Go To English Page

| | |
|---|---|
| Nomor Surat | 011/BTU/DIR-CORSEC/IV-26 |
| Nama Perusahaan | Bukaka Teknik Utama Tbk |
| Kode Emiten | BUKK |
| Lampiran | 2 |
| Perihal | Penyampaian Laporan Tahunan & Keberlanjutan dan ESG |

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

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

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link pada tanggal

Apakah Perseroan tercatat di Bursa lain? (Tidak)

**A. Kinerja Lingkungan (Environmental Performance)**

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

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

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 0 |
| Emisi langsung dari pembakaran bergerak | 958,35 |
| Emisi langsung dari proses pengolahan | 0 |
| Emisi fugitive langsung | 0 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| **Total Emisi Langsung (Scope 1)** | 958,35 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 4.608,75 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 1.952,54 |
| **Total Emisi Tidak Langsung (Scope 2)** | 6.561,29 |
| **Kategori 3: Emisi GRK tidak langsung dari transportasi** | |
| Transportasi dan distribusi hulu | 0 |
| Perjalanan dinas | 0 |
| Transportasi dari klien dan pengunjung | 0 |
| Transportasi dan distribusi hilir | 0 |
| Perjalanan Karyawan | 0 |
| **Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan** | |
| Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung | 0 |
| Pembelian Barang dan Jasa | 0 |
| Capital equipment/goods | 0 |
| Limbah yang dihasilkan dalam kegiatan operasional | 0 |
| Aset Sewaan hulu | 0 |
| **Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan** | |
| Investasi | 0 |
| Penggunaan produk yang dijual | 0 |
| Perawatan akhir masa pakai produk yang dijual | 0 |
| Waralaba hilir | 0 |
| Aset Sewaan Hilir | 0 |
| Pengolahan produk yang dijual | 0 |

| Kategori 6: Emisi GRK tidak langsung dari sumber lainnya | |
|---|---|
| Emisi atau pembuangan tidak langsung lainnya | 0 |
| **Total Emisi Tidak Langsung (Scope 3)** | 0 |
| **Total Emisi GRK (Scope 1 and 2)** | 7.519,63 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 0 |
| Offsets/Credits | 0 |
| Pembelian Renewable Energy Certificate (REC) (kWh) | 0 |

| | | | |
|---|---|---|---|
| **E-02** | **Intensitas Emisi GRK** | Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat | 0 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 65.267.880.000.000 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 65.267.880.000.000 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 31.864 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 3.470,1904 |

| E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission | |
|---|---|
| Apakah Perusahaan memiliki komitmen pencapaian target net zero? | Tidak |
| Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi? | null |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Bahwa Perseroan berusaha untuk mewujudkan kebijakan yang berpedoman pada program keberlanjutan. | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Tidak |
| Target pengurangan emisi GRK | 1 % |
| | 0 (tCO2e) |
| Tahun target untuk penurunan emisi GRK? | 2027 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Emisi Gas Rumah Kaca (GRK) sebanding langsung dengan volume konsumsi energi. Oleh karena itu, dalam pengelolaan emisi, Perseroan menerapkan kebijakan dan program yang serupa dengan pengelolaan konsumsi energi. Berdasarkan data konsumsi energi di atas, berikut ini adalah gambaran emisi GRK Perseroan.

**B. Kinerja Sosial (Social Performance)**

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 55 | 30,22 % | 15 | 8,24 % |
| Mid-level | 40 | 21,98 % | 17 | 9,34 % |
| Senior-level | 35 | 19,23 % | 7 | 3,85 % |
| Executive-level | 10 | 5,49 % | 3 | 1,65 % |
| Total Pegawai | 140 | 76,92 % | 42 | 23,08 % |

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

| Rentang Usia (tahun) | Level Jabatan | | | | | | | | Jumlah Pegawai |
|---|---|---|---|---|---|---|---|---|---|
| | Entry-level | | Mid-level | | Senior-level | | Executive-level | | |
| | Laki-Laki | Perempuan | Laki-Laki | Perempuan | Laki-Laki | Perempuan | Laki-Laki | Perempuan | |
| 18-25 | 34 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 44 |
| 25-35 | 0 | 0 | 54 | 10 | 0 | 0 | 0 | 0 | 64 |
| 35-45 | 0 | 0 | 0 | 0 | 35 | 17 | 0 | 0 | 52 |
| 45-55 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 5 | 22 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 46 Pegawai | 25 % |
| Jumlah Pegawai Baru/pengganti | 127 Pegawai | 69 % |

