Danantara Indonesia

ID Survey
Testing · Inspection · Certification

Laporan Keberlanjutan
Sustainability Report
2025



Transforming Assurance for Sustainability Excellence

Mentransformasi Penjaminan untuk Keunggulan Berkelanjutan



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Kesinambungan Tema
Theme Continuity



2025
Transforming Assurance for Sustainable Excellence
Mentransformasikan Penjaminan untuk Keunggulan Berkelanjutan

Di tengah tantangan global seperti perubahan iklim dan dinamika industri yang terus berkembang, sepanjang 2025 IDSurvey terus menciptakan nilai ekonomi sekaligus memperkuat peran perusahaan dalam memastikan standar kualitas dan keselamatan bagi lingkungan serta masyarakat melalui inovasi bisnis dan penguatan tata kelola korporasi. Hal ini sebagai wujud dari komitmen kami sebagai grup penjaminan terintegrasi kelas dunia melalui strategi transformasi yang inklusif dan berkelanjutan.

Amidst global challenges such as climate change and evolving industry dynamics, throughout 2025, IDSurvey has continued to create economic value while strengthening its role in ensuring quality and safety standards for the environment and society through business innovation and reinforced corporate governance. This stands as a realization of our commitment as a world-class integrated assurance group through inclusive and sustainable transformation strategies.

Inovasi dalam layanan *assurance* dan pembaruan operasional terus kami dorong sebagai fondasi strategis untuk memperkuat integrasi kapabilitas TICCC (*Testing, Inspection, Certification, Consultation, and Classification*) nasional. Melalui tema "***Transforming Assurance for Sustainable Excellence***", kami mengintegrasikan teknologi terkini dan digitalisasi dalam sistem kerja yang adaptif, guna mendukung pengambilan keputusan yang berorientasi pada keberlanjutan jangka panjang. Transformasi ini bukan sekadar peningkatan daya saing global, melainkan langkah nyata dalam menjawab tantangan efisiensi sumber daya dan praktik bisnis yang bertanggung jawab melalui pengelolaan yang menyeluruh di berbagai aspek perusahaan.

Dengan menjadikan keberlanjutan sebagai dasar pertumbuhan, kami siap melangkah sebagai mitra terpercaya yang andal dan inovatif. Kami senantiasa membangun hubungan yang terbuka dengan para pemangku kepentingan untuk memberikan nilai tambah yang berdampak nyata, selaras dengan visi Perusahaan untuk menjadi *World Class Indonesia Integrated Assurance Group*. Bagi kami, transformasi penjaminan adalah kunci untuk memastikan masa depan industri yang lebih tangguh dan seimbang bagi generasi mendatang.

We continue to drive innovation in assurance services and operational updates as a strategic foundation to strengthen the integration of national TICCC (Testing, Inspection, Certification, Consultation, and Classification) capabilities. Under the theme "**Transforming Assurance for Sustainable Excellence**", we are integrating the latest technology and digitalization into adaptive work systems to support decision-making oriented toward long-term sustainability. This transformation is not merely an increase in global competitiveness, but a concrete step in addressing resource efficiency challenges and responsible business practices through comprehensive management across various aspects of the company.

By making sustainability the foundation of our growth, we are ready to move forward as a reliable and innovative trusted partner. We consistently build open relationships with stakeholders to provide value-added results with tangible impact, aligned with the Company's vision to become a World Class Indonesia Integrated Assurance Group. For us, transforming assurance is the key to ensuring a more resilient and balanced industrial future for generations to come

2024

Transforming Assurance for Sustainable Excellence

Mentransformasikan Penjaminan untuk Keunggulan Berkelanjutan

Tahun 2024, IDSurvey, sebagai perusahaan *holding* yang bergerak di industri 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 TICCC nasional yang andal, adaptif, dan siap bersaing di tingkat global.

In 2024, IDSurvey, as a holding company operating in the Testing, Inspection, and Certification (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 TICCC group.

Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Highlight

Ikhtisar Kinerja Ekonomi
Economic Performance Highlight
[OJK B.1, F.3]

Kontribusi Pendapatan per Segmen Jasa
Revenue Contribution by Service Segment
[OJK B.1.a]

Minyak, Gas dan Energi
Oil, Gas, and Energy

2025	2024
1.783.969	1.747.164
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Mineral dan Batubara
Mineral and Coal

2025	2024
1.582.676	1.630.774
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Transportasi dan Logistik
Transportation and Logistics

2025	2024
1.001.773	900.916
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Teknologi, Infrastruktur & Properti
Technology, Infrastructure & Property

2025	2024
859.767	518.482
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Sertifikasi Sistem dan Produk
System and Product Certification

2025	2024
622.798	458.074
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Pemerintah
Government

2025	2024
435.788	680.240
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Laboratorium
Laboratories

2025	2024
418.292	477.754
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Perindustrian
Industry

2025	2024
354.499	440.996
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Pertanian, Pangan, Kehutanan, Kelautan & Perikanan
Agriculture, Food, Forestry, Maritime & Fisheries

2025	2024
187.752	80.638
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Perdagangan
Trading

2025	2024
276.966	201.633
Juta Rupiah / *Million IDR*	Juta Rupiah / *Million IDR*

Jumlah Pendapatan Usaha *Total Revenue*	2025	2024	
	7.524.280	7.136.670	Juta Rupiah / *Million IDR*

Pendapatan Usaha [OJK B.1.1] *Business Revenue*	2025	7.524.280	2024	7.136.670	**Juta Rupiah** *Million IDR*
Laba Tahun Berjalan [OJK B.1.C] *Income for the Year*	2025	982.762	2024	985.254	**Juta Rupiah** *Million IDR*

Layanan Jasa Ramah Lingkungan

Green Business Services

[OJK B.1.d][OJK F.3]

Bisnis Hijau
Powered by IDSurvey

Pada tahun 2025, IDSurvey resmi meluncurkan **Green Business Services** sebagai komitmen nyata dalam mendukung keberlanjutan di seluruh rantai nilai industri. Layanan ini mencakup jasa *Testing, Inspection, Certification, Consultation, and Classification* (TICCC) yang dirancang untuk membantu perusahaan meminimalkan dampak lingkungan, mengoptimalkan efisiensi sumber daya, serta mengintegrasikan prinsip *Environmental, Social, and Governance* (ESG) ke dalam operasional bisnis.

Green Business IDSurvey adalah serangkaian jasa TICCC yang berfokus pada upaya pemulihan serta mitigasi kerusakan lingkungan di seluruh lini sektor industri. Portofolio ini dikelompokkan ke dalam **19 Kluster Jasa Bisnis Hijau:**

Officially launched in 2025, IDSurvey's **Green Business Services** reflect a firm commitment to embedding sustainability throughout the industrial value chain. Covering Testing, Inspection, Certification, Consultation, and Classification (TICCC), these services enable organizations to reduce environmental impacts, improve resource efficiency, and incorporate Environmental, Social, and Governance (ESG) principles into core operations.

Defined as a suite of TICCC solutions centered on environmental restoration and mitigation across all sectors, IDSurvey's Green Business portfolio is organized into **19 Green Business Service Clusters:**

- Konsultasi ESG
  ESG Consultancy
- Laporan Keberlanjutan & ESG
  Sustainability & ESG Report
- Konsultasi & Laporan SDG
  SDG Report & Consultancy
- Konsultasi Carbon/Net Zero Emission
  Carbon/Net Zero Emission Consultancy
- Konsultasi Pengembangan Masyarakat
  Community Development Consultancy
- Bahan Bakar Berkelanjutan & Bahan Bakar Alternatif
  Sustainable Fuel & Alternative Fuel
- Konsultansi Ketertelusuran
  Traceability Consultancy
- Keuangan Berkelanjutan
  Sustainable Finance
- Konsultasi Risiko Iklim
  Climate Risk Consultancy
- Pihak Eksternal untuk Ekuitas Hijau
  Green Equity External Party Reviewer
- Brokerasi Karbon & Sertifikat Energi Terbarukan (REC)
  Carbon & Renewable Energy Certificate (REC) Brokerage
- Laporan TJSL (Tanggung Jawab Sosial dan Lingkungan Perusahaan)
  CSER (Corporate Social and Environment Responsibility) Report
- Konsultasi/Kajian Dokumen Lingkungan
  Environmental Document Studies & Consultancy
- Audit dan Sertifikasi Lingkungan
  Environmental Audit & Certification
- Verifikasi/Validasi Emisi Gas Rumah Kaca
  Greenhouse Gas (GHG) Validation & Verification
- Platform Digital Hijau
  Green Digital Platform
- Pariwisata Berkelanjutan
  Sustainable Tourism
- Manajemen Limbah
  Waste Management

Jumlah Pemasok Lokal (Orang/Perusahaan)

Number of Local Suppliers (People/Company)

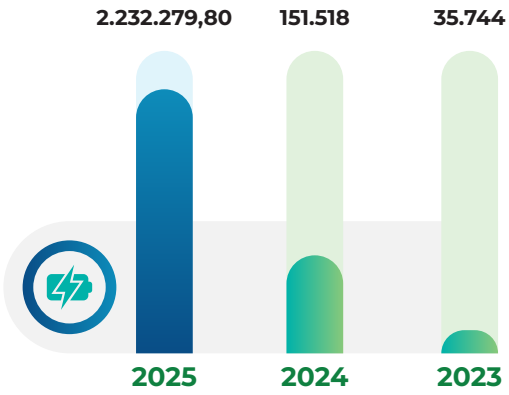
[OJK B.1.e]

Keterangan *Description*	2025	2024	2023
Proporsi Vendor Lokal PT Biro Klasifikasi Indonesia (Persero) *Proportion of Local Vendors PT Biro Klasifikasi Indonesia (Persero)*			
Vendor Barang/Jasa *Goods/Services Vendors*	189	75	75
Vendor Barang/Jasa Lokal *Local Goods/Services Vendors*	186	73	74
Persentase ***Percentage***	**98,41%**	**97,33%**	**98,67%**
Proporsi Vendor Lokal PT SUCOFINDO (Persero) *Proportion of Local Vendors PT SUCOFINDO (Persero)*			
Vendor Barang/Jasa *Goods/Services Vendors*	155	539	453
Vendor Barang/Jasa Lokal *Local Goods/Services Vendors*	155	539	452
Persentase ***Percentage***	**100%**	**100%**	**99,78%**
Proporsi Vendor Lokal PT Surveyor Indonesia (Persero) *Proportion of Local Vendors PT Surveyor Indonesia (Persero)*			
Vendor Barang/Jasa *Goods/Services Vendors*	568	525	586
Vendor Barang/Jasa Lokal *Local Goods/Services Vendors*	554	525	584
Persentase ***Percentage***	**97,54%**	**100%**	**99,66%**

Ikhtisar Kinerja Lingkungan

Environmental Performance Highlight

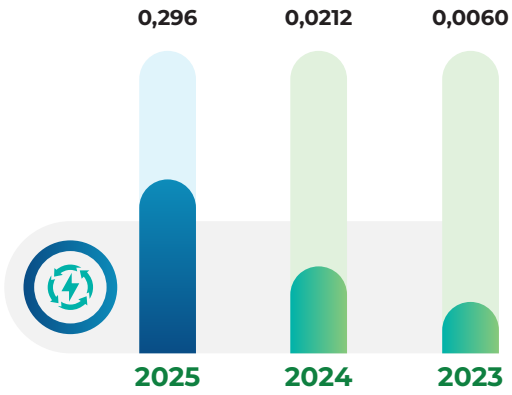
[OJK B.2]



Total Konsumsi Energi (Gigajoule)

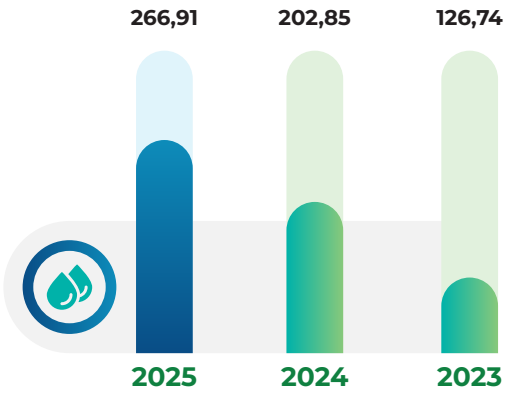
Total Energy Consumption (Gigajoule)

[OJK B.2.a]



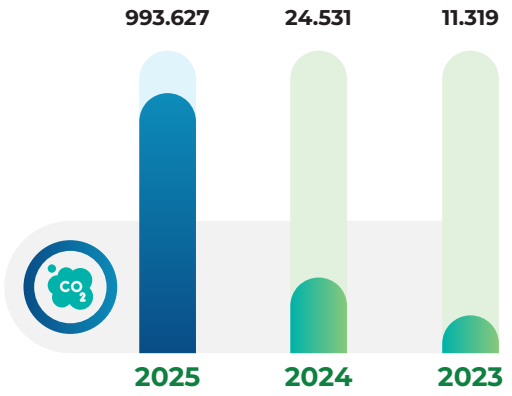
Intensitas Energi (Gigajoule/Pendapatan)

Energy Intensity (Gigajoule/Revenue)



Penggunaan Air (Megaliter)

Amount of Water Consumption (Megaliter)



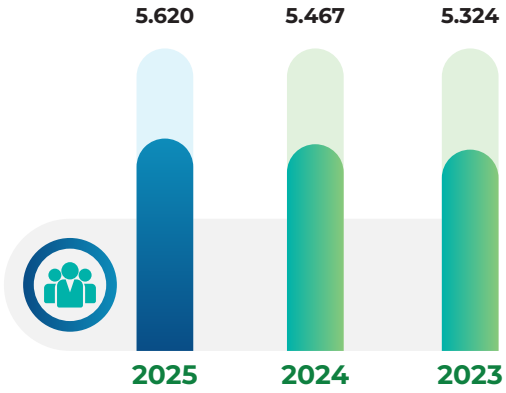
Total Emisi GRK (Ton CO_2eq)

Total GHG Emissions (Ton CO_2eq)

Ikhtisar Kinerja Sosial

Social Performance Highlight

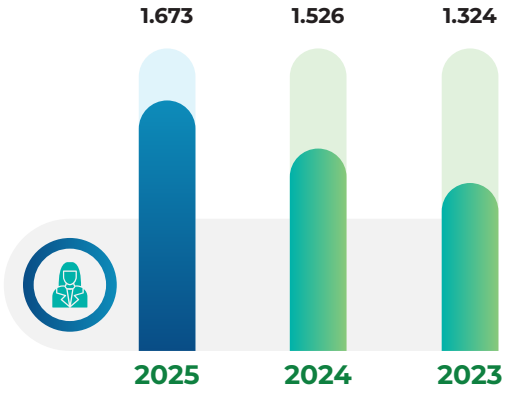
[OJK B.3]



Jumlah Karyawan*

*Number of Employees**

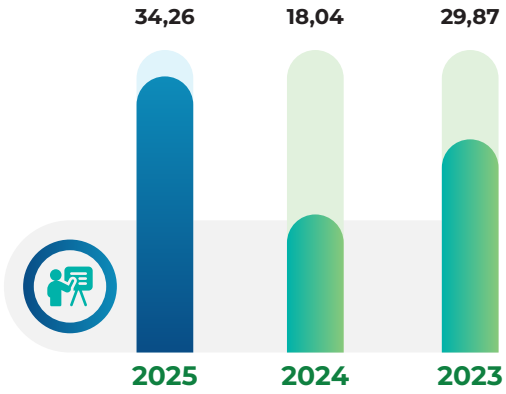
Catatan :*Perusahaan dan entitas anak (Grup)
Notes :*The Company and its subsidiaries (Group)



Jumlah Karyawan Perempuan*

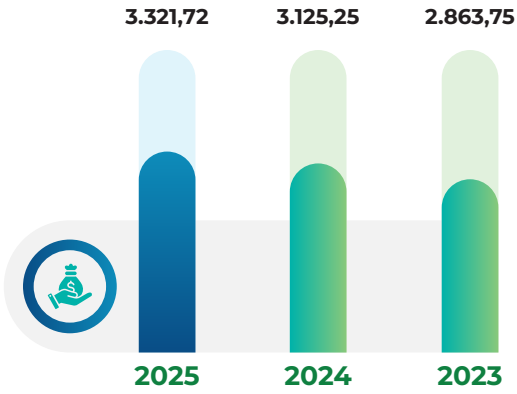
*Number of Female Employees**

Catatan :*Perusahaan dan entitas anak (Grup)
Notes :*The Company and its subsidiaries (Group)



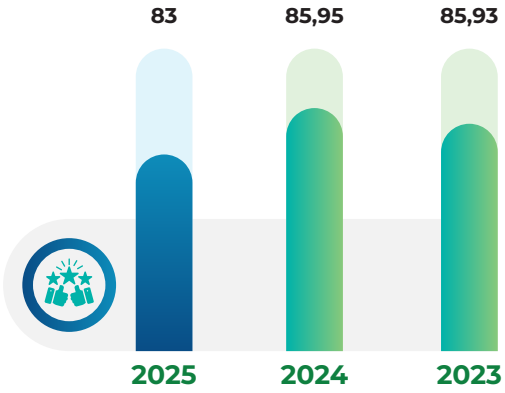
Rata-Rata Jam Pelatihan per Karyawan

Average Training Hours per Employee



Realisasi Penyaluran Dana Program PUMK (Rp Juta)

Fund Disbursement Realization for MSE Funding Program (Rp Million)



Indeks Kepuasan Pelanggan*

*Customer Satisfaction Index**

Catatan:

*Nilai Survei Kepuasan Pelanggan 2025 mencakup seluruh entitas IDSurvey Group, sedangkan nilai tahun 2022–2024 hanya mencerminkan hasil pengukuran PT BKI selaku *operational holding*.

Notes:

*The 2025 Customer Satisfaction Survey score covers all entities within the IDSurvey Group, whereas the 2022–2024 scores reflect only PT BKI's results as the operational holding company.

Dampak Terhadap Masyarakat
Impact on the Community







Penerapan Keuangan Berkelanjutan oleh IDSurvey menghasilkan dampak positif yang dominan bagi masyarakat dan lingkungan. Terhadap masyarakat, kehadiran Perusahaan mendorong penciptaan lapangan kerja, peningkatan kompetensi tenaga kerja, serta pemberdayaan usaha mikro dan kecil melalui program prioritas dan Pendanaan Usaha Mikro dan Kecil (PUMK). Terhadap daerah, IDSurvey menjalankan inisiatif lingkungan di wilayah operasional, antara lain penyediaan air siap minum, rehabilitasi *mangrove*, dan pengurangan sampah plastik. Terhadap penyaluran dana, IDSurvey Group menyalurkan realisasi TJSL senilai Rp46,15 miliar (Rp46.149.050.435) pada tahun 2025 yang mencakup pilar sosial, ekonomi, lingkungan, serta hukum dan tata kelola; sebagai *holding* jasa survei, inspeksi, pengujian, dan sertifikasi, layanan verifikasi, validasi, dan sertifikasi keberlanjutan Perusahaan sekaligus menjadi *enabler* bagi ekosistem keuangan berkelanjutan nasional. Potensi dampak negatif relatif terbatas, mencakup jejak emisi dari mobilitas operasional yang tinggi, konsentrasi manfaat pada wilayah ring-1, serta variasi penyerapan anggaran antarprogram. Untuk meminimalkan dampak tersebut, Perusahaan menerapkan kerangka ISO 26000 dan penyelarasan dengan Tujuan Pembangunan Berkelanjutan, pengukuran dampak sosial melalui *Social Return on Investment* (SROI), inisiatif lingkungan sebagai penyeimbang jejak operasional, serta mekanisme pengaduan masyarakat berbasis identifikasi akar masalah dan tindak lanjut lintas fungsi.

The implementation of Sustainable Finance by IDSurvey generates predominantly positive impacts for communities and the environment. For community, the Company's presence drives job creation, workforce capacity building, and the empowerment of micro and small enterprises through priority programs and Micro and Small Enterprise Funding (PUMK). For places, IDSurvey carries out environmental initiatives in its operational areas, including the provision of ready-to-drink water, mangrove rehabilitation, and plastic waste reduction. For fund distribution, IDSurvey Group disbursed CSER realization worth IDR 46.15 billion (IDR 46,149,050,435) in 2025 across the social, economic, environmental, and legal and governance pillars; as a holding company in survey, inspection, testing, and certification services, the Company's sustainability verification, validation, and certification services also act as an enabler for the national sustainable finance ecosystem. Potential negative impacts are relatively limited, comprising the emission footprint of high operational mobility, the concentration of benefits in ring-1 areas, and variations in budget absorption across programs. To minimize these impacts, the Company applies the ISO 26000 framework and alignment with the Sustainable Development Goals, measures social impact through Social Return on Investment (SROI), implements environmental initiatives to offset its operational footprint, and operates a community grievance mechanism based on root-cause identification and cross-functional follow-up.

Peristiwa Penting 2025
Significant Event 2025

Peristiwa Penting IDSurvey 2025
IDSurvey Significant Event 2025



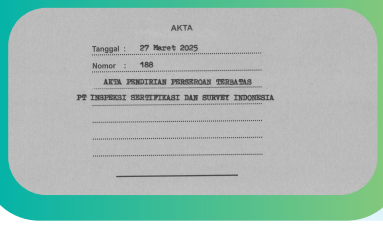
6 Februari 2025
February 6, 2025

Sharing Series IDSurvey Oleh Wakil Menteri BUMN
IDSurvey Sharing Series by the Vice Minister of SOEs



6 Februari 2025
February 6, 2025

Wujudkan Transportasi Laut Berkualitas Pelni Teken Nota Kesepahaman dengan BKI
Pelni Signs a Memorandum of Understanding with BKI to Realize Quality Maritime Transportation


AKTA

Tanggal : 27 Maret 2025

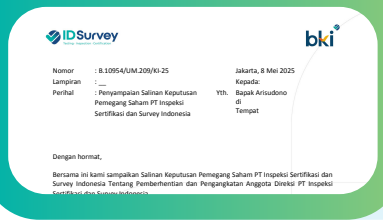
Nomor : 188

AKTA PENDIRIAN PERSEROAN TERBATAS

PT INSPEKSI SERTIFIKASI DAN SURVEY INDONESIA

27 Maret 2025
March 27, 2025

Pendirian PT Inspeksi Sertifikasi Dan Survey Indonesia
Establishment of PT Inspeksi Sertifikasi dan Survey Indonesia


IDSurvey

bki

Nomor : B.10954/UM.209/KI-25

Lampiran : -

Perihal : Penyampaian Salinan Keputusan Pemegang Saham PT Inspeksi Sertifikasi dan Survey Indonesia

Jakarta, 8 Mei 2025

Kepada:

Yth. Bapak Arisudono

di

Tempat

Dengan hormat,

Bersama ini kami sampaikan Salinan Keputusan Pemegang Saham PT Inspeksi Sertifikasi dan Survey Indonesia Tentang Pemberhentian dan Pengangkatan Anggota Direksi PT Inspeksi

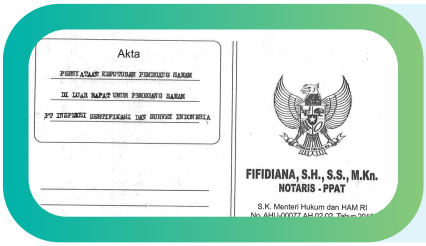
29 April 2025
April 29, 2025

Pemberhentian dan Pengangkatan Anggota Direksi PT Inspeksi Sertifikasi Dan Survey Indonesia
Dismissal and Appointment of Members of the Board of Directors of PT Inspeksi Sertifikasi dan Survey Indonesia



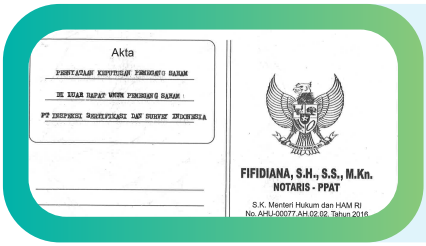
9 Mei 2025
May 9, 2025

BKI dan Neyen Consulting SL Menandatangani Nota Kesepahaman untuk Mengembangkan Layanan Konsultasi Karbon Indonesia
BKI and Neyen Consulting SL Sign a Memorandum of Understanding to Develop Indonesia's Carbon Consulting Services



15 Mei 2025
May 15, 2025

Pemberhentian dan Pengangkatan Anggota Direksi PT Inspeksi Sertifikasi Dan Survey Indonesia
Dismissal and Appointment of Members of the Board of Directors of PT Inspeksi Sertifikasi dan Survey Indonesia



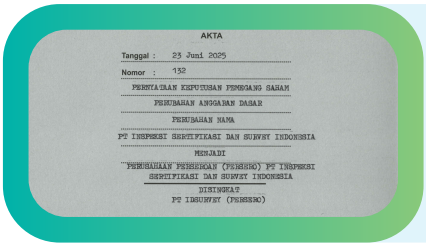
15 Mei 2025
May 15, 2025

Perubahan Dewan Komisaris PT IInspeksi Sertifikasi Dan Survey Indonesia
Changes to the Board of Commissioners of PT Inspeksi Sertifikasi dan Survey Indonesia



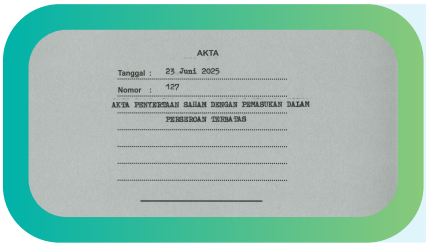
16 Mei 2025
May 16, 2025

BKI dan BIG Perkuat Ekosistem Geospasial Nasional
BKI and BIG Strengthen the National Geospatial Ecosystem



23 Juni 2025
June 23, 2025

Perubahan Nama Perseroan
Change of Company Name



23 Juni 2025
June 23, 2025

Penyertaan Saham
Share Participation



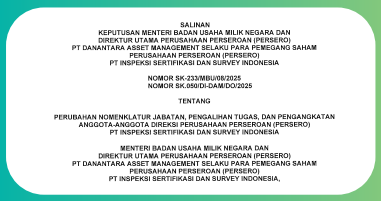
23 Juli 2025
July 23, 2025

ESG Leaders Forum (IELF) 2025
ESG Leaders Forum (IELF) 2025



7 Agustus 2025
August 7, 2025

Indonesia Green Connect 2025
Indonesia Green Connect 2025


SALINAN
KEPUTUSAN MENTERI BADAN USAHA MILIK NEGARA DAN
DIREKTUR UTAMA PERUSAHAAN PERSEROAN (PERSERO)
PT DANANTARA ASSET MANAGEMENT SELAKU PARA PEMEGANG SAHAM
PERUSAHAAN PERSEROAN (PERSERO)
PT INSPEKSI SERTIFIKASI DAN SURVEY INDONESIA

NOMOR SK-233/MBU/09/2025
NOMOR SK-050/DI-DAM/DO/2025

TENTANG

PERUBAHAN NOMENKLATUR JABATAN, PENGALIHAN TUGAS, DAN PENGANGKATAN
ANGGOTA-ANGGOTA DIREKSI PERUSAHAAN PERSEROAN (PERSERO)
PT INSPEKSI SERTIFIKASI DAN SURVEY INDONESIA

MENTERI BADAN USAHA MILIK NEGARA DAN
DIREKTUR UTAMA PERUSAHAAN PERSEROAN (PERSERO)
PT DANANTARA ASSET MANAGEMENT SELAKU PARA PEMEGANG SAHAM
PERUSAHAAN PERSEROAN (PERSERO)
PT INSPEKSI SERTIFIKASI DAN SURVEY INDONESIA,

26 Agustus 2025
August 26, 2025

Perubahan Nomenklatur Jabatan, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi PT IDSurvey (Persero)
Changes in Position Nomenclature, Transfer of Duties, and Appointment of Members of the Board of Directors of PT IDSurvey (Persero)



28 Agustus 2025
August 28, 2025

The Green Summit 2025
The Green Summit 2025



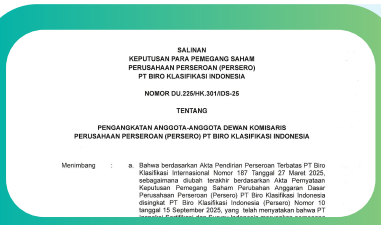
28 Agustus 2025
August 28, 2025

Penandatanganan Nota Kesepahaman, PT IDSurvey (Persero) dan Kementerian Lingkungan Hidup / Badan Pengendalian Lingkungan Hidup (KLH/BPLH)
Signing of the Memorandum of Understanding, PT IDSurvey (Persero) and the Ministry of Environment / Environmental Control Agency (KLH/BPLH)



11 September 2025
September 11, 2025

BKI dan BRIN Tandatangani Nota Kesepahaman untuk Perkuat Kolaborasi Riset dan Inovasi
BKI and BRIN Sign a Memorandum of Understanding to Strengthen Research and Innovation Collaboration


SALINAN
KEPUTUSAN PARA PEMEGANG SAHAM
PERUSAHAAN PERSEROAN (PERSERO)
PT BIRO KLASIFIKASI INDONESIA

NOMOR DU.225/HK.301/IDS-25

TENTANG

PENGANGKATAN ANGGOTA-ANGGOTA DEWAN KOMISARIS
PERUSAHAAN PERSEROAN (PERSERO) PT BIRO KLASIFIKASI INDONESIA

Menimbang : a. Bahwa berdasarkan Akta Pendirian Perseroan Terbatas PT Biro Klasifikasi Internasional Nomor 187 Tanggal 27 Maret 2025, sebagaimana diubah terakhir berdasarkan Akta Pernyataan Keputusan Pemegang Saham Perubahan Anggaran Dasar Perusahaan Perseroan (Persero) PT Biro Klasifikasi Indonesia disingkat PT Biro Klasifikasi Indonesia (Persero) Nomor 10 tanggal 15 September 2025, yang telah menyatakan bahwa PT

7 November 2025
November 7, 2025

Pengangkatan Anggota-Anggota Dewan Komisaris PT BKI (Persero)
Appointment of Members of the Board of Commissioners of PT BKI (Persero)



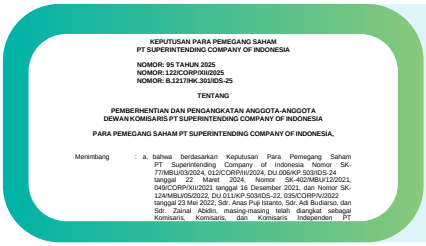
8 Desember 2025
December 8, 2025

Penandatanganan Nota Kesepahaman IDS - PLN
Signing of the IDS–PLN Memorandum of Understanding



7 Agustus 2025
August 7, 2025

IDSurvey Goes to Campus
IDSurvey Goes to Campus



KEPUTUSAN PARA PEMEGANG SAHAM
PT SUPERINTENDING COMPANY OF INDONESIA

NOMOR: 95 TAHUN 2025
NOMOR: 122/CORP/XII/2025
NOMOR: B.1217/HK.301/IDS-25

TENTANG

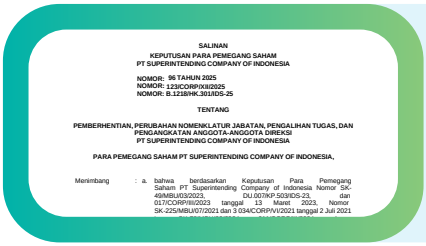
PEMBERHENTIAN DAN PENGANGKATAN ANGGOTA-ANGGOTA
DEWAN KOMISARIS PT SUPERINTENDING COMPANY OF INDONESIA

PARA PEMEGANG SAHAM PT SUPERINTENDING COMPANY OF INDONESIA,

Menimbang : a. bahwa berdasarkan Keputusan Para Pemegang Saham PT Superintending Company of Indonesia Nomor SK-77/MBU/03/2024, 012/CORP/II/2024, DU.006/KP.503/IDS-24 tanggal 22 Maret 2024, Nomor SK-402/MBU/12/2021, 049/CORP/XI/2021 tanggal 16 Desember 2021, dan Nomor SK-124/MBU/05/2022, DU.011/KP.503/IDS-22, 035/CORP/V/2022 tanggal 23 Mei 2022, Sdr. Anas Puji Istanto, Sdr. Adi Budiarso, dan Sdr. Zainal Abidin, masing-masing telah diangkat sebagai Komisaris, Komisaris, dan Komisaris Independen PT

29 Desember 2025
Desember 29, 2025

Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris PT SUCOFINDO
Dismissal and Appointment of Members of the Board of Commissioners of PT SUCOFINDO



SALINAN
KEPUTUSAN PARA PEMEGANG SAHAM
PT SUPERINTENDING COMPANY OF INDONESIA

NOMOR: 96 TAHUN 2025
NOMOR: 123/CORP/XII/2025
NOMOR: B.1218/HK.301/IDS-25

TENTANG

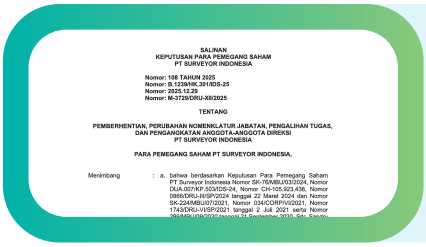
PEMBERHENTIAN, PERUBAHAN NOMENKLATUR JABATAN, PENGALIHAN TUGAS, DAN
PENGANGKATAN ANGGOTA-ANGGOTA DIREKSI
PT SUPERINTENDING COMPANY OF INDONESIA

PARA PEMEGANG SAHAM PT SUPERINTENDING COMPANY OF INDONESIA,

Menimbang : a. bahwa berdasarkan Keputusan Para Pemegang Saham PT Superintending Company of Indonesia Nomor SK-49/MBU/03/2023, DU.007/KP.503/IDS-23, dan 017/CORP/III/2023 tanggal 13 Maret 2023, Nomor SK-225/MBU/07/2021 dan 3.034/CORP/VI/2021 tanggal 2 Juli 2021

29 Desember 2025
Desember 29, 2025

Pemberhentian dan Pengangkatan Anggota-Anggota Direksi PT SUCOFINDO (Persero)
Dismissal and Appointment of Members of the Board of Directors of PT SUCOFINDO (Persero)



SALINAN
KEPUTUSAN PARA PEMEGANG SAHAM
PT SURVEYOR INDONESIA

Nomor: 108 TAHUN 2025
Nomor: B.1230/HK.301/IDS-25
Nomor: 2025.12.29
Nomor: M-3729/DIRU-XII/2025

TENTANG

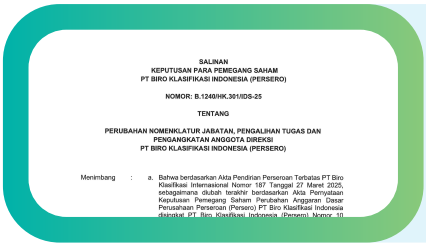
PEMBERHENTIAN, PERUBAHAN NOMENKLATUR JABATAN, PENGALIHAN TUGAS,
DAN PENGANGKATAN ANGGOTA-ANGGOTA DIREKSI
PT SURVEYOR INDONESIA

