

2020

Sustainability Report



OPTIMIZING SUSTAINABILITY PERFORMANCE by **MAINTAINING QUALITY**



2020

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2020



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Theme Explanation

2020

Sustainability Report

OPTIMIZING SUSTAINABILITY PERFORM
by **MAINTAINING QUALITY**



Optimizing Sustainability Performance by Maintaining Quality

With regard to the conditions of the industry and the Company throughout 2020, PT Waskita Beton Precast Tbk strived to optimize its sustainability performance in running operational activities by maintaining performance quality amid increasingly dynamic and competitive industry as well as challenging business environment due to Covid-19 pandemic.

These efforts are manifested through 4 (four) strategic measures that were taken in business processes during the currently challenging situation, namely expanding business to increase external market, prioritizing development of new innovative products, applying business efficiency policy through integration and clustering of business units, and restructuring bank facilities.

Through these four strategic policies, the Company is confident in its ability to improve excellence and competitiveness to encourage the achievement of positive and sustainable business growth in the new normal era.



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Awards and Certificate



CERTIFICATE

Type of Certificate	Certifying Institution	Validity Period
ISO 9001:2015 on Quality Management System (UKAS)	PT SGS	December 19 – October 23, 2020
ISO 9001:2015 on Quality Management System (KAN)		
ISO 14001:2015 on Environment Management System (UKAS)	PT SGS	January 24, 2018 – January 24, 2021
ISO 14001:2015 on Environment Management System (KAN)		
ISO 45001:2018 on Occupational Health and Safety Management System (UKAS)	PT SGS	February 7, 2020 – February 18, 2021
ISO 37001:2016 on Anti Bribery Management System (KAN)	Sucofindo	September 25, 2020 – September 24, 2023



Awards and Certificate



Type of Certificate	Certifying Institution	Validity Period
Occupational Health and Safety Management System of PT Waskita Beton Precast Tbk	The Ministry of Manpower of the Republic of Indonesia	September 17, 2020 – September 17, 2023
Klaten Plant Occupational Health and Safety Management System of PT Waskita Beton Precast Tbk	The Ministry of Manpower of the Republic of Indonesia	September 17, 2020 – September 17, 2023
Karawang Plant Occupational Health and Safety Management System of PT Waskita Beton Precast Tbk	The Ministry of Manpower of the Republic of Indonesia	September 17, 2020 – September 17, 2023
Prambon Plant Occupational Health and Safety Management System of PT Waskita Beton Precast Tbk	The Ministry of Manpower of the Republic of Indonesia	September 17, 2020 – September 17, 2023



Awards and Certificate



Certification

AWARDS

Name of Award	Awarding Institution	Awarding Date
Zero Accident Award 2020: - Charter of Appreciation for the Implementation of the Occupational Safety and Health (K3) Program to reach 3,902,955 Manhours without work accidents from January 1, 2017 to October 31, 2019	Governor of East Java	January 2, 2020
Waskita Award 2020: - Innovation Award Category: <ul style="list-style-type: none"> • Winner of GGBFS Product Innovation as a Cement Substitute in Concrete • 3rd Rank of 1200 mm Spun Pile Product Innovation - 1st Business Excellence Award	PT Waskita Karya (Persero) Tbk	January 7, 2020
A2K4 – Indonesia Construction Safety Award 2019: - CEO Safety Leadership Award, Precast Factory Category - Safety Innovation Award, Private Contractor Category	A2K4 – Indonesia	January 15, 2020
Public Relations Indonesia Award 2020: - "Website" Sub-Category – Bronze Winner - "PR Governance" Sub-Category – Gold Winner	Public Relations Indonesia	April 20, 2020



Awards and Certificate



Name of Award	Awarding Institution	Awarding Date
Digital Innovation for Excellent Performance Category Top Smart Factory in Construction Industry 2020	Digital Transformation & Innovation Institute	April 29, 2020
Certificate of WSO Indonesia Safety Culture Awards	WSO International	June 22, 2020
3 rd Place in the 9 th Business Innovation Category BUMN Award 2020	BUMN Track	July 9, 2020
TOP Governance, Risk and Compliance (GRC) Award 2020 Stars #3	Top Business	October 7, 2020
Zero Accident Award 2020: - SMK3 Gold Certificate & Gold Flag with a "Satisfactory" implementation level for: <ul style="list-style-type: none"> Kantor Pusat PT Waskita Beton Precast Tbk Plant Klaten Plant Prambon Plant Karawang - Zero Accident Award 2020 reached 1,386,062 Manhours without Work Accidents for Sadang Plant	The Ministry of Manpower of the Republic of Indonesia	October 8, 2020





REPORT OF THE BOARD OF DIRECTORS



Throughout 2020, the Company carried out various responsibility activities for the environment, such as applying raw materials management that regulates the quality of the main raw materials, the use of raw materials, energy management and efficiency, monitoring and control of Greenhouse Gas emissions, to the management of Waste and Effluents.

REPORT OF THE BOARD OF DIRECTORS [102-14]



To maintain the stability of the Company's performance amidst challenging situations, PT Waskita Beton Precast Tbk implements strategic policies that focus on external market development, development of superior concrete products produced, restructuring banking facilities, and implementing efficiency policies through integration and clustering of business units.

Moch. Cholis Prihanto

Direktur Utama

Distinguished Shareholders and Stakeholders,

On behalf of the Board of Directors of PT Waskita Beton Precast Tbk, let us praise God the Almighty for His blessing upon PT Waskita Beton Precast Tbk that encouraged us to deliver a sustainable performance in 2020 despite a global crisis caused by Covid-19 pandemic.

Through this report, the Board of Directors will report the results of the Company's management under the Board of Directors throughout 2020 as part of our responsibility for our role in implementing sustainability principles at the Company.



The Company realizes that a sustainable development shall be continuous and disseminated as a manifestation of our commitment. The Company's efforts to implement a sustainable management included changes in the management and conducting joint audit that aimed to observe any effects of Covid-19 and adjustments to Statements of Financial Accounting Standards (PSAK) 71, 72, and 73, which were proven to have a significant impact on the Company's sustainability performance. This is evident in the Financial Statements for 2020 Fiscal Year which has been published.

In addition, the Company's efforts to realize sustainable development were supported by the implementation of sustainable finance as stipulated in the Financial Services Authority Regulation (POJK) No. 51/POJK/03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. The regulation encourages all financial services to create sustainable economic growth from a balance between economic (profit), social (people), and environmental (planet) interests. [\[4.a.2\]](#)

The Company has applied POJK No. 51/POJK/03/2017 since January 1, 2020 as reported in the Sustainability Report for the 2019 Fiscal Year. This Sustainability Report contains the Company's achievements in the economic, social, and environmental aspects, particularly regarding its sustainability performance. [\[4.a.1\]](#) [\[4.a.3\]](#)

ECONOMIC PERFORMANCE ACHIEVEMENT

According to report of the International Monetary Fund (IMF) entitled World Economic Outlook Update January 2021 edition, global economic growth in 2020 was estimated to contract to minus 3.5%. At the national scope, Statistics Indonesia (SI) stated that Indonesia's economic growth also contracted by minus 2.0%. In line with the slowing down of national economic growth in 2020, the inflation rate this year also reached the lowest level throughout SI records at minus 1.6%.

This unfavorable economic climate was inseparable from the massive spread of the Covid-19 virus in almost all countries in the world. Therefore, to suppress the spread of the Covid-19 virus, several countries, including Indonesia, implemented regional quarantine (lockdown) policy to limit social activities and human mobility. This has put great pressure on economic and industrial activities in all sectors, including the construction and concrete manufacturing industries. [\[4.a.5\]](#), [\[4.c.3\]](#)

The development of national infrastructure in 2020 faced many obstacles with the implementation of the lockdown policy in several regions in Indonesia. Through the 2020 State Budget, the government initially issued an infrastructure budget of Rp423.3 trillion, an increase of 7.4% compared to the budget issued in 2019 of Rp394.1 trillion. However, in light of the sharp increase in Covid-19 infections in Indonesia, the government allocated a portion of the infrastructure budget to support Covid-19 mitigation. Thus, the infrastructure budget in 2020 fell by 28.7% to Rp281.1 trillion. [\[4.a.5\]](#) [\[4.c.3\]](#)

In response to the uncertain economic and industrial environment, the Company's Board of Directors established strategic policies that support performance stability during a challenging situation. One of these strategies was to develop external markets. This strategic policy was motivated by infrastructure projects from external customers that have greater potential than internal customers, with an estimated contract value of up to Rp3.3 trillion. Thus, this business expansion effort is expected to increase the number of customers and diversify the customer portfolio in the national and global concrete markets.



The Company's initiative to carry out business expansion was accompanied by the development of superior concrete products. Until the end of 2020, the Company has launched several new products, most of which are mass and modular products, such as railroad ties, tetrapods, reinforced concrete pipes, rigid hardening system (precast roads), and precast concrete beams. The development of these new products is expected to meet the increasing needs of the concrete market in line with infrastructure development at the national and global levels, ultimately increasing the number of the Company's customers, especially external customers from outside Waskita Group. In addition, these products innovations are also expected to provide sustainable support for the development of national infrastructure.

Although we have implemented several initiatives for the Company's business sustainability in the 2020 fiscal year, there were several concerns to improve our performance in the next year. In particular, this concerns several business targets set in the 2020 RKAP that have not been optimally achieved until the end of 2020 due to the Covid-19 pandemic, which hampered operational activities and progress in ongoing or acquired projects. In addition, several new contract tenders were also delayed due to the Covid-19 pandemic.

Among the targets that have not been achieved optimally was profitability. In 2020, the Company recorded a net loss of Rp4,759.96 billion or minus 435.20% of the net profit target in the 2020 RKAP. This suboptimal net profit realization during the fiscal year was caused by the Company's low production utility, so that the cost of revenue exceeded the operating income earned by the Company as a result of high operating expenses. This condition also affected the realization of the Company's Net Profit Margin ratio, which experienced a significant decline to minus 215.25%. [4.a.4] [4.b.1]

ENVIRONMENTAL PERFORMANCE ACHIEVEMENT

In carrying out Corporate Social Responsibility, the Company refers to ISO 26000 on Guidance on Social Responsibility, with core subjects including good organizational governance, human rights enforcement, humane and fair labor practices, impact of the Company's activities to the environment, fair operating procedures, responsibility to consumers, and involvement in community development.

In its operational activities, the Company always pays attention to environmental impacts and strives to preserve the environment by complying with the regulations issued by the Government in the environmental sector. One form of the Company's responsibility towards environmental sustainability is through efforts of environmental management and monitoring, which includes raw material management, domestic waste management, management of liquid waste from production, Toxic & Hazardous Material waste management, Environmental Measurement, Management Walkthrough, HSE Inspection, HSE Campaign, Integrated Management System, Energy Efficiency, and Green Area.

Throughout 2020, the Company carried out various responsibility activities for the environment, such as applying raw materials management that regulates the quality of the main raw materials, the use of raw materials, energy management and efficiency, monitoring and control of Greenhouse Gas emissions, to the management of Waste and Effluents. [4.a.4]

SOCIAL PERFORMANCE ACHIEVEMENT

The Company is aware that its presence in the community has the potential to cause a risk of social conflict to the local community. Therefore, the Company always strives to maintain harmony with the community around its operational locations. These efforts are reflected on the implementation of Corporate Social Responsibility (CSR) programs that are on target, relevant, and beneficial for the society and surrounding communities.





Throughout 2020, the Company carried out its responsibility for the social community by participating in religious events, giving donations to orphans, renovating religious facilities, providing social services to foundations or institutions, as well as humanitarian actions to fight Covid-19.

Throughout 2020, the Company carried out its responsibility for the social community by participating in religious events, giving donations to orphans, renovating religious facilities, providing social services to foundations or institutions, as well as humanitarian actions to fight Covid-19. [4.a.4]

In the education sector, the Company carried out corporate social responsibility by renovating educational foundations. In the health sector, the Company procured Personal Protective Equipment (PPE) for hospitals and community health centers around the Production Unit, distributed masks, donated food parcels assistance to communities affected by Covid-19 and journalists, as well as participated in dissemination of Covid-19 prevention by the National Disaster Management Agency (BNPB).



CHALLENGES AND OPPORTUNITIES [4.A.5] [4.C.2]

The Covid-19 pandemic remains a major challenge and obstacle for the Company's operational activities. The massive spread of Covid-19 virus called for measures to restrict its infection, among others the regional quarantine policy (lockdown) imposed by the government in several parts of Indonesia to limit social activities and human mobility. This policy certainly hampered the Company's productivity because the Company must follow health procedures and protocols in carrying out operational activities to reduce the spread of Covid-19 in Indonesia.

To address these challenges, the Company focused on implementing efficiency policies to maintain the stability of the Company's performance. The integration program of 5 (five) Precast Plants located in West Java Province supported operational load efficiency and increased the productivity of precast concrete production. In addition, the Company focused on utilizing all assets and resource advantages to obtain better market opportunities and establish cooperation schemes with various parties, both in the SOE and private sectors, as well as developing new innovative products to meet the needs of the concrete market while ensuring the sustainability of precast concrete supply to support the development of national infrastructure in the future.

The company also made efforts to control the spread of Covid-19 in the work environment as one of our contributions to assist the Government in reducing the spread of Covid-19 in Indonesia, which continued to increase until the end of 2020. These efforts include applying health policies and protocols, among others through social distancing or limiting social activities among employees and with work partners, providing facilities and infrastructure to prevent Covid-19, simulating Covid-19 emergency, and strengthening Occupational Health and Safety (OHS) throughout the Company's work environment, including in Work Units, Production Units, and Supporting Units.

To anticipate other obstacles or business challenges, the Company has identified risks from the targets set in the Company's Work Plan and Budget (RKAP), Company Long-Term Plan (RJPP), and Corporate Key Performance Indicators (KPI), which are then cascaded to obtain KPIs for each Work Unit, Production Unit, and Supporting Unit. Risk identification was carried out from strategic to operational levels. After all risks have been identified and a risk list has been prepared, then risk measurement was carried out to estimate the probability of occurrence and the impact of losses that may occur. The risk measurement results produced a risk map and risk status (very high, high, medium, low). From the results of risk measurement, appropriate mitigation efforts were prepared to anticipate the occurrence of the risks that have been mapped.

OUR APPRECIATION

To conclude this report, on behalf of the Board of Directors of PT Waskita Beton Precast Tbk, I would like to convey our gratitude for the support given by the Shareholders and Stakeholders so that the Company was able to deliver its best performance in the national construction and concrete manufacturing industry. We would like to thank the Board of Commissioners for their directions, recommendations, and supervision that helped the Company's business sustainability. Our utmost appreciation extends to all Personnel of PT Waskita Beton Precast Tbk for their dedication and hard work, which enabled the Company to pass challenging situations with desirable performance achievements.

We hope that our hard work will result in positive and sustainable performance in the future and support the achievement of the vision of PT Waskita Beton Precast Tbk to become the leading company in Indonesia in the Precast Manufacturing, Ready Mix, Quarry, Construction Services and Posttension Precast Concrete Sectors.

Jakarta, Juni 2021

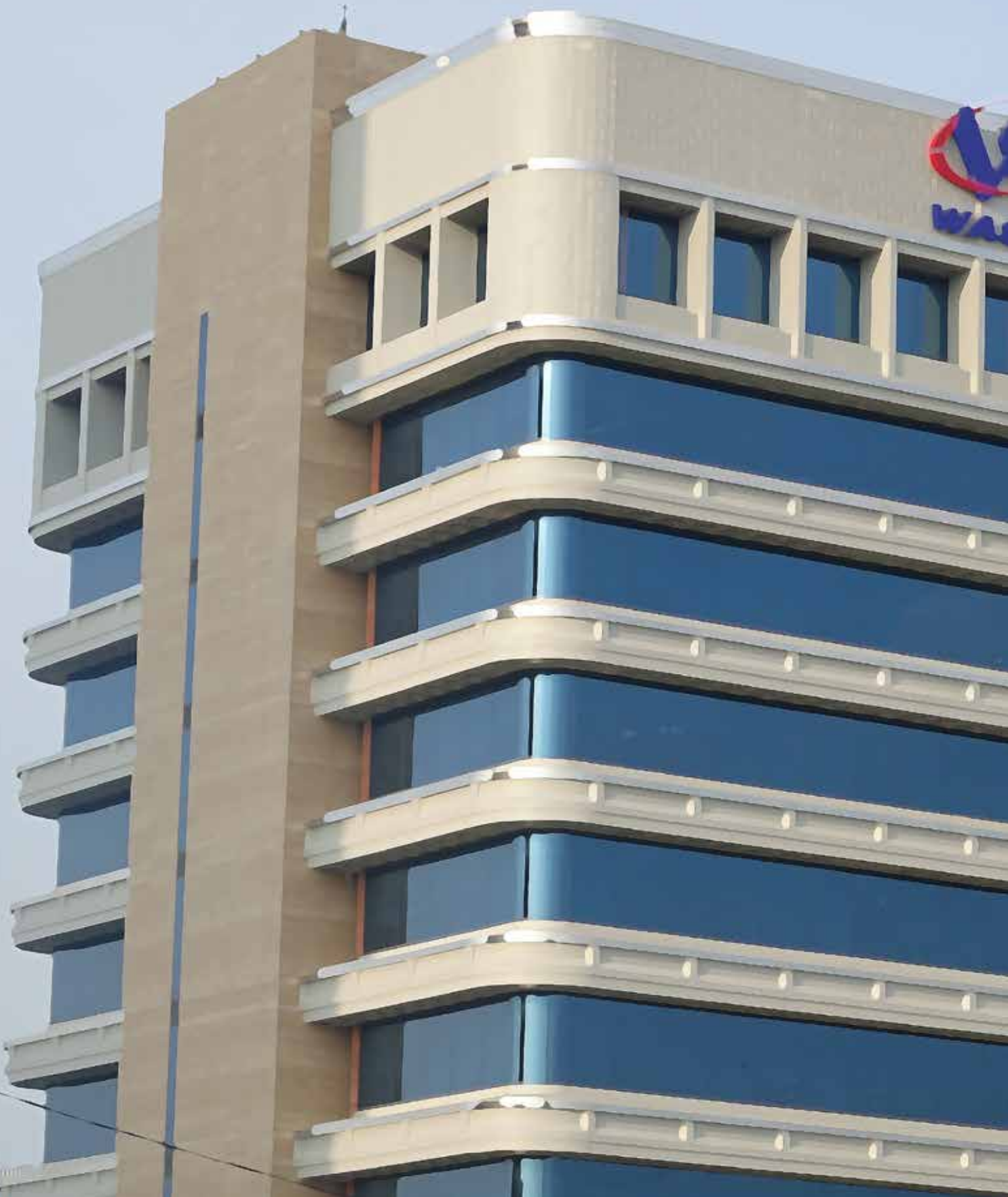


Moch. Cholis Prihanto


Direktur Utama

PT Waskita Beton Precast Tbk





ABOUT SUSTAINABILITY REPORT

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The Company believes that work ethics is to live with real action. Even with lines of business in manufacturing precast, Ready mix, quarry, construction services and posttension precast concrete, the Company looks far not only the physical form of the product created, but more to the essence of the product that is as the foundation of the movement of life.

2020 Sustainability Performance Highlights



The Company also supports national development, some of which are toll road projects, bridges, precast houses, dams, coastal protection, and other projects. In addition, the Company has supplied various kinds of precast products including Girder, Spunpile, Concrete Electric Poles, RC Pipe, Full Slab and many more precast products that have been supplied to national construction projects.

Description	Unit	2020	2019	2018
Economic Performance [2.a.1] [2.a.2] [2.a.3] [2.a.4] [2.a.5]				
Product Quantity	Product type	22	22	21
Environmentally sound products	Product unit	-	-	-
Revenues/Sales	Millions of Rupiah	2.211.413	7.467.176	8.000.149
Net Profit/Loss	Millions of Rupiah	(4.759.959)	806.149	1.103.473
Local suppliers engagement (goods and services)	Company/partner	283	175	198
Social Performance [2.c]				
Total employees	Person	1.270	1.366	1.508
Total female employees	Person	127	127	130
Total consumer complaints	Case	53	8	23
Settled complaints	Percent	100	100	100
Consumer satisfaction	Percent	98	100	100
Environmental Performance [2.b.1] [2.b.2] [2.b.3] [2.b.4]				
Electricity Use*	KwH	46.318,90	8.069.902	10.476.613
Water Use	Liter	109.836.506	144.713.897.401	150.630.709
Waste Reduction**	Ton	-	-	-
Reduction of direct greenhouse gas emission (scope 1)**	CO2eq	-	-	-
Biodiversity conservation***	Tree planting cost (millions of Rupiah)	-	17,8	-
Environmental complaints***	Case	-	Nihil	-

*electricity use in batching plant

**2018 data for comparison is not yet available, thus the deduction is not available

***2018 data is not yet available



About Sustainability Report



As of December 31, 2020, The Company focused on 2 (two) main activities, namely precast and ready mix concrete. Precast concrete means concrete that is manufactured and casted with specified and adjusted size for its work application which results in time and cost efficiency. Meanwhile, ready mix concrete means poured ready mix or instant concrete.

This Sustainability Report is the fifth report issued by PT Waskita Beton Precast Tbk. This Sustainability Report is published separately from the Company's Annual Report, although both reports are inseparable from each other. As part of the annual report publication, this report is published regularly once a year. The previous report was published in December 2020. The reporting period is January 1 to December 31, unless indicated otherwise. [\[Disclosures 102-50, 102-51, 102- 52\]](#)





We publish this report as a form of transparency to stakeholders on economic, social and environmental performance during 2020. In addition to the Head Office operational activities, this report also covers various activities of all plants owned by the Company, which are spread in several places in Indonesia. The reporting on economic, environmental, and social performance is also our contribution to support Sustainable Development Goals (SDGs), which are adopted in Indonesia as SDGs Indonesia (<http://sdgsindonesia.or.id/>).

Through the publication of this report, Waskita Beton Precast complies with the provisions in Article 66 paragraph 2c of Law No. 40 of 2017 concerning Limited Liability Companies, which requires companies to deliver report on Social and Environmental Responsibility implementation in the Annual Report.

Moreover, the publication of this report is also the Company's form of compliance with the Financial Services Authority Regulation (POJK) No.51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, although the regulation applies to public companies as of January 1, 2020. [102-45]

This report was prepared based on GRI Standards issued by the Global Sustainability Standards Board (GSBB), an institution formed by the Global Reporting Initiative (GRI) to handle the development of sustainability report standards. According to the choices provided in the GRI Standard, namely Core Option and Comprehensive Option, this Report was prepared in accordance with the GRI Standard: Core Option. Besides GRI Standard, this report refers to the Financial Services Authority Regulation (POJK) No.51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. [102-54]

We strive to convey all information that needs to be disclosed, as specified in GRI Standards and POJK 51/POJK.03/2017. To facilitate readers in finding information according to the reference, we include the number of GRI Standard disclosure behind the relevant sentence or paragraph or use special markings in the form of number or letter as regulated in Appendix II of POJK No.51/2017. Complete data on cross-reference of report contents with both references is presented at the back of this report, starting on page 119 [102-55]



In this Report, financial data uses Rupiah nomination, unless indicated otherwise. All financial data in this Report refers to the Company's Annual Report that has been audited by Public Accountant Firm. The Report is delivered in two languages, namely Indonesian and English.

The quantitative data presented in this Report uses the principle of comparability, at least for two consecutive years. As such, Report users may analyze trends regarding the Company's performance.

To save paper as part of our concern for sustainability, we print a limited number of this Report. For this reason, stakeholders who want to read this report can access and download it on the Company's official website, namely www.waskitaprecast.co.id.

We strive to ensure the validity of contents in this report. Therefore, any restatements of information that has been published in previous reports, for example due to changes in measurement method, are marked with the word "restated". [102-48]

GRI recommends the use of external assurance by independent third parties to ensure the quality and reliability of the information presented in this report. However, this is not a requirement to be "in accordance" with the Code. Based on certain considerations from management, Waskita Beton Precast has not yet provided assurance from an independent third party. However, the Company guarantees the correctness of all information presented in this Report. [102-56]

PROCESS OF DETERMINING REPORT CONTENT [102-46]

Referring to GRI, we use 4 (four) steps in determining topic and content of the Report, namely:

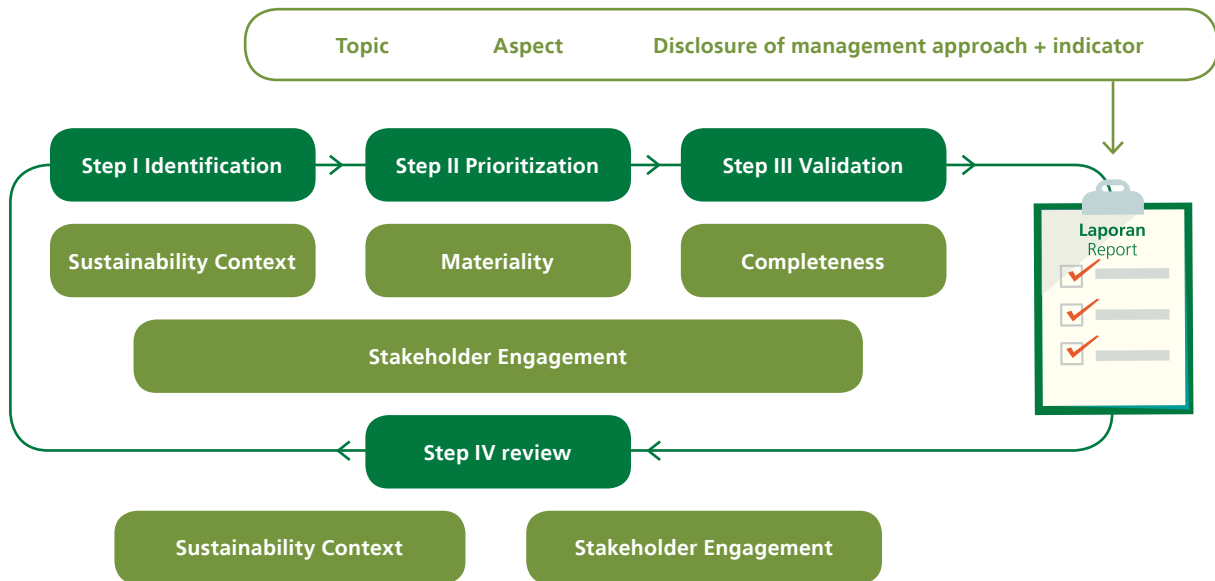
1. Identification: We identify material/important aspects and set boundaries.
To identify and filter out material aspects, we conduct survey by distributing questionnaires containing aspects relating to the sustainability performance of the Company, covering economic, social, and environmental aspects. Furthermore, the stakeholders who receive the questionnaire are asked to assess which aspects are material.
2. Priority: We determine priorities based on material aspects that have been identified by stakeholders by filling out the questionnaire as mentioned in the previous step.
3. Validation: We validate the aspects identified as material by completing the data and interviewing personnel relevant to the aspects that will be presented in this Report.
4. Review: We review the content, funds, and analysis of the Report after its publication to improve the quality of the following year's Report.