**S-04 Jumlah Pegawai Sementara**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan | 1.011 Pegawai | 63 % |

**S-05 Pelatihan dan Pengembangan Pegawai**

| Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan | Jumlah pegawai yang ikut serta dalam program pelatihan | Persentase jumlah pegawai yang ikut serta dalam pelatihan (%) |
|---|---|---|
| 4,6 jam/pegawai | 1.435 | 83 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 8 | 0 % |

**S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia**

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

| **Kebijakan Perusahaan terkait Pekerja** | |
|---|---|
| **S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?** | Ya |
| Perseroan membuka kesempatan terbuka bagi kandidat dari berbagai latar belakang agama, etnis, ras, status sosial, warna kulit, gender, ataupun kondisi fisik lainnya termasuk perlindungan dan pencegahan kekerasan seksual yang diyakinin semua dapat berkontribusi besar terhadap performa dan kinerja karyawan, | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Sebagai bentuk penghargaan Perseroan terhadap pemenuhan hak asasi manusia, Perseroan berkomitmen untuk tidak melakukan tindakan diskriminatif atas alasan apapun dalam proses rekrutmen hingga penempatan karyawan, dan tidak mempekerjakan karyawan di bawah umur (child labor) dan melakukan kerja paksa (forced labor). | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Sebagai bentuk penghargaan Perseroan terhadap pemenuhan hak asasi manusia, Perseroan berkomitmen untuk tidak melakukan tindakan diskriminatif atas alasan apapun dalam proses rekrutmen hingga penempatan karyawan, dan tidak mempekerjakan karyawan di bawah umur (child labor) dan melakukan kerja paksa (forced labor). | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Perseroan meyakini bahwa lingkungan kerja yang sehat dan aman sesuai kaidah Kesehatan dan Keselamatan Kerja (K3) berkontribusi besar terhadap performa dan kinerja karyawan. Dalam laporan ini, lingkungan kerja adalah segala sesuatu yang ada di sekitar karyawan yang dapat mempengaruhi mereka dalam menjalankan tugas-tugas yang diberikan Perseroan. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Ya, perseroan pada tahun 2025 beberapa kali beraktivitas dan menggandeng beberapa Yayasan yang berada di naungan Perseroan dan di luar Perseroan. | |

**C. Kinerja Tata Kelola (Governance Performance)**

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

| Tipe Manajemen Perusahaan | Jumlah | Laki-laki | Perempuan | Pihak Independen |
|---|---|---|---|---|
| Komisaris | 0 | 3 | 0 | 1 |
| Direksi | 0 | 6 | 0 | 0 |

**G-02 Total kehadiran direksi dan komisaris ke rapat dewan**

| | Jumlah rapat dewan (di tahun pelaporan) | Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan |
|---|---|---|
| Jumlah kehadiran direksi ke rapat dewan | 12 | 100 % |
| Jumlah kehadiran komisaris ke rapat dewan | 6 | 100 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Tidak |
| Perseroan tidak memiliki kebijakan mengenai pemisahan Chairman of Board dan CEO | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Prosedur Pelaksanaan Assessment Kinerja untuk Dewan Komisaris dan Anggota Direksi dilakukan melalui Rapat Umum Pemegang Saham (RUPS) dengan menggunakan metode self-assessment oleh masing-masing anggota Dewan Komisaris dan Anggota Direksi. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
| Perseroan belum memiliki kebijakan formal terkait pelatihan untuk Direksi dan Dewan Komisaris.<br>Namun, setiap tahunnya, Perseroan memberikan kesempatan bagi Direksi dan Dewan Komisaris untuk mengembangkan kapabilitas mereka melalui pelatihan, workshop, dan program pengembangan lainnya. | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
| Terdapat kriteria khusus yang digunakan untuk pemilihan Direksi dan Dewan Komisaris Perseroan, mencakup integritas, rekam jejak yang bersih dan taat hukum, mematuhi perundang-undangan yang berlaku terkait rangkap jabatan, dan memiliki keahlian yang relevan. | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Perseroan telah menetapkan Sistem Manajemen Anti Penyuapan dan memiliki sertifikat ISO 37001:2016, dimana audit terkait praktik SMAP dilakukan secara rutin setiap tahun baik secara internal dan external.<br>Kebijakan bisa ditemukan pada:<br>https://bukaka.com/web/governance/Policies.html | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Perseroan berpedoman pada Setiap saham dengan hak suara yang dikeluarkan mempunyai satu hak suara (one share one vote). Pemegang saham dapat menggunakan hak suaranya pada saat pengambilan keputusan, terutama dalam pengambilan keputusan dengan cara pengumpulan suara (voting). Namun demikian, mekanisme pengambilan keputusan dengan cara pengumpulan suara (voting) baik secara terbuka maupun tertutup belum diatur secara rinci. | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |

