Danantara Indonesia

IDSurvey
Testing · Inspection · Certification

2024
Laporan Keberlanjutan
Sustainability Report

Moving Together Towards Sustainability

Bergerak Bersama Menuju Keberlanjutan



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Penjelasan Tema
Theme Explanation

Moving Together Towards Sustainability
Bergerak Bersama Menuju Keberlanjutan



Tahun 2024, IDSurvey, sebagai perusahaan *holding* yang bergerak di industri *Testing, Inspection, Certification, Consulting, and Classification* (TICCC), mengangkat tema "Bergerak Bersama Menuju Keberlanjutan" sebagai langkah awal dalam memperkuat kolaborasi dan keselarasan strategi di seluruh entitas grup. Tema ini menjadi refleksi atas komitmen IDSurvey untuk mengintegrasikan peran masing-masing anak perusahaan dalam mendukung transformasi berkelanjutan, tidak hanya di tingkat internal, tetapi juga dalam memberikan nilai tambah bagi para pelanggan dan mitra usaha. Dengan mengedepankan sinergi, IDSurvey menegaskan bahwa keberlanjutan adalah hasil dari langkah kolektif yang searah dan terukur dalam menjawab tantangan global maupun nasional, khususnya dalam hal perubahan iklim, efisiensi sumber daya, dan praktik bisnis yang bertanggung jawab.

Sebagai bagian dari komitmennya, IDSurvey terus mendorong inisiatif yang sejalan dengan Tujuan Pembangunan Berkelanjutan (TPB) melalui pendekatan *Environmental, Social,* dan *Governance* (ESG) yang terstruktur. Keberlanjutan bukan hanya menjadi bagian dari strategi bisnis, tetapi juga menjadi fondasi bagi pertumbuhan jangka panjang IDSurvey sebagai grup TICC nasional yang andal, adaptif, dan siap bersaing di tingkat global.

In 2024, IDSurvey, as a holding company operating in the TTesting, Inspection, Certification, Consulting, and Classification (TICCC) industry, adopted the theme “Moving Together Toward Sustainability” as an initial step to strengthen collaboration and strategic alignment across all group entities. This theme reflects IDSurvey’s commitment to integrating the roles of each subsidiary in supporting sustainable transformation—not only internally but also in delivering added value to customers and business partners. By emphasizing synergy, IDSurvey reinforces the idea that sustainability is the result of collective, aligned, and measurable actions in addressing both global and national challenges, particularly those related to climate change, resource efficiency, and responsible business practices.

As part of this commitment, IDSurvey continues to promote initiatives aligned with the Sustainable Development Goals (SDGs) through a structured Environmental, Social, and Governance (ESG) approach. Sustainability is not only an element of the business strategy but also serves as the foundation for IDSurvey’s long-term growth as a reliable, adaptive, and globally competitive national TICC group.

Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Highlight

Ikhtisar Kinerja Ekonomi
Economy Performance Highlight
[OJK B.1]

Pendapatan
Revenue

Rp7.277.871

Juta Rupiah
Million IDR

Laba Bersih
Net Profit for the Year

Rp985.253

Juta Rupiah
Million IDR

Ikhtisar Kinerja Lingkungan
Environmental Performance Highlight
[OJK B.2]

Penggunaan Energi
Energy Consumption

22.093

Gigajoule
Gigajoule

Intensitas Energi
Energy Intensity

0,003

GigaJoule/Juta Rupiah
GigaJoule/Million Rupiah

Emisi yang Dihasilkan (Cakupan 1 & 2)
Generated Emissions (Scope 1 & Scope 2)

3.825,4

TonCO_2eq
TonCO_2eq

Intensitas Emisi (Cakupan 1 & 2)
Emissions Intensity (Scope 1 & Scope 2)

0,0006

TonCO_2eq/Juta Rupiah
TonCO_2eq/Million Rupiah

Total Limbah Non-B3
Total Non-Hazardous Waste

356,7

Ton
Ton

Penggunaan Kertas
Paper Consumption

451

Rim
Ream

Ikhtisar Kinerja Sosial
Social Performance Highlight
[OJK B.3]

Jumlah Karyawan
Number of Employees

870 Orang / Person

Jumlah Karyawan Perempuan
Number of Female Employees

193 Orang / Person

Perputaran Pegawai
Employee Turnover

4,25 Persen / Percent

Rata-rata Jam Pelatihan
Average Training Hours

4,69 Jam/Orang / Hours/Employee

Tingkat Kepuasan Karyawan
Employee Engagement Survey

83,94 Persen / Percent

Jumlah Jam Kerja Aman Karyawan
Employees Number of Safe Working Hours

587.240 Rim / Ream



No	Aspek *Aspect*	Satuan *Unit*	2024	2023	2022
Kinerja Ekonomi Economic Performance					
1	Pendapatan Revenue	Juta Rupiah Million IDR	7.277.871	6.008.272	5.648.80
2	Laba Bersih Tahun Berjalan Net Profit for the Year	Juta Rupiah Million IDR	985.253	783.557	688.385
Kinerja Lingkungan Environment Performance					
1	Penggunaan Energi Energy Consumption	Gigajoule Gigajoule	22.093	-	-
2	Intensitas Energi Energy Intensity	GigaJoule/Juta Rupiah GigaJoule/Million Rupiah	0,003	-	-
3	Emisi yang Dihasilkan Generated Emissions				
	Emisi Cakupan 1 Emission Scope 1	Ton CO_2eq Ton CO_2eq	691,8	-	-
	Emisi Cakupan 2 Emission Scope 2	Ton CO_2eq Ton CO_2eq	3.133	-	-
	Emisi Cakupan 3 Emission Scope 3	Ton CO_2eq Ton CO_2eq	154,9	-	-
4	Intensitas Emisi (Cakupan 1 dan 2) Emission Intensity (Scope 1 and 2)	Ton CO_2eq/Juta Rupiah Ton CO_2eq/Million Rupiah	0,0006	-	-
5	Penggunaan Air Water Consumption	Megaliter Megaliter	36,65	45,33	39,02
6	Total Limbah Non-B3 Total Non-Hazardous Waste	Ton Ton	356,7	341	322
7	Penggunaan Kertas Paper Consumption	Rim Ream	451	380	361
Kinerja Sosial Social Performance					
1	Jumlah Karyawan Number of Employees	Orang Person	870	833	793
2	Jumlah Karyawan Perempuan Number of Female Employees	Orang Person	193	172	148
3	Perputaran Pegawai Employee Turnover	Persen Percent	4,25	1,32	2,27
4	Rata-Rata Pelatihan per Karyawan Average Training per Employee	Jam/Orang Hours/Employee	4,69	6,12	4,04
5	Hasil Survei Kepuasan Karyawan Employee Satisfaction Survey Results	Persen Percent	83,94	79,57	80,04

Peristiwa Penting 2024
Significance Event 2024

10 Januari 2024
10 January 2024



Town Hall Januari 2024
Town Hall, January 2024

14 Januari 2024
14 January 2024



Kunjungan dari Direktur *Offshore* Global Asia dan Oceania ABS
Visit from the Director of Offshore Global Asia and Oceania, ABS

17 Januari 2024
17 January 2024



Rapat Majelis BKI
BKI Assembly Meeting

29 Januari 2024
29 January 2024



Rapat Umum Pemegang Saham (RUPS) Rencana Kerja dan Anggaran Perusahaan tahun 2024
General Meeting of Shareholders (GMS) on the Company's Work Plan and Budget for 2024

29 Januari 2024
29 January 2024



Menandatangani Nota Kesepahaman dengan PT Geo Dipa Energi (Persero)
Signing of Memorandum of Understanding with PT Geo Dipa Energi (Persero)

5 Februari 2024
5 February 2024



Rapat Kerja BKI Tahun 2024
BKI Working Meeting 2024

13 Februari 2024
13 February 2024



Pembahasan Perjanjian Kerja Sama (PKS) Kegiatan Sertifikasi ISPS Code
Discussion of Cooperation Agreement (PKS) on ISPS Code Certification

13 Februari 2024
13 February 2024



Town Hall Meeting dalam rangka update proses menuju anggota IACS
Town Hall Meeting on the progress update towards IACS Membership

Peristiwa Penting 2024
Significance Event 2024

26 Februari 2024
26 February 2024



Menerima kunjungan dari Delegasi German-Indonesian *Chamber of Industry and Commerce* (EKONID)
Receiving a visit from the Delegation of the German-Indonesian Chamber of Industry and Commerce (EKONID)

5 Maret 2024
5 March 2024



Rapat Kerja Tahun 2024 untuk Menyelaraskan Visi dan Misi bersama
2024 Work Meeting to Align Vision and Mission Together

7 April 2024
7 April 2024



Agenda Peninjauan Arus Mudik 2024
Agenda for 2024 Eid Homecoming Traffic Review

25 April 2024
25 April 2024



Kunjungan Wamen BUMN ke Laboratorium IDSurvey
Visit of the Deputy Minister of SOEs to the IDSurvey Laboratory

3 Mei 2024
3 May 2024



Penandatangan MoU dengan Direktorat Jenderal Perhubungan Laut Kementerian Perhubungan (Kemenhub)
Signing of MoU with the Directorate General of Sea Transportation, Ministry of Transportation (Kemenhub)

8 Mei 2024
8 May 2024



Bersama dengan Kejaksaan Negeri Jakarta Utara bekerja sama dalam Operasi Bantuan Penanganan Permasalahan di Bidang Hukum
In collaboration with the North Jakarta District Attorney's Office to support Operations for Handling Legal Issues.

27 Mei 2024
27 May 2024



Kunjungan Direktur Utama, Ketua Majelis BKI dan anggota majelis BKI ke PT PAL
Visit by the President Director, Chairman of the BKI Council, and BKI Council members to PT PAL.

20 Juni 2024
20 June 2024



Mengunjungi Direktorat Jenderal Perhubungan Darat dalam rangka audiensi kepada Direktur Jenderal Perhubungan Darat
Visiting the Directorate General of Land Transportation for an audience with the Director General of Land Transportation

5 Juli 2024
5 July 2024



Rapat Umum Pemegang Saham (RUPS) Terkait Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023
Annual General Meeting of Shareholders (AGMS) on the Approval of the Annual Report and Ratification of the Financial Statements for Fiscal Year 2023.

26 Juli 2024
26 July 2024



Penandatanganan Nota Kesepahaman (MoU) dengan PT Industri Baterai Indonesia (IBC)
Signing of a Memorandum of Understanding (MoU) with PT Industri Baterai Indonesia (IBC).

13 Agustus 2024
13 August 2024



Pre-launching Konsep Solusi Maritime Cloud Platform (MCP)
Pre-launching of the Maritime Cloud Platform (MCP) solution concept.

4 Oktober 2024
4 October 2024



Rapat Kerja pembahasan RKAP 2025
Work Meeting on the Discussion of the 2025 Corporate Work Plan and Budget.

Penghargaan 2024
Awards 2024

1 Penghargaan BKI
BKI Awards



20 Desember 2023
December 20, 2023

Penghargaan Keterbukaan Informasi Publik 2023 yang diselenggarakan oleh Keterbukaan Informasi Pusat.
Public Information Transparency Award 2023, organized by the Central Public Information Agency



21 Maret 2024
March 21, 2024

Penghargaan kategori Indonesia Best 50 CEO Awards 2024 (Populer CEO) pada Indonesia Popular CEO Awards 2024 *5th Anniversary* yang diselenggarakan oleh media *The Iconomics "Leading Disruption Economy"*.
Indonesia Best 50 CEO Awards 2024 (Popular CEO) at the Indonesia Popular CEO Awards 2024 5th Anniversary, organized by The Iconomics media, "Leading Disruption Economy."



15 Mei 2024
May 15, 2024

Penghargaan anugerah sebagai Dewi BUMN di rangkaian Jakarta *Marketing Week* 2024 yang diselenggarakan oleh BUMN Entrepreneurial Marketing Award (BEMA) 2024.
Dewi BUMN Award during Jakarta Marketing Week 2024, organized by the BUMN Entrepreneurial Marketing Award (BEMA) 2024.



11 Juli 2024
July 11, 2024

Penghargaan *2nd Best Vendor* Golongan Besar dalam Pertamina Vendor Awards 2024
2nd Best Large Vendor at the Pertamina Vendor Awards 2024.



3 Oktober 2024
October 3, 2024

Penghargaan *The Best State-Owned Enterprise* (SOE) pada BUMN Business Forum 2024 yang diselenggarakan oleh Kementerian BUMN.
The Best State-Owned Enterprise (SOE) Award at the BUMN Business Forum 2024, organized by the Ministry of State-Owned Enterprises.

2 Penghargaan SI
SI Awards



8 Maret 2024
March 8, 2024

Awarding Sustainability BUMN *Local Heroes* Dalam Ajang BCOMMS 2024
Sustainability Award for BUMN Local Heroes At The BCOMMS 2024 Event



14 Maret 2024
March 14, 2024

Penghargaan Terbaik II Kategori Penerapan *Good Corporate Governance* (GCG) Dalam Ajang 13th Anugerah BUMN 2024
Second Best Award In The Good Corporate Governance (GCG) Category At The 13th BUMN Award 2024



21 Maret 2024
March 21, 2024

Penghargaan dengan Kategori Percepatan *Open Defecation Free* (ODF) Dalam Ajang 13th Anugerah TJSLP Kota Bogor 2023 Yang Diselenggarakan Oleh BAPPERIDA Kota Bogor
Award in the Open Defecation-Free (ODF) Acceleration Category at the 13th Bogor City Community Service (TJSLP) Award 2023, Organized by the Bogor City Development Planning Agency (BAPPERIDA).



1 April 2024
April 1, 2024

Penghargaan The 3rd SOE *Subholding* 2024 Dengan Asset 1T - <2,5T Dengan Kategori *Digital Brand Recognition* 2024 Pada Ajang 13th Infobank Essentia Digital Brand Recognition 2023
The 3rd SOE Subholding Award 2024 with Assets of 1T - <2.5T in the Digital Brand Recognition 2024 Category at the 13th Infobank Essentia Digital Brand Recognition 2023 Event



25 Juli 2024
July 25, 2024

Penghargaan Indonesia *Industrial Services Award* 2024 Yang Diselenggarakan Oleh Kementerian Perindustrian
The 2024 Indonesia Industrial Services Award, Organized by the Ministry of Industry



2 Oktober 2024
October 2, 2024

Penghargaan Ajang *Top* BUMN *Awards* 2024 Yang Diselenggarakan Oleh Bisnis Indonesia
The 2024 Top BUMN Awards were held by Bisnis Indonesia.



20 November 2024
November 20, 2024

Penghargaan *Innovative Industrial Service* Pada Gelaran Indonesia – China Chemical Innovation & Technology Award 2024 Di Kota Shanghai
Innovative Industrial Service Award at the 2024 Indonesia-China Chemical Innovation & Technology Awards in Shanghai



6 Desember 2024
December 6, 2024

Penghargaan TOP DIGITAL Awards 2024 Yang Diselenggarakan Oleh Majalah It Works
TOP DIGITAL Awards 2024 Organized by It Works Magazine

3 Penghargaan SUCOFINDO
Sucofindo Awards



31 Januari 2024
January 31, 2024

Penghargaan Warta Ekonomi *Living Legend Company* yang diselenggarakan oleh Warta Ekonomi
Warta Ekonomi Living Legend Company Award organized by Warta Ekonomi



7 Maret 2024
March 7, 2024

Penghargaan *Public Relation* Indonesia *Award* 2024 yang diselenggarakan oleh Public Relations Indonesia
The 2024 Indonesian Public Relations Award was held by Public Relations Indonesia.



9 Maret 2024
March 9, 2024

Penghargaan BCOMSS 2024 yang diselenggarakan oleh Public Relations Indonesia
BCOMSS Awards 2024 organized by Public Relations Indonesia



15 Mei 2024
May 15, 2024

Penghargaan Dewi BUMN 2024 yang diselenggarakan oleh M Corp Metaverse
The 2024 BUMN Goddess Awards organized by M Corp Metaverse



29 Mei 2024
May 29, 2024

Penghargaan *TOP CSR Award* 2024 yang diselenggarakan oleh Majalah TOP Business
TOP CSR Award 2024 organized by TOP Business Magazine



20 Juni 2024
June 20, 2024

Penghargaan *6th Anniversary Brand Equity Awards* 2024 yang diselenggarakan oleh The Iconomics
The 6th Anniversary Brand Equity Awards 2024 hosted by The Iconomics



30 Juli 2024
July 30, 2024

Penghargaan *Indonesia's Top Green Leaders Award* 2024 yang diselenggarakan Warta Ekonomi
Indonesia's Top Green Leaders Award 2024 held by Warta Ekonomi



10 September 2024
September 10, 2024

Penghargaan Adi Niti yang diselenggarakan oleh Menteri Lingkungan Hidup dan Kehutanan
Adi Niti Award organized by the Minister of Environment and Forestry



11 September 2024
September 11, 2024

Penghargaan *TOP GRC Award* 2024 yang diselenggarakan oleh TOP GRC
TOP GRC Award 2024 organized by TOP GRC



3 Oktober 2024
October 3, 2024

Penghargaan *The Best State Owned Enterprise* 2024 yang diselenggarakan oleh THE ASIAN POST
The Best State Owned Enterprise Award 2024 organized by THE ASIAN POST



7 Oktober 2024
October 7, 2024

Penghargaan *Industrial Education Training* Expo yang diselenggarakan oleh Kementerian Perindustrian, BPSDMI, IDUTEX
Industrial Education Training Expo Award organized by the Ministry of Industry, BPSDMI, IDUTEX



19 November 2024
November 19, 2024

Penghargaan Indonesia - China *Chemical Innovation & Technology Award* 2024 yang diselenggarakan oleh Shanghai International Chemical Technology & Equipment Fair
Indonesia - China Chemical Innovation & Technology Award 2024 organized by Shanghai International Chemical Technology & Equipment Fair



29 November 2024
November 29, 2024

Penghargaan TOP 100 CEO 2024 yang diselenggarakan oleh Infobank
TOP 100 CEO Awards 2024 organized by Infobank

Sertifikasi dan Akreditasi yang Berlaku

Applicable Certifications and Accreditations

Sertifikasi

Certifications

1 Sertifikat BKI

BKI Certifications


Certificate CN24/00001018

SGS

This management system of

PT. Biro Klasifikasi Indonesia (Persero)
Classification & Statutory Service

Business Registration Address: Jl. Yos Sudarso 38-39-40 Tanjung Priok Jakarta Utara 14320, Indonesia
Operational Address: Jl. Yos Sudarso 38-39-40 Tanjung Priok Jakarta Utara 14320, Indonesia

has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

Classification of ships and mobile offshore installations in respect of both new building and in service; Statutory work carried out on behalf of nominating Flag Administrations.

This certificate is valid from 26 November 2025 until 25 November 2028 and remains valid subject to satisfactory surveillance audits.
Issue 2. Certified since 23 February 2011

Certified activities performed by additional sites are listed on subsequent pages.

L. Moran

Authorised by:
Liz Moran
Business Manager
3500 United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
T +44 (0)151 350 6666 - www.sgs.com

The certification information can be verified on the web-site of Certification and Accreditation Administration of the People's Republic of China www.cnca.gov.cn

Kategori	Keterangan
ISO 9001:2015 & IACS QSCS Bidang Klasifikasi Sistem Manajemen Mutu Quality Management Systems	
Masa Berlaku Validity Period	25 November 2025 November 25, 2025
Lingkup Scope	Kantor Pusat & Cabang Klas Head Office & Class Branches
Diterbitkan oleh Issued by	SGS China


bsi.

Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

PT Biro Klasifikasi Indonesia (Persero)
Commercial Service
Jl. Yos Sudarso No. 38-40 Tanjung Priok
Jakarta Utara
Indonesia 14320

Holds Certificate No: **FS 662694**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The provision of Inspection, Certification, Consultancy, Mapping & Survey, Assessment & Audit, Monitoring & Supervision, Training & Labor Supply, Testing & laboratory services for Oil & Gas, Marine, Industrial and Energy, Verification and Validation of TKDN (Tingkat Komponen Dalam Negeri) and BMP (Bobot Manfaat Perusahaan)

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2011-02-23
Latest Revision Date: 2025-10-07

Effective Date: 2026-01-12
Expiry Date: 2029-01-11

Page: 1 of 4

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Kategori	Keterangan
ISO 9001:2015 Bidang Komersil Sistem Manajemen Mutu Quality Management Systems	
Masa Berlaku Validity Period	11 Januari 2026 January 11, 2026
Lingkup Scope	Kantor Pusat & Cabang Komersil Head Office & Commercial Branch
Diterbitkan oleh Issued by	BSI Indonesia


bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

PT Biro Klasifikasi Indonesia (Persero)
Jl. Yos Sudarso No. 38-40 Tanjung Priok
Jakarta Utara
Indonesia 14320

Holds Certificate No: **EMS 720851**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The provision of classification, statutory and commercial services for oil and gas, marine, industrial and energy sector, including testing and laboratory services, SBU Energy & Industry, SBU Marine Services, Branch Tanjung Priok and Head Office.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2018-04-12
Latest Revision Date: 2023-12-14

Effective Date: 2023-12-16
Expiry Date: 2026-12-15

Page: 1 of 1

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Kategori	Keterangan
ISO 14001:2015 Sistem Manajemen Lingkungan Environmental Management System	
Masa Berlaku Validity Period	15 Desember 2026 December 15, 2026
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	BSI Indonesia



ISO 17020:2012
Sistem Manajemen Lembaga Inspeksi
Conformity Assessment

Masa Berlaku Validity Period	31 Maret 2029 March 31, 2029
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



ISO 17025:2017
Kompetensi Laboratorium
Testing and Calibration Laboratories

Masa Berlaku Validity Period	18 November 2027 November 18, 2027
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



ISO 17065:2012
Penilaian Kesesuaian
Conformity Assessment

Masa Berlaku Validity Period	23 November 2026 November 23, 2026
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



ISO 20000-1:2018
Sistem Manajemen Layanan IT
Information Technology

Masa Berlaku Validity Period	24 Oktober 2025 October 24, 2025
Lingkup Scope	Kantor Pusat & Cabang Klas Head Office & Class Branches
Diterbitkan oleh Issued by	BSI Indonesia


bsi.

Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that:

PT Biro Klasifikasi Indonesia (Persero)
Jl. Yos Sudarso No. 38-40 Tanjung Priok
Jakarta Utara
Indonesia 14320

Holds Certificate No: **IS 778807**

and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

The information management system for Protection of employee and vessel information within the development and operation of Human Resource Management System (HRMS) and Digital Platform for Audit Report, Survey Report, Vessel Certification System within New One Gate System (NOGS) this is accordance with statement of applicability no FI.085-2025, version 3 dated 15 Agustus 2025

For and on behalf of BSI: Emmanuel Herve, Managing Director, ASEAN

Original Registration Date: 2022-11-27 Effective Date: 2025-11-27
Latest Revision Date: 2025-10-27 Expiry Date: 2028-11-26

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ISO 27001:2022 Sistem Manajemen Keamanan Informasi (ISMS) Information Security Management Systems	
Masa Berlaku Validity Period	31 Oktober 2025 October 31, 2025
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	BSI Indonesia


bsi.

Certificate of Registration

ANTI-BRIBERY MANAGEMENT SYSTEM - ISO 37001:2016

This is to certify that:

PT Biro Klasifikasi Indonesia (Persero)
Jl. Yos Sudarso No. 38-40
Tanjung Priok
Jakarta Utara
DKI Jakarta
Indonesia 14320

Holds Certificate No: **IABMS 732409**

and operates an Anti-Bribery Management System which complies with the requirements of ISO 37001:2016 for the following scope:

The provision of classification, statutory and commercial services for oil & gas, marine, industrial and energy sector, including testing & laboratory for Strategic Management Division, Human Capital Management Division, Risk Management Division, General Affairs Division, SBU Marine Services, SBU Energy & Industry and Tanjung Priok Main Branch

For and on behalf of BSI: Emmanuel Herve, Managing Director, ASEAN

Original Registration Date: 2020-07-28 Effective Date: 2023-07-28
Latest Revision Date: 2023-07-25 Expiry Date: 2026-07-27

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ISO 37001:2016 Sistem Manajemen Anti Penyuapan Anti-bribery Management Systems	
Masa Berlaku Validity Period	27 Juli 2026 July 27, 2026
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	BSI Indonesia


bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

PT Biro Klasifikasi Indonesia (Persero)
Jl. Yos Sudarso No. 38-40 Tanjung Priok
Jakarta Utara
Indonesia 14320

Holds Certificate No: **OHS 720864**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The provision of classification, statutory and commercial services for oil and gas, marine, industrial and energy sector, including testing and laboratory services, SBU Energy & Industry, SBU Marine Services, Branch Tanjung Priok and Head Office.

[Previously certified to BS OHSAS 18001:2007 since 2017.12.21]

For and on behalf of BSI: Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2020-12-16 Effective Date: 2023-12-16
Latest Revision Date: 2023-12-14 Expiry Date: 2026-12-15

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ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3) Occupational health and safety management systems	
Masa Berlaku Validity Period	15 Desember 2026 December 15, 2026
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	BSI Indonesia



SMK3 Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management System	
Masa Berlaku Validity Period	SKA Kemenaker terbit 15 Mei 2025 The Ministry of Manpower's SKA, issued on May 15, 2025
Lingkup Scope	Kantor Pusat & Cabang Klas Head Office & Class Branches
Diterbitkan oleh Issued by	PT PLN (Persero)

1 Sertifikat SI
SI Certifications



ISO 9001:2015 **Sistem Manajemen Mutu** Quality Management System	
Masa Berlaku Validity Period	6 November 2023 - 11 Maret 2026 November 6, 2023 - Maret 11, 2026
Lingkup Scope	Ketentuan untuk melakukan survei, inspeksi, verifikasi, jasa konsultasi, termasuk proses-proses pendukungnya yang berlaku. The provision of survey, inspection, verification, and consulting, including its supporting processes.
Diterbitkan oleh Issued by	SAI Global Certification Services Pty. Ltd



ISO 45001:2018 **Sistem Manajemen Kesehatan dan Keselamatan Kerja** Occupational Health and Safety Management Systems	
Masa Berlaku Validity Period	28 April 2023 - 25 Mei 2026 April 28, 2023 - May 25, 2026
Lingkup Scope	Ketentuan untuk melakukan survei, inspeksi, verifikasi, jasa konsultasi, termasuk proses-proses pendukungnya yang berlaku. The provision of survey, inspection, verification, and consulting, including its supporting processes.
Diterbitkan oleh Issued by	SAI Global Certification Services Pty. Ltd



ISO 14001:2015 **Sistem Manajemen Lingkungan** Environmental Management System	
Masa Berlaku Validity Period	28 April 2023 - 25 Mei 2026 April 28, 2023 - May 25, 2026
Lingkup Scope	Ketentuan untuk melakukan survei, inspeksi, verifikasi, jasa konsultasi, termasuk proses-proses pendukungnya yang berlaku. The provision of survey, inspection, verification, and consulting, including its supporting processes.
Diterbitkan oleh Issued by	SAI Global Certification Services Pty. Ltd



ISO/IEC 27001:2022 **Sistem Manajemen Keamanan Informasi** Information Security Management System	
Masa Berlaku Validity Period	02 Oktober 2024 - 13 September 2027 October 02, 2024 - September 13, 2027
Lingkup Scope	Sistem manajemen keamanan informasi untuk operasional Data Center. The information security management system for operational Data Center.
Diterbitkan oleh Issued by	PT Intertek Utama Services



ISO 37001:2016 **Sistem Manajemen Anti Penyuapan** Anti-Bribery Management System	
Masa Berlaku Validity Period	22 November 2023 - 05 Oktober 2026 November 22, 2023 - October 05, 2026
Lingkup Scope	Sistem Manajemen Anti Penyuapan di kantor pusat untuk: Satuan Pengawas Intern (SPI), Sekretariat Perusahaan (SP), Divisi Keuangan dan Akuntansi (DKA), Divisi Perencanaan Korporat dan Manajemen Risiko (DPKMR), Divisi Operasi (DOP), Divisi Manajemen Aset (DMA), Divisi Human Capital (DHC), Divisi Pemasaran dan Pengembangan Perusahaan (DPPP), Strategic Transformation Office (STO), Divisi Teknologi Informasi (DTI), Unit Tanggung Jawab Sosial dan Lingkungan (TJSL). Anti-Bribery Management System at the headquarters for: Internal Audit Unit (SPI), Corporate Secretariat (SP), Finance and Accounting Division (DKA), Corporate Planning and Risk Management Division (DPKMR), Operations Division (DOP), Asset Management Division (DMA), Human Capital Division (DHC), Marketing and Business Development Division (DPPP), Strategic Transformation Office (STO), Information Technology Division (DTI), and Corporate Social Responsibility and Environmental Unit (TJSL).
Diterbitkan oleh Issued by	PT Intertek Utama Services

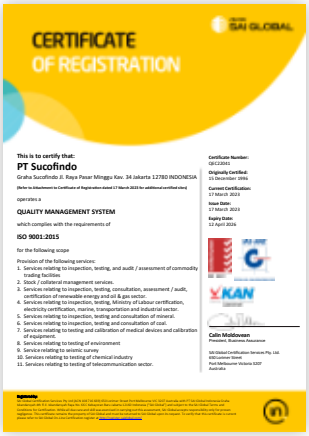


Sertifikat Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management Systems Certificate	
Masa Berlaku Validity Period	13 Mei 2022 - 13 Mei 2025 May 13, 2022 - May 13, 2025
Lingkup Scope	Jasa survey, inspeksi, verifikasi, dan konstruksi Survey, inspection, verification, and construction services
Diterbitkan oleh Issued by	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia



ISO 22301:2019 Sistem Manajemen Kelangsungan Bisnis Business Continuity Management Systems	
Masa Berlaku Validity Period	12 Februari 2024 - 11 Februari 2027 February 12, 2024 - February 11, 2027
Lingkup Scope	Sistem Manajemen Keberlanjutan Bisnis dalam Penyediaan Sertifikat, Konsultasi, Inspeksi, dan Pengujian yang dikelola oleh Direktorat Utama, Direktorat Komersial Non-Cabang, serta Kegiatan Pendukung dari Direktorat Manajemen Keuangan dan Risiko serta Direktorat Sumber Daya Manusia di Kantor Pusat. The Business Continuity Management System in The Provision of Certificate, Consultation, Inspection, and Testing Manage by Main Directorate, Commercial Directorate Non Branch and Supporting Activity From Financial and Risk Management Directorate and Human Resource Directorate at Head Office.
Diterbitkan oleh Issued by	BSI Assurance UK Limited

3 Sertifikat SUCOFINDO
SUCOFINDO Certifications



ISO 9001:2015 Sistem Manajemen Mutu Quality Management System	
Masa Berlaku Validity Period	19 Maret 2023 - 12 April 2026 March 19, 2023 - April 12, 2026









ISO 14001:2015 **Sistem Manajemen Lingkungan** Environmental Management System	
Masa Berlaku Validity Period	18 Maret 2024 - 29 Maret 2027 March 18, 2024 - March 29, 2027
Lingkup Scope	Unit Pelayanan Berau, SBU Laboratory, Cabang Sangatta, SBU Hulu Migas & Produk Migas Berau Service Unit, Laboratory SBU, Sangatta Branch, Upstream Oil & Gas SBU, and Oil & Gas Products SBU



ISO/IEC 20000 1:2018 **Sistem Manajemen Layanan TI** IT-Service Management Systems	
Masa Berlaku Validity Period	5 Desember 2022 - 4 Desember 2025 December 5, 2022 - December 4, 2025



ISO/IEC 27001:2013 **Sistem Manajemen Keamanan Informasi** Information Security Management Systems	
Masa Berlaku Validity Period	31 Oktober 2022 - 31 Oktober 2025 October 31, 2022 - October 31, 2025



ISO 37001:2016
Sistem Manajemen Anti-Suap SNI
Anti-Bribery Management Systems SNI

Masa Berlaku Validity Period	29 Mei 2023 - 10 Agustus 2026 May 29, 2023 - August 10, 2026









ISO 45001:2018
Sistem Manajemen Kesehatan dan Keselamatan Kerja
Occupational Health & Safety Management System

Masa Berlaku Validity Period	15 Oktober 2022 - 14 Oktober 2025 October 15, 2022 - October 14, 2025
Lingkup Scope	SBU Laboratory, Unit Pelayanan Berau, Cabang Sangatta, SBU Hulu Migas & Produk Migas Laboratory SBU, Berau Service Unit, Sangatta Branch, Upstream Oil & Gas and Oil & Gas Products SBU







SMK3
Sistem Manajemen Kesehatan dan Keselamatan Kerja untuk Kategori Tingkat Lanjutan
Occupational Health & Safety Management System for Advanced Level Category

Masa Berlaku Validity Period	6 Agustus 2024 - 6 Agustus 2027 August 6, 2024 - August 6, 2027
Lingkup Scope	Cabang Batulicin, Cabang Bengkulu, Cabang Dumai, Cabang Jambi, Divisi Umum dan Manajemen Aset Batulicin Branch, Bengkulu Branch, Dumai Branch, Jambi Branch, and General Affairs and Asset Management Division

Akreditasi
Accreditations

1 Akreditasi BKI
BKI Accreditations



SNI ISO/IEC 17020:2012 **Penilaian Kesesuaian – Persyaratan untuk Pengoperasian Berbagai Tipe Lembaga Inspeksi** Conformity assessment — Requirements for the operation of various types of bodies performing inspection	
Masa Berlaku Validity Period	22 Mei 2024 - 31 Maret 2029 May 22, 2024 - March 31, 2029
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



SNI ISO/IEC 17025:2017 **Persyaratan Umum untuk Kompetensi Laboratorium Penguji dan Laboratorium Kalibrasi** General requirements for the competence of testing and calibration laboratories	
Masa Berlaku Validity Period	8 November 2022 - 18 November 2027 November 8 2022 - November 18, 2027
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



SNI ISO/IEC 17065:2012 **Penilaian kesesuaian – Persyaratan untuk lembaga sertifikasi produk, proses dan jasa** Conformity assessment — Requirements for bodies certifying products, processes and services	
Masa Berlaku Validity Period	24 November 2021 - 23 November 2026 November 24 2021 - November 23, 2026
Lingkup Scope	Produk alat pelindung non medis berupa alat apung personal. Non-medical protective equipment products in the form of personal flotation devices.
Diterbitkan oleh Issued by	Komite Akreditasi Nasional

1 Akreditasi SI
SI Accreditations



SNI ISO/IEC 17065:2012 **Lembaga Sertifikasi Produk, Proses Dan Jasa** Validity Period Product, Process and Service Certification Body	
Masa Berlaku Validity Period	20 April 2022 - 19 April 2027 April 20, 2022 - April 19, 2027
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



SNI ISO/IEC 17021:2017 **Lembaga Sertifikasi Sistem Manajemen Mutu** Quality Management System Certification Body	
Masa Berlaku Validity Period	17 Juni 2020 - 16 Juni 2025 June 17, 2020 - June 16, 2025
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



SNI ISO/IEC 17065:2012 **Penilaian kesesuaian – Persyaratan untuk lembaga sertifikasi produk, proses dan jasa Testing Laboratory** Conformity Assessment – Requirements for Product, Process, and Service Certification Bodies (Testing Laboratory)	
Masa Berlaku Validity Period	11 Desember 2023 - 22 November 2026 December 11, 2023 - November 22, 2026
Lingkup Scope	13 Lokasi Laboratorium: Medan, Dumai, Batam, Palembang, Jambi, Pangkal, Pinang, Sentul 1, Sentul 2, Semarang, Banjarbaru, Samarinda, Sangatta, Kendari 13 Laboratory Locations: Medan, Dumai, Batam, Palembang, Jambi, Pangkal Pinang, Sentul 1, Sentul 2, Semarang, Banjarbaru, Samarinda, Sangatta, and Kendari
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



SNI ISO/IEC 17029:2019 **Lembaga Validasi dan Verifikasi** Validation and Verification Body	
Masa Berlaku Validity Period	9 Agustus 2024 - 8 Agustus 2029 August 9, 2024 - August 8, 2029
Diterbitkan oleh Issued by	Komite Akreditasi Nasional



SNI ISO/IEC 17020:2012 **Lembaga Inspeksi** Inspection Body	
Masa Berlaku Validity Period	19 Desember 2024 - 17 November 2029 December 19, 2024 - November 17, 2029
Diterbitkan oleh Issued by	Komite Akreditasi Nasional

3 Akreditasi SUCOFINDO
SUCOFINDO Accreditations



SNI ISO/IEC 17029:2019 **Lembaga Validasi dan Verifikasi Tingkat Komponen Dalam Negeri dan Certificate of Approval for PPPRS dari PCX Solutions** Domestic Component Level Validation and Verification Institution and Certificate of Approval for PPPRS from PCX Solutions	
Masa Berlaku Validity Period	25 Juni 2029 June 25, 2029



ISO 17020 **Standar Internasional Untuk Badan Inspeksi** International Standard for Inspection Bodies	
Masa Berlaku Validity Period	7 November 2027 November 7, 2027



ISO 17021
Standar Internasional Audit dan Sertifikasi Sistem Manajemen
International Standard for Auditing and Certification of Management Systems

Masa Berlaku Validity Period	1 Januari 2030 January 1, 2030



SNI ISO 37001:2016
Sistem Manajemen Anti Penyuapan
Anti-Bribery Management System

Masa Berlaku Validity Period	29 Mei 2023 - 10 Agustus 2026 May 29, 2023 - August 10, 2026
Diterbitkan oleh Issued by	Komite Akreditasi Nasional

















ISO 17025 **Standar Internasional Kompetensi Laboratorium Pengujian dan Kalibrasi** International Standard for Competence of Testing and Calibration Laboratories		
Masa Berlaku Validity Period	24 September 2029 September 24, 2029	SBU Laboratorium (Laboratorium Pengujian) SBU Laboratory (Testing Laboratory)
	17 Desember 2029 December 17, 2029	SBU Laboratorium (Laboratorium Kalibrasi) SBU Laboratory (Calibration Laboratory)
	4 Juni 2029 June 4, 2029	Cabang Pontianak (Laboratorium Pengujian) Pontianak Branch (Testing Laboratory)
	21 April 2030 April 21, 2030	Cabang Surabaya (Laboratorium Kalibrasi) Surabaya Branch (Calibration Laboratory)
	21 April 2030 April 21, 2030	Cabang Makassar (Laboratorium Kalibrasi) Makassar Branch (Calibration Laboratory)
	16 Juni 2030 June 16, 2030	Cabang Batam (Laboratorium Kalibrasi) Batam Branch (Calibration Laboratory)
	20 September 2030 September 20, 2030	Cabang Surabaya (Laboratorium Pengujian) Surabaya Branch (Testing Laboratory)
	29 Oktober 2030 October 29, 2030	Cabang Palembang (Laboratorium Kalibrasi) Palembang Branch (Calibration Laboratory)

Sambutan Direktur Utama

Message from President Director

[GRI 2-22] [OJK D.1]



Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Puji syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa atas kesempatan yang diberikan kepada kami untuk menyampaikan Laporan Keberlanjutan Tahun Buku 2024 Grup IDSurvey. IDSurvey pada Tahun Buku 2024 merupakan *brand identity* Grup yang mengintegrasikan sinergi layanan *Testing, Inspection, Certification, Consulting, and Classification* (TICCC) yang terdiri dari PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero) dan PT Surveyor Indonesia (Persero) sebagai anggota Grup. Sejalan dengan pembentukan PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) ("PT IDSurvey (Persero") pada tahun 2025 sebagai strategic *holding*, laporan ini disusun sebagai *baseline* kinerja dan inisiatif keberlanjutan Grup untuk memastikan kesinambungan pelaporan dan agenda keberlanjutan ke depan. Laporan ini merupakan penerbitan perdana yang mencerminkan komitmen Grup IDSurvey terhadap prinsip keberlanjutan dalam setiap aspek operasional dan bisnis.

Dear Shareholders and Stakeholders,

We extend our gratitude to Almighty God for the opportunity to present the IDSurvey Group Sustainability Report for the 2024 Financial Year. In 2024, IDSurvey served as the brand identity of the Group, integrating the synergy of Testing, Inspection, Certification, Consulting, and Classification (TICCC) services delivered by PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero) as members of the Group. In line with the establishment of PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) ("PT IDSurvey (Persero)") in 2025 as the strategic holding company, this report is prepared as a baseline of the Group's sustainability performance and initiatives, ensuring continuity in sustainability reporting and the sustainability agenda going forward. This inaugural publication reflects the IDSurvey Group's commitment to embedding sustainability principles across all aspects of its operations and business activities.

Melalui sinergi Grup, Grup IDSurvey terus memperkuat penciptaan nilai jangka panjang dengan menjaga kinerja operasional yang sehat, memperluas portofolio layanan strategis, serta memastikan kontribusi perusahaan yang berkelanjutan.

Komitmen Keberlanjutan Perusahaan

Komitmen keberlanjutan Grup IDSurvey terwujud dengan menetapkan sembilan inisiatif strategis yang dilaksanakan sepanjang tahun 2024 untuk mendorong penciptaan sumber pendapatan baru. Bidang yang dijajaki mencakup sektor-sektor prioritas seperti Inspeksi Teknik, Klasifikasi dan Regulasi, Bisnis Ramah Lingkungan, Ilmu Hayati, Kendaraan Listrik, Laboratorium Lingkungan, hingga Sertifikasi Halal di pasar internasional. Implementasi nyata dari komitmen ini antara lain ditunjukkan melalui peresmian Green House dan Ecofarm di Gianyar, Bali, serta penyelenggaraan program IDSurvey *Goes to Campus* untuk memperkuat kolaborasi dengan dunia pendidikan.

Kinerja dan Pencapaian Keberlanjutan

Pada tahun 2024, IDSurvey memperkuat kinerja lingkungan melalui konsumsi energi sebesar 22.093 GJ dan pengelolaan emisi GRK Cakupan 1 dan 2 sebanyak 3.825,4 ton CO_2e dengan intensitas emisi 0,0006 kg CO_2e/Juta Rupiah. Data ini menjadi landasan strategis bagi pengembangan layanan dekarbonisasi serta penguatan inisiatif pengurangan emisi Grup di masa depan.

Dalam pengelolaan sumber daya, perusahaan mencatat penggunaan air sebesar 36,65 megaliter serta melakukan digitalisasi untuk menekan konsumsi kertas dan limbah non-B3. Komitmen ini didukung alokasi biaya lingkungan sebesar Rp940,93 juta yang difokuskan pada pemantauan kualitas lingkungan, konservasi, dan pengelolaan limbah secara profesional.

Grup IDSurvey memperkuat lini bisnis hijau melalui layanan strategis seperti dekarbonisasi, Lembaga Validasi dan Verifikasi (LVV), ESG *advisory*, dokumentasi dan analisis lingkungan, *Greenport*, serta monitoring lingkungan berkelanjutan, yang menghasilkan pendapatan Rp58,472 miliar atau naik hampir dua kali lipat dibanding tahun sebelumnya. Pencapaian ini membuktikan kemampuan perusahaan dalam menciptakan nilai tambah berkelanjutan bagi pelanggan sekaligus memperkokoh fondasi bisnis hijau Grup.

Di sisi sosial, perusahaan menginvestasikan Rp 8 miliar untuk pelatihan SDM guna meningkatkan kompetensi dan budaya K3, yang tercermin dari tingkat keterlibatan karyawan sebesar 83,94%.

Through Group-wide synergy, IDSurvey continues to strengthen long-term value creation by maintaining sound operational performance, expanding its strategic service portfolio, and ensuring sustainable corporate contributions.

Company's Sustainability Commitment

The IDSurvey Group's sustainability commitment is manifested through the establishment of nine strategic initiatives implemented throughout 2024 to drive the creation of new revenue streams. These initiatives explore priority sectors including Technical Inspection, Classification and Regulatory Services, Environmentally Friendly Businesses, Life Sciences, Electric Vehicles, Environmental Laboratories, and International Halal Certification. Tangible implementation of this commitment is demonstrated by the inauguration of the Green House and Ecofarm in Gianyar, Bali, as well as the implementation of the IDSurvey Goes to Campus program to strengthen collaboration with academic institutions.

Sustainability Performance and Achievements

In 2024, IDSurvey strengthened its environmental performance through total energy consumption of 22,093 GJ and the management of Scope 1 and Scope 2 greenhouse gas emissions amounting to 3,825.4 tons of CO_2e, with an emission intensity of 0.0006 kg CO_2e per million Rupiah. This data serves as a strategic foundation for the development of decarbonization services and the enhancement of the Group's future emission reduction initiatives.

In terms of resource management, the Company recorded water consumption of 36.65 megaliters and implemented digitalization initiatives to reduce paper usage and non-hazardous waste generation. This commitment was supported by environmental expenditures totaling Rp940.93 million, allocated to environmental quality monitoring, conservation efforts, and professional waste management.

The IDSurvey Group strengthened its green business portfolio through strategic services such as decarbonization, Validation and Verification Bodies (VVB), ESG advisory services, environmental documentation and analysis, Greenport initiatives, and sustainable environmental monitoring. These services generated revenues of Rp58.472 billion, nearly doubling compared to the previous year. This achievement demonstrates the Company's capability to create sustainable added value for its customers while reinforcing the foundation of the Group's green business.

From a social perspective, the Company invested Rp8 billion in human capital development programs to enhance workforce competencies and occupational health and safety (OHS) culture, reflected in an employee engagement level of 83.94%.

Selain itu, realisasi anggaran TJSL sebesar Rp12,76 miliar difokuskan pada pemberdayaan masyarakat, pendidikan, dan kesehatan untuk memastikan dampak sosial yang nyata di sekitar wilayah operasional.

In addition, the realization of TJSL (Corporate Social and Environmental Responsibility) expenditures amounting to Rp12,76 billion was focused on community empowerment, education, and health, ensuring tangible social impacts in areas surrounding the Company's operations.

Arah Strategis Grup dalam Mendukung pertumbuhan berkelanjutan

Sepanjang tahun 2024, industri *Testing, Inspection, Certification, Consulting, and Classification* (TICCC) mengalami perubahan yang signifikan, seiring dengan berkembangnya kapabilitas internal pelanggan, meningkatnya dinamika persaingan, serta pergeseran kebutuhan layanan pada berbagai sektor industri. Dalam konteks tersebut, Grup IDSurvey secara berkelanjutan melakukan penyesuaian strategi bisnis untuk memastikan relevansi layanan, ketahanan portofolio, dan keberlanjutan pertumbuhan Grup.

Group Strategic Direction in Supporting Sustainable Growth

Throughout 2024, the Testing, Inspection, Certification, Consulting, and Classification (TICCC) industry experienced significant changes, driven by the development of customers' internal capabilities, increased competitive dynamics, and shifting service demands across various industrial sectors. In this context, the IDSurvey Group continuously adjusted its business strategies to ensure service relevance, portfolio resilience, and sustainable growth.

Sebagai Grup BUMN jasa TICCC, Grup IDSurvey memandang transformasi model bisnis sebagai peluang untuk memperkuat nilai tambah layanan, memperluas jangkauan pasar, serta mengurangi ketergantungan pada sektor-sektor konvensional melalui diversifikasi layanan dan penguatan segmen strategis, termasuk pelanggan BUMN dan sektor-sektor pendukung pembangunan nasional.

As a state-owned TICCC services group, IDSurvey views business model transformation as an opportunity to strengthen service value creation, expand market reach, and reduce reliance on conventional sectors through service diversification and the strengthening of strategic segments, including state-owned enterprise clients and sectors supporting national development.

Sebagai respons atas dinamika industri tersebut, Grup IDSurvey berfokus pada sejumlah inisiatif strategis, antara lain:

1. **Pengembangan bisnis berbasis pertumbuhan organik,** melalui optimalisasi portofolio layanan eksisting serta pengembangan layanan baru yang relevan dengan kebutuhan industri dan agenda keberlanjutan.
2. **Penguatan sinergi antar entitas dalam Grup IDSurvey,** khususnya melalui penerapan *Shared Services* pada fungsi pendukung seperti Teknologi Informasi, Sumber Daya Manusia, dan Pengadaan, guna meningkatkan efisiensi dan konsistensi tata kelola.
3. **Kolaborasi strategis dengan mitra internal dan eksternal,** termasuk kerja sama operasi (KSO) dan kemitraan dengan sesama BUMN maupun mitra strategis, untuk memperluas kapasitas layanan dan mempercepat penciptaan nilai.
4. **Optimalisasi forum koordinasi bisnis Grup,** meliputi Forum Portofolio, Regional, dan Cabang, sebagai sarana penyelarasan strategi pengembangan bisnis dan pemasaran secara terintegrasi di seluruh entitas.

In response to these industry dynamics, the IDSurvey Group focused on several strategic initiatives, including:

1. **The development of organically driven business growth** through optimization of existing service portfolios and the development of new services aligned with industry needs and sustainability agendas.
2. **Strengthening synergy among Group entities,** particularly through the implementation of Shared Services in supporting functions such as Information Technology, Human Resources, and Procurement, to enhance efficiency and governance consistency.
3. **Strategic collaboration with internal and external partners,** including joint operations (KSO) and partnerships with fellow state-owned enterprises and strategic partners, to expand service capacity and accelerate value creation.
4. **Optimization of Group business coordination forums,** including Portfolio, Regional, and Branch Forums, as platforms for aligning integrated business development and marketing strategies across all entities.

Melalui pendekatan tersebut, Grup IDSurvey terus memperkuat fondasi pertumbuhan yang berkelanjutan dengan mengedepankan sinergi, efisiensi, dan tata kelola yang solid sebagai landasan penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.

Through these approaches, the IDSurvey Group continues to reinforce the foundations of sustainable growth by prioritizing synergy, efficiency, and robust governance as the basis for long-term value creation for all stakeholders.

Penutup

Kami menyampaikan apresiasi kepada seluruh pemangku kepentingan atas kepercayaan, dukungan, dan kolaborasi yang diberikan kepada Grup IDSurvey sepanjang tahun 2024, serta kepada seluruh insan Grup IDSurvey atas dedikasi dan komitmennya dalam mengintegrasikan prinsip keberlanjutan ke dalam kegiatan usaha. Sinergi antar entitas, kerja sama dengan mitra strategis, serta dukungan pemerintah dan masyarakat menjadi fondasi penting bagi transformasi dan penciptaan nilai jangka panjang Grup. Ke depan, sebagai strategic *holding* sejak tahun 2025, PT IDSurvey (Persero) berkomitmen memastikan kesinambungan pelaporan serta peningkatan kinerja keberlanjutan Grup berdasarkan *baseline* Tahun Buku 2024 ini. IDSurvey berkomitmen untuk terus memperkuat peran sebagai pemimpin di industri *Testing, Inspection, Certification, Consulting, and Classification* (TICCC) dengan mengedepankan tata kelola yang baik, inovasi berkelanjutan, serta kepedulian terhadap aspek lingkungan dan sosial, guna mewujudkan pertumbuhan yang inklusif, hijau, dan berkelanjutan bagi seluruh pemangku kepentingan, sekaligus memberikan kontribusi nyata bagi kemajuan perekonomian nasional dan masa depan Indonesia yang berkelanjutan.

Closing

We express our sincere appreciation to all stakeholders for their trust, support, and collaboration with the IDSurvey Group throughout 2024, as well as to all members of the IDSurvey Group for their dedication and commitment to integrating sustainability principles into business operations. Synergy among entities, collaboration with strategic partners, and the support of government and communities constitute a vital foundation for the Group's transformation and long-term value creation. Looking ahead, as the strategic holding company since 2025, PT IDSurvey (Persero) is committed to ensuring the continuity of sustainability reporting and enhancing the Group's sustainability performance based on the 2024 Financial Year baseline. IDSurvey remains committed to strengthening its role as a leader in the Testing, Inspection, Certification, Consulting, and Classification (TICCC) industry by upholding good governance, continuous innovation, and strong environmental and social stewardship, thereby realizing inclusive, green, and sustainable growth for all stakeholders while making a meaningful contribution to national economic development and a sustainable future for Indonesia.

Jakarta, 15 Desember 2025
Jakarta, December 15 2025

Atas Nama Direksi
On behalf of the Board of Directors
PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero)



Arisudono Soerono
Direktur Utama
President Director



01

Profil Perusahaan

Company Profile

Tentang IDSurvey
About IDSurvey

PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero) yang selanjutnya disebut "IDSurvey" atau "Perusahaan" merupakan *Holding* Badan Usaha Milik Negara (BUMN) di bidang jasa survei yang dibentuk sebagai bagian dari upaya Pemerintah Republik Indonesia untuk memperkuat peran strategis sektor *Testing, Inspection, Certification, Consulting, and Classification* (TICCC) dalam mendukung pembangunan nasional yang berkelanjutan. Pembentukan *Holding* BUMN Jasa Survei ini ditetapkan melalui Peraturan Pemerintah Republik Indonesia Nomor 66 Tahun 2021 tentang Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam Modal Saham PT Biro Klasifikasi Indonesia (Persero), yang sekaligus menandai penugasan PT Biro Klasifikasi Indonesia (Persero) sebagai induk *holding* jasa survei.

Holding BUMN Jasa Survei secara resmi mulai beroperasi setelah dilaksanakan *soft launching* pada 17 Desember 2021 di Bandung, yang ditandai dengan penyerahan Akta Inbreng dari PT Superintending Company of Indonesia (SUCOFINDO) dan PT Surveyor Indonesia (Persero) kepada PT Biro Klasifikasi Indonesia (Persero), serta pengesahan perubahan anggaran dasar ketiga BUMN tersebut oleh Wakil Menteri Badan Usaha Milik Negara I. Sejak saat itu, *holding* jasa survei beroperasi dengan nama komersial IDSurvey, yang merepresentasikan sinergi dan integrasi layanan jasa survei nasional dalam satu ekosistem yang terkoordinasi.

Dalam struktur *holding* tersebut, IDSurvey membawahi tiga entitas utama, yaitu PT Biro Klasifikasi Indonesia (Persero) sebagai induk *holding*, PT Sucofindo (Persero), dan PT Surveyor Indonesia (Persero). Masing-masing entitas menjalankan peran dan fokus bisnis yang saling melengkapi sesuai dengan kompetensi intinya. PT Sucofindo (Persero) berperan sebagai penggerak utama layanan TICCC, khususnya di sektor pertambangan. PT Surveyor Indonesia (Persero) berfokus mendukung kebijakan Pemerintah dalam Program Peningkatan Penggunaan Produk Dalam Negeri (P3DN) melalui penerapan dan verifikasi Tingkat Komponen Dalam Negeri (TKDN), sebagai bagian dari upaya memperkuat daya saing industri nasional. Sementara itu, PT Biro Klasifikasi Indonesia (Persero) sebagai induk *holding* berperan strategis dalam mendorong transformasi layanan jasa survei menuju penguatan ekonomi hijau, termasuk dukungan terhadap agenda *net zero emission* (NZE) dan pembangunan berkelanjutan.

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero), hereinafter referred to as "IDSurvey" or the "Company," is a State-Owned Enterprise (SOE) holding company in the survey services sector established as part of the Government of the Republic of Indonesia's effort to strengthen the strategic role of the Testing, Inspection, Certification, Consulting, and Classification (TICCC) sector in supporting sustainable national development. The establishment of the SOE Survey Services Holding was formalized through Government Regulation of the Republic of Indonesia Number 66 of 2021 concerning the Addition of State Capital Participation of the Republic of Indonesia into the Share Capital of PT Biro Klasifikasi Indonesia (Persero), which simultaneously designated PT Biro Klasifikasi Indonesia (Persero) as the parent holding company for survey services.

The SOE Survey Services Holding officially commenced operations following its soft launching on 17 December 2021 in Bandung, marked by the transfer of Inbreng Deeds from PT Superintending Company of Indonesia (SUCOFINDO) and PT Surveyor Indonesia (Persero) to PT Biro Klasifikasi Indonesia (Persero), as well as the ratification of amendments to the articles of association of the three SOEs by the Deputy Minister of State-Owned Enterprises I. Since then, the survey services holding has operated under the commercial name IDSurvey, representing the synergy and integration of national survey services within a coordinated ecosystem.

Within this holding structure, IDSurvey oversees three core entities, namely PT Biro Klasifikasi Indonesia (Persero) as the parent holding company, PT Sucofindo (Persero), and PT Surveyor Indonesia (Persero). Each entity performs distinct yet complementary roles in accordance with its core competencies. PT Sucofindo (Persero) serves as a key driver of TICCC services, particularly in the mining sector. PT Surveyor Indonesia (Persero) focuses on supporting government policies under the Domestic Product Utilization Improvement Program (Program Peningkatan Penggunaan Produk Dalam Negeri – P3DN) through the implementation and verification of the Domestic Component Level (Tingkat Komponen Dalam Negeri – TKDN), as part of efforts to strengthen national industrial competitiveness. Meanwhile, PT Biro Klasifikasi Indonesia (Persero), as the parent holding company, plays a strategic role in driving the transformation of survey services toward the strengthening of the green economy, including support for the net zero emission (NZE) agenda and sustainable development.

Melalui IDSurvey, Pemerintah mengharapkan terwujudnya integrasi layanan jasa survei yang lebih efektif, efisien, dan berdaya saing global, sekaligus mampu memberikan nilai tambah yang signifikan bagi perekonomian nasional. Sinergi antar entitas dalam *holding* ini dirancang untuk memperkuat kapasitas nasional di bidang standardisasi, penilaian kesesuaian, serta pengawasan mutu dan keselamatan, yang menjadi fondasi penting bagi pembangunan ekonomi yang inklusif, berkelanjutan, dan berorientasi jangka panjang.

Pada Tahun Buku 2024, pelaksanaan fungsi *holding* jasa survei masih dijalankan melalui PT Biro Klasifikasi Indonesia (Persero). Namun demikian, IDSurvey telah berperan sebagai identitas strategis *holding* yang merepresentasikan arah transformasi, integrasi, dan konsolidasi kinerja keberlanjutan seluruh entitas di dalamnya. Oleh karena itu, Laporan Keberlanjutan ini disusun atas nama IDSurvey dengan cakupan pelaporan yang meliputi PT Biro Klasifikasi Indonesia (Persero), PT Sucofindo (Persero), dan PT Surveyor Indonesia (Persero) sebagai wujud komitmen Perusahaan dalam mengintegrasikan prinsip keberlanjutan ke dalam tata kelola dan operasional *holding* jasa survei nasional.

Through IDSurvey, the Government expects to realize a more integrated, effective, efficient, and globally competitive survey services ecosystem, while delivering significant added value to the national economy. Synergies among the entities within the holding are designed to strengthen national capacity in standardization, conformity assessment, and quality and safety assurance, which serve as critical foundations for inclusive, sustainable, and long-term economic development.

In the 2024 fiscal year, the implementation of the survey services holding function continued to be carried out through PT Biro Klasifikasi Indonesia (Persero). Nevertheless, IDSurvey has served as the strategic identity of the holding, representing the direction of transformation, integration, and consolidation of sustainability performance across all entities within the holding. Accordingly, this Sustainability Report is prepared under the name IDSurvey, with the reporting scope covering PT Biro Klasifikasi Indonesia (Persero), PT Sucofindo (Persero), and PT Surveyor Indonesia (Persero), as a manifestation of the Company's commitment to integrating sustainability principles into the governance and operations of the national survey services holding.



Profil Perusahaan
Company Profile

Nama Perusahaan [GRI 2-1]
Company Name

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)

Nama Lain
Other Name

IDSurvey

Pendirian Perusahaan
Date of Establishment

23 Juni 2025
June 23, 2025

Status Badan Hukum [GRI 2-1]
Legal Entity Status

Perseroan Terbatas
Limited Liability Company

Dasar Hukum Pendirian
Legal Basis of Incorporation

Akta No. 188 tanggal 27 Maret 2025 yang dibuat di hadapan Jose Dima Satria, S.H., M.Kn., Notaris di Jakarta, yang telah mendapatkan pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia sesuai dengan Surat Keputusan tanggal 27 Maret 2025 Nomor AHU-0027103.AH.01.01.TAHUN 2025.
Deed No. 188 dated March 27, 2025 issued by Jose Dima Satria, S.H., M.Kn., Notary in Jakarta, which already obtained ratification from the Minister of Law and Human Rights of the Republic of Indonesia in accordance with the Decree dated March 27, 2025 Number AHU-0027103.AH.01.01.TAHUN 2025.

Modal Dasar
Authorised Capital

Rp 64.350.796.000.000,00 (enam puluh empat triliun tiga ratus lima puluh miliar tujuh ratus sembilan puluh enam juta rupiah), yang terbagi atas 1 (satu) lembar saham seri A Dwiwarna bernilai Rp1.000.000,- (satu juta rupiah) dan 64.350.795 (enam puluh empat juta tiga ratus lima puluh ribu tujuh ratus sembilan puluh lima) lembar saham Seri B, dengan masing-masing saham bernilai Rp1.000.000,00 (satu juta rupiah).
Rp 64,350,796,000,000.00 (sixty-four trillion three hundred fifty billion seven hundred ninety-six million rupiah), divided into 1 (one) share of series A Dwiwarna with a nominal value of Rp1,000,000.00 (one million rupiahs) and 64,350,795 (sixty-four million three hundred fifty thousand seven hundred ninety-five) share of series B, each with a nominal value of Rp1,000,000.00 (one million rupiah).

Bidang Usaha [GRI 2-6] [OJK C.4]
Business Activity

Jasa Klasifikasi dan Registrasi Kapal, Statutoria, Konsultansi & Supervisi di Bidang Pengujian, Inspeksi, Sertifikasi, dan Klasifikasi (TICCC).
Vessel Classification and Registration, Statutory, Consultancy & Supervision Services in the Field of Testing, Inspection, Certification, Consulting, and Classification (TICCC).

Jumlah Karyawan
Number Of Employees

Pegawai tetap 644 orang
Pegawai tidak tetap 156 orang
644 permanent employees
156 non-permanent employees

Kepemilikan
Ownership

100% Saham PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) dimiliki oleh Negara Republik Indonesia.
100% of the shares of PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) are owned by the Republic of Indonesia.

Modal Ditempatkan
Issued Capital

Rp16.087.699.000.000,00,- (enam belas triliun delapan puluh tujuh miliar enam ratus sembilan puluh sembilan juta rupiah)
Rp16,087,699,000,000.00,- (sixteen trillion eighty-seven billion six hundred ninety-nine million rupiah)

Kontak Perusahaan
Contact

Telepon : +62811-1612-1612
Email : info@idsurvey.co.id
Situs Web : www.idsurvey.co.id

Alamat Kantor Pusat [GRI 2-1] [OJK C.2]
Head Office Address

WRT Tower (Waskita Rajawali Tower) Lantai 3, Jalan MT Haryono Kav. 12-13, Jatinegara, Jakarta Timur, DKI Jakarta 13330

Media Sosial
Social Media

idsurvey_bumn **idsurveybumn** **idsurvey_official** **idsurvey4311**

Entitas Anak Perusahaan
Subsidiaries

PT Superintending Company of Indonesia (SUCOFINDO)

Tanggal Berdiri
Date of Establishment
22 Oktober 1956
October 22nd, 1956

Persentase Kepemilikan Saham
Percentage of Shares Ownership
PT BKI **94,9997%**

Jasa inspeksi, pengujian, sertifikasi, pelatihan dan konsultasi dalam sektor pertanian, kehutanan, pertambangan (migas dan non migas), konstruksi, industri pengolahan, kelautan, perikanan, pemerintah, transportasi, sistem informatika, dan energi terbarukan.
Inspection, testing, certification, training and consulting services in the agriculture, forestry, mining (oil and gas and non-oil and gas), construction, processing industry, marine, fisheries, government, transportation, information systems, and renewable

PT Surveyor Indonesia (Persero)

Tanggal Berdiri
Date of Establishment
1 Agustus 1991
August 1st, 1991

Persentase Kepemilikan Saham
Percentage of Shares Ownership
PT BKI **85,1160%**

Jasa survei, inspeksi dan konsultasi
Surveying, inspection and consulting services.



Jejak Langkah
Subsidiaries

1984
Melalui Akta Notaris Imas Fatimah Nomor 180 tanggal 30 November 1984 Perseroan melakukan perubahan Anggaran Dasar terkait tujuan dan lapangan usaha serta modal dasar perseroan. Perubahan ini dicatat dalam Tambahan Berita Negara RI Nomor 1479 Tahun 1985.
Through Notarial Deed of Imas Fatimah No. 180 dated November 30, 1984, the Company amended its Articles of Association regarding the purpose, scope of business, and authorized capital. This amendment was recorded in the Supplement to the State Gazette of the Republic of Indonesia No. 1479 of 1985.

1982
BKI merintis bidang usaha *non-class matter* atau bidang non-klasifikasi yang meliputi jasa konsultansi dan supervisi di bidang maritim dan industri serta bidang teknik lainnya. Unit usaha ini kemudian disebut bidang usaha Jasa Komersil.
BKI pioneered non-class matter business activities, or non-classification services, which included consultancy and supervision in the maritime and industrial sectors as well as other engineering fields. This business unit later became known as the Commercial Services division.

1977 - 1988
Melalui Peraturan Pemerintah Nomor 1 Tahun 1977, PT BKI berubah status dari Perusahaan Negara (PN) menjadi Perusahaan Perseroan (Persero). Perseroan kemudian membuat anggaran dasar di hadapan Notaris Imas Fatimah, S.H., dengan Akta No. 57 tanggal 19 Oktober 1978, yang disahkan dengan Keputusan Menteri Kehakiman No. Y.A.5/345/1978 tanggal 7 November 1978, dan diumumkan dalam Berita Negara No 58 tahun 1979.
Through Government Regulation No. 1 of 1977, PT BKI changed its status from a State Company (PN) to a Limited Liability Company (Persero). The Company subsequently established its Articles of Association before Notary Imas Fatimah, S.H., under Deed No. 57 dated October 19, 1978, which was ratified by the Decree of the Minister of Justice No. Y .A.5/345/1978 dated November 7, 1978, and published in the State Gazette No. 58 of 1979.

1964
BKI Semula berbentuk Perusahaan Negara yang didirikan melalui Peraturan Pemerintah Nomor 28 Tahun 1964 dan mulai menjalankan kegiatan usaha sebagai badan klasifikasi tanggal 1 Januari 1965
BKI was originally a State Company established through Government Regulation No. 28 of 1964 and began its business activities as a classification body on January 1, 1965



1998

Melalui Akta Notaris Neneng Salmiah Nomor 20 tanggal 12 Maret 1998 Perseroan melakukan perubahan Anggaran Dasar terkait jangka waktu berdirinya perseroan, tujuan dan lapangan usaha serta modal dasar perseroan. Perubahan ini dicatat dalam Tambahan Berita Negara RI Nomor 2504 Tahun 1999.

Through Notarial Deed of Neneng Salmiah No. 20 dated March 12, 1998, the Company amended its Articles of Association regarding the duration of the Company's establishment, the purpose and scope of business, as well as the authorized capital. This amendment was recorded in the Supplement to the State Gazette of the Republic of Indonesia No. 2504 of 1999.

2003

Melalui Akta Notaris Neneng Salmiah Nomor 11 tanggal 14 Maret 2003 Perseroan melakukan perubahan Anggaran Dasar terkait tujuan dan lapangan usaha serta penyesuaian dengan prinsip-prinsip *Good Corporate Governance*. Perubahan ini dicatat dalam Tambahan Berita Negara RI Nomor 11847 Tahun 2003.

Through Notarial Deed of Neneng Salmiah No. 11 dated March 14, 2003, the Company amended its Articles of Association regarding its purpose and scope of business, as well as adjustments to the principles of Good Corporate Governance. This amendment was recorded in the Supplement to the State Gazette of the Republic of Indonesia No. 11847 of 2003.

2008

Melalui Akta Notaris Umaran Mansjur Nomor 5 Tanggal 26 November 2008 Perseroan melakukan perubahan Anggaran Dasar terkait tujuan dan lapangan usaha serta modal dasar. Perubahan ini dicatat dalam Tambahan Berita Negara RI Nomor 10918 Tahun 2008

Through Notarial Deed of Umaran Mansjur No. 5 dated November 26, 2008, the Company amended its Articles of Association regarding its purpose, scope of business, and authorized capital. This amendment was recorded in the Supplement to the State Gazette of the Republic of Indonesia No. 10918 of 2008.

2010

BKI bersama Korean Register of Shipping (KR), Nippon Kaiji Kyokai (NK Class), Vietnam Register (VR), Indian Register of Shipping (IRS), dan China Classification Society (CCS) mendirikan asosiasi badan klasifikasi Asia (Asian Classification Society).

BKI, together with the Korean Register of Shipping (KR), Nippon Kaiji Kyokai (NK Class), Vietnam Register (VR), Indian Register of Shipping (IRS), and China Classification Society (CCS), established the Asian Classification Society (ACS).



2015

BKI Terpilih sebagai ACS Chairman.
BKI was elected as ACS Chairman.