PARA PEMEGANG SAHAM PT SURVEYOR INDONESIA,

Menimbang : a. bahwa berdasarkan Keputusan Para Pemegang Saham PT Surveyor Indonesia Nomor SK-76/MBU/03/2024, Nomor DUA.007/KP.503/IDS-24, Nomor CH-105.923.436, Nomor 0868/DRU-II/SP/2024 tanggal 22 Maret 2024 dan Nomor SK-224/MBU/07/2021, Nomor 034/CORP/VI/2021, Nomor 1743/DRU-V/SP/2021 tanggal 2 Juli 2021 serta Nomor

29 Desember 2025
Desember 29, 2025

Pemberhentian Nomenklatur Jabatan, Pengalihan Tugas dan Pengangkatan Anggota Direksi PT Surveyor Indonesia (Persero)
Changes in Position Nomenclature, Transfer of Duties, and Appointment of Members of the Board of Directors of PT Surveyor Indonesia (Persero)



SALINAN
KEPUTUSAN PARA PEMEGANG SAHAM
PT BIRO KLASIFIKASI INDONESIA (PERSERO)

NOMOR: B.1240/HK.301/IDS-25

TENTANG

PERUBAHAN NOMENKLATUR JABATAN, PENGALIHAN TUGAS DAN
PENGANGKATAN ANGGOTA DIREKSI
PT BIRO KLASIFIKASI INDONESIA (PERSERO)

Menimbang : a. Bahwa berdasarkan Akta Pendirian Perseroan Terbatas PT Biro Klasifikasi Internasional Nomor 187 Tanggal 27 Maret 2025, sebagaimana diubah terakhir berdasarkan Akta Pernyataan Keputusan Pemegang Saham Perubahan Anggaran Dasar Perusahaan Perseroan (Persero) PT Biro Klasifikasi Indonesia

30 Desember 2025
Desember 30, 2025

Pemberhentian Nomenklatur Jabatan, Pengalihan Tugas dan Pengangkatan Anggota Direksi PT BKI (Persero)
Changes in Position Nomenclature, Transfer of Duties, and Appointment of Members of the Board of Directors of PT BKI (Persero)

Peristiwa Penting PT Biro Klasifikasi Indonesia (Persero) 2025
PT Biro Klasifikasi Indonesia (Persero) Significant Event 2025



16 Januari 2025
January 16, 2025

Peresmian Kantor Baru Cabang Surabaya
Inauguration of the New Surabaya Branch Office



25 Maret 2025
March 25, 2025

Mudik Bersama BUMN 2025
BUMN Joint Homecoming Program 2025



24 April 2025
April 24, 2025

Sidang Komite Teknik 2025
2025 Technical Committee Meeting



9 Mei 2025
May 9, 2025

Menandatangani Nota Kesepahaman untuk Mengembangkan Layanan Konsultasi Karbon di Indonesia
Signing of a Memorandum of Understanding to Develop Carbon Consulting Services in Indonesia



21 Mei 2025
May 21, 2025

BKI dan BIG Perkuat Ekosistem Geospasial Nasional
BKI and BIG Strengthen the National Geospatial Ecosystem



25 Juli 2025
July 25, 2025

BKI dan Turk Loydu Audiensi dengan Wamenhan Bahas Penguatan Industri Maritim
BKI and Türk Loydu Hold an Audience with the Vice Minister of Defense to Discuss Strengthening the Maritime Industry



11 September 2025
September 11, 2025

BKI dan BRIN tandatangani Nota Kesepahaman untuk perkuat Kolaborasi Riset dan Inovasi
BKI and BRIN Sign a Memorandum of Understanding to Strengthen Research and Innovation Collaboration



14 Oktober 2025
October 14, 2025

Sidang Luar Biasa Marine Enviroment Protection Committe (MEPC/ES2): Pembahasan & Roadmap Regulasi Net-Zero Framework (NZF)
Extraordinary Session of the Marine Environment Protection Committee (MEPC/ES2): Discussion & Roadmap for the Net-Zero Framework (NZF) Regulations



29 Desember 2025
December 29, 2025

BKI Tinjau Kesiapan Pelabuhan Trisakti Hadapi Arus Nataru
BKI Reviews the Readiness of Trisakti Port to Handle the Christmas and New Year Holiday Traffic Flow

Peristiwa Penting PT SUCOFINDO (Persero) 2025

PT SUCOFINDO (Persero) Significant Event 2025



17 Januari 2025

January 17, 2025

Penyerahan Sertifikat Akreditasi SNI ISO 17020:2012 & ISO 17025:2017 Komoditi Kratom oleh BSN

Submission of SNI ISO 17020:2012 & ISO 17025:2017 Accreditation Certificates for Kratom Commodities by the National Standardization Agency (BSN)



5 Februari 2025

February 5, 2025

Penyerahan Sertifikat SNI ISO 9001:2015 dan SNI ISO 37001:2016 kepada PAM JAYA dari PT SUCOFINDO

Submission of SNI ISO 9001:2015 and SNI ISO 37001:2016 Certificates to PAM JAYA by PT SUCOFINDO



27 Februari 2025

February 27, 2025

Unit Halal SUCOFINDO dan BPJPH Serahkan Sertifikat Halal Kantin Kemendag RI

SUCOFINDO Halal Unit and BPJPH Hand Over Halal Certificates for the Ministry of Trade of the Republic of Indonesia's Canteen



28 Februari 2025

February 28, 2025

Mendag Lepas Ekspor Perdana Kratom, SUCOFINDO Jadi Surveyor Verifikasi

Minister of Trade Releases First Kratom Export Shipment, SUCOFINDO Appointed as Verification Surveyor



19 Maret 2025

March 19, 2025

PT SUCOFINDO Gelar Bersih-Bersih Musholla Al-Hikmah dalam Program Sobat Aksi Ramadan BUMN 2025

PT SUCOFINDO Holds Al-Hikmah Mosque Cleaning Activity as Part of the 2025 BUMN Ramadan Action Friends Program



20 Maret 2025

March 20, 2025

SUCOFINDO tandatangani MoU dengan BPJPH demi perkuat ekosistem Jaminan Produk Halal di Indonesia

SUCOFINDO Signs MoU with BPJPH to Strengthen the Halal Product Assurance Ecosystem in Indonesia



20 Maret 2025
March 20, 2025

Infobank-Isentia Digital Brand Awards 2025
Infobank-Isentia Digital Brand Awards 2025



24 Maret 2025
March 24, 2025

PT SUCOFINDO Tandatangani MoU dengan CONTAINDER terkait Pengelolaan Sampah dan Carbon Credit
PT SUCOFINDO Signs MoU with CONTAINDER on Waste Management and Carbon Credit



27 Maret 2025
March 27, 2025

SUCOFINDO Memberangkatkan 360 Pemudik Gratis melalui Program Mudik Bersama BUMN 2025
SUCOFINDO Sends 360 Free Homecoming Travelers through the 2025 BUMN Joint Homecoming Program



19 April 2025
April 19, 2025

Direksi PT SUCOFINDO dampingi Menteri Lingkungan Hidup kunjungan kerja ke TPA Kaligending Kebumen
PT SUCOFINDO Board of Directors Accompanies the Minister of Environment during a Working Visit to Kaligending Landfill, Kebumen



25 April 2025
April 25, 2025

PT SUCOFINDO menyerahkan Sertifikasi GDP Pharmaceuticals kepada Garuda Indonesia.
PT SUCOFINDO Presents GDP Pharmaceuticals Certification to Garuda Indonesia.



9 Mei 2025
May 9, 2025

PT SUCOFINDO menyerahkan Sertifikat SNI ISO 9001:2015 kepada SSDM POLRI.
PT SUCOFINDO Presents SNI ISO 9001:2015 Certificate to the Indonesian National Police Human Resources Division (SSDM POLRI).



9 Mei 2025
May 9, 2025

PT SUCOFINDO meresmikan Kantor Unit Pelayanan Maluku Utara.
PT SUCOFINDO Inaugurates the North Maluku Service Unit Office.



18 Juni 2025
June 18, 2025

PT SUCOFINDO gelar seminar Industrial Sustainability dukung industri hijau.
PT SUCOFINDO Holds an Industrial Sustainability Seminar to Support Green Industry.



15 Juli 2025
July 15, 2025

PT SUCOFINDO dan ID Food menandatangani MoU kerja sama layanan rantai pasok pangan.
PT SUCOFINDO and ID Food Sign an MoU for Food Supply Chain Service Cooperation.



24 Juli 2025
July 24, 2025

PT SUCOFINDO dan Bupati Kebumen bahas pemanfaatan landfill gas untuk mitigasi iklim.
PT SUCOFINDO and the Regent of Kebumen Discuss Landfill Gas Utilization for Climate Mitigation.



7 Agustus 2025
August 7, 2025

Direktur SDM SUCOFINDO, David Sidjabat, menyerahkan sertifikat ISO SMT kepada Dirut Pertamina Hulu Rokan, Ruby Mulyawan.
SUCOFINDO Human Resources Director, David Sidjabat, Presents ISO SMT Certificate to President Director of Pertamina Hulu Rokan, Ruby Mulyawan.



20 Agustus 2025
August 20, 2025

Direksi PT SUCOFINDO dan IDSurvey Group bertemu Menteri Lingkungan Hidup.
PT SUCOFINDO Board of Directors and IDSurvey Group Meet with the Minister of Environment.



28 Agustus 2025
August 28, 2025

The Green Summit 2025
The Green Summit 2025



16 September 2025
September 16, 2025

Puncak Perayaan ENSIA Award 2025
Peak Celebration of ENSIA Award 2025



24 September 2025
September 24, 2025

Penandatanganan Nota Kesepahaman antara PT SUCOFINDO (PERSERO), Korea Management Association Consultants (KMAC), dan Direktorat Jenderal Energi Baru, Terbarukan, dan Konservasi Energi (Ditjen EBTKE).
Signing of the Memorandum of Understanding between PT SUCOFINDO (Persero), Korea Management Association Consultants (KMAC), and the Directorate General of New, Renewable Energy and Energy Conservation (DG NREEC).



22 Oktober 2025
October 22, 2025

Perayaan HUT SUCOFINDO ke-69
69th Anniversary Celebration of SUCOFINDO



28 Oktober 2025
October 28, 2025

SUCOFINDO bersama Surveyor Indonesia tandatangani Nota Kesepahaman dengan Badan Pengelola Migas Aceh (BPMA) terkait kerja sama dalam bidang jasa pengujian, inspeksi, dan konsultansi di sektor migas.
SUCOFINDO and Surveyor Indonesia Sign a Memorandum of Understanding with the Aceh Oil and Gas Management Agency (BPMA) regarding cooperation in testing, inspection, and consulting services in the oil and gas sector.



5 November 2025
November 5, 2025

Courtesy Visit SUCOFINDO ke kantor PT Pelita Indonesia Djaya (PELNI Services) dalam rangka penyerahan Sertifikat ISO 22000:2018.
SUCOFINDO Courtesy Visit to PT Pelita Indonesia Djaya (PELNI Services) Office for the Handover of ISO 22000:2018 Certificate.



25 November 2025
November 25, 2025

SUCOFINDO serahkan Sertifikat SNI ISO 9001:2015 kepada PT Daikin Industries Indonesia.
SUCOFINDO Presents SNI ISO 9001:2015 Certificate to PT Daikin Industries Indonesia.



18 Desember 2025
December 18, 2025

SUCOFINDO bersama PT Geo Dipa Energi (Persero) melakukan Serah Terima 9 (sembilan) Sertifikasi ISO Series dan SMK3.
SUCOFINDO and PT Geo Dipa Energi (Persero) Conduct the Handover of 9 (nine) ISO Series Certifications and Occupational Health and Safety Management System (SMK3) Certification.Indonesia.



22 Desember 2025
December 22, 2025

SUCOFINDO dan Perum Bulog tandatangani nota kesepahaman tentang Sinergitas Tugas dan Fungsi Dalam Rangka Mendukung Program Penyediaan Infrastruktur Pasca Panen dan Kegiatan Operasional Oleh PERUM BULOG.
SUCOFINDO and Perum BULOG Sign a Memorandum of Understanding on Synergy of Duties and Functions to Support Post-Harvest Infrastructure Provision Programs and Operational Activities by Perum BULOG.

Peristiwa Penting PT Surveyor Indonesia (Persero) 2025
PT Surveyor Indonesia (Persero) Significant Event 2025



5 Mei 2025
May 5, 2025

Nota Kesepahaman tentang Kerjasama Jasa Testing, Inspeksi, Sertifikasi dan Konsultansi Di Berbagai Sektor
Memorandum of Understanding on Cooperation in Testing, Inspection, Certification, and Consulting Services Across Various Sectors



22 September 2025
September 22, 2025

Nota Kesepahaman tentang Pendidikan, Penelitian, & Pengabdian
Memorandum of Understanding on Education, Research, & Community Service



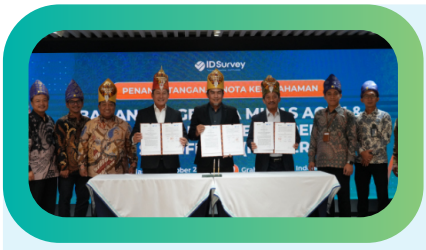
10 Oktober 2025
October 10, 2025

Perjanjian Kerjasama tentang Pemborongan Pekerjaan Jasa Konsultansi Pelaksanaan Manajemen Konstruksi Proyek Pembangkit dan Jaringan
Cooperation Agreement on the Outsourcing of Construction Management Consulting Services for Power Plant and Network Projects



14 Oktober 2025
October 14, 2025

Nota Kesepahaman tentang Penyelenggaraan Pendidikan, Penelitian, Pengabdian kepada Masyarakat dan Pengembangan Sumber Daya
Memorandum of Understanding on the Implementation of Education, Research, Community Service, and Human Resource Development



27 Oktober 2025
October 27, 2025

Nota Kesepahaman tentang Optimalisasi Penyediaan Layanan Jasa Bidang Pengujian, Inspeksi, Sertifikasi, Konsultansi & Verifikasi Dalam Menunjang Kegiatan dan Kapasitas Nasional di Sektor Hulu Minyak dan Gas Bumi
Memorandum of Understanding on the Optimization of Testing, Inspection, Certification, Consulting, and Verification Services to Support National Activities and Capacity Building in the Upstream Oil and Gas Sector

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

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

ISO 9001:2015 & IACS QSCS Bidang Klasifikasi
Sistem Manajemen Mutu
Quality Management Systems


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

...making excellence a habit.

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

ISO 9001:2015 Bidang Komersil
Sistem Manajemen Mutu
Quality Management Systems


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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Masa Berlaku Validity Period	15 Desember 2026 December 15, 2026
Lingkup Scope	Kantor Pusat Head Office
Diterbitkan oleh Issued by	BSI Indonesia

ISO 14001:2015
Sistem Manajemen Lingkungan
Environmental Management System



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

Page: 1 of 1

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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

Page: 1 of 1

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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

Page: 1 of 1

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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


KEMENTERIAN KETENAGAKERJAAN RI
DIREKTORAT JENDERAL
PEMBINAAN PENGAWASAN KETENAGAKERJAAN DAN KESELAMATAN DAN KESEHATAN KERJA

15 Mei 2025

NOMOR S/ 740 /IAS.01.03/V/2025
Lamp. : -
Sifat : Segera
Perihal : Surat Keterangan Hasil Audit Sistem Manajemen K3

Kepada Yth.
Bdn. Pengawas PT Biro Klasifikasi Indonesia
Jalan Yos Sudarso No. 38 - 40, Tanjung Priok Kota Jakarta Utara,
DKI Jakarta

Memperhatikan surat dari PT PLN Pusertif No. S032/ORO.01.03/F2700000/2025 tanggal 19 Maret 2025 dan berdasarkan laporan audit sistem manajemen K3 yang dilaksanakan oleh PT PLN Pusertif sebagai Lembaga Audit SMK3, maka dengan ini dapat dijelaskan bahwa PT Biro Klasifikasi Indonesia, telah melaksanakan Audit SMK3 pada tanggal 24 Februari 2025 dan 24 Februari 2025 dengan hasil pencapaian 93.95% dan direkomendasikan untuk mendapatkan "Tingkat Penilaian Memuaskan" untuk Kategori Tingkat Lanjutan (166 Kriteria)"

Surat keterangan audit ini berlaku dan berkekuatan hukum sama dengan sertifikat SMK3 sampai diterbitkannya sertifikat tersebut.

Demikian keterangan ini dibuat untuk dapat dipergunakan sebagai penyesuaian lolang dan kegiatan lain yang terkait, semoga hasil Audit SMK3 tersebut dapat memberikan motivasi bagi manajemen dan para pekerja dalam menciptakan nihil kecelakaan kerja dan penyakit akibat kerja.

a.n. Direktur Jenderal Binwasnaker dan K3,
Direktur Bina Kelembagaan
Keselamatan dan Kesehatan Kerja

Dra. Muhamad Idham, M.K.K.K
NIP 196609251993031002

Tembusan :
1. Dirjen Binwasnaker dan K3
2. GENERAL MANAGER PT PLN (Persero) PUSAT SERTIFIKASI
3. Dinas Tenaga Kerja, Transmigrasi, dan Energi Provinsi DKI Jakarta

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)

2 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 - March 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 Data Center Operations.
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, Corporate Secretariat, Finance and Accounting Division, Corporate Planning and Risk Management Division, Operations Division, Asset Management Division, Human Capital Division, Marketing and Business Development Division, Strategic Transformation Office, Information Technology Division , and Corporate Social Responsibility and Environmental Unit.
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. Business Sustainability Management System for the Provision of Certification, Consulting, Inspection, and Testing Services managed by the Main Directorate, Non-Branch Commercial Directorate, as well as Supporting Activities from the Finance and Risk Management Directorate and the Human Resources Directorate at the 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	1 Desember 2025 - 30 November 2028 December 1, 2025 - November 30, 2028



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


Sertifikat Penghargaan
Certificate of Appreciation
SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA
OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM
PT SUCOFINDO CABANG BATULICIN


Sertifikat Penghargaan
Certificate of Appreciation
SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA
OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM
PT SUCOFINDO CABANG BENGKULU


Sertifikat Penghargaan
Certificate of Appreciation
SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA
OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM
PT SUCOFINDO CABANG DUMAI

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

Offset

Offset Emisi GRK dari Rangkaian Kegiatan Environmental Social & Innovation Awards (ENSIA) 2024

GHG Emission Offsets from a Series of Social and Environmental Innovation Awards

Masa Berlaku Validity Period	8 Mei 2024 - 20 Maret 2025 May 8, 2024 - March 20, 2025
Lingkup Scope	PLTGU Blok 3 PJB Muara Karang, PLTM Gunung Wugul, PT Pertamina Geothermal Energy Tbk

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

2 Akreditasi SI
SI Accreditations



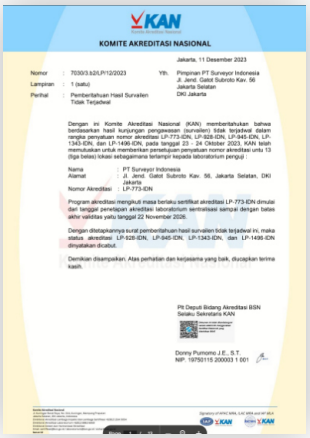
SNI ISO/IEC 17065:2012
Lembaga Sertifikasi Produk, Proses Dan Jasa
Validity Period Product, Process and Service Certification Body

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 17025:2017
Laboratorium Pengujian
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 penyusunan Laporan Keberlanjutan PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) (IDSurvey) untuk Tahun Buku 2025. Ini merupakan edisi pertama yang diterbitkan secara mandiri oleh IDSurvey sebagai *strategic holding*. Tahun 2025 menjadi tonggak transformasi: IDSurvey resmi mengonsolidasikan kapabilitas *Testing, Inspection, Certification, Consultation, and Classification* (TICCC) nasional melalui tiga anak perusahaan: PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero), dalam ekosistem Danantara. Mengusung tema *Transforming Assurance for Sustainable Excellence*, kami menegaskan komitmen mengintegrasikan teknologi dan keberlanjutan sebagai fondasi pertumbuhan.

Dear Shareholders and Stakeholders,

We express our gratitude to God Almighty for the preparation of the Sustainability Report of PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) (IDSurvey) for the Financial Year 2025. This is the first edition published independently by IDSurvey as a strategic holding. The year 2025 marked a transformational milestone: IDSurvey officially consolidated the national Testing, Inspection, Certification, Consultation, and Classification (TICCC) capabilities through three subsidiaries: PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero), within the Danantara ecosystem. Carrying the theme Transforming Assurance for Sustainable Excellence, we reaffirm our commitment to integrating technology and sustainability as the foundation for growth.

NILAI KEBERLANJUTAN DAN PENGUATAN TATA KELOLA [OJK D.1.a]

IDSurvey meyakini keberlanjutan sebagai strategi inti penciptaan nilai jangka panjang, bukan sekadar kepatuhan. Nilai ini berakar pada purpose "For the safety of your family and mine" yang menegaskan peran Perusahaan dalam menjamin keselamatan, keamanan, dan kualitas hidup. Nilai keberlanjutan dikembangkan dan disahkan melalui Kebijakan Keberlanjutan IDSurvey (Desember 2025) yang mengintegrasikan prinsip *Environmental, Social, and Governance* (ESG) ke dalam *Three Lines Model,* diperkuat Charter Sinergi IDSurvey, *Code of Conduct*, Sistem Manajemen Anti Penyuapan (SMAP), dan *Whistleblowing System* sebagai fondasi tata kelola yang berintegritas dan akuntabel.

RESPON TERHADAP ISU KEUANGAN BERKELANJUTAN [OJK D.1.a]

Sebagai perusahaan jasa TICCC, IDSurvey berperan sebagai *enabler* keberlanjutan bagi industri lain. Kami merespons isu perubahan iklim, transisi energi, dan tuntutan kepatuhan ESG melalui peluncuran Green Business Services 2025 yang merangkai lini bisnis hijau: dekarbonisasi, Lembaga Validasi dan Verifikasi (LVV), ESG advisory, serta dokumentasi dan pemantauan lingkungan, ke dalam 19 kluster jasa. Langkah ini selaras dengan arah nasional, termasuk pencapaian Nationally Determined Contribution (NDC) Indonesia dan Peraturan Presiden Nomor 98 Tahun 2021 tentang Nilai Ekonomi Karbon, serta diperkuat kepemimpinan iklim IDSurvey pada COP-29 dan Sidang MEPC/ES2 IMO.

KOMITMEN PIMPINAN DALAM MENERAPKAN KEUANGAN BERKELANJUTAN [OJK D.1.a]

Komitmen manajemen diwujudkan melalui penerapan matriks RASCI untuk memastikan akuntabilitas setiap unit atas target ESG, penyusunan *Sustainability House*, serta *Grand Strategy* IDSurvey 2026–2030 sebagai kompas transformasi jangka panjang. Seluruh kebijakan keberlanjutan disahkan pada tingkat Direksi dan diselaraskan secara konsolidatif lintas entitas anak.

PENCAPAIAN KINERJA KEBERLANJUTAN [OJK D.1.b]

Sepanjang 2025, Grup membukukan pendapatan usaha konsolidasi Rp7.524.280 juta, tumbuh 5,4% dari Rp7.136.670 juta pada 2024, dengan laba tahun berjalan Rp982.762 juta yang relatif stabil. Pada aspek lingkungan, Grup menerapkan ISO 14001:2015 di seluruh entitas dan memantau konsumsi energi, emisi Gas Rumah Kaca (Cakupan 1–3), air, limbah, dan kertas, didukung digitalisasi untuk menekan jejak lingkungan. Pada aspek sosial, Grup mengelola 5.620 karyawan (2024: 5.467), meningkatkan rata-rata pelatihan menjadi 36,51 jam per karyawan (2024: 4,69 jam), menyalurkan dana Program Pendanaan Usaha Mikro dan Kecil (PUMK) Rp3.321,72 juta,

SUSTAINABILITY VALUES AND GOVERNANCE STRENGTHENING [OJK D.1.a]

IDSurvey believes that sustainability is the core strategy for long-term value creation, not mere compliance. This value is rooted in the purpose "For the safety of your family and mine" which emphasizes the Company's role in ensuring safety, security, and quality of life. The sustainability value was developed and ratified through the IDSurvey Sustainability Policy (December 2025) which integrates Environmental, Social, and Governance (ESG) principles into the Three Lines Model, reinforced by the IDSurvey Synergy Charter, Code of Conduct, Anti-Bribery Management System (SMAP), and Whistleblowing System as the foundation of governance with integrity and accountability.

RESPONSE TO SUSTAINABLE FINANCE ISSUES [OJK D.1.a]

As a TICCC services company, IDSurvey acts as a sustainability enabler for other industries. We responded to climate change issues, energy transition, and ESG compliance demands through the launch of Green Business Services 2025 which strings together green business lines: decarbonization, Validation and Verification Bodies (LVV), ESG advisory, as well as environmental documentation and monitoring, into 19 service clusters. This step aligns with the national direction, including the achievement of Indonesia's Nationally Determined Contribution (NDC) and Presidential Regulation Number 98 of 2021 concerning the Economic Value of Carbon, and is further reinforced by IDSurvey's climate leadership at COP-29 and the IMO MEPC/ES2 Session.

LEADERSHIP COMMITMENT TO IMPLEMENTING SUSTAINABLE FINANCE [OJK D.1.a]

Management's commitment is manifested through the implementation of the RASCI matrix to ensure the accountability of each unit regarding ESG targets, the formulation of the Sustainability House, and the IDSurvey Grand Strategy 2026-2030 as a compass for long-term transformation. All sustainability policies are ratified at the Board of Directors level and aligned on a consolidated basis across subsidiary entities.

SUSTAINABILITY PERFORMANCE ACHIEVEMENTS [OJK D.1.b]

Throughout 2025, the Group recorded consolidated operating revenues of Rp7,524,280 million, growing 5.4% from Rp7,136,670 million in 2024, with a profit for the year of Rp982,762 million which is relatively stable. In the environmental aspect, the Group implemented ISO 14001:2015 across all entities and monitored energy consumption, Greenhouse Gas emissions (Scopes 1-3), water, waste, and paper, supported by digitalization to reduce the environmental footprint. In the social aspect, the Group managed 5,620 employees (2024: 5,467), increased the average training to 36.51 hours per employee (2024: 4.69 hours), disbursed Micro and Small Enterprise Funding Program (PUMK) funds of Rp3,321.72 million,

serta menerapkan SMK3 dan ISO 45001:2018. Konsistensi kinerja ini mengantarkan IDSurvey beserta entitas anak meraih berbagai penghargaan. Angka indikator sosial lain: karyawan perempuan, *employee engagement*, *turnover*, dan TJSL, mengikuti data final pada Ikhtisar Kinerja.

TANTANGAN, PENILAIAN RISIKO, DAN ARAH STRATEGIS KEBERLANJUTAN

[OJK D.1.c] [OJK E.5]

Sepanjang 2025, IDSurvey Group menghadapi tantangan eksternal berupa dinamika makroekonomi global, percepatan regulasi iklim dan keberlanjutan (antara lain penerapan Nilai Ekonomi Karbon dan pengetatan standar pelaporan ESG), volatilitas harga komoditas pada sektor energi dan mineral, serta meningkatnya tuntutan ketertelusuran dan transparansi rantai pasok; sekaligus tantangan internal berupa harmonisasi tata kelola, integrasi sistem, dan penyelarasan budaya antar-entitas selama masa transisi dan rekonsiliasi (24 Mei–31 Desember 2025) sebagai strategic *holding* baru. Untuk mengelola risiko tersebut, Grup menerapkan manajemen risiko terintegrasi melalui Satuan Kerja Manajemen Risiko Terintegrasi (SMRT) yang melaporkan secara konsolidatif kepada Direksi melalui Forum Tata Kelola Terintegrasi.

Ke depan, IDSurvey mengarahkan pertumbuhan berkelanjutan melalui integrasi bisnis *Go-to-Market* (GTM) dengan pendekatan *Coordinating Entity* dan *Integrator Sector*, restrukturisasi anak usaha level 2, serta diversifikasi layanan bernilai tambah tinggi pada dekarbonisasi, ESG advisory, sertifikasi halal internasional, validasi dan verifikasi GRK, energi terbarukan, kendaraan listrik, dan laboratorium lingkungan. Akselerasi ditopang transformasi digital (penyelarasan ERP lintas entitas dan implementasi *Shared Services*) serta penguatan kapabilitas SDM di bawah semangat "*One Family, One Purpose*" yang menargetkan 5.790 pegawai, kompetensi berbasis ESG, dan *Center of Excellence* (CoE) pada 2026, dilengkapi program TJSL dan pendanaan UMK. Seluruh inisiatif ini dipandu *Grand Strategy* 2026–2030 dan diproyeksikan mencapai target 2026: pertumbuhan pendapatan operasi 28,6%, laba bersih Rp1.190,1 miliar, dan skor GCG 89,5.

and implemented SMK3 and ISO 45001:2018. This performance consistency has led IDSurvey and its subsidiaries to achieve various awards. Other social indicator figures: female employees, employee engagement, turnover, and TJSL, follow the final data in the Performance Highlights.

CHALLENGES, RISK ASSESSMENT, AND SUSTAINABILITY STRATEGIC DIRECTION

[OJK D.1.c] [OJK E.5]

Throughout 2025, IDSurvey Group faced external challenges in the form of global macroeconomic dynamics, the acceleration of climate and sustainability regulations (including the implementation of Carbon Economic Value and the tightening of ESG reporting standards), commodity price volatility in the energy and mineral sectors, and increasing demands for supply chain traceability and transparency; alongside internal challenges including governance harmonization, systems integration, and cultural alignment across entities during the transition and reconciliation period (24 May to 31 December 2025) as a new strategic holding. To manage these risks, the Group implemented integrated risk management through the Integrated Risk Management Unit (SMRT), which reports on a consolidated basis to the Board of Directors through the Integrated Governance Forum.

Looking ahead, IDSurvey directs sustainable growth through Go-to-Market (GTM) business integration using the Coordinating Entity and Integrator Sector approach, level 2 subsidiary restructuring, and service diversification into high value-added areas such as decarbonization, ESG advisory, international halal certification, GHG validation and verification, renewable energy, electric vehicles, and environmental laboratories. Acceleration is supported by digital transformation (cross-entity ERP alignment and Shared Services implementation) as well as the enhancement of HR capabilities under the spirit of "One Family, One Purpose", targeting 5,790 employees, ESG-based competencies, and a Center of Excellence (CoE) in 2026, supplemented by CSER programs and MSE funding. All of these initiatives are guided by the Grand Strategy 2026-2030 and are projected to reach the 2026 targets: operating revenue growth of 28.6%, net profit of Rp 1,190.1 billion, and a GCG score of 89.5.

PENUTUP

Kami menyampaikan apresiasi kepada seluruh pemangku kepentingan dan insan IDSurvey Group atas dedikasi dalam mengintegrasikan keberlanjutan pada setiap aspek usaha. Tahun 2025 menjadi fondasi penting bagi IDSurvey sebagai *strategic holding* jasa survei nasional. Ke depan, kami berkomitmen memperkuat peran sebagai *World Class Indonesia Integrated Assurance Group* melalui tata kelola yang baik, inovasi berkelanjutan, dan kepedulian nyata terhadap lingkungan dan sosial, demi menciptakan nilai bagi seluruh pemangku kepentingan dan masa depan industri yang lebih tangguh, hijau, dan seimbang.

CLOSING

We express our appreciation to all stakeholders and IDSurvey Group personnel for the dedication in integrating sustainability into every aspect of the business. The year 2025 became an important foundation for IDSurvey as the national survey services strategic holding. Moving forward, we are committed to strengthening our role as a World Class Indonesia Integrated Assurance Group through good governance, continuous innovation, and real care for the environment and social aspects, to create value for all stakeholders and a more resilient, green, and balanced industrial future.

Jakarta, 31 Agustus 2026
Jakarta, 31st August 2026

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



Arisudono
Chief Executive Officer

01

Profil Perusahaan

Company Profile




bki
SURVEYOR INDONESIA
SUCOFINDO

Tentang IDSurvey
About IDSurvey

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero), yang selanjutnya disebut "IDSurvey" atau "Perusahaan", merupakan *strategic holding* Badan Usaha Milik Negara di sektor jasa survei yang mengonsolidasikan kapabilitas nasional dalam bidang *Testing, Inspection, Certification, Consulting, and Classification* (TICCC). Sebagai induk IDSurvey Group, Perusahaan menaungi PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero), dengan mandat untuk memperkuat integrasi layanan, meningkatkan daya saing industri jasa pemastian nasional, serta mendukung pembangunan ekonomi yang berkelanjutan. Struktur ini selaras dengan *Code of Conduct* IDSurvey yang menjelaskan bahwa PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) merupakan perusahaan induk yang mengonsolidasikan BUMN sektor TICCC dan membawahi BKI, SUCOFINDO, serta Surveyor Indonesia.

Cikal bakal IDSurvey berawal dari pembentukan *Holding* BUMN Jasa Survei pada tahun 2021. Pada periode tersebut, fungsi induk *holding* jasa survei masih dijalankan oleh PT Biro Klasifikasi Indonesia (Persero), sejalan dengan restrukturisasi BUMN yang memperkuat sinergi BKI, SUCOFINDO, dan Surveyor Indonesia. Dalam draft awal SR IDSurvey, pembentukan *holding* ini dijelaskan melalui Peraturan Pemerintah Nomor 66 Tahun 2021, serta penguatan melalui Keputusan Menteri Keuangan Nomor 291/KMK.06/2021, dengan operasional *holding* yang mulai berjalan setelah penandatanganan akta dan pengesahan perubahan anggaran dasar terkait.

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero), hereinafter referred to as "IDSurvey" or "the Company," is a strategic State-Owned Enterprise (BUMN) holding in the survey services sector that consolidates national capabilities in the fields of Testing, Inspection, Certification, Consulting, and Classification (TICCC). As the parent company of IDSurvey Group, the Company oversees PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero), with a mandate to strengthen service integration, enhance the competitiveness of the national assurance services industry, and support sustainable economic development. This structure aligns with the IDSurvey Code of Conduct, which explains that PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) is the holding company that consolidates State-Owned Enterprises (BUMN) in the TICCC sector and oversees BKI, SUCOFINDO, and Surveyor Indonesia.

The origins of IDSurvey began with the establishment of the Survey Services State-Owned Enterprise (BUMN) Holding in 2021. During that period, the function of the parent company for the survey services holding was still carried out by PT Biro Klasifikasi Indonesia (Persero), in line with the SOE restructuring that strengthened the synergy of BKI, SUCOFINDO, and Surveyor Indonesia. In the initial draft of the IDSurvey SR (Sustainability Report), the formation of this holding was explained through Government Regulation Number 66 of 2021, and further reinforced through Minister of Finance Decision Number 291/KMK.06/2021, with holding operations commencing after the signing of the deed and the ratification of the related amendments to the articles of association.