Perseroan memastikan bahwa seluruh transaksi yang dilakukan sepanjang tahun 2025 adalah wajar serta telah memenuhi persyaratan komersial normal. Kewajaran transaksi yang dilakukan dengan pihak berelasi juga telah sesuai peraturan perundang-undangan yang berlaku dan transaksi tersebut dilakukan semata-mata untuk memenuhi kebutuhan Perseroan sehingga bebas dari konflik kepentingan.

**D. Lain-lain**

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

| Kinerja | Kode | Nama Metrik | Halaman di Laporan Keberlanjutan/Tahunan |
|---|---|---|---|
| Lingkungan | E-01 | Laporan Emisi Gas Rumah Kaca | 242 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 242 |
| | E-03 | Konsumsi Energi Listrik | 241 |
| | E-04 | Konsumsi Air | 249 |
| | E-05 | Limbah yang Dihasilkan | 254 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 222 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 244 |
| Sosial | S-01 | Kesetaraan Gender | 272 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 276 |
| | S-03 | Tingkat Pergantian Pegawai | 277 |
| | S-04 | Jumlah Pegawai Sementara | 289 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 278 |
| | S-06 | Jumlah Kecelakaan Kerja | 215 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 319 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 272 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 273 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 273 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 275 |
| | S-12 | Pencegahan Konflik Kepentingan | 265 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 197 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 146 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 78 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 154 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 147,153 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 142 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 191 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 194 |
| | G-09 | Pencegahan Konflik Kepentingan | 131 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

| Nama pihak ketiga | Lingkup pekerjaan |
|---|---|
| LRQA | Penjaminan Laporan Keberlanjutan sesuai dengan GRI (Global Reporting |

Demikian untuk diketahui.

Hormat Kami,

**Bukaka Teknik Utama Tbk**

Iwan Satiyawan

Manager Accounting

Bukaka Teknik Utama Tbk

Bukaka Industrial Estate Jl. Raya Narogong - Bekasi Km. 19,5 Limusnunggal,

Telepon : 021 8232323 (hunting) , Fax : 021 8231150 , ttp://www.bukaka.com

| | |
|---|---|
| Nama Pengirim | Iwan Satiyawan |
| Jabatan | Manager Accounting |
| Tanggal dan Waktu | 30-04-2026 17:42 |
| Lampiran | 1. 011 - Penyampaian Laporan Tahunan.pdf |
| | 2. 2_IR BUKAKA25.pdf |

Dokumen ini merupakan dokumen resmi Bukaka Teknik Utama Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Bukaka Teknik Utama Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

| | |
|---|---|
| Letter / Announcement No. | 011/BTU/DIR-CORSEC/IV-26 |
| Issuer Name | Bukaka Teknik Utama Tbk |
| Issuer Code | BUKK |
| Attachment | 2 |
| Subject | Submission of Annual And Sustainability Report |

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (No)

The information referred above has been published on the Company's website at

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

**A. Environmental Performance**

The Company submits its Annual Sustainability and ESG Report:

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

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 0 |
| Direct emissions from mobile combustion | 958,35 |
| Direct emissions from processes | 0 |
| Direct fugitive emissions | 0 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| Total Direct Emissions (Scope 1) | 958,35 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 4.608,75 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 1.952,54 |
| Total Indirect Emissions (Scope 2) | 6.561,29 |
| **Category 3: Indirect GHG emissions from transportation** | |
| Upstream transport and distribution | 0 |
| Business travels | 0 |
| Transportation of clients and visitors | 0 |
| Downstream transportation and distribution | 0 |
| Employee commuting | 0 |
| **Category 4: Indirect GHG emissions from products used by Organization** | |
| Energy related activities not included in direct emissions and energy indirect emissions | 0 |
| Purchased goods and services | 0 |
| Capital equipment/goods | 0 |
| Waste generated in operations | 0 |
| Upstream leased assets | 0 |
| **Category 5: Indirect GHG Emissions associated with the use of products from the Organization** | |
| Investments | 0 |
| Use of sold products | 0 |
| End of life treatment of sold products | 0 |
| Downstream franchises | 0 |
| Downstream leased assets | 0 |
| Processing of sold products | 0 |
| **Category 6: Indirect GHG emissions from other sources** | |

