluation as well as the implementation of employee competency development will be reported to the Director of Human Capital and Development.

The Central Bureau of Excellence is responsible for managing employee competency development and quality. The Central Bureau of Excellence is under the Human Capital Department, which reports directly to the Director of Human Capital and System Development. WIKA excels in developing human capital, and has a development center for different levels of position, namely the Wikasatrian Leadership Center and the Wikapratama Learning Center.

Every year, WIKA organizes training, education and other development programs. The methods used are inhouse, exhouse, coaching, on the job training and e-learning. In 2019, WIKA held 85,584 training hours, which were attended by 2,127 employees from various positions. In addition, WIKA also provides opportunities and support employees to pursue education through the Employee Further Education Program.

Material topic: Human Capital Management [102-46, 103-1, 103-2, 103-3]

Boundaries

Impact on Stakeholders	Impact Identification (Positive and/or Negative)
Internal: Employee	Human capital management at WIKA does not only aim to create superior human resources in skills and competencies. Human capital management also regulates recruitment, welfare, until employees enter retirement.
Eksternal: -	-

Management Approach and Efforts to Manage Impacts

The Recruitment & Placement Bureau and Valuation Bureau are tasked with managing recruitment, selection, placement, welfare, and employee valuation. WIKA is committed to creating harmonious industrial relations between the company and employees to minimize employee turnover. Therefore, the management ensures that there is no discrimination against gender, race, religion, etc. in human capital management practices.

Human capital management practices at WIKA also uphold human rights, including gender equality, diversity, freedom of association and expression, as well as other rights that are related to employment. WIKA has a Collective Labor Agreement (CLA) which contains a work agreement between the company and the employees represented by the Employee Union.

The mechanism for evaluating the human capital management effectiveness at WIKA is carried out by the Human Capital Department in collaboration with all of its bureaus. The human capital management monitoring and evaluation report will be submitted to the Director of Human Capital and Development.

Material topic: Anti-Corruption [102-46, 103-1, 103-2, 103-3]

Boundaries

Impact on Stakeholders	Impact Identification (Positive and/or Negative)
Internal: Employee	Corruption is likely to be committed by anyone, including employees and this will harm the company. Therefore, WIKA invites all WIKA employees to avoid corruption, increase transparency, honesty and work integrity.
External: Shareholders, Regulators	Corruption is unethical in the business world. Therefore Shareholders and regulators support the management to enforce anti-corruption within the company.

Management Approach and Efforts to Manage Impacts

WIKA has an interest in protecting the company's assets and reputation from fraud and corruption. Therefore, WIKA is determined to combat corruption and implements a comprehensive anti-corruption policy. One of the anti-corruption management mechanisms is through a whistleblowing system. The company is under the Legal Department which oversees anti-corruption implementation at WIKA. The management periodically submits the report on the anti-corruption supervision to the Board of Commissioners and Board of Directors every year to review the effectiveness of its application in the Company's internal environment.

The management consistently carries out anti-corruption dissemination and imposes strict sanctions for acts of corruption. Periodically employees are given special training on anti-corruption topics, such as prevention and sanctions. In addition, WIKA applies an anti-corruption policy to not only WIKA's permanent employees, but also business partners and other parties who work with WIKA.

Material topic: Economic Performance [102-46, 103-1, 103-2, 103-3]

Boundaries

Impact on Stakeholders	Impact Identification (Positive and/or Negative)
Internal: Employee	Good economic performance will have a positive impact on employees because positive financial performance will guarantee the continuity of the company's business, the place where employees work and receive remuneration.
External: Shareholders, Creditors, Partners, Regulators	WIKA generates economic value for the sustainability of the company and the benefits of its stakeholders, as well as earmarking profits to contribute for social and environmental based activities financing.

Management Approach and Efforts to Manage Impacts

WIKA's economic performance is supported by financial performance managed by the Finance Department. Decision making for financial management is under the responsibility of the Director of Finance. Managing economic performance includes setting economic and financial targets, budget planning, financial recording, financial performance evaluation, and financial function supervision. WIKA's mechanism in monitoring the effectiveness of financial management and economic performance covers internal and external audits. The Finance Department will submit the report of financial performance to the Director of Finance, while the Internal Audit Unit will report the findings of the internal audit at the Department of Finance to the Director and the Board of Commissioners.

The right financial strategy a In 2019, the overall economic performance met the target. Revenues were recorded at IDR27,212.91 billion, which mostly came from the Infrastructure and Building sectors of 72.78%. This year WIKA has won many projects in the country, especially infrastructure projects from the government in line with sustainable development in Indonesia. Net profit was recorded at IDR2,621.01 billion, up 14.20% from last year, while production costs decreased 12.66% to IDR23,732.84 billion.




Stakeholder Engagement [102-21, 102-42, 102-43]





Decision making by stakeholders has a significant impact on the sustainability of the company's business. Therefore, WIKA continues to foster good and mutually beneficial relations of both parties. The stakeholders' inputs and needs are also taken into consideration by WIKA in determining strategies to achieve operational excellence.

The main stakeholders are determined based on proximity and level of interest. The relationship between WIKA and stakeholders is built through various communication channels to interact, such as through e-mail and regular meetings. Externally, WIKA engages with clients and other stakeholders through daily project activities, as well as in various membership and industry associations.

This year, stakeholders were involved in the process of determining the material topics of the report through questionnaires. The stakeholders' role in the process is very helpful for management to identify topics of stakeholders' concern. In addition, WIKA identified issues and key topics that become each stakeholder's concerns. WIKA tried to respond to these concerns in line with the implementation of strategies and business activities.

Stakeholder Engagement [102-40, 102-43, 102-44]

Type of Stakeholder	Method of Approach and Frequency	Issues and Concerns	WIKA Response
 SHAREHOLDERS	<ul style="list-style-type: none"> · GMS once a year. 	<p>Information on WIKA's annual performance, the amount of revenue earned, the company's profit/loss, sustainability performance, and information related to changes in management structure.</p>	<ul style="list-style-type: none"> · Organizing GMS; · Preparing financial statements, Annual Report, PKBL Report, and Sustainability Report.
 EMPLOYEE	<ul style="list-style-type: none"> · Delegation of daily work; · Tripartite and bipartite meetings if needed; · EK and PK evaluation, at least once a year; · Meetings at WIKA Employee Union, at least once a year; · CLA discussion meetings every two years; · Management review in PPU levels every one month; · Management review in PJPU levels every three months. 	<ul style="list-style-type: none"> · Employee welfare; · Employee remuneration and other benefits; · Work protection; · Freedom of association; · Competency development; · Career promotion. 	<ul style="list-style-type: none"> · Forming bipartite and tripartite forum, WIKA Employee Union (Sekar WIKA); · Providing Personal Protective Equipment (PPE); · Providing health facilities, and the Wellbeing Program; · Conducting education and training activities; · Performing job evaluation; · Determining employee career path.
 OWNER	<ul style="list-style-type: none"> · Meeting to discuss work contracts, frequency is incidental at least once a year; · Signing work contracts, frequency is incidental at least once a year; · Project launching, incidental at least once a year. 	<ul style="list-style-type: none"> · Job implementation report; · Completion of work on time and on budget; · Quality assurance of products and services in accordance with agreed contracts. 	<ul style="list-style-type: none"> · Preparing progress report on the implementation of the work according to contract; · Review work contracts; · Providing products and services according to ISO 9001:2015; · Providing a maintenance period for the product; · Conducting customer satisfaction survey.

Type of Stakeholder	Method of Approach and Frequency	Issues and Concerns	WIKI Response
 BUSINESS PARTNERS	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.	<ul style="list-style-type: none"> Occupational Safety and Health (OSH) guarantee; Obtaining a contract; Evaluation of service providers and suppliers; Information on procurement policies and services from the Supply Chain Management Department. 	<ul style="list-style-type: none"> Providing clear information during tender process; Cooperating according to contracts agreed with partners.
 CREDITORS	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.	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.	<ul style="list-style-type: none"> Providing the required documents to support the smooth processing of credit; Providing other required information, and always carry out debtors' obligations in accordance with applicable legal provisions.
 COMMUNITY	Implementation of social activities and community empowerment at least once a year or according to needs; Through PKBL activities conducted at least twice a year.	<ul style="list-style-type: none"> The environmental conditions of their residence, especially those in the vicinity of WIKI project site; Livelihood. 	<ul style="list-style-type: none"> Carrying out PKBL activities; Carrying out social activities and community empowerment around the project site; Providing welding training.
 REGULATOR	Meetings between regulator and WIKI to discuss the company's compliance with applicable regulations. The meetings are held at least once a month.	Fulfillment of the requirements in accordance with applicable regulations, as well as information needed and relevant to company activities.	<ul style="list-style-type: none"> Carrying out PKBL activities and preparing their reports; Preparing annual report and sustainability report then submit them to the Ministry of SOEs, the FSA (OJK) and other interested parties; Providing input to the regulator in accordance with WIKI's capacity as an SOE.

Data Source Scope [102-45]

All data and information were collected from WIKA's head office in Jakarta covering the Management Center and the Operations Department. Specifically for the sustainability report, WIKA did not include information and data from suppliers or association entities. However, the water usage information covered Subsidiaries namely WIKA Realty, and financial data originated from consolidated financial statements that included WIKA as the parent company, and seven subsidiaries consisting of WIKA Beton, WIKA Industri Konstruksi, WIKA Bitumen, WIKA Gedung, WIKA Rekayasa Konstruksi, WIKA Realty, and WIKA Serang Panimbang.

Report Quality [102-32]

- ☑ Data and information are reviewed and validated by data contributors in each related function.
- ☑ The process of report preparation is acknowledged and approved by the President Director.
- ☑ Data from financial statements audited by Public Accounting Firm (KAP) Abadi Jusuf, Aryanto, Mawar & Rekan (RSM Indonesia).
- ☑ Assurance of Sustainability Report data by SR Asia.

Contact Related to the Report [102-3, 102-53]

PT WIJAYA KARYA (Persero) Tbk.
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Independent Assurance Statement [102-56]

WIKA's Sustainability Report has been assured by a competent independent party. The assurance process was carried out according to type 1 of AA1000AS:2008 on Sustainability Assurance Engagement, which included evaluating information on sustainability performance and compliance with reporting guidelines and principles.

INDEPENDENT ASSURANCE STATEMENT



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Independent Assurance Statement The 2019 Sustainability Report of PT WIJAYA KARYA (Persero) Tbk.

Number : 005/000-174/IV/2020/SR-Asia/Indonesia
Type / Level : 1 / Moderate

This is an **Independent Assurance Statement** ("the Statement") on the **2019 Sustainability Report** ("the Report") content of **PT WIJAYA KARYA (Persero) Tbk.** ("the Company" or "the Reporting Organization"). The Company is an Indonesia state-owned enterprise and listed in the Indonesia Stock Exchange (IDX). It mainly operates in engineering procurement and construction industry sector, where the subsidiaries manage several business portfolios. Some of which are real estate and property management, power plant and civil constructions, as well as industrial operation and maintenance activities.

The Company has drafted the Report by referring to:

- Sustainability Reporting Standards of the Global Reporting Initiative ("the GRI Standards") and its Construction and Real Estate Sector Disclosures ("CRE"), and
- Regulation of Indonesia Financial Services Authority No.51/POJK.03/2017 on the Implementation of Sustainable Finance for the Financial Service Organizations and the Listed and Public Companies ("POJK 51").

The Statement has been issued by **Social Responsibility Asia** ("SR Asia") based on the assurance work as per agreement with the Management¹. SR Asia notifies that the sustainability or overall performance of the Company shall NOT be defined or interpreted based on the Statement, except for the areas covered in the scope of assurance work.

Responsibilities of SR Asia are to evaluate the Report content and to come up with recommendations as well as the Statement. The Report content, including presentation of claims, data, information, and figures, is the sole responsibility of the Management. SR Asia is also responsible only to present the results of assurance work including the Statement to the Management. SR Asia does NOT accept or assume any responsibility for any other purpose or to any other person or organization; therefore, a person or an institution that has dependency on the Report is entirely on its own risk.

Scope and Limitation

1. **Type 1 and Moderate Level** of assurance is applied; where the risks of information and conclusions of the Report being error is reduced, but not reduced to very low, but not zero.
2. Review, NOT to investigate or audit, the Report content for the reporting period of **1st of January up to 31st of December 2019**, especially on the following material topics: **customer health and safety, occupational health and safety, environment, education and training, employment, economic performance, indirect economic impact, and anticorruption.**
3. Evaluation on publicly disclosed information, system and process of the Reporting Organization has in place to ensure adherence to the principles.

¹ "The Management" refers to the management of the Reporting Organization or the Company



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4. Financial data, information, and figures in the Report content are NOT included in the scope of assurance. SR Asia assumes the Company, or independent parties, or other parties associated with the Company, have verified and/or audited any data and information related to financial statements.

Exclusion

1. Stakeholders' engagement that might be taken by the Company in developing the Report.
2. Analysis on indicators, standards or principles other than those mentioned in the Statement.
3. Expression of opinion, belief, expectation, advertisement, and future planning of the Company as indicated in the Report content.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.
5. 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.

Methodology

SR Asia has engaged an official partner in Indonesia and formed an Assurance Team to:

1. Carry out a kick-off meeting.
2. Conduct an initial assessment on the Report document.
3. Visit the head office of the Company to discuss the Report content with the Management.
4. Review as well as trace down data, information and disclosures as presented in the Report content to the evidence.
5. Analyze the Report content by utilizing SR Asia GREAT.
6. Assess the Report content against the standards, principles, and indicators of AA1000AP (2018) AccountAbility, GRI Standards and its CRE, and POJK 51.

Adherence to AA1000AP (2018) AccountAbility and GRI Standards

Inclusivity—Presentation of key stakeholder groups in the Report content is rather inclusive. At a practical level, the Company has carried out stakeholder engagement activities. Nevertheless, a more comprehensive and integrated stakeholder engagement process should also be placed into the organizational governance and strategy. That should be performed through strategic stakeholder engagement management in both parent and subsidiary organizations. Furthermore, the Company also needs to formalize its commitment to be accountable to the stakeholders and to conduct a materiality assessment.

Materiality—The Assurance Team has concluded that material topics specified in the Report content are closely related to the sustainability context of the Reporting Organization. However, in the Report, the Company is expected to discuss more other significant sustainability topics in building and construction industry sector, such as the use of material, emission, energy intensity, and water intensity.

INDEPENDENT ASSURANCE STATEMENT



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The Company should perform adequate materiality testing as the basis for defining the content of the sustainability report. The boundary of materiality testing should cover the partners' operations in the Company areas and also the subsidiaries that manage the Company's business portfolios.

Responsiveness – The Company has policies and procedures in place to respond grievances and solve disputes with stakeholders, especially the customers. To respond to global concerns on climate change, the Company has started developing its capabilities in green construction and green building. Nevertheless, the Report content does not indicate the Company has identified the relationship between the appropriateness of the response and the maturity, impact and prioritization of a topic.

Impact – At a particular level, presentation of quantitative and narrative information in the Report content can describe the impacts of the Company businesses on the economy, social and environment. However, since the Company has not yet conducted materiality assessment, it is believed that only identified impacts of particular aspects such as customer satisfaction, product integrity, or occupational health and safety have been integrated into the essential management process. The Company is also advised to improve the Report boundary and present more sustainability performance data and information from the subsidiaries' business activities, to provide the whole picture and clearer explanation on the Company's impacts in the Report.

In "Accordance" with Comprehensive Option – The Report content indicates its adherence to the **comprehensive option** of GRI Standards. In overall, the Report content presents disclosures from GRI 102: General Disclosures and Indicators of material topics. When applicable, for the required data and information that cannot be presented, the Company has specified the omission statements in the Report. The disclosures of the management approach for each material topic are fairly disclosed and CRE requirements are also presented and discussed. Future improvements on the Report content are advised, especially on the disclosure of management approach (DMA) including targets and performance indicators.

GRI Standards Principles – To some extent, the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability) are moderately applied in the Report content. In general, the Management was able to present supporting documents to the Assurance Team during the assurance work. Nevertheless, as the subsidiaries' operations are significantly related to the sustainability context of the Reporting Organization, it is advised for the Company to perform materiality testing and include more data and information of sustainability performance of the subsidiaries in order to improve the adherence of future reporting to the Principles for Defining Report Content.

Adherence to POJK 51

In overall, the Report content shows its adherence to POJK 51 as required by the Regulation. However, disclosures of several topics such as green products or services, biodiversity initiatives, and sustainability culture are not found in the Report content. The Company is expected to present justifications in the Report content whether the topics are not significant to its sustainability context or if some administrative issues make the Company unable to address the disclosures in the Report.



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Recommendation

1. Strategically integrate stakeholder engagement based on AA1000 SES (2015) into key management activities.
2. Conduct materiality testing to increase information reliability of material topics and key stakeholder groups of the Company.
3. Formalize the Company's commitment to sustainability and align its business strategy and activities with sustainability efforts as well as Sustainable Development Goals, with clear objectives and target.
4. Include sustainability performance information of subsidiaries and, when applicable, the partners and suppliers to enhance the adherence to impact principle as specified in AA1000AP (2018).
5. Build a robust information management system that is integrated with both parent and subsidiaries, covering sustainability performance data and information of material topics.

Statement of Competency, Independence and Impartiality

The Assurance Team members are the experts with experience in writing and reviewing sustainability reports and integrated reports based on various reporting standards and principles, such as POJK 51, GRI Standards, International <IR> Framework, and SASB. The experts are also familiar with AA1000 AccountAbility standards and principles as well as the reporting regulation in the Country where the Company operates.

In order to avoid conflict of interest and bias, as well as also to ensure independency, the experts must follow SR Asia's assurance mechanism, procedures and professional codes of practices. Therefore, SR Asia believes the Statement that has been generated by the Assurance Team is independent and impartial.

The assurance provider,

Jakarta, 26th of March 2020


Birendra Ratna
SR Asia International Director



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ABOUT WIKA

"As an SOE engaged in Integrated Engineering Procurement & Construction (EPC) & Investment, WIKA plays a determining role in sustainable development achievement in Indonesia. Since the adoption of the Sustainable Development Goals (SDGs) by the United Nations, we are committed to actively supporting the achievement of SDGs through operations and corporate social responsibility."

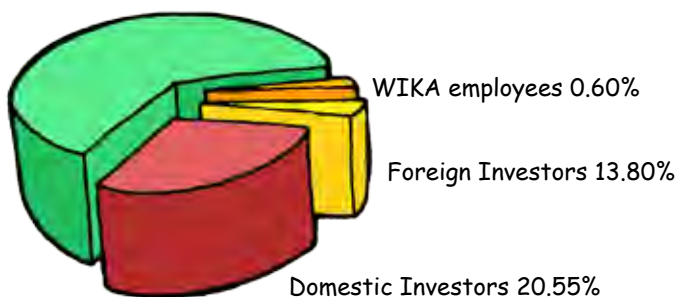
WIKA Profile [102-1, 102-5]

PT WIJAYA KARYA (Persero) Tbk., or known as WIKA was founded in 1960. WIKA is a SOE engaged in Engineering, Procurement, & Construction (EPC) sector. In 2007 WIKA conducted an Initial Public Offering (IPO) and became a public company.

During more than 50 years of work, WIKA has successfully reflected the high level of commitment and hard work through sustainable growth. Entering the 21st century, WIKA continues to strive to improve its performance in every aspect, from management, Human Resources (HR), to structure of innovation and the highest technology.

