WISMILAK

Sustainability Report
Laporan Keberlanjutan
2025

Continuous Development for Sustaining Growth

Pengembangan Berkesinambungan untuk Mendukung Pertumbuhan Berkelanjutan



Tema
Theme

"Continuous Development for Sustaining Growth"

Pengembangan Berkesinambungan untuk Mendukung Pertumbuhan Berkelanjutan



Perseroan membangun budaya keberlanjutan dengan pelatihan, pengembangan, dan kerja sama untuk menumbuhkan kesadaran bagi setiap insan Wismilak. Sepanjang 2025, Perseroan mengarahkan fokus pada penguatan strategi, peningkatan nilai tambah dari setiap inisiatif, serta optimalisasi kinerja operasional. Di tengah dinamika usaha yang cepat berubah, proses bisnis membutuhkan inovasi dan peningkatan kapabilitas sumber daya manusia, serta kinerja operasional yang lebih efisien dan adaptif. Dengan demikian, keseimbangan pengelolaan aspek lingkungan, sosial, dan tata kelola menjadi landasan dalam setiap pengambilan keputusan dan kesinambungan pertumbuhan usaha, sekaligus memperkuat daya saing usaha.

The Company fosters a sustainability culture through training, development, and collaboration to raise awareness among all Wismilak employees. Throughout 2025, the Company focused on strengthening its strategy, enhancing the value creation of each initiative, and optimizing operational performance. Amid rapidly changing business dynamics, business processes require continuous innovation, enhanced human capital capabilities, and operational performance that is more efficient and adaptive. Accordingly, a balanced approach to managing environmental, social, and governance aspects serves as the foundation for decision-making and the sustainability of business growth, while also strengthening the Company's competitiveness.

Pernyataan | Disclaimer

PT Wismilak Inti Makmur Tbk yang selanjutnya disebut sebagai "Wismilak", "Perseroan", dan "Kami" merupakan entitas yang bergerak di industri rokok, bumbu rokok, dan kelengkapan rokok lainnya serta menjalankan distribusi rokok, mengungkapkan kinerja sosial, lingkungan, dan tata kelola melalui Laporan Keberlanjutan. Laporan Keberlanjutan ini memuat informasi kegiatan operasional, kinerja keuangan, serta proyeksi dan rencana strategis Perseroan selama tahun 2025. Informasi tersebut mencakup pernyataan yang bersifat ke depan, kecuali data historis, dan disusun sesuai dengan ketentuan hukum yang berlaku. Perseroan tidak dapat menjamin bahwa seluruh proyeksi dan rencana yang disampaikan akan terealisasi secara penuh, karena perubahan kondisi eksternal dapat memengaruhi kinerja Perseroan pada periode mendatang. Seluruh penyajian angka dalam tabel dan grafik menggunakan notasi Bahasa Indonesia. Penulisan angka dalam narasi mengikuti kaidah Bahasa Indonesia dan Bahasa Inggris sesuai dengan konteks penggunaannya.

PT Wismilak Inti Makmur Tbk, hereinafter referred to as "Wismilak," "the Company," and "We," operates in the cigarette industry, cigarette flavorings, and other cigarette-related supplies, and also conducts cigarette distribution. Through this Sustainability Report, Wismilak discloses its social, environmental, and governance performance. This Sustainability Report contains information on the Company's operational activities, financial performance, and strategic projections and plans for 2025. The information includes forward-looking statements, except for historical data, and has been prepared in accordance with applicable laws and regulations. The Company cannot guarantee that all projections and plans presented will be fully realized, as changes in external conditions may affect the Company's performance in future periods. All numerical presentations in tables and charts use Indonesian notation. Numerical presentation in the narrative follows Indonesian and English language conventions, depending on the context.


WISMILAK

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Diplomat

Ikhtisar Kinerja Aspek Keberlanjutan
Sustainability Performance Overview

Aspek Ekonomi [B.1]
Economic Aspects

Volume Penjualan
Sales Volume

	Sigaret Kretek Tangan (SKT)* Hand-Rolled Cigarette (SKT)* Juta batang Million cigarettes	Sigaret Kretek Mesin (SKM)* Machine-Rolled Cigarette (SKM)* Juta batang Million cigarettes	Filter Rod** Juta batang Million cigarettes
2025	1.051,0	3.113,7	6.239
2024	1.049,4	2.173,5	5.405,5
2023	882	2.871,4	4.683,6

Penjualan
Sales

	Sigaret Kretek Tangan (SKT)* Hand-Rolled Cigarette (SKT)* Rp Miliar Rp Billion	Sigaret Kretek Mesin (SKM)* Machine-Rolled Cigarette (SKM)* Rp Miliar Rp Billion	Filter Rod** Rp Miliar Rp Billion
2025	873,2	4.071,4	1.425
2024	865,8	2.685,6	1.193,4
2023	740,8	3.325,3	804,8

Laba Usaha
Operating Income

Rp Miliar
Rp Billion

2025	556,8
2024	376,4
2023	615,4

Pemasok Lokal yang Terlibat*
Local Suppliers Engaged*

%

2025	95
2024	96
2023	94

Keterangan | Notes:
* Data merupakan konsolidasi PT Wismilak Inti Makmur Tbk, PT Gelora Djaja, dan PT Gawih Jaya.
** Data PT Wismilak Inti Makmur Tbk.

* Data represents the consolidation of PT Wismilak Inti Makmur Tbk, PT Gelora Djaja, and PT Gawih Jaya.
** Data from PT Wismilak Inti Makmur Tbk.

Aspek Lingkungan Hidup [B.2]
Environmental Aspects

Uraian Description	Satuan Unit	2025	2024	2023
Energi yang Digunakan Energy Consumption	GJ	12.520	8.990*	6.837*
Emisi yang Dihasilkan Emissions Generated	Ton CO_2eq	1.767,2	1.721	1.151
Intensitas Energi Energy Intensity	GJ/Ton	3,3	2,9*	2,3*
Intensitas Emisi Emissions Intensity	Ton CO_2eq /Ton	0,31	0,36*	0,27*
Penggunaan Air Water Consumption	m^3	6.466	6.788	9.010
Jumlah Limbah yang Dihasilkan Total Waste Generated				
Limbah Non-B3 | Non-B3 Waste	Ton	345,6	340,7	232,2
Limbah B3 Padat | Solid B3 Waste		0,819	0,243*	0,126*
Limbah B3 Cair | Liquid B3 Waste		0,9	0,7	0,9
Penanaman Pohon Tree Planting				
Pohon | Trees	Batang Trunk	300	280	205
Semak | Bushes	m^3	258	450	450
Perdu | Shrubs	Batang Trunk	233	200	172
Potensi Serapan Emisi CO_2 oleh Tanaman CO_2 Emissions Absorption Potential by Plants				
Pohon | Trees	Ton CO_2eq	223	208	152
Semak | Bushes		1	1	1
Perdu | Shrubs		14	13	12
Pelestarian Keanekaragaman Hayati: Potensi Serapan Emisi CO_2 dari Penanaman Pohon Biodiversity Conservation: CO_2 Emission Absorption Potential by Plants		238	222	165

Keterangan | Notes:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.
* Penyajian kembali akibat perubahan metode perhitungan. [2-4]
* Restatement due to a change in the calculation methodology. [2-4]

Uraian Description	Satuan Unit	2025	2024	2023
Energi yang Digunakan Energy Consumption	GJ	31.497	26.273*	30.495
Emisi yang Dihasilkan Emissions Generated	Ton CO_2eq	3.956	2.393	2.827
Intensitas Energi Energy Intensity	GJ/Ton	6,0	6,1	6,5
Intensitas Emisi Emissions Intensity	Ton CO_2eq / Ton	0,8	0,6	0,6
Penggunaan Air Water Consumption	m^3	33.128	35.335	33.826
Jumlah Limbah yang Dihasilkan Total Waste Generated				
Limbah Non-B3 | Non-B3 Waste	Ton	990	722	889
Limbah B3 Padat | Solid B3 Waste		1,7	1,3	1,1
Limbah B3 Cair | Liquid B3 Waste		2,9	1,7	1,7
Rasio Limbah yang Dimanfaatkan Kembali Ratio of Reused or Recycled Waste	%	3,7	2,5	5,2
Persentase Daur Ulang Sampah Percentage of Waste Recycled	%	80	77	84
Penanaman Pohon Tree Planting				
Pohon | Trees	Batang Trunk	2.561	2.685	4.561
Semak | Bushes	m^3	14.617	14.617	14.617
Perdu | Shrubs	Batang Trunk	20.038	19.474	16.434
Potensi Serapan Emisi CO_2 oleh Tanaman CO_2 Emissions Absorption Potential by Plants				
Pohon | Trees	Ton CO_2eq	1.902	1.994	3.387
Semak | Bushes		33	33	33
Perdu | Shrubs		1.346	1.308	1.104
Pelestarian Keanekaragaman Hayati: Potensi Serapan Emisi CO_2 dari Penanaman Pohon Biodiversity Conservation: CO_2 Emission Absorption Potential by Plants		3.281	3.301	4.524

Keterangan | Notes:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Aspek Sosial [B.3]
Social Aspects

Jumlah jam pelatihan dalam setahun
Total training hours per year

Jam
Hours

2025
22.360

2024 **12.785**
2023 **14.815***

Rata-rata jam pelatihan per karyawan per tahun
Average training hours per employee per year

Hours/HC

2025
4,4

2024 **3,8**
2023 **4,1**

Tenaga kerja lokal
Local workforce

%

2025
47

2024 **46**
2023 **47**

Keterangan | Note:
*Penyajian kembali karena adanya koreksi data [2-4]
*Restated due to data correction [2-4]

Jumlah jam kerja selamat
Total safe man-hours

Jam
Hours

2025 **263.116**
2024 **237.453**
2023 **351.037**

Kehilangan waktu kerja
Lost time injury (LTI)

%

2025 **0**
2024 **0,1**
2023 **0**

Keterangan | Notes:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Jumlah jam kerja selamat
Total safe man-hours

Jam
Hours

2025 **3.900.561**
2024 **4.002.337**
2023 **4.285.961**

Kehilangan waktu kerja
Lost time injury (LTI)

%

2025 **0,004**
2024 **0,006**
2023 **0,02**

Keterangan | Notes:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Karyawan laki-laki
Male employees

%

2025
49

2024 **48**
2023 **47**

Karyawan perempuan
Female employees

%

2025
51

2024 **52**
2023 **53**

Keterangan | Notes:
Data PT Wismilak Inti Makmur Tbk, PT Gelora Djaja, dan PT Gawih Jaya.
Data from PT Wismilak Inti Makmur, PT Gelora Djaja, and PT Gawih Jaya.

Komposisi Karyawan Level Management Employee Composition by Management Level	2025		2024		2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Jajaran Direksi Board of Directors	5	1	4	0	4	0
Jajaran Level Senior Manajemen Senior Management	28	1	12	1	11	0

Tanggung Jawab Sosial dan Lingkungan (TJSL) Corporate Social Responsibility (CSR)	Satuan Unit	2025	2024	2023
Realisasi dana tanggung jawab sosial dan program Realization of corporate social responsibility funds	Rp Miliar Rp Billion	54,8	50,3	49,2
Peserta Program Kewirausahaan Diplomat Success Challenge (DSC) Participants of the Diplomat Success Challenge (DSC) XIV Entrepreneurship Program	Peserta Participants	43.281	36.712	29.780

Penghargaan
Awards



16 Oktober 2025
16 October 2025

Diplomat Success Challenge (DSC)
Indonesia's Best Corporate Sustainability Initiative
Kategori Best Social Marketing Program

MIX Magazine



11 November 2025
11 November 2025

World Tobacco Middle East
Best ESG Initiative

World Tobacco Middle East

Sertifikasi
Certifications



ISO/IEC 17025:2017

Standar Kompetensi Laboratorium Pengujian dan Kalibrasi

Competence Standard of Testing and Calibration Laboratories

22 September 2021 – 19 September 2026

Komite Akreditasi Nasional
National Accreditation Committee



ISO/IEC 17043:2023

Penilaian Kesesuaian – Persyaratan Umum Uji Profisiensi

Conformity Assessment – General Requirements for Proficiency Testing

21 September 2020 – 20 September 2025

Komite Akreditasi Nasional
National Accreditation Committee



ISO 17034:2016

Persyaratan Umum untuk Kompetensi Produsen Bahan Acuan

General Requirements for Reference Material Producers

04 Maret 2024 – 03 Maret 2029
04 March 2024 – 03 March 2029

Komite Akreditasi Nasional
National Accreditation Committee



ISO 9001:2015

Sistem Manajemen Mutu untuk Pembuatan Batang Rokok

Quality Management System for Cigarette Rod Manufacturing

25 Mei 2021 - 28 Februari 2027
25 May 2021 - 28 February 2027

Sertifikasi Bureau Veritas Holding SAS - Cabang Inggris
Bureau Veritas Certification Holding SAS – UK Branch

Sambutan Direktur Utama [D.1] [2-22]
Message from the President Director



"Keberlanjutan merupakan proses yang terus kami jalankan sesuai komitmen Wismilak dalam melakukan praktik usaha berkelanjutan serta membawa dampak positif bagi masyarakat, lingkungan, dan masa depan. Sepanjang 2025, Wismilak terus mendorong inovasi, memperkuat kapabilitas sumber daya manusia, dan meningkatkan efisiensi operasional untuk mendukung pertumbuhan usaha yang lebih tangguh, adaptif, dan berdaya saing.

Sustainability is an ongoing process that we continue to pursue in line with Wismilak's commitment to implementing sustainable business practices and creating a positive impact on society, the environment, and the future. Throughout 2025, Wismilak continued to drive innovation, strengthen human capital capabilities, and improve operational efficiency to support business growth that is more resilient, adaptive, and competitive."

Para Pemangku Kepentingan yang Terhormat,
Dear Stakeholders,

Di tengah dinamika industri dan kondisi ekonomi sepanjang 2025, Wismilak terus meningkatkan kesadaran untuk menerapkan prinsip keberlanjutan dalam menjalankan strategi bisnis. Langkah ini kami perkuat dengan mempertajam fokus kami pada inovasi dan kolaborasi. Kami terus melakukan integrasi antar fungsi untuk memperkuat sinergi pengelolaan kinerja lingkungan, sosial, dan tata kelola (ESG), serta meneruskan pengukuran dampak kegiatannya secara bertahap.

Amid industry dynamics and economic conditions throughout 2025, Wismilak continued to strengthen its commitment to implementing sustainability principles in executing its business strategy. We reinforced this effort by sharpening our focus on innovation and collaboration. We continue to integrate functions across the organization to strengthen the synergy of environmental, social, and governance (ESG) performance management, while gradually continuing to measure the impacts of these activities.

Strategi Keberlanjutan dan Kebijakan Merespons Tantangan
Sustainability Strategy and Policy in Responding to Challenges

Transformasi keberlanjutan dalam dunia usaha mendorong Wismilak untuk terus memperkuat komitmen terhadap pengelolaan ESG. Dengan berpegang pada nilai Bersama Meraih Sukses, Memiliki Integritas, dan Semangat *Continuous Improvement*, Perseroan berupaya memastikan bahwa setiap kegiatan operasional dilakukan secara bertanggung jawab dan memberikan manfaat bagi masyarakat dan lingkungan.

The sustainability transformation taking place in the business world has encouraged Wismilak to continuously strengthen its commitment to ESG management. Guided by the values of Achieving Success Together, Upholding Integrity, and Maintaining a Spirit of Continuous Improvement, the Company strives to ensure that every operational activity is carried out responsibly and delivers benefits to society and the environment.

Tahun 2025 diwarnai oleh berbagai dinamika yang meningkatkan risiko operasional kami. Ketidakpastian kondisi iklim menjadi salah satu faktor yang berdampak pada stabilitas rantai pasok bahan baku. Selain itu, kualitas sumber daya manusia juga menjadi perhatian utama dalam menjaga produktivitas dan keberlanjutan operasional. Dari sisi pasar, melemahnya daya beli masyarakat turut memberikan tantangan bagi industri rokok secara keseluruhan. Di sisi lain, adanya pergeseran tren pasar dengan preferensi konsumen yang semakin mengarah pada sensasi dan pengalaman, termasuk pada rokok dengan varian rasa juga berpengaruh pada strategi bisnis dan relevansi produk. Kondisi tersebut menjadi perhatian utama, sekaligus peluang untuk merespons tantangan melalui berbagai kebijakan.

Wismilak menerapkan kebijakan untuk meningkatkan kompetensi setiap insan Wismilak melalui berbagai pelatihan dan memperkuat strategi yang mengedepankan inovasi produk, serta kolaborasi dengan berbagai pemangku kepentingan. Strategi memperluas jangkauan dan membuka akses ke pasar baru di berbagai negara juga fokus kami lakukan untuk memperkuat posisi Perseroan dalam pasar global. Selain itu, Perseroan meningkatkan pelibatan seluruh rantai nilai, termasuk dengan para pemasok dan mitra usaha, sekaligus terus menjalankan berbagai inisiatif efisiensi operasional yang telah menjadi budaya kerja perusahaan guna menjaga daya saing bisnis. Melalui berbagai strategi, di akhir 2025, Wismilak mencatat kinerja ESG yang baik, yang berdampak positif pada kinerja finansial.

In 2025 was marked by various dynamics that increased our operational risks. Climate uncertainty became one of the factors affecting the stability of raw material supply chains. In addition, the quality of human resources remained a key concern in maintaining productivity and operational sustainability. From a market perspective, weakening consumer purchasing power also posed challenges for the tobacco industry as a whole. At the same time, shifting market trends and consumer preferences that increasingly favor sensation and experience, including cigarettes with flavor variants, also affected business strategy and product relevance. These conditions became key areas of concern, while also creating opportunities to respond through various policies.

Wismilak adopted policies to improve the capabilities of all Wismilak personnel through various training programs and to strengthen strategies that prioritize product innovation and collaboration with various stakeholders. Expanding reach and opening access to new markets in various countries also remained a key focus in strengthening the Company's position in the global market. In addition, the Company increased engagement across the value chain, including with suppliers and business partners, while continuing to carry out various operational efficiency initiatives that have become part of the Company's work culture in order to maintain business competitiveness. Through these strategies, by the end of 2025, Wismilak recorded strong ESG performance, which contributed positively to its financial performance.

Pencapaian Kinerja Keberlanjutan
Sustainability Performance Achievements

Penjualan bersih Perseroan di akhir 2025 mencapai Rp6.381,7 miliar, meningkat sebesar 34,33% dibandingkan tahun sebelumnya sejumlah Rp4.750,9 miliar. Sementara itu, laba usaha tercatat sebesar Rp556,8 miliar naik 48% dari tahun 2024 sebesar Rp376,4 miliar.

The Company's net sales at the end of 2025 reached Rp6,381.7 billion, representing an increase of 34.33% compared to the previous year's Rp4,750.9 billion. Meanwhile, operating profit amounted to Rp556.8 billion, up by 48% from Rp376.4 billion in 2024.

Pada kinerja lingkungan, kami melanjutkan pengembangan Pembangkit Listrik Tenaga Surya (PLTS) fase kedua dengan menambah kapasitas sebesar 382 kWp. Dengan penambahan ini, total kapasitas menjadi 454 kWp. Dari total daya tersebut, panel surya yang berhasil terpasang hingga akhir 2025 tercatat seluas 2.122 m^2 yang tersebar di 18 area. Di sisi lain, guna mengurangi timbulan limbah, Wismilak memanfaatkan 155 ton limbah kertas menjadi bahan baku kertas daur ulang dan 40 ton limbah debu tembakau dikirim kepada pihak ketiga.

In environmental performance, we continued the second phase of our Solar Power Plant (PLTS) development by adding 382 kWp of capacity. With this addition, total installed capacity reached 454 kWp. Of this total, solar panels installed by the end of 2025 covered 2,122 m^2 across 18 areas. At the same time, in an effort to reduce waste generation, Wismilak utilized 155 tons of paper waste as raw material for recycled paper and sent 40 tons of tobacco dust waste to third parties.

Sementara pada kinerja sosial, Perseroan tetap melanjutkan berbagai program pemberdayaan masyarakat yang telah menjadi bagian dari komitmen jangka panjang. Program AksiLiterasi Wismilak terus mendorong peningkatan literasi membaca dan digital bagi pelajar dan sebanyak lebih dari 40.000 pelajar telah mendapatkan manfaat dari kegiatan ini.

On the social performance side, the Company continued various community empowerment programs that have become part of its long-term commitment. The AksiLiterasi Wismilak program continued to promote reading and digital literacy among students, and more than 40,000 students have benefited from the program.

Program kewirausahaan Diplomat Success Challenge (DSC) memberikan kesempatan bagi ribuan wirausaha Indonesia untuk mengembangkan usaha mereka melalui akses pembinaan dan jaringan bisnis. Pada akhir 2025, DSC menjangkau 43.281 peserta dari seluruh wilayah di Indonesia. Wismilak juga menyediakan program pendampingan penyusunan Laporan Keberlanjutan bagi peserta DSC melalui kolaborasi dengan Universitas Katolik Parahyangan. Program ini menggunakan Panduan LESTARI yang turut disusun bersama dengan anggota Komite Keberlanjutan Wismilak untuk membantu UMKM mengidentifikasi dan mengomunikasikan dampak ekonomi, sosial, dan lingkungan dari usahanya sebagai bagian dari praktik bisnis yang

The Diplomat Success Challenge (DSC) entrepreneurship program provided opportunities for thousands of Indonesian entrepreneurs to develop their businesses through access to mentoring and business networks. By the end of 2025, DSC had reached 43,281 participants from across Indonesia. Wismilak also provided a Sustainability Report mentoring program for DSC participants through collaboration with Parahyangan Catholic University. The program used the LESTARI Guide, which was also developed with the participation of members of Wismilak's Sustainability Committee, to help MSMEs identify and communicate the economic, social, and environmental impacts of their businesses as part of responsible and sustainable business practices. In addition, the Company also strengthened its

bertanggung jawab dan berkelanjutan. Selain itu, Perseroan juga memperkuat ekosistem kemitraan melalui program Wismilak Success Partner, yang mendorong pertumbuhan usaha kecil dan menengah (UKM) dengan jumlah outlet kemitraan sebanyak 23.931.

Selain kontribusi untuk masyarakat, Perseroan berupaya menciptakan lingkungan kerja yang inklusif, adil, dan bebas dari diskriminasi. Kami juga memahami pentingnya pengembangan sumber daya manusia yang adaptif dan kompeten melalui pelatihan-pelatihan internal maupun eksternal. Sepanjang 2025, sebanyak 3.170 karyawan mengikuti berbagai program pelatihan, dengan rata-rata jam pelatihan tiap karyawan tercatat sejumlah 4,4 jam.

Dalam kinerja tata kelola, Perseroan memperkuat mekanisme pengawasan melalui Komite Keberlanjutan yang bertugas memastikan integrasi aspek ESG di seluruh unit kerja dapat berjalan dengan baik. Adapun kinerja komite secara berkala dievaluasi oleh Direksi guna memastikan target keberlanjutan Perseroan dapat tercapai. Selain itu, Wismilak juga telah memperbarui Kode Etik Perusahaan yang kini turut merefleksikan komitmen terhadap keberlanjutan sebagai bagian integral dari pedoman perusahaan. Pembaruan ini memperkuat upaya Wismilak dalam mengintegrasikan prinsip keberlanjutan ke dalam aspek operasional, produk, dan budaya kerja, sekaligus membangun fondasi nilai jangka panjang dan ketahanan Perseroan di masa depan. Sejalan dengan pembaruan tersebut, sosialisasi juga telah dilakukan kepada seluruh karyawan. Di sisi lain, Perseroan juga memperkuat praktik pengadaan melalui asesmen Supplier Ethical Data Exchange-*Sedex Member Ethical Trade Audit* (SEDEX-SMETA) sebagai upaya meningkatkan transparansi, kepatuhan terhadap etika bisnis, serta pengelolaan risiko ESG dalam rantai pasok.

partnership ecosystem through the Wismilak Success Partner program, which supports the growth of small and medium enterprises (SMEs), with 23,931 partner outlets.

In addition to contributing to society, the Company strives to create a work environment that is inclusive, fair, and free from discrimination. We also understand the importance of developing adaptive and capable human resources through both internal and external training programs. Throughout 2025, 3,170 employees participated in various training programs, with average training hours per employee recorded at 4.4 hours.

In governance performance, the Company strengthened its oversight mechanism through the Sustainability Committee, which is tasked with ensuring that ESG integration across all work units is carried out effectively. The Committee's performance is evaluated periodically by the Board of Directors to ensure that the Company's sustainability targets are achieved. In addition, Wismilak updated its Code of Conduct, which now also reflects the Company's commitment to sustainability as an integral part of its corporate guidelines. This update strengthens Wismilak's efforts to integrate sustainability principles into its operations, products, and work culture, while also building a foundation for long-term value creation and future resilience. In line with this update, awareness efforts were also carried out for all employees. On the other hand, the Company also strengthened its procurement practices through the Supplier Ethical Data Exchange-Sedex Member Ethical Trade Audit (SEDEX-SMETA) assessment as part of its efforts to improve transparency, compliance with business ethics, and ESG risk management in the supply chain.

Komitmen Wismilak dalam menerapkan praktik bisnis yang bertanggung jawab dan berlandaskan aspek ESG memperoleh pengakuan dari pihak independen. Perseroan memperoleh pengakuan melalui pemeringkatan EcoVadis, yaitu "*Committed*." Adapun pada ajang The World Tobacco Awards 2025 di Dubai, Perseroan berhasil meraih penghargaan "*Best ESG Initiative*". Prestasi ini menjadi semangat kami untuk terus maju, berinovasi, dan memberikan manfaat nyata dalam menciptakan nilai jangka panjang bagi pemangku kepentingan.

Wismilak's commitment to responsible business practices grounded in ESG principles has received recognition from independent parties. The Company received an EcoVadis "Committed" rating. At The World Tobacco Awards 2025 in Dubai, the Company also won the "Best ESG Initiative" award. These achievements inspire us to continue moving forward, innovating, and delivering meaningful benefits in creating long-term value for stakeholders.

Strategi Pencapaian Target dan Prospek Usaha
Strategy for Achieving Targets and Business Outlook

Perseroan memandang bahwa peluang usaha masih terbuka luas dalam beberapa tahun mendatang. Meski demikian, Perseroan juga mencermati berbagai faktor eksternal yang berpotensi memengaruhi kinerja. Tekanan terhadap daya beli masyarakat mendorong perubahan perilaku konsumen yang semakin sensitif terhadap harga dan cenderung beralih ke produk dengan harga lebih terjangkau. Di sisi lain, maraknya peredaran rokok ilegal di pasar serta semakin ketatnya regulasi terkait pengendalian produk tembakau dan pembatasan promosi, turut menjadi tantangan dalam menjaga kinerja dan daya saing kami. Sejalan dengan itu, dinamika tren pasar yang menunjukkan pergeseran preferensi konsumen menuju produk dengan varian aroma atau rasa tertentu, kami jadikan sebagai peluang dalam melakukan inovasi produk.

The Company believes that business opportunities will remain wide open in the coming years. Even so, the Company continues to monitor various external factors that may affect performance. Pressure on consumer purchasing power is driving changes in consumer behavior, making consumers increasingly price-sensitive and more likely to shift to more affordable products. At the same time, the widespread circulation of illegal cigarettes in the market, along with increasingly stringent regulations on tobacco control and promotional restrictions, also presents challenges in maintaining our performance and competitiveness. At the same time, market trends showing a shift in consumer preference toward products with specific aroma or flavor variants are being treated as an opportunity for product innovation.

Wismilak terus memperkuat strategi usahanya melalui inovasi produk dan pengembangan kapabilitas produksi. Setelah sukses menghadirkan rokok kretek slim pertama di Indonesia, Wismilak melanjutkan semangat inovasi tersebut dengan menghadirkan Rokok Kretek Slim Klik pada penghujung tahun 2025, yang menggabungkan fitur kapsul klik dengan produk kretek untuk menjawab kebutuhan konsumen yang terus berkembang. Pada saat yang sama, Wismilak Filter menghadirkan produk baru *Double Capsule Filter, Dual Hollow Capsule,* dan *Dual Hollow Mono* sebagai bagian dari penguatan kapabilitas produksi melalui penerapan teknologi yang lebih maju, yang dirancang untuk merespons dinamika pasar sekaligus mendukung pengembangan produk berorientasi ke depan, termasuk dalam upaya memperluas jangkauan pasar ekspor internasional.

Wismilak continues to strengthen its business strategy through product innovation and the development of production capabilities. After successfully introducing the first slim kretek cigarette in Indonesia, Wismilak carried that spirit of innovation forward by introducing SKT Slim Klik at the end of 2025, combining a click capsule feature with a kretek product to meet evolving consumer needs. At the same time, Wismilak Filter introducing new products the Hollow Double Capsule Filter, Dual Hollow Capsule, dan Dual Hollow Mono innovation as part of strengthening production capabilities through the application of more advanced technology. This innovation was designed to respond to market dynamics while supporting forward-looking product development, including efforts to expand international export market reach.

Apresiasi
Appreciation

Direksi menyampaikan apresiasi kepada seluruh pemangku kepentingan atas dukungan serta kepercayaan yang telah diberikan kepada Perseroan. Kontribusi dan kolaborasi dari berbagai pihak menjadi faktor penting dalam mendukung perjalanan Perseroan sepanjang tahun. Melalui semangat inovasi dan sinergi, Perseroan akan terus melangkah maju agar dapat bertumbuh dan menebar manfaat yang lebih luas.

The Board of Directors extends its appreciation to all stakeholders for the support and trust given to the Company. The contributions and collaboration of various parties have been important factors in supporting Company's journey throughout the year. Through the spirit of innovation and synergy, the Company will continue moving forward so that it can grow and create broader benefits.

