

SUSTAINABILITY Report

PT. Wika Tirta Jaya Jatiluhur

2024

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Our Commitment

PT Wika Tirta Jaya Jatiluhur (WTJJ) recognizes the importance of Environmental, Social, and Governance (ESG) principles in driving sustainable growth and creating long-term value for stakeholders. As a company operating in a sector with direct impacts on the environment and society, WTJJ is committed to integrating ESG into every aspect of its operations. This commitment is reflected in the company's efforts to minimize its environmental footprint, enhance community well-being, and implement transparent and accountable corporate governance.

On the environmental dimension, WTJJ focuses on water resource management and operational efficiency. Through various initiatives such as the adoption of energy-saving technologies and water conservation practices, the company strives to reduce emissions and optimize resource use. In addition, WTJJ is also committed to biodiversity protection and pollution control, ensuring its operations align with environmental sustainability goals and international standards.

On the social aspect, WTJJ actively supports community engagement and employee welfare programs. The company promotes inclusivity, diversity, and equal opportunities in the workplace, while also fostering public health and education initiatives in surrounding communities. WTJJ's commitment to social responsibility is also evident in its efforts to create a safe and healthy work environment, as well as proactively addressing stakeholder concerns.

In governance, WTJJ applies a robust governance framework prioritizing transparency, accountability, and ethical business practices. The company enforces strict anti-corruption policies, ensures compliance with regulatory standards, and strengthens communication with stakeholders. Through this approach, WTJJ seeks to build public trust, manage risks effectively, and support overall business sustainability. The integration of sound governance principles serves as the foundation of WTJJ's strategy towards a more sustainable future.

January, 2025



Rendy Ardiansyah
President Director

Company Profile

PT Wijaya Karya (Persero) Tbk., PT Jaya Konstruksi Manggala Pratama Tbk., and PT Tirta Gemah Ripah established a joint venture, PT Wika Tirta Jaya Jatiluhur (WTJJ). WTJJ is engaged in the production of high-quality drinking water with a capacity of 4,750 liters per second, which is distributed to DKI Jakarta, Bekasi City, Bekasi Regency, and Karawang Regency.

Company History

Efforts to fulfil service coverage in accordance with the National Medium Term Development Plan (RPJMN) 2020-2024 mandate that by 2024 Indonesia must be able to achieve 100% access to safe drinking water sources and proper sanitation facilities, with 85% meeting Drinking Water Service Standards (SPM) and 15% access to safe drinking water. The latest data from the Ministry of National Development Planning and National Development Planning Agency (PPN-BAPPENAS) shows that the level of safe drinking water service in 2018 is still limited at 88%. Thus there is still a 12% gap to meet the target of decent drinking water infrastructure services.

Public Private Partnership (KPBU) is one of the investment options for Potable Water Supply System (SPAM) development in order to achieve the RPJMN 2024 target in the water sector.

To help accelerate the realisation of this target, the government is planning the Jatiluhur I Regional SPAM with a capacity of 4,750 l/sec for areas in DKI Jakarta, Bekasi City, Bekasi Regency Karawang and neighboring areas.

In the KPBU scheme, the Implementing Business Entity (BUP) cooperates with the Person in Charge of the Cooperation Project (PJPK) to conduct bulk water services to 4 service areas through the Regional Drinking Water Company (PDAM) of each area.

PT Jaya Konstruksi Manggala Pratama Tbk., PT Wijaya Karya (Persero) Tbk., and PT Tirta Gemah Ripah established the BUP, namely PT Wika Tirta Jaya Jatiluhur (WTJJ). The basis for the company's formation is the Letter of Winner Determination Number :

PB.02.02-Mn/2335 dated November 20th, 2020, and the Deed of Establishment of a Limited Liability Company Number: 5 dated January 15th, 2021.

Vision and Mission

Vision

"Becoming a trusted company in clean water production for a better tomorrow"

Mission

1. Providing high quality water in order to improve quality of life with resilient and innovative solutions
2. Driving operational & commercial excellence, while creating value over the entire lifecycle of our infrastructures and services.
3. Establishing long-term value for our stakeholders.
4. Foster a culture of accountability, inclusion & purpose, professional and personal development for our human resources.
5. Maintain zero accidents and low environmental pollution across our operations.

Business activities

WTJJ is engaged in the provision of clean water services and the management of related water infrastructure. The company is also involved in various projects related to water treatment, clean water distribution, and the development of facilities that support the provision of water for the community.

The water produced by WTJJ's Water Treatment Plant has high quality and meets the drinking water quality standards required by the Minister of Health Regulation No. 492 of 2010.

Project Locations

There are 2 water treatment plant (WTP) locations managed by WTJJ: the Bekasi WTP (3.2 Ha) and the Cibeet Karawang WTP (1.1 Ha), along with 5 offtakes, namely: Sentra Timur Offtake (8.15 km), Teluk Buyung Offtake (3.7 km), Jatibening Offtake (5.15 km), Tarumajaya Offtake (12.9 km), and Karawang Offtake (6.17 km).

WTJJ WTP Area

WTJJ's WTP is built at 2 locations: the Bekasi WTP, which has an area of 3.2 Ha and produces 4,400 L/s of water, and the Cibeet Karawang WTP, which has an area of 1.1 Ha and produces 350 L/s of water.

Total Capacity: 4,750 l/s (4,400 + 350 l/s)

Service Area Targets

DKI Jakarta: 4,000 l/s
Bekasi City: 300 l/s
Bekasi Regency: 100 l/s
Karawang: 350 l/s

Organizational structure

Board of Commissioner



Born in Purworejo on September 4, 1973. Graduated with a Diploma in Civil Engineering from the Polytechnic of Diponegoro University, Semarang.

He has served as the President Commissioner of PT WIKA Tirta Jaya Jatiluhur since May 31, 2023. Previously, Wahyu Hadi Prasetyo held the position of Senior Vice President of Infrastructure Marketing in the Infrastructure Marketing Division from January to May 2023.

He has also held various positions at PT WIJAYA KARYA (Persero) Tbk., including General Manager of the Operation Marketing Department in the Infrastructure Marketing Division in January 2023, General Manager of Infrastructure Marketing in the Infrastructure Marketing Division from December 2020 to January 2023, and General Manager of Key Account II.

Wahyu Hadi Prasetyo
President Commissioner



Born in Jakarta on April 15, 1978. Earned a Bachelor's degree in Civil Engineering from Parahyangan Catholic University, Bandung, and a Master's degree in Environmental Engineering from the University of South Wales, Sydney, Australia.

Serving as Commissioner of PT WIKA Tirta Jaya Jatiluhur from November 20, 2024. Previously, Rainier held various professional positions, including: Managing Director of PT Electra Motor Group, Expert Advisor to the Ministry of State-Owned Enterprises, Independent Commissioner of PT Pelindo, Director of Business Transformation at PT Pertamedika IHC, and Senior Infrastructure Advisor at the Coordinating Ministry for Economic Affairs of the Republic of Indonesia.

Antonius Rainier Haryanto
Commissioners

Board of Director



Rendy Ardiansyah

President Director

Born in Prabumulih on March 23, 1988, he earned a Bachelor's degree in Accounting from the Islamic University of Indonesia, Yogyakarta, and a Master of Business Administration from Gadjah Mada University, Yogyakarta.

Rendy Ardiansyah has served as the President Director of PT WIKA Tirta Jaya Jatiluhur since May 21, 2024. Previously, he held the position of Director of Finance, Human Capital, and Risk Management at PT Wijaya Karya Realty from November 2022 to May 2024.

Before that, he served in various roles at PT WIJAYA KARYA (Persero) Tbk., including General Manager of Corporate Strategic Planning in 2022, General Manager of Business Portfolio from 2020 to 2022, Manager of Property and Building Portfolio in 2021, Manager of Investment Portfolio from 2020 to 2022, among others.



Arini Kristalisa

Director of Finance, Human Capital & Manrisk

Born in Karanganyar on April 4, 1979, she holds a Bachelor's degree in Accounting from STIE YKPN, Yogyakarta, and a Master's degree in Management from Bina Nusantara University, Jakarta.

She has been serving as the Director of Finance, Human Capital, and Risk Management of PT WIKA Tirta Jaya Jatiluhur since May 21, 2024. Previously, she was the Finance and Human Capital Manager at PT WIKA Serang Panimbang starting in 2022.

Her prior positions at PT WIJAYA KARYA (Persero) Tbk. include MKHC Operations 3 – Infrastructure 1 Division from 2020 to 2022, MKHC – Infrastructure 2 Division from 2019 to 2020, and Finance Coordinator of the General Civil Department 2 from 2016 to 2019.



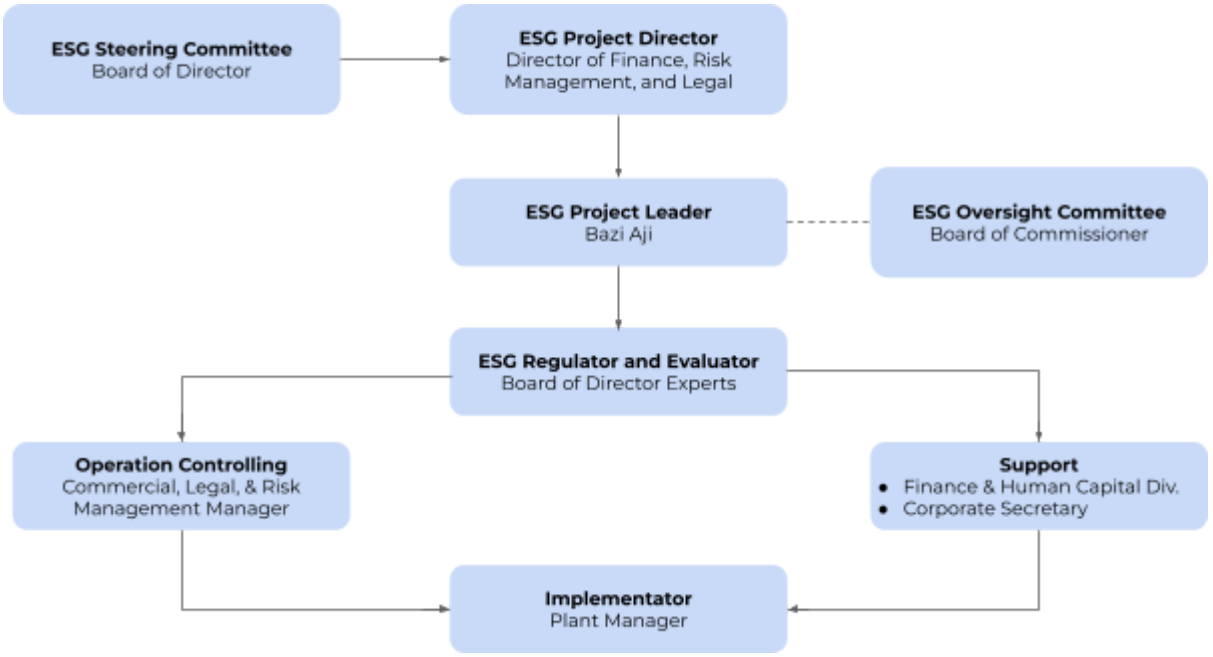
Hari Suprianta
Director of Operations

Born in Lumajang on February 12, 1967, he holds a Bachelor's degree in Civil Law from Brawijaya University, Malang, and a Master's degree in Business Law from Gadjah Mada University, Yogyakarta.

He has been the Director of Operations of PT WIKA Tirta Jaya Jatiluhur since June 1, 2022. Starting his career at PT Jaya Real Property in 1995, he has taken on various roles, including positions in the Land, Legal, and Land for Management Division, GM of HCM and Estate Management, Director of PT Jaya Mitra Sarana, and Director of PT Bukit Semarang Jaya Metro.

Sustainability Governance

PT Wika Tirta Jaya Jatiluhur (WTJJ) is dedicated to fostering sustainable development through a robust sustainability governance framework. With a clearly defined structure, WTJJ ensures the effective integration of Environmental, Social, and Governance (ESG) principles into its operations and decision-making processes. This structure includes the active involvement of the Board of Commissioners, serving as an oversight committee to ensure accountability, strategic alignment, and compliance with sustainability objectives. The Board's role in overseeing the implementation of ESG initiatives strengthens WTJJ's commitment to environmental protection, social well-being, and ethical governance. This comprehensive governance approach underscores WTJJ's dedication to creating long-term value for stakeholders and fostering a sustainable future.



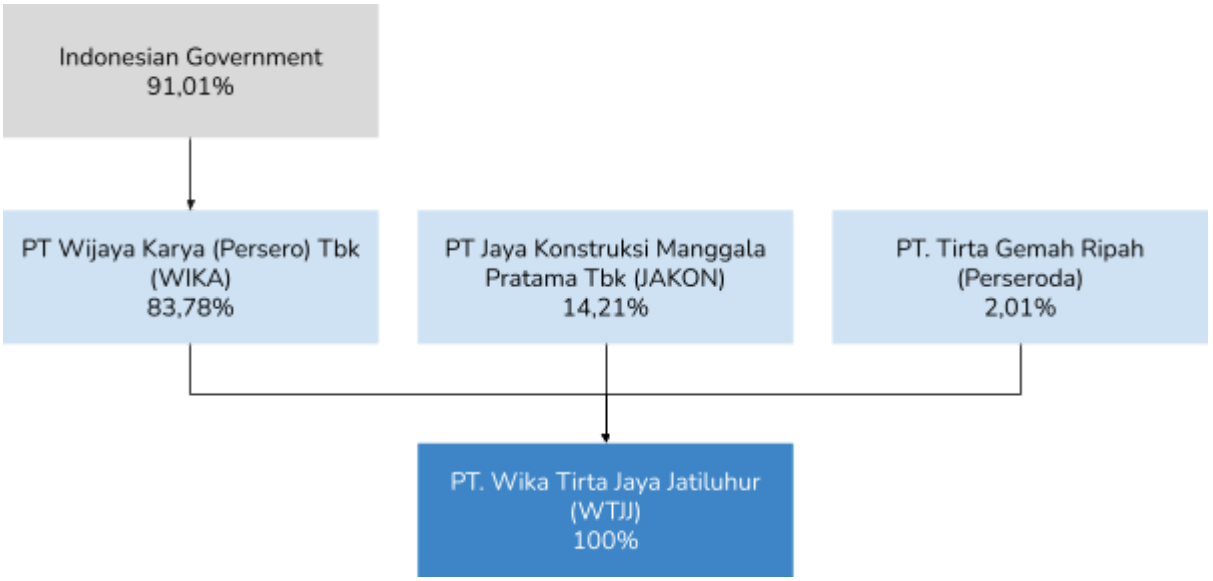
Main Duties and Functions of the Sustainability Committee Team

1. **ESG Steering Committee**
   The ESG Steering Committee provides strategic direction and oversight for ESG projects. It ensures that all initiatives align with the organization's goals and objectives. The committee reviews and approves key decisions and policies related to ESG projects. This committee comprises members of the Board of Directors.
2. **ESG Project Director**
   The ESG Project Director leads the development and implementation of sustainability strategies and initiatives. They coordinate with various departments to integrate ESG principles into business operations, monitor progress toward sustainability goals, and report on achievements. The Project Director appointed for this role is Director of Finance, Risk Management, and Legal departments.
3. **ESG Project Leader**
   The ESG Project Leader manages the day-to-day operations of ESG projects, ensuring that

milestones and objectives are met on time and within budget. They act as the primary point of contact for stakeholders and team members. Currently, the project leader is Bazi Aji.

4. **ESG Oversight Committee**
   The ESG Oversight Committee provides independent oversight and evaluation of ESG projects. It ensures compliance with regulatory requirements and internal policies while reviewing and assessing the effectiveness of ESG initiatives. This committee consists of members of the Board of Commissioners.
5. **ESG Regulator and Evaluator**
   The ESG Regulator and Evaluator conducts regular assessments of ESG projects, ensuring compliance with legal standards, regulations, and risk management practices. They provide recommendations for improvements and corrective actions, supervised by Board of Director Experts.
6. **Operation Controlling**
   Operation Controlling manages the operational aspects of ESG projects, ensuring the efficient and effective execution of activities. It monitors operational performance and resource utilization under the supervision of the Commercial, Legal, & Risk Management Manager.
7. **Support Team**
   The Support Team provides administrative and logistical support for ESG projects, managing financial and human resources while ensuring effective communication and coordination among stakeholders. This includes the Finance & HR Division and the Corporate Secretary.
8. **Implementer**
   The Implementer executes ESG initiatives and projects, managing construction and development activities to ensure project outcomes meet specifications and schedules. This role is supervised by the Plant Manager.

Share Ownership



About This Report

This document provides a comprehensive overview of the sustainability performance of WTJJ. As an initial supplement, this report serves to complement the Environmental, Social, and Governance (ESG) practices already implemented by the company.

Through this report, WTJJ aims to deliver clear and measurable information to stakeholders regarding the strategic steps taken and the company's long-term plans to achieve sustainability goals.

Scope

This report covers all operational sites of WTJJ, including all activities fully consolidated for financial reporting purposes. Every activity managed under WTJJ, whether directly or indirectly, is included in the scope of this report to ensure transparency and accuracy in the presentation of information.

Reporting Period

This reporting period covers January 1, 2024, to December 31, 2024, reflecting the Company's performance over a full year. Additionally, this report presents historical data from the past three years as a basis for comparison, providing deeper context on the trends and developments in the Company's performance.

Awards and Certificates

WTJJ has obtained ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications, which are international standards related to Quality Management Systems, Environmental Management Systems, and Occupational Health and Safety Management Systems. These certifications regulate how the company conducts its business while considering the environment and complying with relevant laws regarding Quality and SMK3 (Occupational Health and Safety Management System) that apply in Indonesia and are aligned with international standards.


CERTIFICATE

Certificate No. QSC 01930

SUCOFINDO INTERNATIONAL CERTIFICATION SERVICES

PT WIKA TIRTA JAYA JATILUHUR

SNI ISO 9001:2015

Quality Management Systems-Requirements

Proses Perencanaan Pembangunan, Pengoperasian dan Pendistribusian Air Minum Curah.

SECTOR CODE : 34

SNI ISO 9001:2015 Certification
Quality Management Systems - Requirements

Validity Period:
February 22nd, 2022 until February 21st, 2025


CERTIFICATE

Certificate No. OHS 00230

SUCOFINDO INTERNATIONAL CERTIFICATION SERVICES

PT. WIKA TIRTA JAYA JATILUHUR

SNI ISO 45001:2018

Sistem Manajemen Kesehatan dan Keselamatan Kerja - Persyaratan dengan panduan penggunaan

Occupational Health and Safety Management System - Requirements with guidance for use

SECTOR CODE : 28; 34

SNI ISO 45001:2018 Certification
Occupational Health and Safety Management System - Requirements with guidance for use.

Validity Period:
January 20th, 2023 until January 19th, 2026


CERTIFICATE

Certificate No. EMS 00431

SUCOFINDO INTERNATIONAL CERTIFICATION SERVICES

PT. WIKA TIRTA JAYA JATILUHUR

SNI ISO 14001:2015

Sistem Manajemen Lingkungan - Persyaratan dengan panduan penggunaan

Environmental Management Systems-Requirements with guidance for use

SECTOR CODE : 28; 34

SNI ISO 14001:2015 Certification
Environmental Management System - Requirements with guidance for use.