Composition of WIKA's Share Ownership

Government of the Republic
of Indonesia 65.05%





Vision 2030 [102-16]

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

Mission 2030 [102-16]

- 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

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

Through the integration of business processes, the performance of all WIKA personnel, technology and management system, WIKA has succeeded in becoming the largest Engineering, Procurement & Construction (EPC) company in Indonesia. WIKA is an integrated construction company that has seven main business lines.

Line of Business [102-2]

Investment		Realty & Property	Infrastructure & Building	Energy & Industrial Plant
Energy	Infra & Water	Property Development	Civil Construction & High Rise Building	Epc & Power Energy
Power plant: - Build Operate Transfer - Build Operate Own Renewable energy	Infra: - Toll road - Seaport & Jetty - Facilities & transportation infrastructure Water: - Water treatment plant	Real estate & property: - Landed house - High-rise (apartment, condotel) - Office mix use - Industrial estate Property management	Civil construction: - Road & bridge - Seaport & jetty - Dam & barrage Building Construction: - Residential & commercial - Airport - Facility Steel construction: - Erection - Equipment installation	EPC: - Oil & gas plant - Petrochemical plant - Cement plant - Power plant - Mining, biofuels, fertilizer



Operating Areas and Market Served

[102-4, 102-6, 102-7, 102-10]

In 2019, WIKA has succeeded in developing operational areas in two new countries, United Arab Emirates and Taiwan. Thus, WIKA's operational areas have reached 10 countries including Indonesia. In these countries, WIKA sold construction sector products and services to several types of customers, including the government, the private sector, and the general public including educational institutions.

The products and services offered by WIKA are Investment, Realty and Property, Infrastructure and Buildings, Energy and Industrial Plant, Industry, Construction Engineering, and Integrated Transportation System.

	Industry			Construction Engineering	Integrated Transportation System
	Precast Concrete	Bitumen	Construction Industry	Operating & Maintenance	High Speed Railway
	Precast concrete product Natural resources management	Granular asphalt Extraction	Steel fabrication Aluminium casting Plastic injection	Operation & maintenance: - Power plant - Industrial equipment	Civil construction Station design Transit Oriented Development (TOD): - Land procurement TOD - Detail master plan - Development selling & marketing - Property management

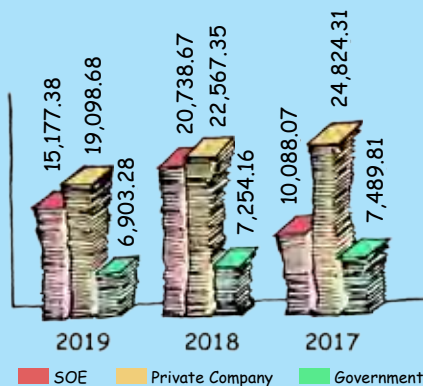
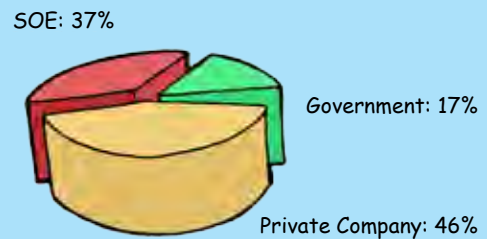


Table of Newly Signed Contracts (In IDR billion)



Market Share Based on Customer Type

Map of Operating Area [102-4]



Certification [CRE6, CRE8]

ISO 9001:2015 Quality Management System Valid May 4, 2017 - May 3, 2020, with recipient working units: <ul style="list-style-type: none"> • Building Business Lines • Energy Plant Business Lines • Infrastructure Business Lines • Oil & Gas and Industry Plant 	ISO 14001:2015 Environmental Management System Valid May 4, 2017 - May 3, 2020, with recipient working units: <ul style="list-style-type: none"> • Building Business Lines • Energy Plant Business Lines • Infrastructure Business Lines • Oil & Gas and Industry Plant
OHSAS 18001:2007 Occupational Safety & Health Management System Valid August 15, 2018 - August 14, 2021, with recipient working units: <ul style="list-style-type: none"> • Building Business Lines • Energy Plant Business Lines • Infrastructure Business Lines • Oil & Gas and Industry Plant 	Occupational Safety & Health Management System (SMK3) in accordance with Government Regulation No. 50 of 2012 Valid July 30, 2018 - July 29, 2021, with recipient work units: <ul style="list-style-type: none"> • Building Business Lines • Energy Plant Business Lines • Infrastructure Business Lines • Oil & Gas and Industrial Plant
	ISO 27001:2013 Information Security Management System Valid September 5, 2019 - September 4, 2022, with the recipient work unit is the System Development Department.

Until the end of the reporting period, WIKA has not followed external association initiatives. Therefore, WIKA has not been able to disclose the charter and initiatives carried out by external parties. [102-12]

Our Performance

During more than 50 years of operation, WIKA has developed many capacities in business and performance growth.

Scale of Organization [102-7, 102-48]

Description	Unit	2019	2018	2017
Number of permanent employees	People	2,767	2,595 *)	2,446
Number of operating area	Country	10	10	9
Revenues	IDR million	27,212,914	31,158,193	26,176,403
Net profit	IDR million	2,621,015	2,073,300	1,356,115
Capitalization (liabilities, minority rights, equity)	IDR million	64,823,878	61,641,702	47,682,083
Total assets	IDR million	62,110,847	59,230,001	45,683,774

Note: *) Data on the number of employees in 2018 was restated due to an error in the number presented in the previous report.

Business strategy

The strategy that WIKA has implemented in dealing with 2019 is described as follows:

1. Increased competitiveness through improvements to Cost of Goods Sold (COGS);
2. Developed new markets through investment patterns and cooperation patterns with several companies that have competence and capability;
3. The business processes carried out have used adequate and updated system with the development of the business;
4. The planning activities carried out by the Company were continuously measured, monitored and controlled;
5. The cash flow management was further enhanced by taking into account the conditions of the business environment;
6. Fulfillment of funding for production and investment activities must uphold the Company's prudence and credibility;
7. Risk management has become a set of tools for managing the Company's business;
8. Improved aspects of employee engagement.

WIKA is managed by the Board of Directors which is overseen by the Board of Commissioners. The Board of Directors is responsible for carrying out and controlling operations. The Board of Commissioners oversees the integration of business processes carried out by the Directors, assisted by company committees, Corporate Secretary,

other company organs, and all employees. We do not only focus on achievements, but also maintain the long-term interests of the company and stakeholders. With integrity and ethics, WIKA conducts business and carries out corporate social responsibility aimed at sustainability and having a positive impact on the environment and stakeholders.

GCG Implementation Assessment in 2019 reached a score of 94.94% or "Very Good" qualification.

WIKA received an appreciation for the implementation of GCG, risk management, and good compliance management (Governance, Risk & Compliance/GRC) in Indonesia.

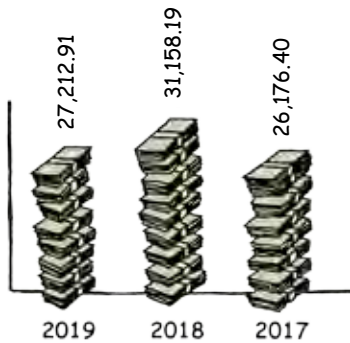


WIKA ranked first in the "Going Digital Advancements in Bridges" category at the International Year in Infrastructure 2019.

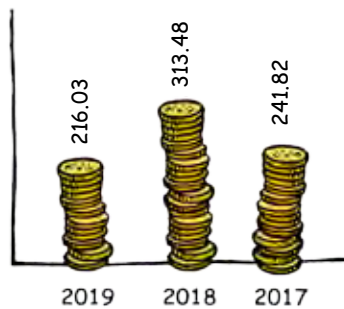
At the International Year in Infrastructure 2019 event, WIKA made a presentation on the Design and Build Harbor Road 2 Project which has the complexity, consistency and continuity of innovation, efficiency and independence of the implementative BIM to develop solutions.

Economic Value Generated [201-1]

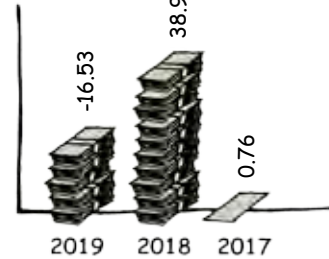
Net revenues (IDR billion)



Bank interest income (IDR billion)



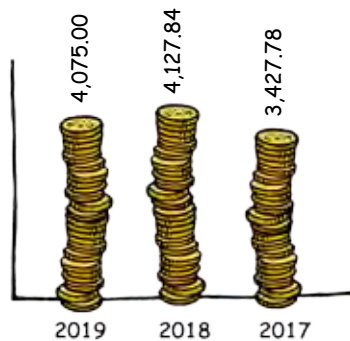
Profit (loss) of foreign exchange rate (IDR billion)



Economic Value Distributed

[201-1]

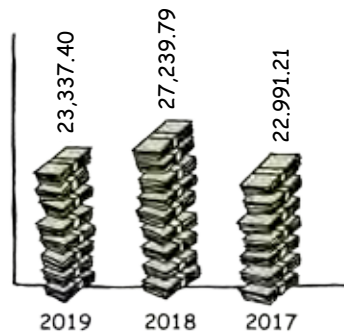
(IDR billion)



Economic Value Retained

[201-1]

(IDR billion)



The economic value distributed includes operating costs, employee salaries and other benefits, dividend payments, interest expenses, taxes, and investments for social activities and community empowerment.

During 2019, WIKA did not encounter any risks or opportunities caused of climate change, which had implications for the company's finances. In addition, WIKA did not receive assistance from the government to run its operations. [201-2, 201-4]

Throughout 2019, WIKA won new contracts with total value of IDR41.18 trillion. Carry over work contracts have been completed in the current year. Quality, safe, and finished works on time raised the customer confidence in using WIKA services. Net sales rose 10.86% from a year ago to IDR27.78 trillion.

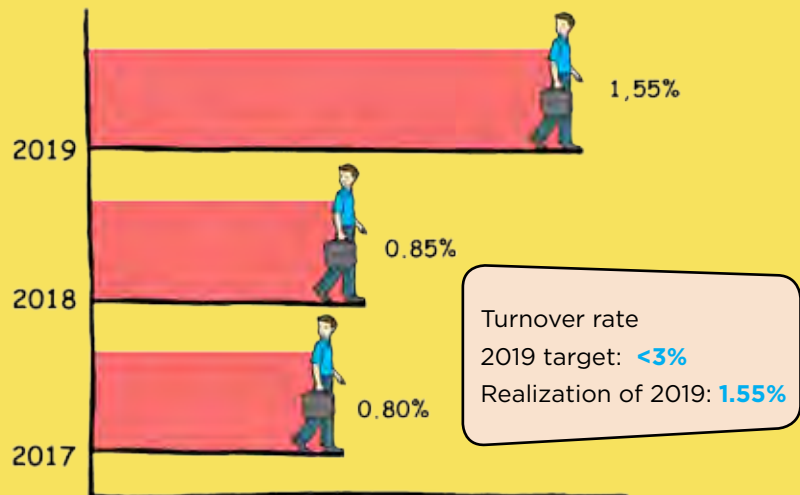
The increase in sales and achievement of KPI was contributed by a great confidence in

WIKA to work on both domestic and overseas infrastructure projects. WIKA's additional business lines and expanding capacity will encourage adjustment and adaptation to the management of Human Capital. To create quality Human Capital and be able to keep up with accelerated business growth, WIKA strengthens its focus on human capital development design and talent management systems.

- » Wellbeing program
- » Engagement of employees reached 81%

For WIKA, Human Capital is a reliable and important partner in completion of all work lines. Human Capital continues to be developed by balancing the competence, physical health, mental health, lifestyle, financial growth and personal well-being.

Turnover rate [401-1]



WIKA provides a pleasant workplace and creates a positive work environment. All employees are expected to achieve a work-life balance.

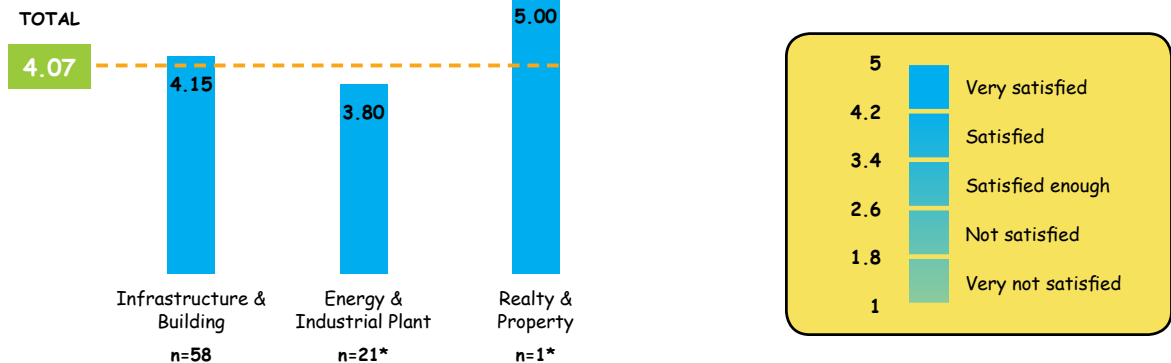


WIK A conducts its business ethically, in compliance with regulations, meeting quality and safety standards, which remains balanced with meeting customer expectations. WIK A owns and applies the WIK A-KON-PM-02.07 policy regarding the Construction Implementation Process Procedure. The management system implemented has been assessed and ISO certified. The implementation of QSHE in each project is also supported by the use of certified equipment and reputable contractors.

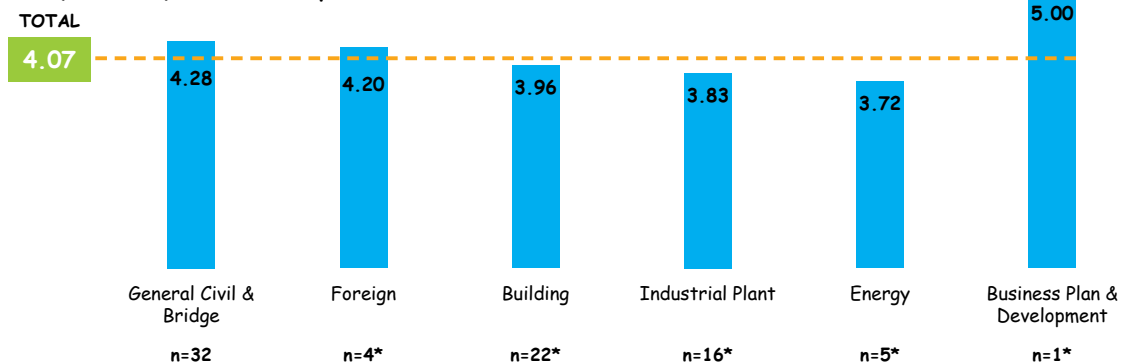
<p>[CRE6]</p> <ul style="list-style-type: none"> ☑ Equipment License (SIA) for each heavy equipment operated ☑ Operating License (SIO) for heavy equipment operators ☑ Mandatory checks on all project equipment by the foreman before operating the equipment 	<ul style="list-style-type: none"> ☑ Complete permit documents before starting construction ☑ Development of environmentally friendly transportation MRT and Fast Trains ☑ Minimizing the impact of heavy equipment mobility on the construction process by watering the project area to reduce air and dust pollution ☑ Minimizing noise and vibration in the construction process by using hydraulic technology
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WIK A Customer Satisfaction Index

