

KEBIJAKAN KEBERAGAMAN DAN INKLUSI DEWAN KOMISARIS DAN DIREKSI
BOARD DIVERSITY AND INCLUSION POLICY
PT WIJAYA KARYA BANGUNAN GEDUNG TBK**Pendahuluan****Preface**

Kebijakan ini disusun sebagai bagian dari implementasi dari prinsip *Good Corporate Governance*, untuk memastikan komposisi Dewan Komisaris dan Direksi yang beragam, kompeten, dan profesional dalam mendukung efektifitas fungsi Pengawasan, meningkatkan kualitas pengambilan keputusan, serta memperkuat Manajemen Risiko perusahaan. PT Wijaya Karya Bangunan Gedung Tbk (WEGE) didirikan sebagai salah satu anak perusahaan BUMN PT Wijaya Karya (Persero) Tbk pada 24 Oktober 2008 dengan visi "Menjadi mitra yang terpercaya dalam menciptakan ekosistem konstruksi yang inovatif dan berkelanjutan". WEGE berfokus pada bidang konstruksi bangunan, termasuk gedung perkantoran, hunian, dan komersial.

This policy is established as part of the implementation of the principles of Good Corporate Governance (GCG) to ensure a diverse, competent, and professional composition of the Board of Commissioners and the Board of Directors. The policy aims to support the effectiveness of the supervisory function, enhance the quality of decision-making, and strengthen the Company's risk management practices. PT Wijaya Karya Bangunan Gedung Tbk (WEGE) was established on 24 October 2008 as one of the subsidiaries of the state-owned enterprise PT Wijaya Karya (Persero) Tbk. The Company carries the vision "to become a trusted partner in creating an innovative and sustainable construction ecosystem." WEGE focuses on the building construction sector, including office buildings, residential developments, and commercial facilities.

Prinsip Keberagaman dan Inklusi**Principles of Diversity and Inclusion**

WEGE berkomitmen dalam mengembangkan, memelihara, dan memperkuat penerapan prinsip keberagaman serta inklusivitas di lingkungan WEGE. Kebijakan ini dimaksudkan dalam memberikan kerangka kerja inklusivitas untuk menciptakan budaya keragaman dan kesetaraan pada Dewan Komisaris dan Direksi Perusahaan.

WEGE is committed to developing, maintaining, and strengthening the implementation of diversity and inclusivity principles across the Company. This policy is intended to provide an inclusive framework that promotes a culture of diversity and equality within the composition and governance of the Company's Board of Commissioners and Board of Directors.

Keberagaman dan Inklusivitas dalam komposisi Dewan Komisaris dan Direksi Perusahaan diyakini dapat memperkuat kapasitas organisasi Perusahaan yang lebih kuat dalam mendukung keberlanjutan usaha Perusahaan. Komitmen terhadap keberagaman Dewan Komisaris dan Direksi Perusahaan juga diharapkan dapat meningkatkan kualitas pengawasan dan tata Kelola Perusahaan yang lebih baik (Good Corporate Governance) serta Keberagaman sudut pandang dalam pengambilan Keputusan strategis untuk mengoptimalkan pengelolaan peluang dan mitigasi risiko Perusahaan.

Diversity and inclusivity in the composition of the Company's Board of Commissioners and Board of Directors are considered key factors in strengthening the Company's organizational capacity to support sustainable business growth. The Company's commitment to board diversity is expected to enhance the effectiveness of oversight and reinforce the implementation of Good Corporate Governance (GCG). Furthermore, diverse perspectives in strategic decision-making enable the Company to better capture opportunities while strengthening its ability to anticipate, manage, and mitigate potential risks.



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Dalam keberlanjutan usaha Perusahaan, komposisi Dewan Komisaris dan Direksi Perusahaan mempertimbangkan prinsip keberagaman dan inklusivitas yang didukung oleh komposisi keberagaman tak terbatas pada aspek:

In supporting the sustainability of the Company's business, the composition of the Board of Commissioners and the Board of Directors considers the principles of diversity and inclusivity. This commitment is reflected in a diverse composition that is not limited to the following aspects:

- | | |
|-----------------------------------|---|
| - Latar Belakang Budaya dan Etnis | - <i>Cultural and Ethnic Background</i> |
| - Agama | - <i>Religion</i> |
| - Kelompok dan Golongan | - <i>Groups and Classes</i> |
| - Status Sosial Ekonomi | - <i>Socio-economic Status</i> |
| - Status Perkawinan | - <i>Marital Status</i> |
| - Jenis Kelamin | - <i>Gender</i> |
| - Bahasa | - <i>Language</i> |
| - Ras | - <i>Race</i> |
| - Keterampilan dan Pengalaman | - <i>Skills and Experience</i> |
| - Pilihan Politik | - <i>Political Choice</i> |
| - Disabilitas | - <i>Disability</i> |
| - Kompetensi Profesional | - <i>Professional Competency</i> |
| - Pengalaman Industri | - <i>Industrial Experience</i> |
| - Perspektif Strategis | - <i>Strategic Perspective</i> |