Determination of contents of this sustainability report is based on the following principles:

1. Stakeholder involvement
Identify stakeholders and involve them in determining report content up to providing input/responses to published reports.
2. Sustainability context
Contain relevant performance in the context of sustainability.
3. Materiality
Contain aspects that reflect the economic, environmental, and social impacts of the company and based on the assessment and decisions of stakeholders.
4. Completeness
Include material aspects and boundaries and adequately reflect economic, environmental, and social impacts and enable stakeholders to assess company performance during the reporting period.



Report Content Determination Process Flow Chart



Furthermore, the report contents are reviewed to meet 6 (six) quality principles recommended by GRI, namely:

1. Balance
The Report reflects the positive and negative aspects of the Company's performance.
2. Comparability
The Report contains economic, environmental, and social performance in the reporting year, along with previous years so that stakeholders may compare existing performance.
3. Accuracy
The Report is delivered in an accurate and detailed manner so stakeholders can assess the performance.
4. Timeliness
The Report is prepared regularly according to the schedule set by the Company.
5. Clarity
The Report contains economic, environmental, and social performance by presenting clear and easy-to-understand information.
6. Reliability
The Report contains economic, environmental, and social performance of which the truthfulness can be tested.

LIST OF MATERIAL TOPICS AND BOUNDARIES [102-47]

In determining material topics of Sustainability Report, the Company determines priority topics to be presented in the report. The dimensions used to determine priorities, among others, are economic, environmental, and social impacts, including those contained in this Sustainability Report.

Determination of material aspects and boundaries is based on issues that have a significant effect on the Company, subsidiaries, and all Stakeholders. To obtain the required Material Topics, Waskita Beton Precast conducted a Focus Group Discussion (FGD) on December 10, 2018 at the Company's office, which was followed by Materiality Tests through surveys to internal and external stakeholders.



Respondents were asked to fill out and assess 21 Material Topics, which have been determined in the FGD, on a scale of 1-5 based on the materiality. Score 1 denotes Very Not Material while score 5 denotes Very Material. Based on this process, 15 (fifteen) Material Topics were obtained for PT Waskita Beton Precast Tbk 2018 Sustainability Report. Material Topics in this report are topics that get a minimum score of 4 from respondents. The selected Material Topics are as follows:

Economic Performance:

1. Economic Performance
2. Procurement Practices
3. Anti-Corruption
4. Anti-Competition Behavior

Environmental Performance:

5. Material
6. Energy
7. Water

8. Effluents and Waste

9. Supplier Environmental Assessment

Social Performance:

10. Employment
11. Occupational Health and Safety
12. Training and Education
13. Customer Health and Safety
14. Marketing and Labeling
15. Customer Privacy

PT Waskita Beton Precast Tbk is of the opinion that the material topics produced in the materiality test conducted in 2018 remain relevant with the situations and conditions of Waskita Beton Precast in 2020. For this reason, the Company decided to follow the same material topics in the Sustainability Report of 2020 Fiscal Year as in the previous years. The material topics concerned are as follows: [102-49]

List of Material Topics of PT Waskita Beton Precast Tbk 2020

Material Topic [102-47]	Reason Considered Material Topic [103-1]	Disclosure	Topic Boundary [102-46]		
			In the Company		Outside the Company
			Parent Company	Subsidiary	
Economic Topics					
Economic Performance	Have significant impact on stakeholders	201-1, 201-3	✓	✓	
Procurement Practices	Have significant impact on stakeholders	204-1	✓	✓	✓
Procurement Practices	Have significant impact on development and good corporate governance practices	205-1, 205-3	✓	✓	
	Have significant impact on stakeholders	206-1	✓	✓	
Have significant impact on stakeholders					
Material	Have significant impact on the availability of natural resources	301-1	✓	✓	
Energy	Have significant impact on the availability of natural resources	302-1, 302-4	✓	✓	
Water	Have significant impact on the availability of natural resources	303-1, 303-2	✓	✓	✓
Effluent and Waste	Have significant impact on environmental sustainability	306-4	✓	✓	✓
Supplier Environmental Assessment	Have significant impact on environmental sustainability	308-1	✓	✓	✓



List of Material Topics of PT Waskita Beton Precast Tbk 2020

Material Topic [102-47]	Reason Considered Material Topic [103-1]	Disclosure	Topic Boundary [102-46]		
			In the Company		Outside the Company
			Parent Company	Subsidiary	
Social Topics					
Employment	Have significant impact on employee management and performance	401-1, 401-2, 401-3	✓	✓	
Occupational Health and Safety	Have significant impact on employee health, comfort, and safety	403-1, 403-2, 403-3, 403-4	✓	✓	
Training and Education	Have significant impact on improving employee competency and quality	404-1, 404-2, 404-3	✓	✓	
Pelanggan Customer Health and Safety	Have significant impact on customer comfort, health, and safety	416-1, 416-2	✓	✓	✓
Marketing and Labeling	Have significant impact on customers' understanding of products/services	417-1, 417-2, 417-3	✓	✓	✓
Customer Privacy	Have significant impact on customer trust	418-1	✓	✓	✓

INVOLVEMENT OF STAKEHOLDER GROUPS

The Company realizes that every stakeholder holds an important role for the sustainability of the Company's operations. Therefore, the Company maintains its commitment to involve all stakeholders in various activities according to the nature and portion of each stakeholder of the Company. With this involvement, the Company has the opportunity to learn about matters that are deemed important by the stakeholders and the improvement measures that are required for the Company's business continuity.

The Company identifies stakeholders as every party that has an impact on and/or is affected by the Company's operations. Moreover, in determining the Stakeholders, the Company refers to the principles for determining interests set out by the Global Reporting Initiative, namely: Responsibility, Influence, Dependency, Proximity, and Representation. [102-42]

We classify the stakeholders and their involvement in 2020 as follows: [102-40, 102-43, 102-44]

Stakeholder	Involvement Method	Frequency	Arising Topics/Issues
Customer	Website and frontline information	At any time if necessary	Clear and transparent product and service information. Get service satisfaction.
	Direct visit	At any time if necessary	
	Call center service	At any time if necessary	
	Customer satisfaction survey	Once a year	
Stakeholder/ Investor	Performance Reporting, GMS	Quarterly, annually	<ul style="list-style-type: none"> - Financial performance - Non-financial performance - Year-round performance on governance, financial, non-financial and other performance



Stakeholder	Involvement Method	Frequency	Arising Topics/Issues
Government	Reporting the implementation of Compliance	Once a year	Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku.
Employee	Internal Media	Once a month	<ul style="list-style-type: none"> - Dissemination of policies and strategies related to employment - Equality of opportunity - Career development, training, and others
	Employee Satisfaction and Engagement Survey	Once a year	The level of employee satisfaction, capturing their expectations
Business Partners/Suppliers	Employment contract, Investment partner, Seminars and workshops	If necessary	Objective procurement process. Mutually beneficial, transparent, and fair cooperation.
Business Organization	Meetings and activities at national, regional, and international scale	If necessary	<ul style="list-style-type: none"> - How to improve corporate governance, including capturing new matters regarding governance. - Business strategy in facing challenges.
Community Organizations/Social Organizations/Non-Governmental Organizations	Strategic collaboration to run Corporate Social Responsibility programs, both in the social and environmental fields	When necessary	<ul style="list-style-type: none"> - Type of CSR program. - How to optimize the achievement of CSR programs. Information regarding company activities.
Media	Press release	When necessary	<ul style="list-style-type: none"> - Financial performance - Non-financial performance - Impact and performance of corporate social and environmental activities - Information regarding company activities - The latest information regarding the Company's business that needs to be known by the public

FEEDBACK

Waskita Beton Precast provides a Feedback Form at the end of this Sustainability Report. We hope that stakeholders, readers and users of this report may give suggestions, criticisms, input, etc. for improving the quality of reports in the future.

ACCESS TO INFORMATION ON SUSTAINABILITY REPORTS

This report is addressed to all Stakeholders as one of the foundations for evaluating the Company's performance. Stakeholders may evaluate the extent of the Company's participation in carrying out its obligations for environmental, economic and social sustainability related to its business practices. Waskita Beton Precast provides access to the widest possible information for all Stakeholders, investors, and any person about this sustainability report through the following contact: [102-53]

Corporate Secretary of PT Waskita Beton Precast Tbk

Teraskita Building, Fl. 3-3A
 Jl. MT. Haryono Kav. No.10A, RT 11, RW 11
 Kelurahan Cipinang Cempedak, Kecamatan Jatinegara
 Jakarta Timur 13340, Indonesia
 Telephone: (021) 22892999
 Facsimile: (021) 29838020
 Email: info@waskitaprecast.co.id
 Website : www.waskitaprecast.co.id







COMPANY PROFILE



PT Waskita Beton Precast Tbk (hereinafter referred to as “the Company”) is a company engaging in readymix and precast concrete manufacturing industry. Majority of the Company’s shares is held by PT Waskita Karya (Persero) Tbk (hereinafter referred to as “WASKITA”), one of state-owned enterprise (SOE) construction companies.

General Information

Company Name [102-1, 102-5]	PT Waskita Beton Precast Tbk
Date of Establishment and Commercial Operations	October 7, 2014
Line of Business [102-2]	Engaging in manufacturing industry of precast and ready-mix concrete
Legal Basis of Establishment	Deed of Establishment No. 10 dated October 7, 2014, passed before Notary Fathiah Helmi, S.H. domiciled in Jakarta; and has been approved by the Minister of Law and Human Rights No. AHU-29347.40.10.2014.Year 2014 dated October 14, 2014.
Authorized Capital	Rp6,326,677,813,600 divided into 63,266,778,136 shares with a nominal value of Rp100 per share
Issued and Fully Paid-Up Capital	Rp2,636,115,753,400 divided into 26,361,157,534 shares
Share Ownership	PT Waskita Karya (Persero) Tbk 59,9999% PT Waskita Beton Precast Tbk (Treasury Shares) 7,0000% Koperasi Waskita 0,00001% Public 33,0000%
Total Assets as of December 31, 2020	Rp10,829.10 billion
Name of Stock Exchange	Indonesia Stock Exchange/IDX
Share Listing on Stock Exchange	September 20, 2016 (code: WSBP)
Ticker Code	Indonesia Stock Exchange: WSBP
Total Employees as of December 31, 2020 [102-7]	1,270 employees



Business and Production Network	6 Marketing Area Offices 9 Precast Plants (5 of which are located in West Java and managed in 1 (one) integrated management) 35 Batching Plants 1 Quarry
Head Office Address [102-3]	Gedung Teraskita, Lt. 3-3A Jl. MT. Haryono Kav. No.10A, RT 11, RW 11 Kelurahan Cipinang Cempedak, Kecamatan Jatinegara Jakarta Timur 13340, Indonesia
Telephone and Facsimile	T: +6221 22892999, F: +6221 29838020
Email	info@waskitaprecast.co.id
Website	www.waskitaprecast.co.id
Social Media	Instagram: @Waskitabetonprecast Twitter: @Waskita_Precast LinkedIn: PT Waskita Beton Precast Tbk Facebook: PT Waskita Beton Precast Tbk Youtube: PT Waskita Beton Precast Tbk
Company's Contact	Siti Fathia Maisa Syafurah Corporate Secretary Telp: +62 21 2289 2999 Fax: +62 21 2983 8020 Electronic Mail: fathia.syafurah@waskitaprecast.co.id
Gratuity Reporting	wbs@waskitaprecast.co.id
Whistleblowing System	wbs@waskitaprecast.co.id



The Company at a Glance



Until the end of 2020, the Company's concrete production capacity reached 3,700,000 tons per year and has operated 4 Precast Plants and 1 Integrated Precast Plant. The Company's facilities include 5 (five) Precast Plants located in West Java, as well as 35 batching plants and 1 Quarry spread across Java, Sumatra and Sulawesi Islands.

PT Waskita Beton Precast Tbk (hereinafter referred to as "the Company") is a company engaging in readymix and precast concrete manufacturing industry. Majority of the Company's shares is held by PT Waskita Karya (Persero) Tbk (hereinafter referred to as "WASKITA"), one of state-owned enterprise (SOE) construction companies. Before becoming an independent business entity, the Company was one of PT Waskita Karya (Persero) Tbk's business units under the name Precast Division. This business unit commenced its operation on January 31, 2013 and focused on readymix and precast concrete production.



The Company at a Glance

In 2014, WASKITA exercised a spin-off policy of the Precast Division to become an independent business entity by establishing a company listed by the Deed of Establishment No. 10 dated October 7, 2014, passed before Fathiah Helmi, S.H., Notary in Jakarta, and approved by the Minister of Law and Human Rights No. AHU-29347.40.10.2014 year 2014 dated October 14, 2014. The spin off policy is one of WASKITA's strategies to accelerate the business development of the precast and readymix segment. Along with the favorable condition of Indonesian economy for the potential development of precast and readymix industry, a more focused and independent business management of the precast and readymix segments is needed. Spin off brought several benefits, including:

1. The Company can be more competitive and flexible in making business decisions in order to generate added value for the Company.
2. Increase the optimization of asset utilization. The Company is expected to be able to develop and manage assets more intensively in the future so as to create more optimal asset utilization.
3. Encourage the best practices of implementing corporate governance in precast and readymix business management while improving the quality of precast and readymix projects.
4. Open an opportunity to improve capital structure. The Company is expected to have the capacity to improve its capital structure for business development and anticipate future business opportunities.
5. Provide a positive impact on the value of Shareholders and in the form of dividends, both for subsidiaries and for parent entity.

In 2013 when WASKITA Precast Division firstly operated, this division was able to produce 616 thousand tons of precast concrete per year. In the second year, after becoming an independent subsidiary, namely in 2014, the precast production increased to 800 thousand tons per year. In 2015, the quantity of precast production skyrocketed to reach 1.8 million tons per year.

The achievements made by the Company are not only in the production performance, but also in revenue and net profit, which continue to grow in line with high demand for precast and readymix concrete products.

Considering the future potential and profitable business outlook, the Company decided to conduct an Initial Public Offering (IPO) and listed its shares on the Indonesia's Stock Exchange (IDX) on September 20, 2016.

This IPO is not only aiming to strengthen the Company's working capital, but also to build a more prudent business management so as to enable proper transformation of the Company to become a trusted and big public company in the readymix and precast manufacture sector.

Until the end of 2020, the Company's concrete production capacity reached 3,700,000 tons per year and has operated 4 Precast Plants and 1 Integrated Precast Plant. The Company's facilities include 5 (five) Precast Plants located in West Java, as well as 35 batching plants and 1 Quarry spread across Java, Sumatra and Sulawesi Islands. The Company has successfully completed numerous toll road, bridge, high-rise building and river revitalization projects. [102-4]



Several big projects that have been carried out as of December 31, 2010 are as follows:

- Prabumulih - Muara Enim Toll Road Project
- Padang - Sicincin Toll Road Project
- Binjai Pangkalan - Brandan Toll Road Project
- Serpong - Cinere Toll Road Project
- Coastal Protection Project Package 4Phase 2
- Main Line II Work Project
- Rukan Sedayu Indo City - PIK 2
- Jakarta Garden City Housing Project
- Lampung Bay
- LMS - Indramayu Irrigation Channel
- Manggarai to Jatinegara Railway Facility Development Project

The Company's performance is also supported by 3 (three) integrated management system certifications in 2017, namely ISO 9001: 2015 on Quality Management System, ISO 14001: 2015 on Environment Management System, and ISO 45001: 2018 on Occupational, Health and Safety Management System as an international standard for Occupational Health and Safety Management System. In 2020, the Company once again obtained ISO 45001: 2018 regarding Occupational, Health and Safety Management System and ISO 37001: 2016 on Anti-Bribery Management System.



Vision, Mission, and Corporate Motto [102-16]

Vision

“To become the leading company in Indonesia in the Precast Manufacturing, Ready Mix, Quarry, Construction Services and Posttension Precast Concrete Sectors”

Mission

- Manufacturing the products continuously, meeting the customers’ requirements as well as be innovative in product development and in gaining recognition from customers.
- Creating competent human capital and experts in the Precast, Ready Mix, Quarry, Construction Services and Posttension Precast Concrete Industries.
- Establishing mutually beneficial relationships with parties that contribute to the Company’s advancement.
- Utilizing information technology to increase competitiveness

Corporate Culture



A	TRUST
	Integrity, Trustworthiness, Responsible, Commitment, Accountable Honest, Discipline
	Uphold the Trust Given
K	COMPETENT
	Professional, Customer Focus, Service, Satisfactory, Excellent, Smart
	Continue to Learn and Develop Capabilities
H	HARMONIOUS
	Caring, Diversity
	Care for each other and value difference

L	LOYAL
	Commitment, Dedicated (Willing to Sacrifice), Contribution
	Dedicated and Prioritize the Interests of the Nation and State
A	ADAPTIF
	Innovative, Agile, Adaptive
	Continue to Innovate and Be Enthusiastic in Driving or Facing Change
K	COLLABORATIVE
	Cooperation, Synergy
	Build a Synergistic Cooperation



“**DEDICATION FOR MOVEMENT**”

As the foremost, the Company believes that work ethics is to live with real action. Even with lines of business in manufacturing precast, Ready mix, quarry, construction services and posttension precast concrete, the Company looks far not only the physical form of the product created, but more to the essence of the product that is as the foundation of the movement of life.

Therefore, “Dedication for Movement” was created as a basis for a culture of corporate ethics in order to always give perfection in concrete actions for a better goal. The Company’s culture is based on the Decree of Board of Directors of PT Waskita Beton Precast Tbk No. 18/SK/WBP/PEN/2018 on the Corporate Identity System (CIS) and the use of Logo of ISO 9001: 2015, ISO 1400: 2015, and OHSAS 18001: 2007, and OHSAS 18001: 2007 on PT Waskita Beton Precast Tbk.

Through this tagline, the Company wants to enhance brand image, added value and produce trademark for the Company. This identity is an important asset and a reflection of the Company’s character. Not only as a brand identity, but represent the Company’s core values, vision and mission.



Corporate Logo



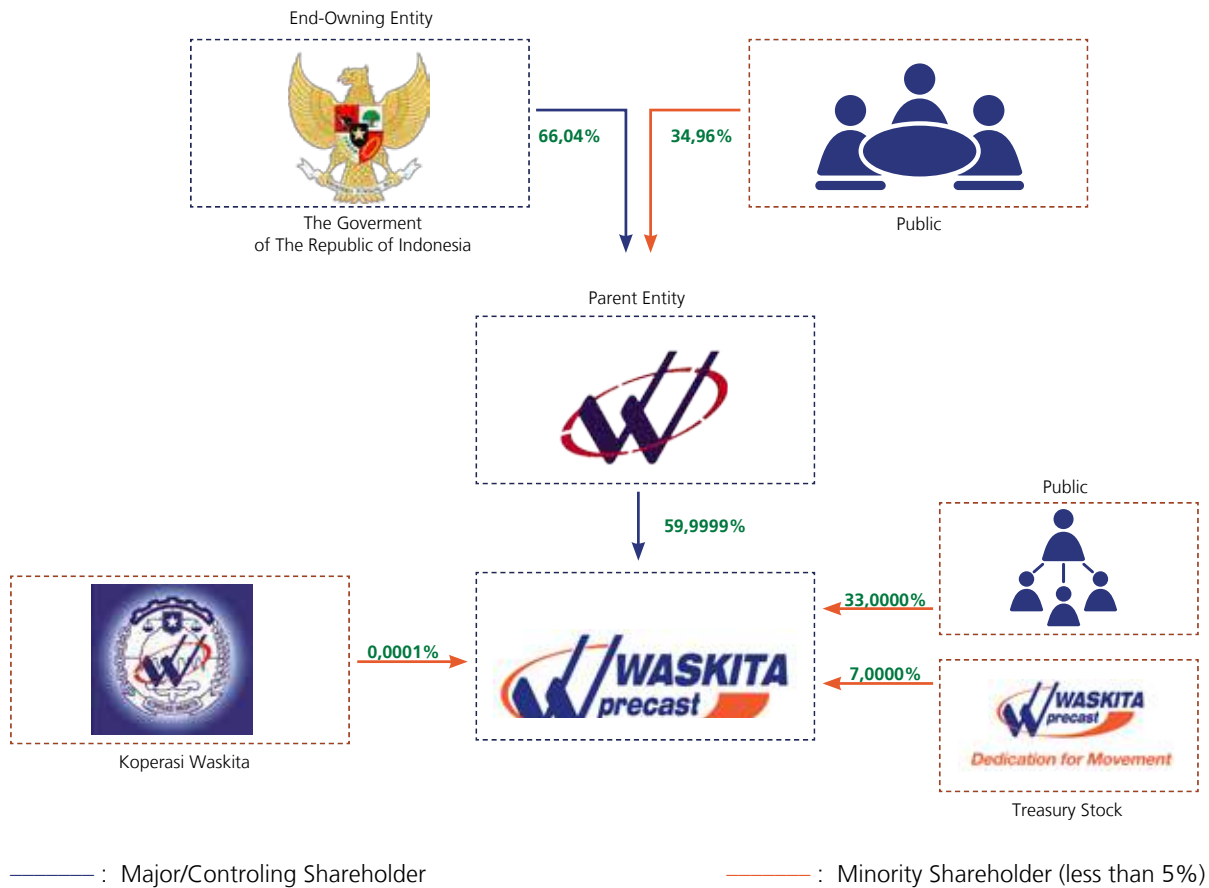
Shareholder Composition (102-5)

WSBP SHARE OWNERSHIP AS OF DECEMBER 31, 2020

Shareholder	Ownership Percentage			
	2020	2019	2018	2017
PT Waskita Karya (Persero) Tbk	59,9999%	59,99995%	59,99995%	59,99995%
Domestic Individual	22,6979%	15,8%	16,82%	16,88%
Domestic Business Entity	6,8909%	15,2%	15,55%	9,33%
Foreign Individual	0,2924%	0,07%	0,07%	0,07%
Foreign Business Entity	3,4112%	8,88%	7,57%	6,83%



Company Share Ownership Structure









Business Activities, Products, and Services (102-2)










As of December 31, 2020, The Company focused on 2 (two) main activities, namely precast and ready mix concrete. Precast concrete means concrete that is manufactured and casted with specified and adjusted size for its work application which results in time and cost efficiency. Meanwhile, ready mix concrete means poured ready mix or instant concrete, which is manufactured in processing factories/batching plant and used in medium to upscale projects as the accuracy of the mixture and the time of application is more efficient than manual mixing.



The following are several precast concrete products produced by the Company:

No.	Type of Product	Description	Image
1.	<i>Precast Concentrate U Girder (PC-U Girder)</i>	"U"-shaped beam concrete product used in the structure construction of bridges and jetty.	
2.	<i>Precast Concrete T Girder (PC-T Girder)</i>	"T"-shaped beam concrete product used in the structure construction of bridges and jetty.	
3.	<i>Precast Concrete I Girder (PC-I Girder)</i>	"I"-shaped beam concrete product used in the structure construction of bridges and jetty.	
4.	<i>Box Girder</i>	Box-shaped beam concrete product used in the structure construction of bridges.	
5.	<i>Spun Pile</i>	Pre-tension round pile concrete product used as building foundations.	
6.	<i>Square pile</i>	Pre-tension box pile concrete product used as building foundations.	
7.	<i>Corrugated Concrete Sheet Pile (CCSP)</i>	Wave-shaped concrete products used for retaining wall.	






No.	Type of Product	Description	Image
8.	<i>Flat Concrete Sheet Pile (FCSP)</i>	Flat-shaped concrete products used for retaining wall.	
9.	<i>Diaphragm Wall</i>	Square wall-shaped concrete product used for retaining wall at basement of a building or road underpass.	
10.	<i>Full Slab</i>	Flat plate-shaped concrete product used for bridge deck and jetty.	
11.	<i>Half Slab</i>	Half flat plate-shaped concrete product used for bridge deck and jetty.	
12.	<i>Voided Slab</i>	Hollow beam-shaped concrete product used for short bridges.	
13.	<i>U ditch</i>	Concrete product used for water canal.	
14.	<i>Moveable Concrete Barrier (MCB)</i>	Concrete product used as barrier on highway and is movable.	



No.	Type of Product	Description	Image
15.	1200 mm diameter pile with CT Connector testing	Large-diameter (1,200 mm) pile with CT connector made for the needs of the Giant Sea Wall Project that uses deep foundations with greater rigidity. Tensile testing of the CT Connector is carried out in the Serpong B2TKS institution.	
16.	Liquid Concrete	Ready-to-use concrete without the need for on-site processing with level of quality from K100 to K1000.	
17.	Railroad tie type 1067 mm	Component of railroad infrastructure which serves to carry forward the train load from the idle rail and to maintain the width of the railroad at 1067mm.	
18.	Railroad tie type 1435 mm	Component of railroad infrastructure which serves to carry forward the train load from the idle rail and to maintain the width of the railroad at 1435 mm.	
19.	Electrical Pole	Component of low voltage air ducts or medium voltage air ducts that have the main function of supporting electric conductors and pre-stressed concrete poles, with hollow conical round section, made using rotary machines.	
20.	Facade	Concrete walls for fast and efficient construction while maintaining architectural values.	
21.	SprigWP	Rigid reinforced concrete pavement with Unbounded pre-stressing made in the form of module precast panels. The panels are arranged into rigid continuous pavements using a special connection system as a result of the latest innovation called dowel activator.	
22.	RC Pipe	Reinforced concrete pipes that function as culverts, sewers, or drainage.	