CSI (Scale 1-5) Based on Segment



CSI (scale 1-5) Based on Department

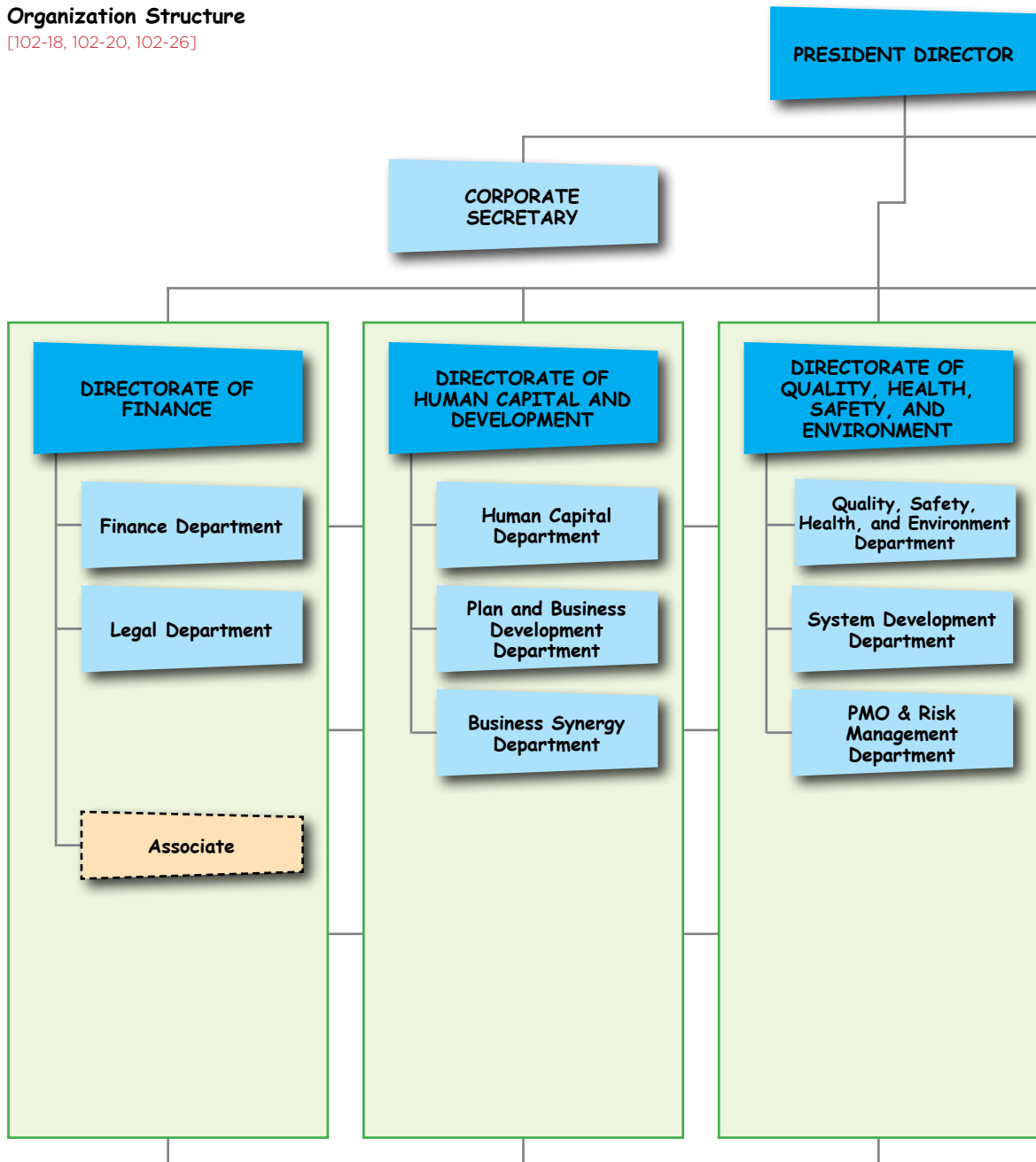


Sustainability Governance

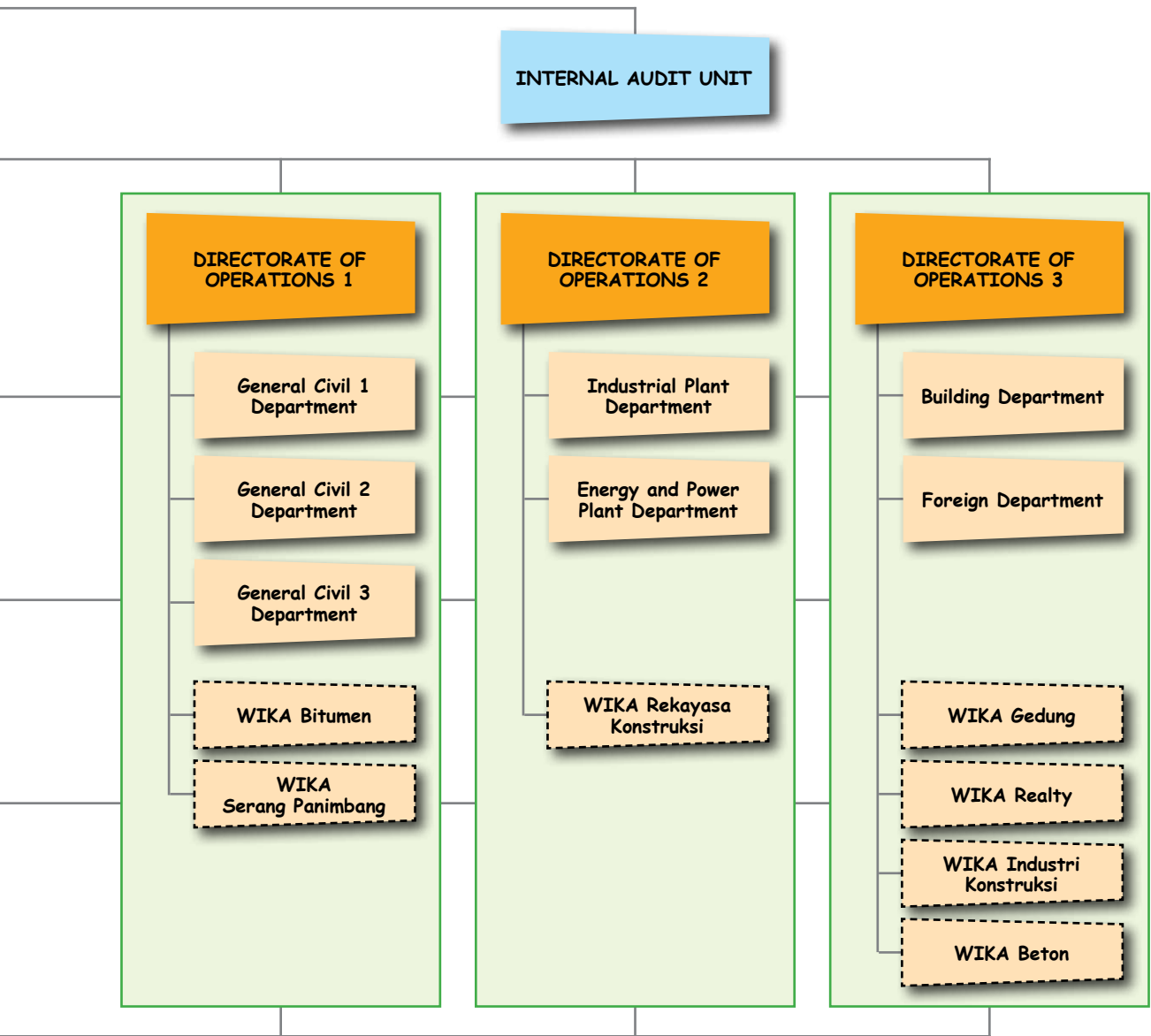
The implementation of corporate governance refers to the Good Corporate Governance (GCG) principles. Along with sustainability global changes, Wika governance organs' responsibility and actions are aimed at seizing business opportunities while at the same time supporting Sustainable Development Goals (SDGs). Structurally, each directorate is headed by a Director, who oversees departments related to the management of economic, social and environmental

Organization Structure

[102-18, 102-20, 102-26]



aspects, according to the line of authority specified in the organization structure. Therefore, the Board of Directors is collectively responsible for economic, social and environmental aspects within the company. Even at the Directorate level, WIKA has the QHSE Director whose responsibilities cover these three aspects. [102-26, 102-29]



Composition of the Board of Directors and Board of Commissioners [102-22]

Information on the highest governance organs and their committees is presented in the Annual Report, which can be accessed at:

- » Chapter Board of Directors, pages 402-427;
- » Chapter of Board of Commissioners, pages 370-401;
- » Chapter Supporting Organs of the Board of Commissioners, pages 469-503.

Director of Nomination and Selection [102-24]

In managing the company, the Board of Directors will be overseen by the Board of Commissioners, and both are assisted by committees and other important organs. As a SOE, WIKA complies with government regulations in the process of nominating and selecting candidates for members of the Board of Directors. WIKA's Board of Directors' succession policy refers to Minister of SOE Regulation No. PER-03/MBU/02/2015 concerning Requirements, Procedures for Appointment and Dismissal of Members of the Board of Directors of State-Owned Enterprises. Candidate members of the Board of Directors will be recommended by the Nomination and Remuneration Committee to the Board of Commissioners. Complete criteria and requirements related to the nomination and succession of the Board of Directors are stipulated in the Chapter Board of Directors' Succession Policy of the Annual Report, page 503.

Independence of Board of Directors' Members [102-23]

Members of the Board of Directors must maintain their independence. Members of the Board of Directors are prohibited from occupying other executive positions as stipulated by the Laws. Information has been fully explained in the Annual Report on the Board of Directors' Concurrent Position Policy Chapter pages 420-421.

Conflict of Interest [102-25]

WIKA ensures that there are no conflicts of interest between company officials in implementing good corporate governance. Officers at the Directors, Board of Commissioners, Heads of Departments up to the managerial levels are selected with professional and integrity considerations. WIKA manages conflict of interests of the Board of Directors by applying the principles of preventing conflict of interests and ensuring the members do not have affiliation with fellow members of the Board of Directors, members of the Board of Commissioners, or Controlling Shareholders.

Access:

- » Chapter Affiliate Relations of Members of the Directors, Board of Commissioners, and Controlling Shareholders, pages 421-422;
- » Chapter Board of Directors' Conflict of Interest Management, pages 422-423.

Knowledge Development Related to Economic, Social and Environmental Topics

[102-27]

In the face of sustainability challenges, the Board of Directors needs to increase economic, social, and environmental knowledge related to its business. In 2019, it was noted that WIKA Board of Directors' members had participated in training programs on economic, social and environmental topics. This information can be accessed in the Annual Report on Chapter Education and/or Training for The Board of Commissioners, Board of Directors, Committees, Corporate Secretary, and Internal Audit Units, pages 166-171.



Board of Directors Performance Assessment [102-28]

Evaluation and evaluation of the Board of Directors' performance are carried out through a number of procedures, including appraisal by the GMS and an assessment using the GCG self-assessment method. Detailed information about this can be accessed in the Annual Report on the Performance Evaluation Chapter of Directors, pages 429-431.

Delegation of Authority and Responsibilities Related to Economic, Social and Environmental Topics [102-19, 102-20, 102-26]

In sustainability governance, WIKA has also implemented corporate social responsibility based on ISO 26000. The core subject of ISO 26000 consists of governance, employment practices, human rights, environment, fair operating procedures, consumer issues, as well as community involvement and development that have been implemented within the company.

Identification of those responsible for implementing ISO 26000-based corporate social responsibility:

Aspect	Person in Charge within WIKA
Corporate governance	Corporate Secretariat (Legal and GCG Section)
Employment practices	Human Capital Department
Human Rights	Human Capital Department
Environment	Safety, Health, and Environment Department
Fair operating procedures	Internal Control Unit
Consumer issues	Business Synergy Department
Community involvement and development	Corporate Secretariat (PKBL Unit)

Review of Economic, Social and Environmental Performance [102-31, 102-33, 102-34]

The review of economic, environmental and social topics, along with their impacts, risks and opportunities, is conducted at Board of Directors meetings, as well as joint meetings between the Board of Directors and Board of Commissioners as well as the committees under their supervision. In the meeting, top management will review issues that are considered critical, then deliberate their decision making. Furthermore, results of the meeting will also be reported to the relevant departments for follow up management. The various critical concerns related to sustainability, namely QSHE performance, RJPP, audit findings, green building developments, green construction, and other environmentally friendly projects, and overall company performance, are reviewed. Aside from internal meetings, review of the economic, social and environmental topics is also carried out at Governmental Hearings attended by members of the Board of Directors and the Board of Commissioners.

Managing Sustainability Risks and Opportunities [102-11, 102-15, 102-29, 102-30]

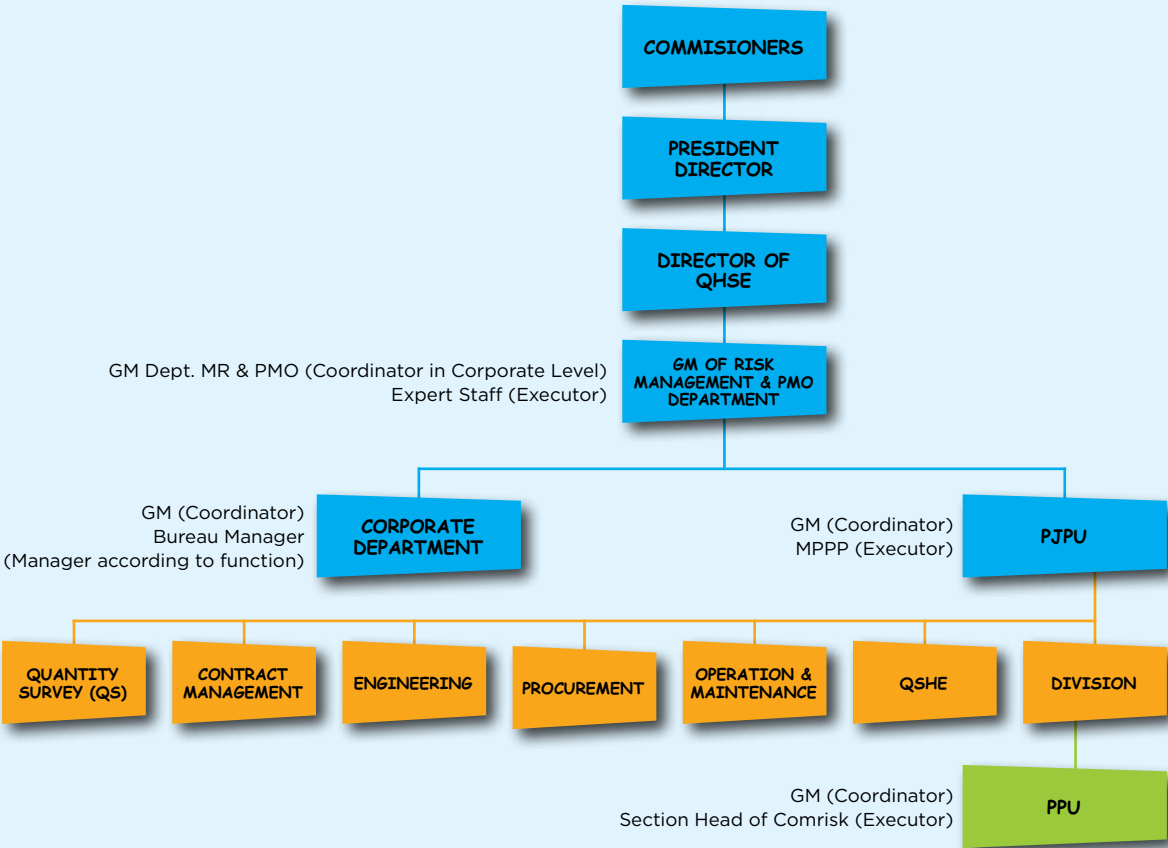
WIKA is aware that the risk challenges in the stages before and after the construction process, until the delivery of the final product to the project owner is closely related to environmental and social risks. The QSHE performance has become an important aspect to be managed by the company, because it affects sustainability performance.

Efforts to minimize and manage sustainability risk are carried out by the Directorate of Quality, Health, Safety & Environment, through the Risk Management & PMO Department. The Company applies management system consisting of Occupational Safety and Health

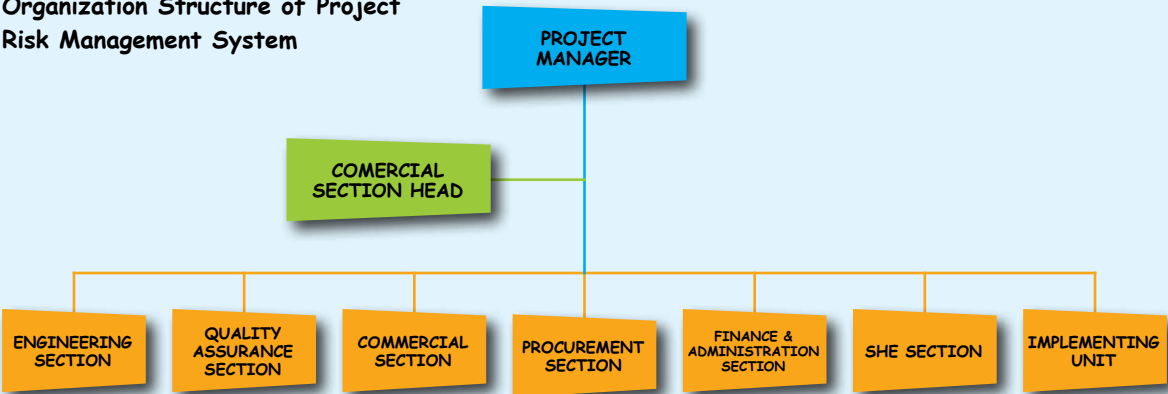
Management System, Risk Management System, Quality Management System, Safety Management System, and Integrated Environmental Management System.

The Risk Management & PMO Department has a main function in the implementation, development and assessment of integrated corporate risk management system of all management functions, as well as controlling the implementation of risk management system in order to support the achievement of company productivity. Risk management at WIKA is divided into corporate level risk management system and the project level risk management system, and both are managed and have separate organization structures.

Organization Structure of
Corporate Risk Management



Organization Structure of Project
Risk Management System



The corporate and project organization structures support the risk management system, will identify and manage the impact of risks related to economic, social, and environmental that exist in their respective scope. The person in charge of the Risk Management function at each level has a CRMO (Certified Risk Management Officer) and CRMP (Certified Risk Management Professional).

The implementation of the risk management system has been running smoothly and effectively, according to the framework of Enterprise Risk Management (ERM) with a set of components that form the foundation and manage the organization, where risk management is inherent in each Bureau, Department, Division, and all project functions within WIKA. With this framework, risk-related information will be submitted to the authorities to be used as a basis for decision making.

Evaluation of the implementation of risk management in 2019, showed that risk management at WIKA has been properly managed, where the risks at WIKA were measurable, manageable, which apply in all company units. WIKA continually strives to make improvements and increase the consistency of the risk management implementation in all business processes in the context of excellent target achievement. The strategic and operational risks were managed and mitigated. The company believes that the company's ability to manage every risk will be able to open business and operational opportunities after undergoing a process of learning and continuous improvement.

Business Ethics and Code of Ethics [102-16, 102-17]

WIKA applies business ethics according to GCG principles and norms, comprising transparency, accountability, responsibility, independence and fairness. WIKA ensures that in every procurement of construction goods/ services, have been in accordance with the authority given by the articles of association and company regulations and legislation, based on good faith principles, with high accuracy, and in a free, independent or not under pressure, and influence from other parties.

The code of ethics is WIKA's commitment to comply with legal provisions and the highest ethical standards wherever it runs its business/ operational activities. In addition to complying with applicable regulations, the Company Management must also uphold ethical norms and values. The code of ethics applies to all personnel of the Company, including the Board of Commissioners, Board of Directors, and all employees. All personnel of the Company have the awareness to practice good ethics that will enhance and strengthen the Company's reputation. WIKA has a Code of Conduct that is updated regularly. The application of ethical values is part of compliance with the implementation of Good Corporate Governance (GCG).

The mechanisms for maintaining compliance with the code of conduct, are:

- a. WIKA requires all employees to sign the Corporate Standards of Ethics Compliance Statement, which is done regularly every year;
- b. The GCG compliance team is responsible for the dissemination program, implementation of coordination, and evaluation of the implementation of compliance with the code of conduct.

In implementing business ethics and code of conduct, the Company maximizes the reporting mechanism and resolution through the Procedure of Code of Conduct Violation (Whistleblowing System) No. WIKA-LDSPM-01.02, one of which stipulates Business Ethics on Anti-Corruption, Collusion and Nepotism (KKN), Policy on Prohibition of Bribery, Policy on Gifts, Rewards and Donations that are not acceptable, as well as being disseminated through a website that anyone can report with guaranteed confidentiality for the whistleblower.



Anti-Corruption

WIKA is committed to conducting business activities with integrity and professionalism, avoiding conflicts of interest, no tolerance to bribery, avoiding any forms of fraud, including Corruption, Collusion and Nepotism (KKN). WIKA has established policies to prevent corruption, including: [103-2]

1. Guidelines for Handling Conflict of Interests of PT WIJAYA KARYA (Persero) Tbk. Year 2017-2018, No. 06/DK/WIKA/2018 and No. SK.02.09/A.DIR.0742/2018;
2. Decree of the Board of Directors No. SK.02.09/A.DIR.0637/2018 concerning Changes to Guidelines for the Implementation of Good Corporate Governance of PT WIJAYA KARYA (Persero) Tbk.;
3. Board of Directors Decree No. SK.02.09/A.DIR.0639/2018 concerning Amendment to the Code of Conduct;
4. Decree of the Board of Commissioners and Board of Directors No. 05/DK/WIKA/2018 and SK.02.09/A.DIR.0639/2018 concerning Changes to the Board Manual of PT WIJAYA KARYA (Persero) Tbk.;
5. Procedure for Complaints concerning Code of Conduct or Whistleblowing System No WIKA-LDSPM-01.02 Rev. 00 Amd. 01 January 31, 2019;
6. Guidelines for Handling Gratification No. WIKA-LDS-PM-01.01 Rev. 00 Amd. 01 concerning Gratification Control Procedures dated 31 January 2019;
7. Statement of Directors and Commissioners regarding Conflict of Interest.



The anti-corruption policy applies to all personnel of WIKA, as well as partners and contractors who work together. WIKA periodically conducts anti-corruption dissemination which is communicated directly to all WIKA employees starting from management trainees, middle management, company organs (Commissioners, Directors, and Shareholders), business partners, and contractors on various occasions. For employees on the site, anti-corruption dissemination is carried out when the management review is disseminated to all project managers per region, then the project manager will continue the anti-corruption dissemination on their respective sites. Other media used by WIKA as anti-corruption dissemination tools are through WIKA website and social media owned by WIKA. [103-3, 205-2]

WIKA's management identified the highest risk of corruption in the procurement of goods and services function/work, as it is prone to such risk during the process of obtaining permits and administrative process. WIKA's further efforts to prevent potential corruption in this function/work are by conducting anti-corruption dissemination and upholding GCG principles in all aspects of business at WIKA. Overall, WIKA has not yet implemented a risk assessment, but in the coming year there will be an implementation of an anti-corruption management system based on ISO

37001: 2016. In 2019 there were allegations of corruption cases, but until the end of the reporting period there was no court decision yet on these corruption cases. [205-1, 205-3]

In order to enforce anti-corruption, the Company sent its employees to attend the dissemination of the 'Corruption Prevention Guide for the Construction Services Infrastructure Business Sector' organized by the Corruption Eradication Commission (KPK) on July 25, 2019. A total of six personnel of WIKA participated in the event. [205-2]

Anti-corruption Training for Employees Based on Level of Position [205-2]

Level of Position	Number of Individuals (a)	Training Hours (b)	Training Hours per Employee (b) : (a)
President Director	7	35	5
General Manager	7	35	5
Division Manager	7	35	5
Bureau Manager	7	35	5
Section Management	1	5	5
Staff	4	8	2
Total	33	161	27

Whistleblowing System

In order to implement the principles of Good Corporate Governance, WIKA has committed to build a Whistleblowing System. The system serves as a means of preventing, disclosing violations or fraud in the Company. Every year, whistleblowing are reported to the Directors and Board of Commissioners.