2016

Perseroan mengambil langkah strategis yang sangat penting dengan mempersiapkan pendirian BKI Academy. Lembaga pendidikan dan pelatihan ini berfungsi untuk mengembangkan karakter melalui pelatihan dasar dan mengembangkan Sumber Daya Manusia yang diperlukan dalam pengembangan usaha jasa komersil.
The Company took a highly strategic step by preparing for the establishment of BKI Academy. This educational and training institution is designed to develop character through foundational training and to build the human resources needed to support the growth of the Company's commercial services business.

2018

BKI Academy diluncurkan dan mulai beroperasi.
BKI Academy launched and commenced operations.

2020

PT Biro Klasifikasi Indonesia (Persero) menjadi induk *Holding* Jasa Survei dengan entitas anak terdiri dari:

- **PT Superintending Company of Indonesia (Persero)**
- **PT Surveyor Indonesia (Persero)**

PT Biro Klasifikasi Indonesia (Persero) became the parent company of the Survey Services Holding, with its subsidiaries consisting of:

- PT Superintending Company of Indonesia (Persero)
- PT Surveyor Indonesia (Persero)

2022

- **BKI menandatangani Nota Kesepahaman dengan berbagai BUMN (Pertamina, PLN, Perum Perhutani, Semen Indonesia, Pupuk Indonesia, MIND ID, PTPN, dan EMI) untuk pilot project dekarbonisasi, mendukung target *net zero carbon emission* Indonesia pada tahun 2060, serta *Letter of Intent* untuk *Voluntary Carbon Market* (VCM) BUMN.**
- **BKI menjalin kerja sama dengan PT Bureau Veritas Indonesia (BVI) untuk meningkatkan layanan di bidang dekarbonisasi dan emisi karbon.**
- BKI signed a Memorandum of Understanding with several state-owned enterprises (Pertamina, PLN, Perum Perhutani, Semen Indonesia, Pupuk Indonesia, MIND ID, PTPN, and EMI) for a pilot decarbonization project, supporting Indonesia's target of net zero carbon emissions by 2060, as well as a Letter of Intent for the State-Owned Enterprises Voluntary Carbon Market (VCM).
- BKI established a collaboration with PT Bureau Veritas Indonesia (BVI) to enhance services in the field of decarbonization and carbon emissions.

2023

Sebagai perusahaan induk, IDSurvey terus memperluas layanan laboratorium dan pengujiannya agar sesuai dengan standar internasional. Saat ini, IDSurvey mengoperasikan 95 laboratorium yang tersebar di seluruh Indonesia, serta mengembangkan kapabilitas di berbagai sektor, mulai dari teknik, mineral, kimia, kendaraan listrik, energi terbarukan, hingga pengujian emisi.
The holding expanded its laboratory and testing services to meet international standards, operating 95 lab points island-wide and developing capabilities in sectors like engineering, minerals, chemicals, EV , renewables, and emissions.

2023

- **IDSurvey membentuk IDSurvey Institute untuk mengelola sentralisasi pelatihan dan pengembangan kompetensi pegawai IDSurvey.**
- **IDSurvey meluncurkan *Purpose* grup IDSurvey yaitu "*We exist for the Safety of Your Family and Mine*" yang kemudian digaungkan dalam semangat "*One Family, One Purpose!*".**
- IDSurvey has established the IDSurvey Institute to manage the centralization of training and the development of IDSurvey employees' competencies.
- IDSurvey has launched the Purpose of the IDSurvey group, which is "We Exist for the Safety of Your Family and Mine," and this is further promoted with the spirit of "One Family, One Purpose!"



Skala Perusahaan
Company Scale
[OJK C.3]

Sebagai *holding* BUMN di bidang jasa survei, IDSurvey mengelola skala usaha yang mencerminkan kapasitas dan jangkauan operasional Perusahaan dalam mendukung berbagai sektor strategis nasional. Skala ini merepresentasikan kekuatan fundamental Perusahaan dalam menjalankan fungsi tata kelola, penyediaan layanan, serta pengelolaan sumber daya secara terintegrasi dan berkelanjutan. Informasi mengenai skala Perusahaan dalam laporan ini disajikan untuk memberikan gambaran menyeluruh mengenai kapasitas operasional IDSurvey, termasuk aspek keuangan, sumber daya manusia, struktur kepemilikan, dan wilayah operasional dalam cakupan pelaporan Perusahaan.

As a state-owned holding company in the survey services sector, IDSurvey manages a business scale that reflects the Company's capacity and operational reach in supporting various national strategic sectors. This scale represents the Company's fundamental strength in governance, service delivery, and integrated and sustainable resource management. The information presented in this section aims to provide a comprehensive overview of IDSurvey's operational capacity within the reporting scope, including key aspects related to financial conditions, human resources, ownership structure, and the Company's operational coverage.

Aspek Aspect	**Satuan** Unit	**2024**	**2023**	**2022**
Jumlah Karyawan Total Employee	Orang People	870	833	792
Pendapatan Usaha Operating Revenue	Juta Rupiah Million IDR	7.136.670	5.913.103	5.545.831
Total Aset Total Assets	Juta Rupiah Million IDR	9.909.047	8.701.167	7.946.317
Total Ekuitas Total Equity	Juta Rupiah Million IDR	7.514.932	6.735.276	6.120.230
Total Liabilitas Total Liability	Juta Rupiah Million IDR	2.394.115	1.965.891	1.826.087

Komposisi Kepemilikan Saham
Share Ownership Composition
[OJK C.3]

Perusahaan memiliki Modal Dasar sebesar Rp 64.350.796.000.000,00,- yang terbagi atas 1 (satu) lembar saham seri A Dwiwarna bernilai Rp1.000.000,- (satu juta rupiah) dan 64.350.795 (enam puluh empat juta tiga ratus lima puluh ribu tujuh ratus sembilan puluh lima) lembar saham Seri B, dengan masing-masing saham bernilai Rp1.000.000,00 (satu juta rupiah). Seluruh saham 100% milik pemerintah.

The Company has an Authorised Capital of Rp 64,350,796,000,000.00,- which is divided into 1 (one) share of series A Dwiwarna with a nominal value of Rp1,000,000.00 (one million rupiahs) and 64,350,795 (sixty-four million three hundred fifty thousand seven hundred ninety-five) share of series B, each with a nominal value of Rp1,000,000.00 (one million rupiah). All shares are 100% owned by the government.

Visi, Misi, Nilai-Nilai

Vision, Mission and Values

[OJK C.1]

Visi
Vision

Menjadi perusahaan jasa penjamin terintegrasi kelas dunia dan berperan memperkuat bangsa melalui peningkatan kepercayaan.

Becoming a world-class integrated guarantee service company and Contributing to National Strength through Increased Trust.

Misi
Mission

1. Menyediakan jasa yang komprehensif dan terpercaya dengan memperkuat kapasitas dan kapabilitas terkait sumber daya manusia, teknologi, dan inovasi melalui sinergi dan integrasi bisnis.
   Providing Comprehensive and Reliable Services by Building Capacity and Capability in Human Resources, Technology, and Innovation Through Synergy and Business integration
2. Memberikan nilai tambah kepada pemangku kepentingan melalui standarisasi mutu, peningkatan efisiensi, keselamatan, dan keamanan.
   Adding value to stakeholders through quality standardization, increased efficiency, safety, and security
3. Membangun jaringan dan memperkuat reputasi di Asia Pasifik.
   Networking and Reputation Building in Asia-Pacific

Nilai-Nilai

Values

Sebagaimana ditegaskan dalam Surat Edaran Menteri Badan Usaha Milik Negara Nomor SE-7/MBU/07/2020 tanggal 1 Juli 2020, IDSurvey mengadopsi dan menerapkan nilai-nilai utama AKHLAK sebagai pedoman perilaku dan budaya kerja Perusahaan. Nilai-nilai ini menjadi landasan dalam menjalankan seluruh kegiatan usaha, pengambilan keputusan, serta interaksi dengan para pemangku kepentingan. Dengan penerapan nilai AKHLAK secara konsisten dan menyeluruh, Perusahaan meyakini dapat memperkuat integritas, meningkatkan kinerja dan daya saing, serta memperbesar kontribusi nyata bagi perekonomian nasional dalam rangka mewujudkan layanan jasa survei yang berkelas internasional.

As emphasized in the Circular Letter of the Minister of State-Owned Enterprises Number SE-7/MBU/07/2020 dated 1 July 2020, IDSurvey has adopted and implemented the core values of AKHLAK as the foundation of the Company's conduct and work culture. These values serve as guiding principles in carrying out business activities, decision-making processes, and interactions with stakeholders. Through the consistent and comprehensive application of the AKHLAK values, the Company believes it can strengthen integrity, enhance performance and competitiveness, and deliver greater contributions to the national economy, while advancing its aspiration to become a survey services provider of international standing.



AMANAH
Memegang teguh kepercayaan yang diberikan
- Memenuhi janji dan komitmen
- Bertanggung jawab atas tugas, keputusan dan tindakan yang dilakukan
- Berpegang teguh pada nilai moral dan etika

TRUST
Upholding the trust given
- Fulfilling promises and commitments
- Being accountable for tasks, decisions, and actions taken
- Upholding strong moral and ethical values

KOMPETEN
Terus belajar dan mengembangkan kapabilitas
- Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah
- Membantu orang lain belajar
- Menyelesaikan tugas dengan kualitas terbaik

COMPETENT
Continue to learn and develop capabilities
- Continuously enhancing personal competence to respond to ever-changing challenges
- Helping others to learn and develop
- Completing tasks with the highest quality

HARMONIS
Saling peduli dan menghargai perbedaan
- Menghargai setiap orang apapun latar belakangnya
- Suka menolong orang lain
- Membangun lingkungan kerja yang kondusif

HARMONIOUS
Caring for each other and respecting differences
- Respecting everyone regardless of background
- Willingness to help others
- Building a conducive and positive work environment

LOYAL
Berdedikasi mengutamakan kepentingan bangsa dan negara
- Menjaga nama baik sesama karyawan, pimpinan, BUMN dan Negara·
- Rela berkorban untuk mencapai tujuan yang lebih besar
- Patuh kepada pimpinan selama tidak bertentangan dengan hukum dan etika

LOYAL
Dedicated to prioritizing the interests of the nation and state
- Safeguarding the good reputation of fellow employees, leaders, State-Owned Enterprises (SOEs), and the nation
- Willing to make sacrifices to achieve greater goals
- Complying with leadership as long as it does not conflict with the law and ethics

ADAPTIF
Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan
- Cepat menyesuaikan diri untuk menjadi lebih baik
- Terus menerus melakukan perbaikan mengikuti perkembangan teknologi
- Bertindak proaktif

ADAPTIVE
Continue to innovate and be enthusiastic in driving or facing change
- Adapting quickly to become better
- Continuously improving in line with technological advancements
- Acting proactively

KOLABORATIF
Membangun kerja sama yang sinergis
- Memberi kesempatan kepada berbagai pihak untuk berkontribusi
- Terbuka dalam bekerjasama untuk menghasilkan nilai tambah
- Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama

COLLABORATIVE
Build synergistic co-operation
- Providing opportunities for various parties to contribute
- Being open to collaboration to create added value
- Mobilizing the use of diverse resources for shared objectives

Tujuan Perusahaan

Company Purpose

Lebih dari sekadar menghasilkan keuntungan, tujuan perusahaan adalah alasan mendasar keberadaan perusahaan. Tujuan perusahaan mengartikulasikan dampak sosial dan lingkungan yang lebih luas yang ingin dicapai perusahaan melalui operasinya.

Beyond generating profits, a company's purpose represents the fundamental reason for its existence. It articulates the broader social and environmental impact that the Company seeks to achieve through its operations.

IDSurvey menetapkan pernyataan tujuan perusahaannya sebagai berikut:

IDSurvey has established the following Company Purpose statement:



Pernyataan ini menegaskan bahwa IDSurvey hadir untuk memastikan keselamatan dan keamanan setiap keluarga di dunia secara berkelanjutan melalui layanan yang berkualitas, proses/sistem yang terstandarisasi dan sesuai dengan regulasi, yang dijalankan oleh SDM yang terpercaya, bertanggung jawab dan dapat diandalkan. Kesadaran akan tujuan bersama ini merupakan landasan untuk:

This statement affirms IDSurvey's commitment to ensuring the safety and security of families worldwide in a sustainable manner through the delivery of high-quality services, the implementation of standardized processes and systems in compliance with applicable regulations, and the support of trustworthy, responsible, and reliable human resources. A shared awareness of this purpose serves as the foundation to:

1. Meningkatkan rasa kebersamaan insan IDSurvey (*One Family One Purpose*),
2. Meningkatkan kapabilitas organisasi, kompetensi personil, efisiensi operasi dan optimalisasi aset,
3. Mendorong pengembangan dan ekspansi bisnis, dan
4. Mencapai sasaran-sasaran sustainabilitas perusahaan.

1. Strengthen the sense of togetherness among IDSurvey people (One Family, One Purpose),
2. Enhance organizational capability, personnel competency, operational efficiency, and asset optimization,
3. Encourage business development and expansion, and
4. Achieve the Company's sustainability targets.

Bidang Usaha
Business Lines

[GRI 2-6] [OJK C.4]

Sebagai *holding* di bidang jasa survei, IDSurvey mengelola portofolio lini bisnis yang dirancang untuk menjawab kebutuhan layanan *Testing, Inspection, Certification, Consulting, Classification*, dan *verification* di berbagai sektor strategis. Lini bisnis ini mencerminkan sinergi kapabilitas dan keahlian Perusahaan dalam menghadirkan solusi yang andal, bernilai tambah, dan berkelanjutan.

As a holding company in the survey services sector, IDSurvey manages a portfolio of business lines designed to address the demand for Testing, Inspection, Certification, Consulting, Classification, and verification services across various strategic sectors. These business lines reflect the Company's integrated capabilities and expertise in delivering reliable, value-added, and sustainable solutions.



I. Ruang Lingkup Jasa Klasifikasi

Dalam menjalankan kegiatan bidang Jasa Klasifikasi, Perseroan mengemban amanat Undang-Undang Nomor 17 Tahun 2008 tentang Pelayaran Pasal 129, serta Peraturan Menteri Perhubungan RI Nomor 61 Tahun 2014 tentang Kewajiban Klasifikasi bagi Kapal berbendera Indonesia pada Badan Klasifikasi. Yang meliputi jasa:

1. Penerimaan Klas dan Mempertahankan Klas
   a. Pemeriksaan konstruksi, pengawasan dan pengujian serta penerbitan sertifikat kelas dan registrasi kapal;
   b. Pemeriksaan dan pengujian alat-alat apung dan fasilitas konstruksi lepas pantai;
   c. Keagenan dan/atau perwakilan badan klasifikasi atau konsultan asing.
2. Kompetensi bisnis Jasa Klasifikasi
   a. Admission to Class for New Building
   b. Admission to Class for Existing Ship
   c. Material/Component Certification
   d. Statutory Certification
   e. Industrial Approval
   f. Company Social Responsibilities
   g. Welder Certification

I. Scope of Classification Services

In carrying out activities in the field of Classification Services, the Company implements the mandate of Law No. 17 of 2008 concerning Shipping, Article 129, as well as Minister of Transportation Regulation PRI No. 61 of 2014 on the Obligation of Classification for Indonesian-flagged Ships by Classification Societies. The services include:

1. Admission to Class and Maintaining Class
   a. Inspection of construction, supervision and testing, as well as issuance of class certificates and ship registration;
   b. Inspection and testing of floating equipment and offshore construction facilities;
   c. Agency and/or representation of classification societies or foreign consultants.
2. Classification Business Competencies
   a. Admission to Class for New Building
   b. Admission to Class for Existing Ship
   c. Material/Component Certification
   d. Statutory Certification
   e. Industrial Approval
   f. Company Social Responsibilities
   g. Welder Certification

II. Ruang Lingkup Jasa Statutoria

Dalam menjalankan kegiatan bidang Jasa Klasifikasi, Perseroan mengemban amanat Undang-Undang Nomor 17 Tahun 2008 tentang Pelayaran Pasal 129, serta Peraturan Menteri Perhubungan RI Nomor 61 Tahun 2014 tentang Kewajiban Klasifikasi bagi Kapal berbendera Indonesia pada Badan Klasifikasi. Yang meliputi jasa:

1. Melaksanakan pemeriksaan dan sertifikasi di bidang statutoria berdasarkan otorisasi dari Pemerintah Republik Indonesia maupun dari pemerintah negara lain.
2. Melakukan survei dan sertifikasi atas nama Pemerintah Mongolia, Timor Leste, serta Panama-Belize, Palau, Honduras, dan lain-lain (bekerja sama dengan IBS).
3. Melakukan *drawing/plan approval* yang meliputi antara lain SOPEP/SMPEP, *damage control plan*, *sewage treatment plan*, *garbage management plan*, *cargo securing manual*, *fire control and safety plan*, P&A manual untuk *chemical tanker*, *operation manual*, *stability calculation/booklet*, dan lain sebagainya yang menjadi pendukung penerbitan sertifikasi sesuai otorisasi yang diberikan.
4. Melakukan survei dan sertifikasi antara lain Marpol Annex I–VI, *Anti Fouling System* (AFS), *Cargo Ship Safety Equipment Certification*, *Cargo Ship Safety Construction Certification*, *Load line Certificate* (ILLC, PM 39 & Kapal Penyeberangan), Sertifikat Keselamatan Kapal Penumpang Angkutan Penyeberangan (SKKP), Sertifikat Nasional Pencegahan Pencemaran (SNPP), Sertifikat Nasional Anti Teritip, Pernyataan Pemenuhan untuk Kapal Angkutan Penyeberangan Pengangkut Barang Berbahaya, Sertifikat Nasional Manajemen *Air Ballast*, *Stability Instrument*, dan *Condition Assessment Scheme* (CAS).
5. Melakukan audit keselamatan kapal di bawah ketentuan ISM Code (International Safety Management).
6. Melakukan audit keamanan kapal dan verifikasi keamanan pelabuhan di bawah ketentuan ISPS Code (ISSC).

III. Ruang Lingkup Jasa Sertifikasi Material dan Komponen

1. Persetujuan dan sertifikasi pabrik dan industri (Persetujuan Proses Pembuatan, Persetujuan Tipe, dan Persetujuan Desain).
2. Persetujuan dan sertifikasi perusahaan penyedia jasa.
3. Persetujuan dan sertifikasi galangan dan bengkel las.
4. Persetujuan kualifikasi dan sertifikasi prosedur las (WPS).
5. Kualifikasi dan sertifikasi juru las (welder).
6. Sertifikasi produk.

II. Scope of Statutory Services

In carrying out activities in the field of Classification Services, the Company implements the mandate of Law No. 17 of 2008 concerning Shipping, Article 129, as well as Minister of Transportation Regulation PRI No. 61 of 2014 on the Obligation of Classification for Indonesian-flagged Ships by Classification Societies. The services include:

1. Conducting surveys and certifications in the statutory field based on authorization from the Government of the Republic of Indonesia as well as other foreign governments.
2. Conducting surveys and certifications on behalf of the Governments of Mongolia, Timor Leste, Panama-Belize, Palau, Honduras, and others (in cooperation with IBS).
3. Performing drawing/plan approval, including but not limited to SOPEP/SMPEP, damage control plan, sewage treatment plan, garbage management plan, cargo securing manual, fire control and safety plan, P&A manual for chemical tankers, operation manual, stability calculation/booklet, and other supporting documents required for certification according to the given authorization.
4. Conducting surveys and certifications, including Marpol Annex I–VI, Anti Fouling System (AFS), Cargo Ship Safety Equipment Certification, Cargo Ship Safety Construction Certification, Load Line Certificate (ILLC, PM 39 & Passenger Ferries), Passenger Ferry Safety Certificate (SKKP), National Pollution Prevention Certificate (SNPP), National Anti-Fouling Certificate, Compliance Statement for Ferries Carrying Dangerous Goods, National Ballast Water Management Certificate, Stability Instrument, and Condition Assessment Scheme (CAS).
5. Conducting ship safety audits under the provisions of the ISM Code (International Safety Management) (DOC & SMC).
6. Conducting ship security audits and port security verification under the provisions of the ISPS Code (ISSC).

III. Scope of Material and Component Certification Services

1. Approval and certification of factories and industries (Process Approval, Type Approval, and Design Approval).
2. Approval and certification of service providers.
3. Approval and certification of shipyards and welding workshops.
4. Approval of welding procedure qualification and certification (WPS).
5. Qualification and certification of welders (welder).
6. Product certification.

IV. Ruang Lingkup Jasa Non-Klasifikasi

Perseroan memiliki kompetensi profesional untuk melaksanakan 15 jenis layanan jasa pemastian independen. Layanan tersebut terbagi ke dalam tiga sektor, yakni Kelautan, Industri, dan Energi.

IV. Scope of Non-Classification Services

The Company has professional competencies to carry out 15 types of independent assurance services. These services are divided into three sectors: Maritime, Industry, and Energy.



I. Inspeksi dan Audit

PT Sucofindo (Persero) menyediakan jasa pemeriksaan kuantitas dan kualitas produk atau komoditas pertanian, kehutanan dan perikanan, makanan, industri, pertambangan, minyak dan gas, serta produk konsumen. Secara umum, layanan ini ditujukan untuk melindungi kepentingan para pihak terkait serta memastikan kepatuhan terhadap standar teknis produk atau komoditas perdagangan. Selain itu, PT Sucofindo (Persero) juga menyediakan layanan audit untuk memastikan kapasitas dan kemampuan calon pemasok.

I. Inspection and Audit

PT Sucofindo (Persero) provides inspection services for the quantity and quality of products or commodities in the agricultural, forestry, and fisheries sectors, as well as food, industrial products, mining, oil and gas, and consumer products. In general, these services are aimed at protecting the interests of relevant stakeholders and ensuring compliance with technical standards for traded products or commodities. In addition, PT Sucofindo (Persero) also offers audit services to assess the capacity and capability of prospective suppliers.

II. Pengujian dan Kalibrasi

PT Sucofindo (Persero) memiliki fasilitas pengujian dan kalibrasi yang lengkap untuk memperoleh data yang akurat terkait aspek kualitas dan keamanan produk. Laboratorium PT Sucofindo (Persero) memiliki kapasitas untuk melakukan pengujian kimia, fisik, mekanik, mikrobiologi, listrik, dan elektronika, serta kegiatan kalibrasi alat produksi, alat uji, dan alat ukur. Saat ini, PT Sucofindo (Persero) juga tengah mengembangkan layanan pengujian berbasis teknologi nano.

II. Testing and Calibration

PT Sucofindo (Persero) operates comprehensive testing and calibration facilities to obtain accurate data related to product quality and safety. The Company's laboratories are capable of conducting chemical, physical, mechanical, microbiological, electrical, and electronic testing, as well as calibration of production equipment, testing instruments, and measuring devices. Currently, PT Sucofindo (Persero) is also developing testing services utilizing nanotechnology.

III. Sertifikasi

PT Sucofindo (Persero) menyediakan layanan sertifikasi yang mencakup sertifikasi sistem manajemen dan sertifikasi produk. Skema sertifikasi yang tersedia antara lain ISO 9000, ISO 14000, OHSAS 18000, SA 8000, RSPO, HACCP, Pengelolaan Hutan Berkelanjutan, *Chain of Custody*, dan *Legal Source*. Sertifikasi produk meliputi, antara lain, produk listrik dan elektronika, pupuk dan produk kimia, makanan dan minuman, baja, serta komoditas pertanian.

III. Certification

PT Sucofindo (Persero) provides certification services covering management system certification and product certification. Available certification schemes include ISO 9000, ISO 14000, OHSAS 18000, SA 8000, RSPO, HACCP, Sustainable Forest Management, Chain of Custody, and Legal Source. Product certification services include, among others, electrical and electronic products, fertilizers and chemical products, food and beverages, steel, and agricultural commodities.

IV. Konsultansi

PT Sucofindo (Persero) menyediakan layanan konsultansi di bidang sistem manajemen, analisis dampak lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur, dan penggunaan lahan. Interaksi PT Sucofindo (Persero) yang luas dengan pelaku berbagai lini bisnis memungkinkan Perusahaan untuk berbagi pengalaman dan pengetahuan dengan dukungan para pakar yang dimiliki.

V. Pelatihan

Layanan pelatihan PT Sucofindo (Persero) berkontribusi dalam peningkatan pengetahuan dan kemampuan di berbagai aspek bisnis, seperti sistem manajemen, termasuk kualitas, kesehatan dan keselamatan kerja, HACCP, serta manajemen keamanan. Selain itu, PT Sucofindo (Persero) juga menyediakan pelatihan tanggap darurat dan pengoperasian alat berat. Seluruh program pelatihan dirancang sesuai dengan kebutuhan pelanggan.

IV. Consulting

PT Sucofindo (Persero) offers consulting services in the areas of management systems, environmental impact analysis, information systems, local content assessment, regional development, infrastructure, and land use. The Company's extensive engagement with stakeholders across various business sectors enables PT Sucofindo (Persero) to share experience and expertise, supported by its team of specialists.

V. Training

PT Sucofindo (Persero)'s training services contribute to the enhancement of knowledge and capabilities across various business aspects, including management systems, quality, occupational health and safety, HACCP, and security management. In addition, PT Sucofindo (Persero) provides emergency response training and heavy equipment operation training. All training programs are designed to meet the specific needs of customers.

Bidang Usaha PT Surveyor Indonesia (Persero)
Line of Business PT Surveyor Indonesia (Persero)

PT Surveyor Indonesia (Persero) memiliki bidang usaha sebagai berikut:
PT Surveyor Indonesia (Persero) conducts its business activities in the following areas:

- Jasa Survei dan Pemetaan
  Survey and Mapping Services
- Jasa Inspeksi & Pra-Pengapalan
  Inspection & Pre-Shipment Services
- Jasa Inspeksi, Sertifikasi, dan Verifikasi Independen
  Inspection, Certification, and Independent Verification Services
- Jasa Konsultasi Keberlanjutan, Perizinan Lingkungan, dan Pengujian Laboratorium
  Sustainability Consulting, Environmental Permitting, and Laboratory Testing Services
- Jasa Manajemen Mutu, Lingkungan, K3, dan Risiko
  Quality, Environmental, OHS, and Risk Management Services
- Jasa Konsultansi Pertambangan, Migas, dan Energi
  Mining, Oil and Gas, and Energy Consulting Services
- Jasa Konsultansi Rekayasa dan Infrastruktur
  Engineering and Infrastructure Consulting Services
- Jasa Konsultansi Investasi, Perdagangan, dan Manajemen
  Investment, Trade, and Management Consulting Services
- Jasa Pelatihan, Sertifikasi, dan Penyediaan SDM
  Training, Certification, and Human Resources Services
- Optimalisasi Aset dan Jasa Pendukung
  Asset Optimization and Supporting Services

I. Jasa Survei dan Pemetaan

Kegiatan survei yang mencakup perencanaan, pengawasan, validasi, verifikasi, audit, serta konsultansi atau pengkajian untuk penentuan nilai dan/atau harga secara independen. Layanan ini meliputi *Marine Survey*, Survei Geologi dan Geoteknik, serta Survei dan Pemetaan Laut, Darat, dan Udara.

II. Jasa Inspeksi dan Pra-Pengapalan

Penyediaan jasa inspeksi, termasuk pemeriksaan pra-pengapalan dan Verifikasi Impor yang mencakup penelusuran teknis mengenai negara asal barang, spesifikasi, jumlah dan jenis barang, serta waktu pengapalan, yang dituangkan dalam Laporan Surveyor untuk mendukung proses *customs clearance*.

III. Jasa Inspeksi, Sertifikasi, dan Verifikasi Independen

Pelaksanaan kegiatan inspeksi dan sertifikasi yang meliputi pemeriksaan, pengujian, penjaminan dan pengendalian mutu, validasi, verifikasi, audit, serta fumigasi. Layanan ini mencakup antara lain *Quantity and Quality Survey* komoditas mineral dan batubara, studi kelayakan tambang, *Non-Destructive Testing* (NDT), riksa uji K3, *Independent Verification Services*, serta Sertifikat Laik Operasi di sektor ketenagalistrikan.

IV. Jasa Konsultasi Keberlanjutan, Perizinan Lingkungan, dan Pengujian Laboratorium

Penyediaan jasa konsultasi keberlanjutan dan pengelolaan lingkungan yang mencakup pendampingan ESG, pengelolaan dan pengurangan emisi karbon, perizinan dan persetujuan lingkungan, serta layanan pemantauan, pelaporan, dan pengujian kualitas lingkungan hidup melalui pengujian laboratorium yang terintegrasi.

V. Jasa Manajemen Mutu, Lingkungan, K3, dan Risiko

Penyediaan layanan di bidang manajemen mutu dan lingkungan, Keselamatan dan Kesehatan Kerja (K3), serta manajemen risiko dalam bentuk pelatihan, konsultansi, dan audit.

VI. Jasa Konsultansi Pertambangan, Migas, dan Energi

Penyediaan jasa konsultansi di sektor pertambangan umum, minyak dan gas, dan energi, meliputi perencanaan, pemetaan, dan pengawasan tambang, *Environmental Baseline Analysis Study*, pengelolaan limbah pemboran dan produksi migas, serta layanan pendukung sektor energi.

VII. Jasa Konsultansi Rekayasa dan Infrastruktur

Penyediaan jasa konsultansi teknik rekayasa bangunan sipil, hidrolik, lalu lintas, listrik, dan elektronik, termasuk penyusunan masterplan infrastruktur, inspeksi konstruksi, *engineering assessment*, supervisi konstruksi, dan *project management supervision*.

I. Survey and Mapping Services

Survey activities covering planning, supervision, validation, verification, auditing, and consultancy or assessment for the independent determination of value and/or pricing. These services include Marine Surveys, Geological and Geotechnical Surveys, as well as Sea, Land, and Aerial Mapping Surveys.

II. Inspection and Pre-Shipment Services

Provision of inspection services, including pre-shipment inspection and Import Verification, which involve technical verification of country of origin, product specifications, quantity and type of goods, and shipment timing, as documented in a Surveyor's Report to support the customs clearance process.

III. Inspection, Certification, and Independent Verification Services

Implementation of inspection and certification activities covering inspection, testing, quality assurance and control, validation, verification, auditing, and fumigation. These services include, among others, Quantity and Quality Surveys for mineral and coal commodities, mine feasibility studies, Non-Destructive Testing (NDT), occupational health and safety (OHS/K3) inspections, Independent Verification Services, and Certificates of Operation Worthiness in the power sector.

IV. Sustainability Consulting, Environmental Permitting, and Laboratory Testing Services

Provision of sustainability and environmental management consulting services, including ESG advisory, carbon management and emissions reduction, environmental permitting and approvals, as well as integrated environmental monitoring, reporting, and laboratory testing services.

V. Quality, Environmental, OHS, and Risk Management Services

Provision of services in the areas of quality and environmental management, Occupational Health and Safety (OHS/K3), and risk management in the form of training, consultancy, and audits.

VI. Mining, Oil and Gas, and Energy Consulting Services

Provision of consulting services in the mining, oil and gas, and energy sectors, including mine planning, mapping, and supervision, Environmental Baseline Analysis Studies, management of drilling and oil and gas production waste, and other energy-related support services.

VII. Engineering and Infrastructure Consulting Services

Provision of consulting services in civil, hydraulic, traffic, electrical, and electronic engineering, including infrastructure master plan development, construction inspection, engineering assessments, construction supervision, and project management supervision

VIII. Jasa Konsultansi Investasi, Perdagangan, dan Manajemen

Penyediaan jasa konsultansi investasi dan perdagangan, termasuk studi kelayakan *Highest and Best Use*, serta jasa konsultansi manajemen seperti pengembangan sistem manajemen ISO 9001 dan SMK3.

IX. Jasa Pelatihan, Sertifikasi, dan Penyediaan SDM

Pelaksanaan program pelatihan, uji kompetensi, sertifikasi, serta penyediaan sumber daya manusia (*manpower supply*) yang mendukung kegiatan inspeksi dan bidang usaha Perusahaan.

X. Optimalisasi Aset dan Jasa Pendukung

Optimalisasi pemanfaatan aset Perusahaan melalui penyewaan properti dan peralatan, termasuk penyewaan ruang kantor, *record management*, serta jasa profesional dan teknis khusus seperti *Risk Based Inspection*, *Remaining Life Assessment*, *Pipeline Integrity Management System*, dan verifikasi smelter.

VIII. Investment, Trade, and Management Consulting Services

Provision of investment and trade consulting services, including feasibility studies and Highest and Best Use assessments, as well as management consulting services such as the development of ISO 9001 and OHS Management Systems (SMK3).

IX. Training, Certification, and Human Resources Services

Implementation of training programs, competency testing, certification services, and the provision of human resources (manpower supply) to support inspection activities and other business operations.

X. Asset Optimization and Supporting Services

Optimization of the utilization of the Company's assets through property and equipment rentals, including office space leasing, record management services, as well as specialized professional and technical services such as Risk Based Inspection (RBI), Remaining Life Assessment (RLA), Pipeline Integrity Management System (PIMS), and smelter verification.



Wilayah Operasional
Operational Areas

[GRI 2-1, 2-3] [OJK C.3]

IDSurvey memiliki jangkauan wilayah operasional yang tersebar di berbagai wilayah strategis di Indonesia untuk memastikan ketersediaan layanan jasa survei yang andal dan responsif. Jaringan kantor dan fasilitas pendukung Perusahaan memungkinkan pelaksanaan layanan yang efektif, dekat dengan lokasi pelanggan, serta mendukung pemerataan layanan secara nasional.

IDSurvey has an extensive operational footprint across various strategic regions in Indonesia to ensure the availability of reliable and responsive survey services. The Company's network of offices and supporting facilities enables effective service delivery in close proximity to customer locations while supporting nationwide service coverage.



Kantor Cabang
Branch Office
129

Laboratorium
Laboratory
95


Tarakan
Bitung
Sorong

Jaringan Kantor PT Biro Klasifikasi Indonesia (Persero)

Office Network of PT Biro Klasifikasi Indonesia (Persero)

Jaringan Pelayanan Services Network	**Klasifikasi dan Statutoria** Classification and Statutory	**Komersil** Commercial
Belawan	Jl. Williem Iskandar No. 231 Sidorejo Hilir Medan Tembung Medan-20222 Telepon : (62-61) 6941025, 6941276 e-mail : bn@bki.co.id	Jl. Williem Iskandar No. 231 Sidorejo Hilir Medan Tembung Medan-20222 Telepon : (62-61) 6941157, 6940370 e-mail : bnc@bki.co.id
Batam	Graha BKI- Jl. Yos Sudarso Kav. 5 Batam-29458 Telepon : (62-778) 433388, 429023, 429024, 451228 (Hunting) e-mail : bm@bki.co.id	Graha BKI, Jl. Yos Sudarso Kav. 5 Batam-29421 Telepon : (62-778) 428284, 428438, 428250, 432324 Fax : (62-778) 429021 e-mail : bmc@bki.co.id
Pekanbaru	Jl. Arin Achmad No. 40, Kel. Tangkerang Tengah Kec. Marpoyan Damai, Pekanbaru-28282 Telepon : (62-761) 8417295, 8417296 Fax : (62-761) 8417294 e-mail : pr@bki.co.id	Jl. Arin Achmad No. 40, Kel. Tangkerang Tengah Kec. Marpoyan Damai, Pekanbaru-28282 Telepon : (62-761) 8417291, 8417292, 7662170 Fax : (62-778) 8417293, 7662180 e-mail : prc@bki.co.id
Jambi	Jl. Raden Bahrun No. E11 RT. 11/RW. 04 Kel. Sungai Putri, Kec. Telanaipura, Jambi Telepon : (62-741) 671107 Fax : (62-741) 671108 e-mail : jb@bki.co.id	Jl. Raden Bahrun No. E11 RT. 1/RW. 04 Kel. Sungai Putri, Kec. Telanaipura, Jambi Telepon : (62-741) 671107 Fax : (62-741) 671108 e-mail : jb@bki.co.id
Palembang	Jl. Perintis Kemerdekaan No. 226, Kec. Ilir Timur II Palembang-30115 Telepon : (62-711) 713172, 713680 Fax : (62-711) 713151 e-mail : pb@bki.co.id	Jl. Perintis Kemerdekaan No. 226, Kec. Ilir Timur II Palembang-30115 Telepon : (62-711) 717151 e-mail : pbc@bki.co.id
Banten (Cilegon)	JL. Gerem Raya KM. 5 No. 1A Kel. Gerem Kec. Grogol, Cilegon-Banten 42438 Telepon : (62-254) 572673 Fax : (62-254) 572674 e-mail : cg@bki.co.id	Jl. Raya Bojonegara KM.2 Kel. Kedaleman Kec. Cibeber, Cilegon-Banten 42422 Telepon : (62–254) 7850151 e-mail : cgc@bki.co.id
Tanjung Priok	Jl. Yos Sudarso 38-40 Tanjung Priok Jakarta Utara-14320 Telepon : (62-21) 43930990, 4301017, 4301703 Fax : (62-21) 4301702 e-mail : tp@bki.co.id	
Cirebon	Jl. Tuparev KM. 3, Cirebon-45153 Telepon : (62-231) 201816 e-mail : cn@bki.co.id	Jl. Tuparev KM. 3, Cirebon-45153 Telepon : (62-231) 201816 e-mail : cnc@bki.co.id
Semarang	Jl. Pamularsih No. 12, Semarang-50148 Telepon : (62-24) 7610399 Fax : (62-24) 7610422 e-mail : sm@bki.co.id	Jl. Pamularsih No. 12, Semarang-50148 Telepon : (62-24) 7610744 Fax : (62-24) 76670354 e-mail : smc@bki.co.id

Jaringan Pelayanan Services Network	Klasifikasi dan Statutoria Classification and Statutory	Komersil Commercial
Surabaya	Jl. Kalianget No. 14, Tanjung Perak Surabaya-60165 Telepon : (62-31) 3295448, 3295449, 3295450 Fax : (62-31) 3294520 e-mail : sb@bki.co.id	Jl. Kalianget No. 14, Tanjung Perak Surabaya-60165 Telepon : (62-31) 3295448, 3295449, 3295450 Fax : (62-31) 320545 e-mail : sbc@bki.co.id
Pontianak	Jl. Gusti Hamzah No. 211, Pontianak-78116 Telepon : (62-561) 739579 Fax : (62-561) 743107 e-mail : pk@bki.co.id	Jl. Gusti Hamzah No. 211, Pontianak-78116 Telepon : (62-561) 739579 Fax : (62-561) 74310 e-mail : pkc@bki.co.id
Banjarmasin	Jl. Skip Lama No. 19, Banjarmasin-70117 Telepon : (62-511) 3358311, 3350983 Fax : (62-511) 3350175 e-mail : bj@bki.co.id	Jl. Skip Lama No. 19, Banjarmasin 70117 Telepon : (62-511) 3367361 Fax : (62-511) 3350175 e-mail : bjc@bki.co.id
Balikpapan	Jl. M.T. Haryono No.8, Ring Road Balikpapan-7611 Telepon : (62-542) 876637 e-mail : sd@bki.co.id	Jl. M.T. Haryono No. 8, Ring Road Balikpapan-76111 Telepon : (62-542) 876637, 876641 Fax : (62-542) 876639 e-mail : bpc@bki.co.id
Samarinda	Jl. M.T. Haryono No. 199, Air Putih Samarinda Kalimantan Timur-75124 Telepon : (62-541) 4121403, 4121404, 4121405, 4121406 Fax : (62-541) 4121407 e-mail : sd@bki.co.id	
Makassar	Jl. Sungai Cerekang No. 28, Makassar-90115 Telepon : (62-411) 3611993 Fax : (62-411) 36515460 e-mail : ms@bki.co.id	Jl. Sungai Cerekang No. 28, Makassar-90115 Telepon : (62-411) 3611993 Fax : (62-411) 36515460 e-mail : msc@bki.co.id
Bitung	Jl. Babe Palar No. 53, Madidir Unet Bitung-95516 Telepon : (62-438) 38720, 38721, 38722 Fax : (62-438) 21828 e-mail : bt@bki.co.id	Jl. Babe Palar No.53, Madidir Unet Bitung-95516 Telepon : (62-438) 34273 Fax : (62-438) 21828 e-mail : bt@bki.co.id
Sorong	Jl. Jend. Sudirman No. 140, Sorong-98414 Telepon : (62-951) 322600 Fax : (62-951) 323870 e-mail : sr@bki.co.id	Jl. Jend. Sudirman No. 140, Sorong-98414 Telepon : (62-951) 322600 Fax : (62-951) 323870 e-mail : sr@bki.co.id
Ambon	Jalan Laksdya Leo Wattimena No. 34 Passo, Ambon Telepon : (62-911) 362805, 362806 Fax : (62-911) 361105 Email : ab@bki.co.id	Jalan Laksdya Leo Wattimena No. 34 Passo, Ambon Telepon : (62-911) 362805, 362806 Fax : (62-911) 361105 Email : ab@bki.co.id

Jaringan Pelayanan Services Network	**Klasifikasi dan Statutoria** Classification and Statutory	**Komersil** Commercial
Singapura	7500A Beach Road #11-301 The Plaza Singapore-199597 Telepon : 65-68830651, 68830634, 68830643 Fax : 65-63393631 e-mail : sg@bki.co.id, class@bki.com.sg	
Strategis Business Unit (SBU) Marine & Offshore		Gedung Graha BKI Jl. Yos Sudarso 38-40, Tanjung Priok Jakarta Utara-14320 Telepon : (62-21) 43937409, 4300139, 4300932 Fax : - e-mail : mno@bki.co.id
Strategic Business Unit (SBU) Energy & Industry		Gedung Graha BKI Jl. Yos Sudarso 38-40, Tanjung Priok Jakarta Utara-14320 Telepon : (62-21) 43938304, 43912806, 43912070 Fax : (62-21) 43900972 e-mail : eni@bki.co.id

Jaringan Kantor PT Sucofindo (Persero)

Office Network of PT Sucofindo (Persero)

Nama Name	**Kerja** Class	**Alamat** Address
Banjarmasin	Cabang Utama Main Branch	Jl. Jend. A. Yani Km. 18 RT 011/RW 03 No. 238 Kel. Landasan Ulin Barat, Kec. Liang Anggang Kota Banjarbaru, Provinsi Kalimantan Selatan Kode pos 70722 Phone: (+62-511), 327108083 Fax: (+62-511) 3258111, 3272082 Email: banjarmasin@sucofindo.co.id
Jakarta	Cabang Utama Main Branch	Jl. Cumi No. 33-35, Tanjung Priok Jakarta 14310 Phone: (+62-21) 4304444 Fax: (+62-21) 4300616 Email: jakarta@sucofindo.co.id
Surabaya	Cabang Utama Main Branch	Jl. Kalibutuh No. 215, Surabaya Jawa Timur, 60173 Phone: (+62-31) 5469123 Fax: (+62-31) 5469145 Email: surabaya@sucofindo.co.id
Balikpapan	Cabang Madya Madya Branch	Jl. Jend. A. Yani No. 1 Gunung Sari Ulu, Balikpapan 76122, Kalimantan Timur Phone: (+62-542) 732186/8 Fax: (+62-542) 420537 Email: balikpapan@sucofindo.co.id

Nama Name	Kerja Class	Alamat Address
Batam	Cabang Madya Madya Branch	Graha Sucofindo Jl. Raden Patah No. 61, Baloi Pulau Batam 29432 Phone: (+62-778) 456575 Fax: (+62-778) 456292 Email:batam@sucofindo.co.id
Makassar	Cabang Madya Madya Branch	Jl. Urip Sumoharjo No. 90 A, Makassar 90232, Sulawesi Selatan Phone: (+62-411) 451890, 451891, 451893 Fax: (+62-411) 436651 (lab) Email: makassar@sucofindo.co.id
Medan	Cabang Madya Madya Branch	Jl. Jend. Gatot Subroto Km. 5,5 No. 105, Medan Sumut 20122 Phone: (+62-61) 8451880 (hunting) Fax: (+62-61) 8452568 Email: medan@sucofindo.co.id
Palembang	Cabang Madya Madya Branch	Jl. Jend. Sudirman No. 774, Palembang-Sumatra Selatan 30129 Phone: (+62-711) 312990 Fax: (+62-711) 311978 Email: palembang@sucofindo.co.id
Samarinda	Cabang Madya Madya Branch	Jl. Teuku Umar No 65 Rt 26 Kelurahan Karang Asam ulu Samarinda, Kalimantan Timur, 75126 Phone: (+62-541) 6293771-4 Fax: (+62-541) 6293777 Email: samarinda@sucofindo.co.id
Sangatta	Cabang Madya Madya Branch	Jl. Parikesit Road 9 (depan kantor KNE), Sangatta, Kalimantan Timur Phone: (+62-549) 525213 Fax: (+62-549) 525214 Email: sangatta@sucofindo.co.id
Semarang	Cabang Madya Madya Branch	Jl. Raya Kaligawe KM. 8 Semarang Jawa Tengah 50118 Phone: (+62-24) 6590547, 3516616 Fax: (+62-24) 6590548, 6590550, 3583184

Jaringan Kantor PT Surveyor Indonesia (Persero)

Office Network of PT Surveyor Indonesia (Persero)

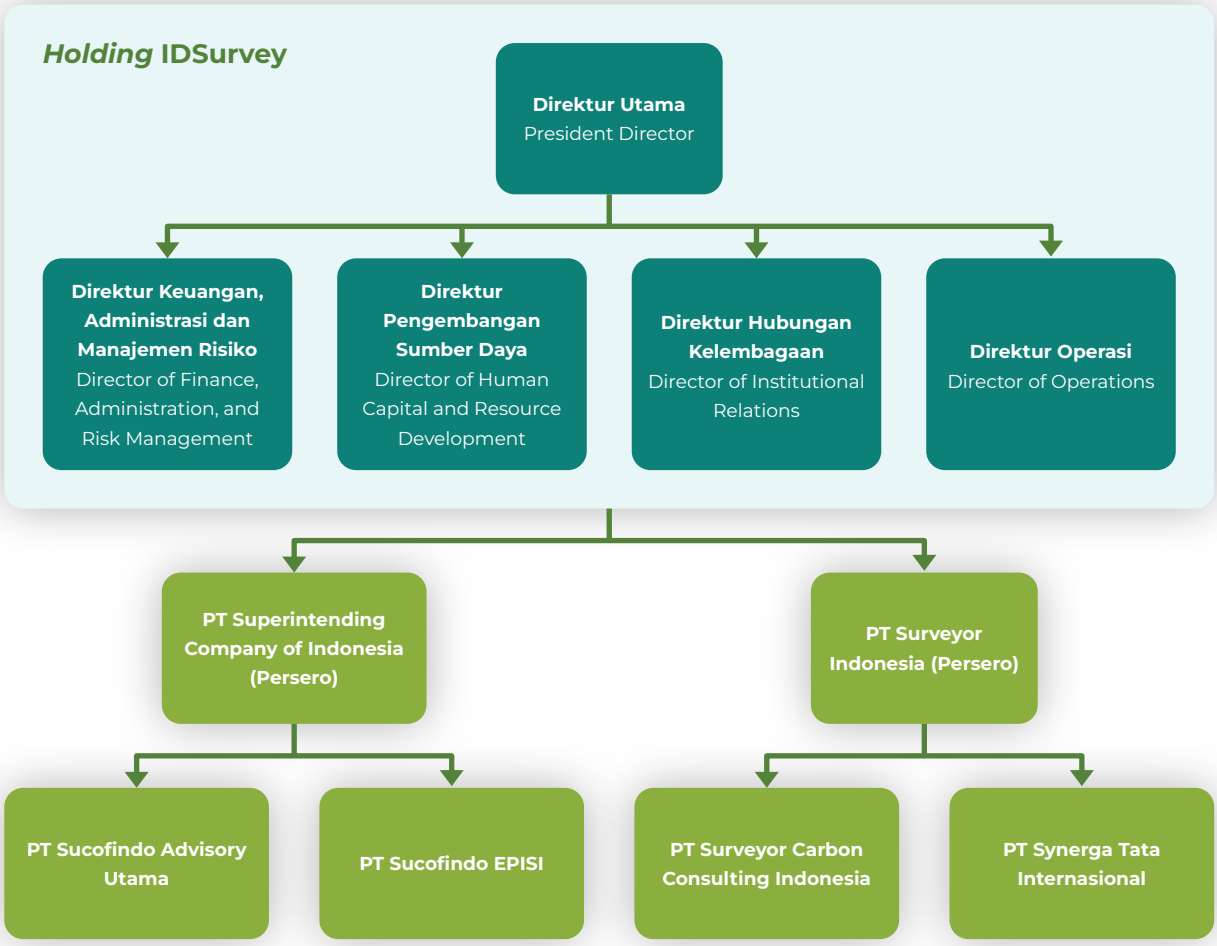
Nama Name	Kerja Class	Alamat Address
Jakarta	Kantor Pusat Head Office	Graha Surveyor Indonesia Jl. Jend. Gatot Subroto Kav.56 Jakarta-12950 Phone: (021) 526 9459 Fax: (021) 526 9455
Jakarta	Kantor Cabang Branch Office	Jl. Lenteng Agung Raya No. 21 Lenteng Agung-Jakarta 12530 Phone: (021) 526 9459 Fax: (021) 526 9455

Nama Name	**Kerja** Class	**Alamat** Address
Pekanbaru	Kantor Cabang Branch Office	Jl. Bukit Raya Indah No. 1 Simpang Tiga-Pekanbaru 28284 Phone: (0761) 848 878 Fax: (0761) 848 213
Surabaya	Kantor Cabang Branch Office	Jl. Raya Margorejo Indah No. 51 Surabaya, Jawa Timur-60238 Phone: (031) 568 1750 Fax: (031) 568 1749
Palembang	Kantor Cabang Branch Office	Jl. Soekarno Hatta No. 3040 A RT 036/ RW 011 Kel. Karya Baru, Kec. Alang-alang Lebar Palembang - 30153 Phone: (0711) 514 188 Fax: (0711) 5715 138
Balikpapan	Kantor Cabang Branch Office	Jl. Ars. Muhammad No.4 RT 43, Klandasan Ulu, Kec. Balikpapan Selatan Kota Balikpapan-76114 Phone: (0542) 882 0050 Fax: (0542) 882 0051
Makassar	Kantor Cabang Branch Office	Jl. Kumala No. 128 Kel. Jongaya, Kec. Tamalate. Makassar, Sulawesi Selatan-90223 Phone: (0411) 805 7781
Semarang	Kantor Cabang Branch Office	Jl. Peterongan Timur No. 11B, RT 005/007 Kel. Peterongan, Kec. Semarang Selatan, Kota Semarang-50242
Medan	Kantor Cabang Branch Office	Jl. Sunggal No. 197 Kel. Tanjung Rejo, Kec. Medan, Sunggal Medan-20122 Phone: (061) 4256 9565 Fax: (061) 4256 9565
Batam	Kantor Cabang Branch Office	Jl. Kerapu No. 02-Batu Ampar Pulau Batam-29432
Singapura	Kantor Cabang Branch Office	7500A Beach Rd, #11-301 The Plaza, Singapore, 199591 Phone: +65 6222 3988 Fax: +65 6222

Wilayah Operasional
Operational Areas

Pada tahun 2024, terdapat perubahan struktur organisasi PT BKI (Persero). Perubahan tersebut ditetapkan melalui Surat Keputusan Direksi (SK) Nomor DU. 150/LT.101/KI-24 tanggal 29 November 2024 perihal Penyempurnaan Struktur Organisasi *Strategic Holding* IDSurvey dan BKI Operasi PT Biro Klasifikasi Indonesia (Persero).

In 2024, PT BKI (Persero) underwent a change in its organizational structure. The change was stipulated through the Board of Directors Decree (SK) Number DU.150/LT.101/KI-24 dated November 29, 2024, concerning the Enhancement of the Organizational Structure of the IDSurvey Strategic Holding and BKI Operations of PT Biro Klasifikasi Indonesia (Persero).



Inisiatif dan Keanggotaan Eksternal

External Initiatives and Membership

[GRI 2-28] [OJK C.5]

Sebagai bagian dari komitmen untuk memperkuat tata kelola, kualitas layanan, dan peran aktif dalam pengembangan industri, IDSurvey berpartisipasi dalam berbagai inisiatif dan keanggotaan eksternal yang relevan. Keanggotaan ini menjadi sarana bagi Perusahaan untuk berkontribusi dalam penyusunan standar, pertukaran pengetahuan, serta penguatan kolaborasi dengan para pemangku kepentingan di tingkat nasional.

As part of its commitment to strengthening governance, service quality, and active participation in industry development, IDSurvey engages in various relevant external initiatives and memberships. These memberships serve as a platform for the Company to contribute to standard-setting processes, knowledge exchange, and enhanced collaboration with stakeholders at the national level.

Daftar Keanggotaan PT Biro Klasifikasi Indonesia (Persero)

External Memberships of PT Biro Klasifikasi Indonesia (Persero)

No	Nama Asosiasi Association Name	Peran Role	Lingkup Scope
1	Asosiasi Perusahaan Inspeksi Teknik Indonesia (APITINDO) Association of Indonesian Technical Inspection Agencies	Anggota Member	Nasional National
2	Asosiasi Perusahaan Teknik Mekanikal Elektrikal (APTEK) Mechanical Electrical Technics Enterprises Association.	Anggota Member	Nasional National
3	Ikatan Konsultan Indonesia (INKINDO) Association of Indonesian Consultants	Anggota Member	Nasional National
4	Kamar Dagang Indonesia (KADIN) Indonesian Chamber of Commerce and Industry	Anggota Member	Nasional National

Daftar Keanggotaan PT Sucofindo (Persero)

External Memberships of PT Sucofindo (Persero)

No	Nama Asosiasi Association Name	Peran Role	Lingkup Scope
1	TIC Council d/h IFIA (International Federation of Inspection Agencies)	Anggota Member	Internasional International
2	Asosiasi Perusahaan Inspeksi Teknik Indonesia (APITINDO) Association of Indonesian Technical Inspection Agencies	Anggota Member	Nasional National
3	Ikatan Konsultan Indonesia (INKINDO) Association of Indonesian Consultants	Anggota Member	Nasional National
4	Kamar Dagang Indonesia (KADIN) Indonesian Chamber of Commerce and Industry	Anggota Member	Nasional National
5	Federation of Oil Seeds and Fats Association (FOSFA)	Anggota Member	Internasional International
6	Asosiasi Perusahaan Teknik Mekanikal dan Elektrik (APTEK) Mechanical and Electrical Engineering Enterprises Association	Anggota Member	Nasional National

No	Nama Asosiasi Association Name	Peran Role	Lingkup Scope
7	The Grain and Feed Trade Association (GAFTA)	Anggota Member	Internasional International
8	Asosiasi Lembaga Sertifikasi Indonesia (ALSI) Indonesian Certification Bodies Association	Anggota Member	Nasional National
9	Asosiasi Perusahaan Jasa pemborong Non Konstruksi (APJANSI) Indonesian Non-Construction Service Contractors Association	Anggota Member	Nasional National
10	Asosiasi Perusahaan Pengendali Hama Indonesia (ASPPHAMI) Indonesian Pest Control Companies Association	Anggota Member	Nasional National
11	Asosiasi Independen Surveyor Indonesia (AISI) Indonesian Independent Surveyor Association	Anggota Member	Nasional National
12	Asosiasi Lembaga Pemeriksa Halal Indonesia (ALPHI) Indonesian Halal Inspection Bodies Association	Anggota Member	Nasional National
13	Roundtable Sustainable Palm Oil	Anggota Member	Internasional International
14	International Carbon Registry	Anggota Member	Internasional International
15	MASTAN (Masyarakat Standardisasi Indonesia) Indonesian Society for Standardization	Anggota Member	Nasional National
16	Asosiasi Jasa Pertambangan Indonesia (ASPINDO) Indonesia Association of Mining Services Companies	Anggota Member	Nasional National
17	Asosiasi Perusahaan Survey Pemetaan dan Informasi Geospasial (APSPIG) Association of Geospatial Mapping and Information Survey Companies	Anggota Member	Nasional National

Daftar Keanggotaan PT Surveyor Indonesia (Persero)

External Memberships of PT Surveyor Indonesia (Persero)

No	Nama Asosiasi Association Name	Peran Role	Lingkup Scope
1	Asosiasi Perusahaan Inspeksi Teknik Indonesia (APITINDO) Association of Indonesian Technical Inspection Companies	Anggota Member	Nasional National
2	Asosiasi Pengusaha Indonesia (APINDO) Indonesian Employers Association	Anggota Member	Nasional National
3	Indonesian Mining Association (IMA)	Anggota Member	Nasional National
4	Kamar Dagang Indonesia (KADIN) Indonesian Chamber of Commerce and Industry	Anggota Member	Nasional National
5	Asosiasi Independen Surveyor Indonesia (AISI) Indonesian Independent Surveyor Association	Anggota Member	Nasional National
6	Ikatan Konsultan Indonesia (INKINDO) Association of Indonesian Consultants	Anggota Member	Nasional National

No	Nama Asosiasi Association Name	Peran Role	Lingkup Scope
7	Asosiasi Jasa Penunjang Pertambangan Umum Indonesia (ASPINDO) Indonesia Association of Mining Services Companies	Anggota Member	Nasional National
8	Asosiasi Perusahaan Pemboran Minyak, Gas, dan Panas Bumi Indonesia (APMI) Indonesian Association of Oil, Gas, and Geothermal Drilling Companies	Anggota Member	Nasional National
9	Asosiasi Perusahaan Survey Pemetaan dan Informasi Geospasial (APSPIG) Association of Geospatial Mapping and Information Survey Companies	Anggota Member	Nasional National
10	DUN & BRADSTREET Report (D&B)	Anggota Member	Internasional International
11	Industrial Rope Access Trade Association (IRATA)	Anggota Member	Internasional International
12	International Marine Contractors Association (IMCA)	Anggota Member	Internasional International
13	International Financial Reporting Standards (IFRS)	Anggota Member	Internasional International
14	Persatuan Konsultan Indonesia (PERKINDO) Indonesian Consultants Association (PERKINDO)	Anggota Member	Internasional International
15	Asosiasi Lembaga Pembinaan Keselamatan dan Kesehatan Kerja Indonesia (ALPK3I) Indonesian Occupational Safety and Health Development Institute Association	Anggota Member	Nasional National

Perubahan yang Bersifat Signifikan

Significant Changes

[GRI 2-6] [OJK C.6]

Pada tahun buku 2024, fungsi *holding* IDSurvey masih dijalankan oleh PT Biro Klasifikasi Indonesia (Persero). Selanjutnya, seiring dengan penguatan struktur organisasi *holding* jasa survei, terjadi perubahan signifikan dalam struktur *holding* IDSurvey pada tahun 2025. Perubahan tersebut ditandai dengan pendirian Perseroan Terbatas PT Inspeksi Sertifikasi dan Survey Indonesia sebagai entitas baru *holding* IDSurvey.

Pendirian PT Inspeksi Sertifikasi dan Survey Indonesia sebagai *holding* IDSurvey telah disahkan berdasarkan Akta Nomor 188 tanggal 27 Maret 2025 yang dibuat oleh Jose Dima Satria, S.H., M.Kn. Dengan perubahan ini, fungsi *holding* IDSurvey yang sebelumnya dijalankan oleh PT Biro Klasifikasi Indonesia (Persero) secara resmi dialihkan kepada entitas *holding* tersendiri, yaitu PT Inspeksi Sertifikasi dan Survey Indonesia (Persero).

In the 2024 financial year, the holding function of IDSurvey was still carried out by PT Biro Klasifikasi Indonesia (Persero). Subsequently, in line with the strengthening of the organizational structure of the survey services holding, a significant change occurred in 2025 with respect to the IDSurvey holding structure. This change was marked by the establishment of PT Inspeksi Sertifikasi dan Survey Indonesia as the IDSurvey holding new entity.

The establishment of PT Inspeksi Sertifikasi dan Survey Indonesia as a holding was formally ratified under Deed Number 188 dated 27 March 2025, issued by Jose Dima Satria, S.H., M.Kn. Through this change, the holding function of IDSurvey, which had previously been carried out by PT Biro Klasifikasi Indonesia (Persero), was formally transferred to a dedicated holding entity, namely PT Inspeksi Sertifikasi dan Survey Indonesia (Persero).





02

Tentang Laporan Keberlanjutan

About the Sustainability Report



Tentang Laporan ini
About this Report

Laporan Keberlanjutan disusun sebagai bentuk komitmen perusahaan dalam mengelola dan mengungkapkan kinerja keberlanjutan secara transparan, akuntabel, dan berkelanjutan. Laporan ini menyajikan informasi mengenai pendekatan, kebijakan, serta kinerja keberlanjutan yang dijalankan sepanjang Tahun Buku 2024.

Pada periode pelaporan Tahun Buku 2024, entitas induk *holding* secara hukum masih berada di bawah PT Biro Klasifikasi Indonesia (Persero). Sejalan dengan hal tersebut, Laporan Keberlanjutan ini disusun dengan menjadikan PT Biro Klasifikasi Indonesia (Persero) sebagai entitas pelapor utama. Selain itu, laporan ini juga menyajikan informasi tambahan terkait inisiatif dan praktik keberlanjutan yang dijalankan oleh PT Surveyor Indonesia (Persero) dan PT Sucofindo (Persero) sebagai bagian dari ekosistem *Holding* BUMN Jasa Survei, dalam rangka memberikan gambaran awal proses penyelarasan keberlanjutan di tingkat grup.

Laporan Keberlanjutan Tahun Buku 2024 ini merupakan laporan keberlanjutan pertama yang disusun dan diterbitkan oleh PT Biro Klasifikasi Indonesia (Persero) dalam perannya sebagai entitas induk. Penyusunan laporan ini mengacu pada standar internasional Global Reporting Initiative (GRI) Standards 2021 dengan pendekatan "*With Reference*", serta mengikuti ketentuan Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/SEOJK.04/2021 tentang Pedoman Pelaporan Keberlanjutan bagi Emiten atau Perusahaan Publik.

Laporan ini direncanakan untuk diterbitkan pada bulan Desember 2025 dan disusun dalam dua bahasa, yaitu Bahasa Indonesia dan Bahasa Inggris. Data kuantitatif yang disajikan dalam laporan ini, khususnya untuk PT Biro Klasifikasi Indonesia (Persero), disusun dengan memperhatikan prinsip daya banding (*comparability*) untuk minimal dua tahun berturut-turut guna memberikan gambaran tren kinerja keberlanjutan secara konsisten. Sementara itu, pengungkapan data dan informasi pada entitas lain dalam ekosistem IDSurvey disajikan secara terbatas dan terpisah, sesuai dengan ketersediaan data serta batasan pelaporan yang telah ditetapkan.

The Sustainability Report is prepared as a manifestation of the company's commitment to managing and disclosing sustainability performance in a transparent, accountable, and sustainable manner. This report presents information on the approaches, policies, and sustainability performance implemented throughout the 2024 Reporting Year.

During the 2024 reporting period, the holding's parent entity remained legally under PT Biro Klasifikasi Indonesia (Persero). Accordingly, this Sustainability Report has been prepared with PT Biro Klasifikasi Indonesia (Persero) as the primary reporting entity. In addition, the report also presents supplementary information related to sustainability initiatives and practices carried out by PT Surveyor Indonesia (Persero) and PT Sucofindo (Persero) as part of the State-Owned Enterprise Survey Services Holding ecosystem, in order to provide an initial overview of the sustainability alignment process at the group level.

The 2024 Sustainability Report is the first sustainability report prepared and published by PT Biro Klasifikasi Indonesia (Persero) in its role as the holding's parent entity. The preparation of this report refers to the Global Reporting Initiative (GRI) Standards 2021 using the "With Reference" approach, and follows the provisions of the Financial Services Authority Circular Letter (SEOJK) Number 16/SEOJK.04/2021 concerning Sustainability Reporting Guidelines for Issuers or Public Companies.

This report is planned to be published in December 2025 and is prepared in two languages, Indonesian and English. The quantitative data presented in this report, particularly for PT Biro Klasifikasi Indonesia (Persero), has been prepared in accordance with the principle of comparability for at least two consecutive years in order to provide a consistent overview of sustainability performance trends. Meanwhile, the disclosure of data and information for other entities within the IDSurvey ecosystem is presented in a limited and separate manner, in accordance with data availability and the established reporting boundaries.

Periode Pelaporan
Reporting Period
[GRI 2-3, 2-4]

Laporan Keberlanjutan ini menyajikan informasi kinerja keberlanjutan untuk periode 1 Januari 2024 hingga 31 Desember 2024, yang disusun selaras dengan periode pelaporan dalam Laporan Keuangan Perusahaan. Pada periode tersebut, PT Biro Klasifikasi Indonesia (Persero) menjalankan peran sebagai entitas induk *Holding* BUMN Jasa Survei yang dikenal secara operasional sebagai IDSurvey.

Laporan ini disusun dan direncanakan untuk diterbitkan secara tahunan sebagai bentuk komitmen perusahaan dalam menjaga transparansi dan akuntabilitas kepada seluruh pemangku kepentingan. Penyajian laporan secara tahunan juga dimaksudkan untuk mendukung konsistensi pelaporan serta keterbandingan informasi kinerja keberlanjutan dari waktu ke waktu.

This Sustainability Report presents sustainability performance information for the period from 1 January 2024 to 31 December 2024, prepared in alignment with the reporting period of the Company's Financial Statements. During this period, PT Biro Klasifikasi Indonesia (Persero) served as the parent entity of the State-Owned Enterprise Survey Services Holding, operationally known as IDSurvey.

This report is prepared and planned to be published on an annual basis as part of the company's commitment to maintaining transparency and accountability to all stakeholders. Annual reporting is also intended to support consistency in reporting and the comparability of sustainability performance information over time.

Batasan Laporan
Report Boundary
[GRI 2-2]

Laporan Keberlanjutan ini disusun untuk menyajikan kinerja keberlanjutan sepanjang Tahun Buku 2024 dengan memperhatikan perubahan struktur organisasi yang terjadi di lingkungan *Holding* BUMN Jasa Survei. Pada periode pelaporan, entitas induk *holding* secara hukum masih berada di bawah PT Biro Klasifikasi Indonesia (Persero), sementara pengesahan *Holding* BUMN Jasa Survei dengan nama PT Inspeksi Sertifikasi dan Survey Indonesia (IDSurvey) efektif berlaku pada tahun 2025.

Sehubungan dengan hal tersebut, batasan laporan dalam Laporan Keberlanjutan ini ditetapkan dengan menjadikan PT Biro Klasifikasi Indonesia (Persero) sebagai entitas pelapor utama. Seluruh pengungkapan kinerja keberlanjutan yang bersifat kuantitatif dan terukur, termasuk namun tidak terbatas pada aspek lingkungan, sosial, dan tata kelola, terutama merefleksikan aktivitas, kebijakan, dan capaian yang dijalankan oleh PT Biro Klasifikasi Indonesia (Persero) selama Tahun Buku 2024.

This Sustainability Report is prepared to present sustainability performance throughout the 2024 reporting period, taking into account changes in the organizational structure within the State-Owned Enterprise Survey Services Holding. During the reporting period, the holding's parent entity was still legally under PT Biro Klasifikasi Indonesia (Persero), while the establishment of the State-Owned Enterprise Survey Services Holding under the name PT Inspeksi Sertifikasi dan Survey Indonesia (IDSurvey) became effective in 2025.

Accordingly, the reporting boundary of this Sustainability Report is defined by designating PT Biro Klasifikasi Indonesia (Persero) as the primary reporting entity. All quantitative and measurable sustainability performance disclosures, including but not limited to environmental, social, and governance aspects, primarily reflect the activities, policies, and achievements implemented by PT Biro Klasifikasi Indonesia (Persero) during 2024.

Sementara itu, PT Surveyor Indonesia (Persero) dan PT Sucofindo (Persero) dicakup dalam laporan ini secara terbatas dalam bentuk uraian naratif, gambaran umum inisiatif, serta contoh praktik keberlanjutan yang relevan. Pengungkapan atas kedua entitas tersebut difokuskan pada penyampaian konteks, peran strategis, serta upaya awal penyelarasan pendekatan keberlanjutan di lingkungan grup, dan belum mencerminkan konsolidasi penuh data kinerja keberlanjutan secara grup.

Sepanjang Tahun Buku 2024, penerapan kebijakan dan praktik keberlanjutan di lingkungan *Holding* BUMN Jasa Survei masih dilaksanakan secara mandiri oleh masing-masing entitas sesuai dengan karakteristik bisnis, tingkat kematangan sistem, serta kebijakan internal yang berlaku. Oleh karena itu, laporan ini belum menyajikan pengungkapan kinerja keberlanjutan yang terintegrasi atau terakumulasi pada tingkat grup.

Ke depan, seiring dengan efektifnya pembentukan IDSurvey sebagai *holding* dan berjalannya proses integrasi organisasi, perusahaan berkomitmen untuk secara bertahap memperluas cakupan, kedalaman, serta tingkat konsolidasi pengungkapan keberlanjutan dalam laporan-laporan berikutnya. Hal ini mencakup penguatan penyelarasan kebijakan, sistem pengelolaan data keberlanjutan, serta pelaporan kinerja ESG yang lebih terintegrasi di seluruh entitas dalam IDSurvey *Group*.