To anticipate the precast concrete market needs, in addition to issuing products that have been marketed as mentioned above, the Company continues to develop new products in order to compete with competitors. For this reason, the Company has budgeted research and development costs of Rp719,875,726, a decrease from that of 2019 at Rp338,064,256,274. The products that are being developed by the Company in 2020 are as follows: [6.f.1]



No.	Type of Product	Description	Image
1.	Precast Column Beam	Earthquake-resistant building technology for multi-storey building using precast and pretension concrete base with special connector system produced through latest innovation.	
2.	Precast House with Precast Column Beam Structure (Type 36)	A type of residential housing made from several precast components, consisting of foundation, column, beam, and sloop which are prefabricated, whereas the building components use Facade, Acotec Hollow Core, Hebel or light brick. This modern precast house is superior to conventional house in terms of fast construction process. For the same type of building, a modern precast house only requires 24-30 days to build, while a conventional house on average requires approximately 45 days.	
3.	Light Concrete	A development of light concrete type with lighter density (Quality Fc'10 Density 1800 kg/m ³ & Quality Fc'25 density 2100 kg/m ³) compared to normal concrete (density 2300-2400 kg/m ³), so it can be used for non-structural precast products, such as wall panels, façade, floor panels, etc.	

All of the above products are produced in precast plants operated by the Company, which are located in various parts of Indonesia, namely: [102-4, 102-6]

- | | | |
|-------------------|-------------------|---------------------|
| 1. Plant Cibitung | 4. Plant Sadang | 7. Plant Bojonegara |
| 2. Plant Karawang | 5. Plant Sidoarjo | 8. Plant Klaten |
| 3. Plant Subang | 6. Plant Kalijati | 9. Plant Gasing |



Market and Sales Area (102-6)

As one of the largest manufacturing companies in Indonesia, and in line with the growth of our product marketing areas, since 2017 the Company divided its business operation area into 6 (six) sales areas as follows:

No.	Sales Area	Office Location	Operation Area
1.	Sales Area I	Pekanbaru, Riau	Sumatera Utara, Riau, dan Sumatera Barat
2.	Sales Area II	Palembang, Sumatera Selatan	Sumatera Selatan dan Banten
3.	Sales Area III	Jakarta Timur, DKI Jakarta	DKI Jakarta dan Jawa Barat
4.	Sales Area IV	Surabaya, Jawa Timur	Jawa Tengah, Jawa Timur, dan DI Yogyakarta
5.	Sales Area V	Balikpapan, Kalimantan Timur	Kalimantan
6.	Sales Area VI	Makassar, Sulawesi Selatan	Nusa Tenggara, Bali, Sulawesi, Maluku, dan Papua.

As of the end of 2020, the main customer of the Company was Waskita Group. This policy was carried as the corporate group's strategy to support the business activities of each subsidiary by creating synergy across lines of business. The Company's dependence on Waskita Group as its main customer until the end of 2020 reached 47% of the total value of WSBP's new contracts throughout 2020. Nevertheless, the Company had established several strategic measures to gradually reduce the Company's dependence on Waskita Group in the future in order to become a more independent company.



Map of Operational and Marketing Area

Throughout 2020, the Company has 1 (one) Head Office, 6 (six) Marketing Area Offices, 9 (nine) Precast Plants (5 of which are located in West Java and managed in 1 (one) integrated management), 35 Batching Plants, and 1 (one) Quarry.



MARKETING AREA OFFICE

Head Office

Gedung Teraskita, Lt. 3-3A
Jl. MT. Haryono Kav. No. 10A, RT 11 RW 11
Cipinang Cempedak, Jatinegara Jakarta Timur
Telephone: +62 21 2289 2999
Facsimile: +62 21 2983 8020
Email: info@waskitaprecast.co.id

Marketing Office I (North Sumatera)

Ruko Evergreen
Jl. Amal, Sunggal, Kec. Medan Sunggal
Kota Medan, Sumatera Utara 20127
Email: area1@waskitaprecast.co.id
Contact: Varian Wishnu Brata (+62823 1166 3638)
Senin-Jumat 08.00-17.00

Marketing Office II (South Sumatera, Banten)

Jl. Demang Lebar Daun No.06
Ilir Barat I-Palembang
Email: area2@waskitaprecast.co.id
Contact: J. Bayu Dondit Purbojati
Senin-Jumat 08.00-17.00

Marketing Office III (DKI Jakarta, West Java)

Tamansari Hive Office Tower
Jl. D.I Panjaitan, Kav.2, Cawang
Jakarta Timur 13350, DKI Jakarta, Indonesia
Email: area3@waskitaprecast.co.id
Contact: Bernardus Kusumadanu (+62813 2668 8678)
Senin-Jumat 08.00-17.00

Marketing Office IV (Central Java, East Java)

Jl. Ring Road Utara, Ruko Panda Kav. O
(depan polda DIY)
Condong Catur, Depok, Sleman, DI
Yogyakarta, Indonesia
Email: area4@waskitaprecast.co.id
Contact: Sena Eka Hanafi (+62852 1536 1538)
Senin-Jumat 08.00-17.00

Marketing Office V (Kalimantan)

Jl. Jemursari Selatan I No.9 Jemu Wonosari
Surabaya, Jawa Timur
Email: area5@waskitaprecast.co.id
Contact: Zullian Imam Irawan (+62856 9145 0213)
Senin-Jumat 08.00-17.00

Marketing Office VI

(Sulawesi, Bali, NTB, NTT, Maluku Islands, and Papua)

Jl. Mapala Raya Blok A2 No.3C, Rappocini
Makassar, Sulawesi Selatan
Email: area6@waskitaprecast.co.id
Contact: Heru Purnomo (+62822 6152 2245)
Senin-Jumat 08.00-17.00

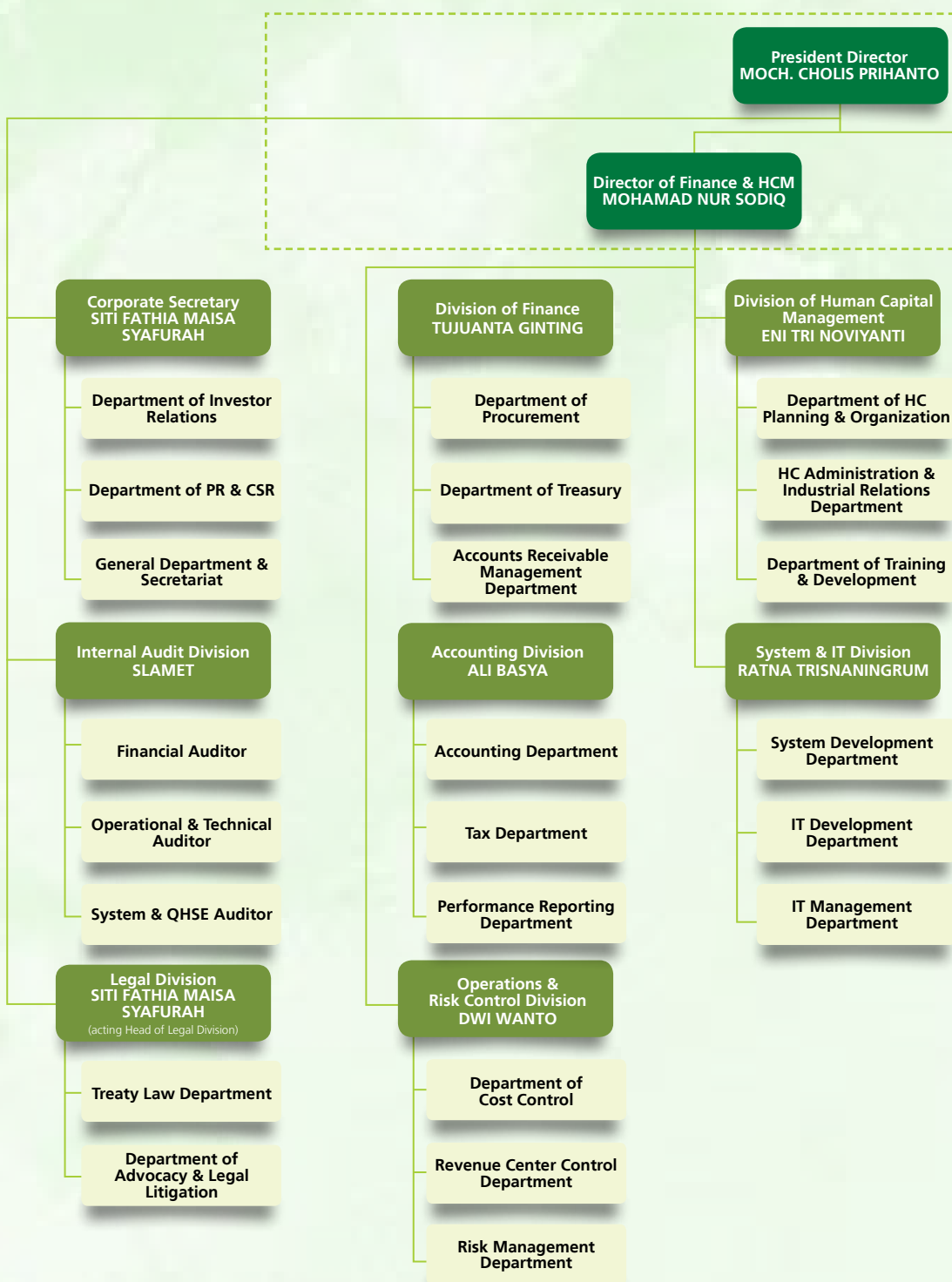
Plant Sidoarjo

Jl. Raya Prambon,
Kedungwonokerto,
Prambon Sidoarjo,
Jawa Timur, Indonesia

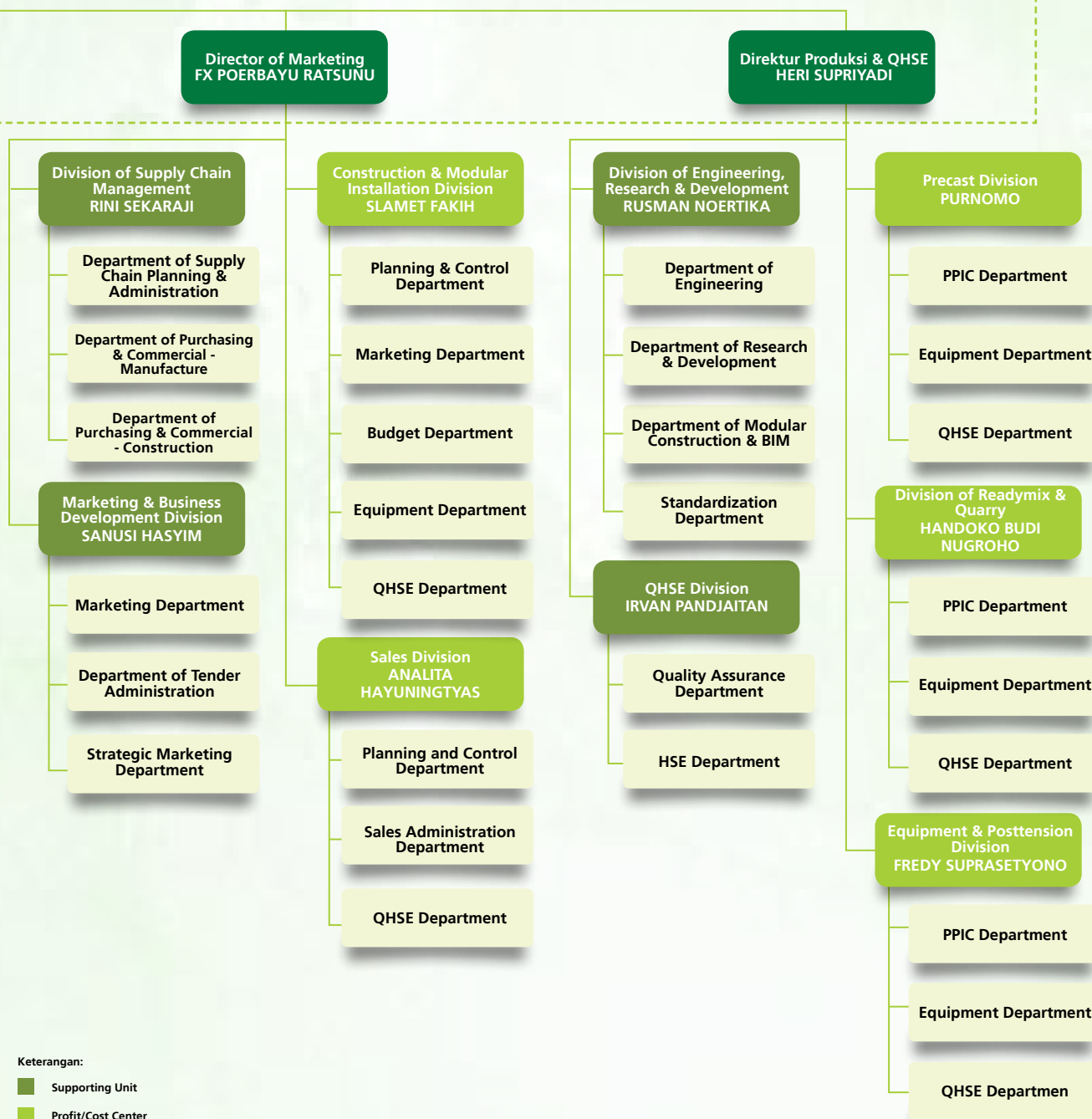


Company Structure

The Company's Organizational Structure changed as of December 31, 2020. The new organizational structure was validated by virtue of Board of Directors Decree No. 60/SK/WBP/PEN/2020 date November 17, 2020 on Changes in The Company's Organizational Structure. The latest organization structure along with the service period as of the issuance of this annual report are as follows:



Company Structure



Competitive Advantages

The increasingly fierce competition in precast and ready mix concrete manufacturing industry encourages the Company to continue creating competitive advantages. The Company's various advantages can be a reference and worthy of consideration for prospective customers. The advantages of the Company are as follows:

- Engaged in fast-growing sectors that are supported by the Government
- Guaranteed captive market that is supported by the growth of the group's core business
- Rapid growth in revenue and profit as well as increase in medium-term margin of toll road projects
- Established marketing network and production areas that are spread throughout Indonesia
- Good reputation and proven track record
- Varied products with high quality and added value offer
- Management and expert workforce who have comprehensive experience in related industries.

Business Strategy

In order to optimize the Company's business position and performance, the Company implements the following strategies:

- Continuously increasing the number of projects that will be handled by the Company, both projects that come from internal parties and projects that are acquired directly;
- Increasing the Company's production capacity in order to optimally meet the existing demand. Ideally, the capacity addition is conducted in areas adjacent to the project site in order to reduce the transportation costs;
- Continuously innovating to deliver varied products with high value and better selling price, enabling the Company to record consistent increase in average sales prices over the years;
- Acquiring toll road contracts directly (without going through the internal group), so that the Company can obtain higher margins;
- Decreasing cost of goods sold through the acquisition of quarry as a feedstock to produce aggregate raw materials and acquisition of truck mixers;
- Utilizing economic scale and improving operational efficiency in order to suppress cost of revenues;
- Optimizing intra-group synergy and making synergy as a foundation to increase the portion of sales to third parties to reduce the risk of the Company's dependency;
- Maintaining the consistency of product quality and timely completion of project by implementing a comprehensive quality control system;
- Improving marketing strategies and expanding marketing areas;
- Improving the supply chain of the Company to ensure that the supply of raw materials is assured and the production efficiency can be improved;
- Improving the capabilities of human resources through investments in training programs and competitive recruitment system.



Scale of the Company (102-7)

Description	Unit	Reporting Period	
		2020	2019
Number of Employees	Employee	1.270	1.366
Total Number of Operations	Office Unit	6 Marketing Area Offices, 9 Precast Plants, and 35 Batching Plants, and 1 Quarry	6 Marketing Area Offices, 11 Precast Plants, and 73 Batching Plants
Production Capacity	Tons per Year	3.7000.000	3.7000.000
Operating Sales	Trillions of Rupiah	2,2	7,47
Asset	Trillions of Rupiah	10,56	16,15
Liability	Trillions of Rupiah	9,40	8,02
Equity	Trillions of Rupiah	1,16	8,14
Number of Precast Concrete Product	Type	22	22

Employee Composition (102-8)

As of December 31, 2020, the Company had 1,270 employees, a decrease by 4% from that of 2019 at 1,320 employees. The decrease in the number of the Company's employees was an efficiency measure carried out by the Company since before 2020.

Based on their status, WSBP employees are divided into three categories, namely permanent, temporary, and outsourced employees; while based on their working area, the employees are divided into two major groups, namely those who work in the Head Office (PK) and Regional Offices (KP). In daily operations, the Company employs male and female workers and does not distinguish work by gender. The full details of employee distribution are presented in the following tables:

Organization Level	2020				2019			
	M	F	Total	%	M	F	Total	%
Structural								
General Manager	11	5	16	1,26%	14	2	16	1,17%
Work Unit Manager	35	11	46	3,62%	28	11	39	2,86%
Production Unit Manager	20	1	21	1,65%	21	1	22	1,61%
Marketing Area Manager	7	-	7	0,47%	5	1	6	0,44%
Functional								
Junior/Senior/Principal Expert	51	11	62	4,88%	41	10	51	3,73%



Organization Level	2020				2019			
	M	F	Total	%	M	F	Total	%
Operational								
Project Head	5	-	5	0,39%	8	0	8	0,59%
Project Section Head	123	7	130	10,24%	92	7	99	7,25%
Staff	892	92	984	77,48%	1.030	96	1.125	82,36%
Total	1.143	127	1.270	100%	1.239	127	1.366	100,00%

M: Male
F: Female

Employee Demographics by Education Level (person)

Education Level	2020				2019			
	M	F	Total	%	M	F	Total	%
Master's degree	25	6	31	2,44%	16	6	22	1,61%
Bachelor's degree	419	89	508	40,00%	436	83	519	37,99%
Diploma	111	23	134	10,55%	117	24	141	10,32%
Senior High School and Equivalent	588	9	597	47,01%	670	14	684	50,07%
Total	1.143	127	1.270	100,00%	1.239	127	1.366	100,00%

M: Male
F: Female

Employee Demographics by Employment Status (person)

Employment Status	2020				2019			
	M	F	Total	%	M	F	Total	%
Permanent Employee	327	58	385	30,31%	236	34	270	19,77%
Temporary Employee	23	2	25	1,97%	121	27	148	10,83%
Outsourcing	793	67	860	67,72%	882	66	948	69,40%
Total	1.143	127	1.270	100,00%	1.239	127	1.366	100,00%

L: Laki-laki
P: Perempuan

Employee Demographics by Age (person)

Age	2020				2019			
	M	F	Total	%	M	F	Total	%
>55 years old	32	1	33	2,60%	21	-	21	1,54%
46-55 years old	79	5	84	6,61%	84	4	88	6,44%
36-45 years old	145	12	157	12,36%	158	12	170	12,45%
26-35 years old	560	92	652	51,34%	506	75	581	42,53%
18-25 years old	327	17	344	27,09%	470	36	506	37,04%
Total	1.143	127	1.270	100,00%	1.239	127	1.366	100,00%

M: Male
F: Female

Employee Demographics by Gender (person)

Gender	2020		2019	
	Total	%	Total	%
Male	1.143	90,00%	1.239	90,70%
Female	127	10,00%	127	9,30%
Total	1.270	100,00%	1.366	100,00%

Employee Demographics by Work Placement (person)

Work Placement	2020		2019	
	Total	%	Total	%
Head Office	271	21,34%	255	18,67%
Marketing Area	121	9,53%	45	3,29%
Plant	342	26,93%	442	32,39%
Batching Plant	375	29,53%	403	29,50%
Proyek	82	6,46%	117	8,57%
Quarry	27	2,13	39	2,86%
Workshop	31	2,44%	35	2,56%
Post Tension	21	1,65%	30	2,20%
Total	1.270	100,00%	1.366	100,00%

Employee Demographics by Duration of Service

Years	2020		2019	
	Total	%	Total	%
>30	5	90,00%	4	90,70%
26-30	8	10,00%	13	9,30%
21-25	2		2	
16-20	3		2	
11-15	1		2	
6-10	147		157	
<5	1.104		1.186	
Total	1.270	100,00%	1.366	100,00%



Supply Chain (102-9)

As a company engaged in the manufacturing of precast and ready mix concrete, the Company cooperates with various suppliers/vendors for the procurement of raw materials necessity, such as bulk cement, split stone, reinforcement steel, and other materials. The Company establishes cooperation in a transparent, fair, and accountable manner to obtain raw materials according to the agreed specifications and costs.

Meanwhile, in distributing precast products to customers, the Company cooperates with third parties to distribute its products to consumers within a certain period based on the contract between the Company and the transporter. The expedition contracts are based on the agreed volume of shipments. The Company's product delivery contract made with such third parties are fixed term contracts.

Besides the procurement of raw materials for production and transportation of products to customers, the Company also cooperates with third parties as partners/vendors/suppliers for daily office operational needs, which include goods and service. These partners provide, among others, outsourced workers, interior contractor services, procurement of office furniture and procurement of fingerprint machines and telephones.

In establishing partnerships with suppliers, the Company does not conduct special screening. Regarding this matter, Waskita Beton Precast follows the provisions applicable in WASKITA group as the Parent Company. If during their partnership with WASKITA group a supplier has no problem, which is considered as having a good track record, then Waskita Beton Precast may use the same service provider.

As of December 31, 2020, there were 283 suppliers, consisting of 203 goods suppliers and 80 service suppliers. In terms of geographical location, all/a part of the suppliers were domiciled in Indonesia. Information on suppliers is further described in the following tables:

Number of Goods Suppliers

Description	Number of Goods Suppliers		Work Contract Value	
	2020	2019	2020	2019
Indonesia	203	98	3.029.226,30	3.208.409,05
Overseas	0	0	0	0
Total	203	98	3.029.226,30	3.208.409,05

Number of Service Suppliers

Description	Number of Goods Suppliers	
	2020	2019
Indonesia	80	98
Overseas	0	0
Total	80	98

Significant Changes During Reporting Period (102-10)

During the reporting year, there were no significant changes in the Company.

Prudence Principle Implementation (102-11)

Waskita Beton Precast realizes that in conducting business in precast and ready mix concrete manufacturing industry, the Company is exposed to a variety of risks that have the potential to hinder the Company's performance and achievements. These risks can be related to financial problems, such as foreign exchange risk, interest rate risk, credit risk, liquidity risk, capital risk, etc. Risk can also be related to the Company's business activities, such as the risk of decreasing project acquisition, business competition risk, risk of limited human capital, risk of natural raw materials supply, risk of completion time of projects, transportation risk, licensing risk, and risk of product failure.

To minimize or prevent the impact arising from these risks, the Company has accurately mapped the risks faced in 2020 and set risk mitigation under the control of the Risk Management Department. In addition, the prudence principle is also carried out by activating the work of Internal Audit Unit, Audit Committee, and Risk and Insurance Committee owned by the Company.

External Initiatives (102-12)

The Company demonstrates its commitment and responsibility by adopting various regulations and certifications that apply nationally and internationally in carrying out its business. The Company's commitment and compliance in implementing these regulations and certifications earned the appreciation of various parties, as shown by the number of awards during the reporting year. The certifications and awards earned throughout 2020 are as follows:

Membership in Associations (102-13)

As a business entity engaged in precast and ready mix concrete manufacturing industry, the Company joined and actively participates in associations of similar main business. Throughout the reporting year, Waskita Beton Precast joined the following associations:

No.	Name of Association	Scale of Association (national/international)	Membership position
1.	AP3I (Indonesian Association of Precast Companies)	National	Administrator
2.	AKI (Indonesian Contractors Association)	National	Member
3.	Indonesian Association of Prestressed Concrete Pile Manufacturers (APTI)	National	Member
4.	Indonesian Public Listed Companies Association	National	Member







GOOD CORPORATE GOVERNANCE



The Company applies GCG principles within PT Waskita Beton Precast Tbk to 5 (five) basic principles, namely: transparency, accountability, responsibility, independence, and fairness.

In its application, the five principles are adapted to the distinctive character of each Company.

GOOD CORPORATE GOVERNANCE

COMMITMENT TO GCG IMPLEMENTATION

The Company has a high commitment in implementing good corporate governance. This is reinforced by the Regulation of the Minister of State for State-Owned Enterprises (BUMN) No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, Good Corporate Governance (GCG) is defined as the underlying principles of a management process and mechanism based on laws and regulations and business ethics.

Basically, GCG principles were created as a monitoring and control system that supports work ethics and responsible decision making, supports integrity in financial reporting, proper risk management, as well as stakeholder and company relationships that are based on ethics. The implementation of GCG within the scope of the Company is regularly assessed to ensure a balance between stakeholder interests and the Company's sustainable growth.

GOOD CORPORATE GOVERNANCE APPROACH



With this theory, the Company is aware of the importance of implementing GCG practices in managing the Company's operational activities to increase the success of the Company's business and accountability in order to realize Shareholder value in the long term while still paying attention to the interests of stakeholders, in accordance with applicable laws and regulations. Therefore, the Company is committed to implementing best practices that refer to the best GCG standards consistently and thoroughly in every line of its business.

The implementation of GCG in the Company is not only aimed at solving problems faced by the Company currently, but also at:

1. Protecting the rights and interests of Shareholders and stakeholders;
2. Encouraging Shareholders, Members of the Board of Commissioners, Board of Directors, and Employees to make decisions and carry out their actions based on high moral values and decisions on laws and regulations; and
3. Increasing the value of the Company.



The assessment of the implementation of the Company's GCG dilaksanakan was carried out by an independent external party, namely Financial & Development Supervisory Agency (BPKP). From this assessment, a score of 82.254 was obtained from a maximum value of 100. The assessment score indicates that the implementation of GCG in the Company is included in the "Good" category.

GCG PRINCIPLES

The Company applies GCG principles within PT Waskita Beton Precast Tbk to 5 (five) basic principles, namely: transparency, accountability, responsibility, independence, and fairness. In its application, the five principles are adapted to the distinctive character of each Company.

GCG Principles	Definition	Form of Implementation
Transparency	Transparency in decision making and disclosing relevant information about the Company in an accurate and timely manner.	The Company applies this principle of transparency in: a. Preparation and explanation of the annual Corporate Work Plan and Budget (RKAP). b. Annual report. c. Periodic Financial Statements covering annual, semi-annual and quarterly financial statements.