The effectiveness of the Whistleblowing System (WBS) is supported by the complaint media, through a dedicated e-mail address at: timkepatuhangcgc@wika.co.id, as well as through special parties handling complaints, comprising the GCG Compliance Team, the Fact Finding Team, and the Employee Honorary Assembly.

Association Membership [102-13]

No.	Association Name	Scope	Membership Position	Membership Due Date
1	Indonesian Contractors Association (AKI)	National	Member	December 31, 2019
2	Association of Indonesian Electrical and Mechanical Contractors (AKLI)	National	Member	December 31, 2019
3	Indonesian Builders Association (GAPENSI)	National	Member	December 31, 2019
4	Indonesian Chamber of Commerce and Industry (KADIN)	National	Member	December 31, 2019
5	Indonesian Association of National Engineering Companies (GAPENRI)	National	Member	January 2, 2020
6	Indonesian National Committee on Large Dams (KNI-BB)	National	Member	December 31, 2019
7	Indonesian Electrical Society (MKI)	National	Member	January 2020
8	Indonesian Mechanical and Electrical Technics Enterprises Association (APTEK)	National	Member	September 2019
9	Ratification Letter of Technique Guarantor (SP-PJT)	National	Member	April 25, 2023



IMPROVING HUMAN CAPITAL CAPABILITY AND CAPACITY



"The Board of Commissioners, Board of Directors and all Human Capital carry out their functions and responsibilities in every activity, and continue to improve their capabilities and capacities with the aim of protecting the interests of WIKA, shareholders, and stakeholders."



WIKA Personnel [102-8]



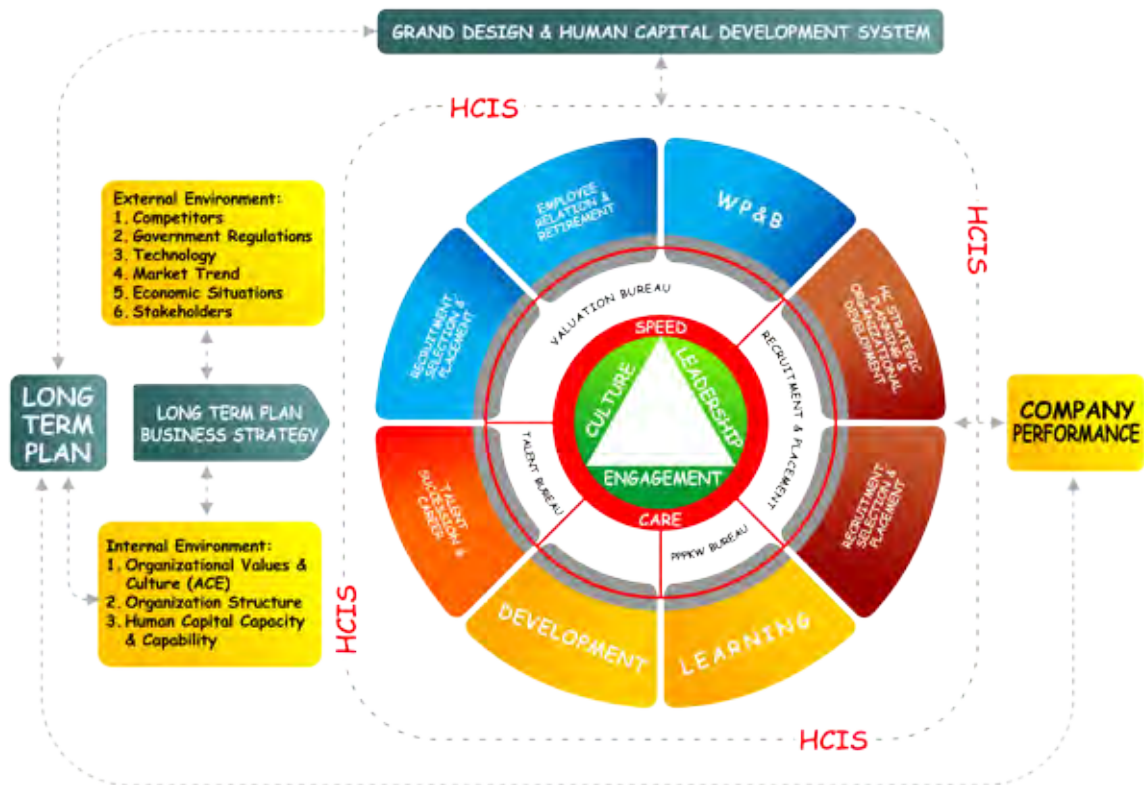
Permanent Employees by Gender and Employment Status [102-8]

Employment Status	2019			2018			2017		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Organic	2,038	200	2,238	1,947	166	2,113	1,809	149	1,958
Skilled	488	41	529	445	37	482	452	36	488
Total	2,767			2,595			2,446		

Number of Permanent Employees Based on Gender and Job Placement [102-8]

Job Placement	2019		2018		2017	
	Male	Female	Male	Female	Male	Female
Head Office	929	170	907	148	99	49
Division/Project Offices	1,497	65	1,404	53	2,098	133
Algeria Representative	34	1	30	1	11	1
Malaysia Representative	21	1	8	0	1	0
Myanmar Representative	3	1	1	0	1	0
East Timor Representative	12	0	42	1	51	2
Philippine Representative	3	0				
Niger Representative	10	2				
Taiwan Representative	11	1				
Senegal Representative	1	0				
Saudi Arabia Representative	1	0				
Dubai Representative	4	0				
Total	2,767		2,595		2,446	

WIKA's Human Capital management and development are carried out in line with efforts to achieve the predetermined business targets. Fulfillment of Human Capital is primarily to fill critical positions both at the Head Office and Subsidiaries, while still referring to the direction given and paying attention to the functional composition of employees according to organizational needs. Human Capital Management is carried out in accordance with the Grand Design & Human Capital Development System.



The Human Capital Department has compiled work programs that are divided into long, medium, and short-term plans that are prepared based on the direction of the company's strategy development. The Human Capital strategy undertaken includes capacity and capability development, Attract-Retain-Engagement, and several key driving

programs. As a support to achieve the target and support the main strategy, various innovations have been carried out, including more modern Human Capital, internalization of corporate culture and values (ACE), and digitizing the human capital system.



Gender equality practices [405-1, 405-2]

In managing Human Capital, WIKA applies the gender equality practices. The Company guarantees gender equality in recruitment, job evaluation, as well as equality in opportunities to improve competence. WIKA rejects all forms of discrimination, gender equality is also applied in providing opportunities for promotion, remuneration, and bonus provision.

5 GENDER EQUALITY



Some 9% of WIKA employees are female, and 4% of them occupying managerial level positions. [405-1]

Diversity of Governance Officials [405-1]

Kelompok Jabatan	Gender		Age Group		
	Male	Female	<30	31-50	>51
Director	7	0	0	3	4
Senior Management	16	1	0	8	9
Middle Management	118	5	0	95	28
Junior Management	265	13	12	213	53
Supervisor	734	67	274	492	35
Officer/Staff	855	112	607	306	54
Total	1,995	198	893	1,117	183

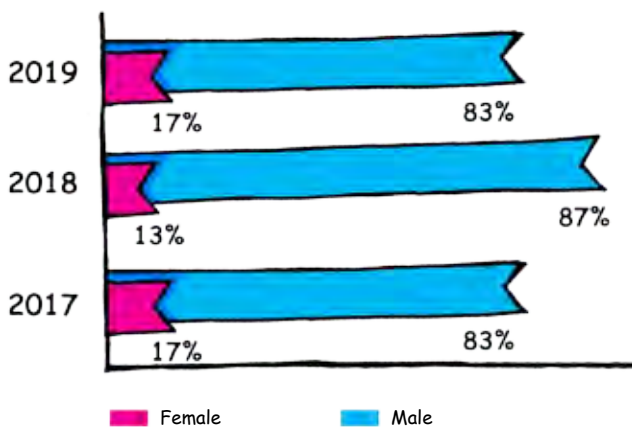
Recruitment Practices

The most evident risk for WIKA is the quality of Human Capital. Human Capital includes internal and external human resources from partners and contractors' workers. Therefore, the recruitment process is the first step to get quality Human Capital. Recruitment is carried out in collaboration with universities (University Career Centers) across Indonesia, advertisements, job fairs, general applications, and collaboration with recruitment agencies. In addition, recruitment is also carried out through scholarship programs for outstanding students, who after graduation will be given the opportunity to work at WIKA. [401-1]

Number of New Employees by Age and Gender Group [401-1]

Age Group	2019		2018		2017	
	Male	Female	Male	Female	Male	Female
21-30	164	39	122	17	171	26
31-40	35	6	3	2	54	20
41-50	25	1	2	0	8	2
>50	1	0	0	0	0	0
Total	225	46	127	19	233	48

Percentage of New Employees



During 2019, WIKA carried out the process of employee recruitment by providing the same and equal opportunities to each applicant. There were no discrimination in gender, race, ethnicity, religion and others in the recruitment practices. The limited number of female employees was not caused by discrimination in hiring employees, but because of the characteristics of WIKA's business and operational activities in the construction sector. The rigorous recruitment process also took into account the age of the applicant. WIKA ensures that no new employees are underage.

Employee Turnover Rate

The hiring of new employees is intended to be able to prepare early for cadres in the future, given that the Human Capital development requires more time compared to faster business growth. WIKA ensures a synergy between guaranteeing employees' rights and a conducive work climate to minimize turnover. [401-1]

Employee Turnover by Gender [401-1]

Description	2019		2018		2017	
	Male	Female	Male	Female	Male	Female
Incoming employees from recruitment	225	46	127	19	233	48
Exiting employees due to:						
- Resigning	37	6	25	5	23	5
- Retiring	28	2	16	1	37	0
- Passing	5	0	0	0	2	0

Employee Turnover by Age Group in 2019 [401-1]

Description	2019			
	21-30	31-40	40-50	>50
Incoming employees from recruitment	203	41	26	1
Exiting employees due to:				
- Resigning	28	13	2	0
- Retiring	0	0	2	28
- Passing	0	0	2	3

Embedding Corporate Values and Culture in Employees [102-16]

The company gives a training chance to employee candidates In the Employee Candidate Training Program (PPCP), which purposed at embedding WIKA's personnel character and corporate values, ACE. The training was held after the recruitment process. In addition, employee candidates are also given a briefing and introduction to the basics of WIKA management system, which aims to assist them in adjusting to the work pace and corporate culture.



WIKA upholds the motto “Spirit of Innovation” and optimizes new corporate values based on the principles:

AGILITY: Fast, Focus, Change

CARING: Responsible, Safety

EXCELLENCE: Gives better results



WIKA applies the concept of Human Capital which means that the quality of employees can be improved through the provision of competencies, knowledge, attributes, and abilities, which is manifested in the ability to work excellently so as to produce economic value in development. In the performance of every Human Capital, the leadership factor in them plays a major role in the results of their performance and contribution to the company. For this reason, in the Human Capital management system, WIKA instills and shapes the character of a leader who is trained through the Advanced Leadership Program.

Every employee who participates in the Advanced Leadership Program is expected to become a strong leader who is able to improve teamwork, and be able to deliver effective and efficient work. In addition, they are expected to become WIKA's people who are persistent, able to adapt and always want to learn, upholding cultural values and local wisdom that synergizes with the development of their soft skills and hard skills competencies.

Employee Competency Improvement [404-1, 404-2]

The Human Capital development strategy at WIKA is implemented based on the 'More for More' principle through valuation and competency improvement policy. Competency improvement is key in achieving the medium-term and long-term strategies. WIKA has a competency development center for employees based on their level of position.

Facilities provided by WIKA to support training and education activities for employees are the Wikapratama Learning Center and the Wikastrian Leadership Center. The Wikapratama Learning Center is a training and education facility aimed at developing employee competencies and expertise at all levels, both for technical and non-technical works. Meanwhile, the leadership training and education are held at the Wikasatrian Leadership Center. WIKA also combines learning materials with practice in the workplace, such as on the job training, coaching, and mentoring directly. In addition, WIKA also sends its employees to attend various types of external training, seminars, and workshops in accordance with the needs in their field of work.



Realization of Training and Education in 2019 [404-1, 404-2]

Type of Training & Education	Total Participants (a)	Total Training & Education Hours (b)	Total Training & Education Hours (b) : (a)
Soft skills	345	8,280	24
Managerial	193	4,632	24
Technical/hard skills	1,589	38,136	24
Total	2,127	51,048	24

Average Employee Training Hours by Gender [404-1]

Gender	Total (a)	Training Hours (b)	Training Hours per Employee (b) : (a)
Female	568	13,632	24
Male	1,334	32,016	24
Total	1,902	45,648	24

Average Employee Training Hours by Level of Position [404-1]

Level of Position	Total (a)	Training Hours (b)	Training Hours per Employee (b) : (a)
Director	11	264	24
Senior Management	211	5,064	24
Middle Management	324	7,776	24
Junior Management	744	17,856	24
Supervisor	574	13,776	24
Staff	1,702	40,848	24
Total	3,566	85,584	24

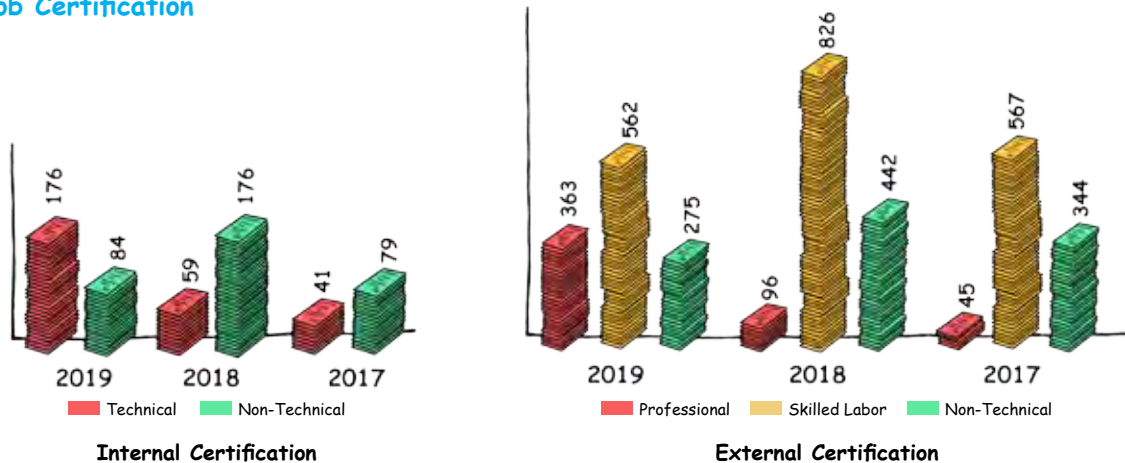
WIKA is committed to continuously improving the quality of all employees through training. This commitment is realized with the average number of training hours reaching 24 training hours, higher than the previous year which only reached 16 training hours. Aside from providing training to employees, WIKA also provides training for contract employees and project workers. Every permanent employee, contract employee, and worker, both male and female, has the same right for personal development. In 2019, WIKA spent IDR11.98 billion for training and education.

Studying Abroad Is Not Just A Dream

Through WIKA's Employee Further Education Scholarships, employees have the opportunity to increase knowledge according to the fields they need in their jobs. From 2009 to 2019, WIKA has succeeded in providing opportunities for 122 employees to pursue further education at domestic and foreign universities.

Employees who have successfully completed their education consist of 39 people graduating from domestic universities and 38 graduating from foreign universities. Until the end of the reporting period, there were 37 employees studying at reputable universities in the country and 8 employees studying overseas.

Job Certification

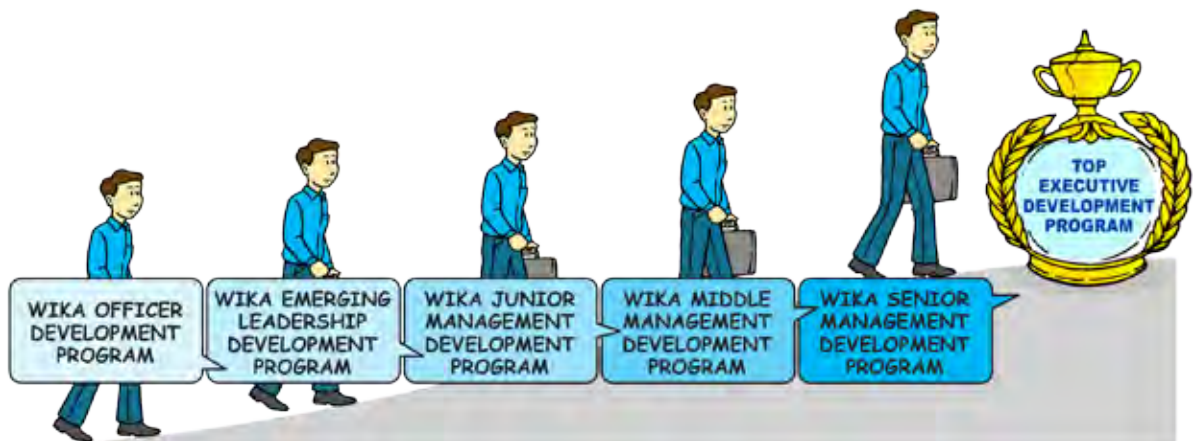


WIKO also strives for its employees to have job certification. In addition to supporting the quality of work, the certification also becomes one of WIKO's strategies to be able to compete with competitors. Every year, the number of certified employees continues to increase.

Competency Evaluation and Work Assessment [404-3]

In the Human Capital development roadmap, the Company pays attention to the employees' development needs through the results of coaching during Competency Evaluation (EK) and Work Assessment (PK). The EK & PK process is a self assessment by employees through the Human Capital Information System (HCIS), then the results of the self assessment are submitted to superiors for review. The results of EK & PK can be used to identify training needs according to operational conditions in the field.

The Company determines the composition of the hard competency, soft competency and managerial competency development programs based on the level of position. The higher the structural position and expertise, the smaller hard competency composition than soft competency and managerial competency.



The “More for More” principle applied by WIKA in implementing the remuneration policy for employees is strongly influenced by the results of EK & PK. Employee performance according to the Key Performance Indicator (KPI), will be reviewed and formulated annually according to the stages of realizing long-term plans to achieve the company’s vision. All WIKA employees (100%) receive performance reviews every year, without exception. Achievement results from the targets set will be assessed in the PK at the end of each year and used as material to review remuneration. In addition to achieving performance targets, remuneration review also considers the results of EK and employee psychological assessment.

Respect for Human Rights

Wika always pays attention and considers Human Rights (HAM) in the management of Human Capital, and in establishing cooperation with partners and contractors’ workers. Holistic practice of human rights has been applied in the corporate environment, because WIKA has implemented Human

Capital management based on the ISO 26000 principle, in which human rights are one of the core subjects.

Employee Remuneration and Welfare

[401-2, 405-2, 401-3]

One of the employees’ rights regulated and guaranteed in a Collective Labor Agreement is remuneration, including compensation, bonuses, benefits, and insurance. The compensation is not based on gender, therefore no difference between compensation received by male and female employees. The difference in the amount of remuneration is due to employment status, position levels, work performance and period of work.