Jakarta, April 2026
Atas nama Direksi,
On behalf of the Board of Directors,

Ronald Walla
Direktur Utama
President Director

Profil Wismilak [2-1]
Wismilak Profile

Sekilas tentang Wismilak [C.2][2-1][2-6]
Wismilak at a Glance

WISMILAK

Nama Perusahaan
Company Name

PT Wismilak Inti Makmur Tbk (Wismilak)

Tanggal Pendirian
Date of Establishment
Perseroan Terbatas Terbuka
Public Limited Liability Company

Status Badan Hukum
Legal Entity Status
14 Desember 1994
December 14th, 1994

Kode Saham/Inisial
Stock Code/Initial
WIIM

Alamat Kantor Pusat
Head Office Address
Grha Wismilak
Jl. Dr. Soetomo 27, Kecamatan Tegalsari, Surabaya 60264, Jawa Timur – Indonesia

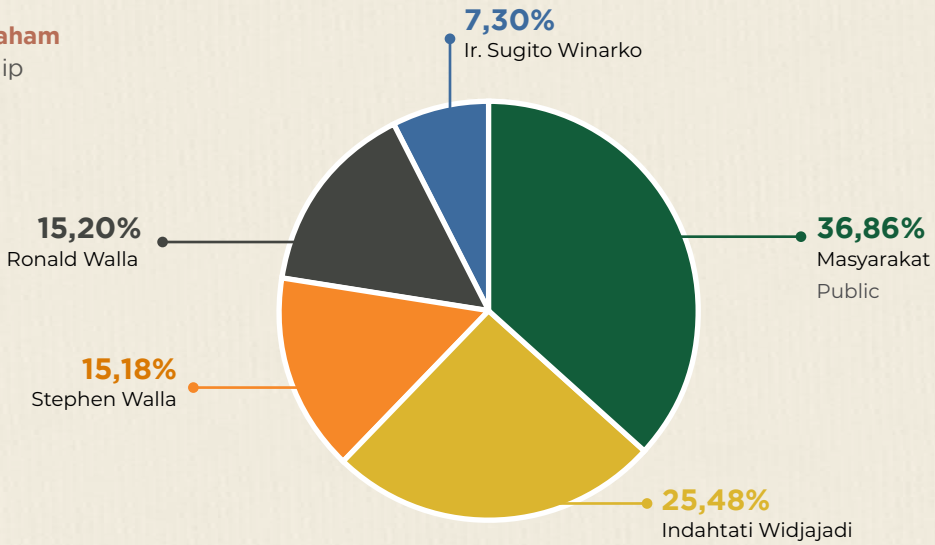
Telepon
Phone
+6231 2952899

Faksimili
Fax
+6231 2952800

Email
E-mail
information@wismilak.com (media)
investor.relations@wismilak.com (investor)

Situs Web
Website
www.wismilak.com

Kepemilikan Saham
Share Ownership



Visi, Misi, dan Nilai Perseroan [C.1][F.1]
Vision, Mission, and Corporate Values

Visi
Vision

Menjadi pelaku industri kelas dunia dengan keunggulan kualitas produk dan jasa yang dihasilkan dengan pertumbuhan berkesinambungan yang diperoleh melalui integritas, kerja sama tim, pengembangan yang berkelanjutan, serta inovasi.

Becoming a world-class player in the industry with premium quality products and services through continuous improvement driven by integrity, teamwork, continuous development, and innovation.

Misi
Mission

- Bersama meraih sukses melalui kerja sama dengan semua pemangku kepentingan (konsumen, pemegang saham, karyawan, distributor, pemasok, dan masyarakat).
- Menghasilkan produk dan jasa dengan kualitas terbaik.
- Bertanggung jawab dan berkomitmen terhadap lingkungan dan komunitas.

- Achieving success together through cooperation with all stakeholders (customers, shareholders, employees, distributors, suppliers, and the public).
- Providing products and services with the highest quality.
- Being responsible and committed towards the environment and communities.

Nilai-Nilai Wismilak
Wismilak Values

Bersama Meraih Sukses (BMS)
Achieving Success Together

Wismilak meyakini bahwa Bersama Meraih Sukses dengan seluruh pemangku kepentingan adalah jalan Perseroan untuk terus tumbuh dan berkembang.

Wismilak believes that Achieving Success Together with all stakeholders is the way for the Company to continue to grow and develop.

Memiliki Integritas Tinggi
Possessing High Integrity

Integritas yang tinggi adalah keharusan yang kami upayakan dalam setiap relasi untuk meraih kesuksesan bersama.

High integrity is a must that the Company strives for in every relationship to achieve mutual success.

Semangat *Continuous Improvement*
The spirit of Continuous Improvement

Dengan Semangat *Continuous Improvement,* pengembangan yang terus menerus, Wismilak memiliki keberanian dan keyakinan bahwa selalu ada cara yang lebih baik untuk mencapai tujuan Perseroan.

With the spirit of continuous improvement, Wismilak has the courage and conviction that there is always a better way to achieve the Company's goals.

Perilaku Wismilak
Wismilak Values

Empati | Empathy	Kolaboratif | Collaborative
Menjadi Duta Wismilak | Be Wismilak Ambassador	Tegas | Decisive
Efektif dan Efisien | Effective and Efficient	Berpikiran Terbuka | Open Mind
Bicara berdasarkan Data | Speak with Data	

Skala Usaha [C.3]
Business Scale

	2025	2024	2024
Jumlah Karyawan [2-7] Total Employees Orang People	3.173	3.167	3.212
Total Penjualan Total Sales Rp Miliar Rp Billion	6.381,7	4.750,9	4.874,8
Total Aset Total Assets Rp Miliar Rp Billion	3.205,2	3.026,9	2.575,8
Total Liabilitas Total Liabilities Rp Miliar Rp Billion	990,3	1.110,5	728,4
Total Ekuitas Total Equity Rp Miliar Rp Billion	2.214,9	1.916,4	1.847,3
Jumlah Negara Tujuan Ekspor Filter Total Filter Export Destination Countries Negara Countries	3	5	5
Jumlah Produk Total Products Unit Units	64	25	18

Sepanjang tahun pelaporan, Perseroan tidak mengalami perubahan yang bersifat signifikan. [C.6]
Throughout the reporting year, the Company did not experience any significant changes. [C.6]

Area Operasional dan Pasar Terlayani [C.4][2-1][2-6]

Operating Areas and Markets Served

Hingga akhir periode pelaporan, Perseroan menjalankan kegiatan usaha pada sektor produksi dan pemasaran rokok kretek premium, cerutu, dan filter rod. Kegiatan operasional Perseroan dikelola melalui kantor pusat di Surabaya dan kantor perwakilan di Jakarta.

Sepanjang 2025, Perseroan didukung oleh 4 fasilitas produksi dan 4 sentra logistik regional yang berperan dalam mendukung proses produksi, penyimpanan, dan distribusi produk. Distribusi dilakukan melalui 23 jaringan distribusi yang menjangkau seluruh wilayah Indonesia.

Perseroan melayani pasar domestik serta pasar internasional, khususnya untuk lini produk filter rod, yang mencakup China, Singapura, dan Vietnam. Hingga akhir 2025, Perseroan memiliki 12 *brand* dengan total 64 produk dan menghadirkan produk baru sebanyak 29 SKU. Portofolio produk Perseroan mencakup berbagai merek, antara lain Wismilak Kretek, Wismilak Diplomat, dan Diplomat Evo, serta merek lainnya yang tercantum pada situs resmi Perseroan https://wismilak.com/produk-kami.

As of the end of the reporting period, the Company operates in the production and marketing of premium kretek cigarettes, cigars, and filter rods. The Company's operations are managed through its head office in Surabaya and a representative office in Jakarta.

Throughout 2025, the Company was supported by 4 production facilities and 4 regional logistics centers that played a role in supporting the production, storage, and distribution of its products. Distribution was carried out through 23 distribution networks serving all regions of Indonesia.

The Company serves both domestic and international markets, particularly for its filter rod product line, which includes China, Singapore, and Vietnam. As of the end of 2025, the Company has 12 brands with a total of 64 products and introduced 29 new SKUs. The Company's product portfolio includes various brands, including Wismilak Kretek, Wismilak Diplomat, and Diplomat Evo, as well as other brands listed on the Company's official website https://wismilak.com/produk-kami.

Keanggotaan Asosiasi [C.5][2-28]
Association Memberships

Ronald Walla
President Director

2023-2028
Asosiasi Pengusaha Indonesia (APINDO)
Indonesian Employers Association

- Anggota Dewan Pimpinan Harian
- Member of the Executive Management Board
- Ketua Bidang UMKM & Koperasi
- Head of MSME & Cooperatives

2024 – 2029
Kamar Dagang dan Industri Indonesia (KADIN)
Indonesian Employers Association

Wakil Ketua Komite Tetap Industri Makanan, Hasil Tembakau, dan Bahan Penyegar
Deputy Chairman of the Permanent Committee for Food Industry, Tobacco Products, and Refreshing Materials

Henry Najoan
Chief Personnel

2022-2025
Gabungan Perserikatan Pabrik Rokok Indonesia (GAPRI)
Association of Indonesian Cigarette Manufacturers

Ketua
Chair

2024 – 2029
Kamar Dagang dan Industri Indonesia (KADIN)
Indonesian Employers Association

Wakil Ketua Komite Tetap Inovasi dan Hilirisasi Industri
Deputy Chairman of the Permanent Committee for Industry Innovation and Downstreaming

Edric Chandra
Community & Event Manager

2023 – 2028
Asosiasi Pengusaha Indonesia (APINDO)
Indonesian Employers Association

Anggota Komite Kerjasama
Member of the Partnership Committee

Anastesya Ftaraya
Public Relations & Sustainability Manager, Sustainability Committee Wismilak

2023 – 2028
Asosiasi Pengusaha Indonesia (APINDO)
Indonesian Employers Association

Anggota Komite Keberlanjutan
Member of the Sustainability Committee

Arga Prihatmoko
Impact Manager Wismilak

2025 – 2028
Asosiasi Pengusaha Indonesia (APINDO)
Indonesian Employers Association

Anggota Komite Keberlanjutan
Member of the Sustainability Committee

Audyna Nirwanda
Anggota Komite Peningkatan Kapasitas dan Ekonomi Inklusif (Sub: AUM)
Member of the Capacity Building and Inclusive Economy Committee (Sub: AUM)

2025 – 2028
Asosiasi Pengusaha Indonesia (APINDO)
Indonesian Employers Association

Anggota Komite Keberlanjutan
Member of the Sustainability Committee



Tentang Laporan
About This Report

Laporan Keberlanjutan ini disusun sebagai bentuk komitmen PT Wismilak Inti Makmur Tbk dalam menyampaikan informasi secara transparan terkait pengelolaan aspek lingkungan, sosial, dan tata kelola (ESG) selama tahun buku 2025. Laporan Keberlanjutan dan Laporan Tahunan 2025 merupakan satu kesatuan yang saling melengkapi sebagai informasi publik. Laporan Keberlanjutan diterbitkan setiap tahun dengan periode 1 Januari hingga 31 Desember 2025, mencakup data historis tiga tahun terakhir, yakni 2023–2025. Laporan Keberlanjutan 2024 telah dipublikasikan di situs web Perseroan pada tanggal 25 April 2025. [2-3]

This Sustainability Report has been prepared as a form of PT Wismilak Inti Makmur Tbk's commitment to transparently disclosing information related to the management of environmental, social, and governance (ESG) aspects throughout fiscal year 2025. The 2025 Sustainability Report and 2025 Annual Report are complementary and form an integrated set of public disclosures. This Sustainability Report is published annually for the period from January 1 to December 31, 2025, and includes historical data for the past three years, namely 2023 to 2025. The 2024 Sustainability Report was published on the Company's website on April 25, 2025. [2-3]

Adapun cakupan data yang disajikan adalah: [2-2]
The scope of the data presented is as follows:

- Data keuangan, aspek ketenagakerjaan, tata kelola, pemberdayaan masyarakat, inovasi dan pengembangan produk merupakan data konsolidasi dari PT Wismilak Inti Makmur Tbk selaku induk perusahaan dan PT Gelora Djaja dan PT Gawih Jaya selaku entitas anak.
- Financial data, labor aspects, governance, community empowerment, innovation, and product development represents the consolidated data of PT Wismilak Inti Makmur Tbk as the parent company, and PT Gelora Djaja and PT Gawih Jaya as subsidiaries.

- Data lingkungan, kesehatan dan keselamatan kerja, dan pengadaan khusus PT Wismilak Inti Makmur Tbk dan PT Gelora Djaja yang disajikan secara terpisah.
- Environmental, occupational health and safety, and procurement data for PT Wismilak Inti Makmur Tbk and PT Gelora Djaja are presented separately.

Laporan ini disusun dengan merujuk pada:

- Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik dan Pedoman Teknis Penyusunan Laporan Keberlanjutan bagi Emiten dan Perusahaan Publik yang dituangkan dalam Surat Edaran Otoritas Jasa Keuangan (SEOJK) No.16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten Atau Perusahaan Publik.
- Standar Global Reporting Initiative (GRI) 2021 dengan kesesuaian: "merujuk pada Standar GRI"

This report has been prepared with reference to:

- Financial Services Authority Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, and the Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies as set out in Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies.
- Global Reporting Initiative (GRI) Standards 2021, with the level of application: "with reference to the GRI Standards."

Dalam Laporan Keberlanjutan ini, terdapat penyajian kembali atas beberapa data, yang ditandai dengan indikator [2-4]. Informasi lebih lanjut mengenai alasan penyajian kembali disampaikan pada masing-masing data terkait. Laporan ini belum melalui proses verifikasi atau *assurance* oleh pihak independen. Namun demikian, seluruh data keuangan yang disajikan berasal dari laporan keuangan yang telah diaudit oleh kantor akuntan publik (KAP). Di samping itu, informasi yang diungkapkan dalam laporan ini telah disetujui dan diverifikasi oleh pihak internal yang berwenang, termasuk Komite Keberlanjutan dan Direktur Utama sebagai pemegang tanggung jawab tertinggi tata kelola keberlanjutan Perseroan. [G.1][2-4][2-5]

In this Sustainability Report, restatements have been applied to selected data, as indicated by markers [2-4]. The corresponding explanations for these restatements are presented with each respective data item. This report has not been subject to verification or assurance by an independent party. However, all financial data presented is derived from financial statements audited by a public accounting firm. In addition, all information disclosed in this report has been approved and verified by the authorized internal parties, including the Sustainability Committee and the President Director as the party with the highest responsibility for the Company's sustainability governance. [G.1][2-4][2-5]

Tanggapan Umpan Balik [G.3]
Feedback Response

Hingga akhir periode pelaporan, Perseroan tidak menerima umpan balik dari pemangku kepentingan terkait Laporan Keberlanjutan tahun 2024. Perseroan tetap membuka kanal komunikasi bagi pemangku kepentingan untuk menyampaikan masukan sebagai bagian dari upaya peningkatan kualitas pelaporan ke depan. Pertanyaan atau saran untuk perbaikan dapat disampaikan melalui lembar umpan balik yang terlampir pada Laporan Keberlanjutan ini atau melalui:

As of the end of the reporting period, the Company had not received any feedback from stakeholders regarding the 2024 Sustainability Report. The Company continues to provide communication channels for stakeholders to submit input as part of its efforts to improve the quality of future reporting. Questions or suggestions for improvement may be submitted through the feedback form attached to this Sustainability Report or through:

Kontak Laporan [2-3]
Report Contact

PT Wismilak Inti Makmur Tbk
Komite Keberlanjutan Wismilak
Wismilak Sustainability Committee

Sustainability Dashboard Control Room
Jl. Buntaran No 9 Manukan Wetan, Tandes Surabaya Jawa Timur

Email
information@wismilak.com

Telepon | Telephone
(031) 7493 556

Fax
(031) 7491164

Situs | Website
www.wismilak.com

Penentuan Topik Material [3-1][3-2]
Material Topics Determination

Wismilak melakukan peninjauan topik material setiap tahun guna memastikan prospek bisnis, strategi, dan inisiatif keberlanjutannya tetap selaras dengan kebutuhan dan ekspektasi pemangku kepentingan. Perseroan melakukan Identifikasi risiko, peluang, strategi usaha, dan menganalisis dampaknya. Dalam proses tersebut, Perseroan juga mempertimbangkan acuan topik material yang tercantum dalam standar GRI dan International Financial Reporting Standards (IFRS).

Pada 2025, Wismilak memperkuat proses penilaian materialitas dengan menerapkan pendekatan *double materiality* (DMA). Pendekatan dianalisis melalui materialitas dampak (*impact materiality*) yang memerhatikan dampak aktivitas Perseroan terhadap lingkungan dan sosial, serta materialitas finansial (*financial materiality*) yang memetakan dampak kinerja ESG terhadap kondisi keuangan. Topik material dirumuskan ulang melalui diskusi internal yang dipandu oleh tim akademisi selaku pihak independen dan tim ahli. Proses ini melibatkan perwakilan dari berbagai fungsi di Wismilak. Pelaksanaan diskusi tetap mempertimbangkan masukan dari pemangku kepentingan internal dan eksternal. Hasil diskusi tersebut kemudian diajukan kepada Direksi dan telah memperoleh pengesahan serta penetapan.

Wismilak reviews its material topics annually to ensure that its business prospects, strategy, and sustainability initiatives remain aligned with stakeholder needs and expectations. The Company identifies risks, opportunities, and business strategies, and analyzes their impacts. In this process, the Company also considers references to material topics set out in the GRI Standards and the International Financial Reporting Standards (IFRS).

In 2025, Wismilak strengthened its materiality assessment process by adopting a double materiality approach (DMA). Under this framework, the Company assessed impact materiality, which considers the effects of its activities on the environment and society, alongside financial materiality, which evaluates the influence of ESG performance on its financial condition. The material topics were subsequently refined through internal discussions facilitated by an independent academic team, with support from a team of experts. Representatives from various functions across Wismilak participated in the process, which also incorporated input from both internal and external stakeholders. The results of the discussion were subsequently submitted to the Board of Directors and have obtained approval and formal endorsement.

Topik Material [3-2]
Material Topics

Setelah disetujui Direksi, Laporan Keberlanjutan Wismilak 2025 mengungkapkan enam topik material sebagai prioritas pengungkapan informasi. Dengan demikian, terdapat perubahan atas topik material yang disampaikan pada Laporan Keberlanjutan periode sebelumnya. Perubahan tersebut dipengaruhi oleh perbedaan metode penentuan topik material serta isu-isu keberlanjutan yang berkembang selama 2025.

Following approval by the Board of Directors, the 2025 Wismilak Sustainability Report discloses six material topics as disclosure priorities. Accordingly, there were changes to the material topics presented in the previous reporting period's Sustainability Report. These changes were influenced by differences in the method used to determine material topics, as well as sustainability issues that developed during 2025.

No	Topik Material Material Topics	Materialitas Dampak Impact Materiality	Materialitas Finansial Financial Materiality		Pemangku Kepentingan Terdampak Impacted Stakeholders
			Jangka Pendek Short-Term	Jangka Panjang Long-Term	
1.	**Inovasi Produk yang Bertanggung Jawab** Responsible Product Innovation	●●●●	●●●●	●●●●	PS,KY, KS, PK, D
2.	**Respons terhadap Perubahan Iklim** Climate Change Response	●●●●	●●●○	●●●●	KY, D, KS, PH
3.	**Praktik Pengadaan** Procurement Practices	●●●○	●●●●	●●●●	KY, PH
4.	**Lingkungan, Kesehatan, dan Keselamatan Kerja** Environment, Health, and Safety	●●●●	●●●○	●●●○	PS, KY, PK
5.	**Pemasaran dan Komunikasi** Marketing and Communication	●●●○	●●●○	●●●○	PS, KY, PK, MS, PH, AS
6.	**Pengembangan Kompetensi Karyawan** Employee Competency Development	●●○○	●●●○	●●●○	KY

Skala 1-4
Scale 1–4

●○○○ = 1 (Tidak Signifikan) | (Insignificant), ●●○○ = 2 (Kurang Signifikan) | (Less Significant),
●●●○ = 3 (Signifikan) | (Significant), ●●●●= 4 (Sangat Signifikan) | (Highly Significant)

Keterangan | Notes:
- **Topik Lingkungan Topik Sosial Topik Tata Kelola |** Environmental topics Social topics Governance topics
- **Pemangku Kepentingan Internal |** Internal Stakeholders:
  Pemegang Saham (PS), Karyawan (KY)
  Shareholders (PS), Employees (KY)
- **Pemangku Kepentingan External: |** External Stakeholders:
  Masyarakat (MS), Pemasok (PK), Distributor (D), Konsumen (KS), Asosiasi (AS), Pemerintah (PH)
  Communities (MS), Suppliers (PK), Distributor (D), Consumers (KS), Associations (AS), Government (PH)

Pendekatan Manajemen pada Topik Material [3-3][2-23]
Management Approach to Material Topics



Inovasi Produk yang Bertanggung Jawab
Responsible Product Innovation

Governance	Strategy	Risk Management	Metric & Target
• Penanggung Jawab: Research and Development. • Di bawah arahan Direktur Pemasaran. • Responsible party: Research and Development. • Under the leadership of the Marketing Director.	• Menjaga kualitas serta melakukan diversifikasi produk. • Melakukan pengembangan dan penelitian produk yang selaras dengan tren konsumen. • Maintain product quality and diversify products. • Conduct product development and research aligned with consumer trends.	Risiko penurunan pangsa pasar yang dapat memengaruhi kinerja penjualan Perseroan. Risk of declining market share that may affect the Company's sales performance.	Memperluas potensi pangsa pasar. Expand market share potential.



Respons terhadap Perubahan Iklim
Climate Change Response

Governance	Strategy	Risk Management	Metric & Target
• Penanggung Jawab: General Manager dan General factory Manager. • Di bawah arahan Direktur Teknik & Operasional, dan Direktur Pemasaran. • Responsible parties: General Manager and General Factory Manager. • Under the direction of: Director of Engineering & Operations, and Marketing Director.	• Meningkatkan efisiensi energi dalam operasional Perseroan. • Mengoptimalkan penggunaan energi tenaga surya atap. • Improve energy efficiency in the Company's operations. • Optimize the use of rooftop solar energy.	Risiko gangguan pada rantai pasok dan distribusi produk yang dapat memengaruhi kelancaran operasional dan ketersediaan produk di pasar. Risk of disruption to the supply chain and product distribution that may affect operational continuity and product availability in the market.	Mengurangi emisi CO_2 sebesar 13,2%. Reduce CO_2 emissions by 13.2%.



Praktik Pengadaan
Procurement Practices

Governance	Strategy	Risk Management	Metric & Target
• Penanggung Jawab: Purchasing Manager dan Marketing Service Manager. • Di bawah arahan: Direktur Teknis & Operasional, dan Direktur Pemasaran. • Responsible parties: Purchasing Manager and Marketing Service Manager. • Under the direction of: Director of Engineering & Operations, and Marketing Director.	• Memastikan kepatuhan terhadap kode etik dalam proses pengadaan. • Melakukan penilaian kualitas vendor. • Ensure compliance with the code of ethics in the procurement process. • Conduct vendor quality assessments.	Risiko gangguan dalam ketersediaan pasokan bahan baku yang dapat memengaruhi kelancaran operasional. Risk of disruption in the availability of raw material supplies that may affect operational continuity.	• Memastikan 100% kepatuhan terhadap kode etik pengadaan. • Meningkatkan persentase vendor yang memenuhi *vendor quality assessment* dari 80% menjadi 85%. • Ensure 100% compliance with the procurement code of ethics. • Increase the percentage of vendors meeting the vendor quality assessment from 80% to 85%.



Lingkungan, Kesehatan, dan Keselamatan Kerja
Environment, Health, and Safety

Governance	Strategy	Risk Management	Metric & Target
• Penanggung Jawab: Factory Manager melalui P23K dan bekerja sama dengan HR Manager. • Di bawah arahan: Direktur Teknis & Operasional. • Responsible party: Factory Manager through P23K, in collaboration with the HR Manager. • Under the direction of: Director of Engineering & Operations.	• Mengendalikan kondisi lingkungan kerja agar tetap aman dan kondusif. • Meningkatkan kesiapan kerja (*fit to work*) bagi seluruh pekerja. • Maintain workplace conditions that are safe and conducive. • Improve fit-to-work readiness for all employees.	Risiko kecelakaan kerja yang berpotensi memengaruhi keselamatan pekerja serta berdampak pada penurunan produktivitas kerja. Risk of workplace accidents that may affect employee safety and reduce productivity.	• Mencapai nol kecelakaan kerja (Zero accident). • Meningkatkan persentase *fit to work* sebesar 5% (dari 75% menjadi 80%). • Achieve zero workplace accidents. • Increase the fit-to-work percentage by 5%, from 75% to 80%.



Pemasaran dan Komunikasi
Marketing and Communication

Governance	Strategy	Risk Management	Metric & Target
• Penanggung Jawab: Marketing Manager dan National Sales Field Manager. • Di bawah arahan: Direktur Teknis & Operasional. • Responsible parties: MM and NSFM. • Under the direction of: Director of Engineering & Operations, and Commercial Director.	• Memastikan kepatuhan terhadap seluruh peraturan pemerintah yang berlaku. • Melakukan ekspansi pasar untuk memperluas jangkauan bisnis. • Ensure compliance with all applicable government regulations. • Expand the market to broaden business reach.	Risiko potensi sanksi yang dapat berdampak pada pembatasan distribusi, dan penurunan kepercayaan publik. Risk of potential sanctions that may result in distribution restrictions and reduced public trust.	Meningkatkan pendapatan secara berkelanjutan. Increase revenue sustainably.



Pengembangan Kompetensi Karyawan
Employee Competency Development

Governance	Strategy	Risk Management	Metric & Target
• Penanggung Jawab: HR Manager. • Di bawah arahan: Direktur Teknis & Operasional. • Responsible party: HR Manager. • Under the direction of: Director of Engineering & Operations.	• Menyelenggarakan program pelatihan bagi karyawan. • Melaksanakan sertifikasi internal untuk meningkatkan kompetensi karyawan. • Organize employee training programs. • Implement internal certification to enhance employee competencies.	Risiko penurunan kualitas serta kinerja karyawan yang dapat memengaruhi efektivitas operasional Perseroan. Risk of declining employee quality and performance that may affect the Company's operational effectiveness.	Meningkatkan jumlah pelatihan dari 2.549 karyawan menjadi 3.170 karyawan, dengan minimal 3 jam pelatihan per karyawan per tahun. Increase the number of employees receiving training from 2,549 to 3,170, with a minimum of 3 training hours per employee per year.

Inovasi Produk yang Bertanggung Jawab
Responsible Product Innovation

Signifikansi Topik | Topic Significance

Inovasi produk yang bertanggung jawab berpengaruh langsung terhadap kinerja operasional serta pemenuhan standar kualitas, keamanan, dan kepatuhan. Pendekatan ini juga memperkuat kepercayaan publik dan menjadi fondasi bagi keberlanjutan usaha Perseroan dalam jangka panjang.

Responsible product innovation has a direct effect on operational performance and the fulfillment of quality, safety, and compliance standards. This approach also strengthens public trust and serves as a foundation for the Company's long-term business sustainability.

Kebijakan | Policies

Kebijakan PT Wismilak Inti Makmur Tbk terkait produk yang bertanggung jawab, memenuhi standar kualitas, keamanan maupun kepatuhan yang mengacu pada Peraturan Pemerintah Nomor 28 Tahun 2024 tentang Kesehatan. Seluruh kebijakan dan prosedur berada pada Divisi Produksi dan Divisi Marketing.

PT Wismilak Inti Makmur Tbk's policy on responsible products, including compliance with quality, safety, and regulatory standards, refers to Government Regulation No. 28 of 2024 on Health. All related policies and procedures are managed by the Production Division and the Marketing Division.

Target Kinerja | Performance Targets

- Mendorong inovasi pada produk eksisting dan pengembangan produk baru.
- Melakukan proses produksi yang bertanggung jawab dengan berorientasi pada standar keamanan produksi dimulai dari rantai pasokan, pengadaan bahan baku hingga distribusi produk akhir.

- Encourage innovation in existing products and the development of new products.
- Carry out responsible production processes oriented toward production safety standards, from the supply chain and raw material procurement to final product distribution.

Pencapaian | Achievements

- Menghadirkan inovasi Sigaret Kretek Tangan Slim Klik (SKT Slim Klik). Inovasi SKT Slim Klik ini mendapatkan sertifikasi paten pada aspek produk, proses, dan alat.
- Menghadirkan produk baru *Double Capsule Filter, Dual Hollow Capsule,* dan *Dual Hollow Mono*.

- Introducing the Hand-Rolled Kretek Slim Click (SKT Slim Click) innovation. This innovation has obtained patent certification covering product, process, and equipment aspects.
- introducing new products Double Capsule Filter, Dual Hollow Capsule, and Dual Hollow Mono.

Evaluasi yang Dilakukan | Evaluation Conducted

Evaluasi dan monitoring berkala atas inovasi produk mencakup strategi, dampak produk baru, kepuasan pelanggan, dan dampak finansial, melibatkan Departemen Riset dan Pengembangan serta Marketing di bawah arahan Direktur Pemasaran.

Periodic evaluation and monitoring of product innovation covers strategy, new product impact, customer satisfaction, and financial impact, involving the Research and Development and Marketing Departments under the supervision of the Marketing Director.

Divisi/Unit/Departemen yang Bertanggung Jawab | Responsible Divisions/Units/Departments

Divisi Research and Development di bawah arahan Direktur Pemasaran.

The Research and Development Division is under the supervision of the Marketing Director.

Respons terhadap Perubahan Iklim
Climate Change Response

Signifikansi Topik | Topic Significance

Perubahan iklim dapat mempengaruhi keberlangsungan operasional, rantai pasok, dan biaya produksi. Oleh karena itu, Perseroan perlu mengelola risiko iklim dan menjalankan inisiatif mitigasi serta adaptasi guna menjaga stabilitas kinerja dan keberlanjutan usaha.

Climate change may affect operational continuity, supply chains, and production costs. Therefore, the Company needs to manage climate-related risks and implement mitigation and adaptation initiatives to maintain performance stability and business sustainability.

Kebijakan | Policies

- Kebijakan PT. Wismilak Inti Makmur tentang komitmen Perseroan untuk menjalankan keberlanjutan sehingga berkontribusi terhadap tujuan pembangunan berkelanjutan (*People*, *planet*, *profit*).
- Kebijakan lingkungan PT. Gelora Djaja.

- PT Wismilak Inti Makmur Tbk's policy on the Company's commitment to sustainability in order to contribute to the sustainable development goals (People, Planet, Profit).
- PT Gelora Djaja's environmental policy.

Target Kinerja | Performance Targets

Pengembangan energi terbarukan	Development of renewable energy

Pencapaian | Achievements

Melanjutkan pengembangan PLTS ke fase 2 dengan penambahan kapasitas sebesar 328 kWp. Hingga akhir 2025, total kapasitas terpasang mencapai 454 kWp dengan instalasi panel surya seluas 2.122 m² yang tersebar di 18 area.

Continued the development of the solar power system into Phase 2, with an additional capacity of 328 kWp. As of the end of 2025, the total installed capacity reached 454 kWp, with solar panels installed across 2,122 m² in 18 areas.