| | |
|---|---|
| Other indirect emissions or removals | 0 |
| Total GHG Emissions (Scope 1 and 2) | 0 |
| Total GHG Emissions (Scope 1 and 2) | 7.519,63 |
| Total GHG Emissions (Scope 1, 2 and 3) | 0 |
| Offsets/Credits | 0 |
| REC Purchases (kWh) | 0 |

| | | | |
|---|---|---|---|
| **E-02** | **GHG Emissions Intensity** | Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp) | 0 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 65.267.880.000.000 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 65.267.880.000.000 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 31.864 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 3.470,1904 |

| **E-06 Company commitment to Net Zero Emission Target** | |
|---|---|
| Does the Company have a net zero emission target commitment? | No |
| What year is the Company's net zero emission published target? | null |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| That the Company strives to implement policies that are guided by sustainability programs. | |

| **E-07 Company Commitment to GHG Emission Reduction Target** | |
|---|---|
| Does the Company commit to reducing GHG emission? | Tidak |
| What is the Company's GHG emission reduction target? | 1 % |
| | 0 (tCO2e) |
| Targeted year in achieving GHG reduction target? | 2027 |

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

No

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

Greenhouse Gas (GHG) emissions are directly proportional to the volume of energy consumed. Therefore, to manage emissions, the Company implements policies and programs similar to those for energy consumption management. Based on the energy consumption data above, the following is an overview of the Company's GHG emissions.

**B. Kinerja Sosial (Social Performance)**

**S-01 Gender Diversity**

| Job positions | Men | | Women | |
|---|---|---|---|---|
| | Number of employees | Percentage of employees | Number of employees | Percentage of employees |
| Entry-level | 55 | 30,22 % | 15 | 8,24 % |
| Mid-level | 40 | 21,98 % | 17 | 9,34 % |
| Senior-level | 35 | 19,23 % | 7 | 3,85 % |
| Executive-level | 10 | 5,49 % | 3 | 1,65 % |
| Total Pegawai | 140 | 76,92 % | 42 | 23,08 % |

**S-02 Employees Level by Gender and Age Group**

| Age group (years) | Job levels | | | | | | | | Number of employees |
|---|---|---|---|---|---|---|---|---|---|
| | Entry-level | | Mid-level | | Senior-level | | Executive-level | | |
| | Men | Women | Men | Women | Men | Women | Men | Women | |
| 18-25 | 34 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 44 |
| 25-35 | 0 | 0 | 54 | 10 | 0 | 0 | 0 | 0 | 64 |
| 35-45 | 0 | 0 | 0 | 0 | 35 | 17 | 0 | 0 | 52 |
| 45-55 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 5 | 22 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 46 Employees | 25 % |
| Number of newly appointed Employees | 127 Employees | 69 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 1.011 Employees | 63 % |

**S-05 Employee Training and Development**

| Average training hour per employee (in reporting year) | Total employee attending company training program | Percentage of employee attending company training program (%) |
|---|---|---|
| 4,6 hours/employee | 1.435 | 83 % |

**S-06 Injury Rate**

| Frequency of work-related accidents of total Employees (in reporting year) | Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%) |
|---|---|
| 8 | 0 % |

**S-07 Incidents Regarding Human Rights Abuse**

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

| Company Policy Regarding Employees |
|---|

| S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination? | Yes |
|---|---|
| The Company offers open opportunities to candidates from various religious, ethnic, racial, social, social, or gender backgrounds, including protection and prevention of sexual violence, which are believed to contribute significantly to employee performance. | |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| As a form of the Company's appreciation for the fulfillment of human rights, the Company is committed to refraining from any discriminatory actions for any reason in the recruitment and placement process, and to refraining from employing underage employees (child labor) or forced labor. | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| As a form of the Company's appreciation for the fulfillment of human rights, the Company is committed to refraining from any discriminatory actions for any reason in the recruitment and placement process, and to refraining from employing underage employees (child labor) or forced labor. | |
| **S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?** | Yes |
| The Company believes that a healthy and safe work environment in accordance with Occupational Health and Safety (K3) principles significantly contributes to employee performance and well-being. In this report, the work environment is defined as everything surrounding employees that can influence them in carrying out their assigned duties. | |