At the managerial level, WIKA provides bonuses to employees at the project manager level to the General Manager. It is applied based on reward & punishment, in which the amount of bonuses at this level is influenced by the Key Performance Indicator (KPI) of each official. [102-35]

Facilities Received by Employees By Employment Status [401-2]

Type of Benefit	Permanent Employee	Contract Employee
Basic salary	Available	Available
Life insurance	Available	Available
Health allowance	Available	Available
Disability benefits	Available	Not Available
Maternity allowance	Available	Available
Work accident benefit	Available	Available
Pension benefit	Available	Available
Stock option	Available	Not Available
Religious holiday allowance	Available	Available
Leave allowance	Available	Not Available

Comparison of Employee Remuneration with Provincial Minimum Wage

WIKA has a mechanism in determining the remuneration for employees. The remuneration received by permanent employees per month with the lowest level of position is still higher than the minimum wage that is imposed by the government in each work area. In 2019, the compensation for permanent employees placed at the head office reached 108% of the DKI Jakarta UMP 2019.

Comparison of Employee Remuneration to Provincial Minimum Wage

Operations Area	Lowest Remuneration	DKI Jakarta Minimum Wage (UMP) 2019	Percentage of Lowest Remuneration to DKI Jakarta UMP 2019
Head Office	4,250,000	3,940,973	108%
Regional Area	4,250,000	3,940,973	108%
Representative Area	4,250,000	3,940,973	108%



Policy on Maternity Leave and Hajj Pilgrimage [401-3]

In addition to material benefits, WIKA also provides guarantees for female employees who have completed maternity leave (1.5

months before giving birth and 2 months after giving birth) to be reemployed and get their rights as before. During 2019 there were 15 female employees on maternity leave, and 12 of whom had returned to work and had their rights back. Meanwhile, there were three employees who were still taking their maternity leave.

The same guarantee is also given to employees who are on long leave, because of the need to go on the pilgrimage (3 working days before leaving plus the implementation time, and plus 5 working days after returning). WIKA ensure that they can return to work and receive all their rights either when carrying out the pilgrimage or after completing it.

Remuneration for Board of Directors

On the other hand, the remuneration policy for governance officials, the Board of Commissioners and Board of Directors, is based on the Resolution of the Company's Shareholders referring to Minister of SOEs Regulation Number: PER-06/MBU/06/2018 Jo. PER-04/MBU/2014 concerning Guidelines for Determining the Income of Board of Directors, Board of Commissioners and SOE Supervisory Board. The Company involves and considers the direction of the Nomination, Remuneration and GCG Committee, an independent consultant compiled main factors in proposing and determining the remuneration amount for the Board of Commissioners and Board of Directors. The policy and process for determining the remuneration of the Board of Directors can be accessed in the Annual Report on the Chapter Remuneration Policy

for the Board of Commissioners and Directors, pages 442-451. [102-35, 102-36, 102-37]

The Company determines the remuneration of the Board of Directors to be associated with the achievement of profit target, the ability to maintain business continuity and development. WIKA, through the Board of Commissioners, considers the target achievement factor in accordance with the Key Performance Indicator (KPI) related to economic, social, and environmental topics in determining the remuneration proposal for Board of Directors.

WIKA did not disclose the ratio of total annual compensation from the highest to the lowest remuneration, or the percentage increase in the annual total compensation ratio. Such data is confidential. [102-38, 102-39]



Promotion, Rotation, Transfer

In order to maximize the capacity of Human Capital, WIKA rotates and transfers employees from one function to another, as well as from one work area to another as needed. In order to support the acceleration of human development to achieve each KPI target, WIKA applies transfer of knowledge from upper level to lower level management. Thus, employees can be promoted to higher positions.

Employee Promotion, Rotation, Transfer and Demotion by Gender

Description	2019		2018		2017	
	Male	Female	Male	Female	Male	Female
Promotion	330	30	260	14	289	10
Rotation and Transfer	1,307	109	1,021	116	977	65
Demotion	0	0	0	0	2	0
Total	1,776		1,411		1,343	

Employee Promotion, Rotation, Transfer by Level of Position

Level of Position	2019		2018		2017	
	Promotion	Rotation & Transfer	Promotion	Rotation & Transfer	Promotion	Rotation & Transfer
Directors	1	0	1	0	0	0
General Manager	8	9	5	3	5	4
Division Manager	12	3	2	2	8	11
Bureau/Country Manager	21	20	10	50	13	24
Section Manager	17	37	9	26	25	19
Project Manager	47	38	29	41	47	46
Construction Manager	57	65	55	37	23	42
Section Head/Coordinator	195	424	163	313	191	292
Staff	2	820	0	665	3	590
Total	1,776		1,411		1,343	

Note:

- Promotion data: The data presented in the table is the number of employees who have been promoted to occupy the position.
- Rotation and mutation data: The data presented in the table is the number of employees that have been rotated and transferred.

Working Time Management

WIKA has arranged the work and rest time in Chapter VIII of the Collective Labor Agreement (CLA). The purpose of working time management is to allow WIKA personnel to get their rights to live a balanced life between work and rest. Clear work time management is also an attempt by WIKA to avoid forced labor practices. During 2019, WIKA did not face any allegation over cases of forced labor.


There are differences in the system of working hours that apply in the operational office and project site. The agreed work time in the operational office is a total of 40 hours a week, for five working days a week, with one hour of rest for each work period of eight hours. For working time rules that apply in the project site, working hours are applied according to the Collective Labor Agreement. Outside of the working hours stipulated in the CLA or PKB, WIKA has established a shift work system for employees on the site. Shift work hours are 8 hours for the afternoon shift and 7 hours for the night shift.

Freedom of Expression and Association

WIKA highly respects the aspirations conveyed by the employees. Therefore, it is important to establish intensive communication with employees, ensuring mutual respect and being able to create a balance between fulfilling rights and carrying out obligations.

Employee aspirations can be channeled through the forum of WIKA Employee Union (Sekar WIKA) and KORPRI PRABU Workers Union. To ensure good communication between the company and the employee, WIKA regularly holds bipartite meetings involving the unions and the company's representatives.

In an effort to create a harmonious and dynamic working relationship between the company and employees and ensure certainty between the rights and obligations of each party, WIKA and the unions have drawn up a CLA. The current Collective Labor Agreement is the Collective Labor Agreement of 2018-2020 period, which has been registered and approved by the Ministry of Manpower of the Republic of Indonesia Number 094/PHIJSK-PK/PKB/ V/2018. All permanent employees are guaranteed and protected by the CLA. [102-41]



Service facilities are available to handle employees' grievances and complaints through WIKA Electronic Care (WeCare). This feature can be accessed via each employee's e-mail. There is an online psychology consultation feature with a psychologist, the "Ask HC" facility to communicate directly with the Human Capital Department, and contains educative articles.

Wellbeing Program

WIKA does not only focus on providing material rewards to employees, but also strives for their physical and spiritual well-being. Through the Wellbeing Program, WIKA encourages employees to have a mindset of a healthy and balanced lifestyle. The Wellbeing Program is also part of the company's strategy in its efforts to support the employee performance improvement, including in maintaining employee loyalty. The Wellbeing Program emphasizes three main goals of living a balanced life in dietary habit, mindset, and lifestyle.



Mindset

A mental way of thinking that involves the brain becoming the main reference for someone to act.



Lifestyle

Lifestyle adopted by someone that seeks balance between work, physical and spiritual needs, as well as health.



Dietary habit

A dietary habit with a healthy and balanced diet. The healthy diet originates from food with ingredients that are closer to the result and through a simple process. Balanced means the food composed of carbohydrates, proteins, and fats.

The Human Capital (HC) Department supports and ensures that all work units can have a healthy mindset by creating a conducive work environment to enable employees to keep a positive mind. In addition, a healthy lifestyle is applied by balancing work and rest. The company provides freedom and facilitates employees to form groups according to hobbies (sports and arts), conduct spiritual activities, provide sports facilities and equipment, lactation rooms, and gathering activities to balance work and rest.

In addition, WIKA provides lunch and dinner for employees working overtime. The application of healthy diet in the company is supervised by professional doctors. WIKA also provides guidance to vendors to apply healthier ways and process in providing food. To complete a healthy lifestyle, WIKA has intensified its OSH counseling activities, as well as dissemination on healthy mindset and dietary habit, to be more focused on raising awareness in managing health for each individual. The company also provides

Clinic WIKA to give first aid for accidents and health consultations for employees who need it.

Employee Engagement Survey

To measure the level of employee engagement, WIKA conducts employee engagement survey regularly. Aspects measured include Say, Stay, and Strive dimensions. Say, is the extent to which employees perceive the company positively, and openly convey positive things to the company. Stay is the extent to which employees want to stay or join the company. Meanwhile, Strive is measuring the willingness of employees to fight for the company or fight for the company's interests.

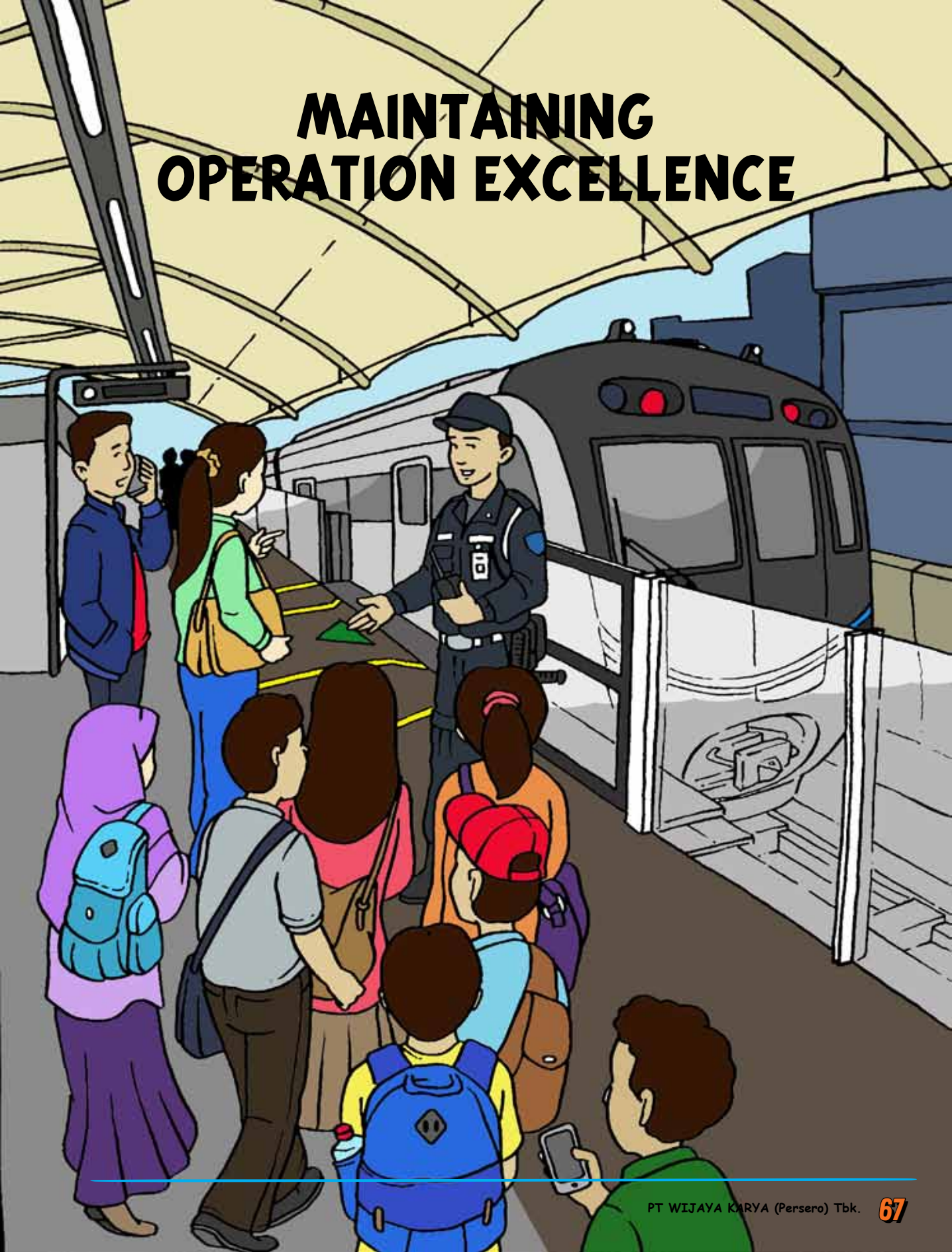
WIKA set the target of employee engagement level at 10%, above the average engagement level of companies in Indonesia. The survey results are used as feedback on the programs that have been carried out by the company, as well as input for the preparation of subsequent programs.

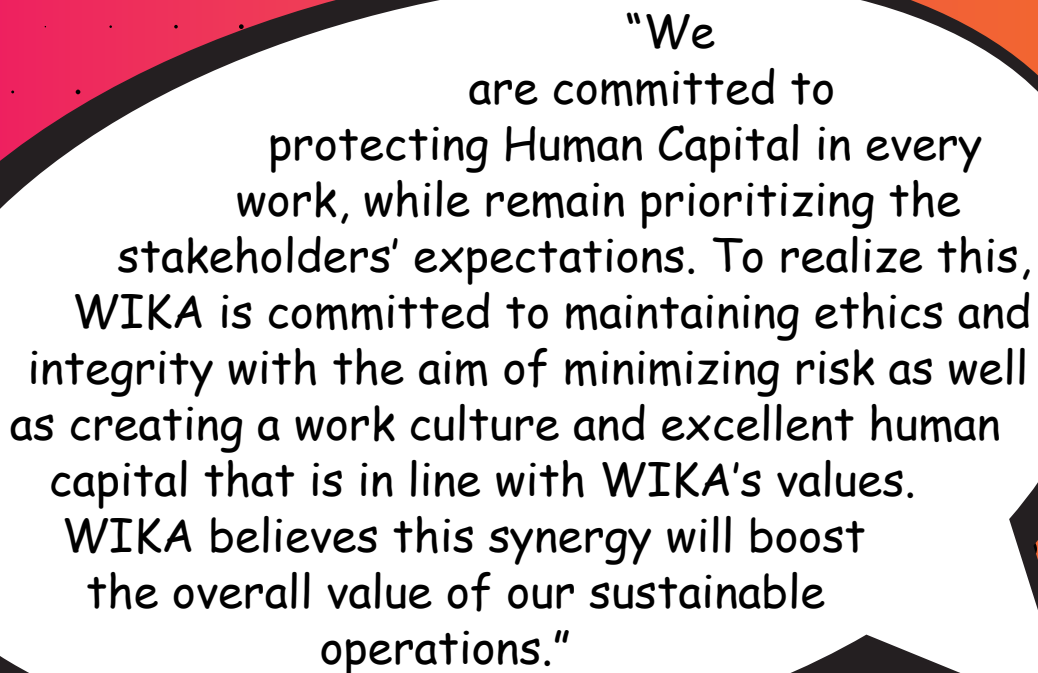
Employee Engagement measurement

Year	Plan	Realization	Average Companies in Indonesia
2019	77%	81%	67%
2017	73%	76%	63%

Employee Engagement measurements are carried out by third parties to ensure the objectivity and confidentiality of opinions expressed by each employee. There are 16 Engagement Drivers used as a reference in measuring Employee Engagement which includes brand, career & development, collaboration, customer focus, decision making, diversity & inclusion, empowerment/autonomy, enabling infrastructure, performance management, rewards & recognition, senior leadership, direct supervisor, talent & staffing, trust in action, work tasks, work/life balance.

MAINTAINING OPERATION EXCELLENCE





"We
are committed to
protecting Human Capital in every
work, while remain prioritizing the
stakeholders' expectations. To realize this,
WIKa is committed to maintaining ethics and
integrity with the aim of minimizing risk as well
as creating a work culture and excellent human
capital that is in line with WIKa's values.
WIKa believes this synergy will boost
the overall value of our sustainable
operations."

Supply Chain Management [102-9]

WIKA's entire procurement process is managed by the Supply Chain Management (SCM) Department under the Business Synergy Department. Sustainable supply chain management has significant role to support the company's core business activities. We also involve various parties including local parties in the supply chain management. The companies which become WIKA's partners, have a strategic role in the business operational chain activities, both in the supply of goods and services.

To improve SCM performance, WIKA optimizes the use of information technology by implementing e-SCM. This system integrates the procurement process at WIKA Head Office and all subsidiaries. With the e-SCM, all WIKA supply chain activities can be monitored properly, effectively, efficiently and according to procedures. In addition to utilizing e-SCM, WIKA's procurement process of goods and services also has an e-catalog, export import customs (Pabean Management Information System/SIM Pabean) application, and cooperates with third parties integrated with e-SCM.

Number of Suppliers and WIKA Scope of Work Contract Value

Supplier Type	Procurement of Goods		Procurement of Services	
	Total Suppliers	Job Contract Value	Total Suppliers	Job Contract Value
Local	126	IDR837.96 billion	75	IDR569.94 billion
National	109	IDR5,550.67 billion	123	IDR1,647.95 billion
International	3	EUR123,596.31 USD14,204,500	1	USD1,497,123

WIKA opens opportunities for local parties or local, national, and international suppliers to involve in WIKA business chain. In an effort to support the government in increasing product sales of local suppliers, WIKA has entered into contracts for the procurement of goods and services from local suppliers in the country with a contract value of IDR1,407.90 billion or 15.95% of total national procurement of goods and services in 2019. Partners who collaborate with WIKA included suppliers of material, manpower, equipment, consultant services, brokers, licensors and specialist contractors.

WIKA offers various services to project owners. To support such works, WIKA selects vendor and sets tighter requirements for prospective vendors or suppliers of specific services. Some of these special requirements include:

1. Use of service providers that have high SHE Level/Contractor Safety Management System (CSMS);
2. Use of licensors (special service providers);
3. Use of Approved Manufactured List (AML) owned by the client;
4. At the time of purchase request, there must be at least documents, Specification, Drawing, Bill of Quantity, and Data Sheet.

Quality, Safety, Health, & Environment (QSHE) [CRE6]

In its operations, WIKA pays attention to Quality, Safety, Health, and Environment (QSHE). WIKA has developed its management system policy by integrating Work Safety and Health Management System Policy, Quality Management System, Risk Management System, Environmental Management System, and Safety Management System, as a commitment that has been declared by top management. Through the integration of these management systems, the company is optimistic that it can meet the expectations and achieve satisfaction of customers, as well as other stakeholders by producing superior and competitive products and services, upholding occupational safety and health, as well as security and risk management aspects. As many as 75% of business operation segments have met international standards related to ISO-based International QHSE management system.