GCG Principles	Definition	Form of Implementation
Accountability	Accountability of performance of the Company's leadership in a transparent and reasonable manner.	<p>The Company has 3 (three) levels of accountability in each activity, including:</p> <ul style="list-style-type: none"> a. Corporate Accountability Meaning the accountability for the business activities carried out. Each Company organ can be asked for accountability according to their duties and responsibilities by referring to the applicable rules and regulations. b. Team Accountability Meaning the accountability of a work unit/business/supporting for completing/not completing the duties. c. Individual Accountability Meaning the accountability for individual performance activities carried out in the Company.
Responsibility	Compliance with the prevailing laws and regulations. Responsibility is also followed by a commitment to carrying out business activities in accordance with good ethical standards.	<p>The Company applies the principle of responsibility, among others by:</p> <ul style="list-style-type: none"> a. Complying with the Articles of Association and the prevailing laws and regulations. b. Implementing tax obligations properly and on timely manner. c. Implementing Corporate Social Responsibility (CSR). d. Implementing information disclosure in accordance with the regulations.
Independency	The Company is manager professionally without conflict of interest and influence/pressure from any party.	<p>For the Company, independence encourages professionalism and creativity in managing the Company by applying the principle of independence, including:</p> <ul style="list-style-type: none"> a. Respect each other's rights, obligations, duties, authorities and responsibilities among the Company's organs; b. Shareholders and the Board of Commissioners may not intervene in managing the Company; c. The Board of Commissioners, Board of Directors, and employees always avoid conflicts of interest in making decisions; d. Company activities that have a conflict of interest must obtain prior approval from independent shareholders or their representatives who are authorized for that matter at the General Meeting of Shareholders (GMS) as stipulated, and comply with regulations concerning conflicts of interest; e. Implementation of policies and systems that minimize conflicts of interest, such as in staffing, procurement, and financial policies.
Fairness	Fairness, justice, and equality in fulfilling stakeholders' rights.	<p>The principle of fairness in the scope of the Company is applied, among others by:</p> <ul style="list-style-type: none"> a. Shareholders have the right to attend and vote in the GMS in accordance with applicable regulations; b. The Company treats all partners fairly and transparently; c. The Company provides good and safe working conditions for each employee in accordance with the Company's capabilities and applicable laws and regulations.

LEGAL BASIS OF GCG IMPLEMENTATION

In implementing GCG at the Company, the Company refers to several laws and regulations as follows:

Laws of the Republic of Indonesia

- a. Law No. 40 of 2007 on Limited Liability Companies.
- b. Law No. 14 of 2008 on Public Information Disclosure.
- c. Law No. 8 of 1995 on Capital Market.
- d. Law No. 20 of 2001 on Amendments to Law of the Republic of Indonesia No.31 of 1999 on Eradication of Corruption Crimes.
- e. Law No. 15 of 2002 on the Crime of Money Laundering as Amended by Law No.25 of 2003.
- f. Law No. 5 of 1999 on the Prohibition of Monopolistic Practices and Unfair Business Competition.

Government Regulations

- a. Regulation of the Minister of SOE No.PER-09/MBU/2012 on Amendments to the Regulation of the State Minister No.PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises.
- b. Decree of the Minister of SOE No.SK-16/S.MBU/2012 on Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance.

Bapepam-LK and/or Financial Services Authority (OJK) Regulations

- a. Decree of the Chairman of Bapepam-LK No. Kep-413/BL/2009 dated November 25, 2009, Bapepam-LK Regulation No.XX.E.2 on Material Transactions and Changes to Core Business Activities.
- b. Decree of the Chairman of Bapepam-LK No. Kep-412/BL/2009 dated November 25, 2009, Bapepam-LK Regulation No.IX.E.1 on Affiliated Transactions and Conflict of Interest on Certain Transactions.
- c. Decree of the Chairman of Bapepam-LK No. Kep-496/BL/2008 dated November 28, 2008, Bapepam-LK Regulation No.IX.I.7 on the Establishment and Guidelines for the Preparation of the Internal Audit Unit Charter.
- d. Attachment of the Chairman of Bapepam-LK No. Kep-179/BL/2008 dated May 14, 2008, Bapepam-LK Regulation No.IX.J.1 on the Principles of Articles of Association of Companies conducting Public Offering of Equity Securities and Public Companies.
- e. Decree of the Chairman of Bapepam-LK No. Kep-29/PM/2004, Regulation of Bapepam-LK No.IX.I.5 on the Establishment and Guidelines for the Implementation of the Audit Committee's Work.
- f. Decree of the Chairman of Bapepam-LK No. Kep-40/PM/2003, Regulation of Bapepam-LK No. VII.G.11 on the Responsibilities of Board of Directors for Financial Statements.
- g. Decree of the Chairman of Bapepam-LK No. Kep-36/PM/2003 dated September 30, 2003, Bapepam-LK Regulation No.X.K.2 on Obligation to Submit Periodic Financial Statements.
- h. Decree of the Chairman of Bapepam-LK No. Kep-27/PM/2003 dated July 17, 2003, Bapepam-LK Regulation No.X.K.4 on Reports of Realization of Use of Proceeds from Public Offering.
- i. Decree of the Chairman of Bapepam-LK No. Kep-554/BL/2010 dated December 30, 2010 on Amendments to Decree of the Chairman of Bapepam-LK No. Kep-06/PM/2000 dated March 13, 2000 on Amendments to Bapepam Regulation No. VII.G.7 on Guidelines for the Presentation of Financial Statements.
- j. Decree of the Chairman of Bapepam-LK No. Kep-86/PM/1996 dated January 24, 1996, Regulation of Bapepam-LK No.X.K.1 on Information Disclosure that Must be Announced to the Public.
- k. Decree of the Chairman of Bapepam-LK No. Kep-63/PM/1996 dated January 17, 1996, Bapepam-LK Regulation No.IX.I.4 on the Establishment of a Corporate Secretary.
- l. OJK Regulation No. 33/POJK.04/2014 on the Board of Directors and Board of Commissioners of Issuers or Public Companies.
- m. OJK Regulation No. 34/POJK.04/2014 on the Nomination and Remuneration Committee of Issuers or Public Companies.
- n. OJK Regulation No. 35/POJK.04/2014 on the Corporate Secretary of Issuers or Public Companies.
- o. OJK Regulation No. 38/POJK.04/2014 on Increase in Capital for Public Companies without Rights Issue.
- p. OJK Regulation No. 8/POJK.04/2015 on Websites of Issuers or Public Companies.
- q. OJK Regulation No. 21/POJK.04/2015 on Guidelines for Governance of Public Companies.
- r. OJK Regulation No. 31/POJK.04/2015 on Disclosure of Material Information or Facts by Issuers or Public Companies.
- s. OJK Regulation No. 29/POJK.04/2016 on the Annual Report of Issuers or Public Companies.
- t. OJK Regulation No. 10/POJK.04/2017 on Amendment to OJK Regulation No. 32/POJK.04/2014 on Plans and Implementation of General Meeting of Shareholders of Public Companies.
- u. OJK Regulation No. 11/POJK.04/2017 on Ownership Report or Any Change in Share Ownership of Public Companies.



- v. POJK Regulation No. 30/POJK.04/2017 on Buyback of Shares Issued by Public Companies.
- w. OJK Circular Letter No. 32/SEOJK.04/2015 on Governance Guidelines for Public Companies.
- x. OJK Circular Letter No. 30/SEOJK.04/2016 on the Form and Content of the Annual Report of Issuers or Public Companies.

Other Regulations

- a. OECD Principles of Corporate Governance in 2004.
- b. The General Guidelines for Indonesian GCG from the National Committee for Governance Policy (KNKG) in 2006.
- c. Decree of the Board of Directors No. 40.3/SK/WBP/PEN/2015, dated December 1, 2015 on PT Waskita Beton Precast's Corporate Governance Procedures.
- d. The latest Company's Articles of Association were validated by Deed No. 60 dated July 26, 2017 on the Decision Statement of the Extraordinary General Meeting of Shareholders of PT Waskita Beton Precast Tbk made before Dina Chozie, S.H. C.N, Notary substitute of Fathiah Helmi, S.H., Notary in Jakarta
- e. Resolutions of the General Meeting of Shareholders (GMS) listed in the minutes of the GMS.

ASSESSMENT ON THE IMPLEMENTATION OF GCG

To measure the effectiveness of GCG implementation, the Company conducts GCG assessments every year. The GCG assessment was carried out by referring to the Decree of the Minister of SOE No. SK-16/S.MBU/2012 dated June 6, 2012 on Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises.

Indicators/Parameters for GCG Assessment Based on the Decree of the Minister of SOE No. SK-16/S.MBU/2012



Based on Article 44 Paragraph 1 of The Regulation of the Minister of SOE No. PER-09/MBU/2012 on Amendments to the Regulation of the State Minister for State-Owned Enterprises No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises, GCG assessments are carried out regularly once every two years by an external assessor, interspersed with a self-assessment conducted by the internal assessor every following year.

Implementation of GCG Assessment in 2020

The assessment of the implementation of the Company's GCG for January 1 to December 31, 2020 was carried out on January 19 - March 19, 2021, 2021 by an independent external party, namely Financial & Development Supervisory Agency (BPKP). From this assessment, a score of 82.254 was obtained from a maximum value of 100. The assessment score indicates that the implementation of GCG in the Company is included in the "Good" category.

GCG Assessment Results for 2020

No.	GCG Assessment Aspect	Value	Score	Achievement (%)	Category
1.	Commitment to Sustainable Implementation of GCG	7	6.518	93,12	Excellent
2.	Shareholders and GMS/Capital Owners	9	8.054	89,49	Excellent
3.	Board of Commissioners/Supervisory Board	35	29.283	83,67	Good
4.	Board of Directors	35	30.197	86,28	Excellent
5.	Information Disclosure and Transparency	9	8.201	91,13	Excellent
6.	Other Aspects	5	-	-	-
Total		100	82.254	82,25	Baik

Information:

0-50: Poor | 50-60: Not Good | 60-75: Fairly Good | 75-85: Good | 85-100: Excellent

Achievements of GCG Assessment Results of WSBP for 2017-2020 are as follows:

Assessment Period	Assessment Score	Predicate	Type of Assessment and Assessor
2020	82,25	Good	Financial and Development Supervisory Agency (BPKP)
2019	89,14	Excellent	Self Assessment
2018	78,16	Good	Financial and Development Supervisory Agency (BPKP)
2017	76,81	Good	Self Assessment

Based on the table above, it can be concluded that the results of the Company's GCG assessment this year have decreased compared to last year. All personnel of PT Waskita Beton Precast Tbk will continue to improve the implementation of GCG in order to obtain a higher score than the existing ones. The Company is fully committed to carrying out recommendations from the assessor team for the implementation of GCG for the financial year 2020 so that better results can be obtained.

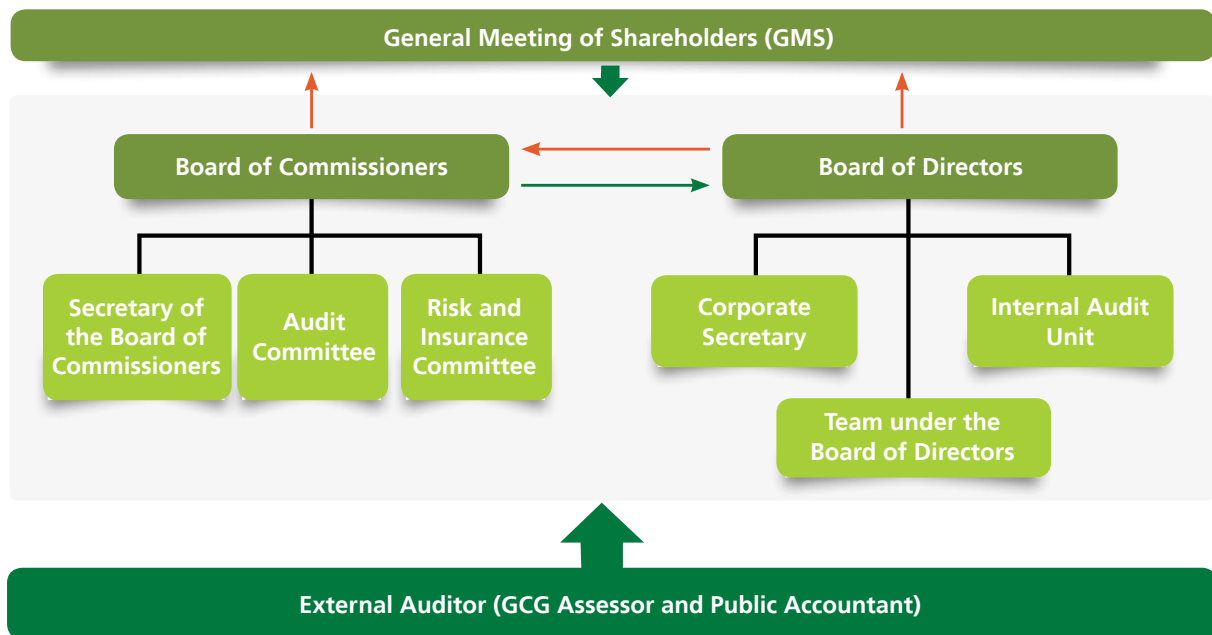
CORPORATE GOVERNANCE STRUCTURE [102-18]

The Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies (UU PT) states that Company organs consist of the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors. The management system at Waskita Beton Precast adopts a two-tier system, namely the Board of Commissioners and the Board of Directors, which have clear powers and responsibilities according to their respective functions, as mandated in the Company's Articles of Association and laws and regulations.

Pursuant to the Limited Liability Company Law, the governance structure of Waskita Beton Precast consists of the GMS, the Board of Commissioners and the Board of Directors. To optimize the supervisory function, the Board of Commissioners is assisted by supporting organs including the Secretary to the Board of Commissioners, the Audit Committee, and the Risk and Insurance Committee. Meanwhile, the Board of Directors is assisted by the Corporate Secretary and the Internal Audit/Internal Supervisory Unit. The complete governance structure is presented in the following chart:



WSBP Governance Structure



GENERAL MEETING OF SHAREHOLDER (GMS)

General Meeting of Shareholders, hereinafter referred to as GMS, is a Company Organ that has authority not granted to the Board of Directors or Board of Commissioners within the limits stipulated in this Law and/or the Articles of Association.

In accordance with the Company's Articles of Association, the GMS consists of the Annual GMS and other GMS (Extraordinary GMS). The Annual GMS must be held no later than 6 months after the end of the fiscal year, while other GMS can be held at any time if needed for the benefit of the Company.

The Annual General Meeting of Shareholders and other General Meeting of Shareholders are held by the Board of Directors at the request of the Company's Board of Commissioners, or at the request of the shareholders. In the Annual GMS, the Board of Directors conveys:

- The Annual Report as referred to in Article 21 paragraph 3 of this Articles of Association.
- A proposal of the Company's Profit expenditure plan if the Company has a positive retained earnings;
- A proposal for the Appointment of a Public Accountant registered with OJK.

Throughout 2020, the Company has held 2 (two) GMS consisting of 1 (one) Annual GMS and 1 (one) Extraordinary GMS in Jakarta. The details of the 2020 GMS is as follows:

No.	Type of GMS	Time and Place of Implementation
1.	Annual GMS	May 12, 2020, 09.25-10.24 WIB Hotel Teraskita Lantai 6 Jl. MT Haryono Kav. No. 10, Jakarta Timur
2.	Extraordinary GMS	September 17, 2020 Hotel Teraskita Lantai 6 Jl. MT Haryono Kav. No. 10, Jakarta Timur



BOARD OF COMMISSIONERS

The Board of Commissioners is the Company's Organ in charge of conducting general and/or specific supervision in accordance with the articles of association and providing advice to the Board of Directors. The details of the Board of Commissioners duties are presented in the Good Corporate Governance Chapter of the 2020 Annual Report of PT Waskita Beton Precast Tbk on page 204.

In accordance with the Company's Articles of Association, the Board of Commissioners consists of at least 2 (two) members, consisting of 1 (one) President Commissioner; 1 (one) Commissioner or more; with due observance of the prevailing regulations in the Capital Market sector. If the Board of Commissioners consists of 2 (two) members, 1 (one) shall be an Independent Commissioner. Meanwhile, if the Board of Commissioners consists of more than 2 (two) members, then the number of Independent Commissioners must be at least 30% (thirty percent) of the total members of the Board of Commissioners.

Board of Commissioners Criteria

As the organ in charge of supervision over the running of the Company, to be appointed as a member of the Board of Commissioners, one must meet the following requirements:

1. have good character, morals, and integrity;
2. capable of performing legal actions;
3. within 5 (five) years prior to the appointment and while serving:
 - a. has never been declared bankrupt;
 - b. has never been a member of the Board of Directors and/or Board of Commissioners who was found guilty of causing a Company to go bankrupt;
 - c. has never been convicted of a criminal act that is detrimental to state finances and/or related to the financial sector; and
 - d. has never been a member of the Board of Directors and/or a member of the Board of Commissioners who during his/her tenure:
 - i. was once did not hold an annual GMS;
 - ii. whose accountabilities were once rejected by the GMS or have not fulfilled accountability as a member of the Board of Directors and/or Board of Commissioners to the GMS; and
 - iii. has caused a company that has obtained a permit, approval, or registration from the OJK to fail to fulfill the obligation to submit an annual report and/or financial statements to OJK.
4. have a commitment to comply with laws and regulations; and
5. have knowledge and/or expertise in the field required by the Company.

Composition of the Board of Commissioners

As of December 31, 2020, the composition of PT Waskita Beton Precast's Board of Commissioners is as follows:

Name	Position	Basis of Appointment
Fery Hendriyanto	President Commissioner	Deed of Extraordinary GMS No. 2 dated July 3, 2018
I Gusti Ngurah Putra	Commissioner	Notary Deed of Ashoya Ratam No. 26 dated September 23, 2020
Hadi Suchahyono	Commissioner	Notary Deed of Ashoya Ratam No. 26 dated September 23, 2020
Abdul Ghofarrozin	Independent Commissioner	Deed of Extraordinary GMS No. 61 dated July 26, 2017
Suhendro Bakri	Independent Commissioner	Deed No. 73 dated May 12, 2017 concerning Statements of Circular GMS Decisions



COMMITTEES UNDER THE BOARD OF COMMISSIONERS

In performing its duties, the Board of Commissioners are assisted by two committees, namely the Risk and Insurance Committee, and the Audit Committee. A brief description of the function and activities of the two committees are as follows:

Audit Committee

The Audit Committee is a committee formed by the Board of Commissioners to assist the Board of Commissioners in conducting supervision of the implementation of the Board of Directors function in managing the Company in accordance with the principles of good corporate governance. All members of the Audit Committee were appointed and dismissed by the Board of Commissioners and reported in the GMS. The Audit Committee in the Company always encourages the establishment of a good internal supervision and control system, increasing transparency in financial reporting, and examining the scope and accuracy of the assignment of external auditors includes and is not limited to the fairness of audit services, experience, independence, and objectivity.

All members of the Audit Committee were appointed and dismissed by the Board of Commissioners and reported in the GMS. The composition of the Member of the Audit Committee of PT Waskita Beton Precast Tbk who served throughout the period 2020 along with the legal basis for the appointment and termination are described in the following table:

Name	Position	Status	Basis of Appointment	Basis of Termination
Suhendro Bakri	Chairman of Audit Committee	Independent Commissioner of PT Waskita Beton Precast Tbk	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 04/SK/WBP/DK/2020 dated June 4, 2020	
Jonni Hutahean	Member of Audit Committee	External Party	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 08/SK/WBP/DK/2020 dated November 10, 2020	Still in office per December 31, 2020
Lukas Dewantoro	Member of Audit Committee	External Party	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 02/SK/WBP/DK/2020 dated January 2, 2020	
Anis Baridwan	Chairman of Audit Committee	Independent Commissioner of PT Waskita Beton Precast Tbk	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 03/SK/WBP/DK/2018 dated April 28, 2018	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 04/SK/WBP/DK/2020 dated June 4, 2020
Inggir Elerida L. T.	Member of Audit Committee	External Party	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 04/SK/WBP/DK/2017 dated November 9, 2017	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 08/SK/WBP/DK/2020 dated November 10, 2020

The full profile of each member of the Company's Audit Committee in office during the period 2020 is available in the Company's Profile chapter in the Annual Report of Waskita Beton Precast.

Risk Management Monitoring Committee

Based on the Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 09/SK/WBP/DK/2020 dated November 10, 2020 concerning Appointment of Audit Committee members and establishing the composition of the Audit Committee, have changed the Nomenclature of the Risk and Insurance Committee to become the Risk Management Monitoring Committee, and appointed Inggir Elerida as a member of the Risk Management Monitoring Committee.

The Risk and Insurance Committee is a committee formed by and responsible to the Board of Commissioners in an effort to support the implementation of the duties and responsibilities of the Board of Commissioners regarding the implementation and supervision of risk management in the Company. The establishment of the Risk and Insurance Committee was based on the Minister of State Minister of BUMN Regulation Number: PER-01/MBU/2011 concerning the Application of Good Corporate Governance in State-Owned Enterprises.

The composition of the Risk Management Monitoring Committee until December 31, 2020 is as follows:

Name	Position	Status	Basis of Appointment	Basis of Termination
Suhendro Bakri	Chairman of Risk Management Monitoring Committee	Independent Commissioner of PT Waskita Beton Precast Tbk	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 02/SK/WBP/DK/2018 dated April 26, 2018	Still in office per December 31, 2020
Abdul Ghofarrozin	Member of Risk Management Monitoring Committee	Independent Commissioner of PT Waskita Beton Precast Tbk	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 02/SK/WBP/DK/2018 dated April 26, 2018	
Paulus Alexander Widjaja	Member of Risk Management Monitoring Committee	External Party	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 05/SK/WBP/DK/2018 dated November 9, 2018	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 09/SK/WBP/DK/2020 dated November 10, 2020
Dedy S. Amir	Member of Risk Management Monitoring Committee	External Party	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 01/SK/WBP/DK/2020 dated January 2, 2020	Decree of the Board of Commissioners of PT Waskita Beton Precast Tbk No. 09/SK/WBP/DK/2020 dated November 10, 2020

BOARD OF DIRECTORS

The Board of Directors is a Company Organ that is authorized and fully responsible for the management of the Company for the interests of the Company, in accordance with the purposes and objectives of the Company and represents the Company, both inside and outside the court in accordance with the provisions of the Articles of Association. In general, the Board of Directors plays a role in managing the Company's operational activities with the orientation of the Company's best interests. The full duties of the Board of Directors are described in the Corporate Governance Chapter in the Annual Report of PT Waskita Beton Precast Tbk. page 223.

Referring to the Articles of Association, the Company's Board of Directors consists of at least 2 (two) people, consisting of:

- 1 (one) President Director;
- 1 (one) Director or more.

Board of Directors Requirements

As a full executor of the Company, to be able to serve as the Board of Directors, one must fulfill the following requirements:

1. Having good characters, morals and integrity;
2. Proficient in conducting legal actions.
3. Within 5 (five) years before the appointment and during his/her tenure:
 - a. Never declared bankrupt;
 - b. Never been a member of the Board of Directors and/or members of the Board of Commissioners who were found guilty of causing a company to go bankrupt; and



- c. Never been convicted of a criminal offense that is detrimental to the state's finances and/or related to the financial sectors;
- 4. Never been a member of the Board of Directors and/or members of the Board of Commissioners while serving:
 - a. Ever not hold an Annual GMS;
 - b. His/her accountability as a member of the Board of Directors and/or members of the Board of Commissioners has ever been not accepted by the GMS or has ever not given his/her accountability as a member of the Board of Directors and/or Board of Commissioners to the GMS; and
 - c. Ever caused a company obtaining approval or registration from the Financial Services Authority not to fulfill the obligation to submit an annual report and/or financial report to the Financial Services Authority.
- 4. Having a commitment to comply with laws and regulations.
- 5. Having knowledge and/or expertise in the fields needed by the Company.

Board of Directors Composition

Name	Position	Basis of Appointment
Moch. Cholis Prihanto	President Director	EGM Resolution institutionalized in Ashoya Ratam Notary Deed No.26 dated September 23, 2020
Mohamad Nur Sodik	Director	EGM Resolution institutionalized in Ashoya Ratam Notary Deed No.26 dated September 23, 2020
Heri Supriyadi	Director	AGM Resolution institutionalized in Ashoya Ratam Notary Deed No. 44 dated May 28, 2020
FX Poerbayu Ratsunu	Director	EGM Resolution institutionalized in Ashoya Ratam Notary Deed No.26 dated September 23, 2020
Bima Harya Sena*)	Director	AGM Resolution institutionalized in Ashoya Ratam Notary Deed No. 44 dated May 28, 2020

Information:

*Submitted a Resignation Letter on December 2, 2020, but was officially dismissed from his position as Director of the Company at the time of the EGM on February 25, 2021.

SUPPORTING ORGANS OF THE BOARD OF DIRECTORS

Corporate Secretary

The Company is fully aware of the importance of the Corporate Secretary's role in facilitating the relationship between the Company's organs and the relationship between the Company and stakeholders. Therefore, the Company in its organizational structure establish an official one level below the Board of Directors as the Corporate Secretary. The Corporate Secretary is appointed and dismissed by the President Director based on the Company's internal mechanism with the approval of the Board of Commissioners.

Based on the Decree of the Board of Directors of PT Waskita Beton Precast Tbk No. 61/SK/WBP/PEN/2020 dated November 17, 2020, the Company has appointed Siti Fathia Maisa Syafurah as Corporate Secretary.

Internal Audit Unit

The Internal Audit Unit is the company's organ that ensures the independent and objective assurance and consultation with the aim of increasing value and improving the Company's operations through a systematic approach by evaluating and improving the effectiveness of risk management, control and corporate governance processes. The Company has established an Internal Audit Unit as stated in the Decree No.01/SK/WBP/PEN/2014 dated November 3, 2014 on the Establishment of the Company Organizational Structure of PT Waskita Beton Precast Tbk in conjunction with the Decree No.01/SK/WBP/PEN/2016 dated January 29, 2016 on the Changes in the Organizational Structure of the Company PT Waskita Beton Precast, the Board of Directors established an Internal Audit Unit as a supervisory organ effective as of November 3, 2014.



Based on the Decree of the Board of Directors of PT Waskita Beton Precast Tbk No. 61/SK/WBP/PEN/2020 dated November 17, 2020, the Company has appointed Mr. Slamet as General Manager of the Internal Audit Division.