Meanwhile, PT Surveyor Indonesia (Persero) and PT Sucofindo (Persero) are included in this report in a limited manner in the form of narrative descriptions, general overviews of initiatives, and examples of relevant sustainability practices. Disclosures for these two entities focus on providing context, outlining strategic roles, and describing initial efforts to align sustainability approaches within the group, and do not yet represent full consolidation of group-level sustainability performance data.

Throughout 2024, the implementation of sustainability policies and practices within the State-Owned Enterprise Survey Services Holding continued to be carried out independently by each entity, in accordance with their respective business characteristics, system maturity levels, and applicable internal policies. Therefore, this report does not yet present integrated or aggregated sustainability performance disclosures at the group level.

Going forward, in line with the effective establishment of IDSurvey as a holding company and the ongoing organizational integration process, the company is committed to gradually expanding the scope, depth, and level of consolidation of sustainability disclosures in future reports. This includes strengthening policy alignment, sustainability data management systems, and more integrated ESG performance reporting across all entities within the IDSurvey Group.



Prinsip Pelaporan
Reporting Principles

Prinsip pelaporan menjadi landasan penting dalam menjaga kualitas dan kredibilitas Laporan Keberlanjutan. Oleh karena itu, IDSurvey mengacu pada prinsip-prinsip pelaporan yang ditetapkan dalam Standar *Global Reporting Initiative* (GRI) guna memastikan bahwa informasi yang disajikan relevan, konsisten, dan sesuai dengan ketentuan yang berlaku. Penerapan prinsip-prinsip ini mendukung penyajian data yang akurat dan andal, sehingga para pemangku kepentingan dapat menilai kinerja serta dampak keberlanjutan perusahaan secara objektif. Setiap prinsip pelaporan dilengkapi dengan persyaratan dan panduan penerapan yang menjadi acuan dalam proses penyusunan laporan keberlanjutan IDSurvey.

Reporting principles serve as an essential foundation for maintaining the quality and credibility of the Sustainability Report. Accordingly, IDSurvey refers to the reporting principles established in the Global Reporting Initiative (GRI) Standards to ensure that the information presented is relevant, consistent, and in accordance with applicable requirements. The application of these principles supports the presentation of accurate and reliable data, enabling stakeholders to objectively assess the company's sustainability performance and impacts. Each reporting principle is accompanied by specific requirements and implementation guidance that serve as references in the preparation of IDSurvey's Sustainability Report.

Akurasi
Accuracy

Informasi yang disajikan dalam laporan disusun secara tepat dan dapat dipertanggungjawabkan, dengan tingkat kedalaman yang memadai sehingga pemangku kepentingan dapat memahami dan menilai dampak kegiatan operasional perusahaan secara objektif.

The information presented in the report is prepared accurately and supported by reliable data, with sufficient level of detail to enable stakeholders to properly assess the impacts of the company's operations.

Keseimbangan
Balance

Laporan disusun secara berimbang dengan menyajikan pencapaian maupun tantangan yang dihadapi perusahaan, sehingga memberikan gambaran kinerja yang adil dan tidak berpihak.

The report is prepared in an unbiased manner by presenting both positive achievements and challenges faced by the company, providing a fair and objective view of performance.

Kejelasan
Clarity

Informasi disampaikan menggunakan bahasa, struktur, dan visualisasi yang mudah diakses serta dipahami oleh berbagai kelompok pemangku kepentingan.

Information is delivered in a clear, accessible, and understandable manner, using language and formats that can be easily comprehended by diverse stakeholder groups.

Konsistensi
Consistency

Pendekatan pelaporan, definisi, metodologi, dan satuan pengukuran diterapkan secara konsisten antar periode untuk memungkinkan analisis tren kinerja dan perbandingan yang relevan.
Reporting approaches, definitions, methodologies, and measurement units are applied consistently over time, allowing meaningful trend analysis and comparability across periods and entities.

Kelengkapan
Completeness

Laporan mencakup seluruh informasi material yang diperlukan agar pemangku kepentingan memperoleh gambaran menyeluruh mengenai kinerja keberlanjutan perusahaan selama periode pelaporan.
The report includes all material information necessary to provide a comprehensive overview of the company's sustainability performance during the reporting period.

Konteks Keberlanjutan
Sustainability Context

Kinerja perusahaan disajikan dalam kerangka pembangunan berkelanjutan yang lebih luas, sehingga dampak ekonomi, sosial, dan lingkungan dapat dipahami dalam konteks nasional maupun global.
The company's performance is presented within the broader context of sustainable development, enabling stakeholders to understand its impacts at both national and global levels.

Ketepatan Waktu
Timeliness

Pelaporan dilakukan secara berkala dan sesuai jadwal yang ditetapkan agar informasi yang disampaikan tetap relevan dan bermanfaat bagi proses pengambilan keputusan.
Reporting is conducted on a regular and timely basis to ensure that the information remains relevant and useful for stakeholder decision-making.

Keterverifikasian
Verifiability

Data dan informasi disusun melalui sistem pengelolaan yang terdokumentasi dengan baik, sehingga memungkinkan dilakukan penelusuran dan verifikasi independen untuk menjamin keandalan laporan.
Data and information are collected and managed through documented systems and audit trails, allowing for independent verification to ensure the quality and reliability of the report.

Penentuan Topik Material
Determining Material Topics

[GRI 3-1]

IDSurvey menetapkan topik material sebagai isu-isu keberlanjutan yang paling relevan dan signifikan terhadap aktivitas bisnis perusahaan serta memiliki dampak penting bagi pemangku kepentingan. Penentuan topik material dilakukan untuk memastikan bahwa Laporan Keberlanjutan berfokus pada isu-isu utama yang mencerminkan risiko, peluang, dan dampak ekonomi, sosial, dan lingkungan yang berkaitan dengan peran IDSurvey sebagai *holding* BUMN jasa survei.

Proses penentuan topik material dilakukan secara terstruktur dengan mempertimbangkan standar dan regulasi yang berlaku, termasuk Standar *Global Reporting Initiative* (GRI), ketentuan OJK, serta konteks bisnis dan tata kelola perusahaan. Isu-isu yang teridentifikasi kemudian diprioritaskan berdasarkan tingkat dampaknya terhadap perusahaan dan kepentingannya bagi pemangku kepentingan. Sebagai laporan keberlanjutan perdana, proses ini menjadi dasar awal bagi IDSurvey untuk terus menyempurnakan penentuan topik material secara berkala di masa mendatang.

IDSurvey defines material topics as sustainability issues that are most relevant and significant to the company's business activities and that have a material impact on stakeholders. The determination of material topics is carried out to ensure that the Sustainability Report focuses on key issues that reflect the economic, social, and environmental risks, opportunities, and impacts associated with IDSurvey's role as a state-owned survey services holding company.

The process of determining material topics is conducted in a structured manner by taking into account applicable standards and regulations, including the Global Reporting Initiative (GRI) Standards, OJK provisions, as well as the company's business context and governance. The identified issues are then prioritized based on their level of impact on the company and their significance to stakeholders. As this is the company's inaugural sustainability report, the process serves as an initial foundation for IDSurvey to continuously refine and enhance its materiality determination process on a periodic basis in the future.

Langkah-langkah Penetapan Topik Material
Steps in Determining Material Topics

1. **Menelaah kondisi internal dan eksternal perusahaan**
   Reviewing the company's internal and external context
2. **Mengidentifikasi dampak yang telah terjadi maupun yang berpotensi muncul**
   Identifying actual and potential impacts
3. **Melakukan analisis dan penilaian tingkat signifikansi dampak**
   Analyzing and assessing the significance of impacts
4. **Melakukan validasi serta menetapkan topik-topik material**
   Validating and determining material topics
5. **Melakukan evaluasi dan pemutakhiran secara berkala**
   Conducting periodic reviews and updates

1. **Menelaah kondisi internal dan eksternal perusahaan**

   IDSurvey memulai proses penentuan topik material dengan menganalisis kondisi internal dan eksternal perusahaan. Analisis internal mencakup strategi bisnis, struktur organisasi, kebijakan dan praktik yang telah berjalan, serta peran IDSurvey sebagai *holding* BUMN jasa survei. Sementara itu, analisis eksternal dilakukan dengan mempertimbangkan perkembangan regulasi, standar keberlanjutan, tren industri, serta isu-isu yang relevan bagi para pemangku kepentingan. Tahapan ini bertujuan untuk memperoleh pemahaman menyeluruh mengenai konteks perusahaan sebagai dasar identifikasi isu keberlanjutan.

1. **Reviewing the company's internal and external context**

   IDSurvey began the material topic determination process by analyzing the company's internal and external conditions. The internal analysis covered business strategy, organizational structure, existing policies and practices, as well as IDSurvey's role as a state-owned enterprise holding company for survey services. Meanwhile, the external analysis considered regulatory developments, sustainability standards, industry trends, and issues relevant to stakeholders. This stage aimed to obtain a comprehensive understanding of the company's context as a basis for identifying sustainability issues.

Lingkungan
Environmental

- Perubahan Iklim
  Climate Change
- Energi
  Energy
- Emisi
  Emissions
- Limbah & Polusi
  Waste & Pollution
- Air
  Water
- Kepatuhan Lingkungan
  Environmental Compliance

Sosial
Social

- Praktik Ketenagakerjaan
  Labor Practices
- Keberagaman, Kesetaraan, dan Inklusi
  Diversity, Equality, and Inclusion
- Pengelolaan Sumber Daya Manusia
  Human Resources Management
- Kesehatan & Keselamatan Kerja (K3)
  Occupational Health & Safety (OHS)
- Inovasi Layanan
  Service Innovation
- Kepuasan Pelanggan
  Customer Satisfaction
- Masyarakat Lokal
  Local Community

Tata Kelola
Governance

- Etika Bisnis & Tata Kelola
  Business Ethics & Governance
- Perlindungan Data & Keamanan Informasi
  Data Protection and Information Security
- Kinerja Ekonomi
  Economic Performance
- Manajemen Rantai Pasok
  Supply Chain Management

2. **Mengidentifikasi dampak yang telah terjadi maupun yang berpotensi muncul**

   Berdasarkan hasil analisis lingkungan internal dan eksternal, IDSurvey mengidentifikasi berbagai dampak keberlanjutan yang telah terjadi maupun yang berpotensi terjadi. Identifikasi ini mencakup dampak ekonomi, sosial, dan lingkungan yang berkaitan dengan aktivitas bisnis, hubungan ketenagakerjaan, tata kelola, serta interaksi perusahaan dengan pemangku kepentingan. Tahap ini memastikan bahwa seluruh isu yang berpotensi memengaruhi kinerja dan keberlanjutan perusahaan dapat terpetakan secara komprehensif.

   Selanjutnya, perusahaan melakukan identifikasi terhadap dampak positif dan negatif yang ditimbulkan, baik terhadap perusahaan maupun para pemangku kepentingan, sebagai dasar dalam menetapkan isu-isu keberlanjutan yang material bagi IDSurvey.

3. **Melakukan analisis dan penilaian tingkat signifikansi dampak**

   Isu-isu yang telah diidentifikasi selanjutnya dianalisis untuk menilai tingkat signifikansinya. Penilaian dilakukan dengan mempertimbangkan besarnya dampak terhadap perusahaan serta tingkat kepentingan isu tersebut bagi pemangku kepentingan. Melalui proses ini, IDSurvey memprioritaskan isu-isu yang memiliki dampak paling signifikan dan relevan untuk dikelola serta diungkapkan dalam Laporan Keberlanjutan.

   Proses penilaian dilakukan melalui penyebaran kuesioner secara luas kepada berbagai kelompok pemangku kepentingan internal dan eksternal, dan sebanyak 58 responden berpartisipasi dalam memberikan penilaian. Responden tersebut terdiri atas perwakilan manajemen, karyawan, pelanggan, mitra kerja, regulator, serta pemangku kepentingan terkait lainnya.

   Penilaian dilakukan dengan menggunakan skala Likert 1–5 untuk menilai tingkat kepentingan masing-masing isu. Skala penilaian tersebut terdiri atas kategori Sangat Tidak Penting, Tidak Penting, Agak Penting, Penting, dan Sangat Penting. Hasil dari proses penilaian ini digunakan sebagai dasar untuk memprioritaskan isu-isu yang dinilai paling material, baik dari sisi dampaknya terhadap keberlanjutan perusahaan maupun tingkat kepentingannya bagi pemangku kepentingan.

2. **Identifying actual and potential impacts**

   Based on the results of the internal and external environment analysis, IDSurvey identified various sustainability impacts that have occurred as well as those that may potentially arise. This identification covers economic, social, and environmental impacts related to business activities, employment relations, governance, and the company's interactions with stakeholders. This stage ensures that all issues that may affect the company's performance and sustainability are comprehensively mapped.

   Subsequently, the company identified both positive and negative impacts arising from these issues, affecting the company as well as its stakeholders, as a basis for determining sustainability issues that are material to IDSurvey.

3. **Identifying actual and potential impacts**

   The identified issues were subsequently analyzed to assess their level of significance. The assessment was conducted by considering the magnitude of their impact on the company as well as the level of importance of each issue to stakeholders. Through this process, IDSurvey prioritized issues with the most significant and relevant impacts to be managed and disclosed in the Sustainability Report.

   The assessment process was carried out through the broad distribution of questionnaires to various groups of internal and external stakeholders, with a total of 58 respondents participating in the evaluation. These respondents consisted of representatives from management, employees, customers, business partners, regulators, and other relevant stakeholders.

   The assessment used a Likert scale of 1–5 to evaluate the importance of each issue. The scale categories comprised Very Unimportant, Unimportant, Moderately Important, Important, and Very Important. The results of this assessment process were used as the basis for prioritizing issues deemed most material, both in terms of their impact on the company's sustainability and their importance to stakeholders.

4. Melakukan validasi serta menetapkan topik-topik material

Hasil penilaian signifikansi selanjutnya divalidasi melalui diskusi internal dan penelaahan oleh manajemen untuk memastikan keselarasan dengan konteks bisnis, arah strategis, serta prioritas perusahaan. Proses validasi ini bertujuan untuk memastikan bahwa isu-isu yang ditetapkan benar-benar relevan dan mencerminkan kondisi serta tantangan yang dihadapi IDSurvey. [GRI 2-14]

Berdasarkan hasil validasi tersebut, IDSurvey menetapkan daftar topik material yang menjadi fokus utama dalam pengelolaan dan pengungkapan keberlanjutan. Pemilihan topik material dilakukan dengan mempertimbangkan tingkat urgensi masing-masing isu, relevansinya terhadap strategi dan aktivitas operasional perusahaan, serta aspirasi dan masukan pemangku kepentingan yang dihimpun selama proses identifikasi dan penilaian. Topik-topik material ini mencerminkan isu-isu prioritas yang paling signifikan bagi perusahaan maupun pemangku kepentingan.

Berikut merupakan urutan topik material IDSurvey berdasarkan tingkat signifikansi dan urgensinya bagi Perusahaan.

4. Validating and determining material topics

The results of the significance assessment were subsequently validated through internal discussions and management review to ensure alignment with the company's business context, strategic direction, and priorities. This validation process aimed to ensure that the issues identified are truly relevant and reflect the conditions and challenges faced by IDSurvey. [GRI 2-14]

Based on the validation results, IDSurvey established a list of material topics that serve as the primary focus of sustainability management and disclosure. The selection of material topics was carried out by considering the level of urgency of each issue, its relevance to the company's strategy and operational activities, as well as stakeholder aspirations and inputs gathered during the identification and assessment process. These material topics represent the most significant priority issues for both the company and its stakeholders.

The following is the order of IDSurvey's material topics based on their level of significance and urgency to the Company.

Topik Materialitas IDSurvey

IDSurvey Materiality Topics

1. Kepuasan Pelanggan
   Customer Satisfaction
2. Etika Bisnis & Anti Korupsi
   Business Ethics & Anti-Corruption
3. Diversity, Equity, & Inclusion / Kesetaraan
   Diversity, Equity, & Inclusion / Equality
4. Inovasi Layanan
   Service Innovation
5. Kualitas Pendidikan atau Pengembangan SDM
   Quality of Education or Human Capital Development
6. Strategi Perubahan Iklim
   Climate Change Strategy
7. Komunitas Lokal / Masyarakat Lokal
   Local Communities

5. **Melakukan evaluasi dan pemutakhiran secara berkala**

   Sebagai bagian dari komitmen terhadap perbaikan berkelanjutan, IDSurvey melakukan peninjauan dan pembaruan topik material secara berkala. Proses ini dilakukan untuk memastikan bahwa topik material tetap relevan dengan perkembangan bisnis, perubahan regulasi, serta dinamika ekspektasi pemangku kepentingan. Melalui peninjauan berkala, perusahaan berupaya menjaga agar pengelolaan dan pelaporan keberlanjutan selalu selaras dengan kondisi dan tantangan terkini.

5. **Conducting periodic reviews and updates**

   As part of its commitment to continuous improvement, IDSurvey conducts periodic reviews and updates of its material topics. This process is carried out to ensure that material topics remain relevant to business developments, regulatory changes, and evolving stakeholder expectations. Through these periodic reviews, the company seeks to ensure that sustainability management and reporting remain aligned with current conditions and emerging challenges.



Daftar Topik Material

List of Material Topics

[GRI 3-2]

Topik Material Material Topic	**Isu Utama** Main Issues	**Pemangku Kepentingan** Stakeholders	**Alasan Material** Material Reason
Kepuasan Pelanggan Customer Satisfaction GRI 418	Kualitas layanan, keandalan hasil inspeksi dan sertifikasi, serta responsivitas terhadap kebutuhan pelanggan Service quality, reliability of inspection and certification results, and responsiveness to customer needs	Pelanggan, Regulator, Mitra Usaha Customers, Regulators, Business Partners	Kepuasan pelanggan berpengaruh langsung terhadap reputasi, kepercayaan, dan keberlanjutan bisnis jasa survei dan sertifikasi IDSurvey Customer satisfaction directly affects reputation, trust, and long-term business sustainability
Etika Bisnis & Anti Korupsi Business Ethics & Anti-Corruption GRI 205 & 206	Pencegahan korupsi, gratifikasi, benturan kepentingan, dan pelanggaran etika Prevention of corruption, gratification, conflict of interest, and ethical violations	Karyawan, Manajemen, Regulator, Mitra Employees, Management, Regulators, Partners	Etika bisnis menjadi fondasi kepercayaan publik dan kepatuhan terhadap regulasi BUMN dan standar internasional Business ethics underpin public trust and regulatory compliance
Diversity, Equity, & Inclusion / Kesetaraan Diversity, Equity, & Inclusion GRI 405	Kesetaraan kesempatan kerja, inklusivitas, dan lingkungan kerja bebas diskriminasi Equal employment opportunities, inclusivity, and non-discriminatory workplace	Karyawan, Serikat Pekerja, Manajemen Employees, Labor Unions, Management	DEI mendukung keadilan sosial, produktivitas, dan kepatuhan terhadap regulasi ketenagakerjaan DEI supports fairness, productivity, and labor regulation compliance
Inovasi Layanan Service Innovation GRI 203 & 302	Pengembangan layanan baru, digitalisasi, dan peningkatan nilai tambah layanan Development of new services, digitalization, and service value enhancement	Pelanggan, Regulator, Mitra Usaha Customers, Regulators, Business Partners	Inovasi layanan penting untuk menjaga daya saing dan relevansi bisnis di tengah perubahan industri Service innovation is essential to maintain competitiveness and business relevance

Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
Kualitas Pendidikan / Pengembangan SDM Human Capital Development GRI 404	Kompetensi, pelatihan, dan pengembangan kapabilitas karyawan Employee competence, training, and capability development	Karyawan, Manajemen Employees, Management	SDM yang kompeten mendukung kualitas layanan dan keberlanjutan perusahaan Competent human capital supports service quality and sustainability
Strategi Perubahan Iklim Climate Change Strategy GRI 305	Pengelolaan risiko dan peluang terkait perubahan iklim serta dukungan terhadap NZE Management of climate-related risks and opportunities and support for NZE	Pemerintah, Regulator, Pelanggan Government, Regulators, Customers	Perubahan iklim berdampak pada strategi bisnis, risiko operasional, dan peluang layanan hijau Climate change affects business strategy, risks, and green service opportunities
Komunitas Lokal / Masyarakat Lokal Local Community GRI 413	Dampak sosial operasional dan kontribusi terhadap pengembangan masyarakat Social impacts of operations and community development contributions	Masyarakat Lokal, Pemerintah Daerah Local Communities, Local Government	Hubungan harmonis dengan masyarakat mendukung keberlanjutan operasi dan legitimasi sosial Community relations support operational sustainability and social license

Penyajian Kembali Informasi

Restatement of Information

[GRI 2-4]

Laporan Keberlanjutan Tahun 2024 merupakan laporan keberlanjutan pertama yang disusun dan diterbitkan oleh IDSurvey. Oleh karena itu, seluruh informasi dan data yang disajikan dalam laporan ini merupakan hasil pengumpulan data awal yang dilakukan selama proses penyusunan laporan, dan bukan merupakan penyajian kembali (*restatement*) dari informasi yang telah dipublikasikan sebelumnya.

Dengan demikian, pada periode pelaporan ini tidak terdapat perubahan, koreksi, maupun penyajian ulang terhadap data atau informasi keberlanjutan dari tahun-tahun sebelumnya. Ke depan, IDSurvey berkomitmen untuk terus meningkatkan kualitas, konsistensi, dan keterbandingan data keberlanjutan dari waktu ke waktu seiring dengan penguatan sistem pelaporan dan tata kelola keberlanjutan perusahaan.

The 2024 Sustainability Report is the first sustainability report prepared and published by IDSurvey. Accordingly, all information and data presented in this report are the result of initial data collection conducted during the report preparation process and do not constitute a restatement of previously published information.

Therefore, for this reporting period, there are no changes, corrections, or restatements of sustainability data or information from prior years. Going forward, IDSurvey is committed to continuously improving the quality, consistency, and comparability of sustainability data over time, in line with the strengthening of the company's sustainability reporting systems and governance.

Tanggapan Terhadap Umpan Balik

Response to Feedback

[OJK G.3]

Sebagai laporan keberlanjutan pertama yang diterbitkan oleh IDSurvey, laporan Tahun Buku 2024 ini disusun tanpa mengacu pada umpan balik dari laporan sebelumnya. Fokus utama penyusunan laporan adalah membangun dasar pelaporan keberlanjutan melalui pengumpulan dan penyajian informasi yang relevan serta dapat dipertanggungjawabkan.

As the first sustainability report published by IDSurvey, the 2024 report was prepared without reference to feedback from previous reports. The primary focus of the report preparation was to establish a foundation for sustainability reporting through the collection and presentation of relevant and accountable information.

IDSurvey menyadari bahwa masukan dari para pemangku kepentingan memiliki peran penting dalam penyempurnaan pelaporan keberlanjutan. Oleh karena itu, perusahaan membuka ruang bagi pemangku kepentingan untuk menyampaikan saran dan tanggapan atas laporan yang diterbitkan. Masukan tersebut akan menjadi bahan pembelajaran dan perbaikan dalam pengembangan laporan keberlanjutan di masa mendatang.

IDSurvey recognizes that input from stakeholders plays an important role in improving sustainability reporting. Accordingly, the company provides opportunities for stakeholders to submit suggestions and feedback on the published report. Such input will serve as valuable learning material and a basis for improvement in the development of future sustainability reports.

Penjaminan Eksternal

External Assurance

[GRI 2-5] [OJK G.1]

Pada tahun buku 2024, IDSurvey belum melakukan penjaminan eksternal atas Laporan Keberlanjutan yang disusun. Hal ini dikarenakan laporan keberlanjutan IDSurvey masih berada pada tahap awal pengembangan, baik dari sisi kelengkapan konten, konsistensi data, maupun pendekatan pelaporan yang digunakan. Sebagai laporan keberlanjutan perdana, fokus utama perusahaan adalah membangun fondasi pelaporan yang kuat melalui proses pengumpulan data, penyelarasan metodologi, serta peningkatan kualitas pengungkapan secara bertahap.

In 2024, IDSurvey did not conduct external assurance on the Sustainability Report prepared. This was because IDSurvey's sustainability reporting was still at an early stage of development, both in terms of content completeness, data consistency, and the reporting approach applied. As an inaugural sustainability report, the company's primary focus was on building a strong reporting foundation through data collection processes, methodological alignment, and the gradual enhancement of disclosure quality.

Selain itu, pada periode pelaporan dan tahun berikutnya, IDSurvey berada dalam fase transisi sebagai *holding* BUMN jasa survei, yang mencakup penyesuaian struktur organisasi, tata kelola, serta integrasi proses dan sistem antar entitas. Kondisi ini memerlukan waktu untuk memastikan keseragaman definisi, cakupan data, dan mekanisme pelaporan keberlanjutan sebelum dilakukan proses penjaminan eksternal secara menyeluruh.

In addition, during the reporting period and the subsequent year, IDSurvey was in a transition phase as a state-owned survey services holding company, which involved adjustments to organizational structure and governance, as well as the integration of processes and systems across entities. These conditions required time to ensure consistency in definitions, data scope, and sustainability reporting mechanisms before undertaking a comprehensive external assurance process.

Ke depan, IDSurvey berkomitmen untuk mempertimbangkan pelaksanaan penjaminan eksternal atas laporan keberlanjutan seiring dengan semakin matangnya sistem pelaporan, stabilnya peran *holding*, serta meningkatnya keterbandingan dan keterlacakan data keberlanjutan. Penjaminan eksternal tersebut diharapkan dapat memperkuat kredibilitas laporan dan meningkatkan kepercayaan pemangku kepentingan terhadap informasi keberlanjutan yang disampaikan oleh perusahaan.

Going forward, IDSurvey is committed to considering the implementation of external assurance for its sustainability reports as its reporting systems mature, the holding's role becomes more established, and the comparability and traceability of sustainability data continue to improve. External assurance is expected to strengthen the credibility of the report and enhance stakeholder confidence in the sustainability information disclosed by the company.

Kontak Informasi

Contact Information

[GRI 2-3] [OJK F.24]

IDSurvey menyediakan saluran komunikasi bagi para pemangku kepentingan yang ingin memperoleh informasi lebih lanjut, menyampaikan pertanyaan, maupun memberikan masukan terkait Laporan Keberlanjutan dan pelaksanaan program keberlanjutan perusahaan. Informasi kontak ini disediakan sebagai bentuk komitmen IDSurvey dalam menjaga keterbukaan, transparansi, dan komunikasi yang efektif dengan seluruh pemangku kepentingan.

IDSurvey provides communication channels for stakeholders who wish to obtain further information, submit inquiries, or provide feedback regarding the Sustainability Report and the implementation of the company's sustainability programs. This contact information is provided as part of IDSurvey's commitment to maintaining openness, transparency, and effective communication with all stakeholders.

Pertanyaan, tanggapan, atau permintaan informasi terkait Laporan Keberlanjutan IDSurvey dapat disampaikan melalui kontak berikut:

Questions, feedback, or requests for information related to the IDSurvey Sustainability Report may be submitted through the following contact details:

IDSurvey Headquarters
WRT Tower (Waskita Rajawali Tower) Lantai 3, Jalan MT Haryono Kav. 12-13,
Jatinegara, Jakarta Timur, DKI Jakarta 13330

Telepon
Telephone
+62811-1612-1612

Email
E-mail
info@idsurvey.co.id

Situs Web
Website
www.idsurvey.co.id

idsurvey_bumn | idsurveybumn | idsurvey_official | idsurvey4311

IDSurvey akan menindaklanjuti setiap pertanyaan dan masukan yang diterima sesuai dengan ketentuan dan mekanisme internal yang berlaku.

IDSurvey will follow up on every inquiry and feedback received in accordance with applicable internal procedures and mechanisms.



03

Tata Kelola Keberlanjutan

Sustainability Governance

Tata Kelola Perusahaan yang Baik
Good Corporate Governance

Sebagai *holding* BUMN yang menaungi layanan survei, inspeksi, dan sertifikasi, IDSurvey menempatkan penerapan Tata Kelola yang Baik sebagai pilar fundamental dalam pengelolaan perusahaan. Tata kelola yang baik menjadi kerangka kerja utama untuk memastikan bahwa seluruh aktivitas bisnis dijalankan secara terbuka, bertanggung jawab, profesional, serta menjunjung tinggi prinsip keadilan dan independensi. Penerapan GCG juga menjadi instrumen penting dalam memperkuat kepercayaan pemangku kepentingan dan menjaga keberlangsungan usaha di tengah dinamika lingkungan bisnis dan regulasi.

Penerapan tata kelola perusahaan di IDSurvey tidak hanya dimaknai sebagai kepatuhan terhadap ketentuan peraturan perundang-undangan, tetapi juga sebagai bagian dari strategi korporasi dalam menciptakan nilai jangka panjang bagi negara dan masyarakat. Melalui tata kelola yang terintegrasi di tingkat *holding* dan entitas anak, IDSurvey mampu mengoptimalkan sinergi operasional, meningkatkan kualitas pengambilan keputusan, serta memperkuat pengendalian internal dan manajemen risiko. Hal ini menjadi krusial mengingat peran IDSurvey dalam mendukung agenda pembangunan nasional, termasuk peningkatan daya saing industri, jaminan mutu produk dan infrastruktur, serta penerapan standar keselamatan dan keberlanjutan.

Sejalan dengan implementasi PER-02/MBU/03/2023 tentang Penerapan Tata Kelola Perusahaan dan Kegiatan Korporasi Signifikan BUMN, IDSurvey mengembangkan kerangka kebijakan dan prosedur tata kelola yang mencakup pengawasan strategis, pengelolaan sumber daya manusia berbasis kompetensi dan integritas, sistem keuangan yang andal dan transparan, pemanfaatan teknologi informasi, serta pengelolaan hubungan dengan pemangku kepentingan. Pendekatan ini memastikan bahwa setiap keputusan strategis dan aktivitas operasional dilakukan secara terukur, akuntabel, dan selaras dengan prinsip keberlanjutan serta nilai-nilai AKHLAK BUMN.

As a state-owned holding company overseeing survey, inspection, and certification services, IDSurvey places the implementation of Good Corporate Governance (GCG) as a fundamental pillar of its corporate management. Sound governance serves as the primary framework to ensure that all business activities are conducted in a transparent, accountable, and professional manner, while upholding the principles of fairness and independence. The implementation of GCG also plays a vital role in strengthening stakeholder trust and safeguarding business sustainability amid an increasingly dynamic business and regulatory environment.

The implementation of corporate governance at IDSurvey is not merely regarded as compliance with prevailing laws and regulations, but also as an integral part of the corporate strategy to create long-term value for the state and society. Through an integrated governance framework at both the holding and subsidiary levels, IDSurvey is able to optimize operational synergies, enhance the quality of decision-making, and strengthen internal control and risk management. This approach is essential given IDSurvey's strategic role in supporting national development agendas, including improving industrial competitiveness, ensuring the quality of products and infrastructure, and promoting safety and sustainability standards.

In line with the implementation of PER-02/MBU/03/2023 on the Implementation of Corporate Governance and Significant Corporate Actions of State-Owned Enterprises, IDSurvey has developed governance policies and procedures that encompass strategic oversight, human resource management based on competence and integrity, reliable and transparent financial systems, the utilization of information technology, and effective stakeholder engagement. This approach ensures that all strategic decisions and operational activities are carried out in a measurable and accountable manner, and are aligned with sustainability principles as well as the core values of AKHLAK BUMN.

Prinsip-prinsip dasar Tata Kelola yang Baik yang diterapkan oleh IDSurvey menjadi pedoman dalam menjalankan fungsi pengawasan dan pengelolaan perusahaan secara berkelanjutan, baik di tingkat *holding* maupun entitas anak. Prinsip-prinsip tersebut meliputi:

The fundamental principles of Good Corporate Governance implemented by IDSurvey serve as guidelines in carrying out the Company's oversight and management functions in a sustainable manner, both at the holding level and across its subsidiaries. These principles include:

Transparansi
Transparency

IDSurvey memastikan keterbukaan informasi yang relevan dan material dalam proses pengambilan keputusan strategis maupun pelaksanaan kegiatan usaha. Keterbukaan ini dilakukan secara tepat waktu, akurat, dan dapat diakses oleh pemangku kepentingan sesuai dengan ketentuan yang berlaku.

IDSurvey ensures the disclosure of relevant and material information in strategic decision-making processes as well as in the implementation of business activities. Such disclosure is conducted in a timely and accurate manner and is accessible to stakeholders in accordance with applicable regulations.

Akuntabilitas
Accountability

IDSurvey menjamin kejelasan pembagian peran, fungsi, dan tanggung jawab antara organ perusahaan serta manajemen di lingkungan *holding* dan anak perusahaan. Struktur tata kelola yang jelas memungkinkan pengelolaan perusahaan dilakukan secara efektif, terukur, dan dapat dipertanggungjawabkan.

IDSurvey ensures clear delineation of roles, functions, and responsibilities among the Company's governing bodies and management at both the holding and subsidiary levels. A well-defined governance structure enables the Company to be managed effectively, in a measurable manner, and with proper accountability.

Pertanggungjawaban
Responsibility

IDSurvey berkomitmen untuk menjalankan seluruh aktivitas usaha sesuai dengan peraturan perundang-undangan yang berlaku, ketentuan Kementerian BUMN, serta prinsip-prinsip tata kelola perusahaan yang baik. Selain itu, perusahaan menjunjung tinggi etika bisnis dan kepatuhan sebagai bagian dari tanggung jawab korporasi kepada negara dan masyarakat.

IDSurvey is committed to conducting all business activities in compliance with prevailing laws and regulations, provisions set forth by the Ministry of State-Owned Enterprises, and the principles of good corporate governance. Furthermore, the Company upholds business ethics and compliance as an integral part of its corporate responsibility to the state and society.

Independensi
Independence

IDSurvey mengelola perusahaan secara profesional dengan memastikan bahwa setiap keputusan bisnis diambil secara objektif, bebas dari benturan kepentingan, serta tanpa pengaruh atau tekanan dari pihak manapun yang dapat mengganggu independensi pengelolaan perusahaan.

IDSurvey manages the Company in a professional manner by ensuring that all business decisions are made objectively, free from conflicts of interest, and without undue influence or pressure from any party that could compromise the independence of corporate management.

Kewajaran
Fairness and Equality

IDSurvey berkomitmen untuk memperlakukan seluruh pemangku kepentingan secara adil dan setara, serta memenuhi hak-hak mereka sesuai dengan perjanjian, peraturan perundang-undangan, dan prinsip tata kelola yang berlaku.

IDSurvey is committed to treating all stakeholders fairly and equitably, and to fulfilling their rights in accordance with agreements, applicable laws and regulations, and sound corporate governance principles.

Anak perusahaan di lingkungan IDSurvey secara berkelanjutan berupaya meningkatkan penerapan prinsip-prinsip *Good Corporate Governance* (GCG) melalui pelaksanaan evaluasi secara rutin setiap tahun. Evaluasi tersebut dilakukan baik melalui penilaian internal (*self-assessment*) maupun penilaian oleh pihak independen, guna mengidentifikasi area yang memerlukan perbaikan serta memastikan kesesuaian penerapan tata kelola perusahaan dengan ketentuan peraturan perundang-undangan dan standar GCG yang berlaku.

Dalam pelaksanaannya, anak perusahaan menindaklanjuti rekomendasi hasil audit dan evaluasi GCG dengan mengacu pada praktik terbaik serta kebijakan dan regulasi yang relevan. Upaya tersebut didukung dengan pemeliharaan dan penyempurnaan pedoman, piagam, serta prosedur tata kelola perusahaan secara berkesinambungan, sebagai bagian dari komitmen untuk membangun sistem pengelolaan yang transparan, akuntabel, dan bertanggung jawab.

Sebagai holding, IDSurvey berperan dalam mengarahkan, memantau, dan memastikan konsistensi penerapan GCG di seluruh anak perusahaan. Hasil penilaian GCG pada masing-masing anak perusahaan dapat dilihat sebagai berikut

Subsidiaries within the IDSurvey Group continuously strive to enhance the implementation of Good Corporate Governance (GCG) principles through the conduct of regular annual evaluations. These evaluations are carried out through both internal assessments (self-assessments) and assessments by independent parties, with the objective of identifying areas for improvement and ensuring that the implementation of corporate governance is in compliance with applicable laws and regulations as well as prevailing GCG standards.

In practice, the subsidiaries follow up on recommendations resulting from GCG audits and evaluations by referring to best practices and relevant policies and regulations. These efforts are supported by the continuous maintenance and enhancement of governance guidelines, charters, and procedures, as part of the commitment to establishing a transparent, accountable, and responsible management system.

As the holding company, IDSurvey plays a role in providing direction, monitoring, and ensuring consistency in the implementation of GCG across all subsidiaries. The results of the GCG assessments for each subsidiary are presented as follows.

Nilai GCG Perusahaan

The Company's GCG Score

	bki		SUCOFINDO
2024	Sedang proses *In the process*	Sedang proses *In the process*	Sedang proses *In the process*
2023	89,51	92,63	95,88
2022	89,51	89,10	94,42

Struktur Tata Kelola

Governance Structure

[GRI 2-9]

IDSurvey menerapkan struktur tata kelola perusahaan yang mengacu pada ketentuan Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas. Struktur tata kelola tersebut terdiri atas Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi, baik di tingkat *holding* maupun pada masing-masing entitas anak perusahaan.

Sistem tata kelola yang diterapkan di lingkungan IDSurvey *Group* menggunakan *two-tier system*, yang secara tegas memisahkan fungsi pengawasan dan fungsi pengelolaan perusahaan. Dewan Komisaris bertugas melakukan pengawasan serta memberikan nasihat kepada Direksi, sedangkan Direksi bertanggung jawab atas pengelolaan dan manajemen perusahaan, termasuk pelaksanaan kegiatan operasional sehari-hari.

Di tingkat holding, Dewan Komisaris dan Direksi IDSurvey menjalankan peran strategis dalam menetapkan arah kebijakan, melakukan pengawasan, serta memastikan penerapan tata kelola perusahaan yang konsisten dan terintegrasi di seluruh anak perusahaan. Sementara itu, pada masing-masing entitas anak perusahaan, Dewan Komisaris dan Direksi melaksanakan fungsi dan kewenangannya sesuai dengan ruang lingkup usaha dan tanggung jawab masing-masing, dengan tetap mengacu pada kebijakan, pedoman, dan arahan strategis dari *holding*.

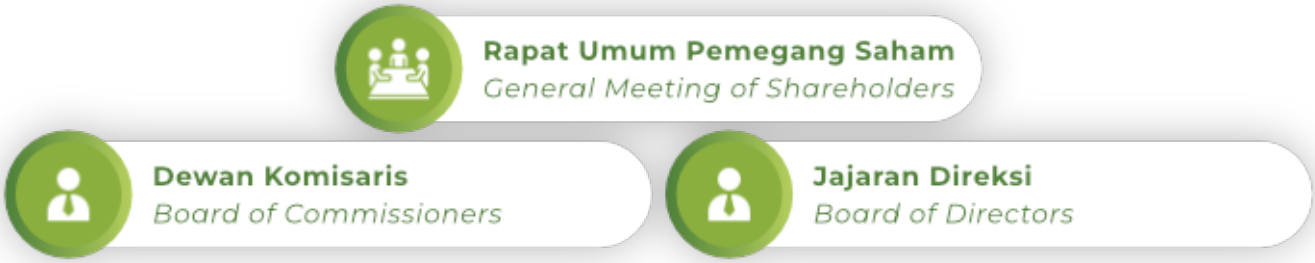
Pembagian tugas, wewenang, dan tanggung jawab antara RUPS, Dewan Komisaris, dan Direksi, baik di tingkat *holding* maupun anak perusahaan, diatur secara jelas dalam Anggaran Dasar serta peraturan perundang-undangan yang berlaku.

IDSurvey implements a corporate governance structure in accordance with Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies. This governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors, both at the holding level and within each subsidiary.

The governance system applied within the IDSurvey Group follows a two-tier system, which clearly separates supervisory functions from corporate management functions. The Board of Commissioners is responsible for overseeing and providing guidance to the Board of Directors, while the Board of Directors is responsible for the management and administration of the company, including the execution of day-to-day operational activities.

At the holding level, the Board of Commissioners and Board of Directors of IDSurvey play a strategic role in setting policy directions, conducting oversight, and ensuring consistent and integrated corporate governance across all subsidiaries. Meanwhile, in each subsidiary, the Board of Commissioners and Board of Directors carry out their functions and authorities in accordance with their respective business scope and responsibilities, while adhering to policies, guidelines, and strategic directions issued by the holding.

The division of duties, authorities, and responsibilities among the GMS, Board of Commissioners, and Board of Directors, both at the holding and subsidiary levels, is clearly stipulated in the Articles of Association and applicable laws and regulations.



Rapat Umum Pemegang Saham

General Meeting of Shareholders

[GRI 2-11]

Rapat Umum Pemegang Saham (RUPS) merupakan organ tertinggi dalam struktur tata kelola IDSurvey dan berfungsi sebagai mekanisme utama dalam melindungi serta menjalankan hak-hak pemegang saham. Sebagai organ tertinggi, RUPS memegang seluruh kewenangan yang tidak didelegasikan kepada Dewan Komisaris maupun Direksi, termasuk keputusan strategis yang memiliki dampak signifikan terhadap arah, kebijakan, dan kinerja perusahaan.

RUPS menjadi forum resmi bagi para pemegang saham untuk meninjau, mengevaluasi, dan menetapkan kebijakan penting yang memastikan keberlanjutan dan pertumbuhan perusahaan. Seluruh keputusan yang diambil dalam RUPS selalu mengacu pada ketentuan Anggaran Dasar, peraturan perundang-undangan yang berlaku, serta prinsip-prinsip tata kelola perusahaan yang baik.

The General Meeting of Shareholders (GMS) is the highest organ within the corporate governance structure of IDSurvey and serves as the primary mechanism for protecting and exercising shareholders' rights. As the highest organ, the GMS holds all authorities that are not delegated to the Board of Commissioners or the Board of Directors, including strategic decisions that have a significant impact on the company's direction, policies, and performance.

The GMS serves as the official forum for shareholders to review, evaluate, and determine key policies that ensure the company's sustainability and growth. All decisions made by the GMS are always in accordance with the provisions of the Articles of Association, applicable laws and regulations, and the principles of good corporate governance.

Dewan Komisaris

Board of Commissioners

[GRI 2-9]

Dewan Komisaris merupakan bagian dari organ tertinggi dalam struktur tata kelola IDSurvey yang bertanggung jawab mengawasi pelaksanaan tugas Direksi sesuai dengan Anggaran Dasar perusahaan, serta memberikan arahan dan masukan terkait kebijakan strategis. Sebagai organ non-eksekutif, Dewan Komisaris memastikan bahwa seluruh kegiatan operasional dan pengambilan keputusan Direksi berlangsung sesuai dengan prinsip tata kelola yang baik, transparan, dan akuntabel.

Dewan Komisaris di tingkat *holding* juga berperan dalam memberikan arahan dan pengawasan kepada masing-masing anak perusahaan, guna memastikan penerapan praktik tata kelola yang konsisten di seluruh entitas. Berikut ini susunan Dewan Komisaris *Holding* IDSurvey

The Board of Commissioners is part of the highest organ within the corporate governance structure of IDSurvey, responsible for overseeing the implementation of the Board of Directors' duties in accordance with the Company's Articles of Association, as well as providing guidance and input on strategic policies. As a non-executive organ, the Board of Commissioners ensures that all operational activities and decisions made by the Board of Directors are conducted in accordance with the principles of good governance, transparency, and accountability.

At the holding level, the Board of Commissioners also plays a role in providing direction and oversight to each subsidiary, ensuring the consistent implementation of governance practices across all entities. The following is the composition of the Holding Board of Commissioners of IDSurvey.

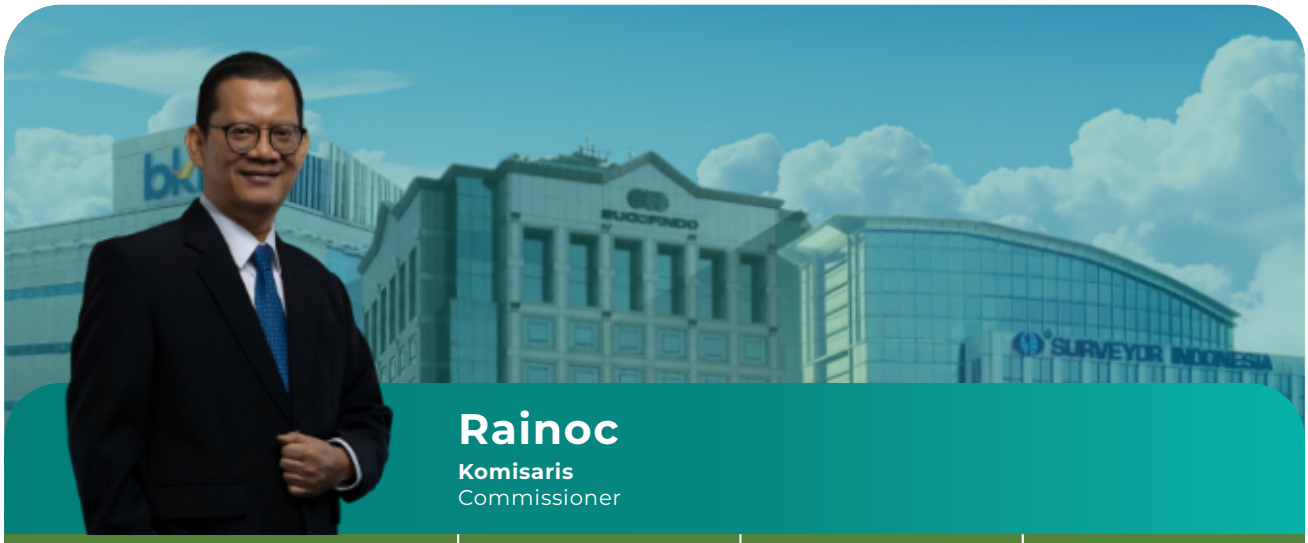


Susyanto

Komisaris Utama
President Commissioner

Tempat & Tanggal Lahir Place & Date of Birth	Usia Age	Kewarganegaraan Citizenship	Domisili Domicile
Tulungagung, 4 Mei 1962 Tulungagung, May 4 1962	**62 Tahun** 62 Years Old	**Indonesia**	**Bogor**

Riwayat Pendidikan Educational Background	S1 Keperdataan Universitas Kediri S2 Hukum STIE IBLAM Jakarta Bachelor of Civil Law, Universitas Kediri Master of Law, STIE IBLAM Jakarta
Riwayat Pekerjaan Career History	• PT BNI(Persero) Tbk (2020 – 2024) - Komisaris • KBUMN (2020 – 2023) - Sekretaris KBUMN • Sekretariat Jenderal Kementerian Energi dan Sumber Daya Mineral (2018 – 2020) - Kepala Pusat Pengelolaan Barang Milik Negara • PT PGN Solution (2015 – 2018) - Komisaris • PT BNI (Persero) Tbk (2020 – 2024) - Commissioner • Ministry of State-Owned Enterprises (KBUMN) (2020 – 2023) - Secretary of KBUMN • Secretariat General, Ministry of Energy and Mineral Resources (2018 – 2020) - Head of the Center for State-Owned Asset Management • PT PGN Solution (2015 - 2018) - Commissioner
Rangkap Jabatan Concurrent Position	Tidak memiliki rangkap jabatan di perusahaan maupun institusi lainnya Does not hold concurrent positions in any other company or institution.
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None



Rainoc

Komisaris
Commissioner

Tempat & Tanggal Lahir Place & Date of Birth	**Usia** Age	**Kewarganegaraan** Citizenship	**Domisili** Domicile
Sawahlunto, 7 Oktober 1969 Sawahlunto, October 7 1969	**55 Tahun** 55 Years Old	**Indonesia**	**Jakarta**

Riwayat Pendidikan Educational Background	S1 Ekonomi Universitas Andalas Bachelor of Economic, University of Andalas
Riwayat Pekerjaan Career History	• Direktur SDM dan Umum PT Pelni (Persero) (2022 – 2024) • Anggota Dewan Komisaris PT Pertamina Hulu Indonesia (2021 – 2022) • Anggota Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) (2016 – 2021) • Director of Human Resources and General Affairs, PT Pelni (Persero) (2022 – 2024) • Member of the Board of Commissioners, PT Pertamina Hulu Indonesia (2021 – 2022) • Member of the Board of Commissioners, PT Reasuransi Indonesia Utama (Persero) (2016 – 2021)
Rangkap Jabatan Concurrent Position	Saat ini menjabat sebagai Asisten Deputi Bidang Teknologi dan Informasi Kementerian BUMN Currently serving as Assistant Deputy for Technology and Information, Ministry of State-Owned Enterprises.
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None



Virgo Eresta Jaya

Komisaris
Commissioner

Tempat & Tanggal Lahir Place & Date of Birth	Usia Age	Kewarganegaraan Citizenship	Domisili Domicile
Jakarta, 16 September 1969 Jakarta, September 16 1969	**55 Tahun** 55 Years Old	**Indonesia**	**Jakarta**

Riwayat Pendidikan Educational Background	S1 di bidang Teknik Geodesi, Institut Teknologi Bandung (1992) S2 *Land Administration University of New South Wales* (1997) Bachelor's degree in Geodetic Engineering, Bandung Institute of Technology (1992) Master of Land Administration, University of New South Wales (1997).
Riwayat Pekerjaan Career History	• Direktur Jenderal Survei, Pengukuran, dan Pemetaan Pertanahan dan Ruang, Kementerian ATR/BPN (2022 – sekarang) • Staf Ahli Menteri Agraria dan Tata Ruang/Kepala Badan Pertanahan Nasional Bidang Teknologi Informasi (2021 – 2022) • Director General of Land and Spatial Measurement and Mapping Surveys, Ministry of Agrarian Affairs and Spatial Planning/National Land Agency (ATR/BPN) (2022 – present) • Expert Staff to the Minister of Agrarian Affairs and Spatial Planning / Head of the National Land Agency for Information Technology (2021 – 2022)
Rangkap Jabatan Concurrent Position	Saat ini menjabat Direktur Jenderal Survei Pengukuran dan Pemetaan Pertanahan dan Ruang Kementerian ATR/BPN. Currently serving as Director General of Surveying, Mapping, and Land and Spatial Planning at the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency (ATR/BPN).
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None



Subagiyo

Komisaris
Commissioner

Tempat & Tanggal Lahir Place & Date of Birth	**Usia** Age	**Kewarganegaraan** Citizenship	**Domisili** Domicile
Surabaya, 10 November 1970 Surabaya, November 10 1970	**54 Tahun** 54 Years Old	**Indonesia**	**Bogor**

Riwayat Pendidikan Educational Background	S1 Teknik Perkapalan ITS S2 *Master of Commerce and Administration* ITB Bachelor of Naval Architecture, ITS Master of Commerce and Administration, ITB
Riwayat Pekerjaan Career History	• Kepala Staf Ahli Bidang Keselamatan dan Konektivitas Perhubungan (2023 – sekarang) • Kepala Kantor Kesyahbandaran dan Otoritas Pelabuhan Utama Tanjung Priok (2023) • Direktur Kepelabuhanan (2022 – 2023) • Chief Expert Staff for Transportation Safety and Connectivity (2023 – present) • Head of Tanjung Priok Main Port Authority and Harbourmaster Office (2023) • Director of Port Affairs (2022 – 2023)
Rangkap Jabatan Concurrent Position	Saat ini menjabat sebagai Staf Ahli Kementerian Perhubungan merangkap Plt. Kepala BPSDM Kementerian Perhubungan (2023 – Sekarang). Currently serving as Expert Staff at the Ministry of Transportation and concurrently as Acting Head of the Human Resources Development Agency (BPSDM), Ministry of Transportation (2023 – present).
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None

Selain itu, berikut adalah susunan Dewan Komisaris dari seluruh entitas anak perusahaan IDSurvey.

In addition, the following is the composition of the Board of Commissioners for all subsidiaries within the IDSurvey Group.

	Nama Name	Jabatan Position	Kewarganegaraan Nationality	Jenis Kelamin Gender
bki	Susyanto	Komisaris Utama President Commissioner	Indonesia	Pria Male
	Rainoc	Komisaris Commissioner	Indonesia	Pria Male
	Virgo Eresta Jaya	Komisaris Commissioner	Indonesia	Pria Male
	Subagiyo	Komisaris Commissioner	Indonesia	Pria Male
SURVEYOR INDONESIA	Wawan Sunarjo	Komisaris Utama President Commissioner	Indonesia	Pria Male
	Djatmiko Bris Witjaksono	Komisaris Commissioner	Indonesia	Pria Male
	Suko Basuki	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Sukmo Gunardi	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
SUCOFINDO	Moga Simatupang	Komisaris Utama President Commissioner	Indonesia	Pria Male
	Anas Puji Istanto	Komisaris Commissioner	Indonesia	Pria Male
	Adi Budiarso	Komisaris Commissioner	Indonesia	Pria Male
	Mahatma Gandhi	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Zainal Abidin	Komisaris Independen Independent Commissioner	Indonesia	Pria Male

Jajaran Direksi

Board of Directors

[GRI 2-9]

Direksi merupakan organ perusahaan yang memiliki tanggung jawab penuh atas pengelolaan dan manajemen operasional sehari-hari di lingkungan IDSurvey. Tugas dan tanggung jawab Direksi mencakup perumusan serta pelaksanaan strategi bisnis, pengelolaan sumber daya perusahaan, serta pengambilan keputusan operasional untuk memastikan pencapaian tujuan perusahaan secara efektif dan efisien.

The Board of Directors is the corporate organ with full responsibility for the management and administration of daily operations within IDSurvey. The duties and responsibilities of the Board of Directors include formulating and implementing business strategies, managing company resources, and making operational decisions to ensure the company's objectives are achieved effectively and efficiently.

Selain itu, Direksi bertindak sebagai wakil perusahaan dalam setiap urusan hukum serta hubungan dengan pihak eksternal, dan wajib melaksanakan seluruh tugasnya berdasarkan prinsip-prinsip Tata Kelola yang Baik.

In addition, the Board of Directors acts as the company's representative in all legal matters and interactions with external parties, and is required to perform all its duties in accordance with the principles of Good Corporate Governance.

Di tingkat *holding*, Direksi juga bertugas mengkoordinasikan pelaksanaan strategi dan kebijakan di seluruh anak perusahaan, memastikan keselarasan operasional dan konsistensi praktik tata kelola di lingkungan IDSurvey. Berikut ini susunan Direksi *Holding* IDSurvey.

At the holding level, the Board of Directors is also responsible for coordinating the implementation of strategies and policies across all subsidiaries, ensuring operational alignment and consistent governance practices within the IDSurvey. The following is the composition of the Holding IDSurvey Board of Directors.





Arisudono Soerono

Direktur Utama
President Director

Tempat & Tanggal Lahir Place & Date of Birth	Usia Age	Kewarganegaraan Citizenship	Domisili Domicile
Jakarta, 24 Januari 1970 Jakarta, January 24 1970	**54 Tahun** 54 Years Old	**Indonesia**	**Jakarta**

Riwayat Pendidikan Educational Background	S1 Teknik Kimia Institut Teknologi Bandung (1994) MBA London Business School Institute (2000) Bachelor of Chemical Engineering from ITB (1994) MBA from London Business School Business Institute (2000)
Riwayat Pekerjaan Career History	• Direktur Utama PT Danareksa (Persero) (2020–2022) • Direktur Utama Pengelola Aset (Persero) (2020) • Managing Director & Country Head PT Vena Energy (2019–2020) • Chief Financial Officer PT Paiton Energy (2018–2019) • Direktur Utama dan Direktur Keuangan PT Indonesia Infrastructure (IF) (2013–2018) • Chief Financial Officer PT Blue Bird Tbk (2012–2013) • Wakil Direktur Utama, Direktur Keuangan Cardig Group (2011–2012) • President Director of PT Danareksa (Persero) (2020–2022) • President Director of Asset Management (Persero) (2020) • Managing Director & Country Head of PT Vena Energy (2019–2020) • Chief Financial Officer of PT Paiton Energy (2018–2019) • President Director and Director of Finance of PT Indonesia Infrastructure (IF) (2013–2018) • Chief Financial Officer of PT Blue Bird Tbk (2012–2013) • Vice President Director, Director of Finance of Cardig Group (2011–2012)
Rangkap Jabatan Concurrent Position	Tidak memiliki rangkap jabatan di perusahaan maupun institusi lainnya Does not hold concurrent positions in any other company or institution.
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None



Andry Tanudjaja

Direktur Hubungan Kelembagaan
Director of Institutional Relations

Tempat & Tanggal Lahir Place & Date of Birth	**Usia** Age	**Kewarganegaraan** Citizenship	**Domisili** Domicile
Jakarta, 8 Juni 1971 Jakarta, June 8 1971	**53 Tahun** 53 Years Old	**Indonesia**	**Jakarta**

Riwayat Pendidikan Educational Background	D3 Pariwisata di National Hotel Institute, 1994 Diploma 3 in Tourism at the National Hotel Institute, 1994
Riwayat Pekerjaan Career History	• Direktur Komersial dan Pengembangan PT Perusahaan Perdagangan Indonesia (Persero) (2021-2023) • Komisaris PT BGR Logistik Indonesia (2021-2023) • Direktur Utama PT Dhanadhipa Karya Adhika (2019-2021) • Komisaris PT Finenz Indonesia (2009-2021) • Komisaris PT Buana Megah Abadi Asset Management (2010-2021) • Vice President MF Global Pte Ltd, Singapore (2005-2008) • Vice President Marketing PT Recapital/Rifan Financindo Berjangka (2003-2005) • Commercial and Development Director of PT Perusahaan Dagang Indonesia (Persero) (2021-2023) • Commissioner of PT BGR Logistik Indonesia (2021-2023) • President Director of PT Dhanadhipa Karya Adhika (2019-2021) • Commissioner of PT Finenz Indonesia (2009-2021) • Commissioner of PT Buana Megah Abadi Asset • Management (2010-2021) • Vice President MF Global Pte Ltd, Singapore (2005-2008) • Vice President Marketing PT Recapital/Rifan Financindo Berjangka (2003-2005)
Rangkap Jabatan Concurrent Position	Tidak memiliki rangkap jabatan di perusahaan maupun institusi lainnya Does not hold concurrent positions in any other company or institution.
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None



Sinung Triwulandari

Direktur Keuangan, Administrasi dan Manajemen Risiko
Finance, Administration, and Risk Management Director

Tempat & Tanggal Lahir Place & Date of Birth	Usia Age	Kewarganegaraan Citizenship	Domisili Domicile
Semarang, 23 Maret 1971 Semarang, March 23 1971	**53 Tahun** 53 Years Old	**Indonesia**	**Jakarta**

Riwayat Pendidikan Educational Background	S2 Bidang Informatika, University of Abertay Dundee, Inggris S1 Teknik Elektro, Universitas Muhammadiyah, Yogyakarta Diploma Teknik Elektro, Universitas Diponegoro, Semarang Master of Science di bidang Informatika, University of Abertay Dundee, Inggris. Bachelor's Degree in Electrical Engineering, Muhammadiyah University, Yogyakarta. Diploma in Electrical Engineering, Diponegoro University, Semarang
Riwayat Pekerjaan Career History	• Direktur Utama PT Haleyora Power (2022–2023) • Direktur Operasi PT Haleyora Power (2017–2022) • Kepala Divisi Operasi dan Pengembangan Bisnis PT Haleyora Power (2013–2017) • Berkarier di PT PLN (Persero) sebagai Deputi Manajer Komersial, Deputi Manajer Pengembangan Usaha, Manajer Cabang Kotabumi, dan Manajer Area Kota (1994–2004) • President Director of PT Haleyora Power (2022–2023) • Operations Director of PT Haleyora Power (2017–2022) • Head of Operations and Business Development Division of PT Haleyora Power (2013–2017) • Career at PT PLN (Persero) as Deputy Commercial Manager, Deputy Business Development Manager, Kotabumi Bran
Rangkap Jabatan Concurrent Position	Tidak memiliki rangkap jabatan di perusahaan maupun institusi lainnya Does not hold concurrent positions in any other company or institution.
Hubungan Afiliasi Affiliate	Tidak memiliki hubungan afiliasi baik dengan anggota Direksi, anggota Dewan Komisaris, maupun dengan pemegang saham utama atau pengendali. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, or with the major or controlling shareholders.
Kepemilikan Saham Share Ownership	Nihil None

Selain itu, berikut adalah susunan Direksi dari seluruh entitas anak perusahaan IDSurvey.

In addition, the following is the composition of the Board of Directors for all subsidiaries within the IDSurvey Group.

	Nama Name	**Jabatan** Position	**Periode** Period	**Jenis Kelamin** Gender
bki	Arisudono	Direktur Utama President Director	2022-2027	Pria Male
	R Benny Susanto	Direktur Operasi Operations Director	2022-2027	Pria Male
	Rozainbahri Noor	Direktur Pengembangan Sumber Daya Resource Development Director	2021-2026	Pria Male
	Sinung Triwulandari	Direktur Keuangan, Administrasi dan Manajemen Risiko Finance, Administration, and Risk Management Director	2023-2028	Wanita Female
	Andry Tanudjaja	Direktur Hubungan Kelembagaan Institutional Relations Director	2023-2028	Pria Male
SURVEYOR INDONESIA	Sandry Pasambuna	Direktur Utama President Director	2024-2029	Pria Male
	Saifuddin Wijaya	Direktur Komersial Commercial Director	2021-2026	Pria Male
	Lussy Ariani Seba	Direktur Sumber Daya Manusia Human Resources Director	2020-2025	Wanita Female
	Wahyu Witjaksono	Direktur Keuangan dan Manajemen Risiko Finance and Risk Management Director	2024-2029	Pria Male
SUCOFINDO	Jobi Triananda Hasjim	Direktur Utama President Director	2023-2028	Pria Male
	Darwin Abas	Direktur Layanan Sumber Daya Alam Natural Resources Services Director	2021-2026	Pria Male
	Budi Utomo	Direktur Layanan Industri Industrial Services Director	2024-2029	Pria Male
	David Sidjabat	Direktur Sumber Daya Manusia Human Resources Director	2024-2029	Pria Male
	Evi Afiatin	Direktur Keuangan dan Manajemen Risiko Finance and Risk Management Director	2024-2029	Wanita Female

Nominasi dan Pengangkatan Dewan

Nomination and Appointment of the Board

[GRI 2-10]

Pada tahun 2024, pengangkatan Dewan Komisaris dan Direksi IDSurvey ditetapkan melalui RUPS, dengan susunan yang sama seperti Dewan Komisaris dan Direksi BKI, karena BKI bertindak sebagai *holding* IDSurvey.

In 2024, the appointment of the Board of Commissioners and Board of Directors of IDSurvey was determined through the GMS, with the composition being the same as the Board of Commissioners and Board of Directors of BKI, as BKI serves as the holding company of IDSurvey.

Sementara itu, untuk proses nominasi dan pengangkatan anggota Dewan Komisaris serta Direksi di setiap anak perusahaan IDSurvey, mekanismenya dilaksanakan melalui Rapat Umum Pemegang Saham (RUPS). Sesuai dengan ketentuan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN, hak inisiatif pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi berada di tangan pemegang saham, yang mengusulkan calon-calon sesuai kriteria yang telah ditetapkan.

Meanwhile, for the nomination and appointment process of the Board of Commissioners and Board of Directors of each IDSurvey subsidiary, the mechanism is carried out through the General Meeting of Shareholders (RUPS). In accordance with Law No. 40 of 2007 concerning Limited Liability Companies and Ministry of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 on the Organization and Human Resources of State-Owned Enterprises, the initiative for appointing and dismissing members of the Board of Commissioners and Board of Directors lies with the shareholders, who propose candidates based on the established criteria.

Untuk memastikan kualitas dan profesionalisme, anggota Dewan Komisaris dan Direksi wajib melalui proses *fit and proper test* (uji kepatutan dan kelayakan). Proses ini juga melibatkan Dewan Komisaris *holding*, yang mengajukan daftar nominasi kepada RUPS untuk mendapatkan persetujuan akhir.

To ensure quality and professionalism, members of the Board of Commissioners and Board of Directors must undergo a fit and proper test. This process also involves the holding's Board of Commissioners, which submits the nomination list to the RUPS for final approval.

Kualifikasi anggota Direksi ditentukan berdasarkan kompetensi, keahlian, integritas, kemampuan kepemimpinan, rekam jejak, pengalaman, serta dedikasi terhadap negara dan perusahaan. Anggota Direksi dapat berasal dari internal maupun eksternal perusahaan, selama memenuhi persyaratan yang berlaku. Pengangkatan dilakukan dengan mempertimbangkan semua aspek tersebut untuk memastikan kinerja optimal dalam mendukung visi dan misi IDSurvey, serta pencapaian tujuan strategis *holding* dan anak perusahaan.

The qualifications of Board members are determined based on competencies, expertise, integrity, leadership capabilities, track record, experience, and dedication to the state and the company. Board members may be appointed from internal or external candidates, provided they meet the applicable requirements. Appointments are made considering all these aspects to ensure optimal performance in supporting the vision and mission of IDSurvey, as well as achieving the strategic objectives of the holding and its subsidiaries.

Penilaian Kinerja Dewan Komisaris dan Direksi

Performance Evaluation of the Board of Commissioners and Directors

[GRI 2-18]

Dewan Komisaris IDSurvey menilai kinerja Direksi berdasarkan pencapaian *Key Performance Indicators* (KPI) yang telah ditetapkan, baik secara individu maupun secara kolegial. Hasil penilaian ini disampaikan kepada pemegang saham melalui mekanisme Rapat Umum Pemegang Saham (RUPS). Secara keseluruhan, Dewan Komisaris menilai bahwa Direksi telah melaksanakan tugas dan tanggung jawabnya dengan baik sepanjang tahun 2024. Berikut adalah pencapaian KPI Perusahaan IDSurvey.

The Board of Commissioners of IDSurvey evaluates the performance of the Board of Directors based on the achievement of the established Key Performance Indicators (KPIs), both individually and collectively. The results of this evaluation are reported to the shareholders through the General Meeting of Shareholders. Overall, the Board of Commissioners considers that the Board of Directors has effectively carried out its duties and responsibilities throughout 2024. The following presents the Company KPIs achievements of IDSurvey.

No	*Key Performance Indicator* (KPI)	Satuan Unit	Target	Realisasi Realization	Skor Score
A. Economic and Social Value for Indonesia					
1	EBITDA	Rp Miliar Rp Billion	1.506,17	1.531,64	9,15
2	ROIC => WACC	%	4,71	13,11	11,00
3	BOPO	%	86,91	86,39	9,05
4	Peningkatan operasional *excellence* melalui efisiensi *shared services* dari: 1. Pengadaan Bersama 2. Integrasi Lab dan Kantor Cabang 3. Human Capital 4. R&D Layanan Jasa Enhancing operational excellence through shared services efficiency in: 1. Joint Procurement 2. Integration of Laboratories and Branch Offices 3. Human Capital 4. R&D for Service Solutions	Rp Miliar Rp Billion	11,80	14,11	12,10
5	Kolaborasi dengan pemerintah melalui dukungan program sertifikasi UMK Collaboration with the government through support for MSME certification programs	Jumlah Amount	870,00	2.034,00	12,10

No	*Key Performance Indicator* (KPI)	Satuan Unit	Target	Realisasi Realization	Skor Score
B. Business Model Innovation					
6	Peningkatan praktek tata kelola perusahaan yang baik melalui implementasi *Dashboard Governance, Risk and Compliance* (GRC) Enhancement of good corporate governance practices through the implementation of a Governance, Risk, and Compliance (GRC) Dashboard	Waktu Time	31-Aug-24	31-Aug-24	4,40
7	Pendapatan dari fokus sektor bisnis *Green Economy*, Jasa Pendukung Program TKDN dan Sektor *Mining* Revenue from a focus on the Green Economy business sector, services supporting TKDN programs, and the mining sector	Rp Miliar Rp Billion	136,00	196,15	4,40
8	Pendapatan dari pengembangan dan penyampaian jasa *End to End Services* Revenue from the development and delivery of end-to-end services	Rp Miliar Rp Billion	205,00	302,18	4,40
9	Implementasi roadmap perbaikan penerapan manajemen risiko Implementation of a roadmap to improve the application of risk management	%	100,00	100,00	3,00
C. Business Model Innovation					
10	Tahapan proses integrasi - *Integrated Procurement System* (IPS) IDSurvey Stages of the integration process – IDSurvey Integrated Procurement System (IPS)	Waktu Time	30-Jun-24	26-Jun-24	4,40
11	Pendapatan dari pengembangan bisnis melalui Digitalisasi dan *advanced technology* Revenue from business development through digitalization and advanced technology	Rp Miliar Rp Billion	85,00	187,03	4,40
12	Pendapatan dari Produk dan Layanan Jasa Baru berbasis Digital Revenue from digital-based new products and service offerings	Rp Miliar Rp Billion	32,50	58,00	4,40

No	*Key Performance Indicator* (KPI)	Satuan Unit	Target	Realisasi Realization	Skor Score
D. Energize Investment					
13	Pendapatan dari kemitraan strategis pada sektor sekunder dan tersier Revenue from strategic partnerships in the secondary and tertiary sectors	Rp Miliar Rp Billion	118,50	146,86	4,40
14	Go Global - Peningkatan Pendapatan dari *Representatives Offices*, Kantor Cabang, Anak Perusahaan di Luar Negeri Go Global – Increased revenue from Representative Offices, Branch Offices, and Overseas Subsidiaries	Rp Miliar Rp Billion	309,00	366,09	4,40
E. Unleashed Talent					
15	a. Rasio *top talent* muda (<= 42 tahun) dalam *Nominated Talent* a. Ratio of young top talent (≤ 42 years old) within the Nominated Talent pool	%	30,80	33,48	4,35
	b. Rasio perempuan dalam *Nominated Talent* b. Ratio of women within the Nominated Talent pool	%	22,80	24,72	4,34
16	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko (Risiko Kualifikasi) Ratio of fulfillment of Risk Management Organ qualifications (Risk Qualification Ratio)	%	91,50	96,77	3,17
17	Implementasi roadmap Penyelesaian Dana Pensiun Implementation of the pension fund settlement roadmap	%	100,00	100,00	4,00

Kompetensi Komisaris dan Direksi

Competency of the Commissioners and Directors

[GRI 2-17] [OJK E.2]

Dalam rangka memastikan kapasitas tata kelola yang adaptif terhadap perkembangan bisnis dan regulasi, IDSurvey secara konsisten menyelenggarakan program pelatihan dan pengembangan kompetensi bagi Dewan Komisaris dan Direksi, sebagai upaya peningkatan kapasitas profesional baik terkait keberlanjutan maupun bidang strategis lainnya.