Validity Period:
January 20th, 2023 until January 19th, 2026

Corporate Governance

Board Independence

According to PT Wika Tita Jaya Jatiluhur's (WTJJ) Board Manual, it is stated that:

PT Wika Tirta Jaya Jatiluhur (WTJJ) emphasizes the importance of maintaining independence and avoiding conflicts of interest for its Board of Directors and Board of Commissioners. Directors and Commissioners are prohibited from engaging in activities that may compromise their impartiality, including personal or familial financial relationships that conflict with the company's interests. As stated in the manual, familial relationships between Commissioners and members of executive management are explicitly prohibited up to the third degree, either directly or through marriage.

Moreover, WTJJ restricts Commissioners from holding roles or associations that could impair their ability to provide objective oversight. This includes avoiding affiliations with major customers, suppliers, or external entities that receive significant contributions from the company. Commissioners are also required to disclose any potential conflicts of interest, and they are explicitly barred from personal financial agreements, such as contracts, beyond their approved remuneration. These policies collectively ensure that the governance structure upholds transparency and accountability

Board Type

PT Wika Tirta Jaya Jatiluhur (WTJJ) adopts a **two-tier governance system**, which clearly separates the roles of the Board of Directors and the Board of Commissioners.

- The **Board of Directors** is responsible for the day-to-day management and operations of the company, ensuring that business activities align with WTJJ's strategic objectives and comply with applicable regulations.
- The **Board of Commissioners** oversees and provides guidance to the Board of Directors, ensuring good corporate governance and accountability.

This separation of roles enhances the checks and balances within the organization and is in accordance with Indonesia's corporate governance framework.

The composition of the boards is as follows:

- **Board of Directors:** 3 (three) Executive Directors consisting of Chief Executive Officer (CEO), Chief Operation Officer (COO), and Chief Financial Officer (CFO)
- **Board of Commissioners:** 2 (two) Non-Executive Commissioners

This information is available in WTJJ's Annual Report and corporate governance disclosures.

Non-Executive Chairperson

WTJJ's Board of Commissioners is headed by a non-executive and independent chairperson, reflecting the company's commitment to robust corporate governance practices. The current chairperson, Wahyu Hadi Prasetyo, has been serving in this capacity since May 31, 2023. With

extensive professional experience, including leadership roles in state-owned enterprises and advisory positions in key government sectors, the chairperson brings valuable expertise to the board. This leadership structure ensures a clear separation of roles between management and oversight, promoting transparency, accountability, and effective decision-making.

Board Diversity Policy

PT Wika Tirta Jaya Jatiluhur (WTJJ) has a formal policy on board diversity. The policy outlines the company's commitment to fostering a diverse, inclusive, and collaborative culture at the Board level. It emphasizes the importance of diversity in terms of skills, experience, gender, age, cultural and regional representation, and other factors relevant to the company's operations. This policy reflects WTJJ's dedication to integrating varied perspectives that enhance decision-making, governance, and innovation while aligning with the company's strategic goals and sustainable development objectives.

The Board Diversity Policy is publicly available on WTJJ's company website.

Board Gender Diversity

WTJJ actively promotes gender diversity at the leadership level, reflecting the company's commitment to inclusive governance. Currently, the Board of Directors includes one female member, Arini Kristalisia, who serves as the Director of Finance, Human Capital, and Risk Management since May 21, 2024. Her extensive experience and leadership contribute significantly to enhancing diversity and ensuring robust decision-making processes within the boardroom. This representation underscores WTJJ's efforts to foster an inclusive organizational culture while aligning with global standards for diversity and sustainability.

Board Effectiveness

Board Meeting Attendance

The Board of Directors of WTJJ demonstrated exemplary commitment to governance by achieving a 100% attendance rate in all board meetings held during 2023, with consistent participation from the three board members. This consistent attendance underscores the directors' dedication to fulfilling their fiduciary duties and actively contributing to the company's decision-making processes. The meetings addressed key topics such as financial updates, risk management, claims management, and updates on QHSE and system development, ensuring comprehensive oversight of organizational performance and strategic initiatives.

For further details, please refer to WTJJ's 2023 Annual Report, pages 182-183.

Board Mandate

The Commissioners of PT Wika Tirta Jaya Jatiluhur (WTJJ) bring a wealth of experience and expertise to the company, gained through their diverse professional backgrounds and roles in other organizations. A member of the Board of Commissioners holds mandates in other companies, allowing them to contribute valuable insights, industry knowledge, and strategic perspectives to WTJJ. These external roles complement their responsibilities at WTJJ, ensuring well-rounded governance and decision-making aligned with the company's vision and objectives.

Name of Board	Other Mandates
Wahyu Hadi Prasetyo President Commissioner	SVP Corporate Marketing in PT Wijaya Karya 31 May 2023 - present
Antonius Rainier Haryanto Commissioners	Commissioner in PT Interport Mandiri Utama November 2023 - Present

Board Performance Review

The performance of the Board of Commissioners and its members is evaluated annually during the General Meeting of Shareholders (GMS). In general, the performance evaluation criteria are determined based on the duties outlined in prevailing regulations and the Articles of Association of PT Wika Tirta Jaya Jatiluhur, as well as the mandates of the shareholders. Formal evaluation criteria are openly communicated to the Board of Commissioners at the time of their appointment.

The results of the performance evaluation, both for the Board of Commissioners as a whole and for individual members, form an integral part of the compensation and incentive scheme for the Board. Additionally, individual performance evaluations are used as a basis for shareholders to decide on the dismissal or reappointment of the respective members. These evaluations serve as a tool to assess performance and improve the overall effectiveness of the Board of Commissioners.

Board Average Tenure

The average tenure of board members is 5 years, calculated from the date of their appointment during the General Meeting of Shareholders (GMS) and concluding at the end of the fifth annual GMS following their appointment.

Name of Board	Tenure
Wahyu Hadi Prasetyo President Commissioner	May 31, 2023 - present
Antonius Rainier Haryanto Commissioners	November 20, 2024 - present
Rendy Ardiansyah President Director	May 21, 2024 - present
Arini Kristalisa Director of Finance, Human Capital & Manrisk	May 21, 2024 - present
Hari Suprianta Director of Operations	June 1, 2022 - present

As of December 2024, the average tenure of the Board of Commissioners of WTJJ is 1 year. This is due to the company's governance being newly established, in line with WTJJ's journey, which began

its operations in 2021 as part of the public-private partnership (PPP) project for the Jatiluhur I Regional Drinking Water Supply System (SPAM).

Board Industry Experience

The Board of Commissioners at WTJJ benefits from members with extensive industry experience, ensuring informed decision-making and strategic oversight. For example, Wahyu Hadi Prasetyo, the President Commissioner, has held various senior roles within PT Wijaya Karya (Persero) Tbk. These roles include General Manager of the Operation Marketing Department in the Infrastructure Marketing Division and other leadership positions in key account management. This breadth of expertise aligns with WTJJ's goals, providing critical insights into the infrastructure sector and supporting the company's growth and sustainability objectives.

President Director Compensation for Key Performance Indicators

The following Key Performance Indicators (KPIs) are the main parameters used as the basis for providing compensation to the Board of Directors and all employees. These KPIs are designed to ensure that compensation is aligned with the achievement of the company's strategic targets and the tangible contribution to operational performance as well as business sustainability.

No	Performance Indicator	Unit	Plan	Realization	Achievement
Economic and Social Values					
1	EBITDA	Rp Million	1,097	856	78.03%
2	Sales Revenue	Rp Million	820,018	680,385	82.97%
3	Use of Investment Credit	Rp Million	650,980	426,724	65.55%
4	Project on Time	%	73.40	67.19	91.54%
Business Model Innovation					
5	Quality Excellence	Score	850	865	101.76%
6	Customer Satisfaction Index (CSI)	Index	3.5	4.6	131.43%
7	Achievement of Innovative Works	Quantity	2	3	150.00%
Technology Leadership					
8	ERP Program	%	100	100	100.00%
9	IT Implementation	%	100	100	100.00%
Increase in Investment					
10	GCG Level	Score	65	59.33	91.27%

11	Risk Maturity Level	Indeks	3.85	3.75	97.40%
12	CAPEX	Rp Juta	683,704	433,452	63.40%
Talent Development					
13	Millennial Top Talent (<42 Years Old)	%	50	55.56	111.11%
14	Employee Engagement Index	Index	75	93.00	124.00%

Remuneration Policy for the Board of Commissioners and Directors

The determination of remuneration for the Board of Commissioners and Directors is based on the General Meeting of Shareholders (GMS), which is mandated to be decided by the majority shareholders. At PT Wijaya Karya (Persero) Tbk, as the majority shareholder, the policy for providing remuneration and other facilities for the Board of Commissioners and Directors is implemented annually.

The Board of Commissioners and Directors receive remuneration and other facilities as compensation for their duties and responsibilities. The components of their income include:

1. **Salary/Honorarium**
2. **Allowances**
3. **Facilities**
4. **Tantiem/Work Incentives**

The remuneration is granted annually as a reward for achieving the Company's annual Key Performance Indicators (KPIs). PT WTJJ does not offer long-term compensation in the form of shares.

Here is a comparison of the President Director's remuneration with the average and median values of WTJJ employees.

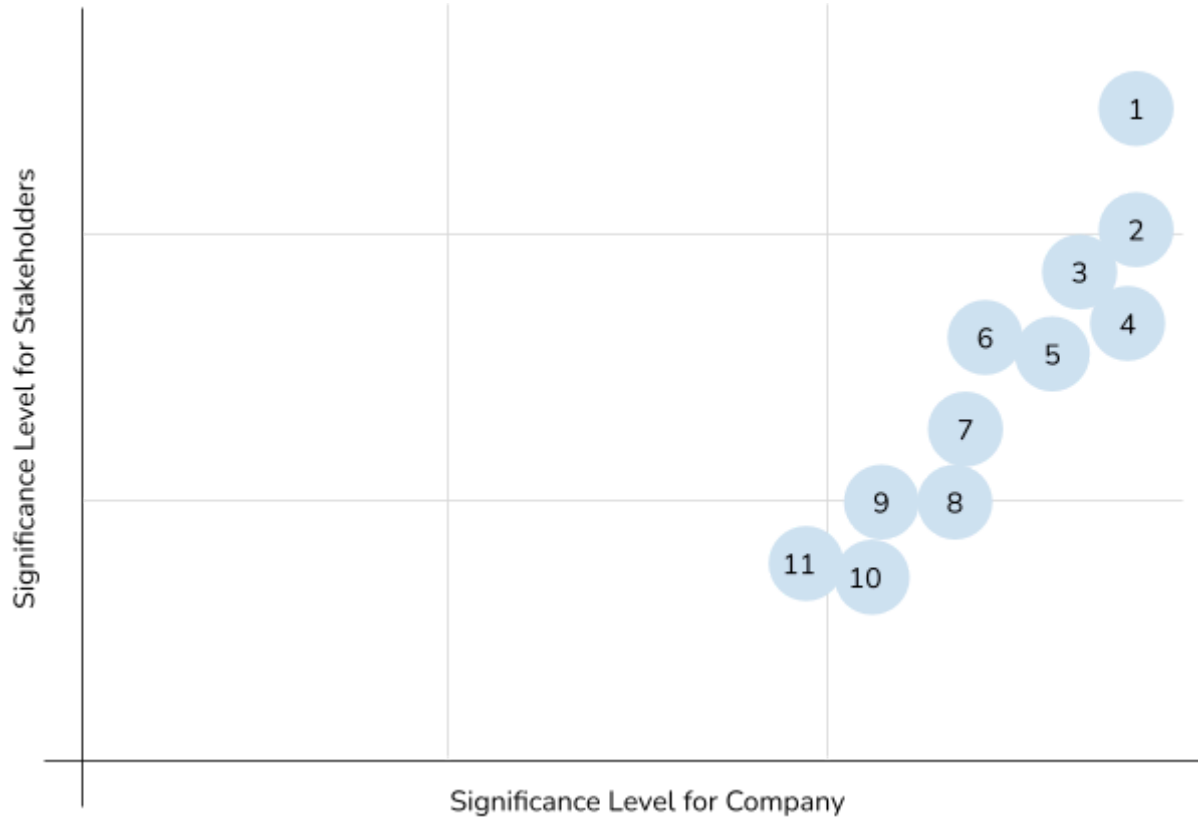
Position Level	Compensation	
President director	1,178,810,000	
Position Level	**Median Employee Compensation**	**Mean Employee Compensation**
Employee	122,539,219	169,244,641

Materiality

Materiality Analysis

The determination of WTJJ's material topics is conducted annually to ensure alignment with the latest trends and key concerns of stakeholders. This process involves filling out a materiality questionnaire by various parties, both internal and external, to gather holistic and representative input. The assessment uses a Likert scale of 1-5, where 1 represents "Not Important at All" and 5 represents "Very Important."

The results of this assessment are used to identify material topics through a materiality matrix that maps two main parameters: the level of significance of the impact on the company and stakeholders. This matrix serves as a critical tool in setting the company's strategic priorities to ensure operational sustainability and harmonious relationships with various parties.



1	Water Management
2	Occupational Health & Safety Management
3	Energy Management

4	Economic Performance
5	Emissions Management
6	Waste Management
7	Business Ethics
8	Industrial Relations
9	Employee Development and Welfare
10	Community Empowerment
11	Biodiversity

The role of the Board of Directors in the materiality determination process is crucial. The Board is responsible for providing strategic direction, approving material topic priorities, and ensuring that the entire process is conducted transparently and in accordance with good corporate governance principles. The Board also ensures that the identified material topics align with the company's vision, mission, and strategic objectives while addressing stakeholder expectations.

Material Issues for Enterprise Value

Description	Material Issue 1
Material Risk or Opportunity	Water Management
Business Case	Water management becomes a key element for WTJJ because water is an essential resource in the company's operations. Efficient and sustainable management helps reduce environmental impact, comply with regulations, and ensure the continuity of supply for operational needs. Additionally, good water management supports the management of risks related to future water availability and maintains relationships with local communities.
Business Impact	**1. Operational Sustainable** Effective water management ensures the availability of water for operations, reducing the risk of disruptions to production activities. **2. Cost Efficiency** Efficient water management can reduce operational costs, particularly in water usage and wastewater treatment. **3. Enhanced Community Relations** Water management programs that support local communities, such as providing access to clean water or conserving local water resources, strengthen the company's relationship with the community.

Business strategies	1. WTJJ adopts modern technology to optimize water usage in operational processes to reduce waste and ensure the sustainability of the water supply. 2. WTJJ implements a wastewater treatment system (WWTP) that meets environmental standards to minimize the impact on the surrounding ecosystem. 3. WTJJ raises employee and partner awareness about the importance of water management through regular training and internal campaigns.
Materiality Metric	100% production water which is 4750 litre per second in 2028.
Materiality Progress	WTJJ is still on track in fulfilling Service Level Agreement (SLA) in the beginning of its operation (2024) which is 385,7 litre per second.

Description	Material Issue 2
Material Risk or Opportunity	Occupational Health & Safety Management
Business Case	Occupational Health & Safety Management becomes a key element for WTJJ because ensuring the well-being of employees and business partners is a top priority. A safe work environment not only complies with legal regulations but also boosts productivity, reduces the risk of accidents, and minimizes potential operational losses.
Business Impact	**1. Productivity Improvement** A healthy and safe work environment encourages employees to work more efficiently and productively, reducing disruptions caused by injuries or illnesses. **2. Employee Retention** A safe work environment fosters comfort and loyalty, helping retain skilled workforce. **3. Prevention of Operational Disruptions** Safety risk management reduces the likelihood of major accidents that could hinder the company's operations.
Business strategies	1. WTJJ has a policy that prioritizes occupational health and safety across all operational lines. 2. WTJJ provides regular safety training to ensure employees understand the proper safety procedures. 3. WTJJ conducts comprehensive risk monitoring and evaluation in every operational area to identify potential hazards and ensure appropriate mitigation to reduce the risk of accidents. 4. WTJJ also pays attention to employees' mental well-being by providing psychological support programs and encouraging a healthy lifestyle in the

	workplace.
Materiality Metric	Zero Fatality for the upcoming years.
Materiality Progress	The company is proud to have maintained a Zero Fatalities record both during the construction phase and in its current operations.

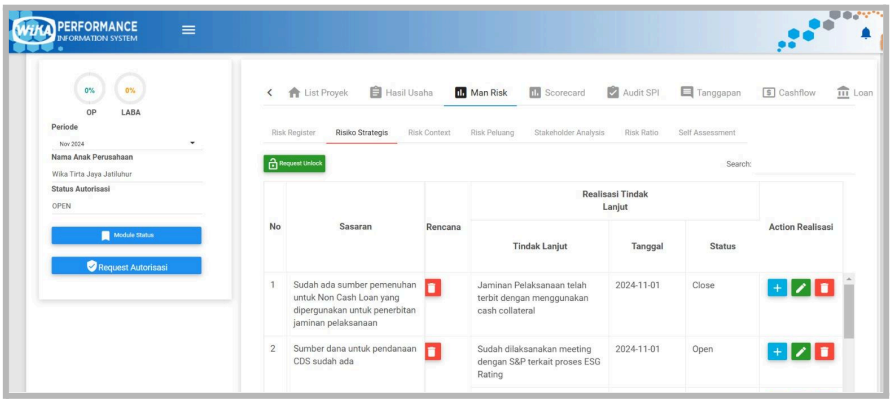
Description	Material Issue 3
Material Risk or Opportunity	Energy Management
Business Case	Energy management is a crucial aspect for WTJJ, given its high electricity consumption in operations. Efficient energy use not only reduces operational costs but also supports the company's commitment to sustainability. By optimizing energy consumption and incorporating renewable energy sources, WTJJ enhances operational effectiveness while reducing its environmental impact.
Business Impact	1. **Cost Efficiency** Implementing energy-saving measures and utilizing renewable energy sources helps lower electricity expenses, reducing overall operational costs. 2. **Environmental Responsibility** Transitioning to solar energy contributes to WTJJ's sustainability goals by reducing greenhouse gas emissions and reliance on fossil fuels. 3. **Operational Efficiency** Optimized energy usage and improved operational schemes increase equipment lifespan and reduce maintenance costs, enhancing overall productivity.
Business strategies	1. WTJJ has adopted a new operational scheme to improve energy efficiency, ensuring optimal power utilization across all facilities. 2. WTJJ is integrating solar panels as a renewable energy source to reduce dependence on conventional electricity and promote sustainability. 3. The company continuously monitors energy consumption patterns and implements measures to minimize waste, maximizing efficiency. 4. WTJJ provides training and awareness programs for employees to encourage energy-conscious behavior and support energy-saving initiatives.
Materiality Metric	The company is committed to enhancing its energy management strategy by expanding the use of solar panels across its operations in 2026.
Materiality Progress	Initially the contract with PLN classified under the **business** category during construction, electricity can now be reclassified as **industrial**, reducing the tax rate from **9.5% to 3%** and significantly lowering tariffs.