Target and Realization of WIKA Management System Assessment

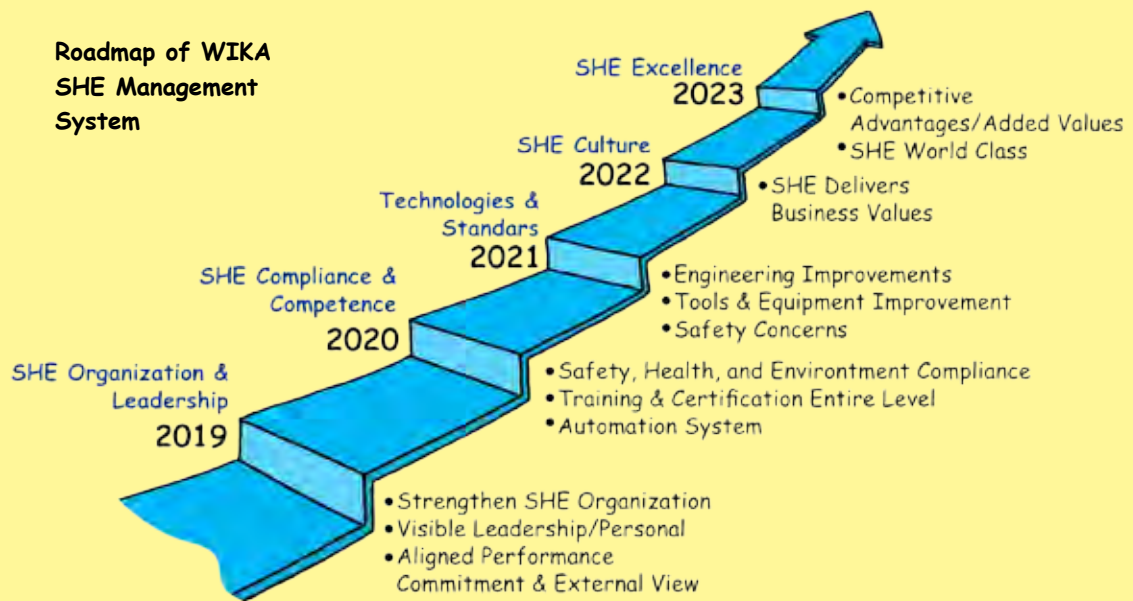
No.	Measurement	Target 2019	Realization 2019
1	Quality Management System Level (QMSL)	820	819
2	Safety, Health, & Environment (SHE)		
	a. SHE level	820	834
	b. Frequency rate		
	· Non lost Time Injury (NTLI)	≤ 5	2.41
	· Lost Time Injury (NTL)	≤ 3	0.19
	c. Severity rate	≤ 2	0.47
	d. Risk Containment Audit (RCA)	≤ 2.4	2.35
3	Sort, Set in Order, Shine, Standardize, Sustain (5R)	860	846
4	QPass	90%	92.9%
5	Security Management System Level (SMSL)	800	820

SHE Management System [403-1, 403-8]

On May 8, 2018, WIKA's Occupational Safety and Health (OSH) implementation policy was updated by integrating environmental management and OSH management system, thus the current policy is the Safety, Health, & Environment Management System Policy (SHE). To meet international standards, the

application of SHE refers to ISO 45001: 2018.

The application of SHE does not only apply to internal employees of WIKA, but it must also be applied by workers from partners and subcontractors, even to guests who visit the projects (100% protected in the SHE management system).



WIKA's main target and commitment are to prevent accidents (zero fatality), occupational diseases, and environmental damage. The effectiveness of SHE management system is determined by making measurement targets as well as carry out monitoring and evaluation.

To achieve SHE target, WIKA has approved personal Key Personal Indicator (KPI) that includes SHE aspects for each employee. WIKA also made improvements to the SHE system and the automation of all working papers in 2020. In addition, SHE competency and awareness of all employees increased, as well as continued partner involvement in the SHE implementation.

All employees have the full right to stop work that is not in compliance with standards or poses dangerous conditions/actions. These

employees' rights are stipulated in the Stop Work Action (SWA) Policy which was signed on May 8, 2018. This SWA policy is part of the company's efforts to prevent accidents.

In the OSH management system, all employees and project workers are checked to identify the consumption of alcohol and illicit drugs. This is stipulated in the Prohibition of Using Alcoholic Beverages and Illicit Drugs. This policy is implemented as an effort to maintain professionalism in all work units of WIKA. Random checks are carried out periodically to ensure there is no illegal use of drugs and alcohol in operational activities. WIKA does not tolerate any form of violation and takes firm action by imposing sanctions or termination of employment (PHK) and submitting the violation case to the authorities.

Hazard Identification, Occupational Risk Assessment, and Incident Investigation [403-2]

In realizing the implementation of good construction business practices, WIKA places safety as a top priority in operational activities. To guarantee aspects of SHE and realize safe operations for all employees and contractors, potential hazards and work accidents are managed continuously. There are three efforts by WIKA to manage potential hazards and work accidents, including:

1. Provide SHE knowledge

WIKA continues to communicate SHE information to all employees and contractors in all work areas. In an effort to maximize SHE communication, WIKA installed various warning boards to increase SHE awareness. Thus, WIKA hopes that SHE will remain a priority that is always maintained by all employees and contractors.

2. Risk Containment Audit (RCA)

The RCA program is a monitoring activity that aims to measure the severity of potential unsafe acts and unsafe conditions in the project. With the RCA, unsafe acts and unsafe conditions can be identified and acted upon immediately. This activity is regularly performed at all sites, and reported to the QSHE Department at the Head Office.

3. Quick response to emergencies at work sites

WIKA applies procedures for reporting accident incidents at work sites in accordance with Work Accident Investigation and Occupational Disease Procedure No. WIKA-PEM-PM.03.11.

Occupational Health Facilities

[403-3, 403-6, 403-10]

The good quality of health will support the performance of every individual in performing the job. Therefore, all WIKA's work areas including the project sites have been equipped with various health facilities and clinics that can be accessed by all employees and contractors. Not only providing health facilities in the form of clinics and doctors, WIKA guarantees the safety of all employees by collaborating with local hospitals for early treatment. Every workplace at WIKA is ensured to have been equipped with a first aid kit for minor accidents.

Periodic Medical Check-Up (MCU) is required for all employees at the projects and every two years for organic employees. In general there are three types of examinations carried out namely the initial health examination, periodic health checks, and special health checks. Special health checks are aimed at employees and workers of subcontractors who handle high-risk types of work. All MCU activities have been facilitated by the company by collaborating with Prodia Hospital. During the reporting period, 1,810 employees performed MCUs.

In addition to providing facilities for physical health, WIKA also provides facilities for examining employees' psychological health by providing psychologists and psychiatrists. Other activities such as blood donation and the WellBeing Program are also regularly carried out in an effort to maintain the health of all employees.



SHE Communication and Employee Participation [403-4]

Two-way communications on SHE continue to be built between the company and all employees. It aims to allow employees to disclose SHE problems encountered in the field, so that the company can mitigate those problems. To create a safe work environment especially at the project site, SHE communication is carried out through Safety Induction, SHE morning talk, toolbox meetings, and SHE meetings. WIKA also provides SHE communication through digital media.

WIKA has established the Managing Committee on Occupational Safety, Health and Environment (P2K3L), to foster and oversee SHE implementation at all work areas. The P2K3L has the main task of ensuring a safe and healthy work environment for all WIKA personnel and solving SHE problems. P2K3L holds monthly meetings to determine SHE

programs and targets, as well as resolve SHE problems. P2K3L performance is regularly reported every three months to the Manpower Agency.

The organization of P2K3L was formed at the head office and in each project. At the head office, P2K3L organization structure is chaired by the President Director and assisted by a Secretary with OSH expert certification, consisting of general managers from all departments, and representatives from labor unions. Meanwhile in the project, the P2K3L organization structure chaired by the Project Manager, assisted by the Secretary with OSH expert certification and consists of the section heads of all functions and subcontractors' representatives.

Training on Occupational Safety and Health [403-5]

WIKHA has provided OSH training to all employees, including compulsory training and specific training according to the job. There is also specific training based on the risk of the project being undertaken, including training in emergency response projects, work at height, high-risk work and first aid training.

OSH Training Realization in 2019

Name of Training	Number of Participants	Number of Training Hours
Safety officer	46	40
Junior Safety Engineer (Construction)	195	8
Associate Safety Engineer (Construction)	27	8
Fire Safety Engineer	2	8

WIKHA SHE Performance [403-9]

SHE implementation applies to both WIKHA's personnel and other stakeholders in operational locations. WIKHA also applies SHE to partners and subcontractors as well as guests who are inspecting the project. Prior to starting work or inspecting the projects, WIKHA applies a safety induction and integrity pact that is complied and signed by WIKHA partners and subcontractors.

During 2019, WIKHA recorded various incidents and work accident rates in the operational area. Incident reporting covered incidents experienced by all organic and skilled employees, contract employees, subcontractor workers, and partners. Recording and reporting related to work accidents were carried out in accordance with Minister of Manpower Regulation No. Per-03/MEN/1998, which reported safe manhours, accident frequency ratios, and severity ratios.



Manhours [403-9]

Uraian	2019	2018	2017
Indonesia			
Manhours	95,694,650 hours	106,256,045 hours	86,804,733 hours
Overseas			
Manhours	6,068,180 hours	9,172,745 hours	2,296,121 hours

Number of Work Accidents [403-9]

Category	Number of Incidents		
	2019	2018	2017
Indonesia			
Nearmiss	1,191	799	1,028
Non Lost Time Injury (NLTI)	218	164	0
Minor	11	13	10
Temporary Absence	7	24	54
Serious	0	0	0
Overseas			
Nearmiss	494	532	95
Non Lost Time Injury (NLTI)	27	4	0
Minor	1	0	1
Temporary Absence	0	0	0
Serious	0	0	0

Note:

- Nearmiss: Barely avoided accident
- Non Lost Time Injury (NLTI): Occupational injury does not result in working day loss; injured employees are able to return for work at the same day
- Minor injury: Occupational injury causes employees to miss 1 working day
- Temporary Absence: Occupational injury causes employees to miss 2-35 working days
- Serious injury: Occupational injury causes employees to miss more than 35 working days or suffer from permanent physical defect

Severity Rate, NLTl Rate, and LTI Rate [403-9]

Description	2019	2018	2017
Indonesia			
Severity rate	0.49	0.88	0.74
NLTl rate	2.28	1.46	1.73
LTI rate	0.19	0.32	0.21
Overseas			
Severity rate	0.16	0.00	0.44
NLTl rate	4.45	0.44	3.48
LTI rate	0.16	0.00	0.44

Note:

- Severity rate: Indicator of loss of workdays due to work accidents for per million work hours
- Lost Time Injury (LTI) rate: The rate at which workdays are lost due to injury
- Non Lost Time Injury (NLTl) rate: The incident frequency rate that does not cause loss of workday
- Data of severity rate and frequency are inseparable based on WlKA employee rank, partners and subcontractors' workers, because this relates to company policy

Occupational Disease [403-10]

During the reporting period, the Company was not able to disclose the number of employees as well as partners and subcontractors' workers who suffered from occupational diseases. This was caused by data administration that has not been integrated from all projects handled by the Company.

OSH Impact on WlKA Business [403-7]

WlKA continue the efforts to achieve zero fatality. Aside from protecting all workers involved in the project, fulfilling OSH can have a positive impact in the form of customer confidence in using WlKA services. WlKA does not only give job security guarantees to

internal employees, but it is also responsible for OSH at any projects and when working with any partners. In every project, WlKA has placed safety officers with a ratio of 1:50 to project workers.

WlKA also pays attention and ensures the OSH implementation by vendors. To ensure this, vendors' implementation of OSH in each project has been regularly evaluated. OSH performance by vendors will be reported to the head office, and as one of the conditions for payment of the work contract. For vendors who have OSH performance below the score of 800, payment of the work contract will be postponed.

Environmental Management [102-11, 307-1]

The entire operations of WIKA are in line with environmental sustainability principle. During 2019, there were no sanctions and fines imposed on WIKA over violations of environmental laws and regulations. WIKA's commitment to environmental sustainability has been in compliance with the following laws and standards:

1. Law No. 32 of 2009 concerning Environmental Protection and Management;
2. ISO 26000 on Social Responsibility Guidelines;
3. ISO 14001:2015 on Environmental Management System;
4. ISO 31000:2009 on Risk Management System.

In each project, WIKA measures the environmental aspects including water and energy use, waste management, and the measurement of emissions produced. However, WIKA has not been able to report the absolute results of the environmental performance of all operational activities and its subsidiaries, due to the limited methods of data collection. In this report, the environmental performance of PLTMG Sumbagut II is an evidence of environmental monitoring in the project undertaken by WIKA.

Environmental Management at the Head Office [CRE8]

In an effort to support SDGs and reduce the impact of global warming, WIKA continues to innovate in more environmentally friendly construction. This is based on the fact that the construction process contributes to carbon emissions which eventually impacts on air pollution and global warming.

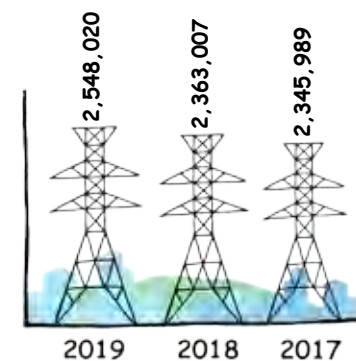
WIKA's head office is located at WIKA Tower II, which is a green building that has been certified as Gold green building by the Green Building Council Indonesia (GBCI). To maintain the title of green building, WIKA continues to manage the use of energy and water at the head office. Every year WIKA monitors the implementation of green building operational, with the purpose of:

- Monitoring the use of water, energy and materials;
- Evaluating the satisfaction of building users in order to reduce sick building syndrome and increase productivity;
- Continuing to maintain green performance in buildings.

To operate electronic and other electrical equipment, WIKA supplies electricity from PT PLN, and uses 2 units of 1,500 KVa generators. In addition, WIKA began utilizing renewable energy by installing solar cells to be operated by 2020. The calculation of electricity consumption in 2019 tended to increase, due to the additional number of building users in DBG, BIM and Risk Management units on the 16th floor.

Energy Consumption at the Head Office

[302-1]



Electricity from PLN (kWh)

In order to maintain the continued green performance, WIKA has carried out the following initiatives to save/reduce electricity consumption: [302-4]

- Calls for electricity saving by applying 'energy-saving' stickers in the offices
- Patrols (by technicians and security guards) every night every 3 hours;
- In 2020, WIKA Building has been equipped with solar cells (photovoltaic cells) as an alternative energy source going forward;
- Use of LED lights;
- Use of AC inverters;
- Re-grouping lights based on sunlight;
- Use of motion sensors for lights;

- Fan exhaust and intake using an inverter;
- Lift sleeping mode.

In terms of water use, there was no significant increase in water consumption during 2018 to 2019. This was supported by the success of water saving campaigns and wastewater treatment. Grey water from ablution water, janitor, pantry, and rain water, and AC drain water are reprocessed to be used to flush the toilet. The effluent from the toilet is reprocessed according to the established quality standards before being discharged into the city drainage which built by the government.

Water Consumption Volume

Water Source	2019	2018	2017
	Volume (m³)		
WIKA			
Head Office *)	20,081	21,511	17,387
Subsidiary - WIKA Realty			
Taman Sari Hive Office	14,908	14,000	7,985
Taman Sari Hive Apartment	58,338	54,596	51,747

Note: *) Data for 2017 and 2018 are restated [102-48]

In order to reduce emissions and the impact of climate change, WIKA monitors emissions from the use of generators at the Head Office.

Monitoring Emissions and Dust from Generators of 2019 [305-7]

Parameter	Quality Standard	Unit	1st Half of 2019		2nd Half of 2019	
			Genset 1	Genset 2	Genset 1	Genset 2
Nitrogen Dioxide (NO ₂)	1,200*	mg/Nm ³	495	475	213.8	335.6
Sulfur Dioxide (SO ₂)	600*	mg/Nm ³	29	43	2.62	<1
Carbon Monoxide	540*	mg/Nm ³	160	141	205.8	482.7
TSP (Dust)	150**	mg/Nm ³	42.7	38.9	13.4	18.6
Velocity	-	m/s	14.7	10.9	10.6	12.1

Note: Data source from PT Advanced Analytics Asia Laboratories, 2019

*) Minister of Environment Regulation No. 13 of 2009, Appendix Ia No.1

**) Minister of Environment and Forestry Regulation No. 15 of 2019, Appendix IX

To monitor emissions from vehicles (GHG, scope 1), WIKA conducts emission tests on office operational vehicles. Other efforts to reduce emissions in WIKA Building environment include routine and periodic maintenance of vehicle and engine. The Company has not been able to disclose GHG emission conversion resulting from operational vehicles, energy used, or heavy equipment in the project, because there was no integrated record. [305-1, 305-5]

Efforts to Reduce Emissions in Projects [305-5]

One contributor to carbon emissions in construction activities is the mobility of heavy equipment. In addition to carbon emissions, heavy equipment mobility also generates air and dust pollution. To minimize the negative

impacts of project work, daily watering is done in the project area. The watering uses rain water collected at the project site.

Waste Management in Projects

WIKA strives to manage the impact of waste generated from the project. One of waste management that has been carried out is the construction of wastewater treatment plant to drain construction runoff water mixed with soil. Until now, WIKA has not managed solid waste directly, both in the form of hazardous and toxic (B3) waste and non-B3 waste. For the management of these two types of waste, WIKA involves third parties in accordance with an agreement with the project owner in waste management.

Environmental Management in Gas Fired Power Plant (PLTMG) Sumbagut II Project

The construction of 250 MW Sumbagut-II Peaker Power Plant is one of the government's 35,000 MW programs. This project was carried out by a consortium of PT WIJAYA KARYA (Persero) Tbk., TSK Electronica y Electricidad SA, and PT Sumberdaya Sewatama was appointed as a Contractor, with PT PLN (Persero) as the Project Owner.

The operating scheme of PLTMG Sumbagut-II Peaker used gas fuel from Gas Receiving and Regasification of PT Perta Arun Gas. Electricity generated from 250-MW Sumbagut-II Peaker Power Plant will be distributed through 275-kV High Voltage Air Line (SUTET) towards

Pangkalan Susu and Sigli substations and the 150-kV SUTET network towards 184-MW PLTMG Arun substation. The 250-MW Sumbagut-II Peaker Power Plant will later play a role in strengthening the electricity subsystem in the Northern Sumatra Region. During the construction of PLTMG Sumbagut project, the environmental management has been carried out and recorded properly.

Energy Consumption [302-1, 302-2]

In the construction process, non-renewable energy used is fuel oil (BBM) and electricity. BBM is consumed to operate heavy equipment and transportation, while electricity supplied from PLN is used for working activities in the field, lighting in projects and office facilities.

Energy Consumption [302-1, 302-2]

Description	Uses	Unit	2019	2018
Main activities (PLTMG Construction)				
Oil Fuel	The operation of heavy equipment cranes, excavators, forklifts, manlifts, trailers, compressors, etc.	Liter	127,580	36,830
Supporting activities (project offices, local transportation etc.)				
Electricity (Supplied from PT PLN)	Lighting and powering electronic devices, construction activities, site lighting, etc.	kWh	385,488	195,670
Oil Fuel	Local transportation	Liter	41,538	13,966

Note: The method for calculating electricity consumption uses meter rates installed on the site.

Environmental compliance with energy use in the PLTMG Sumbagut-II project is in accordance with Law No. 32 of 2009 concerning Environmental Protection & Management & WHO. In addition, to ensure environmental management, WIKA collaborates with PT Royal Haskoning Indonesia to conduct environmental monitoring around the project site every six months. The results of environmental monitoring by the consultant will be submitted to Ramboll UK Ltd., which acts as an environmental monitoring consultant representing the investor, SACE and CESCE. On the other hand, this project has met the requirements of the International Finance Corporation (IFC).

Emission Measurement [305-1]

Greenhouse Gas (GHG) emissions resulting from the construction of PLTMG Sumbagut-II project are CO₂, from operating heavy equipment such as excavators, dump trucks, generators, cranes, manlifts, compressors, and others. The method of calculating emissions uses the assumption of a calculation-based approach with formula for CO₂ emissions calculation is activity data multiplied by emission factor. The efforts made by the team in the project to reduce pollution from dust particles are by building access roads from concrete cast and regular watering.