Transformasi kelembagaan IDSurvey berlanjut pada tahun 2025 melalui pembentukan entitas induk baru, yaitu PT Inspeksi Sertifikasi dan Survey Indonesia. Akta Pendirian Perseroan Terbatas PT Inspeksi Sertifikasi dan Survey Indonesia Nomor 188 tanggal 27 Maret 2025 telah disahkan melalui Keputusan Menteri Hukum Republik Indonesia Nomor AHU-0027103.AH.01.01 tanggal 27 Maret 2025. Selanjutnya, melalui Akta Pernyataan Keputusan Pemegang Saham Perubahan Anggaran Dasar Perubahan Nama Nomor 132 tanggal 23 Juni 2025, PT Inspeksi Sertifikasi dan Survey Indonesia berubah menjadi Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia, disingkat PT IDSurvey (Persero), sebagaimana memperoleh persetujuan melalui Keputusan Menteri Hukum Republik Indonesia Nomor AHU-0040892.AH.01.02 tanggal 23 Juni 2025.

The institutional transformation of IDSurvey continued in 2025 through the establishment of a new parent entity, namely PT Inspeksi Sertifikasi dan Survey Indonesia. The Deed of Establishment of the Limited Liability Company PT Inspeksi Sertifikasi dan Survey Indonesia Number 188 dated March 27, 2025, was ratified through the Decision of the Minister of Law of the Republic of Indonesia Number AHU-0027103. AH.01.01 dated March 27, 2025. Subsequently, through the Deed of Statement of Shareholders' Decision on the Amendment of the Articles of Association for Name Change Number 132 dated June 23, 2025, PT Inspeksi Sertifikasi dan Survey Indonesia changed into a State-Owned Corporation (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia, abbreviated as PT IDSurvey (Persero), as approved through the Decision of the Minister of Law of the Republic of Indonesia Number AHU-0040892.AH.01.02 dated June 23, 2025.

Seiring dengan transformasi tersebut, pada tahun buku 2025 terjadi perubahan tata kelola yang signifikan. Pada tahun 2024, pelaksanaan fungsi *holding* jasa survei masih dijalankan oleh PT Biro Klasifikasi Indonesia (Persero). Selanjutnya, sejak Mei 2025 dimulai proses transisi pemisahan *holding* IDSurvey atau *spin-off holding*, dan pada 23 Juni 2025 IDSurvey resmi menjalankan peran sebagai *holding* BUMN Jasa Survei setelah proses inbreng saham dalam ekosistem Danantara.

In line with this transformation, a significant governance change occurred in the 2025 fiscal year. In 2024, the execution of the survey services holding function was still carried out by PT Biro Klasifikasi Indonesia (Persero). Subsequently, since May 2025, the transition process for the separation of the IDSurvey holding or the holding spin-off commenced, and on June 23, 2025, IDSurvey officially assumed its role as the holding company for the Survey Services BUMN following the share inbreng (contribution in kind) process within the Danantara ecosystem.

Draft SR IDSurvey juga mencatat bahwa proses tersebut disertai masa transisi dan rekonsiliasi sejak 24 Mei 2025 sampai dengan 31 Desember 2025, termasuk penggunaan sementara kebijakan-kebijakan BKI berdasarkan Perjanjian Transisi IDS–BKI sambil menunggu proses ratifikasi dan penyusunan kebijakan IDSurvey sebagai entitas *holding* yang berdiri sendiri.

The draft of the IDSurvey SR also noted that this process was accompanied by a transition and reconciliation period from May 24, 2025, to December 31, 2025, including the temporary use of BKI policies based on the IDS–BKI Transition Agreement while awaiting the ratification and formulation of IDSurvey policies as a standalone holding entity.



Sebagai *strategic holding*, IDSurvey menjalankan fungsi koordinasi, penguatan sinergi, dan integrasi kapabilitas antar entitas dalam grup. Charter Sinergi IDSurvey menegaskan bahwa IDSurvey Group terdiri dari PT IDSurvey (Persero), PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero), serta ditetapkan untuk mengatur tata hubungan antara induk dan anak perusahaan agar setiap kegiatan perusahaan berjalan efektif, efisien, sesuai ketentuan peraturan perundang-undangan, serta memperhatikan etika bisnis dan prinsip *Good Corporate Governance*.

Peran IDSurvey tidak hanya terbatas pada koordinasi kelembagaan, tetapi juga diarahkan untuk memperkuat posisi Indonesia dalam industri jasa pemastian. Melalui integrasi layanan BKI, SUCOFINDO, dan Surveyor Indonesia, IDSurvey Group berupaya menghadirkan layanan yang komprehensif dan terpercaya di bidang pengujian, inspeksi, sertifikasi, klasifikasi, konsultansi, verifikasi, serta layanan pendukung lain yang relevan dengan kebutuhan industri, pemerintah, dan masyarakat. Sinergi ini menjadi landasan untuk memperkuat standardisasi mutu, keselamatan, kepatuhan, efisiensi, dan keberlanjutan di berbagai sektor strategis nasional.

Pada tahun 2025, IDSurvey juga memperkuat arah integrasi bisnis melalui strategi *Go-to-Market*, pembagian peran *Coordinating Entity*, dan penguatan *Integrator Sector*. Pendekatan ini dirancang untuk memperjelas pengelolaan pasar, mengurangi potensi tumpang tindih antar entitas, meningkatkan efektivitas pengembangan peluang bisnis, serta memperkuat posisi IDSurvey Group sebagai penyedia layanan TICCC nasional yang terintegrasi.

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 serta operasional *holding* jasa survei nasional. Fokus pelaporan utama kinerja keberlanjutan ditujukan bagi IDSurvey sebagai entitas korporasi namun tetap mencakup berbagai pelaporan kinerja yang merepresentasikan IDSurvey sebagai satu kesatuan grup jasa survei. **Informasi lebih mendalam mengenai batasan ruang lingkup dan detail cakupan pelaporan tersebut disampaikan secara rinci pada bab "Tentang Laporan Keberlanjutan" dalam Laporan ini.**

As a strategic holding, IDSurvey carries out the functions of coordination, synergy enhancement, and capability integration among entities within the group. The IDSurvey Synergy Charter emphasizes that IDSurvey Group consists of PT IDSurvey (Persero), PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero), and is established to regulate the relationship between the parent and subsidiary companies so that every company activity runs effectively, efficiently, in accordance with laws and regulations, and with due regard to business ethics and the principles of Good Corporate Governance.

The role of IDSurvey is not limited to institutional coordination, but is also directed toward strengthening Indonesia's position in the assurance services industry. Through the integration of BKI, SUCOFINDO, and Surveyor Indonesia services, IDSurvey Group strives to provide comprehensive and trusted services in the fields of testing, inspection, certification, classification, consultancy, verification, as well as other relevant support services to meet the needs of industry, government, and society. This synergy serves as the foundation for strengthening standardization in quality, safety, compliance, efficiency, and sustainability across various strategic national sectors.

In 2025, IDSurvey also strengthened its business integration direction through the Go-to-Market strategy, the division of the Coordinating Entity role, and the strengthening of the Integrator Sector. This approach is designed to clarify market management, reduce potential overlaps between entities, enhance the effectiveness of business opportunity development, and reinforce IDSurvey Group's position as an integrated national TICCC service provider.

This Sustainability Report is prepared on behalf of IDSurvey, with a reporting scope that includes PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero) as a reflection of the Company's commitment to integrating sustainability principles into the governance and operations of the national survey services holding. The primary focus of the sustainability performance reporting is directed at IDSurvey as a corporate entity, while still incorporating various performance reports that represent IDSurvey as a unified survey services group. **More detailed information regarding the boundaries of the scope and the details of this reporting coverage is presented comprehensively in the "About the Sustainability Report" chapter of this Report.**

Profil Perusahaan
Company Profile

Nama Perusahaan [GRI 2-1]
Company Name

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)

Nama Lain
Other Name

IDSurvey

Tanggal 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, dan telah memperoleh pengesahan Menteri Hukum melalui SK No. AHU-0027103.AH.01.01.TAHUN 2025.
Deed No. 188 dated March 27, 2025, drawn up before Jose Dima Satria, S.H., M.Kn., Notary in Jakarta, and has been ratified by the Minister of Law through Decree No. AHU-0027103.AH.01.01.TAHUN 2025.

Modal Dasar [OJK C.3]
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) & 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) & 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

Aktivitas *holding* dan layanan terkait pengujian, inspeksi, sertifikasi, klasifikasi, konsultansi, statutoria, serta layanan pendukung lain dalam sektor TICCC.
Holding activities and services related to testing, inspection, certification, classification, consultancy, statutory, and other supporting services within the TICCC sector.

Dasar Hukum Perubahan Nama
Legal Basis of Name Change

Akta No. 132 tanggal 23 Juni 2025 tentang perubahan nama menjadi Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia, disingkat PT IDSurvey (Persero), sebagaimana memperoleh persetujuan Menteri Hukum melalui SK No. AHU-0040892.AH.01.02 tanggal 23 Juni 2025.
Deed No. 132 dated June 23, 2025, regarding the change of name to Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia, abbreviated as PT IDSurvey (Persero), as approved by the Minister of Law through Decree No. AHU-0040892.AH.01.02 dated June 23, 2025.

Kepemilikan
Ownership

Saham Seri A Dwiwarna (0,00001%) dimiliki Negara Republik Indonesia dan Saham Seri B (99,99999%) dimiliki PT Danantara Asset Management (Persero).
Series A Dwiwarna Share (0.00001%) is owned by the State of the Republic of Indonesia and Series B Shares (99.99999%) are owned by PT Danantara Asset Management (Persero).

Jumlah Karyawan [OJK C.3]
Number Of Employees

5.620 orang*, dengan komposisi: 5.620 employees*, comprising:

3.326	**2.294**
Karyawan Tetap Permanent Employees	Karyawan Kontrak Contract Employees

Catatan :*Perusahaan dan entitas anak (Grup)
Notes :*The Company and its subsidiaries (Group)

Kontak Perusahaan
Contact

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

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

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

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)

Media Sosial
Social Media

idsurvey_bumn | idsurveybumn | idsurvey_official | idsurvey4311

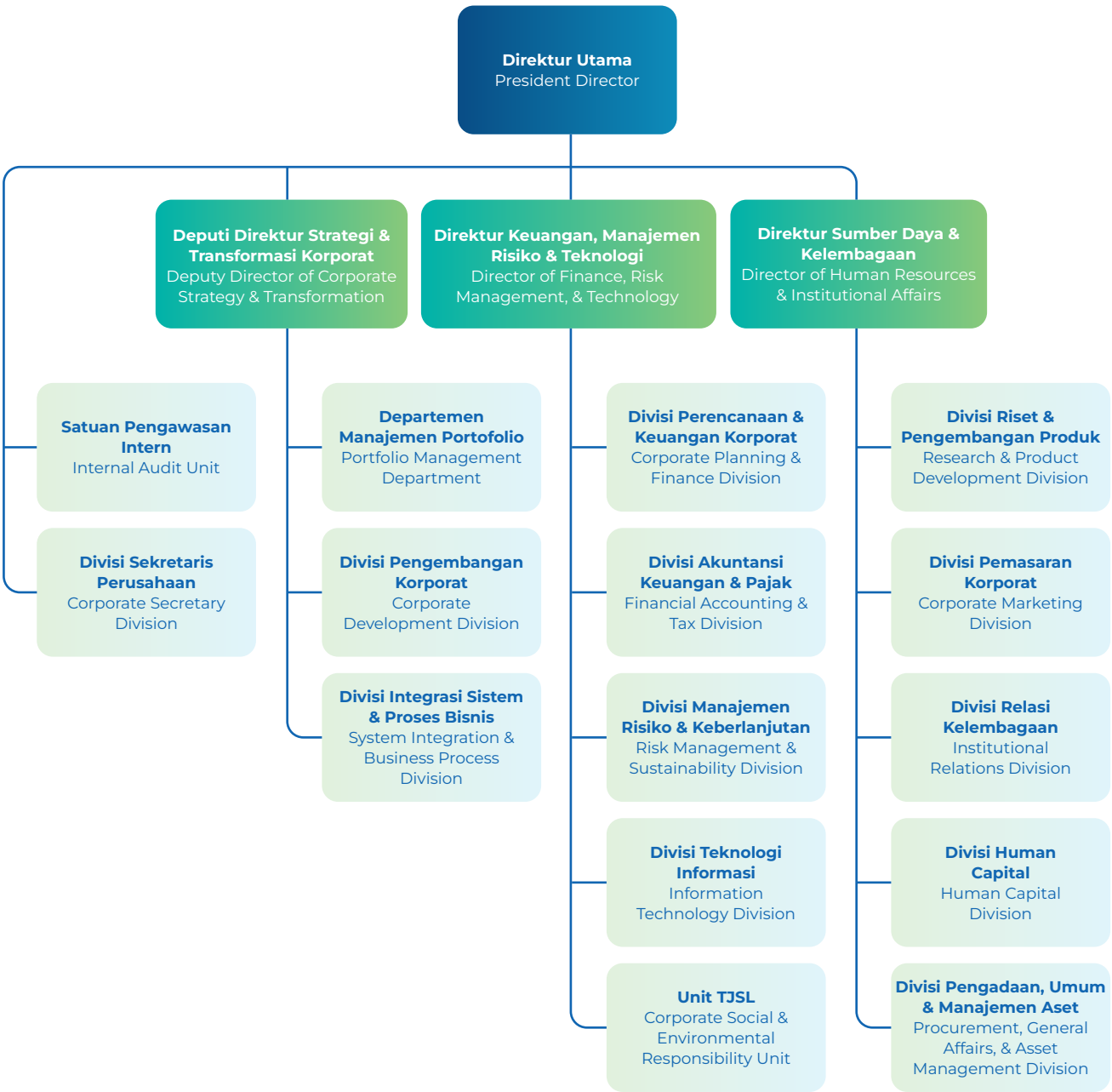
Struktur Organisasi

Organizational Structure

[GRI 2-1]

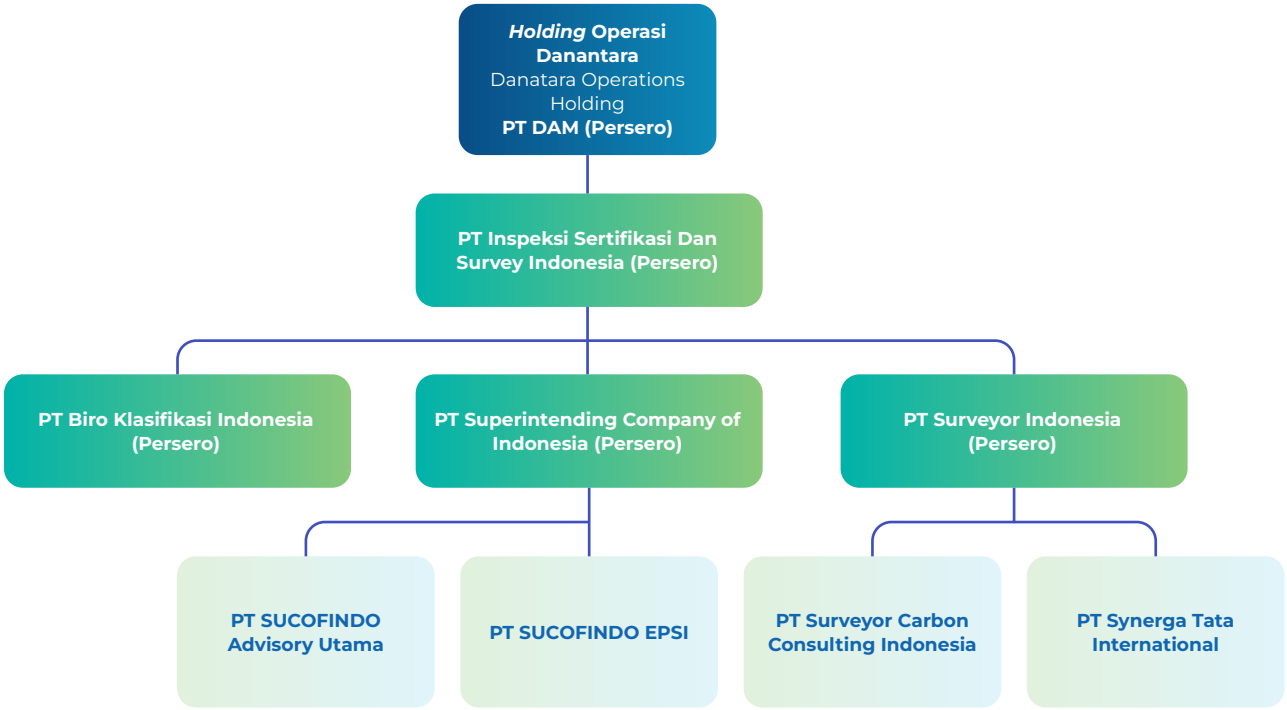
Dengan mempertimbangkan arah perkembangan bisnis ke depan, Perusahaan telah menetapkan struktur organisasi yang relevan dan mendukung pencapaian tujuan perusahaan. Diharapkan setiap unit dalam struktur tersebut dapat menjalankan peran dan tanggung jawabnya secara optimal. Berdasarkan Surat Keputusan Direksi No. DU.223/LT.101/IDS-25 tanggal 4 November, berikut ini merupakan struktur organisasi IDSurvey pada tahun 2025.

Considering the future direction of business development, the Company has established an organizational structure that is relevant and supports the achievement of corporate objectives. Each unit within the structure is expected to execute its roles and responsibilities optimally. Based on the Board of Directors' Decree No. DU.223/LT.101/IDS-25 dated November 4, the following is the organizational structure of IDSurvey in 2025.



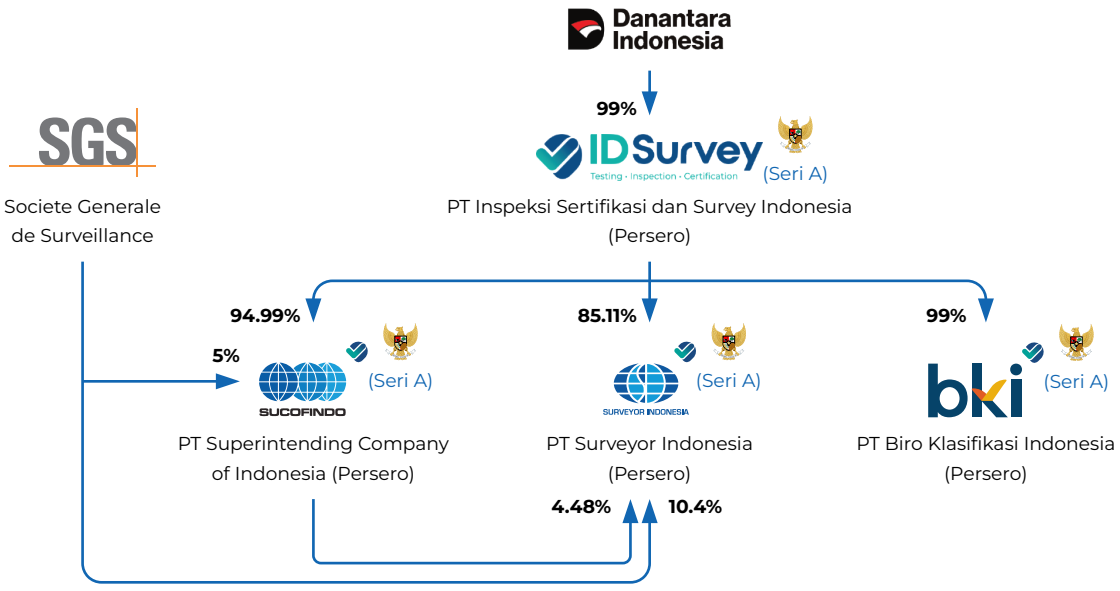
Sebagai bentuk hubungan kewenangan dan tanggung jawab dari tingkat pengawasan hingga pelaksanaan operasional di lingkungan IDSurvey Group, ditetapkan struktur komando organisasi. Struktur ini berfungsi untuk memastikan keterpaduan arah, efektivitas pengambilan keputusan, serta akuntabilitas dalam setiap tingkatan organisasi. Garis komando organisasi di PT IDSurvey (Persero) mengacu pada Keputusan Direksi Nomor DU.223/LT.101/IDS-25 tanggal 4 November 2025 sebagai berikut:

As a form of authority and responsibility relationships from the oversight level to operational execution within the IDSurvey Group, an organizational chain of command has been established. This structure serves to ensure alignment of direction, effectiveness in decision-making, and accountability at every level of the organization. The organizational chain of command at PT IDSurvey (Persero) refers to the Board of Directors' Decree Number DU.223/LT.101/IDS-25 dated November 4, 2025, as follows:



Struktur Grup dan Entitas Anak Perusahaan

Group Structure and Subsidiaries



PT Biro Klasifikasi Indonesia (Persero)

Tanggal Berdiri
Date of Establishment
1 Juli 1964
July 1st, 1964

Persentase Kepemilikan Saham
Percentage of Shares Ownership
IDSurvey 99%

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

PT Superintending Company of Indonesia (Persero)

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

Persentase Kepemilikan Saham
Percentage of Shares Ownership
IDSurvey 94,99%

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
IDSurvey 85,11%

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

Jejak Langkah
Milestones

2021

Pemerintah membentuk *Holding* BUMN Jasa Survei melalui penguatan sinergi BKI, SUCOFINDO, dan Surveyor Indonesia.
The Government established the Survey Services State-Owned Enterprise (BUMN) Holding by strengthening the synergy of BKI, SUCOFINDO, and Surveyor Indonesia.

Holding BUMN Jasa Survei mulai diperkenalkan melalui soft launching IDSurvey sebagai identitas komersial *holding* jasa survei nasional.
The Survey Services State-Owned Enterprise (BUMN) Holding was introduced through the soft launching of IDSurvey as the commercial identity of the national survey services holding.

2022

Integrasi *holding* jasa survei dilanjutkan melalui penguatan koordinasi operasional, pengembangan portofolio layanan, dan harmonisasi tata kelola antar entitas.
The integration of the survey services holding continued through the strengthening of operational coordination, the development of service portfolios, and the harmonization of governance among entities.

2024

Fungsi *holding* jasa survei masih dijalankan oleh PT Biro Klasifikasi Indonesia (Persero) selaku *operational holding*.
The function of the survey services holding was still carried out by PT Biro Klasifikasi Indonesia (Persero) as operational holding.

2025

PT Inspeksi Sertifikasi dan Survey Indonesia (IDSurvey) dibentuk sebagai entitas induk strategis baru di sektor jasa survei.
PT Inspeksi Sertifikasi dan Survey Indonesia (IDSurvey) was established as the new strategic parent entity in the survey services sector.



Skala Perusahaan

Company Scale

[GRI 2-6] [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. Sepanjang periode pelaporan 2023–2025, skala usaha IDSurvey menunjukkan tren pertumbuhan yang konsisten, baik dari sisi pendapatan usaha, total aset, maupun jumlah karyawan, seiring penguatan peran Perusahaan sebagai penyedia layanan pengujian, inspeksi, dan sertifikasi (*testing, inspection, and certification*) terintegrasi di tingkat nasional.

As a state-owned holding company in the survey and inspection services sector, IDSurvey manages a business scale that reflects the Company's operational capacity and reach in supporting various strategic national sectors. This scale represents the Company's fundamental strength in carrying out its governance functions, delivering services, and managing resources in an integrated and sustainable manner. The information on the Company's scale presented in this report aims to provide a comprehensive overview of IDSurvey's operational capacity, encompassing financial aspects, human resources, ownership structure, and operational coverage, within the Company's reporting boundary. Throughout the 2023–2025 reporting period, IDSurvey's business scale has shown a consistent growth trend across operating revenue, total assets, and workforce, in line with the strengthening of the Company's role as an integrated testing, inspection, and certification services provider at the national level.

Aspek *Aspect*	**Satuan** *Unit*	**2025**	**2024**	**2023**
Jumlah Karyawan *Total Employee*	Orang *People*	5.620	5.467	5.324
Pendapatan Usaha *Operating Revenue*	Juta Rupiah *Million IDR*	7.524.279,80	7.136.669,82	5.913.103,08
Total Aset *Total Assets*	Juta Rupiah *Million IDR*	10.604.658,77	9.909.046,83	8.701.166,50
Total Ekuitas *Total Equity*	Juta Rupiah *Million IDR*	7,871,863.04	7,514,931.76	6.735.275,96
Total Liabilitas *Total Liability*	Juta Rupiah *Million IDR*	2,732,795.73	2,394,115.07	1.965.890,55

Catatan:

*Pelaporan kinerja diambil dari data Laporan Keuangan Audited Konsolidasian IDSurvey Grup

Notes:

*Data sourced from the Audited Consolidated Financial Statements of IDSurvey Group.

Komposisi Kepemilikan Saham

Share Ownership Composition

[OJK C.3.C]

Perusahaan memiliki Modal Ditempatkan dan Disetor sebesar Rp16.087.699.000.000,00 (enam belas triliun delapan puluh tujuh miliar enam ratus sembilan puluh sembilan juta rupiah) yang terbagi atas 1 (satu) lembar saham Seri A Dwiwarna bernilai Rp1.000.000,00 (satu juta rupiah) dan 16.087.698 (enam belas juta delapan puluh tujuh ribu enam ratus sembilan puluh delapan) lembar saham Seri B, dengan masing-masing saham bernilai Rp1.000.000,00 (satu juta rupiah). Berdasarkan komposisi tersebut, saham Perusahaan dimiliki oleh Negara Republik Indonesia sebesar 0,00001% dan PT Danantara Asset Management sebesar 99,99999%, sehingga secara keseluruhan 100% saham tetap dikuasai oleh Pemerintah Indonesia.

The Company has an Issued and Paid-up Capital of Rp16,087,699,000,000.00 (sixteen trillion eighty-seven billion six hundred ninety-nine million rupiah) divided into 1 (one) Series A Dwiwarna share valued at Rp1,000,000.00 (one million rupiah) and 16,087,698 (sixteen million eighty-seven thousand six hundred ninety-eight) Series B shares, with each share valued at Rp1,000,000.00 (one million rupiah). Based on this composition, the Company's shares are owned by the State of the Republic of Indonesia at 0.00001% and PT Danantara Asset Management at 99.99999%, so that overall, 100% of the shares remain under the control of the Government of Indonesia.

Nama Pemegang Saham *Shareholder Name*	**Jenis Saham** *Share Class*	**Lembar Saham** *Number of Shares*	**Komposisi Kepemilikan (%)** *Ownership Composition (%)*	**Jumlah Modal (Juta Rp)** *Total Capital (Million IDR)*
Negara Republik Indonesia *State of the Republic of Indonesia*	Seri A Dwiwarna *Series A Dwiwarna*	1	0,00001	1
PT Danantara Asset Management	Seri B *Series B*	16.087.698	99,99999	16.087.698
Jumlah ***Total***		**16.087.699**	**100,00000**	**16.087.699**

Visi, Misi, Nilai-Nilai

Vision, Mission and Values

[OJK C.1]

Visi
Vision

Menjadi grup pemastian terpadu Indonesia yang bertaraf global, berkelas dunia, inovatif, terpercaya, dan menciptakan nilai bagi para pemangku kepentingan

To be a global and world class Indonesian integrated assurance group that is innovative, trusted and value creating to stakeholders

Misi
Mission

1. Memberikan nilai tambah kepada pemangku kepentingan melalui pemastian kesesuaian standar mutu, serta peningkatan efisiensi, keselamatan dan keamanan
   Providing added value to stakeholders through assuring compliance to quality standard as well as increasing efficiency, safety and security
2. 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 trusted services by strengthening capacity and capabilities related to human resources, technology and innovation through synergy and business integration
3. Memperluas jaringan dan memperkuat reputasi di tingkat global dalam rangka mendukung visi Indonesia Emas 2045
   Expanding networks and strengthening reputation at the global level in order to support the vision of Golden Indonesia 2045

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

Budaya Perusahaan

Company Culture

Dalam upaya memperkokoh budaya organisasi, IDSurvey mengusung semboyan "*One Family, One Purpose*" sebagai cerminan semangat kebersamaan dan penyelarasan visi di seluruh entitas grup. Slogan ini menegaskan identitas seluruh insan IDSurvey sebagai satu kesatuan keluarga besar yang berkolaborasi demi memberikan dampak positif bagi perusahaan, masyarakat, serta bangsa.

Makna di balik "*One Family, One Purpose*" melampaui sekadar kata-kata, melainkan menjadi fondasi bagi terciptanya lingkungan kerja yang harmonis, inklusif, dan suportif. Nilai kebersamaan tersebut diinternalisasi untuk mempererat sinergi antarpegawai, menumbuhkan rasa memiliki yang kuat, serta mengakselerasi perwujudan target strategis grup secara kolektif.

Selain itu, semboyan tersebut terintegrasi erat dengan tujuan utama (*purpose*) perusahaan, yakni "*For the safety of your family and mine*". Visi ini mempertegas peran strategis IDSurvey dalam menyediakan layanan yang menjamin aspek keselamatan, keamanan, dan peningkatan kualitas hidup, baik bagi keluarga pelanggan, mitra bisnis, maupun internal karyawan. Melalui sinergi antara semboyan dan tujuan tersebut, IDSurvey membangun identitas korporasi yang berpijak pada nilai kemanusiaan, prinsip keberlanjutan, serta profesionalisme tinggi.

In an effort to strengthen organizational culture, IDSurvey promotes the motto "One Family, One Purpose" as a reflection of the spirit of togetherness and vision alignment across all group entities. This slogan reinforces the identity of all IDSurvey personnel as a unified, large family collaborating to deliver a positive impact for the company, society, and the nation.

The meaning behind "One Family, One Purpose" goes beyond mere words, serving as the foundation for creating a harmonious, inclusive, and supportive working environment. This value of togetherness is internalized to tighten synergy among employees, foster a strong sense of ownership, and accelerate the collective realization of the group's strategic targets.

Furthermore, the motto is deeply integrated with the company's core purpose, namely "For the safety of your family and mine." This vision reaffirms IDSurvey's strategic role in providing services that guarantee aspects of safety, security, and the improvement of quality of life, both for the families of customers, business partners, and internal employees. Through the synergy between this motto and purpose, IDSurvey builds a corporate identity rooted in human values, sustainability principles, and high professionalism.

IDSurvey
Testing • Inspection • Certification

One Family, One Purpose
Satu Keluarga, Satu Tujuan

Tujuan Perusahaan
Company Purpose

Lebih dari sekadar mengejar profitabilitas, tujuan utama korporasi merupakan fondasi mendasar dari eksistensi perusahaan. Tujuan ini menegaskan komitmen IDSurvey dalam menciptakan dampak positif yang lebih luas bagi aspek sosial dan lingkungan melalui seluruh lini operasionalnya.

IDSurvey merumuskan pernyataan tujuan perusahaannya sebagai berikut:

More than just pursuing profitability, the corporation's primary purpose serves as the fundamental foundation of the company's existence. This purpose reinforces IDSurvey's commitment to creating a broader positive impact on social and environmental aspects throughout all of its operational lines.

IDSurvey formulates its corporate purpose statement as follows:

"We exist for the safety of your family & mine"

Melalui pernyataan ini, IDSurvey menegaskan peran keberlanjutannya untuk menjamin keselamatan serta keamanan setiap keluarga di dunia. Komitmen tersebut diwujudkan lewat penyediaan layanan bermutu tinggi, penerapan proses dan sistem yang terstandarisasi serta patuh terhadap regulasi, serta didukung oleh talenta yang terpercaya, bertanggung jawab, dan andal. Kesadaran akan purpose kolektif ini menjadi pilar utama untuk:

1. Mempererat ikatan kebersamaan seluruh insan IDSurvey (*One Family One Purpose*);
2. Meningkatkan kapasitas organisasi, kompetensi personel, efisiensi operasional, serta optimalisasi pemanfaatan aset;
3. Memacu inovasi pengembangan dan ekspansi bisnis pasar; serta
4. Mewujudkan target-target keberlanjutan jangka panjang perusahaan.

Through this statement, IDSurvey affirms its sustainability role in ensuring the safety and security of every family in the world. This commitment is realized through the provision of high-quality services, the implementation of standardized and regulatory-compliant processes and systems, and is supported by trusted, responsible, and reliable talent. Awareness of this collective purpose becomes the main pillar to:

1. Strengthen the bond of togetherness among all IDSurvey personnel (One Family One Purpose);
2. Enhance organizational capacity, personnel competence, operational efficiency, and the optimization of asset utilization;
3. Drive innovation in market development and business expansion; and
4. Realize the company's long-term sustainability targets.

Bidang Usaha
Business Lines
[GRI 2-6] [OJK C.3] [OJK C.4]

Sebagai perusahaan induk, IDSurvey tidak hanya berperan dalam mengkonsolidasikan portofolio layanan, tetapi juga memastikan agar pengembangan pasar, pengelolaan pelanggan, pengendalian mutu, dan pengembangan produk berjalan selaras antar entitas. *Charter* Sinergi IDSurvey menegaskan bahwa induk perusahaan memiliki peran dalam sejumlah fungsi strategis, termasuk bidang operasional dan pengendalian mutu, pemasaran, pengembangan pasar dan portofolio jasa, pengembangan bisnis dan produk, serta pengelolaan pelanggan.

As a holding company, IDSurvey does not only play a role in consolidating the service portfolio, but also ensures that market development, customer management, quality control, and product development run in alignment across entities. The IDSurvey Synergy Charter emphasizes that the parent company possesses roles in a number of strategic functions, including operational and quality control fields, marketing, market and service portfolio development, business and product development, as well as customer management.

Melalui peran tersebut, IDSurvey Group berupaya menghadirkan layanan pemastian yang lebih terintegrasi, efisien, dan bernilai tambah bagi pelanggan. Integrasi portofolio bisnis ini juga menjadi fondasi dalam mendukung transformasi industri nasional, peningkatan kepatuhan terhadap standar dan regulasi, penguatan daya saing, serta penciptaan nilai berkelanjutan bagi pemangku kepentingan.