Risk & Crisis Management

Risk Management

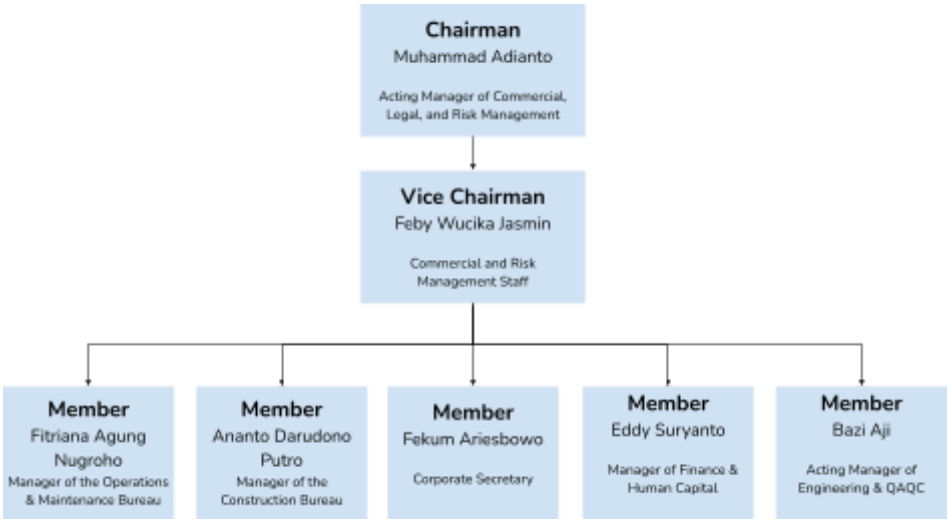
Risk Review

WTJJ consistently conducts monthly Risk Reviews using the "Performance Information System" platform. This process is designed to ensure that the identification, evaluation, and mitigation of risks in the company's operations are carried out systematically and measurably. The Risk Review is a critical component in supporting good corporate governance and ensuring business sustainability. With regular implementation, WTJJ can monitor changes in risks and take proactive actions to address them.



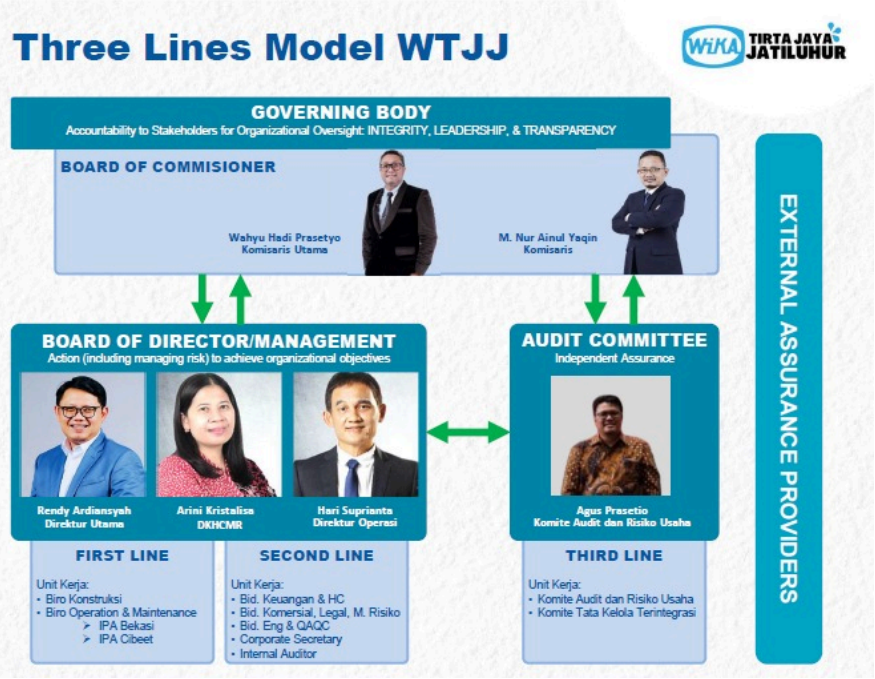
WTJJ's risk management is overseen by the established Risk Management Organizational Structure. This structure is designed to cover all aspects of the company's operations, from risk identification to mitigation evaluation. This function plays a crucial role not only in day-to-day activities but also in serving as a bridge between senior management and operational activities related to risks, ensuring that the risk management system is implemented in accordance with the ISO 31000:2015 guidelines.

Risk Functions



In addition to the PIC, WTJJ has established a Risk Management Committee that acts as a supervisory and advisory body for managing the company's risks, with the Chief Commissioner serving as the primary overseer. This committee comprises representatives from senior management and risk management experts, tasked with providing strategic direction, assessing the effectiveness of the risk management system, and ensuring that all mitigation measures align with the company's strategic objectives. The committee's presence enhances oversight and accountability, reinforcing WTJJ's commitment to robust and effective risk management practices.

Furthermore, WTJJ also has an independent structure in place—the Audit Committee—which serves as an independent assurance body and operates within the third line of defense. This committee plays a crucial role in ensuring the integrity of risk management processes, compliance with regulations, and the overall governance framework, thereby strengthening the company's risk management ecosystem.



Risk Management Internal Audit

In 2024, WTJJ conducted an internal Risk Maturity Level assessment with a result of 3.61 on a scale of 5. This result indicates that the company has a solid foundation in risk management, although there is still room for improvement in several areas.

Risk Maturity Level
3.61/5

Emerging Risks

WTJJ conducts an annual process of identifying corporate risks involving all risk owners across various divisions. The data collected from this process is then compiled and analyzed by the Risk Management Division. In addition, WTJJ pays special attention to potential risks that may arise in the future to ensure readiness in facing changes in the business environment. Below is a list of emerging risks identified as part of the company's anticipation and mitigation efforts:

No	Risk	Description	Impact	Risk Level
1	**Zero Gap Funding**	This risk reflects the potential inability of the company to fulfill payment obligations to lenders and O&M operations due to the failure to secure additional funding from Senior Holding Loans (SHL) or Junior Loans.	• **Default**: Failure to meet financial obligations, leading to potential legal and financial consequences. • **Concession takeover by creditors**: Creditors may take control of the project or assets if the company defaults on its obligations. • **Performance penalties**: Disruption of services or operations could result in penalties, damaging the company's reputation and increasing operational costs.	High
2	**Sustainable Service**	The risk of GAP maturity between Cash-in and Cash-Out arises due to a collection period exceeding 120 days, the existence of an improper raw water TOP, and a consumables payment period of less than 90 days, which can disrupt the company's liquidity.	• **Default**: The occurrence of a payment failure on obligations that could harm the company. • **Performance penalty**: A penalty due to the inability to meet the established performance standards. • **End user complaints**: Complaints from end users related to poor quality or service.	High
3	**EBITDA according to the Company Work Plan and Budget**	The risk of VAT rates exceeding 11% arises due to government policy changes that could increase the company's operational costs, affect profitability, and potentially disrupt cash flow and financial planning.	An increase in the Cost of Goods Sold (COGS) exceeding the 2025 RKAP projection may be caused by inflation in raw material prices or unforeseen production costs.	High
4	**Completion of the construction process.**	The potential for construction completion beyond the agreed timeline may occur due to delays in the commissioning process, which do not align with the planned schedule.	The divestment planned by the majority shareholder, WIKA, has been postponed, which could hinder the company's restructuring process and affect the long-term financial plans and investment value.	High
5	**Operational**	The potential for increased	A decrease in gross profit due to	High

No	Risk	Description	Impact	Risk Level
	& Maintenance Excellence	O&M costs arises if warranty performance cannot be claimed, forcing the company to bear maintenance and repair costs independently, which may disrupt the stability of the operational budget.	increased operational costs and lost revenue opportunities. Additionally, the risk of penalties for underperformance against targets could further worsen the company's financial condition.	
6	**Sales achievement**	The potential absorption volume may not be met due to transmission pipe leaks caused by third parties or technical issues at the Water Treatment Plant (WTP) that result in the inability to produce water according to capacity.	As a result, bulk water sales according to the minimum volume cannot be met and require significant repair costs. This is due to the large diameter of the pipes, deep pipe elevation, and the absence of block valves along the pipeline, which prevents the isolation of pipeline segments.	High
7	**Business Cost Efficiency**	The potential for unplanned cost increases may arise due to unexpected expenses during the project execution. These costs can occur due to external factors or conditions that could not have been predicted in advance.	As a result, business costs exceed the established plan, which impacts profit margins and disrupts the company's financial stability. This requires adjustments to the budget or other resources to cover the cost discrepancy.	Moderate to High
8	**Zero Fatality Accident**	The potential for workplace accidents increases due to the low level of awareness among personnel in operations and maintenance (O&M). This poses a risk to workplace safety and adds costs related to accidents and operational losses.	As a result, the company's image may be compromised due to workplace accidents, which can lower public trust, stakeholder confidence, and business partner relationships regarding the company's commitment to maintaining employee safety and well-being.	Moderate to High
9	**QSHE Excellence**	The potential for a 5S (Sort, Set in order, Shine, Standardize, Sustain) evaluation below the plan is caused by a lack of awareness and concern among employees regarding the importance of applying 5S principles in the work area, resulting in disorder and inefficiency in the operational environment.	As a result, the suboptimal implementation of QHSE standards leads to an average QHSE Excellent score not being achieved, which affects the company's reputation and the sustainability of safe and efficient operations.	Moderate

No	Risk	Description	Impact	Risk Level
10	**GCG Level**	The potential decline in the GCG (Good Corporate Governance) level is caused by changes in regulatory calculations that alter the assessment criteria, thereby affecting the evaluation of the corporate governance practices that were previously implemented.	As a result, the company may fail to achieve the GCG Level target for 2025, which could affect the company's reputation and credibility in the eyes of stakeholders and impact investor confidence.	Moderate
11	**Risk Maturity Index**	The potential decline in the Risk Maturity Index value is caused by several criteria that have not been met, indicating shortcomings in risk management and non-compliance with the established standards.	As a result, the implementation of Risk Management has not been optimized, which could hinder risk mitigation efforts and impact the company's resilience and performance in facing existing challenges.	Moderate
12	**Core Value AKHLAK**	The potential decline in the number of employees becoming change agents is caused by a low understanding and commitment to the implementation of the AKHLAK Core Value, which reduces their ability to drive positive change within the organization.	As a result, the work culture and behavior of WTJJ employees do not align with the AKHLAK core values, which could hinder the achievement of company goals and worsen the organizational climate and employee productivity.	Moderate
13	**Achievement of MSME (Micro, Small, and Medium Enterprises) Expenditures**	The potential for some needs not being available in MSMEs is due to the limited production capacity of MSMEs, making it difficult to meet the continuously growing market demand and increasing dependence on other suppliers.	As a result, spending on MSMEs is not achieved due to production capacity limitations, which hinder MSMEs' ability to meet targets and market demand that could otherwise be further driven.	Moderate

Risk Management Action Plan

No	Risk	Description
1	**Zero Gap Funding**	• Adjusting the senior loan repayment schedule with a focus on the Grace Period provides cash flow flexibility for the company to reduce financial pressure during a specific period. • Utilizing funding through Credit Default Swaps (CDS) with Green Financing, which combines sustainable financing and environmentally friendly initiatives, supports the company's growth efficiently.

No	Risk	Description
		• Converting a portion of trade debt into Loyalty Grant Shares (SHL) or realizing SHL 2024 to reduce debt burden and improve the company's capital structure.
2	**Sustainable Service**	• Agreeing on fund management through an escrow account with off-takers to ensure timely payments and reduce the risk of uncertainty in long-term transactions. • Conducting back-to-back negotiations with PJT2 regarding raw water supply to ensure the availability and sustainability of resources for the company's operations effectively. • Drafting long-term contracts with vendors for the supply of consumables, ensuring supply stability and setting payment terms of more than 90 days to improve the company's cash flow.
3	**EBITDA according to the Company Work Plan and Budget**	Proposing a concession period adjustment to PJPK based on the Legal Changes Clause in the PPP Agreement (PKS KPBU) to accommodate changes in legal conditions that affect the implementation and sustainability of the project as a whole.
4	**Completion of the construction process.**	• Conducting daily monitoring of the commissioning preparation progress to ensure that all work stages proceed according to plan and meet the established quality standards before the operational phase begins. • Mitigating efforts to complete the Bekasi WTP project by conducting regular evaluations, identifying obstacles, and ensuring the timely implementation of solutions to ensure project completion according to the target.
5	**Operational & Maintenance Excellence**	Conducting a tender with the requirement that every participating vendor must have a proven warranty performance to ensure the quality of products and services, as well as to reduce the risk of damage or failure in the long term.
6	**Sales achievement**	Conducting scheduled inspections and maintenance on transmission pipes connected to the off-taker and WTP to ensure smooth water distribution, prevent leaks, and reduce the potential for operational disruptions.
7	**Business Cost Efficiency**	• Setting aside a reserve for other expenses to accommodate unexpected costs, ensuring the company's financial readiness to handle potential expenditures not accounted for in the initial plan. • Allocating the remaining budget efficiency to cover the overspent budget, allowing the company to continue operations optimally despite budget discrepancies.
8	**Zero Fatality Accident**	• Conducting routine fit-to-work checks for all personnel every day before activities to ensure their health and readiness to work safely. • Regularly checking the completeness of personal protective equipment (PPE) for each personnel to ensure maximum protection against potential hazards in the workplace. • Installing safety and work safety signage as visual guides to minimize accident risks and ensure compliance. • Implementing a reward and punishment system to encourage positive safety behavior and provide a deterrent effect for violations.

No	Risk	Description
9	**QSHE Excellence**	Conducting scheduled 5S (Sort, Set in order, Shine, Standardize, Sustain) shifts to maintain cleanliness and orderliness in the work area, while providing rewards for employees who meet the 5S standards and imposing punishments for those who do not comply.
10	**GCG Level**	Studying the latest regulations on GCG Level assessment to ensure that the company can adjust its existing policies and practices to achieve a GCG level in accordance with the applicable provisions.
11	**Risk Maturity Index**	Providing in-depth training on risk management to all Risk Owners in the company to enhance their understanding, analytical skills, and the implementation of effective risk mitigation strategies in accordance with company standards.
12	**Core Value AKHLAK**	• Organizing intensive socialization on the implementation of the AKHLAK core values to ensure all employees understand these values and are able to integrate them into their daily work effectively. • Hosting various activities, such as training sessions, seminars, and competitions, focused on the application of the AKHLAK core values to strengthen the company culture in alignment with these values.
13	**Achievement of MSME (Micro, Small, and Medium Enterprises) Expenditures**	Developing a strategic spending plan by prioritizing high-quality local MSME products to drive economic growth and meet the company's target for contributing to the empowerment of micro, small, and medium enterprises.

Business Ethics

UN Global Compact Membership

WTJJ has not yet become a member of the UN Global Compact. However, its largest shareholder and parent holding company, PT WIKA, is already registered as a participant.



UN Global Compact Participant

This membership reflects PT WIKA's commitment to adopting sustainable and socially responsible policies. While WTJJ may not be a direct participant at this time, it benefits from PT WIKA's adherence to the ten principles of the UN Global Compact, which encompass human rights, labor, environment, and anti-corruption measures. As a key player in the clean water industry, WTJJ is well-positioned to align its operations with these global standards in the future. By leveraging PT WIKA's experience and leadership in the UN Global Compact, WTJJ can further enhance its efforts towards sustainability and corporate responsibility, ensuring a positive impact on both the environment and the communities it serves.

Codes of Conduct

PT Wika Tirta Jaya Jatiluhur committed to upholding the highest ethical standards through the implementation of its comprehensive Code of Conduct (COC). This document serves as a guiding framework for all employees, business partners, and stakeholders, ensuring integrity, professionalism, and responsibility in every aspect of operations. The COC emphasizes health and safety, environmental protection, and the prevention of unethical practices. With transparent reporting and enforcement mechanisms in place, WTJJ strives to foster a healthy, professional, and ethical work culture that supports sustainable business growth and positive stakeholder impact.
Key highlight of Codes of Conduct:

Aspect	Description
Integrity in Business Activities and Work	• All employees are required to adhere to high ethical standards in their professional conduct. • Integrity is emphasized in all business dealings to build trust and transparency with stakeholders. • Any fraudulent or dishonest practices are strictly prohibited.
Occupational Health and Safety (OHS)	• The company is committed to maintaining a safe and healthy workplace for all employees. • Employees are required to comply with OHS standards and actively participate in creating a hazard-free environment. • Regular training and awareness programs on OHS are provided to ensure compliance.
Environmental Management	• The company implements initiatives to reduce environmental impacts, such as pollution control and resource efficiency. • All operations must comply with environmental laws and standards. • Active participation in sustainability programs is encouraged for both employees and business partners.
Political Engagement	• Employees are prohibited from engaging in political activities on behalf of the company. • The company maintains neutrality in politics and does not provide financial contributions to political parties.
False	• Providing false information or engaging in deceitful practices is strictly

Aspect	Description
Statements, Claims, and Conspiracies	prohibited. • Employees must report any unethical behavior or misconduct through appropriate channels.
Conflict of Interest	• Employees must avoid situations where personal interests conflict with professional responsibilities. • Full disclosure of potential conflicts is required to ensure transparency and impartiality in decision-making.
Anti-Corruption, Collusion, and Nepotism Policies	• Bribery, collusion, and nepotism are strictly prohibited in all business processes. • The company promotes a culture of accountability and has strict measures in place for violators. • Vendors and partners must adhere to the company's anti-corruption policies.
Policy on Gifts, Rewards, and Donations	• Employees are prohibited from accepting or giving gifts, rewards, or donations that may influence decisions. • Donations are allowed only if they align with company policies and are properly documented.
Data Protection and Confidentiality	• Employees must safeguard sensitive company data and ensure confidentiality. • Unauthorized sharing of company information is strictly prohibited and subject to disciplinary action.
Transparency and Information Disclosure	• Information disclosure must align with company policies and regulatory requirements. • Employees must ensure that disclosed information is accurate and does not mislead stakeholders.
Misuse of Company Assets and Irregularities	• Any misuse of company assets is considered a violation and subject to sanctions. • Employees are expected to report irregularities through the whistleblowing system.
Social Media Use in the Workplace	• Social media access during working hours is restricted to ensure productivity. • Employees are advised to avoid posting content that may harm the company's reputation.
Integrity in Social Media Use and Corporate Image	• Employees must maintain professionalism when using social media. • Sharing company-related information on personal platforms without authorization is prohibited.
Financial Reporting Integrity	• The company ensures the accuracy of financial records and compliance with accounting standards. • Misrepresentation or falsification of financial data is subject to legal action.
Asset Protection	• Employees are responsible for safeguarding company assets and using them appropriately.

Aspect	Description
	• Loss or damage to assets due to negligence must be reported immediately.
Corporate Governance and Subsidiaries Integrity	• The company enforces good governance principles in managing its operations and subsidiaries. • Ethical behavior is expected at all levels of management.
Prohibition of Insider Trading	• Employees are prohibited from using confidential company information for personal financial gain. • Violators will face strict penalties.
Ethics in Social Media	• Employees must avoid posting discriminatory or offensive content. • All communication on social media should reflect positively on the company.
Prohibition of Hate Speech	• Employees must not engage in or promote hate speech in any form. • Violations are subject to immediate disciplinary action.
Equal Rights in Employee Recruitment	• The recruitment process is based on merit, without discrimination based on race, gender, or other personal characteristics. • The company values diversity and inclusivity in its workforce.
Intellectual Property Rights	• Employees must respect the intellectual property rights of both the company and external parties. • Unauthorized use of intellectual property is strictly prohibited.

Wika Tirta Jaya Jatiluhur code of conduct can be downloaded at : Codes of Conduct

Corruption & Bribery

PT Wika Tirta Jaya Jatiluhur (WTJJ) has a strict policy on anti-corruption and bribery to uphold integrity and transparency in all aspects of its business operations. The policy strictly prohibits any form of bribes, including kickbacks on contract payments or soft dollar practices, to ensure fair and ethical dealings with all stakeholders. WTJJ also prohibits direct or indirect political contributions, preventing undue influence or conflicts of interest. Additionally, charitable contributions and sponsorships are carefully monitored to ensure they are not used as a guise for unethical practices. This policy reflects WTJJ's firm commitment to fostering a culture of honesty, accountability, and good governance.

