

| | |
|-----------------|---|
| Nomor Surat | 393/WK/DIR/2026 |
| Nama Perusahaan | PT Waskita Karya (Persero) Tbk |
| Kode Emiten | WSKT |
| Lampiran | 3 |
| Perihal | Penyampaian Laporan Tahunan & Keberlanjutan dan ESG |

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 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 16 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link <https://investor.waskita.co.id/gms.html> pada tanggal 16 April 2026

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? | Ya |
| Batasan Organisasi | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Tidak |

| Name | Total Emisi (tCO ₂ e) |
|---|----------------------------------|
| Kategori 1: Emisi GRK langsung dan pembuangan | |
| Emisi langsung dari pembakaran stasioner | 1,76 |
| Emisi langsung dari pembakaran bergerak | 414,01 |
| Emisi langsung dari proses pengolahan | 1 |
| Emisi fugitive langsung | 88,3 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 1 |
| Total Emisi Langsung (Scope 1) | 506,07 |

| Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli | |
|--|-----------------|
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 1.878,09 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 1 |
| Total Emisi Tidak Langsung (Scope 2) | 1.879,09 |
| Kategori 3: Emisi GRK tidak langsung dari transportasi | |
| Transportasi dan distribusi hulu | 24,33 |
| Perjalanan dinas | 233,06 |
| Transportasi dari klien dan pengunjung | 1 |
| Transportasi dan distribusi hilir | 1 |
| Perjalanan Karyawan | 1 |
| 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 | 1 |
| Pembelian Barang dan Jasa | 1 |
| Capital equipment/goods | 1 |
| Limbah yang dihasilkan dalam kegiatan operasional | 1 |
| Aset Sewaan hulu | 1 |
| Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan | |
| Investasi | 1 |
| Penggunaan produk yang dijual | 1 |
| Perawatan akhir masa pakai produk yang dijual | 1 |
| Waralaba hilir | 1 |
| Aset Sewaan Hilir | 1 |
| Pengolahan produk yang dijual | 1 |

| Kategori 6: Emisi GRK tidak langsung dari sumber lainnya | |
|---|----------|
| Emisi atau pembuangan tidak langsung lainnya | 1 |
| Total Emisi Tidak Langsung (Scope 3) | 272,39 |
| Total Emisi GRK (Scope 1 and 2) | 2.385,16 |
| Total Emisi GRK (Scope 1, 2 and 3) | 2.657,55 |
| Offsets/Credits | 1 |
| Pembelian Renewable Energy Certificate (REC) (kWh) | 1 |

| | | | |
|-------------|--------------------------------|--|-----------|
| E-02 | Intensitas Emisi GRK | Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat | 2.659 |
| E-03 | Konsumsi Energi listrik | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 6.434 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 1.711.829 |
| | | Total konsumsi energi (kWh or J) | 1.718.263 |
| E-04 | Konsumsi Air | Total konsumsi air (m3) | 6,7 |
| E-05 | Limbah yang dihasilkan | Total limbah yang dihasilkan (ton) | 0,084 |

