

Sustainability Report



**Delivering Clean Water,
Sustaining the Future**

2025

PT WIKA Tirta Jaya Jatiluhur
Sustainability Report

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**Delivering Clean Water,
Sustaining the Future**





About This Report

Water and Beyond:
Building a Sustainable Tomorrow

The 2025 Sustainability Report of PT WIKA Tirta Jaya Jatiluhur (here in after referred to as WTJJ) is prepared as part of the company's accountability in disclosing its economic, social, and environmental performance throughout the reporting period, which covers January 1 to December 31, 2025.

In addition to presenting annual performance achievements, this report also outlines WTJJ's medium-term sustainability strategies through 2030, which are firmly rooted in the company's commitment to responsible and sustainable management of water and energy resources.

All numerical information contained in this report is derived from internal company records as well as relevant secondary data sources. In cases where data was not available or still under verification at the time of preparation, the respective column is marked (to be filled) to maintain full disclosure and transparency.

This report has been prepared in accordance with the principles of transparency, materiality, and stakeholder inclusiveness, ensuring that the information presented reflects the company's actual conditions, challenges, and opportunities in its journey towards building a more sustainable future.

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Water and Beyond:
Building a Sustainable Tomorrow

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2025 Sustainability Performance Highlights

2025 Sustainability Performance Highlights

In 2025, PT WIKA Tirta Jaya Jatiluhur (WTJJ) continued to strengthen its role as a key national partner in ensuring the availability and sustainability of clean water supply for urban populations. The year marked not only the company's operational achievements but also its growing commitment to environmental stewardship, social responsibility, and good corporate governance. Through the commercial operation of the Regional Jatiluhur I Water Supply System (SPAM),

Water and Beyond: Building a Sustainable Tomorrow

WTJJ demonstrated tangible progress in providing safe drinking water, reducing environmental impacts, engaging communities, and upholding strong governance standards.

This section summarizes WTJJ's key sustainability highlights for 2025, covering four dimensions: operational performance, environmental performance, social performance, and governance performance.

Reported Achievements in 2025

Capacity

4,750 L/s

Population Served

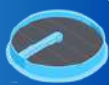
1,9 Million

Coverage Area

- Jakarta
- Bekasi City
- Bekasi Regency
- Karawang

IPA Bekasi

4,400 L/s



IPA Cibeet

350 L/s

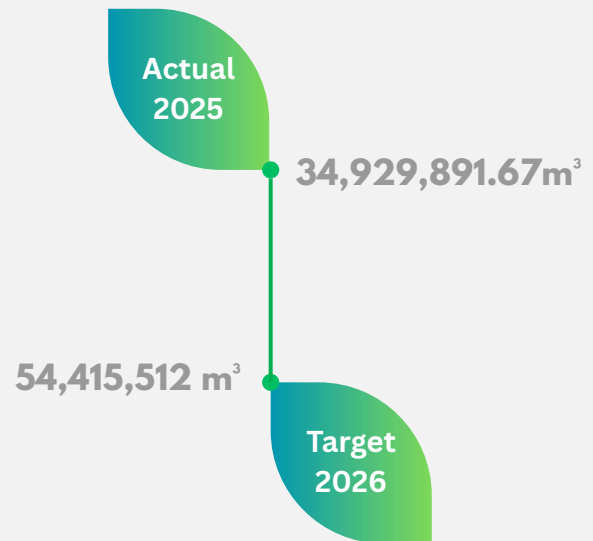


The commercial operation of Regional SPAM Jatiluhur I was inaugurated in late 2024 / early 2025. With an installed capacity of approximately 4,750 liters per second, the system is designed to serve an estimated 1.9 million people across Jakarta, Bekasi City, Bekasi Regency, and Karawang Regency. To ensure high service standards, WTJJ monitors water quality compliance, system reliability, and customer satisfaction, while setting clear targets for Non-Revenue Water (NRW) reduction and operational efficiency in the coming years.

Installed capacity

PT WIKA Tirta Jaya Jatiluhur operates two water treatment facilities, IPA Bekasi with an installed capacity of 4,400 LPS (equivalent to 137,998,080 m³/year with 363 effective operational days), and IPA Cibeet with an installed capacity of 350 LPS (equivalent to 10,977,120 m³/year with 363 effective operational days). The production and distribution of bulk drinking water under the SPAM Regional Jatiluhur 1 project commenced on December 18, 2024. During the first year of operation and maintenance, PT WIKA Tirta Jaya Jatiluhur successfully produced and distributed a total volume of 34,929,891.67 m³ of bulk drinking water. PT WIKA Tirta Jaya Jatiluhur has Targetted produced and distributed on 2026 with volume minimum of Bulk Drinking Water 54,415,512 m³/Year.

Production & Distribution

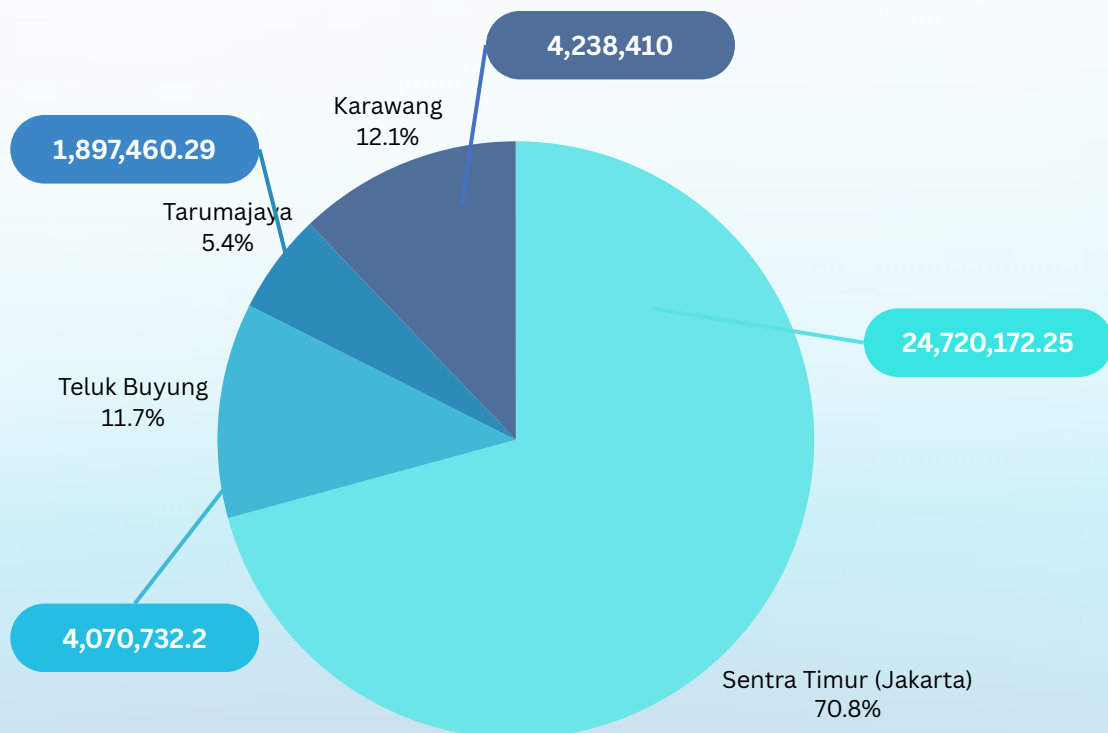


In its first full year of operation, WTJJ continued to optimize the utilization of its water treatment facilities to support reliable bulk drinking water supply across its service areas. Production and distribution performance in 2025 provides a strong foundation for further operational improvement in 2026, with a focus on increasing capacity utilization, maintaining water quality, and ensuring reliable and sustainable water supply services.

Clean Water Production & Distribution (m³ / year)

The total volume of treated water produced by PT WIKA Tirta Jaya Jatiluhur during the first year of operational period, from January 1, 2025 to December 31, 2025, amounted to 34,929,891.67 m³.

The majority of the treated water supply was delivered to the East Central (Jakarta) region, accounting for 70.8% or 24,720,172.25 m³ of the total volume. The remaining distribution was allocated to Karawang 4,238,410 m³ (12.1%), Teluk Buyung 4,070,732.2 m³ (11.7%), Tarumajaya 1,897,460.29 m³ (5.4%), and Jatibening 3,116.93 m³ (0.009%) demonstrating the Company's commitment to ensuring equitable water distribution while contributing to water security and the achievement of SDG 6: Clean Water and Sanitation.



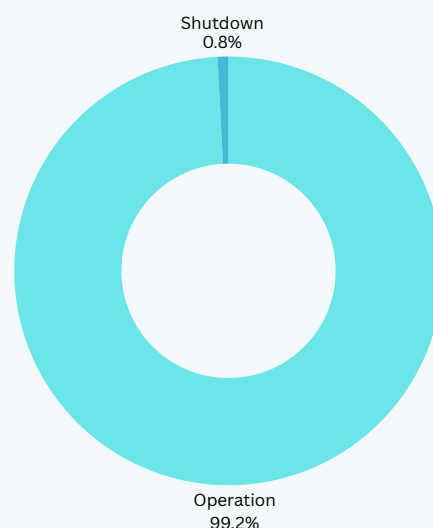
Non-Revenue Water (NRW)

During the first year of bulk drinking water production and distribution, PT WIKA Tirta Jaya Jatiluhur recorded in First year periode operation a Non-Revenue Water (NRW) level of less than 1% (<1%) along the distribution pipeline. In accordance with the Public-Private Partnership (PPP) Cooperation Agreement for SPAM Regional Jatiluhur 1, PT WIKA Tirta Jaya Jatiluhur is permitted to maintain water loss levels of less than 5% (<5%) within the plant area. This achievement demonstrates that the technology and Water Treatment Plant (WTP) system implemented by PT WIKA Tirta Jaya Jatiluhur are highly effective and superior in performance.



Water Treatment Plant (WTP) availability rate (%) & service interruption frequency

During the one-year operational period of PT WIKA Tirta Jaya Jatiluhur, from 1 January 2025 to 31 December 2025, the Company recorded a total shutdown time of three days. The shutdown period was utilized for scheduled maintenance activities, including rotary equipment servicing and raw water reservoir upkeep. As a result, the production process achieved an availability rate of 99.17%.



Water Quality Compliance

The treated water quality standard applied by PT WIKA Tirta Jaya Jatiluhur, as stipulated in the Public-Private Partnership (PPP) Cooperation Contract for SPAM Regional Jatiluhur 1, refers to the Ministry of Health Regulation No. 492 of 2010. In addition, several key water quality parameters are regulated with stricter requirements, including :

- pH,(6.8 -7.5) ,
- Residual Clhor (1-2ppm),
- Turbidity (< 1 NTU),
- Nitrit (0,1 ppm),
- Besi 0,2 ppm,
- Mangan 0.05 ppm,
- NH₄ 0.5ppm.

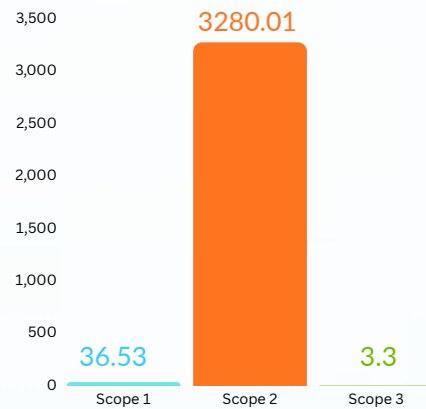
The quality of bulk drinking water is measured at the designated delivery point (offtaker). Throughout the first year of production, PT WIKA Tirta Jaya Jatiluhur consistently met the water quality standards stipulated in the Public-Private Partnership (PPP) Cooperation Agreement

Parameters	Standard Limit	Status
pH	6.8 - 7.5	✓
Residual Clhor	1 - 2 ppm	✓
Turbidity	< 1 NTU	✓
Nitrit	0.1 ppm	✓
Besi	0.2 ppm	✓
Mangan	0.05 ppm	✓
NH ₄	0.5 ppm	✓

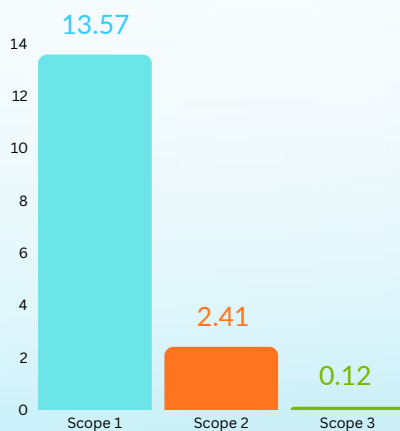
Environmental Performance

In alignment with its ISO 14001:2015 certification, WTJJ has advanced several environmental initiatives, including the adoption of 5R practices (Reduce, Reuse, Recycle, Replace, and Recovery) across its water treatment facilities. The company also began measuring and reporting on greenhouse gas (GHG) emissions, energy intensity per cubic meter of water produced, waste management performance, and effluent quality compliance. These steps are part of WTJJ's broader ambition to achieve energy efficiency, lower carbon intensity, and enhanced water conservation by 2030.

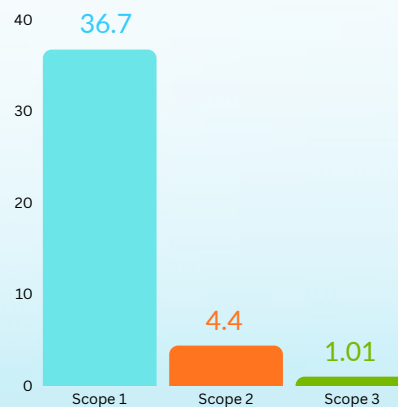
GHG Emissions Scope 1, 2 & 3 (tCO₂e)
based on GHG Protocol methodology.



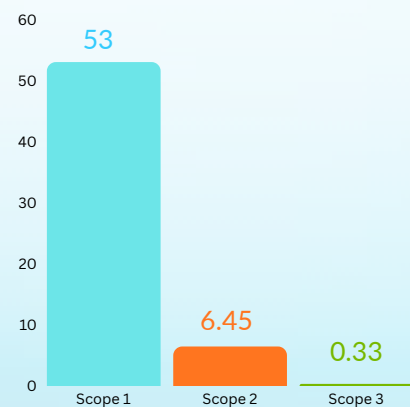
GHG 2025



GHG 2022



GHG 2023



GHG 2024

The increase in Scope 1 GHG emissions PT WIKA Tirta Jaya Jatiluhur from 2022 to 2024 was primarily driven by the consumption of fuel oil used for heavy equipment during the construction phase. However, between 2024 and 2025, Scope 1 emissions decreased from 53 tons CO₂e to 36.53 tons CO₂e. This reduction was attributed to the transition from construction activities to operational conditions, in which fuel usage was limited to office vehicle operations and diesel consumption for standby generator sets.

Scope 2 GHG emissions showed a gradual increase from 2022 to 2024, reflecting intensified office operations and project site lighting requirements as construction activities progressed and commissioning of the Water Treatment Plant took place in December 2024. A significant increase in Scope 2 emissions occurred between 2024 and 2025, rising from 6.45 tons CO₂e to 3,280.01 tons CO₂e. This notable escalation corresponds with the commencement of full-scale production and distribution of bulk drinking water by PT WIKA Tirta Jaya Jatiluhur during its operational year. The increase in Scope 2 greenhouse gas (GHG) emissions is expected to continue through 2028, as the Company's bulk drinking water production and distribution capacity is projected to progressively increase and reach full (100%) capacity by 2028.

PT WIKA Tirta Jaya Jatiluhur is committed to reducing its greenhouse gas (GHG) emissions by installing a rooftop solar photovoltaic (PV) system in 2026 as part of its efforts to transition to renewable energy sources and lower operational carbon emissions

Energy intensity

During the reporting period from January 1 to December 31, 2025, PT WIKA Tirta Jaya Jatiluhur produced and distributed 34,929,891.67 m³ of bulk drinking water, with total energy consumption of 22,091.41 GJ (equivalent to 6,136.50 MWh), resulting in an overall energy intensity of 0.176 kWh/m³.

PT WIKA Tirta Jaya Jatiluhur is committed to implementing an Energy Management System and expanding the use of renewable energy within its production facilities. As part of this initiative, the Company has planned the installation of a rooftop solar photovoltaic (PV) system in 2026. Through this initiative, PT WIKA Tirta Jaya Jatiluhur aims to contribute to the reduction of greenhouse gas emissions and support improved air quality by decreasing reliance on fossil-fuel-based electricity in its operational processes.

Hazardous & non-hazardous waste volume (tons)

Management of Significant Waste- Related Impacts [GRI 306-2]

PT WIKA Tirta Jaya Jatiluhur ensures that both hazardous (B3) and non-hazardous waste streams are managed in compliance with regulatory requirements. All waste is handled, transported, and processed exclusively by certified third-party waste management providers to ensure safe and environmentally sound disposal and treatment. The Company continues to implement waste minimization measures, monitoring programs, and proper segregation practices to reduce potential environmental impacts.

Waste Generated [GRI 306-3]

In its first year of operation, PT WIKA Tirta Jaya Jatiluhur generated a total of 10.6 tons of domestic waste, reflecting a 50% reduction compared to the baseline year of 2024. The Company also generated 4,245.75 tons of non-hazardous waste in the form of dried sludge resulting from the bulk drinking water production process in first year operation. This non-hazardous waste was repurposed as landfilling material in accordance with applicable regulations.

Waste Diverted From Disposal [GRI 306-4]

Non-hazardous waste in the form of dried sludge, amounting to 4,245.75 tons, was segregated and handed over directly to an authorized third party for further management and utilization as landfill material. The Company did not conduct the landfill management process independently, but ensured that the waste was properly separated and transferred to the third party for appropriate handling and beneficial reuse.

Waste Directed to Disposal [GRI 306-5]

Hazardous waste (B3) generated from rotary equipment maintenance amounted to 0.66 tons of used oil, while an additional 0.23 tons of hazardous waste resulted from laboratory testing activities. These wastes were directed to disposal through qualified and certified third-party waste management service providers.

**Effluent quality compliance (%
meeting regulatory standards)**

PT WIKA Tirta Jaya Jatiluhur does not generate liquid waste from its production processes. This is because newly formed wet sludge from the raw water purification process is recirculated and reused as a sludge agent to accelerate floc formation. Saturated sludge is subsequently dewatered using a decanter, supported by polymer dosing to enhance the separation of sludge cake from water. The separated water is returned to the initial treatment stage (raw water intake) for reuse within the process.

**Number of residents served (people) & %
coverage vs. regional target**

During its first year of operation, PT WIKA Tirta Jaya Jatiluhur supplied bulk drinking water equivalent to 23.32% of its total production capacity of 4,750 LPS. This distribution has provided clean water benefits to approximately 475,000 people from the target 155,000 people, across five service areas: North Jakarta, East Jakarta, Bekasi Regency, Bekasi City, and Karawang Regency.

% of local workforce employed

All employees of PT WIKA Tirta Jaya Jatiluhur are 100% Indonesian nationals, representing a diverse range of cultural and ethnic backgrounds from across Indonesia.

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.

Social Performance

WTJJ acknowledges that water is not only an economic resource but also a social right. In 2025, the company continued its community engagement programs, including the installation of public drinking water taps and awareness campaigns on water conservation. WTJJ also emphasized local employment opportunities in its operational areas and tracked social impact indicators such as customer satisfaction, grievance handling, and CSR investment reach. These efforts reflect the company's vision to ensure that the benefits of its operations are shared inclusively with surrounding communities.

	2025	2024	2023	2022
Customer Satisfaction Score	96%	96%	95%	93%

Very Satisfied

>75%

Satisfied

51-75%

Less Satisfied

26-50%

Not Satisfied

<26%

Number of complaints received & average resolution time

In 2024 and 2025, PT WIKA Tirta Jaya Jatiluhur did not receive any complaints social field from either local communities or government institutions.

CSR investment (Rp) & number of beneficiaries

In 2025, the distribution of CSR assistance by PT WIKA Tirta Jaya Jatiluhur was not limited to direct financial contributions. The Company also provided indirect support through the CSR Drinking Water Tap Program (CSR Keran Air Minum). During 2025, CSR contributions were delivered through the following initiatives:

- CSR Qurban assistance: IDR 5 million
- Orphanage foundation assistance: IDR 5 million
- Mangrove tree planting activities: IDR 10 million
- CSR Drinking Water Tap Program: 16.98 m³ (data cut-off as of December 22, 2025)
- Beach clean-up activities: IDR 10 million

CSR investment (Rp) & number of beneficiaries

PT WIKA Tirta Jaya Jatiluhur has consistently implemented Corporate Social Responsibility (CSR) programs since its establishment. In 2024, the Company allocated a total of IDR 53 million for CSR initiatives, which were delivered through the following activities:

- Reverse osmosis program: IDR 35 million
- Blood donation activities: IDR 6 million
- Tree planting activities: IDR 7 million
- Orphan assistance programs: IDR 5 million

PT WIKA Tirta Jaya Jatiluhur (WTJJ) once again achieved a proud milestone at the 2025 Indonesian CSR Awards (ICA) and Indonesian SDGs Awards (ISDA), receiving the Gold Award in the Company Category and being named Best CEO (1st Place). The Company was recognized for its strong and tangible commitment to supporting the achievement of the Sustainable Development Goals (SDGs), particularly in the **Clean Water and Sanitation sector (SDGs 6)**.



Governance Performance

Strong governance remained a cornerstone of WTJJ's sustainability performance in 2025. The company operates under a consortium ownership structure, with PT Wijaya Karya (Persero) Tbk holding the majority share alongside PT Jaya Konstruksi Manggala Pratama Tbk (JAKON) and PT Tirta Gemah Ripah (TGR). To safeguard ethical and transparent business practices, WTJJ has established governance KPIs, including regulatory compliance monitoring, anti-corruption training for management, whistleblowing mechanisms, and periodic governance audits. These measures reinforce WTJJ's commitment to accountability and long-term stakeholder trust.

Reported Achievements in 2025

● Shareholding structure

WTJJ is majority-owned (85.31%) by PT Wijaya Karya (Persero) Tbk, alongside PT Jaya Konstruksi Manggala Pratama Tbk (JAKON) and PT Tirta Gemah Ripah (TGR).

● Number of anti-corruption training sessions

PT WIKA Tirta Jaya Jatiluhur conducted an internal socialization session on its Code of Conduct for Anti-Corruption, Anti-Collusion, and Anti-Nepotism practices on 23 May 2025, held on the 2nd floor of the IPA Bekasi Management Office.

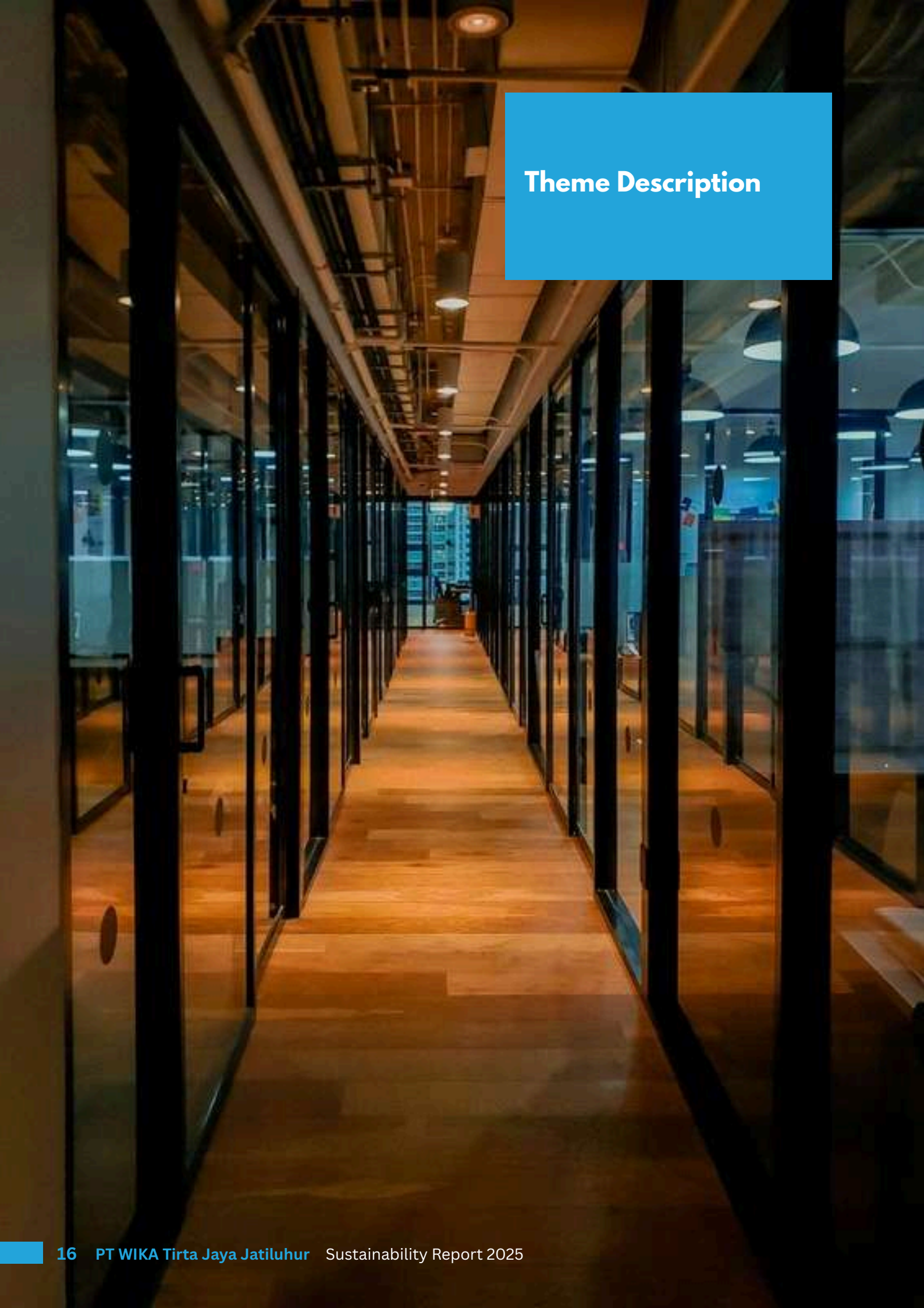
The session concluded with the signing of an Integrity Pact by all employees, affirming their commitment to upholding a work environment free from corruption, collusion, and nepotism within PT WIKA Tirta Jaya Jatiluhur.

● Number of anonymous reports

PT WIKA Tirta Jaya Jatiluhur did not receive any external reports submitted through the whistleblowing email channel (wbs@wtjjmail.id) during the period from 2024 to 2025.

● Number of governance audits & follow-up actions.

PT WIKA Tirta Jaya Jatiluhur consistently conducts corporate governance audits through both internal and external audit mechanisms as part of the implementation of Good Corporate Governance (GCG) principles. The execution of these audits, along with follow-up actions on audit findings, is systematically documented and monitored to ensure continuous improvement, enhanced effectiveness of internal controls, and compliance with applicable regulations. Information related to governance audits and follow-up actions is disclosed in the Company's Annual Report, supported by internal corporate documents, and communicated to stakeholders through official publications on the Company's website, reflecting WTJJ's commitment to transparency and long-term business sustainability.



Theme Description



Theme Description

Reflects the company's vision to go further than simply providing clean water. It embodies a commitment to creating long-term value that extends across economic, environmental, social, and governance dimensions – ensuring that every drop of water delivered today contributes to a better tomorrow. It highlights WTJJ's role in linking operational excellence in water provision with broader sustainable development goals, especially [SDG 6: Clean Water and Sanitation](#), while contributing to climate action, community development, renewable energy initiatives, and transparent governance.

At its core, “Water and Beyond” underscores WTJJ's role as the executor of the Regional Jatiluhur I Water Supply System (SPAM), a national strategic project designed to secure reliable access to safe drinking water for millions of people in Jakarta, Bekasi, and Karawang. However, the phrase “and Beyond” highlights that WTJJ's responsibility does not end with infrastructure and service delivery. It extends to safeguarding ecosystems, empowering communities, fostering innovation, and embedding ethical governance practices in every aspect of its operations.

The theme also captures WTJJ's broader ambition to :

Advance national resilience by supporting government programs on water security and sustainable

Drive environmental stewardship through efficient resource management, energy optimization, and the reduction of carbon and waste footprints.

Strengthen governance by upholding transparency, accountability, and integrity in line with global ESG (Environmental, Social, and Governance) standards.

Promote social inclusion by ensuring equitable water access, creating local employment, and engaging stakeholders in meaningful partnerships.

Through this theme, WTJJ positions itself as more than a utility company. The Company acts as a trusted partner for stakeholders in shaping a sustainable future, where integrated water management becomes a fundamental pillar for climate resilience, human well-being, and inclusive economic growth. WTJJ recognizes that water is not merely a resource to be distributed, but a strategic asset that influences environmental stability, public health, and long-term socio-economic development.

The theme underscores WTJJ's commitment to addressing increasingly complex challenges, including climate change impacts, growing water demand, and environmental sustainability. By strengthening operational excellence, promoting responsible resource management, and embedding sustainability principles across its value chain, WTJJ ensures that its services contribute positively to ecosystem preservation while supporting communities and industries that rely on reliable water access.

The phrase "Building a Sustainable Tomorrow" emphasizes that sustainability is not a distant aspiration, but a continuous and measurable process. It is built step by step through innovation, operational efficiency, digital transformation, and strong collaboration with regulators, customers, communities, and business partners. This approach reflects WTJJ's belief that sustainable outcomes can only be achieved through shared responsibility and long-term commitment from all stakeholders.

Ultimately, "Water and Beyond: Building a Sustainable Tomorrow" serves as a clear declaration of WTJJ's purpose and strategic direction. The theme highlights the Company's ambition to transform water management into a catalyst for sustainable development—creating value beyond service delivery by fostering resilience, inclusivity, and environmental stewardship. Through responsible actions taken today, WTJJ is committed to securing prosperity, environmental balance, and quality of life for present and future generations.





Message From the CEO

Message From the CEO

Dear Esteemed Stakeholders,

On behalf of PT WIKA Tirta Jaya Jatiluhur (WTJJ), it is my honor to present the 2025 Sustainability Report, published under the theme “Water and Beyond: Building a Sustainable Tomorrow.” This theme represents not only our responsibility in delivering safe and reliable clean water, but also our broader commitment to ensuring that water becomes a foundation for resilience, prosperity, and sustainability for future generations.



Rendy Ardiansyah

President Director PT WIKA Tirta Jaya Jatiluhur

Beyond the delivery of clean water, WTJJ is determined to embed sustainability principles in every part of our operations. This includes:

Environmental stewardship, by optimizing energy use, reducing emissions, and ensuring compliance with environmental standards.