Wika Tirta Jaya Jatiluhur code of conduct can be downloaded at : Codes of Conduct

Codes of Conduct: System / Process

WTJJ has a strong commitment to creating a transparent, accountable, and fraud-free work environment through the implementation of a Whistleblowing System (WBS). This system is designed as an effective tool to prevent, detect, and disclose violations within the company.

Function and Complaint Handling Process

WTJJ's WBS provides a platform for any individual, both internal and external, to report suspected

violations, including fraud, abuse of power, conflicts of interest, and actions that are inconsistent with the principles of good governance.

In handling incoming reports, the Board of Commissioners carries out a careful selection and evaluation process, which includes:

- **Violation Category:** Identifying the type of violation reported.
- **Perpetrator Identification:** Determining the party suspected of committing the violation.
- **Document Completeness:** Verifying supporting data and evidence provided by the whistleblower.

After confirmation and verification, the Board of Commissioners decides whether the report will be followed up or archived, especially if the violation involves members of the Board of Commissioners, the Board of Directors, or the Supporting Organs of the Board of Commissioners.

Confidentiality Guarantee and Whistleblower Protection
WTJJ is committed to maintaining the confidentiality of the identity of each whistleblower as an absolute right that must be respected. This guarantee is provided to whistleblowers who act in good faith when reporting suspected violations, without any intention or purpose deviating from the essence of this system.

To strengthen the whistleblower's trust, the system ensures that:

- The whistleblower's identity is known only to the WBS administrator.
- No retaliation or discrimination occurs against whistleblowers acting in good faith.
- Every report is processed in accordance with company policies and applicable laws and regulations.

Reporting on Breaches

PT Wika Tirta Jaya Jatiluhur (WTJJ) upholds a strong commitment to transparency and accountability by providing clear mechanisms for reporting any breaches of its Code of Conduct (COC) and other policies. Employees, contractors, suppliers, and other stakeholders are encouraged to report violations or unethical behavior that may impact the integrity, safety, or operations of the company.

Reporting areas	Number of breaches in 2023
Corruption or Bribery	**0**
Discrimination or Harassment	**0**
Customer Privacy Data	**0**
Conflicts of Interest	**0**

Money Laundering or Insider trading	**0**

Policy Influence

Contributions & Expenditures

Although WTJJ is not a state-owned enterprise (BUMN), PT WIKA, as the largest shareholder and a state-owned enterprise itself, is prohibited from engaging in practical politics, including through its subsidiaries, such as WTJJ. Therefore, WTJJ has never allocated funds for activities related to practical politics. This is in line with the Circular Letter of the Minister of State-Owned Enterprises (BUMN) Number SE-12/MBU/10/2020, which regulates the prohibition of involvement of the Board of Directors, Board of Commissioners/Supervisory Board, and employees of the BUMN Group (BUMN, BUMN subsidiaries, and BUMN affiliated companies) and the use of BUMN Group resources in practical political activities.

WTJJ adheres strictly to this regulation to ensure that its operations remain neutral and focused on its core mission. The prohibition extends to all levels of the organization, ensuring that no resources, whether financial or human, are diverted towards political campaigns or activities. This policy is crucial in maintaining the integrity and public trust in state-owned enterprises, ensuring they operate without political bias and serve the best interests of the public and the economy. By following these guidelines, WTJJ demonstrates its commitment to ethical governance and responsible management.

Lobbying and Trade Association

WTJJ has not yet established a program to align its lobbying activities with the Paris Agreement. However, the core business of WTJJ itself offers a significant solution to one of the critical climate risk challenges. By providing clean drinking water, WTJJ addresses a vital environmental issue and contributes to sustainable living. The company's innovative approach in converting dirty water into clean water not only helps mitigate the impacts of climate change but also ensures the availability of essential resources for human life. Through its commitment to sustainable practices, WTJJ demonstrates how business operations can have a positive environmental impact even in the absence of formal lobbying alignment with global agreements like the Paris Agreement.

Supply Chain Management

Supplier Code of Conduct

PT Wika Tirta Jaya Jatiluhur (WTJJ) has established a comprehensive Supplier Code of Conduct to ensure that its supply chain operates in accordance with the company's values and sustainability commitments. The code focuses on three key areas: **Human Rights and Labor**, ensuring fair treatment, safe working conditions, and compliance with labor laws; **Environment**, promoting environmentally responsible practices and minimizing negative environmental impacts; and **Business**

Ethics, requiring suppliers to uphold high standards of integrity, transparency, and ethical business conduct.

WTJJ requires prospective suppliers to sign an integrity pact containing a supplier code of conduct that serves as a fundamental framework for building responsible and sustainable partnerships with WTJJ's suppliers.

Supplier ESG Programs

The Chief Operating Officer (COO) holds the highest accountability for overseeing the implementation of supplier ESG programs at PT Wika Tirta Jaya Jatiluhur (WTJJ). This ensures that all ESG-related initiatives within the supply chain are effectively monitored and aligned with the company's sustainability goals.

Purchasing practices are continuously reviewed to ensure they align with the Supplier Code of Conduct and are free from potential conflicts with ESG requirements. This process guarantees that WTJJ's supply chain operates ethically and supports the company's commitment to sustainability.

Suppliers who fail to meet the minimum ESG requirements within a defined time frame are excluded from contracting opportunities. This policy reinforces WTJJ's commitment to collaborating only with partners who share the company's dedication to environmental, social, and governance standards.

WTJJ prioritizes suppliers with strong ESG performance by incorporating ESG criteria into supplier selection and contract awarding. A minimum weight is applied to ESG considerations, ensuring that suppliers who contribute positively to sustainability objectives are given preference.

Training programs are being planned for WTJJ's buyers and internal stakeholders to enhance their understanding of their roles in the supplier ESG programs. This equips them with the knowledge and skills necessary to support the company's sustainability objectives and drive compliance across the supply chain.

Supplier Screening

Supplier screening at PT Wika Tirta Jaya Jatiluhur (WTJJ) is conducted through a systematic desk research process that evaluates suppliers' risks for potential negative ESG impacts, while also considering their business relevance. This process utilizes a range of available data sources, including commodity-specific ESG risks and overall business importance. The methodology for screening and the process itself are developed and implemented internally by the company. Supplier screening serves as the initial step in identifying potential sustainability risks within the supply chain and is followed by a more detailed assessment of suppliers to ensure alignment with WTJJ's ESG standards and objectives.

Supplier Assessment and Development

WTJJ has implemented a supplier assessment and development process to ensure responsible supply chain management and alignment with ESG standards. This process includes the following key components:

1. **Supplier Desk Assessments with Systematic Verification of Evidence**
   WTJJ conducts desk assessments to evaluate suppliers' ESG performance, policies, and practices, ensuring compliance with established standards and reducing potential risks.
2. **Supplier On-Site Assessments by Purchasing Company Employees or Contracted Consultants (2nd Party Assessment)**
   On-site assessments are performed by WTJJ employees or contracted consultants to verify supplier compliance through physical evaluations and direct engagement.
3. **Supplier Corrective Action/Improvement Plans**
   WTJJ supports suppliers in addressing identified issues by implementing corrective action plans aimed at improving their ESG performance and ensuring adherence to sustainability principles.

This process reflects WTJJ's commitment to fostering a responsible and sustainable supply chain while driving continuous improvement and accountability among its suppliers.

KPIs for Supplier Screening

In 2023, WTJJ conducted a supplier screening program to ensure compliance with ESG standards and manage risks within its supply chain. The screening focused on identifying suppliers with significant ESG impacts or business relevance to align with the company's sustainability goals. Through this process, WTJJ demonstrates its commitment to promoting responsible and sustainable practices across its operations and partnerships.

Supplier Screening	2023
Total number of Tier-1 suppliers	**53**
Total number of significant suppliers in Tier-1	**3**
% of total spend on significant suppliers in Tier-1	**0.0218**
Total number of significant suppliers in non Tier-1	**0**
Total number of significant suppliers (Tier-1 and non Tier-1)	**3**

KPIs for Supplier Assessment and Development

WTJJ is committed to maintaining a responsible and sustainable supply chain by conducting thorough supplier assessments and supporting their improvement. In 2023, all identified significant suppliers underwent desk and on-site assessments to evaluate their ESG performance. Specific findings included one supplier with substantial potential negative impacts, for which a corrective action plan was agreed upon and implemented. The same supplier was also supported in completing the corrective actions.

WTJJ aims to ensure 100% of its significant suppliers are regularly assessed and supported to align with its sustainability objectives, focusing on continuous improvement and compliance with ESG standards.

Supplier Assessment	2023
Total number of suppliers assessed via desk assessments/on-site assessments	3
Target for FY 2023 **100** (% of significant suppliers)	
% of unique significant suppliers assessed	100
Number of suppliers assessed with substantial actual/potential negative impacts	1
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100
Number of suppliers with substantial actual/potential negative impacts that were terminated	1

Corrective action plan support	2023
Total number of suppliers supported in corrective action plan implementation	1
Target for FY 2023 **100** (% of significant suppliers)	
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100

Information Security / Cybersecurity

IT Security / Cybersecurity Governance

At PT Wika Tirta Jaya Jatiluhur, the IT team under the coordination of the Corporate Secretary is designated as the party responsible for managing and ensuring compliance with privacy and cybersecurity issues. The Corporate Secretary, as part of the company's executive management structure, plays a key role in overseeing the development, implementation, and monitoring of information security policies and ensuring their alignment with the company's governance, risk management, and compliance framework. This role also ensures that cybersecurity strategies are integrated into the company's overall operational and strategic decision-making processes.

The Corporate Secretary coordinates with the IT team to manage key cybersecurity responsibilities, including risk identification, mitigation strategies, and incident response plans. In addition, the Corporate Secretary ensures that cybersecurity matters are escalated appropriately and transparently to the executive level for timely decision-making and action. This structure reflects the company's commitment to treating privacy and cybersecurity as critical components of its overall risk and compliance management, emphasizing strategic oversight and accountability at the highest levels of the organization.

Furthermore, PT Wika Tirta Jaya Jatiluhur has established mechanisms for regular reporting and evaluation of cybersecurity risks, ensuring that emerging threats are addressed proactively. The inclusion of the Corporate Secretary as the coordinator for cybersecurity underscores the company's dedication to maintaining strong governance practices while ensuring that privacy and cybersecurity concerns are handled effectively and in alignment with applicable regulations and best practices.

IT Security / Cybersecurity Process & Infrastructure

Since its establishment, PT Wika Tirta Jaya Jatiluhur has not experienced any reported breaches of information security or cybersecurity. The company maintains a strong commitment to implementing robust information security measures, including consistent monitoring and preventive protocols, to ensure the protection of critical data. Through the coordinated efforts of the IT team and the Corporate Secretary, the company actively manages risks and continuously improves its systems to safeguard against potential security threats.

	2024	2023	2022	2021
Total number of information security breaches	**0**	**0**	**0**	**0**
Total number of clients, customers and employees affected by the breaches	**0**	**0**	**0**	**0**

Market Opportunities

New Business Opportunities

WTJJ sees a significant opportunity in expanding the capacity and coverage of drinking water supply (SPAM) projects at a national level, aimed at addressing the growing demand for clean water in regions with significant shortages. These projects are designed to develop key water infrastructure across Indonesia, offering sustainable solutions to ongoing clean water challenges. Despite several administrative and technical obstacles, these initiatives are expected to significantly contribute to

resolving Indonesia's urgent water security issues and promote equitable access to clean water resources, particularly in underserved and high-demand areas.

With the strategic steps taken by the government and the promising sustainability of these nationwide initiatives, WTJJ is committed to developing and expanding water treatment capacity to meet the increasing clean water demands in a variety of regions. As part of its mission, WTJJ actively supports efforts to reduce dependence on groundwater, addressing critical environmental issues such as land subsidence and ensuring long-term water availability for communities and industries across Indonesia.

Environmental Management

Environmental Policy

In its efforts to reduce environmental impacts and preserve nature, WTJJ has established the Quality, Occupational Health and Safety, and Environmental Management System policy, which was officially approved on May 30, 2024, by the Board of Directors, and disseminated to all employees.

Through this policy, WTJJ demonstrates its commitment to the environment, including:

Point 1	Implementing an Environmental Management System.
Point 2	Ensuring the implementation of the Quality and SMK3L Management Program based on established targets.
Point 3	Providing training programs and other competency development initiatives for all employees to enhance performance related to Quality and SMK3L Management, along with conducting regular and continuous self-assessments.
Point 4	Informing all personnel within the company of their responsibilities and roles in implementing the Quality and SMK3L Management System.
Point 7	Complying with all regulatory, legislative, and applicable national and international standards relevant to the company's interests.
Point 8	Encouraging consultation and participation from employees/employee representatives and business partners in the implementation of the Quality and SMK3L Management System.
Point 9	Promoting resource efficiency through the application of the 3Rs (Reduce, Reuse, Recycle).
Point 10	Preventing pollution.

The Quality, Occupational Health and Safety, and Environmental Management System Policy applies comprehensively, covering production operations, business facilities, and the company's entire supply chain.

Environmental Management System Certification



WTJJ has implemented an Environmental Management System (EMS) that complies with the international standard ISO 14001:2015. The certification was issued by SUCOFINDO International Certification Services, an accredited certification body. The scope of the certification includes the planning, development, and operations of the Regional Drinking Water Supply System (SPAM) Jatiluhur I and its associated utilities, ensuring compliance with environmental management requirements. The certification covers 100% of the company's operations related to the specified scope and is publicly available upon request or through SUCOFINDO's certification registry. This demonstrates WTJJ's commitment to sustainable and effective environmental management practices in accordance with global standards.

Environmental Impact Analysis

In conducting its business operations, PT Wika Tirta Jaya Jatiluhur (WTJJ) recognizes that every operational activity of the company can have both positive and negative impacts on the environment. Therefore, as part of its environmental responsibility, WTJJ proactively conducts comprehensive environmental impact assessments for its two main operational locations: the Water Treatment Facilities in Bekasi and Cibeet.

1. Environmental Impact Assessment

This document is an evaluation document that assesses the potential environmental impacts that may arise from a project, both during the construction and operational phases. This assessment has been conducted since the initial construction phase in WTJJ's two main operational areas, Bekasi and Cibeet. The analysis includes identifying, predicting, and evaluating environmental impacts, as well as formulating necessary mitigation measures. Through AMDAL, WTJJ ensures that every project decision thoroughly considers environmental aspects.





2. Environmental Management Plan and Environmental Monitoring Plan

These documents are strategic planning documents designed to manage and monitor the environmental impacts of the company's activities. WTJJ is consistently implemented in the operational areas of Bekasi and Cibeet, involving various management programs such as monitoring water quality, controlling emissions, and managing waste.





3. Environmental Management Efforts and Environmental Monitoring Efforts

These documents serve as guidelines for implementing environmental management and monitoring for operational activities with potential environmental impacts. Assessments are conducted regularly every six months at the Bekasi operational site, including:

- Monitoring environmental quality, such as water, air, and noise levels.
- Managing solid and liquid waste to minimize ecosystem impacts.
- Conducting periodic evaluations of the effectiveness of implemented mitigation and adaptation measures.







Environmental Violations

Since its establishment in 2021, WTJJ has committed to operating in compliance with applicable environmental regulations and standards. To date, the company has not encountered any environmental violations or paid any fines related to environmental infractions.

This commitment is reflected in the implementation of stringent environmental policies and preventive measures applied across all operational lines and the company's supply chain. With a focus on sustainability, WTJJ continuously strives to minimize its negative environmental impact.

Additionally, WTJJ is proactive in conducting regular monitoring and evaluation of its environmental performance to ensure that all company activities comply with the relevant regulations and support the achievement of long-term sustainability and environmental protection goals.

	2024	2023	2022	2021
Number of Environmental Violations	**0**	**0**	**0**	**0**

Material Management

As part of WTJJ's commitment to using environmentally friendly materials, the company strives to reduce paper usage through various saving initiatives, such as document digitization and optimizing technology-based workflows. However, as WTJJ only began full operations in 2024, there has been an increase in paper usage associated with the initial administrative needs of the operational phase. Nevertheless, the company remains committed to reducing paper usage in the future by continuously developing sustainable solutions.

Description	Unit	2024	2023*	2022*	2021*
Paper use	Rim	967	621	244	0

Notes:
* The company is still in the construction phase and has not yet started operations. In 2022, the construction process began in the middle of the year.

Furthermore, WTJJ has taken concrete steps to reduce plastic waste by replacing single-use bottled drinks during meetings with reusable glassware. This policy is not only implemented in the company's internal activities but is also promoted in various external events and meetings involving business partners and stakeholders.

Energy Management

Program Initiatives

As part of its commitment to sustainability, WTJJ has developed comprehensive energy management programs that aim to optimize energy use while minimizing environmental impact. These programs encompass strategies implemented during both the construction phase and the Operational & Maintenance (O&M) phase, reflecting the company's dedication to energy efficiency across all operational stages. By focusing on practical initiatives, WTJJ strives to contribute to sustainable development and reduce its overall energy footprint.

Reduce energy usage



WTJJ has introduced various initiatives to actively reduce energy consumption, ensuring efficient and sustainable use of resources. These initiatives include:

- Spread awareness by placing energy-saving reminders near light switches
- Temporarily stopping machine operations during idle periods to eliminate unnecessary energy usage.
- Conducting regular calibration of equipment to maintain optimal performance and ensure energy efficiency.
- Performing routine maintenance of machines to prevent energy wastage due to inefficiencies or malfunctions.

Use of green energy

WTJJ actively supports renewable energy initiatives by integrating solar-powered streetlights (PJU) into its operations, showcasing a strong commitment to sustainable energy solutions. The solar-powered street lights have a rated power of 60 Watts and are equipped with 90 WP solar panels. With a daily operational duration of 12 hours, a total of 36 units have been deployed. This implementation not only reduces reliance on conventional electricity sources but also significantly contributes to reducing carbon emissions.

In addition, as of 2022, the company has incorporated the use of four electric motorcycles into its operations, further demonstrating its commitment to clean energy practices.

Investments in Innovation

WTJJ has planned significant investments in renewable energy as part of its innovation, research, and development initiatives. Currently in the procurement phase, the company has allocated its 2025 budget to include the installation of solar panels. This effort reflects WTJJ's commitment to reducing its reliance on non-renewable electricity by adopting sustainable energy sources.

Energy Use

During the period from 2021 to November 2024, WTJJ's activities were primarily focused on the construction phase. Full operations are set to commence on December 18, 2024. Therefore, the recorded energy usage data up until 2024 predominantly reflects the energy requirements during the infrastructure development process.

In 2024, WTJJ utilized **26.49 GJ** of renewable energy through solar-powered street lights (PJU), demonstrating its commitment to incorporating clean energy solutions in its operations. Additionally, **939.95 GJ** of total energy consumption was recorded, with **266.90 GJ** attributed to electricity and **646.56 GJ** to gasoline as non-renewable energy sources.

With the commencement of operations at the end of 2024, WTJJ plans to disclose energy usage data transparently and report the measures undertaken to improve energy efficiency while increasing the integration of renewable energy into its systems.

Description	Unit	2024	2023*	2022*	2021*
Renewable Energy					
Solar Electricity for street lighting	kWh	7,358	7,358	0	0
	GJ	26.49	26.49	0	0
Non-renewable Energy					
Electricity	kWh	74,140	50,597	27,728	0
	GJ	266.90	182.15	99.82	0

Gasoline	Liter	17,960	12,430	4,597	0
	GJ	646.56	447.48	165.49	0
Total	**GJ**	**939.95**	**656.12**	**265.31**	**0**

* The company is still in the construction phase and has not yet started operations.