| E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission | |
|---|------|
| Apakah Perusahaan memiliki komitmen pencapaian target net zero? | Ya |
| Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi? | 2060 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Perusahaan telah menyusun Roadmap/Peta Jalan Penurunan Emisi GRK yang merupakan bagian dari dukungan terhadap program dekarbonisasi nasional dan target Net Zero Emission tahun 2060. Dalam jangka pendek, Perseroan berfokus pada perubahan perilaku hemat energi, elektrifikasi kendaraan operasional, serta peningkatan efisiensi penggunaan energi dalam kegiatan operasional dan konstruksi. Pada jangka menengah, Perusahaan akan mengimplementasikan sistem manajemen energi berbasis digital, memanfaatkan energi terbarukan, seperti tenaga surya dan angin, serta meningkatkan efisiensi penggunaan alat dan material konstruksi. Sementara dalam jangka panjang, Perusahaan menargetkan peningkatan pemanfaatan energi terbarukan secara menyeluruh, penggunaan material rendah karbon, serta transisi menuju operasional konstruksi berbasis elektrifikasi. | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|--|------------------------|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Ya |
| Target pengurangan emisi GRK | 5 % |
| | 1 (tCO ₂ e) |
| Tahun target untuk penurunan emisi GRK? | 2030 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Perusahaan telah menyusun Roadmap/Peta Jalan Penurunan Emisi GRK yang merupakan bagian dari dukungan terhadap program dekarbonisasi nasional dan target Net Zero Emission tahun 2060. Dalam jangka pendek, Perseroan berfokus pada perubahan perilaku hemat energi, elektrifikasi kendaraan operasional, serta peningkatan efisiensi penggunaan energi dalam kegiatan operasional dan konstruksi. Pada jangka menengah, Perusahaan akan mengimplementasikan sistem manajemen energi berbasis digital, memanfaatkan energi terbarukan, seperti tenaga surya dan angin, serta meningkatkan efisiensi penggunaan alat dan material konstruksi. Sementara dalam jangka panjang, Perusahaan menargetkan peningkatan pemanfaatan energi terbarukan secara menyeluruh, penggunaan material rendah karbon, serta transisi menuju operasional konstruksi berbasis elektrifikasi.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

| Level Jabatan | Laki-Laki | | Perempuan | |
|-----------------|----------------|--------------------|----------------|--------------------|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 0 | 0 % | 0 | 0 % |
| Mid-level | 0 | 0 % | 0 | 0 % |
| Senior-level | 0 | 0 % | 0 | 0 % |
| Executive-level | 0 | 0 % | 0 | 0 % |
| Total Pegawai | 1.245 | 87,18 % | 183 | 12,82 % |

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 | 17 |
| 25-35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 818 |
| 35-45 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 428 |
| 45-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 160 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |

S-03 Tingkat Pergantian Pegawai

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|--|--|--|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 66 Pegawai | 46,67 % |

| | | |
|-------------------------------|------------|-------|
| Jumlah Pegawai Baru/pengganti | 72 Pegawai | 100 % |
|-------------------------------|------------|-------|

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 | 180 Pegawai | 14,42 % |

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 (%) |
|---|--|---|
| 68,68 jam/pegawai | 1.335 | 93,49 % |

S-06 Jumlah Kecelakaan Kerja

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|--|
| 48 | 0,38 % |

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 |
| Kebijakan Respectful Workplace Policy (RWP). | |
| S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia? | Ya |
| Kebijakan Respectful Workplace Policy (RWP), sesuai Keputusan Board of Director PT Waskita Karya Nomor: 36/SK/WK/2023 tanggal 4 Juli 2023. | |
| S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa? | Ya |
| Untuk memperkuat terjadinya praktik kerja anak dan praktik kerja paksa, Perusahaan telah memiliki kebijakan internal, yaitu IK PW HCM. | |
| S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan? | Ya |
| Waskita memastikan penerapan Sistem Manajemen K3 dijalankan sesuai prosedur Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dan sesuai dengan ISO 45001 sehingga dapat mewujudkan zero accident (nihil kecelakaan) secara konsisten, terstruktur, dan berkelanjutan sesuai standar nasional maupun internasional. | |

Corporate Social Responsibility (CSR)

| | |
|---|----|
| S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar? | Ya |
| Untuk dapat menciptakan nilai positif kepada masyarakat, Perusahaan menjalankan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang mencakup program Pendanaan Usaha Mikro Kecil (PUMK) dan program Non PUMK. Perusahaan secara berkelanjutan menyalurkan kontribusi sosial kepada masyarakat melalui program TJSL yang mencakup kegiatan sosial, investasi sosial, serta pemberian bantuan kepada komunitas dan organisasi nirlaba terdaftar, khususnya di wilayah sekitar proyek dan operasional Perusahaan. | |