In order to ensure governance capacity that is adaptive to business and regulatory developments, IDSurvey consistently organizes training and competency development programs for the Board of Commissioners and Board of Directors. These programs aim to enhance professional capacity in areas related to sustainability as well as other strategic fields.

Berikut ini adalah rincian peningkatan kompetensi Dewan Komisaris dan Direksi pada masing-masing entitas anak perusahaan IDSurvey.

The following presents the details of competency development for the Board of Commissioners and Board of Directors in each of IDSurvey's subsidiary companies.

1 Pelatihan Dewan Komisaris dan Direksi BKI
Training for the Board of Commissioners and Board of Directors of BKI

Nama dan Jabatan Name and Position	Program yang Diikuti Program Attended	Penyelenggara Organizer	Tanggal Date
Susyanto Komisaris Utama President Commissioner	MasterClass Program Series XXIII: Life Cycle Assessment (LCA) and Carbon Reduction Strategy	LSPMR	25 – 26 Juli 2024 July 25 - 26, 2024
	Certified Risk Governance Professional	RAP Learning dan LSPMR	6 – 7 November 2024 November 6 - 7, 2024
Rainoc Komisaris Commissioner	MasterClass Program Series XXIII: Life Cycle Assessment (LCA) and Carbon Reduction Strategy	LSPMR	25 – 26 Juli 2024 July 25 - 26, 2024
	Qualified Risk Governance Professional	CRMS dan LPS MKS	8 – 9 Agustus 2024 August 8 - 9, 2024
Virgo Eresta Jaya Komisaris Commissioner	MasterClass Program Series XXIII: Life Cycle Assessment (LCA) and Carbon Reduction Strategy	LSPMR	25 – 26 Juli 2024 July 25 - 26, 2024
	Master Class Risk dan Certified in Enterprise Risk Governance	Enterprise Risk Management Academy (ERMA)	4 Desember 2024 December 4, 2024
Subagiyo Komisaris Commissioner	MasterClass Program Series XXIII: Life Cycle Assessment (LCA) and Carbon Reduction Strategy	LSPMR	25 – 26 Juli 2024 July 25 - 26, 2024
	Master Class Risk dan Certified in Enterprise Risk Governance	Enterprise Risk Management Academy (ERMA)	4 Desember 2024 December 4, 2024
Arisudono Soerono Direktur Utama President Director	Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
R. Benny Susanto Direktur Operasi Operations Director	Certified Governance Professional	LSPMR	-
	Bimbingan Teknis dan Uji Kompetensi K3 Migas Technical Guidance and Competency Test on Oil and Gas Occupational Health and Safety	Pusat Pengembangan Sumber Daya Manusia Minyak dan Gas Bumi Human Resources Development Center for Oil and Gas	-

Nama dan Jabatan Name and Position	Program yang Diikuti Program Attended	Penyelenggara Organizer	Tanggal Date
Rozainbahri Noor Direktur Pengembangan Sumber Daya Resource Development Director	Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
Sinung Triwulandari Direktur Keuangan, Administrasi dan Manajemen Risiko Finance, Administration, and Risk Management Director	Profesional Tata Kelola Risiko Berkualifikasi Quality Risk Governance Professional	Badan Nasional Sertifikasi Profesi (BNSP)	-
	Professional Certified Coach	Loop Institute of Coaching	-
	Certified in Accounting Finance and Business (CAFB)	Ikatan Akuntan Indonesia (IAI)	-
	Associate Chartered Accountant (CA)	Ikatan Akuntan Indonesia (IAI)	-
	Chartered Accountant	Ikatan Akuntan Indonesia (IAI)	-
Andry Tanudja Direktur Hubungan Kelembagaan Institutional Relations Director	Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024

2 Pelatihan Dewan Komisaris dan Direksi SI
Training for the Board of Commissioners and Board of Directors of SI

Nama dan Jabatan Name and Position	Program yang Diikuti Program Attended	Penyelenggara Organizer	Tanggal Date
Wawan Sunarjo Komisaris Utama President Commissioner	Sertifikasi Tata Kelola Risiko Profesional Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
Suko Basuki Komisaris Independen Independent Commissioner	Sertifikasi Tata Kelola Risiko Profesional Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
	Sertifikasi Tata Kelola Risiko Profesional Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024

Nama dan Jabatan Name and Position	Program yang Diikuti Program Attended	Penyelenggara Organizer	Tanggal Date
Sandry Pasambuna Direktur Utama President Director	The Power Of Intuition in Leadership	Nurcahyo Intuition Power	29 November 2024 November 29, 2024
	ESG Untuk Pemimpin ESG for Leaders	PT BKI	18 -19 Desember 2024 December 18-19, 2024
Saifuddin Wijaya Direktur Komersial Director of Commercial	Sertifikasi Pengawas Utama K3 Migas Principal HSE Supervisor Certification for Oil and Gas	Inti Terra	21-26 Agustus 2024 August 21-26, 2024
	Sertifikasi Tata Kelola Risiko Profesional Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
	The Power Of Intuition in Leadership	Nurcahyo Intuition Power	29 November 2024 November 29, 2024
Lussy Ariani Seba Direktur Sumber Daya Director of Human Capital	FHCI Indonesia Human Capital Forum	KBUMN	1 Juni 2024 June 1, 2024
	Sertifikasi Tata Kelola Risiko Profesional Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
	The Power Of Intuition in Leadership	Nurcahyo Intuition Power	29 November 2024 November 29, 2024
Wahyu Witjaksono Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Enterprise Risk Management (ERM)	IRBA	2 Oktober 2024 October 2, 2024
	Sertifikasi Tata Kelola Risiko Profesional Certified Risk Governance Professional	LSPMR	6 November 2024 November 6, 2024
	The Power Of Intuition in Leadership	Nurcahyo Intuition Power	29 November 2024 November 29, 2024

3 Pelatihan Dewan Komisaris dan Direksi SUCOFINDO
Training for the Board of Commissioners and Board of Directors of SUCOFINDO

Nama dan Jabatan Name and Position	Program yang Diikuti Program Attended	Penyelenggara Organizer	Tanggal Date
Jobi Triananda Direktur Utama President Director	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024

Nama dan Jabatan Name and Position	**Program yang Diikuti** Program Attended	**Penyelenggara** Organizer	**Tanggal** Date
Budi Utomo Direktur Layanan Industri Director of Industrial Services	Refreshment Auditor Lingkungan Environmental Auditor Refreshment	LPK AMI	23 Juli 2024 July 23, 2024
	Pelatihan Bersama – ESG for Leader's Joint Training – ESG for Leaders	CRMS	18 – 19 Desember 2024 December 18 - 19, 2024
	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
Darwin Abas Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
Evi Afiatin Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	MASTERCLASS PROGRAM SERIES XXIII	LSPMR	25 – 26 Juli 2024 July 25 - 26, 2024
	Balance Score Card		29 Agustus 2024 August 29, 2024
	Seminar RSCE Only	RSCE	13 – 14 November 2024 November 13 - 14, 2024
David Elezaar Sonak Sidjabat Direktur Sumber Daya Manusia Director of Human Capital	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
	Strategic Human Resources Management	NUS	9 – 13 Desember 2024 December 9 - 13, 2024

Benturan Kepentingan
Conflict of Interest

[GRI 2-15]

IDSurvey memastikan tidak adanya benturan kepentingan yang melibatkan Dewan Komisaris dan Direksi di setiap anak perusahaan melalui mekanisme pengawasan yang sistematis dan berkesinambungan. Pengawasan ini dilakukan dengan mengacu pada *Board Manual* yang menjadi pedoman standar bagi seluruh jajaran manajemen dan karyawan di lingkungan IDSurvey.

Hasil pengawasan menunjukkan bahwa selama periode pelaporan, tidak terdapat benturan kepentingan yang melibatkan Dewan Komisaris maupun Direksi di seluruh anak perusahaan.

IDSurvey ensures that no conflicts of interest involve the Board of Commissioners and Board of Directors in any of its subsidiary companies through a systematic and continuous oversight mechanism. This oversight is conducted in accordance with the Board Manual, which serves as the standard guideline for all management and employees within IDSurvey.

The results of the oversight indicate that during the reporting period, no conflicts of interest involving the Board of Commissioners or Board of Directors were identified across all subsidiary companies.

Upaya ini memperkuat budaya kepatuhan dan akuntabilitas, sekaligus menjaga integritas tata kelola perusahaan dalam mendukung pencapaian tujuan strategis IDSurvey. Informasi ini disampaikan secara terbuka kepada para pemangku kepentingan melalui laporan keberlanjutan sebagai wujud transparansi dan akuntabilitas publik.

These efforts strengthen a culture of compliance and accountability, while maintaining the integrity of corporate governance to support the achievement of IDSurvey's strategic objectives. This information is disclosed transparently to stakeholders through the sustainability report as a demonstration of public transparency and accountability.

Manajemen Risiko
Risk Management

[GRI 2-12] [OJK E.3]

Dalam rangka penerapan manajemen risiko yang terintegrasi dan berkelanjutan, IDSurvey sebagai *Holding* BUMN Jasa Survei, Inspeksi, dan Sertifikasi telah secara proaktif melakukan penyesuaian dan penyelarasan kebijakan internal dengan Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN. Melalui ketentuan tersebut, IDSurvey wajib memastikan bahwa kebijakan dan prosedur manajemen risiko diterapkan secara efektif untuk mendukung pencapaian target kinerja *holding*, termasuk pengelolaan risiko keberlanjutan dan risiko perubahan iklim.

In the implementation of integrated and sustainable risk management, IDSurvey, as the Holding of State-Owned Enterprises in Survey, Inspection, and Certification Services, has proactively aligned and harmonized its internal policies with Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 on Guidelines for Corporate Governance and Significant Corporate Activities of SOEs. Under this regulation, IDSurvey is required to ensure that risk management policies and procedures are effectively implemented to support the achievement of holding performance targets, including the management of sustainability-related risks and climate change risks.

Pelaksanaan manajemen risiko di IDSurvey dilakukan secara terstruktur dan terintegrasi dari tingkat *holding* hingga anak perusahaan. Proses ini dilaksanakan melalui mekanisme *Enterprise Risk Management* (ERM) yang terkoordinasi, serta dilanjutkan dengan proses agregasi risiko grup untuk memperoleh gambaran risiko secara menyeluruh di tingkat *holding*. Pengelolaan risiko dilakukan secara komprehensif dan dinamis sejak tahap perencanaan strategis, penetapan sasaran kinerja, identifikasi dan penilaian risiko, hingga evaluasi efektivitas pengendalian risiko dan kinerja perusahaan.

Risk management at IDSurvey is carried out in a structured and integrated manner, from the holding level to its subsidiaries. This process is implemented through a coordinated Enterprise Risk Management (ERM) mechanism and followed by a group risk aggregation process to obtain a comprehensive risk profile at the holding level. Risk management is conducted in a comprehensive and dynamic manner, starting from strategic planning, performance target setting, risk identification and assessment, to the evaluation of the effectiveness of risk controls and corporate performance.

Prinsip dan Praktik Utama Manajemen Risiko IDSurvey

Berdasarkan Piagam Manajemen Risiko, IDSurvey menetapkan prinsip-prinsip utama manajemen risiko sebagai berikut:

1. Pelaksanaan manajemen risiko secara terstruktur melalui proses risiko terintegrasi di tingkat *holding* dan anak perusahaan.
2. Pendekatan yang komprehensif dan dinamis, dimulai dari perencanaan strategi, penetapan sasaran, penilaian risiko, hingga perumusan dan pelaksanaan rencana strategis.
3. Pemantauan dan evaluasi risiko secara berkelanjutan terhadap efektivitas perlakuan risiko, pelaporan, serta pencapaian kinerja.

Key Principles and Practices of Risk Management at IDSurvey

Based on the Risk Management Charter, IDSurvey has established the following key risk management principles:

1. Implementation of risk management in a structured manner through integrated risk processes at both the holding and subsidiary levels.
2. A comprehensive and dynamic approach, starting from strategic planning, target setting, risk assessment, to the formulation and execution of strategic plans.
3. Continuous risk monitoring and evaluation of the effectiveness of risk treatments, reporting, and performance achievement.

4. Penerapan kebijakan manajemen risiko yang mencakup strategi risiko, toleransi risiko, dan kapasitas risiko, dengan mempertimbangkan skala dan kompleksitas konsolidasi IDSurvey *Group*.
5. Integrasi manajemen risiko ke dalam seluruh proses bisnis dan fungsi pendukung perusahaan.
6. Penerapan *Model Three Lines* dan tata kelola risiko terintegrasi sebagai kerangka utama pengelolaan risiko.
7. Peningkatan kompetensi sumber daya manusia secara berkelanjutan di bidang manajemen risiko dan keberlanjutan.
8. Pelibatan pemangku kepentingan secara proporsional dalam proses risiko untuk memperkaya perspektif dan kualitas pengambilan keputusan.
9. Deteksi dini terhadap potensi risiko, termasuk risiko iklim, serta respons yang tepat waktu dan akurat.
10. Pengambilan keputusan berbasis informasi terbaik, relevan, dan andal.
11. Komitmen pimpinan (*tone at the top*) dalam membangun dan memperkuat budaya sadar risiko (*risk culture*) di seluruh entitas IDSurvey *Group*.
12. Kepatuhan terhadap peraturan perundang-undangan, kebijakan internal, serta keputusan RUPS dan Menteri BUMN.

4. Implementation of risk management policies covering risk strategy, risk tolerance, and risk capacity, taking into account the scale and complexity of IDSurvey Group consolidation.
5. Integration of risk management into all business processes and supporting functions of the company.
6. Application of the Three Lines Model and integrated risk governance as the primary framework for risk management.
7. Continuous enhancement of human resource competencies in risk management and sustainability.
8. Proportionate engagement of stakeholders in the risk management process to enrich perspectives and improve the quality of decision-making.
9. Early detection of potential risks, including climate-related risks, supported by timely and accurate responses.
10. Decision-making based on the best, relevant, and reliable information.
11. Leadership commitment (tone at the top) in building and strengthening a strong risk-aware culture (risk culture) across all entities within the IDSurvey Group.
12. Compliance with applicable laws and regulations, internal policies, as well as resolutions of the General Meeting of Shareholders (GMS) and the Minister of State-Owned Enterprises.

IDSurvey mengadopsi kerangka kerja manajemen risiko yang selaras dengan ISO 31000:2018 sebagai acuan dalam proses identifikasi, analisis, evaluasi, mitigasi, pemantauan, dan komunikasi seluruh jenis risiko perusahaan, termasuk risiko strategis, operasional, keuangan, kepatuhan, serta risiko lainnya yang relevan dengan kegiatan usaha IDSurvey *Group*.

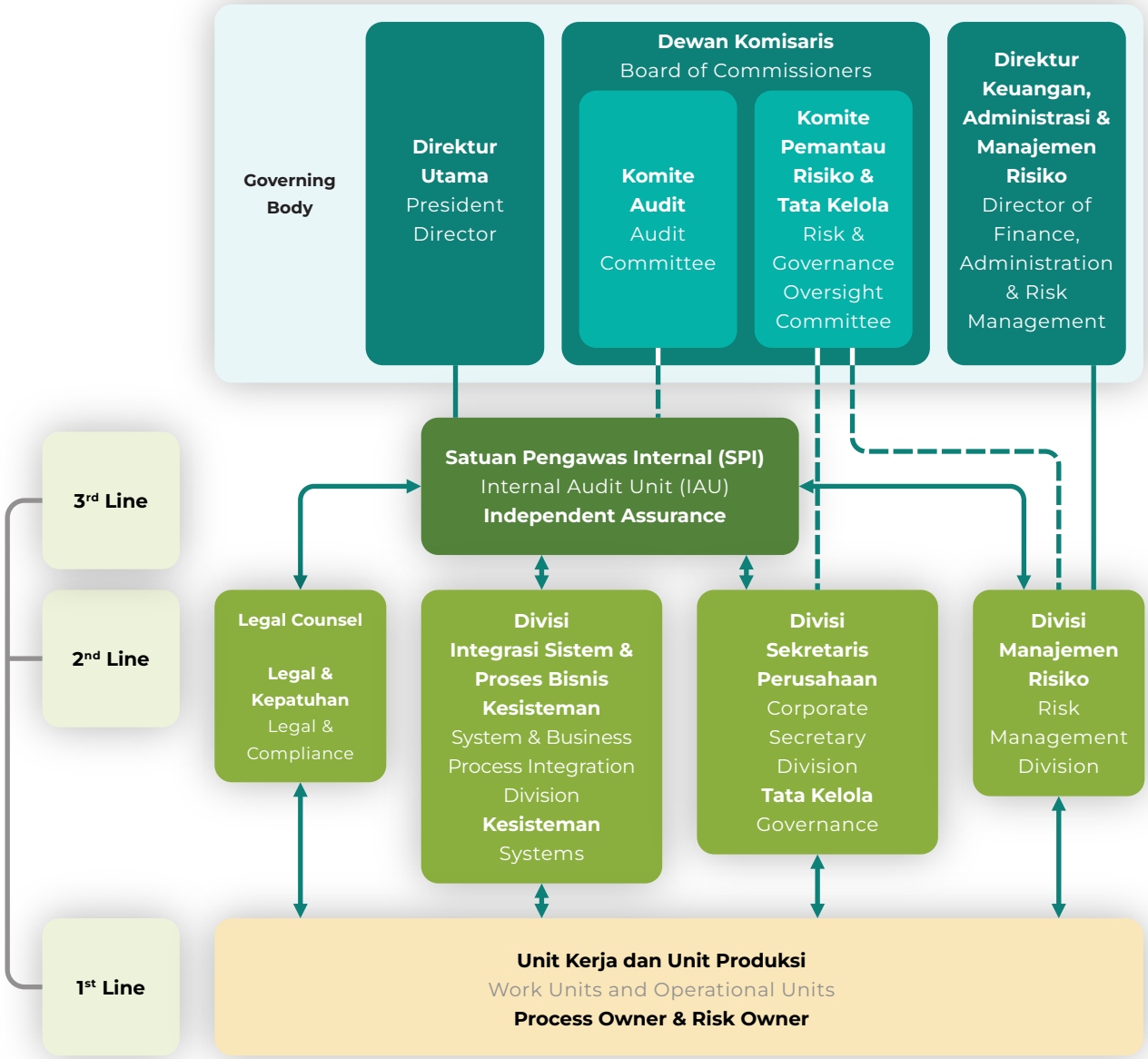
IDSurvey adopts a risk management framework aligned with ISO 31000:2018 as a reference for the processes of identifying, analyzing, evaluating, mitigating, monitoring, and communicating all types of corporate risks, including strategic, operational, financial, compliance, and other risks relevant to the business activities of the IDSurvey Group.

Penerapan kerangka kerja ISO 31000:2018 dilaksanakan secara sistematis dan terintegrasi sebagai bagian dari penilaian risiko strategis, serta diinternalisasikan ke dalam seluruh proses bisnis dan pengambilan keputusan di lingkungan IDSurvey *Group*, baik di tingkat *holding* maupun anak perusahaan, guna mendukung pencapaian sasaran perusahaan dan keberlanjutan usaha jangka panjang.

The implementation of the ISO 31000:2018 framework is carried out systematically and in an integrated manner as part of strategic risk assessment, and is embedded across all business processes and decision-making within the IDSurvey Group, both at the holding company and subsidiary levels, to support the achievement of corporate objectives and long-term business sustainability.

Dalam mendukung tata kelola risiko yang kuat, IDSurvey menerapkan prinsip *Four Eyes*, pendekatan berbasis *Enterprise Resource Planning* (ERP), serta kerangka *Three Lines Model*, sehingga fungsi pengelolaan risiko, pengendalian internal, dan assurance dapat berjalan secara independen namun saling melengkapi.

To support strong risk governance, IDSurvey implements the Four Eyes principle, an Enterprise Resource Planning (ERP)-based approach, and the Three Lines Model framework, so that risk management, internal control, and assurance functions can operate independently while complementing each other.



Three Lines Model merupakan kerangka utama pengawasan intern dalam penerapan GCG, yang terdiri dari:

1. Lini Pertama (*Risk Owner*): Unit kerja yang mengidentifikasi, mengelola, dan mengendalikan risiko secara langsung dalam proses bisnis dan kegiatan operasional.
2. Lini Kedua (Manajemen Risiko): Unit yang mengukur, memantau, dan mengendalikan risiko secara agregat, serta menyusun kebijakan, metodologi, dan pelaporan manajemen risiko perusahaan.
3. Lini Ketiga (Audit Internal/SPI): Fungsi independen yang memastikan tata kelola dan pengendalian risiko diterapkan secara efektif dan efisien guna mendukung pencapaian tujuan perusahaan.

The Three Lines Model is the main framework for internal oversight in the implementation of Good Corporate Governance (GCG), consisting of:

1. First Line (Risk Owner): The work unit that directly identifies, manages, and controls risks within business processes and operational activities.
2. Second Line (Risk Management): The unit that measures, monitors, and controls risks in aggregate, as well as develops policies, methodologies, and corporate risk management reporting.
3. Third Line (Internal Audit/Corporate Internal Audit): An independent function that ensures governance and risk controls are implemented effectively and efficiently to support the achievement of corporate objectives.

Evaluasi dan Penilaian Risiko
Risk Evaluation and Assessment

IDSurvey melakukan pemantauan manajemen risiko secara sistematis melalui penyusunan dan penyampaian Laporan Penerapan Manajemen Risiko secara berkala, baik triwulanan maupun tahunan. Laporan ini mencakup pemantauan implementasi manajemen risiko, termasuk strategi risiko, profil risiko, peta risiko, realisasi perhitungan risiko inheren dan residual, pelaksanaan perlakuan risiko beserta biaya, ikhtisar perubahan risiko, serta catatan kejadian kerugian. Selain itu, laporan manajemen risiko insidental disusun apabila terjadi kondisi tidak normal yang berpotensi menimbulkan kerugian luar biasa atau menghentikan proses bisnis, ditambah laporan hasil *internal control testing* dan *stress testing* tahunan. Pada tahun 2024, IDSurvey, yang operasionalnya tergabung dengan BKI, melakukan penilaian *Risk Maturity Index* dengan metode *cross assessment* yang dilakukan oleh anak perusahaan IDSurvey lainnya dan memperoleh nilai 2,8 dari 5.

IDSurvey conducts systematic monitoring of risk management through the preparation and submission of Risk Management Implementation Reports on a regular basis, both quarterly and annually. These reports cover the monitoring of risk management implementation, including risk strategy, risk profile, risk map, realization of inherent and residual risk calculations, execution of risk treatments and associated costs, summaries of risk changes, and a loss event database. In addition, incidental risk management reports are prepared when abnormal conditions occur that could result in extraordinary losses or disrupt business processes, along with annual internal control testing and stress testing reports. In 2024, IDSurvey, whose operations are integrated with BKI, conducted a Risk Maturity Index assessment using a cross-assessment method performed by other IDSurvey subsidiaries and obtained a score of 2.8 out of 5.

Nilai Risk Maturity Index
Risk Maturity Index Score

	bki		SUCOFINDO
2024 Penilai *Assessor*	**2,8** Cross Assessment	**3,2** Cross Assessment	**3,2** Cross Assessment
2023 Penilai *Assessor*	**2,6** BPKP	**2,88** BPKP	**2,95** BPKP
2022 Penilai *Assessor*	**3,09** Self Assessment	**3,18** Self Assessment	**3,20** Self Assessment

Evaluasi manajemen risiko di IDSurvey dilakukan minimal satu kali sebulan melalui rapat Direksi atau pembahasan khusus oleh Direktur yang membidangi risiko. Proses evaluasi ini mengintegrasikan kebijakan manajemen risiko ke dalam tata kelola perusahaan secara menyeluruh, mencakup evaluasi *backward-looking* terhadap pelaksanaan manajemen risiko yang telah dilakukan dan *forward-looking* untuk mengantisipasi risiko di masa depan yang dapat mempengaruhi pencapaian kinerja tahunan. Lingkup evaluasi mencakup risiko utama, kinerja KPI korporasi, serta program strategis.

Risk management evaluation at IDSurvey is conducted at least once a month through Board of Directors meetings or dedicated discussions by the Director responsible for risk management. This evaluation process integrates risk management policies into overall corporate governance, encompassing backward-looking assessments of implemented risk management activities and forward-looking analyses to anticipate future risks that may affect year-end performance. The evaluation scope includes key risks, corporate KPI performance, and strategic programs.

Hasil pemantauan dan evaluasi tersebut kemudian dilaporkan kepada Dewan Komisaris sebagai dasar arahan, nasihat, dan pengawasan.

The results of monitoring and evaluation are then reported to the Board of Commissioners as a basis for guidance, advice, and oversight.

Internalisasi Risiko
Internalization of Risk

IDSurvey menempatkan internalisasi risiko sebagai bagian integral dari budaya perusahaan. Organ pengelola risiko diwajibkan memiliki kualifikasi yang sesuai dan mengikuti rencana pelatihan tahunan untuk memastikan kompetensi dalam pengelolaan risiko. Organ Pengelola Risiko (OPR) mencakup Direksi, Dewan Komisaris, Komite, Satuan Pengawasan Internal, dan Manajemen Risiko.

IDSurvey places risk internalization as an integral part of the company's culture. Risk management organs are required to have the appropriate qualifications and follow an annual training plan to ensure competence in risk management. The Risk Management Organ (OPR) includes the Board of Directors, Board of Commissioners, Committees, Internal Audit, and Risk Management.

Sejak 2024, IDSurvey telah mengembangkan modul pelatihan bekerja sama dengan IDSI, yang telah dimasukkan ke dalam kurikulum khusus bagi masing-masing organ pengelola risiko. Modul ini mencakup program berbasis training dan sertifikasi bagi anggota OPR untuk meningkatkan kompetensi secara formal. Selain itu, bagi program yang berbasis *sharing session*, diselenggarakan 2–3 kali per tahun untuk refreshment pengetahuan dan pengalaman praktis. Apabila terdapat regulasi atau arahan dari otoritas, sesi berbagi informasi juga dilakukan melalui *Forum Group Discussion* (FGD).

Since 2024, IDSurvey has developed training modules in collaboration with IDSI, which have been incorporated into a specialized curriculum for each risk management organ. These modules include training- and certification-based programs for OPR members to enhance formal competencies. In addition, for programs based on sharing sessions, 2–3 sessions are held annually to refresh knowledge and practical experience. When there are regulatory requirements or directives from authorities, information-sharing sessions are also conducted through Forum Group Discussions (FGD).

Program *Internal Risk Management Framework* (IRMF) berupa *in-house training* juga telah dimulai sejak tahun 2024. Selain itu, materi manajemen risiko juga diintegrasikan ke dalam proses *onboarding* pegawai baru, sehingga pemahaman terhadap risiko menjadi bagian dari budaya perusahaan sejak awal karyawan bergabung. Pendekatan ini memastikan bahwa setiap anggota perusahaan memiliki kesadaran risiko yang konsisten dan dapat menerapkan prinsip-prinsip manajemen risiko dalam setiap proses bisnis.

The Internal Risk Management Framework (IRMF) in-house training program has also been implemented since 2024. Moreover, risk management materials are integrated into the onboarding process for new employees, ensuring that understanding of risk becomes part of the company culture from the moment employees join. This approach ensures that every member of the company maintains consistent risk awareness and is able to apply risk management principles in all business processes.

Risiko Baru
Emerging Risk

IDSurvey memahami bahwa dinamika lingkungan bisnis, perkembangan teknologi, perubahan regulasi, serta faktor eksternal lainnya dapat menimbulkan risiko yang baru muncul atau berkembang (*emerging risk*). Risiko-risiko ini sering kali belum sepenuhnya teridentifikasi atau dipahami dampaknya, namun berpotensi mempengaruhi kinerja operasional, keuangan, reputasi, serta keberlanjutan perusahaan di masa depan. Oleh karena itu, emerging risk menjadi perhatian penting bagi perusahaan agar dapat diantisipasi secara dini dan dikelola secara tepat. Ke depan, IDSurvey berencana menyusun dan mengembangkan prosedur khusus yang bertujuan untuk meningkatkan kemampuan perusahaan dalam mengidentifikasi, menganalisis, memantau, dan mengelola *emerging risk* secara sistematis.

IDSurvey recognizes that the dynamics of the business environment, technological advancements, regulatory changes, and other external factors may give rise to newly emerging or evolving risks (emerging risks). These risks are often not yet fully identified or well understood in terms of their potential impacts, but they may significantly affect the Company's operational performance, financial condition, reputation, and long-term sustainability. Therefore, emerging risks are a key area of concern that must be anticipated early and managed appropriately. Going forward, IDSurvey plans to develop and implement specific procedures aimed at enhancing the Company's capability to systematically identify, analyze, monitor, and manage emerging risks.

Etika dan Integritas
Ethics and Integrity

Dalam rangka memastikan penerapan etika di lingkungan kerja, IDSurvey menyusun Pedoman Perilaku Etika yang menjadi acuan utama bagi seluruh karyawan dalam bertindak dan berinteraksi. Pedoman ini berfungsi sebagai panduan praktis bagi seluruh staf untuk menjaga standar etika dalam hubungan profesional sehari-hari dengan berbagai pemangku kepentingan. Selain mengarahkan perilaku, pedoman ini juga menjadi dasar pertimbangan dalam pengambilan keputusan sehingga setiap keputusan yang dibuat sejalan dengan prinsip integritas dan profesionalisme.

To ensure the implementation of ethics in the workplace, IDSurvey has established a Code of Ethical Conduct that serves as the primary reference for all employees in their actions and interactions. This code functions as a practical guide for staff to uphold ethical standards in daily professional relationships with various stakeholders. In addition to guiding behavior, the code also serves as a basis for decision-making, ensuring that all decisions are aligned with the principles of integrity and professionalism.

Pedoman Perilaku Etika juga berperan dalam menciptakan serta mempertahankan lingkungan kerja yang positif, kondusif, dan mendukung pengembangan budaya kerja berbasis nilai etika. Pedoman ini mendorong setiap individu untuk bersikap etis dalam melaksanakan tugasnya sekaligus menumbuhkan rasa tanggung jawab moral di seluruh organisasi. Selain itu, pedoman ini membantu meningkatkan kesadaran dan kepekaan terhadap nilai-nilai etika bisnis melalui forum diskusi, dialog, serta kegiatan pengembangan wawasan etika yang berlangsung secara berkelanjutan.

The Code of Ethical Conduct also plays a role in creating and maintaining a positive, conducive work environment that supports the development of a work culture based on ethical values. It encourages each individual to act ethically in carrying out their duties while fostering a sense of moral responsibility throughout the organization. In addition, the code helps increase awareness and sensitivity to business ethical values through discussion forums, dialogues, and activities for the development of ethical insight continuously.

Ruang lingkup yang diatur dalam Pedoman Perilaku Etika meliputi antara lain:

The scope covered by the Code of Conduct includes, among others:

1 **Etika dalam menjaga nama baik perusahaan**
Ethics in protecting the company's reputation

Mengharuskan setiap insan perusahaan menjaga citra dan reputasi Perusahaan melalui sikap profesional dan komunikasi yang bertanggung jawab.

Requiring all employees to uphold the image and credibility of Company through professional behavior and responsible communication.

2 **Etika dalam membangun dan memelihara hubungan baik antar Insan IDSurvey**
Ethics in building and maintaining harmonious relationships among IDSurvey personnel

Mendorong terciptanya lingkungan kerja yang harmonis melalui saling menghormati, menghargai, dan bekerja sama secara konstruktif.

Encouraging a collaborative and respectful work environment through mutual regard, appreciation, and constructive teamwork.

3 **Etika dalam menjaga kerahasiaan data dan informasi perusahaan**
Ethics in safeguarding the confidentiality of company data and information

Menegaskan kewajiban untuk melindungi informasi sensitif agar tidak disalahgunakan atau disebarluaskan kepada pihak yang tidak berwenang.

Emphasizing the obligation to protect sensitive information from misuse or disclosure to unauthorized parties.

4 **Etika dalam menjaga serta memanfaatkan harta dan aset perusahaan**
Ethics in maintaining and utilizing company assets

Mengatur penggunaan aset perusahaan secara aman, bertanggung jawab, dan hanya untuk kepentingan dinas.

Regulating the safe and responsible use of company assets solely for official and business purposes.

5 Etika dalam menjaga keamanan, keselamatan, dan kesehatan di lingkungan kerja
Ethics in maintaining workplace security, safety, and health

Mendorong kepatuhan terhadap prosedur K3 untuk menciptakan tempat kerja yang aman, sehat, dan bebas dari risiko.

Promoting compliance with Occupational Health and Safety (OHS) procedures to ensure a safe, healthy, and risk-free working environment.

6 Etika dalam melakukan pencatatan data dan pelaporan
Ethics in data recording and reporting

Mengharuskan akurasi, kejujuran, dan ketepatan waktu dalam proses pencatatan dan pelaporan sebagai bentuk integritas informasi.

Requiring accuracy, honesty, and timeliness in data entry and reporting as a reflection of information integrity.

7 Etika dalam menghindari benturan kepentingan
Ethics in avoiding conflicts of interest

Mengatur agar keputusan profesional tidak dipengaruhi kepentingan pribadi atau pihak tertentu.

Ensuring that professional decisions are not influenced by personal interests or the interests of certain parties.

8 Etika dalam menghindari diri dari penyuapan
Ethics in avoiding bribery

Melarang praktik penyuapan dalam bentuk apa pun yang dapat mempengaruhi keputusan bisnis.

Prohibiting any form of bribery that could compromise or influence business decisions.

9 Etika untuk tidak memanfaatkan kedudukan dan jabatan demi kepentingan pribadi
Ethics in refraining from exploiting position or authority for personal gain

Menegaskan penggunaan jabatan hanya untuk kepentingan perusahaan dan bukan untuk keuntungan pribadi atau kelompok.

Affirming that positions must be exercised solely for the benefit of the company, and not for personal or group advantage.

10 Etika terkait pemberian maupun penerimaan hadiah, imbalan, dan jamuan bisnis
Ethics related to the giving or receiving of gifts, rewards, and business hospitality

Mengatur batasan agar hadiah dan jamuan tidak menimbulkan konflik kepentingan maupun indikasi gratifikasi.

Setting boundaries to ensure that gifts and hospitality do not create conflicts of interest or indicate acts of gratification.

11 Etika dalam pemanfaatan fasilitas teknologi informasi
Ethics in the use of information technology facilities

Mengarahkan penggunaan sistem dan perangkat TI perusahaan secara aman, wajar, dan tidak bertentangan dengan kebijakan internal.

Directing the secure and proper use of company IT systems and devices in accordance with internal policies.

12 Etika untuk tidak melakukan ikatan atau keterlibatan dalam aktivitas politik
Ethics in refraining from involvement in political activities

Melarang pemanfaatan nama perusahaan, jabatan, atau sumber daya perusahaan untuk kepentingan politik.

Prohibiting the use of the company's name, resources, or position for political purposes or affiliations.

13 **Etika terkait larangan perilaku asusila serta penyalahgunaan narkoba, minuman keras, perjudian, dan merokok**
Ethics prohibiting immoral behavior and the misuse of narcotics, alcoholic beverages, gambling, and smoking

Menegakkan lingkungan kerja yang sehat dan bebas dari perilaku yang dapat mengganggu produktivitas serta melanggar hukum.

Enforcing a healthy work environment free from behaviors that may disrupt productivity or violate law and regulations.

14 **Etika dalam penerapan Respectful Workplace Policy (RWP)**
Ethics in implementing the Respectful Workplace Policy (RWP)

Mendorong terciptanya tempat kerja yang inklusif, bebas diskriminasi, perundungan, pelecehan, dan tindakan tidak menghormati martabat individu

Promoting an inclusive workplace free from discrimination, bullying, harassment, and any actions that violate individual dignity.

Sosialisasi Pedoman Etika
Socialization of Code of Conduct

Sebagai bentuk komitmen dalam menciptakan budaya kerja berintegritas, IDSurvey secara konsisten melaksanakan sosialisasi Pedoman Perilaku Etika kepada seluruh karyawan dan pemangku kepentingan. Sosialisasi dilakukan oleh tim pengawas perilaku melalui pendekatan efektif yang memastikan pedoman etika dipahami secara konseptual dan diinternalisasi dalam praktik kerja sehari-hari. Kegiatan ini diintegrasikan dalam orientasi karyawan baru, sesi penyegaran berkala, serta komunikasi kepada pemangku kepentingan untuk menjamin keselarasan nilai dan prinsip profesional.

As a commitment to fostering a culture of integrity, IDSurvey consistently conducts the socialization of the Code of Ethical Conduct to all employees and stakeholders. Socialization is carried out by the behavior supervision team using effective approaches to ensure that the code of ethics is understood conceptually and internalized in daily work practices. These activities are integrated into new employee orientation, periodic refresher sessions, and communications with stakeholders to ensure alignment of values and professional principles.

Untuk memperkuat internalisasi etika, seluruh karyawan IDSurvey diwajibkan menandatangani Pakta Integritas setiap tahun sebagai deklarasi komitmen pribadi terhadap etika, disiplin, dan kepatuhan, sekaligus menegaskan tanggung jawab setiap individu dalam menciptakan lingkungan kerja profesional, transparan, dan bebas dari pelanggaran etika.

To further strengthen the internalization of ethics, all IDSurvey employees are required to sign the Integrity Pact annually as a declaration of their personal commitment to ethics, discipline, and compliance, while also reaffirming each individual's responsibility in creating a professional, transparent work environment free from ethical violations.

Sebagai *holding*, IDSurvey juga memastikan bahwa penerapan Pedoman Perilaku Etika dan Pakta Integritas diterapkan secara konsisten di seluruh anak perusahaan.

As a holding company, IDSurvey also ensures that the implementation of the Code of Ethical Conduct and the Integrity Pact is applied consistently across all subsidiaries.

Evaluasi Pedoman Etika
Evaluation of Code of Conduct

IDSurvey melaksanakan pemantauan dan evaluasi Pedoman Perilaku Etika secara berkelanjutan untuk memastikan standar etika diterapkan secara konsisten di seluruh organisasi. Direksi secara resmi menunjuk Tim Pengawas Perilaku sesuai dengan ketentuan internal dan regulasi yang berlaku.

IDSurvey conducts continuous monitoring and evaluation of the Code of Ethical Conduct to ensure that ethical standards are applied consistently throughout the organization. The Board of Directors officially appoints a Behavior Supervision Team in accordance with internal regulations and applicable laws.

Tim ini bertugas melakukan pemantauan khusus terhadap pelaksanaan pedoman etika, menilai efektivitas implementasinya, serta memberikan rekomendasi perbaikan bila diperlukan. Seluruh karyawan IDSurvey berperan aktif dalam menjaga integritas perusahaan dengan kewajiban melaporkan dugaan pelanggaran terhadap Pedoman Perilaku Etika. Perusahaan menjamin kerahasiaan identitas pelapor untuk menciptakan rasa aman dan mendukung budaya keterbukaan. Hingga tahun 2024, tidak terdapat insiden maupun laporan pelanggaran terhadap Pedoman Perilaku Etika di IDSurvey.

This team is responsible for specifically monitoring the implementation of the code, assessing the effectiveness of its application, and providing recommendations for improvements when necessary. All IDSurvey employees play an active role in maintaining the company's integrity by reporting any suspected violations of the Code of Ethical Conduct. The company ensures the confidentiality of the reporter's identity to create a safe environment and support a culture of openness. As of 2024, there have been no incidents or reports of violations of the Code of Ethical Conduct at IDSurvey.

Anti Korupsi dan Anti Penyuapan
Anti-Corruption and Anti-Bribery

IDSurvey berkomitmen untuk menerapkan praktik bisnis yang beretika, transparan, dan berintegritas melalui penerapan Kebijakan Anti Korupsi dan Anti Penyuapan yang ditandatangani oleh Komisaris Utama dan Direktur Utama pada Oktober 2024. Kebijakan ini berlaku bagi Dewan Komisaris, Direksi, seluruh Pegawai, serta seluruh pihak yang bertindak untuk dan atas nama IDSurvey di seluruh wilayah operasional.

IDSurvey is committed to implementing ethical, transparent, and integrity-driven business practices through the Anti-Corruption and Anti-Bribery Policy, which was signed by the President Commissioner and the President Director in October 2024. This policy applies to the Board of Commissioners, the Board of Directors, all employees, as well as any parties acting for or on behalf of IDSurvey across all operational areas.


IDSurvey

Sebagai bagian dari upaya pencegahan korupsi dan penyuapan, IDSurvey mengimplementasikan Sistem Manajemen Anti Penyuapan yang mengacu pada peraturan perundang-undangan yang berlaku serta prinsip tata kelola perusahaan yang baik. Kebijakan ini menegaskan larangan tegas terhadap segala bentuk penyuapan, baik secara langsung maupun tidak langsung, dalam bentuk finansial maupun non-finansial. Dalam pelaksanaan kebijakan Anti Korupsi dan Anti Penyuapan, IDSurvey menerapkan prinsip 4 NO's sebagai pedoman perilaku bagi seluruh insan perusahaan, yaitu:

As part of its efforts to prevent corruption and bribery, IDSurvey implements an Anti-Bribery Management System in accordance with applicable laws and regulations, as well as principles of good corporate governance. The policy strictly prohibits any form of bribery, whether direct or indirect, in both financial and non-financial forms. In implementing the Anti-Corruption and Anti-Bribery Policy, IDSurvey adopts the "4 NO's" principle as a behavioral guideline for all employees, namely:



No Bribery
Larangan terhadap segala bentuk suap
Prohibition of any form of bribery.

No Kickback
Larangan pemberian atau penerimaan komisi, imbalan, atau tanda terima kasih yang tidak semestinya
Prohibition of giving or receiving commissions, rewards, or undue gratuities.

No Gift
Larangan pemberian atau penerimaan hadiah yang tidak wajar
Prohibition of giving or receiving improper gifts.

No Luxurious Hospitality
Larangan jamuan, fasilitas, atau hiburan yang berlebihan
Prohibition of excessive entertainment, facilities, or hospitality.

Prinsip ini memastikan bahwa seluruh hubungan bisnis dijalankan secara etis dan bebas dari konflik kepentingan. Berikut ini pedoman yang jelas terkait larangan dan kewajiban bagi seluruh karyawan dalam menjalankan tugas sehari-hari.

This principle ensures that all business relationships are conducted ethically and free from conflicts of interest. The following provides clear guidelines regarding prohibitions and obligations for all employees in carrying out their daily duties.

Larangan Don't	**Kepatuhan** Do
✗ Melakukan penawaran, pemberian, permintaan, atau penerimaan keuntungan yang tidak semestinya. Offering, giving, requesting, or receiving undue benefits.	✓ Mematuhi kebijakan Anti Korupsi dan Anti Penyuapan Complying with the Anti-Corruption and Anti-Bribery Policy.
✗ Terlibat dalam praktik korupsi dan penyuapan, baik langsung maupun tidak langsung. Engaging in practices of corruption and bribery, whether directly or indirectly.	✓ Menjalankan tugas sesuai prinsip integritas dan kepatuhan Performing duties in accordance with principles of integrity and compliance.
✗ Melakukan tindakan yang bertentangan dengan peraturan perundang-undangan yang berlaku. Committing actions that violate applicable laws and regulations.	✓ Menghindari konflik kepentingan dan potensi risiko fraud Avoiding conflicts of interest and potential fraud risks.

Pemantauan dan Evaluasi
Monitoring & Evaluation

IDSurvey melaksanakan pengawasan atas penerapan Kebijakan Anti Korupsi dan Anti Penyuapan melalui Fungsi Kepatuhan Anti Penyuapan, yang memiliki kewenangan untuk memastikan kebijakan ini dijalankan secara efektif di seluruh organisasi. Fungsi ini bertugas untuk:

- Melakukan pemantauan dan evaluasi terhadap implementasi kebijakan.
- Menindaklanjuti setiap dugaan pelanggaran.
- Memberikan rekomendasi perbaikan dan langkah-langkah pencegahan.

Dalam menjalankan kebijakan ini, IDSurvey menerapkan prinsip *zero tolerance*, di mana setiap pelanggaran akan dikenakan sanksi sesuai dengan ketentuan internal perusahaan dan peraturan perundang-undangan yang berlaku.

IDSurvey oversees the implementation of the Anti-Corruption and Anti-Bribery Policy through the Anti-Bribery Compliance Function, which is authorized to ensure that the policy is effectively enforced throughout the organization. This function is responsible for:

- Monitoring and evaluating the implementation of the policy.
- Following up on any suspected violations.
- Providing recommendations for improvements and preventive measures.

In enforcing this policy, IDSurvey applies a zero tolerance principle, whereby any violations will be subject to sanctions in accordance with the company's internal regulations and applicable laws.

Peningkatan Kesadaran
Raising Awareness
[GRI 205-2]

IDSurvey secara aktif meningkatkan kesadaran dan kepedulian seluruh insan perusahaan terhadap prinsip integritas sebagai bagian dari budaya kerja yang beretika. Upaya ini juga bertujuan mendorong partisipasi aktif seluruh pemangku kepentingan dalam pencegahan praktik korupsi dan penyuapan, sehingga setiap individu memahami peran dan tanggung jawabnya dalam menjaga reputasi dan nilai perusahaan.

Pelaksanaan sosialisasi Anti Penyuapan dilakukan secara berkala untuk memastikan pemahaman yang merata di seluruh level organisasi. Kegiatan sosialisasi ini diselenggarakan menjelang hari-hari besar, seperti Idul Fitri, Natal, dan Tahun Baru, serta pada momentum penting lainnya, dengan memanfaatkan berbagai media komunikasi internal.

IDSurvey actively raises awareness and fosters the sense of responsibility of all employees regarding the principle of integrity as part of an ethical work culture. This effort also aims to encourage the active participation of all stakeholders in preventing corruption and bribery, ensuring that each individual understands their role and responsibility in safeguarding the company's reputation and values.

The implementation of Anti-Bribery socialization programs is carried out regularly to ensure consistent understanding across all organizational levels. These socialization activities are conducted ahead of major holidays, such as Eid al-Fitr, Christmas, and New Year, as well as during other important occasions, utilizing various internal communication channels.

Sistem Pelaporan Pelanggaran

Whistleblowing System

[GRI 2-26]

Sistem Pelaporan Pelanggaran IDSurvey saat ini masih dalam tahap pengembangan. Meskipun demikian, pengelolaan dan pengumpulan laporan telah dilakukan oleh masing-masing entitas anak perusahaan sesuai dengan mekanisme yang berlaku di setiap unit. Proses ini mencakup sosialisasi sistem pelaporan yang dilakukan secara aktif melalui berbagai media komunikasi internal, seperti email, intranet, poster, dan sesi briefing, untuk memastikan seluruh karyawan memahami prosedur pelaporan, hak-hak pelapor, serta langkah-langkah yang akan diambil setelah laporan diterima.

The IDSurvey Violation Reporting System is currently still under development. Nevertheless, the management and collection of reports have been carried out by each subsidiary in accordance with the mechanisms applicable in each unit. This process includes the active dissemination of the reporting system through various internal communication channels, such as email, intranet, posters, and briefing sessions, to ensure that all employees understand the reporting procedures, the rights of whistleblowers, and the steps that will be taken once a report is received.

Saluran
Channel

Masing-masing entitas anak Perusahaan menyediakan media penyampaian Pelaporan atas Dugaan Penyimpangan melalui media komunikasi yang ditetapkan perusahaan, sebagai berikut:
Each subsidiary provides channels for reporting suspected irregularities through the communication media designated by the company, as follows:

BKI

Email	: upg@bki.co.id
Telp	: 021 - 4301017
Website	: bit.ly/WBS-BKI
	: gol.kpk.go.id
Surat	: PT Biro Klasifikasi Indonesia (Persero) Jl. Yos Sudarso, 38-40 Tg. Priok, Jakarta Utara 14320

SI

Email	: laporwbs@ptsi.co.id
Telpon	: (021) 526 5526
Extension	: 257
Whatsapp	: 0811 988 3224
Surat	: PO BOX 4317/ JKTM 12700

SUCOFINDO

Telepon/WhatsApp/SMS	: 08122229100
Website	: wbs.SUCOFINDO.co.id
Email	: wbs@SUCOFINDO.co.id

Dalam praktiknya, sistem ini menjamin perlindungan bagi pelapor, termasuk menjaga kerahasiaan identitas, sehingga seluruh pihak memiliki kesempatan untuk menyampaikan kekhawatiran atau melaporkan dugaan pelanggaran tanpa takut akan tindakan balasan. Setiap laporan ditindaklanjuti secara profesional dan objektif, dengan langkah-langkah investigasi serta rekomendasi perbaikan yang tepat apabila ditemukan indikasi pelanggaran. Berikut ini laporan yang diterima dari masing-masing entitas.

In practice, this system ensures protection for whistleblowers, including maintaining the confidentiality of their identities, so that all parties have the opportunity to raise concerns or report suspected violations without fear of retaliation. Each report is followed up in a professional and objective manner, with investigative steps and appropriate corrective recommendations if any indications of violations are found. The following are the reports received from each subsidiary.

Jumlah Pelaporan Pelanggaran
Number of Whistleblowing Reports
[GRI 205-3]

Keterangan Description	2024			2023			2022		
	BKI	SI	SCI	BKI	SI	SCI	BKI	SI	SCI
Jumlah pelaporan yang masuk Number of reports received	0	0	9	0	0	7	0	2	3
Jumlah pelaporan yang diinvestigasi Number of reports investigated	0	0	9	0	0	7	0	1	2
Jumlah pelaporan yang terkonfirmasi Number of confirmed reports	0	0	0	0	0	0	0	0	1
Jumlah pelaporan yang diberikan sanksi berupa denda atau pemutusan kerja Number of reports resulting in sanctions (e.g., fines or termination)	0	0	0	0	0	0	0	0	1
Jumlah pelaporan yang tidak dilanjuti Number of reports not followed up	0	0	0	0	0	0	0	1	1
Jumlah Total	**0**	**0**	**9**	**0**	**0**	**7**	**0**	**2**	**3**

Teknologi Informasi
Information Technology
[GRI 418-1]

IDSurvey berkomitmen untuk menjaga keamanan informasi sebagai bagian dari penerapan tata kelola perusahaan yang baik. Komitmen tersebut diwujudkan melalui penerapan tata kelola teknologi informasi yang berada di bawah pengawasan Direktur Keuangan dan Keamanan Informasi. Ke depan, Perusahaan terus berupaya memperkuat tata kelola tersebut melalui penyusunan dan pengembangan dokumen manajemen mutu, keamanan informasi, serta layanan teknologi informasi.

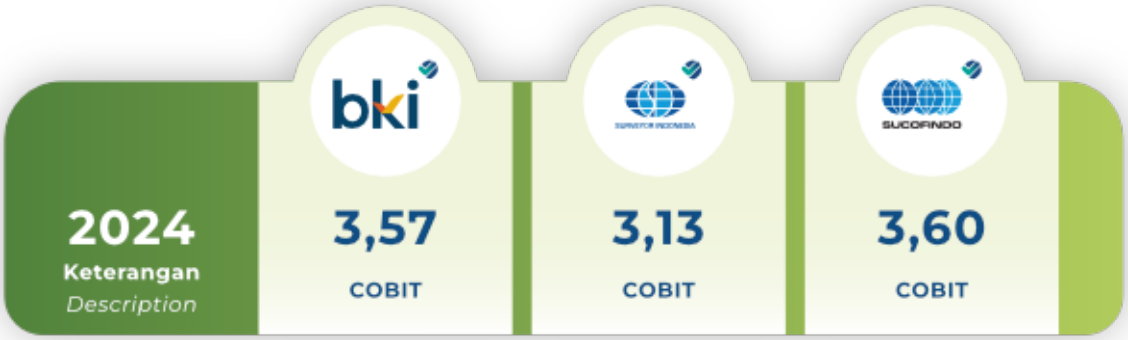
IDSurvey is committed to maintaining information security as an integral part of the implementation of good corporate governance. This commitment is realized through the implementation of information technology governance under the oversight of the Director of Finance and Information Security. Going forward, the Company continues to strengthen this governance through the development and enhancement of quality management, information security, and information technology service documentation.

IDSurvey, yang pada saat operasionalnya masih tergabung dalam BKI, secara konsisten melakukan monitoring dan evaluasi terhadap keefektifan sistem keamanan informasi. Evaluasi tersebut dilaksanakan secara berkala melalui penilaian menggunakan *framework* COBIT, yang pada tahun 2024 mencatatkan skor sebesar 3,57 dari skala 5 pada 19 kategori yang dinilai.

During the period when its operations were still part of BKI, IDSurvey consistently conducted monitoring and evaluation of the effectiveness of its information security system. These evaluations were carried out regularly through assessments based on the COBIT framework, which in 2024 recorded a score of 3.57 out of 5 across 19 assessed categories.

Penilaian IT dengan Framework COBIT 2019

IT Assessment with COBIT 2019 Framework



Selain itu, untuk memastikan kesiapan perusahaan dalam menghadapi potensi ancaman siber, Perusahaan juga melaksanakan uji penetrasi (*penetration test*) secara rutin minimal satu kali dalam setahun.

In addition, to ensure the Company's readiness in addressing potential cyber threats, the Company conducts penetration testing on a routine basis, at least once a year.

Jumlah Insiden

Number of Incidents

Keterangan Description	2024			2023			2022		
	BKI	SI	SCI	BKI	SI	SCI	BKI	SI	SCI
Serangan Siber Cyberattack	0	0	0	0	0	0	0	0	0
Kebocoran Data Pribadi Data Privacy Breach	0	0	0	0	0	0	0	0	0

Hingga tahun 2024, IDSurvey yang masih tergabung dalam BKI, tidak mengalami insiden serangan siber maupun kebocoran data yang berpotensi mengganggu integritas sistem informasi atau membahayakan perlindungan data perusahaan maupun data pribadi para pemangku kepentingan.

As of 2024, IDSurvey, which is still part of BKI, has not experienced any cybersecurity incidents or data breaches that could potentially disrupt the integrity of information systems or compromise the protection of company data and stakeholders' personal data.

Kontribusi Politik
Political Contribution

[GRI 415-1]

IDSurvey menjunjung tinggi prinsip independensi perusahaan dan memastikan bahwa seluruh aktivitas operasional di *holding* maupun anak perusahaan terbebas dari pengaruh kepentingan politik. Kebijakan ini diterapkan untuk menjaga objektivitas dalam pengambilan keputusan, integritas tata kelola, serta perlindungan terhadap kepentingan seluruh pemangku kepentingan. Seluruh kegiatan usaha tetap fokus pada pencapaian visi, misi, dan kinerja perusahaan tanpa adanya intervensi atau afiliasi politik dalam bentuk apapun.

Untuk mencegah terjadinya konflik kepentingan, IDSurvey dan seluruh anak perusahaannya menerapkan ketentuan tegas yang melarang tindakan-tindakan yang dapat mengaitkan perusahaan dengan kepentingan politik, antara lain:

- Menjadi anggota atau pengurus partai politik, serta mencalonkan diri sebagai pejabat legislatif maupun eksekutif.
- Menggunakan jabatan, fasilitas, atau sumber daya perusahaan untuk kepentingan partai politik tertentu.
- Memanfaatkan organisasi serikat karyawan untuk berafiliasi atau bekerja sama dengan partai politik.
- Memberikan sumbangan atau bantuan dalam bentuk apapun atas nama perusahaan untuk kepentingan partai politik.
- Membawa, mempertontonkan, memasang, atau mengedarkan simbol, gambar, dan ornamen partai politik di lingkungan perusahaan.

Sepanjang tahun 2024, tidak terdapat keterlibatan maupun kontribusi dalam bentuk apapun kepada partai politik atau kegiatan *lobbying* lainnya di *holding* maupun anak perusahaan. Seluruh aktivitas IDSurvey dijalankan secara independen dan profesional, tanpa keberpihakan kepada kelompok politik manapun, baik melalui dukungan finansial, pemanfaatan fasilitas perusahaan, maupun representasi kelembagaan.

IDSurvey upholds the principle of corporate independence and ensures that all operational activities, both at the holding and subsidiary levels, are free from political influence. This policy is implemented to maintain objectivity in decision-making, uphold governance integrity, and protect the interests of all stakeholders. All business activities remain focused on achieving the company's vision, mission, and performance objectives without any intervention or political affiliation in any form.

To prevent potential conflicts of interest, IDSurvey and all its subsidiaries implement strict provisions prohibiting actions that could associate the company with political interests, including:

- Becoming a member or official of a political party, or running for legislative or executive office.
- Using company positions, facilities, or resources for the benefit of any political party.
- Utilizing labor unions or employee organizations to affiliate or collaborate with political parties.
- Providing donations or assistance of any kind on behalf of the company for political party purposes.
- Displaying, showing, installing, or distributing symbols, images, or ornaments of political parties within the company environment.

Throughout 2024, there were no instances of involvement or contributions of any kind to political parties or other lobbying activities at both the holding and subsidiary levels. All IDSurvey activities are conducted independently and professionally, without bias toward any political group, whether through financial support, use of company facilities, or institutional representation.

Pelibatan Pemangku Kepentingan

Stakeholder Engagement

[GRI 2-29] [OJK E.4]

Pelibatan pemangku kepentingan dalam kegiatan operasional IDSurvey sangat penting untuk memastikan kelangsungan dan keberhasilan bisnis perusahaan. Keterlibatan ini membantu menciptakan lingkungan kerja yang positif sekaligus membangun pemahaman bersama, kepercayaan, dan dukungan yang esensial dalam mencapai tujuan perusahaan. Dengan menjaga komunikasi yang terbuka serta kolaborasi yang efektif antara *holding* dan anak perusahaan, IDSurvey dapat memastikan setiap keputusan yang diambil selaras dengan harapan para pemangku kepentingan. Pendekatan ini berkontribusi pada pencapaian keberhasilan yang berkelanjutan dan memberikan manfaat optimal bagi seluruh pihak terkait dalam ekosistem perusahaan.

Stakeholder engagement in IDSurvey's operational activities is crucial to ensure the continuity and success of the company's business. This involvement helps create a positive work environment while fostering mutual understanding, trust, and essential support in achieving the company's objectives. By maintaining open communication and effective collaboration between the holding and its subsidiaries, IDSurvey can ensure that every decision made aligns with the expectations of its stakeholders. This approach contributes to sustainable success and delivers optimal benefits to all parties involved within the company's ecosystem.

Pemangku Kepentingan Stakeholders	**Metode Pelibatan** Engagement Method	**Frekuensi** Frequency	**Topik Utama yang Diajukan** Key Topics Raised
Anak Perusahaan Subsidiary	Rapat koordinasi dan evaluasi berkala, pelaporan manajemen, audit internal dan eksternal, forum komunikasi antar entitas. Coordination and evaluation meetings, management reporting, internal and external audits, communication forums among entities.	Bulanan / Triwulanan / Tahunan sesuai kebutuhan Monthly / Quarterly / Annually as needed	Kinerja operasional, penerapan tata kelola, integrasi kebijakan *holding*, pengelolaan risiko, sinergi bisnis, kepatuhan regulasi, pengembangan kapabilitas. Operational performance, governance implementation, holding policy integration, risk management, business synergy, regulatory compliance, capability development.
Pemegang Saham Shareholders	Rapat Umum Pemegang Saham (RUPS), laporan tahunan. General Meeting of Shareholders (GMS), annual reports.	Tahunan / sesuai kebutuhan Annually / as needed	Kinerja keuangan, rencana ekspansi, strategi perusahaan, keberlanjutan. Financial performance, expansion plans, company strategy, sustainability.
Pemerintah Government	Pertemuan dengan regulator, laporan tahunan, audit kepatuhan. Meetings with regulators, annual reports, compliance audits	Tahunan / sesuai kebutuhan Annually / as needed	Regulasi, kebijakan industri, kepatuhan terhadap standar dan regulasi. Regulations, industry policies, compliance with standards and regulations.
Karyawan Employees	Rapat internal, pelatihan, sosialisasi Internal meetings, training, socialization sessions	Setiap Saat bila diperlukan Whenever Necessary	Kinerja perusahaan, kebijakan SDM, pelatihan, kesejahteraan karyawan. Company performance, HR policies, training, employee welfare

Pemangku Kepentingan Stakeholders	Metode Pelibatan Engagement Method	Frekuensi Frequency	Topik Utama yang Diajukan Key Topics Raised
Mitra Kerja / Vendor Business Partners / Vendors	Kerja sama proyek, pertemuan bisnis, diskusi kontrak. Project collaboration, business meetings, contract discussions	Setiap proyek / sesuai kebutuhan Per project / periodically	Pengembangan bisnis, kolaborasi teknis, kesepakatan komersial, evaluasi kinerja. Business development, technical collaboration, commercial agreements, performance evaluation.
Media Massa Mass Media	Press release, konferensi pers, publikasi media. Press releases, press conferences, media publications	Sesuai kebutuhan As needed	Capaian perusahaan, proyek baru, kebijakan perusahaan, tanggung jawab sosial. Company achievements, new projects, company policies, social responsibility.
Masyarakat Community	Program CSR, kegiatan sosial, dialog publik. CSR programs, social activities, public dialogues	Sesuai program CSR In accordance with the CSR program	Dampak sosial, pengembangan komunitas, keberlanjutan lingkungan, program pemberdayaan. Social impact, community development, environmental sustainability, empowerment programs.





04

Dampak dan Pertumbuhan Ekonomi

Economic Impact and Growth



Kinerja Ekonomi
Economy Performance

[GRI 201-1] [OJK F.2, F.3]

Kinerja ekonomi merupakan aspek fundamental bagi IDSurvey dalam menjalankan perannya sebagai *holding* BUMN di bidang jasa survei. Kinerja ini mencerminkan kemampuan Perusahaan dalam menciptakan nilai ekonomi secara berkelanjutan bagi pemangku kepentingan, sekaligus mendukung agenda pembangunan nasional. Pencapaian kinerja ekonomi tidak hanya diukur melalui pertumbuhan pendapatan dan profitabilitas, tetapi juga melalui kontribusi Perusahaan terhadap penciptaan nilai tambah industri, perluasan kesempatan kerja, serta penguatan ekosistem jasa *Testing, Inspection, Certification, Consulting, and Classification* (TICCC) di Indonesia.

Economic performance is a fundamental aspect of IDSurvey's role as a state-owned holding company in the survey services sector. It reflects the Company's ability to create sustainable economic value for its stakeholders while supporting national development objectives. Economic performance is not only measured by revenue growth and profitability, but also by the Company's contribution to value creation across industries, job creation, and the strengthening of the Testing, Inspection, Certification, Consulting, and Classification (TICCC) services ecosystem in Indonesia.

Sebagai *holding* yang mengoordinasikan portofolio layanan jasa survei di berbagai sektor strategis, IDSurvey berupaya menjaga kinerja ekonomi melalui penguatan sinergi usaha, optimalisasi layanan, dan peningkatan efisiensi operasional. Upaya tersebut dilakukan untuk memastikan keberlangsungan usaha jangka panjang, meningkatkan daya saing, serta mendukung pencapaian tujuan pembangunan berkelanjutan, khususnya pada aspek pertumbuhan ekonomi yang inklusif dan berkelanjutan.

As a holding company coordinating a portfolio of survey services across various strategic sectors, IDSurvey strives to maintain its economic performance through enhanced business synergies, service optimization, and improved operational efficiency. These efforts are undertaken to ensure long-term business sustainability, strengthen competitiveness, and support the achievement of sustainable development goals, particularly those related to inclusive and sustainable economic growth.

Distribusi Nilai Ekonomi (Juta Rupiah)
Economic Value Distribution (Millions of Rupiah)

[GRI 201-1]

Juta Rupiah **Millions of Rupiah**

No	Uraian Description	Realisasi Realization			%
		2024 (2)	**2023** (3)	**2022** (4)	(2/3)
A	**NILAI EKONOMI YANG DIHASILKAN** GENERATED ECONOMIC VALUE	**Rp7.136.669**	**Rp5.913.103**	**Rp5.545.831**	**20,69%**
1	Pendapatan Usaha Operating Revenue	Rp7.136.669	Rp5.913.103	Rp5.545.831	20,69%
2	Pendapatan Lainnya Other Income	-	-	-	-
B	**NILAI EKONOMI YANG DIDISTRIBUSIKAN** DISTRIBUTED ECONOMIC VALUE	**Rp7.260.582**	**Rp6.078.835**	**Rp5.660.211**	**19,44%**
3	Beban Pokok Pendapatan Cost of Revenue	Rp2.910.409	Rp2.387.070	Rp2.202.942	21,92%
4	Beban Administrasi dan Umum Administrative and General Expenses	Rp499.371	Rp427.660	Rp377.737	16,77%

No	Uraian *Description*	Realisasi Realization			%
		2024 (2)	2023 (3)	2022 (4)	(2/3)
5	Beban Kepegawaian (Gaji dan Tunjangan) Employee Expenses (Salaries and Benefits)	Rp2.755.817	Rp2.367.212	Rp2.384.628	16,42%
6	Beban Lain-Lain Other Expenses	Rp131.102	Rp82.209	Rp63.896	59,48%
7	Pembayaran Dividen kepada Pemegang Saham Dividend Payments to Shareholders	Rp158.320	Rp136.315	Rp53.972	16,14%
8	Pembayaran Pajak kepada Negara Tax Payments to the State	Rp802.437	Rp675.505	Rp574.591	18,79%
9	Pengeluaran untuk Program Tanggung Jawab Sosial dan LingkunganExpenditures for Social and Environmental Responsibility Programs	Rp3.125	Rp2.864	Rp2.445	9,13%
C	**NILAI EKONOMI YANG DITAHAN** RETAINED ECONOMIC VALUE	**-Rp123,912**	**-Rp162,868**	**-Rp114,380**	**-23.92%**

* Catatan: Seluruh nilai yang diisikan berdasar pada laporan keuangan audited BKI dan Entitas Anak (SCI dan SI)
* Note: All values presented are based on the audited financial statements of BKI and its subsidiaries (SCI and SI)

Pada tahun 2024, IDSurvey mencatat nilai ekonomi yang dihasilkan sebesar Rp7,28 triliun, meningkat 21,13% dibandingkan tahun 2023 sebesar Rp6,01 triliun. Peningkatan ini terutama didorong oleh pertumbuhan pendapatan usaha yang mencapai Rp7,14 triliun, sejalan dengan meningkatnya aktivitas layanan jasa survei, inspeksi, dan sertifikasi di berbagai sektor strategis, serta kontribusi pendapatan lainnya.

In 2024, IDSurvey recorded an economic value of Rp7.28 trillion, representing an increase of 21.13% compared to Rp6.01 trillion in 2023. This growth was primarily driven by an increase in operating revenue, which reached Rp7.14 trillion, in line with the expansion of survey, inspection, and certification service activities across various strategic sectors, as well as contributions from other income.