Energy Intensity

Description	Unit	2024	2023*	2022*	2021*
Energy	GJ	728.20	0	0	0
	MWh	202.28	0	0	0
Water Production	Megaliter	881.81	0	0	0
Energy Intensity	GJ/Megaliter	0.83	0	0	0
	MWh/Megaliter	0.23	0	0	0
Composted, reused, recycled, recovered waste from water business (including sludge)	% of total waste from water business	0	0	0	0

* The company is still in the construction phase and has not yet started operations.

WTJJ calculates energy intensity by using water production as the denominator to determine the ratio of energy consumption per unit of water produced. This approach is used to measure the efficiency of energy use in the company's operations.

For the year 2024, WTJJ recorded an energy consumption of **728.20 GJ (202.28 MWh)** while producing **881.81 ML** of water. This results in an energy intensity of **0.83 GJ/ML** or **0.23 MWh/ML**.

Waste Management

Program Initiatives

WTJJ is committed to implementing sustainable waste management practices during all phases of its operations. Through innovative initiatives, the company aims to reduce the amount of waste sent to landfills, promote recycling, and maximize the beneficial reuse of by-products.

3R Implementation (Reduce, Reuse, Recycle)

During the construction phase, WTJJ actively reduced waste generation by repurposing construction debris into concrete curbs used as road separators. This approach not only minimized landfill dependency but also provided a cost-effective and environmentally friendly alternative for construction materials.





The majority of the waste tonnage generated in 2024 consists of sludge produced after the commencement of the O&M phase in December 2024. Concrete waste was generated in both 2023 and 2024 due to increased casting activities, with a significant rise in 2024. Between 2022 and 2023, domestic waste was produced during the construction phase, primarily due to an increase in on-site labor in 2023. However, in 2024, domestic waste decreased by **50% starting in August 2024**, as half of the construction activities were completed, reducing labor requirements.

Notably, domestic waste & sludge were managed by third-party partners, who were certified by an independent accredited body to ensure compliance with environmental and safety standards. Other types of waste, such as hazardous waste (e.g., paint cans), were also collected and handled by these certified third-party organizations.

These initiatives demonstrate WTJJ's commitment to sustainability by reducing landfill dependency, promoting recycling, and ensuring responsible waste handling practices, which contribute to environmental preservation and resource efficiency.

Waste Generated

Description	Unit	2024	2023*	2022*	2021*
Non Hazardous	Ton	274.6	31.65	10.81	0
Hazardous	Ton	0.10	0.10	0.09	0

* The company is still in the construction phase and has not yet started operations.

Waste Treatment Methods

Description	Unit	2024	2023*	2022*	2021*
3R	Ton	30.62	13.12	0	0
Third Party	Ton	254.49	18.63	10.90	0
Landfill	Ton	0	0	0	0

* The company is still in the construction phase and has not yet started operations.

Water Management

Program Initiatives

In its operations, WTJJ requires water for various activities, both for domestic needs and project operations. During the construction phase, the main water consumption is used for domestic purposes, such as worker accommodation and office operations at the project site. Additionally, water is also needed in the pipe drilling process, which is part of the main activities in the infrastructure development of the company. Therefore, here are the initiatives implemented by the company regarding water management.

Water Usage Efficiency



WTJJ is committed to using water responsibly by ensuring that every use is optimized. As part of its commitment to sustainability, the company has established policies for quality, health, safety, and the environment, which include efforts to improve resource efficiency, one of which is through the application of the 3R principles (Reduce, Reuse, Recycle). To achieve this goal, the company avoids water wastage in all operational activities, both during the construction phase and the operational phase. WTJJ also emphasizes the importance of saving water, such as spreading awareness by placing water-saving reminders near water taps.

Wastewater Quality

WTJJ regularly conducts assessments of wastewater quality to ensure that the waste generated does not pollute the environment. These assessments involve testing key parameters in accordance with the wastewater quality standards that have been established. As of 2024, the assessment results show that the wastewater quality remains below the threshold of the quality standards, indicating that the wastewater managed by the company is still considered good and environmentally safe.

As part of the company's commitment to maintaining environmental quality, various efforts have been undertaken by WTJJ to ensure that the generated wastewater continues to meet the established standards. Some of the steps taken include:

a. Sludge Management

Sludge from the water treatment process is managed using the dewatering method with a decanter. Procedures in the ANDAL document regarding sludge management:

- Do not dispose of sludge into river bodies.

- Temporary waterproof storage for sludge and the use of standard operating procedures (SOP).
- Obtain all necessary permits for sludge storage.
- Cooperate with licensed third parties.

b. Prevention of Water Quality Pollution
   - Prohibit the discharge of hazardous liquid waste directly into drainage systems or onto land.
   - Report and clean up any hazardous substance spills immediately.
   - All hazardous material storage tanks must have secondary containment with a capacity of 110% of the tank's volume.

c. Prevention of Groundwater Quality Pollution
   - Store chemicals, fuels, lubricants, and other hazardous materials in closed containers made of concrete lined with impermeable materials.
   - Drainage from hazardous material storage areas must be collected in sedimentation ponds and separated from drainage from other areas.

Water Use

During the construction phase, WTJJ relied primarily on **groundwater** to support its various construction activities. As the company transitioned into the Operation and Maintenance (O&M) phase, it started utilizing **surface water** sourced from a nearby river to produce treated drinking water for distribution.

WTJJ is committed to sustainability by reducing reliance on groundwater, a limited resource. As for the river water, it is treated to meet stringent quality standards, ensuring it supports operations efficiently and responsibly. This approach highlights WTJJ's dedication to conserving water resources, minimizing environmental impact, and promoting long-term water sustainability.

Description	Unit	2024	2023*	2022*	2021*
Water Withdrawal					
Groundwater	Megaliter	0.05	0.12	0.008	0
Surface Water	Megaliter	891.67	0	0	0
Third Party Water	Megaliter	0	0	0	0
Water Discharge					
Groundwater	Megaliter	0	0	0	0
Surface Water	Megaliter	0	0	0	0
Third Party Water	Megaliter	0.05	0.12	0.008	0

* The company is still in the construction phase and has not yet started operations.

Water dependency at WTJJ is a critical aspect of the company's operations, as it relies heavily on the availability of water resources to provide clean drinking water. As a service provider in the water supply sector, WTJJ draws water from specific sources, and any disruption or scarcity in these resources can directly affect its ability to meet the demand for clean water. The company is aware of the challenges posed by water stress, especially in areas like Bekasi and Cibeet, where the risk of water scarcity is high.

Water Risk Identification and Mitigation Action

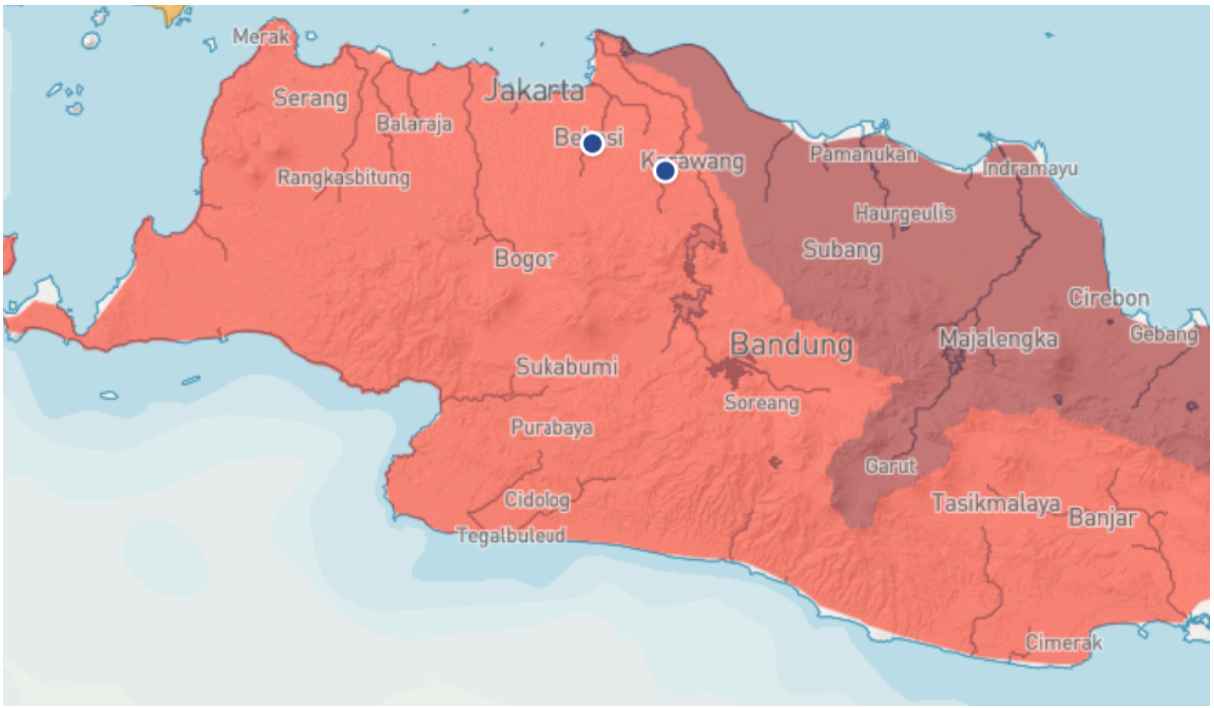
Water Risk Identification

Aspect	Risk	Description
Water Quality	Water Pollution	Domestic waste, industrial waste, and agricultural activities around Bekasi can pollute raw water sources, increasing treatment costs and reducing system efficiency.
	Eutrophication	The influx of nutrients such as nitrogen and phosphorus into water bodies can trigger algae growth, disrupting the water treatment process and causing a significant decline in water quality.
Water Availability	Climate Change	Irregular rainfall or reduced rainfall can decrease the supply of raw water from rivers and other water sources.
	Reduction in River Flow	Due to urbanization and land use changes, river flow can decrease, affecting the availability of raw water for treatment.
	Water Stress	Water stress refers to a condition of imbalance between the demand and availability of water in a region. In Bekasi, with a rapidly growing population and intensive industrial activities, water demand often exceeds the available supply, especially during the dry season.
	Regulatory Changes	Restrictions on water usage or the implementation of new tariffs could limit the company's access to the water needed for its operations. This could lead to increased operational costs, slower production, or even require the company to adapt to more expensive or less efficient alternative water sources.

The water-related risks are not only felt by the company but also have a direct impact on the surrounding community. The company's dependence on limited water resources can lead to a decrease in the availability of clean water, which in turn reduces the community's access to this basic necessity.



Based on the water stress risk mapping conducted by the World Resources Institute (WRI), WTJJ found that the Bekasi and Cibeet Water Treatment Plants (WTP) are in the high-risk category regarding water availability.



Water Stress Level

Low	Low-Medium	Medium-High	High	Extremely High
(<10%)	(10-20%)	(20-40%)	(40-80%)	(>80%)

Location	Minor Basin	Country	Stress Level

Bekasi	Cisadane	Indonesia	High (40-80%)
Cibeet	Citarum	Indonesia	High (40-80%)

Water Risk Mitigation Action

Aspect	Risk	Mitigation Action
Water Quality	Water Pollution	***Implementing strict wastewater treatment systems*** for domestic, industrial, and agricultural waste to prevent water source pollution. ***Regular water quality monitoring and testing***, including raw water testing, to ensure quality standards are met.
	Eutrophication	***Implementing water treatment systems that can remove excess nutrients*** from water sources used in processing. ***Strict monitoring of water quality*** for early detection of eutrophication and controlling algae growth.
Water Availability	Climate Change	***Implementing efficient water management technologies***, such as water recycling systems and rainwater harvesting, to reduce reliance on external raw water sources. ***Improving water resource management***, such as using infiltration wells to maintain groundwater supply sustainability.
	Reduction in River Flow	***Collaboration with the government and related parties*** to manage the quality and quantity of water in upstream areas to ensure stable water availability. ***Tree planting and watershed restoration*** to enhance the area's ability to absorb and store rainwater.
	Water Stress	***Implementing water demand management*** by optimizing water use in production and operations, including the use of water-efficient technologies. ***Water conservation campaigns*** for employees and the surrounding community to raise awareness about the importance of wise water management.

Leakage Rates

Since the commencement of its operations, WTJJ has maintained extremely low water leakage rates in its distribution pipelines. This achievement reflects the company's commitment to using high-quality materials, advanced technologies, and rigorous monitoring systems to ensure operational efficiency.

To prevent leaks, WTJJ employs underground RCCP (Reinforced Concrete Cylinder Pipe), a steel pipe encased in concrete with high durability against pressure. Additionally, supplementary devices such as water hammer dampers, vacuum breakers, and pressure control systems are designed to withstand pressure surges up to the maximum capacity of the pipes. These devices effectively mitigate pressure-related issues, ensuring the integrity of the piping system. If the pressure drops, the system can automatically adjust to maintain flow stability.

As of **January 2, 2025**, water meter readings for raw and treated water were conducted following the COD (Commercial Operation Date) on **December 18, 2024**, for both water treatment plants. Evaluations showed that the treatment plants achieved an operational efficiency of over **99%**, with production losses remaining below **1%**. This remarkable performance is attributed to the adoption of advanced production technology that employs water recirculation, reinforcing WTJJ's commitment to green technology and sustainable practices.

Monitoring of leakage rates is conducted in real time using SCADA (Supervisory Control and Data Acquisition) technology, enabling the company to detect and address potential issues quickly and efficiently. These proactive measures ensure minimal water loss, aligning with WTJJ's goals of operational excellence and environmental sustainability.

	2024	2023*	2022*	2021*
Leakage Rate (%)	**<1**	**0**	**0**	**0**

* The company is still in the construction phase and has not yet started operations.

Water Violations

Since its establishment in 2021, WTJJ has committed to operating in compliance with applicable water-related environmental regulations and standards. To date, the company has not encountered any water-related violations or paid any fines related to water violations.

	2024	2023*	2022*	2021*
Number of water-related Violations	**0**	**0**	**0**	**0**

* The company is still in the construction phase and has not yet started operations.

Emission Management

WTJJ is committed to reducing its emissions through a strategic initial step of calculating emissions with accurate and comprehensive data collection. This approach enables the company to understand its carbon footprint and serves as a foundation for determining future emission reduction measures. By doing so, WTJJ can establish an emissions baseline that will serve as a reference for evaluating and improving the sustainability of its operations on an ongoing basis.

Based on its scope, the emissions generated by WTJJ during the construction phase include:



Scope 1 Emissions

Direct emissions calculated from the use of diesel fuel for heavy equipment during the construction phase. This activity involves the operation of equipment such as excavators, bulldozers, and other machinery essential to the development of the company's infrastructure.



Scope 2 Emissions

Indirect emissions resulting from electricity consumption during the construction phase. Electricity is utilized to support operations at the construction site, including lighting, powering electrical equipment, and other supporting needs.



Scope 3 Emissions

Other emissions associated with business travel by employees and management. These include transportation via air and land, carried out to support operational activities and coordination during the construction phase.

Scope 1, 2, and 3 Emissions

Description	Unit	2024	2023*	2022*	2021*
Scope 1 Direct GHG emissions	**$TonCO_2e$**	**53.03**	**36.70**	**13.57**	**0**
CO_2	$TonCO_2e$	47.91	33.16	12.26	0
N_2O	$TonCO_2e$	5.05	3.49	1.29	0
CH_4	$TonCO_2e$	0.07	0.05	0.02	0
Scope 2 Indirect Greenhouse Gas Emissions	**$TonCO_2e$**	**6.45**	**4.40**	**2.41**	**0**
Scope 3 Indirect Greenhouse Gas	**$TonCO_2e$**	**0.33**	**1.01**	**0.12**	**0**

Emissions					
Business travel	$TonCO_2e$	0.33	1.01	0.12	0
Total	**$TonCO_2e$**	**59.81**	**42.11**	**16.11**	0

* The company is still in the construction phase and has not yet started operations.

WTJJ calculates Scope 1 emissions using the IPCC (Intergovernmental Panel on Climate Change) methodology based on the 2006 guidelines, while Scope 2 emissions are calculated using the emission factor for electricity generation released by the Ministry of Energy and Mineral Resources (ESDM). For Scope 3 emissions, calculations are performed using the ICAO emission calculator for business travel by aircraft and the IPCC guidelines for business travel by car.

The data shows a significant increase in greenhouse gas (GHG) emissions in 2023 and 2024, attributed to changes in operational activity levels. In 2023, emissions rose due to intensified construction activities, which required increased energy use, material transportation, and on-site operations. These activities led to higher direct emissions (Scope 1) and electricity consumption (Scope 2), as reflected in the emission totals.

In 2024, the company transitioned to the operational phase, further contributing to increased emissions. The commencement of full-scale water treatment operations necessitated additional energy use for production processes, thereby increasing both Scope 1 emissions from operational fuel use and Scope 2 emissions from electricity consumption. This rise reflects the natural progression of the project from construction to active operations, where resource consumption and associated emissions typically scale up to meet operational demands.

WTJJ remains committed to monitoring and managing its GHG emissions through sustainable practices and efficient resource utilization as part of its broader environmental management strategy.

Emissions Intensity

Description	Unit	2024	2023*	2022*	2021*
Total Emissions	TonCO2e	59.81	42.11	16.11	0
Revenue	Milion Rp	-**	677,905	350,147	52,423
Energy Intensity	TonCO2e/ Million Rp	-**	0.00006	0.00005	0

* The company is still in the construction phase and has not yet started operations.

** 2024 performance not yet calculated

Here are the initiatives taken by WTJJ to reduce GHG emissions:

- Maintain heavy equipment and operational vehicles to reduce high gas emissions from the machines.
- Use vehicles or machines/equipment that have been tested.
- Conduct emission tests for heavy equipment and operational vehicles.

Climate Change Adaptation and Mitigation

WTJJ understands that climate change risks are an unavoidable challenge and can have significant impacts on the company's operations and sustainability. Therefore, the company is committed to proactively identifying, assessing, and managing potential climate risks, both direct and indirect.

As an initial step, WTJJ conducts climate risk mapping that could affect the availability of natural resources, particularly water, which is a crucial component of the company's operations. Below are some of the risks identified by the company.