Evaluasi yang Dilakukan | Evaluation Conducted

Evaluasi berkala atas pengelolaan risiko iklim dan inisiatif mitigasi mencakup pengukuran dampak terhadap operasional, rantai pasok, dan biaya produksi, melibatkan Departemen General Factory Sub Departemen Safety di bawah arahan Direktur Teknik dan Operasional.

Periodic evaluation of climate risk management and mitigation initiatives covers assessment of operational impacts, supply chain, and production costs, involving the General Factory Department – Safety Sub-Department under the supervision of the Technical and Operations Director.

Divisi/Unit/Departemen yang Bertanggung Jawab | Responsible Divisions/Units/Departments

Departemen Teknik.	Engineering Department.

Praktik Pengadaan
Procurement Practices

Signifikansi Topik | Topic Significance

Pemasok menjadi bagian integral dari aktivitas bisnis dari proses produksi hingga distribusi sehingga penting untuk dikelola untuk memastikan kelancaran operasional Perseroan.

Suppliers are an integral part of business activities, from production to distribution, and therefore need to be managed to ensure the Company's operational continuity.

Kebijakan | Policies

- Kebijakan seleksi vendor.
- Kebijakan vendor untuk tidak mempekerjakan tenaga kerja di bawah umur.

- Vendor selection policy.
- Vendor policy prohibiting the employment of underage labor.

Target Kinerja | Performance Targets

Memastikan pengadaan tidak hanya efisien secara etika tetapi juga melakukan praktik pengadaan bertanggung jawab berdasarkan kebijakan pengadaan berkelanjutan.

Ensuring procurement is not only ethically efficient but also conducted through responsible sourcing practices in accordance with the sustainable procurement policy.

Pencapaian | Achievements

- Pemasok lokal dan nasional mencapai 95% dari total pemasok.
- Sebanyak 75% pemasok lokal dan nasional yang terlibat pada 2025 telah menandatangani Pakta Integritas.
- Nihil pelanggaran ketenagakerjaan (pekerja anak, kerja paksa, pelanggaran HAM, dan perdagangan orang).

- Local and national suppliers accounted for 95% of total suppliers.
- 75% of local and national suppliers engaged in 2025 have signed the Integrity Pact.
- Zero labor violations (child labor, forced labor, human rights violations, and human trafficking).

Evaluasi yang Dilakukan | Evaluation Conducted

Evaluasi vendor dan pembaruan MoU.

Vendor evaluations and MoU updates.

Divisi/Unit/Departemen yang Bertanggung Jawab | Responsible Divisions/Units/Departments

Departemen pengadaan.

Procurement Department.

Lingkungan, Kesehatan, dan Keselamatan Kerja
Environment, Health, and Safety

Signifikansi Topik | Topic Significance

Lingkungan, Kesehatan, dan Keselamatan Kerja menjadi bagian penting dalam strategi operasional yang memastikan keamanan dan kelayakan lingkungan kerja, di tingkat Perseroan maupun di seluruh entitas anak.

Occupational Health and Safety is an important part of the Company's operational strategy, ensuring the safety and suitability of the work environment at both the parent company and across all subsidiaries.

Kebijakan | Policies

Kebijakan Keselamatan dan Kesehatan Kerja di PT Gelora Djaja yang diterbitkan oleh Presiden Direktur PT Gelora Djaja pada Tanggal 24 Oktober 2016.

Occupational Health and Safety Policy of PT Gelora Djaja, issued by the President Director of PT Gelora Djaja on October 24, 2016.

Target Kinerja | Performance Targets

- Nol Kecelakaan.
- Meningkatkan persentase karyawan *fit to work* menjadi ≥ 80%.

- Zero accidents.
- Increase the percentage of employees who are fit to work to ≥ 80%.

Pencapaian | Achievements

- Nol kecelakaan kerja.
- 3.900.561 Jam Kerja Selamat.
- Peningkatan persentase karyawan *fit to work* sebesar 2%.

- Zero workplace accidents.
- 3,900,561 safe working hours.
- 2% increase in the percentage of employees who were fit to work.

Evaluasi yang Dilakukan | Evaluation Conducted

1. Identifikasi bahaya, penilaian risiko, dan pengendalian risiko.
2. Inspeksi harian *safety*.
3. Pengawasan pekerjaan berisiko tinggi.
4. Pelaporan kecelakaan kerja.
5. Investigasi kecelakaan kerja dan keadaan darurat.
6. Perizinan pekerjaan berisiko tinggi.
7. Penanganan dan pengelolaan limbah B3.
8. Pemantauan dan pengujian lingkungan kerja, air limbah, alat pemadam api ringan, P3K.

1. Hazard identification, risk assessment, and risk control.
2. Daily safety inspections.
3. Supervision of high-risk work.
4. Workplace accident reporting.
5. Investigation of workplace accidents and emergency situations.
6. Work permits for high-risk work.
7. Handling and management of hazardous and toxic waste.
8. Monitoring and testing of the work environment, wastewater, fire extinguishers, and first aid facilities.

Divisi/Unit/Departemen yang Bertanggung Jawab | Responsible Divisions/Units/Departments

Departement General Factory – Sub Departemen Safety.

General Factory Department - Safety Sub-Department.

Pemasaran dan Komunikasi
Marketing and Communication

Signifikansi Topik | Topic Significance

Pemasaran dan komunikasi yang efektif berperan penting dalam mendorong kinerja dan menjaga reputasi Wismilak. Melalui strategi yang tepat, Perseroan dapat membangun kepercayaan pemangku kepentingan dan meminimalkan risiko misinformasi maupun reputasi.

Effective marketing and communication play an important role in driving performance and maintaining Wismilak's reputation. Through the right strategy, the Company can build stakeholder trust and minimize the risk of misinformation and reputational issues.

Kebijakan | Policies

Peraturan Bursa Efek Indonesia Nomor I-E tentang Kewajiban Penyampaian Informasi.

Indonesia Stock Exchange Regulation No. I-E on the Obligation to Submit Information.

Target Kinerja | Performance Targets

- Melakukan *public expose* tahunan minimal 1 kali dalam setahun sebagai bagian dari keterbukaan informasi terhadap publik;
- Tercapainya efektivitas strategi, target penjualan, efisiensi biaya, serta peningkatan Sales Revenue, dan Customer Retention.

- Conducting at least one annual public expose as part of information disclosure to the public;
- Achieving the effectiveness of strategies, sales targets, cost efficiency, as well as improvements in sales revenue and customer retention.

Pencapaian | Achievements

- Kenaikan 34% penjualan dari tahun sebelumnya
- *Survey Acceptance product* Wismilak yang dilakukan tercatat sesuai dan diterima konsumen
- *New Product Launching* (NPL) di setiap brand diterima oleh konsumen dan terimplikasi pada perolehan omzet Perseroan.

- 34% increase in sales compared to the previous year
- The product acceptance survey for Wismilak indicates that the products are well received by consumers
- New Product Launches (NPL) across each brand are well received by consumers and contribute to the Company's revenue growth

Evaluasi yang Dilakukan | Evaluation Conducted

Evaluasi dilakukan secara periodik oleh Departemen Marketing Analisis, Riset dan Pengembangan, serta Marketing dalam strategi pemasaran.

The evaluation is conducted periodically by the Marketing Analysis, Research and Development, and Marketing Departments as part of the marketing strategy.

Divisi/Unit/Departemen yang Bertanggung Jawab | Responsible Divisions/Units/Departments

- Sekretaris Perusahaan (*Public Expose*)
- Divisi Marketing (Pemasaran Lainnya)

- Corporate Secretary (Public Expose)
- Marketing Division (Other Marketing Activities)



Pengembangan Kompetensi Karyawan
Employee Competency Development

Signifikansi Topik | Topic Significance

Pengelolaan sumber daya manusia menjadi salah satu topik signifikan karena kualitas, kompetensi, dan keterlibatan karyawan secara langsung memengaruhi kinerja operasional, inovasi, dan daya saing bisnis.

Human resource management is a significant topic because employee quality, competence, and engagement directly affect operational performance, innovation, and business competitiveness.

Kebijakan | Policies

Kebijakan PT Wismilak Inti Makmur Tbk tentang komitmen Perseroan untuk menjalankan keberlanjutan sehingga berkontribusi terhadap tujuan pembangunan berkelanjutan (*people*, *planet*, *profit*). Seluruh Kebijakan & Prosedur berada pada Divisi HR.

PT Wismilak Inti Makmur Tbk's policy on the Company's commitment to sustainability in contributing to the sustainable development goals (people, planet, profit). All policies and procedures are under the HR Division.

Target Kinerja | Performance Targets

- Menurunkan tingkat *turnover* karyawan.
- Peningkatan kompetensi karyawan dan kesejahteraan karyawan.

- Reduce employee turnover.
- Improve employee competence and employee well-being.

Pencapaian | Achievements

- Tingkat *turnover* 2025 turun 0,4% dari tahun 2024.
- 3.170 karyawan mendapatkan pelatihan dengan total 471 kelas pelatihan.

- The 2025 turnover rate decreased by 0.4% from 2024.
- A total of 3,170 employees received training through 471 training classes.

Evaluasi yang Dilakukan | Evaluation Conducted

- Aplikasi Exit Survey untuk monitoring data karyawan keluar dan dilakukan upaya preventif.
- Target jam pelatihan di KPI semua departemen.
- Reviu berkala atas Kebijakan & Prosedur yang sudah ada maupun membuat kebijakan kesejahteraan yang sesuai dengan tujuan Perseroan.

- Exit Survey application used to monitor employee exit data and support preventive efforts.
- Training hour targets included in the KPI of all departments.
- Periodic review of existing policies and procedures, as well as the development of well-being policies aligned with the Company's objectives.

Divisi/Unit/Departemen yang Bertanggung Jawab | Responsible Divisions/Units/Departments

Divisi Sumber Daya Manusia.

Human Resources Division.



Pelibatan Pemangku Kepentingan [E.4][2-29]
Stakeholder Engagement

Wismilak menilai keterlibatan pemangku kepentingan sebagai elemen penting untuk mendukung kinerja dan arah usaha. Setiap pemangku kepentingan memiliki prioritas dan kebutuhan yang berbeda sehingga Perseroan menerapkan berbagai metode partisipasi, termasuk diskusi terbuka, pertemuan tatap muka, survei kepuasan, dan formulir umpan balik.

Proses identifikasi dan pengelolaan isu dilakukan dengan pendekatan yang terstruktur dan inklusif. Wismilak secara konsisten menghimpun masukan dari pemangku kepentingan, menganalisis kebutuhan yang disampaikan, dan menerjemahkannya ke dalam tindakan yang relevan dan tepat waktu. Pendekatan ini memungkinkan Perseroan merespons kebutuhan secara efektif sekaligus membangun hubungan yang harmonis dan saling mendukung.

Perseroan selalu melakukan upaya peningkatan proses identifikasi dan keterlibatan pemangku kepentingan yang sejalan dengan dinamika operasional dan isu keberlanjutan yang berkembang. Identifikasi dilakukan dengan melibatkan seluruh fungsi Perseroan untuk memastikan perspektif operasional dan kepentingan yang relevan. Daftar pemangku kepentingan yang dihasilkan telah ditinjau dan disetujui oleh Dewan Direksi.

Wismilak considers stakeholder engagement an important element in supporting business performance and strategic direction. As each stakeholder group has different priorities and needs, the Company implements various engagement methods, including open discussions, face-to-face meetings, satisfaction surveys, and feedback forms.

The process for identifying and managing stakeholder related issues is carried out through a structured and inclusive approach. Wismilak consistently gathers input from stakeholders, analyzes the needs expressed, and translates them into relevant and timely actions. This approach enables the Company to respond effectively to stakeholder expectations while fostering harmonious and mutually supportive relationships.

The Company continuously strives to enhance its stakeholder identification and engagement processes in line with evolving operational dynamics and sustainability issues. The identification process involves all Company functions to ensure that relevant operational perspectives and interests are taken into account. The resulting list of stakeholders has been reviewed and approved by the Board of Directors.



Pemegang Saham
Shareholders

Dasar Kepentingan Basis of Interest	Sebagai pemilik modal dan memiliki hak suara As capital owners with voting rights
Topik Bahasan Topics of Discussion	• Kinerja usaha dan proyeksi usaha ke depan • Aksi Korporasi • Business performance and future business projections • Corporate actions
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	Minimal satu kali dalam setahun: • Rapat Umum Pemegang Saham Tahunan • Paparan Umum Perseroan At least once a year: • Annual General Meeting of Shareholders • Public Exposes of the Company



Pemerintah
Government

Dasar Kepentingan Basis of Interest	Penerapan peraturan Regulatory enforcement
Topik Bahasan Topics of Discussion	• Ketaatan dan kepatuhan terhadap regulasi • Regulatory compliance and adherence
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	Minimal satu kali dalam setahun: • Pelaporan kinerja • Penerapan dan pelaporan program tanggung jawab sosial At least once a year: • Performance reporting • Implementation and reporting of corporate social responsibility programs Sesuai Kebutuhan: Diskusi dan sosialisasi program Perseroan yang dapat memberikan kontribusi bagi masyarakat As needed: Discussions and socializations of Company programs that can contribute to the community



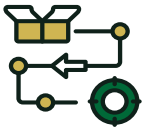
Masyarakat
Communities

Dasar Kepentingan Basis of Interest	• Keberadaan yang dekat sehingga mendapatkan dampak langsung atas keberadaan Perseroan • Hubungan timbal-balik yang saling menguntungan • Close proximity to the Company, resulting in a direct impact on its operations • Mutually beneficial relationship
Topik Bahasan Topics of Discussion	• Kegiatan tanggung jawab sosial dan lingkungan • Lapangan kerja bagi masyarakat lokal • Literasi pendidikan dan kewirausahaan • Corporate social responsibility (CSR) activities • Job opportunities for the local community • Educational literacy and entrepreneurship
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	Sesuai kebutuhan dalam berkomunikasi dan bersinergi, minimal satu kali setahun melakukan kegiatan bersama As needed for communication and synergy, at least once a year, joint activities are conducted



Pemasok
Suppliers

Dasar Kepentingan Basis of Interest	Kualitas produk dan ketersediaan bahan baku Product quality and raw material availability
Topik Bahasan Topics of Discussion	• Seleksi pemasok sesuai peraturan • Evaluasi terhadap vendor • Supplier selection in accordance with regulations • Vendor evaluations
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	Pertemuan dengan pemasok sesuai kebutuhan Meetings with suppliers, as required



Distributor
Shareholders

Dasar Kepentingan Basis of Interest	• Efektivitas saluran distribusi dan ketersediaan produk • Kepatuhan regulasi • Effectiveness of distribution channels and product availability • Regulatory compliance
Topik Bahasan Topics of Discussion	• Kondisi kerja • Kinerja penjualan dan distribusi • Strategi pemasaran • Working conditions • Sales and distribution performance • Marketing strategy
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	• Distributor Gathering (setiap tahun) • Reward Program berdasarkan pencapaian (setiap kuartal) • Capacity Building Program (Setiap tahun, sesuai kebutuhan) • Distributor Gathering (annually) • Reward Program based on performance (quarterly) • Capacity Building Program (annually, as required)



Konsumen
Consumers

Dasar Kepentingan Basis of Interest	• Mendapatkan kualitas produk dan jasa terbaik • Layanan pelanggan • Ensuring received the highest quality products and services • Customer service
Topik Bahasan Topics of Discussion	• Kualitas produk • Product quality
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	Setiap Hari: • Inspeksi kualitas mulai dari material datang dan proses produksi Daily: • Quality inspections, starting from the arrival of materials to the production process Minimal satu kali dalam seminggu: • Evaluasi terhadap pencapaian kualitas produk At least once a week: • Evaluation of product quality achievements Sesuai Kebutuhan: • Penanganan pengaduan • Kegiatan promosi produk dengan pelibatan pelanggan As needed: • Handling of complaints • Product promotion activities with consumer engagement



Asosiasi
Associations

Dasar Kepentingan Basis of Interest	• Berperan sebagai salah satu sumber informasi pengetahuan, regulasi, dan praktik usaha • Plays a role as a source of knowledge, regulations, and business practices information
Topik Bahasan Topics of Discussion	• Hubungan yang baik dan saling mendukung • Harmonious and supportive relationships
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	• Setiap diperlukan dan melakukan pertemuan secara berkala • Terlibat dalam program bersama asosiasi • As needed and through regular periodic meetings • Engagement in joint programs with associations



Karyawan
Employees

Dasar Kepentingan Basis of Interest	• Kesehatan, keselamatan, dan keamanan kerja (K3) • Kesetaraan dalam jenjang karier, pengembangan kompetensi, dan penilaian kerja • Occupational health and safety (OHS) and security • Equality in career advancement, competency development, and job assessments
Topik Bahasan Topics of Discussion	• Pelaksanaan K3 • Kesejahteraan • Program pengembangan kompetensi • Peluang kenaikan jenjang karier • OHS implementation • Welfare • Competency development programs • Opportunities for career advancement
Metode, Respons, dan Frekuensi Pelibatan Engagement Methods, Responses, and Frequency	Sesuai Kebutuhan: • Survei karyawan • Program apresiasi karyawan • Pendidikan dan pengembangan kompetensi karyawan As needed: • Employee surveys • Employee appreciation programs • Employee education and competency development

Strategi Keberlanjutan
Sustainability Strategy

[A.1][2-22][2-23][2-24]

Wismilak mengimplementasikan strategi keberlanjutan melalui Pilar Keberlanjutan yang sejalan dengan Visi, Misi, dan Nilai-Nilai Perseroan. Strategi ini menjadi landasan dalam pengambilan keputusan dan pelaksanaan aktivitas bisnis dengan memperhatikan dampak operasional terhadap lingkungan dan masyarakat. Sepanjang 2025, Perseroan terus memperkuat berbagai inisiatif keberlanjutan sebagai bentuk komitmen untuk menjaga keberlangsungan usaha, berkontribusi pada pencapaian tujuan pembangunan yang lebih luas, serta memperkuat praktik tata kelola perusahaan yang bertanggung jawab.

Wismilak implements its sustainability strategy through its Sustainability Pillars, which are aligned with the Company's Vision, Mission, and Values. This strategy serves as the foundation for decision-making and the execution of business activities while taking into account the operational impact on the environment and society. Throughout 2025, the Company continued to strengthen various sustainability initiatives as a form of its commitment to maintaining business continuity, contributing to the achievement of broader development goals, and reinforcing responsible corporate governance practices.



6 TPB Tetapan
6 TPB Provisions

Nilai dan Perilaku Wismilak
Wismilak Value and Behaviour

Perseroan menjalankan kegiatan usaha dengan mengacu pada prinsip tata kelola yang baik, integritas, serta kepatuhan terhadap peraturan perundang-undangan yang berlaku. Komitmen tersebut dituangkan dalam Kode Etik (CoC) yang menjadi pedoman perilaku bagi seluruh insan Perseroan dalam menjalankan aktivitas usaha secara bertanggung jawab. Kode Etik Perseroan mengintegrasikan prinsip-prinsip keberlanjutan yang mencakup aspek lingkungan, sosial, dan tata kelola (ESG). Di dalamnya tercantum berbagai ketentuan mengenai etika bisnis, kepatuhan terhadap hukum, penghormatan terhadap hak asasi manusia, praktik ketenagakerjaan yang adil, perlindungan lingkungan, serta pencegahan praktik korupsi dan benturan kepentingan. Kode Etik dapat diakses oleh pemangku kepentingan melalui situs resmi Perseroan pada tautan berikut: https://www.wismilak.com/uploads/laporan/pdf/standar-perilaku-perusahaan-1767061780.pdf.

The Company conducts its business activities in accordance with the principles of good governance, integrity, and compliance with applicable laws and regulations. This commitment is set out in the Code of Conduct (CoC), which serves as a behavioral guideline for all Company personnel in carrying out business activities responsibly. The Company's CoC integrates sustainability principles covering environmental, social, and governance (ESG) aspects. It includes provisions on business ethics, legal compliance, respect for human rights, fair labor practices, environmental protection, and the prevention of corruption and conflicts of interest. The CoC can be accessed by stakeholders through the Company's official website at the following link: https://www.wismilak.com/uploads/laporan/pdf/standar-perilaku-perusahaan-1767061780.pdf.

Perseroan memastikan penerapan Kode Etik melalui berbagai mekanisme internal, termasuk sosialisasi kebijakan, pelatihan kepada karyawan, serta integrasi prinsip-prinsip tersebut dalam prosedur operasional dan kegiatan bisnis sehari-hari. Selain itu, Perseroan menyediakan mekanisme pelaporan yang memungkinkan karyawan maupun pemangku kepentingan untuk menyampaikan dugaan pelanggaran terhadap kebijakan yang berlaku. Setiap laporan akan ditindaklanjuti sesuai dengan prosedur yang telah ditetapkan guna memastikan penerapan standar etika dan kepatuhan berjalan secara konsisten dalam seluruh kegiatan usaha Perseroan.

The Company ensures the implementation of CoC through various internal mechanisms, including policy dissemination, employee training, and the integration of these principles into operational procedures and daily business activities. In addition, the Company provides a reporting mechanism that allows employees and stakeholders to report suspected violations of applicable policies. Each report is followed up in accordance with established procedures to ensure the consistent implementation of ethical standards and compliance across all of the Company's business activities.



Wismilak Mendukung Tujuan Pembangunan Berkelanjutan (TPB)

Wismilak's Support for the Sustainable Development Goals (SDGs)

Perseroan mendukung TPB yang relevan dan menjadi prioritas dalam implementasi kinerja keberlanjutan. Proses identifikasi tersebut mengacu pada indikator dan target yang tercantum dalam Metadata Indikator TPB yang diterbitkan oleh Kementerian PPN/Bappenas.

Dalam penerapannya, Perseroan menggunakan SDG Compass dengan tahapan berikut:

The Company supported the SDGs that were relevant and prioritized in the implementation of its sustainability performance. The identification process referred to the indicators and targets set out in the SDGs Indicator Metadata issued by the Ministry of National Development Planning/ Bappenas.

In its implementation, the Company used the SDG Compass through the following stages:

1 Memahami TPB

Dukungan terhadap TPB menjadi tanggung jawab moral seluruh pelaku usaha. Oleh karena itu, Perseroan memahami bahwa kontribusi terhadap TPB perlu selaras dengan upaya mitigasi risiko, pemanfaatan peluang, serta strategi bisnis yang dijalankan.

Understanding the SDGs

Support for the SDGs is the moral responsibility of all business actors. Therefore, the Company recognizes that its contribution to the SDGs needs to be aligned with its risk mitigation efforts, the utilization of opportunities, and the business strategies it pursues.

2 Menentukan Prioritas Dukungan TPB

Perseroan mendukung seluruh tujuan TPB, dengan fokus pada enam tujuan yang paling relevan dengan kegiatan usaha.

Determining Priority SDGs

The Company supports all SDGs, with a focus on the six goals most relevant to its business activities.

3 Menetapkan Tujuan Prioritas

Perseroan menetapkan target dan strategi untuk mendukung pencapaian enam tujuan prioritas tersebut, serta melakukan pemantauan dan pengukuran terhadap capaian kinerjanya secara berkala.

Setting Priority Targets

The Company established targets and strategies to support the achievement of these six priority goals and regularly monitored and measured its performance achievements.

4 Mengintegrasikan Dukungan TPB dalam Kinerja Perusahaan

Dukungan terhadap TPB diintegrasikan ke dalam indikator kinerja utama (KPI) di berbagai fungsi dalam organisasi. Implementasinya juga tercermin dalam kebijakan, program, dan kegiatan operasional sebagai bagian dari proses bisnis Perseroan.

Integrating SDGs into Corporate Performance

Support for the SDGs is integrated into key performance indicators (KPIs) across various functions within the organization. Its implementation is also reflected in the Company's policies, programs, and operational activities as part of its business processes.

5 Melakukan Pelaporan dan Komunikasi

Perseroan menyampaikan kinerja keberlanjutan dan kontribusinya terhadap TPB kepada publik melalui berbagai media pelaporan, termasuk laporan keberlanjutan, dengan mengedepankan prinsip akuntabilitas dan transparansi.

Reporting and Communication

The Company communicates its sustainability performance and contribution to the SDGs to the public through various reporting media, including the sustainability report, while upholding the principles of accountability and transparency.



Melalui proses pendekatan tersebut, Pada tahun pelaporan ini, Perseroan memprioritaskan TPB tujuan 3, 4, 8, 10, 13, dan 16 dengan rincian sebagai berikut:

Through this approach, in the current reporting year, the Company prioritized SDGs 3, 4, 8, 10, 13, and 16, with details as follows:

Inisiatif Initiative	**Capaian 2025** 2025 Outcome	**Target 2026** 2026 Target
SDG 3 KESEHATAN YANG BAIK DAN KESEJAHTERAAN		
1. Menerapkan manajemen kesehatan dan keselamatan kerja (K3). Implement occupational health and safety (OHS) management. 2. Memfasilitasi program kesehatan untuk seluruh karyawan. Facilitate health programs for all employees.	Meningkatkan persentase karyawan *fit to work* sebesar 2%. IIncreased the percentage of employees classified as fit to work by 2%.	• Nihil kecelakaan kerja • Achieve zero workplace accidents. • Meningkatkan persentase karyawan *fit to work* menjadi ≥ 80%. • Increase the percentage of employees classified as fit to work to at least 80%.
3. Memberikan tunjangan, fasilitas, dan manfaat untuk mendukung kinerja karyawan. Provide allowances, facilities, and benefits to support employee performance.	Kebijakan dan Prosedur *Compensation Benefit* yang kompetitif. Maintained competitive compensation and benefits policies and procedures.	Kebijakan dan Prosedur *Compensation Benefit* yang kompetitif. Competitive compensation and benefits policies and procedures.

Inisiatif Initiative	Capaian 2025 2025 Outcome	Target 2026 2026 Target
		
1. Program Peduli Wirausaha Diplomat Success Challenge (DSC). Diplomat Success Challenge (DSC) Entrepreneurial Program.	• Menjangkau 43.281 peserta melalui Program DSC. • Reached 43,281 participants through the DSC Program. • Memberikan dukungan implementasi prinsip tata kelola usaha melalui kerangka penerapan ESG kepada peserta Diplomat Success Challenge melalui program sosialisasi ESG bersama Universitas Katolik Parahyangan Bandung. • Provided support for the implementation of good corporate governance principles through an ESG framework for DSC participants through ESG awareness programs conducted in collaboration with Parahyangan Catholic University, Bandung. • Melaksanakan program pendampingan penyusunan laporan keberlanjutan bersama Universitas Katolik Parahyangan Bandung. • Conducted a sustainability report mentoring program in collaboration with Parahyangan Catholic University, Bandung.	• Menjangkau lebih dari 44.000 wirausahawan Indonesia. • Reach more than 44,000 Indonesian entrepreneurs. • Menjadikan Sosialisasi ESG sebagai agenda tahunan program. • Establish ESG awareness sessions as an annual program agenda. • Melanjutkan program pendampingan penyusunan laporan keberlanjutan untuk para peserta DSC. • Continue the sustainability report mentoring program for DSC participants.
2. Program pendidikan Wismilak Berbagi – Peduli Pendidikan. Wismilak Berbagi – Education Care Program.	• Melalui program AksiLiterasi Wismilak, Perseroan menjangkau 22 taman kanak-kanak dalam program AksiLiterasi Membaca serta 16 sekolah dalam program AksiLiterasi Digital (koding). • Through the AksiLiterasi Wismilak program, the Company reached 22 kindergartens through the reading literacy initiative and 16 schools through the digital literacy (coding) initiative. • Mengikuti perhelatan Work for Autisme 2025 di Surabaya. • Participated in the Work for Autism 2025 event in Surabaya.	• Melanjutkan program AksiLiterasi Wismilak melalui program literasi membaca dan digital. • Continue the AksiLiterasi Wismilak program through reading and digital literacy initiatives. • Mengelevasi program AksiLiterasi Digital melalui penyelenggaraan special event. • Enhance the AksiLiterasi Digital program through the organization of special events.

Inisiatif Initiative	Capaian 2025 2025 Outcome	Target 2026 2026 Target
3. Menjalankan Program Masa Persiapan Pensiun (MPP). Implement the Pre-Retirement Program (MPP).	• Melaksanakan program Masa Persiapan Pensiun (MPP) untuk posisi Manager dan Supervisor usia ≥ 53 tahun dengan peserta sebanyak 19 karyawan. • Conducted the Pre-Retirement Program (MPP) for Managers and Supervisors aged 53 and above, with 19 participating employees.	• Terus melaksanakan Program Masa Persiapan Pensiun (MPP) untuk posisi Manager dan Supervisor usia ≥ 53 tahun. • Continue implementing the Pre-Retirement Program (MPP) for Managers and Supervisors aged 53 and above.
		
1. Meningkatkan kemitraan dengan pemasok lokal. Increase partnerships with local suppliers.	• Jumlah pemasok lokal mencapai 1.201 pemasok, setara dengan 95% dari total pemasok. • The number of local suppliers reached 1,201, representing 95% of the total suppliers.	• Terus memperluas jangkauan kemitraan dengan masyarakat. • Continue expanding the reach of partnerships with local communities.
2. Meningkatkan kemitraan bersama masyarakat berbasis ekonomi dalam program retail outlet, Wismilak Success Partner (WSP).	• 23.856 kemitraan masyarakat berbasis ekonomi dalam program retail outlet. • Established 23,856 community-based economic partnerships through the retail outlet program.	• Menjangkau lebih dari 23.900 kemitraan masyarakat berbasis ekonomi dalam program retail outlet. • Reach more than 23,900 community-based economic partnerships through the retail outlet program.
3. Menciptakan ekosistem kewirausahaan solid di Indonesia. Build a strong entrepreneurial ecosystem in Indonesia.	• Melaksanakan Program DSC dengan 127 kolaborator dan menyediakan total Hibah Rp2,5 Miliar. • Implemented the DSC Program with 127 collaborators and provided total grant funding of Rp2.5 billion.	• Melakukan pelaksanaan program dengan model kerja sama pentahelix secara berkala. • Implement programs regularly through a pentahelix collaboration model.
		
1. Memberikan akses lapangan pekerjaan kepada talenta lokal yang ada di sekitar wilayah operasional Perseroan. Provide employment opportunities for local talent in areas surrounding the Company's operations.	Merekrut tenaga kerja lokal sesuai kebutuhan Perseroan. Recruit local workers in accordance with the Company's needs.	Melakukan perekrutan tenaga kerja lokal sesuai kebutuhan Perseroan. Continue recruiting local workers in accordance with the Company's needs.

