

Nomor Surat	250/WBP/CORSEC/2025
Nama Perusahaan	PT Waskita Beton Precast Tbk.
Kode Emiten	WSBP
Lampiran	1
Perihal	Penyampaian Laporan Keberlanjutan dan ESG

Merujuk pada pelaporan Laporan Tahunan Nomor 249/WBP/CORSEC/2025, Dengan ini Perseroan Menyampaikan Laporan Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Januari 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 25 April 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link <https://investor.waskitaprecast.co.id/> pada tanggal 25 April 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Tidak
Batasan Organisasi	Ekuitas
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	6.305,84
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	6.305,7

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli

Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	4.017,56
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	4.017,56

Kategori 3: Emisi GRK tidak langsung dari transportasi

Transportasi dan distribusi hulu	0
Perjalanan dinas	8,8
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0

Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan

Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0

Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan

Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	8
Total Emisi GRK (Scope 1 and 2)	10.323,26
Total Emisi GRK (Scope 1, 2 and 3)	10.332,06
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	Intensitas Emisi GRK	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
E-03	Konsumsi Energi listrik	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	4.017.555,73
		Total konsumsi energi (kWh or J)	4.017.555,73
E-04	Konsumsi Air	Total konsumsi air (m3)	594.961,07
E-05	Limbah yang dihasilkan	Total limbah yang dihasilkan (ton)	78.849

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
null	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Tidak
Target pengurangan emisi GRK	0 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	null

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

null

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	421	50.66 %	87	10.47 %
Mid-level	193	23.23 %	29	3.49 %
Senior-level	73	8.78 %	12	1.44 %
Executive-level	14	1.68 %	2	0.24 %
Total Pegawai	701	84.36 %	130	15.64 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	0	0	0	0	0	0	0	0	35
25-35	0	0	0	0	0	0	0	0	520
35-45	0	0	0	0	0	0	0	0	198
45-55	0	0	0	0	0	0	0	0	68
>55	0	0	0	0	0	0	0	0	10

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	46 Pegawai	5,39 %
Jumlah Pegawai Baru/pengganti	6 Pegawai	0,7 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	70 Pegawai	8,42 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
3,66 jam/pegawai	4.755	572,2 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0
--	---

Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
https://waskitaprecast.co.id/wp-content/uploads/2024/11/45.2_SK_WBP_PEN_2024_Respectful-Workplace-3.pdf https://wbpcoid-my.sharepoint.com/:b:/g/personal/humas2_waskitaprecast_co_id/EUOB2wW7_-JFgmN7ZUiLPNcBBs3rfrTC6W_ryYyvx7BNNg?e=4Ltcq1	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
https://waskitaprecast.co.id/wp-content/uploads/2024/11/45.2_SK_WBP_PEN_2024_Respectful-Workplace-3.pdf	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
https://wbpcoid-my.sharepoint.com/:b:/g/personal/humas2_waskitaprecast_co_id/EUOB2wW7_-JFgmN7ZUiLPNcBBs3rfrTC6W_ryYyvx7BNNg?e=4Ltcq1	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
https://waskitaprecast.co.id/wp-content/uploads/2023/07/Kebijakan-Mutu-dan-K3L.pdf	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
https://waskitaprecast.co.id/csr	

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	4	1	3
Direksi	0	4	0	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	13	97,88 %
Jumlah kehadiran komisaris ke rapat dewan	13	92,31 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-GCG-2024.pdf	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
PEDOMAN HUBUNGAN KERJA DIREKSI DAN DEWAN KOMISARIS https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-Hubungan-Kerja-Komisaris-dan-Direksi-2024.pdf	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
PEDOMAN HUBUNGAN KERJA DIREKSI DAN DEWAN KOMISARIS https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-Hubungan-Kerja-Komisaris-dan-Direksi-2024.pdf	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
PEDOMAN HUBUNGAN KERJA DIREKSI DAN DEWAN KOMISARIS https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-Hubungan-Kerja-Komisaris-dan-Direksi-2024.pdf	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Pedoman Etika dan Perilaku (Code of Conduct) https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-Etika-dan-Perilaku-COC-2024.pdf Kebijakan Anti Penyuapan PT Waskita Beton Precast Tbk https://waskitaprecast.co.id/wp-content/uploads/2024/08/WSBP-Kebijakan-Anti-Penyuapan-2024.pdf	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Pedoman Tata Kelola Perusahaan Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk Tahun 2024 Poin 1.1.1 https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-GCG-2024.pdf Corporate Governance Guidelines Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk 2024 Point 1.1.1 https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-GCG-translated-2024pdf.pdf	