**Corporate Social Responsibility (CSR)**

| S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations? | Yes |
|---|---|
| Yes, in 2025 the company has several activities and collaborate with several foundations under the Company and outside the Company. | |

**C. Governance Performance**

**G-01 Board Diversity and Independence**

| Type of Company Board | Number of seats on Company | Seats Occupied by Men | Seats Occupied by Women | Seats Occupied by Independent Party |
|---|---|---|---|---|
| Commissioners | 0 | 3 | 0 | 1 |
| Directors | 0 | 6 | 0 | 0 |

**G-02 Board Meeting Attendance**

| | Number of board meetings (in reporting year) | Percentage of board meeting attendances (in reporting year) |
|---|---|---|
| Director Attendance to Board Meetings | 12 | 100 % |
| Comissioner Attendance to Board Meetings | 6 | 100 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | No |
| The Company has not yet established a policy regarding the separation of the Chairman of the Board and the CEO. | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| Procedure for Conducting the Board of Commissioners and Board of Direction performance is conducted through the General Meeting of Shareholders (GMS) using a self-assessment method by each member of the Board of Commissioners and Board of Directors. | |
| **G-05 Does the company has a policy regarding board training and development?** | No |
| The Company has not yet established a formal policy regarding training for the Board of Directors and the Board of Commissioners. However, each year, the Company provides opportunities for the Board to enhance their capabilities through training, workshops, and other development programs. | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| Specific criteria are applied in the selection of the Companys Board of Directors and Board of Commissioners, including integrity, a clean and lawful track record, compliance with regulations regarding concurrent positions, and relevant expertise. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company has established an Anti-Bribery Management System and holds ISO 37001:2016 certification. SMAP practices are routinely audited annually, both internally and externally.<br>The policy can be found at:<br>https://bukaka.com/web/governance/Policies.html | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| Company has princip that Each issued share with voting rights carries one vote (one share, one vote). Shareholders may exercise their voting rights during decision-making, particularly in decisions made through voting. However, the mechanisms for decision-making through voting, whether open or closed, have not yet been regulated in detail. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |

The Company ensures that all transactions carried out throughout 2025 are fair and have met normal commercial requirements. The fairness of transactions carried out with related parties is also in accordance with applicable laws and regulations and these transactions are carried out solely to meet the needs of the Company so that they are free from conflicts of interest.

**D. Other**

Alignment of Sustainability/Annual Reports with ESG Metrics

| Kinerja | Kode | Metric Name | Pages in the Sustainability/Annual Report |
|---|---|---|---|
| Environment | E-01 | Greenhouse Gas Emission Report | 242 |
| | E-02 | Greenhouse Gas Emission Intensity | 242 |
| | E-03 | Electricity Consumption | 241 |
| | E-04 | Water Consumption | 249 |
| | E-05 | Waste Generated | 254 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 222 |
| | E-07 | Company Commitment to Reduce Emission | 244 |
| Social | S-01 | Gender Equality | 272 |
| | S-02 | Employees by Gender and Age Group | 276 |
| | S-03 | Employee Turnover Rate | 277 |
| | S-04 | Number of Temporary Officers | 289 |
| | S-05 | Employee Training and Development | 278 |
| | S-06 | Number of Work Accidents | 215 |
| | S-07 | Human Rights Violation Incidents | 319 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 272 |
| | S-09 | Policy on Human Rights | 273 |
| | S-10 | Child Labor and/or Forced Labor Policy | 273 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 275 |
| | S-12 | Corporate Social Responsibility | 265 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 197 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 146 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 78 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 154 |
| | G-05 | Board of Directors and Commissioners Training Policy | 147,153 |
| | G-06 | Special Criteria for Election of the Board | 142 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 191 |
| | G-08 | Fair Treatment Policy for Shareholders | 194 |
| | G-09 | Conflict of Interest Prevention Policy | 131 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

| Name of third-party service provider | Scope of Work |
|---|---|
| LRQA | Penjaminan Laporan Keberlanjutan sesuai dengan GRI (Global Reporting |

Thus to be informed accordingly.

Respectfully,

**Bukaka Teknik Utama Tbk**

Iwan Satiyawan

Manager Accounting

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| | |
|---|---|
| Sender Name | Iwan Satiyawan |
| Function | Manager Accounting |
| Date and Time | 30-04-2026 17:42 |
| Attachment | 1. 011 - Penyampaian Laporan Tahunan.pdf |
| | 2. 2_IR BUKAKA25.pdf |

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