Social responsibility, by engaging local communities, empowering our workforce, and contributing to regional development.

Good governance, by upholding integrity, transparency, and accountability as the foundation of our corporate culture.

The year 2025 marked a significant milestone for WTJJ with the commercial operation of the Regional Jatiluhur I Water Supply System (SPAM), a national strategic project that now provides safe drinking water to approximately 1.9 million people across Jakarta, Bekasi, and Karawang. This achievement strengthens our role as a trusted partner of the Government of Indonesia in advancing water security, while at the same time creating measurable economic, environmental, and social value.

We recognize that water is not only a basic human need but also a strategic enabler of sustainable development. Therefore, our initiatives go hand-in-hand with national and global agendas, including the [Sustainable Development Goals \(SDGs\) 6](#), particularly those related to clean water and sanitation, affordable energy, climate action, and partnerships for the goals.

The journey ahead is both challenging and promising. Climate change, urbanization, and increasing demand for resources require innovative solutions and collaborative approaches. Guided by our theme “Water and Beyond: Building a Sustainable Tomorrow”, WTJJ reaffirms its commitment to transforming these challenges into opportunities for innovation, efficiency, and shared value creation.

I would like to extend my deepest appreciation to our shareholders, partners, employees, government agencies, and all stakeholders for their trust and collaboration. Together, we are not only ensuring access to clean water but also building a sustainable tomorrow — one that is inclusive, resilient, and prosperous for generations to come.

December, 2025



Rendy Ardiansyah

President Director PT WIKA Tirta Jaya Jatiluhur







About PT WIKA Tirta Jaya Jatiluhur



About PT WIKA Tirta Jaya Jatiluhur

PT WIKA Tirta Jaya Jatiluhur (WTJJ) is a limited liability company duly incorporated under the laws of the Republic of Indonesia, as established by Deed of Establishment No. 05 on January 15, 2021, executed by Lia Amalia, S.H., M.Kn., Notary in Jakarta. The Company's Articles of Association were last modified by Deed No. 56 on June 22, 2023, also executed by Diharini, S.H., M.Kn., Notary in Jakarta. This amendment was officially approved by the Minister of Law and Human Rights of the Republic of Indonesia through Decree No. AHU-0039157.AH.01.02.TAHUN 2023 dated July 11, 2023. A further partial amendment to the Articles took place via Deed No. 10 on December 12, 2023, again prepared before Lia Amalia, S.H., M.Kn., Notary in Jakarta; this modification received approval from the Minister under Decree No. AHU-AH.01.03-0221746 dated December 13, 2024. The most recent management composition is detailed in Deed No. 09 dated December 12, 2024, also drawn up by Lia Amalia and acknowledged with Receipt Notification from the Minister under Notification Receipt No. AHU-AH.01.09-0287940 dated December 13, 2024.

As the operational entity for the Regional Jatiluhur I Water Supply System (SPAM), WTJJ is part of a National Strategic Project falling under Indonesia's Public-Private Partnership (PPP) framework and operates as a consortium led by PT Wijaya Karya (Persero) Tbk alongside

PT Jaya Konstruksi Manggala Pratama Tbk and PT Tirta Gemah Ripah. WTJJ's mission is to provide reliable and high-quality drinking water to millions across Indonesia.

With an installed capacity nearing 4,750 liters per second, WTJJ significantly contributes to fulfilling the rising demand for safe water access in Jakarta, Bekasi, and Karawang regions—currently catering to approximately 1.9 million people, thereby enhancing national water security and supporting Indonesia's long-term development objectives.

Embracing the theme “Water and Beyond: Building a Sustainable Tomorrow,” WTJJ views its role not solely as a clean water supplier but as an agent for sustainable advancement encompassing environmental stewardship, social empowerment initiatives, innovation practices, and effective governance measures. By embedding sustainability into all operational dimensions, WTJJ ensures that today's water delivery aligns with climate resilience efforts while fostering inclusive growth and improving future living standards.

In pursuit of our vision aligned with this theme, WTJJ aims to transcend traditional utility functions; we aspire to be a reputable collaborator in creating a sustainable future where water serves as a cornerstone for national stability and community well-being.

WTJJ in Water Treatment Plant Downstreaming

PT WIKA Tirta Jaya Jatiluhur (WTJJ) framework to develop and operate the Jatiluhur I Regional Drinking Water Supply System (SPAM Regional Jatiluhur I). The company holds full responsibility for the operation, maintenance, and distribution of safe drinking water sourced from the Jatiluhur Dam.

For 2025 PT WIKA Tirta Jaya Jatiluhur has distributed drinking water to four Offtaker areas from Januari 1 2025, to Desember 31 2025, as follows:

24,720,172.25 m³

Sentra Timur, DKI Jakarta (PAM Jaya)

4,070,732.20 m³

Teluk Buyung, Kota Bekasi (Tirta Patriot)

1,897,460.29 m³

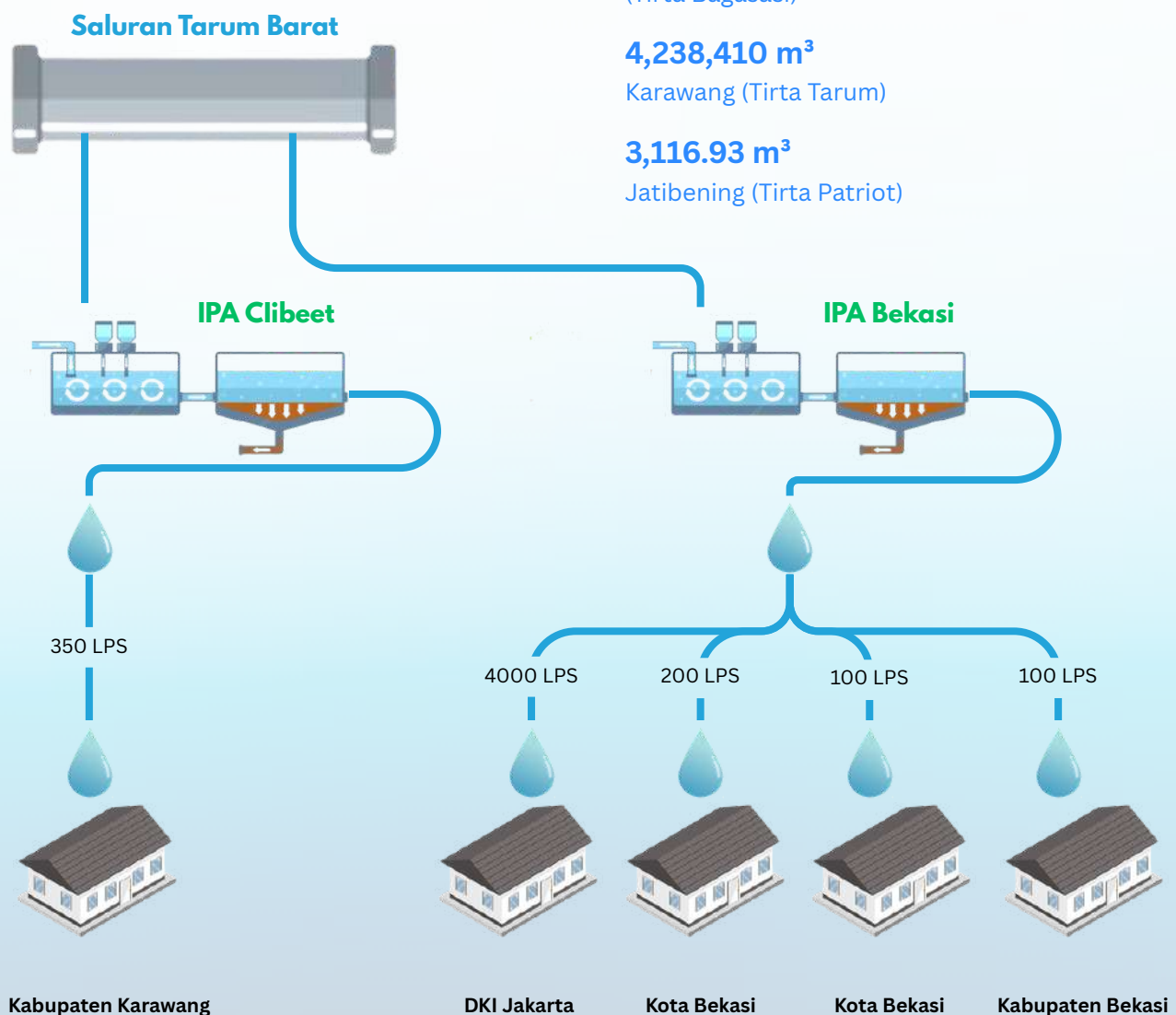
Tarumajaya, Kabupaten Bekasi
(Tirta Bagasasi)

4,238,410 m³

Karawang (Tirta Tarum)

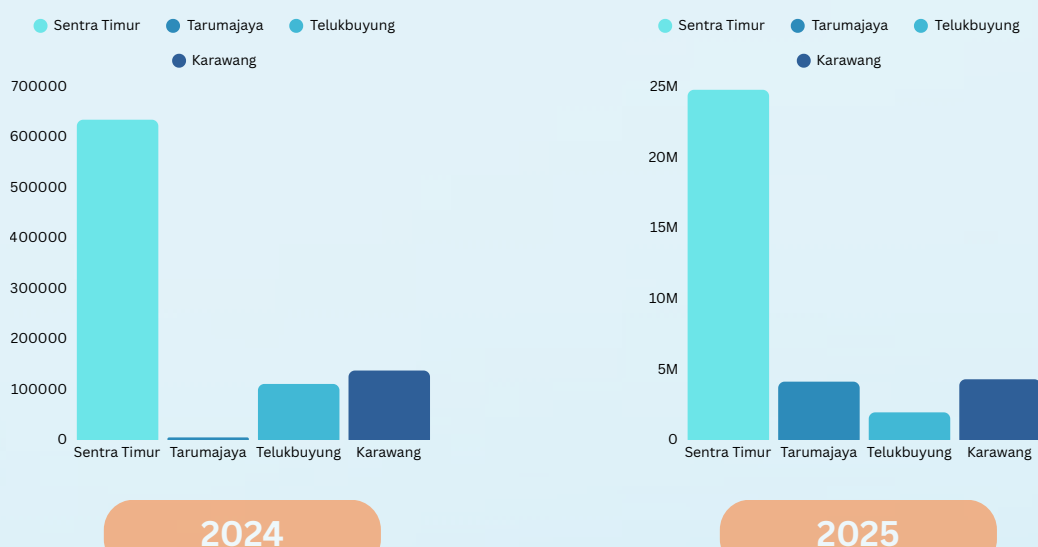
3,116.93 m³

Jatibening (Tirta Patriot)



The following chart provides a summary of PT WIKA Tirta Jaya Jatiluhur's bulk drinking water distribution to offtakers during the initial operational period from December 18 to December 31, 2024, and the full-year operational period from January 1 to December 31, 2025.

WATER DRINKING DISTRIBUTION TO OFFTAKER (M3)



Accordingly, the drinking water distribution 2025 by PT WIKA Tirta Jaya Jatiluhur was 2.9 times higher (1,108 litre per second from 385.7 litre per second) than the target for bulk drinking water distribution as stipulated fulfilling Service Level Agreement (SLA) in the beginning of its operation (2024) which is 385.7 litre per second. PT WIKA Tirta Jaya Jatiluhur commenced its bulk drinking water operations on December 18, 2024. Following the initial operational period from December 18 to December 31, 2024, the Company entered its first full year of operations in 2025. From January 1 to December 31, 2025, WTJJ distributed a total of 34,929,891.67 m³ of bulk drinking water.

Operational Area

WTJJ manages several key infrastructure facilities within the service area:

Bekasi Water Treatment Plant (WTP): approximately 3.2 hectares, designed with large-scale

Cibeet Water Treatment Plant (WTP): supporting supply capacity to serve downstream customers

Distribution Network: spanning across the Greater Jakarta Metropolitan Area, including the City of Jakarta, Bekasi City / Regency, and Karawang Regency.

Bekasi Water Treatment Plant (WTP)



Cibeet Water Treatment Plant (WTP)

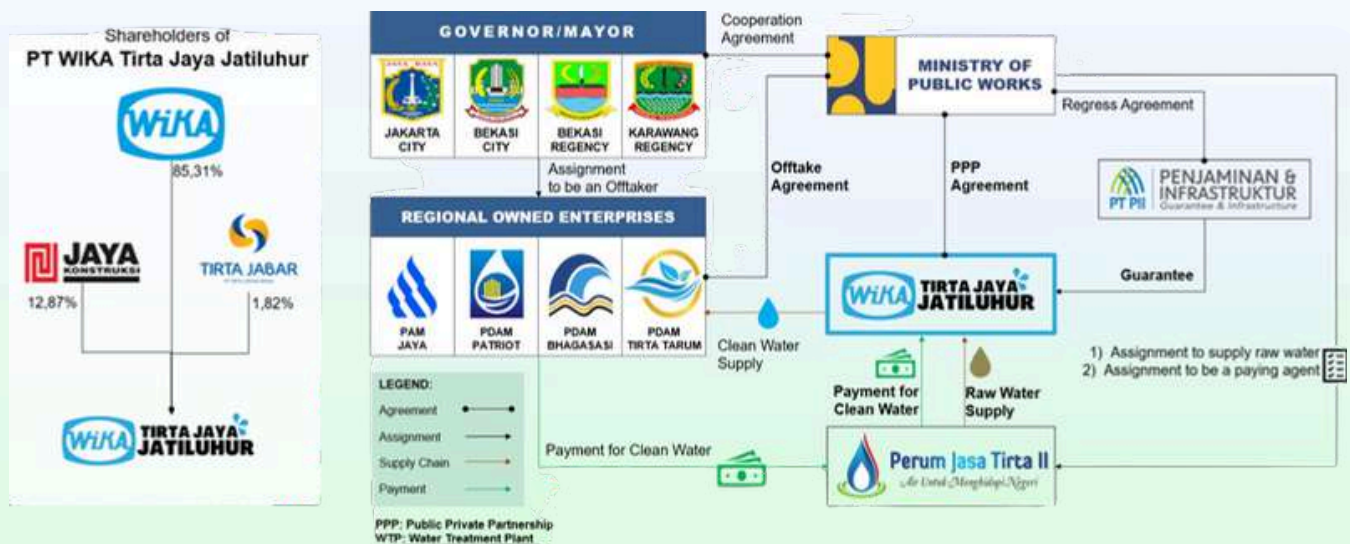


Shareholders and Legal Form

Legal Form

Limited Liability Company (Perseroan Terbatas, PT) established as a PPP project entity.

Shareholding Structure



This structure brings together expertise from construction, water management, and regional utilities to ensure the success of the project.

Business Activities and Process

WTJJ's value chain encompasses the full water treatment and delivery cycle:

Raw Water Intake

from the West Tarum River, where the source of the West Tarum River is the Jatiluhur Reservoir

Pretreatment

initial screening, screening is used to filter large solid waste and smaller solids, this waste filtration also helps to reduce pollutants in West Tarum River. Waste from the river flow will then be collected in a final disposal site, which will then be processed at the Rorotan RDF (Refuse-Derived Fuel) to be used as renewable energy or alternative fuel.

Treatment

including Hydropaq, Hydrofill, & Sludge Dewatering System.

Hydrofill

Hydrofill is a fine particle filtration process to produce clean, drinkable water, measuring TDS and TSS. This filtration process uses sand and gravel to retain fine solid particles, ensuring the water entering the reservoir maintains its clarity. The disinfection process aims to kill microorganisms present in the water, eliminating any microorganisms present in the clean water. The backwash process is a process of washing sand and gravel to lift dirty solid particles and flow them into a dirty water basin.

Sludge Dewatering Process

The sludge in the sludge holding tank will be dried using a decanter with the addition of polymer to speed up the drying process.

Hydropaq

Hydropaq is a collection of process units for sludge formation. The processes involved in Hydropaq include coagulation, flocculation, and sedimentation. Coagulation process is addition chemical Aluminum Chloro Hydrate (ACH) and a mixing with relatively fast rotation to form microfloc particles. Flocculation Process is Addition Polymer and mixing at slow speed to form floc to became larger. After the coagulation and flocculation processes, the next process is sedimentation. Sedimentation is the process of forming sludge using a scraper at low speed. The sedimentation process also uses lamella settlers to prevent floating flocs from flowing into the hydrofill. The newly formed sludge in the sedimentation process is used as sludge recirculation to aid the process, increasing chemical efficiency and accelerating floc formation. The saturated sludge is then channeled to a sludge holding tank and dewatered to form a sludge cake with a moisture content of 20% during the sludge dewatering process.

Storage & Pumping

Treated water that has met quality standards is safely stored in reservoirs as part of the final control stage before distribution. These reservoirs function not only as storage facilities, but also as strategic buffers to ensure supply continuity during peak demand or operational disruptions. From the reservoirs, water is pumped through a controlled pumping system into the distribution network. The pumping operations are managed efficiently to optimize energy use, maintain pressure stability, and ensure consistent water delivery to customers.

Distribution

Water distribution is carried out through an integrated transmission and distribution pipeline network that connects treatment facilities to end users. This system is designed to ensure reliable, efficient, and equitable delivery of clean water across service areas. Continuous monitoring, preventive maintenance, and infrastructure upgrades are conducted to minimize leakage, maintain water pressure, and ensure service reliability. Through these efforts, the company strengthens its commitment to providing uninterrupted access to clean water while reducing water losses and operational risks.

Recycle

The recycling process plays a crucial role in enhancing water resource efficiency. Water from the dirty water basin, raffinate water generated from sludge dewatering separation, overflow from sludge holding tanks, as well as wastewater from Hydropaq and Hydrofill units, is reprocessed into clean water. This recycled water is safely reintegrated into the system after meeting quality standards. The implementation of this recycling system significantly reduces dependency on raw water intake from the West Tarum River, supports water conservation, and reinforces the company's commitment to sustainable resource management and environmental protection.

Customer Service

Customer service encompasses comprehensive activities including water metering, billing systems, and responsive service handling to ensure customer satisfaction. Beyond service delivery, the company actively conducts asset maintenance, real-time water quality monitoring, and system performance evaluations to ensure reliability and safety. Water conservation initiatives are also promoted to customers and stakeholders as part of long-term sustainability efforts. Through these integrated services, the company aims to build trust, enhance transparency, and ensure sustainable access to clean water.

Financial Performance and Economic Contribution

As a newly commercialized entity, WTJJ has begun generating stable revenue through bulk water sales to municipal offtakers in Jakarta, Bekasi, and Karawang.

Key recommended metrics for disclosure:

2025 Revenue (IDR)

Revenue in 2025 reflects the operational performance and business sustainability of PT WIKA Tirta Jaya Jatiluhur (WTJJ) in carrying out its role as a bulk drinking water provider. This revenue achievement was supported by the stability of water production and distribution, optimization of operational assets, and the sustainable management of relationships with offtakers.

Throughout the reporting year, WTJJ continued to focus on operational efficiency and service reliability to ensure healthy and sustainable revenue growth. This strategy was implemented in alignment with the principles of Good Corporate Governance (GCG) and the Company's commitments to environmental and social responsibility.

The 2025 revenue also serves as a key indicator in supporting sustainable investments, continuous service quality improvements, and the strengthening of operational resilience. Through prudent and well-directed revenue management, WTJJ seeks to create long-term value for stakeholders while contributing to the development of sustainable drinking water infrastructure.

The following table is Revenue Data PT WIKA Tirta Jaya Jatiluhur Since 2022 - 2025

- 2022 : 350,147 Million Rupiah
- 2023 : 677,905 Million Rupiah
- 2024 : 675,975 Million Rupiah
- 2025 : 91,879 Million Rupiah (Periode January untill December 31th, 2025)

During the period 2022–2024, PT WIKA Tirta Jaya Jatiluhur was in the construction phase of its project development. In 2025, the Company commenced the distribution of bulk drinking water with a supply volume of 1,108 liters per second (lps), out of a total installed capacity of 4,750 lps.

This achievement demonstrates that PT WIKA Tirta Jaya Jatiluhur has made a tangible contribution to the distribution of bulk drinking water, serving approximately 475 thousand people across the Jakarta area, Bekasi City, Bekasi Regency, and Karawang Regency.

Tax contribution (IDR)

PT WIKA Tirta Jaya Jatiluhur (WTJJ) fulfills its tax obligations in a timely, transparent, and compliant manner in accordance with applicable laws as part of its commitment to Good Corporate Governance (GCG). During the reporting period, the Company contributed various operational taxes, including income tax. From January to November 2025, WTJJ recorded Income Tax Article 21 (PPh 21) of IDR 2,231.92 million and Income Tax Article 23 (PPh 23) of IDR 88.04 million, reflecting its contribution to state revenue and sustainable economic development.

Certifications



Environmental Management System - Requirements with guidance for use.

Validity Period:
until January 19th, 2029

Implementing an ISO 9001-based quality management system to ensure service reliability, process efficiency, and continuous improvement.

Validity Period :
until January 19th, 2029



Risk Management - Requirements with guidance for use.

Validity Period:
until January 19th, 2027

Requirements with guidance for use.
These certifications reinforce our commitment to operational excellence, environmental stewardship, and employee well-being.

Validity Period :
until December 1st, 2028



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

Validity Period:
until January 19th, 2029



Muri Record in the
Largest SPAM KPB
Investment category



Muri Record in the
Largest Water
Treatment Plant (IPA)
Construction
category





MURI

Muri Record in the category of Water Treatment Plant (IPA) Construction using Horizontal Drilling Method or Microtunnel Boring Machines (MTBM)



Winner Bentley Going Digital Awards 2025 Year in Infrastructure.



Katadata Green Initiative Awards 2025, Category: Sustainable Clean Water Management



The Best Leader on SDGs Award in Corporate Forum for CSR Development (CFCD)



Gold Award in the Company Category SDGs 6 on Indonesian CSR Awards (ICA) and Indonesian SDGs Awards (ISDA) 2025



These awards highlight WTJJ's leadership and pioneering role in advancing water security in Indonesia.

Katadata Green Initiative Awards 2025, Category: Sustainable Clean Water Management



Katadata Green Initiative Awards 2025, Category: Sustainable Clean Water Management





Sustainability Management in Growing Long-Term Value





Sustainability Management in Growing Long-Term Value

As part of its commitment to transparency and accountability, WTJJ aims to engage an independent external assurance provider within two years following the 2025 reporting period, by 2027, allowing sufficient time to strengthen data collection, improve reporting consistency, and establish comprehensive environmental, social, and governance performance records. This initiative is expected to enhance the reliability and credibility of the Company's future sustainability disclosures.

PT WIKA Tirta Jaya Jatiluhur always strives to implement the best governance practices as the basis for managing the company both at the national and international levels. The Company believes that good performance results must also be supported by the implementation of governance practices that are guided by the principles of Good Corporate Governance (GCG). This step ensures that the company is able to operate sustainably and contribute positively to the water sector industry ecosystem in Indonesia.

GCG Framework The Company has a CGC framework to ensure the sustainable implementation of GCG. The CGC framework serves as a guideline, including:

Limited Liability Company Law No. 40 of 2007

OJK (Financial Services Authority) Regulations

OECD Guidelines on GCG

Company Articles of Association

Company Code of Ethics

Charter of the Board of Directors and Board of Commissioners

The governance structure that has been implemented based on the CGC Framework Guidelines (Good Corporate Governance) is as follows:

GMS, with the function of highest decision making body of the company

Board of Commissioners, with the function of supervising and providing advice to the Board of Directors

Board of Directors, with the function of carrying out operational activities and business strategies

Audit Committee, with the function of overseeing financial reports and internal compliance

Company Secretary, with the function of managing external communication and regulatory compliance

Internal Audit, with the function of reviewing and overseeing business processes and controls.

For further details, please refer to WTJJ's 2024 Annual Report, pages 44-49.

Sustainability Approach

PT WIKA Tirta Jaya Jatiluhur committed to being a tool of change in the address global challenges such as climate change, energy transition (Net Zero Emissions), clean drinking water provision, and all-inclusive development. Only through sustainable development do we have the opportunity to create a better future for future generations.

PT WIKA Tirta Jaya Jatiluhur Sustainable Policy:

PT WIKA Tirta Jaya Jatiluhur implements integrated ESG principles in all its operational activities, This policy addresses several key aspects, including:

Environmental Protection

Decent working conditions, diversity, and workplace freedom

Health, occupational safety, and respect for human rights in business operations and the value chain

Care for local community development and customer protection

Responsible procurement and business ethics

Gender equality in leadership and board independence

Sustainable management, transparency, and risk governance

This Policy can be Acces via the Following Link:

<https://wikatirtajayajatiluhur.id/governance/>

On the basis of three pillars WTJJ has adopted an integrated sustainability strategy:

People (Social)

providing equal access to safe drinking water for all, ensuring employee safety, health and well-being, and also helping their community neighbors find new ways of working.

Planet (Environmental)

optimising energy consumption efficiency management of wastewater treatment remains a top priority for companies in which both their liquid discharges and solid ones are also processed treating sludge organically and recovering resources reduces emissions.

Profit (Economic)

enhanced operational efficiency, risk management, and contributing to regional and national economic development.

The approach is turned into written policies, annual KPIs, and a multi-year ESG roadmap, which are reviewed by the Board of Directors and Governance Committee on a regular basis.

Stakeholder Engagement

PT WIKA Tirta Jaya Jatiluhur gives shape to various core values that guide long-term growth, such as working together and sharing the wealth with stakeholders who provide valuable feedback. WTJJ recognizes that, even though stakeholder engagement does not immediately produce tangible results such as increased profits or market returns, these actions are still vital for long-term value creation. PT WIKA Tirta Jaya Jatiluhur (WTJJ) actively seeks to establish constructive and mutually beneficial relationships with all stakeholders, as stipulated in its Stakeholder Engagement Policy. This is a foundation for one of the three running themes in BusinessWorld's CSR Reports. This policy is a guide for the company to guarantee that all interactions with stakeholders including employees, customers, suppliers and local community bodies in a transparent, inclusive and collaborative fashion.

The company ensures that the interests of stakeholders guide its decision-making processes to create long-term value and sustainable growth and is guided by principles of transparency, fairness and existence. Below we shall introduce key practices WTJJ has taken to carry out stakeholder engagement:

WTJJ offers communications channels for stakeholders to submit complaints or issues at a dedicated WhatsApp call center—0877 95364633 and for customer inquiries, businesses looking for e-responses.

WTJJ consistently conducts official communications with stakeholders, including the Public Works Ministry, PAM Jaya, PDAM Tirta Patriot (Patriot Water Works), PDAM Tirta Bagasasi and PDAM Tirta Tarum, through a series of coordination meetings. These sessions consist of biannual monitoring and evaluation meetings on implementation and distribution of bulk drinking water, forums to discuss the distribution capacity to customers and also coordination between various technology types. The meetings are done either online or offline; and sometimes they are held at WTJJ's own office sometimes the Ministry of Public Works one.

On July 19, 2024, WTJJ organized a capacity-building session for local stakeholders at the Neighborhood Hall 04, Margahayu Village, Bekasi Timur Sub-district, Bekasi City. During this session, WTJJ introduced its Stakeholder Grievance and Complaint Handling Mechanism to the participants and told them how to contact the company directly with their concerns.

WTJJ takes the initiative to regularly meet with local stakeholders, to identify and confront whatever new problems arise. For example, during a meeting in July 2024 participants gave feedback that was incorporated into WTJJ's business plans.

WTJJ has established a systematic complaint tracking system to ensure all complaints are resolved in a reasonable timeframe. By 2025, WTJJ will receive no direct complaints from local communities. This demonstrates WTJJ's increasingly robust performance, both in terms of operational and distribution quality, as well as well-received sustainability and stakeholder engagement.

WTJJ's stakeholder engagement program is standard practice across all local operations, ensuring that each stakeholder group, regardless of location, always has access to the same level of engagement and communication mechanisms.

These broad-spectrum stakeholder & local engagement engagements are essential to WTJJ's commitment to develop trusted relationships grounded on sound



morality with local communities and stakeholders as well as with partners, which enable all opinions to join in the dialogue processes of corporate decision making. biannual monitoring and evaluation sessions

ESG Risk & Opportunities Assessment

WTJJ systematically identifies and assesses ESG-related risks and opportunities that may impact operations and stakeholders.

Key ESG Risks

Water resource availability (drought, climate variability)

Stricter regulations on water quality and environmental compliance

Cybersecurity risks in SCADA and digital systems

Workplace safety and occupational hazards

Reputational risks from service disruptions

Key Opportunities

Expanding access to safe drinking water

Developing renewable energy integration (e.g., solar PV)

Digital innovations in water quality monitoring and service reporting

Strengthening community partnerships for water conservation

A risk matrix outlining probability and impact is presented in the Appendix (Risk Management Annex).

Application of Double Materiality

WTJJ applies the double materiality principle, assessing sustainability issues based on:

Impact Materiality

the company's environmental and social impacts.

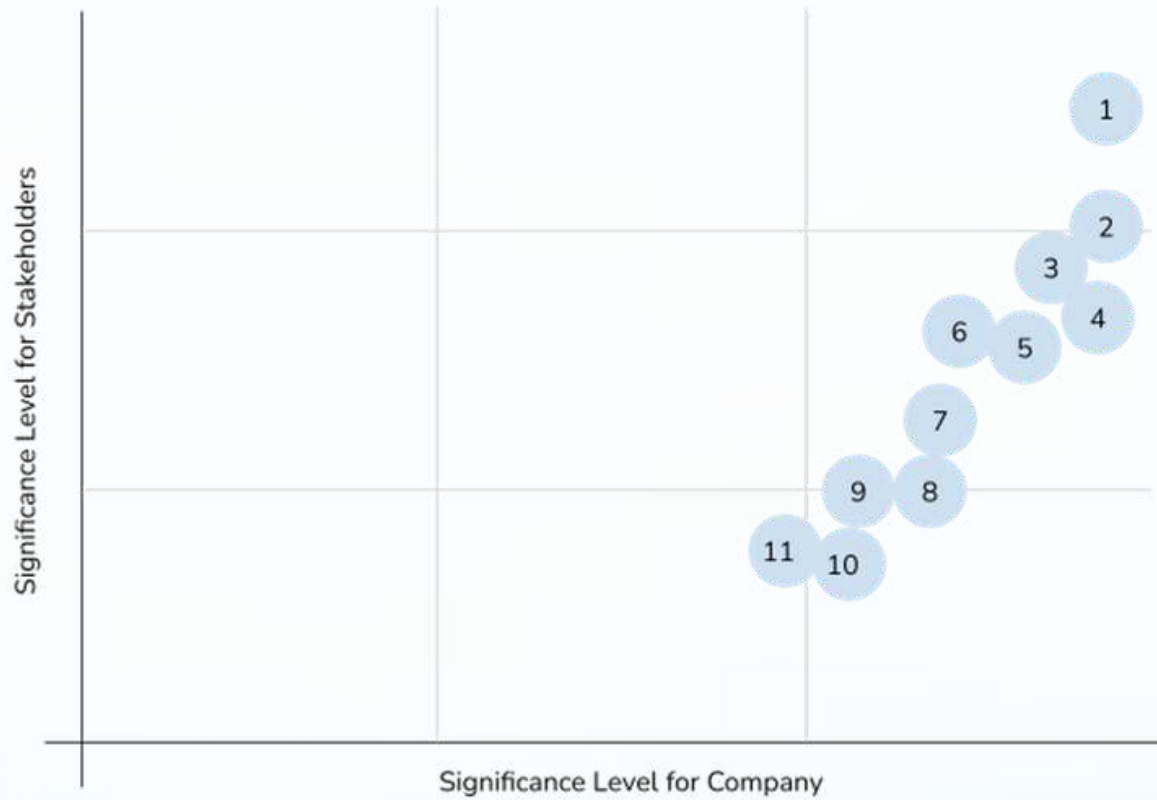
Financial Materiality

how external ESG issues (e.g., climate change, regulations) affect business continuity and value creation.