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Pedoman Tata Kelola Perusahaan Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk Tahun 2024 Poin 1.2.8 & 1.3.4 https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-GCG-2024.pdf Corporate Governance Guidelines Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk 2024 Point 1.2.8 & 1.3.4 https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-GCG-translated-2024pdf.pdf	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	236
	E-02	Intensitas Emisi Gas Rumah Kaca	239
	E-03	Konsumsi Energi Listrik	233
	E-04	Konsumsi Air	242
	E-05	Limbah yang Dihasilkan	242
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	0
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	0
Sosial	S-01	Kesetaraan Gender	178
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	73
	S-03	Tingkat Pergantian Pegawai	183
	S-04	Jumlah Pegawai Sementara	73
	S-05	Pelatihan dan Pengembangan Pegawai	193
	S-06	Jumlah Kecelakaan Kerja	211
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	179
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	179
	S-09	Kebijakan Mengenai Hak Asasi Manusia	178
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	186
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	200
	S-12	Pencegahan Konflik Kepentingan	166

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	563
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	503
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	558
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	499
	G-06	Kriteria Khusus Pemilihan Dewan	553
	G-07	Kode Etik dan/atau Anti-Korupsi	703
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	440
	G-09	Pencegahan Konflik Kepentingan	772

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan ☒ Ya ☐ Tidak ☒ GRI ☐ TCFD ☐ CDP ☐ IFRS S1 ☐ IFRS S2 ☐ SASB ☒ Others, please specify					
POJK 15/2017					
Assurance dan validasi pihak ketiga ☒ Ya					
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%; padding: 5px;">Nama pihak ketiga</th> <th style="width: 50%; padding: 5px;">Lingkup pekerjaan</th> </tr> <tr> <td style="height: 40px;"></td> <td></td> </tr> </table>		Nama pihak ketiga	Lingkup pekerjaan		
Nama pihak ketiga	Lingkup pekerjaan				

Demikian untuk diketahui.

Hormat Kami,

PT Waskita Beton Precast Tbk.

Fandy Dewanto
Corporate Secretary

PT Waskita Beton Precast Tbk.
Gedung Teraskita, Lt. 3-3A
Telepon : (021) 22892999, Fax : (021) 29838020, www.waskitaprecast.co.id

Nama Pengirim	Fandy Dewanto
Jabatan	Corporate Secretary
Tanggal dan Waktu	26-04-2025 00:49
Lampiran	1. Sustainability Report WSBP 2024.pdf

Dokumen ini merupakan dokumen resmi PT Waskita Beton Precast Tbk. yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT Waskita Beton Precast Tbk. bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	250/WBP/CORSEC/2025
Issuer Name	PT Waskita Beton Precast Tbk.
Issuer Code	WSBP
Attachment	1
Subject	Submission of Sustainability Report

Referring to the Annual Report Report Number 249/WBP/CORSEC/2025 , with this The Company hereby submit Sustainability Report 2024 for the period of 01 January 2024 to 31 January 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 25 April 2025

The information referred above has been published on the Company's website <https://investor.waskitaprecast.co.id/> at 25 April 2025

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	No
Organizational Boundaries	Ekuitas
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO ₂ e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	6.305,84
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	6.305,7

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	4.017,56
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	4.017,56
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	8,8
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0

Category 6: Indirect GHG emissions from other sources	
Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	8
Total GHG Emissions (Scope 1 and 2)	10.323,26
Total GHG Emissions (Scope 1, 2 and 3)	10.332,06
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	GHG Emissions Intensity	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
E-03	Electricity Consumption	Total amount of energy directly consumed (kWh or J)	0
		Total amount of energy indirectly consumed (kWh or J)	4.017.555,73
		Total energy consumption (kWh or J)	4.017.555,73
E-04	Water Consumption	Total water consumed (m3)	594.961,07
E-05	Waste Generation	Total waste generated (ton)	78.849

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
null	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Tidak
What is the Company's GHG emission reduction target?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	null

Does the Listed Company has measures on monitoring in enacting climate policy?

No

Steps that have been taken and emission reductions that have been achieved compared to the previous year

The company doesn't have written green house gas emission reduction commitment

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	421	50.66 %	87	10.47 %
Mid-level	193	23.23 %	29	3.49 %
Senior-level	73	8.78 %	12	1.44 %
Executive-level	14	1.68 %	2	0.24 %
Total Pegawai	701	84.36 %	130	15.64 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	0	0	0	0	0	0	0	0	35
25-35	0	0	0	0	0	0	0	0	520
35-45	0	0	0	0	0	0	0	0	198
45-55	0	0	0	0	0	0	0	0	68
>55	0	0	0	0	0	0	0	0	10