Inisiatif Initiative	Capaian 2025 2025 Outcome	Target 2026 2026 Target
2. Melaksanakan program kewirausahaan DSC dengan prinsip kesetaraan. Implement the DSC entrepreneurship program based on the principles of equality and inclusiveness.	• Menyediakan akses literasi kewirausahaan melalui program DSC yang terbuka bagi masyarakat Indonesia dan dapat diakses melalui YouTube, yang pada 2025 telah mencapai 3.204.874 penonton. • Provided access to entrepreneurship literacy through the DSC program, which is open to the Indonesian public and accessible via YouTube, reaching 3,204,874 viewers in 2025. • Memberikan akses pendampingan pembuatan laporan keberlanjutan kepada 33 Peserta DSC. • Provided sustainability report preparation mentoring to 33 DSC participants.	Melakukan program dengan tetap memprioritaskan kesetaraan untuk peserta maupun penerima manfaat secara berkala. Continue implementing programs while prioritizing equality for participants and beneficiaries on an ongoing basis.
		
1. Efisiensi energi. Energy efficiency.	Mengurangi konsumsi energi listrik PLN hingga 12,5% dari total energi yang digunakan. Reduce PLN electricity consumption to 12.5% of total energy use.	• Menyelesaikan Feasibility Study untuk Konversi Fleet Internal Combustion Engine (ICE) ke Electric Vehicle (EV). • Complete the feasibility study for converting the internal combustion engine (ICE) fleet to electric vehicles (EVs). • Meningkatkan kapasitas pembangkit listrik tenaga surya (PLTS). Increase solar power system (PLTS) capacity.
2. Mengaplikasikan pembangkit listrik tenaga surya (PLTS). Implement solar power generation (PLTS).	Kapasitas PLTS terpasang sebesar 454,5 kWp. Installed PLTS capacity reached 454.5 kWp.	• Mempertahankan komposisi PLTS dan PLN dengan komposisi 50:50. • Maintain a 50:50 composition between PLTS and PLN. • Merealisasikan Fase 3 1.000 kWp yang difokuskan pada PT Gelora Djaja, sehingga konsolidasi 1.454 kWp. • Realize Phase 3 development of 1,000 kWp, focused on PT Gelora Djaja, bringing consolidated installed capacity to 1,454 kWp.

Inisiatif Initiative	Capaian 2025 2025 Outcome	Target 2026 2026 Target
		
1. Menerapkan Kode Etik Perusahaan dan Tata Kelola yang baik. Implement the Company's Code of Conduct and good corporate governance practices.	• Memperkuat nilai dan etika perusahaan melalui pembaruan Kode Etik Perusahaan yang mengintegrasikan prinsip keberlanjutan. Strengthened corporate values and ethics through updates to the Company's Code of Conduct integrating sustainability principles.	• Melakukan sosialisasi penerapan kode etik maupun corporate culture. • Conduct regular awareness programs on the implementation of the Code of Conduct and corporate culture.
2. Patuh pada semua peraturan, di antaranya terkait pemasaran, pelabelan, tanggung jawab konsumen, dan pelestarian lingkungan. Ensure compliance with all applicable regulations, including those related to marketing, labeling, consumer responsibility, and environmental protection.	• Mencatat nihil kasus benturan kepentingan, korupsi, maupun kasus pidana. • Recorded zero cases of conflicts of interest, corruption, or criminal violations.	• Melakukan pemantauan penerapan Kode Etik Perusahaan dan kepatuhan terhadap regulasi di industri rokok, disertai sosialisasi secara berkala dengan target nihil kasus pelanggaran dan benturan kepentingan. • Monitor the implementation of the Company's Code of Conduct and compliance with regulations in the cigarette industry, supported by regular awareness programs, with a target of zero violations and conflicts of interest.
3. Melakukan kolaborasi bersama organisasi, asosiasi, maupun institut dan binaan program Wismilak. Collaborate with organizations, associations, institutions, and Wismilak program partners.	Melaksanakan program-program kolaborasi dengan asosiasi, institusi maupun komunitas (program MSIB, program DSC, program AksiLiterasi Wismilak). Implemented collaborative programs with associations, institutions, and communities, including the MSIB Program, DSC Program, and AksiLiterasi Wismilak Program.	Terus menjalankan program dengan model kerja sama pentahelix. Continuing to implement programs using the pentahelix collaboration model.

Tantangan atas Penerapan Keberlanjutan [E.5][2-25]
Challenges in the Implementation of Sustainability

Seiring perubahan perilaku konsumen yang mempengaruhi tingkat konsumsi domestik, Wismilak menghadapi tantangan dalam menjaga kinerja usaha di industri tembakau. Perubahan ini mendorong Perseroan menyesuaikan strategi bisnis dan operasional agar tetap selaras dengan preferensi pasar serta perkembangan regulasi dan sosial.

Sebagai respons, Perseroan memperkuat strategi usaha melalui pengelolaan dampak operasional, pengembangan program masyarakat, serta peningkatan kualitas produk dan efektivitas distribusi. Sepanjang 2025, Perseroan juga menerapkan prinsip kehati-hatian dan memperluas kolaborasi dengan pemangku kepentingan. Pendekatan ini mendukung ketahanan dan daya saing usaha di tengah perubahan pola konsumsi dan kondisi pasar.

As consumer behavior shifts and affects the level of domestic consumption, Wismilak faces challenges in maintaining business performance in the tobacco industry. These changes have prompted the Company to adjust its business and operational strategies to remain aligned with market preferences, as well as regulatory and social developments.

In response, the Company strengthened its business strategy through the management of operational impacts, the development of community programs, and improvements in product quality and distribution effectiveness. Throughout 2025, the Company also adopted a precautionary approach and expanded collaboration with stakeholders. This approach supported business resilience and competitiveness amid changing consumption patterns and market conditions.

Dampak Perubahan Iklim [201-2]
Climate Change Impacts

Perseroan mengidentifikasi perubahan iklim ekstrem sebagai risiko yang berpotensi mempengaruhi proses produksi serta ketersediaan bahan baku utama, termasuk tembakau dan cengkeh, yang dapat berdampak pada kinerja operasional dan keuangan. Untuk mengelola risiko tersebut, Perseroan menerapkan strategi pengelolaan bahan baku yang terintegrasi dengan Fungsi Manajemen Risiko, termasuk pengendalian pasokan dan mutu bahan baku.

Hingga 2025, Perseroan tidak mencatat dampak keuangan yang signifikan akibat perubahan iklim terhadap kegiatan operasional. Ke depan, Perseroan akan terus menerapkan proses produksi ramah lingkungan serta memastikan penggunaan bahan baku berkualitas melalui pengendalian mutu sesuai standar yang ditetapkan.

The Company identified extreme climate change as a risk that may affect production processes and the availability of key raw materials, including tobacco and cloves, which may in turn affect operational and financial performance. To manage this risk, the Company implemented a raw material management strategy integrated with the Risk Management Function, including controls over raw material supply and quality.

As of 2025, the Company had not recorded any significant financial impact from climate change on its operations. Going forward, the Company will continue to adopt environmentally friendly production processes and ensure the use of quality raw materials through quality control in accordance with established standards.



Hijau untuk Masa Depan
Green for the Future

Manajemen Energi dan Emisi
Energy and Emissions Management

Jumlah dan Intensitas Energi yang Digunakan [F.6][302-1]
Energy Consumption and Intensity

Selama periode pelaporan, Perseroan menggunakan sumber energi yang berasal dari pasokan listrik PT PLN (Persero), gas alam cair, dan solar. Total konsumsi energi dihitung berdasarkan akumulasi pemakaian energi untuk kegiatan operasional kantor dan pabrik, yang selanjutnya dikonversi ke dalam satuan Gigajoule (GJ).

Perhitungan konsumsi energi dalam laporan ini hanya mencakup aktivitas operasional di dalam Perseroan. Hingga akhir periode pelaporan, Perseroan belum melakukan perhitungan konsumsi energi yang berasal dari aktivitas di luar Perseroan. Pada 2025, PT Wismilak Inti Makmur Tbk mencatat intensitas energi sebesar 3,3 GJ/Ton, meningkat dibandingkan tahun 2024 yang mencapai 2,9 GJ/Ton. Di sisi lain, PT Gelora Djaja mencatat intensitas energi sebesar 6,0 GJ/Ton, menurun dibandingkan tahun sebelumnya yang mencapai 6,3 GJ/Ton. [302-2]

During the reporting period, the Company used energy sourced from electricity supplied by PT PLN (Persero), liquefied natural gas, and diesel fuel. Total energy consumption was calculated based on the cumulative energy used for office and factory operations, which was then converted into Gigajoules (GJ).

The energy consumption calculation in this report only covers operational activities within the Company. As of the end of the reporting period, the Company had not yet calculated energy consumption from activities outside the Company. In 2025, PT Wismilak Inti Makmur Tbk recorded an energy intensity of 3.3 GJ/ton, an increase compared to 2.9 GJ/ton in 2024. Meanwhile, PT Gelora Djaja recorded an energy intensity of 6.0 GJ/ton, a decrease compared to 6.3 GJ/ton in the previous year. [302-2]

Penggunaan Energi | Energy Consumption (GJ)

Jenis Energi Energy Type	2025	2024	2023
Energi Tak Terbarukan | Non-Renewable Energy			
Listrik yang dibeli Electricity purchased	10.960	8.448	6.544
Jumlah konsumsi energi tak terbarukan Total non-renewable energy consumption	10.960	8.448	6.544
Energi Terbarukan | Renewable energy			
Energi yang dibangkitkan sendiri Self-generated energy	1.560	542	293
Jumlah konsumsi energi terbarukan Total renewable energy consumption	**1.560**	**542**	**293**

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Jenis Energi Energy Type	2025	2024	2023
Energi Tak Terbarukan | Non-Renewable Energy			
Listrik yang dibeli Electricity purchased	16.405	13.713*	17.136
Gas Alam Cair Liquefied natural gas	14.867	12.535	13.228
Solar Diesel	225	365	131
Jumlah konsumsi energi tak terbarukan Total non-renewable energy consumption	**31.497**	**26.613**	**30.495**

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.
* Penyajian kembali karena adanya koreksi data. [2-4]
* Restatement due to o data correction. [2-4]

Intensitas Energi | Energy Intensity [302-3]

Uraian Description	Satuan Unit	2025	2024	2023
Konsumsi Energi pada Proses Produksi Energy Consumption in the Production Process	GJ	12.520	8.990*	6.837*
Volume Produksi per Tahun Annual Production Volume	Ton	3.779	3.081	2.950
Intensitas Energi Energy Intensity	GJ/Ton	3,3	2,9*	2,3*
Rasio Efisiensi Energi Energy Efficiency Ratio	%	7,8	10,8*	5,3*

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.
* Penyajian kembali karena adanya perubahan cakupan data. [2-4]
* Restatement due to changes in data scope. [2-4]

Uraian Description	Satuan Unit	2025	2024	2023
Konsumsi Energi pada Proses Produksi Energy Consumption in the Production Process	GJ	31.497	26.273*	30.495
Volume Produksi per Tahun Annual Production Volume	Ton	5.238	4.303	4.695
Intensitas Energi Energy Intensity	GJ/Ton	6,0	6,2*	6,5
Rasio Efisiensi Energi Energy Efficiency Ratio	%	14,3	13,4	9,2

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.
* Penyajian kembali karena adanya koreksi data. [2-4]
* Restatement due to o data correction. [2-4]

Upaya dan Pencapaian Efisiensi Energi [F.7][302-4]
Energy Efficiency Initiatives and Achievements

Langkah-langkah efisiensi energi di Wismilak dilaksanakan berdasarkan tiga kategori inisiatif yang mendapat persetujuan manajemen. Seluruh capaian efisiensi dipantau secara berkala melalui pencatatan sistematis atas hasil absolut. Implementasi upaya efisiensi energi pada 2025 telah berkontribusi pada penurunan penggunaan energi sebesar 12,5% dan penghematan biaya energi sebesar 4%.

Energy efficiency measures at Wismilak are carried out based on three categories of initiatives approved by management. All efficiency achievements are monitored regularly through systematic recording of absolute results. The implementation of energy efficiency measures in 2025 contributed to a 12.5% reduction in energy use and 4% energy cost savings.

Inisiatif Efisiensi Energi [F.7]
Energy Efficiency Initiatives

Low-Cost Efficiency

1. Memasang atap transparan untuk pencahayaan di siang hari untuk menurunkan konsumsi daya listrik.
2. Melakukan perawatan mesin produksi secara berkala dengan mengganti *spare part* yang sudah tidak layak pakai.
3. Menggunakan efluen yang telah melalui proses pemurnian kembali sebagai sumber air dalam perawatan tanaman.
4. Melakukan monitoring konsumsi *steam boiler* melalui aplikasi.

1. Installed transparent roofing to provide daylight illumination and reduce electricity consumption.
2. Performed regular maintenance on production machinery by replacing spare parts that were no longer fit for use.
3. Reused effluent that had undergone further treatment as a water source for plant maintenance.
4. Monitored steam boiler consumption through an application.

Medium Cost Efficiency

1. Optimalisasi operasional kompresor secara bergantian sesuai dengan kebutuhan mesin produksi.
2. Optimalisasi konsumsi LNG untuk bahan bakar utama dari *boiler*.
3. Mengganti pompa air dengan mekanisme gravitasi untuk distribusi air bersih dari tandon ke kamar mandi.
4. Mengganti lampu penerangan jalan umum (PJU) dari lampu konvensional menjadi lampu jenis LED.

1. Optimized compressor operations on a rotating basis according to production machine requirements.
2. Optimized LNG consumption as boiler primary fuel.
3. Replaced water pumps with a gravity-based mechanism for distributing clean water from storage tanks to restrooms.
4. Replaced conventional public street lighting with LED lights.

High-Cost Efficiency

1. Optimalisasi penggunaan *single packet heating tunnel* (SPHT) untuk menggantikan *shrinkage tunnel* dalam proses produksi.
2. Melakukan peningkatan teknologi dan penambahan mesin.
3. Melaksanakan pembangkit listrik tenaga surya (PLTS) Fase 2

1. Optimized the use of the single packet heating tunnel (SPHT) to replace the shrinkage tunnel in the production process.
2. Upgraded technology and added machinery.
3. Implemented Phase 2 of the solar power system (PLTS).

Hasil Absolut Efisiensi Energi
Absolute Results Energy Efficiency

Kegiatan Efisiensi Energi Energy Efficiency Activities	Hasil Absolut (GJ) Absolute Results		
	2025	2024	2023
Fasilitas Pendukung & Utilitas | Supporting & Utility Facilities			
Penggantian lampu TL dengan LED Replacing TL lights with LED	543	491	201
Penggunaan alsinet/atap transparan The use of alsynite/transparent roofing	514	514	192

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Kegiatan Efisiensi Energi Energy Efficiency Activities	Hasil Absolut (GJ) Absolute Results		
	2025	2024	2023
Proses Produksi | Production Process			
Penggunaan SPHT pengganti Shrinkage Tunnel The use of SPHT to replace Shrinkage Tunnels	1.350	1.350	1.350
Fasilitas Pendukung & Utilitas | Supporting & Utility Facilities			
Penggantian lampu TL dengan LED Replacing TL lights with LED	2.673	1.723	1.179
Penggunaan alsinet/atap transparan The use of alsynite/transparent roofing	493	493	272

Keterangan | Notes:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Penggunaan Energi Terbarukan [F.7][F.12]
Renewable Energy Use

Upaya peningkatan efisiensi energi juga didukung melalui pemanfaatan sumber energi yang lebih ramah lingkungan, yaitu Pembangkit Listrik Tenaga Surya (PLTS). Pemanfaatan PLTS telah dilakukan sejak 2023. Pada 2025, pengembangan PLTS memasuki fase kedua, yang ditandai dengan penambahan kapasitas sebesar 328 kWp dari kapasitas awal 126,5 kWp pada fase pertama. Dengan demikian, hingga akhir 2025 total kapasitas terpasang mencapai 454 kWp dengan instalasi panel surya seluas 2.122 m^2 yang telah tersebar di 18 area.

Efforts to improve energy efficiency are also supported through the utilization of more environmentally friendly energy sources, namely Solar Power Plants (PLTS). The Company has used PLTS since 2023. In 2025, PLTS development entered its second phase, marked by the addition of 328 kWp of capacity to the initial 126.5 kWp installed in the first phase. As a result, by the end of 2025, total installed capacity reached 454 kWp, with solar panels covering 2,122 m^2 across 18 areas.

Pengembangan fase kedua ini masih difokuskan pada unit usaha Wismilak Filter. Pemanfaatan PLTS digunakan untuk kebutuhan pengoperasian mesin produksi, yang secara keseluruhan berkontribusi terhadap pengurangan emisi sebesar 186 ton CO_2e. Ke depannya, Perseroan juga merencanakan perluasan pemanfaatan PLTS ke unit usaha lainnya.

This second-phase development remained focused on the Wismilak Filter business unit. The solar power system (PLTS) supports the operation of production machinery and, overall, contributes to an emissions reduction of 186 tCO_2e. Going forward, the Company also plans to expand the use of PLTS to its other business units.

Perhitungan Emisi GRK [F.11]
Calculation of GHG Emissions

Perseroan secara rutin melakukan pemantauan dan pelaporan emisi GRK kepada Kementerian Lingkungan Hidup sebagai bentuk kepatuhan terhadap regulasi yang berlaku. Perhitungan emisi GRK untuk PT Wismilak Inti Makmur Tbk diklasifikasikan ke dalam cakupan 1, cakupan 2, dan cakupan 3. Emisi langsung (cakupan 1) berasal dari kegiatan operasional, termasuk penggunaan kendaraan. Emisi tidak langsung (cakupan 2) bersumber dari konsumsi energi yang dibeli, seperti listrik dari PT Perusahaan Listrik Negara (PLN) dan energi dari PT Perusahaan Gas Negara (PGN), sedangkan emisi tidak langsung lainnya (cakupan 3) berasal dari aktivitas dalam rantai pasokan pihak ketiga. Sementara itu, PT Gelora Djaja saat ini melakukan perhitungan emisi GRK dalam bentuk gabungan cakupan 1 dan cakupan 2, yang mencakup emisi CO_2, CH_4, dan N_2O dari kegiatan operasional boiler dan konsumsi listrik. Perhitungan tersebut belum dipisahkan secara rinci antara cakupan 1 dan cakupan 2. Hingga akhir tahun 2025, Perseroan juga belum melakukan perhitungan emisi zat perusak ozon (ODS) dan emisi udara signifikan lainnya. [305-6] [305-7]

The Company routinely monitors and reports its GHG emissions to the Ministry of Environment as part of its compliance with applicable regulations. GHG emissions for PT Wismilak Inti Makmur Tbk are classified into Scope 1, Scope 2, and Scope 3. Direct emissions (Scope 1) arise from operational activities, including vehicle use. Indirect emissions (Scope 2) originate from purchased energy consumption, such as electricity from PT Perusahaan Listrik Negara (PLN) and energy from PT Perusahaan Gas Negara (PGN), while other indirect emissions (Scope 3) derive from activities within the third-party supply chain. Meanwhile, PT Gelora Djaja currently calculates its GHG emissions as a combined total of Scope 1 and Scope 2, covering CO_2, CH_4, and N_2O emissions from boiler operations and electricity consumption. These emissions have not yet been separately disclosed between Scope 1 and Scope 2. As of the end of 2025, the Company has not yet calculated emissions of ozone-depleting substances (ODS) or other significant air emissions. [305-6][305-7]

Perhitungan Emisi GRK [305-1, 305-2, 305-3]
Calculation of GHG Emissions

Emisi GRK
GHG Emissions

Uraian Description	Satuan Unit	2025	2024*	2023*
Cakupan 1 | Scope 1				
Berdasarkan Jenis Emisi | By Emission Type				
CO_2	Ton CO_2eq	395,65	663,01	331,4
CH_4		2	3,35	1,68
N_2O		2,36	3,65	1,93

Emisi GRK
GHG Emissions

Uraian Description	Satuan Unit	2025	2024*	2023*
Berdasarkan Sumber Emisi | By Emission source				
Pembakaran yang bersumber dari stasioner (non-transportasi) Combustion from stationary sources (non-transportation)	Ton CO_2eq	329	611	284
Pembakaran yang bersumber dari kendaraan perseroan Combustion from company vehicles		71	59	51
Total Emisi GRK Cakupan 1 Total Scope 1 GHG Emissions		**400**	**670**	**335**
Cakupan 2 | Scope 2				
Berdasarkan Jenis Emisi | By Emission Type				
CO_2	Ton CO_2eq	1.309,46	1.003,96	778,09
CH_4		1,31	1,01	0,78
N_2O		5,24	4,04	3,13
Berdasarkan Sumber Emisi | By Emission source				
Listrik PLN Electricity from PLN	Ton CO_2eq	1.309	1.009	782
Total Emisi GRK Cakupan 2 Total Scope 1 & 2 GHG Emissions		**1.309**	**1.009**	**782**
Cakupan 3 Scope 3				
Berdasarkan Jenis Emisi | By Emission Type				
CO_2	Ton CO_2eq	54,71	39,48	31,96
CH_4		1,75	1,26	1,02
N_2O		1,75	1,26	1,02
Berdasarkan Sumber Emisi | By Emission source				
Aktivitas yang berhubungan dengan bahan bakar dan energi Fuel and energy related activities	Ton CO_2eq	57,9	41	33
Pembelian barang Purchased goods		0,3	1	1
Total emisi GRK Cakupan 3 Total Scope 3 GHG Emissions	Ton CO_2eq	**58,2**	**42**	**34**
Total emisi GRK Cakupan 1, 2, dan 3 Total Scope 1,2, & 3 GHG Emissions		**1.767,2**	**1.721**	**1.151**

Emisi GRK
GHG Emissions

Uraian Description	Satuan Unit	2025	2024	2023
Intensitas Emisi GRK | GHG Emissions Intensity [305-4]				
Volume Produksi per Tahun Production Volume per Year	Ton	5.801	4.818	4.330
Pendapatan Revenue	Rp Juta Rp Million	1.425.000	1.193.400	804.800
Intensitas Emisi GRK dari Volume Produksi per Tahun Greenhouse Gas Emissions Intensity from Production Volume per Year	**Ton CO_2Eq / Ton Produksi** Tons CO_2Eq / Ton of Production	**0,31**	**0,36***	**0,27***
Intensitas Emisi GRK Cakupan 1 & 2 dari Pendapatan Total emisi GRK GHG Emissions Intensity Scope 1 & 2 from Total GHG Emissions Revenue	**Ton CO_2Eq / Rp Juta** Tons CO_2Eq / Rp Million	**0,0012**	**0,0014***	**0,0014***

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.
*Penyajian kembali karena adanya perubahan cakupan perhitungan yang hanya mencakup data PT Wismilak Inti Makmur Tbk. [2-4]
*Restatement was made due to changes in the calculation scope, which only includes data from PT Wismilak Inti Makmur Tbk. [2-4]

Uraian Description	Satuan Unit	2025	2024	2023
Emisi GRK Cakupan 1 & 2 yang Dihasilkan | GHG Emissions Scope 1 & 2 Generated				
CO_2	Ton CO_2 eq	3.956	2.393	2.827
CH_4	Ton	0,018	0,015	0,020
N_2O		0,014	0,012	0,016
Volume Produksi per Tahun Annual Production Volume		5.238	4.303	4.695
Intensitas Emisi | Emissions Intensity [305-4]				
CO_2	Ton CO_2 eq/Ton	0,8	0,6	0,6
CH_4	Ton	0,000003	0,000004	0,000004
N_2O		0,000003	0,000003	0,000003

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Pada tahun pelaporan, Perseroan melakukan penambahan mesin baru serta peningkatan fitur dan kapabilitas mesin produksi yang telah ada. Meskipun terdapat investasi pada mesin baru, langkah ini merupakan bagian dari strategi efisiensi, mengingat Perseroan telah melakukan riset dan pemilihan teknologi mesin yang lebih modern dan hemat energi. Melalui langkah ini, Perseroan berhasil menurunkan emisi sebesar 1,12% dibandingkan tahun sebelumnya. [F.12][305-5]

During the reporting year, the Company added new production machinery and enhanced the features and capabilities of its existing production machinery. Although this involved investment in new machinery, the step formed part of the Company's efficiency strategy, as it had conducted research and selected more modern and energy-efficient machine technology. Through this effort, the Company reduced emissions by 1.12% compared with the previous year. [F.12][305-5]

Pengelolaan Air, Efluen, dan Limbah
Water, Effluent, and Waste Management

Penggunaan Air [F.8][303-1][303-5]
Water Consumption

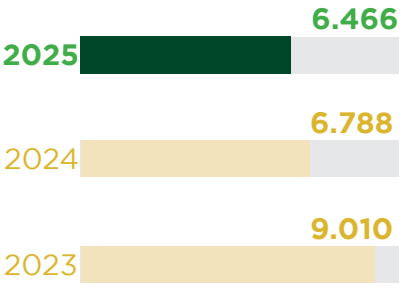
Mayoritas pasokan air Wismilak berasal dari Perusahaan Daerah Air Minum (PDAM) sebagai penyedia utama, dengan dukungan air tangki dari vendor eksternal sebagai sumber alternatif apabila terjadi gangguan pasokan.

The majority of Wismilak's water supply is sourced from Regional Water Supply Company (PDAM) as its primary provider, with tanker water from external vendors serving as an alternative source in the event of supply disruptions.

Penggunaan Air | Water Consumption (m³)



Air dari PDAM
Water from PDAM



Keterangan | Notes:
- Data PT Wismilak Inti Makmur Tbk.
  Data from PT Wismilak Inti Makmur Tbk.
- Selama tahun 2023-2025, PT Wismilak Inti Makmur Tbk hanya menggunakan air yang berasal dari PDAM.
  During 2023-2025, PT Wismilak Inti Makmur Tbk only used water sourced from PDAM.

Sumber Air Water Source	2025	2024	2023
Air dari PDAM Water from PDAM	33.128	35.335	33.746
Air Tangki Tank Water	0	0	80
Jumlah Penggunaan Air Total Water Consumption	**33.128**	**35.335**	**33.826**

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Pengelolaan Efluen [F.14][306-2][306-4][306-5]
Effluent Management

Seluruh efluen hasil kegiatan operasional diolah melalui Instalasi Pengolahan Air Limbah (IPAL), dan limbah cair domestik dikelola agar dapat digunakan kembali. Penerapan baku mutu air limbah mengacu pada Peraturan Gubernur Jawa Timur No. 72 Tahun 2013 tentang Baku Mutu Air Limbah Industri. Pada 2025, tidak terdapat insiden tumpahan efluen maupun cairan berbahaya lainnya. [F.15]

All effluent generated from operational activities is treated through a Wastewater Treatment Plant (WWTP), and domestic wastewater is managed for reuse. The application of wastewater quality standards refers to East Java Governor Regulation No. 72 of 2013 on Industrial Wastewater Quality Standards. In 2025, there were no incidents involving effluent spills or other hazardous liquid spills. [F.15]

Baku Mutu Air Hasil Pengolahan IPAL
Wastewater Quality Standards for Treated WWTP Effluent

Parameter	Satuan Unit	Baku Mutu Quality Standard	Hasil Result		
			2025	2024	2023
pH	-	6-9	7,2	7,7	7,0
Amoniak | Ammonia	mg/L	10	0,5	0,4	0,05
Fenol Phenol		0,5	0,4	0,4	0,3
BOD		60	23,4	45,2	33,5
COD		120	95,8	106,8	80,3
Minyak dan Lemak Oil and Grease		5	4,1	4,3	3,2
TSS		100	9,7	10,9	11,04

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Parameter	Satuan Unit	Baku Mutu Quality Standard	Hasil Result		
			2025	2024	2023
pH	-	6-9	7,8	7,7	7,3
Amoniak | Ammonia	mg/L	10	2,3	0,4	2,4
Fenol | Phenol		0,5	0,5	0,3	0,3
BOD		60	20,1	36,1	42,2
COD		120	90,9	111,7	99,8
Minyak dan Lemak Oil and Grease		5	2,6	4,6	3,6
TSS		100	13,1	23,1	56,0

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Inisiatif Pengelolaan Efluen [F.13][F.14][303-4][306-3]
Effluent Management Initiatives

Efluen yang berasal dari aktivitas domestik karyawan dikelola oleh Wismilak untuk pemanfaatan kembali melalui dua kategori inisiatif, yaitu:

1. *Low cost*: Air limbah yang telah diolah dimanfaatkan kembali untuk perawatan tanaman.
2. *High cost*: Air limbah yang berasal dari kondensat diolah dan dimanfaatkan kembali untuk air umpan *boiler*.

Effluent generated from employees' domestic activities is managed by Wismilak for reuse through two categories of initiatives:

1. Low cost: Treated wastewater is reused for plant irrigation.
2. High cost: Wastewater from condensate is treated and reused as boiler feedwater.

Intensitas Air Limbah | Wastewater Intensity

Uraian Description	Satuan Unit	2025	2024	2023
Limbah Cair Liquid Waste	m^3	82	111	258
Volume Produksi per Tahun Annual Production Volume	Ton	3.789	3.081	2.950
Intensitas Air Limbah Wastewater Intensity	m^3/Ton	0,02	0,04	0,09

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Uraian Description	Satuan Unit	2025	2024	2023
Limbah Cair Liquid Waste	m^3	546	1.359	1.521
Volume Produksi per Tahun Annual Production Volume	Ton	5.238	4.303	4.695
Intensitas Air Limbah Wastewater Intensity	m^3/Ton	0,1	0,3	0,3

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Pengelolaan Limbah
Waste Management

Jenis limbah yang dihasilkan Wismilak meliputi limbah B3 padat dan cair, serta limbah padat non-B3. Seluruh data dan pemantauan limbah dikelola melalui *LogBook* dan Neraca Limbah B3. [306-1][306-2]

The types of waste generated by Wismilak include solid and liquid hazardous waste (B3 waste), as well as non-hazardous solid waste. All waste data and monitoring are managed through the Hazardous Waste Logbook and Hazardous Waste Balance Sheet. [306-1][306-2]

Mekanisme Pengelolaan Limbah [F.14][306-2]
Waste Management Mechanism

Limbah Padat
Solid Waste

Sampah domestik | Domestic Waste

Sampah domestik organik dan anorganik dikirim kepada pihak ketiga.
Organic and inorganic domestic waste is sent to third Parties.