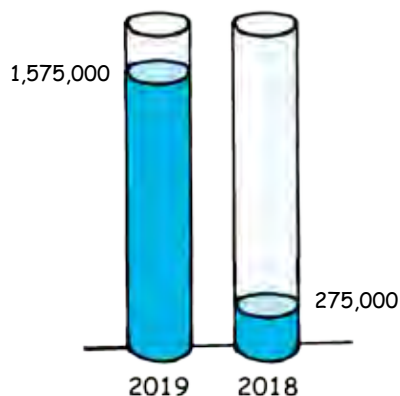
Green House Gas (GHG) Emissions Generated for Operations [305-1]

GHG Emission Source	2020	2019	2018
	Unit in CO ₂ eq		
Excavator	0.0084	0.0793	0.0411
Dump truck	0.0007	0.0072	-
Genset	0.0002	0.0177	0.0003
Crane	-	0.1505	-
Manlift	-	0.0100	-
Truck	-	0.0054	0.0008
Compressor	0.0001	0.0027	0.0017
Others	0.0313	0.0658	0.0538
Total	0.0118	0.3370	0.0978

Water Use

In the construction of PLTMG Sumbagut-II project, WIKA used clean water from shallow wells. Meanwhile, to meet the needs of clean water, WIKA purchased it from a clean water company in Lhokseumawe. The water was used to wash heavy equipment, concrete mixture, to wash bekisting, watering the project site to reduce dust, for toilets, ablution water, and other needs on the site. For drinking water needs, WIKA buys water from drinking water supply company.

Water Consumption (in liter)



Waste and Effluent Management

Identification of waste generated

Waste and effluent	Bentuk	Jenisnya
Used oil	Liquid	Hazardous and Toxic
Paint	Liquid	Hazardous and Toxic
Grease/fat	Liquid	Hazardous and Toxic
Plastic	Solid	Non Hazardous and Toxic
Paper	Solid	Non Hazardous and Toxic
Wood	Solid	Non Hazardous and Toxic
Iron	Solid	Non Hazardous and Toxic

Types of Waste and Management Methods

Waste Form	Management Method	Unit	2019
Used oil	Transported to third parties	Ton	*) -
Paint	Transported to third parties	Ton	*) -
Grease/fat	Transported to third parties	Ton	*) -
Plastic	Transported to final disposal site	Ton	0.135
Paper	Transported to final disposal site	Ton	0.114
Wood	3R	m3	156
Iron	3R	Ton	17.11

Note: *) Did not reach minimum volume to be transported to third parties

Hazardous and Toxic (B3) waste that has not met the minimum volume to be transported to a third party will be stored in a temporary hazardous storage. This temporary storage area is audited every six months. After the construction completed, all B3 waste is sent and stored in Permanent Hazardous Storage which is managed by a third party.

Ensuring Construction Integrity

WIKA manages construction safety by implementing OSH practices during the planning, implementation and completion of the construction process. The purpose of the management approach on this topic is that WIKA can continue to maintain work integrity, as well as quality of its products and services. In managing the material topic of security and integrity of construction, the management is concerned with the following matters:

- a. Policy No. WIKA-KON-PM-03.04 on Procedures for Construction Implementation Process;
- b. Commitment to providing superior and integrated products and services;
- c. Achieving performance targets in both operational and financial aspects;
- d. Safety patrol, the implementation of Root Cause Analysis (RCA), use of certified equipment, OSH equipment checking, heavy equipment feasibility inspection, and the condition of material used.

Prior to construction of a project starts, at the planning stage WIKA ensures that the project owner has permit documents. This is one of the prudential principles that is always applied by WIKA. WIKA strives to carry out project development with an environmental perspective, abide by the Laws and implement ISO-based management system.

Use of Certified Equipment

The use of heavy equipment plays an important role, especially during construction activities. To guarantee the use of heavy equipment in accordance with the standards, WIKA applies the use of certified both heavy equipment and operators who operate them. The certifications include Equipment License (SIA) for all heavy equipment and SIO (Operating License) for heavy equipment operators. Both certificates are issued by the Ministry of Manpower and WIKA project. In order to ensure safety, checks on the heavy equipment are performed daily before the equipment operates.

Ecological Impact Management [CRE5, CRE7]

Construction activities will have a direct impact on the landscape/ecology and land use. Therefore, WIKA ensures that all projects undertaken do not result in community relocation, not located in areas with high biodiversity and conservation areas. The company and related parties are required to prepare documents and project locations in accordance with applicable regulations and standards.

WIKA's compliance with the practice of environmentally friendly business is closely related to the the company's relations with local community and its environment. WIKA's operational activities will directly impact the landscape. Therefore, WIKA, the project owner, and other work partners strive to meet the prerequisite and supporting documents before executing the construction. The social license will significantly affect the timeliness of project work. To minimize negative operational impacts, WIKA has established cooperation with the government and the community in the operation site during the process of land acquisition. With good cooperation in land acquisition efforts, WIKA seeks to avoid all forms of bribery. Meanwhile, land acquisition is carried out by other parties thus WIKA is unable to disclose the number of households that have been relocated.

On the other hand, the construction activities at the project site will not have a negative impact on other areas located closest to the project, such as environmental degradation, water quality degradation, or the amount of

biodiversity in the vicinity. Before collaborating with the project owner, WIKA ensured that the project owner has received all licensing documents, which included Environmental Management Plan (RKL), Environmental Monitoring Plan (RPL) documents, Environmental Impact Analysis (ANDAL) documents, all of which are reviewed in an Analysis on Environmental Impact (AMDAL) document.

Responsibility for Products and Services

[416-2]

Maintenance Guarantee

WIKA is committed to comply with regulations regarding safety assessments for customers, one of which is by providing maintenance periods for construction work based on Presidential Regulation No. 54 of 2010 and amendments to article 95 paragraph 5:

1. Providers of construction work/other services carry out maintenance on the results of work during the period specified in the contract to keep the conditions remain the same as at the time of handover;
2. The shortest maintenance period for permanent work is six months while for semi-permanent work is three months;
3. The maintenance period may go beyond the Fiscal Year.

WIKA provides investment guarantee for products in the form of insurance Contractors All Risks (CAR)/Erection All Risks (EAR). All insurance provides protection for all risks during construction in the contract period that covers losses from damage to buildings,

claims by third parties due to bodily injury, and building losses due to noncompliance based on the initial contract, as well as delays in carrying out work. During the reporting period, WIKA was not involved in incidents and penalties due to the impact of occupational safety and health non-compliance on the products or services.

Customer Satisfaction Index

WIKA is committed to giving services for equivalent products and/or services to all customers. In an effort to strengthen good relations with customers, WIKA is committed to delivering quality work, safe, and meeting customer expectations. In measuring performance from the customer's point of view, WIKA regularly conducts a survey to identify Customer Satisfaction Index (CSI) every one or two years. WIKA's CSI was 4.07 of scale of 5, which was in the „Satisfied“ category.

CSI in the Energy & Industrial Plant segment was slightly below the corporate CSI. Meanwhile, CSI of Building, Industrial Plant and Energy Department was below the corporate CSI, but remained in the „Satisfied“ category.

Final Product Assessment [416-1] [CRE8]

The final product assessment is part of quality control. The quality control process involves the related parties in the working process of a project, which is separated between design and civil engineering. In every work, all parts (100%) are controlled before being handed over to the project owner.

In Tanjung Sekong project which is an EPC project, the maintenance period is carried out from February 2020 to February 2021. All stages of Quality and Inspection summarized in the MCP/MDCP document to ensure the tools are functioning according to specifications, must be completed. After obtaining approval from the project owner, it will enter the commissioning stage.



The Pre Safety Start Review (PSSR) is performed before commissioning, where a joint inspection is carried out which is divided into punchlist A and punchlist B. Punchlist A is done before commissioning runs and has been approved by the owner, while punchlist B can be carried out after commissioning runs. Parties that carry out inspections include WIKA, Quality Control, Inspector, Construction Management (MK), and project owner. Factory Acceptance Test (FAT) is the final testing process of equipment before it is sent to the site. Commissioning can be done after the FAT process is approved by the project owner. The materials must pass a strict QC test to ascertain they are in good condition.

On the other hand, quality control of building works not only performed at the handover, but also at the time of progress payments through weekly and monthly reports. Building construction safety assessment uses two work handover reports. The first work handover report describes 100% physical transfer, which can be used and submitted to the owner. In this case all work is in accordance with the contract, and covers test & commissioning which is carried out partially and thoroughly inspected, and ensures all equipment is functioning. It can only be handed over when it has passed the test and prepare the Official Report of Work Handover.



In order to maintain customer trust, WIKA provides grievance mechanism and is ready to respond within 1 x 24 hours. This service can be accessed via:

1. Customer complaint center on the homepage
<http://www.wika.co.id/contact> or e-mail humas@wika.co.id
2. Corporate Secretary at telephone number: 021-80679200

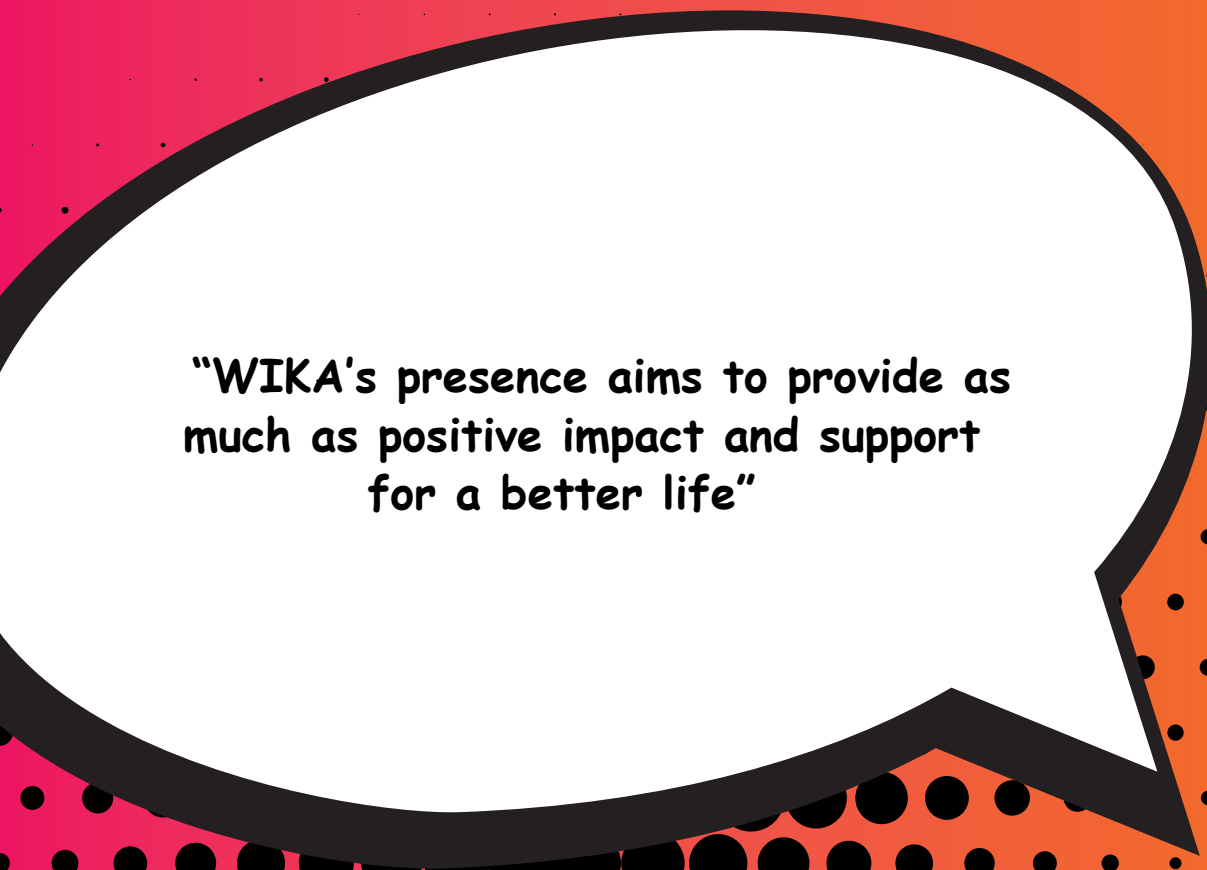
Grievance Mechanism at Project Site

WIKA provides media to file complaint and grievance from public regarding negative environmental impacts caused by construction work of WIKA projects. All complaints and grievance reports from the public will be recorded in the Correction Opportunity Record (COP) and Request for Corrective and Preventive Action (RCPA), which is acknowledged by person in charge of the project and its verifier.

Incoming public complaints and grievance reports are submitted to the Department Representative (DR), Division Manager, and General Manager with a carbon copy to the Management Representative (MR) in a maximum of three hours after the complaint is received. WIKA aims to resolve complaint findings within a maximum period of two months. WIKA has a target in resolving complaints and grievance received.

WIKA FOR A BETTER QUALITY OF LIVES





"WIKA's presence aims to provide as much as positive impact and support for a better life"

Completion of Environmentally Friendly Transportation Project

In 2019, WIKA has successfully completed the Phase 1 of Mass Rapid Transit (MRT) project, which has now made its services available to the public along the route of Hotel Indonesia Roundabout to Lebak Bulus. People can save travel time by taking MRT compared to using other modes of transportation. In an effort to realize an environmentally friendly and efficient transportation, WIKA is also involved in the construction of the Fast Train that connects Jakarta and Bandung by cooperating with PT Kereta Cepat Indonesia Cina (KCIC). The Fast Train Project is targeted to be completed in 2021.

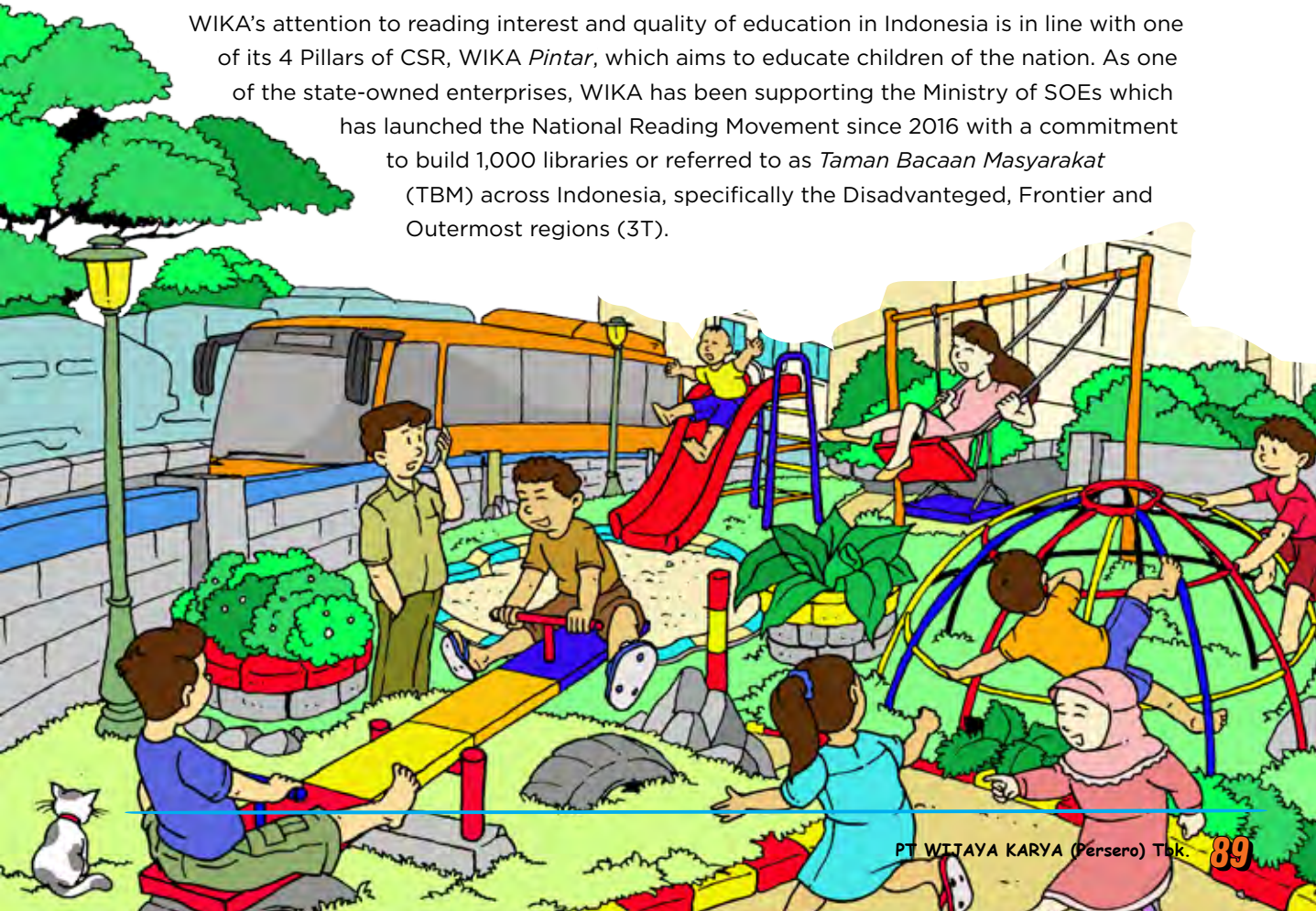


Educational Support for Children of the Nation

As an effort to achieve sustainable development, WIKA supports the community in improving the quality of human resources by focusing on providing educational support for the nation's children.

Taman Bacaan WIKA

WIKA's attention to reading interest and quality of education in Indonesia is in line with one of its 4 Pillars of CSR, WIKA *Pintar*, which aims to educate children of the nation. As one of the state-owned enterprises, WIKA has been supporting the Ministry of SOEs which has launched the National Reading Movement since 2016 with a commitment to build 1,000 libraries or referred to as *Taman Bacaan Masyarakat* (TBM) across Indonesia, specifically the Disadvantaged, Frontier and Outermost regions (3T).



Currently WIKA has established *Taman Bacaan Masyarakat* (TBM) libraries at 3T areas of several provinces in Indonesia, namely:

1. *Taman Bacaan Embun Bening Pandeglang - Banten*;
2. *Taman Bacaan SD Robatal Sampang, Madura - East Java*;
3. *Taman Bacaan Kampung Sagu Sorong - Papua*;
4. *Taman Bacaan IPNI Nias - North Sumatra*;
5. *Taman Bacaan Al Bahah - Tanjung Priok, North Jakarta*;
6. *Situbondo Floating Library - East Java*;
7. *Reading Corner at seven points - cooperation between WIKA and KCIC.*

In the establishment of *Taman Bacaan Masyarakat*, WIKA collaborated with PT Balai Pustaka (Persero) for the procurement of books and other educational tools. At some of the libraries, WIKA has developed a non-book based reading program and provided a set of computers to increase technological knowledge for children and the community.

Siswa Mengenal Nusantara (SMN)

WIKA also supports the government program of BUMN *Hadir Untuk Negeri* (BHUN) through the *Siswa Mengenal Nusantara* (SMN) student exchange program. BHUN activities can be carried out thanks to the synergy between PT WIJAYA KARYA (Persero) Tbk., PT Nindya Karya Tbk., Perum DAMRI, PT Biro Klasifikasi Indonesia, and North Sulawesi Provincial Education Agency and Central Java Provincial Education Agency. In order to support SMN activities to be run smoothly, WIKA contributed Rp577.8 million in funds for the SMN program.

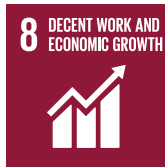
The SMN in 2019 was participated by 40 outstanding students from North Sulawesi and Central Java provinces. This activity is carried out with the aim of providing insights to students on various cultural values that are expected to foster a sense of love for homeland and the nation. All SMN participants were invited to understand the national awareness and the opportunity to visit the natural and cultural attractions in the student exchange location.