Through these roles, IDSurvey Group strives to present assurance services that are more integrated, efficient, and value-adding for customers. The integration of this business portfolio also serves as a foundation in supporting national industrial transformation, enhancing compliance with standards and regulations, strengthening competitiveness, and creating sustainable value for stakeholders

Portofolio Utama IDSurvey Group

Main Portfolio of IDSurvey Group

Portofolio *Portfolio*	**Ruang Lingkup Umum** *General Scope*	**Entitas Pendukung Utama** *Main Supporting Entities*
Pengujian *Testing*	Layanan pengujian laboratorium, pengujian kualitas produk, komoditas, lingkungan, mineral, pangan, industri, dan sektor terkait lainnya. *Laboratory testing, quality testing of products, commodities, environment, minerals, food, industrial products, and other related sectors.*	SUCOFINDO, PTSI, BKI sesuai bidang layanan *SUCOFINDO, PTSI, BKI according to service field*
Inspeksi *Inspection*	Pemeriksaan kualitas, kuantitas, kondisi, keamanan, kepatuhan teknis, dan kesesuaian terhadap standar/regulasi. *Inspection of quality, quantity, condition, safety, technical compliance, and conformity with standards/regulations.*	BKI, SUCOFINDO, PTSI
Sertifikasi *Certification*	Sertifikasi sistem manajemen, produk, kompetensi, material, komponen, layanan, serta sertifikasi lain sesuai kewenangan dan akreditasi. *Certification of management systems, products, competence, materials, components, services, and other certifications in accordance with authority and accreditation.*	BKI, SUCOFINDO, PTSI
Klasifikasi *Classification*	Layanan klasifikasi kapal, statutoria, sertifikasi kapal, *approval* material/komponen, serta jasa teknis kelautan. *Ship classification services, statutory affairs, ship certification, material/component approval, and marine technical services.*	BKI
Statutoria *Statutory*	Layanan statutoria sesuai mandat regulator, terutama terkait keselamatan kapal, perlindungan lingkungan laut, dan pemenuhan konvensi/ketentuan teknis. *Statutory services in accordance with regulatory mandates, particularly related to ship safety, marine environmental protection, and fulfillment of technical conventions/provisions.*	BKI
Verifikasi *Verification*	Verifikasi independen, validasi, *assurance*, TKDN, P3DN, keberlanjutan, karbon, dan layanan pemastian lain. *Independent verification, validation, assurance, TKDN (Domestic Component Level), P3DN (Promotion of Domestic Product Use), sustainability, carbon, and other assurance services.*	PTSI, SUCOFINDO, BKI sesuai mandat *PTSI, SUCOFINDO, BKI according to mandate*

Portofolio *Portfolio*	**Ruang Lingkup Umum** *General Scope*	**Entitas Pendukung Utama** *Main Supporting Entities*
Konsultansi *Consulting*	Konsultansi sistem manajemen, lingkungan, keberlanjutan, infrastruktur, energi, pertambangan, manajemen risiko, dan pengembangan bisnis. *Consultancy on management systems, environment, sustainability, infrastructure, energy, mining, risk management, and business development.*	PTSI, SUCOFINDO, BKI
Pelatihan *Training*	Pelatihan teknis, sistem manajemen, K3, kualitas, keamanan pangan, alat berat, tanggap darurat, dan kompetensi lainnya. *Technical training, management systems, OHS (Occupational Health and Safety), quality, food safety, heavy equipment, emergency response, and other competencies.*	SUCOFINDO, PTSI, BKI

Bidang Usaha PT Biro Klasifikasi Indonesia (Persero)

Line of Business PT Biro Klasifikasi Indonesia (Persero)

PT Biro Klasifikasi Indonesia (Persero) menjalankan peran utama dalam layanan klasifikasi, statutoria, serta layanan komersial berbasis pengujian, inspeksi, dan sertifikasi. Sebagai badan klasifikasi nasional, BKI memiliki kompetensi inti dalam mendukung keselamatan dan kepatuhan teknis sektor maritim, sekaligus mengembangkan layanan non-klasifikasi untuk sektor kelautan, industri, dan energi

PT Biro Klasifikasi Indonesia (Persero) carries out its primary role in classification services, statutory affairs, as well as commercial services based on testing, inspection, and certification. As the national classification society, BKI possesses core competencies in supporting technical safety and compliance within the maritime sector, while simultaneously developing non-classification services for the marine, industrial, and energy sectors.

Pasar yang Dilayani

BKI melayani pelanggan dari sektor maritim, pelayaran, galangan kapal, offshore, energi, industri, manufaktur, dan sektor lain yang membutuhkan layanan klasifikasi, statutoria, inspeksi, sertifikasi, serta pemastian independen.

Market Served

BKI serves customers from the maritime, shipping, shipyard, offshore, energy, industrial, manufacturing, and other sectors that require classification, statutory, inspection, certification, as well as independent assurance services.

Ruang Lingkup Layanan PT BKI (Persero)

Scope of Services of PT BKI (Persero)

Kelompok Layanan *Service Group*	**Uraian** *Description*
Klasifikasi Kapal *Ship Classification*	Pemeriksaan dan sertifikasi kapal berdasarkan aturan klasifikasi untuk memastikan kelayakan teknis, keselamatan, dan keandalan kapal. *Examination and certification of ships based on classification rules to ensure technical seaworthiness, safety, and reliability of vessels.*
Statutoria *Statutory Services*	Pelaksanaan survei dan sertifikasi berdasarkan kewenangan regulator, termasuk aspek keselamatan kapal dan perlindungan lingkungan laut. *Execution of surveys and certification based on regulatory authority, including ship safety aspects and marine environmental protection.*
Sertifikasi Material dan Komponen *Material and Component Certification*	*Approval* dan sertifikasi pabrik, industri, penyedia jasa, galangan, prosedur pengelasan, welder, serta produk terkait. *Approval and certification of factories, industries, service providers, shipyards, welding procedures, welders, and related products.*

Kelompok Layanan *Service Group*	Uraian *Description*
Jasa Non-Klasifikasi *Non-Classification Services*	Layanan pemastian independen pada sektor kelautan, industri, dan energi. *Independent assurance services within the marine, industrial, and energy sectors.*
Konsultasi dan Supervisi TICCC *TICCC Consultancy and Supervision*	Konsultansi, supervisi, pengujian, inspeksi, dan sertifikasi untuk mendukung kepatuhan dan kualitas layanan pelanggan. *Consultancy, supervision, testing, inspection, and certification to support compliance and the quality of customer services.*

Bidang Usaha PT SUCOFINDO (Persero)

Line of Business PT SUCOFINDO (Persero)

PT SUCOFINDO (Persero) menjalankan kegiatan usaha di bidang inspeksi, audit, pengujian, kalibrasi, sertifikasi, konsultansi, dan pelatihan. Dengan jaringan layanan dan laboratorium yang luas, SUCOFINDO berperan penting dalam mendukung pemenuhan standar mutu, keamanan, kepatuhan, dan keberterimaan produk serta aktivitas usaha di berbagai sektor ekonomi.

Pasar yang Dilayani

SUCOFINDO melayani berbagai sektor, antara lain pertanian, kehutanan, perikanan, makanan, industri, pertambangan, minyak dan gas, produk konsumen, infrastruktur, energi, lingkungan, perdagangan, pemerintah, dan sektor lain yang membutuhkan layanan inspeksi, pengujian, sertifikasi, konsultansi, dan pelatihan.

PT SUCOFINDO (Persero) carries out business activities in the fields of inspection, audit, testing, calibration, certification, consultancy, and training. Supported by an extensive network of services and laboratories, SUCOFINDO plays an essential role in supporting compliance with quality standards, safety, conformity, and the acceptability of products as well as business activities across various economic sectors.

Markets Served

SUCOFINDO serves a wide range of sectors, including agriculture, forestry, fisheries, food, industrial, mining, oil and gas, consumer products, infrastructure, energy, environment, trade, government, and other sectors requiring inspection, testing, certification, consultancy, and training services.

Ruang Lingkup Layanan PT SUCOFINDO (Persero)

Scope of Services of PT SUCOFINDO (Persero)

Kelompok Layanan *Service Group*	Uraian *Description*
Inspeksi dan Audit *Inspection and Audit*	Pemeriksaan kuantitas dan kualitas produk, komoditas, proses, fasilitas, serta audit untuk memastikan kepatuhan terhadap standar teknis dan regulasi. *Examination of product quantity and quality, commodities, processes, facilities, as well as audits to ensure compliance with technical standards and regulations.*
Pengujian dan Kalibrasi *Testing and Calibration*	Layanan laboratorium dan kalibrasi untuk mendukung kepastian mutu, keamanan, dan kesesuaian produk/komoditas. *Laboratory and calibration services to support quality assurance, safety, and conformity of products/commodities.*
Sertifikasi *Certification*	Sertifikasi sistem manajemen, produk, dan layanan lain sesuai akreditasi serta kebutuhan pelanggan. *Certification of management systems, products, and other services in accordance with accreditation and customer needs.*

Kelompok Layanan *Service Group*	Uraian *Description*
Konsultasi *Consultancy*	Konsultansi sistem manajemen, analisis dampak lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur, dan penggunaan lahan. *Consultancy on management systems, environmental impact analysis, information systems, local product content (TKDN), regional development, infrastructure, and land use.*
Pelatihan *Training*	Pelatihan sistem manajemen, kualitas, kesehatan dan keselamatan kerja, HACCP, manajemen keamanan, tanggap darurat, serta pengoperasian alat berat. *Training on management systems, quality, occupational health and safety (OHS), HACCP, security management, emergency response, and heavy equipment operation.*

Bidang Usaha PT Surveyor Indonesia (Persero)

Line of Business PT Surveyor Indonesia (Persero)

PT Surveyor Indonesia (Persero) menjalankan layanan survei, inspeksi, verifikasi, sertifikasi, konsultansi, dan layanan pendukung lainnya untuk membantu pelanggan dalam memastikan kepatuhan, kualitas, efisiensi, keberlanjutan, dan pemenuhan standar teknis. Dalam IDSurvey Group, Surveyor Indonesia memiliki peran penting dalam layanan verifikasi, konsultansi, TKDN/P3DN, keberlanjutan, lingkungan, energi, infrastruktur, serta layanan *assurance* lainnya.

PT Surveyor Indonesia (Persero) carries out survey, inspection, verification, certification, consultancy, and other supporting services to assist customers in ensuring compliance, quality, efficiency, sustainability, and fulfillment of technical standards. Within the IDSurvey Group, Surveyor Indonesia plays an essential role in verification services, consultancy, TKDN/P3DN (Domestic Component Level/Promotion of Domestic Product Use), sustainability, environment, energy, infrastructure, as well as other assurance services.

Pasar yang Dilayani

Surveyor Indonesia melayani pelanggan dari sektor pemerintah, BUMN, industri, energi, pertambangan, minyak dan gas, infrastruktur, manufaktur, perdagangan, lingkungan, keberlanjutan, serta sektor lain yang membutuhkan layanan survei, inspeksi, verifikasi, sertifikasi, konsultansi, dan pemastian independen.

Markets Served

Surveyor Indonesia serves customers from the government, State-Owned Enterprises (BUMN), industrial, energy, mining, oil and gas, infrastructure, manufacturing, trade, environmental, and sustainability sectors, as well as other sectors requiring survey, inspection, verification, certification, consultancy, and independent assurance services.

Ruang Lingkup Layanan PT Surveyor Indonesia (Persero)

Scope of Services PT Surveyor Indonesia (Persero)

Kelompok Layanan *Service Group*	Uraian *Description*
Survei dan Pemetaan *Survey and Mapping*	Layanan survei, pemetaan, pengumpulan data lapangan, dan analisis teknis untuk berbagai kebutuhan industri dan pemerintah. *Survey, mapping, field data collection, and technical analysis services for various industrial and government needs.*
Inspeksi dan Pra-Pengapalan *Inspection and Pre-Shipment*	Layanan pemeriksaan barang, fasilitas, proses, dan pengiriman untuk memastikan kesesuaian terhadap standar dan persyaratan pelanggan. *Inspection services for goods, facilities, processes, and shipments to ensure conformity with standards and customer requirements.*

Kelompok Layanan *Service Group*	**Uraian** *Description*
Inspeksi, Sertifikasi, dan Verifikasi Independen *Inspection, Certification, and Independent Verification*	Layanan pemastian independen untuk mendukung kepatuhan, kualitas, dan kepercayaan pemangku kepentingan. *Independent assurance services to support compliance, quality, and stakeholder trust.*
Konsultasi Keberlanjutan, Perizinan Lingkungan, dan Pengujian Laboratorium *Sustainability Consultancy, Environmental Permitting, and Laboratory Testing*	Layanan ESG, karbon, laporan keberlanjutan, perizinan lingkungan, AMDAL/UKL-UPL, serta pengujian laboratorium. *ESG, carbon, sustainability report, environmental permitting, AMDAL/ UKL-UPL (Environmental Impact Assessment), and laboratory testing services.*
Manajemen Mutu, Lingkungan, K3, dan Risiko *Quality, Environmental, OHS, and Risk Management*	Layanan konsultasi dan *assurance* terkait sistem manajemen, kepatuhan lingkungan, K3, dan manajemen risiko. *Consultancy and assurance services related to management systems, environmental compliance, OHS (Occupational Health and Safety), and risk management.*
Konsultasi Pertambangan, Migas, dan Energi *Mining, Oil & Gas, and Energy Consultancy*	Layanan teknis dan konsultasi untuk sektor pertambangan, minyak dan gas, serta energi. *Technical and consultancy services for the mining, oil and gas, and energy sectors.*
Konsultasi Rekayasa dan Infrastruktur *Engineering and Infrastructure Consultancy*	Layanan konsultasi teknis, rekayasa, supervisi, dan dukungan infrastruktur. *Technical consultancy, engineering, supervision, and infrastructure support services.*
Konsultasi Investasi, Perdagangan, dan Manajemen *Investment, Trade, and Management Consultancy*	Layanan advisory untuk mendukung pengambilan keputusan bisnis, investasi, perdagangan, dan manajemen. *Advisory services to support business decision-making, investment, trade, and management.*
Pelatihan, Sertifikasi, dan Penyediaan SDM *Training, Certification, and Manpower Provision*	Pengembangan kompetensi, sertifikasi, serta penyediaan sumber daya manusia untuk kebutuhan teknis tertentu. *Competency development, certification, and human resources provision for specific technical needs.*
Optimalisasi Aset dan Jasa Pendukung *Asset Optimization and Supporting Services*	Layanan pendukung untuk meningkatkan pemanfaatan aset dan efektivitas operasional pelanggan. *Supporting services to enhance asset utilization and operational effectiveness for customers.*

Integrasi Portofolio melalui Strategi *Go-to-Market*

Portfolio Integration through Go-to-Market Strategy

Pada tahun 2025, IDSurvey memperkuat pengelolaan portofolio jasa melalui strategi *Go-to-Market* yang diarahkan untuk memperjelas pembagian peran antar entitas, memperkuat koordinasi pasar, serta meningkatkan efektivitas pendekatan kepada pelanggan. Strategi ini menjadi salah satu instrumen penting untuk mengelola sinergi bisnis IDSurvey Group, terutama pada peluang yang melibatkan lebih dari satu entitas.

Melalui pendekatan ini, IDSurvey Group berupaya mengoptimalkan peran masing-masing entitas berdasarkan kapabilitas teknis, pengalaman pasar, jejaring pelanggan, dan kekuatan portofolio layanan. Strategi ini juga diharapkan dapat mengurangi potensi tumpang tindih pendekatan pasar, memperkuat kualitas proposal lintas entitas, dan menghadirkan solusi yang lebih terpadu bagi pelanggan.

In 2025, IDSurvey strengthened its service portfolio management through a Go-to-Market strategy aimed at clarifying the division of roles among entities, reinforcing market coordination, and enhancing the effectiveness of customer approach strategies. This strategy serves as one of the essential instruments to manage the business synergies of the IDSurvey Group, particularly for opportunities involving multiple entities.

Through this approach, IDSurvey Group strives to optimize the role of each entity based on technical capabilities, market experience, customer networks, and the strength of their service portfolios. This strategy is also expected to reduce the potential for overlapping market approaches, strengthen the quality of cross-entity proposals, and deliver more integrated solutions for customers.



Wilayah Operasional

Operational Areas

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

IDSurvey memiliki jangkauan wilayah operasional yang tersebar luas di berbagai lokasi strategis di seluruh Indonesia guna menjamin ketersediaan layanan jasa survei yang terpercaya dan responsif. Melalui jaringan kantor serta fasilitas pendukung yang komprehensif, Perusahaan mampu menyelenggarakan layanan secara efektif dan menjangkau pelanggan secara langsung, sekaligus berkontribusi dalam mendukung pemerataan standar layanan jasa survei di tingkat nasional.

IDSurvey has an extensively widespread operational reach across various strategic locations throughout Indonesia to guarantee the availability of trusted and responsive survey services. Through its comprehensive network of offices and supporting facilities, the Company is capable of delivering services effectively and reaching customers directly, while simultaneously contributing to supporting the equalization of survey service standards on a national level.



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, 42825 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. 11/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 : cnc@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) 3294520 e-mail : sb@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) 743107 e-mail : pk@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	**Kantor Pelayanan Operasional Klas 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 : ms@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
Jakarta		**Gedung Graha BKI** **Jl.Yos Sudarso 38- 40, Tanjung Priok Jakarta Utara-14320** Telepon : (62-21) 43937409, 4300139, 430093 e-mail : mno@bki.co.id

Jaringan Pelayanan *Services Network*	Klasifikasi dan Statutoria *Classification and Statutory*	Komersil *Commercial*
Singapura	**7500A Beach Road #11-301 The Plaza** **Singapore-19959** Telepon : 65-68830651, 68830634, 68830643 Fax : 65-63393631 e-mail : sg@bki.co.id, class@bki.com.sg	

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
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

Nama *Name*	Kerja *Class*	Alamat *Address*
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

Catatan:

*Daftar jaringan kantor PT SUCOFINDO yang diungkapkan pada laporan ini hanya mencakup Kantor Cabang Utama dan Kantor Cabang Madya. Informasi selengkapnya mengenai jaringan operasional hingga tingkat Kantor Cabang Pratama dapat dilihat pada Laporan Keberlanjutan PT SUCOFINDO.

Notes:

*The list of PT SUCOFINDO's office networks disclosed in this report only includes Sub-Branch Offices and Intermediate Branch Offices. Further information regarding the operational network up to the Primary Branch Office level can be found in PT SUCOFINDO's Sustainability Report.

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
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

Nama *Name*	Kerja *Class*	Alamat *Address*
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

Catatan:

*Daftar jaringan kantor PT Surveyor Indonesia yang diungkapkan pada laporan ini hanya mencakup Kantor Pusat dan Kantor Cabang. Informasi selengkapnya mengenai jaringan operasional hingga tingkat Kantor Perwakilan dapat dilihat pada Laporan Keberlanjutan PT Surveyor Indonesia.

Notes:

*The list of PT Surveyor Indonesia's office networks disclosed in this report only includes the Head Office and Branch Offices. Further information regarding the operational network up to the Representative Office level can be found in PT Surveyor Indonesia's Sustainability Report.

Inisiatif dan Keanggotaan Eksternal

External Initiatives and Membership

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

IDSurvey Group memandang keanggotaan dalam asosiasi, forum, dan organisasi profesi sebagai bagian penting dalam memperkuat jejaring industri, meningkatkan kapasitas teknis, mengikuti perkembangan standar, serta berkontribusi terhadap kemajuan industri *Testing, Inspection, Certification, Consulting, and Classification* (TICCC). Melalui partisipasi aktif dalam organisasi eksternal, IDSurvey Group dapat memperkuat kolaborasi dengan pelaku industri, regulator, lembaga standardisasi, asosiasi profesi, dan pemangku kepentingan lain yang relevan dengan kegiatan usaha perusahaan.

Hingga akhir periode pelaporan, entitas IDSurvey Group tercatat menjadi anggota dalam sejumlah asosiasi nasional dan internasional yang mendukung penguatan kapabilitas jasa inspeksi, pengujian, sertifikasi, klasifikasi, konsultansi, survey, standardisasi, keberlanjutan, keselamatan kerja, industri maritim, pertambangan, energi, dan pasar karbon.

IDSurvey Group views membership in associations, forums, and professional organizations as an essential part of strengthening industry networks, enhancing technical capacity, staying abreast of standard developments, and contributing to the advancement of the Testing, Inspection, Certification, Consulting, and Classification (TICCC) industry. Through active participation in external organizations, IDSurvey Group can reinforce collaboration with industry players, regulators, standardization bodies, professional associations, and other stakeholders relevant to the company's business activities.

By the end of the reporting period, IDSurvey Group entities were recorded as members of a number of national and international associations that support the strengthening of capabilities in inspection, testing, certification, classification, consultancy, survey, standardization, sustainability, occupational safety, maritime industry, mining, energy, and carbon market services.

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*

No	Nama Asosiasi *Association Name*	Peran *Role*	Lingkup *Scope*
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*
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*

No	Nama Asosiasi *Association Name*	Peran *Role*	Lingkup *Scope*
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*
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]

Tahun 2025 menjadi periode penting dalam perjalanan transformasi IDSurvey Group. Pada tahun ini, terjadi perubahan mendasar dalam struktur kelembagaan *holding* jasa survei nasional, dari sebelumnya fungsi *holding* dijalankan oleh PT Biro Klasifikasi Indonesia (Persero), menjadi PT IDSurvey (Persero) sebagai entitas induk strategis yang berdiri sendiri. Perubahan tersebut menandai penguatan tata kelola, koordinasi strategis, dan integrasi bisnis di lingkungan IDSurvey Group.

Transformasi Menjadi *Strategic Holding* IDSurvey

Transformasi IDSurvey pada tahun 2025 ditandai dengan pembentukan PT Inspeksi Sertifikasi dan Survey Indonesia sebagai entitas induk baru di sektor jasa survei. Berdasarkan dokumen legal yang tersedia, PT Inspeksi Sertifikasi dan Survey Indonesia didirikan melalui Akta No. 188 tanggal 27 Maret 2025 dan memperoleh pengesahan Menteri Hukum Republik Indonesia melalui SK No. AHU-0027103. AH.01.01.TAHUN 2025. Selanjutnya, melalui Akta No. 132 tanggal 23 Juni 2025, perusahaan berubah menjadi Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia, disingkat PT IDSurvey (Persero). Perubahan ini mempertegas posisi IDSurvey sebagai induk perusahaan yang mengoordinasikan BKI, SUCOFINDO, dan Surveyor Indonesia. Dengan struktur baru tersebut, IDSurvey menjalankan peran sebagai *strategic holding* yang berfokus pada penguatan arah strategis grup, sinergi antar entitas, pengelolaan portofolio, tata kelola terintegrasi, serta peningkatan daya saing layanan TICCC nasional.

Penguatan Hubungan Induk dan Anak Perusahaan

Sejalan dengan perubahan struktur *holding*, IDSurvey memperkuat tata hubungan antara induk dan anak perusahaan melalui penyusunan dan pemberlakuan Charter Sinergi IDSurvey. Dokumen ini menjadi pedoman bagi hubungan antara PT IDSurvey (Persero) sebagai induk perusahaan dengan PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero) sebagai anak perusahaan.

Charter Sinergi IDSurvey menjelaskan bahwa IDSurvey Group terdiri dari PT IDSurvey (Persero), PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero). Dokumen tersebut ditetapkan untuk mengatur tata hubungan antara induk dan anak perusahaan agar kegiatan perusahaan berjalan efektif dan efisien, sesuai ketentuan peraturan perundang-undangan, serta memperhatikan etika bisnis dan prinsip *Good Corporate Governance*.

The year 2025 became a pivotal period in the transformation journey of the IDSurvey Group. This year marked a fundamental change in the institutional structure of the national survey services holding company, shifting from its previous model where the holding function was executed by PT Biro Klasifikasi Indonesia (Persero) to the establishment of PT IDSurvey (Persero) as an independent strategic parent entity. This transition reflects the strengthening of governance, strategic coordination, and business integration across the IDSurvey Group.

Transformation Into an IDSurvey Strategic Holding

The transformation of IDSurvey in 2025 was marked by the establishment of PT Inspeksi Sertifikasi dan Survey Indonesia as the new parent entity in the survey services sector. Based on available legal documents, PT Inspeksi Sertifikasi and Survey Indonesia was incorporated under Deed No. 188 dated March 27, 2025, and obtained approval from the Minister of Justice of the Republic of Indonesia via Decree No. AHU-0027103.AH.01.01.TAHUN 2025. Subsequently, through Deed No. 132 dated June 23, 2025, the company transformed into a state-owned corporation (Persero), named PT Inspeksi Sertifikasi dan Survey Indonesia, abbreviated as PT IDSurvey (Persero). This change solidifies IDSurvey's position as the parent company coordinating BKI, SUCOFINDO, and Surveyor Indonesia. With this new structure, IDSurvey operates as a strategic holding company focused on sharpening the group's strategic direction, driving synergy among entities, managing portfolios, ensuring integrated governance, and enhancing the competitiveness of national TICCC services.

Strengthening Parent-Subsidiary Relationships

In alignment with the restructured holding framework, IDSurvey strengthened the relationship between the parent and its subsidiaries through the formulation and enforcement of the IDSurvey Synergy Charter. This document serves as the formal guideline governing the relationship between PT IDSurvey (Persero) as the parent company and PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero) as subsidiaries.

The IDSurvey Synergy Charter clarifies that the IDSurvey Group comprises PT IDSurvey (Persero), PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero). The charter was established to govern parent-subsidiary relations, ensuring that corporate activities run effectively and efficiently, comply with laws and regulations, and strictly uphold business ethics and Good Corporate Governance (GCG) principles.

Charter tersebut juga memuat ruang lingkup tata kelola dan sinergi hubungan induk-anak perusahaan, termasuk kewenangan induk perusahaan terhadap anak perusahaan, tata kelola terintegrasi, hubungan organ induk dan anak perusahaan, *Executive Committee* IDSurvey, serta prinsip sinergi antar entitas.

Dengan adanya Charter Sinergi, IDSurvey memiliki dasar yang lebih kuat untuk mengoordinasikan kebijakan grup, pengelolaan strategi, penyusunan rencana jangka panjang dan RKAP, pengendalian kinerja, penguatan sistem manajemen risiko, serta integrasi fungsi strategis lintas entitas.

Masa Transisi dan Rekonsiliasi Kebijakan

Transformasi kelembagaan pada tahun 2025 juga disertai periode transisi. Selama proses *spin-off holding*, terdapat masa transisi dan rekonsiliasi yang berlangsung sejak 24 Mei 2025 sampai dengan 31 Desember 2025, termasuk penggunaan sementara beberapa kebijakan PT Biro Klasifikasi Indonesia (Persero) berdasarkan Perjanjian Transisi IDS–BKI sampai dengan kebijakan IDSurvey sebagai entitas induk baru selesai disusun dan/atau diratifikasi.

Masa transisi ini menjadi bagian penting dari proses pembentukan tata kelola IDSurvey sebagai *holding* baru. Dalam periode tersebut, perusahaan melakukan penyesuaian terhadap struktur organisasi, kebijakan internal, hubungan kerja antar entitas, pengelolaan pelaporan, serta penyelarasan fungsi-fungsi strategis di lingkungan IDSurvey Group.

Penguatan Tata Kelola, Etika, dan Kepatuhan

Pada tahun 2025, IDSurvey juga memperkuat perangkat tata kelola melalui penyusunan dan pemberlakuan sejumlah kebijakan korporasi. Salah satu dokumen utama adalah Pedoman Perilaku Etika/*Code of Conduct*, yang berlaku sejak 24 Juni 2025. Dokumen tersebut menjelaskan bahwa PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) merupakan perusahaan induk yang mengonsolidasikan BUMN sektor TICCC, yaitu BKI, SUCOFINDO, dan Surveyor Indonesia, dengan *brand identity* IDSurvey.

Code of Conduct menjadi rujukan bagi insan IDSurvey dalam menerapkan prinsip tata kelola perusahaan yang baik, kepatuhan, etika bisnis, etika kerja, penghindaran benturan kepentingan, pencegahan penyuapan, perlindungan data, pemanfaatan fasilitas teknologi informasi, serta penghormatan terhadap lingkungan kerja yang aman dan saling menghargai. Struktur dokumen *Code of Conduct* juga mencakup prinsip GCG, purpose IDSurvey, kepatuhan, tanggung jawab insan IDSurvey, etika bisnis, etika kerja, serta penerapan dan pemantauan.

Selain *Code of Conduct*, IDSurvey juga telah memiliki dokumen pendukung tata kelola seperti kebijakan *Whistleblowing System* (WBS), Sistem Manajemen Anti Penyuapan (SMAP), Pengendalian Gratifikasi, Benturan Kepentingan, dan *Board Manual*.

The charter also encompasses the scope of governance and parent-subsidiary synergy, including the parent company's authority over subsidiaries, integrated governance, the relationship between corporate organs of the parent and subsidiaries, the IDSurvey Executive Committee, and principles of cross-entity synergy.

With the Synergy Charter in place, IDSurvey possesses a more robust foundation to coordinate group-wide policies, manage strategies, draft long-term plans and annual budgets (RKAP), monitor performance, reinforce risk management systems, and integrate strategic functions across all entities.

Transition Period and Policy Reconciliation

The institutional transformation in 2025 was also accompanied by a transition phase. During the holding spin-off process, a transition and reconciliation period took place from May 24, 2025, to December 31, 2025. This included the temporary adoption of several policies from PT Biro Klasifikasi Indonesia (Persero), governed under the IDS–BKI Transition Agreement, until IDSurvey's policies as the new parent entity were fully drafted and/or ratified.

This transition period was a crucial element in building IDSurvey's governance framework as a newly formed holding. During this period, the company adjusted its organizational structure, internal policies, working relationships between entities, reporting management, and aligned strategic functions across the IDSurvey Group.

Strengthening Governance, Ethics, and Compliance

In 2025, IDSurvey also reinforced its governance framework by drafting and implementing a series of corporate policies. A primary document is the Code of Conduct, effective since June 24, 2025. This document outlines that PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) is the holding company consolidating State-Owned Enterprises (BUMN) within the TICCC sector, namely BKI, SUCOFINDO, and Surveyor Indonesia, under the IDSurvey brand identity.

The Code of Conduct serves as a reference point for IDSurvey personnel in implementing good corporate governance, compliance, business ethics, work ethics, conflict of interest avoidance, bribery prevention, data protection, information technology utilization, and fostering a safe and respectful work environment. The structure of the Code of Conduct covers GCG principles, IDSurvey's corporate purpose, compliance, the responsibilities of IDSurvey personnel, business ethics, work ethics, as well as implementation and monitoring mechanisms.

Beyond the Code of Conduct, IDSurvey is supported by other governance instruments, such as the Whistleblowing System (WBS), Anti-Bribery Management System (SMAP), Gratification Control, Conflict of Interest guidelines, and the Board Manual.

Dokumen WBS yang tersedia menjelaskan dasar pelaksanaan WBS di lingkungan IDSurvey, termasuk prosedur dan kebijakan yang berlaku pada PT IDSurvey, BKI, SUCOFINDO, Surveyor Indonesia, Perjanjian Transisi, serta SKK Menteri BUMN No. SKK-62/MBU/06/2025 tanggal 23 Juni 2025.

The available WBS document details the execution framework for the whistleblowing system within IDSurvey, including procedures and policies applicable across PT IDSurvey, BKI, SUCOFINDO, Surveyor Indonesia, the Transition Agreement, and the Decree of the Minister of SOEs No. SKK-62/MBU/06/2025 dated June 23, 2025.

Penguatan Strategi *Go-to-Market* dan Sinergi Portofolio

Salah satu perubahan penting dalam pengelolaan bisnis IDSurvey Group pada tahun 2025 adalah penguatan strategi *Go-to-Market* (GTM). Strategi ini diarahkan untuk memperjelas pembagian peran antar entitas, memperkuat koordinasi pemasaran, mengurangi potensi tumpang tindih pendekatan kepada pelanggan, serta meningkatkan kualitas solusi terpadu yang ditawarkan kepada pasar.

Melalui strategi GTM, IDSurvey Group mengembangkan pendekatan yang lebih terstruktur dalam mengelola peluang bisnis, portofolio jasa, dan sinergi antar anak perusahaan. Pendekatan ini menjadi penting karena BKI, SUCOFINDO, dan Surveyor Indonesia memiliki kapabilitas teknis dan basis pelanggan yang berbeda, namun berada dalam satu ekosistem layanan TICCC yang saling melengkapi.

Dalam konteks ini, IDSurvey memperkuat peran *Coordinating Entity* dan *Integrator Sector* untuk memastikan pengelolaan pasar dilakukan secara lebih terarah. *Coordinating Entity* berfungsi untuk mengkoordinasikan pengembangan portofolio atau layanan tertentu, sedangkan *Integrator Sector* berperan dalam memastikan pendekatan lintas entitas terhadap sektor atau pelanggan strategis berjalan terintegrasi.

Strengthening Go-to-Market Strategy and Portfolio Synergy

A significant shift in the business management of the IDSurvey Group in 2025 was the reinforcement of its Go-to-Market (GTM) strategy. This strategy is directed toward clarifying the roles of each entity, strengthening marketing coordination, minimizing the risk of overlapping customer approaches, and improving the quality of integrated solutions offered to the market.

Through the GTM strategy, IDSurvey Group developed a more structured approach to managing business opportunities, service portfolios, and synergies among subsidiaries. This approach is vital since BKI, SUCOFINDO, and Surveyor Indonesia possess distinct technical capabilities and customer bases, yet operate within a complementary TICCC service ecosystem.

In this context, IDSurvey enhanced the roles of the Coordinating Entity and Integrator Sector to ensure market management is carried out more deliberately. The Coordinating Entity functions to coordinate the development of specific portfolios or services, while the Integrator Sector ensures that cross-entity approaches toward strategic sectors or key clients run in an integrated manner.

Penguatan Peran IDSurvey dalam Ekosistem TICCC Nasional

Dengan perubahan struktur kelembagaan, penguatan tata kelola, dan integrasi strategi komersial, IDSurvey semakin mempertegas perannya sebagai *national assurance group* di sektor TICCC. Integrasi BKI, SUCOFINDO, dan Surveyor Indonesia diarahkan untuk meningkatkan kapasitas nasional dalam bidang standardisasi, penilaian kesesuaian, pengujian, inspeksi, sertifikasi, klasifikasi, verifikasi, konsultansi, serta layanan *assurance* lainnya.

Perubahan ini tidak hanya berdampak pada struktur organisasi, tetapi juga pada cara IDSurvey Group melayani pelanggan dan menciptakan nilai. Melalui koordinasi *holding* yang lebih kuat, IDSurvey Group diharapkan mampu menghadirkan layanan yang lebih efisien, responsif, kredibel, dan relevan dengan kebutuhan pembangunan nasional, termasuk agenda industrialisasi, keselamatan, keberlanjutan, transisi energi, ekonomi hijau, peningkatan daya saing produk, serta tata kelola bisnis yang bertanggung jawab.

Enhancing IDSurvey's Role in the National TICCC Ecosystem

With changes to its institutional structure, reinforced governance, and the integration of commercial strategies, IDSurvey further cements its role as the national assurance group in the TICCC sector. The integration of BKI, SUCOFINDO, and Surveyor Indonesia is aimed at elevating national capacity in standardization, conformity assessment, testing, inspection, certification, classification, verification, consultancy, and other assurance services.

This transformation impacts not only organizational structures but also the way IDSurvey Group serves its customers and creates value. Supported by stronger holding coordination, IDSurvey Group is expected to deliver services that are more efficient, responsive, credible, and aligned with national development priorities, including industrialization agendas, safety, sustainability, energy transition, green economy, enhancement of product competitiveness, and responsible corporate governance.

Transformasi IDSurvey pada tahun 2025 menjadi fondasi penting bagi penguatan tata kelola, integrasi bisnis, serta penerapan prinsip keberlanjutan di seluruh IDSurvey Group. Dengan struktur *holding* yang lebih jelas, perangkat tata kelola yang semakin lengkap, dan strategi bisnis yang lebih terintegrasi, IDSurvey berkomitmen untuk terus memperkuat kontribusinya dalam menciptakan layanan pemastian yang terpercaya, berdaya saing, dan berdampak positif bagi pembangunan nasional.

The transformation of IDSurvey in 2025 establishes a solid foundation for bolstering governance, business integration, and the implementation of sustainability principles across the entire IDSurvey Group. Backed by a clearer holding framework, comprehensive governance instruments, and integrated business strategies, IDSurvey is committed to continuously expanding its contribution to creating trusted, competitive assurance services that deliver a positive impact on national development.