Competence Development of the Board of Directors, Board of Commissioners and Its Supporting Organs

Waskita Beton Precast realizes that the challenges faced by the Company are increasingly complex. Therefore, the Board of Commissioners and the Board of Directors continuously strive to improve their competence by participating in various activities, such as seminars, workshops and so on. The activities during 2020 which were attended by the Board of Commissioners and Directors are as follows:

Board of Commissioners Competence Development

No.	Name of Activity	Time	Organizer	Participant
1.	Socialization and Dissemination of Regulations and Policies for Players in the Indonesian Capital Market Industry	September 1, 2020	Otoritas Jasa Keuangan (OJK)	1. Fery Hendriyanto 2. Suhendro Bakri
2.	Bankruptcy during the Pandemic: Strategy for the Board of Directors and the Board of Commissioners	October 21, 2020	Lembaga Komisararis dan Direktur Indonesia (LKDI)	1. Fery Hendriyanto 2. Hadi Sucahyono 3. Suhendro Bakri
3.	Forensic Investigation	October 26 - 27, 2020	Visi Intergritas	1. Hadi Sucahyono 2. Abdul Ghofarrozin
4.	Directorship Program: High Performance Board	December 15 – 18, 2020	PT Pertamina (Persero)	1. Hadi Sucahyono 2. Abdul Ghofarrozin
5.	The Role of Independent Commissioners in Transforming the Company to a New Normal	June 24, 2020	Lembaga Komisararis dan Direktur Indonesia (LKDI)	Abdul Ghofarrozin

Board of Directors Competence Development

No.	Name of Activity	Time and Place of Implementation	Organizer	Participant
1.	AKHLAK Dissemination for Subsidiaries	October 8, 2020	PT Waskita Karya (Persero) Tbk	1. Moch. Cholis Prihanto 2. Mohamad Nur Sodik 3. Heri Supriyadi 4. FX Poerbayu Ratsunu 5. Bima Harya Sena
2.	Forensic Investigation Webinar	October 26 – 27, 2020 in Jakarta	Visi Integritas	1. Moch. Cholis Prihanto 2. Mohamad Nur Sodik
3.	Executive Education Program for BOD 1 – Leading Digital	November 10, 2020 – March 2, 2021	PT Waskita Karya (Persero) Tbk	1. Moch. Cholis Prihanto 2. Mohamad Nur Sodik 3. Heri Supriyadi 4. FX Poerbayu Ratsunu
4.	Scenario for Planning for Facing a Crisis (Strategy to Conquer Uncertainty)	June 10, 2020	PPM Manajemen	Heri Supriyadi
5.	Working Capital Management in Crisis Management	June 16 – 18, 2020	PPM Manajemen	Heri Supriyadi
6.	Executive Briefing Awareness ISO 37001:2016	July 22, 2020	PT Sucofindo (Persero)	1. Heri Supriyadi 2. Bima Harya Sena
7.	Opportunities and Challenges for Indonesia in the New Normal Era	July 28, 2020	Bisnis Indonesia	Heri Supriyadi
8.	Facing Post Covid 19 Business World	May 30, 2020	Mahir Academy	Bima Harya Sena
9.	Hybrid Organization	July 24, 2020	PT Waskita Karya (Persero) Tbk	Bima Harya Sena
10.	Invasion Chapter 1 – PT Waskita Beton Precast Tbk Product Innovation	October 21, 2020	PT Waskita Beton Precast Tbk	Bima Harya Sena



ETHICS AND INTEGRITY [102-16]

In running a business, the Company's personnel will undoubtedly interact with various parties, both inside and outside the company. To realize good and professional communication and relations, respect for each other's rights and obligations, while avoiding the possibility of conflicts of interest or abuse of authority, therefore, PT Waskita Beton Precast Tbk prepares the Company's code of conduct and outlined the policy on the prohibition of gratification.

Company's Code of Conduct

The code of conduct is needed as a behavior guide for every personnel of the Company, both in dealing with internal and external parties. This code of conduct applies to all company personnel, from the Board of Commissioners, Directors and all employees. To ensure that all personnel apprehend, understand and are able to apply the code of conduct, the Company continues to disseminate with various means, such as Company website, internal information technology media that provides access to all employees, or memo and circulars of the Board of Directors.

The contents of the Company's Code of Conduct are as follows:

Board of Commissioners Ethics and Behavior

In relation to the application of Good Corporate Governance (GCG) principles, Commissioners must:

1. Understand the principles of GCG and implement it as an example of behavior for employees.
2. Avoiding conflict of interest both directly and indirectly.
3. Maintain the security and confidentiality of information of the Company.

In relation with the shareholders, the Commissioners are obliged to:

1. Providing opinions and suggestions to the General Meeting of Shareholders regarding the Company's Long-Term Plans and the Company's Work Plan and Budget and the Annual Report proposed by the Board of Directors.
2. Following the development of Company's activities, providing opinions and suggestions to the General Meeting of Shareholders regarding every problem that is considered urgent for the management of the company.
3. Report immediately to the General Meeting of Shareholders in the event of an indication that the Company's performance is decelerating.

In relation with Directors, the Commissioners are obliged to:

1. Study and review periodic reports and annual reports prepared by the Directors and sign it.
2. Supervise and provide advice on company management.
3. Assessing the performance of the Board of Directors.

PROHIBITION:

The Commissioner is prohibited from conducting transactions that have a conflict of interest and take personal advantage both directly and indirectly from PT Waskita Beton Precast Tbk in addition to legitimate income.

Board of Directors Ethics and Behaviour

In relation to the application of the principles of Good Corporate Governance (GCG), the Directors must:

1. Understand the principles of GCG and implement it as an example of behavior for employees.
2. Avoiding the conflict of interest both directly and indirectly.

In relation to the main task, the Directors are obliged:

- Attempting and guaranteeing the implementation of business and company activities in accordance with the purposes and objectives and their business activities.

- Prepare the Company's Long-Term Plan, the Company's Work Plan And Budget on time, including other plans related to the implementation of the business and activities of the Company and submit it to the Commissioners and Shareholders to obtain the approval of the General Meeting of Shareholders.
- Maintaining minutes of meetings and organizing company books in accordance with the prevailing laws for a company.
- Arrange an accounting system in accordance with financial accounting standards and based on the principles of internal control, especially the function of managing, recording, storage and supervision.
- Providing accountability and any information about the circumstances and the course of the Company in the form of annual reports including annual calculations and management reports to the General Meeting of Shareholders.
- Providing periodic reports according to methods and time in accordance with applicable provisions and other reports when requested by Shareholders.
- Prepare the composition of the Company management organization along with the details of its duties.
- Carry out other obligations in accordance with the provisions regulated in the Articles of Association and applied by the General Meeting of Shareholders based on applicable laws and regulations.

Obligations in maintaining relationships with Shareholders:

- Directors must provide complete and accurate material information about the Company to each Shareholder.
- The Board of Directors must prepare a mechanism of the General Meeting of Shareholders that allows each Shareholder to be present at the General Meeting of Shareholders and casts their vote in accordance with applicable laws and regulations.
- The Board of Directors must ensure that each Shareholder receive their rights in accordance with the provisions of the Articles of Association, all decisions taken legally in the General Meeting of Shareholders and applicable laws and regulations.

PROHIBITION:

1. Directors of PT Waskita Beton Precast Tbk are prohibited from taking actions that are contrary to moral, ethics, religion, applicable laws/regulations, the norms that apply in society, and/or contrary to their obligations as Indonesian citizens.
2. Directors of PT Waskita Beton Precast are prohibited from committing KKN (Corruption, Collusion and Nepotism) that is related to the Company.
3. Directors are not allowed to have concurrent positions as directors of other companies.
4. Directors are not allowed to have stock ownership in rival companies or suppliers companies.

Employee Ethics and Behavior

Employees in the company:

1. Employees must always uphold business ethics in performing their daily duties.
2. Employees must prioritize the interests of the Company than the interests of group, personal, family, relatives and/or other parties.
3. Every employee must protect the Company's property and good image.
4. Employees must behave/act well and maintain modesty inside or outside the Company.
5. Employees must comply with the contents of the Company Regulation.
6. Employees must obey the rules that apply in the Company.

Employees with their positions in the Company:

1. Employees must give their best efforts in performing their duties.
2. Employees must accept the assignation, carry out official trips, mutations and temporary placements, based on the Command/Decision of the authorized Directors or Supervisors.



3. Employees must be at the place of assignment and carry out their duties in the days and hours of the specified business, unless they are carrying out the Company's duties outside the place of assignment.
4. Employees must hold the confidentiality of the position, namely the secrets related to their duties and/or positions, both in the form of written documents, voice recordings or orders/oral statements from their Supervisors.

Employees with Supervisors and Subordinates in the Company:

1. Employees must foster positive and productive cooperation, mutual respect based on sincerity and good faith.
2. Supervisors as a role model, advisor, mentor, and are responsible for the behavior and performance of their subordinates in the Company.
3. Every supervisor must foster and assess their subordinates in his environment.
- 4.
5. Employees must do overtime work on the command of the authorized supervisor, if the work must be carried out outside the working hours set by the Company.
6. Employees must report to their supervisors in case of theft or loss Company property no later than 1 x 24 hours.

Employees with fellow employees

- Mutual respect, encourage enthusiasm, and foster cooperation in their respective duties and responsibilities.
- Increase integrity, openness and harmonious relationships.

PROHIBITIONS:

The employees must adhere to the prevailing Company Regulation.

WHISTLEBLOWING POLICY [103-2, 205-1]

To strengthen the implementation of good corporate governance and carry out its best practices, the Company has a Whistleblowing system that has been implemented for a long time. With this system, the Company can prevent and minimize the occurrence of fraud, while encouraging the culture of honesty and openness. The Company's commitment was stated in the Decree of the Directors No.39.1/SK/WBP/PEN/2017 on Whistleblowing System of PT Waskita Beton Precast, Tbk is applicable to all stakeholders, both internal and external, by prioritizing protection to the whistleblower.

Each incoming complaint will be managed by the Whistleblowing Team, which is directly responsible to the President Director. The results of the investigation can be used as the basis for the Company's policy towards an act of deviation or violation. The benefits of developing a violation reporting system include the Company's foundation in designing the necessary corrective actions and providing an early warning system mechanism for possible problems due to a violation. Meanwhile, the benefit for the whistleblower is guaranteed protection and confidentiality for each whistleblower/disclosure reporter.

The submission mechanism for complaints reporting can be performed via email. The report submitted by the reporter shall at least contain information regarding the reporter's personal data (name, address, telephone number, facsimile, e-mail, work unit).

Sanctions for Ethical Violations

- Every employee who violates the Waskita Precast Procedure (PWP) in the Field of Ethics and Behavior will be given sanctions according to the severity, nature, and frequency of violations.
- The procedure for imposing sanctions is in accordance with the Company Regulations of PT Waskita Beton Precast Tbk.

Compulsory Reporting of Ethical Violations

1. Every employee is required to report violations of Waskita Precast Procedure (PWP) in the field of Ethics and Conduct to Human Capital & General Affairs Department.
2. Any employee who reported the alleged violation of ethics must reveal his identity.
3. Confidentiality of the reporter's identity will be kept, except as necessary for follow-up reports according to the Company policy.
4. No punishment will be given to the reporter if the reported violation does occur, except if the concerned person is also involved in the violation and/or the report was not true.
5. The Whistleblowing System team must follow up on the report within the limits of its authority. The Whistleblowing System team must report to the Board of Directors to take action in accordance with Company Policy.

Complaints Channel

The Company provides dedicated reporting/complaint submission channels as follows:

Email : wbs@waskitaprecast.co.id
 Alamat : Tim WhistleBlowing System (WBS)
 PT Waskita Beton Precast Tbk
 Gedung Dafam Teraskita Lt. 3
 Jl. MT. Haryono Kav. No.10A, Cawang Jakarta Timur
 13340

Violations and Sanctions

During the reporting year, there were a number of cases of violations of ethics and behavior, and the Company has imposed sanctions for these violations. The complete data on violations and sanctions are presented in the following table:

Total Incoming Reports	Follow-Up Status		Description
	Followed-Up	Not Followed-Up	
13 reports	11 reports (84.62%)	2 reports (15.38%)	100% close

GRATIFICATION POLICY [103-2, 205-1]

The Company is committed to realizing good governance practices, including being free from gratification or gift giving practice to employees beyond the predetermined salary. Gratification is fully prohibited by the Company due to its potential to trigger a conflict of interest and reduce the objectivity and professionalism of the Company's personnel. The Company continues disseminating the prohibition on gratification and the importance of integrity or honesty, including the sanctions that will be imposed if an individual is proven to have received gratification.

Gratification is an activity of giving and or receiving gifts/souvenirs and entertainment, whether received domestically or abroad, either by using electronic or non-electronic means, carried out by Waskita Beton Precast (WBP) personnel related to their authority/position in the Company, thus causing a conflict of interest that affects the independence, objectivity, and professionalism of the Waskita Beton Precast (WBP) personnel.





Guidelines on Gratification Control in the Company are made to regulate the business relationships of all Waskita Beton Precast (WBP) personnel with other parties (First Party and Third Party).

Gratification control is important for the Company as it is a criminal act of bribery and corruption that can have legal implications as well as a negative image for the company.

Regarding gratifications, Waskita Beton Precast enforces provisions in accordance with SK No. 39.3/SK/WBP/PEN/2017 concerning Good Corporate Governance Guidelines as follows: [103-2]

Bribery

The Company prohibits every PT Waskita Beton Precast, Tbk employee from engaging in bribery.

Gifts

The prohibitions for giving and receiving gifts are:

1. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from accepting gifts from subordinates, coworkers and/or partners/entrepreneurs in any form, whether in the form of parcels or other valuables that can cause a potential conflict of interest.
2. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from giving or promising gifts to anyone in order to expect a reward in order to receive special treatment.



Donation

The prohibitions for giving and receiving donations are:

1. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from accepting donations from subordinates, coworkers and/or partners/entrepreneurs in any form, whether in the form of parcels or other valuables that can cause a potential conflict of interest.
2. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from giving or promising donations to anyone in order to expect a reward in order to receive special treatment.

Donation

The prohibitions for giving and receiving donations are:

1. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from accepting donations from subordinates, coworkers and/or partners/entrepreneurs in any form, whether in the form of parcels or other valuables that can cause a potential conflict of interest.
2. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from giving or promising donations to anyone in order to expect a reward in order to receive special treatment.

Rewards

The prohibitions for giving and receiving rewards are:

1. All Officials in the area of PT Waskita Beton Precast, Tbk are prohibited from receiving rewards from subordinates, coworkers and/or partners/entrepreneurs in any form, whether in the form of parcels, Factory Visits that burden the Company (not in the contract) or other valuables that can cause potential conflict of interest.
2. All officials in the area of PT Waskita Beton Precast, Tbk are prohibited from giving or promising remuneration to anyone in the context of expecting compensation in order to receive special treatment.

Regarding any individual who violates the prohibition above, PT. Waskita Beton Precast Tbk has also regulated the following sanctions:

- Every employee who violates the conflict of interest will be given a sanction according to the severity, nature, and frequency of the violation.
- The procedure for imposing sanctions is in accordance with the statements in the Company Regulations of PT Waskita Beton Precast Tbk.

To spread the importance of the prohibition on gratification, PT Waskita Beton Precast, Tbk holds open forums, for example by participation in anti-corruption training, namely SMK3 Awareness & ISO 37001:2016 Anti-Bribery Management System. With a strong commitment to anti-corruption, there were no cases of corruption and gratification during the reporting year. As such, the Company did not perform any follow-up action. [103-3, 205-3]





WSBP AND ECONOMIC PERFORMANCE



The Company also supports national development, some of which are toll road projects, bridges, precast houses, dams, coastal protection, and other projects. In addition, the Company has supplied various kinds of precast products including Girder, Spunpile, Concrete Electric Poles, RC Pipe, Full Slab and many more precast products that have been supplied to national construction projects.

ECONOMIC PERFORMANCE

GLOBAL AND NATIONAL ECONOMIC OVERVIEW

In its report, World Economic Outlook Update, January 2021 edition, the International Monetary Fund (IMF) estimated that the economic growth in 2020 would contract by -3.5%. The unfavorable economic climate was mainly caused by the regional quarantine (lockdown) which was carried out simultaneously during the year to suppress the spread of the Covid-19 virus.

The deepest economic growth contraction was recorded in developed countries by -4.9% with the steepest decline from the United Kingdom at -10.0% and European Union at -7.2%. Meanwhile, from developing countries, the economic growth contraction was recorded at -2.4% with the steepest decline from Mexico at -8.5% and India at -8.0%.

In line with negative economic growth, the volume of world trade also declined by -9.6%. Restrictions on economic activity have an effect on the volatility of oil commodity prices, which also recorded a fairly deep contraction of 32.7% in 2020.

Meanwhile, according to the national economy, according to data compiled from the Central Statistics Agency, Indonesia's economic growth contracted by -2.07% throughout 2020. The unfavorable economic climate was caused by restrictions on community activities that were implemented throughout 2020 to slow the spread of the Covid-19 pandemic. Gross Domestic Product (GDP) at current basic prices in 2020 was recorded at Rp15,434.2 trillion, while GDP per capita reached Rp56.9 million or USD3,911.7. Despite the decline, the economic growth contraction in 2020 is within the target range of the Ministry of Finance in the range of -2.2% with an upper limit of -1.7%.

Gross Domestic Product (GDP) Growth in 2014-2020

Year	Growth
2020	-2,07%
2019	5,02%
2018	5,17%
2017	5,07%
2016	5,03%
2015	4,88%
2014	5,01%

(Source: Indonesia Statistics)

National economic growth in the fourth quarter of 2020 experienced a contraction of -0.42% compared to the third quarter of 2020, while compared to the fourth quarter of 2019, the Indonesian economy contracted by -2.19%. Meanwhile, the economic growth according to Business Fields in 2020 was recorded to decline compared to 2019. The deepest growth contraction came from Transportation and Warehousing of -15.04% caused by measures to prevent the spread of Covid-19, which caused a decline on cargo transportation activities. In addition, the Trading Business Sector recorded a contraction of -3.72% due to lower wholesale car sales, motorcycle sales and a negative retail index.





In 2020, the Company realized a new contract value of 15.60% of the set target. Revenues was achieved by 22.10% of the set target. In 2020, the Company recorded a gross loss or minus 170.44% of the gross profit target in 2020.

In addition to Transportation and Warehousing as well as Trade, other Business Fields that experienced a growth contraction in 2020 include the Manufacturing, Construction and Mining and Quarrying Industries. On the other hand, the Information and Communication Business Field recorded a positive growth of 10.58%, an increase from 9.42% in 2019. This shows the important role of Information and Communication as an enabler in encouraging the continuity of productive operational activities amid restrictions on activity and mobility during the pandemic.

NATIONAL CONSTRUCTION INDUSTRY OVERVIEW

National infrastructure development experienced a slowdown in the midst of the Covid-19 pandemic in 2020. Through the 2020 State Budget, the government initially issued an infrastructure budget in 2020 of Rp423.3 trillion, an increase of 7.4% compared to the budget issued in 2019 amounted to Rp394.1 trillion. The infrastructure budget comes from Central Expenditures of Rp191.2 trillion, Transfers to the Regions of Rp200.3 trillion and financing of Rp31.8 trillion.



Coupled with the situation of the spread of the Covid-19 virus which increased sharply in 2020, part of the portion of the infrastructure budget was allocated to handle the spread of Covid-19, treatment of patients, increasing medical capacity and increasing social protection funds, causing the infrastructure budget in 2020 to fall to Rp1 trillion from the previous Rp394.1 trillion in 2019 and 2018.

The targeted infrastructure development targets in 2020 include the construction of 486 kilometers of connectivity, the construction of 3 new airports, 49 units of dams, the construction and rehabilitation of 19,014 meters of bridges, the construction/completion of 238.8 km'sp railway tracks, as well as housing construction for MBR as many as 5,348 units and special houses as many as 2,000 units.

The government's commitment to realizing equitable national infrastructure development continues in the midst of the Covid-19 pandemic in 2020. Based on data compiled by the Ministry of Finance, until the end of 2020, many infrastructure projects have been completed using the budget stated in the 2020 APBN, including: construction of irrigation networks along 280.84 km with an average physical completion of 90.34%, 45 dams with an average physical completion of 53.61%, new roads of 208.74 kilometers, rehabilitation of irrigation networks covering an area of 160.515 hectares with an average physical completion of 96.78% and rehabilitation of irrigation networks with an average physical completion of 88.19%. In addition, the Government has also succeeded in completing the construction of 368.4 kilometers of railroad tracks, 5,829.97 meters of bridges, 92.43% connected gas networks in 23 districts/cities and the construction of 5 (five) ports. [103-1, 103-2, 103-3]

WASKITA BETON PRECAST CONTRIBUTION TO THE NATIONAL CONSTRUCTION

The Company also supports national development, some of which are toll road projects, bridges, precast houses, dams, coastal protection, and other projects. In addition, the Company has supplied various kinds of precast products including Girder, Spunpile, Concrete Electric Poles, RC Pipe, Full Slab and many more precast products that have been supplied to national construction projects.

BUSINESS STRATEGIES OF WASKITA BETON PRECAST

1. Business Expansion

The Company is optimistic that it can continue to increase the portion of the external contract value. Of course, with the the Company product innovation, which always adapts to market demand.

2. New Product

The Company always commits to continuously produce new products. Some of the new products include rail bearings, tetrapods, precast concrete piles, rigid hardening systems, and reinforced concrete pipes.

3. Efficiency

The Company will manage resources in an integrated manner, conduct clustering of adjacent business units and carry out a collaborative strategy by maximizing the resources of other parties in order to optimize operational efficiency.

4. Banking Facility Restructuring

The Company conducts a restructuring, namely through Bank Himbara, which is carried out together with Waskita Karya, which is currently in the process of reviewing with an independent third party. The Company also rolled out loan facilities at private banks and changed the installment scheme.

Achievements of Waskita Beton Precast

Description	RKAP 2020	2020 Realization	Achievement (%)
Revenues	10.008.142	2.211.413	22,10%
Gross Profit	1.963.636	(3.346.843)	(170,44%)
Profit Before Tax	1.419.611	(5.091.121)	(358,63%)
Net Profit for the Year	1.093.744	(4.759.958)	(435,20%)
Assets	17.184.343	10.557.551	61,44%
Current Assets	10.536.771	4.969.133	47,16%
Non-Current Assets	6.647.573	5.588.418	84,07%
Liabilities	7.800.186	9.400.122	120,51%
Current Liabilities	4.782.267	7.363.941	153,98%
Non-Current Liabilities	3.017.920	2.036.181	67,47%
Equity	9.384.157	1.157.429	12,33%
New Contract Value (NKB)	11.960.000	1.865.359	15,60%
Balance of Contract Value	8.762.272	3.726.197	42,53%
Total Contract Value	20.722.272	5.591.556	26,98%
Precast Concrete Production Capacity (million ton)	3.700.000	3.700.000	100,00%
Auctions Participated	59.800.000	10.313.302	17,25%
Auctions Won	11.960.000	1.865.359	15,60%
% Auctions Won	20,00%	18,09%	90,45%

Overall, in 2020 the Company has not succeeded in achieving the targets that have been set optimally. This was mainly due to the delay in the smooth running of operational activities due to the Covid-19 pandemic which had a significant impact on the construction and concrete manufacturing industries, thus hampering progress on projects that were being worked on and had been obtained, as well as the delay in a number of new contract tenders.

In 2020, the Company realized a new contract value of 15.60% of the set target. Revenues was achieved by 22.10% of the set target. In 2020, the Company recorded a gross loss or minus 170.44% of the gross profit target in 2020. The failure to achieve the Company's gross profit was caused by the Company's low production utility, thus causing the cost of revenues to exceed the Company's revenues. Meanwhile, the Company's realized net loss for the year in 2020 was recorded at Rp4,759.96 billion or minus 435.20% of the 2020 net profit target. [103-3]

DISTRIBUTION OF ECONOMIC VALUE

Based on the performance mentioned above, the achievement of direct economic value generated and distributed economic value decreased compared to the previous year. The economic value distributed is the economic benefits provided by the Company to stakeholders, such as payment of taxes, dividends, payments to suppliers, as well as the realization of funds for Corporate Social Responsibility (CSR) programs and the Partnership and Community Development Program (PKBL). The direct economic value generated and distributed by Waskita Beton Precast in 2020 is as follows: [103-3, 201-1]



(in million Rupiah)

Description	2020	2019
Direct Economic Value Generated		
Revenues	2.211.413	7.467.176
Interest Income	3.646	9.141
Other Income – Net	(778.430)	2.570
Gain on Foreign Exchange Rate - Net	(281)	152
Total Direct Economic Value Generated	1.436.348	7.479.038
Economic Value Distributed		
Cost of Revenues	(5.558.256)	(5.904.248)
Selling Expenses	(5.184)	(13.453)
General and Administrative Expenses	(414.796)	(260.479)
Final Tax Expenses	(19.429)	(39.323)
Loss on Foreign Exchange Rate – Net	(281)	152
Financial Expenses	(529.805)	(312.445)
Current Income Tax Expenses	-	(119.704)
Deferred Tax Expenses	331.164	(23.237)
Dividend Payment	(201.521)	(551.607)
CSR Expenses (based on RKAP and KPI and outside of RKAP and KPI)	6.157	3.864
Total Economic Value Distributed	(6.404.265)	(7.228.360)
Retained Economic Value	(4.967.917)	254.542

From the table above, in 2020, the Company had a retained economic value of minus 4.97 trillion, a drastic decrease compared to 2019 which was recorded at Rp254 billion. This is mainly due to the drastic decline in the economic value generated in 2020.

PENSION PROGRAM FOR EMPLOYEES

The Company stipulates that the retirement requirements are employees who enter the age of 55 years. Those who retire will be entitled to pension compensation and severance pay. The calculation of pension funds is charged and paid by Waskita Karya as the Parent Company because the retired employees are Waskita Karya employees who are placed at Waskita Beton Precast. Meanwhile, the contribution to the payment of pension contributions by employees and the Company is in the form of BPJS Employment and Pension Security. The proportion of contributions to pension funds by employees is 2% and the company is 5.47%; while the proportion of pension insurance payments is 1% for employees and 2% for companies. During 2020 the number of employees entering retirement period was recorded as 3 people. [103-2, 103-3, 201-3]

Waskita Beton Precast recorded post-employment benefits and defined benefits for employees who retire in accordance with the Manpower Act No.13/2003. The defined benefit pension plan exposes the Company to actuarial risks such as interest rate risk, life expectancy risk and salary risk.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future contractual cash flows of a financial instrument will be affected by changes in market interest rates. The Company's exposure to interest rate risk is mainly related to bank loans.