Nilai ekonomi yang didistribusikan pada tahun 2024 tercatat sebesar Rp7,24 triliun, meningkat 25,05% dibandingkan tahun sebelumnya. Distribusi nilai ekonomi tersebut mencerminkan komitmen Perusahaan dalam mengalokasikan sumber daya kepada para pemangku kepentingan utama, termasuk karyawan melalui pembayaran gaji dan tunjangan, negara melalui pembayaran pajak, pemegang saham melalui pembagian dividen, serta mitra usaha dan masyarakat melalui biaya operasional dan pelaksanaan program tanggung jawab sosial dan lingkungan. Seiring dengan peningkatan nilai ekonomi yang dihasilkan dan didistribusikan, nilai ekonomi yang ditahan pada tahun 2024 tercatat sebesar Rp971,07 miliar, meningkat 36,86% dibandingkan tahun sebelumnya. Peningkatan nilai ekonomi yang ditahan ini mencerminkan kemampuan Perusahaan dalam menjaga keseimbangan antara pemenuhan kewajiban kepada para pemangku kepentingan dan penguatan kapasitas keuangan untuk mendukung keberlanjutan usaha serta pengembangan jangka panjang dalam cakupan *holding* IDSurvey.

The economic value distributed in 2024 amounted to Rp7.24 trillion, reflecting a 25.05% increase compared to the previous year. This distribution demonstrates the Company's commitment to allocating resources to its key stakeholders, including employees through salaries and benefits, the state through tax payments, shareholders through dividend distributions, as well as business partners and the community through operational expenditures and the implementation of social and environmental responsibility programs. In line with the increase in generated and distributed economic value, the economic value retained in 2024 amounted to Rp971.07 billion, representing a 36.86% increase compared to the previous year. This increase reflects the Company's ability to maintain a balance between fulfilling its obligations to stakeholders and strengthening its financial capacity to support business sustainability and long-term development within the scope of the IDSurvey holding.

Juta Rupiah **Millions of Rupiah**

Uraian Description	2024	2023	2022
Aset Tetap Fixed Asset	Rp3.035.557.60	Rp2.875.422.50	Rp2.799.824.40
Total Aset Total Asset	Rp9.909.046.80	Rp8.701.166.50	Rp7.946.317.560

Kinerja ekonomi IDSurvey pada tahun 2024 menunjukkan tren pertumbuhan yang positif, tercermin dari peningkatan nilai aset Perusahaan. Aset tetap meningkat sebesar sekitar 5,6% dibandingkan tahun sebelumnya, sementara total aset mengalami pertumbuhan sebesar 13,9%. Peningkatan ini mencerminkan penguatan kapasitas aset dan posisi keuangan Perusahaan dalam mendukung keberlanjutan operasional serta pengembangan usaha dalam cakupan *holding* IDSurvey.

IDSurvey's economic performance in 2024 demonstrated a positive growth trend, as reflected in the increase in the Company's assets. Fixed assets increased by approximately 5.6% compared to the previous year, while total assets grew by 13.9%. This increase reflects the strengthening of the Company's asset base and financial position to support operational sustainability and business development within the scope of the IDSurvey holding.

Kontribusi kepada Negara melalui Pajak

Contribution to the State through Taxes

[GRI 207-1, 207-2, 207-3, 207-4]

IDSurvey menempatkan kepatuhan perpajakan sebagai bagian integral dari tata kelola Perusahaan dan kontribusinya terhadap penerimaan negara. Seluruh kewajiban perpajakan dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, sebagai bentuk tanggung jawab Perusahaan dalam mendukung keberlanjutan fiskal dan pembangunan nasional.

IDSurvey places tax compliance as an integral part of the Company's governance framework and its contribution to state revenue. All tax obligations are fulfilled in accordance with applicable laws and regulations, as a demonstration of the Company's responsibility in supporting fiscal sustainability and national development.

Pengelolaan perpajakan di IDSurvey berada di bawah pengawasan *Vice President* Akuntansi Keuangan dan Pajak, yang bertanggung jawab untuk memastikan bahwa seluruh kewajiban perpajakan Perusahaan dikelola secara profesional dan sesuai dengan regulasi yang berlaku. Melalui pengendalian internal dan evaluasi berkala terhadap kebijakan serta praktik perpajakan, Perusahaan berupaya memastikan kepatuhan yang berkelanjutan sekaligus mendukung pengelolaan keuangan yang sehat dan akuntabel dalam cakupan *holding* IDSurvey.

Tax management at IDSurvey is carried out under the supervision of the Vice President of Financial Accounting and Tax, who is responsible for ensuring that all of the Company's tax obligations are managed professionally and in compliance with prevailing regulations. Through the implementation of internal controls and periodic evaluations of tax policies and practices, the Company seeks to ensure sustained compliance while supporting sound and accountable financial management within the scope of the IDSurvey holding.

Pengungkapan Pajak

Tax Disclosure

Pada tahun 2024, total pajak yang disetorkan oleh IDSurvey tercatat sebesar Rp802,44 miliar, meningkat 18,79% dibandingkan tahun 2023 yang sebesar Rp675,51 miliar.

In 2024, the total taxes paid by IDSurvey amounted to Rp802.44 billion, representing an increase of 18.79% compared to Rp675.51 billion in 2023.

Peningkatan setoran pajak ini sejalan dengan pertumbuhan kinerja ekonomi Perusahaan serta meningkatnya aktivitas operasional dalam cakupan *holding* IDSurvey.

Kontribusi pajak Perusahaan terutama berasal dari Pajak Penghasilan (PPh) sebagai komponen terbesar, diikuti oleh Pajak Pertambahan Nilai (PPN) serta Pajak Bumi dan Bangunan (PBB). Melalui pemenuhan kewajiban perpajakan tersebut, IDSurvey berkontribusi secara langsung terhadap penerimaan negara dan mendukung pembiayaan pembangunan nasional secara berkelanjutan.

This increase in tax payments was in line with the Company's improved economic performance and the expansion of operational activities within the scope of the IDSurvey holding.

The Company's tax contributions were primarily derived from Income Tax as the largest component, followed by Value Added Tax (VAT) and Land and Building Tax. Through these tax contributions, IDSurvey plays a role in supporting state revenue and sustainable national development.

Juta Rupiah

Millions of Rupiah

Deskripsi Description	2024	2023	2022
PPH Income Tax	339.022	273.498	239.057
PBB Land and Building Tax	1.383	1.311	1.158
PPN Value Added Tax	462.033	400.696	335.367
Total	**Rp802.437**	**Rp675.505**	**Rp575.583**

Dampak Ekonomi Tidak Langsung

Indirect Economic Impact

[GRI 3-3, 203-2] [OJK F.23]

Selain menghasilkan nilai ekonomi secara langsung, kegiatan operasional IDSurvey juga menimbulkan berbagai dampak ekonomi tidak langsung terhadap masyarakat dan wilayah operasional Perusahaan. Dampak tersebut muncul sebagai konsekuensi dari penyediaan layanan jasa survei, inspeksi, dan sertifikasi di berbagai sektor, yang berkontribusi pada penguatan aktivitas ekonomi lokal, peningkatan kapasitas usaha, serta pemberdayaan masyarakat di sekitar area operasional.

Dampak ekonomi tidak langsung yang dihasilkan mencakup dampak positif maupun potensi dampak yang perlu dikelola, termasuk melalui keterlibatan masyarakat lokal, pengembangan kapasitas, serta dukungan terhadap inklusi dan literasi ekonomi. Dalam konteks ini, IDSurvey berupaya memastikan bahwa pelaksanaan kegiatan usaha dan program-program yang dijalankan oleh entitas di bawah cakupan pelaporan memberikan manfaat yang berkelanjutan bagi masyarakat, sejalan dengan prinsip pembangunan ekonomi yang inklusif dan bertanggung jawab.

In addition to generating direct economic value, IDSurvey's operational activities also give rise to various indirect economic impacts on communities and the Company's operational areas. These impacts arise as a consequence of the provision of survey, inspection, and certification services across multiple sectors, contributing to the strengthening of local economic activities, enhancement of business capacity, and empowerment of communities surrounding the areas of operation.

The indirect economic impacts generated encompass both positive impacts and potential impacts that require management, including through local community engagement, capacity development, and support for economic inclusion and literacy. In this context, IDSurvey seeks to ensure that business activities and programs implemented by entities within the reporting scope deliver sustainable benefits to communities, in line with the principles of inclusive and responsible economic development.

Beberapa bentuk dampak ekonomi tidak langsung yang dihasilkan perusahaan antara lain:

Some of the indirect economic impacts generated by the Company include:

Program Description	Dampak Ekonomi Tidak Langsung Indirect Economic Impact
Pelatihan dan Sertifikasi Tenaga Kerja Terlatih Peningkatan kompetensi tenaga kerja melalui pelatihan dan sertifikasi sesuai kebutuhan industri. **Training and Certification for Skilled Workers** Enhancing workforce competencies through training and certification aligned with industry needs.	• Meningkatkan daya saing tenaga kerja lokal. • Membuka peluang kerja baru. • Menambah pendapatan masyarakat. • Menurunkan tingkat pengangguran. • Enhancing the competitiveness of local workers. • Creating new employment opportunities. • Increasing community income. • Reducing unemployment rates.
Kolaborasi dalam Dukungan Pembangunan Kampus Dukungan pembangunan sarana kampus dan pendidikan vokasi. **Collaboration in Campus Development Support** Support for the development of campus facilities and vocational education.	• Meningkatkan kualitas SDM dan kesempatan pendidikan. • Mendorong ekonomi lokal di sekitar kampus. • Memperkuat hubungan dunia pendidikan dan industri. • Improving human capital quality and access to education. • Supporting the local economy around the campus area. • Strengthening collaboration between the education sector and industry.
Pelatihan UMK Perempuan dan Penyandang Disabilitas Pemberdayaan ekonomi bagi kelompok rentan melalui pelatihan kewirausahaan dan pendampingan usaha. **Training for Women-led Micro Enterprises and Persons with Disabilities** Economic empowerment for vulnerable groups through entrepreneurship training and business mentoring.	• Meningkatkan inklusi ekonomi dan kemandirian finansial. • Memperluas peluang usaha baru. • Meningkatkan daya beli rumah tangga. • Enhancing economic inclusion and financial independence. • Expanding new business opportunities. • Increasing household purchasing power.
Pelatihan bagi Penghuni Lapas Anak Pemberian keterampilan kerja dan pembinaan bagi penghuni Lapas Anak. **Training for Juvenile Correctional Facility Inmates** Providing vocational skills and guidance for youth residing in juvenile correctional facilities.	• Membuka peluang kerja pasca-pembinaan. • Menurunkan tingkat residivisme. • Meningkatkan produktivitas sosial-ekonomi. • Creating job opportunities after rehabilitation. • Reducing recidivism rates. • Improving socio-economic productivity.
Bantuan Pipanisasi Air dan Listrik Penyediaan akses air bersih dan listrik di wilayah dengan infrastruktur terbatas. **Assistance for Water Piping and Electricity Installation** Provision of clean water and electricity access in areas with limited infrastructure.	• Meningkatkan produktivitas UMK dan rumah tangga. • Menurunkan biaya hidup masyarakat. • Mendorong tumbuhnya kegiatan ekonomi baru. • Improving productivity of micro enterprises and households. • Reducing the cost of living for communities. • Encouraging the growth of new economic activities.

Program Description	Dampak Ekonomi Tidak Langsung Indirect Economic Impact
Penyaluran Dana PUMK Pembiayaan bergulir untuk pelaku usaha mikro dan kecil binaan. **Distribution of Micro and Small Business Funding (PUMK)** Revolving financing for supported micro and small business entrepreneurs.	• Memperluas akses modal usaha. • Meningkatkan kapasitas produksi dan lapangan kerja. • Menggerakkan ekonomi lokal melalui perputaran dana. • Expanding access to business capital. • Increasing production capacity and employment opportunities. • Stimulating the local economy through revolving funds.
Restorasi Pantai Abrasi, Penanaman Pohon, dan Terumbu Karang Konservasi lingkungan pesisir dan ekosistem laut. **Coastal Restoration, Tree Planting, and Coral Reef Rehabilitation** Environmental conservation of coastal areas and marine ecosystems.	• Melindungi aset ekonomi pesisir (tambak, perikanan, pariwisata). • Menumbuhkan potensi ekonomi biru. • Menciptakan lapangan kerja lokal dalam kegiatan rehabilitasi. • Protecting coastal economic assets (fishponds, fisheries, tourism). • Developing blue economy potential. • Creating local jobs through rehabilitation activities.
Optimalisasi Potensi Biogas di TPA Pemanfaatan limbah organik menjadi energi terbarukan (biogas). **Optimization of Biogas Potential at Landfill Sites** Utilizing organic waste to produce renewable energy (biogas).	• Mengurangi biaya energi rumah tangga. • Mendorong ekonomi sirkular dan inovasi energi bersih. • Menciptakan peluang usaha baru di bidang energi terbarukan. • Reducing household energy costs. • Promoting a circular economy and clean energy innovation. • Creating new business opportunities in the renewable energy sector.
Pembangunan *Greenhouse & Ecofarm* Pengembangan pertanian berkelanjutan menggunakan teknologi ramah lingkungan. **Construction of Greenhouses and Ecofarms** Developing sustainable agriculture using environmentally friendly technologies.	• Meningkatkan produktivitas dan diversifikasi hasil pertanian. • Membuka lapangan kerja di sektor agrikultur hijau. • Menjadi sumber pendapatan berkelanjutan bagi petani. • Improving productivity and diversification of agricultural outputs. • Creating jobs in the green agriculture sector. • Providing sustainable income sources for farmers.

Program Description	**Dampak Ekonomi Tidak Langsung** Indirect Economic Impact
Program Konservasi Mangrove dan Perlindungan Pesisir Pembangunan infrastruktur dan pelaksanaan kegiatan rehabilitasi *mangrove* di wilayah pesisir, termasuk kegiatan penyuluhan kesadaran lingkungan kepada masyarakat dan penetapan kawasan sebagai wilayah konservasi dan penyerap emisi karbon (*carbon sink*), guna mendukung upaya mitigasi perubahan iklim. **Mangrove Conservation and Coastal Protection Program** Development of infrastructure and implementation of mangrove rehabilitation activities in coastal areas, including environmental awareness programs for local communities and designation of the area as a conservation zone and carbon sink to support climate change mitigation efforts.	• Mendukung perlindungan wilayah pesisir dari risiko abrasi. • Meningkatkan kualitas lingkungan pesisir dan ekosistem *mangrove*. • Mendorong keterlibatan masyarakat dalam kegiatan konservasi lingkungan. • Supporting the protection of coastal areas from abrasion risks. • Improving the quality of coastal environments and mangrove ecosystems. • Encouraging community participation in environmental conservation activities.
Program Pendidikan dan Literasi Digital Masyarakat Pelaksanaan program pelatihan keterampilan Teknologi Informasi dan Komunikasi (TIK) bagi remaja dan dewasa, dukungan terhadap penyelesaian pendidikan dasar hingga pembelajaran yang relevan dan efektif, serta pengadaan sarana pendukung pendidikan berupa akses listrik, internet, dan komputer untuk kegiatan pembelajaran. **Community Education and Digital Literacy Program** Implementation of information and communication technology skills training for youth and adults, support for completion of basic education and relevant learning, as well as provision of educational facilities, including access to electricity, internet, and computers for learning purposes.	• Meningkatkan akses masyarakat terhadap pendidikan dan literasi digital. • Mendukung peningkatan kapasitas individu dalam menghadapi kebutuhan dunia kerja. • Memperkuat kualitas sumber daya manusia di wilayah operasional. • Improving community access to education and digital literacy. • Supporting individual capacity development in response to workforce needs. • Strengthening human resource quality in operational areas.
Program Pendanaan dan Pemberdayaan UMK Program pendanaan bagi usaha mikro dan kecil (UMK) untuk meningkatkan ketahanan dan kemandirian usaha, disertai dengan pelatihan dan pendampingan agar UMK binaan dapat memanfaatkan dana secara optimal dan mengembangkan usahanya. **Micro and Small Enterprise (MSE) Financing and Empowerment Program** A financing program for micro and small enterprises aimed at strengthening business resilience and independence, complemented by training and mentoring to support effective fund utilization and business development.	• Memperluas akses UMK terhadap sumber pembiayaan usaha. • Mendukung keberlanjutan dan pengembangan usaha mikro dan kecil. • Mendorong aktivitas ekonomi di tingkat lokal. • Expanding access to financing for micro and small enterprises. • Supporting the sustainability and development of micro and small businesses. • Stimulating economic activities at the local level.

Program Description	Dampak Ekonomi Tidak Langsung Indirect Economic Impact
Program Peningkatan Akses Air Bersih Penyediaan sarana dan prasarana air bersih bagi masyarakat di wilayah dengan keterbatasan akses, guna mendukung kebutuhan dasar rumah tangga dan aktivitas ekonomi lokal. **Clean Water Access Improvement Program** Provision of clean water facilities and infrastructure for communities in areas with limited access, supporting basic household needs and local economic activities.	• Mendukung pemenuhan kebutuhan dasar masyarakat sehari-hari. • Meningkatkan kenyamanan dan kualitas aktivitas rumah tangga. • Mengurangi beban pengeluaran masyarakat terkait pemenuhan air bersih • Supporting the fulfillment of basic daily needs. • Improving the quality and convenience of household activities. • Reducing household expenditures related to access to clean water.
Program Pengembangan Pendidikan dan Kompetensi SDM Dukungan terhadap sarana pendidikan, pemberian beasiswa, serta pelatihan peningkatan kompetensi tenaga kerja usia produktif, termasuk melalui program Yayasan BUMN untuk Indonesia. **Education and Workforce Competency Development Program** Support for educational facilities, scholarship programs, and competency development training for productive-age workers, including initiatives under the SOE Foundation for Indonesia.	• Meningkatkan kualitas dan daya saing sumber daya manusia lokal. • Memperluas kesiapan tenaga kerja dalam menghadapi kebutuhan dunia kerja. • Memperluas akses pendidikan dan kesempatan kerja. • Improving the quality and competitiveness of local human capital. • Improving workforce readiness in response to labor market needs. • Expanding access to education and employment opportunities.
Program Pengelolaan Lingkungan dan Ekonomi Sirkular Pelaksanaan program pengendalian sampah di lingkungan perusahaan, penerapan teknologi ramah lingkungan termasuk optimalisasi potensi biogas di TPA, serta kegiatan penghijauan dan pelestarian lingkungan. **Environmental Management and Circular Economy Program** Implementation of waste management initiatives, application of environmentally friendly technologies, including landfill biogas optimization, and greening and environmental conservation activities.	• Mendukung perbaikan kualitas lingkungan di sekitar wilayah operasional. • Mendorong efisiensi pemanfaatan sumber daya dan energi. • Meningkatkan kesadaran masyarakat terhadap praktik pengelolaan lingkungan yang bertanggung jawab. • Supporting environmental quality improvement in operational areas. • Promoting resource and energy efficiency. • Enhancing community awareness of responsible environmental management practices.
Program Pemberdayaan dan Promosi UMK Program peningkatan kapasitas usaha mikro dan kecil (UMK) melalui pelatihan, pendampingan, serta dukungan promosi, termasuk partisipasi dalam kegiatan eksibisi dan pameran UMK. **Micro and Small Enterprise Empowerment and Promotion Program** Capacity-building programs for micro and small enterprises through training, mentoring, and promotional support, including participation in exhibitions and trade fairs.	• Meningkatkan kapasitas produksi dan daya saing UMK. • Memperluas akses pasar dan jejaring usaha. • Menggerakkan perekonomian lokal melalui pertumbuhan UMK. • Enhancing production capacity and competitiveness of micro and small enterprises. • Expanding market access and business networks. • Stimulating local economic activity through Micro and Small Enterprise (MSE) growth.

Dengan pelaksanaan berbagai program tersebut, IDSurvey tidak hanya berfokus pada pencapaian kinerja operasional dan ekonomi Perusahaan, tetapi juga berupaya memberikan kontribusi yang berkelanjutan bagi masyarakat dan wilayah operasional. Upaya ini mencerminkan komitmen Perusahaan dalam mendorong pertumbuhan ekonomi yang inklusif, bertanggung jawab, dan selaras dengan prinsip pembangunan berkelanjutan.

Through the implementation of these programs, IDSurvey not only focuses on achieving its operational and economic performance targets, but also strives to deliver sustainable contributions to communities and its areas of operation. These efforts reflect the Company's commitment to promoting inclusive, responsible, and sustainable economic growth.

Implikasi Finansial serta Risiko dan Peluang Lain Akibat Dari Perubahan Iklim

Financial Implications and Other Risks and Opportunities Due to Climate Change

[GRI 201-2]

Dalam periode pelaporan, pengelolaan risiko dan peluang IDSurvey belum secara khusus memisahkan isu perubahan iklim sebagai kategori tersendiri dalam pengukuran implikasi finansial. Namun demikian, Perusahaan menyadari bahwa perubahan iklim berpotensi memengaruhi dinamika operasional, profil risiko, dan keberlanjutan kinerja keuangan di masa mendatang.

Sejalan dengan arah penguatan tata kelola keberlanjutan, IDSurvey secara bertahap berkomitmen untuk meningkatkan pemahaman dan pendekatan terhadap risiko dan peluang terkait perubahan iklim. Upaya ini akan dilakukan melalui pengembangan metodologi penilaian risiko yang lebih komprehensif serta integrasi isu perubahan iklim ke dalam kerangka manajemen risiko dan perencanaan strategis Perusahaan ke depan.

During the reporting period, IDSurvey's management of risks and opportunities has not yet specifically distinguished climate change as a separate category in the assessment of financial implications. Nevertheless, the Company recognizes that climate change has the potential to affect operational dynamics, risk profiles, and the long-term sustainability of financial performance.

In line with the ongoing strengthening of sustainability governance, IDSurvey is gradually committed to enhancing its understanding and approach to climate-related risks and opportunities. These efforts will be undertaken through the development of more comprehensive risk assessment methodologies and the integration of climate change considerations into the Company's risk management framework and future strategic planning.

Bantuan Finansial yang Diterima dari Pemerintah

Financial Assistance Received from Government

[GRI 201-4]

Pada tahun pelaporan, IDSurvey tidak menerima dukungan finansial dari Pemerintah dalam bentuk subsidi, insentif, pinjaman dengan ketentuan khusus, maupun bentuk bantuan finansial lainnya. Kegiatan operasional Perusahaan dijalankan berdasarkan model bisnis yang mengandalkan penyediaan layanan jasa secara komersial kepada pelanggan di berbagai sektor.

During the reporting year, IDSurvey did not receive any form of financial assistance from the Government, including subsidies, incentives, preferential loans, or other types of financial support. The Company's operations are conducted based on a business model that relies on the provision of commercial services to customers across various sectors.

Sejalan dengan karakteristik usahanya, IDSurvey menjalankan kegiatan bisnis secara mandiri tanpa ketergantungan pada bantuan finansial pemerintah, serta mengelola sumber daya dan pendanaan secara independen. Kondisi ini mencerminkan keberlanjutan model usaha Perusahaan serta kemampuannya dalam mendukung operasional dan pengembangan bisnis melalui kinerja keuangan yang sehat.

In line with the nature of its business, IDSurvey operates independently without reliance on government financial assistance and manages its resources and funding on a self-sustaining basis. This condition reflects the sustainability of the Company's business model and its ability to support operations and business development through sound financial performance.

Pengadaan Barang dan Jasa yang Berkelanjutan

Sustainable Procurement of Goods and Services

[GRI 204-1, 308-1, 414-1]

Pengadaan barang dan jasa merupakan proses strategis yang berperan penting dalam mendukung kelangsungan operasional dan penciptaan nilai jangka panjang IDSurvey. Melalui pengelolaan pengadaan yang terstruktur dan bertanggung jawab, Perusahaan berupaya memastikan bahwa setiap kebutuhan operasional dipenuhi secara efektif dan efisien, sekaligus selaras dengan prinsip tata kelola perusahaan yang baik serta komitmen terhadap keberlanjutan.

Procurement of goods and services is a strategic process that plays an important role in supporting IDSurvey's operational continuity and long-term value creation. Through structured and responsible procurement management, the Company seeks to ensure that all operational needs are fulfilled effectively and efficiently, while remaining aligned with the principles of good corporate governance and its commitment to sustainability.

Pelaksanaan pengadaan barang dan jasa di IDSurvey berpedoman pada Pedoman Pengadaan Barang dan Jasa Nomor PDM-PMA-02, yang menjadi dasar pengaturan mekanisme pengadaan secara menyeluruh. Pedoman tersebut mengatur tahapan perencanaan, pemilihan, evaluasi, hingga pengelolaan kinerja penyedia, guna memastikan proses pengadaan berjalan secara terarah, transparan, dan dapat dipertanggungjawabkan. Dalam pelaksanaannya, IDSurvey menerapkan prinsip efisien, efektif, kompetitif, transparan, adil dan wajar, terbuka, serta akuntabel sebagai landasan dalam setiap proses pengadaan.

The implementation of procurement of goods and services at IDSurvey is governed by the Procurement of Goods and Services Guideline Number PDM-PMA-02, which serves as the foundation for regulating procurement mechanisms in a comprehensive manner. The guideline covers the stages of planning, selection, evaluation, and vendor performance management, to ensure that procurement processes are conducted in a structured, transparent, and accountable manner. In its implementation, IDSurvey applies the principles of efficiency, effectiveness, competitiveness, transparency, fairness, openness, and accountability as the basis for all procurement activities.

Sebagai bagian dari komitmen terhadap pengadaan berkelanjutan, IDSurvey mengintegrasikan pertimbangan ekonomi, lingkungan, dan sosial dalam proses pengadaan. Pengadaan berkelanjutan dipahami sebagai upaya untuk menciptakan nilai tambah yang tidak hanya menguntungkan secara ekonomis bagi Perusahaan, tetapi juga memberikan manfaat bagi masyarakat serta secara signifikan mengurangi dampak negatif terhadap lingkungan dan sosial sepanjang siklus penggunaan barang dan jasa. Dalam konteks ini, IDSurvey memprioritaskan penggunaan Produk Dalam Negeri (PDN) serta pendayagunaan koperasi dan UMKM, sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

As part of its commitment to sustainable procurement, IDSurvey integrates economic, environmental, and social considerations into its procurement processes. Sustainable procurement is understood as an effort to create added value that is not only economically beneficial to the Company, but also delivers benefits to society while significantly reducing negative environmental and social impacts throughout the life cycle of goods and services. In this context, IDSurvey prioritizes the use of Domestic Products (PDN) as well as the empowerment of cooperatives and micro and small enterprises (MSMEs), in accordance with applicable laws and regulations.

Dukungan terhadap penggunaan produksi dalam negeri dilakukan melalui pengutamaan rancang bangun dan perekayasaan nasional, pemberian preferensi terhadap produk dalam negeri, serta perluasan kesempatan usaha bagi pelaku usaha mikro dan kecil. Pendekatan ini sekaligus mencerminkan peran IDSurvey dalam memperkuat rantai pasok nasional dan mendorong pertumbuhan ekonomi domestik secara berkelanjutan.

Support for the use of domestic production is implemented through the prioritization of national design and engineering, the provision of preference for domestic products, and the expansion of business opportunities for micro and small enterprises. This approach reflects IDSurvey's role in strengthening the national supply chain and promoting sustainable domestic economic growth.

Untuk memitigasi potensi risiko dalam proses pengadaan, IDSurvey menerapkan pengelolaan risiko pengadaan yang mengacu pada kebijakan manajemen risiko Perusahaan. Selain itu, guna menjaga reputasi dan kredibilitas Perusahaan sebagai agen pencipta nilai dan agen pembangunan, seluruh proses pengadaan dilaksanakan dengan menjunjung tinggi prinsip *Good Corporate Governance* (GCG) serta pencegahan praktik korupsi, kolusi, dan nepotisme. Dalam hal ini, proses pengadaan di lingkungan IDSurvey dilakukan dengan memperhatikan penerapan ISO 37001 tentang Sistem Manajemen Anti Suap (SMAP) melalui penandatanganan pakta integritas dan pernyataan komitmen, sosialisasi dan refreshment SMAP secara berkala, serta penyusunan panduan dan kode etik bagi penyedia.

To mitigate potential risks in the procurement process, IDSurvey implements procurement risk management in reference to the Company's risk management policy. In addition, to safeguard the Company's reputation and credibility as a value creation agent and development agent, all procurement activities are conducted by upholding the principles of Good Corporate Governance (GCG) and the prevention of corruption, collusion, and nepotism. In this regard, procurement activities within IDSurvey are carried out with due consideration to the implementation of ISO 37001 regarding Anti-Bribery Management System (ABMS) through the signing of integrity pacts and statements of commitment, periodic ABMS socialization and refreshment programs, and the development of guidelines and codes of conduct for vendors.

Sejalan dengan upaya digitalisasi dan peningkatan transparansi, IDSurvey menggunakan sistem e-procurement dan *Vendor Management System* (VMS) dalam proses pengadaan, termasuk pelaksanaan *due diligence* pada tahap awal pendaftaran calon penyedia. Penerapan sistem ini mendukung proses seleksi penyedia yang lebih objektif, terdokumentasi, dan terintegrasi, sekaligus memperkuat pengawasan terhadap kepatuhan teknis, administratif, dan tata kelola dalam rantai pasok Perusahaan.

In line with digitalization efforts and the enhancement of transparency, IDSurvey utilizes e-procurement systems and a Vendor Management System (VMS) in its procurement processes, including the conduct of due diligence at the initial stage of prospective vendor registration. The implementation of these systems supports a more objective, well-documented, and integrated vendor selection process, while strengthening oversight of technical, administrative, and governance compliance within the Company's supply chain.

Proporsi Vendor Lokal PT Biro Klasifikasi Indonesia (Persero)

Proportion of Local Vendors PT Biro Klasifikasi Indonesia (Persero)

Keterangan Description	**2024**	**2023**	**2022**
Vendor Barang/Jasa Goods/Services Vendors	75	75	81
Vendor Barang/Jasa Lokal Local Goods/Services Vendors	73	74	80
Persentase Percentage	97,33%	98,67%	98,77%

Proporsi Vendor Lokal PT Surveyor Indonesia (Persero)

Proportion of Local Vendors PT Surveyor Indonesia (Persero)

Keterangan Description	2024	2023	2022
Vendor Barang/Jasa Goods/Services Vendors	525	586	565
Vendor Barang/Jasa Lokal Local Goods/Services Vendors	525	584	553
Persentase Percentage	100%	99,66%	98,05%

Proporsi Vendor Lokal PT Sucofindo (Persero)

Proportion of Local Vendors PT Sucofindo (Persero)

Keterangan Description	2024	2023	2022
Vendor Barang/Jasa Goods/Services Vendors	539	453	393
Vendor Barang/Jasa Lokal Local Goods/Services Vendors	539	452	393
Persentase Percentage	100%	99,78%	100%

Sebagai *holding* di bidang jasa survei, IDSurvey mendorong keterlibatan pemasok lokal secara konsisten di seluruh entitas anak sebagai bagian dari upaya memperkuat rantai pasok domestik. Selama periode 2022–2024, PT Biro Klasifikasi Indonesia (Persero), PT Sucofindo (Persero), dan PT Surveyor Indonesia (Persero) menunjukkan proporsi pemasok lokal yang sangat tinggi, dengan persentase berada di atas 97% setiap tahunnya, mencerminkan keberpihakan Perusahaan terhadap mitra usaha dalam negeri.

Pada tahun 2024, PT Sucofindo (Persero) dan PT Surveyor Indonesia (Persero) mencatat keterlibatan pemasok lokal sebesar 100%, sementara PT Biro Klasifikasi Indonesia (Persero) mencapai 97,33%. Capaian ini mencerminkan konsistensi penerapan kebijakan pengadaan yang mengutamakan pemasok domestik, dengan tetap mempertimbangkan kebutuhan teknis dan operasional masing-masing entitas. Secara keseluruhan, tingginya proporsi pemasok lokal di lingkungan IDSurvey menegaskan komitmen Perusahaan dalam mendukung pemberdayaan pelaku usaha nasional serta penguatan ekosistem rantai pasok yang berkelanjutan.

As a holding company in the survey services sector, IDSurvey consistently encourages the engagement of local suppliers across its subsidiaries as part of efforts to strengthen the domestic supply chain. During the 2022–2024 period, PT Biro Klasifikasi Indonesia (Persero), PT Sucofindo (Persero), and PT Surveyor Indonesia (Persero) demonstrated a very high proportion of local suppliers, with percentages exceeding 97% each year, reflecting the Company's commitment to prioritizing domestic business partners.

In 2024, PT Sucofindo (Persero) and PT Surveyor Indonesia (Persero) recorded 100% engagement of local suppliers, while PT Biro Klasifikasi Indonesia (Persero) achieved a local supplier proportion of 97.33%. This achievement reflects the consistent implementation of procurement policies that prioritize domestic suppliers, while continuing to take into account the technical and operational requirements of each entity. Overall, the high proportion of local suppliers within the IDSurvey group underscores the Company's commitment to supporting the empowerment of national business actors and strengthening a sustainable supply chain ecosystem.



05

Peningkatan Kualitas Sumber Daya Manusia

Improving the Quality of Human Resources



Sumber daya manusia merupakan aset strategis dalam mendukung keberlanjutan bisnis *Holding* BUMN Jasa Survei. Dalam industri jasa survei, inspeksi, pengujian, sertifikasi, dan klasifikasi, kualitas layanan sangat ditentukan oleh kompetensi, integritas, dan profesionalisme insan perusahaan. Oleh karena itu, pengelolaan dan pengembangan sumber daya manusia menjadi fokus utama dalam menciptakan nilai jangka panjang serta menjaga kepercayaan para pemangku kepentingan.

Human resources are a strategic asset in supporting the business sustainability of the State-Owned Enterprise (SOE) Holding for Survey Services. In the survey, inspection, testing, certification, and classification services industry, service quality is largely determined by the competence, integrity, and professionalism of the company's people. Therefore, the management and development of human resources are a primary focus in creating long-term value and maintaining the trust of stakeholders.

Sepanjang tahun 2024, pengelolaan sumber daya manusia di lingkungan *Holding* masih dilaksanakan secara mandiri oleh masing-masing entitas, dengan PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk. Meskipun demikian, perusahaan telah memulai langkah-langkah awal untuk menyelaraskan arah pengelolaan sumber daya manusia, khususnya dalam pengembangan kompetensi, penerapan prinsip kesetaraan dan inklusivitas, serta penguatan budaya kerja yang menjunjung tinggi keselamatan, etika, dan kepatuhan.

Throughout 2024, human resource management within the Holding continued to be carried out independently by each entity, with PT Biro Klasifikasi Indonesia (Persero) acting as the parent entity. Nevertheless, the company has begun taking initial steps to align the direction of human resource management, particularly in competency development, the application of equality and inclusivity principles, and the strengthening of a work culture that upholds safety, ethics, and compliance.

Fokus pengelolaan sumber daya manusia diarahkan pada peningkatan kapasitas dan kapabilitas insan perusahaan agar mampu menjawab dinamika bisnis, perkembangan teknologi, serta tuntutan pemangku kepentingan terhadap layanan yang berkualitas dan berkelanjutan. Upaya tersebut diwujudkan melalui berbagai program pengembangan kompetensi, pelatihan teknis dan non-teknis, pengelolaan kinerja, serta penyediaan lingkungan kerja yang aman dan kondusif.

The focus of human resource management is directed toward enhancing the capacity and capability of the company's people so they can respond to business dynamics, technological developments, and stakeholder demands for high-quality and sustainable services. These efforts are realized through various competency development programs, technical and non-technical training, performance management, and the provision of a safe and conducive working environment.

Ke depan, seiring dengan proses integrasi organisasi dalam IDSurvey *Group*, perusahaan berkomitmen untuk terus memperkuat strategi pengelolaan sumber daya manusia secara bertahap melalui penyelarasan kebijakan, sistem, dan praktik antar entitas. Upaya ini diharapkan dapat mendukung pencapaian kinerja keberlanjutan yang lebih terintegrasi sekaligus memastikan kesiapan sumber daya manusia dalam mendukung visi dan arah strategis IDSurvey.

Looking ahead, in line with the organizational integration process within the IDSurvey Group, the company is committed to gradually strengthening its human resource management strategy through the alignment of policies, systems, and practices across entities. This effort is expected to support the achievement of more integrated sustainability performance while ensuring the readiness of human resources to support the vision and strategic direction of IDSurvey.

Informasi Karyawan Perusahaan

Company Employees Information

[GRI 2-7]

Sepanjang Tahun 2024, PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk *Holding* mengelola sumber daya manusia sesuai dengan kebutuhan operasional dan karakteristik layanan jasa yang dijalankan.

Throughout 2024, PT Biro Klasifikasi Indonesia (Persero) , as the parent entity of the Holding, managed its human resources in accordance with its operational needs and the characteristics of the services it provides.

Pada periode yang sama, PT Surveyor Indonesia (Persero) dan PT Sucofindo (Persero) juga mengelola tenaga kerjanya secara mandiri sesuai dengan kebijakan internal masing-masing entitas.

Informasi karyawan yang disajikan dalam subbab ini disusun berdasarkan data internal perusahaan dan disajikan secara terpisah per entitas, sesuai dengan batasan pelaporan yang telah ditetapkan. Pengungkapan ini bertujuan untuk memberikan transparansi mengenai profil ketenagakerjaan serta menjadi dasar dalam penyusunan dan evaluasi program pengembangan sumber daya manusia di lingkungan IDSurvey *Group*. Informasi ini memberikan gambaran mengenai struktur tenaga kerja serta menjadi dasar dalam menilai efektivitas kebijakan dan program pengelolaan sumber daya manusia yang diterapkan perusahaan. Berikut adalah data demografi karyawan di *Holding* IDSurvey.

During the same period, PT Surveyor Indonesia (Persero) and PT Sucofindo (Persero) also managed their workforce independently in line with the internal policies of each respective entity.

The employee information presented in this subchapter is compiled based on the company's internal data and is presented separately for each entity, in accordance with the established reporting boundaries. This disclosure aims to provide transparency regarding the employment profile and to serve as a basis for the preparation and evaluation of human resource development programs within the IDSurvey Group. This information provides an overview of the workforce structure and serves as a basis for assessing the effectiveness of the company's human resource management policies and programs. The following presents the demographic data of employees within the IDSurvey Holding.

Jumlah Karyawan Berdasarkan Entitas dan Status Kepegawaian* (per 31 Desember 2024)

Number of Employees by Entity and Employment Status (as of 31 December 2024)*

Entitas Entity	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Non-Permanent Employees	Total Total
BKI	622	248	870
SI	566	1.018	1.584
SUCOFINDO	1.954	1.055	3.009

*Data karyawan disajikan berdasarkan masing-masing entitas dan belum mencerminkan konsolidasi tenaga kerja di tingkat IDSurvey *Group*.
*Employee data are presented by each respective entity and do not yet reflect workforce consolidation at the IDSurvey Group level.

Jumlah Karyawan Berdasarkan Entitas dan Jenis Kelamin* (per 31 Desember 2024)

Number of Employees by Entity and Gender (as of 31 December 2024)*

Entitas Entity	Laki-laki Male	Perempuan Female	Total Total
BKI	678	192	870
SI	1.149	435	1.584
SUCOFINDO	2.154	855	3.009

*Data karyawan disajikan berdasarkan masing-masing entitas dan belum mencerminkan konsolidasi tenaga kerja di tingkat IDSurvey *Group*.
*Employee data are presented by each respective entity and do not yet reflect workforce consolidation at the IDSurvey Group level.

Jumlah Karyawan Berdasarkan Entitas dan Usia* (per 31 Desember 2024)
Number of Employees by Entity and Age (as of 31 December 2024)*

Entitas Entity	≤25 Tahun ≤25 Years	26-41 Tahun 26–41 Years	42-55 Tahun 42–55 Years	>55 Tahun >55 Years	Total Total
BKI	94	456	306	14	870
SI	145	938	495	6	1.584
SUCOFINDO	123	1.963	851	72	3.009

*Data karyawan disajikan berdasarkan masing-masing entitas dan belum mencerminkan konsolidasi tenaga kerja di tingkat IDSurvey *Group*.
*Employee data are presented by each respective entity and do not yet reflect workforce consolidation at the IDSurvey Group level.

Jumlah Karyawan Berdasarkan Entitas dan Usia* (per 31 Desember 2024)
Number of Employees by Entity and Age (as of 31 December 2024)*

Entitas Entity	Struktural Structural	Fungsional Functional	Total Total
BKI	136	734	870
SI	169	1.415	1.584
SUCOFINDO	386	2.623	3.009

*Data karyawan disajikan berdasarkan masing-masing entitas dan belum mencerminkan konsolidasi tenaga kerja di tingkat IDSurvey *Group*.
*Employee data are presented by each respective entity and do not yet reflect workforce consolidation at the IDSurvey Group level.

Total Karyawan BKI
Total BKI Employees

Tahun Year	Jumlah Karyawan Number of Employees
2021	786
2022	793
2023	833
2024	870

Total Karyawan SI
Total SI Employees

Tahun Year	Jumlah Karyawan Number of Employees
2021	2.071
2022	1.645
2023	1.509
2024	1.584

Total Karyawan SUCOFINDO
Total SUCOFINDO Employees

Tahun Year	Jumlah Karyawan Number of Employees
2021	3.068
2022	3.043
2023	2.982
2024	3.009

Pekerja Bukan Karyawan
Non-Employee Workers

[GRI 2-8]

Selain karyawan, perusahaan juga melibatkan pekerja bukan karyawan dalam mendukung kegiatan operasional dan pelaksanaan layanan jasa.

In addition to employees, the company also engages non-employee workers to support operational activities and the delivery of services.

Pekerja bukan karyawan mencakup tenaga alih daya *(outsourcing),* pekerja magang, serta kontraktor yang bekerja melalui mekanisme kerja sama dengan pihak ketiga dan tidak memiliki hubungan kerja langsung sebagai karyawan perusahaan. Pengelolaan pekerja bukan karyawan di lingkungan *Holding* IDSurvey masih dilaksanakan secara mandiri oleh masing-masing entitas, dengan PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk. Keterlibatan pekerja bukan karyawan disesuaikan dengan kebutuhan operasional, karakteristik layanan, serta ketentuan peraturan perundang-undangan yang berlaku.

Non-employee workers include outsourced personnel, interns, and contractors who work through cooperation mechanisms with third parties and do not have a direct employment relationship as company employees. The management of non-employee workers within the IDSurvey Holding is still carried out independently by each entity, with PT Biro Klasifikasi Indonesia (Persero) as the parent entity. The engagement of non-employee workers is aligned with operational needs, service characteristics, and applicable laws and regulations.

Jumlah Pekerja yang Bukan Karyawan
Number of Workers Who Are Not Employees

Entitas Entity	Jenis Pekerjaan Type of Worker	2023	2024
BKI	*Outsourcing*	101	80
	Magang Intern	48	66
SI	*Outsourcing*	337	348
	Magang Intern	23	15
	Kontraktor Contractor	4	0
SUCOFINDO	*Outsourcing*	0	0
	Magang Intern	163	303
	Kontraktor Contractor	0	0

Informasi pekerja bukan karyawan dalam subbab ini disajikan untuk memberikan gambaran mengenai jenis dan peran tenaga kerja non-karyawan dalam mendukung kegiatan usaha perusahaan. Pengungkapan disajikan berdasarkan masing-masing entitas dan belum mencerminkan konsolidasi di tingkat grup.

The information on non-employee workers presented in this subchapter is intended to provide an overview of the types and roles of the non-employee workforce in supporting the company's business activities. The disclosure is presented by each respective entity and does not yet reflect consolidation at the group level.

Perekrutan Karyawan
Employee Recruitment
[GRI 3-3, 401-1]

Perekrutan karyawan merupakan salah satu aspek strategis dalam pengelolaan sumber daya manusia karena berperan langsung dalam memastikan keberlanjutan kompetensi, regenerasi talenta, serta kesiapan organisasi dalam menghadapi dinamika bisnis.

Employee recruitment is one of the strategic aspects of human resource management, as it plays a direct role in ensuring the sustainability of competencies, talent regeneration, and organizational readiness in facing business dynamics.

Dalam konteks *Holding* IDSurvey, proses rekrutmen diarahkan untuk mendukung penguatan kapasitas internal sekaligus menjaga kesinambungan organisasi dalam jangka panjang.

Within the context of the IDSurvey Holding, the recruitment process is directed toward strengthening internal capacity while maintaining long-term organizational continuity.

Selama tahun 2024, proses perekrutan karyawan di lingkungan IDSurvey masih dilaksanakan secara mandiri oleh masing-masing entitas, dengan PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk. Seiring dengan proses integrasi *holding*, IDSurvey mulai menyusun kerangka kebijakan sumber daya manusia di tingkat *holding,* termasuk kebijakan terkait rekrutmen, yang saat ini masih berada dalam tahap pengembangan dan penyelarasan.

Throughout 2024, employee recruitment within the IDSurvey environment continued to be carried out independently by each entity, with PT Biro Klasifikasi Indonesia (Persero) as the parent entity. In line with the holding integration process, IDSurvey has begun developing a human resource policy framework at the holding level, including recruitment policies, which are currently still in the stage of development and alignment.

Sebagai prinsip umum, proses rekrutmen di lingkungan IDSurvey mengutamakan pemanfaatan talenta internal sebelum membuka kesempatan rekrutmen eksternal. Pendekatan ini diterapkan untuk mendorong pengembangan karier karyawan, meningkatkan retensi talenta, serta memastikan transfer pengetahuan dan pengalaman yang berkelanjutan di dalam organisasi. Rekrutmen eksternal dilakukan apabila kebutuhan kompetensi tidak dapat dipenuhi dari sumber daya internal yang tersedia.

As a general principle, the recruitment process within IDSurvey prioritizes the utilization of internal talent before opening opportunities for external recruitment. This approach is applied to encourage employee career development, enhance talent retention, and ensure continuous knowledge and experience transfer within the organization. External recruitment is conducted when competency needs cannot be fulfilled by available internal resources.

Sejalan dengan regulasi yang berlaku bagi BUMN, IDSurvey juga mulai mengarahkan perhatian pada penerapan prinsip keberagaman dan inklusivitas dalam proses rekrutmen. Pada tingkat *holding,* fokus awal penguatan kebijakan keberagaman diarahkan pada pemenuhan kesempatan kerja bagi penyandang disabilitas, yang telah dimasukkan dalam peta jalan *(roadmap)* pengelolaan sumber daya manusia dan mengacu pada ketentuan Peraturan Menteri BUMN.

In accordance with regulations applicable to state-owned enterprises (SOEs), IDSurvey has also begun to place greater emphasis on the application of diversity and inclusivity principles in the recruitment process. At the holding level, the initial focus of strengthening diversity policies is directed toward providing employment opportunities for persons with disabilities, which have been incorporated into the human resource management roadmap and are aligned with the provisions of the Minister of SOEs Regulation.

Sementara itu, pada tingkat entitas, beberapa perusahaan telah menerapkan praktik rekrutmen yang mempertimbangkan putra dan putri daerah sesuai dengan kebutuhan operasional dan konteks wilayah kerja, meskipun pendekatan tersebut belum sepenuhnya distandarkan dalam kebijakan dan indikator kinerja di tingkat *holding*. Hingga tahun buku 2024, penyusunan kebijakan rekrutmen yang lebih terintegrasi, termasuk penetapan indikator kinerja (KPI) terkait keberagaman, masih berada dalam tahap pengembangan.

Meanwhile, at the entity level, several companies have implemented recruitment practices that take into account local talent (sons and daughters of the region) in accordance with operational needs and regional working contexts, although these approaches have not yet been fully standardized within holding-level policies and performance indicators. As of the 2024 financial year, the development of a more integrated recruitment policy, including the establishment of key performance indicators (KPIs) related to diversity, is still in progress.

Total Rekrutmen Karyawan Eksternal per Entitas tahun 2024

Total External Employee Recruitment by Entity in 2024



Rekrutmen Berdasarkan Kelompok Usia dan Jenis Kelamin PT Biro Klasifikasi Indonesia (Persero)

Recruitment by Age Group and Gender PT Biro Klasifikasi Indonesia (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
20-30	43	25	47	33	21	14
31-40	6	2	1	0	0	0
41-50	4	0	0	0	0	0
Jumlah Total	**53**	**27**	**48**	**33**	**21**	**14**
	80		**81**		**35**	

Rekrutmen Berdasarkan Kelompok Usia dan Jenis Kelamin PT Sucofindo (Persero)

Recruitment by Age Group and Gender PT Sucofindo (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
20-30	149	153	91	59	170	86
31-40	127	38	12	1	73	16
41-50	16	4	5	1	45	5
Jumlah Total	**292**	**195**	**108**	**61**	**288**	**107**
	487		**169**		**395**	

Rekrutmen Berdasarkan Kelompok Usia dan Jenis Kelamin PT Surveyor Indonesia (Persero)

Recruitment by Age Group and Gender PT Surveyor Indonesia (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
20-30	47	34	9	8	9	9
31-40	11	6	14	13	13	12
41-50	3	2	3	0	1	0
Jumlah Total	**61**	**42**	**26**	**21**	**23**	**21**
	103		**47**		**44**	

Rekrutmen Berdasarkan Level Jabatan dan Jenis Kelamin PT Biro Klasifikasi Indonesia (Persero)

Recruitment by Position Level and Gender PT Biro Klasifikasi Indonesia (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
BOD-1 Executive Management	3	0	0	0	0	0
BOD-2 Senior Management	0	0	0	0	0	0
BOD-3 Middle Management	1	0	0	0	0	0
Staf dan setingkat Staff and equivalent	53	23	48	33	21	14
Jumlah Total	**57**	**23**	**48**	**33**	**21**	**14**
	80		**81**		**35**	

Rekrutmen Berdasarkan Level Jabatan dan Jenis Kelamin PT Sucofindo (Persero)

Recruitment by Position Level and Gender PT Sucofindo (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
BOD-1 Executive Management	-	-	1	-	-	-
BOD-2 Senior Management	-	-	-	-	-	-
BOD-3 Middle Management	-	-	-	-	-	-
Staf dan setingkat Staff and equivalent	292	195	107	61	288	107
Jumlah Total	**292**	**195**	**108**	**61**	**288**	**107**
	487		**169**		**395**	

Rekrutmen Berdasarkan Kelompok Usia dan Jenis Kelamin PT Surveyor Indonesia (Persero)

Recruitment by Position Level and Gender PT Surveyor Indonesia (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
BOD-1 Executive Management	0	0	0	0	-	-
BOD-2 Senior Management	0	0	0	0	-	-
BOD-3 Middle Management	0	0	0	0	-	-
Staf dan setingkat Staff and equivalent	61	42	26	21	23	21
Jumlah Total	**61**	**42**	**26**	**21**	**23**	**21**
	103		**47**		**44**	

Rekrutmen karyawan eksternal di masing-masing entitas dilakukan secara selektif sesuai kebutuhan organisasi. Komposisi rekrutmen eksternal menunjukkan keterwakilan berbagai kelompok usia dan level jabatan, dengan tetap mengedepankan prinsip objektivitas dan kesetaraan kesempatan kerja tanpa diskriminasi gender.

External employee recruitment at each entity is conducted selectively in accordance with organizational needs. The composition of external recruitment reflects the representation of various age groups and position levels, while consistently upholding the principles of objectivity and equal employment opportunity without gender discrimination.

Rekrutmen Internal
Internal Recruitment

Sepanjang 2024, kebutuhan pengisian posisi di lingkungan IDSurvey lebih banyak dipenuhi melalui mekanisme rekrutmen internal, termasuk promosi, rotasi, dan mutasi karyawan antar unit kerja. Pendekatan ini sejalan dengan strategi pengembangan talenta internal serta optimalisasi sumber daya manusia yang telah ada.

Throughout 2024, the need to fill positions within the IDSurvey environment was largely met through internal recruitment mechanisms, including employee promotions, rotations, and transfers across work units. This approach is aligned with the internal talent development strategy and the optimization of existing human resources.

Berdasarkan hasil koordinasi internal, komposisi rekrutmen di lingkungan IDSurvey menunjukkan bahwa rekrutmen internal memiliki porsi yang jauh lebih besar dibandingkan rekrutmen eksternal. Pola ini mencerminkan fokus perusahaan dalam membangun jalur karier internal serta menjaga kesinambungan kompetensi organisasi.

Based on the results of internal coordination, the recruitment composition within IDSurvey shows that internal recruitment accounted for a significantly larger proportion compared to external recruitment. This pattern reflects the company's focus on building internal career pathways and maintaining the continuity of organizational competencies.

Jumlah promosi, rotasi dan mutasi Number of promotions, rotations and transfers	**2024**	**2023**	**2022**
Promosi Promotions	44	23	6
Rotasi Rotations	124	113	60
Mutasi Transfers	25	13	12
Total	**149**	**126**	**72**
Persentase Rekrutmen Internal *Persentase Rekrutmen Internal*	**65,06%**	**61,16%**	**47,36%**

IDSurvey memantau rata-rata biaya rekrutmen per karyawan sebagai salah satu indikator efisiensi dalam pengelolaan sumber daya manusia. Perhitungan dilakukan dengan membandingkan total biaya rekrutmen tahunan yang mencakup biaya publikasi lowongan, proses seleksi dan asesmen, serta biaya administrasi dengan jumlah karyawan baru yang direkrut pada periode pelaporan. Pemantauan ini menjadi dasar evaluasi terhadap efektivitas strategi dan metode rekrutmen yang diterapkan, guna memastikan bahwa proses penerimaan karyawan berjalan secara efisien sekaligus tetap menjunjung prinsip transparansi, objektivitas, dan kesetaraan kesempatan kerja.

IDSurvey monitors the average recruitment cost per employee as an indicator of efficiency in human resource management. The calculation is made by comparing the total annual recruitment costs—which include the costs of job posting, the selection and assessment process, and administrative costs—with the number of new employees recruited during the reporting period. This monitoring serves as the basis for evaluating the effectiveness of the implemented recruitment strategies and methods, ensuring that the employee recruitment process is efficient while upholding the principles of transparency, objectivity, and equal employment opportunity.

Rata-Rata Biaya Rekrutmen Per Karyawan Average Recruitment Cost Per Employee	**2024**	**2023**	**2022**
Jumlah (Rp) Total (IDR)	1.875.000	2.692.534	1.714.285

Pergantian Karyawan

Employee Turnover

[GRI 401-1]

Dinamika pergerakan karyawan merupakan bagian yang tidak terpisahkan dari perjalanan organisasi, khususnya dalam industri jasa yang sangat bergantung pada kompetensi dan pengalaman insan perusahaan. Pergantian karyawan tidak semata dipahami sebagai keluarnya tenaga kerja, melainkan juga mencerminkan proses regenerasi, penyesuaian kapasitas, serta pengelolaan talenta dalam menjawab kebutuhan bisnis yang terus berkembang. Selama 2024, masing-masing entitas *Holding* IDSurvey mengelola pergerakan karyawannya sesuai dengan karakteristik operasional dan kebijakan internal yang berlaku. Oleh karena itu, pengungkapan data pergantian karyawan dalam laporan ini disajikan berdasarkan masing-masing entitas dan tidak digabungkan sebagai satu angka grup.

Employee mobility dynamics are an integral part of an organization's journey, particularly in service-based industries that are highly dependent on the competence and experience of their people. Employee turnover is not viewed solely as the exit of personnel, but also as a reflection of regeneration processes, capacity adjustments, and talent management in responding to continuously evolving business needs. Throughout 2024, each entity within the IDSurvey Holding managed employee movements in accordance with their respective operational characteristics and applicable internal policies. Accordingly, the disclosure of employee turnover data in this report is presented by each entity and is not consolidated as a single group-level figure.

Pergantian karyawan yang terjadi sepanjang periode pelaporan mencakup berbagai bentuk pergerakan, seperti pengunduran diri, pensiun, serta berakhirnya hubungan kerja, di samping mobilitas internal berupa promosi, rotasi, dan mutasi. Perusahaan memandang mobilitas internal sebagai mekanisme penting dalam pengembangan karier dan penguatan kompetensi, sehingga menjadi bagian dari strategi pengelolaan sumber daya manusia secara berkelanjutan.

Employee turnover during the reporting period encompassed various forms of movement, including resignations, retirements, and the termination of employment, in addition to internal mobility such as promotions, rotations, and transfers. The company views internal mobility as an important mechanism for career development and competency strengthening, and therefore considers it an integral part of its sustainable human resource management strategy.

Jumlah Pergantian Karyawan per Entitas tahun 2024

Number of Employee Turnover by Entity in 2024



Pergantian Karyawan berdasarkan Kelompok Usia dan Jenis Kelamin PT BKI (Persero)

Employee Turnover by Age Group and Gender PT BKI (Persero)

Keterangan Description	2024	
	Laki-laki Male	Perempuan Female
20-30	22	15
31-40	-15	1
41-50	17	5
>50	-8	-4
Jumlah Total	**16**	**17**

Pergantian Karyawan berdasarkan Wilayah (Jika ada kantor cabang) PT BKI (Persero)

Employee Turnover by Region (If there is a branch office) PT BKI (Persero)

Keterangan Description	2024	
	Laki-laki Male	Perempuan Female
Unit Kerja Kantor Pusat Head Office Work Unit	10	12
Unit Produksi di Lingkungan Kantor Pusat Production Unit within Head Office Environment	-2	-3
Unit Produksi Cabang diluar Lingkungan Kantor Pusat Branch Production Unit outside Head Office Environment	8	8
Jumlah Total	**16**	**17**

Pergantian Karyawan berdasarkan Level Manajemen PT BKI (Persero)

Employee Turnover by Management Level PT BKI (Persero)

Keterangan Description	2024	
	Laki-laki Male	Perempuan Female
BOD-1 Top-level Board of Directors	0	0
BOD-2 Mid-level Board of Directors	6	6
BOD-3 Lower-level Board of Directors	20	21
Staf dan setingkat Staff and equivalent	-31	-32
Jumlah Total	**-10**	**-5**

Jumlah dan Penyebab Karyawan Keluar berdasarkan Jenis Kelamin PT BKI (Persero)

Number and Reasons for Employee Leave by Gender PT BKI (Persero)

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Mengundurkan diri Resignation	13	0	2	0	2	0
Pensiun Sukarela Voluntary Retirement	1	0	0	0	0	0
Pensiun Normal Normal Retirement	17	4	9	0	13	1
Meninggal dunia Deceased	1	0	0	0	2	0
Penugasan Secondment	0	0	0	0	0	0
Habis Kontrak End of Contract	1	0	0	0	0	0
PHK Termination	0	0	0	0	0	0
Jumlah Total	**33**	**4**	**11**	**0**	**17**	**1**

Tingkat Turnover Karyawan PT BKI (Persero)

Employee Turnover Rate PT BKI (Persero)

Keterangan Description	2024	2023	2022
Jumlah Karyawan Total Employees	870	833	792
Karyawan yang meninggalkan perusahaan Employees Leaving the Company	37	11	18
Turnover	**4.25%**	**1.32%**	**2.27%**

Keberagaman, Kesetaraan, Inklusi di Tempat Kerja

Diversity, Equality, Inclusion in the Workplace

[GRI 405-1, 405-2] [OJK F.18, F.20]

Keberagaman, kesetaraan, dan inklusi di tempat kerja menjadi bagian dari pengelolaan sumber daya manusia yang terus dikembangkan di lingkungan IDSurvey. Pada tahun 2024, penerapan prinsip-prinsip tersebut masih dilaksanakan melalui kebijakan dan praktik yang berlaku di masing-masing entitas, seiring dengan proses integrasi organisasi *holding* yang masih berlangsung.

Sebagai entitas induk dan pelapor utama, PT Biro Klasifikasi Indonesia (Persero) mulai melakukan penyelarasan arah pengelolaan sumber daya manusia, termasuk dalam aspek keberagaman dan kesetaraan. Namun demikian, hingga akhir periode pelaporan, kerangka kebijakan DEI yang terintegrasi di tingkat *holding* masih dalam tahap pengembangan, sehingga pengungkapan pada subbab ini mencerminkan kondisi dan praktik yang telah berjalan pada masing-masing entitas.

Hingga akhir tahun 2024, IDSurvey belum memiliki kebijakan hak asasi manusia (HAM) yang berdiri sendiri dan terintegrasi di tingkat *holding*. Pada periode tersebut, kebijakan yang secara spesifik telah tersedia dan diterapkan adalah kebijakan terkait disabilitas, yang mengatur pemenuhan hak serta kesempatan kerja secara lebih rinci. Kebijakan ini menjadi rujukan utama dalam penerapan aspek inklusivitas, sekaligus menjadi dasar awal bagi pengembangan kebijakan HAM yang lebih komprehensif di masa mendatang.

Diversity, equity, and inclusion (DEI) in the workplace form an integral part of the ongoing development of human resource management within the IDSurvey environment. In 2024, the implementation of these principles continued to be carried out through the policies and practices in place at each respective entity, in line with the ongoing organizational integration process of the holding.

As the parent entity and primary reporting entity, PT Biro Klasifikasi Indonesia (Persero) has begun aligning the direction of human resource management, including aspects of diversity and equity. However, as of the end of the reporting period, an integrated DEI policy framework at the holding level was still under development. Accordingly, the disclosures in this subchapter reflect the conditions and practices currently implemented by each entity.

As of the end of 2024, IDSurvey did not yet have a standalone and integrated human rights (HR) policy at the holding level. During this period, the policy that had been specifically established and implemented was the disability policy, which regulates the fulfillment of rights and employment opportunities in greater detail. This policy serves as the primary reference for the implementation of inclusivity aspects and as an initial foundation for the future development of a more comprehensive human rights policy.

Dalam rangka membangun pemahaman internal terkait perilaku kerja dan etika profesional, perusahaan telah melaksanakan sosialisasi terkait urgensi *Respectful Workplace Policy.* Meskipun kegiatan tersebut belum secara khusus diformulasikan sebagai program DEI atau anti-diskriminasi, substansi yang disampaikan mencakup nilai-nilai dasar yang relevan dengan penghormatan terhadap sesama, kepatuhan terhadap ketentuan perusahaan, serta pencegahan perilaku yang tidak sesuai di lingkungan kerja.

In order to build internal understanding of workplace conduct and professional ethics, the company has conducted socialization activities regarding the importance of the Respectful Workplace Policy. Although these activities have not yet been formally structured as a DEI or anti-discrimination program, the substance delivered includes core values relevant to mutual respect, compliance with company regulations, and the prevention of inappropriate behavior in the workplace.

Terkait dengan penanganan isu ketenagakerjaan, termasuk potensi insiden diskriminasi, pada tahun 2024 fungsi sumber daya manusia di tingkat *holding* masih dikelola oleh PT Biro Klasifikasi Indonesia (Persero). Oleh karena itu, mekanisme pencatatan, pelaporan, dan tindak lanjut atas pengaduan karyawan masih mengikuti sistem dan prosedur yang berlaku di BKI. Proses penyelarasan mekanisme tersebut di tingkat *holding* menjadi bagian dari agenda penguatan tata kelola SDM yang sedang berjalan.

With regard to the handling of labor-related issues, including potential incidents of discrimination, in 2024 the human resource function at the holding level was still managed by PT Biro Klasifikasi Indonesia (Persero). As such, the mechanisms for recording, reporting, and following up on employee complaints continued to follow the systems and procedures in place at BKI. The alignment of these mechanisms at the holding level forms part of the ongoing agenda to strengthen human resource governance.

Dalam aspek kesetaraan kesempatan, perusahaan telah mulai memperhatikan keterwakilan gender, khususnya pada level manajemen, melalui penetapan indikator kinerja tertentu. Ke depannya penguatan penerapan keberagaman, kesetaraan, dan inklusivitas di lingkungan IDSurvey akan dilakukan secara bertahap seiring dengan proses integrasi organisasi. Langkah tersebut mencakup pengembangan kebijakan HAM, penguatan program peningkatan kesadaran internal, serta penyempurnaan indikator kinerja yang relevan agar penerapan prinsip DEI dapat berjalan lebih sistematis dan terukur.

In terms of equal opportunity, the company has begun to pay attention to gender representation, particularly at the management level, through the establishment of certain performance indicators. Going forward, the strengthening of diversity, equity, and inclusion implementation within the IDSurvey environment will be carried out gradually in line with the organizational integration process. These steps include the development of a human rights policy, the enhancement of internal awareness-building programs, and the refinement of relevant performance indicators to ensure that the application of DEI principles becomes more systematic and measurable.

Karyawan dengan Disabilitas

Employees with Disabilities

[GRI 405-1]

Pada tahun 2024, perhatian terhadap pemenuhan hak dan kesempatan kerja bagi karyawan dengan disabilitas di lingkungan IDSurvey difokuskan pada penerapan kebijakan yang telah tersedia di tingkat entitas. Hingga akhir periode pelaporan, kebijakan terkait disabilitas merupakan kebijakan yang secara khusus mengatur aspek inklusivitas dan menjadi acuan utama dalam pengelolaan karyawan dengan kebutuhan khusus.

In 2024, attention to the fulfillment of rights and employment opportunities for employees with disabilities within the IDSurvey environment focused on the implementation of policies already in place at the entity level. As of the end of the reporting period, the disability-related policy was the only policy that specifically regulated inclusivity aspects and served as the primary reference for managing employees with special needs.

Seiring dengan proses integrasi *holding* yang masih berlangsung, perusahaan mulai menyusun arah pengembangan pengelolaan karyawan dengan disabilitas melalui peta jalan *(roadmap)* yang mengacu pada ketentuan dan regulasi yang berlaku bagi Badan Usaha Milik Negara. Dalam kerangka tersebut, aspek pemenuhan kesempatan kerja bagi penyandang disabilitas telah diidentifikasi sebagai salah satu fokus penguatan pengelolaan sumber daya manusia bagi perusahaan.

In line with the ongoing holding integration process, the company has begun formulating the direction for the development of disability employee management through a roadmap that refers to applicable regulations and provisions for State-Owned Enterprises. Within this framework, the provision of employment opportunities for persons with disabilities has been identified as one of the focus areas for strengthening the company's human resource management.

Entitas Entity	Jumlah Karyawan Disabilitas Number of Employees with Disabilities		
	2024	2023	2022
BKI	11	9	1
SI	15	1	4
SUCOFINDO	40	25	33

Kesejahteraan Karyawan
Employee Welfare

Kesejahteraan karyawan menjadi salah satu komitmen utama perusahaan dalam membangun lingkungan kerja yang sehat, aman, dan produktif. Perusahaan memandang bahwa kesejahteraan yang terjaga tidak hanya berdampak pada kinerja individu, tetapi juga berperan penting dalam menjaga kualitas layanan, kesinambungan organisasi, serta keterikatan karyawan terhadap perusahaan. Komitmen tersebut diwujudkan melalui pengelolaan sistem remunerasi dan manfaat kerja yang adil dan proporsional, pengaturan hak cuti dan perizinan kerja yang mendukung keseimbangan kehidupan kerja dan pribadi, serta pemenuhan kepesertaan karyawan dalam program jaminan sosial dan kesehatan sesuai dengan ketentuan peraturan perundang-undangan. Selain itu, perusahaan menyediakan berbagai fasilitas dan program pendukung yang diarahkan untuk menjaga motivasi, loyalitas, dan keterlibatan karyawan *(employee engagement)*.

Melalui pendekatan tersebut, perusahaan berupaya memastikan bahwa setiap karyawan memperoleh perlindungan dan dukungan yang memadai untuk dapat berkontribusi secara optimal dalam mendukung pencapaian kinerja dan keberlanjutan perusahaan.

Employee welfare is one of the company's main commitments in building a healthy, safe, and productive working environment. The company believes that well-maintained employee welfare not only impacts individual performance but also plays an important role in maintaining service quality, organizational continuity, and employee engagement with the company. This commitment is realized through the management of fair and proportional remuneration and benefits systems, the regulation of leave entitlements and work permits that support work–life balance, and the fulfillment of employee participation in social security and health insurance programs in accordance with applicable laws and regulations. In addition, the company provides various facilities and supporting programs aimed at maintaining employee motivation, loyalty, and engagement.

Through this approach, the company seeks to ensure that every employee receives adequate protection and support to contribute optimally in supporting the company's performance and sustainability.

Tunjangan yang Diberikan

Benefits Provided

[GRI 401-2]

IDSurvey menyediakan berbagai tunjangan dan manfaat kerja sebagai bagian dari komitmen perusahaan dalam menjaga kesejahteraan karyawan serta membangun hubungan kerja yang berkelanjutan. Penyediaan tunjangan ini dimaksudkan untuk memberikan perlindungan sosial, mendukung kebutuhan karyawan dalam berbagai fase kehidupan, serta menciptakan rasa aman dan kepastian dalam lingkungan kerja.

IDSurvey provides various allowances and employment benefits as part of the company's commitment to maintaining employee welfare and building sustainable employment relationships. The provision of these benefits is intended to offer social protection, support employees' needs across different life stages, and create a sense of security and certainty within the workplace.

Tunjangan yang diberikan mencakup manfaat yang diatur sesuai dengan ketentuan peraturan perundang-undangan, termasuk jaminan sosial dan kesehatan, serta manfaat tambahan yang disesuaikan dengan kebijakan perusahaan. Melalui pengelolaan tunjangan yang dilakukan secara proporsional dan bertanggung jawab, IDSurvey berupaya memastikan bahwa karyawan memperoleh perlindungan yang memadai terhadap risiko kerja sekaligus dukungan untuk menjaga kualitas kehidupan kerja.