Central Java SMN participants visited several places in North Sulawesi. Students were invited to visit Kuwil Kawangkoan dam project which is a collaborative project between WIKA and Nindya Karya, Ship Inspection at Bitung Port owned by BKL, and visit to Perum Damri to be given knowledge about Perum Damri operations. The students were then invited to visit Tomohon and learned about the commodities of flowers and horticulture (floriculture). The students were also invited to visit Sam Ratulangi University and a tourist destination, Lake Linow, and learned about the culture there.

Character Building of Coastal Children

WIKA has supported *Rumah Anak Sholeh* (RAS) to build children's character. Since 2018, WIKA through PKBL Unit has shown its concern for children in Anak Sholeh Foundation, Padang, West Sumatera. *Rumah Anak Sholeh* or Rumah Karakter is believed to bring wider benefits in the facilitating character building for children of the nation.

One of the values to be fostered in the children's character at *Rumah Anak Sholeh* is the Peace Value. We find that children are not easy to be calm under any circumstances. At *Rumah Anak Sholeh*, the children are taught to find their own happiness, as well as make others happy. The values that are instilled include honesty, compassion, diversity, tolerance, and responsibility.



Community Empowerment and Boosting Economic Growth

WIKA's operational activities are expected to have a social impact on the community in various project locations. This commitment in sharing social values is realized in the implementation of Corporate Social Responsibility (CSR) through the Partnership and Community Development Program (PKBL). The management of social activities and community empowerment at the project site is the responsibility of employees assigned there and must be reported regularly to WIKA Head Office.

Tulip Craft at the Indonesian Festival in South Korea

In managing the fostered partners, WIKA not only distributes funds but also opens opportunities for the fostered Small & Medium Enterprises (SMEs) to promote and distribute their products. At the Indonesian Festival held in South Korea, as many as 25 SMEs fostered by state-owned enterprises introduced a variety of superior and potential creative products of Indonesian SMEs to potential investors in the Asian market, especially South Korea.

In the festival, SME fostered by WIKA, Tulip Craft, exhibited Eco Bag products. The superiority of Eco Bag products is

the environmentally friendly and reusable materials whose quality can compete internationally. The SME, which started its business in early 2016, has been successfully expand their market reach to Russia and the United States. The participation of Tulip Craft in the Indonesian Festival has drawn the interest of the South Korean public and widen the opportunities for export of the Eco Bags. The visitors were highly enthusiastic to see and buy products from Tulip Craft. A few months after the festival, Tulip Craft again received a positive response from interested people in Korea who asked for motives, purchase plan, to several orders in retail quantities.

WIKA Strong Coastal Village

In Tanjung Burung Village, Banten, WIKA has contributed to driving the local economy through the Sustainable Environmental Program. Stemmed from the significant amount of garbage in the surroundings of Tanjung Burung Village, a solution was needed to make positive environmental and socioeconomic impacts for the residents. The area's potential to be developed was the waste recycling business. It was not only bring a very positive impact on the environment but also on the economy and quality of life of Tanjung Burung community.

This program involved the community to process waste in a sustainable manner. The community here was represented by village owned enterprise BUMDes Waste Management Business, and Waste bank. The garbage

was not only collected from community waste, but also from cleaning activities in the river and estuary of Tanjung Burung. Waste management utilizes the operation of waste processing machines both organic and plastic. The capacity of the machine is one ton per day. Until the end of the reporting period, the Sustainable Environment Program was at the dissemination stage to the community in Tanjung Burung Village and will be inaugurated in 2020. The continued plans for human resource development and waste management efforts to be independent include:

1. Community education and counseling;
2. Training on waste bank management;
3. Training on composting;
4. Development of waste business;
5. Training on waste financial management;
6. Design thinking workshop.



Infrastructure Assistance and Public Infrastructure Facilities [203-1, 203-2]

One of WIKA's contributions to support the local community's activities is to provide assistance to build public facilities and infrastructure. In addition, WIKA also provides assistance in improving public infrastructure to support the community's economic and social activities.

Teluk Anggung Suspension Bridge, Restores West Bengkulu Infrastructure Post-Flood [203-1, 203-2]

WIKA's contribution to restoring post-disaster locations was realized in the synergy with SOEs including PT Waskita Karya (Persero) Tbk. and PT Indonesia Asahan Aluminum (Persero) which have completed and inaugurated the construction of Teluk Anggung Suspension Bridge, North Bengkulu. The construction of the suspension bridge was part of the rehabilitation of the bridge's severe damage after the flood disaster that struck North Bengkulu in April 2019.

The form of emergency response from WIKA and SOEs was expected to be able to normalize infrastructure for residents at one of the flood areas in West Bengkulu. The bridge with a length of 120 meters and a width of 1.5 meters will be able to provide easy access for rural communities to reach central places, such as schools, health facilities, government and economic centers, to support economic growth in the region.

Clean Water for Disadvantaged Village, Ropoh, Wonosobo [203-1, 203-2]

Residents of Ropoh Village, Kepil District, Wonosobo Regency, Central Java, had difficulties to access clean water. Ropoh Village, is categorized as a disadvantaged area, thus it is quite difficult to access clean water. Due to this conditions, WIKA synergized with the Department of Civil and Environmental Engineering, Faculty of Engineering, Gadjah Mada University, to build clean water facilities and infrastructure.

Realization of infrastructure facilities in the form of tap buildings in locations that have been identified as having spring debit. At the location of the water debit, a simple water treatment plant (SWTP or IPAS in Indonesian), a pipeline and a public hydrant tub were built as storage tanks equipped with faucets for water collection. The construction of tap buildings was adjusted to the location of springs which were all located in five locations. The construction of SWTP is designed to treat water from the spring first to make the water that flows into the main hydrant tank already in the form of clean water. The access to clean water has made it easier for residents of the village and is used for daily needs, including for agricultural irrigation and village fisheries.

Reforestation the City and Protecting Biodiversity

Planting Trees to Reduce Air Pollution

In celebration of WIKA's 59th Anniversary in 2019, the company held CSR Day activities simultaneously in nine locations of 3T category (Outermost, Frontier, Disadvantaged). One of the activities carried out is planting trees and hydroponic plants. The tree planting was carried out in:

1. West Coast, Lampung;
2. West Pasaman, West Sumatra;
3. Situbondo, East Java;
4. Jeneponto, South Sulawesi;
5. Buton Island, Southeast Sulawesi.

Menjangan Park, Tourist Area and Fauna Conservation

In Cilacap Regency area, WIKA has built a conservation area for wildlife, while providing added value as a tourist area. Menjangan Park which was built on a 6.5 hectare conservation area with the aim of providing a new tourism alternative in the area of Fort Pendem, Cilacap. From the Menjangan Park development, at least hundreds of wild deer in the conservation area can be protected.

The Menjangan Park development is the fruit of a collaboration between WIKA and the Cilacap Regional Government. In Menjangan Park, in addition to being able to see deer, visitors can also view the natural scenery of the lake and hills around Fort Pendem.



Old Age Savings [201-3]

One of the valuation efforts made by WIKA for employees is through implementing policies and pension programs. Protection facilities provided to employees post employment include:

1. Pension Funds organized by the Company through the Defined Benefit Pension Program (PPMP) and the defined contribution pension program (PPIP).
2. Social Security Program of BPJS Ketenagakerjaan consisting of Old Age Insurance (JHT), Pension Benefit (JP), Work Accident Benefit (JKK), and Death Benefit (JKM).
3. Post-employment benefits program, which is provided only to employees who were hired before January 1 2014, in accordance with an agreement with the Workers Unions contained in the 2018-2020 PKB.

Number of Employees Included in Pension Program [201-3]

Program	2019	2018	2017
Defined Benefit Pension Program	583	608	627
Defined Contribution Pension Program	2,182	2,054	1,987
Old Age Insurance Program	2,767	2,662	2,614

Note: Each employee has an opportunity to be included in more than one type of pension program.

Employees who are included in the JHT Program must pay a monthly contribution. The monthly contributions are shared between the employees and the company in accordance with applicable regulations, i.e. 3.7% of fixed pay is paid by the company and 2% of fixed pay is paid by the employee. The contributions for the Defined Benefit Pension Program consist of 19.2% of Basic Retirement Income (PhDP) is paid by the Company and 5% of PhDP is paid by employee, while for the Defined Contribution Pension Program contributions are 12.5% of PhDP is paid by the company and 5% of PhDP is paid by employee.

In 2019, there were 30 retired employees. The amount of pension benefits paid both monthly and lumpsum by the Pension Fund amounted to IDR20.34 billion (Defined Benefit Pension Program) and IDR2.61 billion (Defined Contribution Pension Program).

Retired Employees [404-2]

Every employee who are retiring will be given a special training. WIKA has prepared an assessment program for retirement preparation period and retirement preparation period (MPP) training. In MPP training, participants are invited to learn more about the benefits of retirement both psychologically, health aspect, or others.

For retirees, financial planning in old age is very important. Therefore, the Company also provides training on how to manage family finances after retirement, post-retirement activities, and the potential in entrepreneurship or other businesses. In 2019, there was no MPP training, because there were no retiring employees. But until the end of the reporting period, there were 38 retired employees.

LIST OF ABBREVIATIONS

3T	Disadvantaged, Frontier and Outermost
ACE	Agility, Caring, Excellence
ANDAL	Environmental Impact Analysis
AMDAL	Environmental Impact Assessment
B3	Hazardous and Toxic Waste
BHUN	<i>BUMN Hadir Untuk Negeri</i>
SOE	State Owned Enterprise
CAR	Contractors All Risks
CRMO	Certified Risk Management Officer
CRMP	Certified Risk Management Professional
CSR	Corporate Social Responsibility
EAR	Erection All Risks
EK	Competency Evaluation
EPC	Engineering Procurement & Construction
ERP	Enterprise Risk Management
FAT	Factory Acceptance Test
GHG	Greenhouse Gas
HC	Human Capital
HCIS	Human Capital Information System
GCG	Good corporate Governance
QSHE	Quality, Safety, Health, & Environment
OSH	Occupational Safety and Health
LTI	Lost Time Injury
MCU	Medical Check Up
MPP	Pre-retirement Period
NLTI	Non Lost Time Injury

P2K3L	Managing Committee on Occupational Safety & Health and Environment
PK	Performance Assessment
CLA	Collective Labor Agreement
PKBL	Partnership and Community Development Program
PMO	Project Management Office
PLTMG	Gas Fired Power Plant
PPCP	Prospective Employee Training Program
PSSR	Pre Safety Start Review
IPAS	Simple Wastewater Treatment Plant
RCA	Risk Containment Audit
RCA	Root Cause Anaysis
RKL	Environmental Management Plan
RPL	Environmental Monitoring Plan
SCM	Supply Chain Management
SHE	Safety, Health, & Environment
SIA	Equipment License
SIO	Operating License
SDGs	Sustainable Development Goals
SMK3	Occupational Safety & Health Management System
SMN	<i>Siswa Mengenal Nusantara</i>
SMTB	Temporary Absence
SWA	Stop Work Action
TBM	<i>Taman Bacaan Masyarakat</i>
WIKA	PT WIJAYA KARYA (Persero) Tbk.

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	201-2 Financial implications due to climate change	35	There are no financial implications, as well as risks and opportunities that occur due to the climate change
	201-3 Defined benefit plan obligations and other retirement plans	35, 95	
	201-4 Financial assistance received from government	35	There are no financial support from the Government
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	93	
	203-2 Significant indirect economic impact	93	

MATERIAL TOPIC: ANTI-CORRUPTION

GRI 103: Management Approach 2016	103-1 Explanation of the material topics	16, 19	
	103-2 The management approach and its components	19, 46	
	103-3 Evaluation of the management approach	19, 46	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	46	
	205-2 Communication and training about anti-corruption policies and procedures	46-47	
	205-3 Confirmed incidents of corruption and actions taken	46	

GRI Standard	Disclosures	Page(s)	Omission
MATERIAL TOPIC: HUMAN CAPITAL MANAGEMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics	16, 19	
	103-2 The management approach and its components	19	
	103-3 Evaluation of the management approach	19	
GRI 401: Employment 2016	401-1 Recruitment of new employees and employee turnover	36, 54-55	
	401-2 Benefits provided to employees based on employment status	60	
	401-3 Provisions for maternity leave	60-61	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance body and employees	53	
	405-2 Ratio of basic salary and remuneration of women to men	53, 60	
TOPIK MATERIAL: QUALITY, SAFETY, HEALTH, & ENVIRONMENT (QSHE)			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics	16-17	
	103-2 The management approach and its components	17	
	103-3 Evaluation of the management approach	17	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	77, 80	
	303-2 Energy consumption outside the organization	80	
	302-4 Reduction of energy consumption	78	
GRI 305: Emission 2016	305-1 Direct GHG emissions	79, 81	
	305-5 Reduction of GHG emissions	79	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	79	
GRI 307: Management Approach 2016	307-1 Non-compliance with environmental laws and regulations	77	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	70-71	
	403-2 Hazard identification, risk assessment, and incident investigation	72	
	403-3 Occupational health service	72	
	403-4 Consultation and communication on occupational health and safety	73	
	403-5 Worker training on occupational health and safety	74	
	403-6 Promotion of worker health	72	

GRI Standard	Disclosures	Page(s)	Omission
	403-7 Prevention and mitigation of OHS impacts directly linked by business relationship	76	
	403-8 Workers covered by an occupational health and safety management system	70-71	
	403-9 Work-related injuries	74-76	
	403-10 Occupational disease	72, 76	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	85-86	
	416-2 Incident of non-compliance concerning the health and safety impacts of products and services	84	
MATERIAL TOPIC: COMPETENCY DEVELOPMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics	16, 18	
	103-2 The management approach and its components	18	
	103-3 Evaluation of the management approach	18	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	57-58	
	404-2 Program for upgrading employee skills	57, 95	
	404-3 Percentage of employees receiving regular performance and career development reviews	59	
CONSTRUCTION AND REAL ESTATE SECTOR DISCLOSURE			
GRI G4: Construction and Real Estate Sector Disclosures 2013	CRE1 Building energy intensity	N/A	Data on energy intensity has not been reported because base value as a divisor has not been determined.
	CRE2 Building water intensity	N/A	
	CRE3 GHG emissions intensity from buildings	N/A	
	CRE4 GHG emissions intensity from new construction and redevelopment activity	N/A	
	CRE5 Land remediated and in need of remediation for the existing or intended land use	84	
	CRE6 Verification of the company's operations compliance	33, 37, 70	
	CRE7 Number of persons displaced and/or resettled by development impacts	84	
	CRE8 Sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	34, 78-80, 87-88	

REFERENCES OF POJK No. 51/POJK/03/2017

POJK No.51/ POJK.03/2017		Disclosure	Page(s)
1		Explanation of sustainability strategies	10-11
2		An overview of the sustainability performance aspect	5
3		Brief company profile	28
3.a		Vision, mission and values of sustainability	29
3.b		Name, addresses, telephone number, fax numbers, e-mail address, and website, and branch offices	23
3.c		Scale of business	33
	3.c.1	Total assets or asset capitalization, and total liabilities	5, 33
	3.c.2	Number of employees based on gender, position, age, education, and employment status	51
	3.c.3	Percentage of share ownership	28
	3.c.4	Operational area	32
3.d		Products, services and business activities	30-31
3.e		Membership in associations	48
3.f		Significant changes in Financial Service Institution, Issuers and Public Companies	30
4		Explanation of the Board of Directors	8-13
4.a		Policies to respond to challenges in meeting the sustainability strategy	10-12
4.b		Sustainable Finance Implementation	Irrelevant
4.c		Target achievement strategy	10-12
5		Sustainability governance	38-48
5.a		Duties for Board of Directors and Board of Commissioners, employees, officers and/or work units who are responsible for the implementation of Sustainable Finance	41-42
5.b		Competency development for members of the Board of Directors, members of the Board of Commissioners, employees, officers and/or work units responsible for implementation of Sustainable Finance	41, 49
5.c		Company procedures in controlling the risk of sustainability	42-45

POJK No.51/ POJK.03/2017		Disclosure	Page(s)
6		Sustainability performance contains:	
6.a		Activities to build a sustainability culture in the internal Public Company	N/A
6.b	6.b.1	Comparison between production target and performance, portfolio, funding or investment target, revenue and profit/loss	The Information available in Annual Report
	6.b.2	Comparison between portfolio target and performance, funding or investment target on financial instruments or projects in line with the implementation of Sustainable Finance	Irrelevant
6.c	6.c.1	Commitment of financial service institutions, issuers, or public companies to providing product and/or service equally to customers	85
	6.c.2.a	Equality of employment opportunities and the presence or absence of forced labor and child labor	54, 64
	6.c.2.b	Percentage of permanent employee remuneration at the lowest level against the regional minimum wage	61
	6.c.2.c	Safe and suitable working environment	36
	6.c.2.d	Employee training and competency development	18, 57-59
	6.c.3.a	Information on activities or operational areas that give positive and negative impacts to the surrounding community, including financial literacy and inclusion	Irrelevant
	6.c.3.b	The mechanism and number of public complaints received and acted upon	86
	6.c.3.c	Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities	89-94
6.d	6.d.1	Environmental costs incurred	5
	6.d.2	Use of environmentally friendly materials	77-78
	6.d.3	Energy use at least contains: a) the amount and intensity of energy used b) energy efficiency efforts and achievements including the use of renewable energy sources	77, 78, 80

POJK No.51/ POJK.03/2017		Disclosure	Page(s)
6.e	6.e.1	Performance as meant in letter d	
	6.e.2	Activities or operational areas that have an impact to the surrounding environment	Irrelevant
	6.e.3.a	Impacts of operational areas that are near or in conservation area	84
	6.e.3.b	Efforts to conserve biodiversity	94
	6.e.4.a	The amount and intensity of emissions generated based on the type	79, 81
	6.e.4.b	Efforts and achievement of emission reduction conducted	79
	6.e.5.a	Waste and effluent generated based on type	82
	6.e.5.b	Waste and effluent management mechanism	82
	6.e.5.c	Spill incident (if any)	N/A
	6.e.6	The number and topic of environmental complaints received and resolved	17, 79
6.f	6.f.1	Innovation and development of sustainable products	The Information available in Subsidiary
	6.f.2	Number and percentage of products and services that have been evaluated for the customer's safety	85-86
	6.f.3	Positive and negative impact of product and / or services and distribution process	Irrelevant
	6.f.4	Number of products withdrawn and the reason	Irrelevant
	6.f.5	Customer satisfaction survey	5, 37, 85
7		Written verification from an independent party (if any)	23-27

FEEDBACK FORM

We would like to ask all stakeholders to kindly provide feedback after reading the Sustainability Report of PT WIJAYA KARYA (Persero) Tbk. by sending e-mail or this form by fax/mail.

1. This report describe company's performance in economic, social, and environment aspects

☐ Disagree ☐ Neutral ☐ Agree

2. This report shows balanced information, which is included positive and negative information

☐ Disagree ☐ Neutral ☐ Agree

3. This report increase Your trust to the Company's sustainability

☐ Disagree ☐ Neutral ☐ Agree

4. Sort the priority of material topic, which is the most important to you:

- QSHE ()
- Competency Development ()
- Human Capital Management ()
- Economic Performance ()
- Anti-corruption ()

5. Please advice/suggestion/comments on this report statements

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.....
.....

YOUR PROFILE

- ☐ Shareholder
☐ Employee
☐ Owner
☐ Business Partner
☐ Creditor
☐ Community
☐ Regulator
☐ Other, please state

.....
Name (if you please):

.....
Institution/Company:

.....
E-mail:

.....
Phone/Mobile:

.....

Thank you for Your participation.
Kindly send this feedback form
to address follows:

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