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	46 Employees	5,39 %
Number of newly appointed Employees	6 Employees	0,7 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	70 Employees	8,42 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
3,66 hours/employee	4.755	572,2 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0
--	---

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
---	-----

S-09 Does the company has a policy regarding human rights?	Yes
--	-----

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
--	-----

S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
---	-----

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
--	-----

C. Governance Performance**G-01 Board Diversity and Independence**

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	4	1	3
Directors	0	4	0	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	13	97,88 %
Comissioner Attendance to Board Meetings	13	92,31 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-GCG-translated-2024pdf.pdf	
G-04 Does the company has a policy regarding board appraisal?	Yes
GUIDELINES FOR EMPLOYMENT RELATIONSHIP BETWEEN THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-HKD-translated-2024.pdf	
G-05 Does the company has a policy regarding board training and development?	Yes
GUIDELINES FOR EMPLOYMENT RELATIONSHIP BETWEEN THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-HKD-translated-2024.pdf	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
GUIDELINES FOR EMPLOYMENT RELATIONSHIP BETWEEN THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-HKD-translated-2024.pdf	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Pedoman Etika dan Perilaku (Code of Conduct) https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-Etika-dan-Perilaku-COC-2024.pdf Kebijakan Anti Penyuapan PT Waskita Beton Precast Tbk https://waskitaprecast.co.id/wp-content/uploads/2024/08/WSBP-Kebijakan-Anti-Penyuapan-2024.pdf	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Pedoman Tata Kelola Perusahaan Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk Tahun 2024 Poin 1.1.1 https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-GCG-2024.pdf Corporate Governance Guidelines Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk 2024 Point 1.1.1 https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-GCG-translated-2024pdf.pdf	

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
Pedoman Tata Kelola Perusahaan Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk Tahun 2024 Poin 1.2.8 & 1.3.4 https://waskitaprecast.co.id/wp-content/uploads/2024/11/WSBP-Pedoman-GCG-2024.pdf Corporate Governance Guidelines Good Corporate Governance (GCG) PT Waskita Beton Precast Tbk 2024 Point 1.2.8 & 1.3.4 https://waskitaprecast.co.id/wp-content/uploads/2024/12/WSBP-Pedoman-GCG-translated-2024pdf.pdf	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	236
	E-02	Greenhouse Gas Emission Intensity	239
	E-03	Electricity Consumption	233
	E-04	Water Consumption	242
	E-05	Waste Generated	242
	E-06	Company Commitment to Achieving Net Zero Emission Target	0
	E-07	Company Commitment to Reduce Emission	0
Social	S-01	Gender Equality	178
	S-02	Employees by Gender and Age Group	73
	S-03	Employee Turnover Rate	183
	S-04	Number of Temporary Officers	73
	S-05	Employee Training and Development	193
	S-06	Number of Work Accidents	211
	S-07	Human Rights Violation Incidents	179
	S-08	Sexual Harassment and/or Non-Discrimination Policy	179
	S-09	Policy on Human Rights	178
	S-10	Child Labor and/or Forced Labor Policy	186
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	200
	S-12	Corporate Social Responsibility	166

Governance	G-01	Management Diversity and Independence	563
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	503
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	558
	G-05	Board of Directors and Commissioners Training Policy	499
	G-06	Special Criteria for Election of the Board	553
	G-07	Code of Ethics and/or Anti-Corruption	703
	G-08	Fair Treatment Policy for Shareholders	440
	G-09	Conflict of Interest Prevention Policy	772

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework ☒ Yes ☐ No ☒ GRI ☐ TCFD ☐ CDP ☐ IFRS S1 ☐ IFRS S2 ☐ SASB ☒ Others, please specify					
POJK 15/2017					
Third-party assurance and/or validation ☒ Yes					
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Name of third-party service provider</th> <th style="width: 60%;">Scope of Work</th> </tr> </thead> <tbody> <tr> <td style="height: 40px;"></td> <td></td> </tr> </tbody> </table>		Name of third-party service provider	Scope of Work		
Name of third-party service provider	Scope of Work				

Thus to be informed accordingly.

Respectfully,

PT Waskita Beton Precast Tbk.

Fandy Dewanto
Corporate Secretary

PT Waskita Beton Precast Tbk.

Gedung Teraskita, Lt. 3-3A

Phone : (021) 22892999, Fax : (021) 29838020, www.waskitaprecast.co.id

Sender Name	Fandy Dewanto
Function	Corporate Secretary
Date and Time	26-04-2025 00:49
Attachment	1. Sustainability Report WSBP 2024.pdf

This is an official document of PT Waskita Beton Precast Tbk. that does not require a signature as it was generated electronically by the electronic reporting system. PT Waskita Beton Precast Tbk. is fully responsible for the information contained within this document.