02

Tentang Laporan Keberlanjutan

About The Sustainability Report




bki
SURVEYOR INDONESIA
SUCOFINDO

Tentang Laporan ini

About this Report

[GRI 2-3, 2-4] [OJK G.3, G.4]

Laporan Keberlanjutan ini menyajikan capaian kinerja keberlanjutan Perusahaan untuk periode pelaporan yang dimulai dari 1 Januari sampai dengan 31 Desember 2025. Publikasi ini merupakan edisi pertama yang diterbitkan oleh PT IDSurvey (Persero) dalam perannya secara mandiri sebagai entitas induk strategis, meneruskan tradisi pelaporan grup di mana laporan keberlanjutan tahunan telah dirilis secara konsisten sejak tahun 2024 saat fungsi *holding* masih dijalankan oleh PT Biro Klasifikasi Indonesia (Persero). Laporan ini resmi dipublikasikan pada 31 Agustus 2026, di mana data kinerja ekonomi yang disajikan di dalamnya bersumber dari Laporan Keuangan Tahunan yang telah dipublikasikan pada 31 Maret 2026 [GRI 2-3]. Sepanjang tahun lalu, Perusahaan tidak menerima umpan balik atau masukan atas Laporan Keberlanjutan periode sebelumnya. [OJK G.3]

This Sustainability Report presents the Company's sustainability performance for the reporting period from January 1 to December 31, 2025. This publication marks the first edition issued independently by PT IDSurvey (Persero) in its role as a strategic holding entity, continuing the group's reporting tradition, whereby annual sustainability reports have been consistently published since 2024, when the holding function was still managed by PT Biro Klasifikasi Indonesia (Persero). The report was officially published in August 31st 2026, with economic performance data sourced from the Annual Financial Statements published in March 31st 2026 [GRI 2-3]. Throughout the past year, the Company did not receive any feedback or comments on the previous Sustainability Report. [OJK G.3]

IDSurvey menyusun Laporan Keberlanjutan ini sebagai sarana komunikasi utama untuk menyampaikan kinerja keberlanjutan kepada seluruh pemangku kepentingan, yang mencakup empat pilar fundamental yaitu aspek ekonomi, lingkungan, sosial, dan tata kelola. Penerbitan dokumen ini menjadi bukti nyata atas komitmen IDSurvey dalam menjunjung tinggi prinsip akuntabilitas serta transparansi terhadap dampak operasional seluruh ekosistem perusahaan, sekaligus kontribusi nyatanya dalam mendukung pembangunan berkelanjutan demi memenuhi kebutuhan generasi saat ini tanpa mengorbankan hak generasi masa depan. Seluruh informasi yang termuat di dalam laporan ini diposisikan sebagai pelengkap yang terintegrasi dengan Laporan Tahunan IDSurvey 2025. [GRI 2-3]

IDSurvey prepares this Sustainability Report as the primary communication tool to convey its sustainability performance to all stakeholders, encompassing four fundamental pillars: economic, environmental, social, and governance aspects. The publication of this document serves as tangible evidence of IDSurvey's commitment to uphold the principles of accountability and transparency regarding the operational impacts across the Company's entire ecosystem, as well as its concrete contribution to supporting sustainable development—meeting the needs of the present generation without compromising the rights of future generations. All information contained in this report is positioned as a complementary and integrated component of IDSurvey's 2025 Annual Financial Statements. [GRI 2-3]

Dalam perjalanannya, IDSurvey menjalani transformasi tata kelola yang signifikan, beralih dari fungsi operational *holding* di bawah PT Biro Klasifikasi Indonesia (Persero) pada tahun 2024 menuju tahap transisi pemisahan (*spin-off*) yang dimulai sejak Mei 2025. Momentum penting ini diperkuat pada 23 Juni 2025 saat IDSurvey secara resmi dikukuhkan sebagai *holding* BUMN Jasa Survei melalui penerimaan inbreng seluruh saham PT Danantara Asset Management (Persero) pada PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero). Selama periode rekonsiliasi yang berlangsung dari 24 Mei hingga 31 Desember 2025, kelancaran operasional dijamin melalui perjanjian transisi yang mengizinkan IDSurvey menggunakan kebijakan internal BKI sembari menjalankan proses ratifikasi kebijakan mandiri guna memantapkan perannya sebagai *strategic holding*. [GRI 2-3]

Throughout its journey, IDSurvey has undergone a significant governance transformation, transitioning from an operational holding function under PT Biro Klasifikasi Indonesia (Persero) in 2024 to a spin-off phase that commenced in May 2025. This pivotal milestone was reinforced on June 23, 2025, when IDSurvey was officially established as the State-Owned Survey Services Holding through the receipt of inbreng of all shares from PT Danantara Asset Management (Persero) in PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero). During the reconciliation period from May 24 to December 31, 2025, operational continuity was ensured through a transition agreement that allowed IDSurvey to operate under BKI's internal policies while simultaneously executing independent policy ratification processes to strengthen its role as a strategic holding entity. [GRI 2-3]

Oleh karena itu, Laporan Keberlanjutan Tahun Buku 2025 ini merupakan laporan keberlanjutan pertama yang disusun dan diterbitkan oleh PT IDSurvey dalam perannya secara mandiri sebagai entitas induk strategis. Penyusunan laporan ini mengacu pada standar internasional Global Reporting Initiative (GRI) Standards 2021 dengan pendekatan "*In Accordance*", serta mengikuti ketentuan regulasi domestik berdasarkan Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/SEOJK.04/2021 tentang Pedoman Pelaporan Keberlanjutan bagi Emiten atau Perusahaan Publik. Guna memenuhi regulasi otoritas keuangan serta memastikan tingkat keterbacaan dan kredibilitas yang tinggi, kami menyertakan poin indeks SEOJK dan GRI pada setiap bagian narasi yang relevan [GRI 2-3]. Pengaplikasian standar-standar tersebut ditandai dengan penomoran di dalam kurung berwarna Hijau Toska untuk Standar GRI dan warna Hijau Daun Muda untuk SEOJK 16/2021. Adapun daftar indeks OJK serta GRI secara lengkap disajikan berturut-turut pada halaman 418 dan halaman 424. [OJK G.4]

Therefore, the 2025 Sustainability Report represents the first report prepared and published independently by PT IDSurvey in its role as a strategic holding entity. The preparation of this report refers to the international Global Reporting Initiative (GRI) Standards 2021, applying the "In Accordance" approach, and also follows domestic regulatory requirements based on the Financial Services Authority (OJK) Circular Letter No. 16/SEOJK.04/2021 on Sustainability Reporting Guidelines for Issuers or Public Companies. To comply with financial regulatory requirements and ensure high readability and credibility, we have included SEOJK and GRI index references in each relevant narrative section [GRI 2-3]. The application of these standards is indicated by numbering in Teal for GRI Standards and Light Leaf Green for SEOJK 16/2021. The complete list of OJK and GRI indices is presented consecutively on pages 418 and 424. [OJK G.4]

Data kuantitatif yang disajikan dalam laporan ini 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 (*Report Limitation*) yang telah ditetapkan untuk periode transisi ini.

The quantitative data included in this report are prepared in accordance with the principle of comparability for at least two consecutive years, providing a consistent view of sustainability performance trends. Meanwhile, disclosures of data and information from other entities within the IDSurvey ecosystem are presented in a limited and separate manner, in line with data availability and the report limitation established for this transition period.

Batasan Laporan
Report Limitation
[GRI 2-2]

Laporan Keberlanjutan ini disusun dengan menetapkan batasan laporan (*report limitation*) serta pendekatan konsolidasi informasi yang transparan guna memberikan gambaran akurat mengenai dampak operasional PT Inspeksi Sertifikasi dan Survey Indonesia (IDSurvey) beserta seluruh anggotanya. Dalam menyajikan kinerja ekonomi, data dan informasi diungkapkan secara konsolidasi penuh yang merujuk dan selaras dengan Laporan Keuangan Konsolidasian Audited IDSurvey Group untuk tahun yang berakhir pada 31 Desember 2025. Cakupan entitas dalam pelaporan ekonomi ini mencakup PT IDSurvey (Persero) selaku entitas induk strategis (*strategic holding*) beserta seluruh anak perusahaan di bawah kendalinya, sehingga tidak terdapat perbedaan daftar entitas utama antara laporan keuangan audited grup dan laporan keberlanjutan ini. [GRI 2-2-a]

This Sustainability Report is prepared by defining the report limitation and applying a transparent information consolidation approach to provide an accurate representation of the operational impacts of PT Inspeksi Sertifikasi dan Survey Indonesia (IDSurvey) and all of its affiliates. In presenting economic performance, data and information are disclosed on a fully consolidated basis, in alignment with the Audited Consolidated Financial Statements of the IDSurvey Group for the year ended December 31, 2025. The scope of entities included in this economic reporting covers PT IDSurvey (Persero) as the strategic holding entity along with all subsidiaries under its control, ensuring that there is no discrepancy between the list of principal entities in the Group's audited financial statements and this Sustainability Report. [GRI 2-2-a]

Sementara itu, pendekatan pengungkapan informasi dibedakan berdasarkan karakteristik topik spesifik demi mencerminkan struktur tata kelola baru yang sedang berjalan. Untuk informasi kinerja tata kelola perusahaan (*corporate governance*), batasan pelaporan difokuskan secara khusus pada level korporat PT IDSurvey (Persero) selaku *strategic holding*. Pengungkapan tersebut memotret komitmen, struktur, mekanisme pengawasan, serta ratifikasi kebijakan mandiri yang dilakukan oleh manajemen puncak entitas induk dalam memantapkan peran strategisnya selama masa transisi tata kelola di tahun pelaporan.

Meanwhile, the approach to information disclosure is differentiated according to the characteristics of specific topics to reflect the ongoing new governance structure. For corporate governance performance, the reporting boundary is specifically focused at the corporate level of PT IDSurvey (Persero) as the strategic holding entity. This disclosure captures the commitment, structure, oversight mechanisms, and independent policy ratification carried out by the top management of the parent entity in strengthening its strategic role during the governance transition in the reporting year.

Di sisi lain, karena PT IDSurvey (Persero) secara mandiri bertindak sebagai *strategic holding* yang berfokus pada fungsi koordinasi strategis dan tidak bersentuhan langsung dengan aktivitas teknis di lapangan, maka pendekatan pengungkapan untuk aspek sosial dan lingkungan turut menyertakan kinerja operasional grup. PT IDSurvey (Persero) bertindak sebagai entitas pelapor utama yang menetapkan arah kebijakan ESG, namun untuk menyajikan dampak operasional yang material dan komprehensif, pengungkapan kinerja kuantitatif maupun kualitatif pada aspek sosial dan lingkungan turut menyertakan data operasional dari tiga anak perusahaan utama, yaitu PT Biro Klasifikasi Indonesia (Persero) (PT BKI), PT SUCOFINDO (Persero) (PT SCI), dan PT Surveyor Indonesia (Persero) (PT SI). Melalui pendekatan yang bervariasi antar-topik material ini, IDSurvey memastikan bahwa pelaporan kinerja ekonomi, tata kelola, ketenagakerjaan, hingga pengelolaan lingkungan di tingkat operasional tetap memenuhi prinsip kelengkapan (completeness) informasi di seluruh ekosistem grup.

On the other hand, since PT IDSurvey (Persero) independently acts as a strategic holding focused on strategic coordination functions and does not directly engage in field-level technical activities, the disclosure approach for social and environmental aspects also includes the operational performance of the Group. PT IDSurvey (Persero) serves as the primary reporting entity that sets the direction of ESG policies; however, to present material and comprehensive operational impacts, both quantitative and qualitative disclosures on social and environmental performance incorporate operational data from the three main subsidiaries: PT Biro Klasifikasi Indonesia (Persero) (PT BKI), PT SUCOFINDO (Persero) (PT SCI), and PT Surveyor Indonesia (PT SI). Through this topic-specific approach, IDSurvey ensures that reporting on economic performance, governance, workforce management, and environmental management at the operational level fully adheres to the principle of completeness across the Group's entire ecosystem.

Terdapat beberapa penyajian ulang (*restatement*) atas informasi yang disampaikan, terutama terdapat pada beberapa penyajian data numerik diakibatkan oleh adanya perbedaan pada metode perhitungan. Setiap informasi yang disajikan ulang di dalam laporan ini akan diberikan tanda asterisk (*) sebagai penanda perubahan informasi. [GRI 2-4]

Certain information presented in this report has been restated, particularly some numerical data, due to differences in calculation methods. Any information that has been restated in this report is marked with an asterisk (*) to indicate the changes. [GRI 2-4]

Prinsip Pelaporan
Reporting Principles

Penyusunan laporan ini berpedoman pada prinsip-prinsip pelaporan keberlanjutan yang ditetapkan dalam Standar GRI 2021. Penerapan pendekatan ini mencerminkan komitmen kuat IDSurvey dalam menyampaikan informasi yang jelas, relevan, serta akurat guna meningkatkan transparansi dan mendukung praktik bisnis yang berkelanjutan. Berikut adalah prinsip-prinsip pelaporan keberlanjutan yang diterapkan oleh Perusahaan:

The preparation of this report is guided by the sustainability reporting principles established in the GRI Standards 2021. The application of this approach reflects IDSurvey's strong commitment to providing clear, relevant, and accurate information to enhance transparency and support sustainable business practices. The following sustainability reporting principles are applied by the Company:

Accuracy
Melaporkan informasi yang benar dan cukup rinci untuk memungkinkan penilaian dampak Perusahaan.
Reporting accurate and sufficiently detailed information to enable an assessment of the Company's impact.

Balance
Melaporkan informasi dengan cara yang tidak memihak dan memberikan representasi yang adil dari dampak negatif dan positif Perusahaan.
Reporting information in an unbiased manner, providing a fair representation of both the Company's positive and negative impacts.

Clarity
Menyajikan informasi dengan cara yang dapat diakses dan dimengerti.
Presenting information in an accessible and understandable way.

Comparability
Memilih, menyusun, dan melaporkan informasi secara konsisten untuk memungkinkan analisis perubahan dalam dampak Perusahaan dari waktu ke waktu.
Selecting, compiling, and reporting information consistently to allow for analysis of changes in the Company's impact over time.

Completeness
Memberikan informasi yang cukup untuk memungkinkan penilaian dampak organisasi selama periode pelaporan.
Providing sufficient information to enable an assessment of the organization's impact during the reporting period.

Sustainability Context
Melaporkan informasi tentang dampak dalam konteks pembangunan berkelanjutan yang lebih luas.
Reporting information on impact within the context of broader sustainable development.

Timeliness
Melaporkan informasi sesuai jadwal dan membuatnya tersedia pada waktunya sehingga berguna bagi proses pengambilan keputusan para pengguna.
Reporting information on schedule and making it available in a timely manner to be useful for users' decision-making processes.

Verifiability
Mengumpulkan, mencatat, menyusun, dan menganalisis informasi sedemikian rupa sehingga informasi tersebut dapat diperiksa untuk menetapkan kualitasnya.
Collecting, recording, compiling, and analyzing information in a manner that allows for verification to establish its quality.

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 ini dilakukan untuk memastikan bahwa Laporan Keberlanjutan berfokus pada isu-isu utama yang mencerminkan risiko, peluang, serta dampak ekonomi, lingkungan, dan sosial yang berkaitan erat dengan peran IDSurvey sebagai *holding* BUMN jasa survei.

Dalam menentukan topik Laporan Keberlanjutan, Perusahaan melakukan diskusi internal bersama dengan berbagai divisi yang relevan dengan berbagai usulan topik yang ada. IDSurvey melaksanakan proses penentuan topik material pada 26 Maret - 12 Mei 2026 dengan melibatkan penanggung jawab penyusunan Laporan Berkelanjutan yang bekerjasama dengan tim penyusun (eksternal), serta melibatkan sejumlah divisi. Hasil akhir dari penentuan topik material ini telah ditelaah secara mendalam dan difinalisasi oleh jajaran Direksi (*Board of Directors*), guna memastikan keselarasan isu keberlanjutan yang dipilih dengan arah strategis serta tata kelola jangka panjang IDSurvey. [GRI 2-12]

Sebagai laporan keberlanjutan perdana sebagai *strategic holding*, proses ini menjadi dasar awal bagi IDSurvey untuk membangun fondasi pelaporan yang akuntabel. Ke depannya, Perusahaan berkomitmen untuk terus melakukan evaluasi dan penyempurnaan atas pemilihan topik material ini secara berkala agar tetap selaras dengan perkembangan konteks bisnis dan tata kelola perusahaan.

IDSurvey defines material topics as sustainability issues that are most relevant and significant to the company's business activities and have a major impact on stakeholders. This determination of material topics is conducted to ensure that the Sustainability Report focuses on core issues reflecting the risks, opportunities, as well as economic, environmental, and social impacts closely related to IDSurvey's role as the state-owned enterprise (BUMN) survey services holding.

In determining the topics for the Sustainability Report, the Company conducted internal discussions with various relevant divisions regarding the proposed topics. IDSurvey carried out the material topic determination process from 26 March to 12 May 2026, involving the responsible parties for preparing the Sustainability Report in collaboration with the external team, as well as engaging several divisions. The final results of the materiality assessment were thoroughly reviewed and finalized by the Board of Directors (BOD), ensuring that the selected sustainability topics align with IDSurvey's strategic direction and corporate governance. [GRI 2-12]

As the inaugural sustainability report in its capacity as a strategic holding, this process serves as the initial foundation for IDSurvey to establish accountable reporting. Going forward, the Company is committed to continuously evaluating and refining the selection of these material topics periodically to ensure they remain aligned with the evolving business context and corporate governance.



Proses penentuan topik material dan penentuan lingkup pelaporan (*boundary*) dilakukan secara terstruktur dengan mempertimbangkan standar dan regulasi yang berlaku, termasuk Standar Global Reporting Initiative (GRI) 2021 dan ketentuan Otoritas Jasa Keuangan (OJK). Dalam upaya menentukan topik-topik yang memiliki dampak paling signifikan tersebut, Perusahaan melaksanakan 5 (lima) tahapan sistematis sebagai berikut:

The process of determining material topics and defining the reporting boundary is carried out in a structured manner, taking into account applicable standards and regulations, including the Global Reporting Initiative (GRI) Standards 2021 and the provisions of the Financial Services Authority (OJK). In an effort to determine these most impactful topics, the Company implemented 5 (five) systematic stages as follows:

Langkah-Langkah Penetapan Topik Material
Steps in Determining Material Topics



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

   Identifikasi isu keberlanjutan dimulai dengan analisis menyeluruh terhadap kondisi internal dan eksternal perusahaan. Analisis internal mencakup strategi bisnis, struktur organisasi, kebijakan dan praktik yang telah berjalan, sementara analisis eksternal mempertimbangkan perkembangan regulasi, standar keberlanjutan internasional (seperti GRI Standards dan peringkat ESG dari S&P Global), tren industri, serta isu-isu yang relevan bagi pemangku kepentingan.

   Hasil analisis ini kemudian dipadukan dengan masukan dari pemangku kepentingan internal dan eksternal untuk menyusun daftar isu awal yang komprehensif. Daftar tersebut selanjutnya menjadi dasar pengembangan kuesioner yang disebarkan kepada berbagai pemangku kepentingan dengan tujuan memperoleh pemahaman mendalam mengenai tingkat relevansi, urgensi, dan materialitas dari setiap isu keberlanjutan yang diidentifikasi.

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

   Identification of sustainability issues begins with a comprehensive analysis of the company's internal and external conditions. Internal analysis includes business strategy, organizational structure, existing policies and practices, while external analysis considers regulatory developments, international sustainability standards (such as GRI Standards and ESG ratings from S&P Global), industry trends, and issues relevant to stakeholders.

   The results of this analysis are then combined with input from internal and external stakeholders to develop a comprehensive preliminary issue list. This list subsequently serves as the basis for questionnaire development, which is distributed to various stakeholders with the aim of obtaining an in-depth understanding of the level of relevance, urgency, and materiality of each identified sustainability issue.

Lingkungan
Environmental

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

Social
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.

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. 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 63 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.

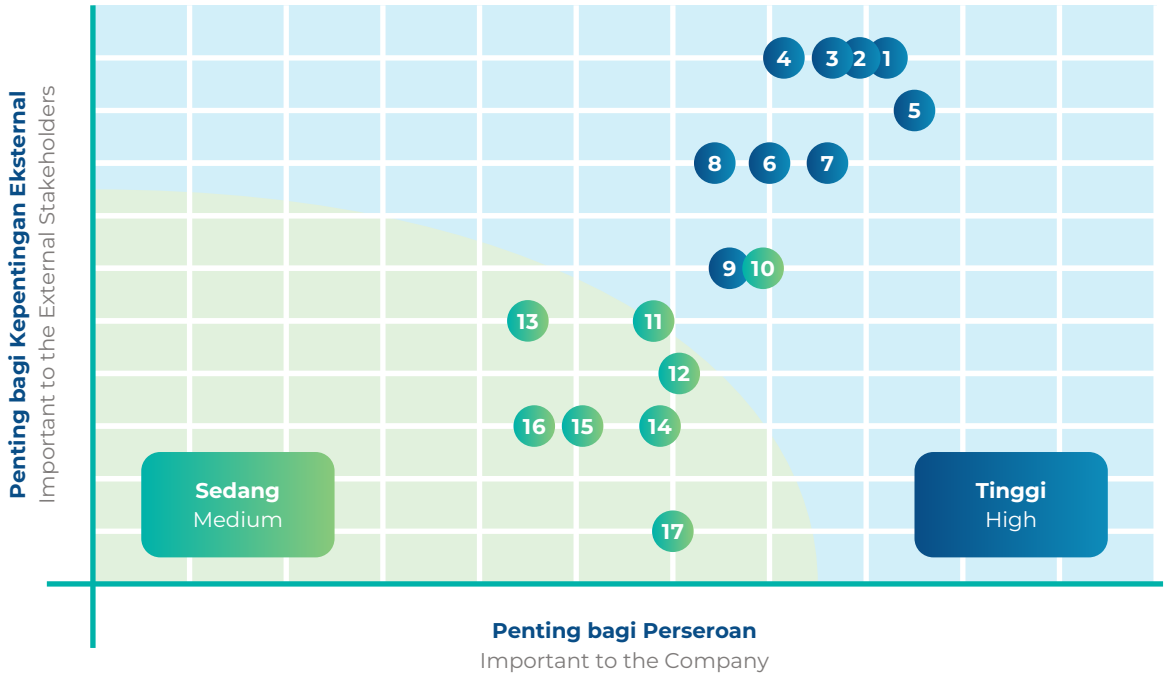
3. Analyzing and assessing the significance of impacts

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 63 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.

Matriks Topik Materialitas
Materiality Topics Matrix



9 Topik Material Prioritas
Priority Material Topics

9 Prioritas Tinggi
High Priority

9 Topik Material Final
9 Final Material Topics

10 Prioritas Sedang
Medium Priority

8 Topik dilaporkan sebagai Managed Topics
8 Topics Disclosed as Managed Topics

Tata Kelola & Etika
Governance & Ethics

1. Perlindungan Data & Keamanan Informasi
   Data Protection and Information Security
3. Etika Bisnis
   Business Ethics

Pelanggan & Inovasi
Customer & Innovation

2. Kepuasan Pelanggan
   Customer Satisfaction
6. Inovasi Layanan
   Service Innovation

Manusia & Kesejahteraan
People & Wellbeing

4. Pengelolaan Sumber Daya Manusia
   Human Resources Management
5. Kesehatan & Keselamatan Kerja (K3)
   Occupational Health & Safety (OHS)
8. Keberagaman, Kesetaraan, & Inklusi
   Diversity, Equality, & Inclusion

Standar Acuan Reporting Standards		
GRI 205, 206, 418	GRI 203, 416, 417	GRI 401, 403, 404, 405

Kinerja Ekonomi
Economic Performance

7. Kinerja Ekonomi
   Economic Performance

Lingkungan
Environmental

9. Kepatuhan Lingkungan
   Environmental Compliance

Standar Acuan Reporting Standards	
GRI 201	GRI 2-27 + topic 302–306 (*managed*)

4. Melakukan validasi serta menetapkan topik-topik material

Hasil asesmen terhadap pengisian kuesioner materialitas, selanjutnya ditelaah kembali melalui Rapat Direksi pada 6 April 2026, serta divalidasi melalui diskusi internal dan penelaahan bersama pihak manajemen dan Direksi.

Proses validasi ini bertujuan untuk memastikan keselarasan hasil penilaian dengan konteks bisnis, arah strategis, dan prioritas perusahaan, sehingga isu-isu yang ditetapkan benar-benar relevan serta mencerminkan kondisi dan tantangan nyata yang dihadapi IDSurvey.

Setelah mendapatkan persetujuan dari Direksi, IDSurvey menetapkan daftar topik material yang menjadi fokus utama dalam pengelolaan dan pengungkapan keberlanjutan.

4. Validating and determining material topics

The results of the materiality questionnaire assessment were subsequently reviewed during a Board of Directors meeting on April 6th 2026 and validated through internal discussions and joint review with management and the Board of Directors.

This validation process aims to ensure that the assessment outcomes are aligned with the business context, strategic direction, and corporate priorities, so that the identified issues are truly relevant and reflect the real conditions and challenges faced by IDSurvey.

After obtaining approval from the Board of Directors, IDSurvey established a list of material topics to serve as the main focus for sustainability management and disclosure.

Pemilihan topik ini mempertimbangkan tingkat urgensi masing-masing isu, relevansinya terhadap strategi dan aktivitas operasional, serta aspirasi dan masukan pemangku kepentingan yang dihimpun sepanjang proses. Topik-topik material ini mencerminkan isu prioritas yang paling signifikan, baik bagi perusahaan maupun pemangku kepentingan. [GRI 2-14]

The selection of these topics takes into account the urgency of each issue, its relevance to strategy and operational activities, as well as the aspirations and inputs of stakeholders gathered throughout the process. These material topics represent the most significant issues for both the Company and its stakeholders. [GRI 2-14]

Topik Materialitas IDSurvey
IDSurvey Materiality Topics

1. Perlindungan Data & Keamanan Informasi
   Data Protection and Information Security
2. Kepuasan Pelanggan
   Customer Satisfaction
3. Etika Bisnis
   Business Ethics
4. Pengelolaan Sumber Daya Manusia
   Human Resources Management
5. Kesehatan dan Keselamatan Kerja (K3)
   Occupational Health & Safety
6. Inovasi Layanan
   Service Innovation
7. Kinerja Ekonomi
   Economic Performance
8. Keberagaman, Kesetaraan, dan Inklusi
   Diversity, Equality, and Inclusion
9. Kepatuhan Lingkungan
   Environmental Compliance

Laporan Keberlanjutan ini memuat topik material yang berbeda dari periode sebelumnya. Perubahan substansial pada pemetaan topik material antara pelaporan tahun buku 2024 dan tahun buku 2025 ini dipengaruhi secara signifikan oleh adanya transformasi serta penyesuaian struktur organisasi di dalam internal Perusahaan. Selain merespons dinamika kelembagaan tersebut, penentuan isu prioritas ini juga didorong oleh perhatian besar Perusahaan untuk menyelaraskan pengungkapan kinerjanya dengan standar penilaian ESG Rating. Langkah strategis ini diambil guna memastikan bahwa seluruh dampak dari aktivitas operasional dapat dikelola secara optimal sekaligus memenuhi ekspektasi serta parameter keberlanjutan di tingkat global.

Meskipun tidak semua topik material berkaitan langsung dengan IDSurvey, perusahaan tetap memperhatikan seluruh dampak yang ditimbulkan dari aktivitas dan operasionalnya agar dapat dikelola secara optimal.

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.

Dalam mengelola topik material yang akan dilaporkan, Perusahaan membentuk tim khusus yang bertanggung jawab atas penyusunan Laporan Keberlanjutan IDSurvey tahun 2025. Tim ini berada di bawah koordinasi Divisi Manajemen Risiko dan Keberlanjutan, yang memiliki wewenang untuk melakukan koordinasi dan mengumpulkan data dari berbagai departemen dan unit kerja di lingkungan Perusahaan. Dalam proses pengumpulan data, Perusahaan melakukan penyebaran daftar pertanyaan serta permintaan dokumen yang relevan untuk keperluan pengungkapan. Rapat koordinasi juga dilakukan dalam berbagai kesempatan guna memfasilitasi proses klarifikasi dan konfirmasi data. Setelah seluruh data terkumpul, data tersebut dianalisis dan disusun sebagai bahan utama dalam Laporan Keberlanjutan IDSurvey tahun 2025. Sebelum dipublikasi, Laporan Keberlanjutan direviu dan disetujui oleh Direksi. [GRI 2-14][GRI 3-3]

This Sustainability Report includes material topics that differ from the previous reporting period. The substantial changes in the mapping of material topics between the 2024 and 2025 reporting years are significantly influenced by the transformation and adjustment of the Company's internal organizational structure. In addition to responding to these institutional dynamics, the determination of priority issues is also driven by the Company's strong focus on aligning its performance disclosures with ESG rating standards. This strategic step is taken to ensure that all impacts from operational activities can be managed optimally while meeting global sustainability expectations and benchmarks.

Although not all material topics are directly related to IDSurvey, the Company continues to consider all impacts arising from its activities and operations to ensure they are managed effectively.

5. Conducting periodic reviews and updates

As part of its commitment to continuous improvement, IDSurvey periodically reviews and updates its material topics. This process is conducted to ensure that the material topics remain relevant to business developments, regulatory changes, and evolving stakeholder expectations. Through regular review, the Company seeks to maintain alignment between sustainability management and reporting with current conditions and challenges.

In managing the material topics to be reported, the Company established a dedicated team responsible for preparing the 2025 IDSurvey Sustainability Report. This team operates under the coordination of the Risk and Sustainability Management Division, which holds the authority to coordinate and collect data from various departments and work units across the Company. During the data collection process, the Company distributes questionnaires and requests relevant documents for disclosure purposes. Coordination meetings are also held on multiple occasions to facilitate data clarification and confirmation. Once all data is collected, it is analyzed and compiled as the primary input for the 2025 IDSurvey Sustainability Report. Before being published, the Sustainability Report is reviewed and approved by the Board of Directors. [GRI 2-14][GRI 3-3]

Daftar Topik Material

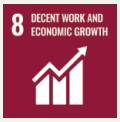
List of Material Topics

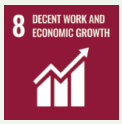
[GRI 3-2]