Identification of Climate Risks and Opportunities

1. Risk

Aspect	Risk	Impact	Timeframe
Physical Risk			
Acute Risks	Change in Precipitation	Drastic changes in precipitation can affect raw water availability and water quality, disrupting the water treatment process. Increased rainfall can cause flooding that damages infrastructure, while reduced rainfall can lead to water shortages.	S
	Flooding	Flooding caused by extreme rainfall can damage water distribution systems, treatment infrastructure, and lead to water contamination. This can also increase operational costs for maintenance and repairs.	S
Chronic Risks	Drought	Prolonged drought can reduce the availability of water sources, threaten clean water supply, and increase the need for more intensive water treatment. Water shortages can impact domestic and industrial needs.	M
	Soil Erosion	Soil erosion can damage areas around water sources, reduce raw water quality, and affect the capacity of reservoirs or dams. Additionally, erosion can lead to increased sedimentation, affecting the water treatment process.	M
	Extreme Heat	Rising extreme temperatures can lead to increased water evaporation, reducing raw water availability, and increasing demand for water, as well as affecting the water treatment process.	L
Transition Risk			

Aspect	Risk	Impact	Timeframe
Current Regulation	Regulatory Changes	Changes in environmental laws and regulations could impose stricter water management and quality standards. Non-compliance with evolving climate policies may lead to fines, legal actions, or operational restrictions.	S
Emerging Regulation	Carbon Emission Mechanism	The introduction of carbon tax mechanisms could lead to higher operational costs, especially for processes that rely on fossil fuels, impacting profitability. Compliance with carbon pricing policies will be crucial to avoid penalties.	M
Market Risk	Changes in consumer preferences	As demand for sustainable and climate-resilient water infrastructure increases, the company may face competition from more efficient or green technologies. Changes in consumer preferences for sustainable water services could also affect market share.	M
Technology Risk	Switching to Lower Carbon Technologies	Transitioning to low-carbon technologies may require substantial upfront investment in new equipment and infrastructure. However, failure to innovate or adopt these technologies could leave WTJJ at a competitive disadvantage in a market increasingly focused on sustainability.	M
Reputational Risk	Increasing concerns and negative feedback from stakeholders	Negative feedback could damage the company's reputation, lead to a loss of trust from stakeholders, and potentially result in the loss of business opportunities or partnerships.	M

S = 1 - 5 years M = 5 - 20 years L = >20 years

2. Opportunities

Opportunities	Description	Timeframe
Development and Provision of Sustainable Water Solutions	WTJJ has a significant opportunity to invest in the development of more efficient water treatment technologies to meet societal needs amidst climate change challenges, such as droughts or declining water quality.	S
Green Financing	Utilizing green financing programs, such as green bonds, to support environmentally friendly projects.	M
Collaboration and Innovation with	Collaborating with governments, NGOs, and communities on climate change mitigation and	M

Stakeholders	adaptation projects to create shared value.	

Climate Mitigation Strategy Measures

Aspect	Risk	Strategy	Timeframe
		Physical Risk	
Acute Risks	Change in Precipitation	**Enhanced Water Management Infrastructure** Build and reinforce infrastructure such as reservoirs or storage tanks to capture excess rainwater during high precipitation periods and use it during dry spells. **Water Resource Monitoring and Planning** Update water resource management plans based on the latest rainfall data to adjust to changing rainfall patterns.	S
	Flooding	**Improved Drainage Systems** Improve and expand drainage systems around company facilities to efficiently channel rainfall and prevent flooding. **Construction of Flood Barriers** Build barriers or retaining walls to protect critical infrastructure from flood impacts. **Land Zoning and Management** Avoid building in flood-prone areas and consider land use based on the existing flood risks.	S
Chronic Risks	Drought	**Optimized Water Usage** Adopt efficient water management technologies, such as water recycling systems and reduce water consumption in operational processes. **Water Resource Monitoring** Monitor and analyze water availability regularly to detect potential droughts early and manage optimal water distribution. **Invest in Water Storage Technology** Develop larger water storage systems to mitigate drought impacts.	M
	Soil Erosion	**Vegetation Planting**	M

		Plant ground cover vegetation in erosion-prone areas to strengthen soil structure and prevent further erosion. **Sustainable Land Management** Implement environmentally-friendly land management techniques, such as terracing or sustainable forest management, to maintain soil stability. **Installation of Protective Netting** Use netting or protective barriers to prevent soil erosion in vulnerable areas.	
	Extreme Heat	**Infrastructure Management and Protection** Provide cooling or insulation systems for infrastructure vulnerable to high temperatures, including water treatment installations.	L
Transition Risk			
Current Regulation	Regulatory Changes	**Proactive Monitoring of Policy Changes** Regularly track and analyze local and international regulatory trends to stay ahead of potential changes. **Stakeholder Engagement and Advocacy** Actively engage with regulators, industry associations, and policymakers to advocate for balanced regulations that align with both environmental sustainability and business operations.	S
Emerging Regulation	Carbon Emission Mechanism	**Implementation of Carbon Reduction Strategies** Develop and implement a clear strategy to reduce carbon emissions through energy efficiency, alternative energy sources, and emission reduction projects. **Carbon Footprint Reporting and Management** Regularly calculate and report the company's carbon footprint to track progress in reducing emissions and ensure compliance with any carbon pricing mechanisms or regulations. **Carbon Offset Projects** Consider investing in carbon offset programs or projects that help mitigate emissions, such as reforestation or renewable energy initiatives, to compensate for any emissions that cannot be	M

		immediately reduced.	
Market Risk	Changes in consumer preferences	**Market Research and Consumer Insights** Continuously monitor shifts in consumer preferences related to sustainability, water management, and climate impact, adapting the company's offerings accordingly. **Sustainable Product and Service Development** Invest in developing and offering products or services that align with sustainable practices, such as water-efficient technologies or eco-friendly solutions.	M
Technology Risk	Switching to Lower Carbon Technologies	**Invest in Green Technologies** Prioritize investments in renewable energy sources, energy-efficient technologies, and low-carbon alternatives to reduce the company's overall carbon footprint.	M
Reputational Risk	Increasing concerns and negative feedback from stakeholders	**Active Stakeholder Engagement** Regularly engage with stakeholders—including employees, customers, suppliers, regulators, and local communities—to understand their concerns and expectations regarding the company's environmental impact. **Transparency in Environmental Reporting** Enhance transparency by providing clear, detailed reports on environmental performance, sustainability goals, and progress on reducing emissions and resource use.	M
	S = 1 - 5 years	M = 5 - 20 years	L = >20 years

Biodiversity Management

As part of WTJJ's commitment to biodiversity conservation, the selection of locations for the construction of the Bekasi and Cibeet Water Treatment Plants (WTPs) adheres to sustainability principles and environmental conservation guidelines. The project sites were carefully chosen to ensure minimal impact on ecosystems and biodiversity.

The land allocated for the Bekasi and Cibeet WTPs, owned by the Ministry of Public Works and Public Housing (MPWH), is situated in urban areas characterized by high anthropogenic activity, including residential areas, small businesses, and industrial buildings. This approach reflects WTJJ's commitment to avoiding locations that may disrupt biodiversity or protected habitats. Spatial analyses were conducted using publicly available datasets, such as:

- Land cover data from the Ministry of Environment and Forestry (MoEF, 2020).
- Integrated Biodiversity Assessment Tools (IBAT).
- The IUCN Red List for endangered species.

Based on these analyses, it was confirmed that the Bekasi and Cibeet WTPs are not situated in areas critical to biodiversity, ensuring the project's alignment with national and international biodiversity conservation standards. This careful site selection demonstrates WTJJ's dedication to prioritizing sustainability while contributing to Indonesia's water infrastructure development.

Biodiversity Commitments

WTJJ recognizes the critical importance of preserving biodiversity and maintaining sustainable ecosystems as part of its operational and environmental responsibilities. The company is committed to implementing the following measures to achieve its biodiversity goals:

Achievement of a Net Positive Impact (NPI) on Biodiversity

WTJJ strives to achieve a net positive impact (NPI) on biodiversity by implementing proactive measures that go beyond mitigating negative impacts. These initiatives include restoring degraded ecosystems, enhancing biodiversity values within and around its operational sites, and contributing to global biodiversity goals. WTJJ's NPI framework focuses on measurable outcomes, ensuring that its operations result in a net gain in biodiversity over time.

Definition of Biodiversity-Related Targets

WTJJ defines biodiversity-related targets for priority areas to ensure no net loss of biodiversity. These targets include the protection of critical habitats and the conservation of species native to the regions in which the company operates.

Commitment Across the Value Chain

WTJJ requires all partners within its value chain to avoid conducting operational activities near areas containing globally or nationally significant biodiversity. This includes protected areas, conservation zones, and habitats for endangered species, ensuring the company's activities do not disrupt these critical ecosystems.

Application of a Mitigation Hierarchy

WTJJ applies a mitigation hierarchy to minimize biodiversity impacts. This includes the following actions:

- Avoiding unnecessary vegetation disturbance during construction activities, as outlined in operational procedures.
- Prohibiting the hunting of wild animals or fishing near construction areas, except for species categorized as pests.

Biodiversity Risk Assessment

WTJJ conducts biodiversity risk assessments for all projects to identify potential environmental risks and implement appropriate management strategies. These assessments are integral to the company's environmental planning and are designed to mitigate risks throughout the project lifecycle.

Engagement with Stakeholders

WTJJ engages with local communities, environmental organizations, and government authorities to ensure collaborative efforts toward biodiversity conservation. By involving stakeholders, the company promotes transparency and alignment with local and national conservation priorities.

No Deforestation Commitments

WTJJ also commits to avoiding deforestation by ensuring that all land-use changes are assessed and approved based on stringent environmental standards. The company prioritizes:

- Preserving natural forests and avoiding activities that may result in significant habitat loss.
- Rehabilitating disturbed areas post-construction by planting native vegetation to restore ecosystems.
- Monitoring and reporting on deforestation risks as part of the company's sustainability framework.

Biodiversity Risk Identification

As part of WTJJ's commitment to environmental sustainability, a comprehensive biodiversity risk assessment was conducted for the Cibeet and Bekasi Water Treatment Plants (WTPs) and associated pipelines. The land cover analysis revealed that the project areas are situated in modified habitats dominated by settlements, including residential areas and industrial activities. These areas are not located within critical habitats for endangered or protected species.

The areas assessed for biodiversity impact include the **Bekasi WTP project site, spanning 3.26 hectares**, and the **Cibeet WTP project site, covering 1.2 hectares**. These sites were evaluated to ensure compliance with biodiversity conservation principles, taking into account their size, location, and potential environmental impact.

The assessment adhered to the IFC PS6 Guidance Note (2019) and utilized spatial analysis tools, including the IUCN Red List database, to evaluate biodiversity impacts. The findings confirm that the project areas do not trigger any critical habitat criteria, ensuring compliance with national and international biodiversity standards. This proactive approach underscores WTJJ's dedication to minimizing environmental impact while supporting sustainable development.

Criteria	Threshold	Project Features	Trigger
Criterion 1: Critically Endangered (CR) / Endangered (EN) species	Areas that support globally-important concentrations of an IUCN Red List EN or CR species (0.5% of the global population AND 5 reproductive units of a CR or EN species).	The Project is not located in any habitat range of endangered and critically endangered species.	No
Criterion 2: Habitat of significant importance to	Areas that regularly hold ≥10% of the global	The Project is not located in an endemic	No

endemic and/or restricted-range species	population size AND ≥10 reproductive units of a species. Endemic species are defined as those with restricted ranges (EOO less than 50,000 sq km).	species habitat.	
Criterion 3: Habitat supporting globally significant concentrations of migratory species and/or congregatory species	Areas known to sustain, on a cyclical or otherwise regular basis, ≥1% of the global population of migratory or congregatory species.	The Project is not located in any habitat of migratory or congregatory species.	No
Criterion 4: Highly threatened and/or unique ecosystem	Areas representing ≥5% of the global extent of an ecosystem type meeting the criteria for IUCN status of CR or EN.	The Project is located in urban areas, where the anthropogenic activity is high and there is no identified unique ecosystem.	No
Criterion 5: Areas associated with key evolutionary processes	Key landscape features such as unique topography that creates unique habitats and areas important for climate change adaptation, as well as speciation processes.	The Project is located in urban areas, where the anthropogenic activity is high and there is no location identified as the key evolutionary process for any species.	No

Biodiversity Initiatives

WTJJ has implemented biodiversity initiatives focusing on **transformation**, **avoidance**, and **restoration** measures to support ecosystem productivity and conservation.

As part of **transformation efforts**, banana (*Musa* spp.) and papaya (*Carica papaya*) trees have been planted around the project site. This enhances soil stability, nutrient cycling, and ecosystem productivity while providing additional livelihood opportunities for local communities through the sustainable use of natural resources.

In terms of **avoidance**, WTJJ carefully selected project locations in urban areas dominated by settlements and industrial activities, ensuring they are not within critical habitats or ranges of endangered or protected species. This proactive approach eliminates the risk of ecological disruption while upholding biodiversity conservation principles.

Furthermore, in alignment with **restoration efforts**, WTJJ participated in symbolic tree-planting events under the WIKA Group Climate Change and Pollution Reduction Program. This initiative included the planting of 200 trees at Cipinang Reservoir, East Jakarta, in collaboration with local and provincial governments, reflecting a joint commitment to mitigating pollution and enhancing urban

green spaces. Additionally, WTJJ initiated tree-planting activities in Cileungsi and other locations near Bekasi and Bogor, planting 120 trees to restore degraded areas and accelerate ecosystem recovery.

These efforts, coupled with community engagement, reinforce WTJJ's dedication to promoting biodiversity, improving environmental health, and fostering sustainable ecosystems across its operational and surrounding areas.











People and Culture

At PT Wika Tirta Jaya Jatiluhur, employees play a central role in driving our operations. The company is committed to fostering an inclusive, diverse, and supportive work environment that values every employee's contribution. We understand that a strong and cohesive organizational culture is key to driving sustainable growth and long-term success.

Gender Equality

WTJJ celebrates diversity as a strength, ensuring equal opportunities for all employees regardless of gender, age, ethnicity, or background. As of 2024, female employees constitute a significant percentage of the workforce, reflecting the company's commitment to gender equality. This is further reinforced by equal remuneration practices, ensuring fair compensation for employees in similar roles, regardless of gender.

We report on gender diversity metrics as part of its sustainability reporting process. This data is compiled from the company's workforce records and is regularly analyzed to identify trends, gaps, and areas for improvement. The coverage of gender diversity data includes all Full-Time Equivalent (FTE) employees across the organization.

Description	Percentage (%)
Share of women in total workforce	14,7
Share of women in all management positions, including junior, middle and top management	14,7
Share of women in junior management positions	14,7
Share of women in top management positions	0
Share of women in management positions in revenue-generating functions	0
Share of women in STEM-related positions	8,8

Equal Pay

PT Wika Tirta Jaya Jatiluhur (WTJJ) is committed to ensuring fair and equitable compensation practices across its workforce. The company conducts regular assessments to monitor and evaluate gender pay equity, ensuring that employees performing the same roles and responsibilities receive equal remuneration, regardless of gender.

Employee Level	Average women salary	Average men salary
Executive level (base salary only)	0	201,780,000

Executive level (base salary + other cash incentives)	0	240,242,500
Management level (base salary only)	0	48,223,550
Management level (base salary + other cash incentives)	0	85,189,550
Non-management level (base salary only)	8,171,840	10,724,768

WTJJ discloses a comparison of employee salaries at each management level. The results show that the average salary for female employees at the management and executive levels is 0, as there are no female employees in these levels. In 2023, all female employees were at the working level only.

Based on the data presented, the difference between the average salary of women and men at the non-management level is primarily due to differences in responsibilities, tenure, and specific job roles. Additionally, factors such as skill requirements and educational background also contribute to the salary differences.

Employee Ethnicity

PT Wika Tirta Jaya Jatiluhur (WTJJ) embraces the rich cultural diversity of Indonesia with employees representing various ethnic groups such as Javanese, Sundanese, Betawi, Madurese, Palembang Malay, Minangkabau, and others. This diversity fosters a collaborative and inclusive work environment, leveraging the unique strengths, perspectives, and cultural backgrounds of every individual.

WTJJ promotes equality and inclusivity by ensuring that all employees, regardless of their ethnicity, have equal opportunities for career growth, development, and participation in decision-making processes. This approach enhances teamwork and innovation while strengthening the company's connection to the communities it serves.

Ethnicity	Total Employee	Percentage in 2023
Madurese	1	2.94
Betawi	2	5.88
Sundanese	6	17.65
Javanese	16	47.06
Palembang - Malay	2	5.88
Malay - Sundanese	1	2.94

Padang - Minangkabau	1	2.94
Javanese - Sundanese	2	5.88
Lampung - Malay	1	2.94
Sundanese - Bangka	1	2.94
Pangkal Pinang	1	2.94
Total	**34**	**100%**

Freedom of Association

PT Wika Tirta Jaya Jatiluhur (WTJJ) upholds the principle of freedom of association and fully supports employees' rights to join and participate in labor unions. Currently, employees placed at WTJJ by the WIKA holding company are members of SEKAR WIKA (Serikat Karyawan WIKA), the official labor union of PT Wijaya Karya (Persero) Tbk.

As of 2023, a total of 18 out of 34 employees (52.9%) are members of SEKAR WIKA. This reflects WTJJ's commitment to facilitating union membership for its workforce and ensuring their rights are respected. Organic employees of WTJJ are not yet represented in the union, but the company continues to respect and protect their right to organize or join a union if they choose to do so in the future.

WTJJ ensures that all employees, regardless of union membership status, are treated equally and have access to fair working conditions. The company remains committed to fostering an inclusive and supportive environment that aligns with international standards on labor rights, including the ILO conventions on freedom of association and the right to collective bargaining.

Respect for Human Rights

PT Wika Tirta Jaya Jatiluhur (WTJJ) is committed to upholding, protecting, and respecting human rights in all aspects of its operations as a fundamental part of its social responsibility and core corporate values. This commitment is reflected in the company's comprehensive **Human Rights Policy**, which serves as a foundation for fostering a fair, inclusive, and dignified work environment.

The policy emphasizes zero tolerance for discrimination, harassment, and forced or child labor, while ensuring equality, diversity, and freedom of association for all employees. It also includes a grievance mechanism that allows employees and other stakeholders to report violations safely and transparently, ensuring swift and fair resolution in accordance with company regulations.

In line with this policy, WTJJ identifies and prioritizes the needs of vulnerable stakeholders, such as low-income communities, marginalized groups, and local populations impacted by the company's operations. This ensures their unique concerns are addressed, and their rights are protected and respected.

Through continuous training, stakeholder engagement, and adherence to national and international standards, such as Indonesia's Human Rights Law (Law No. 39 of 1999) and the International Labor Organization (ILO), WTJJ integrates human rights principles into its corporate governance and daily operations.

By maintaining these commitments, WTJJ strives to create positive social impacts while upholding the highest standards of ethical and sustainable business practices.

Human Rights Risk Identification

PT Wika Tirta Jaya Jatiluhur recognizes the importance of identifying and addressing potential human rights risks across its operations, value chain, and stakeholder interactions. As part of its commitment to upholding human rights, WTJJ carries out risk mapping activities to proactively identify, evaluate, and mitigate potential risks that may affect its employees, communities, and other stakeholders.

The scope of Human Rights risks covers a range of aspects that could affect the protection and fulfillment of human rights throughout the company's operations. This includes:

Stakeholders	Method of Engagement	Frequency
Shareholders	GMS and EGMS (General Meeting of Shareholders and Extraordinary General Meeting of Shareholders)	Annual
Customer: Offtaker	• Direct Visit • Satisfaction Measurement • Power Plant Site Review • Meeting • Letter • Telephone	At all times

Employee	Work Meeting with Employee Union	12x
Government and Policy Makers (Person in Charge of Cooperation Projects/GCA)	• Meetings • Letters • Emails • Group chats	3 months
Partners, suppliers	• Employment Contract • Investment Partners • Operational Coordination	When Needed
Financing Institutions	• Meeting • Letter • Phone	Monthly
Guarantee Agency (PT Penjaminan Infrastruktur Indonesia/PII)	• Meeting • Letter	6 months

The following outlines the identified human rights risks along with WTJJs proactive mitigation strategies, designed to prevent these risks. Through a careful and thorough assessment, it has been determined that the **likelihood level** of these risks is **low** and their **frequency** of occurrence is **rare**. This reflects the effectiveness of WTJJ's strong preventive measures and responsible operational framework. These strategies underscore the company's dedication to maintaining ethical operations, fostering a safe and inclusive work environment, and ensuring positive impacts on all stakeholders. To ensure this, the company has implemented comprehensive human rights risk mitigation measures in all operational areas, covering both internal activities and engagements with external stakeholders, such as suppliers, contractors, and local communities.