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 in the determination of materiality is crucial. The Board of Directors is responsible for setting strategic directions approving which Water Topics qualify as Yet and ensuring all these needs are transparently met under the principle of sound corporate governance.

It also verifies that the material issues identified in fact support company vision, mission and strategic goals and respond to stakeholder demands in kind.

Material Issues for Enterprise Value

Description	Material Issue 1
Material Risk or Opportunity	Water Management
Business Case	The company benefits directly from it: water is an essential resource for WTJJ s revenue products. Good water management helps to minimize environmental impacts, adhering to the law, provide sustainable supplies for both operation and downstream customers. In addition, good water management will limit future water depletion risk and strengthen relationships with local communities.

Water and Beyond: Building a Sustainable Tomorrow

Description	Material Issue 1
Business Impact	1. Operational Sustainable By effective water management, waste water from tapping structures and mechanical screen is eliminated, making pipes free from the sediment that can block them. With water available to operations, there is no need for fear of disturbances in production activities. 2. Cost Efficiency Efficient water management (stave off pipe leakage, use of recycled and overflow water, the routine maintenance flushing out dirt from pipes) can reduce operational costs, particularly in water use and waste water treatment. 3. Enhanced Community Relations Improved Water management programs that support local peoples, like bringing clean water to drink and protecting local water resources, will help to make further progress in the company community relationship.
Business strategies	1. WTJJ uses modern techniques to rationalize water use in its industrial processes and also to avoid river pollution together with wastewater treatment, thus providing a sustainable supply of water. 2. WTJJ aims to expand its industrial water supply services through strategic partnerships with industrial companies and estates, providing a reliable alternative to PDAM. This initiative supports market diversification, optimizes SPAM Regional Jatiluhur I's production capacity, and creates new revenue opportunities to strengthen long-term business sustainability. 3. WTJJ spreads the word about water management importance among its staff and associated partners through regular training sessions and internal promotional activities
Materiality Metric	100% production water which is 4750 litre per second in 2028.

Description	Material Issue 1
Materiality Progress	WTJJ has supplied Bulk Drinking Water with an average of 1,108 LPS in 2025, this shows that WTJJ distributed drinking water more than 2 times the Service Level Agreement (SLA) at the start of its operations (2024), which is 385.7 liters per second.

Description	Material Issue 2
Material Risk or Opportunity	Occupational Health & Safety Management
Business Case	Occupational Health & Safety Management is the first concern of for WTJJ as only in this way can we guarantee the workplace safety of our employees and business partners. Companies that provide a safe work environment not only comply with current law and regulation but also increase productivity and reduce accidents; potential downtime due to damage from equipment, etc. is also minimized accordingly.
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 2
Business Impact	1. Productivity Improvement A healthy and safe work environment makes employees work more efficiently and productively, cutting down on disruptions caused by sickness or injury. 2. Employee Retention A safe work environment engenders comfort and friendships, making employee retention easier. 3. Prevention of Operational Disruptions Safety risk management can reduce the probability of major accidents that disrupt a company's operations.
Business strategies	1. WTJJ has a policy of making occupational health and safety as paramount throughout it's various operating 2024. 2. WTJJ provides regular safety training (safety induction, Emergency & Fire Response Training, Training on the Safe Use of PPE and Work Tools, First Aid Training (P3K), etc.) so that employees can understand proper safety procedures 3. WTJJ conducts comprehensive risk monitoring and assessment for each operational area to identify potential hazards, and makes appropriate mitigation in order to reduce the risk of workplace accidents. 4. Employee mental health takes precedence as WTJJ arranges psychological support programs and regular health checks. It also encourages healthy living among employees by maintaining an awareness campaign about good diet and exercise habits, dieting to offering a healthful environment which includes all employees (also those used by outside companies).

Description	Material Issue 3
Material Risk or Opportunity	Energy Management
Business Case	Energy management is crucial for WTJJ, given its high operational electricity consumption. Efficient energy use not only reduces operational costs but also supports the company's commitment to sustainability by contributing to greenhouse gas (CO2) emissions reductions. By conserving energy, reducing energy consumption and incorporating the use of Solar Panels as a form of renewable energy, WTJJ increases operational effectiveness while reducing its impact on the environment.
Business Impact	1. Cost Efficiency Implementing energy-saving measures by avoiding excessive use during peak load times, regulating reservoir levels and raw water intakes, and using renewable energy sources helps lower electricity costs, thereby reducing overall operational costs. 2. Environmental Responsibility Transitioning to solar energy contributes to WTJJ's sustainability goals by reducing greenhouse gas emissions and dependence on fossil fuels. 3. Operational Efficiency Optimal energy use and improved operational schemes increase equipment lifespan and reduce maintenance costs, thereby improving overall productivity.
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	By using solar panels and implementing energy saving strategies, WTJJ will be able to achieve 5-8% energy cost efficiency every year.

Description	Material Issue 3
Business strategies	1. WTJJ has adjusted the variable speed drive of the pumps according to the needs of bulk drinking water distribution, regulated the water level of the reservoir and raw water intake, performed preventive and predictive maintenance on the pumps, turned off the lights during breaks, and regulated the room temperature. This is intended to improve energy efficiency and ensure optimal power utilization throughout the facility. 2. WTJJ integrates solar panels as a renewable energy source to reduce dependence on conventional electricity and encourages the use of renewable energy to promote sustainable and environmentally friendly practices. 3. WTJJ conducts training and awareness for employees to encourage energy-conscious behavior and support energy saving initiatives.

Management of Material Topics

Each material topic is assigned to a responsible unit within WTJJ, supported by clear accountability, defined KPIs, and aligned short-term targets and long-term commitments. This ensures effective implementation and consistency with the Company's sustainability strategy.

Progress is regularly monitored and evaluated through performance reviews, enabling timely decision-making and continuous improvement. Through this integrated approach, WTJJ embeds sustainability into its operations while supporting long-term value creation for stakeholders.

Example

Material Topic: Energy & Emissions

Owner: Technical & Maintenance Division

KPI: Energy intensity (kWh per m³ water produced)

Target: 20% reduction in energy intensity by 2028 (based on 2025 baseline)

ESG Roadmap (2025–2029)

WTJJ's sustainability roadmap outlines the company's progressive commitments:

- Full ISO certification (Quality, Environment, OHS)
- Commercial operation of Jatiluhur 1 SPAM
- Establish baseline data for emissions and energy intensity.

- Optimize Non-Revenue Water (NRW) Performance
- Installation Solar Panel and Commissioning Test
- Mix Generator Renewable Energy
- Implementing the Automatic Dosing System Stage 1

- Conduct supply chain audits and conduct green procurement policies
- Enhance Water Quality Monitoring with Real Time Data Systems
- Implementing the Automatic Dosing System Phase 2
- Implementing the Jatiluhur Regional SPAM capacity upgrading program to increase demand and expand service distribution
- Obtaining Non-B3 Sludge certification

- Achieve 15-30% reduction in energy intensity compared to 2025
- Reducing electrical energy losses in transmission and distribution processes
- Improving the reliability of electricity transmission and distribution systems
- Achieving the Green PROPER target
- Strengthening the company's competitive position as a green WTP
- Developing a recycling process for waste processing into environmentally friendly products

- Integrate climate resilience measures into water resource management
- Significantly reduce GHG emissions from operations
- Establish community water stewardship programs as part of long term social license to operate



2025



2026



2027



2028



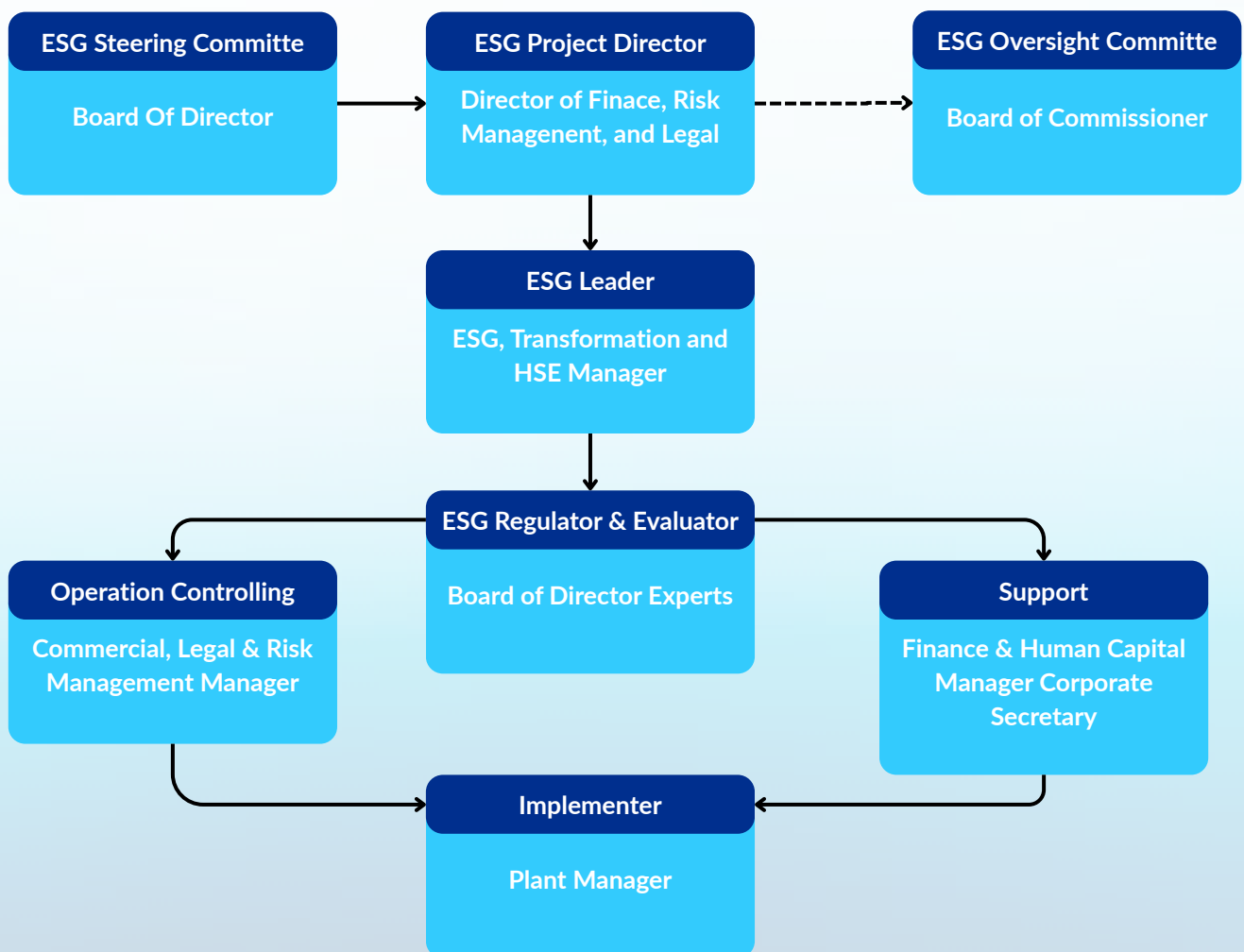
2029

Sustainability Governance

PT WIKA Tirta Jaya Jatiluhur (WTJJ) is committed to driving sustainable development through a robust sustainability governance framework. Its ESG structure includes the active involvement of the Board of Commissioners, which acts as an oversight committee to ensure accountability, strategic alignment, and adherence to sustainability objectives.

The Board of Commissioners' role in overseeing the implementation of ESG initiatives reinforces WTJJ's commitment to environmental protection, social welfare, and ethical governance. This comprehensive governance approach underscores WTJJ's dedication to creating long-term value for its stakeholders and fostering a sustainable future.

ESG WTJJ Committe



Sustainability Governance

Main Duties and Functions of the Sustainability Committee Team

ESG Steering Committee

The ESG Steering Committee delivers strategic guidance and governance across ESG initiatives. It guarantees any efforts make sense and fall in line with the company's entire mission. The committee oversees and approves significant strategies and decisions that pertain to ESG initiatives. This committee is composed of board members.

ESG Project Director

ESG Project Director Key Responsibilities the ESG Project Manager oversees sustainability strategy and initiative. Respondents partner with multiple functions to embed ESG principles in the business, track progress against sustainability targets and report on success. The Project Director to be assigned is the one responsible for challenging in the Finance, Risk Management and Legal offices.

ESG Project Leader

The ESG Project Leader oversees the day-to-day activities of their respective ESG projects to ensure that overall goals and objectives are met on-time and within budget. They are the front door of both stakeholders and team. The project is in a phase now led by Bazi Aji.

ESG Oversight Committee

The ESG Oversight Committee Gives independent oversight and review of ESG Projects. It provides oversight of regulatory and policy adherence while reviewing, analyzing and evaluating performance of ESG programs. These are Board of Commissioners' members.

ESG Regulator and Evaluator

The ESG Regulator and Evaluator performs periodic evaluations of the implementation of ESG project as per applicable laws, rules and practices in terms of risk management. Recommendations and corrective actions are offered under the supervision of Board of Director Experts.

Operation Controlling

Operation Controlling involves the operations level of ESG projects, which is meant to achieve the efficient and effective performance its activities. It reports on the operational efficiency and consumption of resources to the Commercial, Legal & Risk Management Manager.

Support Team

The Support Team assists ESG projects in administrative and logistics terms, planning of financial and human resources, and coordinating among the key parties. This includes the Finance & HR Division and Corporate Secretary.

Implementer

Implementer The Implementer implements ESG projects and initiatives by overseeing construction and development works to maximize that project deliverable are on specification, clocks and costs. Summary This position reports to the Plant Manager

Sustainability Performance Monitoring and Evaluation

WTJJ aims to implement limited external assurance for material ESG data (emissions, water, safety) starting with the next sustainability reporting cycle. Based on Product Quality Parameters – Raw Water and Drinking Water Monitoring and reporting on sustainability performance are crucial elements in maintaining accountability, transparency, and driving continuous improvement at PT WIK A Tirta Jaya Jatiluhur. Through a structured and effective monitoring system, the company can identify potential risks early on, objectively evaluate sustainability program achievements, and ensure that each initiative is aligned with the company's sustainability commitments and objectives.

As a company engaged in the provision of bulk drinking water under the Public-Private Partnership (PPP) scheme,

PT WIK A Tirta Jaya Jatiluhur (WTJJ) places sustainability performance monitoring and evaluation (SPM) as a key component of its sustainability management system. This step is taken to ensure that all operational activities, from raw water extraction to the production and distribution of bulk drinking water, are carried out in accordance with quality standards, national regulations, and the company's commitment to environmental sustainability and public health.

Monitoring and Evaluation System

WTJJ carries out Intensive monitoring and evaluation system in an integrated manner to control water quality factors in the three phases of the production process: physical, chemical, and microbiological. Regularly and systematically monitor the production process according to:

- Regulation of the Minister of Health of the Republic of Indonesia No. 492 of 2010 regarding drinking water quality requirements.

- Public Private Partnership Cooperation Agreement (Appendix 4 of the PPP Agreement) adopted by WTJJ and the Contracting Agency (PJPK); and

- Internal company standards developed to maintain consistency and ensure the quality of production output.

- Standardized internal company development, developed for consistency and consistency production output quality.

WTJJ ensure that all the production outputs achieved comply with the established quality criteria, monitoring is performed at various key points - starting from the raw water intake, the output of the Water Treatment Plant (WTP), and the final delivery point.

Performance Parameters Monitored

WTJJ focuses on several key parameters in its monitoring activities, which include:

Physical and Chemical Parameters

Turbidity:	•Maximum value < 1 NTU to ensure clear water free from suspended particles.
pH	Range of 6.8–7.5 to maintain stability and consumer comfort.
Residual Chlorine	1.0–2.0 mg/L to ensure effective disinfection without posing health risks.
Total Dissolved Solids (TDS)	Maximum 500 mg/L, ensuring water is free from excessive dissolved substances.
Heavy metals and chemical compounds (Fe, Mn, Al, NH ₄ , NO ₃ , NO ₂ , and others)	all must be below the thresholds set by Minister of Health Regulation No. 492/2010.

Microbiological Parameters

Escherichia coli	0 per 100 ml sample
Total Coliform	0 per 100 ml sample.

Compliance with these parameters indicates that the water produced is free from pathogenic microbial contamination and is safe for consumption.

Additional Operational Parameters

Pressure Head at distribution delivery points must meet the following requirements:

Cakung Cilincing Barat (Sentra Timur) – 37 m	Teluk Buyung (Kota Bekasi) – 15 m	Jatibening (Kota Bekasi) – 15 m	Tarumajaya (Kabupaten Bekasi) – 15 m
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Fulfillment of this pressure is an indicator of the success of the distribution and reliability of the water supply system.

Testing and Validation Process

The physical, chemical, and microbiological tests are carried out by laboratories accredited by KAN or those officially recommended by the Research and Development Agency of the Ministry of Public Works (Balitbang PU). The data provided by the systems are periodically reviewed by the technical and management departments for operational efficiency, performance measurement of the product quality, and risks.

These assessments underlie:

Production of accountable, transparent and quantifiable sustainability performance statements

Implementing corrective action when deviations from quality are found

Formulating and arrange processes to enhance process performance in production systems and water quality management

Integration with Sustainability Commitments

Performance of quality surveillance of product monitoring and evaluation is not only a regulatory compliance, it is also part of WTJJ's contribution towards the attainment of the Sustainable Development Goals (SDGs) such as:



Clean Water and Sanitation: Ensure availability and sustainable management of clean water for all



Responsible Consumption and Production: The promotion of environmentally consistent, sustainable and efficient water production practices.

By monitoring and evaluating every drop of water delivered to the community, PT WIKA Tirta Jaya Jatiluhur guarantees that technical and sustainability standards are met in every drop of water delivered to its community. Product quality monitoring is therefore key to WTJJ's attempts to preserve public trust, as well as to demonstrate to the world that the company is a trusted, safe, and environmentally aware supplier of water.

Based on Bulk Water Offtake Performance Parameters by PDAM Offtakers)

As a drinking water provider through the Government and Business Entity Cooperation (KPBUE) scheme, PT WIKA Tirta Jaya Jatiluhur (WTJJ) has the responsibility to ensure that the performance of bulk drinking water absorption by PDAM Offtakers runs according to capacity targets and supports the sustainability of clean water supply in partner areas.

Monitoring and evaluation of absorption performance is an important indicator in measuring operational success, production efficiency, and contribution to the Sustainable Development Goals (**SDG 6 – Clean Water and Sanitation**).

Monitoring and Evaluation System

WTJJ implements a comprehensive monitoring and evaluation system across all supply points, including Cakung Cilincing Barat (Sentra Timur) serving PDAM Bekasi City, Teluk Buyung and Jatibening serving PDAM Bekasi Regency, Tarumajaya, and Karawang Kulon serving PDAM Karawang Regency. Each delivery point is operated based on a defined design capacity and staged offtake targets aligned with the respective operational year. This system enables WTJJ to ensure reliable water delivery, optimize operational performance, and support compliance with service agreements, as further detailed in the following table.

Monitoring is conducted on the volume of bulk drinking water supplied to each PDAM Offtaker receiving services, namely:

PDAM DKI Jakarta

Supply Point Cakung Cilincing Barat (Sentra Timur)

PDAM Bekasi City

Supply Point Teluk Buyung and Jatibening

PDAM Bekasi Regency

Supply Point Tarumajaya

PDAM Karawang Regency

Supply Point Karawang Kulon

PDAM Offtakers	Supply Point	Drinking Water Volume Capacity (liter per second)	Operational Year				
			1	2	3	4	5 etc
DKI Jakarta	Supply Point Cakung Cilincing Barat (Sentra Timur)	4,000	22%	34%	51%	81%	100%
Bekasi City	Supply Point Teluk Buyung dan Jatibening	300	30%	50%	70%	100%	100%
Bekasi Regency	Supply Point Tarumajaya	100	30%	50%	70%	100%	100%
Karawang Regency	Supply Point Karawang Kulon	350	30%	50%	70%	100%	100%

Sustainability Performance Indicators

Monitoring is conducted to ensure that:

The PDAM's absorption rate (utilization) increases gradually in accordance with the PPP agreement targets

The availability of bulk water supply consistently meets the needs of PDAM Offtakers without supply disruptions

Water production and distribution efficiency are maintained despite annual increases in absorption volume

Operational sustainability performance is assessed based on supply stability, minimal water loss (non-revenue water), and compliance with quality and pressure parameters.

Monitoring data is collected through an automated control system (SCADA) and daily reporting from operating units. It is then evaluated by the technical and management teams to identify trends, deviations, and plans to improve water distribution performance.

To support the achievement of these sustainability performance indicators, PT WIKA Tirta Jaya Jatiluhur (WTJJ) implements an integrated monitoring and control framework to ensure the reliability and efficiency of bulk water supply operations. Monitoring data are collected through an automated Supervisory Control and Data Acquisition (SCADA) system and complemented by daily operational reports from each operating unit. The data are subsequently reviewed and analyzed by technical and management teams to identify trends, detect deviations, and formulate corrective and preventive actions. This systematic approach enables WTJJ to continuously improve water distribution performance, maintain supply stability, minimize non-revenue water, and ensure compliance with quality and pressure standards in meeting the needs of PDAM offtakers in a sustainable manner.



Evaluation and Follow-up

The evaluation results show that with each year of operation, PDAM's absorption capacity has increased significantly, reflecting the readiness of the production system and the reliability of WTJJ's infrastructure.

The evaluation was conducted by considering:

Stability of water pressure at each delivery point (according to PPP PKS standards: $\geq 15\text{--}37$ meters)

Energy efficiency of pumps and distribution, as absorption volume increases

Service performance (service reliability), including smooth supply and timely distribution.

These monitoring results serve as the basis for:

Preparing an annual sustainability performance report,

Identifying potential for optimizing operational capacity, and

Strengthening collaboration between WTJJ and PDAM Offtakers in supporting the provision of sustainable clean water to the community.

Linkage to Sustainability Goals (SDGs)

Monitoring the performance of water absorption by PDAMs is not only a technical measure, but also part of WTJJ's commitment to supporting:



Clean Water and Sanitation: Ensure access to clean water for the community



Industry, Innovation, and Infrastructure: Ensure efficient and sustainable operation of water treatment infrastructure



Responsible Consumption and Production: Optimize the responsible use of water resources

With a Sustainability Performance Monitoring and Evaluation system focused on bulk drinking water absorption by PDAM Offtakers, PT WIKA Tirta Jaya Jatiluhur is able to maintain service reliability, operational efficiency, and the sustainability of water supply for partner areas. Continuous monitoring ensures that every liter of water produced provides optimal social and environmental benefits and supports the company's commitment to sustainable and responsible water management.

Responsible Supply Chain Management

PT WIKA Tirta Jaya Jatiluhur (WTJJ) believes that sustainability is not just the internal performance but it is how sustainability practices are implemented on the value chain for the business. WTJJ engages with partners ranging from suppliers and service providers to strategic contractors, in its operations. Hence, environmental, social and governance (ESG) responsibility encompasses not only the employees in the institution but also all business partners that support the company in the overall supply chain.

WTJJ understands that a considerable amount of sustainability risks and opportunities can arise from the actions of suppliers and contractors. The issues such as workplace safety, meeting labor law and regulations, waste disposal and business ethics are all issues that are very important that have to be coordinated. Constructing a responsible supply chain is not only a moral mandate, but also a strategic business approach to protect the company's performance and future brand reputation for a long time.

Through a supply chain management approach based on responsibility, transparency, and integrity, WTJJ is committed to building long-term partnerships that reflect the company's values. Its procurement structures and policies provide necessary safeguards for all business partners to work to high ethical, social, and environmental norms, creating sustainable value for all parties involved.

Supplier Principles and Code of Conduct

PT WIKA Tirta Jaya Jatiluhur (WTJJ) has developed a comprehensive Supplier Code of Conduct to ensure the whole supply chain conforms to the company's values and sustainability goals. The code has three primary concerns: Human Rights and Labor, based on the notion that people should be treated fairly and have a safe work environment in compliance with national labor laws; Environment, designed to promote environmentally sound practices and reduce negative environmental affect; Business Ethics, stipulating that all suppliers must adhere to high standards of ethical business conduct.

Prospective suppliers for WTJJ need to sign an Integrity Pact as a statement of commitment to the above principles, endorse an integrity pact that includes a code of conduct for suppliers as a basis for establishing responsible and sustainable supplier relationships. This document serves as a legal and moral foundation that ensures cooperative relationships are built on a foundation of honesty, professionalism, and responsibility.

Transparent and Sustainable Procurement Practices

The Responsible Procurement Principles of WTJJ apply to all the elements of the procurement process for goods and services. All the procurement activities are performed in line with the principles and fair opportunity of equal opportunity of all suppliers, compliance with requirements, and non-discriminatory and unethical practices.

In order to ensure transparency and efficiency, WTJJ deployed a digital version of the e-Procurement system which spans all aspects of procurement including vendor registration and pre-qualification to tender selection and contract management. Transparency and transparent procurement mean that in this way, each procurement activity is traceable and completely audited, while minimizing the risk of errors and deviations from good governance principles.

Through this approach, WTJJ also strives to have a procurement process which is accountable, effective, and does away with any intervention not consistent with ethical business principles and sustainability.

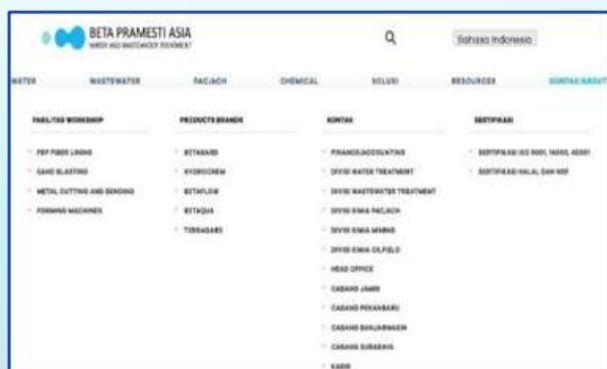
We are committed to transparent, accountable and sustainable procurement practices and so have integrated the procurement process with WIKA's Vendor Management System (VMS)— WIKA Group digital platform that ensures our objective and standardized methods in vendor selection, evaluation and administration are used. The integration allows WTJJ to do procurement more selectively, more efficiently, and according to good governance principles.



Through the WIKTA VMS, all partners, suppliers, and contractors wishing to participate in the WTJJ procurement process are required to meet administrative, legal, technical, and sustainability requirements, including compliance with occupational safety, environmental, and business ethics standards. This system provides a transparent vendor assessment mechanism, ranging from document verification, performance track record, regulatory compliance, to operational and sustainability risk assessments.

Supplier ESG Programs

The Chief Operation Office (COO) is responsible for the highest level of oversight regarding the execution of supplier ESG at PT WIKTA Tirta Jaya Jatiluhur (WTJJ). This will enable all ESG-related projects within the supply chain to be consolidated, and easily tracked and matched with the firm's stated sustainability objectives.



Procurement practices are periodically assessed in relation to the Supplier Code of Conduct and do not involve material conflict with ESG criteria. This procedure ensures ethical and environmentally friendly supply chain for WTJJ.



Suppliers unable to achieve the minimum ESG standards within a specified deadline will be removed from any business opportunities. This policy is consistent with WTJJ's philosophy to work only with partners who are committed to the company's efforts in environmental, social and governance standards.

WTJJ gives preferential selection and contract mining right at the level of subcontracting suppliers which have good performance in ESG. There is some light weighting applied to ESG, with a bias towards those suppliers who make a positive contribution to the sustainability agenda.



WTJJ's buyers and internal stakeholders are going to receive training around their role in the supplier ESG programs as part of a prospective programme. This gives them the knowledge- and skills-base they need to further the company's sustainability goals, and achieve compliance at every level of their supply chain.

Supplier Screening

Supplier screening at PT WIKA Tirta Jaya Jatiluhur (WTJJ) follows a structured desk research in order to assess the risks of its suppliers for possible adverse ESG effects as well as their business relevance. It uses various information sources – commodity specific ESG risks and business significance in aggregate. The screening method and the process are developed by the company and internally performed. Supplier screening is the first step of accessing risks in supply chain and a subsequent review on suppliers regarding to WTJJ's ESG standards which will make sure that they are all aligned with WTJJ's requirements.

Supplier Assessment and Development

WTJJ has established a supplier evaluating and developing system to guarantee the responsible supplier's management and compliance with ESG criteria. In a general sense, this is done by the following:

Supplier Desk Assessments with Systematic Verification of Evidence

WTJJ carries out desk assessments to screen the ESG performance, policies and practical actions of suppliers, which is with a view to control the standardized management, reduce relevant risk exposure

Supplier On-Site Assessments by Purchasing Company Employees or Contracted Consultants (2nd Party Assessment)

Through on-site audits carried out by employees or third-party auditors, WTJJ ensures suppliers comply with standards through physical inspections and direct involvement.

Supplier Corrective Action/Improvement Plans

WTJJ helps vendors to address any issues which are identified by putting corrective action plans into place in order to improve their ESG performance and make certain that they adhere to the principles of sustainability.

KPIs for Supplier Screening

This process is manifestation of WTJJ's dedication to building a responsible and sustainable supply chain, as well as leading its suppliers towards on-going improvements in performance and accountability.