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
1	Perlindungan Data & Keamanan Informasi *Data Protection and Information Security* **GRI 418**  	**Privasi Pelanggan** • Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan	• Pelanggan • Regulator • Karyawan	Kelemahan dalam sistem keamanan informasi berpotensi menyebabkan kebocoran data sensitif pelanggan, karyawan, dan mitra bisnis, yang dapat menimbulkan kerugian finansial, reputasi, dan menurunkan kepercayaan publik. Serangan siber atau akses tidak sah terhadap sistem dapat mengganggu kelancaran operasional dan integritas data perusahaan. Upaya penguatan perlindungan data dan keamanan informasi memastikan kelangsungan operasional, mitigasi risiko, serta kepercayaan pemangku kepentingan terhadap integritas dan profesionalisme perusahaan.
		Customer Privacy • *Substantiated complaints concerning breaches of customer privacy and losses of customer data*	• *Customers* • *Regulators* • *Employees*	*Weaknesses in information security systems can result in breaches of sensitive data belonging to customers, employees, and business partners, potentially causing financial losses, reputational damage, and reduced public trust. Cyberattacks or unauthorized access may disrupt operational continuity and compromise data integrity. Strengthening data protection and information security ensures operational resilience, risk mitigation, and stakeholder confidence in the company's integrity and professionalism.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
2	Kepuasan Pelanggan *Customer Satisfaction* **GRI 416, 417, 418**    	**Kesehatan dan Keselamatan Pelanggan** • Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa • Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa **Pemasaran dan Pelabelan** • Persyaratan untuk pelabelan dan informasi produk dan jasa • Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa • Insiden ketidakpatuhan terkait komunikasi pemasaran **Privasi Pelanggan** • Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan	• Pelanggan • Karyawan • Mitra kerja • Pemasok • Masyarakat	Kualitas produk dan layanan yang diterima pelanggan memengaruhi loyalitas, reputasi perusahaan, dan keberlanjutan bisnis. Tingkat kepuasan pelanggan mencerminkan keandalan, keamanan, dan efektivitas produk atau layanan yang diberikan. Pemantauan, evaluasi, dan peningkatan berkelanjutan atas pengalaman pelanggan memungkinkan perusahaan menyesuaikan layanan sesuai kebutuhan dan ekspektasi pemangku kepentingan.
		Customer Health and Safety • *Assessment of the health and safety impacts of product and service categories* • *Incidents of non-compliance concerning the health and safety impacts of products and services* ***Marketing and Labeling*** • *Requirements for product and service information and labeling* • *Incidents of non-compliance concerning product and service information and labeling* • *Incidents of non-compliance concerning marketing communications* ***Customer Privacy*** • *Substantiated complaints concerning breaches of customer privacy and losses of customer data*	• *Customers* • *Employees* • *Business Partners* • *Suppliers* • *Community*	*The quality of products and services received by customers directly influences loyalty, corporate reputation, and business sustainability. Customer satisfaction reflects the reliability, safety, and effectiveness of products or services provided. Continuous monitoring, assessment, and improvement of customer experience allow the company to align its services with stakeholder expectations and market needs.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
3	Etika Bisnis *Business Ethics* **GRI 205, 206**   	**Antikorupsi** • Operasi-operasi yang dinilai memiliki risiko terkait korupsi • Komunikasi dan pelatihan tentang kebijakan dan prosedur Antikorupsi • Insiden korupsi yang terbukti dan tindakan yang diambil **Perilaku Antipersaingan** • Langkah-langkah hukum untuk perilaku antipersaingan, praktik antipakat dan monopoli	• Pemegang Saham • Regulator • Karyawan • Pemerintah • Media Massa	Penerapan prinsip etika dan kepatuhan terhadap regulasi membentuk dasar operasional yang berkelanjutan. Praktik bisnis yang transparan dan berintegritas menekan risiko hukum, mengurangi potensi kerugian, dan memperkuat reputasi perusahaan. Struktur pengawasan dan mekanisme pelaporan yang jelas mendukung keterlibatan seluruh pemangku kepentingan dalam menjaga standar etika tinggi.
		Anti-corruption • *Operations assessed for risks related to corruption* • *Communication and training about anti-corruption policies and procedures* • *Confirmed incidents of corruption and actions taken* ***Anti-competitive Behavior*** • *Legal actions for anti-competitive behavior, anti-trust, and monopoly practices*	• *Shareholders* • *Regulators* • *Employees* • *Government* • *Media*	*Upholding ethical principles and regulatory compliance forms the foundation of sustainable business operations. Transparent and integrity-driven practices mitigate legal risks, reduce potential losses, and enhance corporate reputation. Clear governance structures and reporting mechanisms engage stakeholders in maintaining high ethical standards.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
4	Pengelolaan Sumber Daya Manusia *Human Resources Management* **GRI 401, 402, 404, 407**    	**Kepegawaian** • Perekrutan karyawan baru dan pergantian karyawan • Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan pada kurun waktu tertentu atau paruh waktu • Cuti melahirkan **Hubungan Tenaga Kerja/Manajemen** • Periode pemberitahuan minimum terkait perubahan operasional **Pelatihan dan Pendidikan** • Rata-rata jam pelatihan per tahun per karyawan • Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan • Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier **Kebebasan Berserikat dan Perundingan Kolektif** • Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko	• Karyawan • Mitra Kerja • Regulator • Masyarakat	Pengelolaan SDM yang efektif menjamin karyawan memiliki kompetensi, motivasi, dan kesejahteraan optimal. Hal ini berdampak langsung pada produktivitas, retensi, dan budaya kerja yang inklusif serta berkelanjutan. Program pengembangan kompetensi, pelatihan, dan peluang karir yang adil memastikan karyawan dapat berkontribusi secara maksimal terhadap pencapaian tujuan strategis perusahaan.
		Employment • *New employee hires and employee turnover* • *Benefits provided to full-time employees that are not provided to temporary or part-time employees* • *Parental leave* ***Labor/Management Relations*** • *Minimum notice periods regarding operational changes* ***Training and Education*** • *Average hours of training per year per employee* • *Programs for upgrading employee skills and transition assistance programs* • *Percentage of employees receiving regular performance and career development reviews* ***Freedom of Association and Collective Bargaining*** • *Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk*	• *Employees* • *Business Partners* • *Regulators* • *Community*	*Effective human resource management ensures employees possess optimal competence, motivation, and well-being. This directly impacts productivity, retention, and a sustainable, inclusive workplace culture. Competency development programs, training, and equitable career opportunities enable employees to contribute maximally to achieving strategic corporate objectives.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
5	Kesehatan dan Keselamatan Kerja (K3) *Occupational Health & Safety* **GRI 403**   	**Kesehatan dan Keselamatan Kerja** • Sistem manajemen kesehatan dan keselamatan kerja • Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden • Layanan kesehatan kerja • Partisipasi, konsultasi, dan komunikasi pekerja tentang kesehatan dan keselamatan kerja • Pelatihan pekerja mengenai kesehatan dan keselamatan kerja • Peningkatan kualitas kesehatan pekerja • Pencegahan dan mitigasi dampak-dampak kesehatan dan keselamatan kerja yang secara langsung terkait hubungan bisnis • Pekerja yang tercakup dalam sistem manajemen kesehatan dan keselamatan kerja • Kecelakaan kerja • Penyakit Akibat Kerja	• Karyawan • Mitra Kerja • Regulator • Masyarakat	Lingkungan kerja yang aman dan sehat mencegah kecelakaan, cedera, dan risiko kesehatan akibat kegiatan operasional. Penerapan sistem manajemen K3 dan pelatihan berkelanjutan tidak hanya melindungi karyawan dan mitra kerja, tetapi juga mendukung kelancaran operasional, produktivitas, dan reputasi perusahaan. Komitmen ini memperkuat budaya tanggung jawab dan keberlanjutan di seluruh organisasi.
		Occupational Health and Safety • *Occupational health and safety management system* • *Hazard identification, risk assessment, and incident investigation* • *Occupational health services* • *Worker participation, consultation, and communication on occupational health and safety* • *Worker training on occupational health and safety* • *Promotion of worker health* • *Prevention and mitigation of occupational health and safety impacts directly linked by business relationships* • *Workers covered by an occupational health and safety management system* • *Work-related injuries* • *Work-related ill health*	• *Employees* • *Business Partners* • *Regulators* • *Community*	*A safe and healthy work environment prevents accidents, injuries, and health risks associated with operational activities. Implementation of an OHS management system and continuous training protects employees and partners, supports operational continuity, productivity, and corporate reputation, while reinforcing a culture of responsibility and sustainability.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
6	Inovasi Layanan *Service Innovation* **GRI 201, 416, 417**    	**Kinerja Ekonomi** • Nilai ekonomi langsung yang dihasilkan dan didistribusikan • Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim • Kewajiban program pensiun manfaat pasti dan program pensiun lainnya • Bantuan finansial yang diterima dari pemerintah **Kesehatan dan Keselamatan Pelanggan** • Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa • Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa **Pemasaran dan Pelabelan** • Persyaratan untuk pelabelan dan informasi produk dan jasa • Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa • Insiden ketidakpatuhan terkait komunikasi pemasaran	• Karyawan • Pelanggan • Mitra Kerja • Pemegang Saham • *Employees* • *Customers* • *Business Partners* • *Shareholders*	Pengembangan dan penerapan inovasi layanan meningkatkan kualitas pengalaman pelanggan dan efisiensi operasional. Inovasi yang berkelanjutan menambah nilai produk atau layanan, meningkatkan daya saing, dan menciptakan keunggulan strategis perusahaan. Dengan melibatkan karyawan, pelanggan, dan mitra kerja, perusahaan dapat menyesuaikan layanan sesuai kebutuhan pasar dan membangun reputasi sebagai pelopor industri yang adaptif.
		Economic Performance • *Direct economic value generated and distributed* • *Financial implications and other risks and opportunities due to climate change* • *Defined benefit plan obligations and other retirement plans* • *Financial assistance received from government* *Customer Health and Safety* • *Assessment of the health and safety impacts of product and service categories* • *Incidents of non-compliance concerning the health and safety impacts of products and services* *Marketing and Labeling* • *Requirements for product and service information and labeling* • *Incidents of non-compliance concerning product and service information and labeling* • *Incidents of non-compliance concerning marketing communications*		*Developing and implementing service innovations enhances customer experience and operational efficiency. Sustainable innovation adds value to products or services, strengthens competitiveness, and creates strategic advantages. By engaging employees, customers, and partners, the company can tailor services to market needs and establish itself as an adaptive industry leader.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
7	Kinerja Ekonomi *Economic Performance* **GRI 201**    	**Kinerja Ekonomi** • Nilai ekonomi langsung yang dihasilkan dan didistribusikan • Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim • Kewajiban program pensiun manfaat pasti dan program pensiun lainnya • Bantuan finansial yang diterima dari pemerintah	• Pemegang Saham • Regulator • Karyawan • Pelanggan • Masyarakat	Kemampuan perusahaan untuk menciptakan nilai ekonomi berpengaruh pada pemangku kepentingan internal maupun eksternal, termasuk pemegang saham, karyawan, pelanggan, dan masyarakat. Hasil kinerja ekonomi mendukung kapasitas investasi, pembayaran kompensasi, kontribusi sosial, dan inovasi berkelanjutan. Pengelolaan kinerja ekonomi secara transparan dan bertanggung jawab memastikan kepercayaan pemangku kepentingan dan keberlanjutan jangka panjang.
		Economic Performance • *Direct economic value generated and distributed* • *Financial implications and other risks and opportunities due to climate change* • *Defined benefit plan obligations and other retirement plans* • *Financial assistance received from government*	• *Shareholders* • *Regulators* • *Employees* • *Customers* • *Community*	*The company's ability to generate economic value affects both internal and external stakeholders, including shareholders, employees, customers, and society. Economic outcomes support investment capacity, compensation, social contributions, and sustainable innovation. Transparent and responsible economic performance management ensures stakeholder trust and long-term business sustainability.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
8	Keberagaman, Kesetaraan, dan Inklusi *Diversity, Equality, and Inclusion* **GRI 405, 406**    	**Keanekaragaman dan Peluang Setara** • Keanekaragaman badan tata kelola dan karyawan • Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki **Nondiskriminasi** • Insiden diskriminasi dan tindakan perbaikan yang dilakukan	• Karyawan • Masyarakat • Pemerintah • Mitra kerja • Pemasok	Keberagaman, kesetaraan, dan inklusi meningkatkan keterlibatan, produktivitas, dan inovasi di seluruh organisasi. Praktik DEI yang konsisten memastikan kesempatan yang adil bagi semua karyawan, mendorong pemanfaatan potensi individu, dan memperkuat reputasi perusahaan. Penerapan DEI juga mendukung kepatuhan terhadap prinsip hak asasi manusia dan aspirasi sosial masyarakat.
		Diversity and Equal Opportunity • *Diversity of governance bodies and employees* • *Ratio of basic salary and remuneration of women to men* ***Non-discrimination*** • *Incidents of discrimination and corrective actions taken*	• *Employees* • *Community* • *Government* • *Business Partners* • *Suppliers*	*Diversity, equity, and inclusion enhance engagement, productivity, and innovation across the organization. Consistent DEI practices ensure equal opportunity for all employees, maximize individual potential, and strengthen corporate reputation. DEI implementation also aligns with human rights principles and broader social expectations.*

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
9	Kepatuhan Lingkungan *Environmental Compliance* **GRI 301, 302, 303, 304, 305, 306, 308**      	**Material** • Material yang digunakan berdasarkan berat atau volume • Material input dari daur ulang yang digunakan • Produk pemerolehan ulang dan material kemasannya **Energi** • Konsumsi energi dalam organisasi • Konsumsi energi di luar organisasi • Intensitas energi • Pengurangan konsumsi energi • Pengurangan pada energi yang dibutuhkan untuk produk dan jasa **Air dan Efluen** • Interaksi dengan air sebagai sumber daya bersama • Manajemen dampak yang berkaitan dengan pembuangan air • Pengambilan air • Pembuangan air • Konsumsi air **Keanekaragaman Hayati** • Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung • Dampak signifikan dari aktivitas, produk, dan jasa pada keanekaragaman hayati • Habitat yang dilindungi atau direstorasi • Spesies Daftar Merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi **Emisi** • Emisi GRK (Cakupan 1) langsung • Emisi energi GRK (Cakupan 2) tidak langsung • Emisi GRK (Cakupan 3) tidak langsung lainnya • Intensitas emisi GRK • Pengurangan emisi GRK • Emisi zat perusak ozon (ODS) • Nitrogen oksida (NOx), belerang oksida (SOx), dan emisi udara signifikan lainnya **Limbah** • Timbulan limbah dan dampak signifikan terkait limbah • Manajemen dampak signifikan terkait limbah • Timbulan limbah • Limbah yang dialihkan dari pembuangan akhir • Limbah yang dikirimkan ke pembuangan akhir **Penilaian Lingkungan Pemasok** • Seleksi pemasok baru dengan menggunakan kriteria lingkungan • Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil	• Regulator • Pemerintah • Karyawan • Mitra kerja • Pemasok • Masyarakat	Kepatuhan terhadap regulasi dan standar lingkungan mengurangi risiko hukum, dampak negatif terhadap ekosistem, dan gangguan operasional. Implementasi pengelolaan lingkungan yang sistematis memastikan perusahaan beroperasi secara bertanggung jawab, meningkatkan kepercayaan regulator, masyarakat, dan pemangku kepentingan. Praktik kepatuhan lingkungan yang berkelanjutan memperkuat reputasi perusahaan serta mendukung pencapaian tujuan pembangunan berkelanjutan.

No	Topik Material Material Topic	Isu Utama Main Issues	Pemangku Kepentingan Stakeholders	Alasan Material Material Reason
		Materials • *Materials used by weight or volume* • *Recycled input materials used* • *Reclaimed products and their packaging materials* ***Energy*** • *Energy consumption within the organization* • *Energy consumption outside of the organization* • *Energy intensity* • *Reduction of energy consumption* • *Reductions in energy requirements of products and services* ***Water and Effluents*** • *Interactions with water as a shared resource* • *Management of water discharge-related impacts* • *Water withdrawal* • *Water discharge* • *Water consumption* ***Biodiversity*** • *Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas* • *Significant impacts of activities, products and services on biodiversity* • *Habitats protected or restored* • *IUCN Red List species and national conservation list species with habitats in areas affected by operations* ***Emissions*** • *Direct (Scope 1) GHG emissions* • *Energy indirect (Scope 2) GHG emissions* • *Other indirect (Scope 3) GHG emissions* • *GHG emissions intensity* • *Reduction of GHG emissions* • *Emissions of ozone-depleting substances (ODS)* • *Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions* ***Waste*** • *Waste generation and significant waste-related impacts* • *Management of significant waste-related impacts* • *Waste generated* • *Waste diverted from disposal* • *Waste directed to disposal* ***Supplier Environmental Assessment*** • *New suppliers that were screened using environmental criteria* • *Negative environmental impacts in the supply chain and actions taken*	• *Regulators* • *Government* • *Employees* • *Business Partners* • *Suppliers* • *Community*	*Compliance with environmental regulations and standards mitigates legal risks, negative ecological impacts, and operational disruptions. Systematic environmental management ensures responsible operations, builds trust among regulators, communities, and stakeholders, and strengthens the company's reputation while supporting the achievement of sustainable development goals.*

Penjaminan Eksternal

External Assurance

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

Perusahaan menempatkan penjaminan eksternal atas Laporan Keberlanjutan sebagai bagian dari pelaksanaan roadmap keberlanjutan dan inisiatif ESG yang ditetapkan serta diamanahkan oleh Direksi dan Dewan Komisaris. Dalam kerangka tata kelola ini, Direksi dan Dewan Komisaris berperan menetapkan arah strategis dan mengawasi pencapaian agenda keberlanjutan, sedangkan pelaksanaan operasionalnya, yang mencakup kebijakan dan praktik untuk memperoleh penjaminan eksternal serta evaluasi dan penunjukan lembaga penjamin didelegasikan kepada Vice President Divisi Manajemen Risiko dan Keberlanjutan (MRK) selaku pengampu fungsi ESG pada tingkat BOD-1. Melalui mekanisme pendelegasian ini, *Vice President* Divisi MRK bertanggung jawab atas pemilihan lembaga penjamin, penetapan ruang lingkup penjaminan, serta penelaahan temuan dan tindak lanjut rekomendasi, dan melaporkannya dalam garis tata kelola risiko dan keberlanjutan Perusahaan.

Guna menjaga integritas dan objektivitas laporan keberlanjutan, Perusahaan melibatkan pihak ketiga independen sebagai jaminan kredibilitas. Proses assurance terhadap laporan ini telah dilakukan oleh PT Surveyor Carbon Consulting Indonesia (SCCI), sebuah lembaga yang telah mengantongi sertifikasi assurance internasional AA1000AS v3. Pemilihan lembaga assurance didasarkan pada evaluasi keahlian profesional, track record yang solid, serta komitmen independensi yang terbebas dari konflik kepentingan dan hubungan bisnis dengan IDSurvey.

Penjaminan mencakup pengungkapan kinerja operasional sesuai topik material terpilih dengan kriteria GRI Standards 2021 dan SEOJK Nomor 16/SEOJK.04/2021 untuk periode pelaporan 1 Januari - 31 Desember 2025. Penjaminan dilaksanakan berdasarkan standar AA1000ASv3 Type 1, dengan tingkat penjaminan *Limited Assurance*. Pernyataan penjaminan independen atas Laporan Keberlanjutan selanjutnya dapat ditemukan pada halaman 414.

The Company positions external assurance for the Sustainability Report as part of the execution of the sustainability roadmap and ESG initiatives established and mandated by the Board of Directors and Board of Commissioners. Within this governance framework, the Board of Directors and Board of Commissioners set the strategic direction and oversee the achievements of the sustainability agenda. Meanwhile, operational execution, including policies and practices for obtaining external assurance as well as the evaluation and appointment of the assurance provider, is delegated to the Vice President of the Risk Management and Sustainability (MRK) Division, serving as the function lead for ESG at the BOD-1 level. Through this delegation mechanism, the Vice President of the MRK Division is responsible for selecting the assurance provider, establishing the scope of assurance, reviewing findings, and following up on recommendations, as well as reporting them through the Company's risk and sustainability governance channels.

To maintain the integrity and objectivity of the sustainability report, the Company engages an independent third party to guarantee credibility. The assurance process for this report was conducted by PT Surveyor Carbon Consulting Indonesia (SCCI), an institution certified under the international AA1000AS v3 assurance standard. The selection of the assurance provider was based on an evaluation of their professional expertise, solid track record, and commitment to independence, ensuring freedom from conflicts of interest and business relationships with IDSurvey.

The assurance covers operational performance disclosures in accordance with selected material topics based on the GRI Standards 2021 criteria and OJK Circular Letter (SEOJK) No. 16/SEOJK.04/2021 for the reporting period of January 1 to December 31, 2025. The engagement was performed under the AA1000AS v3 Type 1 standard with a Limited Assurance level. The independent assurance statement for the Sustainability Report can be found on page 414.

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
WIT (Waskita IDSurvey 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

Membangun Transformasi Tata Kelola Keberlanjutan

Advancing Sustainability Governance Transformation




bki
SURVEYOR INDONESIA
SUCOFINDO

Tata Kelola Perusahaan yang Baik

Good Corporate Governance

IDSurvey memahami bahwa penerapan praktik bisnis yang sehat berlandaskan prinsip *Good Corporate Governance* (GCG) sangat krusial di seluruh level organisasi. Dalam aspek keberlanjutan, kepatuhan terhadap GCG menjadi pilar utama dalam membangun fondasi manajemen yang tangguh sekaligus mewujudkan lingkungan kerja yang profesional.

Perusahaan memiliki dedikasi tinggi dalam mengimplementasikan tata kelola perusahaan yang baik secara menyeluruh. Struktur ini mencakup peran strategis Direksi dan Dewan Komisaris, dukungan komite-komite terkait, serta mekanisme pengawasan yang ketat demi memastikan seluruh operasional berjalan secara etis, kompeten, dan selaras dengan hukum yang berlaku.

Melalui penerapan GCG yang konsisten, perusahaan yakin dapat memacu performa layanan terpadu yang menjembatani masyarakat, industri, dan pasar demi kemajuan ekonomi nasional. Sebagai bentuk dedikasi terhadap tata kelola yang baik, perusahaan senantiasa menjadikan prinsip-prinsip tersebut sebagai acuan utama dalam setiap kebijakan dan langkah operasionalnya.

Landasan Penerapan Tata Kelola Perusahaan

Praktik Tata Kelola Perusahaan yang Baik yang dilakukan Perusahaan didasarkan pada berbagai peraturan perundang-undangan dan regulasi yang berlaku, antara lain:

1. Undang-Undang Republik Indonesia No. 28 Tahun 1999 tentang Penyelenggaraan Negara yang Bersih dan Bebas dari Korupsi, Kolusi,dan Nepotisme.
2. Undang-Undang Republik Indonesia No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi.
3. Undang-Undang Republik Indonesia No. 1 Tahun 2025 tentang Badan Usaha Milik Negara (BUMN) dan/atau perubahannya.
4. Undang-undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan/atau perubahannya.
5. Peraturan Menteri Badan Usaha Milik Negara ("BUMN") Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
6. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
7. Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN.

IDSurvey understands that the implementation of sound business practices based on the principles of Good Corporate Governance (GCG) is highly crucial at all organizational levels. In the aspect of sustainability, compliance with GCG is a main pillar in building a robust management foundation while also realizing a professional work environment.

The Company has a high dedication to implementing good corporate governance comprehensively. This structure includes the strategic roles of the Board of Directors and the Board of Commissioners, the support of related committees, as well as strict supervisory mechanisms to ensure all operations run ethically, competently, and in accordance with applicable laws.

Through the consistent application of GCG, the company is confident that it can spur the performance of integrated services that bridge society, industry, and the market for the advancement of the national economy. As a form of dedication to good governance, the company always makes these principles the main reference in every policy and operational step.

Foundation of Corporate Governance Implementation

The Good Corporate Governance practices carried out by the Company are based on various applicable laws and regulations, including:

1. Law of the Republic of Indonesia No. 28 of 1999 concerning State Administration that is Clean and Free from Corruption, Collusion, and Nepotism.
2. Law of the Republic of Indonesia No. 31 of 1999 concerning the Eradication of Criminal Acts of Corruption.
3. Law of the Republic of Indonesia No. 1 of 2025 concerning State-Owned Enterprises (BUMN) and/or its amendments.
4. Law No. 40 of 2007 concerning Limited Liability Companies and/or its amendments.
5. Regulation of the Minister of State-Owned Enterprises ("BUMN") Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
6. Regulation of the Minister of BUMN Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
7. Regulation of the Minister of State for State-Owned Enterprises No. PER-12/MBU/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of BUMN.

8. Keputusan Menteri Hukum Republik Indonesia Nomor AHU-0027103.AH.01.01 tanggal 27 Maret 2025 tentang Pengesahan Pendirian Badan Hukum Perseroan Terbatas PT Inspeksi Sertifikasi dan Survey Indonesia.

9. Keputusan Direksi Nomor DU.105/LT.101/IDS-25 tanggal 24 Juni 2025 tentang Pembentukan Struktur Organisasi *Strategic Holding* IDSurvey PT Inspeksi Sertifikasi dan Survey Indonesia (Persero).

Kebijakan Tata Kelola Perusahaan

IDSurvey mewujudkan komitmen terhadap tata kelola yang efektif dengan mengembangkan pedoman operasional teknis guna memastikan prinsip GCG terimplementasi secara optimal di seluruh aktivitas bisnis. Penyusunan kebijakan dan prosedur ini dirancang agar selaras dengan prinsip GCG untuk mendukung sasaran strategis dan daya saing jangka panjang perusahaan. Struktur organisasi perusahaan diperkuat dengan perangkat kebijakan yang mengatur tata kerja seluruh organ perusahaan sesuai dengan peraturan dan Anggaran Dasar, yang meliputi instrumen seperti Pedoman GCG, *Code of Conduct*, *Board Manual*, Pedoman Pengendalian Gratifikasi, *Whistleblowing System*, hingga *Internal Audit Charter*.

Dalam perjalanannya, IDSurvey menjalani transformasi tata kelola yang signifikan, beralih dari fungsi *operational holding* di bawah PT Biro Klasifikasi Indonesia (Persero) pada tahun 2024 menuju tahap transisi pemisahan (*spin-off*) yang dimulai sejak Mei 2025. Momentum ini diperkuat pada 23 Juni 2025 saat IDSurvey secara resmi dikukuhkan sebagai *holding* BUMN Jasa Survei melalui penerimaan inbreng seluruh saham PT Danantara Asset Management (Persero) pada PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero). Selama periode rekonsiliasi yang berlangsung dari 24 Mei hingga 31 Desember 2025, kelancaran operasional dijamin melalui perjanjian transisi yang mengizinkan IDSurvey menggunakan kebijakan internal BKI sembari menjalankan proses ratifikasi kebijakan mandiri guna memantapkan perannya sebagai *strategic holding*.

Hingga tahun 2026, proses penyusunan kebijakan internal untuk IDSurvey sebagai entitas mandiri masih terus berlangsung. Meski saat ini masih dalam tahap transisi dan dokumentasi, IDSurvey menegaskan bahwa peralihan dari *operational holding* di BKI menuju *strategic holding* sendiri tidak memengaruhi integritas maupun prinsip-prinsip GCG yang diterapkan. Seluruh proses bisnis tetap dipastikan berjalan secara etis, profesional, dan patuh pada regulasi demi menciptakan nilai tambah berkelanjutan bagi seluruh pemangku kepentingan.

8. Decree of the Minister of Law of the Republic of Indonesia Number AHU-0027103.AH.01.01 dated March 27, 2025, concerning the Ratification of the Establishment of the Legal Entity Limited Liability Company PT Inspeksi Sertifikasi dan Survey Indonesia.
9. Decree of the Board of Directors Number DU.105/LT.101/IDS-25 dated June 24, 2025, concerning the Establishment of the Organizational Structure of Strategic Holding IDSurvey PT Inspeksi Sertifikasi dan Survey Indonesia (Persero).

Corporate Governance Policies

IDSurvey actualizes its commitment to effective governance by developing technical operational guidelines to ensure GCG principles are optimally implemented across all business activities. The preparation of these policies and procedures is designed to align with GCG principles to support the company's strategic goals and long-term competitiveness. The company's organizational structure is reinforced with a set of policies governing the working procedures of all corporate organs in accordance with the regulations and Articles of Association, which include instruments such as the GCG Guidelines, Code of Conduct, Board Manual, Gratuity Control Guidelines, Whistleblowing System, and the Internal Audit Charter.

On its journey, IDSurvey is undergoing a significant governance transformation, transitioning from an operational holding function under PT Biro Klasifikasi Indonesia (Persero) in 2024 to a separation (spin-off) transition phase starting in May 2025. This momentum was reinforced on June 23, 2025, when IDSurvey was officially established as the BUMN Survey Services holding company through the receipt of an in-kind capital contribution (inbreng) of all shares of PT Danantara Asset Management (Persero) in PT Biro Klasifikasi Indonesia (BKI), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero). During the reconciliation period running from May 24 to December 31, 2025, operational continuity is guaranteed through a transition agreement that allows IDSurvey to use BKI's internal policies while carrying out the process of ratifying its independent policies to solidify its role as a strategic holding.

As of 2026, the process of drafting internal policies for IDSurvey as an independent entity is still ongoing. Although currently still in the transition and documentation phase, IDSurvey emphasizes that the shift from an operational holding at BKI to its own strategic holding does not affect the integrity or the GCG principles applied. All business processes are ensured to continue running ethically, professionally, and in compliance with regulations to create sustainable added value for all stakeholders.

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 & 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 & equitably, and to fulfilling their rights in accordance with agreements, applicable laws and regulations, and sound corporate governance principles

Kepentingan
Stakeholders

IDSurvey berkomitmen untuk menghormati dan memenuhi kepentingan para pemangku kepentingan (stakeholders) yang timbul berdasarkan perjanjian serta peraturan perundang-undangan yang berlaku. Perusahaan memastikan bahwa setiap interaksi dan kerja sama dijalankan dengan integritas guna menciptakan nilai bersama yang berkelanjutan bagi seluruh pihak terkait.
IDSurvey is committed to respecting and fulfilling the interests of stakeholders arising from agreements and applicable laws and regulations. The Company ensures that every interaction and collaboration is conducted with integrity to create sustainable shared value for all relevant parties

Sepanjang tahun pelaporan, IDSurvey secara konsisten mematuhi dan memenuhi standar yang ditetapkan oleh regulator, di mana tidak ditemukan adanya kasus ketidakpatuhan terhadap hukum dan peraturan. [GRI 2-27]

Throughout the reporting year, IDSurvey has consistently complied with and met the standards set by regulators, with no cases of non-compliance with laws and regulations identified. [GRI 2-27]

Tata Kelola dan Sinergi Hubungan Induk Perusahaan dan Anak Perusahaan

Governance and Synergy of Parent-Subsidiary Relations

[GRI 2-9]

Sebagai *Strategic Holding* BUMN Jasa Survei, IDSurvey membangun fondasi tata kelola grup yang kuat melalui pengesahan Charter Sinergi IDSurvey pada 8 Desember 2025. Dokumen ini ditandatangani bersama oleh Direksi PT IDSurvey (Persero) selaku Induk Perusahaan dan Direktur Utama seluruh Anak Perusahaan: PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero), sebagai komitmen kolektif untuk menjalankan sinergi grup berdasarkan prinsip-prinsip *Good Corporate Governance* (GCG). Charter ini berfungsi sebagai acuan utama pengelolaan hubungan Induk dan Anak Perusahaan sekaligus pedoman pengambilan keputusan strategis di seluruh entitas IDSurvey Group, dan hanya dapat diubah atas persetujuan tertulis seluruh pihak penandatangan.

As the Strategic Holding of the State-Owned Survey Services Group, IDSurvey established a strong group governance foundation through the ratification of the IDSurvey Synergy Charter on December 8, 2025. This document was jointly signed by the Board of Directors of PT IDSurvey (Persero) as the Parent Company and the Presidents Directors of all Subsidiaries: PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero), as a collective commitment to implement group synergy in accordance with the principles of Good Corporate Governance (GCG). The Charter serves as the primary reference for managing the relationship between the Parent Company and its Subsidiaries, as well as a guide for strategic decision-making across all IDSurvey Group entities, and may only be amended upon written consent from all signing parties.

Hubungan antara Induk dan Anak Perusahaan dijalankan melalui mekanisme RUPS dan pengawasan Dewan Komisaris Induk Perusahaan, dengan prinsip bahwa seluruh kebijakan dan keputusan Anak Perusahaan tidak boleh bertentangan dengan RJP, RKAP, serta Anggaran Dasar Induk Perusahaan. Direksi Induk Perusahaan memiliki kewenangan umum mencakup penetapan sasaran strategis, penyelarasan strategi korporasi, mobilisasi sumber daya antarentitas, serta persetujuan aksi korporasi Anak Perusahaan. Kewenangan ini diperluas melalui kewenangan fungsional di 18 bidang strategis, mulai dari Akuntansi dan Keuangan, Pemasaran, Teknologi Informasi, SDM, Manajemen Risiko, hingga K3 dan Lingkungan Hidup, yang seluruhnya diimplementasikan Anak Perusahaan melalui mekanisme ratifikasi kebijakan paling lambat 30 hari kalender sejak diterimanya dokumen kebijakan dari Induk Perusahaan.

The relationship between the Parent Company and its Subsidiaries is governed through the General Meeting of Shareholders (GMS) mechanism and the supervisory function of the Parent Company's Board of Commissioners, with the principle that all policies and decisions of the Subsidiaries must not contradict the Long-Term Plan (RJP), Annual Work Plan and Budget (RKAP), or the Articles of Association of the Parent Company. The Board of Directors of the Parent Company holds general authority encompassing the establishment of strategic objectives, corporate strategy alignment, inter-entity resource mobilization, and approval of Subsidiary corporate actions. This authority is further extended through functional authority across 18 strategic domains, ranging from Accounting and Finance, Marketing, Information Technology, Human Resources, and Risk Management, to Occupational Health, Safety, and Environmental Management, all of which are implemented by Subsidiaries through a policy ratification mechanism within no later than 30 calendar days of receiving the relevant policy documents from the Parent Company.

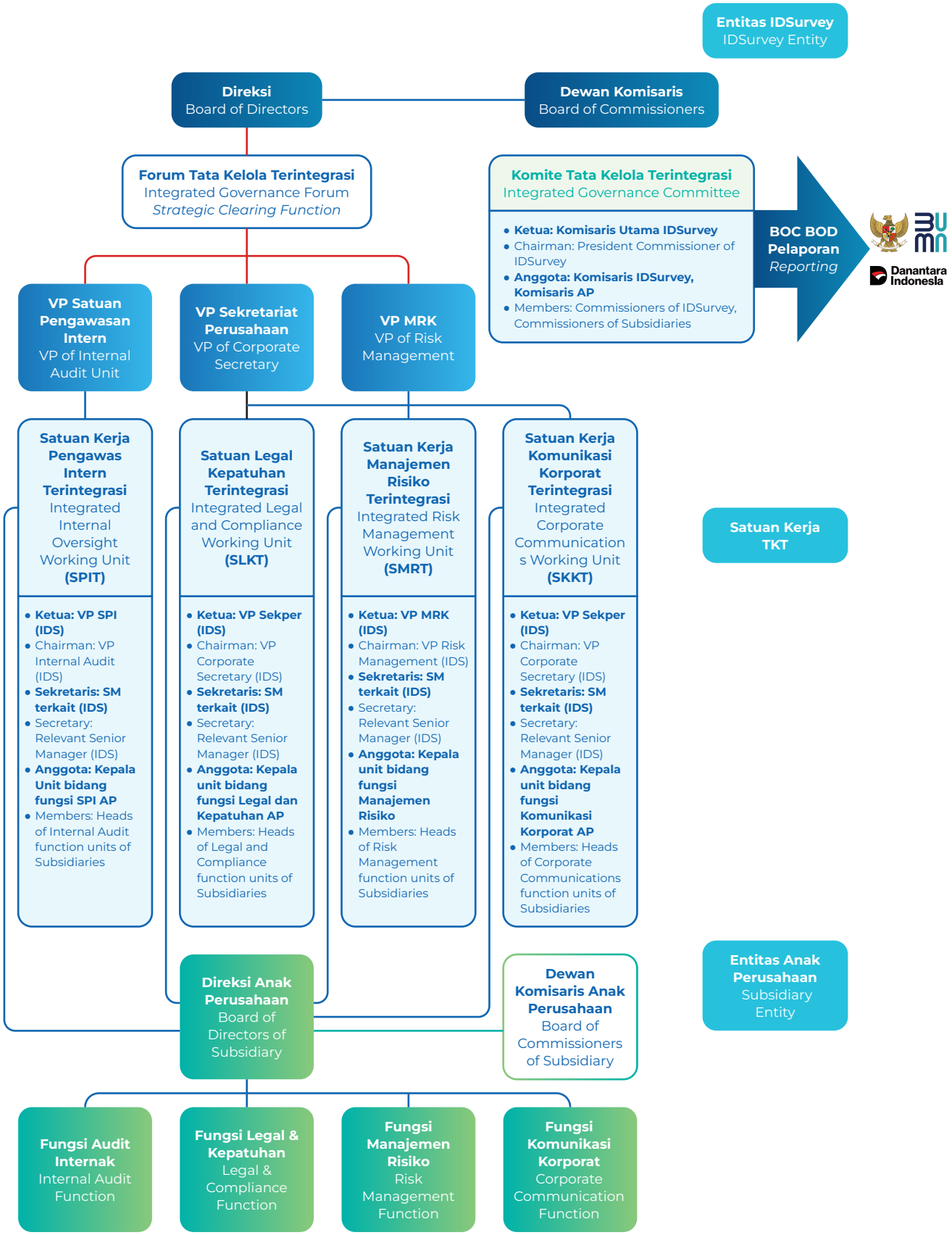
Sebagai wujud penguatan GCG di tingkat grup, IDSurvey menerapkan Tata Kelola Terintegrasi (Integrated Governance) melalui empat satuan kerja lintas entitas: Satuan Kerja Pengawasan Internal Terintegrasi (SPIT), Satuan Kerja Legal dan Kepatuhan Terintegrasi (SLKT), Satuan Kerja Manajemen Risiko Terintegrasi (SMRT), dan Satuan Kerja Komunikasi Korporat Terintegrasi (SKKT). Seluruh satuan kerja ini menyampaikan laporan konsolidatif kepada Direksi IDSurvey melalui Forum Tata Kelola Terintegrasi, yang selanjutnya dilaporkan secara berkala kepada Dewan Komisaris dan BP BUMN. Efektivitas implementasinya dievaluasi minimal satu kali dalam setahun.

As a manifestation of strengthened GCG at the group level, IDSurvey implements Integrated Governance through four cross-entity working units: the Integrated Internal Oversight Unit (SPIT), the Integrated Legal and Compliance Unit (SLKT), the Integrated Risk Management Unit (SMRT), and the Integrated Corporate Communications Unit (SKKT). All these units submit consolidated reports to the IDSurvey Board of Directors through the Integrated Governance Forum, which are subsequently reported periodically to the Board of Commissioners and BP BUMN. The effectiveness of its implementation is evaluated at least once per year.

Untuk memastikan koordinasi strategis antar entitas berjalan efektif, IDSurvey membentuk *Executive Committee* IDSurvey yang beranggotakan Direksi Induk Perusahaan dan Direktur Utama seluruh Anak Perusahaan. Forum ini menjadi wadah high-level meeting untuk menetapkan keputusan atas isu-isu dan program-program strategis yang berdampak pada IDSurvey Group secara keseluruhan. Dalam konteks pengawasan, Dewan Komisaris Induk Perusahaan tidak mengakses Anak Perusahaan secara langsung, melainkan melalui penelaahan laporan konsolidasi yang disampaikan Direksi Induk Perusahaan, serta pembahasan kinerja dalam rapat gabungan yang dapat menghadirkan organ Anak Perusahaan apabila diperlukan.