Life Expectancy Risk

The present value of the defined benefit obligation is calculated by referring to the best estimate of the mortality of plan participants both during and after the employment contract. An increase in the life expectancy of program participants will increase the program's liabilities.

Salary Risk

The present value of the defined benefit obligation is calculated by referring to the future salaries of plan participants. Thus, an increase in the salary of program participants will increase the program's liabilities.

The actuarial assessment of the estimated employee benefits and post-employment benefits as of December 31, 2020 and 2019 was carried out by the actuarial consulting company PT Jasa Aktuarial Praptasentosa Gunajasa. The actuarial assumptions as of December 31, 2020 and 2019 are as follows: [103-2]

Description	2020	2019
Discount Rate	7%	8%
Salary Increment per Annum	5%	8%
Mortality Rate	TMI 2019	TMI 2011
Normal Pension Age (Year)	56	56
Disability Rate Per Annum	5% of TMI 2011	5% of TMI 2011
Future Pension Increment Rate 20 Year and Declining Linearly Until Age 50 Years	2%	2%

Based on the assumptions above, the payment of the defined benefit obligation at the end of December 31, 2020 was Rp. 10,438,616,048, a decrease compared to 2019, which was recorded at Rp. 19,499,207,541. [103-3, 201-3]

ANTICORRUPTION

The Gratification Control Guidelines regulate gratification control between Company Personnel and third parties related to business activities including receiving, giving, and requesting gratification. Gratification control is very important for the Company because gratification can cause a conflict of interest that can affect the independence, objectivity and professionalism of the Company's Personnel, as well as risk leading to bribery which can have legal consequences that have the potential to harm the Company's image.

Meanwhile, the Company's Anti-Bribery System Policy was prepared with reference to ISO 37001: 2016 concerning Anti-Bribery Management System. Through the Anti-Bribery Policy of PT Waskita Beton Precast Tbk, the Company demonstrates its commitment to complying with the prevailing laws and regulations in the field of bribery covering bribery and gratuities in the Company's work area. [103-3, 205-3]

In order to prevent the occurrence of criminal acts of corruption in the Company's work environment, throughout 2020 the Company carried out several activities, including:

1. ISO 37001: 2016 Anti-Bribery Management System Training held by Sucofindo, attended by Company Management/ Employees, on January 28 and February 19, 2020;
2. Dissemination of the Anti-Bribery Management System to employees through the website, social media, and PC splash screen; and
3. Dissemination of the Anti-Bribery Management System to vendors working with the Company on June 23, 2020.



HEALTHY COMPETITION

In running a business, especially in the infrastructure sector, competition is normal and natural. For consumers, this condition provides an advantage because they can choose the best company. Meanwhile, for business actors, competition will make them continue to strive to provide the best results and in accordance with consumer expectations.

In the face of increasingly fierce competition, as well as to win the competition, the Company is committed to continuously improving the quality of its products and services, and against monopolistic practices and trust. Waskita Beton Precast has the principle that fair competition is one way to promote economic efficiency towards sustainable development. [103-2]

Currently, the Company is one of the producers with the best reputation and has a competitive advantage over competing precast concrete producers. Based on the strategy canvas for the precast concrete industry (Markplus, 2015), the Company's competitive advantages lie in quality, plant location, innovation and financial capacity.

Meanwhile, based on the limited Focus Group Discussion (FGD) conducted with the Company's internal and external customers, the Company has advantages in terms of price and external services. From the customer's perspective, the Company is considered capable of offering competitive prices and products compared to competitors. In addition, the Company is considered trustworthy which is perceived to have the same good quality as its parent, Waskita.

In an effort to get closer to consumers, as of December 31, 2020, the Company is supported by 6 marketing offices spread across various regions in Indonesia. The existence of a marketing office is very useful for obtaining market information early, facilitating communication with the market and controlling marketing support resources. The Company also takes advantage of Waskita's position as the largest contractor in Indonesia, as well as the Company's Holding Company to synergize in market management. In addition, the Company will implement strategies including the following: [103-2]

- Perform strategic synergies with SOEs in the procurement of concrete products to support Indonesia's infrastructure development program;
- Perform market segmentation based on customer needs, especially project owners and main contractors;
- Synergize market management with Waskita Group;
- Sharpen market penetration, especially in projects with high capacity demands, high quality, and projects with high reference values;
- Implement an effective and efficient marketing system;
- Entering the potential market in Southeast Asia.

To realize healthy competition, the Company also has a Policy/Procedure of the Company's Codes of Conduct, which contains Waskita Beton Precast's supports to the principles of fair business competition in accordance with the applicable laws and regulations. The commitment of all Company personnel to the Company's Code of Ethics has resulted in no legal action or sanctions from the Business Competition Supervisory Commission (KPPU) as the authority authorized to handle allegations of monopolistic practices and or unfair business competition. [103-3, 206-1]

INDIRECT ECONOMIC IMPACT

The Company fully realizes that business sustainability is highly dependent on the creation of mutually beneficial relationships between all stakeholders, both external and internal, including the communities in the areas where the company operates. As a responsible corporation, the Company has an important role in the implementation of Social and Environmental Responsibility (TJSL), as regulated in Law No. 40 of 2007 concerning Limited Liability Companies. CSR is the Company's commitment to participate in sustainable economic development in order to improve the quality of life and the environment that is beneficial, both for the Company itself, the local community, and society in general.

Referring to TJSL, the Company is committed that its existence is also beneficial for the surrounding community. These benefits include, among others, local communities having the opportunity to become workers at plant locations owned by Waskita Beton Precast, become suppliers of raw materials, or receive assistance through Corporate Social Responsibility programs. [103-2]

Until December 31, 2020, Waskita Beton Precast recruited 1,270 local workers. They occupy positions as technical staff, and non-technical staff. Efforts to recruit employees from local people are the Company's commitment to reduce the unemployment rate, while empowering the potential of local workers. With the opening of employment opportunities at Waskita Beton Precast, the lives of these workers will improve.

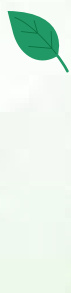
Meanwhile, for suppliers of raw materials, during 2020, the Company cooperated with 283 local suppliers and 0 overseas suppliers. The raw materials supplied by local suppliers include sand, cement, split, iron, PC bar, PC strand, iron wire and others. The raw materials from these suppliers account for 99.30% of the Company's total raw material needs. [103-3, 204-1]

Specifically regarding the CSR Program, during 2020, the Company allocated funds of Rp. 6.16 billion. Waskita Beton Precast allocates these funds as a manifestation and responsibility for carrying out the mandate of the law, such as Law No.25 of 2007 concerning Investment, Law No.40 of 2007 concerning Limited Liability Companies, and ISO 26000, which was ratified by the Government in in 2010 and became the National Standard (SNI) in 2012.





WSBP AND SUSTAINABLE SOCIAL PERFORMANCE

A few small, stylized green leaves are scattered around the text block, adding a natural, organic feel to the design.

In order to obtain quality human resources in accordance with business needs, the Company determines business development estimates in the short, medium and long term as outlined in the Company's growth of 20-30%. Then from the development of the business, it is determined the need for manpower to be fulfilled in each Work Unit, Production Unit, Sales Area Unit, and Support Unit.

HUMAN RESOURCES MANAGEMENT

EXCELLENT AND QUALITY HR IN SUSTAINABILITY CONTEXT [103-1]

The Company believes that human resources (HR) within the company play a strategic role in determining the success and long-term sustainability of the business. Therefore, in order to improve its performance and advantages, the Company implements the best HR management in order to maintain the quality of human resources that are professional, competent, competitive, and able to contribute optimally in every line of the Company's business. Until now, the Company already has a Manpower Planning management system, which is defined as a process of planning HR needs in the short, medium and long term related to the vision, mission, and the Company's Long Term Plan (RJPP). This is done with the aim of creating a conducive work environment that is in line with the vision and mission of the Company.

HR MANAGEMENT POLICY AND STRATEGY [103-2]

One of the Company's efforts in managing HR is to make Manpower Planning, which is defined as a process of planning HR needs in the short, medium and long term related to the vision, mission, and the Company's Long Term Plan (RJPP). In the process of preparing the Manpower Planning, the Company leads to the Company's strategic policies that are related to the operational needs of the Work/Business Units every year. In order to obtain quality human resources in accordance with business needs, the Company determines business development estimates in the short, medium and long term as outlined in the Company's growth of 20-30%. Then from the development of the business, it is determined the need for manpower to be fulfilled in each Work Unit, Production Unit, Sales Area Unit, and Support Unit.

Employee Composition Plan by Placement in 2020

Description	December 2019 Realization			Total	December 2020 Realization			Total
	WSKT	WBP	OS		WSKT	WBP	OS	
Division (Head Office)	47	113	95	255	45	116	56	217
Sales Area	3	30	12	45	3	30	12	45
Plant	12	75	355	442	12	80	354	446
Batching Plant	9	66	328	403	10	70	325	405
Project	8	29	80	117	8	29	65	102
Quarry		14	25	39		15	25	40
Post Tension Unit		4	26	30		4	26	30
Workshop	2	6	27	35	2	6	27	35
Total	81	337	948	1.366	80	350	890	1.320

In order to adjust the conditions and size of the Company, in 2020 the Company plans efficiency efforts by reducing the number of employees by 3% compared to 2019.





The Company's talent and competency development program is divided into 5 (five) programs, namely the Education Program, the Certification Program, the Training Program, the Development Program, and the Orientation Program and On The Job Training for New Employees.

HR MANAGEMENT IMPLEMENTATION

New Employee Recruitment Process and Employee Turnover

Along with the development of the Company's business dynamics, the Company realizes the importance of fulfilling the need for quality human resources in a proportional amount. Therefore, the Company recruits new employees through the employee recruitment process. The addition of employees is not only done to fill HR vacancies, but also to synchronize positions within the Company.

Employee Recruitment Mechanism

In the process of hiring new employees, the Company is looking for individuals who have abilities and characteristics that match the job specifications with an emphasis on competence through certain qualifications and expertise. The qualifications are then adjusted to the needs of the Work Units/Business Units as well as the established manpower planning.



The process of hiring new employees of the Company always upholds the principles of transparency, fairness and equality. There are 2 (two) types of new employee recruitment programs at the Company, namely:

1. Management Training (MT) Program

The MT program is one of the Company's new employee recruitment programs that aims to meet the needs of long term employees by selecting new graduates from universities/other educational institutions that have a reputation and track record both domestically and abroad, which is centrally organized and coordinated by Human Capital Management Division. The recruitment process through the MT Program is carried out through the administrative selection stage, Academic Potential Test (TPA), English Proficiency Test (EPT), psychological test, medical test, and interview.

2. Outsourcing

Apart from going through the MT Program, the Company also carries out a recruitment process through outsourcing to get new, qualified employees. The recruitment process is carried out in three stages, namely administrative selection, psychological tests, and interviews.

Number of Company New Employee Recruitment

Throughout 2020, the Company recruited 102 people, higher than the previous year, which was 50 people.

Number of Company New Employee Recruitments in the Last 2 (Two) Years

Description	2020			2019		
	Program MT	Non-MT/ Outsourcing	Total	Program MT	Non-MT/ Outsourcing	Total
Based on Gender						
Male	Nil	87	87	Nil	35	35
Female		15	15		10	10
Jumlah / Total		102	102		50	50
Based on Age						
<18 years old	Nil	Nihil / Nil		Nil	Nihil / Nil	
18 – 25 years old		22	22		20	20
26 – 35 years old		47	47		24	24
>35 years old		33	33		6	6
TOTAL		102	102		50	50

Employee Turnover

Employee turnover is the process of replacing one worker with another for a reason. In general, employee turnover is influenced by the number of employees who are recruited by the Company and the number of employees who decide to no longer work at the Company or are affected by Termination of Employment (PHK). According to the Manpower Law, PHK is the termination of a work relationship due to certain matters which result in the termination of rights and obligations between workers/labor and entrepreneurs.

Broadly speaking, there are 2 (two) types of PHK regulated in the Manpower Law, namely voluntary layoffs such as resignation, retirement, and death; and involuntary layoffs such as dismissal and termination of employment for reasons of Company efficiency or other conditions beyond the Company's control that force the Company to conduct force majeure. At PT Waskita Beton Precast Tbk, layoff policies and procedures are regulated in the Termination of Employment Procedure (PWP-HC-05).



Throughout 2020, the Company's employee turnover rate was recorded at 16%, higher than 2019, at 13% with the following description:

Employee Turnover Rate in the Last 2 (Two) Years [103-3, 401-1]

Description	2020	2019
Total employees at the beginning of the year	1.366	1.508
Total recruited employees	102	50
Total dismissed employees due to:		
- Retirement	3	2
- Resignation	109	108
- Deceased	2	1
- Other reasons	84	81
Total employees at the end of the year	1.270	1.366
Turnover Rate	16%	13%

Employee Talent and Competence Development Program

The Company consistently and continuously provides talent and competency development programs for employees that are in line with changes in the Company's business environment. This program is aimed at gaining competitive advantage that can drive the achievement of the Company's targets. The Company's talent and competency development program is divided into 5 (five) programs, namely the Education Program, the Certification Program, the Training Program, the Development Program, and the Orientation Program and On The Job Training for New Employees.

Education Program

Education program is a learning activity to improve employee competence through degree education (Bachelor's Degree, Master's Degree, and Doctoral Degree) in Indonesia and abroad with scholarships from the Company, sponsorships, and own expenses.

1. Study Tasks
 - 1) Education with a Master's degree in the country, scholarships from the Company and is carried out outside of work time.
 - 2) Education with a Master's degree abroad, scholarships from the Company or other scholarship providers, employees are exempt from work.
2. Study Permit
 - 1) Degree education (Bachelor's Degree or Master's Degree in the country, outside working time at their own expenses
 - 2) Education with a Master's degree abroad, must apply for leave outside the company's responsibility and have worked at the company for at least 2 years.

As of 2020, 2 Company employees are currently completing their Masters education at home and abroad.

Certification Program

Certification program is a professional standardization for employees who have competence in their respective fields of work. There are 2 (two) types of certification given, namely:

1. Internal Certification which is managed and fostered by the Internal Company to ensure that employees have the competencies required in their respective positions with the following qualifications: Junior, Intermediate and PrincipaCurrently, the positions that are certified are:



- b. Plant/Batching Plant Manager, Head of Workshop and Head of Section
 - c. Officer
 - d. Finance
 - e. HR
2. External Certification, consisting of Expertise Certification (SKA) and Skills Certification (SKT), is a proof of the competence and ability of the skilled and expert workers in the field of precast concrete and liquid concrete (readymix), which apply nationally with classification and qualifications: Junior, Intermediate, and Principal. External certificates are issued by the Construction Services Development Agency (LPJK) in collaboration with HAMKI, HAKI, HATTI, HATHI, KNIBB, K3 KONSTRUKSI, ISI, BNSP, AKLI, HPJI, and others.

Throughout 2020, 93 employees were included in the Certification Program, lower than in 2019, namely 271 employees. The description of employees who have participated in the Certification Program in the last 2 (two) years is described in the following table:

Number of Certified Company Employees in the Last 2 (Two) Years

Type of Certification	Total Employees	
	2020	2019
General OHS Expert	2	4
Associate OHS Construction Expert	-	1
Junior OHS Construction Expert	21	-
Assessment Center Assessor Certification	-	1
Internal Audit ISO 37001 : 2016	10	-
Internal Audit IMS 9001 : 2014, ISO 14001 : 2015, ISO 45001 : 2018	20	-
Technical Guidance and Photographer Certification - BIM	-	4
Certified Human Resources Profesional	3	1
Certified Risk Management Officer	2	17
Lead Auditor Course ISO 14001	-	1
PPA&K Brevet	2	-
Class D Fire Certification	1	-
Class II Explosive Certification	-	2
Diesel OHS Certification	1	-
OHS Certification for Scaffolding Supervision	26	-
Work Environment OHS Certification	-	1
OHS Certification for Lifting & Transport Equipment Operators	-	168
OHS Certification for Production Equipment Operators	-	10
First Operational Supervisory Certification (POP)	-	3
Welding Certification (GTAW KIs 1)	1	-
Welding Certification (SMAW)	1	-
Road & Bridge Expert Certification	3	-
Sub Total	93	213
EXTERNAL CERTIFICATION		
Expertise Certification		
a. Junior	Nihil	9
b. Intermediate		-
c. Principal		1

Number of Certified Company Employees in the Last 2 (Two) Years

Type of Certification	Total Employees	
	2020	2019
Skills Certification		
a. Junior	Nihil	48
b. Intermediate		-
c. Principal		-
Sub Total	Nihil	58
Total	93	271

Education Program

Education program is a series of activities designed to improve employee competence so that they are able to carry out their responsibilities according to the required competencies. The HC Training Program is divided into 6 (six) categories which are carried out inside and outside the Company, namely:

1. Pre-Job Training
Before starting their work, new employees will be provided with general knowledge about the Company, business processes, ways of working, organizational tools, values and work norms that apply, as well as the contents of the Collective Labor Agreement (PKB).
2. Basic General Training
This training is intended to improve basic skills and/or basic engineering techniques of employees, as well as to form attitudes and behaviors that are in line with the Company's culture.
3. Managerial Functional Training
This training is a functional/managerial training to improve the ability of employees in a field of work according to their position.
4. Job Training
This training is intended for new employees as well as employees who are rotated and/or promoted to new jobs/positions, through hands-on practice that is carried out while working with a mentor system.
5. Advanced Education
This training is an educational facility to support the work field of employees.
6. Pre-Post-Service Training
This training is intended for employees who are about to enter retirement.

Throughout 2020, 1,040 employees were included in the Training Program, higher than 2019, namely at 688 employees. The description of employees who have participated in the Training Program in the last 2 (two) years is described in the following table: [103-3, 404-2]

Number of Company Employees Who Participated in the Training Program in the Last 2 (Two) Years

Type of Training	Total Employees	
	2020	2019
Pre-Job Training	-	-
Basic General Training	97	211
Managerial Functional Training	898	211
Job Training	45	75
Advanced Education	-	191
Pre-Post-Service Training	-	-
Total	1.040	688



Development Program

Development program is a series of learning programs for individual to help employees grow and develop, so that it is expected to help the Company in facing an increasingly competitive business environment. Learning is carried out by providing new insights, technology and insights in preparing employees for positions that will be projected to them. The Company's Development Program is divided into 6 (six) categories, which include:

1. Leadership Development Program for Director & Commissioner
Providing new insights for the Directors and Commissioners to increase the Company's capacity to face a competitive business environment. This program can also provide opportunities to network in order to empower the existing resources in the organization so that the Company becomes a high-performance organization.
2. Leadership Development Program for General Manager
Providing insights to become Innovative Leaders who are full of new breakthroughs in the Company's development efforts. This program also prepares GMs/Headquarters Managers/Plant Managers/Batching Plant Managers to become Directors who can contribute optimally in improving the Company's performance through practical concepts of directorate (Directorship) and Good Corporate Governance. The materials provided include: The Practices of Directorship; Director Skills Introduction; Director Skills Brief; Strategic Business Direction; Finance for Directors; HC for Director; Marketing for Director; Trade Practices, Legal Risk, Law Awareness, Modern Firm & Corporate Governance Problems; and Enterprise Risk Management Board of Performance Evaluation.
3. Leadership Development Program for Middle Manager
Providing insights to become creative Supportive Leaders in order to optimize their contribution to the Company. The materials provided include: Transformation and Breakthrough, Visualization and Believability, Personal and Team Motivation, Building The Powers Team, The Excellent Leader, The Interpersonal and Interactive Skills, The Art and Powers of Communications in the Corporate World.
4. Leadership Development Program for Project Managers and Superintendents
Providing insight into the management aspects of the Plant/Batching Plant concerning the fields of Concrete Engineering, Human Capital, Finance and Marketing and how to apply it in the Plant/Batching Plant to achieve the Company's goals.
5. Leadership Development Program for Junior Managers
Provides insight into how to build work teams, build harmonious working relationships and achieve targeted performance. The material is given in class and outward bound which includes: Communication Skills, Organization, Basic Leadership Ethics, Business Environment Analysis, Business Ethics, Report/Writing Skills.
6. Leadership Development Program for Finance and Human Capital
Providing insight into the aspects of management in the Plant/Batching Plant related to the HC and Finance fields and how to apply it in the Plant/Batching Plant to achieve the Company's goals. The material provided includes: Basic Management Principles, Decision Making, HC Management, Operations Management, Financial Management, Personal Development and Business Ethics.

The Company did not organize a Development Program due to the Covid-19 pandemic.

Orientation Program and On The Job Training for New Employees

The Company provides provision for all new employees who have passed the qualifications in the form of an Orientation Program and On The Job Training to get to know the systems, procedures and culture that exist in the Company. After participating in the briefing program, new employees will be immediately placed in the Work/Business Unit and the Company's ongoing projects.

Throughout 2020, the Company did not hold Orientation Programs and On The Job Training due to the Covid-19 pandemic.



Employee Career Development and Performance Assessment System

Employee Performance Assessment System

Every year, the Company assesses employees' performance in order to evaluate employee performance as a whole. This is driven by business dynamics that are increasingly developing and challenging, so that the Company must also align its performance with current industry developments to maintain sustainable growth.

In conducting employee performance assessment, the Company establishes Key Performance Indicators (KPI) at the beginning of the year which have been agreed upon between employees and their superiors. KPI is a derivative (cascading) starting from the KPI of the Company, KPI of the Director, KPI of the Head of Departments/Divisions, KPI of the Head of Departments/Divisions, and KPI of the Head of Branch/Project Head. KPI reviews are conducted 2 (two) times a year, namely in the first semester and at the end of the year. The results of the performance assessment will be used as one of the basic aspects in determining the amount of remuneration that will be received by employees in the following year, the types of training and development they will receive, and the career path they will go through.

Employee Performance Assessment Results and Career Development

The Company provides opportunities for all employees to take part in career development programs to motivate employees to continuously advance and develop their careers. The employee career development process has been regulated in Employee Placement Procedure (PWP-HC-01), Employee Performance Assessment (PWP-HC-02), and Employee Promotion (PWP-HC-11).

As described above, the implementation of the Company's career development programs is based on the results of employee performance assessment. Throughout 2020, the Company has conducted 2 (two) assessments of 1,260 employees or 100% of the total employees. From the results of the assessment, 1,879 employees managed to get the opportunity to develop their careers. The description regarding the implementation of employee career development in the last 2 (two) years is described in the following table:

Implementation of Employee Career Development in the Last 2 (Two) Years

Description	Total Employees who Achieved Career Development			
	2020		2019	
	Rotation	Rotation	Promotion	
Male	899	72	520	101
Female	100	8	27	15
Total	999	80	547	116
Based on Organization Level				
Structural				
General Manager	0	13	4	3
Work Unit Manager	30	14	20	4
Functional				
Junior/Intermediate/Principal	44	5	11	31
Sales Engineering	4	1	0	5
Operational				
Production Unit Manager	21	4	25	5
Marketing Area Manager	7	0	3	1



Implementation of Employee Career Development in the Last 2 (Two) Years

Description	Total Employees who Achieved Career Development			
	2020		2019	
	Rotation	Rotation	Promotion	
Project Manager	79	41	19	50
Implementer	3	2	6	9
Staff	811	0	459	0
Total	999	80	547	116

Reward & Recognition

For Waskita Precast, all employees are the most important assets that serve as a catalyst for the operations. Through hard work and dedication from employees, the Company is able to record good performance every year. Therefore, as a form of appreciation for the contributions made by PT Waskita Beton Precast Tbk People, the Company has a remuneration policy for employees.

In determining the remuneration system, the Company uses the pay for performance principle, which is a remuneration system linked to the results of employee performance assessment through KPI at the end of each year. The results of the assessment will affect the grade level and remuneration that each employee will receive in the following year. Thus, employees with good performance will receive better remuneration than employees with poor performance. [103-3, 404-3] [6.c.2)b)]

The Company ensures that salary/wage provision for the lowest-level employees is in line with the Provincial/Regency/City Minimum Wage (UMP/K) regulations based on the location of each Company's work unit, which is determined by the Government every year. In addition, the Company also has a policy of providing facilities for employees in order to improve their welfare. Compensation for the Company's employee welfare program and facilities refers to the provisions and regulations of the Ministry of Manpower, including the fulfillment of applicable wages. All components of the facility which are not part of employee income consist of: [103-3, 401-2]

1. Expertise Allowance

Expertise allowance is an award given to employees in the form of money for their professional expertise by showing ownership of a Certificate of Expertise (SKA) issued by an Accredited Professional Association, or recognition by the Company for the special skills possessed by employees. The areas of expertise and skills that receive allowances and the amount of expertise allowances are regulated in a Decree of the Board of Directors in charge of HC.

2. Skills Allowance

Skills allowance is an award given to employees in the form of money on a monthly basis for their professional skills by showing ownership of a Skills Certificate (SKT) issued by an Accredited Professional Association, or recognition by the Company for the specific skills possessed by employees. As with expertise allowances, the amount of skills allowances is regulated in a Decree of the Board of Directors in charge of HC.

3. Religious holiday allowance

4. Production services

5. Concurrent position allowance

6. Health care
7. Annual leave allowance
8. Payment of the Social Security Implementing Agency (BPJS) for health and employment
9. Pay for overtime work
10. Medical Check Up
11. Occupational Health & Safety and Environment
12. Work uniform
13. Social and sports activities
14. Fees for writing papers and instructors/lecturers; attachment IV PP or in accordance with the applicable provisions or based on the Decree of the Board of Directors of PT Waskita Beton Precast Tbk
15. Lunch assistance
16. Glasses, soft lenses, and hearing aids
17. Assistance for employees/family upon death
18. Official travel
19. Location allowance (the amount of allowance is regulated in a Decree of the Board of Directors in charge of HC) The Company always strives to strengthen intimacy between employees to create a comfortable and conducive work environment. This is manifested through the implementation of employee engagement activities which aim to close the relationship between Management and all PT Waskita Beton Precast Tbk personnel.