The benefits provided include those regulated in accordance with applicable laws and regulations, including social security and health insurance, as well as additional benefits tailored to company policies. Through proportional and responsible benefits management, IDSurvey seeks to ensure that employees receive adequate protection against work-related risks while also receiving support to maintain the quality of their working lives.

Selain sebagai bentuk pemenuhan hak normatif, penyediaan tunjangan juga menjadi bagian dari upaya IDSurvey dalam meningkatkan keterikatan dan loyalitas karyawan. Dengan memastikan akses yang adil terhadap manfaat kerja, perusahaan mendorong terciptanya lingkungan kerja yang kondusif bagi karyawan untuk berkembang dan berkontribusi secara optimal dalam mendukung keberlanjutan perusahaan. Informasi manfaat dan tunjangan disajikan dalam tabel berikut.

In addition to fulfilling normative rights, the provision of benefits is also part of IDSurvey's efforts to enhance employee engagement and loyalty. By ensuring fair access to employment benefits, the company encourages the creation of a conducive working environment in which employees can grow and contribute optimally to supporting the company's sustainability. Information on benefits and allowances is presented in the following table.

Tunjangan Benefits	**Karyawan Tetap** Permanent Employees	**Karyawan Tidak Tetap** Non-Permanent Employees
Gaji dan Tunjangan Salary and Allowances	✓	✓
Tunjangan Hari Raya Religious Holiday Allowance	✓	✓
Tunjangan Cuti Tahunan Annual Leave Allowance	✓	✓
Insentif Jasa Produksi Production Service Incentives	✗	✗
Asuransi Jiwa Life Insurance	✓	✓
Perawatan Kesehatan Healthcare Services	✓	✓

Tunjangan Benefits	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Non-Permanent Employees
Fasilitas Jabatan Position/Job Facilities	✓	✗
Bantuan Assistance Programs	✗	✗
Jaminan Sosial Tenaga Kerja Employee Social Security	✓	✓
Tanggungan Kecacatan Disability Coverage	✗	✗
Cuti Melahirkan Maternity Leave	✓	✓
Persiapan Masa Pensiun Retirement Preparation Programs	✓	✗

Pensiun

Retirement

[GRI 201-3, 404-2]

Pada tahun 2024, pengungkapan terkait program pensiun di lingkungan IDSurvey merujuk pada praktik yang diterapkan oleh PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk dan pelapor utama. Penyediaan program pensiun tersebut merupakan bagian dari komitmen perusahaan dalam mendukung kesejahteraan jangka panjang karyawan setelah memasuki masa purna tugas, sejalan dengan ketentuan peraturan perundang-undangan dan kebijakan internal yang berlaku. Melalui pengelolaan program pensiun, perusahaan berupaya memberikan kepastian dan rasa aman bagi karyawan terkait dukungan penghasilan di masa pensiun, sekaligus sebagai bentuk penghargaan atas kontribusi dan masa pengabdian karyawan selama menjalankan tugas. Program ini menjadi salah satu komponen penting dalam sistem kesejahteraan karyawan yang dikelola secara bertanggung jawab.

In 2024, disclosures related to retirement programs within the IDSurvey environment refer to the practices implemented by PT Biro Klasifikasi Indonesia (Persero) as the parent entity and primary reporting entity. The provision of retirement programs forms part of the company's commitment to supporting the long-term welfare of employees after entering retirement, in line with applicable laws and regulations as well as prevailing internal policies. Through the management of retirement programs, the company seeks to provide certainty and a sense of security for employees regarding income support during retirement, while also serving as a form of appreciation for employees' contributions and years of service. This program constitutes an important component of the employee welfare system that is managed in a responsible manner.

Sebagai pelengkap manfaat pensiun, PT Biro Klasifikasi Indonesia (Persero) juga menyelenggarakan Program Masa Persiapan Pensiun (MPP) yang dilaksanakan secara rutin bagi karyawan yang memasuki periode menjelang pensiun. Program ini dirancang untuk membantu karyawan mempersiapkan masa purna tugas secara lebih komprehensif, tidak hanya dari aspek finansial, tetapi juga dari sisi perencanaan aktivitas, kewirausahaan, serta kesiapan psikologis dan sosial. Dalam pelaksanaannya, perusahaan menghadirkan narasumber dan pelaku usaha sesuai dengan minat peserta, serta melibatkan pasangan karyawan pada sesi tertentu agar perencanaan masa pensiun dapat dilakukan secara lebih matang dan menyeluruh.

As a complement to retirement benefits, PT Biro Klasifikasi Indonesia (Persero) also organizes a Pre-Retirement Preparation Program (Program Masa Persiapan Pensiun/MPP), which is conducted regularly for employees approaching retirement. This program is designed to assist employees in preparing for retirement in a more comprehensive manner, not only from a financial perspective but also in terms of activity planning, entrepreneurship, and psychological and social readiness. In its implementation, the company engages speakers and business practitioners aligned with participants' interests and involves employees' spouses in certain sessions to ensure that retirement planning is carried out in a more thorough and holistic manner.

Sepanjang tahun 2024, jumlah karyawan yang mengikuti Program Masa Persiapan Pensiun tercatat sebanyak 21 orang, dengan total realisasi biaya sebesar Rp 484.150.240. Pelaksanaan program ini mencerminkan upaya perusahaan dalam mendukung transisi karyawan menuju masa pensiun secara terencana dan berkelanjutan, sejalan dengan komitmen IDSurvey dalam memperkuat pengelolaan sumber daya manusia di tingkat *holding*.

Throughout 2024, a total of 21 employees participated in the Pre-Retirement Preparation Program, with total realized costs amounting to IDR 484,150,240. The implementation of this program reflects the company's efforts to support a well-planned and sustainable transition of employees into retirement, in line with IDSurvey's commitment to strengthening human resource management at the holding level.

Cuti Karyawan

Employee Leave

[GRI 401-3]

Sebagai bagian dari pemenuhan hak kesejahteraan karyawan, pengaturan cuti karyawan di lingkungan IDSurvey pada tahun 2024 merujuk pada kebijakan dan praktik yang berlaku di PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk dan pelapor utama. Ketentuan cuti tersebut diatur secara rinci dalam Perjanjian Kerja Bersama (PKB) dan dirancang untuk mendukung keseimbangan antara kebutuhan kerja dan kehidupan pribadi karyawan.

As part of fulfilling employee welfare rights, the regulation of employee leave within the IDSurvey environment in 2024 referred to the policies and practices implemented by PT Biro Klasifikasi Indonesia (Persero) as the parent entity and primary reporting entity. These leave provisions are regulated in detail in the Collective Labor Agreement (Perjanjian Kerja Bersama/CLA) and are designed to support a balance between employees' work responsibilities and personal lives.

Karyawan berhak memperoleh cuti tahunan sebanyak 12 hari kerja di luar cuti bersama setelah memenuhi masa kerja tertentu, yang dapat diambil sekaligus atau bertahap sesuai dengan kesepakatan antara perusahaan dan karyawan. Cuti tahunan tidak dapat digantikan dengan pembayaran uang dan pada prinsipnya harus diambil pada tahun berjalan, dengan ketentuan penjadwalan ulang dapat dilakukan apabila terdapat kebutuhan operasional. Selain itu, perusahaan memberikan tunjangan cuti tahunan sebesar satu kali *take home pay* bagi karyawan dengan masa kerja minimal satu tahun, yang dibayarkan secara tahunan sesuai ketentuan yang berlaku.

Employees are entitled to 12 working days of annual leave, excluding collective leave, after meeting a certain length of service. Annual leave may be taken at once or in stages in accordance with an agreement between the company and the employee. Annual leave may not be replaced by cash payments and, in principle, must be taken within the same year, although rescheduling may be allowed if operational needs arise. In addition, the company provides an annual leave allowance equal to one month of take-home pay for employees with a minimum of one year of service, which is paid annually in accordance with applicable provisions.

Selain cuti tahunan, perusahaan juga menyediakan cuti besar bagi karyawan tetap dengan masa kerja lima tahun berturut-turut, yang diberikan setiap lima tahun dengan tetap menerima gaji dan tunjangan cuti. Perusahaan turut mengatur hak cuti melahirkan bagi karyawan perempuan selama tiga bulan dengan tetap menerima gaji, serta cuti bagi karyawan yang mengalami keguguran sesuai dengan ketentuan medis. Pengaturan cuti dan izin lainnya juga mencakup izin sakit, cuti di luar tanggungan perusahaan untuk keperluan tertentu seperti pendidikan, serta izin resmi perusahaan untuk peristiwa penting dalam kehidupan karyawan.

In addition to annual leave, the company also provides long service leave for permanent employees who have completed five consecutive years of service. This leave is granted every five years, with employees continuing to receive their salary and leave allowance. The company also regulates maternity leave entitlements for female employees for a period of three months with full pay, as well as leave for employees who experience miscarriage in accordance with medical provisions. Other leave and permit arrangements include sick leave, unpaid leave for specific purposes such as education, and official company leave for significant life events.

Melalui pengaturan hak cuti dan izin tersebut, perusahaan berupaya memastikan pemenuhan hak normatif karyawan, mendukung keseimbangan kehidupan kerja dan pribadi, serta menjaga kepatuhan terhadap ketentuan ketenagakerjaan yang berlaku. Pendekatan ini menjadi bagian dari komitmen perusahaan dalam menciptakan lingkungan kerja yang berkelanjutan dan berorientasi pada kesejahteraan karyawan.

Through the regulation of leave and permit entitlements, the company seeks to ensure the fulfillment of employees' normative rights, support work–life balance, and maintain compliance with applicable labor regulations. This approach forms part of the company's commitment to creating a sustainable work environment that prioritizes employee welfare.

Keterangan Description	2024		2023		2022	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Karyawan yang berhak mengambil Cuti Melahirkan Employees Entitled to Maternity Leave	4	0	2	0	10	2
Karyawan yang mengambil Cuti Melahirkan Employees who Took Maternity Leave	8	0	4	0	20	6
Karyawan yang bekerja kembali setelah Cuti Melahirkan Employees who Returned to Work after Maternity Leave	4	0	2	0	10	2
Karyawan yang masih bekerja selama satu tahun setelah bekerja kembali Employees still employed one year after returning to work	4	0	2	0	10	2
Tingkat karyawan yang kembali bekerja setelah Cuti Melahirkan Return-to-Work Rate After Maternity Leave	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Tingkat retensi Retention Rate	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**



Hubungan Industrial dan Kebebasan Berserikat

Industrial Relations and Freedom of Association

[GRI 2-30, 407-1]

IDSurvey mendorong terciptanya hubungan industrial yang harmonis dan konstruktif sebagai bagian dari pengelolaan ketenagakerjaan yang bertanggung jawab. Perusahaan menghormati hak karyawan untuk berserikat dan berunding secara kolektif sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, serta menjadikan prinsip tersebut sebagai dasar dalam membangun hubungan kerja yang adil dan terbuka.

IDSurvey promotes the establishment of harmonious and constructive industrial relations as part of responsible labor management. The company respects employees' rights to freedom of association and collective bargaining in accordance with applicable laws and regulations, and upholds these principles as the foundation for building fair and transparent employment relationships.

Pada tahun 2024, pengungkapan terkait hubungan industrial dan kebebasan berserikat dalam laporan ini merujuk pada praktik yang diterapkan di PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk dan pelapor utama IDSurvey. Implementasi hak kebebasan berserikat diwujudkan melalui keberadaan serikat pekerja serta perundingan Perjanjian Kerja Bersama (PKB) antara manajemen dan perwakilan karyawan, yang menjadi acuan dalam pengaturan hak dan kewajiban para pihak.

In 2024, disclosures related to industrial relations and freedom of association in this report refer to the practices implemented at PT Biro Klasifikasi Indonesia (Persero) as the parent entity and primary reporting entity of IDSurvey. The implementation of freedom of association rights is realized through the existence of labor unions and the negotiation of a Collective Labor Agreement (Perjanjian Kerja Bersama/ CLA) between management and employee representatives, which serves as a reference for regulating the rights and obligations of the parties.

Dalam pelaksanaannya, perusahaan mendorong dialog sosial yang terbuka melalui mekanisme komunikasi dan konsultasi yang berjalan secara berkala. Forum-forum tersebut dimanfaatkan untuk membahas berbagai isu ketenagakerjaan, termasuk pengaturan kondisi kerja, remunerasi, dan pengembangan karyawan, serta dilaksanakan dengan menjunjung prinsip saling menghormati tanpa adanya diskriminasi, intimidasi, maupun tekanan terhadap karyawan yang menggunakan haknya untuk berserikat.

In practice, the company encourages open social dialogue through regular communication and consultation mechanisms. These forums are used to discuss various labor-related issues, including working conditions, remuneration, and employee development, and are conducted with due regard for mutual respect, without discrimination, intimidation, or pressure on employees who exercise their right to unionize.

Serikat Pekerja
Labor Union

72,41%

Sementara itu, pengelolaan hubungan industrial di entitas anak, termasuk PT Surveyor Indonesia (Persero) dan PT Sucofindo (Persero), dilaksanakan secara mandiri oleh masing-masing entitas sesuai dengan ketentuan yang berlaku. Sepanjang tahun pelaporan, perusahaan tidak mengidentifikasi adanya risiko signifikan yang berkaitan dengan pelanggaran hak kebebasan berserikat pada entitas pelapor.

Meanwhile, the management of industrial relations at subsidiary entities, including PT Surveyor Indonesia (Persero) and PT Sucofindo (Persero), is carried out independently by each entity in accordance with applicable regulations. Throughout the reporting period, the company did not identify any significant risks related to violations of freedom of association rights at the reporting entity.

Hak Asasi Manusia (HAM) bagi Karyawan

Human Rights for Employees

[GRI 3-3, 406-1, 408-1, 409-1] [OJK F.19]

IDSurvey menyatakan komitmen untuk menghormati dan melindungi hak asasi manusia dalam pengelolaan ketenagakerjaan sebagai bagian dari praktik bisnis yang bertanggung jawab. Komitmen ini selaras dengan prinsip-prinsip hak asasi manusia yang diakui secara internasional, termasuk UN *Guiding Principles on Business and Human Rights* serta konvensi inti *International Labour Organization* (ILO), dan dilaksanakan dengan tetap mematuhi ketentuan peraturan perundang-undangan yang berlaku di Indonesia. Prinsip penghormatan terhadap HAM menjadi dasar dalam pengambilan keputusan dan pengelolaan hubungan kerja di lingkungan perusahaan.

IDSurvey affirms its commitment to respecting and protecting human rights in labor management as part of responsible business practices. This commitment is aligned with internationally recognized human rights principles, including the UN Guiding Principles on Business and Human Rights and the core conventions of the International Labour Organization (ILO), and is implemented in compliance with applicable laws and regulations in Indonesia. The principle of respect for human rights serves as the foundation for decision-making and the management of employment relationships within the company.

Dalam penerapannya, perusahaan berupaya menciptakan lingkungan kerja yang saling menghormati dan bebas dari perlakuan yang merendahkan martabat manusia. Hal ini diwujudkan melalui pengaturan perilaku kerja dan etika karyawan, termasuk penerapan pedoman perilaku dan kode etik yang mengatur larangan diskriminasi, pelecehan, serta tindakan tidak etis lainnya. Perusahaan juga menyediakan mekanisme pelaporan dan penanganan pengaduan yang dirancang untuk melindungi kerahasiaan pelapor dan menjamin proses yang adil. Sepanjang tahun pelaporan, tidak terdapat insiden diskriminasi yang tercatat pada entitas pelapor.

In its implementation, the company strives to create a work environment that is respectful and free from any treatment that undermines human dignity. This is realized through the regulation of workplace conduct and employee ethics, including the enforcement of codes of conduct and codes of ethics that prohibit discrimination, harassment, and other unethical behavior. The company also provides reporting and grievance-handling mechanisms designed to protect the confidentiality of whistleblowers and ensure a fair process. Throughout the reporting period, no incidents of discrimination were recorded at the reporting entity.

IDSurvey menegaskan bahwa perusahaan tidak mentoleransi segala bentuk pelanggaran HAM di tempat kerja, termasuk perdagangan orang, kerja paksa, pekerja anak, diskriminasi, serta pelanggaran terhadap kebebasan berserikat dan hak untuk berunding secara kolektif. Komitmen ini tercermin dalam praktik ketenagakerjaan, mulai dari proses rekrutmen, pengelolaan kinerja, hingga hubungan industrial, dengan menjunjung prinsip kesetaraan kesempatan dan perlakuan yang adil bagi seluruh karyawan tanpa memandang latar belakang pribadi yang tidak relevan dengan kompetensi dan kinerja.

IDSurvey emphasizes that the company does not tolerate any form of human rights violations in the workplace, including human trafficking, forced labor, child labor, discrimination, and violations of freedom of association and the right to collective bargaining. This commitment is reflected in employment practices ranging from recruitment and performance management to industrial relations, by upholding the principles of equal opportunity and fair treatment for all employees, regardless of personal backgrounds that are not relevant to competence and performance.

Untuk mencegah pekerja anak, perusahaan memastikan bahwa seluruh karyawan yang direkrut telah memenuhi batas usia minimum bekerja sesuai ketentuan yang berlaku, dengan melakukan verifikasi dokumen identitas pada tahap seleksi. Sementara itu, pencegahan kerja paksa dilakukan melalui pengaturan jam kerja yang wajar, pelaksanaan lembur secara terbatas dan terukur, serta pembayaran kompensasi lembur sesuai ketentuan. Perusahaan tidak memperkenankan praktik pemaksaan kerja dalam bentuk apa pun, termasuk penahanan dokumen pribadi atau tekanan yang dapat membatasi kebebasan karyawan dalam hubungan kerja.

To prevent child labor, the company ensures that all recruited employees meet the minimum legal working age by verifying identity documents during the selection process. Meanwhile, the prevention of forced labor is carried out through the regulation of reasonable working hours, limited and measured overtime practices, and the payment of overtime compensation in accordance with applicable provisions. The company does not permit any form of forced labor, including the retention of personal documents or coercive practices that may restrict employees' freedom in the employment relationship.

Sebagai bagian dari komitmen tersebut, perusahaan juga menghormati hak karyawan untuk berserikat dan berpartisipasi dalam perundingan kolektif melalui mekanisme yang sah dan diakui. Pendekatan ini mendukung terciptanya hubungan industrial yang dialogis dan berimbang, sekaligus memperkuat lingkungan kerja yang aman, inklusif, dan berkelanjutan. Ke depan, seiring dengan proses penguatan tata kelola di tingkat *holding*, IDSurvey akan terus mengembangkan kerangka pengelolaan HAM yang lebih terstruktur agar penerapan prinsip-prinsip HAM dapat berjalan semakin konsisten di seluruh lingkungan perusahaan.

As part of this commitment, the company also respects employees' rights to freedom of association and participation in collective bargaining through lawful and recognized mechanisms. This approach supports the creation of balanced and dialogical industrial relations, while also strengthening a safe, inclusive, and sustainable work environment. Going forward, in line with efforts to strengthen governance at the holding level, IDSurvey will continue to develop a more structured human rights management framework to ensure that the implementation of human rights principles becomes increasingly consistent across the company.

Pengembangan Kompetensi Karyawan

Employee Competency Development

[GRI 404-2] [OJK F.18, F.22]

IDSurvey memandang pengembangan kompetensi karyawan sebagai elemen strategis dalam menjaga daya saing dan keberlanjutan perusahaan di tengah dinamika bisnis. Penguatan kapasitas sumber daya manusia diarahkan untuk memastikan karyawan memiliki kompetensi teknis, manajerial, dan perilaku kerja yang selaras dengan kebutuhan organisasi, standar profesi, serta perkembangan regulasi dan teknologi.

IDSurvey views employee competency development as a strategic element in maintaining the company's competitiveness and sustainability amid dynamic business conditions. Strengthening human resource capacity is directed toward ensuring that employees possess technical, managerial, and behavioral competencies that are aligned with organizational needs, professional standards, and evolving regulatory and technological developments.

Pada tahun 2024, pelaksanaan program pengembangan kompetensi karyawan di lingkungan IDSurvey masih dilaksanakan secara mandiri oleh masing-masing entitas anak, dengan menyesuaikan karakteristik kegiatan usaha dan kebutuhan kompetensi yang spesifik. Dalam konteks ini, IDSurvey menjalankan peran koordinatif dengan mendorong keselarasan arah pengembangan kompetensi, khususnya untuk kompetensi yang bersifat strategis, kepemimpinan, serta kompetensi inti yang mendukung integrasi grup.

In 2024, the implementation of employee competency development programs within the IDSurvey environment continued to be carried out independently by each subsidiary, tailored to the characteristics of their business activities and specific competency requirements. In this context, IDSurvey plays a coordinating role by encouraging alignment in the direction of competency development, particularly for strategic competencies, leadership, and core competencies that support group integration.

Pengembangan kompetensi karyawan dilaksanakan melalui berbagai bentuk pembelajaran, antara lain pelatihan teknis dan fungsional, sertifikasi profesi, pelatihan keselamatan dan kesehatan kerja, pengembangan soft skills, serta program pembelajaran berbasis kebutuhan jabatan. Program pelatihan disusun dengan mempertimbangkan hasil evaluasi kinerja, kebutuhan pengembangan individu, serta tuntutan kompetensi jabatan, sehingga pelaksanaan pelatihan tidak hanya bersifat administratif, tetapi juga relevan terhadap pengembangan kinerja karyawan.

Employee competency development is implemented through various forms of learning, including technical and functional training, professional certification, occupational health and safety training, soft skills development, and job-based learning programs. Training programs are designed by taking into account performance evaluation results, individual development needs, and job competency requirements, ensuring that training implementation is not merely administrative in nature but also relevant to enhancing employee performance.

Selain pelatihan formal, perusahaan juga mendorong pembelajaran berkelanjutan melalui mekanisme berbagi pengetahuan *(knowledge sharing),* pendampingan di tempat kerja, serta partisipasi karyawan dalam kegiatan pengembangan kapasitas yang relevan dengan tugas dan tanggung jawabnya.

In addition to formal training, the company also promotes continuous learning through knowledge-sharing mechanisms, on-the-job mentoring, and employee participation in capacity-building activities relevant to their roles and responsibilities.

Pendekatan ini diharapkan dapat memperluas wawasan karyawan, meningkatkan kapabilitas kerja, serta memperkuat kesiapan karyawan dalam menghadapi perubahan dan tantangan bisnis.

This approach is expected to broaden employees' perspectives, enhance work capabilities, and strengthen employee readiness in facing business changes and challenges.

Rata-Rata Jam Pelatihan

Average Training Hours

[GRI 404-1]

Sebagai bagian dari upaya pengembangan kompetensi karyawan, IDSurvey memantau rata-rata jam pelatihan sebagai salah satu indikator untuk menilai konsistensi pengembangan kompetensi serta dukungan perusahaan terhadap pembelajaran berkelanjutan di lingkungan kerja. Indikator ini memberikan gambaran mengenai intensitas pembelajaran yang diberikan kepada karyawan selama periode pelaporan dan mencerminkan upaya perusahaan dalam menyediakan kesempatan pengembangan kapasitas yang relevan dengan kebutuhan pekerjaan dan pengembangan individu karyawan.

As part of its efforts to develop employee competencies, IDSurvey monitors average training hours as one of the indicators used to assess the consistency of competency development and the company's support for continuous learning in the workplace. This indicator provides an overview of the intensity of learning provided to employees during the reporting period and reflects the company's efforts to offer capacity-building opportunities that are relevant to job requirements and individual employee development.

Data rata-rata jam pelatihan yang disajikan dalam laporan ini merujuk pada pelaksanaan pelatihan di PT Biro Klasifikasi Indonesia (Persero) sebagai entitas induk dan pelapor utama. Data pelatihan entitas anak lainnya belum dikonsolidasikan dalam tahun 2024.

The average training hours data presented in this report refer to training activities conducted at PT Biro Klasifikasi Indonesia (Persero) as the parent entity and primary reporting entity. Training data from other subsidiary entities have not yet been consolidated for the year 2024.

Total Jam Pelatihan
Total Training Hours
3.422 **Jam** Hour

Rata-Rata Jam Pelatihan per Karyawan
Average Training Hours per Employee
4,69 **Jam Orang** Hour Employee

Keterangan Description		Satuan Unit	2024	2023	2022
Durasi Duration	Laki-laki Male	Jam Hour	2566	2454	2133
	Perempuan Female	Jam Hour	876	784	658
Jumlah Karyawan Total Employees	Laki-laki Male	Orang Person	630	531	644
	Perempuan Female	Orang Person	165	103	138
Rata-rata Jam Pelatihan Average Training Hours	Laki-laki Male	Jam/Orang Hours/Person	4,07	4,62	3,31
	Perempuan Female	Jam/Orang Hours/Person	5,31	7,61	4,77
Rata-Rata Pelatihan per Karyawan Average Training per Employee		**Jam/Orang** Hours/Person	**4,69**	**6,12**	**4,04**

Pada tahun 2024, total durasi pelatihan karyawan mencapai 2.566 jam untuk karyawan laki-laki dan 876 jam untuk karyawan perempuan, meningkat dibandingkan tahun 2023 maupun 2022. Jumlah peserta pelatihan juga bertambah. Peningkatan jumlah peserta ini berdampak pada penurunan tipis rata-rata jam pelatihan per orang, dari 6,12 jam/orang pada 2023 menjadi 4,69 jam/orang pada 2024. Rata-rata jam pelatihan per karyawan laki-laki tercatat 4,07 jam/orang dan perempuan 5,31 jam/orang pada 2024, yang menunjukkan bahwa akses pelatihan tetap terjaga bagi kedua kelompok gender dan karyawan perempuan bahkan memperoleh rata-rata jam pelatihan yang lebih tinggi, sejalan dengan komitmen Perusahaan terhadap pengembangan kompetensi yang setara dan inklusif.

In 2024, the total duration of training for employees reached 2,566 hours for male employees and 876 hours for female employees, an increase compared to 2023 and 2022. The number of training participants also increased. This increase in the number of participants resulted in a slight decrease in the average training hours per person, from 6.12 hours/person in 2023 to 4.69 hours/person in 2024. The average training hours per male employee were recorded at 4.07 hours/person and 5.31 hours/person for female employees in 2024, indicating that access to training was maintained for both gender groups and female employees even received higher average training hours, in line with the Company's commitment to equal and inclusive competency development.

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Level Jabatan (jam/orang)

Average Training Hours per Year per Employee by Job Level (hours/person)

Level Jabatan Job Level	2024	2023	2022
BOC Board of Commissioners	29	26	24
BOD Board of Directors	42	34	36
BOD-1 Executive Management	72	56	54
BOD-2 Senior Management	72	64	60
BOD-3 Middle Management	64	60	60
Staf dan setingkat Staff and equivalent	64	54	54
Jumlah *Total*	**343**	**294**	**288**

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Status Kepegawaian (jam/orang)

Average Training Hours per Year per Employee by Employee Status (hours/person)

Status Kepegawaian Employment Status	2024	2023	2022
Karyawan Tetap Permanent Employee	640	634	637
Karyawan Kontrak Contract Employee	155	199	145

Pelatihan Karyawan Berdasarkan Tipe (orang)
Employee Training Based on Type (Person)

Status Kepegawaian Employment Status	2024	2023	2022
Sertifikasi Certification	409	979	388
Awareness/Non Sertifikasi Awareness / Non-Certification	1029	188	166
Jumlah Total	**1438**	**1,167**	**554**

Biaya Pelatihan
Training Costs

Perusahaan mengalokasikan biaya pelatihan setiap tahun sebagai bentuk investasi pada pengembangan kompetensi karyawan. Pada tahun 2024, realisasi biaya pelatihan tercatat sebesar Rp 8.000.000.000. Anggaran tersebut digunakan untuk berbagai program pengembangan, termasuk pelatihan teknis, sertifikasi profesi, serta program kepemimpinan yang ditujukan bagi berbagai jenjang jabatan.

The company allocates training costs every year as a form of investment in developing employee competencies. In 2024, the realized training expenditure amounted to IDR 8,000,000,000. This budget was utilized to fund various development programs, including technical training, professional certifications, and leadership programs aimed at different levels of positions within the Company.

Deskripsi Description	Deskripsi Description	2024	2023	2022
Total Biaya Pelatihan Total Training Cost	Rp IDR	8.000.000.000	8.000.000.000	5.000.000.000
Jumlah Karyawan Number of Employees	Orang Person	795	634	782
Rata-Rata Biaya Pelatihan per Karyawan Average Training Cost per Employee	**Rp/Orang** IDR/Person	**10.062.893**	**12.618.297**	**6.393.862**

Sepanjang tahun 2024, Perusahaan menyelenggarakan berbagai program pelatihan yang mencakup pengembangan kompetensi teknis, manajerial, kepemimpinan, serta soft skills dan perilaku kerja karyawan. Rangkaian pelatihan tersebut dirancang untuk mendukung pemenuhan kebutuhan bisnis dan peningkatan kapabilitas SDM secara berkelanjutan, dengan rincian jenis dan jumlah pelatihan disajikan pada tabel berikut.

Throughout 2024, the Company organized various training programs covering the development of technical, managerial, leadership, as well as soft skills and employee work behavior. These training series were designed to support business needs and continuously enhance human capital capabilities, with the types and number of training programs presented in the following table.

Sistem Penilaian Kinerja Karyawan

Employee Performance Appraisal

[GRI 404-3]

Kerangka pengelolaan kinerja di lingkungan IDSurvey mengacu pada SKBD Performance Development System IDSurvey, yang merupakan kesepakatan bersama tiga entitas dan menjadi rujukan prinsip dasar pengelolaan kinerja di tingkat grup. Sistem ini mengatur siklus pengelolaan kinerja yang terdiri dari tiga tahapan utama, yaitu perencanaan kinerja, pelaksanaan dan umpan balik berkelanjutan, serta penilaian kinerja di akhir periode. Setiap siklus pengelolaan kinerja dilaksanakan dalam periode minimal satu tahun.

The performance management framework within the IDSurvey environment refers to the SKBD Performance Development System IDSurvey, which represents a joint agreement among the three entities and serves as the basic reference for performance management principles at the group level. This system regulates the performance management cycle, which consists of three main stages: performance planning, performance implementation with continuous feedback, and end-of-period performance evaluation. Each performance management cycle is conducted over a minimum period of one year.

Pada tahap perencanaan kinerja, penetapan *Key Performance Indicators* (KPI) dilakukan pada awal tahun melalui mekanisme penurunan target secara berjenjang *(cascading),* dari tingkat manajemen puncak ke unit kerja, hingga individu. KPI disusun dengan mempertimbangkan target organisasi, kontrak manajemen, serta kebutuhan dan tanggung jawab masing-masing jabatan. Pendekatan ini bertujuan untuk memastikan keselarasan antara kinerja individu dan pencapaian tujuan perusahaan.

At the performance planning stage, the determination of Key Performance Indicators (KPIs) is carried out at the beginning of the year through a cascading target-setting mechanism, from top management to work units and down to individual employees. KPIs are developed by taking into account organizational targets, management contracts, as well as the needs and responsibilities of each position. This approach aims to ensure alignment between individual performance and the achievement of the company's objectives.

Tahap pelaksanaan kinerja didukung melalui proses pemantauan dan umpan balik secara berkelanjutan. Selama periode berjalan, karyawan memperoleh bimbingan, coaching, dan mentoring dari atasan langsung sebagai bagian dari proses pengembangan kinerja. Evaluasi berkala, termasuk *review* di tengah tahun, dilakukan untuk menilai perkembangan capaian kinerja, mengidentifikasi kendala, serta memberikan arahan perbaikan apabila diperlukan. Mekanisme ini menekankan pendekatan dialogis dan pengembangan, bukan semata-mata penilaian hasil akhir.

The performance implementation stage is supported by continuous monitoring and feedback processes. Throughout the period, employees receive guidance, coaching, and mentoring from their direct supervisors as part of performance development efforts. Periodic evaluations, including mid-year reviews, are conducted to assess progress toward performance targets, identify challenges, and provide corrective direction when necessary. This mechanism emphasizes a dialogical and developmental approach rather than focusing solely on end results.

Pada tahap penilaian kinerja, evaluasi dilakukan satu kali dalam satu tahun oleh atasan langsung berdasarkan capaian KPI dan bukti kinerja yang tersedia. Penilaian kinerja mencakup aspek hasil kerja (*result*) serta perilaku kerja (*behavior*) yang mengacu pada nilai-nilai AKHLAK. Hasil penilaian kinerja menjadi dasar dalam penetapan predikat kinerja, pemberian umpan balik formal kepada karyawan, serta penyusunan rencana pengembangan individu ke depan.

At the performance evaluation stage, assessments are conducted once a year by direct supervisors based on KPI achievement and available performance evidence. Performance evaluation covers both results and work behavior, referring to the AKHLAK values. The performance assessment results serve as the basis for determining performance ratings, providing formal feedback to employees, and preparing individual development plans going forward.

Sebagai *holding,* IDSurvey saat ini menjalankan peran koordinatif dan penyelarasan prinsip, dengan penetapan KPI dan kontrak manajemen di awal tahun yang diturunkan secara berjenjang dari tingkat manajemen hingga individu. Evaluasi kinerja dilakukan melalui review berkala dan penilaian tahunan oleh atasan, disertai proses *coaching* dan mentoring.

As a holding company, IDSurvey currently plays a coordinating and alignment role, with KPIs and management contracts established at the beginning of the year and cascaded from management level to individual employees. Performance evaluation is carried out through periodic reviews and annual assessments by supervisors, accompanied by coaching and mentoring processes.

Mekanisme penilaian kinerja yang lebih komprehensif, termasuk standarisasi metode penilaian perilaku dan optimalisasi sistem digital di tingkat *holding*, masih berada dalam tahap pengembangan dan menjadi bagian dari agenda penguatan tata kelola kinerja IDSurvey ke depan.

A more comprehensive performance evaluation mechanism, including the standardization of behavioral assessment methods and the optimization of digital systems at the holding level, is still under development and forms part of IDSurvey's future performance governance strengthening agenda.

Tingkat Keterlibatan Karyawan
Employee Engagement Level

IDSurvey memandang keterlibatan karyawan sebagai faktor penting dalam mendukung kinerja organisasi dan efektivitas pelaksanaan strategi perusahaan. Pada tahun 2024, pengelolaan keterlibatan karyawan dilakukan melalui mekanisme yang terintegrasi dalam pengelolaan sumber daya manusia, antara lain komunikasi internal yang berjenjang, penetapan dan evaluasi kinerja, serta proses coaching dan mentoring oleh atasan langsung. Pendekatan ini memungkinkan perusahaan memperoleh umpan balik karyawan secara langsung dalam aktivitas kerja sehari-hari. Seiring dengan penguatan peran IDSurvey sebagai *holding*, perusahaan berkomitmen untuk mengembangkan pengelolaan keterlibatan karyawan yang lebih terstruktur. Ke depan, IDSurvey akan mempertimbangkan penerapan mekanisme pengukuran keterlibatan karyawan yang lebih sistematis sebagai dasar perumusan program peningkatan keterlibatan dan kesejahteraan karyawan secara berkelanjutan.

IDSurvey views employee engagement as an important factor in supporting organizational performance and the effective execution of the company's strategy. In 2024, employee engagement management was carried out through mechanisms integrated into human resource management, including tiered internal communication, performance setting and evaluation, as well as coaching and mentoring processes by direct supervisors. This approach enables the company to obtain direct employee feedback through day-to-day work activities.
In line with the strengthening of IDSurvey's role as a holding company, the company is committed to developing a more structured approach to managing employee engagement. Going forward, IDSurvey will consider implementing more systematic employee engagement measurement mechanisms as a basis for formulating sustainable employee engagement and welfare improvement programs.

Deskripsi Description	**2024**	**2023**	**2022**	**2021**
Hasil Survei Keterikatan Karyawan Employee Engagement Survey Results	89,2%	88,7%	86,5%	88,2%
Hasil Survei Kepuasan Karyawan Employee Satisfaction Survey Results	93,8%	88%	86,5%	84,1%



Penanganan Keluhan Karyawan

Employee Grievance Handling

IDSurvey menyediakan mekanisme penanganan keluhan karyawan sebagai bagian dari upaya menjaga tata kelola ketenagakerjaan yang bertanggung jawab serta menciptakan lingkungan kerja yang saling menghargai. Mekanisme ini memungkinkan karyawan untuk menyampaikan keluhan atau permasalahan secara tertib dan aman, baik yang berkaitan dengan kondisi kerja, hubungan kerja dengan atasan atau rekan kerja, aspek remunerasi, maupun dugaan pelanggaran etika, perilaku tidak pantas, dan hak asasi manusia. Saluran penyampaian keluhan tersedia melalui atasan langsung, fungsi Human Capital, perwakilan serikat pekerja, serta mekanisme lain yang diatur dalam ketentuan internal dan Perjanjian Kerja Bersama. Selain itu, penerapan *Respectful Workplace Policy* (RWP) dan Pedoman Kode Etik juga memberikan ruang pelaporan khusus untuk isu-isu terkait pelecehan, diskriminasi, atau tindakan tidak etis di tempat kerja.

IDSurvey provides an employee grievance handling mechanism as part of its efforts to maintain responsible labor governance and to create a respectful working environment. This mechanism enables employees to submit grievances or concerns in an orderly and safe manner, whether related to working conditions, employment relationships with supervisors or colleagues, remuneration aspects, or alleged violations of ethics, inappropriate behavior, and human rights. Grievance channels are available through direct supervisors, the Human Capital function, labor union representatives, as well as other mechanisms stipulated in internal regulations and the Collective Labor Agreement. In addition, the implementation of the Respectful Workplace Policy (RWP) and the Code of Ethics Guidelines also provides specific reporting channels for issues related to harassment, discrimination, or unethical conduct in the workplace.

Setiap keluhan yang diterima ditangani melalui proses yang terstruktur, mulai dari pencatatan, penelaahan, hingga tindak lanjut sesuai dengan tingkat dan sifat permasalahan. Penanganan dilakukan melalui klarifikasi, dialog, serta pemeriksaan lebih lanjut apabila diperlukan, dengan menjunjung tinggi prinsip kerahasiaan, objektivitas, dan keadilan. IDSurvey menegaskan komitmen untuk melindungi karyawan dari segala bentuk tindakan balasan terhadap penyampaian keluhan yang dilakukan dengan itikad baik. Melalui mekanisme ini, perusahaan berupaya memastikan aspirasi dan permasalahan karyawan dapat ditangani secara konstruktif, sekaligus menjadi masukan dalam perbaikan berkelanjutan atas kebijakan dan praktik ketenagakerjaan di lingkungan perusahaan.

Each grievance received is handled through a structured process, starting from recording and review through to follow-up actions in accordance with the level and nature of the issue. Handling is carried out through clarification, dialogue, and further investigation when necessary, while upholding the principles of confidentiality, objectivity, and fairness. IDSurvey affirms its commitment to protecting employees from any form of retaliation for grievances submitted in good faith. Through this mechanism, the company seeks to ensure that employee concerns and aspirations are addressed constructively, while also serving as input for continuous improvement of labor policies and practices within the company.

Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)

Occupational Health and Safety Management System (OHSMS)

[GRI 3-3, 403-9]

IDSurvey memandang keselamatan dan kesehatan kerja sebagai aspek strategis dalam mendukung keberlanjutan usaha dan perlindungan terhadap tenaga kerja di seluruh entitas yang berada di bawah koordinasinya. Sebagai *holding* BUMN jasa survei, IDSurvey menjalankan peran pengelolaan K3 melalui pendekatan koordinatif dan penguatan tata kelola, dengan fokus pada penyelarasan kebijakan, prinsip, dan arah pengembangan sistem K3 di tingkat grup.

IDSurvey regards occupational health and safety (OHS) as a strategic aspect in supporting business sustainability and protecting the workforce across all entities under its coordination. As a state-owned enterprise holding company for survey services, IDSurvey carries out its OHS management role through a coordinative approach and governance strengthening, with a focus on aligning policies, principles, and the direction of OHS system development at the group level.

Pada tahun 2024, penerapan sistem manajemen keselamatan dan kesehatan kerja di lingkungan IDSurvey masih dilaksanakan secara mandiri oleh masing-masing entitas anak, mengacu pada karakteristik risiko, aktivitas usaha, serta ketentuan peraturan perundang-undangan yang berlaku. Dalam konteks tersebut, IDSurvey berperan sebagai koordinator yang memastikan bahwa praktik K3 di entitas selaras dengan prinsip perlindungan tenaga kerja, kepatuhan regulasi, dan praktik terbaik di bidang keselamatan dan kesehatan kerja.

In 2024, the implementation of occupational health and safety management systems within the IDSurvey environment continued to be carried out independently by each subsidiary, taking into account their respective risk characteristics, business activities, and applicable laws and regulations. In this context, IDSurvey acts as a coordinator to ensure that OHS practices at the entity level are aligned with labor protection principles, regulatory compliance, and best practices in occupational health and safety.

Sebagai bagian dari proses integrasi pasca-pembentukan *holding*, IDSurvey sedang menyusun pedoman keselamatan dan kesehatan kerja yang berfungsi sebagai guiding principle bagi seluruh entitas anak. Pedoman ini dirancang untuk menjadi acuan bersama dalam menetapkan peran, tanggung jawab, serta hubungan kerja antara *holding* dan entitas anak dalam pengelolaan aspek K3, sekaligus menjadi dasar untuk penguatan sistem manajemen K3 secara bertahap di tingkat grup.

As part of the post-holding formation integration process, IDSurvey is currently developing occupational health and safety guidelines that will serve as guiding principles for all subsidiaries. These guidelines are designed to function as a common reference in defining roles, responsibilities, and working relationships between the holding company and its subsidiaries in managing OHS aspects, while also serving as a foundation for the gradual strengthening of the group-level OHS management system.

Ke depan, IDSurvey menargetkan pengembangan sistem manajemen K3 yang lebih terintegrasi melalui harmonisasi kebijakan, mekanisme pelaporan kinerja K3, serta penguatan koordinasi lintas entitas. Pendekatan ini diharapkan dapat meningkatkan konsistensi penerapan K3, memperkuat pencegahan risiko kecelakaan dan penyakit akibat kerja, serta mendukung pencapaian kinerja keselamatan kerja yang berkelanjutan di seluruh entitas IDSurvey.

Going forward, IDSurvey aims to develop a more integrated OHS management system through the harmonization of policies, OHS performance reporting mechanisms, and enhanced cross-entity coordination. This approach is expected to improve the consistency of OHS implementation, strengthen the prevention of occupational accidents and work-related illnesses, and support the achievement of sustainable workplace safety performance across all IDSurvey entities.

Implementasi Sistem Manajemen Keselamatan dan Kesehatan Kerja

Implementation of Occupational Health and Safety Management System

[GRI 403-1, 403-4, 403-8]

Penerapan keselamatan dan kesehatan kerja di lingkungan IDSurvey difokuskan pada penguatan praktik operasional yang telah berjalan di masing-masing entitas anak. Pendekatan ini memungkinkan perusahaan untuk menjaga keberlanjutan penerapan K3 tanpa gangguan operasional, sekaligus menjadi dasar bagi proses penyelarasan sistem dan tata kelola K3 di tingkat grup. Implementasi K3 pada tahun 2024 dengan demikian mencerminkan kondisi transisi, di mana pengelolaan risiko keselamatan dan kesehatan kerja tetap dilaksanakan secara konsisten oleh entitas, dengan koordinasi dan arahan strategis dari *holding*.

The implementation of occupational health and safety (OHS) within the IDSurvey environment is focused on strengthening the operational practices that have already been implemented by each subsidiary. This approach enables the company to maintain the continuity of OHS implementation without operational disruption, while also serving as a foundation for the alignment of OHS systems and governance at the group level. Accordingly, OHS implementation in 2024 reflects a transitional condition, in which occupational health and safety risk management continues to be carried out consistently by each entity, with coordination and strategic direction provided by the holding company.

Di tingkat operasional, penerapan K3 didukung oleh keberadaan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang telah dibentuk di masing-masing entitas, yaitu PT Biro Klasifikasi Indonesia (Persero), PT Sucofindo (Persero), dan PT Surveyor Indonesia (Persero). P2K3 berfungsi sebagai forum kerja sama antara manajemen dan perwakilan pekerja dalam perencanaan, pelaksanaan, pemantauan, serta evaluasi program K3. Melalui P2K3, pekerja dilibatkan secara aktif dalam pembahasan isu keselamatan dan kesehatan kerja, termasuk hasil identifikasi bahaya, tindak lanjut insiden, serta rekomendasi perbaikan kondisi kerja.

At the operational level, OHS implementation is supported by the presence of Occupational Health and Safety Committees (Panitia Pembina Keselamatan dan Kesehatan Kerja/P2K3) that have been established at each entity, namely PT Biro Klasifikasi Indonesia (Persero), PT Sucofindo (Persero), and PT Surveyor Indonesia (Persero). The P2K3 functions as a collaborative forum between management and worker representatives in the planning, implementation, monitoring, and evaluation of OHS programs. Through the P2K3, workers are actively involved in discussions on occupational health and safety issues, including hazard identification results, incident follow-up actions, and recommendations for improving working conditions.

P2K3 di masing-masing entitas telah disahkan oleh instansi ketenagakerjaan yang berwenang dan menjalankan kewajiban pelaporan sesuai dengan ketentuan yang berlaku. Dalam pelaksanaannya, P2K3 melaksanakan rapat dan koordinasi secara berkala untuk memastikan efektivitas program K3, serta menjadi sarana komunikasi dua arah antara manajemen dan pekerja dalam membangun budaya keselamatan kerja. Keberadaan P2K3 ini memperkuat keterlibatan pekerja dalam pengelolaan K3 dan mendukung penerapan prinsip partisipatif dalam sistem manajemen keselamatan dan kesehatan kerja.

The P2K3 at each entity has been formally approved by the relevant labor authorities and fulfills its reporting obligations in accordance with applicable regulations. In practice, the P2K3 conducts regular meetings and coordination to ensure the effectiveness of OHS programs and serves as a two-way communication channel between management and workers in fostering a workplace safety culture. The existence of the P2K3 strengthens worker involvement in OHS management and supports the application of participatory principles within the occupational health and safety management system.

Cakupan implementasi K3 di lingkungan IDSurvey meliputi seluruh aktivitas kerja yang berada dalam pengendalian operasional entitas, termasuk kegiatan perkantoran, kegiatan lapangan, serta aktivitas di lokasi kerja pelanggan. Penerapan K3 mencakup perlindungan bagi karyawan tetap, karyawan tidak tetap, serta tenaga kerja pendukung lainnya yang terlibat dalam kegiatan operasional. Pengelolaan K3 diarahkan untuk mencegah terjadinya kecelakaan kerja dan penyakit akibat kerja melalui pengendalian risiko, penyediaan fasilitas keselamatan dan kesehatan, pelaksanaan pemeriksaan kesehatan pekerja, serta penerapan mekanisme pelaporan bahaya dan insiden.

The scope of OHS implementation within the IDSurvey environment covers all work activities under the entities' operational control, including office activities, field operations, and activities at customer work sites. OHS implementation provides protection for permanent employees, non-permanent employees, and other supporting personnel involved in operational activities. OHS management is directed toward preventing occupational accidents and work-related illnesses through risk control, the provision of safety and health facilities, the conduct of worker health examinations, and the implementation of hazard and incident reporting mechanisms.

Dalam menjalankan SMK3, entitas anak IDSurvey mengacu pada berbagai ketentuan peraturan perundang-undangan dan standar yang relevan, antara lain Undang-Undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja, Peraturan Pemerintah Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja, serta standar internasional yang relevan seperti ISO 45001:2018. Penerapan K3 juga diselaraskan dengan persyaratan sektoral dan kebutuhan pelanggan, sehingga pengelolaan keselamatan dan kesehatan kerja dapat diterapkan secara efektif dan kontekstual.

In implementing the Occupational Health and Safety Management System (SMK3), IDSurvey subsidiaries refer to various applicable laws, regulations, and relevant standards, including Law Number 1 of 1970 on Occupational Safety, Government Regulation Number 50 of 2012 on the Implementation of Occupational Health and Safety Management Systems, as well as relevant international standards such as ISO 45001:2018. OHS implementation is also aligned with sectoral requirements and customer needs, enabling occupational health and safety management to be applied effectively and contextually.

Sebagai bagian dari proses integrasi pasca-pembentukan *holding*, IDSurvey secara bertahap memperkuat perannya dalam memastikan keselarasan penerapan SMK3 di seluruh entitas anak.

As part of the post-holding establishment integration process, IDSurvey is gradually strengthening its role in ensuring the alignment of SMK3 implementation across all subsidiaries.

Upaya ini dilakukan melalui penyelarasan prinsip pengelolaan K3, penguatan mekanisme koordinasi, serta pengembangan sistem pemantauan dan pelaporan kinerja K3. Pendekatan tersebut diharapkan dapat meningkatkan konsistensi implementasi K3, memperkuat pencegahan risiko kecelakaan dan penyakit akibat kerja, serta mendukung terciptanya lingkungan kerja yang aman, sehat, dan berkelanjutan di seluruh lingkungan IDSurvey.

These efforts are carried out through the alignment of OHS management principles, the strengthening of coordination mechanisms, and the development of OHS performance monitoring and reporting systems. This approach is expected to improve the consistency of OHS implementation, enhance the prevention of occupational accidents and work-related illnesses, and support the creation of a safe, healthy, and sustainable working environment throughout the IDSurvey group.

Program dan Budaya Keselamatan dan Kesehatan Kerja

Occupational Safety and Health Program and Culture

[GRI 403-3, 403-7]

IDSurvey memandang penguatan program dan budaya keselamatan dan kesehatan kerja sebagai fondasi penting dalam pencegahan kecelakaan kerja dan penyakit akibat kerja. Sebagai *holding* yang sedang berada dalam tahap integrasi, IDSurvey mendorong penerapan program K3 yang sistematis, berkelanjutan, dan berbasis pencegahan melalui penyelarasan prinsip, standar minimum, serta arah pengembangan budaya keselamatan yang tertuang dalam Draft Pedoman HSE IDSurvey. Pendekatan ini menempatkan keselamatan dan kesehatan kerja tidak hanya sebagai kewajiban kepatuhan, tetapi sebagai bagian dari nilai dan perilaku kerja sehari-hari.

IDSurvey views the strengthening of occupational health and safety (OHS) programs and culture as an essential foundation for preventing occupational accidents and work-related illnesses. As a holding company currently in the integration phase, IDSurvey encourages the implementation of systematic, sustainable, and prevention-based OHS programs through the alignment of principles, minimum standards, and the direction of safety culture development as outlined in the Draft IDSurvey HSE Guidelines. This approach positions occupational health and safety not merely as a compliance obligation, but as an integral part of daily work values and behaviors.

Pada tahun 2024, pelaksanaan program K3 dan pembentukan budaya keselamatan kerja dilaksanakan secara operasional oleh masing-masing entitas anak, dengan mengacu pada sistem manajemen dan karakteristik kegiatan usaha yang dimiliki. Program-program tersebut dirancang untuk mendukung pencegahan risiko K3 sejak tahap perencanaan, pelaksanaan pekerjaan, hingga evaluasi berkelanjutan. Dalam konteks ini, IDSurvey berperan sebagai koordinator yang memastikan keselarasan arah program K3 antar entitas, sekaligus mendorong penerapan praktik terbaik secara bertahap.

In 2024, the implementation of OHS programs and the development of a safety culture were carried out operationally by each subsidiary, referring to their respective management systems and business activity characteristics. These programs were designed to support the prevention of OHS risks from the planning stage, through work execution, to continuous evaluation. In this context, IDSurvey acts as a coordinator to ensure alignment in the direction of OHS programs across entities, while gradually encouraging the adoption of best practices.

Di PT Surveyor Indonesia (Persero), program keselamatan dan kesehatan kerja terintegrasi dalam kerangka Sistem Manajemen Terpadu (SMT) yang mencakup perencanaan, pelaksanaan, pemantauan, serta peninjauan ulang dan peningkatan berkelanjutan. Program K3 dijalankan melalui berbagai kegiatan pencegahan, antara lain induksi K3 bagi karyawan baru, pertemuan P2K3, sosialisasi dan penyegaran sistem manajemen, pelatihan K3 yang relevan dengan risiko kerja, patroli keselamatan, serta audit internal dan eksternal terhadap sistem manajemen, termasuk SMK3 dan standar internasional terkait.

At PT Surveyor Indonesia (Persero), occupational health and safety programs are integrated within the Integrated Management System (IMS), which encompasses planning, implementation, monitoring, as well as review and continuous improvement. OHS programs are carried out through various preventive activities, including OHS induction for new employees, P2K3 meetings, management system socialization and refreshers, OHS training relevant to workplace risks, safety patrols, and internal and external audits of management systems, including SMK3 and related international standards.

Pendekatan ini memperkuat upaya pencegahan kecelakaan dan memastikan efektivitas pengendalian risiko secara berkesinambungan.

This approach strengthens accident prevention efforts and ensures the ongoing effectiveness of risk control.

Sementara itu, praktik program K3 di PT Biro Klasifikasi Indonesia (Persero) mencerminkan penerapan kegiatan keselamatan kerja yang bersifat rutin dan preventif, seperti inspeksi keselamatan berkala, pelatihan keselamatan dan penggunaan alat pelindung diri, pelaksanaan simulasi keadaan darurat, serta pemeriksaan dan pemeliharaan peralatan keselamatan. Kegiatan induksi dan briefing K3 juga diberikan kepada karyawan, kontraktor, dan pihak lain yang memasuki area kerja, guna memastikan pemahaman terhadap potensi bahaya dan prosedur keselamatan yang berlaku. Praktik-praktik ini menjadi salah satu referensi dalam penguatan budaya keselamatan kerja di lingkungan IDSurvey.

Meanwhile, OHS program practices at PT Biro Klasifikasi Indonesia (Persero) reflect the implementation of routine and preventive safety activities, such as periodic safety inspections, safety training and the use of personal protective equipment, emergency drills, and the inspection and maintenance of safety equipment. OHS inductions and briefings are also provided to employees, contractors, and other parties entering the work area to ensure understanding of potential hazards and applicable safety procedures. These practices serve as one of the references for strengthening the safety culture within the IDSurvey environment.

Sejalan dengan Draft Pedoman HSE IDSurvey, penguatan budaya keselamatan kerja diarahkan melalui peningkatan kesadaran dan partisipasi seluruh pekerja, penerapan prinsip stop work authority, pelaporan bahaya dan kejadian nyaris celaka (near miss), serta pembelajaran dari insiden sebagai bagian dari perbaikan berkelanjutan. Program K3 juga didukung oleh layanan kesehatan kerja, seperti pemeriksaan kesehatan berkala, pengukuran lingkungan kerja, serta mekanisme pelaporan penyakit akibat kerja, sebagai bagian dari upaya perlindungan kesehatan tenaga kerja.

In line with the Draft IDSurvey HSE Guidelines, the strengthening of safety culture is directed through increasing awareness and participation of all workers, the application of stop work authority, hazard and near-miss reporting, and learning from incidents as part of continuous improvement. OHS programs are also supported by occupational health services, such as periodic health examinations, workplace environment measurements, and mechanisms for reporting occupational diseases, as part of workforce health protection efforts.

Melalui kombinasi program pencegahan, pelibatan pekerja, serta penguatan sistem dan budaya keselamatan kerja, IDSurvey berupaya membangun lingkungan kerja yang aman dan sehat secara berkelanjutan. Ke depan, penguatan program dan budaya K3 akan terus dilakukan melalui penyelarasan kebijakan, konsolidasi praktik terbaik antar entitas, serta pengembangan sistem manajemen K3 yang lebih terintegrasi di tingkat *holding*, guna meminimalkan dampak negatif keselamatan dan kesehatan kerja serta mendukung keberlanjutan kinerja perusahaan.

Through a combination of preventive programs, worker engagement, and the strengthening of systems and safety culture, IDSurvey seeks to build a safe and healthy working environment on a sustainable basis. Going forward, the strengthening of OHS programs and culture will continue through policy alignment, consolidation of best practices across entities, and the development of a more integrated OHS management system at the holding level, in order to minimize occupational health and safety impacts and support the sustainability of the company's performance.

Kinerja Keselamatan dan Kesehatan Kerja

Occupational Health and Safety Performance

[GRI 403-9]

Sebagai bagian dari pemantauan efektivitas penerapan keselamatan dan kesehatan kerja, IDSurvey melakukan pencatatan dan evaluasi terhadap kinerja K3 yang dilaksanakan oleh masing-masing entitas anak. Pengukuran kinerja ini mencakup indikator utama keselamatan kerja, seperti tingkat kecelakaan kerja, fatalitas, dan jam kerja aman, yang digunakan untuk menilai capaian pengendalian risiko serta mengidentifikasi area perbaikan yang diperlukan.

As part of monitoring the effectiveness of occupational health and safety (OHS) implementation, IDSurvey records and evaluates OHS performance carried out by each subsidiary. This performance measurement includes key workplace safety indicators, such as occupational accident rates, fatalities, and safe working hours, which are used to assess the effectiveness of risk controls and to identify areas requiring improvement.

Pada tahun 2024, data kinerja K3 dalam laporan ini disajikan berdasarkan pencatatan di tingkat entitas operasional dan mencerminkan kondisi implementasi K3 selama periode pelaporan.

In 2024, the OHS performance data presented in this report are based on records at the operational entity level and reflect the condition of OHS implementation during the reporting period.

Penyajian data ini dimaksudkan untuk memberikan gambaran kinerja keselamatan kerja secara transparan, sekaligus menjadi dasar dalam penguatan program pencegahan dan peningkatan kinerja K3 secara berkelanjutan di lingkungan IDSurvey.

The presentation of this data is intended to provide a transparent overview of workplace safety performance, while also serving as a basis for strengthening prevention programs and continuously improving OHS performance within the IDSurvey environment.

Data K3 Pegawai
Employee Workplace Accident Rate

Keterangan Description	2024			2023			2022		
	BKI	SI	SCI	BKI	SI	SCI	BKI	SI	SCI
Jumlah Jam Kerja Number of Working Hours	587.240	3.370.752	-	510.304	3.638.272	-	5.251.320	9.484.640	-

Absentee Rate

Absentee Rate merupakan indikator yang digunakan untuk menggambarkan persentase hari kerja yang hilang akibat ketidakhadiran karyawan atau tenaga kerja kontraktor yang bersifat tidak terjadwal, di luar ketidakhadiran yang telah direncanakan seperti cuti resmi atau izin yang disetujui. Indikator ini digunakan sebagai salah satu alat pemantauan untuk menilai kondisi kehadiran tenaga kerja serta potensi dampaknya terhadap produktivitas dan kelancaran operasional.

The absentee rate is an indicator used to describe the percentage of working days lost due to unplanned absences of employees or contract workers, excluding planned absences such as official leave or approved permits. This indicator serves as one of the monitoring tools to assess workforce attendance conditions and their potential impact on productivity and operational continuity.

Di lingkungan IDSurvey, pengukuran *absentee rate* dilakukan berdasarkan perbandingan antara jumlah hari kerja yang hilang akibat ketidakhadiran tidak terjadwal dengan total hari kerja yang tersedia dalam periode pelaporan. Informasi ini dimanfaatkan sebagai bahan evaluasi untuk mengidentifikasi faktor-faktor yang memengaruhi tingkat kehadiran, termasuk aspek kesehatan, keselamatan kerja, dan kondisi lingkungan kerja, serta sebagai dasar dalam upaya peningkatan kesejahteraan dan keterlibatan tenaga kerja secara berkelanjutan. Data dibawah ini menunjukkan angka *Absentee Rate* milik PT BKI (Persero).

Within the IDSurvey environment, the absentee rate is measured by comparing the number of working days lost due to unplanned absences with the total available working days during the reporting period. This information is used as evaluation material to identify factors affecting attendance levels, including health aspects, occupational safety, and working environment conditions, and as a basis for efforts to continuously improve workforce welfare and engagement. The data below shows the Absentee Rate figures for PT BKI (Persero).



Absentee Rate

Indikator Indicator	**Satuan** Unit	**2024**
Total Jam Kerja Total Work Hours	Jam Hours	1.278.611
Total Hari Kerja Tersedia* Total Work Days Available*	Hari Days	159.826
Total Hari Kerja Hilang karena Sakit Total Work Days Lost Due to Illness	Hari Days	159.826
Absentee Rate	**Persentase (%)** *Percentage (%)*	**0,36**

*Total hari kerja tersedia dihitung berdasarkan konversi 8 jam kerja per hari.
*Total available working days are calculated based on a conversion of 8 working hours per day.

Pengelolaan Risiko Keselamatan dan Kesehatan Kerja

Occupational Safety and Health Risk Management

[GRI 403-2, 403-4, 403-7, OJK F.21]

IDSurvey mengelola risiko keselamatan dan kesehatan kerja melalui pendekatan berbasis risiko *(risk-based approach)* yang terintegrasi dalam kebijakan dan pedoman HSE sebagai kerangka pengelolaan di tingkat *holding*. Pendekatan ini bertujuan untuk mengidentifikasi, mencegah, dan mengendalikan potensi bahaya yang dapat berdampak terhadap keselamatan dan kesehatan tenaga kerja, sekaligus meminimalkan risiko operasional yang timbul dari aktivitas bisnis jasa survei, inspeksi, dan sertifikasi.

IDSurvey manages occupational health and safety (OHS) risks through a risk-based approach that is integrated into HSE policies and guidelines as the management framework at the holding level. This approach aims to identify, prevent, and control potential hazards that may affect the safety and health of the workforce, while also minimizing operational risks arising from survey, inspection, and certification service activities.

Sebagai *holding*, IDSurvey menetapkan prinsip dan standar minimum pengelolaan risiko K3 yang menjadi acuan bagi seluruh entitas anak. Prinsip tersebut mencakup kewajiban entitas untuk melakukan identifikasi bahaya dan penilaian risiko melalui metode yang sesuai, seperti *Hazard Identification and Risk Assessment* (HIRA) atau *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC), dengan mempertimbangkan karakteristik kegiatan usaha dan tingkat risiko masing-masing. Peran IDSurvey difokuskan pada penyelarasan kebijakan, penguatan kerangka kerja, serta pemantauan kesesuaian penerapan prinsip pengelolaan risiko K3 di tingkat entitas.

As a holding company, IDSurvey establishes OHS risk management principles and minimum standards that serve as references for all subsidiaries. These principles include the obligation for entities to conduct hazard identification and risk assessments using appropriate methods, such as Hazard Identification and Risk Assessment (HIRA) or Hazard Identification, Risk Assessment, and Determining Control (HIRADC), by taking into account the characteristics of business activities and the level of risk of each entity. IDSurvey's role is focused on policy alignment, strengthening the framework, and monitoring the consistency of OHS risk management implementation at the entity level.

Dalam praktiknya, pengendalian risiko K3 dilaksanakan oleh masing-masing entitas anak melalui penerapan langkah pengendalian berjenjang *(hierarchy of controls),* yang meliputi eliminasi, substitusi, rekayasa teknik, pengendalian administratif, serta penggunaan alat pelindung diri.

In practice, OHS risk control is carried out by each subsidiary through the application of the hierarchy of controls, which includes elimination, substitution, engineering controls, administrative controls, and the use of personal protective equipment.

Langkah-langkah pengendalian ini didukung oleh penyusunan prosedur kerja aman, pemberian pelatihan dan induksi K3, serta penguatan kesadaran pekerja terhadap potensi bahaya di lingkungan kerja. Pengelolaan risiko K3 juga melibatkan partisipasi aktif pekerja melalui mekanisme pelaporan bahaya, kejadian nyaris celaka *(near miss),* serta pelibatan pekerja dalam forum keselamatan dan kesehatan kerja, termasuk P2K3 di masing-masing entitas. IDSurvey mendorong terciptanya budaya kerja yang aman melalui prinsip *stop work authority*, yaitu hak pekerja untuk menghentikan pekerjaan apabila ditemukan kondisi yang berpotensi membahayakan keselamatan dan kesehatan.

These control measures are supported by the development of safe work procedures, the provision of OHS training and inductions, and the strengthening of worker awareness of potential hazards in the workplace. OHS risk management also involves active worker participation through hazard reporting mechanisms, near-miss reporting, and worker involvement in occupational health and safety forums, including the P2K3 at each entity. IDSurvey promotes the establishment of a safe working culture through the principle of stop work authority, which grants workers the right to stop work if conditions are identified that could potentially endanger health and safety.

Sebagai bagian dari upaya pencegahan dan mitigasi dampak risiko K3, perusahaan juga melakukan pemantauan dan evaluasi secara berkala terhadap efektivitas pengendalian risiko. Pemantauan dilakukan melalui inspeksi keselamatan, audit internal dan eksternal sistem manajemen K3, pelaporan kinerja K3, serta tindak lanjut atas temuan dan rekomendasi perbaikan.

As part of efforts to prevent and mitigate the impacts of OHS risks, the company also conducts periodic monitoring and evaluation of the effectiveness of risk controls. Monitoring is carried out through safety inspections, internal and external audits of the OHS management system, OHS performance reporting, and follow-up actions on findings and improvement recommendations.

Hasil evaluasi tersebut digunakan sebagai dasar untuk peningkatan berkelanjutan dalam pengelolaan risiko K3.
Melalui penguatan kerangka pengelolaan risiko K3 yang terkoordinasi di tingkat *holding* dan implementasi operasional di tingkat entitas, IDSurvey berupaya memastikan bahwa risiko keselamatan dan kesehatan kerja dapat dikelola secara sistematis dan berkelanjutan. Pendekatan ini diharapkan dapat melindungi tenaga kerja, menjaga kelangsungan operasional, serta mendukung pencapaian kinerja dan tujuan keberlanjutan perusahaan.

The results of these evaluations are used as a basis for continuous improvement in OHS risk management.
Through the strengthening of a coordinated OHS risk management framework at the holding level and operational implementation at the entity level, IDSurvey seeks to ensure that occupational health and safety risks are managed systematically and sustainably. This approach is expected to protect the workforce, maintain operational continuity, and support the achievement of the company's performance and sustainability objectives.

Pelatihan Keselamatan dan Kesehatan Kerja

Occupational Safety and Health Training

[GRI 403-5]

IDSurvey menempatkan pelatihan keselamatan dan kesehatan kerja sebagai sarana utama untuk membangun kesadaran dan kompetensi pekerja dalam mengenali serta mengendalikan risiko di lingkungan kerja. Pelatihan K3 dirancang untuk memastikan pekerja memahami prosedur kerja aman, penggunaan alat pelindung diri, serta langkah pencegahan yang perlu diterapkan dalam menjalankan aktivitas operasional sehari-hari.

IDSurvey places occupational health and safety (OHS) training as a primary means of building worker awareness and competence in recognizing and controlling risks in the workplace. OHS training is designed to ensure that workers understand safe work procedures, the proper use of personal protective equipment, and preventive measures that must be applied in carrying out daily operational activities.

Sepanjang tahun 2024, pelatihan K3 dilaksanakan oleh masing-masing entitas anak sesuai dengan karakteristik kegiatan usaha dan tingkat risikonya. Kegiatan pelatihan meliputi induksi K3, pelatihan pertolongan pertama, simulasi keadaan darurat, hingga pelatihan keselamatan teknis yang relevan dengan pekerjaan. Sebagai *holding,* IDSurvey berperan mendorong keselarasan standar & kualitas pelatihan melalui pedoman HSE, serta mengarahkan penguatan pelatihan K3 secara berkelanjutan guna mendukung terciptanya lingkungan kerja yang aman dan sehat.

Throughout 2024, OHS training was conducted by each subsidiary in accordance with the characteristics of their business activities and risk levels. Training activities included OHS induction, first aid training, emergency simulations, and technical safety training relevant to specific job functions. As a holding company, IDSurvey plays a role in encouraging the alignment of training standards & quality through HSE guidelines, and in directing the continuous strengthening of OHS training to support the creation of a safe and healthy working environment.