No.	Stakeholder	Risk	Mitigation
1.	Employee	**Excessive Working Hours (Forced Labor)** Employees are forced to work beyond regular hours without consent or fair compensation.	• Implement work policies that comply with labor regulations, including maximum working hours and overtime. • Ensure employee rights are fulfilled in accordance with regulations. • Ensure employees have access to anonymous

			complaint channels in cases of forced labor practices.
		Restriction of Employees' Right to Associate Employees do not have an independent mechanism to submit complaints, aspirations, or negotiate their rights. **Restriction of Employees' Right to Bargain** Employees are not given the opportunity to engage in negotiations regarding their rights and workplace welfare through union representation.	• Developing a human rights policy that upholds the right to freedom of association • Ensuring the effective implementation of the human rights policy • Establishing a dialogue between management, specifically the Human Capital (HC) function, and employees to build constructive relationships • Involving employees in the formulation of policies that affect employee welfare
		Wage Disparity Differences in wages for the same job based on gender, social status, or other discriminatory factors.	Implement a competency - based performance evaluation system to ensure transparency in wage determination.
		Workplace Discrimination Discrimination in recruitment, promotion, or access to training based on race, religion, gender, age, or disability.	• Developing a non-discrimination policy that encompasses all aspects of operations. • Increasing awareness of diversity and inclusion among employees and management. • Providing an anonymous reporting mechanism, such as a Whistleblowing System, to effectively address discrimination complaints.
2.	Customer: Offtaker	**Health and Safety** Services or products provided do not meet health and safety standards, impacting the operational processes or reputation of the offtaker.	• Ensure the quality of services or products in accordance with the PKS KPBU SPAM Regional Jatiluhur I. • Conduct regular inspections and monitoring of the infrastructure used to

			ensure safety.
		Supply Disruption Operational disruptions or inconsistent supply affecting the offtaker's operations.	• Ensure supply reliability through regular infrastructure maintenance and mitigation of logistical risks. • Develop a contingency plan to minimize the impact of supply disruptions on the offtaker.
3.	Partners, Suppliers	**Forced Labour** Utilizing forced labor in the supplier's operations, either directly or within their supply chain	• Ensure supplier/partner compliance with the supplier code of conduct • Conduct periodic compliance evaluations of partner/supplier operations.
		Child Labour The involvement of underage workers in work processes carried out by partners/suppliers	• Conduct supplier screening during the supplier procurement process including the scope of the workforce used. • Ensure that none of the supplier's workforce is underage/child labor.
		Health and Safety Failure to comply with occupational safety standards, which may result in accidents or health impacts for their workers	• Require partners/suppliers to comply with occupational health and safety standards in accordance with the K3L procedures at WTJJ. • Conduct Safety Morning Talk every day before starting activities by involving partners or suppliers regarding occupational health and safety
4.	Local Community	**Health and Safety** WTJJ's operations cause water, air, or noise pollution that affects the health of the local community.	• Regularly monitor environmental impacts to ensure the company's operations do not harm the local community. • Provide an easily accessible complaint or grievance mechanism for the local

		community to express concerns or suggestions related to the project.
	The lack of local community involvement in the consultation or decision-making process related to clean water management and distribution projects, which may lead to dissatisfaction or rejection from the surrounding community.	Organize regular discussion forums or public meetings with the local community to listen to their feedback, needs, and concerns.

PT Wika Tirta Jaya Jatiluhur also conducts human rights assessments as part of its commitment to uphold ethical and responsible business practices. These assessments identify, evaluate, and address potential human rights risks across all operations, including risks related to labor practices, discrimination, freedom of association, health and safety, and data privacy. The outcomes of these assessments guide the implementation of mitigation measures and ensure compliance with both national and international human rights standards, fostering a fair, inclusive, and safe environment for all stakeholders.

	Percentage of total operational sites where have been assessed human rights risks	Percentage of total operational sites where risks have been identified	Percentage of operational sites where have human rights risks with mitigation actions taken
Own Operation	100	100	100
Contractor and Tier-1 Supplier	100	100	100

As part of its commitment to upholding human rights and ethical business practices, PT Wika Tirta Jaya Jatiluhur has implemented concrete remediation actions to address potential human rights risks within its operations, supply chain, and relationships with stakeholders. These actions are designed to provide immediate and effective solutions to mitigate harm, ensure accountability, and reinforce the company's dedication to fostering a responsible and sustainable business environment. The key remediation measures include:

1. Ensuring the termination of partnerships with partners/suppliers involved in practices of forced labor or child labor.
2. Providing justice to victims through apologies and compensation, as well as imposing strict sanctions on perpetrators of discrimination.
3. In the case of a data breach, we immediately improve the security system, notify affected customers, and provide compensation if necessary.

4. Ensures the improvement of facilities and procedures that pose risks to health and safety. We provide medical support and compensation to victims, as well as enhance safety standards through training and regular inspections.

Employee Recruitment and Turnover

PT Wika Tirta Jaya Jatiluhur (WTJJ) manages its workforce needs by utilizing human resources from its holding company, PT Wijaya Karya (Persero) Tbk (WIKA). Employees transferred to WTJJ are individuals who have gained experience in various projects managed by WIKA, ensuring that they possess relevant competencies and a deep understanding of the group's operational standards and work culture.

As of 2024, WTJJ has not conducted any external recruitment. All workforce requirements have been fulfilled through the transfer of employees from the holding company and completed WIKA projects. In addition, WTJJ actively carries out employee rotation (internal hires) to support competency development, knowledge transfer between work units, and the sustainability of achieving corporate objectives. This rotation is conducted with consideration of the company's strategic needs, professional development of employees, and operational efficiency.

This approach not only ensures seamless employee integration and optimal contributions toward achieving company goals but also strengthens synergies among entities within the WIKA group. Through this strategy, WTJJ maintains the quality of its human resources while supporting the empowerment of internal workforce talent within the WIKA holding environment.

New Employee Composition Based on Age and Gender

Description	2023		2022		2021	
	Male	Female	Male	Female	Male	Female
20 - 25	0	0	0	0	4	1
26 - 30	0	0	4	0	4	2
31 - 35	2	0	0	0	1	1
36 - 40	1	0	0	0	0	0
41 - 45	1	0	0	0	2	0
>45	0	0	1	0	0	0
Total	**4**	**0**	**5**	**0**	**11**	**4**

New Employee Composition Based on Management Level and Gender

Description	2023		2022		2021	
	Male	Female	Male	Female	Male	Female
BOD - 2	0	0	0	0	0	0
BOD - 3	0	0	0	0	0	0
BOD - 4	0	0	0	0	0	0
BOD - 5	4	0	5	0	11	4
Total	**4**		**5**		**15**	

New Employee Composition Based on Nationality

Description	2023	2022	2021
Indonesian (Asian)	4	5	15
Total	**4**	**5**	**15**

Employee's Reason of Leaving (In Person)

Reason for Leaving	2023		2022		2021	
	Male	Female	Male	Female	Male	Female
Resign	2	0	2	0	2	0
Retire	0	0	0	0	0	0
Passed Away	0	0	0	0	0	0
Dismissed	0	0	0	0	0	0
Employee Transfer to Holding	0	0	0	0	1	0
Total Outgoing Employees	**2**	**0**	**2**	**0**	**3**	**0**
Total Employees	**34**		**31**		**23**	
Employee Turnover Rate	**5.8**		**6.4**		**13**	

Voluntary Turnover Rate	**5.8**	**6.4**	**8.6**

Employee's Turnover Based on Age

Description	2023	2022	2021
20 - 25	0	1	1
26 - 30	2	0	1
31 - 35	0	0	1
36 - 40	0	0	0
41 - 45	0	1	0
Total	**2**	**2**	**3**

Employee's Turnover Based on Management Level

Description	2023	2022	2021
BOD - 2	0	0	0
BOD - 3	0	0	0
BOD - 4	0	0	1
BOD - 5	2	2	2
Total	**2**	**2**	**3**

Employee's Turnover Based on Nationality

Description	2023	2022	2021
Indonesian (Asian)	2	2	3
Total	**2**	**2**	**3**

Employee Career Management & Development Program

A well-structured career management and development program is key to fostering a motivated, skilled, and future-ready workforce. At PT Wika Tirta Jaya Jatiluhur, career growth and employee development are prioritized through targeted initiatives that align individual aspirations with

organizational goals. These programs are designed to enhance employee competencies, provide clear career pathways, and nurture leadership potential across all levels of the organization.

Through continuous learning opportunities, WTJJ ensures that every employee is equipped to contribute effectively to the company's success while achieving their personal and professional growth. In 2023, the average training hours per employee reached **56 hours**, with an average amount spent in human resource development recorded at **Rp. 4,785,278** per employee. This holistic approach reflects WTJJ's commitment to building a sustainable workforce capable of meeting both present and future challenges.

Number of Employees Training Based on Gender

Description	2023
Male	30
Female	4
Total	**34**

Number of Employees Training Based on Management Level

Description	2023
BOD - 2	0
BOD - 3	3
BOD - 4	6
BOD - 5	25
Total	**34**

Number of Employees Training Based on Age

Description	2023
21 - 30	16
31 - 40	11
41 - 50	5
>51	2
Total	**34**

Number of Employees Training Based on Type of Training

Description	2023
Management Contract	2
SCM	2
SAP HCM	3
Project Management	1
QHSE	20
PMK 66	33
Maturity Assessment Wika Group	1
Improving Company Competitiveness Through the Implementation of Governance, Risk and Compliance (GRC)	5
Coach / Mentoring	34

Number of Employees Training Based on Nationality

Description	2023
Indonesian (Asian)	34
Total	**34**

Program Highlights on Employee Development and Organizational Efficiency

1. Systems, Applications, and Products in Data Processing Human Capital Management (SAP HCM)

   As part of the organization's commitment to leveraging technology for human resource management, WTJJ has implemented the SAP HCM module. This specialized ERP module focuses on managing various aspects of Human Capital Management (HCM) within the organization. SAP HCM training enables companies to make optimal use of technology in supporting HR management. With operational efficiency, data-driven insights, and improved employee experience, companies can more easily achieve their strategic goals.

The implementation of SAP HCM has reduced administrative task times by up to **70%**, because of the automation of HR processes such as decision-making workflows, recruitment, reporting, and the facilitation of organizational transformation. This has allowed the company to streamline operations and focus more on strategic priorities. As per the company's plan, 100% of employees have participated and benefited from its implementation.

2. Enhancing Corporate Competitiveness through Governance, Risk, and Compliance (GRC)

   To strengthen corporate governance, risk management, and compliance, WTJJ has developed training programs aimed at fostering a deep understanding of these essential components. GRC training increases employee understanding of their responsibilities in ensuring the smooth operation of the company. More structured management increases collaboration between divisions and speeds up task execution.

   Through the GRC program, employee productivity increased by **10%**, as evidenced by more efficient task completion and the reduction of operational disruptions. Additionally, the structured management approach has enhanced collaboration across divisions, ensuring smoother execution of tasks and alignment with organizational objectives. Based on the company's plan, 100% of the targeted participants have successfully joined and gained value from the program.

   These programs reflect WTJJ's commitment to developing its workforce while leveraging technology and structured processes to drive productivity, efficiency, and strategic alignment across all levels of the organization.

Measuring Human Capital Efficiency

Efficient management of human capital plays a crucial role in achieving organizational success and sustainable growth. At PT Wika Tirta Jaya Jatiluhur (WTJJ), measuring the efficiency of human capital investments allows the company to evaluate how effectively resources are being utilized to drive productivity, innovation, and overall performance.

By analyzing metrics such as workforce productivity, training ROI, and the impact of development programs, WTJJ gains valuable insights into the value generated by its human capital strategies. These measurements not only highlight the effectiveness of existing initiatives but also guide future investments to ensure alignment with the company's strategic objectives.

This proactive approach reflects WTJJ's dedication to maximizing the potential of its workforce and building a strong foundation for long-term operational excellence and organizational resilience. From 2021 to 2023, WTJJ recorded zero revenue as the company is still in the construction phase of its primary infrastructure. However, the company remains fully committed to investing in human capital to ensure operational readiness and future success.

	2023	2022	2021
Total Revenue	677,905,000,000	350,147,000,000	52,423,000,000
Total Operating Expenses	0	0	0
Total employee-related expenses	16,105,273,634	11,721,082,974	7,157,915,217
HC ROI	43.09	30.87	8.32

Employee Performance Evaluation

In accordance with the Performance Management System (PMS) concept implemented in the Wika Group, employee performance is assessed based on Competency Evaluation (EK) and Work Assessment (PK) for organic employees of PT Wijaya Karya (Persero) Tbk, and also the results of annual evaluations for PKWT (non-permanent employees).

In 2024, EK and PK have been carried out on employee performance in 2023. The results of EK, PK, and the assessment are used as the basis for analyzing training needs, reviewing income, calculating employee production services, and identifying candidates for the talent pool. Additionally, evaluations for non-permanent employees are conducted on their performance over 2022–2023 for those who have completed at least one year of service.

For skilled and organic employees, performance evaluations are conducted through EK at the beginning of the year and PK at the end of the year. Both evaluations are conducted by direct supervisors and indirect supervisors, ensuring fairness and alignment with organizational objectives. Meanwhile, for PKWT employees, performance assessments are carried out solely by direct supervisors, focusing on specific competency areas relevant to their roles.

WTJJ employs a variety of performance appraisal methods to ensure a comprehensive and holistic evaluation process:

- Management by Objectives: Performance is assessed based on individual objectives and reviewed by direct supervisors.
- Multidimensional Performance Appraisal: A 360-degree feedback system gathers feedback from multiple perspectives, including direct supervisors, peers at the same level, and in applicable cases, subordinates.
- Team-Based Performance Appraisal: Team performance is measured against management's Key Performance Indicators (KPI), fostering collaboration and collective accountability.

- Agile Conversations: Coaching, mentoring, and counseling (CMC) are embedded in the evaluation process to facilitate open communication, continuous improvement, and professional development.

Performance evaluations at WTJJ are conducted simultaneously **at the end of each year** to maintain consistency and standardization across the organization. The results serve as a vital tool for identifying employee development needs, aligning individual goals with company objectives, and supporting talent growth within the WIKA Group ecosystem.

Through this structured and multidimensional performance assessment approach, WTJJ ensures that employee contributions are recognized, developed, and aligned with the company's sustainable growth and operational excellence goals.

Employee Remuneration & Welfare (Allowances and Leave)

All employees of the company are entitled to receive remuneration based on their performance. There is no difference in the entry-level remuneration ratio between male and female employees for the same job level and position. The amount of remuneration is determined by the work location, job level, length of service, and employment status of each employee.

PT Wika Tirta Jaya Jatiluhur (WTJJ) is committed to fostering a positive work environment and providing comprehensive employee benefits that support the well-being, work-life balance, and overall health of its employees. The company's initiatives align with several key aspects of employee benefits, work conditions, and family-oriented policies, as detailed below.

Sport & Health Initiatives

WTJJ actively promotes employee wellness through various sports and health programs aimed at fostering a healthy lifestyle and improving overall well-being. These initiatives include aerobic sessions, weekly sports clubs such as futsal, basketball, and table tennis, as well as group cycling activities with documented participation to encourage regular physical activity. Additionally, WTJJ conducts routine health check-ups for employees, supported by press releases to raise awareness and emphasize the importance of health management within the company.



Cycling Activities

Work Conditions

WTJJ regulates working hours in accordance with applicable laws, ensuring 8 hours per day and 40 effective working hours per week, while implementing a flexible time arrangement. This flexibility is particularly provided for employees who live far from the office, allowing them to start their workday between 8:00 and 8:30 AM, as long as they fulfill the required 9-hour daily working duration. The provisions regarding working hours and attendance are established in the Company Regulations of PT Wika Tirta Jaya Jatiluhur for the 2023-2025 period.

Paid Leave Policies

WTJJ provides paid leave to employees for various life circumstances, ensuring they have the time needed to balance personal and professional responsibilities. For parental leave, female employees are entitled to 3.5 months (14 weeks) of paid maternity leave, while male employees receive 4 days of paid paternity leave, in accordance with Disnaker Regulation No. 381/PP/B/VII/ST/2023. Additionally, WTJJ offers family care leave for significant events such as bereavement, circumcision, and weddings of employees or their children. The company also provides paid leave to support employees dealing with family health issues or other major life events, demonstrating its commitment to parental and family support. These policies ensure employees have adequate time to care for their newborns and address family needs while maintaining a healthy work-life balance.

By implementing these comprehensive policies and initiatives, WTJJ demonstrates its commitment to creating a supportive workplace that prioritizes employee well-being, promotes work-life balance, and aligns with sustainable human resource practices. These programs not only enhance employee satisfaction but also reflect the company's dedication to fostering a positive and inclusive work environment.

Long-Term Incentive - Employee

PT Wika Tirta Jaya Jatiluhur (WTJJ) provides a long-term incentive (LTI) program to recognize and reward employees for their contributions and loyalty, named Satya Karya. The program includes stock ownership options for skilled labour, aligning their interests with the company’s growth.

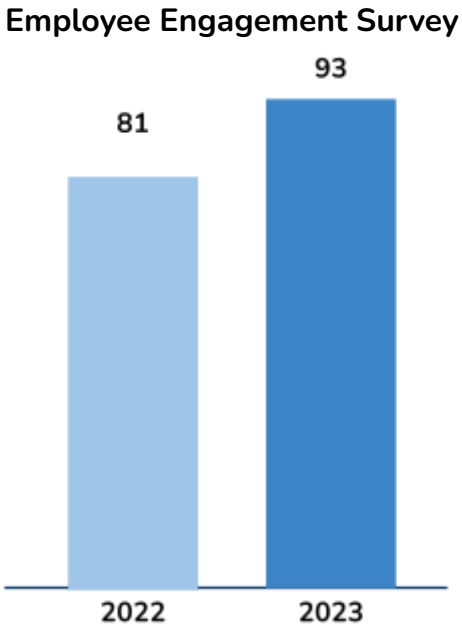
Additionally, the Satya Karya program rewards employees for reaching significant service milestones, offering fixed cash incentives for 15 and 20 years of service, and both precious metals (gold bars) and cash incentives for 25 years of service. This program is specifically designed for skilled labour and other personnel below the senior management level, covering 100% of this workforce category. Long-term incentives are typically paid out at predefined service milestones to ensure consistent recognition of employee dedication. While the current LTI program focuses on tenure and contributions, it does not yet include sustainability-linked targets. However, WTJJ remains committed to exploring future enhancements that integrate sustainability performance into its incentive structure, reinforcing its dedication to aligning employee performance with corporate goals.

Employee Engagement Survey

PT Wika Tirta Jaya Jatiluhur (WTJJ) successfully conducted an engagement survey for organic and skilled placement employees at the end of 2023, achieving an impressive engagement score of 93%, exceeding the initial target of 85%. This result reflects the company's commitment to fostering a positive and supportive work environment that aligns with employee expectations and organizational goals.

WTJJ conducts regular employee engagement surveys to assess key aspects of employee motivation, satisfaction, and overall workplace experience. The survey includes carefully designed questions that align with internationally recognized metrics, addressing critical areas such as job satisfaction, purpose, happiness, and workplace stress.