The employee engagement activities carried out throughout 2020 are described in the following table:

2020 Employee Engagement Activities

Activity Name	Implementation Date
National OHS Anniversary	February 12, 2020
WBP Anniversary Logo Competition	September 20, 2020
WBP's 6 th Anniversary	October 11, 2020
Minton IG Icon Competition	November 21, 2020

FUND ALLOCATION FOR HR MANAGEMENT

In 2020, the Company allocated funds to support Corporate Social Responsibility activities to Manpower amounting to Rp2,786,088,270 with details as follows:

Fund Allocation for Implementation of the CSR Program for Employment in 2020

Activity Name	Fund Allocation (Rp)
National OHS Anniversary	644.943.476
WBP's 6 th Anniversary Logo & Photo Competition	13.592.500
WBP's 6 th Anniversary (Online)	20.000.000
Implementation of Competence Development Program for Employees	2.125.552.294



SMK3 WORK ENVIRONMENT

OCCUPATIONAL SAFETY IN THE SUSTAINABILITY CONTEXT [103-1]

The Company is aware of the importance of implementing Occupational Health and Safety (K3) practices to ensure the safety, health, convenience and security of employees who are carrying out operational activities in all work environments. This view is driven by an increase in the complexity and frequency of operational activities in line with the increasingly dynamic business development, which has the potential to create a high risk of occupational diseases and accidents that occur in the work environment.

COMPANY POLICY ON OCCUPATIONAL HEALTH AND SAFETY [103-2]

The implementation of K3 practices in the Company refers to Law No. 1 of 1970 concerning Occupational Safety, Government Regulation No. 50 of 2012 concerning the Implementation of the Occupational Health and Safety Management System (SMK3), and the Minister of Manpower Regulation No. 26 of 2014 concerning Implementation of Assessment of the Occupational Health and Safety Management Systems. In addition, the Company also uses international K3 implementation standards, namely ISO 45001: 2018 related to Occupational, Health and Safety Management System. To improve the effectiveness of the implementation of K3 in the work environment, the Company has prepared and established several guidelines and policies that are used as a reference for the implementation of K3 in the Company. Several policies related to K3 that apply in PT Waskita Beton Precast Tbk include Quality, Occupational Health & Safety, and Environment Policies; HIV/AIDS policy; and the Prohibition of Drugs and Alcoholic Drinks Policy.

Quality, Occupational Health & Safety and Environment Policy

Quality, Occupational Health & Safety and Environment Policies are determined based on the Decree of the Board of Directors No. 51.1/SK/WBP/PEN/2019 concerning the Revision of PT Waskita Beton Precast Tbk's Quality, Safety & Health and Environmental Policy.

HIV/AIDS Policy

The HIV/AIDS policy is set based on the Decree of the Board of Directors No. 60/SK/WBP/PEN/2019 concerning the HIV/AIDS Policy of PT Waskita Beton Precast Tbk. To obtain effective protection and prevention from HIV/AIDS for all employees, the Company is committed to:

1. Enforcing non-discriminatory work practices against employees who are willing to disclose or be diagnosed with HIV/AIDS. Employees will not be harmed, victimized, or discriminated against because of their health status. The condition of people living with HIV/AIDS cannot be used as an excuse for dismissal, demotion or discrimination in employment. People with HIV/AIDS have the same rights and obligations as other employees;
2. Employees with HIV/AIDS have the legal right to confidentiality and privacy regarding their health status, except for legal purposes and/or the consent of the employee; and
3. Dissemination/outreach on HIV/AIDS awareness organized by the Company must be followed by all employees. This policy is made for all employees, including Subcontractors/Foremen and Guests in PT Waskita Beton Precast Tbk. Violation of this policy will be subject to strict sanctions.

Drug and Alcoholic Drinks Prohibition Policy

The Prohibition Policy on Drugs and Alcoholic Drinks is stipulated based on the Decree of the Board of Directors No. 61/SK/WBP/PEN/2019 concerning PT Waskita Beton Precast Tbk's Policy on the Prohibition of Drugs and Alcoholic Drinks. To maintain the health of the workforce, ensure the safety of the Company's personnel and assets, PT Waskita Beton Precast Tbk is committed to:



In addition, the Company also uses international K3 implementation standards, the Company has prepared and established several guidelines and policies that are used as a reference for the implementation of K3 in PT Waskita Beton Precast Tbk include Quality, Occupational Health & Safety, and Environment Policies; HIV/AIDS policy; and the Prohibition of Drugs and Alcoholic Drinks Policy.

1. Prohibiting the use, possession, distribution or sale and purchase of drugs and alcohol in the Company's environment;
2. Ensuring that all employees including Subcontractors/Foremen and Guests are in good health to carry out their work and are able to carry out their assigned tasks safely and accepted without being influenced/affected after consuming alcoholic drinks and drugs; and
3. Removing Employees, Subcontractors/Foremen, and Guests from the Company if they are suspected of violating points 1 and 2 above.

PT Waskita Beton Precast Tbk is responsible for ensuring all Employees, Subcontractors/Foremen, and Guests to comply with this policy. Violation of this policy will be subject to strict sanctions.





PERSON IN CHARGE OF OCCUPATIONAL HEALTH AND SAFETY IMPLEMENTATION

To ensure the work safety of employees while carrying out their duties and responsibilities, the Company has established a work unit team called the Occupational Safety and Health (P2K3) Committee which is under the authority of the President Director. P2K3 of the Company has a role to ensure the implementation of K3 in Waskita Precast environment is in accordance with the prevailing rules and regulations, including providing advice and input related to occupational safety and health issues. The Company's P2K3 organizational structure is as follows:

1. Chairman of P2K3 : President Director
2. Deputy Chairman of P2K3 : Director of Production (as Management Representative)
3. Daily Executive : Director of HCM & System
4. P2K3 Secretary : GM of QHSE
5. Members : GMs and Employee Representatives

OCCUPATIONAL HEALTH AND SAFETY PROGRAM IMPLEMENTATION

Occupational Risk Mapping

The implementation of the Company's business activities in all work areas, especially in the Production & Project Unit, carries a risk of work accidents. Every work accident that occurs can not only cause direct harm, but can also cause much greater losses, such as a decline in the Company's reputation, loss of working hours and days, or resulting in lawsuits and others. Therefore, the Company has conducted a mapping of OHS risks in each of the Company's work areas to prepare an appropriate OSH program plan.

Mapping of K3 Risk Based on the Work Area of the Company's Production & Project Unit

Work Area (Production & Project Unit)	OHS Risk Potential
Plant	<ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment. 2. Work accidents due to electricity, work at heights and limited space. 3. Fire and explosion. 4. Occupational illness. 5. Health and ergonomic complaints. 6. Traffic accidents during product delivery.
Batching Plant	<ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment. 2. Work accidents due to electricity, work at heights and limited space. 3. Fire and explosion. 4. Occupational illness. 5. Health and ergonomic complaints. 6. Traffic accident during delivery of readymix concrete.





Mapping of K3 Risk Based on the Work Area of the Company's Production & Project Unit

Work Area (Production & Project Unit)	OHS Risk Potential
Project	<ol style="list-style-type: none"> 1. Work accidents due to heavy equipment. 2. Work accidents due to electricity, work at heights and limited space. 3. Fire and explosion. 4. Occupational illness. 5. Health and ergonomics complaints. 6. Traffic accidents while working in high traffic areas. 7. Construction failure. 8. Damage to existing utilities
Quality	<ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment 2. Work accidents due to electricity, work at heights and limited space. 3. Fire and explosion. 4. Occupational illness. 5. Health and ergonomics complaints. 6. Traffic accidents during product delivery. 7. Landslides & property damage.
Workshop	<ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment 2. Work accidents due to electricity, work at heights and limited space. 3. Fire and explosion. 4. Occupational illness. 5. Health and ergonomics complaints.
Post Tension	<ol style="list-style-type: none"> 1. Work accidents due to posttension equipment. 2. Work accidents due to electricity and work at heights. 3. Fire and explosion. 4. Occupational illness. 5. Health and ergonomics complaints.

Preparation of Occupational Health and Safety Program Plans

After carrying out OHS risk mapping, the Company prepares an OHS program consisting of 5 program sectors and implemented in 2020, including:

1. People development;
2. Improvement;
3. Compliance & Implementation;
4. Monitoring;
5. Reporting.

Occupational Health and Safety Management Program

To minimize the risk of accidents and other negative impacts arising from the process of carrying out operational activities, the Company has regularly and periodically carried out a program of activities that support the optimal implementation of K3 in the Company every year. In 2020, the K3 program that has been implemented includes the following:



1. Work Environment Measurement;
2. Training and certification in the field of Health, Safety, and Environment (HSE);
3. CQSMS program;
4. National OHS Month;
5. Management Walkthrough;
6. HSE inspection;
7. HSE Campaign;
8. P2K3 Program;
9. Internal Audit;
10. External Audit;
11. Integrated management system improvement program;
12. HSE application and technology development;
13. Participated in Awardee in HSE field;
14. Safety Culture Maturity Study;
15. Health Risk Assessment (HRA).

Occupational Safety Improvement Program

In line with the Company's commitment to minimizing the occurrence of unsafe actions and conditions to ensure the effectiveness of the implementation of occupational safety and prevent work accidents PT Waskita Beton Precast Tbk has several facilities and infrastructure for work safety, including:

1. Provision of Personal Protective Equipment;
2. Provision of First Aid Kit for Accidents (P3K);
3. Provision of emergency boxes;
4. Provision of Light Fire Extinguishers (APAR);
5. Provision of facilities and infrastructure to prevent the spread of Covid-19;
6. Emergency simulation;
7. Covid-19 emergency simulation. To improve occupational safety, the Company regularly carries out repairs and inspections of all safety equipment.

Occupational Health Improvement Program

In addition to having occupational safety equipment, the Company also conducts regular medical check-ups which are focused on health preventive efforts, particularly in occupational diseases and work-related diseases for all employees. In 2020, the health improvement programs carried out by the Company include:

1. Employee Medical Check Up;
2. BPJS Health Program Membership;
3. BPJS Employment membership;
4. Health education program;
5. Specific health checks related to Narcotics, Psychotropics, and Addictive Substances (Drugs);
6. Covid-19 screening checks;
7. Dissemination of Clean and Healthy Behavior (PHBS) and Covid-19 Prevention.

FUND ALLOCATION FOR OCCUPATIONAL HEALTH AND SAFETY PROGRAM IMPLEMENTATION

In 2020, the Company allocated funds to support the implementation of Corporate Social Responsibility for OHS activities amounting to Rp8.79 billion, with details as follows:

Fund Allocation for Implementation of the CSR Program for K3 in 2020

Activity Name	Fund Allocation (Rp)
Purchase of occupational safety equipment	1.165.673.000
Training and certification in OHS	179.982.500
Implementation of occupational safety improvement program	661.379.976
Implementation of occupational health improvement program	6.779.256.993

COMPLAINTS MECHANISM FOR MANPOWER ISSUES

PT Waskita Beton Precast Tbk provides the opportunity for all employees and other stakeholders to report all forms of problems in the OHS sector, starting from the Business Unit to the Head Office, either in writing by completing the finding card form or via email sent to the HSE Team at the business unit and head office.

ACHIEVEMENTS IN THE FIELD OF HR AND MANPOWER

The Company's Employee Engagement Index (EEI) in the Last 2 (Two) Years.

Aspect	2020		2019	
	Index	Category	Index	Category
Overall Satisfaction	78,83%			
Recommendation	76,85%			
Rejoining	77,86%			
Working Environment	83,09%			
Overall Company Achievement	83,62%			
Purpose			82%	Tinggi
Leadership			79%	Tinggi
Strategy & Transformation			85%	Tinggi
Pivotal Capabilities			83%	Tinggi
Structure			81%	Tinggi
Activities & Roles			87%	Tinggi
Decision Making			81%	Tinggi
Process & System IT			77%	Tinggi
People			82%	Tinggi
People & Org. Analytics			79%	Tinggi
Performance Management			80%	Tinggi
Enterprise Change			83%	Tinggi
Total	80,2%	Tinggi	82,02%	Tinggi

Rating Category:

Index : <45 % (Low) | 45%-65 % (Medium) | >65 % (High)

Occupational Accident Rate [103-3, 403-2]

Throughout 2020, there were approximately 30 work accidents, decreased compared to the previous year at 56 incidents, with the following description:

Occupational Accident Rate in the Company's Production & Project Unit in the Last 2 (Two) Years

Work Area (Production & Project Unit)	Minor		Moderate		Serious		Fatal	
	2020	2019	2020	2019	2020	2019	2020	2019
Plant	5	10	1	8	4	6		
Batching Plant	1	3	2	3	1	1		
Proyek	13	21	1	4	2	-		
Quarry, Workshop, Posttension	-	-	-	-	-	-		
Total	19	34	4	15	7	7		

Nihil



The occupational safety performance of PT Waskita Beton Precast Tbk in the last 2 (two) years is described in the following table: [103-3, 403-2]

HSE Performance of the Company in the Last 2 (Two) Years

Work Area (Production & Project Unit)	Lost Time Injury Rate (LTIR)		Safe Hour		Occupational Accident		Lost Work Hour	
	2020	2019	2020	2019	2020	2019	2020	2019
Plant	0,61	0,84	6.562.077	7.110.659	10	24	26	7
Batching Plant	0,4	0,19	2.519.868	5.273.919	4	7	-	1
Proyek	2,74	-	748.560	2.374.492	16	25	2	-
Quarry, Workshop, Posttension	-	-	222.217	133.378	-	-	-	-
Total	3,75	1,03	10.052.722	14.892.448	30	56	28	8

Note: The value of PT Waskita Beton Precast's LTIR in 2020 has increased due to the amount of productivity in 2020 is affected by the conditions of the Covid-19 Pandemic, therefore, the work hours generated in 2020 decreased by 32.5% from the work hours of the previous year.

Awards and Certifications in the Field of Occupational Safety and Health

The seriousness of the Company in carrying out K3 practices in the entire scope of the work area is proven by the acquisition of awards and certifications in the OHS sector in 2020, namely:

Awards and Certifications in the OHS Sector in 2020

Awards/Certification Name	Penerbit / Issuer	Receipt Date/Validity Period
Awards		
Zero Accident Award 2020 : - Appreciation for the Implementation of the Occupational Safety and Health (K3) Program to reach 3,902,955 Working Hours of People without work accidents from January 1, 2017 - October 31, 2019	Governor of East Java	January 2, 2020
A2K4 – Indonesia Construction Safety Award 2019 : - CEO Safety Leadership Award, Precast Factory Category - Safety Innovation Award, Private Contractor Category	A2K4 – Indonesia	January 15, 2020
Zero Accident Award 2020 : - SMK3 Gold Certificate & Gold Flag with a "Satisfactory" implementation level for: • Head Office of PT Waskita Beton Precast Tbk • Plant Klaten • Plant Prambon • Plant Karawang - The Zero Accident Award 2020 reaches 1,386,062 Person Work Hours without Work Accidents for the Sadang Plant	The Ministry of Manpower of the Republic of Indonesia	October 8, 2020
Certificate		
ISO 45001 : 2018 on Occupational, Health and Safety Management System (UKAS)	PT SGS	7 Februari 2020 – 18 Februari 2021
Occupational Health and Safety Management System of PT Waskita Beton Precast Tbk	Kementerian Ketenagakerjaan RI	17 September 2020 – 17 September 2023
Occupational Health and Safety Management System of Klaten Plant of PT Waskita Beton Precast Tbk	Kementerian Ketenagakerjaan RI	17 September 2020 – 17 September 2023
Occupational Health and Safety Management System of Karawang Plant of PT Waskita Beton Precast Tbk	Kementerian Ketenagakerjaan RI	17 September 2020 – 17 September 2023
Occupational Health and Safety Management System of Prambon Plant of PT Waskita Beton Precast Tbk	Kementerian Ketenagakerjaan RI	17 September 2020 – 17 September 2023

SMK3 Audit Results

To ensure that the Occupational Health and Safety Management System (SMK3) standard has been implemented appropriately, the Internal Audit Unit of PT Waskita Beton Precast Tbk routinely conducts audits related to the implementation of SMK3 in the Company. The internal SMK3 audits throughout 2020 were carried out in 4 audit scopes, namely ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018, and SMK3 PP RI No. 50 of 2012. The results of the audit will be taken into consideration by the Work Units and Business Units in implementing corrective actions and formulating improvements in ensuring the sustainability of the Company's business.

GROW IN HARMONY WITH THE COMMUNITY

THE COMMUNITY'S PRESENCE IN SUSTAINABILITY CONTEXT [103-1]

The Company is aware that the Company's presence in the community has the potential to create the risk of social conflict for the local community. Therefore, the Company always strives to maintain harmony with the communities around the Company's operational locations. This effort is reflected in the implementation of Corporate Social Responsibility (CSR) programs that are right on target, relevant, and beneficial to the surrounding community and community.

The Company's commitment to actively contribute to building a better quality of life with stakeholders is realized through the implementation of an inclusive empowerment program. All of the implemented CSR programs have the ultimate goal of creating sustainable development based on applicable laws and norms, and upholding the principles of good business practices.

COMPANY POLICY AND COMMITMENT ON COMMUNITY EMPOWERMENT [103-2]

The implementation of PT Waskita Beton Precast Tbk's CSR Program is based on Government Regulation No. 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies and refers to the SDG Goals. In preparing the CSR program, the Company focuses on 5 (five) main issues, namely Social, Community, Environment, Education, Health, and Cultural Arts.

In preparing the Company's CSR Program, The Company first carried out due diligence on the Company's social impact through the social mapping method to map community needs and potential areas that were the target of the CSR program or through suggestions from the community. In 2020, social mapping was carried out in the Village/Sub-district/District area around the Production Unit area, among others Margagiri Village, Bojonegara, Banten. Furthermore, the Central Public Relations Department together with the Production Unit KSDM conducted a Focus Group Discussion (FGD) with stakeholders in the village/sub-district/district to find out what problems are happening in the area, what is the current condition of the area, what are the needs of the community. Then the program is compiled, finalized, disseminated and realized by involving the community. So that the CSR program is participatory in nature which creates a sense of belonging from the community and is sustainable.



REALIZATION OF THE COMMUNITY EMPOWERMENT PROGRAM IMPLEMENTATION [6.c.3)a)] [6.c.3)c)]

Social Community Sector

Throughout 2020, the Company has carried out a CSR Program in the Social Community sector, with the following description:

1. Participation in religious events;
2. Donations for orphans;
3. Renovation of religious facilities;
4. Social service to foundations/institutions;
5. Humanitarian action against Covid-19.

Environmental Sector

Throughout 2020, the Company has carried out a CSR Program in the Environmental sector, with the following description:

1. Raw material management;
2. Domestic waste management;
3. Management of production liquid waste management;
4. B3 waste management;
5. Environmental measurement.

Educational Sector

Throughout 2020, the Company has carried out a CSR Program in the Educational sector, namely participating in renovating the Educational Foundation.

Health

Throughout 2020, the Company has carried out a CSR program in the health sector, with the following description:

1. Procurement of Personal Protective Equipment (PPE) for hospitals and health centers around the Production Unit;
2. Distribution of masks;
3. Distribution of food package assistance to people affected by Covid-19 and journalists;
4. Participation in the dissemination of the Covid-19 spread prevention by the National Disaster Management Agency (BNPb).

Cultural Arts Sector

Throughout 2020, the Company did not carry out a CSR Program in the field of Cultural Arts, due to the Covid-19 Pandemic.

FUND ALLOCATION FOR COMMUNITY EMPOWERMENT PROGRAM IMPLEMENTATION [6.C.3)A)]

In 2020, the Company allocates funds to support the implementation of CSR program activities in the amount of Rp6,157,202,070. The source of the funds comes from company net profit in 2019 and Holiday Allowances for Commissioners and Directors. The details regarding the use of CSR funds are presented in the following table:

Fund Allocation for Community Empowerment Program Implementation 2020 [6.c.3)a)]

Company CSR Program	Fund Allocation (Rp)
Social Community Sector	3.540.172.070
Environmental Sector	5.000.000
Educational Sector	5.000.000
Health Sector	2.540.430.000
Cultural Art Sectors	0



SOCIAL ISSUE COMPLAIN MECHANISM [6.c.3)b)]

The Company provides an opportunity for the community around the Company's operating locations and other stakeholders to report all forms of social issues that arise from the implementation of the Company's operational activities through email and official social media of PT Waskita Beton Precast Tbk.

ACHIEVEMENTS IN THE FIELD OF HR MANAGEMENT AND MANPOWER

The implementation of the Company's community empowerment program aims to improve social welfare and bring positive impacts to local communities around the Company's operational locations. In addition, the purpose of implementing this program is also expected to encourage the achievement of sustainable development as stated in the SDG Goals. The achievement of the SDG Goals related to the implementation of CSR programs in the field of community development in 2020 is described in the following table:

SDG Goals Achievement from the Implementation of the Company's 2020 CSR Program

SGD Goals	Company CSR Program	SGD Goals	Company CSR Program
(1) No Poverty	<ul style="list-style-type: none"> - Recruitment of local workers - Training for local workers - Renovations for uninhabitable homes 	(9) Infrastructure, Industry and Innovation	Participation in social events
(2) Ending Hunger	Food packages for medical personnel and people affected by Covid-19	(10) Sustainable City and Community	<ul style="list-style-type: none"> - Raw material management - Domestic waste management - Management of production wastewater - B3 waste management - Environmental measurement - Integrated Management System - Management Walkthrough
(3) Good Health and Welfare	<ul style="list-style-type: none"> - Provision of PPE for medical personnel - Distribution of masks - Provision of medical tests to prevent the spread of Covid-19 (Rapid, SWAB Antigen, SWAB PCR) - OHS procedures in each production activity 	(11) Responsible Consumption and Production	<ul style="list-style-type: none"> - Measurement of Greenhouse Gas emissions by calculating the IPCC (Intergovernmental Panel on Climate Change) Guideline - Installing a dust collector in the silo area (cement storage area) - Temporarily stopping the production engine which is producing gas and dust until it reaches an improved condition is an emergency measure - Perform periodic maintenance of generator engine filters and heavy equipments - Installing a dust net on the factory fence to reduce the impact of dust from operational activities
(4) Quality Education	Renovation of educational buildings	(12) Climate Change Handling	Participation in social events
(5) Gender Equality	Provide opportunities for female employees to occupy positions	(13) Conserving Land Ecosystem	Carrying out a reforestation program with shrubs or plants with hairy surfaces and other plants that function as gas or dust reducers
(6) Clean Water and Sanitation Access	Production wastewater management for split material sprinkling, vehicle washing, etc.	(14) Peace, Justice, and Strong Institutions	Establishment of a Worker Union [102-41]



SDG Goals Achievement from the Implementation of the Company's 2020 CSR Program

SGD Goals	Company CSR Program	SGD Goals	Company CSR Program
(7) Clean and Affordable Energy	<ul style="list-style-type: none"> - Energy efficiency in the company - Dissemination of energy savings - Increase the glass panels in the office space - Replacing the lamp (Fluorescent Lamp) with an LED lamp (Light Emitting Diode) 	(15) Partnerships for the Goals	Collaborating with the Bogor Agricultural Institute (IPB) in the Community Development Program at the Bojonegara Plant
(8) Decent Works and Economic Growth	Provide opportunities for local workers to work in production units		



PRIORITIZING CUSTOMER TRUST AND SATISFACTION

IMPROVING PRODUCT AND SERVICES QUALITY TO ACHIEVE BUSINESS SUSTAINABILITY [103-1, 103-2] [6.c.1]

For the Company, customer satisfaction is one of the key factors in maintaining business sustainability in the future. Therefore, the Company always maintains its commitment to providing the best service and products for its customers. This is also an effort to realize the vision to become a leading company in Indonesia in manufacturing Precast, Readymix, Quarry, Construction Services and Posttension Precast Concrete. The Company has the following commitment to maintain customer trust and satisfaction:

1. Improve the Company's performance in meeting customer needs by making quality products and services and delivering on time.
2. Establish good communication with customers.
3. Follow up every complaint and provide a fast, precise, and professional response.
4. Analyze the level of customer satisfaction and create a customer care program.
5. Ensuring protection of occupational safety and health for customers and preserving the environment in accordance with applicable laws and regulations. [6.f.3]

CUSTOMER/CONSUMER PROTECTION PROGRAM IMPLEMENTATION PLAN

1. Conduct a customer satisfaction survey per semester.
2. Respond to customer complaints up to 2 x 24 hours.
3. Record customer complaints per month.

IMPLEMENTATION OF CUSTOMER/CONSUMER PROTECTION PROGRAM IN 2020

Consumer Health and Safety

As a form of the Company's commitment to producing high quality precast and readymix concrete products for customers, the Company carries out several activities throughout 2020, including:

1. Conduct a customer satisfaction survey per semester.
2. Respond to customer complaints up to 2 x 24 hours.
3. Record customer complaints per month. [6.f.2] [6.f.5]

Branding Awareness

Brand awareness is a marketing strategy term that describes the level of consumer awareness of a product produced by the Company. To increase brand awareness, the Company has implemented several promotional strategies, including:

1. Social Media

Today, social media has become one of the modern life styles. Therefore, the Company takes advantage of the use of social media to promote and provide clear information regarding the products and services provided to customers and the public. To date, the social media operated by the Company include:



Instagram: @waskita_precast	Facebook: PT Waskita Beton Precast Tbk
Twitter: @Waskita_Precast	Youtube: PT Waskita Beton Precast Tbk
Linkedin: PT Waskita Beton Precast Tbk	

2. Exhibition

The Company participates in exhibition activities, both construction exhibitions and those held by AP3I (the Association of Indonesian Prefabricated and Strategy Companies). This program is carried out to introduce the products and innovations produced by the Company to potential customers. In addition, it has also opened a wider network with other companies engaged in concrete manufacturing and construction services.

3. Other Publications

Brand Awareness is also carried out through other publications, namely video profiles, company profiles, product catalogs, etc.

Customer Engagement Activities

The following are the customer engagement activities performed by the Company in 2020:

1. Weekly audience to customers.
2. Plant visits from customers to see the products, capacity and capabilities of the Company in supporting the project.