WTJJ monitors the implementation of corrective action plans through regular evaluation and follow-up to ensure effectiveness and compliance. This approach supports continuous improvement, mitigates ESG risks, and strengthens a responsible and sustainable supply chain.

KPIs for Supplier Screening WTJJ also set up in 2024 a supplier screening mechanism to ensure that there will be no need for us whom conflict in various places as manufacturers. It combats ESG irresponsibility upcoming locally based! The screening aimed at companies with significant ESG impact you may fall into or business relevance in relation to the Company sustainability objectives. By creating this simple WTJJ signal the Company is committed effects and partners with acts of responsibly sustainable management.

Supplier Screening	2023	2024	2025
Total number of Tier-1 suppliers	53	3	23
Total number of significant suppliers in Tier-1	3	3	11
% of total spend on significant suppliers in Tier-1	0.022	6.325	32.740
Total number of significant suppliers in non Tier-1	0	10	10
Total number of significant suppliers (Tier-1 and non Tier-1)	3	13	34

KPIs for Supplier Assessment and Development

Through comprehensive supplier assessments and continuous capacity-building efforts, WTJJ is committed to ensuring a responsible and sustainable supply chain. All significant suppliers identified in 2024 underwent both desk-based and on-site evaluations to assess their ESG performance.

These assessments identified one supplier with potentially significant risks, for which a corrective action plan was jointly developed and implemented. WTJJ subsequently provided ongoing support to ensure the successful completion of the required corrective measures.

WTJJ aims to routinely assess and support 100% of its significant suppliers in alignment with the company's sustainable development objectives, thereby fostering continuous improvement and ensuring adherence to ESG standards.

Supplier Assessment	2023	2024	2025
Total number of suppliers assessed via desk assessments/on-site assessments	3	13	11
Target for FY 2023, 2024, 2025 100 (% of significant suppliers)			
% of unique significant suppliers assessed	100	100	100
Number of suppliers assessed with substantial actual/potential negative impacts	1	0	2
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100	0	100
Number of suppliers with substantial actual/potential negative impacts that were terminated	1	0	0

Supplier Assessment	2023	2024	2025
Total number of suppliers supported in corrective action plan implementation	1	5	2
Target for FY 2023, 2024, 2025 100 (% of significant suppliers)			
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100	3,846	100

Product and Service Responsibility

PT WIKA Tirta Jaya Jatiluhur (WTJJ), a company involved in the processing, Distributed and sales of bulk drinking water, is expected to develop products and services that meet customer requirements and ensure quality, safety, effectiveness, and sustainability in every part of its operations.

This is achieved by conducting planned maintenance and maintaining a working relationship with various parties, particularly the PDAM Offtakers, who are the target users of the service.

WTJJ ensures service reliability through regular performance monitoring, quality control, and risk management, while maintaining close coordination with PDAM offtakers to support consistent service delivery and long-term sustainability.

This total water system management, from raw water intake to the bulk consumption of drinking water to storage facilities and PDAM Offtakers, complies with national and relevant regulations, including Minister of Health Regulation No. 492 of 2010 related to Drinking Water Quality Requirements and provisions of the PPP Cooperation Agreement (PKS), which provide the foundation for the Jatiluhur I SPAM project implementation.

Additionally, WTJJ has a Quality Assurance and Quality Control (QA/QC) process in place to ensure that all water products meet the required physical, chemical, and microbiological quality levels. There were no complaints or grievances related to water quality, health, or operational disruptions affecting PDAM customers or end-user communities during the reporting period.

Product/service innovations and development

WTJJ continually innovate to promote the effective operation of its water treatment system through:

Optimizing the SCADA (Supervisory Control and Data Acquisition) system, which helps with water quality measurement and real-time pressure checks across all parts of the distribution network.

Improved pump and intake system energy efficiency, reducing electricity consumption per cubic meter of water produced.

Digitization of operational recording and reporting, for example, monitoring supply volumes for each offtaker PDAM.

1.The company regularly evaluates the performance of its water treatment plant (WTP) to verify that the system remains reliable, efficient, and environmentally friendly. With the SCADA system (Supervisory Control and Data Acquisition), we can also integrate water quality and pressure in real time across the distribution network.

In the future, PT WIKA Tirta Jaya Jatiluhur (WTJJ) is dedicated to enhance and expand the sustainability drive of the company by implementing the Green WTP (Green Water Treatment Plant) concept under the company's long-term operational strategy. This invention is aimed to develop a better and more energy efficient,

cleaner system of water treatment and less ecological impact of water treatment operation and operational activities.

The use of the Green Water Treatment Plant (WTP) concept allows WTJJ to minimize raw water loss during the processing process, thereby increasing water efficiency. The company is also pursuing a zero-discharge treatment system by reusing rinse water from the filtration and filter washing processes.

In response to the growing demand for alternative energy, WTJJ has studied the installation of an integrated solar panel system to meet electricity consumption for operations and maintenance functions, in part to mitigate its negative impact on climate change.

This initiative is expected to reduction in carbon emissions from conventional energy use.By implementing these steps, WTJJ wants to make water management a significant part of its sustainability environmental responsibility, not just a business operation, and as such aligns with Sustainable Development Goals (**SDG 6 – Clean Water** and Sanitation) and **SDG 13 – Climate Action**.





Leading Through Ethical Governance



Leading Through Ethical Governance

PT WIKA Tirta Jaya Jatiluhur (WTJJ) believe that strong governance is the foundation of sustainable business and long-term stakeholder trust. Guided by the theme “Water and Beyond: Building a Sustainable Tomorrow”, our governance practices are designed not only to ensure compliance but also to cultivate a culture of integrity, transparency, and accountability in every aspect of our operations.

Integrity in Decision-Making

Every strategic and operational decision is guided by ethical considerations. WTJJ enforces strict compliance with national regulations, international standards, and internal policies, ensuring that our activities align with both legal requirements and societal expectations.

Transparency and Accountability

We are committed to clear, accurate, and timely disclosure of information to all stakeholders, from regulators and shareholders to communities we serve. Transparency is further reinforced by independent audits, ISO-certified management systems, and structured reporting aligned with ESG frameworks and the Sustainable Development Goals (SDGs)..

Zero Tolerance for Corruption and Misconduct

WTJJ provides regular anti-corruption training, promotes ethical awareness across all levels of management, and maintains robust whistleblowing mechanisms to encourage safe and anonymous reporting. By embedding these safeguards, we uphold a corporate culture that rejects unethical practices and strengthens stakeholder confidence.

Managing Material Governance Issues

PT WIKA Tirta Jaya Jatiluhur (WTJJ) is committed to implementing good corporate governance (GCG) as a foundation for achieving long-term business sustainability. The Company understands that managing material governance issues plays a critical role in maintaining stakeholder trust, ensuring compliance with applicable regulations, and improving company performance in a transparent and accountable manner.

In managing material governance issues, WTJJ applies the principles of transparency, accountability, responsibility, independence, and fairness across all operational lines. The Company ensures that every decision-making process is based on ethical, compliance, and sustainability considerations.

Oversight and reporting mechanisms are implemented through strengthening the internal audit function, implementing a code of ethics and code of conduct (Code of Conduct), and establishing a whistleblowing system).

WTJJ also actively identifies and reviews material governance issues relevant to its business activities, including business integrity, legal and regulatory compliance, corruption prevention, risk management, and the protection of company data and information.

Each of these issues is managed through policies and procedures integrated into the company's management system, and regularly monitored by the Board of Directors and Board of Commissioners.

Through the implementation of strong governance, WTJJ strives to create an ethical, transparent, and highly competitive business environment. This approach not only safeguards the company's reputation but also supports the achievement of the Sustainable Development Goals (SDGs), particularly in terms of strong institutions, fairness, and responsible partnerships.

Material Topic	Related Sustainability Topic	Key Initiatives in 2025	Achievements/Results
Good Corporate Governance (GCG) Implementation	Corporate Ethics, Compliance, Transparency	- Integrated Governance Socialization has been implemented to strengthen integrated governance. 2025 GCG assessment in accordance with the direction of PT Wijaya Karya (Persero) Tbk and SOE Ministerial Regulation No. PER-2/MBU/03/2023. - Implementation of a self-assessment system and follow-up on improvement recommendations.	GCG Score November 2025: 85/100 with a good level of implementation (6 key aspects). Application of the principles of Transparency, Accountability, Responsibility, Independence, and Fairness across all business lines.

Material Topic	Related Sustainability Topic	Key Initiatives in 2025	Achievements/Results
Anti-Bribery and Corruption Policy	Ethics & Integrity	- Implementation of a Whistleblowing System (WBS) and a gratification control program. - Enforcement of the Code of Ethics and Code of Conduct for all employees. - Oversight of legal compliance by the Audit Committee and the Board of Commissioners.	Comprehensive implementation of anti-corruption policies; no legal violations or cases of graft reported throughout 2025.
Risk & Compliance Management	Risk Governance	- Integration of risk management, compliance, and GCG within the Integrated Governance Framework. - Compliance training and regular monitoring by internal audit. - Establishment of an audit committee and nomination of remuneration to oversee the effectiveness of internal controls.	Increased risk awareness and compliance across all work units. The internal control system was deemed effective by the Audit Committee.

	Related Sustainability Topic	Key Initiatives in 2025	Achievements/Results
Data & Information Security	Cybersecurity, Information Governance	- Strengthening information security and operational data. - Regular evaluation of IT systems and asset reporting through the State Revenue and Expenditure Report (LHKPN). - Monitoring the risk of data breaches in the company's digitalization system.	There were no data breach incidents in 2025. All officials submitted their LHKPN reports on time (by March 31, 2025).
Stakeholder Confidence and Transparency	ESG Governance, Public Accountability	- Publication of transparent Annual Reports and Sustainability Reports. Involvement of the Board of Commissioners and Directors in regular joint meetings to discuss strategic and ESG issues. - Implementation of SDG-based CSR.	Stakeholder trust has increased; ESG and GCG reports have been deemed consistent and accountable. Reputation as a sustainable drinking water entity has been strengthened.

STRENGTHENING GOVERNANCE CAPACITY

PT WIKA Tirta Jaya Jatiluhur (WTJJ) believes that the effectiveness of corporate governance depends heavily on the capacity and competence of its governance bodies, particularly the Board of Directors and Board of Commissioners. Therefore, the company consistently promotes capacity and knowledge building to address business dynamics and sustainability challenges, including regulatory changes, stakeholder expectations, and environmental and social issues.

As part of this effort, WTJJ's Board of Directors and management are equipped with an understanding of risk management, governance, and sustainability through various training courses, forums, and external activities. These activities include capacity building in Governance, Risk, and Compliance (GRC) aspects, as well as strengthening an organizational culture that upholds integrity, collaboration, and transparency in decision-making.

Throughout 2024, WTJJ will focus on enhancing its governance capacity through the Board of Directors' active involvement in various strategic forums at the national and water industry levels. During these opportunities,

WTJJ's Board of Directors will serve as speakers and company representatives to introduce WTJJ's profile, share best practices, and expand strategic networks with stakeholders in the infrastructure and water management sectors.

This active participation not only serves as a means of promoting and strengthening the company's image, but also represents a concrete step in strengthening sustainable governance. Through this participation, the company gains new insights into current trends and policies in water resource management, environmental sustainability, and green industry practices relevant to WTJJ's activities.

Furthermore, the Board of Directors' direct involvement in these forums fosters synergy between leadership and operational management in implementing the company's strategic sustainability direction. As a result, WTJJ becomes more adaptive in facing business and regulatory dynamics and more proactive in integrating ESG principles into every policy and business process.

Through this capacity-building initiative, WTJJ is committed to continuously developing leadership with integrity, competence, and vision, so that corporate governance can be effective in supporting the achievement of sustainability goals and long-term business growth.

Governance Structure

Board Independence

According to PT WIKA Tirta Jaya Jatiluhur (WTJJ) Board manual it is expressed that:

PT WIKA Tirta Jaya Jatiluhur (WTJJ) maintains independence and conflict of interest in its Board of Directors and its Board of Commissioners. Directors and Commissioners are not authorized to participate in activities to undermine their impartiality and the latter shall not be in any business relationship personally or relationally which opposes the company's interest. Family related connections of Commissioners with executive management are explicitly banned up to third degree, either directly or by marriage, as provided in the manual.

Moreover, WTJJ prohibits Commissioners from being in positions or associations that would hinder their capacity to have an independent judgment. This includes avoiding links to some of the business's biggest customers, suppliers and third parties that are financially connected to the firm. Commissioners must declare all conflicts of interest and are prohibited from making personal financial agreements, such as contracts, beyond their approved remuneration. These policies ensure that 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. They ensure that WTJJ company business activities are in line with WTJJ's strategic objectives and comply with applicable regulations.

The Board of Commissioners supervises and guides the Board of Directors, ensuring good corporate governance and accountability. This role separation strengthens the organization's checks and balances and adheres to 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 and 2 (two) Independent 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 chairperson, indicative of WTJJ's corporate governance stance. This chairperson is Wahyu Hadi Prasetyo, who has served as the Chairman since 31 May 2023. He has rich experience and professional background in leading state-owned enterprises and advising in key government arenas, which give essential perspectives to the board. It is clear and transparent how the management oversight function is divided, ensuring transparency, accountability, and efficient decision-making.

Board Diversity Policy

PT WIKA Tirta Jaya Jatiluhur (WTJJ) has a stated board diversity policy. The document states the company's effort at promoting diversity, inclusion, and collaboration upon which the Company is able, on Board level. It also highlights skills, expertise, age, gender, cultural and regional diversity. This policy is consistent with WTJJ's vision and strategy towards enhancing a wide range of ideas to the workplace in the areas of decision-making, governance, innovation and sustainable development aspirations. WTJJ exhibits its policies with its official Board Diversity Policy on the WTJJ website.

The policy is implemented through transparent board nomination and evaluation processes, supporting effective governance and long-term sustainability.

Board Gender Diversity

WTJJ actively promotes gender diversity at the leadership level. There is one female member of the current Board. Arini Kristalisa is a member of the Board as Director of Finance, Human Capital & Risk Management since 21 May 2024. Her diverse background and leadership in the company contribute greatly to the enhancement of board diversity at WTJJ and help in the quality of good board decisions. This reflects WTJJ's commitment to an inclusive sustainable culture as per international diversity standards.

Board Accountability

Board Meeting Attendance

The WTJJ Board of Directors were also commendably committed to good governance in regard to its oversight, attaining a 100% attendance in all the board's meetings throughout 2024, 2025 and also the continuity attendance rate of all three board members. Their firm commitment to maintain proper accountability and participation in the company's decisions is demonstrated by their attendance at all their board meetings. These briefings comprised significant topics including financial updates, risk management, claims management, updates on QHSE and system development as well as comprehensive oversight of overall organisational performance and strategic initiatives.

For further details, please refer to WTJJ's 2024 Annual Report, pages 50-56.

Shareholder approval required for changes in bylaw

PT WIKA Tirta Jaya Jatiluhur (WTJJ) has developed a sound corporate governance structure based on existing laws as well as the best corporate governance practices. Any amendments to the Company's Bylaws require formal approval from the Shareholders through a General Meeting of Shareholders (GMS). This requirement helps to reduce the vagaries of the changes made in the governing terms and allows them to stay aligned with the interests and rights of all shareholders.

The Board of Directors and the Board of Commissioners shall scrutinize any proposed amendments prior to submission for compliance with regulations, standards of governance, and implications for the business plan. Only after this internal review can the amendment be submitted for deliberation and approval during the GMS.

Amendment is lawful because it is amended with the support of the majority with a majority voting rights under the current Bylaws and the law of the land. Change is then recorded as a notarial deed and presented to the pertinent authorities in accordance with statutory law once amended.

It establishes an environment of transparency, accountability and a protection and security of shareholders' rights and while enabling that the changes in corporate governance enable sustainable corporate growth and long-term value creation.

Board Performance Review

Board of Commissioners and its members' performance is assessed annually during the General Meeting of Shareholders (GMS). The performance evaluation criteria, as a minimum, are established by taking the existing requirements of the rules and regulations in play in line with PT WIKA Tirta Jaya Jatiluhur's Articles of Association and the mandates of the shareholders as the responsibilities laid down. The purpose of its formal evaluation criteria is shared openly with the Board of Commissioners at the time of their appointment.

Performance evaluation results not only for the Board of Commissioners as a whole but also individually constitute an integral part in the compensation scheme for the Board. Moreover, individual performance evaluations form the basis on which shareholders can determine whether to dismiss or reappoint its members. These evaluations serve as a mechanism of measuring performance and improving overall effectiveness on behalf of those who serve in the Board of Commissioners.

Board Mandate

The Commissioners of PT WIKA Tirta Jaya Jatiluhur (WTJJ) have extensive experience that they have received within their professional lives as well as previously working at other organizations. The board of commissioners has mandates in other companies, thus bringing in valuable insights, knowledge of local industry, and strategic perspectives from its board of commissioners which will be beneficial for WTJJ. These are complementing their role at WTJJ, ensuring a comprehensive governance and decision-making process supported by the company's overall vision and objectives.

Name of Board	Other Mandates
Wahyu Hadi Prasetyo President Commissioner	SVP Corporate Marketing in PT Wijaya Karya May 2023 – present
Antonius Rainier Haryanto Commissioners	Commissioner in PT Interport Mandiri Utama November 2024 - Present
Nasrullah Nasawi Commissioners	President Director in PT Dwi Citra Raya 2022 - Present
Muhammad Hazbiallyh At Taufiq Commissioners	Technical Writer in PT Webcenter Sentra Solusindo Juli 2022 - Present

Board Average Tenure

Board members have an average tenure of 5 years, based on appointments at the GMS (General Meeting of Shareholders) and concluding at the end of the fifth annual GMS after these are picked.

Name of Board	Tenure
Wahyu Hadi Prasetyo President Commissioner	May 31, 2023 - present
Antonius Rainier Haryanto Commissioners	November 20, 2024 - Present
Nasrullah Nasawi Independent Commissioners	October, 11, 2025 - Present
Muhammad Hazbiallyh At Taufiq Independent Commissioners	October, 11, 2025 - 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 Operation	Juni 1, 2022 - present

Board Industry Experience

Members of the WTJJ Board of Commissioners possess extensive industry experience, providing insights and strategic direction for well-informed decision-making. A good example is Wahyu Hadi Prasetyo, the President Commissioner, who 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 to other leadership positions in key account management. Such a high level of understanding is in line with WTJJ's objectives as it offers vital information on the infrastructure industry and complements its organizational growth and sustainability goals.

The members of the Board of Commissioners of PT WIKA Tirta Jaya Jatiluhur (WTJJ) bring extensive industry experience that provides valuable insights and strategic guidance to support informed and effective decision-making. This depth of experience enables the Board to oversee the Company's direction with a strong understanding of sectoral dynamics, regulatory developments, and long-term infrastructure challenges, thereby strengthening the quality of corporate governance and strategic oversight.

The industry background of the Board, including the leadership experience of the President Commissioner, Wahyu Hadi Prasetyo, enhances WTJJ's ability to align its business strategies with national infrastructure priorities and sustainability objectives. Having held various senior roles within PT Wijaya Karya (Persero) Tbk, his expertise supports the Company in anticipating industry trends, optimizing operational performance, and ensuring that organizational growth is pursued in a responsible and sustainable manner.

President Director Compensation for Key Performance Indicators

PT WIKA Tirta Jaya Jatiluhur (WTJJ) being committed to transparency, accountability, and the sustainability of the performance of the company, undertakes a governance performance review. This review takes place periodically, where the Board of Commissioners and Directors assess the strategic accomplishments of the company, including success on Key Performance Indicators (KPIs) that correlate with Good Corporate Governance (GCG) and sustainability targets. These KPIs are meant to verify that compensation is linked with the delivery on the business operational performance targets of the organization and the achievement of KPIs for both operational performance and business sustainability.

PT WIKA Tirta Jaya Jatiluhur (WTJJ) applies a structured, performance-based compensation framework for the President Director to ensure transparency, accountability, and sustainable value creation. Executive performance is regularly assessed by the Board of Commissioners and the Board of Directors based on the achievement of strategic objectives and Key Performance Indicators (KPIs) aligned with Good Corporate Governance and sustainability principles.

The President Director's compensation is directly linked to the attainment of operational and sustainability-related KPIs, ensuring alignment between leadership incentives, long-term performance, and business resilience. This approach reinforces responsible leadership and strengthens stakeholder confidence in WTJJ's governance practices.

No	Performance Indicator	Unit	Plan	Realization	Achievement
Economic and Social Values					
1	EBITDA	Rp Million	(36,541)	9,910	127%
2	Sales Revenue	Rp Million	39,732	91,879	231%
3	Business Cost Efficiency	%	23,526	21,618	109%
4	Cash Flow Operasi	Rupiah	(47,852)	9,246	119%
Business Model Innovation					
5	Accuracy Of Reporting	%	100	110	110%
6	Risk Maturity Index	Index	2.10	2.10	100%
7	GCG Level	Score	85	85	100%
Technology Leadership					
8	ERP Program	%	100	100	100%
9	IT Maturity Level	Score	2.50	2.50	100%
Increase in Investment					
10	Corporate Action	%	100	110	110%
Talent Development					
11	Talent Diversity	%	41.67	100	240%
12	Risk Qualification Ratio	%	95	100	105%

Risk Management and Governance Roles

WTJJ implements an enterprise risk management framework that integrates financial, operational, and ESG risks.

Strategic Risks

changes in regulation, climate risks, and reputational risks.

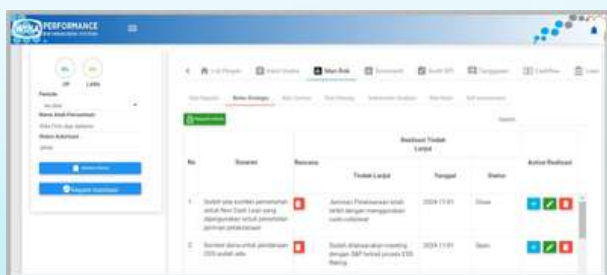
Operational Risks

water quality disruptions, energy supply, and cyberattacks on control systems.

Compliance Risks

failure to meet environmental, social, and financial reporting standards.

Each risk is assigned an owner division with specific mitigation actions. The Audit & Risk Committee reports regularly to the Board of Commissioners, while the Directors monitor risks through quarterly reviews.



Risk Management

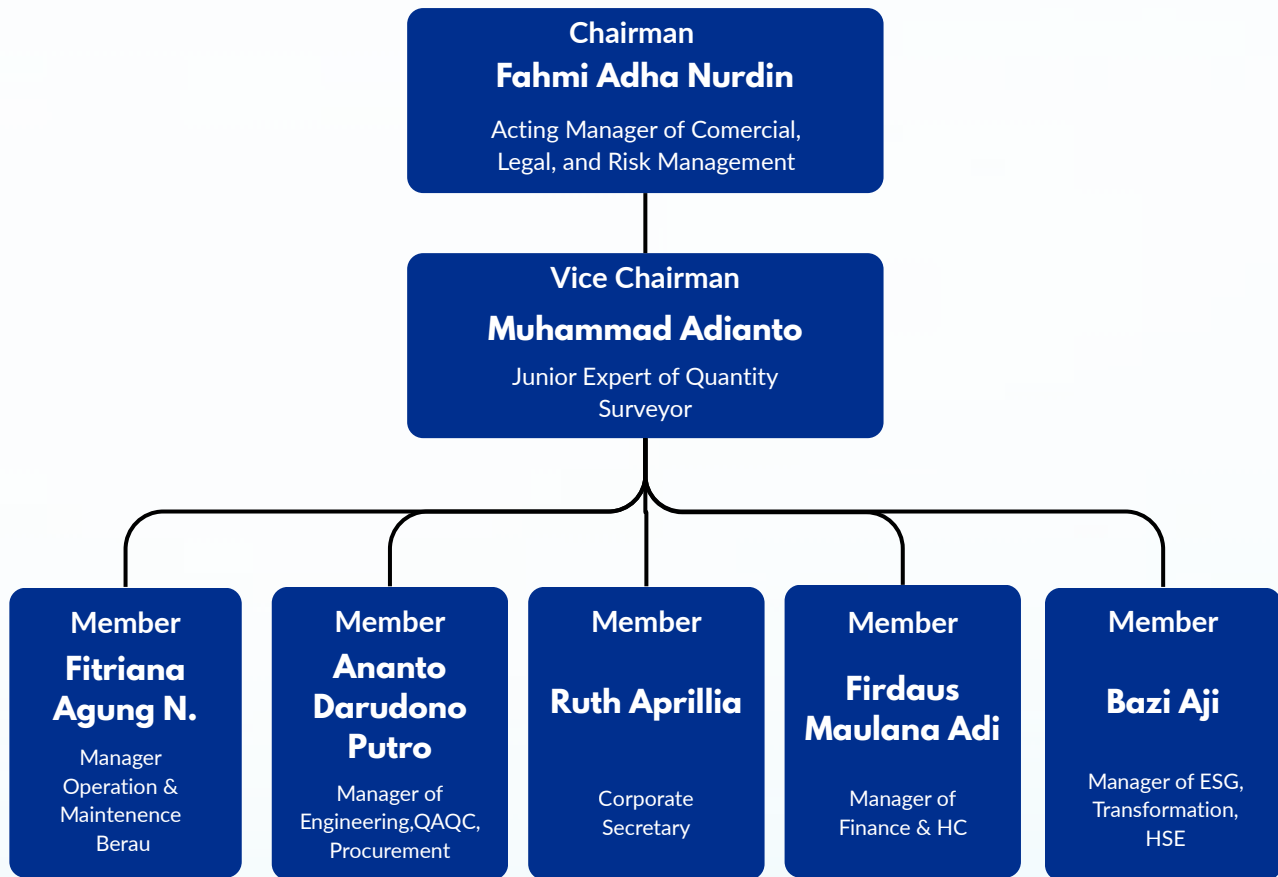
Risk Review

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.

Through this integrated risk review process, WTJJ strengthens early risk detection, enhances decision-making quality, and ensures alignment between operational risk management and strategic objectives, thereby supporting business resilience and long-term sustainability.

Risk Review



In addition to the PIC, WTJJ has set up a Risk Management Committee which manages all risks and is an overhead ranking or advisory body, with the Chief Commissioner serving as principal overseer. This committee consists of representatives from upper management and risk management experts, and its duties include providing overall policy guidelines evaluating the state of risk management system effectiveness guaranteeing that all remedial measures are in keeping with company strategic objectives.

The existence of this committee goes a long way to bolstering both supervision and accountability, it further underlines WTJJ's firm determination to create strong and effective risk management systems.

Furthermore, WTJJ has put into place its own independent structure the Audit Committee which also works within the third line of defense and carries out audits. This committee assume an important role in ensuring integrity of risk management processes, compliance with laws and regulations, and overall governance framework thus further fortifying the company risk management ecology.

Three Lines Model WTJJ



Governing Body

Accountability to Stakeholder for Organisational Oversight : Integrity, Leadership and Transparency

Board Of Commisioner



Board Of Director / Management



Audit Commite Independent Assurance



External Assurance Provider

First Line

Work Unit :

- Operation and Maintenance Bureau
IPA Bekasi
IPA CIbeet

Second Line

Work Unit :

- Finance & HC Field
- Commercial, Legas, Risk Management Field
- Engineering, QAQC, Procurement Field
- Corporate Scretary
- ESG, Transformation, HSE Field
- Internal Auditor

Third Line

Work Unit :

- Audit & Nomination Remuneration Comitte

Risk Management Internal Audit

In 2025, WTJJ conducted an internal Risk Maturity Index assessment with results scoring 2.1. This shows that there is a solid foundation in risk management, but a lot of work still needs to be done.

Risk Maturity Index

2.1 /2.1

Emerging Risks

WTJJ aggregate division-level corporate risks through an annual risk identification process in which detailed guidance is provided to various regional risk owners on a timely basis. This working level data, together with investigation by the Risk Management Division, is then collected and sorted to serve as the raw material for CEO risk reports which will eventually inform company policies on various matters. In addition, WTJJ emphasizes the avoidance of future risks reported far up front in the company's literature to make sure that it is well prepared to make changes should they come about without serious disruption. Following is a list of emerging risks identified that may arise following a search for statements describing:

No	Risk	Description	Impact	Risk Level
1	Zero Gup 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

No	Risk	Description	Impact	Risk Level
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	High
3	EBITDA according to the Company Work Plan and Budget	Government policy changes may increase the Company's operating expenditures, resulting in a reduced profitability level and transactions that impede cash flow as well as financial planning for the Company and result in a VAT rate of more than 11%.	The cost of goods sold (COGS) increase for raw material inflation or other things (production costs oor unforeseen) above the projection of 2025 RKAP.	High
4	Operational & Maintenance Excellence	The potential for increased 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.	A decrease in gross profit due to increased operational costs and lost revenue opportunities. Additionally, the risk of penalties for under performance against targets could further worsen the company's financial condition.	High
5	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	High

No	Risk	Description	Impact	Risk Level
6	Business Cost Efficiency	The risk of unanticipated expenses during the O&M implementation could lead to an unplanned cost increase. Such costs can be caused by external factors as well as conditions whose existence could not have been foreseen beforehand	The Results are business costs out of budget, profit margins at stake and organisation's financial survival under threats. This implies that some form of amendment to the budget/accounts or other means are needed to cover this gap.	Moderate to High
7	Zero Fatality Accident	In industry, the low cognition of worker may raise the risk of workplace accidents and accident cost and operation loss.	Consequently, the company's reputation can be affected by workplace injury levels that reduce confidence in and trust from shareholders and business partners concerning its attitude towards working environment safety and employee welfare.	Moderate to High
8	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
9	GCG Level	The potential decrease GCG (Good Corporate Governance) level is due to a change of calculations of regulation that changed the determination factors which affect assessment criteria in evaluating corporate governance which have been applied before.	Therefore, the company may miss the GCG Level target until 2025 that will have an impact on reputation and trust by stakeholders and confidence of investor.	Moderate
10	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. Risk of the Risk Maturity Index value decreasing The Risk Maturity Index is at risk of a falling below its current level, as some criteria have not been fulfilled; this reveals weak risk management practices and non-adherence to best-practice 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. Therefore, currently the scheduling of Risk Management is not worked to perfection and it could make it difficult to address risks in an efficient manner and undermine company's capacity of resilience and performance against current challenges.	Moderate
11	Achievement of MSME (Micro, Small, and Medium Entarprisas 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 Gup 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. ● 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	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.
5	Sales achievement	Periodic inspection and maintenance of the transmission pipes from the off-taker and WTP for ensuring a smooth distribution of water as well as to avoid leaks, which minimizes risks like project delays.