Daftar Program Pelatihan K3

List of OHS Training Programs

	PT BKI (Persero)
1	Pelatihan dan Sertifikasi AK3 Spesialis Penanggulangan Kebakaran (Kelas D,C,B,A) Training and Certification of AK3 Firefighting Specialist (Class D, C, B, A)
2	Pelatihan Ahli Pemadam Level C Kemnaker Firefighting Expert Level C Training by Ministry of Manpower
3	Training & Sertifikasi Ahli K3 Kemenaker-RI Occupational Health & Safety Expert Training & Certification by Ministry of Manpower, Indonesia
4	*Awareness* SMK 3 Galangan
5	*Safety Driving*
6	Damkar Kelas D Kemnaker Firefighting Class D Training by Ministry of Manpower
7	P3K Kemnaker First Aid Training by Ministry of Manpower
	SUCOFINDO
1	Ahli K3 Elevator dan Escalator Occupational Safety Expert for Elevators and Escalators
2	Ahli K3 Kebakaran Level A Fire Safety Expert Level A
3	Ahli K3 Kebakaran Level B Fire Safety Expert Level B
4	Ahli K3 Kebakaran Level C Fire Safety Expert Level C
5	Ahli K3 Kebakaran Level C B A Fire Safety Expert Levels C, B, and A
6	Ahli K3 Kebakaran Level D Fire Safety Expert Level D
7	Ahli K3 Kimia Chemical Safety Expert
8	Ahli K3 Konstruksi Construction Safety Expert
9	Ahli K3 Lingkungan Kerja (HIMU) Occupational Environmental Safety Expert (HIMU)
10	Ahli K3 Listrik Electrical Safety Expert
11	Ahli K3 Pesawat Angkat dan Pesawat Angkut (PAPA) Lifting and Transport Equipment Safety Expert (PAPA)

	SUCOFINDO
12	Ahli K3 Pesawat Tenaga dan Produksi Power and Production Equipment Safety Expert
13	Ahli K3 Pesawat Uap Dan Bejana Tekan Steam Boiler and Pressure Vessel Safety Expert
14	Ahli K3 Pesawat Uap dan Bejana tekan (Ak3 PUBT) Steam Boiler and Pressure Vessel Safety Expert (Ak3 PUBT)
15	Ahli K3 Umum General Occupational Safety Expert
16	Ahli K3L Seismik Seismic HSE (Health, Safety, and Environment) Expert
17	AK3 Pesawat Tenaga dan Produksi (PTP) Power and Production Equipment Safety Expert (PTP)
18	Auditor SMK3 SMK3 Auditor
19	P3K First Aid Officer (P3K)
20	SMK3 Occupational Health and Safety Management System (SMK3)
	Surveyor Indonesia
1	Ahli K3 Kimia Chemical Occupational Health and Safety Specialist
2	Ahli K3 Umum General Occupational Health and Safety Specialist
3	Pengawas K3 Migas Oil & Gas Occupational Health and Safety Supervisor
4	Bimtek SMK3 Technical Guidance on SMK3 (Occupational Health and Safety Management System)
5	Bimtek SMK2 Technical Guidance on SMK2 (Occupational Safety Management System)
6	Pelatihan SMK2 Training on SMK2 (Occupational Safety Management System)



06

Pengelolaan Lingkungan Hidup

Environmental Management


IDSurvey



Komitmen Perlindungan Lingkungan
Environmental Protection Commitment
[OJK A.1, F.1]

IDSurvey sebagai *holding* perusahaan TICCC menyadari bahwa kegiatan operasional perusahaan memiliki dampak terhadap lingkungan, khususnya yang berkaitan dengan penggunaan energi, pengelolaan air limbah, serta timbulan sampah dari aktivitas perkantoran. Oleh karena itu, IDSurvey berkomitmen untuk menerapkan prinsip perlindungan lingkungan sebagai bagian dari praktik bisnis yang bertanggung jawab dan berkelanjutan. Sejalan dengan semangat "Mulai Langkah Kecil, Berdampak Besar", IDSurvey menjalankan berbagai inisiatif lingkungan melalui gerakan #BertigaBersama, yang meliputi:

- Reboisasi untuk mendukung pemulihan ekosistem darat.
- Pelestarian terumbu karang guna menjaga keseimbangan ekosistem laut.
- Restorasi mangrove sebagai upaya perlindungan garis pantai dan keanekaragaman hayati.

Sebagai implementasi komitmen tersebut, IDSurvey melaksanakan dan mendukung berbagai inisiatif lingkungan, antara lain:

IDSurvey, as the holding company of TICCC services, recognizes that its operational activities have environmental impacts, particularly related to energy consumption, wastewater management, and waste generation from office operations. Therefore, IDSurvey is committed to implementing environmental protection principles as an integral part of responsible and sustainable business practices. In line with the spirit of "Starting Small, Creating a Big Impact," IDSurvey carries out various environmental initiatives through the #BertigaBersama movement, which include:

- Reforestation to support the restoration of terrestrial ecosystems.
- Coral reef conservation to maintain the balance of marine ecosystems.
- Mangrove restoration as an effort to protect coastlines and preserve biodiversity.

As an implementation of this commitment, IDSurvey undertakes and supports various environmental initiatives, including:

***Greenhouse* & *Ecofarm* Desa Manukaya Let, Gianyar, Bali**
Greenhouse & Ecofarm, Manukaya Let Village, Gianyar, Bali



IDSurvey meresmikan *Greenhouse* & *Ecofarm* sebagai bentuk dukungan terhadap praktik pertanian berkelanjutan, peningkatan ketahanan pangan lokal, serta pelestarian ekosistem berbasis masyarakat.

IDSurvey inaugurated the Greenhouse & Ecofarm as a form of support for sustainable agricultural practices, enhancement of local food security, and community-based ecosystem conservation

Carbon Digital Conference 2024
Carbon Digital Conference 2024



Partisipasi IDSurvey dalam *Carbon Digital Conference* 2024 mencerminkan komitmen perusahaan dalam mendukung percepatan pengembangan ekosistem kendaraan listrik (EV) dan transformasi rendah karbon di Indonesia.

IDSurvey's participation in the Carbon Digital Conference 2024 reflects the Company's commitment to supporting the acceleration of the electric vehicle (EV) ecosystem and low-carbon transformation in Indonesia.

The 28th Regional Symposium on Chemical Engineering (RSCE 2024)
The 28th Regional Symposium on Chemical Engineering (RSCE 2024)



Keikutsertaan IDSurvey pada RSCE 2024 merupakan kontribusi perusahaan dalam mendorong inovasi teknologi ramah lingkungan dan penguatan upaya dekarbonisasi di sektor industri dan rekayasa.

IDSurvey's participation in RSCE 2024 represents the Company's contribution to promoting environmentally friendly technological innovation and strengthening decarbonization efforts in the industrial and engineering sectors.

PMO Koordinasi Bisnis Hijau
Green Business Coordination PMO

Bisnis Hijau
Powered by IDSurvey

Melalui PMO Koordinasi Bisnis Hijau, IDSurvey berperan aktif dalam mendukung penguatan ekosistem *Green Business* Indonesia melalui kolaborasi lintas pemangku kepentingan.

Through the Green Business Coordination PMO, IDSurvey plays an active role in strengthening Indonesia's Green Business ecosystem through cross-stakeholder collaboration.

Peresmian Arboretum IDSurvey
Inauguration of IDSurvey Arboretum



IDSurvey meresmikan Arboretum IDSurvey di Kawasan Hutan Kota Universitas Indonesia sebagai bagian dari upaya konservasi, pengendalian perubahan iklim, serta pelestarian keanekaragaman hayati.

IDSurvey inaugurated the IDSurvey Arboretum at the Urban Forest Area of Universitas Indonesia as part of its conservation efforts, climate change mitigation initiatives, and biodiversity preservation.

Environmental and Social Innovation Award (ENSIA) 2024
Environmental and Social Innovation Award (ENSIA) 2024



IDSurvey memberikan apresiasi kepada 156 pelaku usaha dan 15 local hero dalam ENSIA 2024 sebagai bentuk dukungan terhadap inovasi sosial dan lingkungan yang memberikan dampak berkelanjutan bagi masyarakat.
IDSurvey presented awards to 156 business entities and 15 local heroes at ENSIA 2024 as a form of appreciation for social and environmental innovations that deliver sustainable impacts to society.

Program I-SIM for Cities
I-SIM for Cities Program



Melalui program I-SIM for Cities, IDSurvey mendorong pembangunan ekonomi daerah berbasis keberlanjutan dengan mendukung perencanaan dan implementasi pembangunan berkelanjutan hingga tahun 2030.
Through the I-SIM for Cities program, IDSurvey promotes sustainable regional economic development by supporting the planning and implementation of sustainable development initiatives through 2030.

Green and Smart Port pada COP-29 Azerbaijan
Green and Smart Port on COP-29 Azerbaijan



IDSurvey mengembangkan layanan *Green and Smart Port* sebagai solusi untuk pengurangan emisi karbon di sektor kepelabuhanan, yang dipresentasikan pada COP-29 Azerbaijan melalui tema *"Sustainable Green and Smart Port Initiative for Net Zero Shipping"*.
IDSurvey developed the Green and Smart Port service as a solution to reduce carbon emissions in the port sector, which was presented at COP-29 Azerbaijan under the theme "Sustainable Green and Smart Port Initiative for Net Zero Shipping."

Penggunaan Material
Material Usage
[GRI 3-3, 301-1] [OJK F.5]

IDSurvey menyadari bahwa aktivitas operasional sehari-hari tetap memiliki potensi dampak terhadap lingkungan, terutama melalui penggunaan material untuk kebutuhan perkantoran dan domestik, seperti konsumsi kertas, perlengkapan kerja, serta fasilitas pendukung operasional.

IDSurvey recognizes that daily operational activities still have the potential to impact the environment, particularly through the use of materials for office and domestic needs, such as paper consumption, office supplies, and operational support facilities.

Meskipun dampak lingkungan yang ditimbulkan relatif lebih kecil dibandingkan dengan industri manufaktur, IDSurvey tetap berkomitmen untuk mengelola penggunaan material secara bertanggung jawab guna meminimalkan dampak lingkungan. Sebagai bagian dari upaya tersebut, IDSurvey telah mengimplementasikan sistem e-office yang mendukung proses administrasi berbasis digital. Penerapan sistem ini memungkinkan pengurangan signifikan terhadap penggunaan kertas dalam kegiatan administrasi, sehingga berkontribusi pada pengurangan limbah kertas, peningkatan efisiensi operasional, serta mendukung praktik kerja yang lebih ramah lingkungan di seluruh lini organisasi.
Berikut adalah data penggunaan kertas dari ketiga entitas anak perusahaan IDSurvey.

Although the environmental impact is relatively smaller compared to the manufacturing industry, IDSurvey remains committed to managing material usage responsibly to minimize environmental effects. As part of this effort, IDSurvey has implemented an e-office system that supports digital-based administrative processes. The adoption of this system allows for a significant reduction in paper usage in administrative activities, contributing to lower paper waste, increased operational efficiency, and promoting more environmentally friendly work practices across all organizational units.
The following is the data on paper usage from IDSurvey's three subsidiary entities.

Entitas Entity	2024	2023	2022
BKI	451	380	361
SI	5.415	4.241	4.855
SUCOFINDO	3.360	13.063	-

Dapat disimpulkan bahwa penggunaan kertas pada tahun 2024 mengalami peningkatan. Hal ini dipengaruhi oleh semangat *Holding* IDSurvey dengan tema *"One Family, One Purpose"*, yang mendorong kolaborasi dan komunikasi lebih intensif antar entitas, sehingga meningkatkan kebutuhan kertas untuk keperluan administrasi.

It can be concluded that paper usage in 2024 increased. This was influenced by the spirit of Holding IDSurvey under the theme "One Family, One Purpose," which encourages more intensive collaboration and communication among entities, thereby increasing the need for paper for administrative purposes.

Pengelolaan Energi
Energy Management

[GRI 3-3, 302]

IDSurvey menyadari bahwa operasional perusahaan, baik di tingkat *holding* maupun entitas anak, menggunakan energi untuk kebutuhan kendaraan operasional dan listrik kantor, yang tentunya memiliki dampak terhadap lingkungan. Meskipun konsumsi energi ini relatif lebih rendah dibandingkan dengan sektor industri lainnya, IDSurvey tetap berkomitmen untuk mengelola dampak lingkungan dari kegiatan operasional secara lebih efisien dan bertanggung jawab.

Sebagai bagian dari upaya tersebut, IDSurvey melakukan pencatatan konsumsi energi secara sistematis untuk memastikan pengelolaan energi yang lebih baik di seluruh entitas. Energi yang dicatat berasal dari biaya pembelian bahan bakar kendaraan operasional, termasuk bensin dan diesel, serta biaya listrik untuk keperluan operasional kantor, dengan cakupan sesuai masing-masing entitas dalam grup IDSurvey.

IDSurvey recognizes that the company's operations, both at the holding level and within its subsidiaries, consume energy for operational vehicles and office electricity, which inevitably impacts the environment. Although this energy consumption is relatively lower compared to other industrial sectors, IDSurvey remains committed to managing the environmental impact of its operational activities in a more efficient and responsible manner.

As part of this effort, IDSurvey systematically records energy consumption to ensure better energy management across all entities. The recorded energy includes costs for fuel purchases for operational vehicles, including gasoline and diesel, as well as electricity expenses for office operations, with coverage corresponding to each entity within the IDSurvey group.

Konsumsi Energi
Energy Consumption
[GRI 3-3, 302-1] [OJK F.6]

Sumber Source	Satuan Unit	2024	2023	2022
BKI				
Bensin Gasoline	Liter	263.325	-	-
	GigaJoule	8.953	-	-
Diesel Diesel	Liter	16.284	-	-
	GigaJoule	586	-	-
Listrik Electricity	kWh	3.487.190	-	-
	GigaJoule	12.554	-	-
Total Energi BKI	**GigaJoule**	**22.093**	**-**	**-**
SI				
Bensin Gasoline	Liter	327.985	217.276	239.070
	GigaJoule	11.151	7.387	8.128
Listrik Electricity	kWh	5.035.955	4.682.853	7.335.550
	GigaJoule	18.129	16.858	26.407
Total Energi SI	**GigaJoule**	**29.281**	**24.246**	**34.536**
SUCOFINDO				
Bensin Gasoline	Liter	677.303	432.430	45.180
	GigaJoule	22.358	17.382	1.816
Diesel Diesel	Liter	644.198	3.550	9.150
	GigaJoule	23.015	8.676	367
Listrik Electricity	kWh	13.496.845	8.477.155	7.365.160
	GigaJoule	48.588	30.517	26.514
Gas LPG (LPG hanya ada di lab) LPG (only in the lab)	Kg	14.030	5.218	-
	GigaJoule	687	260	-
Total Energi SUCOFINDO	**GigaJoule**	**94.651**	**27.693**	**18.780**

Faktor Konversi:
1 Liter Bensin = 0,034 Gigajoule
1 Liter Diesel = 0,036 Gigajoule
1 kWh Listrik = 0,0036 Gigajoule

Conversion Factors:
1 Liter of Gasoline = 0.034 Gigajoules
1 Liter Diesel = 0.036 Gigajoules
1 kWh of Electricity = 0.0036 Gigajoules

Ruang lingkup pelaporan setiap entitas disajikan dalam laporan keberlanjutan masing-masing.
The reporting scope of each entity is presented in its respective sustainability report.

Berdasarkan data penggunaan energi dari masing-masing entitas anak perusahaan IDSurvey di atas, dapat disimpulkan bahwa pada tahun 2024 terjadi peningkatan penggunaan energi. Peningkatan ini terutama disebabkan oleh proses pelengkapan dan penyempurnaan pengumpulan data yang dilakukan secara bertahap, sehingga cakupan data yang tercatat menjadi lebih luas dibandingkan periode sebelumnya.

Based on the energy consumption data from each IDSurvey subsidiary presented above, it can be concluded that in 2024 there was an increase in energy consumption. This increase was mainly due to the gradual completion and improvement of data collection, resulting in a broader scope of recorded data compared to the previous period.

Intensitas Energi
Energy Intensity
[GRI 302-3] [OJK F.6]

Sumber Source	Satuan Unit	2024	2023	2022
BKI				
Total Energi Total Energy	GigaJoule	22.093	-	-
Pendapatan Revenue	Juta Rupiah Million IDR	7.136.670	5.913.103	5.545.831
Intensitas Energi Energy Intensity	GigaJoule/Juta Rupiah GigaJoule/Million Rupiah	0,003	-	-
SI				
Total Energi Total Energy	GigaJoule	29.281	24.246	34.536
Pendapatan Revenue	Juta Rupiah Million IDR	2.087.255	1.823.537	1.745.205
Intensitas Energi Energy Intensity	GigaJoule/Juta Rupiah GigaJoule/Million Rupiah	0,014	0,013	0,019
SUCOFINDO				
Total Energi Total Energy	GigaJoule	94.651	27.693	18.780
Pendapatan Revenue	Juta Rupiah Million IDR	3.702.638	3.042.644	2.900.183
Intensitas Energi Energy Intensity	GigaJoule/Juta Rupiah GigaJoule/Million Rupiah	0,026	0,009	0,006

Sejalan dengan peningkatan cakupan penggunaan energi yang diungkapkan, intensitas energi per pendapatan juga mengalami peningkatan.

In line with the increased coverage of disclosed energy consumption, energy intensity per revenue also increased.

Inisiatif Efisiensi Energi
Energy Efficiency Initiatives
[GRI 302-4] [OJK F.7]

Berikut adalah beberapa inisiatif efisiensi energi yang telah dilakukan oleh entitas anak perusahaan IDSurvey:

The following are several energy efficiency initiatives that have been implemented by IDSurvey's subsidiary entities:

Inisiatif BKI
BKI Initiatives

- Mematikan lampu saat istirahat guna mengurangi konsumsi energi di kantor, sehingga secara langsung membantu menekan pemborosan energi listrik.
- Mematikan sensor pintu dan TV setelah jam operasional, sebagai upaya tambahan untuk memastikan seluruh fasilitas yang tidak digunakan tidak mengkonsumsi energi secara sia-sia.
- Menggunakan 9 kendaraan listrik pada tahun 2024 untuk kebutuhan eksekutif, yang menjadi bagian dari strategi perusahaan dalam mengurangi ketergantungan pada bahan bakar fosil dan menurunkan emisi karbon dari operasional kendaraan.

Ke depan, IDSurvey berencana melakukan pengadaan tambahan kendaraan listrik untuk operasional, termasuk 34 kendaraan listrik untuk pejabat struktural, sebagai bagian dari komitmen berkelanjutan dalam mendukung efisiensi energi dan pengurangan emisi karbon di seluruh grup perusahaan.

- Turning off lights during breaks to reduce office energy consumption, which directly helps curb electricity wastage.
- Turning off door sensors and TVs after office hours as an additional measure to ensure that unused facilities do not consume energy unnecessarily.
- Use of 9 electric vehicles in 2024 for executive needs, as part of the company's strategy to reduce dependence on fossil fuels and lower carbon emissions from vehicle operations.

Looking ahead, IDSurvey plans to procure additional electric vehicles for operational purposes, including 34 electric vehicles for structural officials, as part of its ongoing commitment to support energy efficiency and carbon emission reduction across the entire group of companies.

Inisiatif SI
SI Initiatives

- Mematikan lampu saat waktu istirahat maupun saat meninggalkan kantor dilakukan untuk mengurangi konsumsi listrik yang tidak perlu.
- Mematikan AC setelah jam operasional dilakukan untuk mengurangi pemborosan energi dan menurunkan emisi
- Menggunakan kendaraan listrik bagi jajaran direksi bertujuan mengurangi emisi karbon dari transportasi dan mendukung transisi menuju energi bersih.

- Turning off lights during breaks and when leaving the office is carried out to reduce unnecessary electricity consumption.
- Turning off air conditioners after office hours is done to reduce energy waste and lower emissions.
- Using electric vehicles for the board of directors aims to reduce carbon emissions from transportation and support the transition to clean energy.

Inisiatif SUCOFINDO
SUCOFINDO Initiatives

- Mengatur operasional penerangan dan pendingin ruangan secara bertahap untuk meningkatkan efisiensi penggunaan energi.
- Mengoptimalkan pemanfaatan teknologi digital, seperti pelaksanaan rapat secara daring, guna mengurangi konsumsi energi dan kebutuhan perjalanan dinas.
- Melakukan perawatan kendaraan secara berkala untuk menjaga efisiensi pembakaran bahan bakar dan menekan emisi gas buang.

- Gradually adjusting the operation of lighting and air conditioning to improve energy use efficiency.
- Optimizing the use of digital technology, such as conducting meetings online, to reduce energy consumption and the need for business travel.
- Conducting regular vehicle maintenance to maintain fuel combustion efficiency and reduce exhaust emissions.

Pengelolaan Emisi

Emission Management

[GRI 3-3, 305-1, 305-2, 305-3]

Holding IDSurvey memahami bahwa seluruh aktivitas operasional dalam grup, termasuk pada masing-masing anak perusahaan, berpotensi menghasilkan emisi yang dapat berdampak pada lingkungan dan kesehatan. Oleh karena itu, *Holding* IDSurvey berkomitmen untuk meminimalkan emisi yang dihasilkan melalui penerapan berbagai inisiatif dan strategi keberlanjutan yang terintegrasi di tingkat grup.

Sebagai langkah awal dalam mengelola dampak lingkungan secara menyeluruh, *Holding* IDSurvey memulai pencatatan dan pelaporan emisi yang mencakup cakupan 1, 2, dan 3 dengan mengkonsolidasikan data dari anak perusahaan. Pencatatan ini bertujuan untuk memberikan gambaran awal mengenai jejak karbon grup secara keseluruhan, serta menjadi dasar dalam memahami, mengukur, dan mengelola emisi yang dihasilkan dari aktivitas operasional *Holding* IDSurvey dan seluruh entitas di bawahnya, yang meliputi:

Holding IDSurvey recognizes that all operational activities across the group, including those of each subsidiary, have the potential to generate emissions that may impact the environment and public health. Therefore, Holding IDSurvey is committed to minimizing emissions through the implementation of various sustainability initiatives and integrated strategies at the group level.

As an initial step in managing environmental impacts comprehensively, Holding IDSurvey has begun recording and reporting emissions covering scopes 1, 2, and 3 by consolidating data from its subsidiaries. This recording aims to provide an initial overview of the group's overall carbon footprint and serves as a basis for understanding, measuring, and managing emissions generated from the operational activities of Holding IDSurvey and all entities under its control, which include:

Emisi Cakupan 1
Scope 1 Emissions

Emisi yang berasal dari pembakaran langsung bahan bakar, khususnya diesel dan bensin yang digunakan oleh kendaraan operasional dan peralatan lainnya yang menggunakan bahan bakar fosil.

Emissions resulting from the direct combustion of fuels, particularly diesel and gasoline used by operational vehicles and other equipment that run on fossil fuels.

Emisi Cakupan 2
Scope 2 Emissions

Emisi yang berasal dari konsumsi listrik yang digunakan dalam kegiatan operasional kantor pusat, cabang, serta fasilitas pendukung lainnya di wilayah operasional.

Emissions resulting from electricity consumption used in the operations of the headquarters, branches, and other supporting facilities within the operational areas.

Emisi Cakupan 3
Scope 3 Emissions

Emisi Cakupan 3 yang dihitung pada periode pelaporan ini baru mencakup kategori 6, yang berasal dari perjalanan dinas yang dilakukan oleh karyawan perusahaan.

Scope 3 emissions calculated for this reporting period only cover Category 6, which originates from business travel conducted by company employees.

Emisi Gas Rumah Kaca

Greenhouse Gas Emissions

[GRI 305-1, 305-2, 305-3, 305-4] [OJK F.11]

Sumber Source	Satuan Unit	2024	2023	2022
BKI				
Cakupan 1 Scope 1	Ton CO_2eq	692	-	-
Cakupan 2 Scope 2	Ton CO_2eq	3.133	-	-
Cakupan 3 Scope 3	Ton CO_2eq	155	-	-
Total Emisi BKI	**Ton CO_2eq**	**3.980**	**-**	**-**
SI				
Cakupan 1 Scope 1	Ton CO_2eq	768	508	559
Cakupan 2 Scope 2	Ton CO_2eq	4.381	4.074	6.382
Cakupan 3 Scope 3	Ton CO_2eq	-	-	-
Total Emisi SI	**Ton CO_2eq**	**5.149**	**4.582**	**6.941**
SUCOFINDO				
Cakupan 1 Scope 1	Ton CO_2eq	3.369	1.580	143
Cakupan 2 Scope 2	Ton CO_2eq	11.283	7.917	6.879
Cakupan 3 Scope 3	Ton CO_2eq	1.653	427	18
Total Emisi SUCOFINDO	**Ton CO_2eq**	**16.306**	**10.485**	**7.526**

Seiring dengan peningkatan cakupan pengungkapan data penggunaan energi, emisi yang dilaporkan dari entitas anak perusahaan IDSurvey juga mengalami peningkatan, sebagaimana tercermin pada data yang disajikan di atas.

Along with the expanded scope of disclosed energy usage data, the reported emissions from IDSurvey's subsidiary entities have also increased, as reflected in the data presented above.

Intensitas Emisi
Emissions Intensity
[GRI 305-4] [OJK F.11]

Sumber Source	Satuan Unit	2024	2023	2022
BKI				
Total Emisi 1 & 2 Total Emission 1 & 2	Ton CO_2eq	3.825	-	-
Pendapatan Revenue	Juta Rupiah Million IDR	7.136.670	5.913.103	5.545.831
Intensitas Emisi Emission Intensity	Ton CO_2eq/Juta Rupiah Ton CO_2eq/ Million Rupiah	0,0006	-	-
SI				
Total Emisi 1 & 2 Total Emission 1 & 2	Ton CO_2eq	5.149	4.582	6.941
Pendapatan Revenue	Juta Rupiah Million IDR	2.087.255	1.823.537	1.745.205
Intensitas Emisi Emission Intensity	Ton CO_2eq/Juta Rupiah Ton CO_2eq/ Million Rupiah	0,0024	0,0025	0,0039
SUCOFINDO				
Total Emisi 1 & 2 Total Emission 1 & 2	Ton CO_2eq	14.652	9.497	7.022
Pendapatan Revenue	Juta Rupiah Million IDR	3.702.638	3.042.644	2.900.183
Intensitas Emisi Emission Intensity	Ton CO_2eq/Juta Rupiah Ton CO_2eq/ Million Rupiah	0,0040	0,0031	0,0024

Emisi Zat Perusak Ozon (ODS)
Ozone Depleting Substances (ODS) Emissions
[GRI 305-6]

Holding IDSurvey beserta seluruh anak perusahaannya, yang bergerak di sektor jasa TICCC *(Testing, Inspection, Certification, Consulting, and Classification),* tidak memproduksi maupun menggunakan Bahan Perusak Ozon (BPO) dalam seluruh proses operasional, produk, dan layanan yang disediakan. Mengingat sifat operasional yang berbasis jasa dan tidak signifikan menggunakan *Ozone Depleting Substances* (ODS), kemungkinan penggunaan BPO di seluruh entitas sangat rendah atau bahkan tidak material. Seluruh kegiatan operasional, termasuk pemeliharaan sarana dan prasarana, sistem pendingin, serta fasilitas pendukung lainnya, dilaksanakan tanpa menggunakan bahan yang dapat merusak lapisan ozon, sebagai bagian dari komitmen grup dalam menjaga keberlanjutan dan kelestarian lingkungan.

The IDSurvey holding company and all of its subsidiaries, operating in the TICCC (Testing, Inspection, Certification, Consulting, and Classification) services sector, neither produce nor use Ozone-Depleting Substances (ODS) in any of their operational processes, products, or services. Given that their operations are service-based and do not significantly use ODS, the use of ozone-depleting substances across all entities is likely minimal or even immaterial. All operational activities, including the maintenance of facilities and infrastructure, cooling systems, and other supporting facilities, are carried out without using substances that could harm the ozone layer, as part of the group's commitment to sustainability and environmental preservation.

Inisiatif Pengurang Emisi
Emission Reduction Initiative
[OJK F.12]

Inisiatif pengurangan emisi yang dilakukan oleh entitas anak perusahaan IDSurvey secara umum sejalan dengan program efisiensi energi yang telah dijelaskan sebelumnya.

Selain itu, PT Sucofindo (Persero), sebagai salah satu anak perusahaan, mengambil langkah tambahan dalam pengelolaan jejak karbon pada tahun 2024 dengan melakukan pembelian 6 SPE-GRK (Sertifikat Pengurangan Emisi Gas Rumah Kaca) dengan total volume 2.004 ton CO_2. Langkah ini memungkinkan perusahaan untuk melakukan offset karbon secara strategis saat dibutuhkan, sebagai bagian dari komitmen perusahaan untuk mendukung pengurangan emisi dan pencapaian target keberlanjutan.

The emission reduction initiatives carried out by IDSurvey's subsidiary entities generally align with the energy efficiency programs described previously.

In addition, PT Sucofindo (Persero), as one of the subsidiaries, took an additional step in managing its carbon footprint in 2024 by purchasing 6 GHG Emission Reduction Certificates (SPE-GRK) with a total volume of 2,004 tons of CO_2. This measure enables the company to strategically implement carbon offsets when needed, as part of its commitment to support emission reduction and achieve sustainability targets.

Pengelolaan Air dan Air Limbah
Water and Effluent Management
[GRI 3-3, 303-1] [OJK F.8]

Air merupakan elemen yang penting bagi operasional IDSurvey dalam mendukung berbagai aktivitas perusahaan, baik pada fungsi operasional maupun penunjang, seperti pengelolaan fasilitas perkantoran, penggunaan sanitasi, kebersihan lingkungan kerja, pemeliharaan area hijau, serta kegiatan operasional lainnya di seluruh entitas anggota. IDSurvey menyadari bahwa penggunaan air berpotensi menimbulkan dampak lingkungan, khususnya terkait dengan air limbah yang dihasilkan. Oleh karena itu, IDSurvey berkomitmen untuk menggunakan air secara efisien serta memastikan bahwa air limbah yang dihasilkan telah melalui proses pengolahan yang sesuai dengan ketentuan peraturan perundang-undangan sebelum dikembalikan ke lingkungan.

Menghadapi Risiko Keterbatasan Air
IDSurvey memahami adanya risiko keterbatasan sumber daya air di wilayah operasionalnya. Berdasarkan data dari *World Resources Institute* (WRI), sebagian wilayah operasional IDSurvey berada pada kategori dengan tingkat risiko *"extremely high"* terhadap potensi *water stress*. Meskipun kebutuhan air IDSurvey relatif lebih rendah dibandingkan dengan sektor industri berat, risiko kekeringan tetap menjadi perhatian dalam pengelolaan keberlanjutan perusahaan. Oleh karena itu, IDSurvey secara proaktif mengambil langkah-langkah strategis dan berkelanjutan untuk menjaga ketersediaan air, meningkatkan efisiensi penggunaannya, serta meminimalkan dampak lingkungan yang timbul, sejalan dengan komitmen perusahaan terhadap prinsip pembangunan berkelanjutan.

Water is an essential element for IDSurvey's operations in supporting various company activities, both operational and supporting functions, such as office facility management, sanitation use, workplace cleanliness, maintenance of green areas, and other operational activities across all member entities. IDSurvey recognizes that water usage may have environmental impacts, particularly related to the wastewater generated. Therefore, IDSurvey is committed to using water efficiently and ensuring that wastewater generated has undergone appropriate treatment processes in accordance with applicable laws and regulations before being discharged back into the environment.

Addressing the Risk of Water Scarcity
IDSurvey acknowledges the existing risk of limited water resources in its operational areas. Based on data from the World Resources Institute (WRI), some of IDSurvey's operational locations fall into the category of "extremely high" risk for potential water stress. Although IDSurvey's water demand is relatively lower compared to heavy industrial sectors, the risk of drought remains a concern in the company's sustainability management. Therefore, IDSurvey proactively implements strategic and sustainable measures to ensure water availability, improve water-use efficiency, and minimize environmental impacts, in line with the company's commitment to the principles of sustainable development.

Penggunaan Air

Water Consumption

[GRI 303-4, 303-5] [OJK F.8]

Air yang digunakan IDSurvey bersumber dari Perusahaan Daerah Air Minum (PDAM) dan air tanah melalui sumur dalam *(deep well)*. Penggunaan air tersebut dikelola secara efisien untuk mendukung operasional perusahaan sekaligus meminimalkan dampak terhadap lingkungan.

The water used by IDSurvey is sourced from the Regional Water Supply Company and groundwater through deep wells. This water usage is managed efficiently to support the company's operations while minimizing environmental impacts.

Sumber Source	**2024 (Megaliter)**	**2023 (Megaliter)**	**2022 (Megaliter)**
BKI			
Air permukaan Surface Water	0	0	0
Air tanah Ground Water	0	0	0
Air laut Sea Water	0	0	0
Air pihak ketiga Third party water	36,65	45,33	39,02
Total Penggunaan air Total Water Consumption	**36,65**	**45,33**	**39,02**
SI			
Air permukaan Surface Water	0	0	0
Air tanah Ground Water	0	0,12	0,56
Air laut Sea Water	0	0	0
Air pihak ketiga Third party water	65,05	22,43	13,25
Total Penggunaan air Total Water Consumption	**65,05**	**22,55**	**13,83**
SUCOFINDO			
Air permukaan Surface Water	0	0	0
Air tanah Ground Water	19,16	32,69	19,38
Air laut Sea Water	0	0	0

Sumber Source	2024 (Megaliter)	2023 (Megaliter)	2022 (Megaliter)
SUCOFINDO			
Air pihak ketiga Third party water	81,99	26,17	43,91
Total Penggunaan air Total Water Consumption	**101,15**	**58,86**	**63,29**

Berdasarkan data penggunaan air tersebut, terjadi peningkatan konsumsi yang disebabkan oleh proses pelengkapan dan penyempurnaan pengumpulan data secara bertahap dari kantor cabang. Seiring bertambahnya cakupan pelaporan, data penggunaan air menjadi lebih komprehensif dan akurat. Jumlah air yang digunakan oleh IDSurvey sama dengan jumlah air yang dibuang sebagai air limbah. Air limbah ini telah diproses melalui PAL Jaya sehingga memenuhi standar baku mutu sebelum dikembalikan ke badan air.

Based on the water consumption data, an increase is observed due to the ongoing process of completing and refining data collection gradually from branch offices. As reporting coverage expands, the water consumption data becomes more comprehensive and accurate. The amount of water used by IDSurvey is equal to the amount discharged as wastewater. This wastewater is treated through PAL Jaya to meet quality standards before being returned to the water bodies.

Inisiatif Pengelolaan Air Berkelanjutan

Sustainable Water Management Initiatives

[GRI 303-2]

Upaya efisiensi air dilakukan melalui kampanye penggunaan air secara bijak kepada seluruh pegawai, antara lain dengan pemasangan stiker pengingat di setiap toilet. Selain itu, dilakukan pemantauan berkala terhadap jaringan pipa dan keran air. Apabila ditemukan kebocoran atau kerusakan pada pipa maupun valve, perbaikan atau penggantian segera dilakukan untuk mencegah pemborosan air.

Water efficiency efforts are implemented through campaigns promoting wise water use among all employees, including the installation of reminder stickers in every restroom. In addition, regular monitoring of water pipes and faucets is conducted. If any leaks or damage to pipes or valves are identified, immediate repairs or replacements are carried out to prevent water wastage.

Pengelolaan Limbah

Waste Management

[GRI 306-1, 306-2][OJK F.14]

IDSurvey memahami bahwa operasional kantornya menghasilkan berbagai jenis limbah, baik B3 maupun Non-B3, yang berpotensi berdampak terhadap lingkungan. Limbah domestik berasal dari aktivitas sehari-hari di kantor, seperti sampah organik, kemasan makanan, dan sisa aktivitas lainnya. Sementara itu, limbah non-B3 dihasilkan dari pemeliharaan fasilitas operasional, termasuk perawatan genset, *cartridge printer*, serta peralatan dan barang lainnya.

IDSurvey understands that its office operations generate various types of waste, both hazardous and non-hazardous, which may have environmental impacts. Domestic waste comes from daily office activities, such as organic waste, food packaging, and other residual materials. Meanwhile, non-hazardous waste is generated from the maintenance of operational facilities, including generator maintenance, printer cartridges, and other equipment and items.

Limbah yang Dihasilkan

Waste Generated

[GRI 306-3][OJK F.13]

Sumber Source		Satuan Unit	2024	2023	2022
BKI					
Limbah Non-B3 Non Hazardous Waste	Organik Organic	Ton	110	95	85
	Anorganik Anorganic	Ton	96,7	101	98
	Residu Residue	Ton	150	145	139
	Total	Ton	**356,7**	**341**	**322**
Limbah B3 Hazardous Waste	Total	Ton	**3,00**	**3,61**	**1,63**
SI					
Limbah B3 Hazardous Waste	Limbah Padat Solid Waste	Ton	3,64	2,22	-
	Limbah Cair Liquid Waste	Liter	2.691	1.806	-
SUCOFINDO					
Limbah Non-B3 Non Hazardous Waste	Organik Organic	Ton	93,9	-	-
	Anorganik Anorganic	Ton	150,8	-	-
Limbah B3 Hazardous Waste	Limbah Padat Solid Waste	Ton	5,4	5,7	-
	Limbah Cair Liquid Waste	Liter	5.421	19.840	-

Keterangan :
Data yang masih kosong disebabkan karena pencatatan belum dilakukan secara sistematis.

Notes :
The data that is still unavailable is due to recording not yet being carried out systematically.

Pencatatan limbah yang dihasilkan oleh IDSurvey saat ini masih dalam tahap pengembangan, sehingga data yang tersedia dapat mengalami perubahan signifikan seiring dengan penyempurnaan mekanisme pencatatan. Ke depan, IDSurvey berencana menyusun *dashboard* terintegrasi untuk mempermudah pencatatan dan menghasilkan data yang lebih akurat.

The recording of waste generated by IDSurvey is currently still under development, so the available data may undergo significant changes as the recording mechanism is refined. In the future, IDSurvey plans to develop an integrated dashboard to facilitate recording and produce more accurate data.

Metode Pengolahan Limbah
Waste Management Methods
[GRI 306-2][OJK F.14]

IDSurvey memulai pengelolaan limbah dengan memisahkan limbah organik dan non-organik, sehingga proses pengangkutan menjadi lebih efisien. Untuk limbah domestik, perusahaan bekerja sama dengan pihak ketiga berizin resmi dari Dinas Lingkungan Hidup (DLH) yang telah memenuhi standar operasional. Limbah diangkut ke Tempat Pemrosesan Akhir (TPA), dan setiap kegiatan pengangkutan dilaporkan secara rutin kepada DLH untuk memastikan proses pembuangan dilakukan secara aman dan sesuai peraturan yang berlaku. Sedangkan limbah B3 dikelola secara khusus melalui pihak ketiga berizin yang memiliki kompetensi dalam pengangkutan dan pemusnahan limbah, sesuai dengan standar yang ditetapkan oleh Kementerian Lingkungan Hidup dan Kehutanan (KLHK).

IDSurvey begins waste management by separating organic and non-organic waste, making the transportation process more efficient. For domestic waste, the company collaborates with a licensed third party authorized by the Environmental Agency that meets operational standards. The waste is transported to the Final Disposal Site, and every transportation activity is routinely reported to the DLH to ensure safe disposal in accordance with applicable regulations. Meanwhile, hazardous waste is managed separately through a licensed third party with the expertise in transporting and disposing of waste, following the standards set by the Ministry of Environment and Forestry (KLHK).

Tumpahan Limbah
Waste Spills
[OJK F.15]

Hingga tahun 2024, *Holding* IDSurvey beserta seluruh anak perusahaannya mencatat bahwa tidak terjadi insiden tumpahan limbah di seluruh area operasional grup, termasuk kantor pusat, kantor cabang, maupun fasilitas pendukung lainnya. Hal ini mencerminkan bahwa prosedur pengelolaan limbah yang diterapkan berjalan sesuai standar keselamatan dan peraturan lingkungan yang berlaku.

As of 2024, Holding IDSurvey and all of its subsidiaries reported no incidents of waste spills across the group's operational areas, including the head office, branch offices, and other supporting facilities. This reflects that the waste management procedures in place are conducted in accordance with safety standards and applicable environmental regulations.

Perlindungan Keanekaragaman Hayati
Biodiversity Protection
[GRI 3-3, 304-2] [OJK F.9, F.10]

Holding IDSurvey beserta seluruh anak perusahaannya memahami pentingnya melestarikan keanekaragaman hayati sebagai bagian dari tanggung jawab perusahaan. Meskipun operasional grup yang berfokus pada sektor jasa TICCC tidak secara langsung bersinggungan dengan alam atau ekosistem alami, grup tetap berupaya memastikan bahwa seluruh kegiatan operasional tidak merusak atau berdampak negatif terhadap keanekaragaman hayati.

Holding IDSurvey and all of its subsidiaries understand the importance of preserving biodiversity as part of the company's responsibility. Although the group's operations, which focus on the TICCC (Testing, Inspection, Certification, Consulting, and Classification) services sector, do not directly interact with natural environments or ecosystems, the group still strives to ensure that all operational activities do not harm or negatively impact biodiversity.

Sebagai langkah pencegahan, *Holding* IDSurvey berkomitmen untuk menjalankan operasional dengan cara yang bertanggung jawab terhadap lingkungan, termasuk memastikan tidak ada aktivitas yang menyebabkan deforestasi, degradasi habitat alami, atau gangguan terhadap flora dan fauna, sebagai bagian dari upaya mendukung keberlanjutan dan pelestarian lingkungan.

As a preventive measure, Holding IDSurvey is committed to conducting operations in an environmentally responsible manner, including ensuring that no activities cause deforestation, degradation of natural habitats, or disturbances to flora and fauna, as part of efforts to support sustainability and environmental preservation.

Selain itu, sejak tahun 2024, IDSurvey telah memulai inisiatif perlindungan lingkungan melalui gerakan #BertigaBersama, yang meliputi:

- Reboisasi untuk mendukung pemulihan ekosistem darat.
- Pelestarian terumbu karang guna menjaga keseimbangan ekosistem laut.
- Restorasi *mangrove* sebagai upaya perlindungan garis pantai dan keanekaragaman hayati.

In addition, since 2024, IDSurvey has launched environmental protection initiatives through the #BertigaBersama movement, which include:

- Reforestation to support the restoration of terrestrial ecosystems.
- Coral reef conservation to maintain the balance of marine ecosystems.
- Mangrove restoration as an effort to protect coastlines and biodiversity.



Kepatuhan Lingkungan
Environmental Compliance
[OJK F.16]

Holding IDSurvey beserta seluruh anak perusahaannya secara konsisten memastikan kepatuhan terhadap seluruh peraturan dan perundang-undangan lingkungan hidup yang berlaku. Sebagai bentuk kepatuhan terhadap regulasi lingkungan, grup secara berkala melaksanakan berbagai tindakan untuk memantau dan menjaga kualitas lingkungan di sekitar area operasional, meskipun operasional yang dijalankan berbasis jasa TICCC.

Sepanjang tahun 2024, tidak terdapat pelanggaran terhadap peraturan maupun perundang-undangan lingkungan yang berlaku di seluruh entitas grup. Selain itu, tidak ada laporan pelanggaran lingkungan dari masyarakat yang berujung pada pemberian sanksi, baik berupa denda moneter maupun non-moneter. Hal ini menunjukkan bahwa sistem pengelolaan lingkungan yang diterapkan oleh *Holding* IDSurvey dan anak perusahaannya berjalan sesuai dengan standar dan ketentuan yang telah ditetapkan, serta mencerminkan komitmen grup terhadap praktik operasional yang bertanggung jawab dan berkelanjutan. [GRI 2-27]

Holding IDSurvey and all of its subsidiaries consistently ensure compliance with all applicable environmental laws and regulations. As part of their adherence to environmental regulations, the group regularly carries out various measures to monitor and maintain the quality of the environment around their operational areas, even though their operations are service-based in the TICCC (Testing, Inspection, Certification, Consulting, and Classification) sector.

Throughout 2024, no violations of environmental laws or regulations were recorded across any of the group's entities. In addition, there were no reports of environmental violations from the public resulting in sanctions, whether monetary or non-monetary. This demonstrates that the environmental management system implemented by Holding IDSurvey and its subsidiaries operates in accordance with established standards and regulations, reflecting the group's commitment to responsible and sustainable operational practices. [GRI 2-27]

Pelanggaran Lingkungan
Environment Violation

0

Biaya Lingkungan Hidup

Environmental Costs

[OJK F.4]

Sebagai bentuk komitmen dan kepedulian terhadap perlindungan lingkungan, *Holding* IDSurvey beserta seluruh anak perusahaannya telah mengalokasikan anggaran khusus yang dikenal sebagai Biaya Lingkungan Hidup. Anggaran ini digunakan untuk mendukung berbagai kegiatan dan program yang bertujuan menjaga kualitas lingkungan.

As a demonstration of its commitment and concern for environmental protection, Holding IDSurvey and all of its subsidiaries have allocated a dedicated budget known as the Environmental Costs. This budget is used to support various activities and programs aimed at maintaining environmental quality.

Dengan adanya alokasi biaya ini, IDSurvey memastikan bahwa tanggung jawab lingkungan menjadi bagian integral dari operasional perusahaan, sekaligus memperkuat implementasi praktik keberlanjutan yang terukur dan berkelanjutan di seluruh entitas.

Through this budget allocation, IDSurvey ensures that environmental responsibility becomes an integral part of the company's operations, while also strengthening the implementation of measurable and sustainable practices across all entities.

Entitas Entity	**Alokasi Dana** Fund Allocation
BKI	Rp 407.733.700
SI	Rp 346.357.000
SUCOFINDO	Rp186.836.500

Berikut ini adalah program lingkungan yang dijalankan oleh masing-masing entitas anak perusahaan *Holding* IDSurvey, yang didanai melalui alokasi Biaya Lingkungan Hidup.

Here are the environmental programs implemented by each subsidiary of Holding IDSurvey, funded through the allocation of Environmental Costs:

BKI

Pengelolaan sampah domestik
Menangani sampah rutin kantor agar dikelola sesuai standar lingkungan.

Domestic waste management
Handling routine office waste to ensure it is managed according to environmental standards.

Pengelolaan limbah B3
Mengelola limbah berbahaya dan beracun secara aman dan sesuai regulasi.

Hazardous and toxic waste (B3) Management
Managing hazardous and toxic waste safely and in compliance with regulations.

Pengukuran dan monitoring lingkungan
Melakukan pengawasan kualitas udara, air, dan lingkungan di area operasional.

Environmental measurement and monitoring
Monitoring air, water, and overall environmental quality in operational areas.

Pelatihan PPPA, PPPU, dan PPLB3
Meningkatkan kompetensi karyawan dalam pengelolaan limbah dan keselamatan kerja.

PPPA, PPPU, and PPLB3 training
Enhancing employee competence in waste management and occupational safety.

Pemeliharaan tanaman dan lanskap Menjaga keindahan dan keberlanjutan lingkungan kantor melalui perawatan tanaman.	**Plant and landscape maintenance** Maintaining the beauty and sustainability of office surroundings through proper care of plants.
SI	
Pembangunan timbulan sampah yang didaur ulang Mendorong pengurangan limbah melalui program daur ulang.	**Development of recycled waste mounds** Promoting waste reduction through recycling programs.
Pemberian dan penanaman kopi Ciwidey Mendukung restorasi lahan dan pelestarian lingkungan di Ciwidey.	**Distribution and planting of Ciwidey coffee** Supporting land restoration and environmental preservation in Ciwidey.
Pemberian dan penanaman kopi Rancamaya Mendukung restorasi lahan dan pelestarian lingkungan di Rancamaya	**Distribution and planting of Rancamaya coffee** Supporting land restoration and environmental preservation in Rancamaya.
SUCOFINDO	
Biaya perizinan lingkungan Mendukung kepatuhan terhadap regulasi lingkungan.	**Environmental permit costs** Supporting compliance with environmental regulations.
Biaya pengelolaan sampah Menjamin sampah perusahaan dikelola dengan cara yang ramah lingkungan.	**Waste management costs** Ensuring company waste is managed in an environmentally friendly manner.
Biaya kegiatan konservasi atau penanaman pohon Mendukung restorasi ekosistem dan pelestarian alam melalui kegiatan hijau.	**Conservation or tree-planting activity costs** Supporting ecosystem restoration and nature conservation through green initiatives.

Produk Keberlanjutan
Sustainable Products

Pada tahun 2024, *Holding* IDSurvey memperkuat branding *green business* atau bisnis hijau sebagai bagian dari produk keberlanjutan yang ditawarkan. Pendapatan yang berasal dari produk-produk ini diklasifikasikan sebagai *sustainable revenue* atau pendapatan berkelanjutan, mencerminkan kontribusi grup terhadap praktik usaha yang ramah lingkungan dan bertanggung jawab secara sosial.

Sejalan dengan komitmen tersebut, *Holding* IDSurvey telah melakukan pemetaan kategori produk dan layanan yang termasuk dalam portofolio keberlanjutan, antara lain:

In 2024, Holding IDSurvey strengthened its green business branding as part of the sustainability products offered. Revenue generated from these products is classified as sustainable revenue, reflecting the group's contribution to environmentally friendly and socially responsible business practices.

In line with this commitment, Holding IDSurvey has mapped the categories of products and services included in its sustainability portfolio, including:

Dekarbonisasi
Menyediakan layanan asesmen, verifikasi, dan pendampingan teknis untuk membantu pelanggan mengidentifikasi sumber emisi gas rumah kaca, menyusun peta jalan pengurangan emisi, serta meningkatkan kepatuhan terhadap standar nasional dan internasional terkait dekarbonisasi.

Decarbonization
Provides assessment, verification, and technical support services to help clients identify sources of greenhouse gas emissions, develop emission reduction roadmaps, and ensure compliance with national and international decarbonization standards.

LVV (Lembaga Validasi dan Verifikasi)
Memberikan layanan validasi dan verifikasi proyek terkait emisi, energi, dan lingkungan, untuk memastikan data dan klaim keberlanjutan pelanggan akurat, dapat dipercaya, serta sesuai standar yang berlaku.

LVV (Validation and Verification Institution)
Offers validation and verification services for projects related to emissions, energy, and the environment, ensuring that client sustainability data and claims are accurate, reliable, and compliant with applicable standards.

ESG
Program pendampingan dan pelatihan terkait praktik ESG untuk perusahaan, termasuk *baselining*, *gap analysis*, *benchmarking*, penyusunan *roadmap, framework,* laporan keberlanjutan, serta pendampingan rating.

ESG
Provides corporate ESG mentoring and training programs, including baselining, gap analysis, benchmarking, roadmap development, framework creation, sustainability reporting, and rating support.

Dokling (Dokumentasi Lingkungan)
Layanan pengelolaan dan dokumentasi terkait aspek lingkungan, seperti laporan lingkungan, evaluasi dampak lingkungan, serta kepatuhan terhadap regulasi lingkungan.

Dokling (Environmental Documentation)
Services for managing and documenting environmental aspects, including environmental reports, environmental impact assessments, and compliance with environmental regulations.

ALH (Analisis Lingkungan Hidup)
Layanan jasa analisis kualitas lingkungan, termasuk pengukuran kualitas air, udara, tanah, dan limbah, untuk mendukung pengambilan keputusan yang berbasis data dan ramah lingkungan.

ALH (Environmental Analysis)
Offers environmental quality analysis services, including measurements of air, water, soil, and waste quality, to support data-driven and environmentally friendly decision-making.

Green Port
Layanan konsultasi dan pendampingan untuk pelabuhan dan fasilitas logistik agar operasional lebih ramah lingkungan, efisien energi, dan meminimalkan dampak ekologis.

Green Port
Provides consultancy and support services for ports and logistics facilities to ensure environmentally friendly operations, energy efficiency, and minimal ecological impact.

Monling (Monitoring Lingkungan)
Layanan dalam sistem pemantauan lingkungan secara berkelanjutan untuk memastikan kepatuhan terhadap regulasi, mendeteksi potensi risiko, dan mendukung strategi pengelolaan lingkungan yang efektif.

Monling (Environmental Monitoring)
Offers continuous environmental monitoring services to ensure regulatory compliance, detect potential risks, and support effective environmental management strategies.

Pendapatan Berkelanjutan
Sustainable Revenue

Juta Rupiah **Millions of Rupiah**

Keterangan Description	2024	2023
Dekarbonisasi Decarbonization	1000	500
Lembaga Validasi dan Verifikasi Validation and Verification Institution	12.599	-
ESG	21.030	12.000

Keterangan Description	2024	2023
Dokumentasi Lingkungan Environmental Documentation	12.746	9.380
Analisis Lingkungan Hidup Environmental Analysis	3.307	2.461
Greenport	1.570	1.504
Monitoring Lingkungan Environmental Monitoring	6.217	4.690
TOTAL	**58.472**	**30.537**
Pendapatan **Revenue**	**7.136.670**	**5.913.103**
Pendapatan Keberlanjutan Sustainable Revenue	**0,82%**	**0,52%**

Pada tahun 2024, pendapatan yang diperoleh dari produk keberlanjutan menunjukkan peningkatan hampir dua kali lipat dibandingkan dengan periode sebelumnya. Peningkatan tersebut terutama didorong oleh pertumbuhan signifikan pada portofolio layanan Lembaga Validasi dan Verifikasi (LVV) serta ESG, yang berhasil menarik jumlah klien dan proyek dengan nilai kontrak yang lebih tinggi.

Sebagai dampaknya, kontribusi pendapatan keberlanjutan terhadap total pendapatan *Holding* IDSurvey meningkat menjadi 0,82%, naik dari 0,52% pada tahun sebelumnya, mencerminkan efektivitas strategi pengembangan produk keberlanjutan serta penerimaan pasar yang semakin baik terhadap layanan tersebut.

In 2024, revenue generated from sustainability products increased by nearly twofold compared to the previous period. This growth was primarily driven by significant expansion in the Validation and Verification Institution (LVV) and ESG service portfolios, which successfully attracted a larger number of clients and projects with higher contract values.

As a result, the contribution of sustainability revenue to Holding IDSurvey's total revenue rose to 0.82%, up from 0.52% in the previous year, reflecting the effectiveness of the group's sustainability product development strategy and the increasingly positive market reception of these services.





07

Menciptakan Nilai Bersama bagi Masyarakat

Creating Shared Value for Communities



Tanggung Jawab Sosial dan Lingkungan
Corporate Social and Environmental Responsibility

Sebagai *holding* BUMN di bidang jasa survei, IDSurvey memandang Tanggung Jawab Sosial dan Lingkungan (TJSL) sebagai bagian integral dari strategi keberlanjutan Perusahaan. Pelaksanaan TJSL tidak hanya dimaksudkan sebagai bentuk kepedulian sosial, tetapi juga sebagai instrumen strategis untuk menciptakan nilai bersama (*creating shared value*) yang mendukung kinerja bisnis, pembangunan masyarakat, serta perlindungan lingkungan secara berkelanjutan.

As a state-owned holding company in the survey services sector, IDSurvey regards Corporate Social and Environmental Responsibility (CSER) as an integral part of the Company's sustainability strategy. The implementation of CSER is not solely intended as a form of social concern, but also as a strategic instrument to create shared value that supports business performance, community development, and sustainable environmental protection.

Pelaksanaan TJSL di IDSurvey berpedoman pada Peraturan Menteri BUMN Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan BUMN. Regulasi ini menegaskan bahwa TJSL merupakan bagian dari kontribusi BUMN dalam mendukung pembangunan nasional, memperkuat kapasitas masyarakat, serta mendorong pertumbuhan ekonomi yang inklusif dan berkelanjutan. Dalam konteks *holding*, pelaksanaan TJSL disinergikan dan diterapkan secara konsisten di seluruh entitas anggota IDSurvey.

The implementation of CSER at IDSurvey is guided by the Minister of State-Owned Enterprises Regulation Number PER-1/MBU/03/2023 concerning Special Assignments and Corporate Social and Environmental Responsibility Programs of State-Owned Enterprises. This regulation emphasizes that CSER constitutes part of SOEs' contributions to national development, strengthening community capacity, and promoting inclusive and sustainable economic growth. Within the holding context, CSER implementation is synergized and applied consistently across all member entities of IDSurvey.

Selain mengacu pada regulasi nasional, IDSurvey mengintegrasikan prinsip-prinsip internasional melalui ISO 26000: *Guidance on Social Responsibility* sebagai kerangka kerja pelaksanaan TJSL. ISO 26000 menjadi rujukan dalam memastikan bahwa program-program TJSL dirancang dan dijalankan secara etis, bertanggung jawab, dan berorientasi pada keberlanjutan. Tujuh subjek inti dalam ISO 26000 yang mencakup tata kelola organisasi, hak asasi manusia, ketenagakerjaan, lingkungan, praktik operasi yang adil, isu konsumen, serta pelibatan dan pengembangan masyarakat menjadi landasan dalam perencanaan, implementasi, dan evaluasi program TJSL IDSurvey.

In addition to adhering to national regulations, IDSurvey integrates international principles through ISO 26000: Guidance on Social Responsibility as the framework for CSER implementation. ISO 26000 serves as a reference to ensure that CSER programs are designed and implemented in an ethical, responsible, and sustainability-oriented manner. The seven core subjects of ISO 26000 which includes organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement and development form the foundation for the planning, implementation, and evaluation of CSER programs within IDSurvey.

Sejalan dengan arah kebijakan Pemerintah dalam mendorong peran strategis BUMN sebagai agen pembangunan, pelaksanaan program TJSL di lingkungan IDSurvey diselaraskan dengan pendekatan CSV sebagaimana diamanatkan dalam Surat Edaran Deputi Bidang SDM, Teknologi, dan Informasi Nomor S-348/MBU/DSI/11/2020 tanggal 18 November 2020 tentang Penyusunan Program TJSL BUMN. Pendekatan CSV menekankan pentingnya integrasi antara penciptaan nilai sosial dan lingkungan dengan keberlanjutan kinerja bisnis, sehingga program TJSL tidak hanya bersifat filantropis, tetapi dirancang untuk memberikan manfaat yang berkelanjutan dan relevan bagi masyarakat, lingkungan, serta Perusahaan.

In line with the Government's policy direction to strengthen the strategic role of SOEs as agents of development, the implementation of CSER programs within the IDSurvey environment is aligned with the CSV approach, as mandated by the Circular Letter of the Deputy for Human Resources, Technology, and Information Number S-348/MBU/DSI/11/2020 dated 18 November 2020 concerning the Preparation of SOE CSER Programs. The CSV approach emphasizes the integration of social and environmental value creation with sustainable business performance, ensuring that CSER programs are not merely philanthropic in nature, but are designed to deliver sustainable and relevant benefits for communities, the environment, and the Company.

Dalam kerangka tersebut, pelaksanaan TJSL di lingkungan IDSurvey diarahkan untuk mendukung sejumlah Tujuan Pembangunan Berkelanjutan (TPB) yang menjadi prioritas, yaitu:

Within this framework, the implementation of CSER across IDSurvey is directed to support a number of priority Sustainable Development Goals (SDGs), namely:

1. **Kehidupan Sehat dan Sejahtera**
   Good Health and Well-Being
2. **Pendidikan Berkualitas**
   Quality Education
3. **Kesetaraan Gender**
   Gender Equality
4. **Energi Bersih dan Terjangkau**
   Affordable and Clean Energy
5. **Pekerjaan Layak dan Pertumbuhan Ekonomi**
   Decent Work and Economic Growth
6. **Konsumsi dan Produksi yang Bertanggung Jawab**
   Responsible Consumption and Production
7. **Perdamaian, Keadilan, dan Kelembagaan yang Tangguh**
   Peace, Justice, and Strong Institutions

Penyelarasan terhadap TPB prioritas tersebut memastikan bahwa perencanaan dan pelaksanaan program TJSL di IDSurvey dilakukan secara terarah, konsisten, dan selaras dengan agenda pembangunan nasional dan global, sekaligus mendukung penciptaan dampak sosial dan lingkungan yang bermakna dan berkelanjutan.

Alignment with these priority SDGs ensures that the planning and implementation of CSER programs within IDSurvey are conducted in a focused and consistent manner, in harmony with national and global development agendas, while supporting the creation of meaningful and sustainable social and environmental impacts.

Program dan Kegiatan TJSL yang Dilakukan

Program and Activities of CSR Implemented

[GRI 203-1, 203-2] [OJK F.25]

Dalam rangka memastikan pelaksanaan TJSL yang terencana, terarah, dan memberikan dampak yang berkelanjutan, Perusahaan menyusun program dan kegiatan TJSL melalui Rencana Kerja dan Anggaran (RKA) yang mengacu pada ISO 26000 serta selaras dengan agenda SDGs 2030. Penyusunan RKA TJSL tersebut merupakan bentuk partisipasi aktif Perusahaan dalam mendukung pencapaian tujuan pembangunan berkelanjutan, dengan mengintegrasikan aspek sosial, ekonomi, lingkungan, serta tata kelola ke dalam perencanaan dan implementasi program.

In order to ensure that the implementation of CSER is well planned, well directed, and delivers sustainable impacts, the Company prepares its CSER programs and activities through the Work Plan and Budget, which refers to ISO 26000 and is aligned with the SDGs 2030 agenda. The preparation of the CSER Work Plan and Budget represents the Company's active participation in supporting the achievement of sustainable development objectives, by integrating social, economic, environmental, and governance aspects into the planning and implementation of programs.

Perencanaan dan pelaksanaan program TJSL disusun berdasarkan empat pilar utama pembangunan, yaitu Pilar Sosial, Pilar Ekonomi, Pilar Pembangunan Lingkungan, serta Pilar Pembangunan Hukum dan Tata Kelola. Masing-masing pilar mencerminkan fokus kontribusi Perusahaan terhadap target-target SDGs yang relevan, mulai dari pemenuhan hak dasar dan peningkatan kesejahteraan masyarakat, penguatan pertumbuhan ekonomi yang inklusif dan berkelanjutan, pengelolaan lingkungan hidup yang bertanggung jawab, hingga penguatan tata kelola dan kelembagaan yang transparan dan akuntabel. Kerangka ini menjadi dasar dalam mengelompokkan, memantau, dan mengevaluasi kinerja program TJSL yang dilaksanakan oleh setiap entitas dalam cakupan IDSurvey.

The planning and implementation of CSER programs are structured based on four main development pillars, namely the Social Pillar, Economic Pillar, Environmental Development Pillar, and Legal and Governance Development Pillar. Each pillar reflects the Company's focus in contributing to relevant SDG targets, ranging from the fulfillment of basic rights and the improvement of community welfare, the strengthening of inclusive and sustainable economic growth, responsible environmental management, to the enhancement of transparent and accountable governance and institutional capacity. This framework serves as the basis for grouping, monitoring, and evaluating the performance of CSER programs implemented by each entity within the IDSurvey scope.

1 Kinerja Program TJSL PT Biro Klasifikasi Indonesia (Persero)

CSER Program Performance of PT Biro Klasifikasi Indonesia (Persero)

No	Pilar Pillars	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
1	Sosial Social	10.131.400.000	10.019.166.171	98,89
2	Ekonomi Economy	1.690.600.000	1.504.591.711	89,00
3	Lingkungan Environment	804.000.000	758.553.732	94,35
4	Hukum & Tata Kelola Legal & Governance	170.000.000	139.837.167	82,26
	Total	**12.796.000.000**	**12.422.148.781**	**97,08**

2 Kinerja Program TJSL PT Surveyor Indonesia (Persero)

CSER Program Performance of PT Surveyor Indonesia (Persero)

No	Pilar Pillars	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
1	Sosial Social	1.220.000.000	1.231.265.286	100,92
2	Ekonomi Economy	2.710.000.000	2.084.034.513	76,90
3	Lingkungan Environment	720.000.000	883.150.188	122,66

No	Pilar Pillars	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
4	Hukum & Tata Kelola Legal & Governance	735.212.500	732.648.301	99,65
	Total	**5.385.212.500**	**4.931.098.288**	**91,57**

3 Kinerja Program TJSL PT Sucofindo (Persero)
CSER Program Performance of PT Sucofindo (Persero)

No	Pilar Pillars	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
1	Sosial Social	5.900.000.000	6.238.412.666	105,74
2	Ekonomi Economy	4.100.000.000	4.121.209.307	100,52
3	Lingkungan Environment	1.867.740.000	2.103.486.600	112,62
4	Hukum & Tata Kelola Legal & Governance	385.000.000	295.875.000	76,85
	Total	**12.252.740.000**	**12.758.983.573**	**104,13**

Secara keseluruhan, pelaksanaan program TJSL oleh seluruh entitas dalam cakupan IDSurvey menunjukkan upaya yang terstruktur dan selaras dengan kerangka empat pilar pembangunan yang telah ditetapkan. Melalui implementasi program di masing-masing pilar, Perusahaan berupaya memastikan bahwa kontribusi TJSL tidak hanya memenuhi aspek kepatuhan, tetapi juga memberikan dampak sosial, ekonomi, lingkungan, serta tata kelola yang relevan dan berkelanjutan. Pendekatan ini mencerminkan komitmen IDSurvey dalam mengintegrasikan keberlanjutan ke dalam operasional bisnis dan mendukung pencapaian agenda pembangunan nasional secara konsisten dan bertanggung jawab.

Overall, the implementation of CSER programs by all entities within the IDSurvey scope demonstrates a structured approach aligned with the established four development pillars. Through the implementation of programs under each pillar, the Company seeks to ensure that CSER contributions not only address compliance requirements, but also deliver relevant and sustainable social, economic, environmental, and governance impacts. This approach reflects IDSurvey's commitment to integrating sustainability into its business operations and to consistently and responsibly supporting the achievement of national development agendas.

Program Unggulan TJSL
TJSL Flagship Program

Program Unggulan TJSL disusun sebagai bagian dari pelaksanaan TJSL untuk mendukung pencapaian tujuan sosial dan lingkungan yang selaras dengan kegiatan usaha serta kebutuhan masyarakat. Program-program tersebut dikembangkan dengan mengacu pada fokus pembangunan berkelanjutan, termasuk di bidang pendidikan, pengembangan usaha mikro, kecil, dan menengah (UMKM), serta pelestarian lingkungan. Melalui pelaksanaan Program Unggulan TJSL, Perusahaan berupaya mengintegrasikan kontribusi sosial dan lingkungan secara terstruktur dan konsisten, sebagai bagian dari pendekatan keberlanjutan dalam mendukung agenda pembangunan nasional.

The TJSL Flagship Program is developed as part of the implementation of CSER to support the achievement of social and environmental objectives aligned with the Company's business activities and community needs. These programs are designed with reference to sustainable development priorities, including education, the development of micro, small, and medium enterprises (MSMEs), and environmental conservation. Through the implementation of the TJSL Flagship Program, the Company seeks to integrate social and environmental contributions in a structured and consistent manner, as part of its sustainability approach in supporting the national development agenda.

Program Sertifikasi Juru Las di Belawan, Batam, Palembang dan Banjarmasin
Welder Certification Program in Belawan, Batam, Palembang, and Banjarmasin



Program Sertifikasi Juru Las merupakan salah satu Program Unggulan TJSL yang dilaksanakan oleh PT Biro Klasifikasi Indonesia (Persero) untuk mendukung penguatan keterampilan dan kualifikasi tenaga kerja, khususnya pada sektor industri maritim. Program ini diselenggarakan di sejumlah wilayah strategis, yaitu Belawan, Batam, Palembang, dan Banjarmasin, yang memiliki keterkaitan langsung dengan aktivitas galangan kapal dan industri pendukung maritim nasional.

The Welder Certification and Skills Development Program is one of the TJSL Flagship Programs implemented by PT Biro Klasifikasi Indonesia (Persero) to support workforce skills development and employability, particularly within the maritime and shipbuilding sector. The program was carried out in several strategic maritime hubs, namely Belawan, Batam, Palembang, and Banjarmasin, which are closely associated with shipyard operations and related maritime industries.

Program ini bertujuan untuk meningkatkan kompetensi tenaga kerja melalui pendidikan, pelatihan, dan sertifikasi juru las yang mengacu pada standar kompetensi industri. Melalui peningkatan kualifikasi tersebut, program ini diharapkan dapat memperluas peluang kerja, meningkatkan tingkat kesiapan kerja (*employability*), serta mendukung pemenuhan kebutuhan tenaga kerja terampil dan tersertifikasi di sektor maritim. Pelaksanaan program dilakukan melalui kolaborasi TJSL IDSurvey dengan jumlah peserta sebanyak 90 orang di Batam, serta masing-masing 30 orang di Belawan (Sumatera Utara), Palembang, dan Banjarmasin.

The program aims to enhance the technical competencies and professional qualifications of the workforce through structured training and competency-based certification, in line with applicable industry standards. By strengthening skills and formal certification, the program seeks to improve the employability of participants while supporting the availability of qualified skilled labor required by the national maritime industry. The program was implemented through TJSL collaboration within IDSurvey, involving 90 participants in Batam and 30 participants each in Belawan (North Sumatra), Palembang, and Banjarmasin.

Pelatihan dan sertifikasi juru las dirancang untuk menjawab kebutuhan industri maritim, khususnya galangan kapal dalam negeri, yang masih memerlukan tenaga kerja dengan kompetensi teknis dan sertifikasi yang memadai. Melalui program ini, IDSurvey berkontribusi dalam menyiapkan tenaga juru las profesional yang memiliki keterampilan teknis, pemahaman standar keselamatan dan kesehatan kerja (K3), serta kemampuan untuk bekerja sesuai dengan persyaratan mutu dan keselamatan industri.

The training and certification activities were designed to respond to the ongoing demand for certified welders in domestic shipyards, where compliance with technical standards and occupational safety requirements is critical. Through this program, IDSurvey contributes to the development of a skilled maritime workforce equipped with recognized competencies, thereby supporting improvements in productivity, quality assurance, and occupational safety in shipbuilding and related maritime activities.

Selain meningkatkan kompetensi individu, program ini juga diharapkan dapat mendukung peningkatan kualitas produksi dan keselamatan kerja di sektor perkapalan, yang pada akhirnya berkontribusi terhadap penguatan daya saing industri maritim nasional. Dengan demikian, Program Sertifikasi Juru Las tidak hanya memberikan manfaat langsung bagi peserta, tetapi juga berperan dalam pengembangan tenaga kerja maritim yang berkelanjutan serta penguatan ekosistem industri perkapalan di Indonesia.