To ensure effective strategic coordination across entities, IDSurvey has established the IDSurvey Executive Committee, comprising the Board of Directors of the Parent Company and the Presidents Directors of all Subsidiaries. This forum serves as a high-level meeting platform for making decisions on strategic issues and programs that have a significant impact on IDSurvey Group as a whole. In terms of oversight, the Parent Company's Board of Commissioners does not directly access the Subsidiaries, but instead operates through the review of consolidated reports submitted by the Parent Company's Board of Directors, as well as performance discussions in joint meetings that may involve Subsidiary organs when deemed necessary.

Diagram Tata Kelola Terintegrasi IDSurvey
IDSurvey Integrated Governance Diagram



Anak perusahaan dalam ekosistem IDSurvey secara konsisten berupaya mengoptimalkan implementasi prinsip *Good Corporate Governance* (GCG) melalui evaluasi berkala yang dilakukan setiap tahun. Peninjauan ini mencakup penilaian mandiri (self-assessment) maupun audit oleh lembaga independen untuk memetakan ruang perbaikan sekaligus menjamin bahwa tata kelola yang dijalankan tetap selaras dengan regulasi dan standar GCG yang berlaku.

Dalam menindaklanjuti hasil evaluasi tersebut, setiap anak perusahaan mengacu pada praktik terbaik serta kebijakan relevan untuk mengeksekusi rekomendasi audit. Langkah ini dibarengi dengan pembaruan berkelanjutan terhadap pedoman, piagam, dan prosedur internal demi memperkokoh sistem manajemen yang transparan, akuntabel, serta bertanggung jawab.

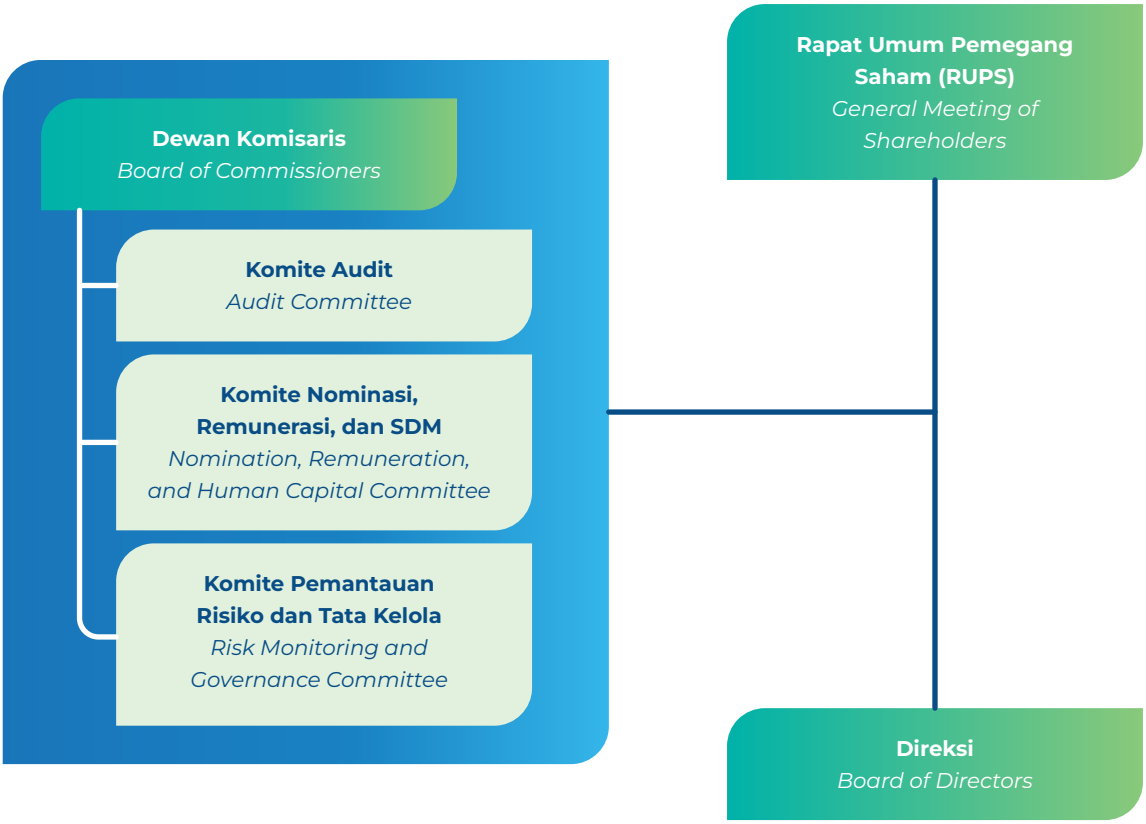
Sebagai entitas induk, IDSurvey memegang peran strategis dalam mengarahkan dan memantau konsistensi penerapan tata kelola di seluruh unit bisnisnya.

Subsidiaries within the IDSurvey ecosystem consistently strive to optimize the implementation of Good Corporate Governance (GCG) principles through periodic evaluations conducted annually. These reviews include both internal self-assessments and audits by independent institutions to map out areas for improvement while ensuring that the governance practiced remains aligned with applicable regulations and GCG standards.

In following up on these evaluation results, each subsidiary refers to best practices and relevant policies to execute audit recommendations. This step is accompanied by the continuous updating of internal guidelines, charters, and procedures to strengthen a management system that is transparent, accountable, and responsible.

As the parent entity, IDSurvey plays a strategic role in directing and monitoring the consistency of governance implementation across all its business units. The GCG assessment scores for each subsidiary are presented as follows.

Struktur Tata Kelola
Governance Structure
[GRI 2-9]



Rapat Umum Pemegang Saham

General Meeting of Shareholders

[GRI 2-11]

Rapat Umum Pemegang Saham (RUPS) merupakan organ tertinggi dalam struktur Tata Kelola Perusahaan yang berwenang mengambil keputusan strategis yang tidak dapat didelegasikan kepada Dewan Komisaris maupun Direksi. Beberapa hal yang memerlukan Keputusan RUPS dan/atau Kementerian BUMN selaku Pemegang Saham antara lain: (1) pengesahan RKAP dan RKA Dewan Komisaris; (2) pengesahan RKA Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL); serta (3) penetapan Kontrak Manajemen Tahunan yang memuat target *Key Performance Indicators* (KPI) Direksi secara kolegial dan Dewan Komisaris.

Sepanjang tahun 2025, seiring pembentukan IDSurvey sebagai *holding* BUMN jasa survei, seluruh keputusan pemegang saham diambil melalui mekanisme Keputusan Para Pemegang Saham (KPPS) secara sirkuler (di luar RUPS) sesuai Pasal 91 UU No. 40/2007 dan Anggaran Dasar Perseroan, di mana keputusan tersebut sah dan mengikat sepanjang disetujui oleh seluruh pemegang saham. Mekanisme ini menjaga efektivitas dan ketepatan waktu pengambilan keputusan pada masa transisi kelembagaan. Selama tahun 2025, Perseroan menetapkan 5 (lima) Keputusan Para Pemegang Saham:

1. KPPS RKAP Tahun Buku 2025
2. KPPS Perubahan Nomenklatur Jabatan, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero)
3. KPPS Pemberhentian dan Pengangkatan Anggota Direksi PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero)
4. Pendirian PT Inspeksi Sertifikasi Dan Survey Indonesia
5. Perubahan Anggaran Dasar Perubahan Nama PT Inspeksi Sertifikasi Dan Survey Indonesia Menjadi Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi Dan Survey Indonesia Disingkat PT IDSurvey (Persero).

Keputusan Pemegang Saham Tahun 2025 secara rinci dapat dilihat pada Laporan Tahunan IDSurvey Tahun 2025.

The General Meeting of Shareholders (GMS) is the highest organ within the Company's Corporate Governance structure, holding the authority to make strategic decisions that cannot be delegated to the Board of Commissioners or the Board of Directors. Matters requiring a resolution of the GMS and/or the Ministry of State-Owned Enterprises as Shareholder include, among others: (1) ratification of the RKAP and the Board of Commissioners' Work Plan and Budget; (2) ratification of the Social and Environmental Responsibility Budget (RKA-CSER); and (3) determination of the Annual Management Contract containing the Key Performance Indicators (KPI) targets for the Board of Directors collectively and the Board of Commissioners.

Throughout 2025, in line with the establishment of IDSurvey as the holding company of the SOE survey-services cluster, all shareholder decisions were taken through the mechanism of Circular Shareholder Resolutions (outside a GMS) pursuant to Article 91 of Law No. 40 of 2007 on Limited Liability Companies and the Company's Articles of Association, whereby such resolutions are valid and binding provided they are approved by all shareholders. This mechanism preserved the effectiveness and timeliness of decision-making during the institutional transition period. During 2025, the Company set 5 (five) Shareholder Resolutions:

1. Shareholder Resolution (KPPS) on the Corporate Work Plan and Budget (RKAP) for the 2025 Financial Year
2. Shareholder Resolution (KPPS) on the Change of Position Nomenclature, Reassignment of Duties, and Appointment of Members of the Board of Directors of the State-Owned Limited Liability Company (Persero) PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero)
3. Shareholder Resolution (KPPS) on the Dismissal and Appointment of Members of the Board of Directors of PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero)
4. Establishment of PT Inspeksi Sertifikasi Dan Survey Indonesia
5. Amendment of the Articles of Association on the Change of Name of PT Inspeksi Sertifikasi Dan Survey Indonesia to the State-Owned Limited Liability Company (Persero) PT Inspeksi Sertifikasi Dan Survey Indonesia, Abbreviated as PT IDSurvey (Persero)

Detailed 2025 Shareholder resolutions are presented in the IDSurvey 2025 Annual Report.

Dewan Komisaris

Board of Commissioners

[GRI 2-9]

IDSurvey mengadopsi struktur tata kelola *two-tier board system* (sistem dua dewan) yang terdiri atas Dewan Komisaris dan Direksi. Dalam sistem ini, setiap organ memiliki pembagian peran, tugas, serta tanggung jawab yang telah didefinisikan secara eksplisit di dalam Anggaran Dasar Perusahaan maupun peraturan perundang-undangan yang berlaku. Meskipun memiliki fungsi yang berbeda, baik Dewan Komisaris maupun Direksi memegang tanggung jawab kolektif yang setara dalam menjaga keberlangsungan usaha Perusahaan secara jangka panjang.

Dewan Komisaris menjalankan fungsi pengawasan, baik yang bersifat umum maupun khusus sesuai dengan mandat Anggaran Dasar, serta berperan aktif dalam memberikan nasihat strategis kepada Direksi dalam mengelola operasional Perusahaan.

Di samping itu, Dewan Komisaris juga berkewajiban untuk memantau sejauh mana efektivitas penerapan praktik Tata Kelola Perusahaan yang Baik telah diimplementasikan di lingkungan Perusahaan. Adapun rincian mengenai penetapan pembagian tugas di internal Dewan Komisaris IDSurvey telah ditetapkan melalui Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia Nomor SK.01/DEKOM.ISDSI/V/2025 tanggal 15 Mei 2025. [GRI 2-12] [OJK E.1]

IDSurvey adopts a two-tier board system governance structure consisting of the Board of Commissioners and the Board of Directors. Within this system, each organ has a clearly defined division of roles, duties, and responsibilities explicitly outlined in the Company's Articles of Association and prevailing laws and regulations. Despite having distinct functions, both the Board of Commissioners and the Board of Directors share an equal, collective responsibility in maintaining the long-term business continuity of the Company.

The Board of Commissioners carries out the oversight function, both general and specific, in accordance with the mandate of the Articles of Association, and plays an active role in providing strategic advice to the Board of Directors in managing the Company's operations.

In addition, the Board of Commissioners is also obligated to monitor the effectiveness of Good Corporate Governance (GCG) implementation within the Company. The detailed division of duties within the internal Board of Commissioners of IDSurvey has been established through the Decree of the Board of Commissioners of the State-Owned Company (Persero) PT Inspeksi Sertifikasi dan Survey Indonesia Number SK.01/DEKOM.ISDSI/V/2025 dated May 15, 2025. [GRI 2-12] [OJK E.1]

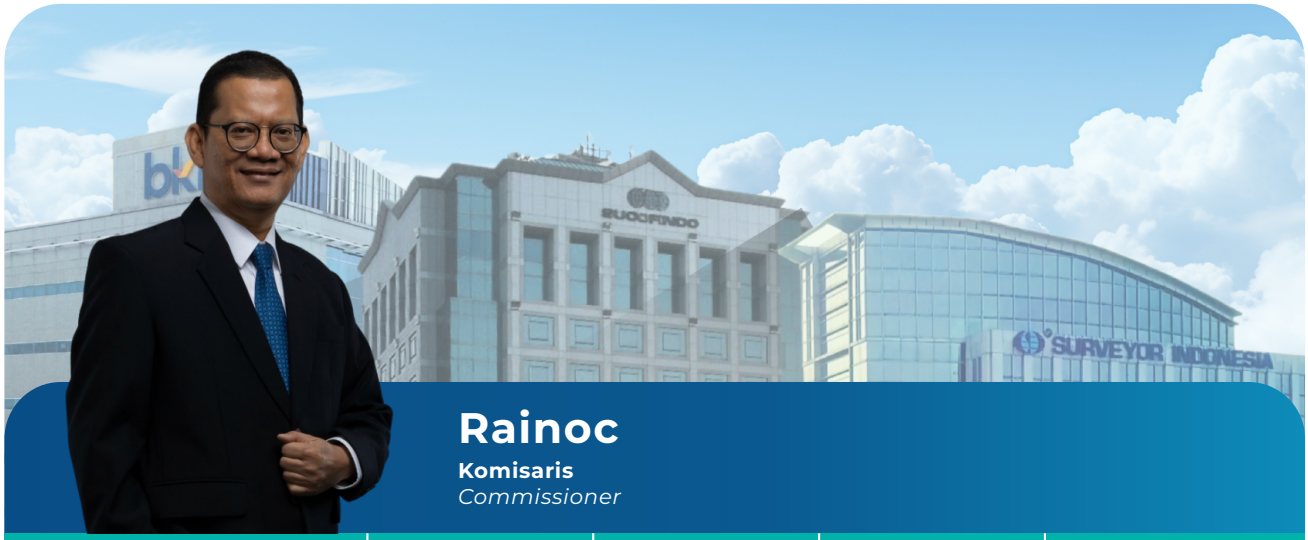


Susyanto

Komisaris Utama
President Commissioner

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham Share Ownership
Tulungagung, 4 Mei 1962 *Tulungagung, May 4 1962*	**63 Tahun** *63 Years Old*	**Indonesia**	**Bogor**	**Nihil** *None*

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	• **2020 - 2023** Sekretaris Kementerian Badan Usaha Milik Negara (BUMN) • **2018 - 2020** Kepala Pusat Pengelolaan Barang Milik Negara, Sekretariat Jenderal Kementerian ESDM • **2015 - 2018** Sekretaris Direktorat Jenderal Minyak dan Gas Bumi, Kementerian ESDM • **2013 - 2015** Kepala Biro Hukum, Sekretariat Jenderal Kementerian ESDM • **1998** Memulai karier di bidang hukum pada Kementerian Energi dan Sumber Daya Mineral (ESDM) • ***2020 – 2023*** *Secretary of the Ministry of State-Owned Enterprises (SOEs)* • ***2018 – 2020*** *Head of the State Asset Management Center, Secretariat General of the Ministry of Energy and Mineral Resources* • ***2015 – 2018*** *Secretary of the Directorate General of Oil and Gas, Ministry of Energy and Mineral Resources* • ***2013 – 2015*** *Head of the Legal Bureau, Secretariat General of the Ministry of Energy and Mineral Resources* • ***1998*** *Commenced professional legal career at the Ministry of Energy and Mineral Resources (MEMR)*
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.*
Periode Masa Jabatan *Term of Office*	Kesatu. Diangkat sejak 29 April 2025 - saat ini *First Term. Appointed since April 29, 2025 - present*



Rainoc

Komisaris
Commissioner

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham Share Ownership
Sawahlunto, 7 Oktober 1969 *Sawahlunto, October 7 1969*	**56 Tahun** *56 Years Old*	**Indonesia**	**Jakarta**	**Nihil** *None*

Riwayat Pendidikan Educational Background	S1 Ekonomi Universitas Andalas *Bachelor of Economic, University of Andalas*
Riwayat Pekerjaan Career History	• **2022 - 2023** Pernah menjabat sebagai Direktur Sumber Daya Manusia dan Umum di PT PELNI (Persero) • **2020 - 2022** Menjabat sebagai Kepala Biro Hubungan Masyarakat dan Fasilitasi Dukungan Strategis di Kementerian BUMN • **2019** Menerima penghargaan sebagai The Most Influential Leader dari Menteri BUMN • **2017-2020** Pernah menjabat sebagai Asisten Deputi Bidang Pertambangan, Industri Strategis, dan Media I di Kementerian Badan Usaha Milik Negara (BUMN) • ***2022 – 2023*** *Served as Director of Human Resources and General Affairs at PT PELNI (Persero)* • ***2020 – 2022*** *Served as Head of the Public Relations and Strategic Support Facilitation Bureau at the Ministry of State-Owned Enterprises* • ***2019*** *Received the "The Most Influential Leader" award from the Minister of State-Owned Enterprises* • ***2017 – 2020*** *Served as Assistant Deputy for Mining, Strategic Industries, and Media I at the Ministry of State-Owned Enterprises (SOEs)*
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.*
Periode Masa Jabatan *Term of Office*	Kesatu. Diangkat sejak 29 April 2025 - saat ini *First Term. Appointed since April 29, 2025 - present*



Virgo Eresta Jaya

Komisaris
Commissioner

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham Share Ownership
Jakarta, 16 September 1969 *Jakarta, September 16 1969*	**56 Tahun** *56 Years Old*	**Indonesia**	**Jakarta**	**Nihil** *None*

Riwayat Pendidikan Educational Background	S1 Teknik Geodesi ITB S2: Magister Administrasi Pertanahan University of New South Wales *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	• **2021 - 2022** Staf Ahli Menteri Agraria dan Tata Ruang/Kepala BPN Bidang Teknologi Informasi • **2019 - 2021** Kepala Pusat Data dan Informasi Pertanahan, Tata Ruang, dan Lahan Pertanian Berkelanjutan serta Plt. Kepala Kantor Wilayah BPN Provinsi Jawa Timur • **2018 - 2019** Kepala Pusat Pengembangan Sumber Daya Manusia • **2016 - 2018** Sekretaris Direktorat Jenderal Tata Ruang • **2013 - 2016** Kepala Kantor Pertanahan Kota Surabaya II • **2011 - 2013** Kepala Kantor Pertanahan Kota Batam • **2006 - 2011** Kepala Subdirektorat Penilaian Tanah • **2004 - 2006** Kepala Divisi Survei, Pengukuran, dan Pemetaan • **2001 - 2004** Kepala Seksi Pemetaan dan Integrasi Peta • ***2021 – 2022*** *Expert Staff to the Minister of Agrarian Affairs and Spatial Planning/ Head of the National Land Agency (BPN) for Information Technology* • ***2019 – 2021*** *Head of the Center for Data and Information on Land, Spatial Planning, and Sustainable Agricultural Land; concurrently served as Acting Head of the Regional Office of the National Land Agency (BPN) for East Java Province* • ***2018 – 2019*** *Head of the Human Resources Development Center* • ***2016 – 2018*** *Secretary of the Directorate General of Spatial Planning* • ***2013 – 2016*** *Head of the Surabaya II City Land Office* • ***2011 – 2013*** *Head of the Batam City Land Office* • ***2006 – 2011*** *Head of the Land Valuation Sub-directorate* • ***2004 – 2006*** *Head of the Survey, Measurement, and Mapping Division* • ***2001 – 2004*** *Head of the Mapping and Map Integration Section*
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.*
Periode Masa Jabatan *Term of Office*	Kesatu. Diangkat sejak 29 April 2025 - saat ini *First Term. Appointed since April 29, 2025 - present*



Subagiyo

Komisaris
Commissioner

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham Share Ownership
Surabaya, 10 November 1970 *Surabaya, November 10 1970*	**55 Tahun** *55 Years Old*	**Indonesia**	**Bogor**	**Nihil** *None*

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

- **2023** Kepala Kantor Otoritas Pelabuhan Utama Tanjung Priok; sekaligus Kepala Kantor Syahbandar dan Otoritas Pelabuhan Utama Tanjung Priok
- **2019-2023** Direktur Kepelabuhanan
- **2019** Kepala Distrik Navigasi Kelas I Samarinda
- **2018** Kepala Kantor Otoritas Pelabuhan Kelas I Bau-Bau
- **2016** Kepala Subdirektorat Rancang Bangun Kapal, Stabilitas, dan Garis Muat, Direktorat Perkapalan dan Kepelautan
- **2014** Kepala Bagian Program, Biro Perencanaan
- **2006** Kepala Subbagian Program Transportasi Laut
- **2005** Kepala Subbagian Perencanaan dan Dukungan Transportasi Laut
- ***2023*** *Head of the Tanjung Priok Main Port Authority; concurrently served as Head of the Tanjung Priok Main Harbor Master and Port Authority Office*
- ***2019 – 2023*** *Director of Ports*
- ***2019*** *Head of the Class I Navigation District of Samarinda*
- ***2018*** *Head of the Class I Port Authority Office of Bau-Bau*
- ***2016*** *Head of the Sub-directorate of Ship Design, Stability, and Load Lines, Directorate of Marine Safety and Seafarers*
- ***2014*** *Head of the Programming Division, Planning Bureau*
- ***2006****Head of the Sea Transportation Programming Sub-division*
- ***2005****Head of the Sea Transportation Planning and Support Sub-division*

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.

Periode Masa Jabatan
Term of Office

Kesatu. Diangkat sejak 29 April 2025 - saat ini
First Term. Appointed since April 29, 2025 - present

Selain itu, berikut adalah susunan Dewan Komisaris dari seluruh entitas anak perusahaan IDSurvey per 31 Desember 2025

In addition, the following is the composition of the Board of Commissioners for all subsidiaries within the IDSurvey Group as of December 31, 2025.

	Nama Name	**Jabatan** Position	**Kewarganegaraan** Nationality	**Jenis Kelamin** Gender
bki	Tubagus Ardi Yanuar	Komisaris Utama President Commissioner	Indonesia	Pria Male
	Herudi Kandau Nugroho	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Irmawaty Habie	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Juriadi	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Dhanu Prasetyo	Komisaris Commissioner	Indonesia	Pria Male
SUCOFINDO	Moga Simatupang	Komisaris Utama President Commissioner	Indonesia	Pria Male
	Mahatma Gandhi	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Zainal Abidin	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Faisal Saimima	Komisaris Independen Independent Commissioner	Indonesia	Pria Male
	Wiwin Fitriana	Komisaris Commissioner	Indonesia	Wanita Female
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

Pembagian Tugas Dewan Komisaris

Board of Commissioners' Division of Dutie

Nama *Name*	Jabatan *Position*	Tugas *Job Description*	Jabatan dalam Komite *Committee Position*
Susyanto	Komisaris Utama/ Komisaris Independen *President Commissioner/ Independent Commissioner*	Mengkoordinasikan bidang-bidang tugas Dewan Komisaris dan melaksanakan pengawasan di bidang Nominasi, Remunerasi dan Sumber Daya Manusia. *Coordinates the oversight areas of the Board of Commissioners and conducts supervision in the fields of Nomination, Remuneration, and Human Resources.*	Ketua Komite Nominasi, Remunerasi; Anggota Komite Pemantau Risiko; Ketua Komite Tata Kelola Terintegrasi *Chairman of the Nomination and Remuneration Committee; Member of the Risk Monitoring Committee; Chairman of the Integrated Governance Committee*
Rainoc	Komisaris *Commissioner*	Melaksanakan pengawasan di bidang Keuangan, Sistem Pengendalian Intern, Pengadaan Barang dan Jasa serta Hukum. *Conducts supervision in the fields of Finance, Internal Control Systems, Procurement of Goods and Services, and Legal Affairs.*	Ketua Komite Audit; Anggota Komite Nominasi dan Remunerasi; Anggota Komite Tata Kelola Terintegrasi *Chairman of the Audit Committee; Member of the Nomination and Remuneration Committee; Member of the Integrated Governance Committee*
Virgo Eresta Jaya	Komisaris *Commissioner*	Melaksanakan pengawasan di bidang Manajemen Risiko, Kebijakan Mutu dan Tata Kelola serta Teknologi Informasi. *Conducts supervision in the fields of Risk Management, Quality Policy, Corporate Governance, and Information Technology.*	Ketua Komite Pemantau Risiko; Anggota Komite Nominasi dan Remunerasi; Anggota Komite Tata Kelola Terintegrasi *Chairman of the Risk Monitoring Committee; Member of the Nomination and Remuneration Committee; Member of the Integrated Governance Committee*
Subagiyo	Komisaris *Commissioner*	Melaksanakan pengawasan di bidang Operasional, Pengembangan Bisnis dan Portofolio. *Conducts supervision in the fields of Operations, Business Development, and Portfolio.*	Anggota Komite Audit; Anggota Komite Nominasi dan Remunerasi; Anggota Komite Tata Kelola Terintegrasi *Member of the Audit Committee; Member of the Nomination and Remuneration Committee; Member of the Integrated Governance Committee*

Dalam melaksanakan tugas dan fungsinya, Dewan Komisaris dibantu oleh Organ Pendukung Dewan Komisaris yang terdiri dari Komite Audit, Komite Pemantau Risiko & Tata Kelola, Komite Nominasi, Remunerasi & Sumber Daya Manusia serta Sekretariat Dewan Komisaris. Selain itu, Dewan Komisaris juga berpanduan pada Anggaran Dasar dan Pedoman Kerja Komisaris (*Board Manual*).

In discharging its duties and functions, the Board of Commissioners is assisted by the Board's Supporting Organs, which consist of the Audit Committee, the Risk Monitoring & Governance Committee, the Nomination, Remuneration & Human Resources Committee, and the Secretariat to the Board of Commissioners. Furthermore, the Board of Commissioners is consistently guided by the Articles of Association and the Board Manual.

Sepanjang tahun 2025, Dewan Komisaris telah menjalankan fungsi, tugas, dan tanggung jawabnya yang diwujudkan melalui penerbitan surat keputusan, rekomendasi, serta persetujuan terkait berbagai hal yang memerlukan persetujuan atau nasihat Dewan Komisaris. Beberapa di antaranya meliputi:

1. Pengawasan dan pemberian nasihat atas perencanaan perusahaan
2. Pengawasan dan pemberian nasihat atas kinerja berkala perusahaan berbasis manajemen risiko
3. Pengawasan dan pemberian nasihat atas aspek strategis perusahaan
4. Evaluasi kebijakan pengelolaan perusahaan
5. Pelaksanaan penunjukan Kantor Akuntan Publik oleh RUPS
6. Penyampaian laporan/pendapat/saran kepada pemegang saham
7. Monitoring tindak lanjut arahan RUPS

Komposisi Dewan Komisaris

Pengangkatan dan pemberhentian anggota Dewan Komisaris dilakukan oleh Rapat Umum Pemegang Saham (RUPS) melalui mekanisme yang transparan. Setiap calon anggota Dewan Komisaris yang ditetapkan melalui RUPS wajib memenuhi persyaratan kelayakan dan kepatutan (fit and proper test) guna memastikan integritas serta kompetensinya dalam melaksanakan fungsi, tugas, dan tanggung jawab yang diemban [GRI 2-10]. Hingga 31 Desember 2025, jumlah anggota Dewan Komisaris Perusahaan tercatat sebanyak 4 (empat) orang.

Organ Pendukung Dewan Komisaris

Dalam melaksanakan tugas-tugasnya, Dewan Komisaris dibantu oleh tiga komite: Komite Audit, Komite Pemantau Risiko, serta Komite Nominasi dan remunerasi. Adapun dalam rangka mendukung kelancaran tugas-tugas yang bersifat administratif, Dewan Komisaris dibantu oleh Sekretariat Dewan Komisaris.

1. **Komite Audit**

   Dalam menjalankan fungsinya, Komite Audit memiliki tanggung jawab langsung kepada Dewan Komisaris guna memperkuat efektivitas pengawasan atas beberapa aspek krusial, meliputi mekanisme pelaporan keuangan, sistem pengendalian internal, proses audit baik internal maupun eksternal, serta ketaatan terhadap ketentuan hukum yang berlaku. Selain itu, Komite Audit memegang peranan yang sangat strategis dalam menjamin implementasi prinsip-prinsip tata kelola perusahaan yang baik (*Good Corporate Governance*) melalui pelaksanaan fungsi pengawasan yang dijalankan secara independen dan objektif.

Throughout 2025, the Board of Commissioners actively exercised its functions, duties, and responsibilities, as manifested through the issuance of decrees, recommendations, and approvals regarding various matters requiring its endorsement or counsel. These key activities included:

1. Oversight and advisory support on corporate planning.
2. Oversight and advisory support on periodic corporate performance, integrated with risk management.
3. Oversight and advisory support on the strategic aspects of the company.
4. Evaluation of corporate management policies.
5. Execution of the appointment of a Public Accounting Firm as authorized by the GMS.
6. Submission of reports, opinions, and recommendations to the shareholders.
7. Monitoring the follow-up of directives from the GMS.

Composition of the Board of Commissioners

The appointment and dismissal of members of the Board of Commissioners are carried out by the General Meeting of Shareholders (GMS) through a transparent mechanism. Every candidate nominated for the Board of Commissioners through the GMS must pass and fulfill the criteria of a fit and proper test to ensure their integrity and competence in executing their assigned functions, duties, and responsibilities [GRI 2-10]. As of December 31, 2025, the total membership of the Company's Board of Commissioners was recorded at 4 (four) individuals.

Supporting Bodies of the Board of Commissioners

In carrying out its duties, the Board of Commissioners is supported by three committees: the Audit Committee, the Risk Monitoring Committee, and the Nomination and Remuneration Committee. Furthermore, to support the smooth execution of administrative tasks, the Board of Commissioners is assisted by the Secretariat of the Board of Commissioners.

1. **Audit Committee**

   In performing its functions, the Audit Committee has direct responsibility to the Board of Commissioners to strengthen the effectiveness of oversight over several crucial aspects, including financial reporting mechanisms, internal control systems, internal and external audit processes, as well as compliance with applicable laws and regulations. Additionally, the Audit Committee holds a strategic role in ensuring the implementation of the principles of Good Corporate Governance through oversight functions conducted independently and objectively.

Komite Audit melaksanakan tugasnya secara profesional dan akuntabel sesuai regulasi yang berlaku dengan mencakup berbagai tanggung jawab strategis, mulai dari perencanaan dan evaluasi terhadap Rencana Jangka Panjang serta Rencana Kerja dan Anggaran Perusahaan, hingga pengawasan atas efektivitas eksekusi strategi bisnis, investasi, dan mitigasi risiko oleh Direksi. Ruang lingkup tugas komite ini meliputi evaluasi mendalam terhadap sistem pengendalian internal, program kepatuhan, serta mekanisme pencegahan kecurangan termasuk Whistleblower System, di samping melakukan penelaahan terhadap audit internal maupun eksternal untuk memastikan tindak lanjut temuan audit serta memberikan rekomendasi perbaikan tata kelola.

Komite ini juga berperan penting dalam mengkaji kebijakan keuangan, akuntansi, dan laporan keuangan, serta memastikan kepatuhan hukum dan penanganan potensi benturan kepentingan. Selain memberikan rekomendasi profesional terkait penunjukan auditor eksternal berdasarkan aspek independensi, metodologi, dan reputasi. Komite Audit juga bertugas menangani pengaduan terkait proses pelaporan, mengawasi kebijakan mutu serta pengadaan barang dan jasa, hingga menjalankan fungsi pendukung strategis bagi Dewan Komisaris dengan memberikan analisis, rekomendasi atas isu-isu krusial, dan melaksanakan tugas pengawasan tambahan yang ditugaskan.

Pada tahun 2025, komposisi Komite Audit terdiri dari 4 (empat) orang, yang terdiri dari 1 (satu) orang Ketua Komite dan 3 (tiga) orang anggota Komite.

2. Komite Pemantauan Risiko dan Tata Kelola

Komite Pemantauan Risiko dan Tata Kelola membantu Dewan Komisaris untuk melaksanakan tugas dan tanggung jawabnya dalam mengevaluasi dan memastikan agar penerapan manajemen risiko Perseroan dilaksanakan untuk melindungi dan menciptakan nilai bagi Perseroan.

Tugas dan tanggung jawab Komite Pemantauan Risiko dan Tata Kelola mencakup kewenangan untuk mengakses seluruh informasi relevan serta menjalin komunikasi dengan berbagai unit kerja guna memperoleh dokumen atau klarifikasi yang diperlukan. Komite ini berperan aktif dalam memantau dan menelaah laporan manajemen risiko, baik di tingkat perusahaan induk maupun anak perusahaan, serta mengevaluasi kesesuaian penerapan kebijakan dan strategi manajemen risiko yang dijalankan.

The Audit Committee carries out its duties professionally and accountably in accordance with applicable regulations, covering various strategic responsibilities, ranging from planning and evaluation of the Company's Long-Term Plan and the Company's Work Plan and Budget, to overseeing the effectiveness of business strategy execution, investments, and risk mitigation by the Board of Directors. The scope of this committee's duties includes in-depth evaluation of internal control systems, compliance programs, and fraud prevention mechanisms, including the Whistleblower System, in addition to reviewing internal and external audits to ensure the effectiveness of follow-up on audit findings and providing recommendations for governance improvements.

This committee also plays an important role in reviewing financial management, accounting policies, and financial statements, as well as ensuring legal compliance and handling potential conflicts of interest. In addition to providing professional recommendations regarding the appointment of external auditors based on aspects of independence, methodology, and reputation, the Audit Committee is also tasked with handling complaints related to reporting processes, overseeing quality and procurement policies, and performing strategic support functions for the Board of Commissioners by providing analysis, recommendations on crucial issues, and executing additional oversight tasks as assigned.

In 2025, the composition of the Audit Committee consisted of 4 (four) people, comprising 1 (one) Committee Chair and 3 (three) Committee members.

2. Risk Monitoring and Governance Committee

The Risk Monitoring and Governance Committee assists the Board of Commissioners in carrying out its duties and responsibilities in evaluating and ensuring that the Company's risk management implementation is carried out to protect and create value for the Company.

The duties and responsibilities of the Risk Monitoring and Governance Committee include the authority to access all relevant information and to communicate with various work units to obtain necessary documents or clarifications. This committee plays an active role in monitoring and reviewing risk management reports, both at the parent company and subsidiary levels, as well as evaluating the suitability of the implementation of the risk management policies and strategies carried out.

Selain itu, komite memberikan rekomendasi kepada Dewan Komisaris untuk mendukung efektivitas penerapan manajemen risiko, serta melakukan pengawasan terhadap pelaksanaan fungsi manajemen risiko secara menyeluruh agar tetap selaras dengan ketentuan peraturan perundang-undangan, anggaran dasar, dan keputusan RUPS atau Menteri.

Furthermore, the committee provides recommendations to the Board of Commissioners to support the effectiveness of risk management implementation and conducts oversight of the execution of risk management functions as a whole to ensure they remain in line with the provisions of laws and regulations, the articles of association, and decisions of the General Meeting of Shareholders (GMS) or the Minister.