No	Risk	Description
6	Business Cost Efficiency	● Allocating an extra budget for additional charges in case of unexpected expenses, given the company's financial preparedness to deal with possible costs not included in the original proposal. How to assign the remaining budget efficiency to pay for the deficit so that the firm's operation progresses optimally, is of interest.
7	Zero Fatality Accident	● Performing daily pre-activity fit-to-work checks on all workers to confirm their health and readiness to work at safe standards. ● Continuously inspecting each staff's PPE to guarantee there are no missing items and ensure their safety in relation to any potential workplace hazards. ● Placing safety and work safety signs as visual prompts to reduce the risk of accidents and to increase compliance. Establish a reward and punishment mechanism to promote positive safety behavior and give warning of violations.
8	QSHE Excellence	Perform 5S (Sort, Set in order, Shine, Standardize and Sustain) activities to improve organization and cleanliness on a consistent basis while promoting reward and discipline for adherence/disruption of the 5S State.
9	GCG Level	The most recent provisions on GCG Level examination are used as research in order to enable the company to make up their policies and practices in other to gain a one-level higher for good corporate governance level.
10	Risk Maturity Index	Ensuring high Quality risk management training to ALL Risk Owners of the company with better understanding/analytical skills and implementation of risk mitigations in line with best practices available within the organization.
11	Achievement of MSME (Micro, Small, and Medium Enterprises) Expenditures	Create a strategic purchasing plan that centers and prioritizes local high quality MSME products to boost economic growth and align with the company's goal in contribution to the development of small, micro, and medium enterprise.

Governance Structure

PT WIKA Tirta Jaya Jatiluhur (WTJJ) believes that the effectiveness of corporate governance depends heavily on the capacity and competence of its governance bodies, particularly the Board of Directors and Board of Commissioners. Therefore, the company consistently promotes capacity and knowledge building to address business dynamics and sustainability challenges, including regulatory changes, stakeholder expectations, and environmental and social issues.

As part of this effort, WTJJ's Board of Directors and management are equipped with an understanding of risk management, governance, and sustainability through various training courses, forums, and external activities. These activities include capacity building in Governance, Risk, and Compliance (GRC) aspects, as well as strengthening an organizational culture that upholds integrity, collaboration, and transparency in decision-making.

Throughout 2024, WTJJ will focus on enhancing its governance capacity through the Board of Directors' active involvement in various strategic forums at the national and water industry levels.

During these opportunities, WTJJ's Board of Directors will serve as speakers and company representatives to introduce WTJJ's profile, share best practices, and expand strategic networks with stakeholders in the infrastructure and water management sectors.

This active participation not only serves as a means of promoting and strengthening the company's image, but also represents a concrete step in strengthening sustainable governance. Through this participation, the company gains new insights into current trends and policies in water resource management, environmental sustainability, and green industry practices relevant to WTJJ's activities.

Furthermore, the Board of Directors' direct involvement in these forums fosters synergy between leadership and operational management in implementing the company's strategic sustainability direction. As a result, WTJJ becomes more adaptive in facing business and regulatory dynamics and more proactive in integrating ESG principles into every policy and business process.

Through this capacity-building initiative, WTJJ is committed to continuously developing leadership with integrity, competence, and vision, so that corporate governance can be effective in supporting the achievement of sustainability goals and long-term business growth.

Middle Manager Capability Enhancement (PKMM)

PT WIKA (Persero) Tbk. once again held the Middle Manager Capability Enhancement (PKMM) training.

This time, WTJJ President Director, Rendy Ardiansyah, invited managers from various WIKA Group subsidiaries to examine management strategies from a deeper perspective through Nusantara values.



Indonesia Water and Wastewater Expo and Forum

PT WIKA Tirta Jaya Jatiluhur (WTJJ) was honored to share its experiences at a workshop entitled "Transforming Drinking Water Sector Governance."

This cross-sector collaboration is a concrete step toward achieving 100% access to safe drinking water for all Indonesians by 2030. It can serve as a benchmark for sustainable drinking water projects in Indonesia.

Synergy Communication

Building reliable public services starts from within the organization. Therefore, WTJJ held a team communication workshop as a space for reflection and renewed collective work spirit.

Featuring Oktina Burlianti, M.Sc., a psychologist, communications practitioner, and human resource development facilitator, this session encouraged all employees to align their communication methods, strengthen a culture of collaboration, and re-envision the organization's overall goals.



Innovative Solutions in Infrastructure Development

WTJJ Commissioner Rainier Haryanto and WTJJ President Director Rendy Ardiansyah attended a panel discussion entitled "Securing Water for All: Smart Water Management and Resilient Infrastructure," organized by Switzerland Global Enterprise at the JW Marriott Hotel Jakarta on October 3, 2025.

WTJJ is committed to building smart, resilient, and sustainable water infrastructure, with smart technology, strong governance, and Environmental, Social, and Governance (ESG) principles.

National MIH Seminar Gadjah Mada University

President Director of PT WIKA Tirta Jaya Jatiluhur, Rendy Ardiansyah, attended and was entrusted by Gadjah Mada University (UGM) to be a resource person at the National MIH UGM Seminar on the theme of "State-Owned Enterprise Governance: The Ideal Composition and Compensation Model for State-Owned Enterprise Commissioners." (11/10)

Rendy Ardiansyah presented the topic "Beyond Compliance: Creating a High-Performance Board in Indonesia's State-Owned Enterprises."



Katadata Green Initiative Awards 2025

WTJJ received an award from the Katadata Green Initiatives Awards (KGIA) 2025 in the Sustainable Clean Water Management category, presented at the Kempinski Grand Ballroom in Jakarta on September 10, 2025.

This award was given for its successful development of the Jatiluhur I Regional Water Supply System (SPAM), the largest drinking water supply PPP project in Indonesia with a capacity of 4,750 liters per second. The Jatiluhur I Regional Water Supply System (SPAM) provides a sustainable clean water supply for nearly 2 million residents of Jakarta and West Java, while strengthening national water security.



Performance Assessment and Remuneration

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 remuneration structure is designed to reflect roles, responsibilities, and performance, while ensuring alignment with the Company's governance principles and long-term sustainability objectives.

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

- **Salary/Honorarium**
- **Allowances**
- **Facilities**
- **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	1.234.640.000	
Position Level	Median Employee Compensation	Mean Employee Compensation
Employee	147.047.062	203.093.569

Governance Policies



Codes of Conduct

Transparent and accountable governance is the foundation of every operational line at PT WIKA Tirta Jaya Jatiluhur. WTJJ is committed not only to implementing strong sustainability principles but also to ensuring that the entire value chain including employees, partners, and external stakeholders operates according to high standards of ethics, integrity, and transparency.

All policies are reviewed periodically and socialized to employees, contractors, and business partners.

PT WIKA Tirta Jaya Jatiluhur adhered to the highest moral standards via its wide-ranging Code of Conduct (COC) implementation. The intent of this document is to guide the direction forward of all employees, business partners, and all stakeholders in a way that aligns with ethics, professionalism, and responsibility across the entire business, including financial, non-financial, and operation factors. COC highlights health and safety, environmental protection, and the prevention of unethical practices. WTJJ is committed to ensuring a healthy and professional ethical work culture for sustainable business performance; a culture of trust and positive stakeholder engagement through open communication and compliance.

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.

Aspect	Description
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 prohibited.
Statements, Claims, and Conspiracies	● 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.

Aspect	Description
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. ● Loss or damage to assets due to negligence must be reported immediately.

Aspect	Description
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

Anti-corruption act is a key pillar of all that PT WIKA Tirta Jaya Jatiluhur (WTJJ) does for integrity against corruption and bribery in the company. Also, the policy forbids bribery in terms of kickbacks for contract payments and soft dollar practices to eliminate the risk of taking bribes. It also prohibits both direct and indirect political donations with measures for protecting individuals from inappropriate influence or corrupt interests. Contribution of money and sponsorship is subject to supervision so that it does not become a basis of non-ethical conduct, and sponsorships are monitored. The policy also reflects the WTJJ approach to this as no one single direct political donation or sponsorship can be used as a vehicle for unethical behaviour.

Gratification Control

Gratuities are gifts/receipts of money/equivalents of money, goods, rebates (discounts), commissions, interest-free loans, travel tickets, lodging facilities, tourist trips, free medical treatment, and other facilities of any value, whether received domestically or abroad, and which are carried out using electronic means or without electronic means carried out by PT WIKA Tirta Jaya Jatiluhur Personnel related to their authority/position in the Company, so that it can cause conflicts of interest in the future

Gratification Sanctions

Violation of the provisions in this Gratification Control Procedure will be subject to sanctions in accordance with the provisions and regulations applicable in the Company.

Limitation of Gratification

The provision of gifts / souvenirs and / or banquets and / or entertainment is permitted as long as the gift is intended to foster good relations within reasonable limits and pay attention to equal relationships (such as between friends and between neighbors), mutual respect and does not aim to bribe the party concerned with the intention of providing something to the Company that is not legally entitled to the Company and the frequency of such gifts should not be too frequent because it can raise suspicions from someone that there is something behind the gift.

Gifts / souvenirs in the form of goods intended for the promotion of the Company must use the Company's logo which becomes an integral part of the goods (the Company's logo on the goods cannot be removed).

The provision of meeting honorarium to Third Parties is allowed as an appreciation for the contribution of thoughts and expertise that have been given to the Company at the official invitation of the Company, as long as the provisions regarding the honorarium are not prohibited in the code of ethics or internal regulations of the agency of the Third Party.

Every gift made is recorded and the form is filled out by the employee concerned as the giver and is known by the immediate superior and the Corporate Secretary

Whistleblower Protection and Violation Report Handling

The Company guarantees confidentiality, independence (without intervention), impartiality and immunity in the handling, investigation and storage of information received through the WBS. The Company always strives to protect individual rights and confidentiality of identity in making reports. The Company believes that there will be no breach of confidentiality, intimidation, or retaliation against the whistleblower and does not tolerate retaliation. All employees are expected to report any cases of retaliation.

Number of Violation Reports and the Follow-Ups

During 2025, the Company did not receive any reports on alleged violations submitted through the Whistleblowing System mechanism. The Company continues to prioritize transparency and integrity in its operations, and ensures that the existing whistleblowing system can be accessed by all interested parties to maintain the sustainability of good corporate governance

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.

Whistleblowing Channel

In order to implement the principles of Good Corporate Governance, PT WIKA Tirta Jaya Jatiluhur has committed to building a Whistleblowing System. The Whistleblowing System functions as a means of preventing, disclosing violations or acts of fraud within the Company

The purpose of the WBS is to promote a transparent and accountable corporate culture, provide a safe channel for whistleblowers to submit reports of alleged violations, and increase oversight of actions that violate company policies and regulations.





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:

Regarding On the process of handling complaints, the Board of Commissioners shall carry out the selection, confirmation (by the elements of the category of the type of violation, who committed it and the completeness of the documents), verification, and decide whether the report will be followed up or archived for violations committed by Members of the Board of Commissioners, Board of Directors and Supporting Organs of the Board of Commissioners. The WBS Manager guarantees the confidentiality of the Whistleblower's identity, this is an absolute right owned by each Whistleblower who has good faith in reporting alleged irregularities / violations that occur within the Company and does not have other purposes that deviate from the purpose and purpose of organizing the WBS. Each report will be processed quickly according to the applicable provisions in the Company.

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) demonstrates a firm commitment to openness and accountability by establishing a clear process for reporting the violation of its Code of Conduct (COC) and other policies. Workers, partners, vendors and other stakeholders are invited to report breaches or unethical conduct that puts the integrity, safety or functioning of the company at risk.

Reporting areas	Number of breaches in 2024
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

PT WIKA Tirta Jaya Jatiluhur (WTJJ) demonstrates a strong commitment to the principles of transparency, integrity, and accountability through the implementation of a structured and transparent breach reporting mechanism.

The Company provides clear and accessible reporting channels for all stakeholders, including employees, business partners, and vendors, to report any suspected violations of the Code of Conduct and other corporate policies. This mechanism is designed to safeguard trust and ensure that the Company's operations are conducted in an ethical and sustainable manner.

Throughout 2024, WTJJ recorded no confirmed breach reports across all key reporting areas, including corruption or bribery, discrimination or harassment, customer data privacy, conflicts of interest, and money laundering or insider trading. This outcome reflects the effectiveness of the Company's governance framework, the internalization of ethical values, and the consistent compliance of all personnel with applicable laws and regulations.

Going forward, WTJJ will continue to strengthen its breach prevention and reporting system through ongoing socialization, enhanced ethical awareness, and periodic evaluations of relevant policies and procedures. The Company believes that a strong culture of integrity is a fundamental foundation for supporting business sustainability, safeguarding corporate reputation, and creating long-term value for all stakeholders.

Security of Data and Digital Information

Reporting on Breaches

The IT Team of PT WIKA Tirta Jaya Jatiluhur, under the coordination of the Corporate Secretary, is responsible for implementing and monitoring compliance with privacy and cybersecurity rules. As part of the executive management structure of the company, the Corporate Secretary is responsible for maintaining an organizational structure, implementing and monitoring information security policy and ensuring its policy compliance with the company's governance, risk management and compliance plan. Cybersecurity strategies are integrated into the organization's overall operational and strategic decision making processes.

The Corporate Secretary works jointly with the IT team to handle core cybersecurity duties, such as risk analysis, risk management processes and incident response plans. The Corporate Secretary not only sees to it that issues arising have timely, transparent and appropriate cybersecurity reporting mechanisms for the executive level to act on quickly when appropriate. PT WIKA Tirta Jaya Jatiluhur shows their values of privacy and cybersecurity as core aspects of their risk and compliance and focuses on strategic direction and accountability at the highest echelons.

Furthermore, PT WIKA Tirta Jaya Jatiluhur has put in place systems for the periodic reporting and assessment of cybersecurity risks and measures by which emerging risks will be mitigated. The designation of Corporate Secretary as a cybersecurity coordinator also reflects the firm's trust that it has good governance practices and privacy and cybersecurity is being managed and is appropriately monitored with good controls and best practices.

Information Security Policy

PT WIKA Tirta Jaya Jatiluhur have launched the official Information Security Policy on how it operates in a way promoting responsible business and digital resilience, it is open to the public via corporate reporting platforms and official company channels. This policy is fundamental to our governance structure and informs compliance with relevant laws and regulations, industry practices and ESG principles.

The Information Security Policy describes our security planning approach for cybersecurity preparedness and the protection of organizational data assets. Key focus areas include:

- Continuous enhancement of information security systems to strengthen protection measures against emerging digital risks.
- Data integrity and confidentiality assurance, including protection of operational, employee, and stakeholder information.

Ongoing monitoring and response mechanisms for potential cybersecurity threats, supported by periodic assessments and corrective actions.

Defined roles and responsibilities across all employee levels to promote a culture of shared accountability in information security.

Third-party security governance, requiring suppliers and service providers to comply with minimum security controls aligned with internal standards.

Through the implementation of this policy, the company demonstrates its commitment to digital trust, operational reliability, and responsible risk management in line with sustainability principles and stakeholder expectations.

Cybersecurity and Risk Management Measures

To maintain information security, PT WIKA Tirta Jaya Jatiluhur (WTJJ) has implemented basic control measures to prevent unauthorized access, loss, or damage to data. Access authorization, layered authentication, and security monitoring are implemented in accordance with available system capabilities. Data access is granted only to authorized parties, and data backup and recovery processes are carried out according to established internal procedures.

As part of its compliance commitment, WTJJ implements Information Security Management System (ISMS) procedures and conducts Data Protection Impact Assessments for every process that poses a high risk to the rights and freedoms of data owners. Consequently, WTJJ also has initial procedures for handling incidents in the event of a potential data breach, including reporting mechanisms to relevant units and mitigating actions to mitigate potential impacts. Currently, WTJJ is not fully supported by a comprehensive information security system. However, going forward, the company has a clear goal to strengthen data security governance through tool development, infrastructure improvements, and the implementation of best practices as part of its preparation for ISO 27001:2022.

Throughout 2025, WTJJ received no reports of damage, alteration, or leakage of digital data and information from customers, employees, or other stakeholders.

Employee Education and Awareness

On August 8, 2025, PT WIKA Tirta Jaya Jatiluhur held an Employee Education and Awareness activity related to the readiness of ISO 27001:2022 implementation, which was facilitated by a consultant as part of the company's internal assessment preparation. This activity aims to increase employee understanding of information security principles, controls, and obligations, so that all work units

Employee Education and Awareness

PT WIKA Tirta Jaya Jatiluhur (WTJJ) continues to strengthen its information security governance through the implementation of Employee Education and Awareness programs. On August 8, 2025, the Company conducted an Employee Education and Awareness activity focused on enhancing organizational readiness for the implementation of ISO/IEC 27001:2022. This activity was facilitated by an external consultant as part of the Company's internal assessment and preparation process to ensure alignment with international information security standards.

The program aimed to improve employees' understanding of information security principles, control mechanisms, and compliance obligations in accordance with ISO/IEC 27001:2022 requirements.

this initiative, employees were equipped with essential knowledge regarding risk management, data protection, and information security responsibilities, enabling them to actively contribute to the protection of information assets across all operational functions.

By conducting this education and awareness activity, WTJJ seeks to establish a consistent level of understanding and commitment to information security across all work units. The Company believes that strengthening employee awareness is a key factor in supporting effective data security governance, mitigating information security risks, and fostering a culture of accountability that underpins sustainable and reliable business operations within the WTJJ environment.







Enhancing Our Commitment to the Environment



Enhancing Our Commitment to the Environment

At PT WIKA Tirta Jaya Jatiluhur, water is not just a resource – it is a shared heritage that we must safeguard responsibly for future generations. Aligned with “Water and Beyond: Building a Sustainable Tomorrow”, our commitment to the environment is not limited to regulatory compliance. Our commitment reflects our ambition to operate responsibly and minimize our environmental footprint, working actively to mitigate climate change and reestablish environmental equilibrium.

Protecting Natural Resources

PT WIKA Tirta Jaya Jatiluhur runs the Regional Jatiluhur I Water Supply System, and we know the relation between providing clean water, and the ecological system is interconnected. As a result, we implement comprehensive plans for the protection of the Jatiluhur watershed and the biodiversity around it, ensure the source of water remains sustainable in the long-term. This commitment is embedded throughout our operations, from water intake to treatment, and safe discharge and reuse.

Fostering a Culture of Sustainability

PT WIKA Tirta Jaya Jatiluhur not only operational but also initiating a culture of sustainability among employees, partners, and the community. In campaigns and training, and engagement with the community, we promote a culture of sustainability through 5R and responsible water use understand and appreciate the meaning of the shared responsibility.

PT WIKA Tirta Jaya Jatiluhur ensures its commitment extends to all stakeholders.

Environmental Violation

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 (Environmental Management Plan and Environmental Monitoring Plan Report) every 6 months to ensure that all company activities comply with relevant regulations and support the achievement of long-term sustainability and environmental protection goals.

Managing Environmental Material Issues

PT WIKA Tirta Jaya Jatiluhur acknowledges that environmental stewardship is the core of provision and availability of affordable, safe, and sustainable drinking water. Our operation involves natural ecosystems, water source availability, and energy use; thus, the material issues include:

Climate adaptation and resilience, Energy efficiency and emissions reduction, water and effluent management, waste reduction and circular resource use, and Biodiversity protection around water catchment areas.

PT WIKA Tirta Jaya Jatiluhur has also managed environmental materials well, and in the years 2024 and 2025, it has achieved the practice of not incurring more papers. PT WIKA Tirta Jaya Jatiluhur began operation from December 18, 2024, and, in the 1st year of operational, paper usage has increased due to construction & initial administrative needs of the operational phase. In the year 2025, we can see there is a significant reduction in paper consumption from 967 Rim in 2024 to 80 Rim in 2025. It only possible because of digitization of document, workflow optimization by technology, and during operational will continue to prioritize this agenda.

WIKATirta Jaya Jatiluhur here ensures that it uses environmental-saving material by reducing paper usage through various cost-saving approaches in document digitization and workflow optimization through technology.

Furthermore, WTJJ has taken concrete steps to reduce plastic waste by replacing single-use bottled drinks during meetings with reusable glassware, Implement energy efficiency by turning off the lights during breaks and setting the temperature of the air-conditioned room at 22 degrees Celsius, adjusting the water level of the reservoir and raw water intake thereby streamlining electrical energy use.

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.

Description	Unit	2025	2024*	2023*	2022*
Paper use	Rim	80	967	621	244

Notes:

* The company is in the construction phase from 2022 until the end of November 2024. It will start operations on December 18, 2024.

Climate Adaptation and Resilience

Among the initial steps taken in WTJJ's environmental strategy has been not only to fulfil existing regulations but also pre-empt possible problems for tomorrow. WTJJ therefore turns environmental factors into an integral element of all its business plans and investment choices.

This makes WTJJ a resilient and future-oriented company, guaranteeing that growth and innovation are built on sustainability. Climate change threatens water resource availability and operational reliability. WTJJ has taken actions to buffer against it, for example: field measurements of rainfall to confirm the accuracy of data from previous years' records on rivers' flow rates and catchment hydrology to provide an early warning in case any streams enter drought conditions contingency plans against water shortages. WTJJ sees that climate change is an inevitable challenge and an enormous threat to the company's operations and sustainability.

As a result, it has chosen to handle actively by keeping a close watch on risks of various kinds that may develop at any time without warning. As an initial step WTJJ examines the climate risk mapping that could affect availability of the natural resource most vital to it—water. The following are some of these risks noted by WTJJ.

WTJJ strengthens its climate adaptation and resilience efforts by integrating climate-related risk considerations into its overall risk management framework. This integration ensures that climate risks are identified, assessed, and managed in a structured manner alongside operational, financial, and strategic risks. By embedding climate resilience into corporate governance processes, the Company is better positioned to anticipate potential disruptions and maintain business continuity.

The Company also enhances the reliability of water resource management through continuous hydrological monitoring and data analysis. In addition to rainfall measurements, WTJJ evaluates river flow variability, raw water quality, and seasonal patterns to improve forecasting accuracy. These efforts enable the Company to make informed operational decisions and to respond promptly to changing climate conditions that may affect water availability.

To further strengthen resilience, WTJJ develops and regularly updates contingency plans for extreme weather events, including prolonged droughts and high-intensity rainfall. These plans outline clear response measures, coordination mechanisms, and resource allocation strategies to minimize operational impacts and ensure the continuity of bulk water supply to offtakers during climate-related disruptions.

WTJJ also considers climate adaptation measures in the planning and development of its infrastructure. This includes designing water treatment and transmission facilities with adequate capacity, flexibility, and durability to withstand climate variability. By incorporating adaptive design principles, the Company aims to reduce vulnerability to physical climate risks and extend the operational lifespan of critical assets.

In parallel, WTJJ promotes cross-functional coordination and capacity building to strengthen organizational readiness for climate risks. Relevant teams are involved in climate risk assessments and emergency preparedness exercises, ensuring that knowledge and responsibilities related to climate adaptation are well understood across the organization.

The Company continuously monitors emerging climate trends and regulatory developments to ensure alignment with national and international climate frameworks. This proactive approach supports WTJJ in adjusting its strategies and targets in response to evolving climate science, policy expectations, and stakeholder demands.

Through these comprehensive climate adaptation and resilience initiatives, WTJJ seeks to safeguard water resource availability, maintain operational reliability, and support sustainable growth. By proactively managing climate-related risks, the Company reinforces its long-term sustainability and contributes to building a resilient water infrastructure that supports communities and economic development.

Identification of Climate Risks and Opportunities

Risk

Aspect	Risk	Impact	Timeframe
Physical Risk			
Acute Risks	Change in Precipitation	Excessive changes in precipitation may affect raw water availability and water quality. Thus they interrupt the water treatment process. Greater rainfall can result in flooding: flood damage to infrastructure, waterborne diseases, skin diseases and infectious diseases caused by flooding from rivers	S
	Flooding	Increased rainfall can cause water distribution systems, treatment facilities must be two-tone brown or blue preventing widespread diseases and pollution from water endangering human health. It increases the costs of maintenance repair work too. Water has a swallow's life: only now do most people realize its strategic importance.	S

Aspect	Risk	Impact	Timeframe
Physical Risk			
Chronic Risks	Drought	During long periods of no rainfall, the amount of available water sources decreases. This threatens clean water supply and spurs calls for more intensive water treatment. A lack of water can create a problem on both domestic and industrial levels.	M
	Soil Erosion	Soil erosion can damage the areas around water sources. In addition it also has effects on the quality of the raw water: this in turn impairs the storage facilities and dam capacity. Erosion conversely raises sediment levels and thus affects water treatment processes dramatically.	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

Aspect	Risk	Impact	Timeframe
Current Regulatory Regulation Changes		New or modified environmental laws and regulations may require more stringent management and control of water quality. Fines, lawsuits, or restrictions on operation may result from failure to comply with increasingly stringent climate policies.	S
Emerging Carbon Regulation Emission Mechanism		The application of carbon tax regimes may result in increased operational costs, particularly for fuel-based technologies which can have a negative effect on profitability. Conformity with carbon pricing regimes will be very important to not only prevent fines.	M
Changes in Market Risk consumer Preferences		With rising interested demand in sustainable and climate-resilient water infrastructure, the company could see competition from alternatives more efficient or green. Consumer behaviour trends (incline or decline in demand) for sustainable water services could also be responsible for market share variance.	M

Aspect	Risk	Impact	Timeframe
Technology Switching to Risk Lower Carbon Technologies		Adoption of low carbon technologies could also involve high upfront costs for new equipment and infrastructure. Nevertheless, lack of development or adoption of such technologies may put WTJJ at a competitive disadvantage in an industry increasingly oriented towards 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

WTJJ identifies and assesses climate-related risks as part of its integrated risk management process, considering both physical and transition risks that may affect operational reliability, water availability, infrastructure resilience, and regulatory compliance. These risks are systematically evaluated to understand their potential impacts on business continuity, financial performance, and service delivery.

At the same time, WTJJ recognizes climate-related opportunities, including operational efficiency improvements, enhanced water recycling, innovation in sustainable water management, and strengthened stakeholder collaboration. By proactively addressing climate risks and leveraging these opportunities, WTJJ aims to enhance resilience, support sustainable growth, and contribute to long-term value creation.

Opportunities

Opportunities	Description	Timeframe
Development and Provision of Sustainable Water Solutions	WTJJ has a great potential to develop the next-generation water treatment technologies for societal demand in the alternative sources of clean and fresh water under ever-growing impacts of climate change, e.g., droughts or deteriorating quality.	S
Green Financing	Encouraging green funding schemes, such as green bonds, for environmentally friendly projects.	M
Collaboration and Innovation with	Collaborating with governments, NGOs and communities in adaptation strategies to climate change.	M
Stakeholders	adaptation projects to generate value together.	

WTJJ identifies climate-related opportunities through the development and provision of sustainable water solutions, including next-generation treatment technologies to address increasing demand for alternative clean water sources amid climate change impacts such as droughts and declining water quality. These initiatives support operational resilience while contributing to long-term environmental sustainability.

In addition, WTJJ explores opportunities through green financing mechanisms and collaboration with governments, NGOs, and communities. By leveraging innovative funding schemes and stakeholder partnerships, the Company aims to support climate adaptation projects, generate shared value, and strengthen its contribution to sustainable development.

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. Improved Water Management Infrastructure Construct and fortify infrastructure, like storage tanks or reservoirs to retain surplus rainwater during wet weather for subsequent use in drier periods. Water Resource Monitoring and Planning Update water resource management plans based on the latest rainfall data to adjust to changing rainfall patterns. Water Resource Monitoring and Planning Review water resource management plans to reflect updated patterns in rainfall.	S
	Flooding	Flooding Improved Drainage Systems Enhance and upgrade drainage facilities around company premises for smooth flow of rain water thereby preventing 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

Aspect	Risk	Strategy	Timeframe
Physical Risk			
Chronic Risks	Drought	Optimized Water Usage Implement water efficiency technologies, eg: municipal water recycling technologies and further reduce water intensity in operational processes. Water Resource Monitoring Water Resource Monitoring Keep track of water supply and control to be able to detect the onset of potential drought and handle the distribution in an optimal way. Invest in Water Storage Technology Develop more extensive water storage facilities to help offset the effects of drought.	M
	Soil Erosion	Vegetation Planting Plant ground cover plants in problematic areas to stabilize the soil and prevent the erosion from continuing. Sustainable Land Management Adopt soil friendly land management strategies to stabilize the soil, such as terracing or sustainable forest management. Installation of Protective Netting Use a net or barrier to protect the soil from erosion in sensitive & vulnerable areas.	M

Aspect	Risk	Strategy	Timeframe
Physical Risk			
	Extreme Heat	Management of infrastructure and protection Install cooling or insulating systems for infrastructure threatened by very, including water treatment installations.	L
Transition Risk			
Current Regulation	Regulatory Changes	Proactive Policy Change Monitoring Continuously monitor local and global regulation trends to get ahead of possible changes. Stakeholder Engagement and Advocacy Engage with regulators, industry groups, and government to advocate for sensible regulation that best supports the environmental sustainability alongside a sustainable business.	S
Technology Risk	Switching to Lower Carbon Technologies	Invest in Green Technologies Prioritize investments on renewable energy, energy-efficient technologies and low carbon alternatives for a lower overall corporate carbon dioxide footprint.	M

Aspect	Risk	Strategy	Timeframe
Physical Risk			
Emerging Regulation	Carbon Emission Mechanism	Carbon Emissions Strategies Develop a comprehensive strategy to reduce carbon emissions through energy conservation, alternative fuels/energy sources, and emission reduction projects. Carbon Footprint Reporting and Management This helps keep these devices running for long periods within a chamber Environmentally Friendly Manage and report the company's carbon footprint as part of its sustainability reporting to track progress, reduce emissions and remain compliant with carbon clauses or fees. Carbon Offset Projects WTJJ also consider investing in programs or projects that offset carbon emissions to help balance what you can't reduce right away, such as reforestation or reclamation of greenhouse gases for renewable energy production.	M

Aspect	Risk	Strategy	Timeframe
Physical Risk			
Market Risk	Changes in consumer preferences	Market Research and Consumer Insights Continuously monitor evolving preferences of consumers around sustainability, water management and climate impact, shape offering 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. Sustainable Product and Service Development Invest in developing products or services that are consistent with sustainability, whether they be water-efficient technologies or green solutions.	M
Reputational Risk	Increasing concerns and negative feedback from stakeholders	Ongoing involvement of the stakeholder in the life of a company. Ongoing dialogues with employee groups, customers, suppliers and regulators will be required to determine how these parties perceive the company's environmental challenges and what they want from the business in this respect. Transparency in Environmental Reporting WTJJ is transparent by reporting openly and informatively on environmental performance for sustainability, and progress in emission reduction and resource utilization efforts.	M

S

1 - 5 years

M

5 - 20 years

L

>20 years

As we continue to embrace the theme "Water and Beyond: Towards a Sustainable Future," water quality is a crucial component of public health. Concern for water security integrates concerns for the environment, community well-being, business continuity, and more. This attitude also underpins all our actions regarding resources, both tangible and intangible. Our current efforts are like investments in a healthier planet. Our operations must contribute to the future: our world will be a place where people and nature thrive in harmony.