Beyond individual capacity building, the program is expected to support the strengthening of the national shipbuilding workforce and enhance the competitiveness of Indonesia's maritime industry. By contributing to the development of a competent and certified maritime labor pool, the Welder Certification and Skills Development Program supports sustainable industrial development and workforce readiness in the maritime sector.

Workshop UMKM Go Global

MSME Go Global Workshop



Workshop UMKM Go Global merupakan salah satu Program Unggulan TJSL PT Sucofindo (Persero) yang difokuskan pada penguatan kapasitas pelaku usaha mikro, kecil, dan menengah (UMKM) agar lebih siap memasuki pasar ekspor. Program ini dirancang sebagai bentuk dukungan Perusahaan terhadap peningkatan daya saing UMKM binaan, khususnya dalam memenuhi persyaratan mutu, keamanan, dan kepatuhan produk sesuai standar nasional maupun internasional.

Bentuk dukungan yang diberikan melalui program ini meliputi pelatihan dan workshop teknis dengan menghadirkan narasumber yang memiliki keahlian sesuai bidangnya masing-masing mulai dari penerapan standar *Hazard Analysis and Critical Control Points* (HACCP), *Good Manufacturing Practices* (GMP), hingga sertifikasi Halal. Materi pelatihan disusun untuk meningkatkan pemahaman UMKM terhadap aspek kualitas produk, keamanan pangan, proses produksi yang baik, serta kepatuhan terhadap regulasi yang menjadi prasyarat akses pasar global.

Melalui pelaksanaan Workshop UMKM Go Global, PT Sucofindo (Persero) berupaya mendorong peningkatan kesiapan usaha (*export readiness*) UMKM binaan, memperluas peluang akses pasar internasional, serta memperkuat posisi UMKM sebagai bagian dari rantai pasok global yang berdaya saing. Program ini sekaligus mencerminkan kontribusi TJSL Perusahaan dalam mendukung pengembangan ekonomi nasional melalui pemberdayaan UMKM yang berkelanjutan dan berorientasi pada peningkatan nilai tambah.

The MSME Go Global Workshop is one of PT Sucofindo (Persero)'s flagship CSER programs, focusing on strengthening the capacity of micro, small, and medium enterprises (MSMEs) to enhance their readiness to enter export markets. The program is designed as part of the Company's support for improving the competitiveness of its assisted MSMEs, particularly in meeting product quality, safety, and compliance requirements in accordance with national and international standards.

The support provided through this program includes technical training and workshops delivered by resource persons with expertise relevant to their respective fields, covering the implementation of Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practices (GMP), and Halal certification. The training materials are structured to enhance MSMEs' understanding of product quality assurance, food safety, good production practices, and regulatory compliance, which are key prerequisites for accessing global markets.

Through the implementation of the MSME Go Global Workshop, PT Sucofindo (Persero) seeks to improve the export readiness of its assisted MSMEs, expand opportunities for international market access, and strengthen the role of MSMEs as competitive participants within global supply chains. This program also reflects the Company's CSER contribution to supporting national economic development through sustainable MSME empowerment and value-added growth.

Program Ketahanan Karbon Melalui Konservasi Mangrove Berkelanjutan di Muara Kali Ijo, Desa Ayah, Kebumen

The Carbon Resilience Program through Sustainable Mangrove Conservation in Muara Kali Ijo, Ayah Village, Kebumen Regency



Program Ketahanan Karbon melalui Konservasi Mangrove Berkelanjutan merupakan bagian dari pelaksanaan TJSL PT Surveyor Indonesia (Persero) yang dirancang untuk memberikan dampak lingkungan dan sosial jangka menengah hingga panjang. Program ini berfokus pada penguatan ketahanan karbon wilayah pesisir melalui pendekatan konservasi mangrove yang kolaboratif dan berbasis partisipasi masyarakat.

The Carbon Resilience Program through Sustainable Mangrove Conservation forms part of PT Surveyor Indonesia (Persero)'s CSER initiatives, designed to deliver medium to long-term environmental and social impacts. The program focuses on strengthening coastal carbon resilience through a collaborative mangrove conservation approach that emphasizes active community participation.

Program dilaksanakan di Muara Kali Ijo, Desa Ayah, Kabupaten Kebumen, yang telah ditetapkan sebagai Kawasan Ekosistem Esensial (KEE) karena perannya dalam menjaga keseimbangan ekologi pesisir. Mangrove di kawasan ini berfungsi sebagai pelindung alami garis pantai, habitat keanekaragaman hayati, serta penyerap karbon yang berkontribusi terhadap stabilitas lingkungan pesisir. Dalam konteks perubahan iklim, mangrove diposisikan sebagai solusi berbasis alam (*nature-based solutions*) yang relevan untuk mendukung upaya mitigasi dan adaptasi perubahan iklim.

The program is implemented in Muara Kali Ijo, Ayah Village, Kebumen Regency, an area designated as an Essential Ecosystem Area (Kawasan Ekosistem Esensial/KEE) due to its strategic role in maintaining coastal ecological balance. Mangrove ecosystems in this area function as natural coastal protection, habitats for coastal biodiversity, and carbon sinks that contribute to environmental stability. In the context of climate change, mangroves are positioned as a relevant and sustainable nature-based solution to support both climate change mitigation and adaptation efforts.

Pelaksanaan program dilakukan melalui kolaborasi multipihak yang melibatkan PT Surveyor Indonesia (Persero), Fakultas Perikanan dan Ilmu Kelautan Universitas Jenderal Soedirman, Kelompok Tani Hutan (KTH) Pansela, serta masyarakat Desa Ayah, dengan dukungan pemerintah daerah dan dinas terkait. Kegiatan mencakup sosialisasi, edukasi lingkungan, serta penanaman sebanyak 1.000 bibit mangrove dengan melibatkan sekitar 50 peserta. Pendekatan partisipatif ini mendorong peningkatan kesadaran, pengetahuan, dan keterlibatan masyarakat dalam perlindungan ekosistem mangrove.

Program implementation is carried out through multi-stakeholder collaboration involving PT Surveyor Indonesia (Persero), the Faculty of Fisheries and Marine Sciences of Jenderal Soedirman University, the Pansela Forest Farmer Group (Kelompok Tani Hutan/KTH), and the local community of Ayah Village, with support from local government and relevant agencies. Activities include socialization, environmental education, and the planting of 1,000 mangrove seedlings, engaging approximately 50 participants. This participatory approach promotes increased awareness, knowledge, and community involvement in mangrove ecosystem protection.

Melalui program ini, PT Surveyor Indonesia (Persero) berupaya memperkuat fungsi ekosistem mangrove sebagai penyangga karbon alami sekaligus mendukung perlindungan pesisir dari abrasi dan tekanan lingkungan. Program ini mencerminkan komitmen Perusahaan dalam mengintegrasikan prinsip keberlanjutan ke dalam praktik TJSL, dengan menekankan penciptaan dampak lingkungan dan sosial yang berkelanjutan serta selaras dengan agenda pembangunan berkelanjutan dan komitmen ESG di tingkat grup IDSurvey.

Through this program, PT Surveyor Indonesia (Persero) seeks to strengthen the function of mangrove ecosystems as natural carbon buffers while supporting coastal protection against abrasion and environmental pressures. The program reflects the Company's commitment to integrating sustainability principles into its CSER practices, with an emphasis on generating enduring environmental and social impacts aligned with sustainable development objectives and the ESG commitments of the IDSurvey Group.

Program Prioritas Tahun 2024
Priority Program 2024

Pada tahun 2024, pelaksanaan program TJSL di lingkungan IDSurvey mencakup sejumlah program yang dikelompokkan sebagai program prioritas berdasarkan tema kegiatan. Program-program tersebut difokuskan pada bidang pendidikan, lingkungan, dan pengembangan usaha mikro dan kecil (UMK), yang merupakan area dengan relevansi terhadap kebutuhan masyarakat serta agenda pembangunan berkelanjutan.

In 2024, the implementation of CSER programs within the IDSurvey environment comprised a number of initiatives classified as priority programs based on thematic areas. These programs focused on education, environment, and micro and small enterprise (MSE) development, which are considered areas relevant to community needs and the sustainable development agenda.

Pelaksanaan program prioritas dilakukan oleh masing-masing entitas sesuai dengan karakteristik kegiatan usaha dan wilayah operasional. Melalui pelaksanaan program di bidang-bidang prioritas tersebut, Perusahaan berupaya memastikan bahwa kontribusi TJSL memberikan manfaat yang relevan, terukur, dan selaras dengan agenda pembangunan berkelanjutan.

The implementation of priority programs was carried out by each entity in accordance with the characteristics of their business activities and operational areas. Through the implementation of programs in these priority areas, the Company seeks to ensure that CSER contributions deliver relevant and measurable benefits and are aligned with the sustainable development agenda.

Program Prioritas Bidang Pendidikan

Priority Programs in Educational Sector

Pelaksanaan program TJSL IDSurvey pada bidang pendidikan mencakup sejumlah kegiatan yang mendukung fokus program prioritas tahun 2024, antara lain:

The implementation of IDSurvey's CSER programs in the education sector comprises a number of initiatives that support the 2024 priority program focus, including:

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
PT Biro Klasifikasi Indonesia (Persero)				
1	Pelatihan ANDIKPAS Berkarya ANDIKPAS Berkarya Training	50.000.000	49.542.167	99,08
2	Sertifikasi Juru Las Welder Certification Program	590.000.000	584.200.000	99,01
3	Program Relawan BiSA BiSA Volunteer Program	60.000.000	59.325.068	98,87
4	Dukungan Pembangunan Kampus Universitas Widya Mataram Support for the Development of Widya Mataram University Campus	293.000.000	292.342.342	99,77
PT Surveyor Indonesia (Persero)				
1	Pelatihan terhadap Remaja dan Dewasa dengan Keterampilan Teknologi Informasi dan Komunikasi (TIK) Training for Youth and Adults in Information and Communication Technology (ICT) Skills	140.000.000	140.000.000	100,00
2	Penyelesaian pendidikan bagi usia dini sampai pembelajaran yang relevan dan efektif Support for Completion of Education from Early Childhood through Relevant and Effective Learning	300.000.000	300.000.000	100,00
3	Pengadaan untuk sekolah dengan akses terhadap : (a) listrik (b) internet untuk tujuan pengajaran, (c) komputer untuk tujuan pengajaran Provision of School Facilities with Access to: (a) Electricity, (b) Internet for Educational Purposes, and (c) Computers for Teaching and Learning Activities	400.000.000	400.000.000	100,00

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
PT Sucofindo (Persero)				
1	Beasiswa Pendidikan Education Scholarship	100.000.000	110.400.000	110,40
2	Program Beasiswa Yayasan BUMN Untuk Indonesia Scholarship Program of SOEs Foundation for Indonesia	500.000.000	364.005.438	72,80
3	Pelatihan Peningkatan Kompetensi Tenaga Kerja Usia Produktif Training Program to Improve the Competence of the Productive-Age Workforce	200.000.000	188.288.288	94,14
4	Sarana Pendidikan Educational Facilities	150.000.000	162.342.342	108,23

Program Prioritas Bidang Lingkungan

Priority Programs in Environmental Sector

Program TJSL IDSurvey di bidang lingkungan difokuskan pada pelaksanaan kegiatan yang mendukung upaya pelestarian lingkungan sebagai bagian dari program prioritas tahun 2024, antara lain:

IDSurvey's CSER programs in the environmental sector focus on initiatives that support environmental conservation as part of the 2024 priority programs, including:

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
PT Biro Klasifikasi Indonesia (Persero)				
1	Kegiatan Penanaman / Perawatan Terumbu Karang Pulau Tidung Coral Reef Planting and Maintenance in Tidung Island	30.000.000	31.584.000	105,28
2	Restorasi Pantai Abrasi Pulau Tidung Beach Restoration against Abrasion in Tidung Island	94.000.000	93.457.500	99,42
3	Transformasi Peternakan Konvensional Ke Sistem Biodigester Sebagai Sumber Daya Biogas di Kabupaten Manggarai, NTT Transformation of Conventional Livestock Farming into Biodigester Systems as a Biogas Resource in Manggarai Regency, East Nusa Tenggara	358.491.000	346.753.732	96,72

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
4	Optimalisasi Potensi Biogas TPA Semali Untuk Masyarakat melalui Program Kampung Iklim di Jateng Optimization of Biogas Potential at Semali Landfill for the Community through the Climate Village Program in Central Java	100.000.000	100.000.000	100,00
5	Arboretum Hutan Kota UI Urban Forest Arboretum at the University of Indonesia	76.000.000	75.500.000	99,34
6	Pembangunan Greenhouse & Ecofarm Gianyar Bali Construction of Greenhouse & Ecofarm in Gianyar, Bali	65.000.000	65.000.000	100,00
PT Surveyor Indonesia (Persero)				
1	Pembangunan bagi timbulan sampah yang didaur ulang Development of Facilities for Recycled Waste Generation	250.000.000	250.000.000	100,00
2	Rencana dan implementasi Strategi Pelaksanaan Sasaran Pola Konsumsi dan Produksi Berkelanjutan Planning and Implementation of Strategies to Achieve Sustainable Consumption and Production Targets	300.000.000	300.000.000	100,00
3	ISO 140001/Sistem Manajemen Lingkungan ISO 14001 / Environmental Management System	170.000.000	170.000.000	100,00
PT Sucofindo (Persero)				
1	Program pengendalian Sampah di Lingkungan Perusahaan Waste Management Program within the Company's Environment	100.000.000	100.000.000	100,00
2	Penerapan Teknologi Ramah Lingkungan Implementation of Environmentally Friendly Technology	300.000.000	116.600.000	38,87
3	Program Penghijauan & Pelestarian Lingkungan Greening and Environmental Conservation Program	100.000.000	88.608.500	88,61

Program Prioritas Bidang Pengembangan UMK
Priority Programs in MSEs Development Sector

Program TJSL IDSurvey di bidang pengembangan usaha mikro dan kecil (UMK) difokuskan pada pelaksanaan kegiatan yang mendukung penguatan kapasitas dan keberlanjutan UMK sebagai bagian dari program prioritas tahun 2024, antara lain:

IDSurvey's CSER programs in the micro and small enterprises (MSEs) development sector focus on initiatives that support capacity building and the sustainability of MSEs as part of the 2024 priority programs, including:

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
PT Biro Klasifikasi Indonesia (Persero)				
1	Bantuan Galeri Batik UMK Kemang Bogor Support for Batik Gallery of MSMEs in Kemang, Bogor	45.600.000	45.506.500	99,79
2	Bazar UMKM HUT BKI 60 MSME Bazaar for the 60th Anniversary of BKI	6.000.000	6.000.000	100,00
3	Sosialisasi Penggunaan Aplikasi PaDi UMKM Bogor Socialization of the Use of PaDi MSME Application in Bogor	96.000.000	95.100.000	99,06
4	Pelatihan UMK Perempuan dan Penyandang Disabilitas bertajuk "Steps Towards Inclusive Sustainability" di Balikpapan Training for Women and Disabled MSMEs entitled "Steps Towards Inclusive Sustainability" in Balikpapan	50.000.000	50.000.000	100,00
5	Bazar UMKM Berkriyasi Untuk Indonesia KBUMN Jakarta & Makassar MSME Bazaar "Berkriyasi Untuk Indonesia" organized by the Ministry of SOEs in Jakarta & Makassar	400.000.000	365.563.711	91,39
PT Surveyor Indonesia (Persero)				
1	Pelatihan bagi akses UMKM (Usaha, Mikro, Kecil dan Menengah) ke layanan keuangan dan sejenis Training to Improve Access of Micro, Small, and Medium Enterprises (MSMEs) to Financial Services and Related Facilities	180.000.000	180.000.000	100,00
2	Pameran bagi UMKM Exhibitions and Promotional Events for MSMEs	150.000.000	150.000.000	100,00
3	Penyediaan proporsi lapangan kerja informal, berdasarkan sektor dan jenis kelamin Provision of Informal Employment Opportunities, by Sector and Gender	330.000.000	330.000.000	100,00

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
PT Sucofindo (Persero)				
1	Peningkatan Kapasitas UMK SME Capacity Building	400.000.000	468.965.494	117,24
2	Kegiatan Promosi, Eksibisi & Pameran Promotion, Exhibition & Fair Activities	300.000.000	263.955.525	87,99

Realisasi Kinerja TJSL Berdasarkan *Creating Shared Values* (CSV)

Performance Realization of TJSL Based on Creating Shared Values (CSV)

Sebagai bagian dari pelaksanaan TJSL, IDSurvey menerapkan pendekatan *Creating Shared Value* (CSV) dalam perencanaan dan realisasi program TJSL. Pendekatan ini digunakan untuk memastikan bahwa program-program TJSL yang dilaksanakan tidak hanya memberikan manfaat sosial dan lingkungan, tetapi juga relevan dengan kegiatan usaha dan mendukung keberlanjutan Perusahaan.

Pada tahun 2024, realisasi program TJSL berbasis CSV dilaksanakan oleh masing-masing entitas IDSurvey sesuai dengan Rencana Kerja dan Anggaran (RKA) yang telah ditetapkan. Program-program tersebut mencakup penguatan kompetensi tenaga kerja, pengembangan usaha mikro dan kecil, pengelolaan lingkungan, serta peningkatan kapasitas masyarakat dan pemangku kepentingan terkait. Kinerja realisasi program CSV disajikan berdasarkan perbandingan antara rencana dan realisasi anggaran, sebagai bentuk transparansi dan akuntabilitas pelaksanaan TJSL.

As part of the implementation of CSER, IDSurvey applies a Creating Shared Value (CSV) approach in the planning and realization of its CSER programs. This approach is intended to ensure that the programs implemented deliver social and environmental benefits while remaining relevant to the Company's business activities and supporting its long-term sustainability.

In 2024, the realization of CSV-based CSER programs was carried out by each IDSurvey entity in accordance with the approved Work Plan and Budget. These programs covered workforce competency development, micro and small enterprise development, environmental management, as well as capacity building for communities and relevant stakeholders. The performance of CSV program realization is presented through a comparison between planned and actual expenditures, as part of the Company's commitment to transparency and accountability in the implementation of CSER.

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
PT Biro Klasifikasi Indonesia (Persero)				
1	Sertifikasi Juru Las (Welder) Welder Certification Program	590.000.000	584.200.000	99,01
	Total	**590.000.000**	**584.200.000**	**99,01**
PT Surveyor Indonesia (Persero)				
1	Pemberian & Penanaman Kopi Ciwidey Distribution & Planting of Ciwidey Coffee	50.000.000	50.000.000	100,00

No	Program Program	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
		A	B	B/A
2	Pemberian & Penanaman Kopi Rancamaya Distribution & Planting of Rancamaya Coffee	50.000.000	50.000.000	100,00
3	Pendampingan Sertifikasi Halal dan TKDN kepada pelaku usaha Assistance for Halal Certification and TKDN Compliance for Business Actors	50.000.000	50.000.000	100,00
	Total	**150.000.000**	**150.000.000**	**100,00**
PT Sucofindo (Persero)				
1	Program Pengendalian Sampah di Lingkungan Perusahaan Waste Management Program within the Company's Environment	100.000.000	100.000.000	100,00
2	Peningkatan Kapasitas UMK SME Capacity Building	400.000.000	468.965.494	117,24
3	Kegiatan Promosi, Eksibisi & Pameran Promotion, Exhibition & Fair Activities	300.000.000	263.955.525	87,99
4	Pelatihan Peningkatan Kompetensi Tenaga Kerja Usia Produktif Training Program to Improve the Competence of the Productive-Age Workforce	200.000.000	188.288.288	94,14
5	Penerapan Teknologi Ramah Lingkungan Implementation of Environmentally Friendly Technology	300.000.000	116.600.000	38,87
6	Program KDK Kantor Pusat & Cabang KDK Program at Head Office & Branches	50.000.000	-	0,00
7	Program Penghijauan & Pelestarian Lingkungan Greening and Environmental Conservation Program	100.000.000	88.608.500	88,61
8	Program Pengukuran Dampak Bantuan Assistance Impact Measurement Program	100.000.000	100.000.000	100,00
	Total	**1.550.000.000**	**1.326.417.807**	**85,58**

Secara keseluruhan, realisasi program TJSL berbasis CSV pada tahun 2024 menunjukkan tingkat pencapaian yang bervariasi antarprogram dan entitas, dengan sebagian besar program terealisasi sesuai dengan perencanaan yang telah ditetapkan. Perbedaan tingkat realisasi dipengaruhi oleh karakteristik program, ruang lingkup kegiatan, serta penyesuaian pelaksanaan terhadap kondisi operasional dan kebutuhan penerima manfaat.

Overall, the realization of CSV-based CSER programs in 2024 demonstrated varying levels of achievement across programs and entities, with the majority of programs implemented in line with the approved plans. Differences in realization levels were influenced by program characteristics, scope of activities, as well as adjustments in implementation to accommodate operational conditions and the needs of beneficiaries.

Hasil realisasi ini menjadi dasar bagi IDSurvey dalam melakukan evaluasi dan penyempurnaan perencanaan program TJSL pada periode berikutnya. Ke depan, Perusahaan akan terus mengembangkan pendekatan CSV secara lebih terstruktur, termasuk melalui peningkatan efektivitas perencanaan, pelaksanaan, dan pemantauan program, guna memastikan bahwa program TJSL memberikan manfaat yang berkelanjutan serta selaras dengan strategi bisnis dan agenda pembangunan berkelanjutan.

The results of this realization serve as a basis for IDSurvey in evaluating and refining the planning of CSER programs in subsequent periods. Going forward, the Company will continue to further develop the CSV approach in a more structured manner, including through improvements in the effectiveness of program planning, implementation, and monitoring, to ensure that CSER programs deliver sustainable benefits and remain aligned with the Company's business strategy and the sustainable development agenda.

Program Pendanaan Usaha Mikro dan Usaha Kecil

Micro and Small Business Financing Program

GRI 203-2]

Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) merupakan salah satu instrumen TJSL untuk mendukung penguatan kapasitas dan keberlanjutan pelaku usaha mikro dan kecil. Melalui program ini, Perusahaan memberikan akses pembiayaan sekaligus pendampingan kepada mitra binaan, dengan tujuan mendorong kemandirian usaha, peningkatan skala bisnis, serta kontribusi UMK terhadap pertumbuhan ekonomi yang inklusif.

The Micro and Small Business Financing Program (PUMK) is one of the Company's CSER instruments aimed at strengthening the capacity and sustainability of micro and small enterprises. Through this program, the Company provides access to financing accompanied by business mentoring for assisted partners, with the objective of promoting business independence, scaling up business operations, and enhancing the contribution of micro and small enterprises to inclusive economic growth.

Pada tahun 2024, pelaksanaan Program PUMK difokuskan pada penyaluran pembiayaan kepada mitra binaan serta pengelolaan aktivitas operasional program secara berkelanjutan. Hingga akhir tahun pelaporan, PT Biro Klasifikasi Indonesia (Persero) telah menyalurkan pendanaan PUMK kepada 725 mitra binaan yang tersebar di 11 wilayah di Indonesia, meliputi DKI Jakarta, Jawa Barat, Jawa Tengah, Jawa Timur, D.I. Yogyakarta, Kalimantan Barat, Kalimantan Timur, Sumatera Utara, Sulawesi Selatan, Sulawesi Utara, dan Ambon. Sebaran wilayah tersebut mencerminkan upaya Perusahaan dalam memperluas akses pembiayaan UMK secara merata di berbagai daerah.

In 2024, the implementation of the PUMK Program focused on the disbursement of financing to assisted partners as well as the sustainable management of the program's operational activities. As of the end of the reporting year, PT Biro Klasifikasi Indonesia (Persero) had disbursed PUMK financing to 725 assisted partners across 11 regions in Indonesia, namely DKI Jakarta, West Java, Central Java, East Java, the Special Region of Yogyakarta, West Kalimantan, East Kalimantan, North Sumatra, South Sulawesi, North Sulawesi, and Ambon. This regional distribution reflects the Company's efforts to expand equitable access to financing for micro and small enterprises across various regions.

Program Program			
Uraian Description	**RKA 2024 (Rp)** Plan (IDR)	**Realisasi 2024 (Rp)** Realization 2024 (IDR)	**% Realisasi** % Realization
	A	**B**	**B/A**
Aktivitas Operasi Operation Activity			
Pengembalian Pinjaman Mitra Binaan Repayment of Loans from Assisted MSME Partners	840.000.000	531.506.295	63,27%
Pendapatan Jasa Admin Pinjaman Loan Administration Fee Income	25.200.000	34.902.635	138,50%

Uraian Description	Program Program		
	RKA 2024 (Rp) Plan (IDR)	Realisasi 2024 (Rp) Realization 2024 (IDR)	% Realisasi % Realization
	A	B	B/A
Pendapatan Jasa Giro Interest Income from Demand Deposits	1.260.000	4.618.429	366,54%
Pendanaan Kolaborasi dengan BRI Collaborative Financing with BRI	(800.000.000)	(650.000.000)	81,25%
Beban Biaya Bank Bank Charges and Fees	–	(923.685)	–
Kas neto dari aktivitas operasi **Net Cash from Operating Activities**	**66.460.000**	**(79.896.326)**	**–120,22%**
Kas Awal Tahun Cash at Beginning of the Year	98.485.712	140.572.675	142.73%
Kas Akhir Tahun **Cash at End of the Year**	**164.945.712**	**60.676.349**	**36,79%**

Dari sisi kinerja keuangan program, realisasi pengembalian pinjaman mitra binaan pada tahun 2024 tercatat sebesar Rp531,51 juta atau 63,27% dari target RKA. Selain itu, pendapatan jasa administrasi pinjaman dan pendapatan jasa giro masing-masing terealisasi di atas target yang ditetapkan, mencerminkan aktivitas pengelolaan dana program yang berjalan secara operasional. Secara keseluruhan, dinamika arus kas PUMK menunjukkan adanya penyesuaian antara penerimaan, pengeluaran, serta kebutuhan pendanaan program selama tahun berjalan.

Selain penyaluran pembiayaan, Program PUMK juga dilengkapi dengan berbagai kegiatan pengembangan kapasitas yang difokuskan pada peningkatan akses pasar, penguatan kompetensi usaha, serta perluasan inklusivitas pelaku UMK. Selama tahun 2024, kegiatan pendukung yang dilaksanakan mencakup fasilitasi promosi dan pemasaran produk melalui bazar dan pameran, dukungan pengembangan ruang usaha UMK, peningkatan literasi dan pemanfaatan platform digital untuk UMK, serta pelatihan kewirausahaan bagi kelompok perempuan dan penyandang disabilitas. Melalui rangkaian kegiatan tersebut, Perusahaan berupaya memperkuat daya saing UMK, mendorong kemandirian usaha, serta memperluas partisipasi kelompok rentan dalam aktivitas ekonomi.

From a financial performance perspective, the realization of loan repayments from assisted partners in 2024 amounted to Rp531.51 million, representing 63.27% of the budgeted target. In addition, loan administration fee income and interest income from demand deposits were realized above the targets set, reflecting the ongoing operational management of program funds. Overall, the cash flow dynamics of the PUMK Program indicate adjustments between receipts, disbursements, and funding requirements throughout the year.

In addition to financing disbursement, the PUMK Program was complemented by various capacity-building activities focused on improving market access, strengthening business competencies, and expanding the inclusivity of micro and small enterprise participation. Throughout 2024, supporting activities included facilitation of product promotion and marketing through bazaars and exhibitions, support for the development of MSME business spaces, enhancement of digital literacy and utilization of digital platforms for MSMEs, as well as entrepreneurship training for women-led and persons-with-disabilities MSMEs. Through these initiatives, the Company seeks to enhance MSME competitiveness, promote business independence, and broaden the participation of vulnerable groups in economic activities.

Pengukuran Dampak Sosial Program TJSL

Measurement of Social Impact of CSR Programs

[GRI 203-2, 413-1] [OJK F.23]

Sebagai bagian dari upaya memastikan efektivitas dan relevansi pelaksanaan TJSL, setiap entitas melakukan pengukuran dampak sosial atas program-program TJSL yang dilaksanakan. Pengukuran dampak sosial bertujuan untuk menilai sejauh mana program memberikan manfaat bagi penerima manfaat serta berkontribusi terhadap pencapaian tujuan sosial yang telah ditetapkan.

As part of its efforts to ensure the effectiveness and relevance of CSER implementation, each entity conducts social impact measurement for the CSER programs implemented. Social impact measurement aims to assess the extent to which the programs deliver benefits to beneficiaries and contribute to the achievement of the defined social objectives.

Pendekatan pengukuran dampak sosial digunakan sebagai dasar evaluasi kinerja program TJSL, sekaligus sebagai masukan dalam penyempurnaan perencanaan dan pelaksanaan program pada periode berikutnya. Melalui pengukuran dampak sosial, Perusahaan berupaya meningkatkan akuntabilitas, transparansi, serta kualitas pengambilan keputusan dalam pengelolaan program TJSL.

The social impact measurement approach serves as a basis for evaluating the performance of CSER programs, as well as an input for improving program planning and implementation in subsequent periods. Through social impact measurement, the Company seeks to enhance accountability, transparency, and the quality of decision-making in the management of its CSER programs.

1 Pengukuran Social Return on Investment (SROI) PT Biro Klasifikasi Indonesia (Persero)

Social Return on Investment (SROI) Measurement PT Biro Klasifikasi Indonesia (Persero)

Nilai SROI SROI Score **1,83**

Program Bantuan Sarana dan Prasarana Air Bersih
Clean Water Facilities and Infrastructure Assistance Program

Program Bantuan Sarana dan Prasarana Air Bersih merupakan inisiatif TJSL yang dilaksanakan untuk meningkatkan akses masyarakat terhadap air bersih di empat desa yang berada di Kecamatan Cibungbulang, Kabupaten Bogor Barat, Jawa Barat. Program ini mencakup penyediaan dan pemasangan instalasi air bersih sebagai upaya untuk mengatasi keterbatasan akses air layak yang dihadapi oleh masyarakat setempat.

The Clean Water Facilities and Infrastructure Assistance Program was implemented to improve access to clean water in four villages located in Cibungbulang Sub-district, West Bogor Regency, West Java. The program involved the provision and installation of clean water infrastructure aimed at addressing limited access to reliable and safe water sources within the targeted communities.

Ketersediaan air bersih merupakan kebutuhan dasar yang sangat penting bagi keberlangsungan hidup, kesehatan, dan kesejahteraan masyarakat. Selain itu, air memiliki peran strategis dalam mendukung ketahanan masyarakat terhadap dampak perubahan iklim, termasuk dalam menghadapi risiko kekeringan dan degradasi lingkungan. Oleh karena itu, program ini dirancang dengan pendekatan yang berorientasi pada solusi jangka panjang melalui pengembangan infrastruktur air bersih yang efektif dan berkelanjutan.

Access to clean water represents a fundamental basic need that is essential for sustaining life and supporting public health. In addition, adequate water availability plays an important role in enhancing community resilience to climate-related challenges, including water scarcity and environmental degradation. Recognizing these interlinkages, the program was designed to provide a practical and sustainable solution to local water access issues through the development of appropriate water supply infrastructure.

Melalui pelaksanaan program ini, Perusahaan berupaya mendukung peningkatan kualitas hidup masyarakat penerima manfaat sekaligus mendorong pengelolaan sumber daya air yang lebih bertanggung jawab. Program ini juga mencerminkan komitmen Perusahaan dalam menghadirkan manfaat sosial yang terukur serta berkontribusi pada upaya pelestarian sumber daya air dan lingkungan sekitar secara berkelanjutan.

Through this initiative, the Company sought to support the long-term availability of clean water resources while contributing to improved living conditions for beneficiaries. The program also reflects an integrated approach to addressing water-related challenges by promoting sustainable water management practices that help safeguard water resources and surrounding ecosystems over time.

Nilai SROI
SROI Score **1,50**

Program Pelatihan & Sertifikasi Juru Las
Welder Training and Certification Program

Program Pelatihan dan Sertifikasi Juru Las merupakan inisiatif TJSL yang dilaksanakan untuk meningkatkan kompetensi dan kesiapan kerja tenaga terampil di bidang pengelasan. Program ini diselenggarakan di SMK Negeri 10 Semarang, Jawa Tengah, dengan sasaran peserta didik yang dipersiapkan untuk memasuki dunia kerja di sektor industri.

The Welder Training and Certification Program is a CSER initiative aimed at enhancing the competencies and job readiness of skilled workers in the welding field. The program was implemented at SMK Negeri 10 Semarang, Central Java, targeting vocational students who are being prepared to enter the industrial workforce.

Pelaksanaan program didasarkan pada kebutuhan akan tenaga juru las yang memiliki standar kompetensi yang sesuai dengan persyaratan industri. Penguasaan teknik pengelasan yang baik dan benar menjadi faktor penting dalam menjamin kualitas hasil kerja, keselamatan kerja, serta kekuatan dan keandalan sambungan las. Oleh karena itu, program ini dirancang untuk membekali peserta dengan pengetahuan, keterampilan teknis, serta sertifikasi kompetensi yang relevan.

The program was designed in response to the industry's need for certified welders who meet established competency standards. Proper welding techniques are essential to ensure product quality, occupational safety, and the strength and reliability of welded structures. Accordingly, the program provides participants with technical knowledge, practical skills, and competency certification aligned with industry requirements.

Melalui pelatihan dan sertifikasi ini, Perusahaan berupaya mendukung peningkatan kualitas sumber daya manusia vokasi, memperkuat keterkaitan antara dunia pendidikan dan industri, serta meningkatkan peluang kerja bagi lulusan. Program ini juga mencerminkan kontribusi Perusahaan dalam mendukung pengembangan tenaga kerja terampil yang dibutuhkan untuk pertumbuhan industri yang berkelanjutan.

Through this training and certification initiative, the Company seeks to support the development of vocational human capital, strengthen linkages between education and industry, and improve employment opportunities for graduates. The program also reflects the Company's contribution to the development of a skilled workforce that supports sustainable industrial growth.

Nilai SROI
SROI Score **3,43**

Program Pemberdayaan Masyarakat Pesisir melalui Pengolahan Limbah Kulit Kerang Hijau
Coastal Community Empowerment Program through Green Mussel Shell Waste Utilization

Program Pemberdayaan Masyarakat Pesisir melalui Pengolahan Limbah Kulit Kerang Hijau merupakan inisiatif TJSL yang bertujuan untuk mendukung pelestarian lingkungan pesisir sekaligus meningkatkan kesejahteraan sosial dan ekonomi masyarakat. Program ini dilaksanakan di wilayah Kalibaru, Kecamatan Cilincing, Jakarta Utara, yang menghadapi tantangan sosial-ekonomi serta permasalahan lingkungan akibat penumpukan limbah kulit kerang hijau.

The Coastal Community Empowerment through Green Mussel Shell Waste Processing Program is a CSER initiative aimed at supporting coastal environmental conservation while improving the social and economic well-being of coastal communities. The program was implemented in Kalibaru, Cilincing Sub-district, North Jakarta, an area facing socio-economic challenges as well as environmental issues related to the accumulation of green mussel shell waste.

Wilayah Cilincing memiliki keterbatasan akses terhadap lapangan kerja, pendidikan, dan infrastruktur dasar, sementara aktivitas budidaya kerang hijau menghasilkan limbah cangkang yang berpotensi mencemari lingkungan perairan apabila tidak dikelola dengan baik. Kondisi tersebut mendorong perlunya pendekatan pemberdayaan masyarakat yang tidak hanya berorientasi pada penanganan lingkungan, tetapi juga pada penciptaan peluang ekonomi alternatif yang berkelanjutan.

Cilincing experiences limited access to employment opportunities, education, and basic infrastructure, while green mussel cultivation activities generate shell waste that may contribute to environmental pollution if not properly managed. These conditions highlight the need for a community empowerment approach that addresses environmental concerns while creating sustainable alternative economic opportunities for local communities.

Melalui program ini, PT Biro Klasifikasi Indonesia (Persero) melaksanakan kegiatan pembangunan sarana produksi (workshop), pelatihan keterampilan pengolahan limbah kulit kerang hijau, pemberian akses permodalan usaha, serta penguatan kapasitas sosial dan ekonomi masyarakat. Pendekatan ini dirancang untuk mengubah limbah menjadi sumber nilai ekonomi, sekaligus meningkatkan kemandirian dan ketahanan ekonomi masyarakat pesisir secara berkelanjutan.

Through this program, PT Biro Klasifikasi Indonesia (Persero) implemented activities including the development of production facilities (workshops), skills training in green mussel shell waste processing, provision of access to business capital, and strengthening of community social and economic capacity. This approach was designed to transform waste into value-added resources, while enhancing the independence and long-term economic resilience of coastal communities.

2 Pengukuran Social Return on Investment (SROI) PT Sucofindo (Persero)

Social Return on Investment (SROI) Measurement PT Sucofindo (Persero)

Nilai SROI SROI Score **1,54**

Bantuan Optimalisasi Potensi Biogas TPA Kaligending

Biogas Optimization Support Program at Kaligending Landfill

Program Bantuan Optimalisasi Potensi Biogas TPA Kaligending merupakan bagian dari pelaksanaan TJSL PT Sucofindo (Persero) yang berfokus pada pemanfaatan energi terbarukan berbasis pengelolaan limbah. Program ini dirancang untuk mengoptimalkan pemanfaatan gas metana yang dihasilkan dari aktivitas Tempat Pembuangan Akhir (TPA), sekaligus memberikan manfaat lingkungan dan sosial bagi masyarakat di sekitar lokasi program.

The Biogas Optimization Support Program at the Kaligending Landfill forms part of PT Sucofindo (Persero)'s implementation of CSER, with a focus on the utilization of renewable energy derived from waste management activities. The program is designed to optimize the use of methane gas generated at the landfill site, while delivering environmental and social benefits to surrounding communities.

Bentuk bantuan yang diberikan dalam program ini meliputi penambahan kapasitas pemanfaatan biogas melalui pemasangan methane capture serta pengembangan jaringan distribusi biogas. Intervensi tersebut bertujuan untuk meningkatkan efisiensi pengelolaan gas metana yang sebelumnya belum dimanfaatkan secara optimal, sekaligus mengurangi potensi emisi gas rumah kaca dari aktivitas pengelolaan sampah.

The assistance provided under this program includes the expansion of biogas utilization capacity through the installation of additional methane capture systems, as well as the development of a biogas distribution network. These interventions aim to improve the efficiency of methane management that had previously not been fully utilized, while also contributing to the reduction of greenhouse gas emissions associated with landfill operations.

Melalui pengembangan jaringan distribusi biogas, program ini memberikan akses energi alternatif kepada 13 kepala keluarga (KK) di sekitar TPA Kaligending. Pemanfaatan biogas sebagai sumber energi rumah tangga berkontribusi pada pengurangan ketergantungan terhadap bahan bakar konvensional, peningkatan efisiensi biaya energi rumah tangga, serta perbaikan kualitas lingkungan. Program ini mencerminkan upaya Perusahaan dalam mengintegrasikan aspek lingkungan, sosial, dan ekonomi dalam pelaksanaan TJSL yang berdampak dan berkelanjutan.

Through the development of the biogas distribution network, the program provides access to alternative energy sources for 13 households located in the vicinity of the Kaligending Landfill. The use of biogas as a household energy source contributes to reduced reliance on conventional fuels, improved household energy cost efficiency, and enhanced environmental quality. This program reflects the Company's efforts to integrate environmental, social, and economic considerations into the implementation of CSER initiatives with sustainable and measurable impact.

3 Pengukuran Social Return on Investment (SROI) PT Surveyor Indonesia (Persero)

Social Return on Investment (SROI) Measurement PT Surveyor Indonesia (Persero)

Nilai SROI SROI Score **1,84**

Bantuan pemasangan listrik baru di Banyumas
Assistance for New Electricity Installation in Banyumas

Program ini memberikan akses listrik kepada masyarakat desa yang sebelumnya belum teraliri listrik. Keberadaan listrik tidak hanya meningkatkan kualitas hidup melalui penerangan dan rasa aman di malam hari, tetapi juga membuka peluang ekonomi baru. Warga dapat menjalankan usaha rumahan seperti menjahit, berjualan makanan, atau membuka warung kecil, yang sebelumnya tidak memungkinkan tanpa listrik. Hal ini mendorong peningkatan pendapatan dan kemandirian ekonomi masyarakat desa.

This program provides access to electricity for rural communities that were previously unelectrified. The availability of electricity not only improves quality of life by providing lighting and a sense of safety at night but also opens up new economic opportunities. Residents are now able to run home-based businesses such as tailoring, selling food, or operating small shops—opportunities that were previously impossible without electricity. This fosters increased income and promotes economic self-reliance in rural areas.

Nilai SROI SROI Score **1,74**

Bantuan Pembangunan Greenhouse di Rancamaya, Bogor
Assistance for Greenhouse Construction in Rancamaya, Bogor

Melalui pembangunan *greenhouse*, masyarakat memiliki sarana untuk mengembangkan pertanian modern berbasis hidroponik seperti budidaya selada hijau dan merah. Program ini menciptakan peluang usaha baru yang produktif dan ramah lingkungan. Keberadaan *greenhouse* membantu meningkatkan kualitas dan kuantitas hasil panen, sekaligus memberikan kontribusi nyata terhadap peningkatan kesejahteraan masyarakat melalui penghasilan tambahan yang berkelanjutan.

Through the construction of greenhouses, local communities gain access to facilities that support modern, hydroponic-based farming such as the cultivation of green and red lettuce. This program creates new, productive, and environmentally friendly business opportunities. The presence of greenhouses helps improve both the quality and quantity of crop yields, while also contributing directly to community welfare by providing a source of sustainable additional income.

Nilai SROI
SROI Score **2,80**

Bantuan Penanaman Kopi di Ciwidey dan Pelatihan Pembuatan Pupuk Organik
Coffee Planting Assistance in Ciwidey and Organic Fertilizer Training

Program ini mendukung petani lokal dalam meningkatkan produktivitas dan kualitas hasil pertanian melalui bantuan bibit kopi serta pelatihan pembuatan pupuk organik. Selain membuka peluang usaha, program ini juga memperkuat akses petani ke pasar dan meningkatkan nilai jual produk. Dampak jangka panjangnya mencakup peningkatan kesejahteraan keluarga, termasuk kemampuan untuk mendukung pendidikan anak, serta kontribusi terhadap pelestarian lingkungan melalui praktik pertanian berkelanjutan.

This program supports local farmers in enhancing the productivity and quality of their crops through the provision of coffee seedlings and training in organic fertilizer production. In addition to opening up new business opportunities, the program strengthens farmers' access to markets and increases the value of their products. Its long-term impact includes improved family welfare, such as better support for children's education, and a contribution to environmental preservation through the promotion of sustainable farming practices.

Pengaduan Masyarakat
Public Complaint

[GRI 2-25, 411-1] [OJK F.24]

IDSurvey menyediakan mekanisme pengaduan bagi masyarakat dan pemangku kepentingan untuk menyampaikan aspirasi, masukan, maupun keluhan yang berkaitan dengan pelaksanaan program TJSL serta aktivitas operasional Perusahaan. Mekanisme ini disediakan sebagai bagian dari komitmen IDSurvey dalam menerapkan tata kelola yang transparan dan akuntabel, serta memastikan adanya saluran komunikasi yang terbuka dan dapat diakses oleh pihak-pihak yang terdampak maupun berkepentingan.

IDSurvey provides a grievance mechanism for communities and stakeholders to submit aspirations, feedback, or complaints related to the implementation of CSER programs as well as the Company's operational activities. This mechanism is provided as part of IDSurvey's commitment to applying transparent and accountable governance, and to ensuring the availability of open and accessible communication channels for affected and interested parties.

Penyampaian pengaduan dan umpan balik dapat dilakukan melalui Unit TJSL pada masing-masing entitas maupun melalui saluran komunikasi resmi Perusahaan yang tersedia bagi publik. Selain itu, IDSurvey juga mendorong keterlibatan aktif masyarakat melalui kegiatan sosialisasi dan interaksi langsung dalam pelaksanaan program TJSL, guna memastikan bahwa aspirasi dan masukan dari pemangku kepentingan dapat diidentifikasi dan ditindaklanjuti secara tepat.

The submission of complaints and feedback may be carried out through the CSER Unit of each entity or through the Company's official communication channels available to the public. In addition, IDSurvey encourages active community engagement through socialization activities and direct interaction during the implementation of CSER programs, in order to ensure that stakeholder aspirations and feedback can be properly identified and followed up.

Sebagai bagian dari upaya meningkatkan kualitas keterbukaan informasi, Perusahaan juga menyediakan sarana umpan balik bagi pembaca pada bagian akhir laporan ini. Sarana tersebut dimaksudkan untuk menampung pandangan dan masukan konstruktif dari pemangku kepentingan sebagai bahan evaluasi dan penyempurnaan pelaksanaan serta pelaporan keberlanjutan Perusahaan ke depan.

As part of efforts to enhance the quality of information disclosure, the Company also provides a feedback mechanism for readers at the end of this report. This mechanism is intended to accommodate constructive views and input from stakeholders as a basis for evaluation and continuous improvement of the Company's sustainability implementation and reporting going forward.

Sepanjang tahun 2024, tidak terdapat pengaduan dari masyarakat yang berkaitan dengan dampak negatif signifikan atau pelanggaran yang memengaruhi masyarakat di sekitar wilayah operasional Perusahaan.

Throughout 2024, there are no community complaints related to significant negative impacts or violations affecting communities in the vicinity of the Company's operational areas.


DIVING BASKET
bki
ADVANCED
OFFSHORE



08

Pelayanan Berkualitas dan Berkelanjutan

Quality and Sustainable Service



Informasi Produk dan Layanan

Product and Service Information

[GRI 417-1]

IDSurvey menyediakan layanan jasa survei, inspeksi, pengujian, sertifikasi, dan konsultasi yang mencakup berbagai sektor industri. Informasi terkait produk dan layanan disampaikan kepada pelanggan secara jelas dan terstruktur, mencakup ruang lingkup layanan, standar dan metode yang digunakan, serta batasan penggunaan hasil layanan. Penyampaian informasi tersebut dikendalikan melalui prosedur dan ketentuan internal yang berlaku, sehingga memastikan konsistensi, akurasi, dan kepatuhan terhadap peraturan serta standar yang relevan.

Sebagai perusahaan jasa profesional, IDSurvey mengatur penyampaian informasi layanan dengan mengacu pada kompetensi personel, standar teknis, dan regulasi yang berlaku, serta prinsip independensi dan integritas. Informasi mengenai substansi layanan, termasuk potensi dampak sosial dan lingkungan yang relevan, disampaikan melalui dokumen resmi seperti proposal, kontrak kerja, dan laporan hasil layanan. Untuk memastikan penggunaan layanan yang aman dan tepat, perusahaan juga memberikan penjelasan mengenai tujuan, ruang lingkup, serta ketentuan pemanfaatan hasil survei, inspeksi, dan sertifikasi agar tidak digunakan di luar konteks yang telah ditetapkan.

Sebagai bentuk penerapan nyata transparansi informasi, IDSurvey mengelola media informasi perusahaan melalui website resmi, termasuk pada bagian Berita yang ada di laman idsurvey.id/id/media/news yang memuat berbagai pengumuman dan informasi terkini terkait aktivitas perusahaan Kanal ini digunakan untuk menyampaikan informasi publik seperti pengumuman lelang pengadaan jasa, kerja sama strategis, pengembangan sistem, serta kegiatan operasional dan korporasi lainnya. Penyampaian informasi melalui website ini memungkinkan pemangku kepentingan, khususnya pelanggan dan mitra kerja, untuk memperoleh akses informasi yang terbuka, terkini, dan dapat ditelusuri secara langsung.

Seluruh informasi produk dan layanan yang disampaikan kepada publik melalui website dan kanal komunikasi resmi lainnya telah melalui proses penelaahan internal guna memastikan keakuratan, kejelasan, dan kesesuaiannya dengan ketentuan yang berlaku. Pelanggan juga diberikan ruang untuk menyampaikan pertanyaan, klarifikasi, maupun keluhan terkait layanan yang diterima melalui mekanisme komunikasi yang tersedia. Pendekatan ini mendukung praktik komunikasi yang transparan sekaligus memperkuat kepercayaan pemangku kepentingan terhadap layanan IDSurvey.

IDSurvey provides survey, inspection, testing, certification, and consulting services that cover a wide range of industrial sectors. Information related to products and services is communicated to customers in a clear and structured manner, including the scope of services, the standards and methods applied, and the limitations on the use of service results. The delivery of such information is governed by applicable internal procedures and provisions to ensure consistency, accuracy, and compliance with relevant regulations and standards.

As a professional services company, IDSurvey regulates the communication of service information by referring to personnel competence, technical standards, and applicable regulations, as well as the principles of independence and integrity. Information regarding the substance of services, including relevant potential social and environmental impacts, is conveyed through official documents such as proposals, work contracts, and service result reports. To ensure the safe and appropriate use of services, the company also provides explanations regarding the purpose, scope, and terms of use of survey, inspection, and certification results so that they are not used beyond their intended context.

As a form of real implementation of information transparency, IDSurvey manages company information media through the official website, including the News section on the idsurvey.id/id/media/news page which contains various announcements and the latest information regarding company activities. This channel is used to convey public information such as procurement tender announcements, strategic partnerships, system development, as well as other operational and corporate activities. The dissemination of information through the website enables stakeholders—particularly customers and business partners—to access open, up-to-date, and traceable information directly.

All product and service information disclosed to the public through the website and other official communication channels has undergone an internal review process to ensure accuracy, clarity, and compliance with applicable provisions. Customers are also provided with channels to submit inquiries, requests for clarification, or complaints related to the services received through available communication mechanisms. This approach supports transparent communication practices while strengthening stakeholder trust in IDSurvey's services.

Melalui pengelolaan informasi yang terstruktur dan transparan, IDSurvey berupaya memastikan bahwa pelanggan dan pemangku kepentingan memperoleh informasi yang akurat, dapat diandalkan, serta mendukung praktik bisnis yang bertanggung jawab dan berkelanjutan.

Through structured and transparent information management, IDSurvey seeks to ensure that customers and stakeholders obtain accurate and reliable information, supporting responsible and sustainable business practices.

Layanan dan Fasilitas
Services and Facilities
[OJK F.17]

IDSurvey berkomitmen untuk menyediakan layanan atas produk dan/atau jasa yang setara kepada seluruh konsumen dengan mengedepankan prinsip profesionalisme, keterbukaan, dan non-diskriminasi. Komitmen ini diwujudkan melalui penerapan standar layanan yang konsisten di seluruh aktivitas pemasaran dan pelayanan pelanggan, baik yang dilakukan langsung oleh *holding* maupun melalui entitas anak. Setiap pelanggan memperoleh kesempatan yang sama untuk mengakses informasi, layanan teknis, serta mekanisme komunikasi yang tersedia, sesuai dengan kebutuhan dan karakteristik layanan yang diberikan.

IDSurvey is committed to providing equal services for products and/or services to all consumers by upholding the principles of professionalism, transparency, and non-discrimination. This commitment is realized through the consistent application of service standards across all marketing and customer service activities, whether carried out directly by the holding company or through its subsidiaries. Every customer is given equal opportunity to access information, technical services, and available communication mechanisms, in accordance with the needs and characteristics of the services provided.

Sebagai *holding* BUMN jasa survei, IDSurvey berperan dalam mengoordinasikan dan mengorkestrasi kegiatan pemasaran yang telah dilakukan oleh entitas anak. Pendekatan ini memungkinkan perusahaan untuk menjaga konsistensi pesan layanan sekaligus memperluas jangkauan pasar, termasuk melalui kerja sama dan pendekatan antar-*holding* BUMN. Melalui koordinasi tersebut, IDSurvey memastikan bahwa layanan yang ditawarkan mampu menjawab kebutuhan pelanggan dari berbagai sektor secara setara, tanpa mengurangi kekhasan kompetensi masing-masing entitas.

As a state-owned holding company for survey services, IDSurvey plays a role in coordinating and orchestrating marketing activities conducted by its subsidiaries. This approach enables the company to maintain consistency in service messaging while expanding market reach, including through cooperation and cross-holding initiatives among state-owned enterprises. Through this coordination, IDSurvey ensures that the services offered are able to meet the needs of customers across various sectors in an equitable manner, without diminishing the unique competencies of each entity.

Dalam pelaksanaan kegiatan pemasaran dan hubungan dengan pelanggan, IDSurvey mulai mengintegrasikan prinsip-prinsip keberlanjutan dan ESG secara bertahap. Salah satu bentuk implementasi yang telah dilakukan adalah penggunaan souvenir ramah lingkungan, seperti tumbler, dalam kegiatan pameran dan pertemuan dengan klien sebagai upaya mengurangi penggunaan plastik sekali pakai. Inisiatif ini sekaligus menjadi sarana sosialisasi nilai keberlanjutan kepada pelanggan dan mitra kerja, serta mencerminkan komitmen perusahaan dalam mendukung praktik bisnis yang lebih bertanggung jawab terhadap lingkungan.

In carrying out marketing activities and managing customer relationships, IDSurvey has gradually begun to integrate sustainability and ESG principles. One form of implementation that has been undertaken is the use of environmentally friendly souvenirs, such as tumblers, at exhibitions and client meetings as an effort to reduce single-use plastic consumption. This initiative also serves as a medium to socialize sustainability values to customers and business partners, while reflecting the company's commitment to supporting more environmentally responsible business practices.

Selain aspek layanan dan pemasaran, IDSurvey juga memberikan perhatian pada pengelolaan dan keamanan data pelanggan sebagai bagian dari fasilitas pendukung layanan. Perusahaan sedang mengembangkan sistem *Customer Relationship Management* (CRM) yang akan mengintegrasikan data pelanggan dari seluruh entitas anak.

In addition to service and marketing aspects, IDSurvey also pays attention to customer data management and security as part of its service-supporting facilities. The company is currently developing a Customer Relationship Management (CRM) system that will integrate customer data from all subsidiaries.

Sistem ini dirancang dengan pengaturan tingkat akses dan pengamanan data yang jelas, sehingga hanya pihak yang berwenang yang dapat melihat, mengelola, dan menggunakan informasi pelanggan. Pengembangan CRM terintegrasi ini ditujukan untuk meningkatkan kualitas layanan, efisiensi pengelolaan data, serta perlindungan terhadap kerahasiaan informasi pelanggan.

This system is designed with clear access controls and data security arrangements, ensuring that only authorized parties are able to view, manage, and use customer information. The development of this integrated CRM is intended to improve service quality, enhance data management efficiency, and protect the confidentiality of customer information.

Melalui penyediaan layanan yang setara, fasilitas pendukung yang memadai, serta penguatan aspek keberlanjutan dan keamanan data, IDSurvey berupaya memastikan bahwa produk dan jasa yang diberikan dapat memenuhi beragam kebutuhan konsumen secara adil, bertanggung jawab, dan berkelanjutan.

Through the provision of equal services, adequate supporting facilities, and the strengthening of sustainability and data security aspects, IDSurvey seeks to ensure that the products and services delivered are able to meet diverse consumer needs in a fair, responsible, and sustainable manner.

Penanganan Pengaduan Pelanggan

Customer Complaint Handling

[GRI 2-25, 417, 418] [OJK F.24]

IDSurvey memandang penanganan pengaduan pelanggan sebagai bagian penting dari pengelolaan hubungan pelanggan dan peningkatan kualitas layanan secara berkelanjutan. Meskipun IDSurvey berperan sebagai *holding* dan tidak berinteraksi langsung dengan pelanggan pada tingkat operasional proyek, perusahaan tetap mengatur kerangka pengelolaan pelanggan dan pengaduan secara strategis untuk memastikan konsistensi, akuntabilitas, dan perlindungan kepentingan pelanggan di seluruh entitas anak. Pada periode pelaporan, IDSurvey masih menggunakan Pedoman Survei Kepuasan Pelanggan dan Pedoman Pengelolaan Pelanggan yang telah ditetapkan sebelumnya, sekaligus menyiapkan pembaruan kebijakan yang disahkan pada tahun 2025. Pembaruan tersebut merupakan bagian dari inisiatif strategis *Go To Market* yang bertujuan menyelaraskan pendekatan pengelolaan pelanggan dan penanganan pengaduan di seluruh entitas anak, sehingga hasil pengukuran dan tindak lanjutnya dapat diintegrasikan pada tingkat *holding*.

IDSurvey views the handling of customer complaints as an important part of customer relationship management and the continuous improvement of service quality. Although IDSurvey acts as a holding company and does not interact directly with customers at the operational project level, the company continues to establish a strategic framework for customer and complaint management to ensure consistency, accountability, and the protection of customer interests across all subsidiaries. During the reporting period, IDSurvey continued to apply the previously established Customer Satisfaction Survey Guidelines and Customer Management Guidelines, while also preparing updated policies that were approved in 2025. These updates form part of the strategic Go To Market initiative aimed at aligning customer management and complaint handling approaches across all subsidiaries, so that measurement results and follow-up actions can be integrated at the holding level.

Dalam pengelolaan umpan balik dan pengaduan, IDSurvey mengoordinasikan pengumpulan data kepuasan pelanggan yang dilaksanakan oleh masing-masing entitas anak. Metodologi penentuan jumlah responden survei mengacu pada pendekatan statistik yang lazim digunakan, seperti metode Slovin atau tabel Krejcie & Morgan, yang masih relevan dan direncanakan untuk distandarisasi pada seluruh entitas di tahun berikutnya. Pada Tahun Buku 2024, pengelolaan data kepuasan pelanggan difokuskan pada pengumpulan dan validasi hasil survei, sementara tindak lanjut perbaikan direncanakan untuk dilaksanakan secara bertahap seiring penguatan peran *holding* dalam pengelolaan pelanggan.

In managing customer feedback and complaints, IDSurvey coordinates the collection of customer satisfaction data conducted by each subsidiary. The methodology for determining the number of survey respondents refers to commonly used statistical approaches, such as the Slovin method or the Krejcie & Morgan table, which remain relevant and are planned to be standardized across all entities in the following year. In the 2024 financial year, customer satisfaction data management focused on the collection and validation of survey results, while corrective follow-up actions are planned to be implemented gradually in line with the strengthening of the holding's role in customer management.

Terkait pengaduan pelanggan, IDSurvey menyediakan kanal komunikasi dasar berupa email dan media komunikasi resmi lainnya sebagai sarana penyampaian keluhan yang bersifat manajerial atau strategis. Pengaduan yang diterima di tingkat *holding* akan dicatat dan ditelaah, kemudian diteruskan kepada entitas anak terkait untuk ditindaklanjuti sesuai dengan kewenangan dan ruang lingkup operasional masing-masing. Pendekatan ini memastikan bahwa setiap keluhan ditangani oleh pihak yang paling relevan, sekaligus tetap berada dalam kerangka pengawasan dan koordinasi *holding*.

With regard to customer complaints, IDSurvey provides basic communication channels in the form of email and other official communication media as avenues for submitting complaints of a managerial or strategic nature. Complaints received at the holding level are recorded and reviewed, and subsequently forwarded to the relevant subsidiary for follow-up in accordance with the authority and operational scope of each entity. This approach ensures that each complaint is handled by the most appropriate party, while remaining within the framework of holding-level oversight and coordination.

Kontak Perusahaan
Contact

Alamat Address
Kantor Pusat - Divisi Pemasaran Korporat
Head Office - Corporate Marketing Division

Telepon Telephone : (+62) 811-1612-1612
Email E-mail : marketing@idsurvey.co.id
Situs Web Website : www.idsurvey.co.id

Sepanjang tahun 2024, IDSurvey tidak mengalami insiden atau pelanggaran yang terkait dengan ketidakpatuhan terhadap ketentuan informasi produk, pelabelan, maupun komunikasi pemasaran. [GRI 417-2, 417-3]

Throughout 2024, IDSurvey did not experience any incidents or violations related to non-compliance with product information, labeling, or marketing communications requirements. [GRI 417-2, 417-3]

Ke depan, IDSurvey merencanakan pengembangan mekanisme pelaporan pengaduan pelanggan yang lebih terintegrasi di tingkat grup. Mekanisme ini diharapkan dapat menjadi wadah pengelolaan keluhan yang bersifat lintas entitas dan strategis, tanpa menggantikan kanal pengaduan operasional yang telah dimiliki oleh masing-masing entitas anak. Seluruh proses penanganan pengaduan dilakukan dengan memperhatikan prinsip kerahasiaan data pelanggan serta kepatuhan terhadap kebijakan internal dan peraturan perundang-undangan yang berlaku. Melalui penguatan kerangka pengelolaan pengaduan pelanggan ini, IDSurvey berupaya memastikan bahwa suara pelanggan dapat diakomodasi secara sistematis, menjadi dasar evaluasi kinerja layanan, serta mendukung peningkatan kualitas layanan yang konsisten dan berkelanjutan di tingkat grup.

Going forward, IDSurvey plans to develop a more integrated customer complaint reporting mechanism at the group level. This mechanism is expected to serve as a platform for managing cross-entity and strategic complaints, without replacing the operational complaint channels already in place at each subsidiary. All complaint handling processes are carried out with due regard to customer data confidentiality and compliance with applicable internal policies and laws and regulations. Through the strengthening of this customer complaint management framework, IDSurvey seeks to ensure that customer feedback is systematically accommodated, serves as a basis for evaluating service performance, and supports consistent and sustainable service quality improvement at the group level.

Kepuasan dan Keterikatan Pelanggan

Customer Satisfaction and Engagement

[GRI 418-1] [OJK F.30]

IDSurvey memandang kepuasan pelanggan sebagai indikator penting untuk menilai kualitas layanan jasa yang diberikan oleh masing-masing entitas dalam grup. Pada periode pelaporan, pengukuran kepuasan pelanggan dilaksanakan secara mandiri oleh entitas anak, yaitu PT Biro Klasifikasi Indonesia (Persero) , PT Surveyor Indonesia (Persero), dan PT Sucofindo (Persero), dengan mengacu pada pedoman survei kepuasan pelanggan yang berlaku di masing-masing perusahaan. Pendekatan ini memungkinkan setiap entitas menangkap persepsi pelanggan secara lebih relevan sesuai karakteristik layanan dan segmen pengguna jasa yang dilayani.

Hasil survei kepuasan pelanggan dari masing-masing entitas kemudian dihimpun dan ditelaah di tingkat *holding* sebagai bahan pemantauan kinerja layanan secara keseluruhan. Penyajian hasil dalam laporan keberlanjutan ini difokuskan pada nilai atau indikator utama kepuasan pelanggan per entitas, dengan tetap memperhatikan prinsip kerahasiaan data pelanggan dan informasi yang bersifat sensitif. Melalui pengungkapan ini, IDSurvey berupaya memberikan gambaran yang transparan mengenai kinerja layanan di tingkat grup, sekaligus menjadikan hasil survei sebagai dasar evaluasi dan perbaikan berkelanjutan ke depan.

IDSurvey views customer satisfaction as an important indicator for assessing the quality of services provided by each entity within the group. During the reporting period, customer satisfaction measurements were conducted independently by the subsidiaries PT Biro Klasifikasi Indonesia (Persero) , PT Surveyor Indonesia (Persero), and PT Sucofindo (Persero) by referring to the customer satisfaction survey guidelines applicable at each respective company. This approach enables each entity to capture customer perceptions in a manner that is more relevant to the characteristics of the services and user segments they serve.

The customer satisfaction survey results from each entity are then compiled and reviewed at the holding level as material for monitoring overall service performance. The presentation of results in this sustainability report focuses on the key customer satisfaction scores or indicators for each entity, while maintaining due regard for customer data confidentiality and sensitive information. Through this disclosure, IDSurvey seeks to provide a transparent overview of service performance at the group level, while also using the survey results as a basis for evaluation and continuous improvement going forward.

Survei Kepuasan Pelanggan Customer Satisfaction Survey	**2024**	**2023**	**2022**	**2021**
PT SI	87,30	87,16	87,15	86,77
PT SCI	91,07	88,97	87,66	87,82
PT BKI	85,95	85,93	81,34	80,09


bki
bki
42
46



09

Lampiran

Attachment



Indeks SEOJK No. 16/SEOJK.04/2021

SEOJK No. 16/SEOJK.04/2021 Index

[OJK G.4]

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Indeks GRI Universal Standards 2021

Universal GRI Standards Index 2021

Pernyataan Penggunaan Statement of use	PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) telah melaporkan dengan merujuk pada Standar GRI untuk periode 1 Januari 2024 - 31 Desember 2024. PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) has reported with reference to the GRI Standards for the period 1 Januari 2024 - 31 Desember 2024.
GRI 1	GRI 1: Foundation 2021
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	202-2	Proporsi perekrutan pengelolaan senior dari komunitas lokal Proportion of senior management hired from the local community				
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GRI 301 Material 2016 Materials 2016	301-1	Penggunaan bahan per berat atau volume Materials used by weight or volume	182			
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	301-3	Produk yang dibangun kembali dan bahan kemasan Reclaimed products and their packaging materials			Tidak Berlaku Not Applicable	Bisnis IDSurvey tidak menghasilkan produk. IDSurvey business does not produce products.
Energi Energy						
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	416-2	Penilaian dampak kesehatan dan keselamatan berdasarkan kategori produk dan layanan Operations and suppliers at significant risk for incidents of forced or compulsory labor			Tidak Berlaku Not Applicable	Produk dan Layanan IDSurvey tidak berpengaruh pada kesehatan dan keselamatan pelanggan. IDSurvey Products and Services do not impact the health and safety of customers.
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Lembar Umpan Balik

Feedback Sheet

[OJK G.2]

Terima kasih atas kesediaan Bapak/Ibu/Saudara untuk membaca Laporan Keberlanjutan IDSurvey Tahun Buku 2024. Untuk meningkatkan kualitas dan transparansi pengungkapan kinerja keberlanjutan, serta sebagai bahan penyempurnaan laporan pada periode selanjutnya, kami mengharapkan Bapak/Ibu/Saudara berkenan memberikan masukan melalui Lembar Umpan Balik yang telah disediakan dan menyampaikannya kembali kepada kami.

Thank you for taking the time to read the IDSurvey Sustainability Report for the 2024 Financial Year. To enhance the quality and transparency of our sustainability performance disclosures, and to support the continuous improvement of future reports, we kindly invite you to provide your feedback through the Feedback Form provided and return it to us.

Profil Pembaca
Reader Profile

Nama Lengkap : _____
Full Name

Nama Institusi/Perusahaan : _____
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Email : _____

Identifikasi Kelompok Pemangku Kepentingan (pilih salah satu):
Stakeholder Group Identification (choose one):

- ☐ Pemegang Saham / Shareholders
- ☐ Pegawai / Employee
- ☐ Pelanggan / Costumer
- ☐ Mitra Kerja / Business Partners
- ☐ Lain-lain, mohon sebutkan: / Others, please specify: _____

1. Laporan Keberlanjutan ini mudah dimengerti
   This Sustainability Report is easy to understand

   ☐ Tidak Setuju / Disagree ☐ Netral / Neutral ☐ Setuju / Agree

2. Laporan ini sudah menggambarkan informasi aspek material Perusahaan, baik dari sisi positif dan negatif
   This report has described the Company's material aspects, both positive and negative

   ☐ Tidak Setuju / Disagree ☐ Netral / Neutral ☐ Setuju / Agree

3. Topik Material apa yang paling penting bagi Anda:
(nilai 1 - paling tidak penting ; nilai 5 - paling penting)
Material topics that are the most important for you:
(point 1 - least important ; point 5 - most important)

Kepuasan Pelanggan Customer Satisfaction	(	)
Etika Bisnis & Anti Korupsi Business Ethics & Anti-Corruption	(	)
Diversity, Equity, & Inclusion / Kesetaraan Diversity, Equity, & Inclusion	(	)
Inovasi Jasa Layanan Inspeksi Inspection Services Innovation	(	)
Kualitas Pendidikan / Pengembangan SDM Human Capital Development	(	)
Strategi Perubahan Iklim Climate Change Strategy	(	)
Komunitas Lokal / Masyarakat Lokal Local Community	(	)

4. Mohon berikan saran/usul/komentar Bapak/Ibu atas Laporan ini:
Please provide your suggestions/inputs/comments for this Report:

Mohon kirimkan kembali lembar umpan balik ini kepada:
Please send this feedback form to:

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)

Kantor Pusat IDSurvey
IDSurvey Headquarter
WRT Tower (Waskita Rajawali Tower) Lantai 3, Jalan MT Haryono Kav. 12-13, Jatinegara, Jakarta Timur, DKI Jakarta 13330

Telepon : +62811-1612-1612
Email : info@idsurvey.co.id
Situs Web : www.idsurvey.co.id

2024

Laporan Keberlanjutan

Sustainability Report



PT INSPEKSI SERTIFIKASI DAN SURVEY INDONESIA (PERSERO)

WRT Tower (Waskita Rajawali Tower)
Lantai 3, Jalan MT Haryono Kav. 12-13,
Jatinegara, Jakarta Timur, DKI Jakarta 13330

+62811-1612-1612
info@idsurvey.co.id

www.idsurvey.co.id