WEGE menghargai keberagaman dalam nilai, pengalaman, dan perspektif yang diyakini dapat memberikan kontribusi positif pada keberlanjutan usaha Perusahaan serta meningkatkan kualitas pengambilan keputusan strategis di masa mendatang. Upaya penerapan keberagaman dan inklusivitas pada WEGE dilakukan dengan memastikan bahwa proses penunjukan Dewan Komisaris dan Direksi melalui cara yang sah, transparan, objektif, dan berbasis kompetensi serta integritas.

WEGE values diversity in terms of values, experience, and perspectives, which are believed to contribute positively to the sustainability of the Company's business and enhance the quality of strategic decision-making in the future. The Company promotes the implementation of diversity and inclusivity by ensuring that the appointment process of the Board of Commissioners and the Board of Directors is conducted in a lawful, transparent, objective, and merit-based manner, with due consideration to competence and integrity.



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WEGE menetapkan kebijakan ini sebagai bentuk komitmen dalam menerapkan prinsip Keberagaman dan Inklusivitas Dewan Komisaris dan Direksi Perusahaan guna mendukung tata kelola perusahaan yang baik (Good Corporate Governance) serta meningkatkan kualitas pengambilan keputusan strategis Perseroan yang meliputi:

1. Perseroan menghormati dan menghargai keberagaman latar belakang Sosial, Ekonomi, Budaya, pengalaman profesional, serta kompetensi dan Keterampilan Dewan Komisaris dan Direksi Perusahaan sebagai bagian dari upaya memperkuat tata kelola perusahaan dan kualitas pengambilan keputusan strategis.
2. Perseroan memberikan kesempatan setara dan seluas-luasnya bagi Dewan Komisaris dan Direksi dalam merumuskan kebijakan bagi keberlanjutan usaha Perusahaan.
3. Perseroan menjamin kesetaraan Dewan Komisaris dan Direksi dalam menciptakan lingkungan Kerja yang profesional, inklusif, dan berintegritas.
4. Perseroan mendukung penerapan prinsip keberagaman dan kesetaraan Dewan Komisaris dan Direksi dalam proses perumusan kebijakan perusahaan guna meningkatkan kualitas pengambilan keputusan strategis.
5. Perseroan menjaga kesetaraan gender dalam setiap Proses pengambilan keputusan oleh Jajaran Direksi.
6. Perseroan menjamin inklusivitas persfektif dan pengalaman kebijakan yang mendukung kebijakan Perusahaan yang mendukung keberlanjutan usaha Perseroan.
7. Perseroan memastikan tidak ada diskriminasi atas keberagaman persfektif dan latar belakang Dewan Komisaris dan Direksi dalam proses pengambilan keputusan perusahaan.

WEGE establishes this policy as a form of commitment to implementing the principles of Diversity and Inclusivity within the composition of the Company's Board of Commissioners and Board of Directors, in order to support the implementation of Good Corporate Governance (GCG) and enhance the quality of the Company's strategic decision-making. This commitment includes the following:

- 1. The Company respects and values the diversity of social, economic, and cultural backgrounds, professional experiences, as well as the competencies and skills of the Board of Commissioners and the Board of Directors as part of efforts to strengthen corporate governance and improve the quality of strategic decision-making.*
- 2. The Company provides equal and broad opportunities for the Board of Commissioners and the Board of Directors to contribute to the formulation of policies that support the sustainability of the Company's business.*
- 3. The Company ensures equality within the Board of Commissioners and the Board of Directors in fostering a professional, inclusive, and integrity-driven working environment.*
- 4. The Company supports the implementation of diversity and equality principles within the Board of Commissioners and the Board of Directors in the process of formulating corporate policies to enhance the quality of strategic decision-making.*
- 5. The Company upholds gender equality in every decision-making process carried out by the Board of Directors.*

6. *The Company ensures inclusivity of perspectives and experiences in policy formulation to support corporate policies that promote the sustainability of the Company's business.*
7. *The Company ensures that there is no discrimination based on diverse perspectives and backgrounds of the Board of Commissioners and the Board of Directors in the Company's decision-making processes.*

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PT WIJAYA KARYA BANGUNAN GEDUNG Tbk

Dewan Komisaris,
Board of Commissioner

Direksi,
Director

Joseph Prajogo
Komisaris Independen sekaligus
Pelaksana Tugas Komisaris Utama
*Independent Commissioner and
Acting President Commissione*

Hadian Pramudita
Direktur Utama
President Director