1. **Job Satisfaction:**
   WTJJ measures external motivation and employee satisfaction through questions such as, *"If given the chance, I would share great things about working here with others"* and *"I would not hesitate to recommend this organization to friends seeking a job."* These reflect employee positive perceptions and overall satisfaction with their work environment.
2. **Purpose:**
   Internal motivation and a sense of purpose are captured through statements like, *"This organization inspires me to do my best every day."* This highlights how employees feel connected to their work and the organization's goals.
3. **Happiness:**
   Employee happiness is indirectly measured through responses to questions such as, *"I would not hesitate to recommend this organization to my friends."* High engagement in this area suggests that employees feel happy and proud to be part of WTJJ.



Strengthening OHS Culture and Work Environment

PT Wika Tirta Jaya Jatiluhur (WTJJ) prioritizes the development of a strong Occupational Health and Safety (OHS) culture to ensure a safe, healthy, and supportive work environment. The company actively creates initiatives that protect employees while enhancing productivity and overall well-being. WTJJ views a robust OHS culture as a critical pillar for operational excellence and long-term sustainability.

By implementing clear safety policies, conducting regular training sessions, and proactively assessing risks, WTJJ empowers employees and stakeholders to maintain the highest standards of health and safety. The company promotes active participation, awareness, and integration of safety practices into daily operations to strengthen its workforce and foster a secure work environment.

Hazard Identification and Risk Mitigation

Risk management and mitigation is an essential part of the business process at PT Wika Tirta Jaya Jatiluhur. However, employee and worker safety is also an important thing for us. In the Occupational Health and Safety (OHS) aspect, WTJJ has identified hazards, assessed risks, and mitigation action both at the location of the Water Treatment Plant and in the office. The implementation of risk management and mitigation is based on a document called HIRARC (Hazard Identification, Risk Assessment and Risk Control). In this document, risks and mitigations including risk levels have been mapped for the safety of employees and workers, for example in the use of tools in the water treatment plant to the potential risks that can occur in the office. Based on the identification results through HIRARC, the company can clearly determine risk priorities, then integrate mitigation measures into an action plan complete with measurable targets to effectively address those risks.

The following table shows the composition of the HIRARC document.

Water Treatment Plant			
Aspect	**Risk**	**Mitigation Action**	**Risk Level**
Worker Safety			
Worker Safety at Water Treatment Plant	Accident due to improper manual handling	Ensure proper and non-slippery worker access.	High
	Worker falls/trips	Ensure proper and non-slippery worker access and cover holes.	High
	Worker unfit condition	Ensure the worker is fit before working.	High
	Worker fatigue	Ensure workers are in fit conditions and have adequate rest.	Medium
	Worker dehydration	Ensure workers are hydrated with sufficient water.	Medium
	Worker stuck in materials during Wet Commissioning	Ensure equipment and tools are positioned away from the Wet Commissioning area to avoid obstruction	Medium
Area Cleanliness	Remaining work materials disorganized and potentially harmful to worker	Position equipment/tools away from the Wet Commissioning area.	Medium
Water Introduction to Intake System			
Opening the main penstock from the river to the Intake	May flood the water treatment system	1. Open the penstock gradually and closely monitor the water flow in the Intake system. 2. Ensure close coordination between the T&C team and on-site personnel. 3. Operated only by authorized personnel to minimize the risk of damage.	High
Operation of	Damage to	1. Read the operational manual from the	High

Intake Screen	Intake Screen	vendor. 2. Prepare an emergency plan in case of flooding (e.g., submersible pump). 3. Operated only by authorized personnel to minimize the risk of damage.	
Operation of Belt Conveyor	Damage to Belt Conveyor	1. Read the operational manual from the vendor. 2. Prepare a contingency plan in case of flooding (e.g., submersible pump). 3. Operated only by authorized personnel to minimize the risk of damage.	High
Rotating Conveyor Part	Worker injury due to conveyor	Always wear appropriate protective clothing and avoid wearing jewelry, loose clothing, or having long hair.	High
Operation of Intake Pump	Pump damage	1. Ensure all anchor bolts on the pump are tightened and inspected correctly. 2. Review and approve the alignment report. 3. Check the vendor installation and operation manual for proper procedures.	High
Hydro-Paq Flood Test And Mixers & Scraper Start Up			
Hydro-PAQ Inlet Pipe	Hydro-PAQ pipe leakage potentially injures workers due to high-pressure water splash	1. Run pump at low frequency and low flow rate 2. Ensure flange connections are tightened properly	High
Mixer Operation	Damage to Mixer	1. Ensure Hydro-PAQ water level is above the impeller before starting operation 2. Ensure all shaft couplings are tightened and aligned properly	High
Scraper Operation	Damage to Scrapper	1. Ensure scraper blades are aligned and inspected before operation 2. Follow vendor installation guidelines and proper operation procedures	High
Chemical Start Up & Introduction Until Dosing Points			
Operation of Dosing Pump	Dosing Pump damage	1. Recheck termination before starting dosing pump operation 2. Use a tester to check the correct voltage supply 3. Recheck tubing and flange connections or inspect lines before starting dosing pump	High

		operation	
Turning on the pump	Chemical leakage when turning on the pump	1. Only authorized personnel are allowed to turn on and off the dosing pump 2. Use appropriate PPE to handle chemicals (Check SDS) 3. Ensure a Safety Shower is available on site	High
Checking pipe lines and isolation valves	Blocked pipes or wrong valve isolation	1. Recheck piping or inspect the lines before starting the dosing pump 2. Only authorized personnel are allowed to turn on and off the dosing pump 3. Check tubing and flange connections on the pump and piping before turning on the pump	High
Hydro-Fil Start Up and Sequence Test (Backwash, Rinse And Service)			
Operate the pump according to the design flow rate and pressure	Pump materials are damaged, and workers may be splashed by high-pressure water, potentially causing injuries.	1. Check if the documentation is correct during pre-commissioning and ensure everything follows proper procedures. 2. Operate the pump at low frequency and flow rates to avoid high-pressure water impacts. 3. Recheck valve orientation before operation.	High
Observe vibrations and sounds from the pump.		1. Ensure the pump is installed correctly and that no bolts are loose. 2. Only authorized personnel are allowed to operate and stop the pump. 3. Immediately turn off the pump and investigate the issue.	High
Opening the Penstock	The penstock fails to open/close, materials are damaged, potentially causing injuries such as bone fractures to workers.	1. Ensure valve alignment and conduct proper inspection before functionality testing 2. Use appropriate PPE during repairs. 3. Only authorized personnel may perform repairs with T&C team assistance.	High
Operate Motorized Valve	Instruments such as pressure, level, and flow	1. Ensure proper alignment and inspect the motorized valve before operation. 2. Use proper PPE during repairs. 3. Only authorized personnel may perform	High

	gauges are damaged. The motorized valve fails to open/close properly.	repairs with T&C team assistance.	
Check Instrument Conditions	Instruments such as pressure sensors, level sensors, and flow gauges are damaged.	1. Authorized E&IC personnel are allowed to conduct repairs with the help of the T&C team. 2. Use the correct tools for inspection and repair. 3. Wear appropriate PPE during rectification.	High
Office			
Aspect	**Risk**	**Mitigation Action**	**Risk Level**
Employee Safety			
Electricity	Accidents due to damaged electrical stop contact, cables, lamps, and devices connected to electricity; Short circuit which can cause fire	Check Stop Contact, cables, lamps, and devices connected to electricity	High
Food/Drink provision for workers	Food poisoning	Regularly inspect catering facilities, kitchen, and food preparation for workers' health	High
Pandemic	Infected by the virus	1. Ensure adherence to health protocols (Social Distancing, Physical Distancing, Mask usage, Gloves, vitamins, frequent handwashing with soap) 2. Ensure workers have undergone vaccination programs 3. Self-isolation 4. Go to healthcare facilities for further treatment	High
Computer Operational	Computer screen radiation	Employee suffer visual impairment	High

Ergonomics in workplace	Workplace that is not ergonomics can cause inconvenient or even physical distress	Conduct ergonomics test	High
Stairs	Slippery stairs which can cause injury	Give sign on the stairs	High

Occupational Health & Safety Performance

PT Wika Tirta Jaya Jatiluhur consistently strives to uphold outstanding Occupational Health and Safety (OHS) performance as part of its commitment to protecting employees and all workers within the company, including contractors and suppliers. The company monitors Occupational Health and Safety performance through key indicators such as incident rates, near-miss reporting, and compliance with established safety standards. These metrics enable WTJJ to identify potential risks, implement corrective actions, and enhance workplace safety across its operations.

In 2024, WTJJ achieved notable progress in Occupational Health and Safetyperformance, including reducing workplace incidents and increasing participation in safety training programs among employees, contractors, and suppliers. By emphasizing preventive measures and fostering a culture of safety awareness, WTJJ ensures that health and safety are fundamental to its operational excellence and long-term sustainability. This achievement has been ongoing since 2021, with no fatalities within the WTJJ environment and operations. However, WTJJ is still waiting for third-party verification regarding zero workplace accidents and safe working hours from the government, Department of Manpower of West Java. Reportedly, the certificate will be received in Februari 2025

	2024	2023	2022	2021
Number of Worker Fatalities	**0**	**0**	**0**	**0**
Number of Contractor Fatalities	**0**	**0**	**0**	**0**
Lost Time Injury Frequency Rate - Employee	**0**	**0**	**0**	**0**
Lost Time Injury Frequency Rate - Contractors	**0**	**0**	**0**	**0**

Achievement in Zero Workplace Accidents at PT Wika Tirta Jaya Jatiluhur (WTJJ)

PT Wika Tirta Jaya Jatiluhur has demonstrated its strong commitment to Occupational Health and Safety (OHS) through outstanding achievements in maintaining zero workplace accidents. This dedication is reflected in the recognition received from PT Wijaya Karya (Persero) Tbk., with awards celebrating significant milestones of safe working hours:

1. **500,000 Safe Working Hours:** Achieved during the construction phase of the SPAM Regional Jatiluhur project, recognized on January 19, 2023.
2. **2,000,000 Safe Working Hours:** Acknowledged on January 19, 2024, for the continued success of the SPAM Regional Jatiluhur 1 project.

These awards serve as a testament to WTJJ's robust safety policies, effective risk management, and the collective effort of employees, contractors, and suppliers to uphold the highest safety standards. The achievement of these milestones confirms the company's commitment to maintaining a safe work environment, aligning with its goal of ensuring zero workplace accidents across all operations.





Occupational Health & Safety Training

PT Wika Tirta Jaya Jatiluhur provides routine OHS-related training to cultivate health and safety awareness among employees and contractors, fostering it as a habit in their daily lives, both at office and on water treatment plant sites. Several OHS-related trainings were conducted in WTJJ which has been attended by WTJJ's employees and contractors such as Training First Aid and CPR, Construction Occupational Health and Safety Officer, and Electrical Occupational Safety and Health.

Occupational Health & Safety Training

Training	Execution time (Hours)	Participant	
		WTJJ Employees	Contractor
Occupational Health and Safety Expert Training (AK3U)	145	3	-
Occupational Safety and Health (K3) Construction Officer	48	1	1
Confined Space Training	120	-	15
First Aid and CPR Training	144	1	17
Working at Height Training	192	-	24
Electrical K3 Training	200	-	25
Lock Out Tag Out Training	200	-	25
Class D Firefighter Training	24	-	1
Electrical K3 Technician Training	48	-	2

Occupational Health & Safety for Procurement

PT Wika Tirta Jaya Jatiluhur (WTJJ) includes Occupational Health & Safety (OHS) requirements in the procurement and contractual terms of every work agreement contract with contractors. The Occupational Health, Safety, and Environment Management System criteria is incorporated into the contract as as follows:

- Contractors (as the second party) must, at all times, comply with the provisions of occupational health, safety, and environmental regulations established by WTJJ (as the first party) while conducting work at the project site.
- If, during the execution of the work, the contractor fails to comply with the occupational health, safety, and environmental provisions, WTJJ will issue a written notice requiring the contractor to implement the necessary measures immediately.
- WTJJ reserves the right to enforce the implementation of occupational health, safety, and environmental provisions related to the work. Any costs incurred in connection with this implementation shall be borne by the contractor (the second party).

With this implementation, WTJJ ensures that our OHS regulations are implemented and complied by the contractors.

Investigation of Occupational Health & Safety Incident

PT Wika Tirta Jaya Jatiluhur (WTJJ) must face the risk of life-threatening incidents to workers and employees due to its risk in operational processes. In order to ensure the well-being of our workers and employees, WTJJ has established a mechanism for investigating work-related accidents and occupational diseases regarding Health, Safety, & Environment (HSE) which is outlined in a procedure titled "Investigation Workplace Accidents & Occupational Diseases and Safety, Health, and Environment Performance Report Procedure." This procedure aims to detail the reporting and investigation process in the event of workplace accidents, occupational diseases, incidents, or hazards. It ensures that any accidents occurring within WTJJ's scope are promptly reported, victims are immediately attended to, and the causes of accidents are identified to facilitate future preventive actions.

The technical mechanism in this procedure involves conducting inspections of Health, Safety, & Environment implementation (filling out checklists), preparing an Health, Safety, & Environment inspection report by the inspection officer, and then the Health, Safety, & Environment function responsible party receiving and approving the HSE inspection report. The report is then sent to the person in charge of the inspected location. The person in charge of the location receives the Health, Safety, & Environment inspection report and follows up on the findings related to the implementation of the Health, Safety, & Environment Management System. Subsequently, the Health, Safety, & Environment function responsible party monitors and verifies corrective actions and discusses the follow-up inspection results (corrective actions) and preventive measures for further implementation.

Procedures for Reporting and Handling Emergency Situations:

- Initial Medical Examination and Treatment:
  A doctor will first examine the occupational disease or workplace accident. Initial treatment will then be provided, or the victim may be referred to a hospital. In the event of a fatality, an autopsy will be conducted.
- Incident Reporting and Follow-Up Plan:
  A report of the incident is prepared, along with a follow-up plan. The report is subsequently distributed to the Department of Manpower.

Data Included in the Report:
The report must include details such as:

- Victim's information
- Injured body parts
- Accident sources
- Type of accident
- Hazardous conditions
- Unsafe actions
- Type of occupational disease

This comprehensive procedure ensures that incidents are managed effectively, with emphasis on prevention and compliance with safety regulations.

Monitoring & Evaluation of Occupational Health & Safety Incident

PT Wika Tirta Jaya Jatiluhur possesses the Occupational Health & Safety Inspection Procedure that aims to ensure the implementation of the Health, Safety, & Environment Management System, monitor and measure Health, Safety, & Environment Management System performance, and take corrective and preventive actions necessary to prevent accidents arising from potential hazards.

This procedure encompasses Health, Safety, & Environment Management System inspection activities, the evaluation results, and reviews, which can be utilized for planning, improvement, implementation enhancement, and reporting activities. These serve as a guide for WTJJ.

The technical mechanism in this procedure involves conducting inspections of Health, Safety, & Environment Management System implementation (filling out a checklist), preparing an Health, Safety, & Environment Management System inspection report by the inspection officer, and then the HSE function responsible party receiving and approving the Health, Safety, & Environment inspection report. The report is then sent to the person in charge of the inspected location.

The person in charge of the location receives the Health, Safety, & Environment inspection report and follows up on the findings related to the implementation of the Health, Safety, & Environment Management System. Subsequently, the Health, Safety, & Environment Management System function responsible party monitors and verifies corrective actions and discusses the follow-up inspection results (corrective actions) and preventive measures for further implementation.

Furthermore, in evaluating Occupational Health & Safety aspects, WTJJ has a form titled **Table of Identification and Evaluation of Compliance with Laws and Other Requirements**, which includes aspects related to Occupational Safety, Labor, Environmental Protection and Management, Occupational Health, and Work-Related Diseases.

In addition, for evaluation purposes, WTJJ also utilizes the **Health, Safety, & Environment Level Form**, which contains a checklist covering OHS Policies, Planning, Implementation & Operations, Evaluation of Management, HSE Statistics, and Benchmark Project Implementation.

Stakeholder Engagement

PT Wika Tirta Jaya Jatiluhur (WTJJ) is committed to fostering constructive and mutually beneficial relationships with all stakeholders, as outlined in its Stakeholder Engagement Policy. This policy serves as a framework to guide the company in ensuring transparent, inclusive, and collaborative interactions with stakeholders, which include employees, customers, suppliers, local communities, and regulatory bodies.

WTJJ's engagement process is designed to identify and address the unique needs, interests, and expectations of its stakeholders. Guided by principles of transparency, fairness, and responsiveness, the company ensures that stakeholder concerns are integrated into its decision-making processes to create long-term value and sustainable growth.

Below are the key practices WTJJ undertakes to address stakeholder engagement:

1. WTJJ provides accessible communication channels for stakeholders, including a dedicated WhatsApp call center at 0878 2120 6533 for customer inquiries and an email service at responcepat@wtjjmail.id for grievance and complaint submissions. These channels ensure convenience and ease of communication for stakeholders.
2. To empower local stakeholders, WTJJ conducted a capacity-building session on July 19, 2024, at the Neighborhood Hall 04, Margahayu Village, Bekasi Timur Sub-district, Bekasi City. During this session, WTJJ socialized its Stakeholder Grievance and Complaint Handling Mechanism, providing detailed information on how to contact the company and effectively communicate their concerns.
3. WTJJ actively engages with local stakeholders through regular meetings to identify and address emerging concerns. For example, during the July 2024 meeting, stakeholders shared feedback that was integrated into WTJJ's operational strategies.
4. WTJJ has established a structured grievance tracking system to ensure all complaints are addressed in a timely manner. In 2024, WTJJ received 2 (two) direct complaints from local communities, which were handled by the Corporate Secretary. These grievances were logged and resolved, ensuring transparency and accountability in the process.
5. WTJJ stakeholder engagement programs are consistently applied across all local operations, ensuring that every stakeholder group, regardless of location, has access to the same level of engagement and communication mechanisms.

Through these comprehensive stakeholder engagement efforts, WTJJ demonstrates its commitment to building strong, trust-based relationships with local communities and ensuring that their voices are heard and integrated into the company's decision-making processes.





Privacy Protection : System and Implementation

PT Wika Tirta Jaya Jatiluhur (WTJJ) is committed to safeguarding the privacy and security of information through the implementation of a comprehensive **Information Security and IT Service Management Policy**. This policy is designed to protect critical customer, employee, and corporate data while ensuring compliance with applicable regulations and governance standards.

To ensure effective implementation of the Privacy Policy, WTJJ has established robust systems and procedures, including:

1. A designated IT team, under the coordination of the Corporate Secretary, is responsible for managing privacy-related matters and ensuring compliance across all operational levels.
2. The Privacy Policy is embedded within the company's broader risk management and compliance framework to proactively address risks related to data protection.
3. Clear channels are in place for employees and stakeholders to report any suspected privacy breaches, supported by a defined escalation process to ensure timely resolution.
4. WTJJ enforces a strict zero-tolerance policy for privacy breaches, with consistent disciplinary actions applied to maintain accountability.

Customer Relation

Customer Satisfaction Measurement

PT Wika Tirta Jaya Jatiluhur is committed to maintaining high standards of quality and service by continuously assessing and improving customer satisfaction. This includes gathering feedback, addressing complaints promptly, and ensuring that products and services consistently meet or exceed customer expectations. By prioritizing customer satisfaction, WTJJ contributes to long-term business success and strong, trust-based relationships.

	2023	2022
Customer Satisfaction Score	**95%**	**93%**

Notes:
- >75% Very Satisfied
- 51-75% Satisfied
- 26-50% Less Satisfied
- <26% Not Satisfied