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 | 5 | 1 | 3 |
| Direksi | 0 | 5 | 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 | 60 | 82 % |
| Jumlah kehadiran komisaris ke rapat dewan | 34 | 81 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|-------|
| G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO? | Tidak |
| Berdasarkan Surat Keputusan Direksi No. 36/SK/WK/2025 tanggal 6 Oktober 2025 tentang Perubahan Struktur Organisasi Perusahaan, Perseroan menetapkan pembidangan tugas dan tanggung jawab anggota Direksi. | |
| G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris | Ya |
| Penilaian dewan direksi dan komisaris dilakukan secara periodik dengan menggabungkan 3 (tiga) metode utama, yakni evaluasi berbasis Key Performance Indicator (KPI) baik secara individu maupun kolektif. Selain melalui KPI, evaluasi juga dilakukan melalui penilaian penerapan prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance (GCG)), dan evaluasi oleh pemegang saham melalui RUPS. Dari hasil penilaian diperoleh skor KPI sebesar 103,15 dan skor GCG sebesar 93,59. | |
| G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris | Ya |
| Leadership Development Program Direksi dan Dewan Komisaris Program ini bertujuan untuk memberikan wawasan baru bagi Direksi dan Dewan Komisaris agar dapat meningkatkan keunggulan Perseroan dalam lingkungan bisnis yang kompetitif. Pelatihan ini juga menjadi kesempatan bagi manajemen untuk dapat menjalin relasi bisnis dalam rangka memberdayakan sumber daya yang ada dalam organisasi, sehingga menjadikan Perseroan sebagai organisasi berkinerja tinggi. | |
| G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris | Ya |

Perseroan telah menetapkan kriteria seleksi yang sesuai bagi anggota Dewan Direksi dan Komisaris berdasarkan pertimbangan dan ketentuan dalam Anggaran Dasar serta peraturan perundang-undangan yang berlaku.

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?

Ya

- Prosedur Waskita bidang Sistem Manajemen AntiPenyuapan (PW-SMAP) berdasarkan Surat Keputusan No. 74/SK/WK/2024 tanggal 6 November 2024.
- Pedoman Etika dan Perilaku Code of Conduct (PW-COC)
- Pedoman Sistem Pelaporan Pelanggaran (SPP)/ Whistleblowing System (WBS) No. 77/SK/WK/2024 tanggal 21 November 2024.
- Kebijakan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) berdasarkan Surat Keputusan Board of Directors No. 69/SK/WK/2024 tanggal 30 Oktober 2024 tentang Kewajiban Pelaporan Harta Kekayaan Penyelenggara Negara di Lingkungan PT Waskita Karya (Persero) Tbk.

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?

Ya

Sesuai dengan prosedur dan kebijakan yang berlaku pada Perusahaan.

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?

Ya

Sesuai dengan prosedur dan kebijakan yang berlaku pada Perusahaan.

D. Lain-lain

Keselarasn Laporan Keberlanjutan/Tahunan dengan Metrik ESG

| Kinerja | Kode | Nama Metrik | Halaman di Laporan Keberlanjutan/Tahunan |
|------------|------|---|--|
| Lingkungan | E-01 | Laporan Emisi Gas Rumah Kaca | 139 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 139 |
| | E-03 | Konsumsi Energi Listrik | 136 |
| | E-04 | Konsumsi Air | 145 |
| | E-05 | Limbah yang Dihasilkan | 148 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 15 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 15 |
| Sosial | S-01 | Kesetaraan Gender | 177 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 159 |
| | S-03 | Tingkat Pergantian Pegawai | 166 |
| | S-04 | Jumlah Pegawai Sementara | 161 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 174 |
| | S-06 | Jumlah Kecelakaan Kerja | 180 |
| | 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 | 179 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 164 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 180 |
| | S-12 | Pencegahan Konflik Kepentingan | 189 |

| | | | |
|-------------|------|--|-----|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 72 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 478 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 455 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 471 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 459 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 419 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 628 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 390 |
| | G-09 | Pencegahan Konflik Kepentingan | 445 |

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

Assurance dan validasi pihak ketiga

Tidak

Demikian untuk diketahui.