By 2030, WTJJ aims to integrate climate risk scenarios into long-term operational and financial planning.

By adopting energy-efficient techniques, WTJJ hopes to match the world's best in benchmarking performance in the water sector. This will also help Indonesia meet its climate commitments under the Paris Agreement and the Sustainable Development Goals (SDGs).

This way, WTJJ can establish a lower limit on its emissions, which can be used as a reference for evaluating and continuously improving operational sustainability.

Emissions and Energy Management

We are devoting all our efforts to reducing greenhouse gas (GHG) emissions and energy consumption per meter of water production. Once these two indicators become more efficient, energy is released for direct use in purifying drinking water through -

water treatment technologies without the need to compete for space or resources.

To support this commitment, WTJJ implements a comprehensive energy management approach across its water treatment and distribution operations. This includes continuous monitoring of energy consumption, optimization of pumping systems, and the application of preventive maintenance programs to ensure equipment operates at optimal efficiency. By improving operational reliability and reducing energy losses, the Company is able to lower emissions intensity while maintaining the quality and continuity of bulk water supply.

In addition, WTJJ actively explores the integration of renewable energy and low-emission technologies as part of its long-term sustainability strategy. Initiatives such as the utilization of solar energy, evaluation of alternative energy sources, and gradual adoption of energy-efficient technologies contribute to reducing dependence on conventional energy sources. These efforts not only support emission reduction targets but also enhance the resilience and sustainability of the Company's operations.

WTJJ regularly assesses its emissions and energy performance using measurable indicators aligned with industry best practices. The evaluation results support target setting, identification of improvement opportunities, and management decision-making. Through this data-driven approach, WTJJ continuously enhances its environmental performance while contributing to sustainable value creation and climate objectives.

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



Scope 1 Emissions

Direct emissions are calculated from the use of diesel fuel for Genset Heating during the Operation phase and Fuel Oil for Travel Operational activities to office.



Scope 2 Emissions

Indirect emissions resulting from electricity consumption during the Operation phase. Electricity is utilized to support operations at the including lighting, Air Conditioner, powering Mechanical equipment, powering Electrical equipment and other supporting needs.



Scope 3 Emissions

Other emissions associated with business travel by employees and management originating from other parties in the supply chain or the use of the company's products/services. This includes air and land transportation, which is used to support activities and coordination during the Operations phase.

Scope 1,2, and 3 Emissions

Description	Unit	2025	2024	2023	2022
Scope 1 Direct GHG emissions	TonCO2e	36.53	53	36.7	13.57
CO2	TonCO2e	36.41	47.91	33.16	12.26
N2O	TonCO2e	0.039	5.05	3.49	1.29
CH4	TonCO2e	0.082	0.07	0.05	0.02
Scope 2 Indirect Greenhouse Gas Emissions	TonCO2e	3280.01	6.45	4.4	2.41
Scope 3 Indirect Greenhouse Gas	TonCO2e	3.3	0.33	1.01	0.12
Emissions					
TonCO2e		3.3	0.33	1.01	0.12
TonCO2e		3319.84	59.81	42.11	16.11

WTJJ claims to be calculating Scope 1 emissions according to the IPCC (Intergovernmental Panel on Climate Change) methodology, based on its 2006 guidelines. For Scope 2 emissions, the emission factor for electricity generation issued by the Ministry of Energy and Mineral Resources (ESDM) were used.

Calculation of Scope 3 emissions uses business air travel by airplane that is in accordance with ICAO's emissions calculator, together with the IPCC guidelines for business car journeys. In 2023 and 2024, data reveals a significant increase in greenhouse gas (GHG) emissions linked to changes within operating modes. Emissions for 2023 increased as construction activities intensified--requiring more energy use, material transport and on-site work.

In 2025, as the company entered the operating phase in earnest, emissions increased even further. Full-scale water treatment operations started up required additional energy consumption in production processes: Scope 2 emissions from electricity consumption. This increase marks the natural progression for a project from building into working operation. After all, operations need resources and thus emissions generally increase accordingly.

WTJJ will continue monitoring and managing its GHG emissions through sustainable practices, energy conservation methods, as well integral waste utilization in line with its broader environmental management strategy.

Emissions Intensity

Description	Unit	2025	2024	2023	2022
Total Emissions	TonCO ₂ e	3319.84	59.81	42.11	16.11
Revenue	Million Rp	91,879	675,975	677,905	350,147
Emission Intensity	TonCO ₂ e/ Million Rp	0.03613	0.00009	0.00006	0.00005

Energy is a significant input for water treatment and distribution. WTJJ is committed to reducing carbon intensity while improving efficiency:

Efficiency Measures

has been installed of variable frequency drives (VFD), pump optimization, automation controls, and has determined the Critical Operation Parameters for reducing energy intensity usage.

Renewable Energy Integration

WTJJ has appointed a vendor for the installation of solar PV in 2025 and will begin the construction, commissioning, and integration phases of solar PV use in 2026

Maintain Mechanical equipment and operational vehicles to reduce high gas emissions from the machines.

Conduct emission tests for operational vehicles.

Target

15–30% reduction in energy intensity by 2028 compared to 2025 baseline.

Energy Management

Integrated With ISO 50001

In 2025, the WTJJ had an external audit of ISO 50001 done by Succofindo and was recognized at the energy management system implementation for issuance of its ISO 50001 certificate. It was equally responsible for managing this new standard (established in 2011). Most urgently, there was a need to review its policy and the organization's energy use.

Program Initiatives

When submitting its commitment statement to the International Standard, WTJJ made it clear that energy management would be considered in all aspects of corporate operations. This is reflected by our dedication to energy efficiency in all stages of operation, and the related practices of our programs, from strategies in the Operational & Maintenance (O&M) phase. Identifying flaws To ensure that every last watt is used efficiently and sustainably,

Program Initiatives

WTJJ has implemented a number of programs aimed at curbing energy consumption:

- Selecting equipment capacity according to needs
- Selection of efficient/equipment with low losses
- Use dummy load/VFD_s
- Installation energy-saving lamps
- Install reminders by light switches reminding us how to save energy
- Machine stops temporarily during idle periods to cut down on waste energy
- Keep the distribution pump operating high enough to provide stream by maintaining pressure
- Keep the feedwater pump operating high enough to provide steam by maintaining pressure

Keep reservoir tanks full near the top

Keep intake lines clean

During daylight hours or when the street lights are providing enough illumination for you, turn off light

Replacing worn Pumps (including those for pressure-maintenance dispensers) or water pipes leads to considerable savings of Electric Power.

Maintaining your equipment in good condition demands enough lubricant For it to function properly

Identifying and replacing worn bearings

Powering the Future with Green Energy

not only uses green energy to power its computers and light three-shift production workshops but also actively supports new frontiers in renewable energy by integrating solar-powered streetlights (PJU) into its operations, an initiative which readily demonstrates the company's strong commitment to sustainable energy solutions. The solar-powered street lights have power ratings of 60 Watts each and 90 WP solar panels. Each unit went into a total of 40 THOUGHT FOR THE DAY: With a daily operational duration (from dusk till dawn), Why do they put such light house signs on streets.

This fairest statement not only reduces the reliance on traditional electricity sources but also makes an exceptional contribution to reducing carbon emissions. In addition, as of 2022 the company has incorporated four electric motorcycles into its operations, further indicating its commitment to clean energy practices.

Investments in Innovation

WTJJ plans to invest heavily in renewable energy as part of its innovation, research and development initiatives. At present the company is in the procurement stage of a collaborative 2025 Solar PV investment project, to include the installation of solar panels. The installation will be finished by 2026 and included in PLN electricity. This effort reflects WTJJ's determination to reduce its dependence on non-renewable electricity sources by relying on sustainable energy sources.

Energy Use

In the period from 2022 to November 2024, WTJJ's activities were largely in the construction phase. Full operations are set to commence on December 18, 2024. So, the recorded energy use data up to 2025 mainly reflects the energy requirements during start-up work and First year Operational development until infrastructure buildout.

WTJJ utilized 31.83 GJ of renewable energy through solar-powered street lights (PJU) in 2025, indicating its commitment to clean energy supplies in operations. In addition, total energy consumption was 22,091.41 GJ, of which 21,410.86 GJ was electricity and 648.72 GJ gasoline as non-renewable energy sources.

With the first year of operation of SPAM Regional 1 Jatiluhur, WTJJ plans to disclose energy usage data transparently and report on steps taken to improve energy efficiency while increasing the integration of renewable energy into its system.

Description	Unit	2025	2024	2023	2022
Renewable Energy					
Solar Electricity for street lighting	kWh	8,841.67	7,358	7,358	0
	GJ	31.83	26.49	26.49	0
Non-renewable Energy					
Electricity	kWh	5,947,461	74,140	50,597	27,728
	GJ	21,410.86	266.9	182.15	99.82
Gasoline	Liter	17,960	17,960	12,430	4,597
	GJ	648.72	648.72	447.48	165.49
Total	GJ	22,091.41	942.11	656.12	265.31

Energy Intensity

Description	Unit	2025	2024	2023	2022
Energy	GJ	22,091.41	942.11	656.12	265.31
	MWh	6,136.50	261.70	182.26	73.70
Water Production	Megaliter	34,929.89	881.81	N/A	N/A
Energy Intensity	GJ/Megaliter	0.632	1.07	N/A	N/A
	MWh/Megaliter	0.176	0.297	N/A	N/A
Composted, reused, recycled, recovered waste from water business (including sludge)	% of total waste from water business	0.25	10.74	41.32	0

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 2025, WTJJ recorded an energy consumption of 22,091.41 GJ (6,136.5 MWh) while producing 34,929.89 ML of water. This results in an energy intensity of 0.632 GJ/ML or 0.176 MWh/ML.

This energy intensity indicator serves as a key performance metric for monitoring operational efficiency and identifying opportunities for energy optimization. WTJJ continues to implement efficiency measures and operational improvements to reduce energy consumption while maintaining reliable water production and supporting the Company's sustainability commitments.

Water and Effluent Management

WTJJ's responsibility extends beyond supplying safe drinking water to also managing wastewater and effluent responsibly.

With a recycling system, WTJJ does not discharge liquid waste into the environment.

Sludge from the processing process is managed as landfill material to minimize environmental impacts and explore further potential for sludge use.

Continuous monitoring ensures compliance with regulatory water quality limits.

2025 Milestone

100% effluent quality compliance across operational units.

Program Initiatives

its operations, WTJJ requires water for various activities, both for domestic needs and project operations. In its operations, WTJJ requires water for various activities, both for domestic needs and project operations. During the operational phase, WTJJ uses water for domestic purposes, dilute the polymer solution, cleaning mechanical equipment, cleaning compartments, Flushing Pipe and watering plants.

Therefore, the following are initiatives implemented by the company regarding water management. Therefore, here are the initiatives implemented by the company regarding water management.

Water Usage Efficiency

To better use water rationally, WTJJ makes every use its aim. As a part of this commitment to sustainability, the company has set out policies covering quality, health, safety and the environment, which details promoting resource efficiency. One aspect is practising 3R principle (Reduce, Reuse, Recycle). To this end, water wastage can be avoided. Be it the planning stage or the operational stage of a scheme, it is also noted that WTJJ emphasizes the saving of water. Do the following:

Check your water pipes regularly to make sure there are no leakage. Once they are leaky, do not postpone making repairs.

Turn off the valve for pipe flushing or the valve for equipment maintenance cleaning when not in use.

Open the water tap sufficiently for domestic activities

Make regular records on the flow meter to find out the amount of water used each month.

Spreading awareness by placing water-saving reminders near watertaps.

Wastewater Quality

WTJJ has a recycling system to reprocess dirty water from the dirty water basin, Hydropaq overflow, sludge holding tank overflow, raffinate sludge dewatering process, and water overflow from Hydrofill. With this recycling system, WTJJ produces minimal liquid waste, approaching zero cubic meters (m³) for the volume of liquid waste from the bulk drinking water treatment process.

As of 2025, 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:

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 or sludge cake into river bodies.
- Temporary waterproof storage for sludge and the use of standard operating procedures (SOP).
- Obtain all necessary permits for sludge storage.
- Collaborate with third parties who have permission to accommodate Sludge cake and use it as Landfill material.

Prevention of Water Quality Pollution

- Prohibit the discharge of hazardous liquid waste directly into drainage systems or onto land.
- Immediately report and clean up any hazardous chemical spills.
- WTJJ's chemical tanks have a storage capacity of 110% of the tank volume.
- Any remaining chemicals Liquid Hazardous or those that have been used for WTJJ laboratory testing are stored in the IBC then it will be processed by a third party to be able to process Waste Water Treatment.

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 Operation and Maintenance (O&M) phase, WTJJ utilizes 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 finite resource. After treatment, river water meets the quality requirements of the PPP Contract Agreement,

so it is suitable for efficient and responsible production through this method. (As a manifestation of this trend) WTJJ's Water Saves program is one example and epitome of a larger trend within the industry. This approach reflects WTJJ's consciousness of water resources, its proven track record of setting up an ecological policy and defending it, and its determination to create water resource sustainability in the long run.

Description	Unit	2025	2024	2023	2022
Water Withdrawal					
Groundwater	Megaliter	0	0.05	0.12	0.008
Surface Water	Megaliter	807	891.67	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	0.05	0.12	0.008

* The company started operations Water Treatment Plant on December 18, 2024.

WTJJ's operations are by nature linked with fresh water resources of the riparian kind, and water is a major component in the firm's sustainability. By drawing on river water reserves for the company's use, it shows once again that the possibility of water scarcity is brought home -

as this in its turn affects whether clean drinking water can continue to be supplied to the local people. Therefore, WTJJ still keeps a close watch on any potential water-shortage areas, especially those which are at higher risk like Bekasi and Cibeet.

Water Risk Identification and Mitigation Action

Water Risk Identification

Aspect	Risk	Description
Water Quality	Water Pollution	Disposal of domestic waste, industrial waste, and agricultural activities in the West Tarum River can pollute raw water sources, thereby increasing treatment costs and reducing system efficiency.
	Eutrophication	Excessive nitrogen and phosphorus content in water can trigger faster algae growth, disrupt the water treatment process, cause a significant increase in chlorine dosing, and causing a significant decline in water quality.

Aspect	Risk	Description
Water Availability	Climate Change	Irregular rainfall or reduced rainfall can decrease the supply of raw water from west tarum river.
	Reduction in River Flow	As a result of urbanization, changes in land use, erosion of river banks, and indiscriminate dumping of waste into rivers, river flow can decrease, thus affecting the availability of raw water for processing.
	Water Stress	Water stress refers to a condition of imbalance between the demand and availability of water in a region. In Bekasi, East Jakarta and North Jakarta 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 raw water use or tariff increases can limit a company's access to the water it needs for its operations. This can result in increased operational costs, production slowdowns, or even require companies to adapt to alternative water sources.

Water-related risks are not only felt by companies but also directly impact surrounding communities.

Industry's, companies dependence on limited water resources can lead to reduced clean water availability, which in turn reduces community access to this basic need.



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	Saluran Tarum Barat	Indonesia	High (40-80%)
Cibeet	Saluran Tarum Barat	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. Strict monitoring of water quality and testing, including raw water testing, to ensure quality standards are met.
	Eutrophication	Implementing water treatment systems that can remove excess nutrients from the water source used in processing by adding disinfection to the pre-treatment process. 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. Request PJT II to increase water flow by opening the floodgates at the Jatiluhur Reservoir and cleaning up waste in the West Tarum River during the dry season.
	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. Check and maintain the pipelines, so that the risk of water loss can be overcome.

Leakage Rates

Throughout WTJJ's operation, the water leakage rate in its distribution network has been maintained. This success is due to WTJJ's use of high-quality materials, cutting-edge technology, and a rigorous monitoring system, which ensures operational excellence and thus maximizes the company's growth.

To prevent leaks, WTJJ uses underground steel pipes encased in reinforced concrete cylinder pipe (RCCP). This system can withstand high pressures and contributes to a long service life. Additionally, additional equipment such as water hammer dampers and vacuum breakers, and a pressure control system capable of withstanding the maximum volume load of the pipes, are visible from visible locations. These devices effectively address pressure-related issues, ensuring the maintenance of the entire piping system. If the pressure is too low, the system automatically adjusts to maintain a stable flow rate for a specified period.

As of December 2, 2025, production data for both the raw and treated water at WTJJ's two water works is collected daily. The Commercial Operation Date (COD) was December 18, 2024. This confirms that for the water purification plant, water works engineering operational efficiency has reached an international level surpassing 99B -

with production losses below 1%. Such excellent results were made possible through employment of advanced production technology where water is re-circulated; this also directly reflects WTJJ's commitment to green technology and sustainable practices.

Leakage rates are monitored in real time with SCADA (Supervisory Control and Data Acquisition) technology, so that if anything happens the company can deal with it quickly and effectively. Such preventive measures help to keep water lost to a minimum, which is in keeping with WTJJ's commitment to operational excellence and environmental sustainability.

Leakage Rates (%)

2025

< 1

2024

< 1

2023

0

2022

0

Water Violations

Since being established in 2021, WTJJ has striven to live within the law and not breach environmental regulations on water.

Waste and Effluent Management

WTJJ not only implements strict controls on hazardous (chemical, B3) and non-B3 waste, but also ensures that their disposal and treatment are in full compliance with Indonesian regulations. Furthermore, WTJJ pays attention to preventing negative impacts on rivers and aquatic ecosystems - so it treats waste to meet (or exceed) the wastewater quality standards both laid down by government agencies and those from the Ministry of Environment. In this way our approach is minimal with little environmental impact. Another principle, Reduce Reuse Recycle, governs WTJJ's handling of hazardous (chemical, B3) and non-B3 waste.

Segregation of source and safe disposal for chemical waste (slurry)

Re-using byproducts of processes (recycle)

Reducing single-use plastics in operational areas and offices

Joint action with companies having certification for waste treatment.

Program Initiatives

WTJJ is committed to implementing sustainable waste management practices across all stages of its operations. Through innovative initiatives, the company aims to reduce the amount of waste sent to landfills, recycle waste, implement the 3R Principles, encourage recycling, and maximize the reuse of by-products.

WTJJ is committed to applying waste prevention techniques at all stages of its production process. In practical terms, the company will avoid filling up landfills by eliminating its garbage and recycling as much of its waste as possible. It will support the 3R Principles (reduce, reuse and recycle), encourage recycling, and maximize recovery of by-products. 3R Consistently Performed (Reduce, Reuse, Recycle)

3R Implementation (Reduce, Reuse, Recycle)

During the Construction period, WTJJ deliberately cut its production of waste by re-using construction waste as concrete curbstones, which it then used for road lane dividers. This approach not only had an environmental return in that made less mass for landfills, but also served as an inexpensive policy turning out to be kinder on both pocket and planet for construction materials.



Landfill from Sludge Water Treatment SPAM Regional Jatiluhur 1

Mainly, domestic waste and sludge are managed by third-party partners certified by independent, accredited bodies to ensure they meet environmental and safety standards. Other waste, such as hazardous wastes (in the case used oil and environmental experimental), are also picked up and duly handled by these certified third parties.

These initiatives reflect WTJJ's strong commitment to making sustainability a priority through reducing dependence on landfills and promoting recycling as well as responsible waste handling practices, all of which contribute towards environmental preservation and promotes resource efficiency.

The largest tonnage of waste in 2025 was sludge waste. After the O&M phase began in December 2024, the sludge waste from there amounted to 4245.75 ton. Concrete waste increase with casting activities in 2023 and 2024, 2024 saw a remarkable increase. As labor on construction sites increased year over year from 2022 -23, you get domestic waste generated primarily by that increase in 2023. However, from 2025 on, domestic waste decreased by 50%. This began with the completion of construction in January 2025 and the consequent reduction in labor required for construction.



Landfill from Sludge Water Treatment SPAM Regional Jatiluhur 1

Waste Generated

Description	Unit	2025	2024	2023	2022
Non Hazardous	Ton	4256.35	285.01	31.65	10.81
Hazardous	Ton	0.89	0.1	0.1	0.09

Notes : The Waste data were collected during the operational period from January 1, 2025, to December 31, 2025.

Waste Treatment Methods

Description	Unit	2025	2024	2023	2022
3R	Ton	10.60	30.62	13.12	0
Third Party	Ton	4246.64	254.49	18.63	10.90

Biodiversity Protection

WTJJ recognizes the importance of ecosystems surrounding its water sources. Efforts to protect biodiversity include:

- Collaboration with local stakeholders to rehabilitate catchment areas through tree planting and erosion control programs

- Regular monitoring of biodiversity indicators (flora, fauna, and aquatic life) in and around operational zones

- No operations permitted in nationally protected biodiversity zones

In 2025, WTJJ launched a Community Watershed Stewardship Program, engaging local communities to participate in reforestation and sustainable agriculture practices near water catchments.

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

With this commitment, PT WIKA Tirta Jaya Jatiluhur strives to help conserve our forests and prevent any form of deforestation whatever the chances in its operations. In turn, the company has been careful to make sure that all its construction, procurement and supply chain enterprises can be carried out with an eye to forest ecology protection and sustainable development economics.

The Manifestation of the commitment through this Company's code is: stop any form of deforestation altogether; manage activities threatening forests according to principle of precaution and laws or regulations that are in force. Also, reforestation and environmental remediation projects are taken as social responsibilities for PT WIKA Tirta Jaya Jatiluhur. PT WIKA Tirta Jaya Jatiluhur is located within the geographical boundaries of the crested langurs which is home for remainder of these beautiful animals. Through this code the company wishes to make an environmentally sustainable and cleaner greener future for all beyond simply the crested langur's habitat.

Biodiversity Risk Identification

In 2015, the IUCN announced that the West Javan langur (*Trachypithecus mauritius*) is an Old World monkey in the Colobinae subfamily and listed as vulnerable by the IUCN. It is endemic only to the west of Jakarta, all within Java.

At present they cling to a few remnants, notably Ujung Kulon National Park, Muara Angke Wildlife Reserve, and Muaragembong between industrial development, habitat fragmentation and loss of reserves. This langur, which eats *Sonneratia* leaves and fruit, is distributed in mangrove forests.

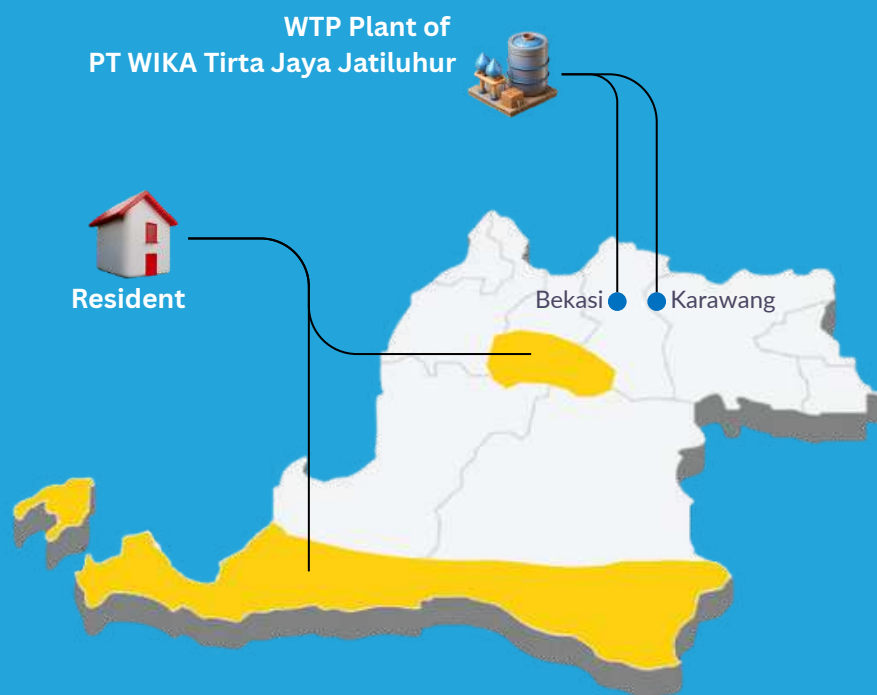


West Javan Ebony Langur
Trachypithecus mauritius

ABSTRACT
West Javan Ebony Langur *Trachypithecus mauritius* has most recently been assessed for *The IUCN Red List of Threatened Species* in 2015. *Trachypithecus mauritius* is listed as Vulnerable under criteria A2cd.

WTJJ, in order to protect biodiversity, carried out a biodiversity risk assessment for both the Cibeet and Bekasi Water Treatment Plants plus their associated distribution pipelines. Land cover analysis reveals that the Bekasi (3.26 hectares) and Cibeet (1.2 hectares) WTP plants dwell in modified habitat dominated by residential areas, including residential as well as industrial land use.

These areas are not core habitat for endangered or protected species. Site assessments were conducted to ensure that the effectiveness of conservation principles for biodiversity could be judged in terms of their size, location and potential impact on the surrounding environment.



This map illustrates the water supply distribution system operated by PT WIKATirta Jaya Jatiluhur (WTJJ). Treated water from the Water Treatment Plant (WTP) is distributed to residential areas, supporting communities across Bekasi and Karawang.

The system plays a strategic role in ensuring reliable access to clean water, contributing to regional water security and sustainable community development.

If you want it more ESG-oriented (highlighting social impact or SDGs) or even shorter for a caption, I can refine it further.

The assesment was conducted according to the IFC PS6 Guidance Note (2019) and employed such spatial analysis tools as the IUCN Red List database for rating impacts on biodiversity. The results clearly demonstrate that project areas are not meeting any critical habitat criteria as laid down by national and international biodiversity standards,

so they are guaranteed this special favor. This forward-looking WTJJ exemplifies how environmental impact can best be minimized while working together with sustainable development.

Criteria	Threshold	Project Features	Trigger
Criterion1: 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 No located in any habitat range of endangered and critically endangered species.	
Criterion 2: Habitat of significant importance to endemic and/or restricted-range species	Areas that regularly hold $\geq 10\%$ of the global 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).	The Project is not No located in an endemic 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, $\geq 1\%$ 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 $\geq 5\%$ 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

Criteria	Threshold	Project Features	Trigger
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 introduced biodiversity-building activities. Measuring transformation, avoidance and conservation effects to boost ecosystem productivity and benefit all life forms

Pometia pinnata, Handroanthus chrysotrichus & Mangifera indica were planted on February 27th, 2025 round the project site as part of transformation efforts. This will contribute to soil stability, nutrient cycling and greater ecosystem productivity while at the same time being an additional source of livelihood for local people. Here we intend naturally to use what nature provides.

The location of WTJJ's Plant and Distribution Pipelines in built-up areas dominated by industrial or residential activities means biodiversity conservation areas must be avoided. Ensuring they're not situated in environmentally sensitive areas such as critical habitats or ranges for threatened and protected species is what this proactive stance does,

eliminating potential ecological disruption while still honoring principles of biodiversity conservation.

In addition, as part (or virtually a symbol) of the restoration efforts, WTJJ conducted a ceremonial tree-planting activity in the WIKA Group's Climate Change and Pollution Reduction Program. This initiative saw 6,500 trees planted at 65 planting locations in collaboration with local and provincial governments, marking as amigos our common commitment to reducing pollution and expanding urban green open spaces. In addition, WTJJ also started a major campaign of planting trees this year in Margahayu Sub-District, Bekasi, planting 100 trees to help reclaim degraded land and speed-up ecosystem recovery.

All these activities combined with field-study practices give form to WTJJ's devotion to promoting biodiversity, improving environmental health and fostering sustainable ecosystems in the areas in which it operates as well as its peripheries.



Human Capital Excellence for Sustainable Growth





Human Capital Excellence for Sustainable Growth

**Water and Beyond:
Building a Sustainable Tomorrow**

PT WIKA Tirta Jaya Jatiluhur (WTJJ) believe that people are the foundation of our success and the key drivers of sustainable value creation. Guided by the theme “Water and Beyond: Building a Sustainable Tomorrow”, our commitment to human capital development goes beyond traditional workforce management. It is about cultivating a culture of excellence, fostering inclusivity, and empowering every employee to grow alongside the company while contributing to national and global sustainability goals.

Labor Practicess Commitment

PT WIKA Tirta Jaya Jatiluhur (WTJJ) demonstrates a strong commitment to responsible labor practices aligned with GRI 401: Employment and GRI 402: Labor/Management Relations. Our policy framework and operational practices are designed to ensure fair employment conditions, equal opportunity, and effective communication between management and the workforce.

In alignment with GRI 401, WTJJ upholds the following commitments:

Fair Compensation and Living Wage (GRI 401-2, 401-3)

WTJJ ensures that all employees receive compensation that complies with or exceeds the applicable statutory minimum wage (UMR/UMK). Employees are eligible for annual leave, paid benefits, and entitlements in accordance with national labor laws and internal regulations.

Equal Employment Opportunities (GRI 405)

The company enforces equal remuneration policies for men and women performing work of equal value, without discrimination based on gender, ethnicity, religion, or other protected characteristics.

Working Hours and Overtime Regulation (GRI 401-2)

WTJJ has established systems to monitor working hours and prevent excessive overtime, ensuring that working patterns prioritize employee well-being and comply with Indonesian labor regulations.

In alignment with GRI 402 – Labor/Management Relations, WTJJ ensures:

Structured Workforce Communication (GRI 402-1)

Employees receive timely information regarding organizational changes, policy updates, and operational adjustments. Reasonable notice periods and consultation processes are provided prior to implementing significant operational or staffing changes.

Rights to Dialogue and Representation

WTJJ respects employee rights to freedom of association, participation in dialogue forums, and transparent communication between employees and management.

Labor Practicess Program

PT WIKA Tirta Jaya Jatiluhur (WTJJ) has established comprehensive labor management programs designed to ensure fair treatment, regulatory compliance, and the protection of employee rights. These programs reflect the Company's commitment to responsible employment practices and alignment with national labor laws, Sustainable Development Goals (SDGs), and global ESG expectations.

Throughout the reporting period, WTJJ ensured that all employees received wages aligned with or above the applicable regional minimum wage standards. Compensation practices are continuously reviewed to reflect cost-of-living considerations and benchmark competitiveness. Working hours and overtime arrangements are also monitored to comply with regulatory requirements, and employees are compensated for overtime in accordance with applicable labor regulations and internal policies.