CUSTOMER COMPLAINT MECHANISM

Customer satisfaction has always been the main aspect that is maintained by the Company in order to maintain business continuity in the future. Therefore, the Company has a Consumer Complaint Center (Customer Care) which can be accessed through several channels, including:

Call Center through Call (021) 22892999
Email : info@waskitaprecast.co.id
Facsimile : (021) 29838025
Address: Gedung Teraskita, Jl. MT. Haryono Kav. 10A, Jakarta Timur, Indonesia 13340

Through the complaint center, the Company strives to provide a fast response to incoming complaints and resolve them wisely. The follow-up mechanism for consumer complaints is as follows:

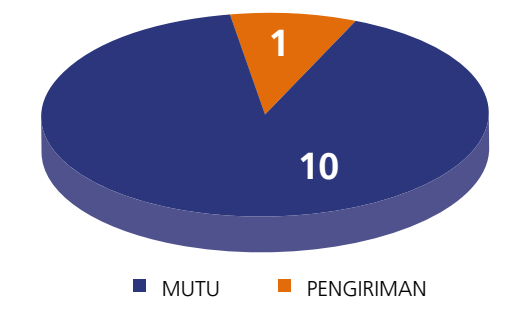
- The Company has a standard in responding to customer complaints.
- Complaints come via the call center, customer care email, and the website.
- Customer Care Department will provide answers in response to complaints to customers that complaints have been received and will be processed immediately by the concerned unit.
- Customer Care Division submits complaints from customers to related units.
- Furthermore, customer complaints are processed and resolved by the related unit. The related unit can directly communicate to customers in the complaint resolution process.

ACHIEVEMENTS IN THE FIELD OF CUSTOMER PROTECTION

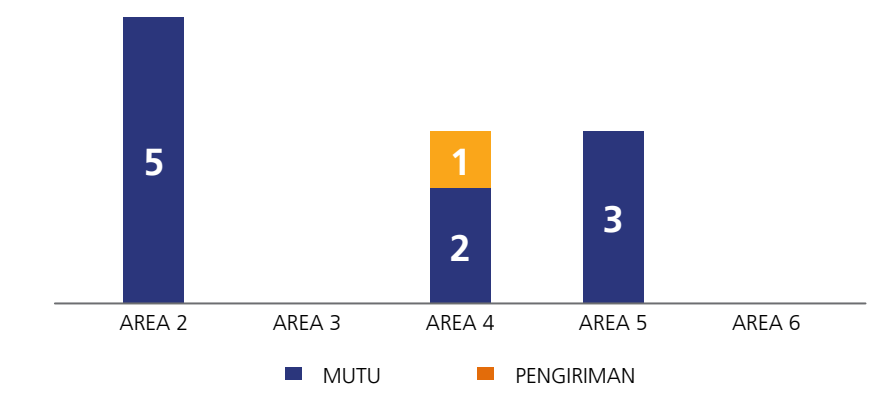
Level of Handling of Complaints and Negative News

The Company's seriousness in carrying out social responsibility for products and customer/consumer protection is reflected in 11 customer complaints received by the Company, both from the customers and externally throughout 2020 through the guest book, with the following description:

Proportion of Customer Complaints in 2020 Based on the Type of Complaint



Proportion of Customer Complaints in 2020 Based on Company Marketing Areas



Customer Satisfaction Survey

To determine the customer satisfaction level and as an evaluation material in improving services to customers, Waskita Precast conducts regular Customer Satisfaction Surveys. In 2020, the survey was conducted by Sales Area of PT Waskita Beton Precast Tbk using questionnaire method. The results of the Customer Satisfaction Survey in 2020 are 100% of the 53 customers surveyed, higher than 2019, which was 100% of 42 customers.

Certification in Product and Customer/Consumer Protection

In line with the commitment to always maintaining the quality of the products and produced services, the Company has ISO 9001: 2015 certification regarding the Quality Management System (UKAS) and (KAN) issued by PT SGS with a validity period from December 19 2017 to October 23, 2020.

Quality Management System Audit Results

PT Waskita Beton Precast Tbk's Internal Audit Unit routinely conducts audits related to the implementation of SMK3, Quality Management and Environment in companies based on: 1. ISO 45001:2018 2. ISO 9001:2015 3. ISO 14001:2015

Throughout 2020, 15 scopes had been audited, with 124 findings and 91.18% followed up.








WSBP AND SUSTAINABLE ENVIRONMENTAL PERFORMANCE



The Company always tries to do various ways to improve energy efficiency in order to balance the level of energy consumption. Based on the results of energy efficiency measurements during 2019-2020, electrical energy has decreased by 21.18% and fuel by 29.93%.



SUSTAINABLE ENVIRONMENT, SUSTAINABLE FUTURE GENERATION

QUALITY, SAFETY & HEALTH, AND ENVIRONMENT POLICY OF THE COMPANY

The Company has a policy on environmental management in the Quality, Safety & Health and Environment Policy, stipulated in the Decree of the Board of Directors No. 51.1/SK/WBP/PEN/2019, which contains the following commitments:

1. Always fulfilling and complying with all regulations, laws and requirements related to the operations of PT Waskita Beton Precast Tbk in producing precast, readymix, quarry, construction services and derivative products, both aspects of OHS, environment, and quality.
2. Fulfilling current and future customer needs with targeted investments and providing and allocating adequate Human Resources (HR) by increasing the competence of HR in accordance with their fields.
3. Ensuring that there is protection, prevention of occupational accidents, prevention of occupational diseases (PAK) and always have quality products & services by creating a controlled and effectively monitored work environment, building a culture of care for an effective communication & participation system and a guaranteed system of confidentiality.
4. The Company will always make improvements and enhancements to K3L and quality management system by determining challenging goals, a realistic planning process, and continuous monitoring of the effectiveness of the business management system.

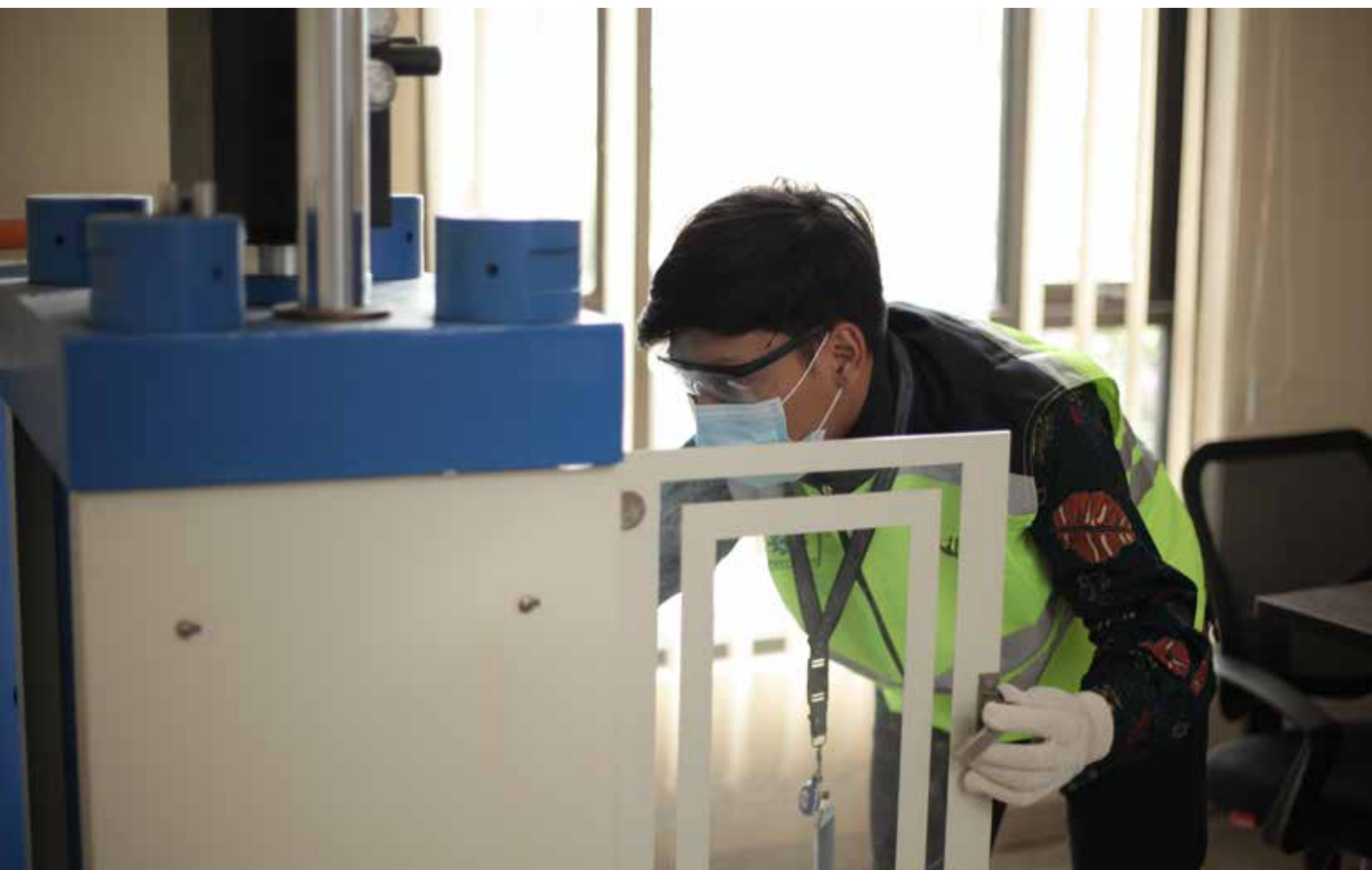
RAW MATERIAL MANAGEMENT

Main Raw Material Quality Requirements

To ensure product quality, the Company applies the principle of prudence and high-quality control in selecting and providing raw materials. Some of the requirements for the quality of the main raw materials implemented by the Company include:

1. Cement
The type of cement used as a raw material for making concrete is adjusted to the characteristics of the type of concrete with the quality of cement that is standardized in Indonesia.
2. Water
The requirements for using water for the concrete production process must meet the General Requirements for Building Materials in Indonesia, including:
 - Water must be clean;
 - Does not contain mud, oil and other floating objects that can be seen visually;
 - Should not contain suspended objects more than 2 grams per liter;
 - Does not contain soluble salts and can damage concrete (acids, organic substances, etc.) more than 15 grams per liter. The chloride content is not more than 500 p.p.m. and sulfate compounds of not more than 1,000 p.p.m as sulfur trioxide (SO₃); and
 - All water of doubtful quality must be chemically analyzed and evaluated.
3. Sand (Fine Aggregate)
The sand material for the Company's precast and readymix concrete production needs is taken from several areas, namely Galunggung and Cimalaka, West Java and Bangka Island, Bangka Belitung. Fine aggregate is an aggregate with a grain size smaller than 4.75 mm (ASTM C 125 - 06). The requirements regarding the proportion of aggregates with the recommended ideal grading are contained in ASTM C 33/03 Standard "Standard Specification for Concrete Aggregates".





Total electrical energy consumption in the Company's area during 2020 reached 13,163,506.10 kWh, a decrease of 21.18% compared to 2019 which was 16,699.90,34 kWh. This decline was not only influenced by the Company's energy saving efforts, but also due to the decline in the Company's operational activities due to the Covid-19 pandemic.

Proportion of Aggregates According to Standard Concrete Aggregate Specifications

Filter Diameter	Percent Passed (%)	Ideal Gradation (%)
9,5 mm	100	100,0
4,75 mm	95 – 100	97,5
2,36 mm	80 – 100	90,0
1,18 mm	50 – 85	67,5
600 mm	25 – 60	42,5
300 mm	5 – 30	17,5
150 mm	0 – 10	5,0



1. Split (Coarse Aggregate)

Coarse aggregate (gravel, crushed stone, or shards from a blast furnace) according to ASTM C 33/03 and ASTM C 125 - 06, coarse aggregate is aggregate with grain size greater than 4.75 mm. Provisions regarding coarse aggregate include:

- Must consist of grains that are hard and not porous;
- Grains of coarse aggregate must be conserved, meaning that they are not broken or destroyed by weather effects, such as hot sun and rain;
- Must not contain substances that can damage concrete; and
- Should not contain more than 1% mud, if it exceeds it must be washed. The split material for precast and readymix production needs is taken from several regions, namely Bogor, Purwakarta, and Bandung.

2. Additives (Admixture)

Admixture or additives are materials other than water, aggregate, and hydraulic cement mixed in concrete or mortar which are added before or during the mixing. The added material used to modify the properties and characteristics of concrete aims to make it easier to work with, accelerate hardening, increase pressure strength, or save energy. Several types of additives used include:

- Air-entraining admixture which is used to increase the resistance of concrete to the effects of freezing and thawing and to improve resistance to damage caused by salt.
- Accelerating admixture which is used to accelerate the strength of concrete.
- Retarding admixture which is used to slow down the hardening of concrete and inhibit temperature rise.
- Superplasticizer which is used to reduce water content in concrete and increase the slump value of concrete.
- Waterproofing material which is used to slow water penetration into porous concrete.

ENERGY USAGE MANAGEMENT AND INTENSITY

Energy consumption for the Company's operational activities uses 2 (two) main types of energy, namely electricity and fuel oil (BBM). The electrical energy used to support the Company's operational activities is sourced from PT PLN (Persero) and generators as an alternative source if the electricity supply from PLN is interrupted. Meanwhile, the fuel energy used is gasoline and diesel for operational steel and generators which are also used as other alternative sources. The following is a breakdown of the amount of energy use and the realization of costs incurred by the Company during 2020 and 2019: [103-1, 103-2, 103-3]

Table of Energy Consumption Intensity in the Last 2 (two) Years

Description	Unit	2020	2019	Efficiency
Electricity	kWh	13.163.506,10	16.699.907,34	-21,18%
Fuel	m ³	244.921,16	349.585,72	-29,93%

Based on the table above, it can be seen that the total electrical energy consumption in the Company's area during 2020 reached 13,163,506.10 kWh, a decrease of 21.18% compared to 2019 which was 16,699.90,34 kWh. Fuel energy also decreased by 29.93% from the previous 349,585.72 m in 2019 to 244,921.16 m in 2020. This decline was not only influenced by the Company's energy saving efforts, but also due to the decline in the Company's operational activities due to the Covid-19 pandemic.



Table of Cost Realization of Electrical Energy Consumption

Description	Unit	2020	2019	Efficiency
Electricity	Rupiah	19.017.317.263	24.126.356.134	-21,18%
Fuel		1.873.646.274	2.674.330.758	-29,93%

ENERGY USAGE EFFICIENCY EFFORTS

The Company always tries to do various ways to improve energy efficiency in order to balance the level of energy consumption. Based on the results of energy efficiency measurements during 2019-2020, electrical energy has decreased by 21.18% and fuel by 29.93%.

The Company realizes that the use of electricity and fuel, which are non-renewable energy sources in the long term, can have a negative impact on environmental sustainability in the future. Therefore, the Company is committed to saving electricity and fuel, especially for day-to-day office operations, among others by:

1. Dissemination of energy savings and calls for turning off lights and electrical appliances (computers, air conditioners, televisions, fans, etc.) when they are no longer in use;
2. Increasing the glass panels in office space, so that during the daytime you can use sunlight as a source of lighting;
3. Replacing fluorescent lamps with LED (Light Emitting Diode) lamps which are more energy efficient;

WATER

In addition to electricity and fuel, clean water is an important source for the Company's operational activities. Company policy in implementing water efficiency and compliance with AMDAL/environmental permit obligations. The Company's commitment to use water sources wisely is based on general provisions in the form of Government Regulation No. 82 of 2001 concerning Water Quality Management and Water Pollution Control and Ministerial Regulation of the Ministry of Environment and Forestry No. 68 of 2016 concerning Domestic Wastewater Quality Standards. The Company realizes that the availability of clean water is decreasing from year to year, therefore the Company periodically monitors so that the use of water for the Company's operational activities is within reasonable usage limits.[103-1, 103-2]

Water Usage Volume

The fulfillment of water needs for the Company's operational activities is sourced from ground water and surface water. The following is a description of the volume of clean water usage by the Company during 2019 and 2020 by source: [103-3, 303-1]

Table of Clean Water Usage Volume in the Last 2 (Two) Years

Company Water Consumption	Unit	2020	2019	Efficiency
Usajge	m ³	109.836.501	154.763.627,45	0,40%
Value	(Rupiah)	-	-	-

*) The value of the clean water usage volume cannot be displayed as the sources of clean water used in various plants are different (ground water, PDAM water, treated water)



EMISSION CONTROL AND MONITORING

The Company realizes that the production process of precast and readymix concrete causes a decrease in the quality of ambient air (gas and dust) in the Plant or Production Unit environment. To determine the amount of greenhouse gas (GHG) emissions produced, the Company measures emissions using the IPCC (Intergovernmental Panel on Climate Change) Guideline 2006 calculation method based on energy consumption data used in production activities. There are 2 types of GHG emissions resulting from the Company's operations, namely direct and indirect GHG emissions. [103-1]

GHG emissions are directly generated from the use of fossil fuels in production activities, while GHG emissions are indirectly generated from the use of energy that comes from externally, namely electricity supply. The total GHG emissions produced by the Company, both direct emissions and indirect emissions in the last 2 (two) years, are described in the following table: [103-2, 103-3, 305-5] [(6.e.4)b)]

Total Direct and Indirect GHG Emissions in 2019 and 2020

Energy Type	Unit	Energy Consumption (Year)		Generated CO² Emissions (tonnes CO² equivalent)	
		2020	2019	2020	2019
Direct Emissions					
Fuel (Diesel, Coal, Natural Gas)	Giga Joule	244.921,16	349.585,72	17.528.910.953,67	25.273.096.975,92
Indirect Emissions					
Electricity	kWh	13.163.506,10	16.699.907,34	12.294.714,70	15.597.713,46

Based on the table of total GHG emissions above, the total direct GHG emissions generated by the Company in 2020 were recorded at 17,528,910,953.67 tonnes of CO₂e. When compared to the previous year, total direct GHG emissions generated in the fiscal year decreased by 31%. Meanwhile, the total indirect GHG emissions produced by the Company in 2020 were recorded at 12,294,714.70 tons of CO₂e. When compared to the previous year, total indirect GHG emissions produced in 2020 decreased by 21%. [103-3, 305-1, 305,4]vw

In order to reduce the level of GHG emission produced and increase air quality in the Plant or Production Unit environment, the Company has made several efforts to control GHG emissions, including: [103-3, 305-5] [(6.e.4)b)]

1. Encouraging employees to wear masks for physical dust hazard areas;
2. Creating an air circulation system using an adequate number of exhaust fans and ventilation;
3. Installing a dust collector in the silo area (cement storage area);
4. Temporarily stopping the production machines which produce gas and dust until they reach an improved condition as an emergency measure;
5. Perform periodic maintenance of generator engine filters and heavy equipment;
6. Undertaking a reforestation program with shrubs or plants with hairy surfaces and other plants that function as gas or dust reducers;
7. Installing a dust net on the factory fence to reduce the impact of dust from operational activities;
8. Watering dusty road access due to vehicle mobilization activities;
9. Conduct measurements of ambient air quality, moving and stationary emission quality every 6 months.



WASTE

Apart from GHG emissions, the Company's precast and readymix concrete production processes also produce waste and effluent. To facilitate waste and effluent management, the Company has identified the types of produced waste, including:

1. Liquid Waste

The waste produced by the Company is production waste water in the form of liquid. The waste is generated from the spinning spun piles process, the batching plant washing process, and the mixer truck. The quality standard of production wastewater quality refers to the Regulation of the Minister of Environment and Forestry No. 5/2014 concerning Wastewater Quality Standards as well as local Regional Regulations governing Wastewater Quality Standards. The characteristic of wastewater from concrete production usually has a high pH value due to the presence of alkaline chemicals (limestone) in the product. In 2020, the actual pH measurement from the Company's production process is an average of 7-8, where this figure is still within the applicable pH standard, which is 6 - 9.

Production Wastewater Treatment Applied in the Company

Before the wastewater enters the pre-treatment tank, a filter was placed in the wastewater drainage to separate the carried waste. Furthermore, the wastewater enters the pre-treatment tank to homogenize the wastewater. From the pretreatment tank, the wastewater enters the sedimentation tank so that it naturally settles. Then, the wastewater resulting from sedimentation enters the neutralization tank for the addition of chemicals (acids) which aim to reduce the pH value because before processing wastewater has a pH value that tends to be alkaline or > 9.

Furthermore, the water that has gone through the neutralization process enters the control tank to check the pH value of the wastewater again. If the pH value of wastewater is in accordance with the quality standard (6-9), the waste water will be discharged through the sewer or reused for watering split material activities, washing vehicles or roads. If it is not suitable, the water will be flowed back into the pre-treatment to be treated again.

2. Hazardous and Toxic Waste (B3) (B3) [6.e.5)a)]

In its operational activities, the Company also produces Hazardous and Toxic Waste (B3), including used oil, used batteries, used B3 packaging, absorbent material for spills/used cloth rags, used filters, fly ash, bottom ash. To avoid negative impacts on the environment, the Company is working with B3 waste transporters who have obtained permits from the Ministry of Environment and the Ministry of Transportation to deliver B3 waste to users and destroyers of B3 waste who have received management permits from the Ministry of Environment. [103-3, 306-2] [6.e.5)a)]

The following is the volume of B3 waste generated and processed by the Company during 2020 by type: [103-3, 306-4] [6.e.5)b)]

Table of Generated and Processed B3 Wastes Volume in 2020

B3 Waste Type	Unit	2020
Cartridge	Kg	1000
Oil Filter	Kg	1190
Used Oil	Liter	5500
Used Oil	Kg	4950
Used B3 Packaging	Kg	19275,43
Rag	Kg	3995
Fly Ash and Bottom Ash	Kg	291230



3. Waste, Effluent, and Domestic Waste

Domestic liquid waste from office activities and production workers can be divided into 2 (two), namely wastewater from bathroom activities (black water) and kitchen washing activities (grey water). For black water, it is flowed into a septic tank which is also equipped with an infiltration well or using a bio tank. Meanwhile, grey water is channeled into a collection tank equipped with an infiltration well which is then forwarded to a public drainage. For domestic solid waste, a temporary storage place for solid waste (TPS) is made according to its type (organic & inorganic). Furthermore, the waste will be regularly transported by the local Environmental Service. The following is the total volume of solid waste generated by the Company based on type: [GRI 103-3, GRI 306-2] [6.e.5)a)]

Total Generated Solid Waste in 2020

Type of Generated Waste	Unit	2020
Organic Waste	ton	3.498.045
Non-Organic Waste	ton	150.436
Waste	ton	3.648.482

SIGNIFICANT SPILL

The Company's commitment and efforts in managing waste based on the precautionary principle and being responsible according to applicable procedures have had a positive impact with zero significant spills during the reporting period. The Company did not find any spills in the form of liquid waste, effluent, B3 or other substances that have the potential to damage the environment. [103-3, 306-3] [6.e.5)c)]

ENVIRONMENTAL ISSUES COMPLAINTS MECHANISM

The Company provides an opportunity for stakeholders to report all forms of environmental issues and damage resulting from the implementation of the Company's operational activities through HSE at each local production unit, then proceed to the HSE Department of PT Waskita Beton Precast Tbk. [6.e.6]

CERTIFICATIONS IN THE FIELD OF ENVIRONMENT

The Company has a certification in the environmental sector which is still valid until the end of 2020, namely ISO 14001:2015 Certificate related to the Environment Management System (UKAS) and (KAN) issued by PT SGS with a validity period from January 24, 2018 - January 24, 2021. In addition, to ensure that ISO 14001:2015-based Environmental Management System standards have been implemented appropriately, the Internal Audit Unit of the Company routinely conducts audits related to the implementation of the Environmental Management System in the Company.

The Environmental Management System internal audits throughout 2020 were carried out as many as 14 audit objects, namely the QHSE and Risk Division, Precast Plant, Batching Plant, and Construction Projects. The results of the audit indicate that the planning stage has not been integrated with other company management systems, and some environmental measurements were not carried out on time.



FEEDBACK SHEET

Thank you for your willingness to read the Sustainability Report of PT Waskita Beton Precast Tbk 2020. To improve the quality of the report for the following year, we are glad to receive your feedback that can be sent via email, fax or post.

PROFILE

Name (if you don't mind) :
 Institution/Company :
 Email :
 Telp/Hp :

GROUP OF STAKEHOLDERS:

- | | |
|---|---|
| <input type="checkbox"/> Customer | <input type="checkbox"/> Community Organization/Social Organization/Institution |
| <input type="checkbox"/> Shareholder/Investor | <input type="checkbox"/> Non-Governmental Organization |
| <input type="checkbox"/> Government | <input type="checkbox"/> Media |
| <input type="checkbox"/> Employee | <input type="checkbox"/> Others, please specify : |
| <input type="checkbox"/> Working Partner/Supplier | |

Please choose the most suitable answer by putting ✓ mark in the available box:

1. This report is useful for you:

- | | |
|--|---|
| <input type="checkbox"/> Strongly disagree | <input type="checkbox"/> Agree |
| <input type="checkbox"/> Disagree | <input type="checkbox"/> Strongly agree |
| <input type="checkbox"/> Neutral | |

2. This report describes the Company's performance in sustainable development:

- | | |
|--|---|
| <input type="checkbox"/> Strongly disagree | <input type="checkbox"/> Agree |
| <input type="checkbox"/> Disagree | <input type="checkbox"/> Strongly agree |
| <input type="checkbox"/> Neutral | |

3. This report is easy tunderstand:

- | | |
|--|---|
| <input type="checkbox"/> Strongly disagree | <input type="checkbox"/> Agree |
| <input type="checkbox"/> Disagree | <input type="checkbox"/> Strongly agree |
| <input type="checkbox"/> Neutral | |

4. This report captures your interest:

- | | |
|--|---|
| <input type="checkbox"/> Strongly disagree | <input type="checkbox"/> Agree |
| <input type="checkbox"/> Disagree | <input type="checkbox"/> Strongly agree |
| <input type="checkbox"/> Neutral | |

5. This report increases your trust in the Company's sustainability:

- | | |
|--|---|
| <input type="checkbox"/> Strongly disagree | <input type="checkbox"/> Agree |
| <input type="checkbox"/> Disagree | <input type="checkbox"/> Strongly agree |
| <input type="checkbox"/> Neutral | |



Please answer the following:

1. Which part of the report is most useful for you:

.....
.....
.....

2. Which part of the report is less useful for you:

.....
.....
.....

3. Which part of the report is most interesting for you:

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.....
.....

4. Which part of the report is less interesting for you:

.....
.....
.....

5. Please give your advice/suggestions/comments concerning this report:

.....
.....
.....

Thank you for your kind participation. Please send this form to:

CORPORATE SECRETARY

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