Hormat Kami,

PT Waskita Karya (Persero) Tbk

Ermy Puspa Yunita
SVP Corporate Secretary

PT Waskita Karya (Persero) Tbk
Jln. MT Haryono Kav. 10 Cawang, Jakarta
Telepon : 021 8508510, Fax : 21 8508506, www.waskita.co.id

| | |
|-------------------|--|
| Nama Pengirim | Ermy Puspa Yunita |
| Jabatan | SVP Corporate Secretary |
| Tanggal dan Waktu | 16-04-2026 20:53 |
| Lampiran | 1. 393_WK_DIR_2026 Pengantar AR SR.pdf |
| | 2. AR WSKT Tahun Buku 2025.pdf |
| | 3. SR WSKT Tahun Buku 2025.pdf |

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

| | |
|---------------------------|--|
| Letter / Announcement No. | 393/WK/DIR/2026 |
| Issuer Name | PT Waskita Karya (Persero) Tbk |
| Issuer Code | WSKT |
| Attachment | 3 |
| Subject | Submission of Annual And Sustainability Report |

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 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 16 April 2026

The information referred above has been published on the Company's website <https://investor.waskita.co.id/gms.html> at 16 April 2026

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? | Yes |
| Organizational Boundaries | Operasional/Finansial |
| 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 | 1,76 |
| Direct emissions from mobile combustion | 414,01 |
| Direct emissions from processes | 1 |
| Direct fugitive emissions | 88,3 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 1 |
| Total Direct Emissions (Scope 1) | 506,07 |
| Category 2: Indirect GHG emissions from imported energy | |

| | |
|---|----------|
| Indirect emissions from imported/purchased electricity consumption | 1.878,09 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 1 |
| Total Indirect Emissions (Scope 2) | 1.879,09 |
| Category 3: Indirect GHG emissions from transportation | |
| Upstream transport and distribution | 24,33 |
| Business travels | 233,06 |
| Transportation of clients and visitors | 1 |
| Downstream transportation and distribution | 1 |
| Employee commuting | 1 |
| Category 4: Indirect GHG emissions from products used by Organization | |
| Energy related activities not included in direct emissions and energy indirect emissions | 1 |
| Purchased goods and services | 1 |
| Capital equipment/goods | 1 |
| Waste generated in operations | 1 |
| Upstream leased assets | 1 |
| Category 5: Indirect GHG Emissions associated with the use of products from the Organization | |
| Investments | 1 |
| Use of sold products | 1 |
| End of life treatment of sold products | 1 |
| Downstream franchises | 1 |
| Downstream leased assets | 1 |
| Processing of sold products | 1 |
| Category 6: Indirect GHG emissions from other sources | |

| | |
|--|----------|
| Other indirect emissions or removals | 1 |
| Total GHG Emissions (Scope 1 and 2) | 272,39 |
| Total GHG Emissions (Scope 1 and 2) | 2.385,16 |
| Total GHG Emissions (Scope 1, 2 and 3) | 2.657,55 |
| Offsets/Credits | 1 |
| REC Purchases (kWh) | 1 |

| | | | |
|-------------|--------------------------------|---|-----------|
| E-02 | GHG Emissions Intensity | Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp) | 2.659 |
| E-03 | Electricity Consumption | Total amount of energy directly consumed (kWh or J) | 6.434 |
| | | Total amount of energy indirectly consumed (kWh or J) | 1.711.829 |
| | | Total energy consumption (kWh or J) | 1.718.263 |
| E-04 | Water Consumption | Total water consumed (m3) | 6,7 |
| E-05 | Waste Generation | Total waste generated (ton) | 0,084 |