Employee representation and constructive dialogue remain a key element of WTJJ's labor governance. The Company conducts regular engagements with employee representatives to gather feedback, address workplace concerns, and strengthen transparency on working conditions.

WTJJ also monitors gender pay parity to ensure equal remuneration for men and women performing work of equal value, supporting the principles of fairness, diversity, and inclusion. In addition, the Company expands employee social protection programs beyond statutory requirements, covering health, employment insurance, and additional welfare benefits.

To support employee well-being and work-life balance, WTJJ ensures that all employees are able to utilize their annual paid leave entitlements. The Company also continues to invest in employee development by offering capacity-building programs, reskilling, and upskilling initiatives to prepare the workforce for operational changes, technology adoption, and future industrial transition risks.

Through the implementation of these programs, WTJJ demonstrates its ongoing commitment to fostering a safe, equitable, and supportive workplace environment while ensuring alignment with corporate transformation goals and long-term sustainability priorities.

Building Future-Ready Human Capital

Human capital excellence at WTJJ is designed to prepare for the future. We are committed to developing agile leaders and a skilled workforce ready to embrace technological advancements, climate-related challenges, and evolving stakeholder expectations. By embedding sustainability into every aspect of human capital management, we ensure that our people are not just prepared for the future but actively shaping it.

In line with the theme “Water and Beyond: Building a Sustainable Tomorrow”, WTJJ reaffirms that empowering people is central to achieving sustainable growth. By investing in our employees, promoting inclusivity, and embedding a strong culture of health, safety, and integrity, we ensure that human capital excellence becomes the driving force behind a future where business, society, and the environment flourish together.

Employee Statistics

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 with experience in various projects undertaken by WIKA. Therefore, they possess relevant expertise and a deep understanding of the group's operational standards and staff culture.

WTJJ has not recruited externally until 2024. All workforce needs have been met through employee transfers from the parent company and completed WIKA projects. Furthermore, WTJJ actively rotates employees (internal hire) to support skills development, knowledge transfer between departments, and support the achievement of company goals. Rotation is carried out according to company needs, employee career development, and operational efficiency.

This way, staff not only integrate smoothly into their respective organizations and contribute more effectively to achieving company targets than those outside their respective organizations, such as headquarters or provincial branches, but also fosters strong team bonds across WIKA's various entities. In this way, WTJJ maintains its human resource standards while supporting the development of high-achieving talents within WIKA.

New Employee Composition Based on Age and Gender

Description	2025		2024		2023		2022	
	Male	Famale	Male	Female	Male	Female	Male	Female
20 – 25	11	3	12	1	0	0	0	0
26 – 30	9	2	18	2	0	0	4	0
31 – 35	6	1	7	0	2	0	0	0
36 – 40	7	0	0	1	1	0	0	0
41 – 45	1	0	3	0	1	0	0	0
>45	3	0	4	0	0	0	1	0
Total	37	6	44	4	4	0	5	0

New Employee Composition Based on Management Level and Gender

Description	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
BOD – 2	0	0	0	0	0	0	0	0
BOD – 3	2	1	1	0	0	0	0	0
BOD – 4	1	0	2	0	0	0	0	0
BOD – 5	34	5	41	4	4	0	5	0
Total	43		48		4		5	

New Employee Composition Based on Nationality

Description	2025	2024	2023	2022
Indonesian (Asian)	43	48	4	5
Total	43	48	4	5

Protection and Fulfillment of Worker's Rights

Employee feedback is encouraged through open communication (open forums, internal surveys, and grievance mechanisms), dialogue, and full employee participation from start to finish in the company to gather feedback. We connect personal goals with business goals, aligning them with Corporate Sustainability goals and a shared purpose by ensuring they collectively serve the corporate business through providing safe, clean, and sustainable water services that deliver long-term value for all stakeholders. Our employees are not just employees of the organization we work for; we also play a role in setting the tone and direction for a better work environment and community as an organization with positive change. Our workforce is not only part of the company but also ambassadors of positive change for the community and environment.

PT WIKA Tirta Jaya Jatiluhur (WTJJ) is a committed to protecting and acts in accordance with the rights and obligations to workers, including the protection of workers' rights in project sustainability principles, corporate conduct, corporate governance, and Indonesian labor laws. Every employee at the company is treated equally with respect, provided with equal opportunities and safe or humane working conditions.

In accordance with applicable labor laws and company policy, WTJJ will guarantees the absence for child labor, forced labor, or any form of discrimination in recruitment, accommodation, training, or any discrimination in employment arrangements or dismissal. The company applies the same principle of equality and non-discrimination in all employment regarding gender, background, religion, and age.

WTJJ ensures that labor rights are fulfilled in a safe, comfortable, and supportive work environment for employee well-being. The company sets reasonable working hours and provides adequate rest periods, guaranteeing access to adequate work facilities. The pay scale and wage structure are fair and equitable, based on various factors such as industry standards, employee performance, and company capacity, providing certainty and a sense of security for all workers.

Furthermore, WTJJ has specific employment policies and procedures implemented to ensure the security of employees' employment requirements, skill development, and occupational safety and health. A wide range of internal regulations and standard operating procedures (SOPs) have been designed to promote effective, consistent, and auditable implementation processes.

WTJJ constantly strives to develop harmonious, productive, and sustainable industrial relations as a result of implementing comprehensive policies and strict observance of regulations. To enhance the protection of labor rights as a social responsibility and create a sound foundation for operational continuity, the company undertakes to strengthen the protection of labor rights as a cornerstone of its social responsibility and as an instrument for future success in business operations and growth.

Every employee is also registered with BPJS Ketenagakerjaan and BPJS Kesehatan (Healthcare Social Security Agency), and we also provide Workers' Accident Insurance and Life Insurance. The company also provides annual performance bonuses and performance-related allowances based on the individual's score in annual employee evaluations.

Commitment to Diversity, Equity & Inclusion (DEI)

Diversity and inclusiveness form the base of a functioning and sustainable work culture for PT WIKA Tirta Jaya Jatiluhur (WTJJ). WTJJ is committed to ensuring everyone fairly, be a safe place where anyone can have the freedom to grow and advance both personally and professionally, irrespective of gender, age, ethnicity, or any other background.

A firm commitment to diversity is baked into the company. WTJJ fosters a spirit of belonging, where everyone knows they are part of a good team, encouraging collaboration and progression in the interests of making the most of what can be accomplished. The company implements a diversity policy at the management level and adheres to human rights principles as part of its sustainable governance.

WTJJ Diversity and Inclusion Charter

A culture of diversity is a way to attract and cultivate employees who respect and support diversity and offer employees the training and potential to grow at all.

The workplace must be a safe space free from harassment and discrimination, and unethical behavior.

Use a meritocratic hiring policy without any discrimination based on sex, race, nationality and so forth.

Zero tolerance for human rights violations, discrimination and forced labor, in line with WTJJ's Human Rights Policy.

Improve internal communication and reporting, with an interlocking whistleblowing mechanism that safeguards the whistleblower.

WTJJ upholds diversity as a strength by ensuring that all employees have equal access and representation irrespective of their sex, age, national origin, or background. In 2024, female employees still account for a significant percentage of the work group, a sign that the company is dedicated to improving workplace gender diversity. This is also reflected through equal pay practices whereby all employees should receive the same pay for an identical position; irrespective of their gender.

To achieve sustainability report, we report gender diversity metrics into our sustainability reporting processes. This data is pulled from the organization's workforce records and is evaluated regularly from the company's workforce statements and analyzed on an ongoing basis looking at gaps, trends, and the improvement areas in the company. Gender diversity data coverage covers all Full-Time Equivalent (FTE) employees in the organization.

Employee Diversity and Equal Opportunity

At PT WIKA Tirta Jaya Jatiluhur, we put employees as the engine of our activities. The company is dedicated to creating an inclusive, diverse, and supportive workplace in which each employee's contribution is appreciated. We appreciate that a good culture is the foundation for long-term growth and success.

Description	Percentage (%)
Share of women in total workforce	14.89
Share of women in all management positions, including junior, middle and top management	14.89
Share of women in junior management positions	1.06
Share of women in top management positions	1.06
Share of women in management positions in revenue-generating functions	0
Share of women in STEM-related positions	2.13

Equal Pay

PT WIKA Tirta Jaya Jatiluhur (WTJJ) aims to deliver fair and equitable remuneration processes to all employees, regardless of where they work in the company.

Routine evaluations are carried out to assess 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)	68.935.000	75.017.500
Executive level (base salary + other cash incentives)	117.458.950	153.202.700
Management level (base salary only)	13.105.000	10.554.800
Management level (base salary + other cash incentives)	18.494.949	52.477.782
Non-management level (base salary only)	14.727.881	19.407.878

The differences in the average salary of women and men at the non-management level is mainly due to responsibility, tenure, and specific job roles. There are also skill requirements and educational background-based disparities in salary levels which can also play a role in differences in salary.

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. Together with everyone's various interests they bring to the organization is our common culture, rich tradition and unique views. This multicultural composition strengthens a harmonious and inclusive working partnership, drawing on the unique strengths, viewpoints and cultural experiences of each and every person involved in it.

WTJJ supports that everyone no matter what their race or ethnic background is must enjoy the same opportunities for career growth; the chance to develop oneself while working. And it is in a professional environment as well as participatory consultation that these same kinds of issues are resolved. This helps in enhancing teamwork and creative capabilities and also enhances the company's relationship with the communities it serves.

Routine evaluations are carried out to assess gender pay equity, ensuring that employees performing the same roles and responsibilities receive equal remuneration, regardless of gender.

WTJJ fosters an inclusive workplace by promoting mutual respect, open communication, and collaboration across diverse ethnic and cultural backgrounds. The Company encourages employees to share perspectives and ideas, creating a work environment that values diversity as a driver of innovation, problem-solving, and organizational effectiveness.

Through equal opportunity policies, fair employment practices, and participatory engagement, WTJJ ensures that all employees are treated with respect and dignity. This inclusive approach not only strengthens internal cohesion and employee engagement, but also supports WTJJ's commitment to sustainable growth and positive social impact within the communities it serves.

Employee Ethnicity

Ethnicity	Total Employee	Percentage in 2023	Total Employee	Percentage in 2024	Total Employee	Percentage in 2025
Madurese	1	2.98	-	-	-	-
Betawi	2	5.88	3	3.9	12	11.21
Sundanese	6	17.65	22	28.57	25	23.36
Javanese	16	47.06	40	51.94	55	51.40
Palembang – Malay	2	5.88	2	2.6	-	-
Malay – Sundanese	1	2.94	1	1.3	-	-
Padang – Minangkabau	1	2.94	2	2.6	3	2.80
Javanese – Sundanese	2	5.88	2	2.6	1	0.93
Lampung	1	2.94	1	1.3	1	0.93
Sundanese – Bangka	1	2.94	1	1.3	-	-
Pangkal Pinang	1	2.94	-	-	-	-
Padang – Javanese	-	-	1	1.3	1	0.93
Flores	-	-	1	1.3	1	0.93
Batak	-	-	1	1.3	3	2.80
Bugis	-	-	-	-	1	0.93
Manado Javanese	-	-	-	-	1	0.93
Komering	-	-	-	-	1	0.93
Sundanese, Arab, Dutch, Javanese.	-	-	-	-	1	0.93
Sundanase Betawi	-	-	-	-	1	0.93
Total	34	100%	77	100%	107	100%

Freedom of Association

PT WIKA Tirta Jaya Jatiluhur (WTJJ) supports freedom of association and recognizes the right of employees to join and participate in labor unions. At present, employees assigned at WTJJ (by holding company WIKA) belong to SEKAR WIKA (Serikat Karyawan WIKA), the PT Wijaya Karya (Persero) Tbk official labor union.

SEKAR WIKA as of 2025 comprised 17 out of 107 (15.9%) employees. This is WTJJ's dedication to allow its workforce to join a union, and to protect their rights. While WTJJ's organic workers are not yet unionized, the organisation still holds their right to organizing and joining a union in esteem, and is also ensuring their freedom to do so in the future.

WTJJ provides equal treatment for employees to work and enjoy fair working conditions regardless of their status in a union. The company is determined to develop a supportive and inclusive atmosphere consistent with internationally accepted rules for labor rights, such as the ILO's conventions on freedom of association and the right of collective bargaining.

Training & Development

WTJJ makes continuous learning and long-term career advancement a goal by means of arrangements for structured -

on-the-job training courses as well as technical qualifications in key water-treatment procedures (water management, environmental stewardship, digital innovation, and safety practices). WTJJ ensure that our people remain competitive, adaptive, and capable of addressing future challenges.

WTJJ works toward continuously learning and career growth over the long term through structured on-the-job training programs as well as technical qualification across essential water-treatment procedures (water management, environmental stewardship, digital innovation, and safety practices). WTJJ ensure a world-class experience that guarantees that our people are always competitive, evolve, and address challenges ahead.

Annual training assessments of training needs and an examination of training courses benefits are typical. WTJJ realizes a diverse angle is a good approach when it comes to seeking innovation and adaptation. It also promotes equal opportunities and includes men and women of all ages and communities. Our development policies and practices are concentrating on developing local talent and engaging with the broader community we serve. This bolsters the social fabric that supports sustainable development.

In order to produce a motivated, capable workforce with a future-focused approach, you need an organized career-planning and development system. The opportunity of promotion of career and employee development at PT WIKA Tirta Jaya Jatiluhur is also prioritized with targeted strategies that connect individual aspirations with the company's values to ensure advancement. The programs are there to be applied at different layers of an organization to enhance employee capabilities and develop future leaders, provide clear career paths,

and create potential leaders at all levels i.e. at every level of the organization.

Continuous learning and opportunities for professional growth: that is the way WTJJ saw to it that 2024 hours of training averaged 63 hours per individual and that on average, per employee Rp. 5,326,333 a year was spent on working him up. By its very nature, these efforts reflect WTJJ's commitment to developing a work force equally well suited not only to meet today's needs but also the demands of tomorrow.

Number of Employees Training Based on Gender

Description	2024
Male	23
Female	7
Total	30

Number of Employees Training Based on Management Level

Description	2024
BOD	2
BOD - 1	1
BOD - 2	6
BOD - 3	11
BOD - 4	10
Total	30

Number of Employees Training Based on Age

Description	2024
21 – 30	11
31 – 40	18
41 – 50	1
>51	
Total	30

Number of Employees Training Based on Type of Training

Description	2024
Supervisory	1
QHSE Awareness	4
Financial for Non Financial	2
WIKI Project Management	2
QA & QC	2
Assesment & Feed Forward	5
Certified Risk Management Office	3
Problem Solving & Decision Making	3
Basic Commissioning	3
Examining potential issues in construction project implementation from the auditor's perspective	1
BSE Master Class	2
E-Catalogue	2
Coach / Mentoring	

Number of Employees Training Based on Nationality

Description	2024
Indonesia (Asian)	30
Total	30

Program Highlights on Employee Development and Organizational Efficiency

PT WIKA Tirta Jaya Jatiluhur is committed to enhancing employee competence and organizational performance through structured capacity-building programs. As part of this commitment, the Company identified five priority training programs in 2024 that demonstrated a high level of strategic relevance and

and measurable contribution to employee capability enhancement and operational improvement. These programs were selected based on organizational needs, operational requirements, and alignment with the Company's long-term sustainability strategy.

Supervisory Training

To support leadership readiness and internal talent development, the Supervisory Training Program was implemented as a core initiative. This program aims to strengthen supervisory skills, including team management, policy execution, and operational decision-making. These competencies are essential to ensure reliable and efficient operations across the Jatiluhur Regional Water Supply System (SPAM) and to support a structured leadership development pathway.

WIKAT Project Management Training

In addition, the WIKAT Project Management Training was delivered to improve employee skills in project planning, implementation, monitoring, and evaluation. This training supports the execution of critical infrastructure programs—including pipeline systems and water treatment facilities—in accordance with good governance principles, ensuring that projects are delivered with the expected quality, timeline, and cost efficiency.

QA/QC Training

To uphold quality and regulatory compliance, the Company conducts Quality Assurance and Quality Control (QA/QC) Training, which focuses on ensuring that operational processes and water quality outputs meet applicable regulatory health standards. This program contributes to reducing operational non-conformities and strengthening consistency in product and service performance.

Certified Risk Management Office Training

The Company also implemented the Certified Risk Management Office Training to build risk management competencies across organizational functions. This training supports the Company's risk governance framework by equipping employees with capabilities in risk identification, analysis, and mitigation. The program also strengthens readiness for external audits and supports compliance with good governance practices.

Problem Solving and Decision-Making Training

Lastly, the Problem Solving and Decision-Making Training plays a crucial role in enhancing analytical capability and operational responsiveness. Through this program, employees are equipped to resolve technical and administrative challenges using systematic and data-driven approaches, contributing to reduced operational downtime and improved productivity.

Commitment Going Forward

PT WIKA Tirta Jaya Jatiluhur remains committed to delivering continuous learning opportunities and improving access to training aligned with industry standards, regulatory requirements, and future organizational capability needs.

The Company will continue to monitor the training impact through measurable indicators, ensure equal access to learning opportunities, and strengthen employee development as a key enabler of sustainable operational excellence.

Employee Remuneration and Benefits

WTJJ offers competitive remuneration aligned with industry standards and employee performance.

Salaries comply with the UMR/UMP, whichever level is the highest. Compliance with minimum wage standards is legally mandated under Law No. 13/2003 on Manpower. Article 89(3) stipulates that the provincial minimum wage shall be determined by the Governor based on recommendations from the Wage Council, while Article 90(1) prohibits employers from providing remuneration below the regulated minimum wage threshold.

Benefits include health insurance, retirement plans, housing allowance, and performance incentives.

Employees in remote operational areas also receive additional support.

Recruitment Process and Workforce Turnover

WTJJ applies a fair and transparent recruitment process with its selection criterion being merit and qualifications.

Open recruitment and collaboration with universities will ensure new hires.

Priority is given to local communities in its operational areas that assist in regional employment.

Workforce turnover is monitored through exit interviews to determine where improvements can be made.

Employee's Reason of Leaving (In Person)

Reason for Leaving	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Resign	5	1	1	0	2	0	2	0
Retire	1	0	0	0	0	0	0	0
Passed Away	0	0	0	0	0	0	0	0
Dismissed	0	0	0	0	0	0	0	0
Employee Transfer to Holding	2	0	2	0	0	0	0	0

Reason for Leaving	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Total Outgoing Employees	8	1	3	0	2	0	2	0
Total Employees	107		78		34		31	
Employee Turnover Rate	7.5		3.8		5.8		6.4	
Voluntary Turnover Rate	4.7		3.8		5.8		6.4	

Employee's Reason of Leaving (In Person)

Description	2025	2024	2023	2022
20 – 25	0	0	0	1
26 – 30	4	1	2	0
31 – 35	2	0	0	1
36 – 40	1	0	0	0
41 – 45	0	1	0	1
46 – 50	1	1	0	0
51 – 55	1	0	0	0
Total	9	3	2	2

Employee's Turnover Based on Management Level

Description	2025	2024	2023	2022
BOD – 2	0	0	0	0
BOD – 3	2	0	0	0
BOD – 4	1	2	0	0
BOD – 5	6	1	2	2
Total	9	3	2	2

Employee's Turnover Based on Nationality

Description	2024	2023	2022
Indonesian (Asian)	3	2	2
Total	3	2	2

Handling Employee Grievances

PT WIKA Tirta Jaya Jatiluhur (WTJJ) is committed to providing a safe, open, and respectful work environment, safety and respect to all employees, regardless of how challenging the situation is. Employee grievance is part of good corporate governance (GCG), human rights protection as well as ethical work culture.

WTJJ has adopted an employee complaint process as a transparent and open process. The employees can report them to their direct supervisor, Human Capital, or Whistleblowing System.

WTJJ undertakes all employee complaints fairly, transparently, and confidentially. The reporters have a formality through which they can report directly to a supervisor, along with a Whistleblowing System (WBS) which keeps the reporter's identity secret.

This mechanism enables employees to complain about all sorts of violations including discrimination, harassment, infractions, ethics, OHS, abusing authority or acting against company policy.

WTJJ would also promote protection of whistleblowers, reporting no retaliation. All complaints are considered personal information and must be passed through an internal investigation system that has the requisite corporate governance protocols for investigation, including procedure and process for correction or the imposition of disciplinary action, if necessary.

Through the company's human rights policy, WTJJ is committed to uphold the right of employees to express complaints without fear and to guarantee the proper and fair settlement of all complaints.

By way of an external complaints channel for the public, WTJJ offers a public complaints channel through email at responcepat@wtjjmail.id and a call center at 0878-2120-6533 (administered by the Corporate Secretary and Human Capital staff). All complaints are handled with the principles of confidentiality, objectivity, and fair resolution.

The communication process is based on the effectiveness of a complaints mechanism and is never blocked by employees, WTJJ continually monitored the complaints, throughout 2025. The firm also stepped up communications around work ethics, how to report and employee rights, which it wanted to communicate with all workers.

According to WTJJ, a good complaints handling system is the keystone for a healthy and ethical company which will build the company and all its company's personnel's trust.



Commitment to Employee Health and Safety

WTJJ places the highest priority on occupational health and safety (OHS) to protect employees and contractors. The quality of OHS is inseparable from the health and well-being of our employees.

WTJJ follows, with an emphasis on promoting zero accidents, international standards like ISO 45001:2018 and ISO 14001:2015 for environmental management systems. Above and beyond physical safety we foster mental and social wellness, supporting the well-being of the workforce, recognizing that a healthy workforce is essential for productivity, innovation, and long-term success.

Preventive Measures

hazard identification, risk assessments, safety drills, and PPE provision.

Emergency Preparedness

regular fire, flood, and chemical spill response simulations.

Key activities for 2024 include daily Safety Morning Talks and Toolbox Meetings; weekly Safety Patrols in all work areas; regular health checks and PHBS campaigns; First Aid, Working at Height, and Electrical Safety training; emergency response simulations and internal OHS audits.

These activities are aimed at strengthening safety awareness, preventing workplace incidents, and ensuring compliance with occupational health and safety standards across all operations.



Safety Patrol

Langkah Serius Jaga Keamanan IPA Cibeet

Direksi, Staff Ahli, Manajer, dan Tim HSE WTJJ turun langsung melakukan inspeksi ke IPA Cibeet. Inspeksi menasar pintu air drainase, bangunan IPA, panel listrik, pompa, hingga implementasi 5R. Dilakukan untuk memastikan agar keselamatan dan keamanan di lingkungan operasional IPA Cibeet sesuai dengan standar.

11

Juni

WTJJ Health Check Day

WTJJ kembali menggelar Health Check Day untuk memastikan insan WTJJ tetap sehat, semangat, dan siap kerja cerdas demi pelayanan prima.



WIKHA TIRTA JAYA JATILUHUR

Sosialisasi Zero Tolerance – No Excuse for Safety!

Zero accident tidak akan tercapai tanpa zero tolerance terhadap pelanggaran K3.

Sosialisasi ini membahas:

- Kebijakan SMK3L & SWA – Standar-standar yang wajib dipatuhi.
- Golden Rules K3 – Prinsip dasar keselamatan kerja.
- Peningkatan awareness terhadap resiko kerja.



Furthermore, the company also prioritizes mental health and work-life balance through joint sports activities and mental and spiritual development.



Material Health Initiatives

At PT WIKA Tirta Jaya Jatiluhur (WTJJ), workers are the backbone and the strategic asset and they ensure to keep the business running and contribute a good performance in meeting the sustainability goals. WTJJ's objective is to provide a quality workforce, which is competent, productive, healthy and motivated, through better welfare, capacity strengthening and worker protection. We support the company's goal of working to provide reliable clean water services in communities and increase stakeholder value.

WTJJ's philosophy on human capital management is also grounded in sustainability principles, such as: non-discrimination, equal opportunity, safety and health at work, and complying with labor laws. This is an overall policy for our employees, partners and contractors, aiming to deliver an inclusive and safe working environment that promotes our professional growth.

In terms of occupational safety and health, WTJJ uses national and international management systems. WTJJ has also gained ISO 45001:2018 certification which is the international standard for Occupational Safety and Health Management Systems, and it is reaffirmed that the company is dedicated to fostering a safe work culture and reducing the risk of accidents.

Regular OHS training, inspections, risk assessments and performance checkups are conducted during the WTP plant as well as adherence to safe-work practices from the water treatment plant is carried out to support this implementation.

WTJJ also ensures that WTJJ maintains employee capacity improvement initiatives such as technical training development, competency training and competency certification to keep up to an operating company-specific knowledge base, competency based training programs and leadership training and development programs tailored to the company's operations. This enables all staff to have skills related to work and adapt well to technological and operational changes.

Key human capital risks including accident risk, skills gaps, work relationships, employee engagement levels and others, are pre-empted to a proactive level. WTJJ provides safety education, enhances a positive working environment through a shared culture and open communication, and consistently assesses its internal performance against operational and safety standards.

These all contribute towards a sustainable, adaptive and sustainable workforce sustainable work environment in line with the company's overall vision moving forward. WTJJ also implements benchmarks and measurable targets to facilitate -

efficient and sustainable human capital management of human capital material problems. WTJJ is therefore steadily enhancing its human resources approach as a critical focus in maintaining the firm's human capital foundation of -

the business in order to survive, thrive and maximize the value for the business to every investor and enterprise, creating sustainable value for all stakeholders.

Material Topic	Occupational Health & Safety (OHS)	Human Capital Development	Industrial Relations & Labor Rights
Related Sustainability Topics	Occupational Health and Safety	Human Capital Development	Industrial Relations and Labor Rights
WTJJ's Key Approaches	• Implementation of OHS Management System based on ISO 45001:2018 • Regular OHS training & safety briefings • Periodic inspections & risk control • Enforcement of safe work procedures across all Water Treatment Plants (WTPs)	• Technical training programs & competency certifications • Leadership and soft skills development • Competency mapping & career development planning • Enhancing operational readiness and digital capabilities	• Implementation of non-discrimination & equal opportunity principles • Availability of communication and grievance channels • Compliance with labor regulations • Maintaining harmonious industrial relations with workers
Key Initiatives	• Zero Accident Campaign • Regular OHS audits and inspections • Risk mitigation planning for WTPs and distribution networks	• Technical training on water treatment & laboratory operation • WTP operator competency certification • Leadership and managerial competency training	• Socialization of labor policies • Strengthening industrial relations quality • Enhancing two-way communication culture
Achievements	• ISO 45001:2018 certification • Strengthened safety culture • Zero fatality throughout operations	• Increased employee training hours • Improved workforce readiness • Updated and standardized competency induction for new employees	• Zero major industrial disputes • Full compliance with labor regulations • Improved workplace harmony

Occupational Health & Safety Performance

A good OHS (Occupational Health and Safety) culture ensures a safe, healthy, and supportive workplace which PT WIKA Tirta Jaya Jatiluhur (WTJJ) recognizes in order to support these employees. It has a policy that also takes a proactive approach regarding employee safety, productivity, and overall well-being. For WTJJ, a strong OHS culture acts as a baseline condition for sustainable operational efficiency and success. 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.

WTJJ facilitates the highest possible level of health and safety among staff and stakeholders by applying clear safety policies, comprehensive training, and proactive risk assessment. They actively encourage employees to be engaged, educated, and involved in everyday work, with safety embedded to ensure that the workforce can work in a secure place.

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.

To ensure the effective implementation of hazard identification and risk mitigation, WTJJ regularly reviews and updates the HIRARC document in line with changes in operational activities, equipment, and regulatory requirements. This process is supported by routine safety inspections, employee involvement, and ongoing training to strengthen risk awareness and compliance with safety procedures. Through this continuous improvement approach, the Company aims to minimize workplace incidents, enhance occupational safety performance, and foster a strong safety culture across all operational areas.

Type of Work	Risk Faced by Employees and Workers	Whether The Work-Related Hazard Caused Any Illness During The Reporting Period (2025)	Actions Taken To Eliminate Hazards and Minimize Risks Using The Hierarchy of Controls
Hydropaq Lamela Cleaning	Worker slipped/fell from a height	No	SOP for cleaning lamellas, TBM before work, and applying the three-point support method when ascending and descending from and to heights Using a full body harness with double hook and anti-slip safety shoes
	Worker tripped over jetwasher hose/cable	No	Work methods related to cleaning (hose and cable placement) and limiting the work area using safety lines.
	Tools fall onto the lamella	No	Work methods: Placing work tools in a safe area while the work is being carried out.
Reservoir water sampling	Worker fell/drowned	No	Complete work methods related to opening reservoir manholes, limiting work areas, supervising/assisting workers who take samples and providing APK (floats), as well as ensuring adequate lighting in the work area before work begins.
	Workers ergonomic injuries	No	The working method includes how to open a heavy manhole cover using the support of the feet and hands with a straight locked spine.
	Tools fell into the reservoir area	No	Tools should not be placed near the edge of the manhole and ensure adequate lighting in the work area before work begins.

Type of Work	Risk Faced by Employees and Workers	Whether The Work-Related Hazard Caused Any Illness During The Reporting Period (2025)	Actions Taken To Eliminate Hazards and Minimize Risks Using The Hierarchy of Controls
Organic Sludge Waste Transportation	Worker slips in sludge	No	Create SOPs for routine cleaning of work areas, provide slippery floor signs in slippery areas, and use non-slip safety shoes.
	Worker hit by trolley	No	Procedure for using a trolley, the trolley moves by pushing it with the worker facing forward.
	Worker hit by gantry crane	No	Gantry Crane ring of fire area restrictions, There are operators and signalmen when operating the Gantrycrane, Operators have been trained and have valid licenses
	The worker was hit by a jumbo bag of sludge	No	Gantry Crane ring of fire area restrictions, There are operators and signalmen when operating the Gantrycrane, Operators have been trained and have valid licenses
	Gantry crane hits sludge truck	No	Gantry Crane ring of fire area restrictions, There are operators and signalmen when operating the Gantrycrane, Operators have been trained and have valid licenses

Type of Work	Risk Faced by Employees and Workers	Whether The Work-Related Hazard Caused Any Illness During The Reporting Period (2025)	Actions Taken To Eliminate Hazards and Minimize Risks Using The Hierarchy of Controls
Unloading chemical	Workers experience skin/eye irritation due to chemical exposure	No	The use of PPE is mandatory for chemical handlers (latex gloves, coveralls, masks, face shields, and safety shoes).
	Chemical spill during unloading process	No	Ensure workers understand and comply with the SOP for chemical unloading work, ensure equipment has been inspected before use and is in good condition, and that spill kits are available.
Greasing conveyor mechanical screen	Worker trapped by rotating object	No	Wearing a work uniform that fits, not wearing large gloves, turning off equipment, isolating energy.
	Worker slips on grease spill	No	Greasing procedures related to limits to avoid overgrease/undergrease, have a cloth on standby during work to clean up any spilled grease, limit the area of grease spill before cleaning, use anti-slip safety shoes.
	Grease spills pollute the environment	No	Greasing procedures are related to limits to avoid overgrease/nude grease, a cloth is available on standby during work to clean up any grease that is spilled.