Kertas | Paper

Limbah kertas dimanfaatkan dan diolah kembali oleh pihak ketiga.
Paper waste is utilized and recycled by third parties.

Limbah non-B3 | Non-Hazardous Waste

Debu tembakau merupakan limbah non-B3 yang dikirim kepada pihak ketiga.
Tobacco dust is categorized as non-hazardous waste sent to third parties.

Limbah Cair
Effluent

Air Limbah | Wastewater

Air limbah industri dan domestik dibuang dan penanganannya dilakukan di Instalasi Pengolahan Air Limbah (IPAL) untuk mengurangi dampak pencemaran dan kerusakan lingkungan, sesuai dengan baku mutu industri tembakau dan cerutu.
Industrial and domestic wastewater is discharged and treated at the Wastewater Treatment Plant (WWTP) to reduce pollution and environmental damage, in accordance with the quality standards for the tobacco and cigar industry.

Limbah B3 | Hazardous Waste

Limbah B3, baik padat ataupun cair dikirim kepada pihak ketiga berlisensi melalui prosedur penanganan yang tepat.
Solid and liquid hazardous waste is sent to licensed third parties through appropriate handling procedures.

Jumlah Limbah Padat Non-B3 (Ton) | Total Non-Hazardous Solid Waste (Tons) [306-3]

Jenis Limbah Padat Non-B3 Type of non-hazardous solid waste		2025	2024	2023
Non-organik Non-organic	Plastik Plastic	13,8	16,8	14,0
	Lainnya Others	331,8	323,9	218,2
Jumlah Total		**345,6**	**340,7**	**232,2**

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Jenis Limbah Padat Non-B3 Type of non-hazardous solid waste		2025	2024	2023
Organik | Organic	Domestik Domestic	181	117	171
	Kertas Paper	155	149	272
Non-organik Non-organic	Plastik Plastik	14	13	18
	Lainnya Others	551	370	351
Debu tembakau | Tobacco Dust		89	73	77
Jumlah | Total		**990**	**722**	**889**

Keterangan | Note:
Data PT Gelora Djaja. | Data from PT Gelora Djaja.

Jumlah Limbah B3 yang Signifikan (Ton) [F.13][306-3][306-4][306-5]

Amount of Hazardous Waste (Tons)

Uraian Description	2025	2024	2023
Limbah B3 Padat | Solid Hazardous Waste			
Limbah Terkontaminasi B3 Waste contaminated with hazardous waste	0,0945	0,1864	0,053
Kain Majun Bekas | Used wiping cloths (majun rags)	0	0	0
Kemasan Bekas B3 (Mudah Menyala) Hazardous used packaging (flammable)	0,0426	0*	0*
Kemasan Bekas B3 | Hazardous used packaging	0	0,0507	0,0719
Limbah Elektronik (Lampu Tubular) Electronic waste (tubular lamps)	0	0,0021	0,0006*
Baterai Bekas | Used batteries	0,6696	0,00215	0,00001
Limbah Elektronik (Selain Lampu Tubular) Electronic waste (other than tubular lamps)	0,0125	0,00135	0,0001
Jumlah Limbah B3 Padat Total Solid Hazardous Waste	**0,819**	**0,243****	**0,126****
Limbah B3 Cair | Liquid Hazardous Waste			
Pelumas Bekas | Used Lubricating Oil	0,9	0,7	0,9
Jumlah Limbah B3 Cair Total Liquid Hazardous Waste	**0,9**	**0,7**	**0,9**
Jumlah Limbah B3 | Total Hazardous Waste	**1,026**	**0,943****	**1,719****

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk. | Data PT Wismilak Inti Makmur Tbk.
* Penyajian kembali karena adanya koreksi data. [2-4]
* Restatement due to o data correction. [2-4]
**Penyajian kembali karena terdapat penambahan cakupan perhitungan limbah B3 padat berupa kain majun, kemasan bekas B3, dan baterai bekas, sehingga memengaruhi total limbah B3.
**Restatement due to the calculation scope of solid hazardous waste has been expanded by adding used majun cloths, used hazardous waste packaging, and used batteries, thereby affecting the total hazardous waste.

Uraian Description	2025	2024	2023
Limbah B3 Padat | Solid Hazardous Waste			
Kemasan Bekas B3 Hazardous Used Packaging	0	0,4	0,01
Aluminium Fosfida Aluminum phosphide	0,2	0,4	0
Kain Majun Bekas Used rags	0,6	0,2	0,2
Limbah Terkontaminasi B3 Waste contaminated with hazardous waste	0,2	0,1	0,2
Limbah Medis Medical Waste	0,03	0,06	0,06
Kemasan Bekas B3 (Mudah Menyala) Hazardous used packaging (flammable)	0,62	0,05	0,5
Limbah Elektronik (Lampu Tubular) Electronic waste (tubular lamps)	0,03	0,05	0,1
Limbah Elektronik (Selain Lampu Tubular) Electronic waste (other than tubular lamps)	0,02	0,04	0,02
Jumlah Limbah B3 Padat Total Solid Hazardous Waste	**1,7**	**1,3**	**1,1**
Limbah B3 Cair | Liquid Hazardous Waste			
Pelumas Bekas Used Lubricating Oil	2,9	1,7	1,7
Jumlah Limbah B3 Cair Total Liquid Hazardous Waste	**2,9**	**1,7**	**1,7**
Jumlah Limbah B3 Total Hazardous Waste	**4,6**	**3,0**	**2,8**

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Limbah Daur Ulang (Ton) | Recycled Waste (Tons) [306-4]

Uraian Description	2025		2024		2023	
	Dihasilkan Generated	**Diolah / Dimanfaatkan** Processed / Utilized	**Dihasilkan** Generated	**Diolah / Dimanfaatkan** Processed / Utilized	**Dihasilkan** Generated	**Diolah / Dimanfaatkan** Processed / Utilized
Kertas Paper	155	155	65	65	166	166
Debu Tembakau Tobacco Dust	89	40	73*	41*	77	38
Total	**244**	**195**	**138***	**106***	**243**	**204**

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.
* Penyajian kembali karena ada penyesuaian perhitungan data. [2-4]
* Restatement due to data calculation adjusments. [2-4]

Penggunaan Material yang Ramah Lingkungan [F.5][301-2]
Use of Environmentally Friendly Materials

Wismilak mengintegrasikan praktik keberlanjutan dalam operasionalnya melalui pemanfaatan material daur ulang, antara lain limbah debu tembakau dan limbah kertas, guna mengurangi timbulan limbah dan meningkatkan efisiensi penggunaan sumber daya.

Wismilak integrates sustainability practices into its operations through the use of recycled materials, including tobacco dust waste and paper waste, to reduce waste generation and improve resource-use efficiency.

40 ton | tons
limbah debu tembakau
tobacco dust waste

Dimanfaatkan untuk diolah kembali oleh pihak ketiga.
Utilized for reprocessing by a third party.



155 ton | tons
limbah kertas
paper waste

Dimanfaatkan untuk diolah kembali oleh pihak ketiga.
Utilized for reprocessing by a third party.



Dukungan terhadap Lingkungan Hidup
Support for the Environment

Inisiatif Penghijauan [F.9][F.10][F.16][304-1]
Greening Initiatives

Wilayah operasional Perseroan tidak berlokasi di dalam atau dekat kawasan konservasi dengan keanekaragaman hayati tinggi. Sebagai bentuk komitmen lingkungan, Perseroan melakukan kegiatan penghijauan di sekitar area pabrik guna mendukung konservasi keanekaragaman hayati dan meningkatkan serapan emisi. Selama periode pelaporan, tidak terdapat pengaduan terkait lingkungan hidup.

The Company's operational areas are not located within or near conservation areas with high biodiversity value. As part of its environmental commitment, the Company carried out greening activities around its factory areas to support biodiversity conservation and increase emissions absorption. During the reporting period, there were no environmental complaints.

Potensi Serapan Emisi | Emissions Reduction Potential (Ton CO_2eq)

Jenis Tanaman Description	2025	2024	2023
Pohon Trees	223	208	152
Semak Shrubs	1	1	1
Perdu Bushes	14	13	12
Jumlah Total	**238**	**222**	**165**

Keterangan | Notes:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Jenis Tanaman Description	2025	2024	2023
Pohon Trees	1.902	1.994	3.387
Semak Shrubs	33	33	33
Perdu Bushes	1.346	1.308	1.104
Jumlah Total	**3.281**	**3.335**	**4.524**

Keterangan | Notes:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Biaya Lingkungan Hidup [F.4]
Environmental Costs

Wismilak mengalokasikan anggaran khusus untuk mendukung berbagai inisiatif pengelolaan lingkungan, yang mencakup pengendalian emisi udara, pengelolaan limbah, pengendalian efluen, serta pemeliharaan dan penataan area hijau di lingkungan operasional.

Wismilak allocates a dedicated budget to support various environmental management initiatives, including air emissions control, waste management, effluent control, and the maintenance and development of green areas within its operational environment.

Biaya Pengelolaan Lingkungan Hidup (Rp Juta)
Environmental Management Costs (Rp Million)

2025	2.874,2
2024	1.663,4
2023*	1.451,9

Keterangan | Note:
Data biaya lingkungan hidup tahun 2024 dan 2025 mencakup data konsolidasi PT Wismilak Inti Makmur dan PT Gelora Djaja
*Data biaya lingkungan hidup tahun 2023 hanya mencakup PT Gelora Djaja.
Environmental cost data for 2024 and 2025 includes the consolidated data of PT Wismilak Inti Makmur and PT Gelora Djaja
*Environmental cost data for 2023 only includes PT Gelora Djaja.



Menjaga Karyawan, Konsumen, dan Masyarakat

Caring for Employees, Consumers, and Communities

Menyediakan Lingkungan Bekerja yang Layak dan Aman [F.21][403-1]

Providing a Decent and Safe Working Environment

Perseroan menyediakan lingkungan bekerja yang layak dan aman bagi seluruh karyawan karena hal ini menjadi salah satu aspek penting dalam mendukung kegiatan operasional. Maka dari itu, kami mengimplementasikan Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) guna mengendalikan risiko kecelakaan kerja, cedera, dan gangguan kesehatan yang berkaitan dengan aktivitas operasional. Penerapan sistem ini juga mencerminkan kepatuhan Perseroan terhadap regulasi yang berlaku. Ketentuan SMK3 telah tercantum dalam Perjanjian Kerja Bersama (PKB) PT Gelora Djaja dan Peraturan Perusahaan (PP) PT Gawih Jaya serta PT Wismilak Inti Makmur Tbk, dengan cakupan implementasi kepada seluruh karyawan.

The Company provides a decent and safe working environment for all employees, as this is an important aspect of supporting operational activities. To this end, the Company implements an Occupational Health and Safety Management System (OHSMS) to control the risk of workplace accidents, injuries, and health problems related to operational activities. The implementation of this system also reflects the Company's compliance with applicable regulations. Provisions on the OHSMS are set out in the Collective Labor Agreement (CLA) of PT Gelora Djaja and the Company Regulations of PT Gawih Jaya and PT Wismilak Inti Makmur Tbk, with implementation covering all employees.

Kinerja Kesehatan dan Keselamatan Kerja (K3) [403-4][403-8][403-9]

Occupational Health and Safety (OHS) Performance

Perseroan menerapkan SMK3 sebagai kerangka utama pengelolaan risiko K3 di seluruh kegiatan operasional. Sistem ini memastikan peralatan kerja, fasilitas produksi, dan Standar Operasional Prosedur ditetapkan, dijalankan, serta dievaluasi secara berkala untuk menekan potensi kecelakaan dan penyakit akibat kerja. SMK3 berlaku bagi seluruh (100%) karyawan dan pemangku kepentingan yang berada di wilayah operasional Perseroan, dengan kewajiban untuk mematuhi kebijakan dan standar K3 yang berlaku.

The Company implements the OHSMS as the main framework for managing OHS risks across all operational activities. This system ensures that work equipment, production facilities, and Standard Operating Procedures are established, implemented, and evaluated regularly to reduce the potential for workplace accidents and occupational illnesses. The OHSMS applies to all employees and stakeholders within the Company's operational areas, representing 100% coverage, all of whom are required to comply with the applicable OHS policies and standards.

Pengelolaan K3 mencakup pemantauan kinerja, pelaporan insiden, serta koordinasi pelaksanaan program lintas fungsi yang berada di bawah supervisi subdepartemen Safety. Perseroan juga melaksanakan identifikasi bahaya, penilaian risiko, dan penetapan langkah pengendalian secara rutin menggunakan metode *Failure Mode and Effect Analysis* (FMEA), khususnya pada aktivitas dengan tingkat risiko tinggi, guna menekan potensi insiden kerja. [403-2]

OHS management includes performance monitoring, incident reporting, and coordination of cross-functional program implementation under the supervision of the Safety Sub-Department. The Company also carries out routine hazard identification, risk assessment, and the determination of control measures using the Failure Mode and Effect Analysis (FMEA) method, particularly for high-risk activities, in order to reduce the potential for workplace incidents. [403-2]

Tingkat dan Jumlah Kecelakaan Kerja

Workplace Accident Rates and Total Cases

Kecelakaan Kerja Workplace Accident	Satuan Unit	2025		2024		2023	
		Wismilak	Mitra Kerja Partners	Wismilak	Mitra Kerja Partners	Wismilak	Mitra Kerja Partners
Ringan | Minor	Orang | Person	0	0	1	0	1	0
Sedang | Medium		0	0	3	2	0	1
Berat | Major		0	0	0	0	0	0
Fatal (meninggal) Fatality (death)		0	0	0	0	0	0
Lost Time Injury (LTI)	%	0	0	0,1	0,08	0	0,008
Injury Frequency Rate (IFR)	Orang/juta jam kerja Person/million hours worked	0	0	16,8	5,6	0	3,5

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Kecelakaan Kerja Workplace Accident	Satuan Unit	2025		2024		2023	
		Wismilak	Mitra Kerja Partners	Wismilak	Mitra Kerja Partners	Wismilak	Mitra Kerja Partners
Ringan | Minor	Orang | Person	8	8	4	5	4	1
Sedang | Medium		1	0	4	0	5	2
Berat | Major		0	0	2	0	2	2
Fatal (meninggal) Fatality (death)		0	0	0	0	-	-
Lost Time Injury (LTI)	%	0,004	0,013	0,006	0,03	0,02	0,03
Injury Frequency Rate (IFR)	Orang/juta jam kerja Person/million hours worked	2,31	9,83	2,5	7,3	2,6	7,9

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Uraian Description	Frekuensi Kecelakaan Kerja Work Accident Frequency	Presentase Kecelakaan Kerja Serius yang Berakibat Cedera dan Fatal Percentage of Serious Work Accidents Resulting in Injury and Fatality (%)
PT Wismilak Inti Makmur Tbk	0	0
PT Gelora Djaja	2,31	0,00431

Perlindungan dan Pemantauan Kesehatan Kerja [403-3][403-6][403-7][403-10]
Occupational Health Protection and Monitoring

Perseroan menyediakan fasilitas layanan kesehatan bagi karyawan melalui klinik pratama di Pabrik Buntaran Surabaya dan Pabrik Bojonegoro serta layanan *Occupational Health* di Pabrik Bojonegoro. Fasilitas tersebut digunakan untuk pemeriksaan kesehatan berkala, penanganan awal kondisi darurat, dan pemantauan kesehatan kerja. Seluruh karyawan terdaftar dalam program jaminan kesehatan yang dikelola oleh BPJS Kesehatan, dan karyawan tetap juga memperoleh asuransi kesehatan pendamping.

Pada 2025, seluruh karyawan telah mengikuti pemeriksaan kesehatan atau *medical check-up* (MCU). Hasil pemeriksaan tidak menunjukkan adanya penyakit akibat kerja (PAK) yang terkait dengan aktivitas operasional Perseroan. Perseroan juga melaksanakan *wellness program* untuk menjaga kebugaran fisik dan keseimbangan hidup karyawan.

The Company provides healthcare facilities for employees through primary clinics at the Buntaran Surabaya Factory and the Bojonegoro Factory, as well as Occupational Health services at the Bojonegoro Factory. These facilities are used for periodic health checkups, initial emergency treatment, and occupational health monitoring. All employees are enrolled in the health insurance program administered by BPJS Kesehatan, and permanent employees also receive supplemental health insurance.

In 2025, all employees underwent health examinations or medical check-ups (MCUs). The examination results did not indicate any occupational diseases related to the Company's operational activities. The Company also carried out wellness programs to support employees' physical fitness and work-life balance.

Data Kunjungan karyawan ke Fasilitas Kesehatan Sepanjang 2025
Employee Visits to Healthcare Facilities in 2025



Unit Klinik Pratama Buntaran 09 Surabaya
Surabaya Pratama Buntaran 09 Clinic Unit — **3.831**

Unit Kesehatan Kerja Bojonegoro
Bojonegoro Occupational Health Unit — **2.406**

Program *Fit to Work* [403-3][403-4][403-6][403-7]
Fit to Work Program

Perseroan menyelenggarakan program *Fit to Work* yang dikelola oleh Departemen Health, mencakup tiga jenis pemeriksaan kesehatan (MCU) bagi seluruh karyawan. MCU awal dilakukan untuk menilai kondisi kesehatan calon karyawan sebelum bergabung, MCU berkala dilakukan setahun sekali bagi seluruh karyawan reguler maupun *outsourcing* untuk memantau kondisi kesehatan secara rutin, dan MCU khusus diberikan kepada karyawan yang bekerja di area berisiko tinggi, dilaksanakan sesuai kebutuhan berdasarkan hasil

The Company organizes a Fit to Work program managed by the Health Department, covering three types of medical check-ups (MCUs) for all employees. Pre-employment MCUs are conducted to assess the health condition of prospective employees before they join the Company. Periodic MCUs are conducted once a year for all regular and outsourced employees to monitor their health condition on a routine basis. Special MCUs are provided to employees working in high-risk areas and are carried out as needed based on the

pemetaan risiko. Program ini merupakan langkah preventif untuk memastikan karyawan aman dan tidak terpapar risiko kesehatan akibat bahaya lingkungan kerja.

Selain itu, Departemen Health menjalankan *Health Risk Assessment* (HRA) bekerja sama dengan Departemen Safety untuk mengidentifikasi potensi penyakit terkait pekerjaan dan menilai dampak area kerja terhadap kesehatan karyawan. Kegiatan promotif dilakukan melalui *healthy campaign*, termasuk health talk dengan dokter internal atau spesialis dari rumah sakit rekanan, edukasi melalui platform internal Wismilak, serta poster edukasi. Program *wellness*, seperti *BMI challenge*, juga diterapkan untuk mendukung kebugaran karyawan.

results of risk mapping. This program serves as a preventive measure to ensure that employees are fit for work and not exposed to health risks arising from workplace hazards.

In addition, the Health Department carries out Health Risk Assessments (HRA) in collaboration with the Safety Department to identify potential work-related illnesses and assess the impact of work areas on employee health. Promotional activities are conducted through healthy campaigns, including health talks with in-house doctors or specialists from partner hospitals, educational outreach through Wismilak's internal platform, and educational posters. Wellness programs, such as the BMI Challenge, are also implemented to support employee fitness.

Komunikasi dan Pelatihan K3 [403-4][403-5]
OHS Communication and Training

Seluruh (100%) karyawan telah mengikuti pelatihan dasar K3 yang disesuaikan dengan fungsi dan tingkat risiko pekerjaannya. Perseroan secara rutin menyelenggarakan sosialisasi, pelatihan, dan simulasi untuk meningkatkan kompetensi K3. Materi pelatihan meliputi pelatihan pertolongan pertama pada kecelakaan (P3K), pelatihan *safety riding*, pelatihan ahli keselamatan dan Kesehatan kerja umum, pemahaman prosedur keselamatan, penggunaan alat pelindung diri, penanganan keadaan darurat, langkah mitigasi risiko kerja, teknik identifikasi bahaya, prosedur evakuasi, dan pelaporan insiden. Pada 2025, Perseroan mengalokasikan anggaran sebesar Rp27.428.696.913 untuk pelaksanaan pelatihan dan simulasi K3 dengan tingkat partisipasi sebanyak 1.353 orang atau 21,3% dari total karyawan.

All employees, representing 100% coverage, have received basic OHS training tailored to their job functions and risk levels. The Company regularly conducts outreach, training, and simulations to strengthen OHS competence. Training materials include first aid training, safety riding training, general occupational health and safety expert training, understanding of safety procedures, use of personal protective equipment, emergency response, work risk mitigation measures, hazard identification techniques, evacuation procedures, and incident reporting. In 2025, the Company allocated Rp27,428,696,913 for the implementation of OHS training and simulations, with participation totaling 1,353 employees, or 21.3% of the total workforce.

Perseroan juga mendorong keterlibatan karyawan dalam penerapan K3 melalui mekanisme pelaporan kondisi tidak aman. Mekanisme ini tersedia bagi karyawan dan pihak lain yang berada di area operasional. Pelaporan dapat dilakukan secara langsung kepada atasan atau petugas K3, maupun melalui media pelaporan internal yang disediakan Perseroan, yakni:

The Company also encourages employee involvement in OHS implementation through an unsafe condition reporting mechanism. This mechanism is available to employees and other parties within the operational area. Reports may be submitted directly to supervisors or OHS officers, or through the internal reporting channels provided by the Company, namely:

NAME	PHONE NO. / EXT.	RESPONSIBILITY
Tikto Priharnomo	Head of P2K3 (031) 788371 / 141	Investigasi Investigation
Raga Hariyadi S.	Safety Officer 0822-4513-9004 / 125	
dr. Yoga Eka Pratama	Head of P3K 0857-9271-0861 / 289	Medis dan Administrasi Medis Medical and Medical Administration
Bahar Awal Septian	P & W Supervisor 0838-3020-0096 / 232	Administrasi Asuransi BPJS Kesehatan dan Tenaga Kerja. BPJS Health and Employment Insurance Administration.
Dulhadi	General Affairs Supervisor 0852-3182-1125 / 251	
Yeni Erawati	General Transport 0856-4543-6591 / 255	Transportasi Transportation

Insan Wismilak [F.18][2-7][405-1]
Wismilak People

Perseroan mengelola sumber daya manusia berdasarkan prinsip ketenagakerjaan yang adil dan menghormati hak asasi manusia (HAM) sebagaimana tercantum dalam Kebijakan Kode Etik Perusahaan. Perseroan tidak mempekerjakan tenaga kerja anak dan tidak menerapkan kerja paksa pada seluruh kegiatan operasional. Perseroan juga menjamin hak karyawan untuk membentuk dan bergabung dalam organisasi pekerja serta menerapkan prinsip kebebasan berserikat. [F.19][408-1][409-1]

The Company manages its human resources based on fair labor principles and respect for human rights, as set out in the Company's Code of Conduct Policy. The Company does not employ child labor or engage in forced labor in any of its operational activities. The Company also guarantees employees' right to form and join labor unions and upholds the principle of freedom of association. [F.19][408-1][409-1]

Perseroan menerapkan kesetaraan kesempatan kerja tanpa diskriminasi pada seluruh proses ketenagakerjaan, mulai dari rekrutmen, pengembangan, penilaian kinerja, hingga kesempatan karier. Proses rekrutmen dilaksanakan secara transparan dan objektif sesuai Kebijakan HR–Recruitment 001 yang berlaku sejak 1 Juli 2020. Hubungan kerja diatur melalui Peraturan Perusahaan yang telah disahkan oleh Menteri Ketenagakerjaan dan Perjanjian Kerja Bersama (PKB) yang berlaku sesuai entitas, serta kebijakan pencegahan pelecehan seksual dan non-diskriminasi yang tertuang dalam Kode Etik. Seluruh ketentuan tersebut berlaku bagi 100% karyawan. [2-30]

The Company applies equal employment opportunity without discrimination throughout all employment processes, from recruitment, development, and performance evaluation to career opportunities. The recruitment process is carried out transparently and objectively in accordance with HR-Recruitment Policy 001, which has been in effect since July 1, 2020. Employment relationships are governed by Company Regulations approved by the Minister of Manpower and Collective Labor Agreements (CLA) applicable to each entity, as well as policies on the prevention of sexual harassment and non-discrimination as set out in the Code of Conduct. All of these provisions apply to 100% of employees. [2-30]

Hingga akhir 2025, jumlah karyawan Perseroan mencapai 3.173 orang berdasarkan data konsolidasi PT Wismilak Inti Makmur Tbk, PT Gelora Djaja, dan PT Gawih Jaya. Hingga periode pelaporan, tidak terdapat laporan maupun temuan diskriminasi dan pelanggaran HAM di lingkungan operasional. [406-1]

As of the end of 2025, the Company's total workforce stood at 3,173 employees, based on the consolidated data of PT Wismilak Inti Makmur Tbk, PT Gelora Djaja, and PT Gawih Jaya. As of the end of the reporting period, there were no reports or findings of discrimination or human rights violations within the operational environment. [406-1]

Komposisi Karyawan Berdasarkan Jenis Kelamin
Employee Composition by Gender

Jenis Kelamin Gender	2025			2024			2023		
	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya
Pria Male	582	106	855	587	103	830	586	96	834
Sub-Jumlah Sub-Total		1.543			1.520			1.516	
Persentase Percentage		49%			48%			47%	
Wanita Female	1.465	23	142	1.486	20	141	1.545	18	133
Sub-Jumlah Sub-Total		1.630			1.647			1.696	
Persentase Percentage		51%			52%			53%	
Jumlah Total		**3.173**			**3.167**			**3.212**	

Komposisi Karyawan Berdasarkan Pendidikan

Employee Composition by Education

Jenjang Pendidikan Education Level	2025			2024			2023		
	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya
Doktor Doctoral Degree	1	-	-	1	-	-	1	-	-
Pascasarjana Master's Degree	18	1	5	10	1	5	10	1	5
Sarjana Bachelor's Degree	215	35	411	206	35	392	192	27	368
Diploma	63	15	50	56	10	47	50	10	51
Sekolah Menengah Atas (SMA) Senior High School	903	74	500	970	73	469	1.002	71	477
<SMA <Senior High School	847	4	31	830	4	58	876	5	66
Sub-jumlah Sub-Total	2.047	129	997	2.073	123	971	2.131	114	967
Jumlah Total	**3.173**			**3.167**			**3.212**		

Komposisi Karyawan Berdasarkan Usia

Employee Composition by Age

Rentang Usia Range of Ages	2025			2024			2023		
	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya
>50 Tahun >50 Years	269	44	248	82	5	56	68	5	52
41-50 Tahun 41-50 Years	100	5	61	634	23	247	576	23	244
31-40 Tahun 31-40 Years	970	55	438	1.027	51	407	1.106	45	417
<31 Tahun <31 Years	708	25	250	330	44	261	381	41	254
Sub-Jumlah Sub-Total	2.047	129	997	2.073	123	971	2.131	114	967
Jumlah Total	**3.173**			**3.167**			**3.212**		

Komposisi Karyawan Berdasarkan Status Kepegawaian

Employee Composition by Employment Status

Status Kepegawaian Employment Status	2025			2024			2023		
	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya
Karyawan Tetap Permanent Employees	2.010	126	976	2.048	121	935	2.102	111	953
Karyawan Kontrak Contract Employees	34	3	21	21	2	36	25	3	12
Proyek (*Launching*) Project (Launching)	3	0	0	4	0	0	4	0	2
Sub-Jumlah Sub-Total	2.047	129	997	2.073	123	971	2.131	114	967
Jumlah Total		**3.173**			**3.167**			**3.212**	

Komposisi Karyawan Berdasarkan Level Jabatan

Employee Composition by Position

Level Organisasi Organization Level	2025			2024			2023		
	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur Tbk	PT Gawih Jaya
Manajerial (termasuk Kadiv dan Direktur) Managerial (including Division Heads and Directors)	59	9	56	50	7	47	46	7	44
Staf Staff	256	33	563	241	32	541	216	28	536
Non-Staf Non-Staff	1.732	87	378	1.782	84	383	1.869	79	387
Sub-Jumlah Sub-Total	2.047	129	997	2.073	123	971	2.131	114	967
Jumlah Total		**3.173**			**3.167**			**3.212**	

Komposisi Karyawan Berdasarkan Level Jabatan dan Jenis Kelamin di 2025
Employee Composition by Position and Gender in 2025

Level Organisasi Organization Level	Pria Male		Wanita Female	
	Jumlah Karyawan Number of Employees	Persentase Karyawan (%) Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan (%) Percentage of Employees (%)
Manajerial (termasuk Kepala Divisi dan Direktur) Managerial (including Division Heads and Directors)	106	3,3	18	0,5
Staf Staff	609	19,2	243	7,7
Non-Staf Non-Staff	828	26,1	1.369	43,2
Jumlah Total	**1.543**	**48,6**	**1.630**	**51,4**

Komposisi Karyawan Berdasarkan Level Jabatan, Jenis Kelamin, dan Kelompok Umur di 2025
Employee Composition by Position, Gender, and Age Group in 2025

Rentang Usia Range of Ages	Level Jabatan Position Level					
	Manajerial Managerial		Staf Staff		Non-Staf Non-Staff	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
>50 Tahun >50 Years	22	6	31	10	71	30
41-50 Tahun 41-50 Years	32	6	124	43	301	477
31-40 Tahun 31-40 Years	16	4	193	100	115	129
<31 Tahun <31 Years	36	2	261	90	341	733
Sub-Jumlah Sub-Total	106	18	609	243	828	1.369
Jumlah Total	**124**		**852**		**2.197**	

Komposisi Karyawan Berdasarkan Level Jabatan dan Gender
Employee Composition by Position and Gender

Level Organisasi Organization Level	2025		2024		2023	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Manajerial (termasuk Kadiv dan Direktur) Managerial (including Division Heads and Directors)	106	18	88	16	80	17
Staf Staff	828	1.369	587	227	575	205
Non-Staf Non-Staff	609	243	845	1.404	861	1474
Sub-Jumlah Sub-Total	1.543	1.630	1.520	1.647	1.516	1.696
Jumlah Total	**3.173**		**3.167**		**3.212**	

Komposisi Manajerial Berdasarkan Gender
Managerial Composition by Gender

Jenis Kelamin Gender	2025		2024		2023	
	Jumlah Konsolidasi Consolidated Total	Persentase (%) Percentage (%)	Jumlah Konsolidasi Consolidated Total	Persentase (%) Percentage (%)	Jumlah Konsolidasi Consolidated Total	Persentase (%) Percentage (%)
Pria | Male	106	85	88	85	80	82
Wanita | Female	18	15	16	15	17	18
Jumlah | Total	**124**	**100**	**104**	**100**	**97**	**100**

Komposisi Dewan Komisaris dan Direksi Berdasarkan Gender Tahun 2025
Composition of the Board of Commissioners and Directors by Gender in 2025

Level Jabatan Position Level	Pria Male	Wanita Female	Jumlah Pihak Independen Number of Independent Parties
Dewan Komisaris Board of Commissioners	3	1	2
Direksi Board of Directors	5	1	0

Pekerja Lain Bukan Karyawan Wismilak [2-8]
Other Workers Who Are Not Wismilak Employees

Selain karyawan tetap, kegiatan operasional Wismilak melibatkan tenaga kerja alih daya dari vendor atau pemasok yang bekerja berdasarkan perjanjian kontrak sesuai kebutuhan kegiatan usaha. Hingga akhir 2025, jumlah tenaga alih daya yang bekerja untuk mendukung operasional mencapai 3.183 orang, atau 50,1% dari total karyawan secara keseluruhan. Tenaga alih daya tersebut bekerja di bawah pengelolaan pihak ketiga dan mayoritas ditempatkan pada fungsi Produksi/Factory.