| | |
|--|------|
| E-06 Company commitment to Net Zero Emission Target | |
| Does the Company have a net zero emission target commitment? | Yes |
| What year is the Company's net zero emission published target? | 2060 |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| the Company is currently developing a Greenhouse Gas (GHG) Emissions Reduction Roadmap, a part of its support for the national decarbonization program and the Net Zero Emission target for 2060. In the short term, the Company focuses on promoting energy-saving behaviors, electrifying its operational vehicles, and increasing energy efficiency in both operational and construction activities. In the medium term, the Company will implement a digital energy management system, utilize renewable energy sources such as solar and wind power, and further enhance the efficiency of equipment and construction materials. In the long term, the Company aims to comprehensively increase the use of renewable energy, adopt low-carbon materials, and transition toward electrified construction operations. | |

| | |
|---|-----------|
| E-07 Company Commitment to GHG Emission Reduction Target | |
| Does the Company commit to reducing GHG emission? | Ya |
| What is the Company's GHG emission reduction target? | 5 % |
| | 1 (tCO2e) |
| Targeted year in achieving GHG reduction target? | 2030 |

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

In 2024, Waskita collaborated with Biruni BIO Arsitektur as a third party to assist in conducting an inventory and calculation of Greenhouse Gas (GHG) emissions for the head office area at the Waskita Karya Building and the Waskita Rajawali Tower Building for the 2023 and 2024 periods. In 2025, Waskita disclosed GHG emissions and also increased the scope of GHG measurement by taking a pilot project for building construction. This effort was carried out to provide Waskita with an overview in identifying emission reduction opportunities and determining measurable targets, which are ultimately expected to provide positive impacts on financial performance, both in terms of efficiency that can boost net profit, and in terms of strengthening sustainability to obtain working capital loans with competitive interest rates.

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 | 0 | 0 % | 0 | 0 % |
| Mid-level | 0 | 0 % | 0 | 0 % |
| Senior-level | 0 | 0 % | 0 | 0 % |
| Executive-level | 0 | 0 % | 0 | 0 % |
| Total Pegawai | 1.245 | 87,18 % | 183 | 12,82 % |

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 | 17 |
| 25-35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 818 |
| 35-45 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 428 |
| 45-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 160 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |

S-03 Employees Turnover

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|-------------------------------------|---|--------------------------------|
| Number of employees resigned | 66 Employees | 46,67 % |
| Number of newly appointed Employees | 72 Employees | 100 % |

S-04 Temporary Worker

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|--|--|---|
| Total company headcount held by contractors and/or consultants | 180 Employees | 14,42 % |

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 (%) |
|---|--|--|
| 68,68 hours/employee | 1.335 | 93,49 % |

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 (%) |
|---|--|
| 48 | 0,38 % |

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 | 5 | 1 | 3 |
| Directors | 0 | 5 | 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 | 60 | 82 % |
| Comissioner Attendance to Board Meetings | 34 | 81 % |

Other governmental-related policy

| | |
|--|-----|
| G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO? | No |
| Based on the Board of Directors Decree No. 36/SK/WK/2025 dated October 6, 2025, regarding Changes to the Company's Organizational Structure, the Company determines the division of duties and responsibilities of members of the Board of Directors. | |
| G-04 Does the company has a policy regarding board appraisal? | Yes |
| This assessment is conducted periodically, combining 2 (two) primary methods, namely Key Performance Indicator (KPI)-based evaluation at both the individual and collegial levels. In addition to the KPI-based assessment, evaluation is also conducted through an assessment of the implementation of Good Corporate Governance principles and evaluation by shareholders through the GMS. Based on the assessment results, the Company achieved a KPI score of 103.15 and a GCG score of 93.59. | |
| G-05 Does the company has a policy regarding board training and development? | Yes |
| Leadership Development Program for the Board of Directors and Board of Commissioners This program aims to provide new insights for the Board of Directors and the Board of Commissioners in order to enhance the Company's excellence in a competitive business environment. This training also serves as an opportunity for management to build business relationships in order to empower the resources within the organization, thus making the Company a high-performance organization. | |
| G-06 Does the company has a criteria regarding board appointment and re-election? | Yes |
| The Company has established appropriate selection criteria for members of the Board of Directors and Commissioners based on considerations and provisions in the Articles of Association and applicable laws and regulations. | |
| G-07 Does the company has a policy regarding ethics and/or anti-corruption? | Yes |