Type of Work	Risk Faced by Employees and Workers	Whether The Work- Related Hazard Caused Any Illness During The Reporting Period (2025)	Actions Taken To Eliminate Hazards and Minimize Risks Using The Hierarchy of Controls
Maintenance & Dewatering Manhole	The worker suffered a spinal injury	No	The working method includes how to open a heavy manhole cover using the support of the feet and hands with a straight locked spine.
	Worker hit by passing vehicle	No	Conduct traffic engineering, work area restrictions and provide speed limit signs, speed limits and work signs.
	Worker slipped while going down the stairs	No	Applying the three-point fulcrum method, workers face the ladder and wear non-slip safety shoes.
	Workers experience hypoxia	No	Monitoring the air condition in the manhole and ensuring good air circulation using a blower
Maintenance & Warming Up Genset	The worker has hearing loss	No	Use of hearing protection (earplugs/earmuffs)
	Workers suffered burns from exposure to hot surfaces.	No	Workers understand work procedures and hot surface areas, install hot surface hazard signs on equipment that has high temperatures.

WTJJ delivered positive occupational health and safety results through 2025 that reinforced their commitment to the safety of staff and operation partners. Throughout the period of reporting, WTJJ attained zero fatalities and zero LTI, contributing to the development of a safety culture focused on proactivity and implementation of risk measures.

As of December 2025, the company achieved a cumulative total of 424,139 manhours safe working hours without any recorded incidents. The announcement highlights WTJJ's commitment to always be better, meeting regulations, and complying with global safety regulations as part of WTJJ's sustainability commitment. PT WIKA Tirta Jaya Jatiluhur is continuously striving to provide excellent OHS results as it is our commitment to protecting our employees and all workers such as contractors and suppliers.

The company keeps track of Occupational Health and Safety performance using incident rates, near-miss reporting, and safety adherence. These numbers allow WTJJ to detect any potential hazards, carry out courses of action and enhance occupational safety for all its work.

In 2025 WTJJ made great strides in Occupational Health and Safety in terms of not only reducing workplace accidents but also growing participation rates for workers, subcontractors and suppliers with training in safety. WTJJ ensures that health and safety are integral to its work life and the company's sustained survival by stressing proactivity in production as well as the construction and maintenance industry's safety awareness culture. This accomplishment has continued since 2021, with no fatalities from the WTJJ environment and operations.

	2025	2024	2023	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)

The Jatiluhur 1 SPAM Project officially received the K3 Performance Appreciation Certificate from the Governor of West Java for its success in implementing superior safety practices in the Jatiluhur 1 Regional SPAM Project. Based on the Regulation of the Minister of Manpower and Transmigration Number Per. 01/MEN/I/2007, the Jatiluhur 1 SPAM Project was awarded a Zero Accident Award for its achievements in implementing the Occupational Safety and Health (K3) program, thus achieving 3,965,576 working hours without work accidents by the Manpower Office of the West Java Provincial Government.



In acknowledgment of this responsibility and commitment to occupational safety, PT WIKA Tirta Jaya Jatiluhur (WTJJ) also awarded contractor partners who demonstrated excellent safety performance. This led to the giving of a certificate of appreciation to WIKAJaya Konstruksi KSO for achieving 4,000,000 safe working hours in the implementation of the Jatiluhur Regional SPAM Design and Construction Package 1. The WTJJ award is a recognition for high discipline, compliance with K3 standards, and effective cooperation in maintaining the safety of all workers in the project area. With such a programme, WTJJ aims to promote a consistent safety culture to permeate not only its internal environment within the company, but also throughout the chain of partnerships and construction work activities in the company's strategic projects.

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.

Training	Execution time (Hours)	2024		2025
		WTJJ Employees	Contractor	WTJJ Employees
Occupational Health and Safety Expert Training (AK3U)	145	3	-	
Occupational Safety and Health (K3) Construction Officer	128	1	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	
Lifting and Rigging	24	-	-	3
Firefighter training on basic life support and handling of wild animals by the Bekasi Regency Fire and Rescue	680	-	-	85

Occupational Health & Safety in Procurement and Partnerships

PT WIKA Tirta Jaya Jatiluhur (WTJJ) has determined that Occupational Safety and Health (OHS) aspects are mandatory requirements in all procurement and work implementation processes. Therefore, OHS provisions are explicitly included in procurement requirements and work contract clauses with contractors, partners, and suppliers. Through this approach, WTJJ ensures that all parties involved in the supply chain comply with the company's established safety standards.

The Occupational Safety, Health, and Environmental (OHS) Management System criteria are stated in the work agreement as follows:

All subcontractors, partners and suppliers should be responsible for their adherence to any OHS and environmental regulations imposed on them at WTJJ when carrying out works in the project area or providing supplementary services.

Should such a non-compliance be determined, WTJJ will provide a written notification and enforce the partner to promptly correct or modify such to the standards applied.

WTJJ has ultimate jurisdiction to determine OHS implementation (inspection, audit or corrective action). All costs resulting from noncompliance and the remediation process are the responsibility of the respective contractor/partner/supplier.

WTJJ has made this provision to create an organization that can assure that the company's safety standards are put into practice not only by contractors but throughout the project to include all its partners, suppliers etc., who are engaged in the project implementation. Such strategies enhance a cohesive safety culture across WTJJ's supply chain and promote the ongoing delivery of safe, high-quality processes.

WTJJ continues to increase awareness and participation of all employees through programs that instill a culture of safety as an individual and collective responsibility.

Health Initiatives

PT WIKA Tirta Jaya Jatiluhur (WTJJ) committed to providing a motivating work atmosphere and a seamless employee benefits plan that fosters personal wellness, work-life balance, and health. Below are the initiatives of the company and they are related in different ways based on employee benefits, working conditions, and family-friendly policies, as detailed below.

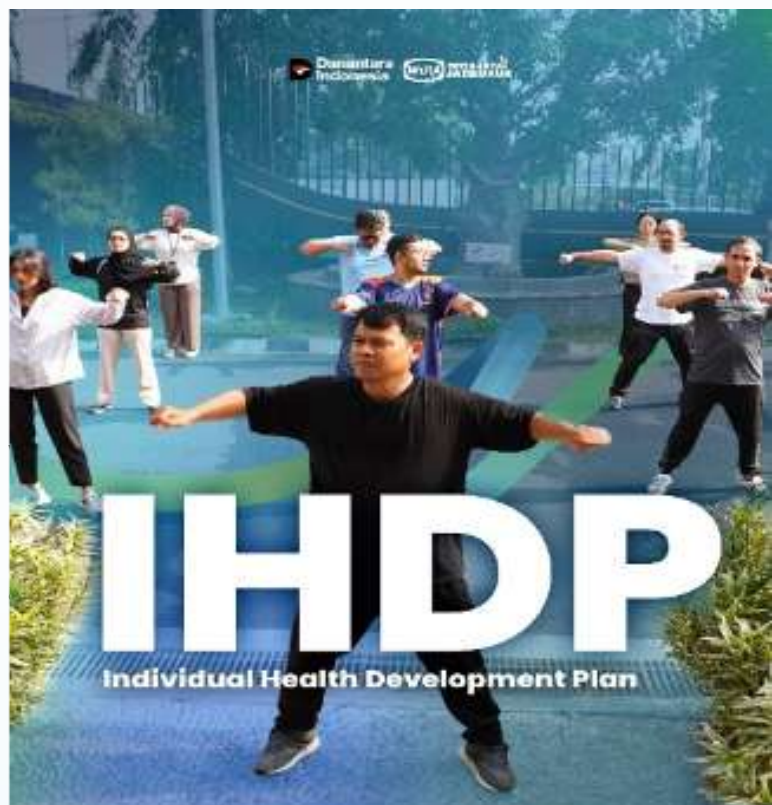
These initiatives are designed to support employees' physical and mental well-being, enhance productivity, and create a healthy, supportive workplace environment that contributes to long-term organizational sustainability.

Sport & Health

WTJJ actively promotes the wellness of employees by running different sports and health programs focused on maintaining a healthy lifestyle and enhancing the well-being of employees. Some such activities are aerobic sessions, weekly sports clubs (futsal, basketball, table tennis), and structured cycling groups that documented participation to encourage regular physical activity.



These activities are intended to encourage early detection of potential health risks and to promote preventive healthcare practices among employees. By increasing awareness and understanding of health-related issues, WTJJ supports employees in maintaining their physical and mental well-being.



Additionally, WTJJ performs routine health check-ups on employees, including press releases to raise awareness and emphasize that health management management within the company.

Through the integration of health management programs into daily operations, WTJJ aims to create a healthy and productive work environment. This approach reflects the Company's commitment to employee welfare, operational sustainability, and long-term organizational resilience.

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 ensures that employees are paid leave, covering personal matters of their lives, allowing the employees time to maintain their family lifestyle/professional life balance. For maternity leave, female employees receive 3.5 months (14 weeks) of paid maternity leave, while for male employees, 4 days paid paternity leave, in accordance with Disnaker Regulation No. 381/PP/B/VII/ST/2023. WTJJ provides family care leave for significant events such as bereavement, circumcision, and weddings of employees or their children.

The company also offers paid leave to offset any costs incurred in relation to staff undergoing health conditions or other major life changes, thus signaling the degree of attention to parental and family resources it extends. These rules make certain that employees have time for nursing new babies and caring while maintaining a healthy work-life balance.

Through the rollout of such holistic policies and programs, WTJJ aims to demonstrate the importance of a supportive workplace for its employees by focusing on their wellbeing, allowing for work-life balance, and fostering sustainable human resource practices. Not only do such programs improve employee satisfaction, they also express the organization's dedication to supporting an inclusive and positive work climate.

WTJJ not only emphasizes occupational safety but is committed to Material Health Initiatives, that is to guarantee safety of the workers, the environment and the materials for its water treatment processes. All chemicals employed comply with national safety standards and are registered in line with the regulations set by the Ministry of Environment and Forestry.

For every process with potential hazards, the Hazard Identification, Risk Assessment, and Risk Control (HIRARC) framework is applied, and full Personal Protective Equipment (PPE) is made available for all relevant personnel. Additionally, all waste generated from the water treatment process is managed by an officially licensed third-party provider to ensure proper handling and prevent any adverse environmental impact.

In the future, WTJJ will continue enhancing the human resource governance through digitalized performance management, youth talent development programs, and competency enhancement to enable a more sustainable water business transformation.



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.



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.

This program is explicitly built for skilled labour and other personnel below senior management, covering 100% of this workforce category. Incentives for long terms are generally awarded on account of pre-determined milestones in terms of service levels for the purpose of continuous recognition of the service provided to employees. While the present LTI program targets long-term tenure and performance, it does not have sustainability-related targets in place. WTJJ is still determined to improve and expand its incentive package by integrating sustainability performance in the future of its incentive package, and that supports its commitment to creating an alignment between employee performance with corporate goals.

Investigation of Occupational Health & Safety Incident

The operating risks of PT WIKA Tirta Jaya Jatiluhur (WTJJ) concern the risk of life-threatening accidents involving workers and employees. To protect our workers and employees, WTJJ introduced an investigation process on accidents at work in relation to HSE (Health, Safety, & Environment) which is titled "Investigation Workplace Accidents & Occupational Diseases and Safety, Health, and Environment Performance Report Procedure." This procedure is intended to provide a detailed process for reporting and investigation in case of workplace accidents, occupational diseases, incidents, or hazardous situations. Such an approach guarantees that accidents that occur within the scope of WTJJ are reported efficiently, the victim and accident's cause are addressed promptly, and hence the preventive action necessary for future incidents is carried out.

The technical mechanism in this procedure involves conducting inspections of Health, Safety, & Environment (filling out checklists), the inspection officer prepares a Health, Safety, & Environment inspection report which the Health, Safety, & Environment function responsible party receives and approves. The report is submitted to the person responsible for the site inspected.

The person in charge 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.

The systematic collection of incident report data provides WTJJ with a comprehensive basis for conducting thorough investigations into workplace incidents. This information enables the Company to identify underlying and root causes by examining contributing factors such as sources of accidents, hazardous conditions, and unsafe behaviors. Based on these findings, WTJJ is able to formulate and implement appropriate corrective and preventive actions aimed at minimizing the risk of recurrence and improving overall workplace safety.

Furthermore, the incident reporting mechanism plays a critical role in supporting the continuous improvement of occupational health and safety management systems. Data trends and recurring patterns identified from incident records are periodically analyzed to strengthen risk assessments, refine safety policies and procedures, and enhance employee awareness through targeted training and communication programs across all operational areas.

Consistent and accurate incident reporting also ensures compliance with applicable occupational health and safety regulations, internal policies, and ISO standards. This process enhances management oversight, reinforces accountability at all organizational levels, and fosters the development of a proactive and preventive safety culture, ultimately contributing to safer working conditions and sustainable operational performance at WTJJ.







Maintaining Community Harmony Through Strategic Engagement



Maintaining Community Harmony Through Strategic Engagement

**Water and Beyond:
Building a Sustainable Tomorrow**

PT WIKA Tirta Jaya Jatiluhur (WTJJ) understand that our success is inseparable from the trust, support, and well-being of the communities around us. Guided by the theme “Water and Beyond: Building a Sustainable Tomorrow”, we view community harmony not as a by-product of operations, but as a strategic priority that underpins long-term sustainability. Our commitment is to foster meaningful engagement, ensure equitable benefits, and strengthen social bonds in every region where we operate.

Introduction / General Approach

WTJJ believes that its success is deeply connected to the well-being and resilience of the communities surrounding its operations. As a water service company providing critical services, the Company’s social license to operate relies on building trust, inclusivity, and long-term positive outcomes.

WTJJ maintains transparent and respectful communication with local stakeholders, from community leaders to government entities and civil society organisations, always in a civil and transparent manner. We listen to what the community hopes for, worries about, and wishes for through frequent engagement forums, public consultation and grievance mechanisms to ensure that the projects are aligned with local needs and values.

It is based on our approach to community engagement:

Respect for human rights and local culture. Local cultural values and traditions are observed and embedded in our management style. Every action is designed to promote social harmony and minimise disturbance and thus is supportive of and enriches the cultural identity of the communities.

Open discussions and participation that is inclusive

Collective value through community development (CoD) programs.

Government, NGO and local institutions engagement.

PT WIKA Tirta Jaya Jatiluhur (WTJJ) as the entity spearheading the development of Jatiluhur I Regional Drinking Water Supply System (SPAM) which affect the daily income of the entire community argues that operational sustainability is intertwined with the quality of its relationship with the local communities in which it operates. The ongoing communication and trust and the positive societal contributions made by the company are the preconditions for the successful implementation of the company to ensure safe and quality drinking water provision.

WTJJ's commitment is demonstrated by the establishment and implementation of integrated, targeted, measurable, accountable, ESG-compliant Social and Environmental Responsibility (TJSL) programs and policies that are designed, delivered and executed at WTJJ. For its part, the company's TJSL programs is designed according to the strategies we adopt and implement so that the community is compensated for what it invests in in terms of quality of life, ecosystem protection, health education, social sustainability, and socio-economic empowerment. This approach puts the community as a long term ally rather than a beneficiary.

Various social programs are all time throughout the year from health education programmes, blood giving drives, river conservation to educational practices about water services readiness to water-service readiness are used. All these activities serve to reinforce the foundation in which the company is established with the neighbouring communities and in the case of the sustainable development goals (SDGs), to be achieved at the same time.

Respect for Human Rights

PT WIKA Tirta Jaya Jatiluhur (WTJJ) is committed to respect, protect and value individual rights throughout all phases of its business activities,

as an integral aspect of social responsibility that underpins corporate integrity. This pledge is echoed in the company's whole Human Rights Policy which provides a basis for a fair, inclusive and dignified workplace.

The policy imposes zero tolerance for discrimination, harassment, forced or child labor and promotes equality, diversity and freedom of association for all staff. It also consists of a method to complain from employees and others, in a safe and transparent manner to resolve violations fairly and promptly as per company policy.

In line with this policy, WTJJ identifies and prioritizes the needs of some of the most vulnerable among its stakeholders, such as low-income communities, marginalized groups and local communities affected by the company's business activity. This helps them to express their issues in the best manner and to protect their rights 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	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 WTJJ's 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.
		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.

No.	Stakeholder	Risk	Mitigation
1	Employee	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 association freedom of • 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
		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 KPBUSPAM Regional Jatiluhur I. • Conduct regular inspections and monitoring of the infrastructure used to ensure safety.

No.	Stakeholder	Risk	Mitigation
2	Customer: Offtaker	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 compliance supplier/partner with supplier code of conduct • Conduct the 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 procurement supplier process including the scope of the workforce used. • Ensure that none of the supplier's workforce 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 involving suppliers partners by or regarding occupational health and safety

No.	Stakeholder	Risk	Mitigation
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 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:

- Ensuring the termination of partnerships with partners/suppliers involved in practices of forced labor or child labor.

- Providing justice to victims through apologies and compensation, as well as imposing strict sanctions on perpetrators of discrimination.

- In the case of a data breach, we immediately improve the security system, notify affected customers, and provide compensation if necessary.

- 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.

Relocation and Rights to Land and Resources

In cases where land acquisition or relocation is required for project development, WTJJ follows strict protocols to ensure fairness and respect:

- Free, prior, and informed consultation with affected parties

- Transparent compensation aligned with government regulations and international standards

- TranspaSupport programs for resettled communities, including livelihood restoration and skills training
- Transparent compensation aligned with government regulations and international standards

- Independent grievance channels available to affected stakeholders

During 2025, WTJJ reported zero cases of unresolved land conflict in its operational areas.

In carrying out the construction and expansion of the Jatiluhur I Regional SPAM, WTJJ upholds the principle of prudence and compliance with all provisions regarding the use of space, land, and community resources. The company ensures that every operational process does not result in the transfer of community land rights without formal mechanisms, and does not disrupt community access to vital natural resources, especially water and a healthy environment.

One of the company's best practices is the dissemination of emergency response and risk management plans to Margahayu residents regarding the Bekasi and Cibet WTP operations. This outreach activity aims to:

- provide community understanding of potential risks during the water distribution process
- explain the community's right to safe and continuous water services
- and provide mitigation guidance in the event of service disruptions

This program demonstrates that the company not only respects the community's right to access clean water, but also ensures that any potential disruptions are understood, anticipated, and managed by residents through accurate and structured information.

This approach is part of the company's commitment to ensuring that its operational activities do not neglect the community's rights to living space, natural resources, or environmental sustainability.

Community Engagement and Relations

WTJJ develops partnerships and initiatives designed to build strong, lasting relationships with communities. Engagement activities in 2025 included:

Water Access & Education

Community outreach programs on safe water use, hygiene, and sanitation (WASH)

Educational campaigns in schools on water conservation and climate resilience.

Community Empowerment

Beyond delivering safe and sustainable water, we actively design community programs that improve quality of life. These initiatives include access to clean public drinking water facilities, education campaigns on water conservation, local capacity-building programs, and support for micro-business development. By aligning our community investment with the Sustainable Development Goals (SDGs), particularly those related to clean water, health, and economic inclusion, we create long-lasting shared value.

Training programs for local SMEs to participate in WTJJ's supply chain.

Support for local farmers in adopting water-efficient irrigation practices.

Social Investment Programs

Infrastructure support for community facilities such as clean water points and sanitation facilities.

Health initiatives, including free medical check-ups and vaccination drives in collaboration with local health agencies.

Dialogue Platforms

Regular meetings with community leaders and local governments.

Feedback and grievance mechanisms accessible through community liaison officers.

A harmonious relationship between the company and the community is a crucial element in creating a stable social environment and supporting operational sustainability. WTJJ builds this relationship through a community engagement strategy that is planned, consistent, and responsive to community needs.

Some forms of engagement implemented throughout the year include:

Community Health and Nutrition Education

WTJJ held stunting prevention and nutrition education activities at the Sumur Batu Integrated Health Post (Posyandu) in Bekasi. This program provided an understanding of healthy eating patterns, the importance of monitoring child growth, and how to maintain a clean household environment—especially relevant in areas with high health risks. This activity emphasized the company's role in supporting the quality of life of vulnerable communities, particularly mothers and children.

Emergency Response Outreach for Drinking Water Services

To support the creation of a safe environment and readiness to face potential operational emergencies, the company conducted preparedness outreach to residents living near its main distribution network. This approach encourages the public to understand potential service disruptions and the anticipatory steps they can take independently and collaboratively.

Public Social Activity – Blood Donation

WTJJ held a blood donation drive at Grand Metropolitan Mall, Bekasi, as a tangible contribution to the national blood supply. This activity involved not only internal company personnel but also the wider community, creating greater social value through public participation.

Environmental Empowerment and Education

The company also implemented environmental conservation activities through tree planting on the banks of the Cileungsi River. This activity aimed to maintain the environmental quality around the river, reduce erosion, improve air quality, and strengthen the ecological awareness of the local community.

Through this activity, WTJJ emphasized the importance of collaborative social relationships between the company and the community. This approach is believed to increase public acceptance, foster trust, and create a strong social foundation for the company's long-term sustainability.

Initiatives To Create Positive Impacts for Communities

As part of its strategic commitment to providing added value to the community, WTJJ develops various social initiatives aimed at creating both immediate and long-term impact.

These programs are designed based on identified local needs and implemented in a measurable manner to ensure their benefits are widely felt and sustained.

No	Activity	SDG Echieved	Page
1	Tree Planting	  	206
	Impact The tree planting is expected to increase groundwater absorption, reduce carbon emissions, and maintain the sustainability of the local ecosystem in the Cileungsi Riverbank area. This tree planting not only benefits the environment directly, but also brings great social impact to the surrounding community. The sustainability of this program is very important to maintain water quality and reduce the impact of climate change. With this activity, the community has become more aware of the importance of preserving nature and their participation in environmental conservation.		

No	Activity	SDG Echieved	Page
	Beneficiaries Communities around the banks of the Cileungsi River and the Bamboo Forest Park directly benefit from tree planting activities in reducing flood risk and maintaining water quality in the river. Objective Reducing erosion and sedimentation, maintaining water quality, and supporting climate change mitigation efforts.		
2	Blood Donation	Impact This activity helping to fulfill the need for blood in hospitals and health facilities in Bekasi City Beneficiaries People in Bekasi City who need blood transfusions, including patients with medical conditions who need blood regularly Objective Providing safe and sufficient blood stocks in hospitals and increasing community involvement in social activities that support the welfare of others.	 207

No	Activity	SDG Echieved	Page
3	Better Healthcare Access for All	  	208
4	Aid for Flood Victims in Bekasi	  	209
5	CSR assistance for Eid al- Adha 1446 H activities	  	210
6	Social Impact of TJSL Program: Ciketing Scavenger Village, Sumur Batu Village	Impact Cai Bersih Sehat Alami Program In response to these conditions, WTJJ's Advance TJSL team, which conducted an initial survey in February 2023, recommended Kampung Pemulung Ciketing as a location that needed serious attention. Taking into account the critical environmental conditions and the urgent need for improved sanitation and quality of life, WTJJ launched the Cai Bersih Sehat Alami program, in the form of a set of water filter and purifier equipment for the community in Ciketing Scavenger Village 	211

Tree Planting



As part of its environmental conservation efforts, PT WIKA Tirta Jaya Jatiluhur carried out tree planting activities on March 1, 2024 in two strategic locations: Cileungsi Riverbank on the border of Bekasi City and Bogor Regency, and Bamboo Forest Park in Bekasi City. A total of 120 tree seedlings, including sengon, mahogany, durian, soursop, rambutan, guava, and avocado trees, were planted as part of the effort to preserve the environment

Blood Donation



As part of a series of celebrations for PT Wijaya Karya (Persero) Tbk's 64th anniversary, PT WIKA Tirta Jaya Jatiluhur collaborated with PMI Bekasi City and Grand Metropolitan Mal Bekasi to hold blood donation activities on March 4, 2024. This activity aims to help PMI in meeting the need for blood which is often in short supply, as well as increasing public awareness about the importance of blood donation.

This blood donation activity has a direct impact on providing vital blood for the community. In addition, by involving the wider community, this activity is also a means to strengthen the company's relationship with the surrounding community, while educating them about the importance of health and well being.

Better Healthcare Access for All



WTJJ also contributes to supporting Public Health services, WTJJ donated medical equipment to Posyandu and Posbindu in RT 3 RW 4 Margahayu Village, Bekasi City. This assistance is to support routine check-ups, ensuring optimal public health services. For many families, Posyandu and Posbindu are basic health facilities (faskes) needed to ensure the health of toddlers and the elderly remains in prime condition. More than just giving, WTJJ wants to hear, understand, and feel directly the needs of the community. Therefore, discussions with Posyandu Cadres. This step is part of WTJJ's ESG commitment.

Aid for Flood Victims in Bekasi



WTJJ distributed aid to affected residents in Margahayu Village, East Bekasi. This activity is part of the company's social and environmental responsibility program and demonstrates WTJJ's concern for the surrounding community.

Through this initiative, WTJJ aims to support community resilience, ease the burden on affected residents, and strengthen positive relationships with local stakeholders as part of its ongoing commitment to social responsibility and sustainable development.

CSR assistance for Eid al- Adha 1446 H activities



In 2025, WIKA Tirta Jaya Jatiluhur (WTJJ) carried out a social and environmental responsibility (CSR) activity to commemorate Eid al-Adha 1446 H. WTJJ distributed aid to the Al Ishlah Grand Mosque in Bekasi on Wednesday, June 11, 2025. This support represents the company's contribution to strengthening social ties with the surrounding community and supporting religious activities, which are an important part of the community's social life.

This assistance demonstrates WTJJ's commitment to building social sustainability, strengthening shared values, and maintaining harmony among residents. Through direct presence and open communication with the mosque management, WTJJ ensured that the support provided was well-targeted and beneficial to the wider community. This activity underscores WTJJ's role as a company that focuses not only on operational performance but also contributes to strengthening social cohesion and community empowerment.

Social Impact of TJSL Program: Ciketing Scavenger Village, Sumur Batu Village



PT WIKA Tirta Jaya Jatiluhur's (WTJJ) Social and Environmental Responsibility (CSR) program has made a significant social impact, especially through activities that focus on improving the quality of life of communities around the company. One area that has become a major concern for WTJJ is the Scavenger Village in Sumur Batu Landfill, Sumur Batu Village, Bantar Gebang District, Bekasi City. The TJSL program implemented in this area aims to provide solutions to environmental and health problems faced by the community in Ciketing Scavenger Village.

Initial Condition of Ciketing Scavenger Village

Ciketing Scavenger Village is located in the middle of a high pile of garbage at Sumur Batu landfill. Although it is located on the site of a former garbage mountain that is no longer in use, the area is still located under active waste processing, so health and sanitation issues are a major issue in this village. The village is inhabited by 40 households totaling around 160 people, almost all of whom work as scavengers. They live in bedeng houses made of tarpaulin used as banners on top of piles of garbage, which obviously poses a risk to their health.

Kampung Pemulung also has limited access to clean water and sanitation facilities. Of the 40 families living there, there are only 5 boreholes and 2 toilets that are in poor condition due to contamination with minerals and other harmful substances. This contaminated water affects the health of residents, especially children and infants, who are vulnerable to stunting, skin diseases and other medical conditions related to poor sanitation.

The program aims to provide better access to clean water and improve the quality of sanitation in the area. By utilizing the water purification equipment provided, it is hoped that the villagers can reduce the health risks caused by polluted water and ensure that they have access to safer water for consumption.

Long-term Impact and Stakeholder Engagement

Benefits of the TJSL Program for the Ciketing Scavenger Village Community:

- Health and Environmental Awareness
- Disease Risk Reduction
- Improving Quality of Life

From this Cai Bersih Sehat Alami program, it is hoped that it can trigger broader changes. One of the great hopes of this program is that local governments, WIKA Group, and even other private companies can be involved in the formation of a more coordinated Corporate Social and Environmental Responsibility Forum. This forum aims to ensure that Corporate Social Responsibility (CSR) funds can be channeled in a more targeted and focused manner, so that the benefits obtained can be more measurable and maximized.

With this forum, various companies operating in the area can work together to address existing problems, ranging from sanitation issues to economic empowerment of the community. The forum is expected to coordinate CSR efforts from various parties to have a greater and more sustainable impact

Through continuous stakeholder engagement, the TJSL Program is expected to strengthen collaboration between local communities, local governments, WIKA Group, and other private sector entities. This collaborative approach enables the alignment of social and environmental initiatives, ensuring that programs are responsive to community needs and supported by shared commitment and resources.

By establishing a coordinated Corporate Social and Environmental Responsibility forum, WTJJ aims to enhance the effectiveness, transparency, and sustainability of CSR implementation. The forum is expected to maximize the impact of CSR funding, foster joint solutions to issues such as sanitation and economic empowerment, and deliver long-term benefits for the community and surrounding environment.

Commitment to Long-Term Community Partnership

WTJJ recognizes that community development must go beyond philanthropy. Our goal is to create shared value, where community growth and environmental stewardship align with the company's sustainability journey.

Community engagement at WTJJ also focuses on building resilience against future challenges, such as climate change and water scarcity. Through education, joint conservation projects, and collaborative initiatives, we prepare communities to face environmental and social dynamics with confidence and shared responsibility.

Future commitments include:

- Scaling up the Watershed Stewardship Program with broader community participation
- Expanding scholarships and education support for local students in water-related studies
- Building more resilient community infrastructure to adapt to climate change

By maintaining harmony through strategic engagement, WTJJ reaffirms its role not only as a provider of sustainable water solutions but also as a trusted partner in community development. In line with our theme "Water and Beyond: Building a Sustainable Tomorrow", we are committed to ensuring that our operations leave a legacy of trust, resilience, and prosperity for present and future generations.

To support this long-term commitment, WTJJ will continue to strengthen structured engagement and open dialogue with community leaders, local governments, and other relevant stakeholders. By incorporating community feedback into the planning, implementation, and evaluation of its programs, WTJJ ensures that initiatives remain responsive to local needs and deliver measurable, sustainable outcomes.

Through continuous collaboration and partnership, WTJJ seeks to foster mutual trust and shared responsibility in addressing social and environmental challenges. This approach reinforces WTJJ's role as a trusted partner in community development, while supporting long-term resilience, inclusive growth, and sustainable value creation for present and future generations.