In addition to permanent employees, Wismilak's operational activities involve outsourced workers from vendors or suppliers who work under contractual arrangements based on business needs. As of the end of 2025, the number of outsourced workers supporting operations reached 3,183 people, representing 50.1% of the total workforce. These outsourced workers are managed by third parties, with the majority assigned to Production/Factory functions.

Perputaran Karyawan Wismilak [401-1]
Wismilak Employee Turnover

Perseroan menjalankan proses rekrutmen secara terbuka dan patuh terhadap kebijakan internal serta regulasi ketenagakerjaan. Selama 2025, Perseroan merekrut 291 karyawan baru, yang terdiri dari 254 pria dan 37 wanita. Adapun tingkat perputaran karyawan pada periode tersebut tercatat sebesar 9,1%.

The Company conducts its recruitment process openly and in compliance with internal policies and labor regulations. During 2025, the Company recruited 291 new employees, consisting of 254 men and 37 women. The employee turnover rate for the period was recorded at 9.1%.

Jumlah Karyawan Baru Berdasarkan Jenis Kelamin
Number of New Employees by Gender

Jenis Kelamin Gender	2025	2024	2023
Laki-Laki Male	254	212	203
Perempuan Female	37	43	28
Jumlah Total	**291**	**255**	**231**

Jumlah Karyawan Baru Berdasarkan Kelompok Usia
Number of New Employees by Age Group

Kelompok Usia Age Group	2025	2024	2023
<30 Tahun <30 years old	164	139	161
30-50 Tahun 30–50 years old	126	115	70
>50 Tahun >50 years old	1	1	-
Jumlah Total	**291**	**255**	**231**

Jumlah Karyawan Baru Berdasarkan Wilayah | Number of New Employees by Region

Wilayah | Region	2025	2024	2023
Jawa Timur | East Java	140	146	117
Di Luar Jawa Timur | Outside East Java	151	109	114
Jumlah | Total	**291**	**255**	**231**

Jumlah Karyawan Berhenti Bekerja Berdasarkan Jenis Kelamin
Number of Employees Leaving by Gender

Jenis Kelamin Gender	2025		2024		2023	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
Laki-Laki Male	112	123	108	99	104	84
Perempuan Female	39	15	61	32	74	13
Jumlah Total	**151**	**138**	**169**	**131**	**178**	**97**

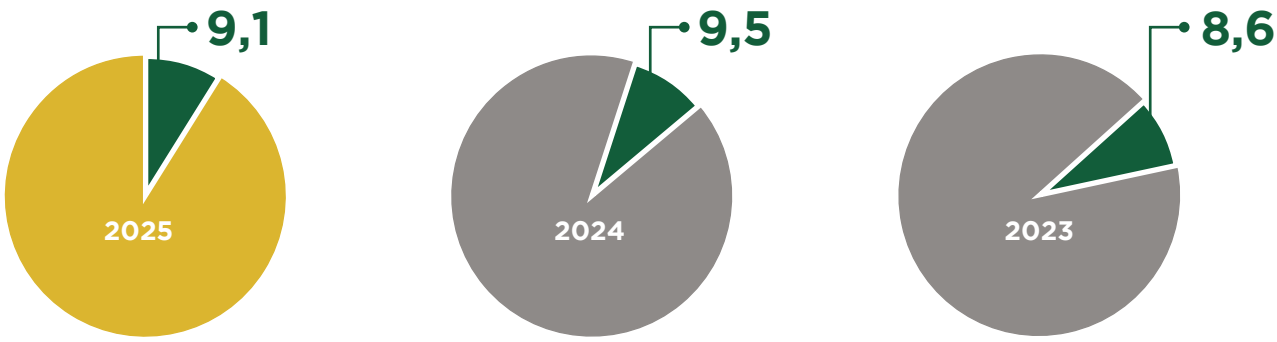
Jumlah Karyawan Berhenti Bekerja Berdasarkan Kelompok Usia
Number of Employees Leaving by Age Group

Kelompok Usia Age Group	2025		2024		2023	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
<30 Tahun <30 years old	63	41	48	34	78	30
30-50 Tahun 30–50 years old	88	73	120	72	97	45
>50 Tahun >50 years old	0	24	1	25	3	22
Jumlah Total	**151**	**138**	**169**	**131**	**178**	**97**

Jumlah Karyawan Berhenti Bekerja Berdasarkan Wilayah
Number of Employees Leaving by Region

Wilayah Region	2025		2024		2023	
	Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
Jawa Timur East Java	76	79	105	75	106	62
Di Luar Jawa Timur Outside East Java	75	59	64	56	72	35
Jumlah Total	**151**	**138**	**169**	**131**	**178**	**97**

Tingkat Turnover Karyawan
Employee Turnover Rate (%)



Tingkat Turnover Karyawan di 2025 | Employee Turnover Rate in 2025

Uraian Description	Jumlah Karyawan (Orang) Number of Employees (Persons)	Persentase Percentage (%)
Jumlah Karyawan Resign Number of Resigned Employees	289	9,1
Jumlah Karyawan Baru Number of New Employees	291	9,1

Pelatihan dan Pengembangan Karyawan [F.22][404-2][404-2]
Employee Training and Development

Perseroan meningkatkan kualitas, kapabilitas, dan kesiapan karyawan untuk merespons dinamika industri dan perubahan kebutuhan kompetensi. Pengembangan dilakukan pada seluruh tahapan siklus kerja guna mendukung kinerja dan arah usaha Perseroan. Program yang dijalankan mencakup persiapan generasi penerus, pengelolaan transisi antargenerasi, serta peningkatan dan penyesuaian kompetensi melalui *upskilling* dan *reskilling*.

The Company improves employee quality, capabilities, and readiness to respond to industry dynamics and changing competency needs. Development is carried out across all stages of the employment cycle to support the Company's performance and business direction. The programs implemented include succession preparation, the management of intergenerational transition, and competency enhancement and adjustment through upskilling and reskilling.

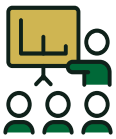
Perseroan menyediakan pelatihan yang dapat diakses secara daring maupun luring. Selama periode pelaporan, sebanyak 3.170 karyawan, yang terdiri dari tenaga alih daya dan karyawan tetap, telah mengikuti program pelatihan yang diselenggarakan Perseroan. Setiap karyawan menerima rata-rata 4,4 jam pelatihan dalam satu tahun pelaporan sebagai bagian dari pengembangan kompetensi yang terukur. [404-1]

The Company provides training that can be accessed both online and offline. During the reporting period, a total of 3,170 personnel, consisting of outsourced workers and permanent employees, participated in training programs organized by the Company. On average, each participant received 4.4 hours of training during the reporting year as part of measurable competency development. [404-1]



Rata-Rata Jam Pelatihan per Karyawan
Average Training Hours per Employee

4,4 Hours/HC



Jumlah Karyawan yang ikut serta dalam Pelatihan
Number of Employees Participating in Training

3.170



Persentase Jumlah karyawan yang ikut serta dalam pelatihan
Percentage of Employees Participating in Training

49,9%

Kegiatan Peningkatan Kompetensi di Bidang Keberlanjutan [F.22]
Competency Development Activities in the Field of Sustainability

Uraian Description	Satuan Unit	2025		2024		2023	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jumlah Program Pelatihan Total Training Programs	Program Programs	3	2	3	2	5	-
Jumlah Peserta Pelatihan Total Training Participants	Orang People	1.560	1.610	1.324	1.225	2.523	632
Jumlah Jam Pelatihan Total Training Hours	Jam Hours	10.641	6.093	10.266	2.518	10.465	2.651
Rata-rata Jam Pelatihan per Karyawan per Tahun Average Training Hours per Employee per Year	Jam/Orang Hours/ Employee	2,7	2,3	3,7	4,0	4,1	4,2

Realisasi Pelatihan | Training Realization

Uraian Description	Satuan Unit	2025	2024	2023
Biaya Pelatihan Training Costs	Rp juta Rp Million	343	255	404
Peserta Pelatihan Training Participants				
Laki-laki Male	Orang Participants	1.560	1.324	2.523
Perempuan Female		1.610	1.225	632
Jumlah Total		**3.170**	**2.549**	**3.155**
Rata-rata Jam Pelatihan per Tahun [404-1] Average Training Hours per Year				
Laki-laki Male	Orang Participants	2,7	3,7	4,1
Perempuan Female		2,3	4	4,2

Peserta Pelatihan Berdasarkan Area Kerja
Training Participants by Work Area

Area Kerja Work Area	Peserta Participant			Jam Pelatihan Training Hours		
	2025	2024	2023	2025	2024	2023
Pabrik Factory	1.711	619	592	6.348	2.481	2.816
Human Resources	146	141	254	1.566	1.323	1.011
Penjualan & Pemasaran Lapangan Sales & Marketing	724	1.031	1.083	7.754,5	4.122,5	5.683
IT	36	43	160	492	1.362	952
Marketing	64	68	427	2.397	645	1.708
WIM Filter	250	367	200	2.222,5	1.297	1.045
Manajemen Management	3	1	11	11	20	54
Finance Accounting & Tax	152	166	218	827	910,5	666
Support	84	113	210	741,5	624	880
Jumlah Total	**3.170**	**2.549**	**3.155**	**22.360**	**12.785**	**14.815***

Keterangan | Note:
*Penyajian kembali karena adanya koreksi data [2-4]
*Restatement due to data correction [2-4]

Pelatihan Karyawan Berdasarkan Jenjang (Rata-Rata Jam/Tahun/Karyawan)
Employee Training by Level (Average Hours/Year/Employee)

Jenjang Level	2025	2024	2023
Eksekutif Executive	4,0	9,3	4,8
Senior	5,0	8,6	3,7
Middle	6,4	9,6	5,7
Junior	3,1	3,5	4,3

Evaluasi Kinerja [404-3]
Performance Evaluation

Perseroan melaksanakan evaluasi kinerja berdasarkan Kebijakan dan Prosedur Performance Appraisal yang tertuang dalam MODOD 004. Penilaian dilakukan secara daring melalui aplikasi *Performance Appraisal Online* dengan pendekatan kuantitatif dan kualitatif oleh atasan langsung. Atasan menyampaikan hasil evaluasi, memberikan arahan perbaikan, dan memastikan pemahaman sasaran departemen agar selaras dengan tujuan strategis Perseroan.

Perseroan juga menggunakan aplikasi Perform sebagai sarana personal feedback untuk menilai pencapaian KPI, efektivitas kepemimpinan, dan rencana pengembangan karier. Hasil evaluasi menjadi dasar pemetaan kompetensi, perencanaan pengembangan individu, dan promosi jabatan melalui Talent Management System. Pada periode pelaporan, sebanyak 351 karyawan memperoleh promosi berdasarkan hasil penilaian kinerja.

The Company conducts performance evaluations based on the Performance Appraisal Policy and Procedure set out in MODOD 004. Assessments are conducted online through the Performance Appraisal Online application using both quantitative and qualitative approaches by direct supervisors. Supervisors communicate the evaluation results, provide guidance for improvement, and ensure that department objectives are understood and aligned with the Company's strategic goals.

The Company also uses the Perform application as a personal feedback tool to assess KPI achievement, leadership effectiveness, and career development plans. The evaluation results serve as the basis for competency mapping, individual development planning, and promotions through the Talent Management System. During the reporting period, 351 employees received promotions based on their performance appraisal results.



Karyawan yang Menerima Evaluasi Kinerja

Employees Receiving Performance Evaluations

Level Organisasi Organization Level	2025		2024		2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Managerial (termasuk Kadiv dan Direktur) Managerial (including Division Heads and Directors)	31	8	30	8	25	5
Staf Staff	117	24	84	32	110	30
Non-Staf Non-Staff	134	37	107	38	132	30
Sub-Jumlah Sub-Total	282	69	221	78	267	65
Persentase (%) Percentage (%)	80	20	74	26	10	20
Jumlah Total	**351**		**299**		**332**	

Memberikan Fasilitas Terbaik
Providing the Best Facilities

Perseroan menerapkan prinsip kesetaraan dalam pemberian remunerasi kepada seluruh karyawan. Setiap karyawan menerima imbalan sesuai kompetensi dan level jabatan tanpa diskriminasi berdasarkan gender, ras, golongan, atau faktor lainnya. Pengaturan remunerasi, kompensasi, tunjangan, dan bentuk apresiasi diatur dalam Kebijakan Human Resources Compensation and Benefit (HR-C&B). Penetapan upah dilakukan melalui evaluasi kinerja dengan mengacu pada Upah Minimum Regional yang ditetapkan Pemerintah, dengan pembayaran sekurang-kurangnya sebesar 100% dari UMR di masing-masing provinsi. Pada tingkat *entry level*, rasio gaji pokok antara karyawan pria dan wanita adalah setara, yaitu 1:1. [F.20][202-1][405-2]

The Company applies the principle of equality in providing remuneration to all employees. Each employee receives compensation based on competence and job level without discrimination based on gender, race, group, or other factors. Remuneration, compensation, benefits, and other forms of recognition are governed under the Human Resources Compensation and Benefit Policy, HR C and B. Wages are determined through performance evaluation with reference to the Regional Minimum Wage set by the Government, with payment of no less than 100% of the applicable provincial minimum wage. At the entry level, the ratio of base salary between male and female employees is equal at 1:1.[F.20][202-1][405-2]

Perseroan mengikutsertakan karyawan dalam program Jaminan Hari Tua dan Jaminan Pensiun melalui BPJS Ketenagakerjaan sesuai ketentuan peraturan perundang-undangan. Iuran dibayarkan oleh Perseroan dan karyawan secara proporsional, dengan akses informasi kepesertaan melalui aplikasi JMO.

Selain jaminan sosial, Perseroan menyediakan tunjangan dan kompensasi nonfinansial untuk mendukung kesejahteraan karyawan. Fasilitas tersebut mencakup dukungan telekomunikasi, konsumsi, transportasi, dan manfaat lain yang relevan dengan kebutuhan kerja. Perseroan juga memberikan penghargaan atas pencapaian kinerja, membuka peluang pengembangan karier, serta menyediakan fasilitas pendukung lainnya.

The Company enrolls employees in the Old Age Security and Pension Security programs through BPJS Ketenagakerjaan in accordance with applicable laws and regulations. Contributions are paid proportionally by the Company and employees, with membership information accessible through the JMO application.

In addition to social security, the Company provides non-financial benefits and compensation to support employee well-being. These facilities include telecommunication support, meals, transportation, and other benefits relevant to work needs. The Company also provides recognition for performance achievements, offers career development opportunities, and provides other supporting facilities.

Fasilitas yang Diterima Karyawan Berdasarkan Status Kepegawaian [201-3][401-2]
Employee Benefits by Employment Status

Bentuk Manfaat Form of Benefit	Karyawan Tetap Permanent Employees	Karyawan Kontrak Contract Employee
Asuransi Kesehatan Pendamping Companion Health Insurance	Ada Available	Tidak Not Available
BPJS Kesehatan BPJS Health	Ada Available	Ada Available
BPJS Ketenagakerjaan BPJS Employment	Ada Available	Ada Available
Cuti Melahirkan Parental Leave	Ada Available	Ada Available
Persiapan Masa Pensiun Retirement Preparation	Ada Available	Tidak Not Available

Cuti Melahirkan [401-3]
Parental Leave

Hak cuti melahirkan bagi seluruh karyawan, baik wanita maupun pria. Sesuai dengan kebijakan yang berlaku, karyawan wanita berhak mendapatkan cuti melahirkan selama 3 bulan, sedangkan karyawan pria diberikan cuti khusus selama 2 hari saat istrinya melahirkan.

Parental leave is granted to all eligible employees. In accordance with applicable policies, female employees are entitled to 3 months of maternity leave, while male employees are granted 2 days of special leave upon the birth of their child.

Selama periode pelaporan, sebanyak 62 karyawan wanita dan 26 karyawan pria telah memanfaatkan hak cuti, dan seluruhnya kembali bekerja pada posisi semula. Kebijakan cuti yang diterapkan oleh Wismilak sepenuhnya mengikuti peraturan yang ditetapkan oleh pemerintah.

During the reporting period, 62 female employees and 26 male employees used their leave entitlements, and all of them returned to work in their previous positions. The leave policy applied by Wismilak fully follows government regulations.

Karyawan yang Kembali Bekerja dan Tingkat Retensi Setelah Cuti Melahirkan [401-3]

Employees Returning to Work and Retention Rate After Parental Leave

Uraian Description	2025		2024		2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Jumlah Karyawan yang Berhak atas Cuti Melahirkan Number of Employees Entitled to Parental Leave	1.543	1.630	1.243	2.132	1.343	2.312
Jumlah Total	**3.173**		**3.375**		**3.655**	
Jumlah Karyawan yang Mengambil Cuti Melahirkan Number of Employees Taking Parental Leave	62	26	53	44	69	65
Jumlah Total	**88**		**97**		**134**	
Jumlah Karyawan yang Kembali Bekerja Setelah Melahirkan/ Setelah mengambil cuti untuk kelahiran anaknya dan Jumlah Karyawan yang Masih Bekerja 12 Bulan Setelah Kembali Bekerja Number of Employees Returning to Work After Maternity/Parental Leave and Remaining Employed 12 Months After	57	26	53	43	61	56
Jumlah Total	**83**		**96**		**117**	
Tingkat Retensi Setelah Melahirkan Post-Parental Leave Retention Rate	91%	100%	100%	98%	88%	86%

Program Pensiun [201-3]
Retirement Program

Perseroan menyediakan manfaat pascakerja melalui kepesertaan karyawan dalam program Jaminan Pensiun yang dikelola oleh BPJS Ketenagakerjaan sesuai ketentuan peraturan perundang-undangan. Program ini memberikan perlindungan penghasilan bagi karyawan setelah memasuki usia pensiun.

Perseroan juga menyelenggarakan Program Masa Persiapan Pensiun bagi karyawan yang berusia 54 tahun atau lebih. Program ini membekali peserta dengan perencanaan keuangan, kesiapan psikologis, dan alternatif kegiatan produktif setelah purna tugas. Pada tahun 2025, sebanyak 19 karyawan mengikuti program tersebut.

The Company provides post-employment benefits through employee participation in the Pension Security program managed by BPJS Ketenagakerjaan in accordance with applicable laws and regulations. This program provides income protection for employees after they reach retirement age.

The Company also organizes a Pre-Retirement Program for employees aged 54 or older. The program equips participants with financial planning, psychological readiness, and alternative productive activities after retirement. In 2025, 19 employees participated in the program.

Kepuasan dan Keterikatan Karyawan
Employee Satisfaction and Engagement

Kepuasan dan keterlibatan karyawan merupakan faktor penting dalam mendukung kinerja operasional yang optimal. Untuk memahami persepsi dan pengalaman karyawan, Perseroan melaksanakan *Employee Opinion Survey* (EOS) secara berkala setiap 3 tahun. Pada 2025, EOS diikuti oleh 3.039 karyawan, hasil survei menunjukkan capaian 78% terhadap kepuasan karyawan terkait fasilitas dan pengelolaan organisasi. Hasil tersebut menjadi dasar bagi Perseroan dalam melakukan evaluasi dan penyempurnaan kebijakan serta program pengelolaan sumber daya manusia secara berkelanjutan.

Employee satisfaction and engagement are important factors in supporting optimal operational performance. To understand employee perceptions and experiences, the Company conducts an Employee Opinion Survey (EOS) every three years. In 2025, 3,039 employees participated in the EOS, and the survey results showed a 78% satisfaction rate related to employee facilities and organizational management. These results serve as the basis for the Company's continuous evaluation and improvement of its human resource management policies and programs.



Pengelolaan Dampak terhadap Masyarakat [F.23][F.25][413-1]
Community Impact Management

Sebagai bagian dari strategi keberlanjutan, Wismilak terus berupaya memberikan kontribusi positif bagi masyarakat dan lingkungan. Upaya ini direalisasikan melalui implementasi program TJSL yang memberikan manfaat jangka panjang. Setiap inisiatif dirancang untuk mendukung peningkatan kualitas hidup masyarakat serta pelestarian lingkungan hidup secara berkelanjutan.

As part of its sustainability strategy, Wismilak continues to strive to make a positive contribution to communities and the environment. This effort is realized through the implementation of CSR programs that provide long-term benefits. Each initiative is designed to support improvements in community well-being and the sustainable preservation of the environment.

Pengelolaan Dampak Operasional [413-2]
Management of Operational Impacts

Berdasarkan hasil tinjauan sepanjang tahun 2025, Perseroan tidak menemukan dampak negatif aktual yang signifikan dari aktivitas operasional di seluruh fasilitas produksi. Perseroan mengidentifikasi emisi dan limbah sebagai aspek yang berpotensi menimbulkan dampak dari kegiatan operasional. Namun, sepanjang 2025 tidak terdapat pelanggaran terkait aspek tersebut. Hasil pemantauan lingkungan yang dilakukan secara berkala menunjukkan bahwa parameter emisi dan limbah berada dalam ambang batas baku mutu yang ditetapkan regulator, termasuk Kementerian Lingkungan Hidup. Perseroan juga memiliki sertifikasi dan dokumentasi lingkungan yang relevan serta melaksanakan kegiatan pemantauan bersama Kementerian Lingkungan Hidup sebanyak dua kali dalam satu tahun. Seluruh hasil pengukuran menunjukkan tingkat pencemaran berada dalam kategori normal dan sesuai dengan ketentuan yang berlaku.

Based on reviews conducted throughout 2025, the Company did not identify any significant actual negative impacts from operational activities across all production facilities. The Company identifies emissions and waste as aspects with the potential to create impacts from operational activities. However, throughout 2025, there were no violations related to these aspects. The results of periodic environmental monitoring show that emissions and waste parameters remain within the quality standard thresholds set by regulators, including the Ministry of Environment. The Company also maintains relevant environmental certifications and documentation and conducts joint monitoring activities with the Ministry of Environment twice a year. All measurement results show that pollution levels remain within the normal range and comply with applicable requirements.

Untuk meningkatkan efisiensi dan menurunkan emisi, Wismilak secara bertahap mengadopsi teknologi industri serta memanfaatkan energi surya pada sejumlah fasilitas operasional. Selain peningkatan operasional, Perseroan juga memperhatikan ketahanan ekonomi petani tembakau dan cengkeh sebagai bagian dari dukungan terhadap komunitas lokal. Perseroan mendorong pemberdayaan petani guna menjaga kesejahteraan ekonomi sekaligus mendukung kelangsungan rantai pasok.

To improve efficiency and reduce emissions, Wismilak gradually adopts industrial technology and uses solar energy at a number of operational facilities. In addition to operational improvements, the Company also pays attention to the economic resilience of tobacco and clove farmers as part of its support for local communities. The Company encourages farmer empowerment to help maintain economic well-being while supporting supply chain continuity.

Pemberdayaan Masyarakat [F.25]
Community Empowerment

Perseroan melaksanakan program pemberdayaan masyarakat sebagai bagian dari kontribusi terhadap pembangunan sosial di sekitar wilayah operasional. Setiap program dirancang melalui proses identifikasi kebutuhan dan survei awal guna memahami kondisi, potensi, serta tantangan yang dihadapi masyarakat. Pendekatan ini memastikan bahwa inisiatif yang dijalankan tidak bersifat umum atau seragam, melainkan disesuaikan dengan karakteristik dan kebutuhan penerima manfaat. Melalui perencanaan berbasis kebutuhan tersebut, Perseroan berupaya memastikan bahwa program pemberdayaan memberikan dampak yang lebih tepat sasaran, relevan, dan berkelanjutan bagi masyarakat yang terlibat.

The Company carries out community empowerment programs as part of its contribution to social development in the areas surrounding its operations. Each program is designed through a needs identification process and preliminary surveys to understand the conditions, potential, and challenges faced by the community. This approach ensures that the initiatives implemented are not generic or uniform, but rather tailored to the characteristics and needs of the beneficiaries. Through this needs-based planning, the Company seeks to ensure that its empowerment programs create impacts that are more targeted, relevant, and sustainable for the communities involved.



PT Wismilak Inti Makmur Tbk

Panduan Lestari (Panduan Laporan ESG Strategis untuk Usaha Tangguh dan Responsif)

Panduan Lestari (Strategic ESG Reporting Guide for Resilient and Responsive Businesses)

Agustus | August 2025

Penilaian Dampak
Impact Assessment

Mendukung UMKM dalam melakukan praktik bisnis secara benar dan bertanggung jawab melalui pelaporan keberlanjutan dengan framework ESG.

Supports MSMEs in implementing sound and responsible business practices through sustainability reporting based on the ESG framework.

Capaian
Achievement

- Telah menjangkau sebanyak 372 UMKM dimana dari jumlah tersebut 100% peserta telah menyelesaikan proses pendampingan dalam penyusunan Laporan Keberlanjutan yang mengacu kepada Panduan LESTARI.
- 151 UMKM telah berhasil menerbitkan Laporan Keberlanjutan usaha mereka.

- Reached a total of 372 MSMEs, of which 100% of participants have completed the mentoring process in preparing Sustainability Reports in accordance with the LESTARI Guidelines.
- A total of 151 MSMEs have successfully published their Sustainability Reports.

Uraian Kegiatan
Activity Description

Wismilak mendukung UMKM dalam menyusun Laporan Keberlanjutan melalui kolaborasi bersama Universitas Katolik Parahyangan Bandung, GRI, APINDO, Kementerian Perdagangan, dan Badan Riset dan Inovasi Nasional (BRIN), dengan berperan sebagai koordinator pelaksanaan program. Panduan ini memuat indikator untuk menelusuri dan memantau penerapan praktik keberlanjutan oleh pelaku usaha. Penyusunannya mengacu pada POJK No. 51 Tahun 2017 tentang Penerapan Keuangan Berkelanjutan serta ASEAN Simplified ESG Disclosure Guide for SMEs in Supply Chain (ASEDG) yang diterbitkan ACMF pada tahun 2025.

Wismilak supports MSMEs in preparing Sustainability Reports through collaboration with Parahyangan Catholic University Bandung, GRI, APINDO, the Ministry of Trade, and the National Research and Innovation Agency (BRIN), with the Company serving as the program coordinator. This guide includes indicators to trace and monitor the implementation of sustainability practices by business actors. Its development refers to Financial Services Authority Regulation (POJK) No. 51 of 2017 on the Implementation of Sustainable Finance, as well as the ASEAN Simplified ESG Disclosure Guide for SMEs in Supply Chains (ASEDG) issued by the ASEAN Capital Markets Forum (ACMF) in 2025.



AksiLiterasi Wismilak-Literasi Digital

AksiLiterasi Wismilak - Digital Literacy

April - Desember | April-December 2025



Penilaian Dampak
Impact Assessment

Meningkatkan keterampilan siswa dalam koding dan robotika serta mempromosikan pendidikan sains, teknologi, rekayasa dan matematika, serta literasi digital.

Enhances students' skills in coding and robotics while promoting science, technology, engineering, and mathematics (STEM) education and digital literacy.

Capaian
Achievement

Memberikan pendampingan literasi digital kepada 360 murid dalam pembelajaran coding dan robotik bertema lingkungan dengan tema tahun 2025 adalah "Smart City".

Provided digital literacy mentoring to 360 students through coding and robotics learning activities centered on environmental themes, with "Smart City" as the 2025 theme.

Uraian Kegiatan
Activity Description

Sejak tahun 2021, Wismilak bersama Koding Akademi telah mendampingi sekitar 1.700 murid melalui program literasi dan edukasi digital yang menyasar tingkat sekolah menengah pertama dan atas. Inisiatif ini terus berlanjut pada tahun 2025, dengan proyeksi ke depan, sekolah-sekolah dapat mendapatkan akses yang lebih luas dalam pengembangan kapasitas dan penguatan keterampilan digital mereka.

Since 2021, Wismilak, in collaboration with Koding Akademi, has supported approximately 1,700 students through digital literacy and education programs targeting junior high and senior high schools. This initiative continued in 2025, with the long-term goal of enabling schools to gain broader access to capacity building and stronger digital skills development.

Aksiliterasi Membaca

Agustus | August 2025



Penilaian Dampak
Impact Assessment

Memperkuat literasi membaca.
Strengthens reading literacy.

Capaian
Achievement

Program ini hadir dalam memberikan dukungan kepada 20 Taman Kanak-Kanak di Jawa Timur.

The program provided support to 20 kindergartens in East Java.

Uraian Kegiatan
Activity Description

Bekerja sama dengan Perempuan Indonesia Maju (PIM) DPD Jawa Timur dan Junior Chamber International Indonesia Chapter East Java, Wismilak melanjutkan program penguatan literasi membaca yang telah dimulai sejak 2016. Kolaborasi ini memberikan dukungan kepada sejumlah anak-anak di Jawa Timur untuk meningkatkan minat dan kemampuan membaca sejak usia dini.

In collaboration with Perempuan Indonesia Maju (PIM) East Java Regional Board and Junior Chamber International Indonesia Chapter East Java, Wismilak continues its reading literacy strengthening program, which has been in place since 2016. This collaboration supports children in East Java in building interest in and ability to read from an early age.

12 KONSUMSI DAN PRODUKSI YANG BERTANGGUNG JAWAB

#WismilakDaurManfaat – Upcycling untuk Keberlanjutan

Oktober | October 2026

Penilaian Dampak
Impact Assessment

Program Upcycled.
Upcycling Program.

Capaian
Achievement

Program ini berhasil merubah limbah Perseroan dari *marketing waste* menjadi barang yang memiliki nilai guna dan dimanfaatkan sebagai *merchandise* program-program korporasi perusahaan.