- Waskita Procedure for Anti-Bribery Management System (PW-SMAP) based on Decree No. 74/SK/WK/2024 dated November 6, 2024.
- Code of Conduct Guidelines (PW-COC)
- Whistleblowing System (WBS) Reporting Procedure No. 77/SK/WK/2024 dated November 21, 2024.
- State Officials Wealth Report (LHKPN) Policy based on Decree of Board of Directors No. 69/SK/WK/2024 dated October 30, 2024, on the Obligation to Report the State Official's Wealth in PT Waskita Karya (Persero) Tbk.

G-08 Does the company has a policy regarding equitable treatment of shareholders?

Yes

In accordance with the procedures and policies applicable at the Company.

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?

Yes

In accordance with the procedures and policies applicable at the Company.

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 | 139 |
| | E-02 | Greenhouse Gas Emission Intensity | 139 |
| | E-03 | Electricity Consumption | 136 |
| | E-04 | Water Consumption | 145 |
| | E-05 | Waste Generated | 148 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 15 |
| | E-07 | Company Commitment to Reduce Emission | 15 |
| Social | S-01 | Gender Equality | 177 |
| | S-02 | Employees by Gender and Age Group | 159 |
| | S-03 | Employee Turnover Rate | 166 |
| | S-04 | Number of Temporary Officers | 161 |
| | S-05 | Employee Training and Development | 174 |
| | S-06 | Number of Work Accidents | 180 |
| | S-07 | Human Rights Violation Incidents | 179 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 179 |
| | S-09 | Policy on Human Rights | 179 |
| | S-10 | Child Labor and/or Forced Labor Policy | 164 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 180 |
| | S-12 | Corporate Social Responsibility | 189 |

| | | | |
|------------|------|---|-----|
| Governance | G-01 | Management Diversity and Independence | 72 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 478 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 455 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 471 |
| | G-05 | Board of Directors and Commissioners Training Policy | 459 |
| | G-06 | Special Criteria for Election of the Board | 419 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 628 |
| | G-08 | Fair Treatment Policy for Shareholders | 390 |
| | G-09 | Conflict of Interest Prevention Policy | 445 |

Referenced International Standards and Third Party Verification

| |
|---|
| <p>Alignment with sustainability reporting framework</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input checked="" type="checkbox"/> GRI</p> <p><input type="checkbox"/> TCFD</p> <p><input type="checkbox"/> CDP</p> <p><input type="checkbox"/> IFRS S1</p> <p><input type="checkbox"/> IFRS S2</p> <p><input type="checkbox"/> SASB</p> <p><input type="checkbox"/> Others, please specify</p> |
| <p>null</p> |
| <p>Third-party assurance and/or validation</p> <p><input checked="" type="checkbox"/> No</p> <hr/> |

Thus to be informed accordingly.

Respectfully,

PT Waskita Karya (Persero) Tbk

Ermy Puspa Yunita
SVP Corporate Secretary

PT Waskita Karya (Persero) Tbk
Jln. MT Haryono Kav. 10 Cawang, Jakarta
Phone : 021 8508510, Fax : 21 8508506, www.waskita.co.id

| | |
|---------------|--|
| Sender Name | Ermy Puspa Yunita |
| Function | SVP Corporate Secretary |
| Date and Time | 16-04-2026 20:53 |
| Attachment | 1. 393_WK_DIR_2026 Pengantar AR SR.pdf |
| | 2. AR WSKT Tahun Buku 2025.pdf |
| | 3. SR WSKT Tahun Buku 2025.pdf |

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