The program successfully transformed Company waste, specifically marketing waste, into useful products that were used as merchandise for the Company's corporate programs.

Uraian Kegiatan
Activity Description

Melalui program #WismilakDaurManfaat, Wismilak memanfaatkan kembali bahan bekas untuk diolah menjadi produk baru yang lebih ramah lingkungan. Program ini bekerja sama dengan komunitas XSProjek, sebuah organisasi non-profit yang berfokus pada permasalahan sampah yang ada di Indonesia dan melakukan solusi dalam pengelolaan sampah.

Through the #WismilakDaurManfaat program, Wismilak reuses discarded materials to be processed into new, more environmentally friendly products. This program is carried out in collaboration with XSProjek, a non-profit organization that focuses on waste issues in Indonesia and develops solutions for waste management.



Karapan Sapi Piala Presiden 2025

Oktober | October 2026



Penilaian Dampak
Impact Assessment

Mempromosikan budaya lokal dan mendorong pertumbuhan ekonomi lokal.

Promotes local culture and supports regional economic growth.

Capaian
Achievement

Program Pelestarian budaya tradisional madura melibatkan Pemerintah daerah, komunitas pelestarian seni budaya, UMKM serta menjangkau lebih dari 26.000 pengunjung.

The Traditional Madurese Cultural Preservation Program involved local government, cultural preservation communities, and MSMEs, reaching more than 26,000 visitors.

Uraian Kegiatan
Activity Description

Wismilak mendukung penyelenggaraan Karapan Sapi Piala Presiden 2025 di Bangkalan sebagai upaya mempromosikan budaya lokal Madura. Melalui partisipasi tersebut, Wismilak turut mendorong pengembangan ekonomi daerah dengan menarik kunjungan wisatawan, sekaligus memberikan edukasi kepada generasi muda mengenai pentingnya menjaga dan melestarikan warisan budaya.

Wismilak supported the organization of the Karapan Sapi President's Cup 2025 in Bangkalan as part of its efforts to promote Madurese local culture. Through this participation, the Company also contributed to regional economic development by attracting tourist visits while educating younger generations on the importance of preserving cultural heritage.

Kontribusi Wismilak untuk Dunia Pendidikan dan Kewirausahaan melalui Program APINDO UMKM Merdeka (Program AUM)

Wismilak's Contribution to Education and Entrepreneurship Through the APINDO UMKM Merdeka Program (AUM Program)

Sebagai upaya dalam mendorong kemandirian ekonomi masyarakat, Wismilak berkontribusi melalui Program APINDO UMKM Merdeka (AUM). Program ini mengintegrasikan unsur pendidikan dan kewirausahaan dengan menghadirkan pendampingan usaha mikro oleh mahasiswa yang bekerja sama dengan perguruan tinggi. Melalui praktik kerja langsung, mahasiswa memberikan dukungan dalam pengelolaan bisnis, perencanaan usaha, serta peningkatan daya saing. Skema kolaborasi *pentahelix* yang diusung mempertegas peran program ini sebagai solusi kolaboratif dalam mengatasi hambatan pertumbuhan usaha mikro di Indonesia.

As part of its efforts to promote economic independence in the community, Wismilak contributes through the APINDO UMKM Merdeka Program (AUM). This program integrates education and entrepreneurship by providing support for microenterprises through university students in collaboration with higher education institutions. Through hands-on field practice, students provide assistance in business management, business planning, and competitiveness enhancement. The pentahelix collaboration model adopted by the program reinforces its role as a collaborative solution for addressing barriers to the growth of microenterprises in Indonesia.



Capaian Program AUM selama 2025 | AUM Program Achievements in 2025

Uraian Description	Magang Berdampak Impactful Internship	PTKI	Mandiri	Total
Perguruan Tinggi | Higher Education Institutions	45	9	14	68
Mahasiswa | Students	69	13	143	225
UMKM | SMEs	19	5	47	71

Selama tahun 2025, terdapat 6 Provinsi DPP Apindo yang terlibat di Program AUM, di antaranya:
In 2025, 6 provincial branches of DPP Apindo were involved in the AUM Program, including:



Dashboard Laporan Program Diplomat Success Challenge (DSC) 2025

Diplomat Success Challenge (DSC) 2025 Program Dashboard

Jumlah peserta program Diplomat Success Challenge menunjukkan tren peningkatan di setiap tahunnya. Pada tahun 2025 tercatat sebanyak 43.281 peserta, meningkat 18% dibandingkan jumlah peserta di tahun sebelumnya, yakni 36.712 peserta. Peningkatan ini mencerminkan semakin luasnya jangkauan program serta tingginya partisipasi pemangku kepentingan dalam kegiatan yang diselenggarakan Perseroan. Program DSC juga memberikan hibah modal usaha serta pendampingan kepada peserta terpilih dengan total sebesar Rp2,5 miliar.

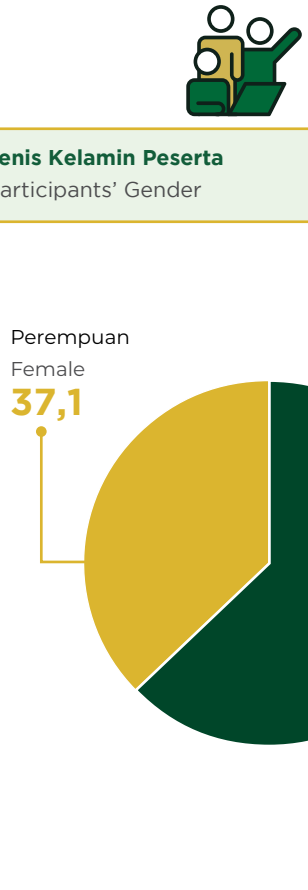
The number of participants in the Diplomat Success Challenge program has shown an upward trend each year. In 2025, the program recorded 43,281 participants, an 18% increase from 36,712 participants in the previous year. This increase reflects the program's expanding reach and the high level of stakeholder participation in the activities organized by the Company. The DSC program also provided business capital grants and mentoring to selected participants, with total support amounting to Rp2.5 billion.

Sejak tahun sebelumnya, program DSC telah mengintegrasikan kurikulum ESG sebagai bagian dari materi pembelajaran untuk memperkuat pemahaman peserta terhadap aspek lingkungan, sosial, dan tata kelola. Di tahun 2025, Wismilak bekerja sama dengan Fakultas Akuntansi Keberlanjutan Universitas Katolik Parahyangan Bandung untuk memberikan pembinaan teknis dan penguatan pemahaman terkait praktik serta pelaporan keberlanjutan. Pada program pendampingan penyusunan laporan keberlanjutan tahun 2025, telah dihasilkan 45 laporan keberlanjutan dari peserta DSC. Untuk terus menumbuhkan budaya keberlanjutan pada program pendampingan ini, DSC juga mengadakan penilaian dan memberikan apresiasi kepada peserta DSC dengan laporan keberlanjutan terbaik.

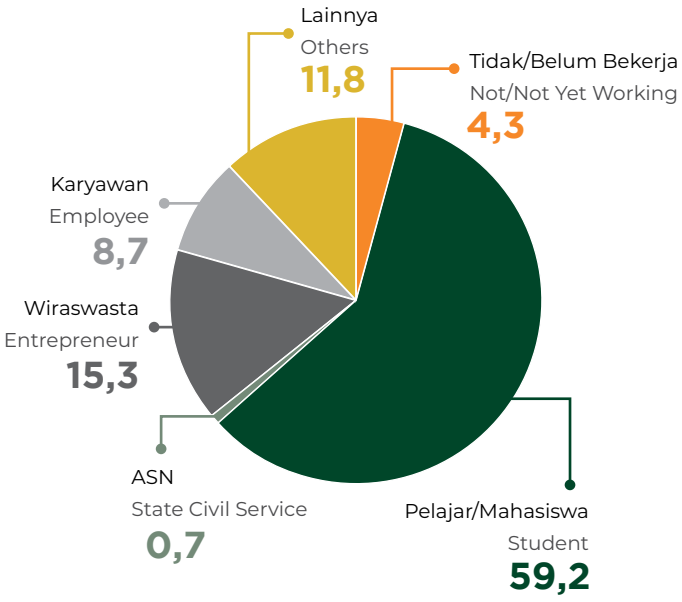
Since the previous year, the DSC program has integrated an ESG curriculum as part of its learning materials to strengthen participants' understanding of environmental, social, and governance aspects. In 2025, Wismilak collaborated with the Faculty of Sustainability Accounting at Parahyangan Catholic University Bandung to provide technical guidance and strengthen participants' understanding of sustainability practices and reporting. Under the 2025 sustainability report preparation mentoring program, 45 sustainability reports were issued by DSC participants. To continue fostering a culture of sustainability through this mentoring program, DSC also conducted an assessment and recognized participants with the best sustainability reports.



Jenis Kelamin Peserta
Participants' Gender
%

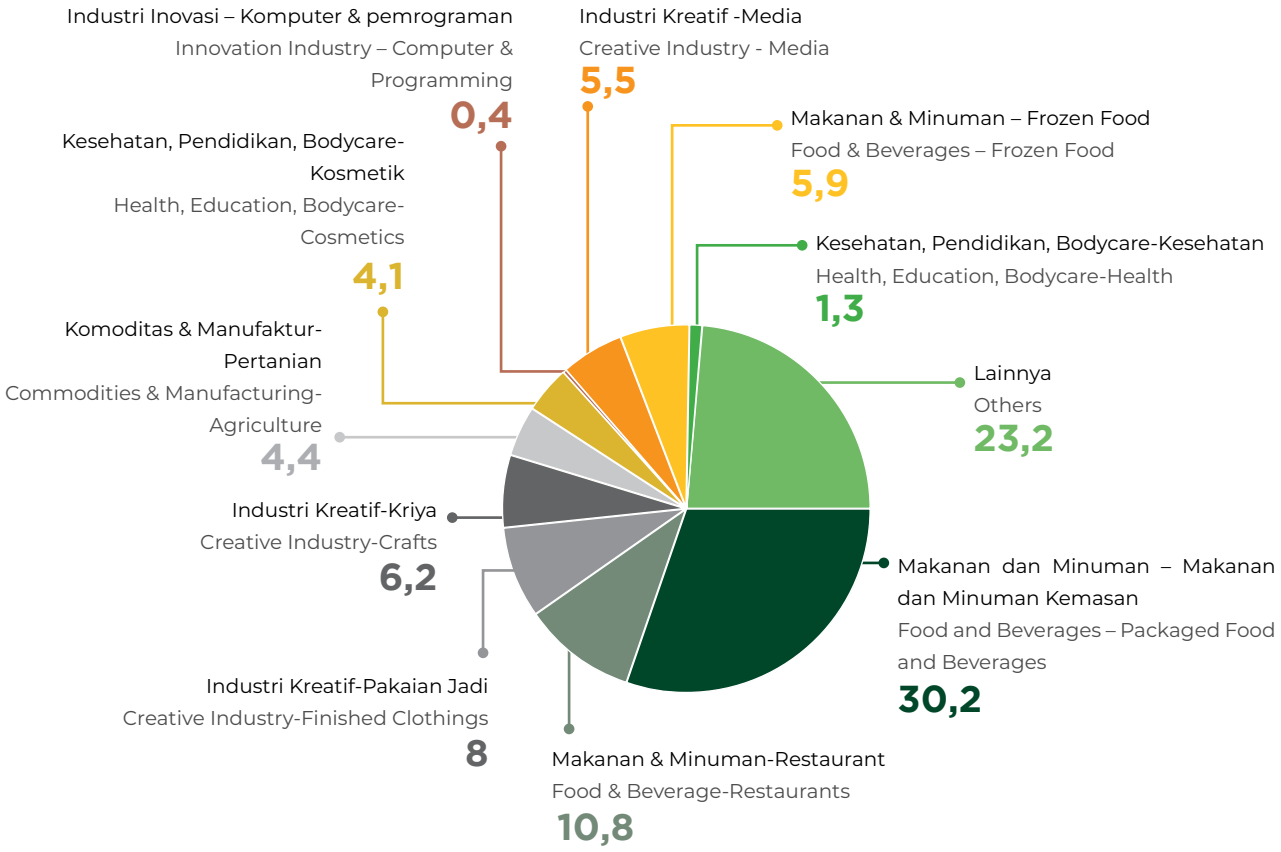


Status Kepegawaian Peserta
Participants' Employment Status
%



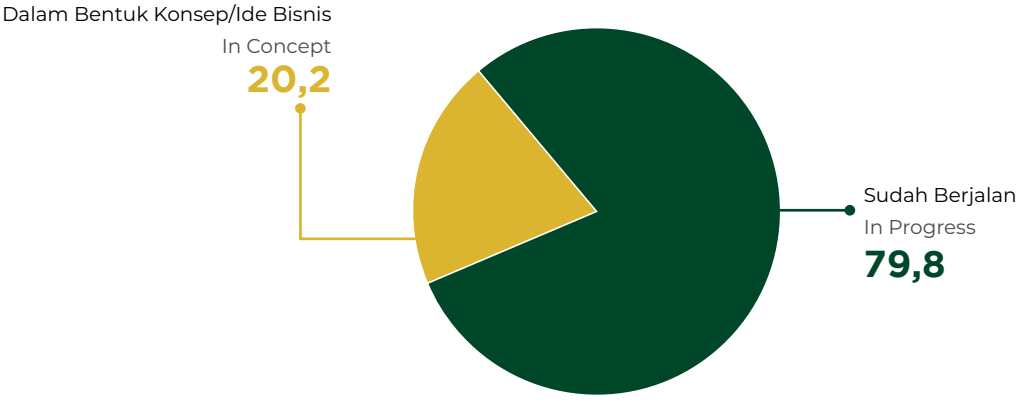
Kategori Bisnis
Business Category

%



Konsep Bisnis yang Dipresentasikan
Business Concepts Presented

%





Mengelola dengan Tanggung Jawab
Managing with Responsibility

Membangun Budaya Keberlanjutan [F.1]
Building a Culture of Sustainability

Wismilak mengelola dampak lingkungan dan sosial secara bertanggung jawab, menghormati hak asasi manusia, serta menjaga hubungan dengan pemangku kepentingan. Komitmen ini diimplementasikan melalui inisiatif yang terintegrasi dalam budaya kerja Perseroan, antara lain:

Wismilak manages its environmental and social impacts responsibly, respects human rights, and maintains relationships with stakeholders. This commitment is reflected in initiatives integrated into the Company's work culture, including:

1. Mengintegrasikan prinsip keberlanjutan dalam Code of Conduct (CoC) sebagai langkah Perseroan dalam memperkuat standar etika dan praktik bisnis yang bertanggung jawab dan selaras dengan aspek ESG;
   Integrating sustainability principles into the Code of Conduct (CoC) as a step to strengthen ethical standards and responsible business practices aligned with ESG aspects;
2. Menjalankan *awareness campaign* di berbagai kanal komunikasi (internet, media sosial, media cetak) mengenai penggunaan energi secara bijaksana dan efisien yang ditujukan untuk seluruh karyawan Wismilak, maupun pihak-pihak yang bekerjasama dengan Wismilak;
   Conducting awareness campaigns across various communication channels, including the internet, social media, and print media, on the wise and efficient use of energy for all Wismilak employees and parties working with Wismilak;
3. Memanfaatkan fitur pencahayaan yang lebih ramah lingkungan dan penggunaan sensor cahaya di area Perseroan;
   Utilizing more environmentally friendly lighting features and light sensors in Company areas;
4. Mengadakan sosialisasi mengenai keberlanjutan untuk karyawan secara berkala termasuk melalui penyelenggaraan webinar hari lingkungan hidup sedunia bertema "Cara Menghitung Emisi di tempat Kerja". Webinar ini membahas penggunaan kalkulator hijau untuk perhitungan emisi dan menghadirkan narasumber komite keberlanjutan bidang UMKM dan Koperasi , Asosiasi Pengusaha Indonesia (APINDO);
   Conducting regular sustainability outreach for employees, including through a World Environment Day webinar themed "How to Calculate Emissions in the Workplace." The webinar discussed the use of a green calculator for emissions calculation and featured a speaker from the MSME and Cooperatives Sustainability Committee of the Indonesian Employers Association (APINDO);
5. Mengadakan pertemuan berkala lintas departemen terkait pencapaian program keberlanjutan dan inisiatif keberlanjutan yang akan dilaksanakan;
   Holding regular cross-department meetings on the achievement of sustainability programs and upcoming sustainability initiatives;
6. Melangsungkan event kompetisi dan penghargaan tahunan, Quality Control Circle (QCC) Award, sebagai kompetisi program kerja usulan yang mengusung aspek keberlanjutan;
   Holding the annual Quality Control Circle (QCC) Award, a competition for proposed work programs that incorporate sustainability aspects;
7. Mengadakan program khusus untuk karyawan dalam mendukung aspek Kesehatan dan Keselamatan Kerja (K3) dalam bentuk kompetisi mengenai pengetahuan K3.
   Organizing a special employee program to support Occupational Health and Safety (OHS) through a competition on OHS knowledge.

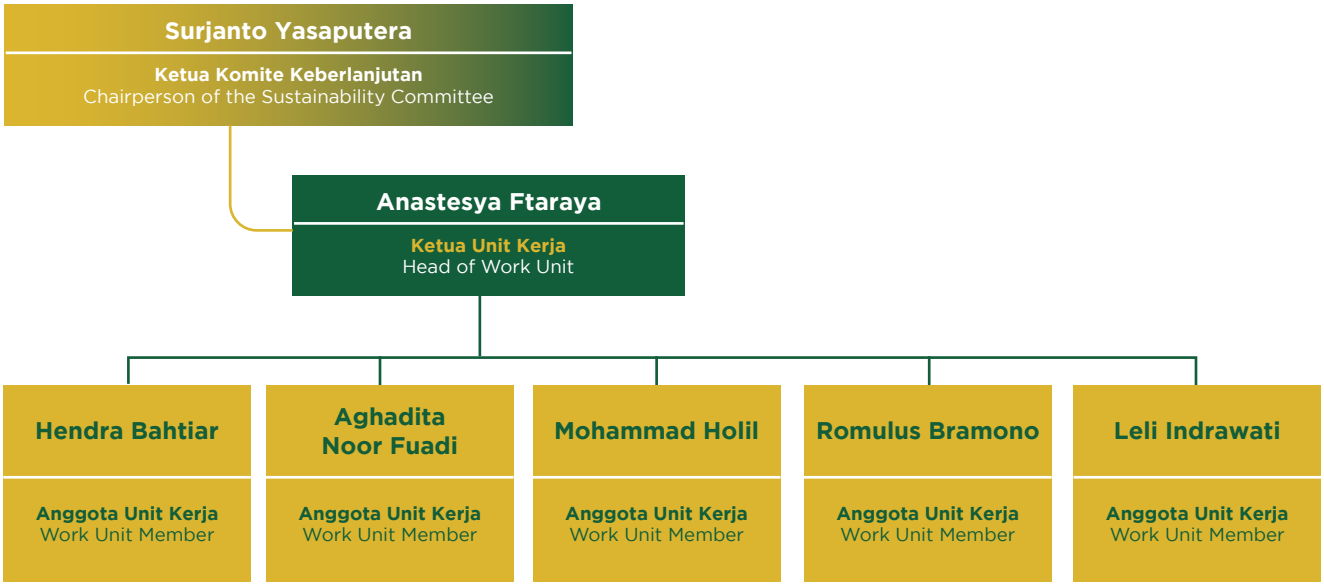
Struktur Tata Kelola Keberlanjutan [E.1][2-9][2-11][2-12][2-13][2-14]
Sustainability Governance Structure

Tata kelola keberlanjutan Wismilak dijalankan dengan mengacu pada prinsip tata kelola perusahaan yang baik (GCG). Struktur tata kelola Perseroan terdiri atas Rapat Umum Pemegang Saham (RUPS) sebagai organ tertinggi, Direksi sebagai pengelola Perseroan, serta Dewan Komisaris yang menjalankan fungsi pengawasan dengan dukungan komite di bawahnya. Nominasi dan pengangkatan anggota Direksi maupun Dewan Komisaris merupakan kewenangan Pemegang Saham yang ditetapkan melalui RUPS. Perseroan memastikan tidak terdapat benturan kepentingan yang dapat mempengaruhi objektivitas pengambilan keputusan. Informasi lebih lanjut mengenai struktur, peran dan tanggung jawab, mekanisme nominasi dan seleksi, serta remunerasi dan evaluasi kinerja Direksi dan Dewan Komisaris tersedia dalam Laporan Tahunan Wismilak 2025. [2-9][2-10][2-18][2-19][2-20][2-21]

Tanggung jawab atas aspek keberlanjutan terintegrasi dalam seluruh fungsi tata kelola perusahaan. Untuk memperkuat pengawasan, Perseroan membentuk Komite Keberlanjutan yang bertugas memastikan efektivitas pelaksanaan kinerja keberlanjutan. Kinerja Komite tersebut berada di bawah pengawasan dan evaluasi langsung oleh Direksi.

Wismilak's sustainability governance is carried out in accordance with the principles of good corporate governance (GCG). The Company's governance structure consists of the General Meeting of Shareholders (GMS) as the highest governing body, the Board of Directors as the managing body, and the Board of Commissioners as the supervisory body, supported by committees under its oversight. The nomination and appointment of members of the Board of Directors and the Board of Commissioners are the authority of the Shareholders as determined through the GMS. The Company ensures that there are no conflicts of interest that may affect the objectivity of decision-making. Further information on the structure, roles and responsibilities, nomination and selection mechanisms, as well as the remuneration and performance evaluation of the Board of Directors and Board of Commissioners is available in Wismilak's 2025 Annual Report. [2-9][2-10][2-18][2-19][2-20][2-21]

Responsibility for sustainability aspects is integrated across all corporate governance functions. To strengthen oversight, the Company has established a Sustainability Committee tasked with ensuring the effective implementation of sustainability performance. The Committee's performance is subject to direct oversight and evaluation by the Board of Directors.



Tugas dan tanggung jawab Komite Keberlanjutan adalah:

1. Melakukan penyusunan strategi, peta jalan, dan kerangka kerja keberlanjutan sesuai fokus dan strategi Perseroan dan pedoman keberlanjutan (nasional/internasional) yang relevan dengan Perseroan;
2. Memastikan kesesuaian program kerja keberlanjutan yang dijalankan sesuai dengan fokus, strategi, dan pedoman keberlanjutan (nasional/internasional) yang relevan dengan Perseroan;
3. Melakukan pengawasan, evaluasi serta rekomendasi pada aktivitas dan program keberlanjutan;
4. Melakukan penyusunan Laporan Keberlanjutan;
5. Menyelenggarakan pertemuan koordinasi unit kerja keberlanjutan setiap 1 bulan Sekali;
6. Melakukan pertemuan koordinasi dengan kepala divisi paling sedikit 3 kali dalam setahun;
7. Melakukan pelaporan kepada jajaran Direksi terkait aktivitas, implementasi, maupun inisiatif keberlanjutan paling sedikit 3 kali dalam setahun.

The duties and responsibilities of the Sustainability Committee are to:

1. Develop sustainability strategies, roadmaps, and frameworks in line with the Company's focus and strategy, as well as national and international sustainability guidelines relevant to the Company;
2. Ensure that sustainability work programs are aligned with the Company's focus, strategy, and relevant national and international sustainability guidelines;
3. Monitor, evaluate, and provide recommendations on sustainability activities and programs;
4. Prepare the Sustainability Report;
5. Hold coordination meetings of sustainability work units once every month;
6. Hold coordination meetings with division heads at least three times a year;
7. Report to the Board of Directors on sustainability activities, implementation, and initiatives at least three times a year.



Menghindari Benturan Kepentingan [2-11][2-15]
Avoiding Conflicts of Interest

Perseroan menerapkan pengendalian untuk mencegah terjadinya benturan kepentingan melalui penerapan prinsip profesionalitas dan integritas oleh seluruh pejabat, mulai dari Dewan Komisaris, Direksi, Kepala Unit Kerja, hingga jajaran manajerial. Perseroan juga memastikan bahwa Ketua organ tata kelola tertinggi tidak merangkap jabatan sebagai eksekutif senior di Perseroan. Hingga akhir 2025, Perseroan tidak mencatat adanya peristiwa benturan kepentingan yang melibatkan Dewan Komisaris maupun Direksi.

The Company applies controls to prevent conflicts of interest through the implementation of professionalism and integrity by all officials, from the Board of Commissioners, Board of Directors, and Heads of Work Units to the managerial level. The Company also ensures that the Chair of the highest governance body does not concurrently serve as a senior executive within the Company. As of the end of 2025, the Company had not recorded any conflicts of interest involving the Board of Commissioners or the Board of Directors.

Kegiatan Internal Komite Keberlanjutan
Internal Activities of the Sustainability Committee

Sepanjang 2025, Komite Keberlanjutan mengadakan empat kali pertemuan dengan Direksi guna membahas kinerja keberlanjutan kuartal IV 2024 serta kuartal I–III 2025. Di samping itu, Komite menjalankan sejumlah kegiatan lainnya, di antaranya:

- Melakukan penerapan strategi keberlanjutan Perseroan;
- Melakukan monitoring pelaksanaan inisiatif keberlanjutan Perseroan;
- Melakukan pengelolaan isu lingkungan;
- Melakukan pendampingan proses pemeringkatan EcoVadis untuk unit usaha Wismilak Filter;
- Melaksanakan sosialisasi budaya keberlanjutan;
- Melakukan penyusunan Laporan Keberlanjutan Perseroan tahun buku 2024;
- Melakukan penyusunan Performance Report tahun buku 2024 untuk unit usaha Wismilak Filter;
- Melakukan pendampingan pelaksanaan program Quality Control Competition (QCC).

Throughout 2025, the Sustainability Committee held four meetings with the Board of Directors to discuss sustainability performance for the fourth quarter of 2024 and the first through third quarters of 2025. In addition, the Committee carried out a number of other activities, including:

- Implemented the Company's sustainability strategy;
- Monitored the implementation of the Company's sustainability initiatives;
- Managed environmental issues;
- Provided assistance in the EcoVadis rating process for the Wismilak Filter business unit;
- Conducted sustainability culture awareness programs;
- Prepared the Company's 2024 Sustainability Report;
- Prepared the 2024 Performance Report for the Wismilak Filter business unit;
- Provided assistance in implementing the Quality Control Competition (QCC) program;

- Menginisiasi program pendampingan pembuatan laporan keberlanjutan pada program Diplomat Success Challenge, yang diselenggarakan bekerja sama dengan Universitas Katolik Parahyangan Bandung. Berkontribusi sebagai tim koordinasi pembuatan Panduan ESG (Panduan Lestari) bersama Universitas Katolik Parahyangan Bandung, GRI, APINDO, Kementerian Perdagangan, dan Badan Riset dan Inovasi Nasional (BRIN).

- Initiated a sustainability report mentoring program under the Diplomat Success Challenge, conducted in collaboration with Parahyangan Catholic University Bandung, and contributed as part of the coordination team for the development of the ESG Guide (Panduan Lestari) together with Parahyangan Catholic University Bandung, GRI, APINDO, the Ministry of Trade, and the National Research and Innovation Agency (BRIN).

Peningkatan Kompetensi Keberlanjutan [E.2][2-17]
Strengthening Sustainability Competencies

Wismilak memastikan seluruh karyawan memperoleh akses yang setara terhadap pengembangan kompetensi. Pada 2025, Perseroan menyelenggarakan lima sesi pembelajaran terkait aspek keberlanjutan yang melibatkan berbagai divisi kunci dalam implementasinya.

Wismilak ensures that all employees have equal access to competency development. In 2025, the Company conducted five learning sessions related to sustainability aspects, involving various key divisions in their implementation.

Kegiatan Peningkatan Kompetensi Keberlanjutan
Sustainability Competency Development Activities

Nama Kegiatan Pengembangan Kompetensi Name of Competency Development Program	Tanggal Date	Event/Penyelenggara Event/Organizer	Peserta Participants	Waktu (Menit) Duration (Minutes)
Paparan Implementasi CSR Ramah Lingkungan Environmental-Friendly CSR Implementation Presentation	20 Januari 2025 20 January 2025	BEI	Anastesya Ftaraya	120
Sustainability Report Awareness	29 Februari 2025 29 February 2025	BEI	Anastesya Ftaraya	120
Navigating Sustainability Reporting Standards	20 Maret 2025 20 March 2025	BEI	Leli Indrawati	120
Paparan Implementasi CSR Ramah Lingkungan Environmental-Friendly CSR Implementation Presentation	20 Mei 2025 20 May 2025	KADIN	Hendra Bahtiar	180
Panduan ESG ESG Guide	04 Agustus 2025 04 August 2025	Launching Panduan Lestari oleh APINDO Launch of the Panduan Lestari by APINDO	Anastesya Ftaraya	120

Pengelolaan Risiko Keberlanjutan [E.3][2-16]
Sustainability Risk Management



Perseroan mengelola risiko lingkungan, sosial, dan tata kelola (ESG) melalui mekanisme identifikasi, pengukuran, pemantauan, dan pengendalian yang terstruktur. Unit Audit Internal melakukan evaluasi tingkat risiko dan melaporkannya kepada Komite Audit untuk memastikan efektivitas pengendalian. Dewan Komisaris mengawasi implementasi manajemen risiko, sementara manajemen memegang tanggung jawab operasional atas pengelolaannya. Uraian lengkap terkait profil risiko dan upaya mitigasi dapat merujuk pada Laporan Tahunan 2025 yang diterbitkan terpisah.

The Company manages environmental, social, and governance (ESG) risks through a structured mechanism for identification, measurement, monitoring, and control. The Internal Audit Unit evaluates risk levels and reports them to the Audit Committee to ensure the effectiveness of controls. The Board of Commissioners oversees the implementation of risk management, while management holds operational responsibility for its execution. A complete description of the risk profile and mitigation efforts is available in the separately published 2025 Annual Report.

Praktik Persaingan Usaha yang Sehat, Kepatuhan, dan Etika Bisnis [2-27][206-1]

Fair Competition, Compliance, and Business Ethics Practices

Wismilak menerapkan praktik dan standar etika bisnis yang berlaku secara nasional dan global. Perseroan menjalankan pemasaran produk dengan menjunjung prinsip persaingan usaha yang adil dan sehat. Integritas dan etika bisnis menjadi dasar dalam pelaksanaan kegiatan usaha. Perseroan memastikan kepatuhan terhadap ketentuan hukum serta tanggung jawab sosial dan lingkungan melalui praktik bisnis yang transparan dan akuntabel. Penerapan tata kelola usaha mengacu pada Undang-Undang Republik Indonesia Nomor enam Tahun 1999 tentang Larangan Praktik Monopoli dan Persaingan Usaha Tidak Sehat serta Kebijakan Pengadaan Berkelanjutan Wismilak. Sepanjang 2025, Perseroan tidak menerima ataupun terlibat dalam tindakan hukum yang berkaitan dengan perilaku antikompetitif, anti-*trust*, dan monopoli. Perseroan juga tidak dihadapi dengan denda terkait pelanggaran regulasi persaingan usaha.

Wismilak upholds business practices and ethical standards that are recognized both nationally and globally. The Company markets its products while upholding the principles of fair and healthy competition. Integrity and business ethics form the foundation of its business activities. The Company ensures compliance with legal requirements, as well as social and environmental responsibility, through transparent and accountable business practices. Its business governance practices refer to Law of the Republic of Indonesia No. 5 of 1999 on the Prohibition of Monopolistic Practices and Unfair Business Competition, as well as Wismilak's Sustainable Procurement Policy. Throughout 2025, the Company was not involved in and did not receive any legal action related to anti-competitive behavior, antitrust, or monopoly practices. The Company also did not face any fines related to violations of competition regulations.



Praktik Antikorupsi [205-2]
Anti-Corruption Practices

Komitmen terhadap perilaku antikorupsi menjadi bagian integral dari prinsip usaha Wismilak. Perseroan menjalankan bisnis secara bersih dalam operasional maupun hubungan dengan pemangku kepentingan, dengan menerapkan kebijakan antikorupsi yang berlaku bagi karyawan dan mitra bisnis. Sosialisasi secara berkala dilakukan untuk meningkatkan kesadaran dan pencegahan korupsi minimal satu tahun sekali. Pada 2025, enam anggota komite keberlanjutan Wismilak telah mengadakan kelas dengan tema tata kelola perusahaan sesuai dengan nilai-nilai keberlanjutan, diikuti dengan sosialisasi anti korupsi yang menjangkau kepada seluruh karyawan melalui materi komunikasi menyangkut pencegahan dan pelaporan tindakan pelanggaran seperti diskriminasi, indikasi kecurangan di tempat kerja, korupsi dan pelanggaran kode etik lainnya.

Wismilak's commitment to anti-corruption behavior is an integral part of its business principles. The Company conducts its business in a clean manner, both in its operations and in its relationships with stakeholders, by applying an anti-corruption policy that applies to employees and business partners. Regular awareness efforts are carried out at least once a year to strengthen anti-corruption awareness and prevention. In 2025, six members of Wismilak's Sustainability Committee conducted a class on corporate governance in line with sustainability values, followed by anti-corruption awareness efforts reaching all employees through communication materials on the prevention and reporting of violations such as discrimination, indications of workplace fraud, corruption, and other breaches of the Code of Conduct.

Penerapan Sistem Pelaporan Pelanggaran [2-16][2-26]
Implementation of the Whistleblowing System

Perseroan menyediakan saluran pelaporan bagi pemangku kepentingan untuk menyampaikan dugaan pelanggaran peraturan, tindakan melawan hukum, maupun praktik tidak etis lainnya melalui Wismilak *Whistleblowing System* (WWBS). Setiap laporan yang diterima ditindaklanjuti sesuai dengan jenis dan tingkat pelanggarannya, dengan jaminan perlindungan kerahasiaan identitas pelapor. Perseroan menyelenggarakan sosialisasi *Whistleblowing System* (WBS) setiap tahun kepada seluruh karyawan, yang didukung dengan penyebaran informasi melalui intranet serta pengiriman materi komunikasi ke masing-masing departemen. Selain itu guna memperkuat mekanisme pelaporan pelanggaran, pada tahun 2025 Perseroan tengah mempersiapkan pengembangan portal pelaporan WBS dalam bentuk aplikasi. Sepanjang 2025, tidak terdapat laporan pelanggaran yang diterima. Informasi lebih lanjut terkait WBS dapat dilihat pada web resmi Wismilak.

The Company provides reporting channels for stakeholders to submit allegations of regulatory violations, unlawful acts, or other unethical practices through the Wismilak Whistleblowing System (WWBS). Every report received is followed up according to the type and severity of the violation, with guaranteed confidentiality of the whistleblower's identity. The Company conducts annual Whistleblowing System (WBS) awareness activities for all employees, supported by information dissemination through the intranet and communication materials distributed to each department. In addition, to strengthen the violation reporting mechanism, the Company was preparing the development of an app-based WBS reporting portal in 2025. Throughout 2025, no violation reports were received. Further information on the WBS is available on Wismilak's official website.

Nilai Ekonomi Dihasilkan [F.3][201-1]
Economic Value Generated

Pada 2025, Wismilak membukukan penjualan bersih sebesar Rp6.381,7 miliar, meningkat 34% dibandingkan Rp4.750,9 miliar pada tahun 2024. Nilai tersebut mencerminkan total penjualan seluruh produk Perseroan dan bersumber dari Laporan Keuangan Konsolidasian yang telah diaudit. Hingga akhir periode pelaporan, Perseroan belum memiliki skema pendanaan atau investasi yang secara khusus selaras dengan prinsip keberlanjutan, serta tidak menerima bantuan finansial dari pemerintah sepanjang tahun 2025. [201-4]

In 2025, Wismilak recorded net sales of Rp6,381.7 billion, representing a increase 34% compared to Rp4,750.9 billion in 2024. This figure reflects total sales of all Company products and is derived from the audited Consolidated Financial Statements. As of the end of the reporting period, the Company did not yet have any financing or investment schemes specifically aligned with sustainability principles, nor did it receive any financial assistance from the government throughout 2025. [201-4]

Realisasi Kinerja Keuangan | Financial Performance Realization [F.2][F.3]

Uraian Description	Satuan Unit	2025	2024	2023
Volume Penjualan Sales Volume	Juta batang Million Cigarettes	10.406,9	8.630,1	8.438,6
Pendapatan Revenue	Rp Juta Rp Million	6.373.809,9	4.751.224,7	4.894.165,7
Laba (Rugi) Tahun Berjalan Profit (Loss) for the Year		556.807,3	376.400,1	615.454,7

Nilai Ekonomi Dihasilkan dan Didistribusikan
Economic Value Generated and Economic Value Distributed [201-1]

Uraian Description	Rp Juta Rp Million		
	2025	2024	2023
Nilai Ekonomi Dihasilkan Economic Value Generated			
Pendapatan Usaha Operating Revenue	6.381.690,5	4.750.889,8	4.874.784,6
Pendapatan Lain Other Income	(7.880,6)	334,9	19.381,1
Total Pendapatan Total Revenue	**6.373.809,9**	**4.751.224,7**	**4.894.165,7**
Nilai Ekonomi Didistribusikan Nilai Ekonomi Didistribusikan			
Biaya Operasional Operating Costs	604.714,5	479.832,2	463.877,5

Uraian Description	Rp Juta Rp Million		
	2025	2024	2023
Imbal Jasa Karyawan (Gaji, Honor, Tunjangan Hari Raya, Jamsostek, Tunjangan Lainnya) Employee Fees (Salary, honorarium, holiday allowances, social security, and other benefits)	246.786,5	216.284,0	212.330,5
Pembayaran Dividen Kas kepada Pemilik Modal Entitas Induk dan Kepentingan Non-Pengendali Payment of Cash Dividends to Parent Company Capital Owners and Non-Controlling Interests	134.523,8	222.528,0	151.256,3
Pembayaran Pajak kepada Pemerintah Tax Payments	3.369.117,2	2.183.270,1	2.818.908,3
Dana Tanggung Jawab dan Lingkungan (TJSL) Social and Environmental Responsibility Fund (TJSL)	54.786,5	50.298,0	49.196,3
Jumlah Nilai Ekonomi Didistribusikan Total Economic Value Distributed	**4.409.928,5**	**3.152.212,3**	**3.695.568,9**
Nilai Ekonomi Ditahan Economic Value Retained	**1.963.881,4**	**1.559.012,4**	**1.198.596,8**

Penjualan dan Pendapatan | Sales and Revenue

Uraian Description	2025	2024	2023
Penjualan (Juta Batang) Sales (Million Cigarettes)			
Sigaret Kretek Tangan (SKT) Hand-Rolled Cigarettes (HRC)	1.051,0	1.049,4	882
Sigaret Kretek Mesin (SKM) Machine-Rolled Cigarettes (MRC)	3.113,7	2.173,5	2.871,4
Ekspor Filter Filter Export	54,5	311,1	373,2
Pendapatan (Rp Miliar) Revenue (Rp Billion)			
Sigaret Kretek Tangan (SKT) Hand-Rolled Cigarettes (HRC)	873,2	865,8	740,8

Uraian Description	2025	2024	2023
Sigaret Kretek Mesin (SKM) Machine-Rolled Cigarettes (MRC)	4.071,4	2.685,6	3.325,3
Ekspor Filter Filter Export	6,6	41,4	50,1

Wismilak Success Partner (WSP) menjadi bagian dari komitmen Perseroan dalam memperkuat ekonomi lokal. Program ini dirancang untuk memberdayakan Usaha Kecil Menengah (UKM) agar tumbuh secara berkelanjutan dan memberikan kontribusi terhadap pembangunan ekonomi serta dampak sosial jangka panjang. [203-2]

Wismilak Success Partner (WSP) forms part of the Company's commitment to strengthening the local economy. This program is designed to empower Small and Medium Enterprises (SMEs) to grow sustainably and contribute to economic development and long-term social impact. [203-2]

Jumlah Outlet Binaan dan Nilai Investasi Program WSP
Number of Supported Outlets and Investment Value of the WSP Program

Uraian Description	2025	2024	2023
Jumlah Outlet Total Outlets	23.931	19.989	18.460
Biaya Investasi Investment Costs	Rp15,5 miliar | billion	Rp14 miliar | billion	Rp8 miliar | billion

Praktik Pengadaan
Procurement Practices

Pada 2025, Perseroan meningkatkan kualitas praktik pengadaan melalui penguatan implementasi Sedex Member Ethical Trade Audit (SMETA). inisiatif ini merupakan bagian dari upaya berkelanjutan untuk meningkatkan transparansi, kepatuhan etika bisnis, serta pengelolaan risiko ESG dalam rantai pasok.

In 2025, the Company improved the quality of its procurement practices by strengthening the implementation of the Sedex Member Ethical Trade Audit (SMETA). This initiative forms part of the Company's ongoing efforts to improve transparency, business ethics compliance, and ESG risk management in the supply chain.

Perseroan telah menerapkan Kebijakan Pengadaan Berkelanjutan yang menjadi landasan dalam melakukan evaluasi pemasok. Kebijakan ini mengintegrasikan prinsip keberlanjutan ke dalam proses pengadaan, serta menegaskan komitmen Perseroan terhadap praktik *responsible resourcing* dan *supplier management*. Ketentuan tersebut telah dikomunikasikan kepada pemasok sejak awal kerja sama sebagai bagian dari komitmen bersama dalam menerapkan praktik bisnis yang bertanggung jawab.

Dalam aspek lingkungan, Perseroan memastikan bahwa pemasok memiliki dan menjalankan praktik pengelolaan lingkungan yang memadai serta mematuhi peraturan yang berlaku. Sementara itu, dalam aspek sosial, evaluasi mencakup kepatuhan terhadap praktik ketenagakerjaan, termasuk penerapan keselamatan dan kesehatan kerja (K3) serta hak asasi manusia seperti larangan pekerja anak dan kerja paksa. Sepanjang 2025, Perseroan tidak menemukan adanya pemasok yang yang melanggar aspek lingkungan maupun sosial. [308-1] [308-2][414-1][414-2]

Wismilak menerapkan Kebijakan Penyimpanan Jangka Panjang untuk menjamin ketersediaan pasokan bahan baku. Kebijakan ini bertujuan menjaga stabilitas jumlah, kualitas, dan keamanan persediaan, dengan cadangan cengkeh hingga 12 bulan dan tembakau hingga 24 bulan. Dalam pengadaan bahan baku, Perseroan juga memprioritaskan kemitraan dengan perusahaan lokal dan nasional.

The Company has adopted a Sustainable Procurement Policy that serves as the basis for supplier evaluation. This policy integrates sustainability principles into the procurement process and reinforces the Company's commitment to responsible resourcing and supplier management. These provisions have been communicated to suppliers from the beginning of the business relationship as part of a shared commitment to responsible business practices.

From an environmental perspective, the Company ensures that suppliers have and implement adequate environmental management practices and comply with applicable regulations. From a social perspective, the evaluation covers compliance with labor practices, including occupational health and safety (OHS) implementation and human rights principles such as the prohibition of child labor and forced labor. Throughout 2025, the Company did not identify any suppliers in violation of environmental or social aspects. [308-1][308-2][414-1][414-2]

Wismilak applies a Long-Term Storage Policy to ensure the availability of raw material supplies. This policy is intended to maintain the stability of inventory quantity, quality, and security, with clove reserves of up to 12 months and tobacco reserves of up to 24 months. In procuring raw materials, the Company also prioritizes partnerships with local and national companies.

Pemasok Lokal (Seluruh Indonesia) | Local Suppliers (Across Indonesia)

1.201	71%	29%
Total Pemasok Lokal Total Local Suppliers	Pemasok Tembakau Tobacco Suppliers	Pemasok Cengkeh Clove Suppliers

Proporsi Pelibatan Pemasok | Supplier Engagement Proportion [204-1]

Jenis Mitra Partner Type	Jumlah Pemasok Total Suppliers			Nilai Kontrak Pekerjaan (Rp Miliar) Contract Value (Rp Billion)		
	2025	2024	2023	2025	2024	2023
Pengadaan Barang | Goods Procurement						
Perusahaan Lokal* Local Companies	286	84	135	557.206	113.625	79.719
Perusahaan Nasional** National Companies	27	13	11	678.061	425.292	696.893
Perusahaan Asing Foreign Companies	22	7	8	376.634	349.036	96.944
Jumlah **Total**	**335**	**104**	**154**	**1.611.903**	**887.953**	**873.556**

Jenis Mitra Partner Type	Jumlah Pemasok Total Suppliers			Nilai Kontrak Pekerjaan (Rp Miliar) Contract Value (Rp Billion)		
	2025	2024	2023	2025	2024	2023
Pengadaan Jasa | Services Procurement						
Perusahaan Lokal* Local Companies	77	86	111	27.199	12.801	40.236
Perusahaan Nasional** National Companies	12	11	15	1.735	806	3.383
Perusahaan Asing Foreign Companies	1	0	0	906	0	0
Jumlah Total	**90**	**97**	**126**	**29.841**	**13.608**	**43.619**

Keterangan | Notes:
PT Wismilak Inti Makmur Tbk.
*) Pemasok yang berkantor pusat di wilayah Provinsi Jawa Timur.
*) Suppliers whose head offices are located in East Java Province.
**) Pemasok yang berkantor pusat di Indonesia selain wilayah Provinsi Jawa Timur.
**) Suppliers whose head offices are located in Indonesia outside East Java Province.



PT Wismilak Inti Makmur Tbk

Jenis Mitra Partner Type	Jumlah Pemasok Total Suppliers			Nilai Kontrak Pekerjaan (Rp Miliar) Contract Value (Rp Billion)		
	2025	2024	2023	2025	2024	2023
Pengadaan Barang | Goods Procurement						
Perusahaan Lokal* Local Companies	774	1.056	1.281	153.274	179.005	318.811
Perusahaan Nasional** National Companies	310	487	509	347.183	300.850	521.097
Perusahaan Asing Foreign Companies	10	15	16	17.297	92.258	116.577
Jumlah Total	**1.094**	**1.558**	**1.806**	**517.754**	**572.113**	**956.485**
Pengadaan Jasa | Services Procurement						
Perusahaan Lokal* Local Companies	64	63	67	24.063	10.017	41.726
Perusahaan Nasional ** National Companies	7	3	3	440	319	220
Jumlah Total	**71**	**66**	**70**	**24.503**	**10.336**	**41.947**

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.
* Pemasok yang berkantor pusat di wilayah Provinsi Jawa Timur.
* Suppliers whose head offices are located in East Java Province.
** Pemasok yang berkantor pusat di Indonesia selain wilayah Provinsi Jawa Timur.
** Suppliers whose head offices are located in Indonesia outside East Java Province.

Pasokan Bahan Baku dan Bahan Pendukung [301-1]

Supply of Raw and Supporting Materials

Material	2025	2024	2023
	Jumlah (Ton) Amount (Tons)		
Bahan Baku | Raw Materials			
Acetate Tow Acetate Tow	3.789	3.081	2.950
Triacetin Triacetine	333	263	260
Kapsul Capsule	266	180	83
Bahan pendukung | Supporting materials			
Total bahan pendukung Total supporting materials	1.768	1.609	1.509

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Material	2025	2024	2023
	Jumlah (Ton) Amount (Tons)		
Bahan Baku | Raw Materials			
Tembakau Tobacco	3.810	3.073	3.379
Cengkeh Clove	1.375	1.122	1.182
Bahan pendukung | Supporting materials			
Total bahan pendukung Total supporting materials	2.837	2.077	2.565

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Komunikasi Pemasaran serta Pelabelan Produk [F.17][417-1][417-2][417-3]
Marketing Communications and Product Labeling

Perseroan menjamin kesetaraan layanan kepada konsumen dan mematuhi ketentuan pemerintah terkait peringatan kesehatan pada kemasan dan iklan rokok yang memuat informasi risiko merokok. Dalam kegiatan pemasaran, Wismilak menerapkan komunikasi yang etis, tidak menargetkan individu di bawah batas usia minimum, serta menerapkan pengaturan distribusi sesuai ketentuan yang berlaku. Pengaturan tersebut mencakup larangan penjualan di Kawasan Tanpa Rokok sesuai Peraturan Pemerintah Nomor 28 Tahun 2024, pelarangan penjualan kepada anak di bawah umur, dan pemeriksaan identitas pelanggan. Perseroan mencantumkan informasi produk serta peringatan kesehatan pada kemasan sesuai Peraturan Pemerintah Nomor 109 Tahun 2012. Pada 2025, tidak terdapat insiden ketidakpatuhan terkait informasi pelabelan produk maupun komunikasi pemasaran. [2-27]

The Company ensures equal service to consumers and complies with government requirements regarding health warnings on cigarette packaging and advertisements containing information on the risks of smoking. In its marketing activities, Wismilak applies ethical communication practices, does not target individuals below the minimum legal age, and enforces distribution controls in accordance with applicable regulations. These controls include the prohibition of sales in Non-Smoking Areas under Government Regulation No. 28 of 2024, the prohibition of sales to minors, and customer identity verification. The Company includes product information and health warnings on its packaging in accordance with Government Regulation No. 109 of 2012. In 2025, there were no incidents of non-compliance related to product labeling information or marketing communications. [2-27]

Tanggung Jawab Produk
Product Responsibility

Patuh pada peraturan terkait peringatan produk rokok
Compliant with regulations regarding tobacco product warnings

100%

Sanksi/denda terkait ketidakpatuhan peraturan produk
Regulatory sanctions/fines related to product non-compliance [2-27]

0

Memastikan Keamanan Produk untuk Pelanggan [F.27][F.29][416-1][416-2]
Ensuring Product Safety for Customers

Wismilak memperkuat jaminan mutu produk melalui penerapan tiga tahap evaluasi dalam proses produksi.

Wismilak strengthens product quality assurance through the application of a three-stage evaluation process in production.

1

Evaluasi Bahan Baku
Raw Material Evaluation

Memastikan bahwa seluruh bahan yang digunakan memenuhi strandar kualitas yang telah tetapkan oleh Perseroan dan Peraturan Pemerintah
Ensuring that all materials used meet the quality standards established by the Company and the Government.

2

Evaluasi Proses Produksi
Production Process Evaluation

Memastikan bahwa setiap tahapan produksi berlangsung dengan aman dan higienis serta sesuai dengan standar Keselamatan dan Kesehatan Kerja (K3) dalam tiap pengadaan dan pengolahan bahan baku.
Ensuring that each stage of production is carried out safely and hygienically and in accordance with Occupational Health and Safety (OHS) standards in the procurement and processing of raw materials.

3

Evaluasi Produk
Product Evaluation

Memastikan bahwa setiap produk yang dipasarkan telah memenuhi kelayakan konsumsi.
Ensuring that every product marketed meets consumption suitability standards.

Selama 2025, tidak terdapat insiden ketidakpatuhan terhadap regulasi terkait dampak kesehatan dan keselamatan produk, serta tidak ada produk yang ditarik kembali dari peredaran. [F.29][416-2]

Throughout 2025, there were no incidents of non-compliance with regulations related to product health and safety impacts, and no products were recalled from the market. [F.29][416-2]

Survei Konsumen terhadap Produk [F.30]
Consumer Product Survey

Perseroan secara berkala melaksanakan survei untuk mengukur tingkat *brand awareness* serta penerimaan produk di kalangan konsumen. Survei ini juga bertujuan memperoleh pemahaman yang komprehensif mengenai persepsi konsumen terhadap berbagai produk Wismilak, termasuk aspek kualitas, preferensi, dan loyalitas.

The Company regularly conducts surveys to measure brand awareness and product acceptance among consumers. These surveys also aim to obtain a comprehensive understanding of consumer perceptions of Wismilak products, including quality, preferences, and loyalty.

Pengumpulan data dilakukan melalui survei terarah di wilayah pemasaran prioritas dengan tetap mematuhi ketentuan peraturan perundang-undangan yang berlaku, khususnya terkait batas usia minimum konsumen produk tembakau. Hasil survei dimanfaatkan sebagai dasar dalam menilai tingkat kepuasan pelanggan serta menyusun strategi pemasaran dan pengembangan produk secara berkelanjutan. Pada 2025, survei dilakukan terhadap produk SKT, SKM, dan Special Edition menjangkau sejumlah wilayah utama, termasuk Pulau Sumatra dan Pulau Jawa. Sepanjang periode pelaporan, survei mencakup kategori Sigaret Kretek Tangan (SKT), Sigaret Kretek Mesin (SKM), serta produk edisi khusus.

Data is collected through targeted surveys in priority marketing areas while complying with applicable laws and regulations, particularly those related to the minimum legal age for tobacco consumers. The survey results are used as a basis for assessing customer satisfaction and formulating marketing and product development strategies on an ongoing basis. In 2025, the survey covered SKT, SKM, and Special Edition products across a number of key areas, including Sumatra and Java. Throughout the reporting period, the survey covered the Hand-Rolled Kretek Cigarette (SKT), Machine-Rolled Kretek Cigarette (SKM), and special edition categories.

Jangkauan Survei Produk yang Dilakukan Wismilak pada 2025
Coverage of Wismilak Product Surveys Conducted in 2025

Produk-produk yang dihasilkan
Products Manufactured



GALAN Kretek | Wismilak Kretek Spesial | Wismilak Satya | Wismilak ARJA | Wismilak Kretek Slim Klik

Wismilak Diplomat | Diplomat Mild Berry Spark | Diplomat EVO | Diplomat EVO Berry Squizz

Layanan Pengaduan [F.24]
Public Grievance Mechanism

Perseroan membuka kanal komunikasi bagi publik untuk menyampaikan pengaduan dan aspirasi. Tindak lanjut atas setiap laporan dilakukan secara terkoordinasi melalui unit Suara Konsumen dan ditindak lanjuti oleh Departemen Marketing serta Departemen Sales & Field Marketing. Pada 2025, Perseroan menerima sejumlah 129 pengaduan dan seluruhnya telah ditindaklanjuti sesuai dengan prosedur yang berlaku.

The Company provides communication channels for the public to submit complaints and feedback. Follow-up on each report is carried out in a coordinated manner through the Consumer Voice unit and is handled by the Marketing Department and the Sales & Field Marketing Department. In 2025, the Company received 129 complaints, all of which were followed up in accordance with applicable procedures.

Saluran Konsumen
Consumer Channels

PO BOX Wismilak Jakarta
Suara.konsumen@wismilak.com



Inovasi dan Pengembangan Produk [F.26][F.28]
Product Innovation and Development



SKT Wismilak Kretek Slim Klik

Perseroan melihat bahwa ruang inovasi pada segmen Sigaret Kretek Tangan (SKT) masih sangat luas untuk dikembangkan. Melalui pemahaman terhadap dinamika pasar, Perseroan menghadirkan SKT Slim Klik sebagai salah satu inovasi produk yang dirancang untuk merespons kebutuhan konsumen yang terus berkembang. Produk ini hadir sebagai jawaban atas perubahan preferensi pasar, khususnya di kalangan konsumen yang saat ini semakin menyukai rokok dengan varian rasa.

The Company sees significant room for innovation in the SKT segment. Through its understanding of market dynamics, the Company introduced SKT Slim Klik as one of its product innovations designed to respond to evolving consumer needs. This product was introduced as a response to changing market preferences, particularly among consumers who are increasingly interested in cigarettes with flavor variants.

Inovasi SKT Slim Klik juga lahir dari gagasan internal Perseroan melalui ajang Quality Control Competition (QCC) yang secara rutin diselenggarakan untuk mendorong kreativitas dan inovasi karyawan di seluruh rantai nilai Perseroan. Kompetisi ini menjadi wadah bagi insan Perseroan untuk menghadirkan ide-ide pengembangan produk, proses, maupun teknologi yang dapat meningkatkan daya saing Perseroan.

The Hand-rolled Kretek (SKT) Slim Klik innovation also originated from the Company's internal ideas through the Quality Control Competition (QCC), which is regularly held to encourage employee creativity and innovation across the Company's value chain. This competition serves as a platform for Company personnel to present ideas for product, process, and technology development that can enhance the Company's competitiveness.

SKT Slim Klik merupakan inovasi yang mencakup tiga aspek sekaligus, yaitu produk, proses, dan alat insersi kapsul, yang seluruhnya telah memperoleh paten. Melalui inovasi tersebut, Perseroan menghadirkan pengalaman baru bagi konsumen melalui produk SKT yang lebih modern dengan varian rasa yang beragam. SKT Slim Klik hadir dalam tiga varian rasa, yaitu berry tea, ice tea, dan lychee tea.

SKT Slim Klik is an innovation that covers three aspects at once, namely the product, the process, and the capsule insertion device, all of which have received patents. Through this innovation, the Company offers a new consumer experience through a more modern SKT product with a variety of flavor options. SKT Slim Klik comes in three flavors: berry tea, ice tea, and lychee tea

Perseroan juga mengembangkan produk baru, antara lain Double Capsule Filter, Dual Hollow Capsule, dan Dual Hollow Mono yang telah dirancang dan diuji sejak 2024 dan direncanakan untuk diluncurkan pada periode mendatang. Selain itu, Wismilak Filter melakukan investasi pada teknologi produksi berteknologi tinggi, seperti laser perforation technology. Inisiatif ini merupakan bagian dari strategi diversifikasi portofolio, penguatan kapabilitas produksi, serta upaya merespons dinamika pasar dan kebutuhan konsumen, sekaligus memperluas jangkauan pasar ekspor, khususnya ke kawasan Eropa dan Kanada.

The Company is also developing new products, including Double Capsule Filter, Dual Hollow Capsule, and Dual Hollow Mono, which have been designed and tested since 2024 and are planned to be launched in the coming period. In addition, Wismilak Filter has invested in advanced production technologies, such as laser perforation technology. These initiatives form part of the Company's strategy to diversify its product portfolio, strengthen production capabilities, and respond to evolving market dynamics and consumer needs, while also expanding its export market reach, particularly to Europe and Canada.

Biaya Riset dan Pengembangan
Research and Development Costs

Uraian Description	Satuan Unit	2025	2024	2023
Biaya riset dan Pengembangan Research and development costs	(Rp Juta) (Rp Million)	317,7	252,2	576,6

Keterangan | Note:
Data PT Wismilak Inti Makmur Tbk.
Data from PT Wismilak Inti Makmur Tbk.

Uraian Description	Satuan Unit	2025	2024	2023
Biaya riset dan Pengembangan Research and development costs	(Rp Juta) (Rp Million)	3.724	3.004	2.444

Keterangan | Note:
Data PT Gelora Djaja.
Data from PT Gelora Djaja.

Referensi POJK No. 51/POJK.03/2017 dan SEOJK No. 16/SEOJK.04/2021 [G.4]

POJK No. 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021 References

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Lembar Umpan Balik [G.2]
Feedback Form

Laporan Keberlanjutan tahun 2025 PT Wismilak Inti Makmur Tbk berisi gambaran kinerja keberlanjutan Perseroan. Kami mengharapkan masukan dari Bapak/Ibu/Saudara atas laporan ini dengan mengisi lembar umpan balik dan mengirimkan melalui e-mail yang tertera pada lembar ini.

The 2025 Sustainability Report of PT Wismilak Inti Makmur Tbk provides an overview of the Company's sustainability performance. We look forward to receiving any inputs from you on this Sustainability Report by e-mail by the end of this form.

Mohon pilih jawaban yang paling sesuai.
Please choose the most appropriate answer.

1. Laporan ini mudah dimengerti.
   This report is easy to understand.
   O Setuju | Agree
   O Tidak Setuju| Disagree
2. Laporan ini sudah menggambarkan kinerja Perseroan dalam mendukung pembangunan berkelanjutan.
   The report describes the Company's performance in supporting sustainable development.
   O Setuju | Agree
   O Tidak Setuju| Disagree
3. Penilaian terhadap aspek material PT Wismilak Inti Makmur Tbk.
   Evaluation on material aspects of PT Wismilak Inti Makmur Tbk.

(Mohon berikan nilai 1= paling tidak penting hingga 6= paling penting)
(Please provide a score of 1 for the least important to 6 for the most important)

- Inovasi Produk yang Bertanggung Jawab | Responsible Product Innovation (.....)
- Respon terhadap Perubahan Iklim | Climate Change Response (.....)
- Praktik Pengadaan | Procurement Practices (.....)
- Lingkungan, Kesehatan, dan Keselamatan Kerja | Environment, Health, and Safety (.....)
- Pemasaran dan Komunikasi | Marketing and Communication (.....)
- Pengembangan Kompetensi Karyawan | Employee Competency Development (.....)

4. Mohon berikan saran/usul/komentar anda atas laporan ini:
   Please provide other suggestions or information related to the report:
   .....
   .....
   .....

Terima kasih atas partisipasi Anda. Mohon mengirimkan kembali lembar umpan balik ini melalui:
Thank you for your feedback. Please kindly send this feedback form to:

Departemen Public Relations
Public Relations Department
Surel | E-mail: information@wismilak.com

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