Dalam pelaksanaan fungsi Tata Kelola Terintegrasi, komite bertanggung jawab untuk melakukan evaluasi serta memberikan persetujuan terhadap kebijakan tata kelola tersebut. Peran komite meliputi pengawasan penerapan tata kelola di anak perusahaan agar selaras dengan kebijakan induk, serta memberikan arahan dan nasihat kepada Direksi terkait pelaksanaan kebijakan tata kelola. Selain itu, komite bertugas melakukan evaluasi berkala untuk memastikan penyempurnaan kebijakan, memastikan keselarasan operasional antara perusahaan induk dan anak perusahaan, serta melaksanakan fungsi pengawasan dan pemberian nasihat lainnya sesuai dengan mandat peraturan perundang-undangan, anggaran dasar, dan keputusan RUPS.

In executing the Integrated Governance function, the committee is responsible for evaluating and granting approval for such governance policies. The committee's role includes overseeing the implementation of integrated governance in subsidiaries to ensure it is aligned with the Holding SOE's Risk Management policies, as well as providing guidance or advice to the Board of Directors regarding the implementation of integrated governance policies. Additionally, the committee is tasked with conducting periodic evaluations to ensure policy refinement, ensuring operational alignment between the parent company and subsidiaries, and carrying out other oversight and advisory functions related to the Integrated Governance function in accordance with the provisions of laws and regulations, the articles of association, and GMS decisions.

Pada tahun 2025, komposisi Komite Pemantauan Risiko dan Tata Kelola terdiri dari 4 (empat) orang, yang terdiri dari 1 (satu) orang Ketua Komite dan 3 (tiga) orang anggota Komite.

In 2025, the composition of the Risk Monitoring and Governance Committee consisted of 4 (four) people, comprising 1 (one) Committee Chair and 3 (three) Committee members.

3. Komite Nominasi, Remunerasi, dan SDM

Komite Nominasi, Remunerasi, dan SDM bekerja secara kolektif dan berfungsi membantu Dewan Komisaris dalam melaksanakan tugas utamanya di bidang nominasi dan remunerasi. Komite ini bersifat mandiri baik dalam pelaksanaan tugasnya maupun dalam pelaporan dan bertanggung jawab langsung kepada Dewan Komisaris.

Komite ini bertanggung jawab melakukan tinjauan berkala serta pengawasan atas pelaksanaan sistem manajemen talenta, termasuk mengevaluasi prosedur pengklasifikasian talenta yang dijalankan oleh Direksi. Tugas komite meliputi validasi dan kalibrasi talenta terseleksi untuk menghasilkan daftar talenta ternominasi yang diusulkan Dewan Komisaris kepada Menteri, serta melakukan evaluasi terhadap calon wakil Perseroan untuk posisi Direksi atau Dewan Komisaris di Anak Perusahaan.

3. Nomination, Remuneration, and Human Capital Committee

The Nomination, Remuneration, and Human Capital Committee works collectively and functions to assist the Board of Commissioners in carrying out its primary duties in the fields of nomination and remuneration. This committee is independent both in the execution of its duties and in reporting, and is directly responsible to the Board of Commissioners.

This committee is responsible for conducting periodic reviews and oversight of the implementation of the Company's Talent Management system, including evaluating the talent classification procedures carried out by the Board of Directors. The committee's duties include validation and calibration of selected talents to produce a list of nominated talents proposed by the Board of Commissioners to the Minister, as well as evaluating prospective representatives of the Company to be proposed as members of the Board of Directors or members of the Board of Commissioners of subsidiaries.

Selain itu, komite berperan dalam mengevaluasi usulan KPI individu anggota Direksi, menyusun sistem evaluasi kinerja bagi anggota Direksi dan/atau Dewan Komisaris, serta menelaah kebijakan remunerasi karyawan yang memerlukan persetujuan Dewan Komisaris maupun usulan struktur organisasi dari Direksi.

Pada tahun 2025, komposisi Komite Nominasi, Remunerasi, dan SDM terdiri dari 6 (enam) orang, yang terdiri dari 1 (satu) orang Ketua Komite dan 5 (lima) orang anggota Komite.

Furthermore, the committee plays a role in evaluating the proposed individual KPIs of the Company's Board of Directors members, preparing individual performance evaluation systems for members of the Board of Directors and/or members of the Board of Commissioners, as well as reviewing employee remuneration policies that require the approval of the Board of Commissioners and organizational structure proposals from the Board of Directors.

In 2025, the composition of the Nomination, Remuneration, and Human Capital Committee consisted of 6 (six) people, comprising 1 (one) Committee Chair and 5 (five) Committee members.



Jajaran Direksi

Board of Directors

[GRI 2-9]

Sebagai badan pengelola perusahaan, Direksi memiliki tanggung jawab bersama dalam menjalankan operasional dan pengembangan perusahaan. Setiap anggota Direksi memiliki wewenang dan akuntabilitas yang jelas berdasarkan fungsi dan portofolio mereka masing-masing, sambil tetap menjunjung tinggi praktik tata kelola perusahaan yang baik dan kepatuhan terhadap ketentuan hukum yang berlaku. Anggota Direksi wajib melaporkan dan mempertanggungjawabkan pelaksanaan mandat mereka kepada para pemegang saham melalui Rapat Umum Pemegang Saham (RUPS) sesuai dengan mekanisme yang ditentukan.

As the executive organ of the Company, the Board of Directors holds collective responsibility for managing operations and driving corporate development. Each member of the Board is vested with distinct authority and accountability aligned with their respective portfolios, while consistently upholding Good Corporate Governance (GCG) practices and compliance with prevailing laws and regulations. Members of the Board are obligated to report and account for the execution of their mandate to the shareholders through the General Meeting of Shareholders (GMS) in accordance with prescribed mechanisms.

Dalam menggerakkan perusahaan, Direksi berkomitmen mencapai target kinerja yang ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). Setiap keputusan yang diambil harus dilandasi oleh niat baik, berorientasi pada nilai jangka panjang perusahaan, dan selaras dengan ketentuan Anggaran Dasar. Meskipun setiap anggota Direksi memiliki tanggung jawab spesifik atas area kewenangannya, mereka tetap bersama-sama bertanggung jawab atas kesehatan dan pertumbuhan perusahaan secara menyeluruh.

In steering the Company forward, the Board of Directors is fully committed to achieving the performance targets set forth in the Corporate Work Plan and Budget (RKAP). Every decision made must be grounded in good faith, oriented toward long-term value creation, and aligned with the provisions of the Articles of Association. While each Director bears specific responsibilities for their respective areas of authority, they remain jointly accountable for the overall financial health and sustainable growth of the Company.

Direksi juga mengemban tanggung jawab sosial dengan mengutamakan kepentingan seluruh pemangku kepentingan dan memastikan implementasi berkelanjutan dari Tata Kelola Perusahaan yang Baik (GCG). Untuk memperkuat komitmen ini, salah seorang anggota Direksi ditunjuk secara khusus untuk mengawasi dan mengevaluasi penerapan GCG di seluruh organisasi, termasuk dalam lingkup anak perusahaan.

Furthermore, the Board of Directors embraces its social responsibility by prioritizing the interests of all stakeholders and ensuring the continuous implementation of GCG principles. To reinforce this commitment, a designated member of the Board is specifically tasked with overseeing and evaluating GCG implementation across the entire organization, including its subsidiaries.

Komposisi Dewan Direksi

Dewan Direksi ditetapkan melalui mekanisme transparan oleh Rapat Umum Pemegang Saham (RUPS). Setiap calon anggota Direksi wajib memenuhi persyaratan kelayakan dan kepatutan (fit and proper test) yang mencakup aspek kompetensi, integritas, serta kepatuhan terhadap ketentuan peraturan yang berlaku, sesuai dengan Anggaran Dasar dan regulasi perusahaan [GRI 2-10]. Hingga 31 Desember 2025, jumlah anggota Dewan Direksi tercatat sebanyak 3 (tiga) orang

Composition of the Board of Directors

The Board of Directors is appointed through a transparent mechanism by the General Meeting of Shareholders (GMS). Each candidate for the Board of Directors must meet the fit and proper requirements, which include aspects of competence, integrity, and compliance with applicable regulations, in accordance with the Company's Articles of Association and corporate regulations [GRI 2-10]. As of December 31, 2025, the number of members of the Board of Directors was recorded at 3 (three) persons



Arisudono

Direktur Utama
Chief Executive Officer

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham Share Ownership
Jakarta, 24 Januari 1970 *Jakarta, January 24 1970*	**55 Tahun** *55 Years Old*	**Indonesia**	**Jakarta**	**Nihil** *None*

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.

Periode Masa Jabatan
Term of Office

Kesatu. Diangkat sejak 29 April 2025 - saat ini
First Term. Appointed since April 29, 2025 - present



Andry Tanudjaja

Direktur Sumber Daya dan Kelembagaan
Chief Operating Officer

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham *Share Ownership*
Jakarta, 8 Juni 1971 *Jakarta, June 8 1971*	**54 Tahun** *54 Years Old*	**Indonesia**	**Jakarta**	**Nihil** *None*

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.*
Periode Masa Jabatan *Term of Office*	Kesatu. Diangkat sejak 26 Agustus 2025 - saat ini *First Term. Appointed since August 26, 2025 - present*



Sinung Triwulandari

Direktur Keuangan, Manajemen Risiko, dan Teknologi
Chief Finance Officer

Tempat & Tanggal Lahir *Place & Date of Birth*	Usia *Age*	Kewarganegaraan *Citizenship*	Domisili *Domicile*	Kepemilikan Saham *Share Ownership*
Semarang, 23 Maret 1971 *Semarang, March 23 1971*	**54 Tahun** *54 Years Old*	**Indonesia**	**Jakarta**	**Nihil** *None*

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 Branch Manager and City Area Manager (1994-2004)*

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.

Periode Masa Jabatan
Term of Office

Kesatu. Diangkat sejak 26 Agustus 2025 - saat ini
First Term. Appointed since August 26, 2025 - present

Selain itu, berikut adalah susunan Direksi dari seluruh entitas anak perusahaan IDSurvey per 31 Desember 2025.

In addition, the following is the composition of the Board of Directors for all subsidiaries within the IDSurvey Group as of 31 December, 2025.

	Nama Name	**Jabatan** Position	**Kewarganegaraan** Nationality	**Jenis Kelamin** Gender
bki	R. Benny Susanto	Direktur Utama *President Director*	Indonesia	Pria Male
	Arief Budi Permana	Direktur Operasi Bisnis Klasifikasi *Director of Classification Business Operations*	Indonesia	Pria Male
	Erwin Ernanto Hoesni	Direktur Operasi Bisnis Komersial *Director of Commercial Business Operations*	Indonesia	Pria Male
	R. Agus Doddy Dwi Sagita	Direktur Kelembagaan dan Sumber Daya *Director of Institutional Affairs and Resources*	Indonesia	Pria Male
	Stanley Iriawan	Direktur Keuangan, Manajemen Risiko, dan IT *Director of Finance, Risk Management, and IT*	Indonesia	Pria Male
SUCOFINDO	Sandry Pasambuna	Direktur Utama *President Director*	Indonesia	Pria Male
	David Sidjabat	Direktur Keuangan *Financial Director*	Indonesia	Pria Male
	Budi Utomo	Direktur Sumber Daya Manusia *Director of Human Resources*	Indonesia	Pria Male
	Agus Permadi	Direktur Komersial *Commercial Director*	Indonesia	Pria Male
	Dani Pramantyo	Direktur Operasi *Operation Director*	Indonesia	Pria Male
SURVEYOR INDONESIA	Fajar Wibhiyadi	Direktur Utama *President Director*	Indonesia	Pria Male
	Euis Amalia Noor	Direktur Niaga dan Operasi *Director of Commercial & Operation*	Indonesia	Wanita Female
	Wahyu Witjaksono	Direktur Keuangan, Manajemen Risiko, dan Teknologi Informasi *Director of Finance, Risk Management & Information Technology*	Indonesia	Pria Male
	Evi Afiatin	Direktur Transformasi, Sumber Daya Manusia, dan Umum *Director of Transformation, Human Resources & General Affair*	Indonesia	Wanita Female

Nominasi dan Pengangkatan Dewan

Nomination and Appointment of the Board

[GRI 2-10]

Proses nominasi dan penetapan jajaran Dewan Komisaris serta Direksi pada setiap anak perusahaan IDSurvey dilakukan melalui mekanisme Rapat Umum Pemegang Saham (RUPS). Merujuk pada Undang-Undang Nomor 40 Tahun 2007 mengenai Perseroan Terbatas serta Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN, kewenangan untuk mengusulkan serta memberhentikan anggota Dewan Komisaris dan Direksi dipegang oleh pemegang saham, yang akan mengajukan kandidat berdasarkan kriteria yang telah ditentukan.

Guna menjamin profesionalisme dan kualitas, setiap calon anggota Dewan Komisaris dan Direksi diwajibkan menjalani uji kepatutan dan kelayakan (fit and proper test). Dalam proses ini, Dewan Komisaris *holding* turut berperan dengan menyampaikan daftar nominasi kepada RUPS untuk memperoleh keputusan akhir.

Penentuan kualifikasi bagi anggota Direksi didasarkan pada aspek integritas, kompetensi, keahlian, rekam jejak, kepemimpinan, pengalaman, serta dedikasi terhadap perusahaan maupun negara. Kandidat dapat berasal dari dalam maupun luar lingkungan perusahaan selama memenuhi syarat yang berlaku. Seluruh aspek tersebut dipertimbangkan dalam pengangkatan demi memastikan kinerja yang optimal dalam mendukung visi, misi, serta pencapaian sasaran strategis baik di tingkat *holding* maupun anak perusahaan.

The nomination and appointment process for the Board of Commissioners and Board of Directors at each IDSurvey subsidiary is carried out through the mechanism of the General Meeting of Shareholders (GMS). Referring to Law Number 40 of 2007 concerning Limited Liability Companies and the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 concerning Organs and Human Resources of SOEs, the authority to propose and dismiss members of the Board of Commissioners and the Board of Directors lies with the shareholders, who will propose candidates based on established criteria.

To ensure professionalism and quality, every candidate for the Board of Commissioners and the Board of Directors is required to undergo a fit and proper test. In this process, the holding's Board of Commissioners also plays a role by submitting a list of nominations to the GMS to obtain final approval.

Qualification requirements for members of the Board of Directors are based on aspects of integrity, competence, expertise, track record, leadership, experience, and dedication to the company and the state. Candidates may come from within or outside the company environment, as long as they meet the applicable requirements. All these aspects are considered in the appointment to ensure optimal performance in supporting the vision, mission, and achievement of strategic targets at both the holding and subsidiary levels.

Penilaian Kinerja Dewan Komisaris dan Direksi

Performance Evaluation of the Board of Commissioners and Directors

[GRI 2-18]

Dewan Komisaris memiliki tugas utama melakukan pengawasan terhadap kebijakan pengurusan serta jalannya pengurusan perusahaan yang dilakukan oleh Direksi, sekaligus memberikan nasihat kepada Direksi demi kepentingan Perseroan.

The Board of Commissioners has the primary duty of supervising management policies and the general management of the company conducted by the Board of Directors, as well as providing advice to the Board of Directors for the benefit of the Company.

Dalam menjalankan tugas pengawasan dan pemberian nasihat tersebut, Dewan Komisaris memiliki wewenang untuk memeriksa dokumen dan kekayaan perusahaan, meminta penjelasan dari Direksi, hingga memberhentikan sementara anggota Direksi sesuai ketentuan anggaran dasar. Selain itu, Dewan Komisaris juga berkewajiban untuk menelaah rencana kerja perusahaan, melaporkan gejala penurunan kinerja kepada RUPS, serta menyusun program kerja tahunan sebagai bagian dari tanggung jawab profesionalnya.

In carrying out these supervisory and advisory duties, the Board of Commissioners has the authority to examine company documents and assets, request explanations from the Board of Directors, and even temporarily suspend members of the Board of Directors in accordance with the provisions of the articles of association. In addition, the Board of Commissioners is also obligated to review the company's work plan, report symptoms of declining company performance to the GMS, and prepare an annual work program as part of its professional responsibilities.

Evaluasi kinerja Dewan Komisaris dilaksanakan secara berkala setiap satu tahun sekali bertepatan dengan RUPS Tahunan, mengacu pada *Key Performance Indicator* (KPI) yang disetujui dalam RUPS. Penilaian tersebut dilakukan secara internal oleh Pemegang Saham tanpa menggunakan jasa penilai independen dari pihak ketiga. Selanjutnya, hasil evaluasi terhadap fungsi pengawasan dan pemberian nasihat kepada Direksi disampaikan dalam RUPS Tahunan sebagai komponen terintegrasi dari Laporan Tahunan Perusahaan.

The performance evaluation of the Board of Commissioners is conducted annually in conjunction with the Annual General Meeting of Shareholders (AGMS), referencing the Key Performance Indicators (KPIs) approved in the AGMS. This assessment is carried out internally by Shareholders without engaging third-party independent evaluators. Furthermore, the evaluation results regarding the supervisory and advisory functions performed for the Board of Directors are presented at the AGMS as an integral component of the Company's Annual Report.

Sebagai bentuk komitmen serta penilaian kinerja Dewan Komisaris dalam menjalankan tugas, fungsi dan tanggung jawabnya, maka telah disusun indikator kinerja (*key performance indicators*) Dewan Komisaris untuk tahun 2025 sebagai berikut:

As a form of commitment and performance assessment of the Board of Commissioners in carrying out its duties, functions, and responsibilities, performance indicators (key performance indicators) for the Board of Commissioners for the year 2025 have been prepared as follows:

Indikator Kinerja Dewan Komisaris
Board of Commissioners Performance Indicators

No	Aspek dan Parameter *Aspect and Parameter*	Periode *Period*	Satuan *Unit*	Rencana *Plan*	Bobot (%) *Weight (%)*	2025	
						Realisasi *Realization*	Capaian (%) *Achievement (%)*
Aspek Perencanaan *Planning Aspect*							
1	Tersusunnya Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2025 dan 2026 yang menjadi bagian dari RKAP untuk disampaikan kepada Pemegang Saham *Preparation of the Board of Commissioners' Work Plan and Budget for 2025 and 2026 as part of the RKAP to be submitted to the Shareholders*	Tahunan *Annual*	Dokumen *Document*	2	10	2	10
Sub Total I					**10**		**10**

No	Aspek dan Parameter *Aspect and Parameter*	Periode *Period*	Satuan *Unit*	Rencana *Plan*	Bobot (%) *Weight (%)*	2025	
						Realisasi *Realization*	Capaian (%) *Achievement (%)*
Aspek Pengawasan dan Pemberian Nasihat *Supervisory and Advisory Aspect*							
1	Memberikan saran/tanggapan/ rekomendasi terhadap: *Providing advice/responses/ recommendations on:*						
	Rencana Kerja dan Anggaran Perusahaan *Corporate Work Plan and Budget*	Tahunan *Annual*	Dokumen *Document*	1	10	11	10
	Analisis Kinerja Triwulan *Quarterly Performance Analysis*	Triwulan *Quarterly*	Dokumen *Document*	1	10	2	11
2	Terlaksananya Rapat Dewan Komisaris *Convening of Board of Commissioners Meetings*	Bulanan *Monthly*	Jumlah *Number*	12	10	21	11
3	Arahan-arahan Dewan Komisaris terhadap Kebijakan dan/atau Jalannya Perseroan *Directives of the Board of Commissioners on the Policies and/or Operations of the Company*	Tahunan *Annual*	Surat *Letter*	5	10	5	10
4	Rata-rata jangka waktu pemberian tanggapan dan/atau persetujuan atas hal-hal/ keputusan strategis yang menurut Anggaran Dasar atau aturan lainnya membutuhkan tanggapan dan/atau persetujuan dari Dewan Komisaris, setelah dokumen diterima secara lengkap *Average time for providing responses and/or approvals on strategic matters/decisions that, according to the Articles of Association or other regulations, require a response and/or approval from the Board of Commissioners, after the documents are received completely*	Tahunan *Annual*	Hari Kerja *Working Days*	14	10	14	10
5	Kunjungan kerja Dewan Komisaris *Working visits of the Board of Commissioners*			5	10	5	10
Sub Total I					**60**		**62**

No	Aspek dan Parameter *Aspect and Parameter*	Periode *Period*	Satuan *Unit*	Rencana *Plan*	Bobot (%) *Weight (%)*	2025	
						Realisasi *Realization*	Capaian (%) *Achievement (%)*
Aspek Dinamis/Lain-lain Dynamic/Other Aspect							
1	Pengusulan Eksternal Auditor kepada Pemegang Saham *Proposal of the External Auditor to the Shareholders*	Tahunan *Annual*	Dokumen *Document*	1	10	1	10
2	Diperolehnya sertifikat pengembangan kompetensi Dewan Komisaris sesuai dengan kebutuhan kompetensi bidang pengawasan *Obtaining competency development certificates for the Board of Commissioners in accordance with supervisory competency needs*	Tahunan *Annual*	Dokumen *Document*	4	10	4	10
3	Penyusunan Piagam Dewan Komisaris *Preparation of the Board of Commissioners' Charter*	Tahunan *Annual*	Dokumen *Document*	1	10	1	10
Sub Total I					**30**		**30**

Penilaian kinerja Direksi, baik secara individu maupun kolegial, dilakukan oleh Dewan Komisaris IDSurvey berdasarkan pencapaian *Key Performance Indicators* (KPI) Perusahaan, di mana secara keseluruhan Direksi dinilai telah melaksanakan tugas dan tanggung jawabnya dengan baik sepanjang tahun 2025.

Adapun evaluasi atas kinerja Dewan Komisaris dan Direksi juga mencakup aspek penting lainnya, yaitu kinerja dalam mengembangkan IDSurvey sebagai perusahaan berkelanjutan guna memastikan bahwa kepemimpinan perusahaan tidak hanya berhasil secara finansial, tetapi juga mampu mengintegrasikan aspek-aspek keberlanjutan yang mendukung pertumbuhan jangka panjang serta dampak positif terhadap pemangku kepentingan. Proses evaluasi ini dilaksanakan setahun sekali dengan kriteria yang ditetapkan dalam Rapat Umum Pemegang Saham (RUPS), yang mana hasil evaluasi Dewan Komisaris akan disampaikan langsung pada RUPS, sedangkan hasil evaluasi Direksi terlebih dahulu disampaikan kepada Dewan Komisaris sebelum akhirnya dilaporkan juga dalam mekanisme RUPS kepada pemegang saham.

The performance evaluation of the Board of Directors, both individually and collegially, is conducted by the IDSurvey Board of Commissioners based on the achievement of the Company's Key Performance Indicators (KPIs), in which the Board of Directors as a whole is deemed to have carried out its duties and responsibilities well throughout 2025.

Furthermore, the evaluation of the performance of the Board of Commissioners and the Board of Directors also covers another important aspect, namely the performance in developing IDSurvey as a sustainable company to ensure that the company's leadership is not only financially successful, but also capable of integrating sustainability aspects that support long-term growth and positive impacts on stakeholders. This evaluation process is conducted once a year with criteria established in the General Meeting of Shareholders (GMS), where the evaluation results of the Board of Commissioners will be submitted directly to the GMS, while the evaluation results of the Board of Directors are first submitted to the Board of Commissioners before being subsequently reported as well in the GMS mechanism to the shareholders.

Capaian Key Performance Indicator (KPI) Tahun 2025

2025 Key Performance Indicator (KPI) Achievement

No	*Key Performance Indicator* (KPI)	Satuan *Unit*	Target	Realisasi *Realization*	Skor *Score*
A.	***Economic and Social Value for Indonesia***				**53,11**
1	EBITDA	Rp Miliar *Rp Billion*	1.523,60	1.535,05	11,08
2	ROIC => WACC	%	4.35	12,48	9,90
3	Net Profit	Rp Miliar *Rp Billion*	970,00	982,76	10,13
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 *Improvement of operational excellence through shared services efficiency from:* *1. Joint Procurement* *2. Integration of Laboratories and Branch Offices* *3. Human Capital* *4. Service R&D*	Rp Miliar *Rp Billion*	14,00	16,13	11,00
5	Kolaborasi dengan pemerintah melalui dukungan program sertifikasi UMK *Collaboration with the Government through support for MSE (Micro and Small Enterprises) certification programs*	Jumlah *Amount*	1.100,00	1.670,00	11,00
B.	***Business Model Innovation***				**16,16**
6	Pelaksanaan Inisiatif Transformasi Implementation of Transformation Initiatives	%	100,00	103,24	5,16
7	Pendapatan dari Komersialisasi Jasa Eksisting dan Pengembangan Bisnis Laboratorium (Extender Lab Services) IDSurvey *Revenue from Commercialization of Existing Services and Laboratory Business Development (Extender Lab Services) of IDSurvey*	Rp Miliar *Rp Billion*	472,00	522,88	5,50

No	*Key Performance Indicator* (KPI)	Satuan *Unit*	Target	Realisasi *Realization*	Skor *Score*
8	Pendapatan dari Komersialisasi Program Unggulan IDSurvey Revenue from Commercialization of IDSurvey's Flagship Programs	Rp Miliar *Rp Billion*	304,63	343,65	5,50
C. Technology Leadership					**13,20**
9	Implementasi Integrasi ERP Implementation of ERP Integration	Waktu *Time*	31-Des-25	24-Dec-25	5,16
10	Pendapatan yang berasal dari Pengembangan Bisnis Berbasis Digital dan/atau Penggunaan Teknologi Termutakhir Revenue derived from Digital-Based Business Development and/or the Use of Cutting-Edge Technology	Rp Miliar *Rp Billion*	130,00	186,46	6,69
D. Energize Investment					**16,50**
11	Pendapatan yang berasal dari Pengembangan Bisnis pada Sektor Sekunder Revenue derived from Business Development in the Secondary Sector	Rp Miliar *Rp Billion*	123,00	174,35	5,50
12	Go Global - Peningkatan Pendapatan dari Representatives Offices, Kantor Cabang, Anak Perusahaan di Luar Negeri Go Global - Revenue Increase from Representative Offices, Branch Offices, and Subsidiaries Abroad	Rp Miliar *Rp Billion*	320,00	384,32	5,50
13	Pelaksanaan ESG Shadow Rating Implementation of ESG Shadow Rating	Skor *Score*	30,00	37,00	5,50
E. Unleashed Talent					**8,80**
14	Talenta Diversity (Rata-Rata Rasio Talenta Perempuan dan Milenial) Diversity Talent (Average Ratio of Female and Millennial Talent)	%	27,95	30,90	4,40
15	Produktivitas Pegawai Employee Productivity	Rp M/Pegawai *Rp Billion/ Employee*	1,20	1,34	4,40
Jumlah *Total*					**107,77**

Kebijakan Remunerasi Dewan Komisaris dan Direksi

Remuneration Policy for the Board of Commissioners and Board of Directors

[GRI 2-19, 2-20]

Mekanisme penetapan remunerasi bagi Dewan Komisaris dan Direksi dilaksanakan secara transparan dengan bersandar pada regulasi yang berlaku. Kebijakan ini diterapkan guna menjamin keselarasan antara remunerasi dengan pencapaian kinerja Perusahaan, kepentingan para pemegang saham, serta implementasi prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG). Dalam merumuskan struktur dan besaran nilai remunerasi tersebut, Perusahaan berpijak pada beragam indikator performa yang berkiblat pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tertanggal 20 Maret 2023 mengenai Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Merujuk pada pasal 76 ayat 4 dan 5 dalam regulasi dimaksud, penentuan komponen penghasilan tetap seperti gaji atau honorarium, tunjangan, serta fasilitas, wajib memperhitungkan aspek skala dan kompleksitas bisnis, tingkat inflasi, kapasitas finansial perusahaan, beserta faktor relevan lainnya, serta dilarang keras menabrak aturan perundang-undangan. Sementara itu, komponen penghasilan variabel (merit rating) yang mencakup Tantiem, Insentif Kinerja, atau Long-Term Incentive (LTI) dirumuskan berdasarkan capaian kinerja, kondisi keuangan perusahaan, serta variabel-variabel penunjang lain yang sesuai.

Pada tahun 2025, besaran remunerasi Direksi terhubung langsung dengan pencapaian KPI korporat, termasuk indikator keberlanjutan seperti ESG Shadow Rating. Hal ini memastikan bahwa remunerasi memperhitungkan kinerja finansial sekaligus kontribusi nyata Direksi dalam mewujudkan target keberlanjutan Perusahaan.

The determination of remuneration for the Board of Commissioners and the Board of Directors is conducted through a transparent mechanism and refers to the applicable regulations. This process aims to ensure that the remuneration policy is aligned with the Company's performance, the interests of shareholders, and GCG principles. The Company establishes the structure and amount of remuneration for the Board of Commissioners and the Board of Directors by referencing various performance indicators, as regulated in the Regulation of the Minister of SOEs No. PER-3/MBU/03/2023 dated March 20, 2023, concerning Organs and Human Resources of State-Owned Enterprises.

Article 76, paragraphs 4 and 5 of the regulation state that the determination of income in the form of fixed salary or honorarium, allowances, and facilities is carried out by considering business scale factors, business complexity factors, inflation rates, the company's financial condition and capabilities, and other relevant factors, and must not conflict with statutory regulations. In addition, the determination of income in the form of variable Tantiem/Performance Incentives/LTI (merit rating) is carried out by considering performance factors, the company's financial capability, and other relevant factors.

In 2025, The amount of the Board of Directors' remuneration is directly linked to the achievement of corporate KPIs, including sustainability indicators such as the ESG Shadow Rating. This ensures that remuneration accounts for financial performance as well as the Directors' tangible contribution to achieving the Company's sustainability targets.

Kompetensi Komisaris dan Direksi

Competency of the Commissioners and Directors

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

Dalam rangka menjamin kapasitas tata kelola yang adaptif terhadap dinamika bisnis dan regulasi, IDSurvey secara berkelanjutan melaksanakan program pelatihan serta pengembangan kompetensi bagi jajaran Dewan Komisaris dan Direksi. Langkah ini diambil sebagai upaya nyata untuk mendongkrak kapasitas profesional mereka, baik di bidang keberlanjutan maupun sektor strategis lainnya.

In order to ensure a governance capacity that is adaptive to business and regulatory developments, IDSurvey consistently organizes training and competency development programs for the Board of Commissioners and the Board of Directors, as part of an effort to enhance professional capacity related to both sustainability and other strategic fields.

Di bawah ini merupakan rincian program peningkatan kompetensi bagi Dewan Komisaris dan Direksi pada level perusahaan serta di setiap entitas anak perusahaan IDSurvey.

The following are the details of the competency enhancement for the Board of Commissioners and the Board of Directors in each of IDSurvey's subsidiary entities.

Pelatihan Dewan Komisaris dan Direksi IDSurvey

Training for the Board of Commissioners and Board of Directors of IDSurvey

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Susyanto Komisaris Utama President Commissioner	GRC Summit 2025: Resilience to Sustainability: Leading Through GRC in the Post-Digital Era	CRMS	21 – 22 Agustus 2025 *August 21 - 22, 2025*
	Pelatihan dan Sertifikasi Certified Governance Oversight Professional (CGOP) *Certified Governance Oversight Professional (CGOP) Training and Certification*	CRMS	17 Oktober dan 24 Oktober 2025 *October 17 and October 24, 2025*
Rainoc Komisaris *Commissioner*	GRC Summit 2025: Resilience to Sustainability: Leading Through GRC in the Post-Digital Era	CRMS	21 – 22 Agustus 2025 *August 21 - 22, 2025*
	Pelatihan dan Sertifikasi Certified Governance Oversight Professional (CGOP) *Certified Governance Oversight Professional (CGOP) Training and Certification*	CRMS	17 Oktober dan 24 Oktober 2025 *October 17 and October 24, 2025*
Virgo Eresta Jaya Komisaris *Commissioner*	GRC Summit 2025: Resilience to Sustainability: Leading Through GRC in the Post-Digital Era	CRMS	21 – 22 Agustus 2025 *August 21 - 22, 2025*
	Pelatihan dan Sertifikasi Certified Governance Oversight Professional (CGOP) *Certified Governance Oversight Professional (CGOP) Training and Certification*	CRMS	17 Oktober dan 24 Oktober 2025 *October 17 and October 24, 2025*

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Subagiyo Komisaris *Commissioner*	GRC Summit 2025: Resilience to Sustainability: Leading Through GRC in the Post-Digital Era	CRMS	21 – 22 Agustus 2025 *August 21 - 22, 2025*
	Pelatihan dan Sertifikasi Certified Governance Oversight Professional (CGOP) *Certified Governance Oversight Professional (CGOP) Training and Certification*	CRMS	17 Oktober dan 24 Oktober 2025 *October 17 and October 24, 2025*
Arisudono Direktur Utama *President Director*	Leading the Energy Transition: Strategies for Business in a Low-Carbon Economy	SAIS John Hopkins University	11 – 13 November 2025 *November 11 - 13, 2025*
Andry Tanudja Direktur Sumber Daya dan Kelembagaan *Director of Human Resources and Institutional Affairs*	Strategic Human Capital Director Certificate Program		10 – 12 Desember 2025 *December 10 - 12, 2025*
	Training ESG Risk Management (CRS-ESG)	CRMS	16 – 17 Desember 2025 *December 16 - 17, 2025*
Sinung Triwulandari Direktur Keuangan, Administrasi dan Manajemen Risiko *Finance, Administration, and Risk Management Director*	Konferensi Risk Beyond Risk Beyond Conference		4 – 5 Desember 2025 *December 4 - 5, 2025*
	Training ESG Risk Management (CRS-ESG)	CRMS	16 – 17 Desember 2025 *December 16 - 17, 2025*

Pelatihan Dewan Komisaris dan Direksi PT BKI

Training for the Board of Commissioners and Board of Directors of PT BKI

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Tubagus Ardi Yanuar Komisaris Utama *Presdient Commissioner*	Certified Risk Governance Professional	PT RAP Indonesia	11–12 Desember 2025 *December 11 – 12, 2025*
Herudi Kandau Nugroho Komisaris Independen *Independent Commissioner*	Certified Risk Governance Professional	PT RAP Indonesia	11–12 Desember 2025 *December 11 – 12, 2025*
Juriadi Komisaris Independen *Independent Commissioner*	Certified Risk Governance Professional	PT RAP Indonesia	11–12 Desember 2025 *December 11 – 12, 2025*
Dhanu Prasetyo Komisaris *Commissioner*	Certified Risk Governance Professional	PT RAP Indonesia	11–12 Desember 2025 *December 11 – 12, 2025*

Nama dan Jabatan *Name and Position*	**Program yang Diikuti** *Program Attended*	**Penyelenggara** *Organizer*	**Tanggal** *Date*
R. Benny Susanto Direktur Utama *President Director*	Sertifikasi Profesi Manajemen Risiko (LSPMR) *Risk Management Professional Certification (LSPMR)*		31 Desember 2023 s.d. 31 Desember 2026 *December 31, 2023 – December 31, 2026*
	Pengambilan Keputusan Strategis Berbasis GRC *GRC-Based Strategic Decision-Making*		17 – 18 September 2025 *September 17 – 18, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	23 – 24 Oktober 2025 *October 23 – 24, 2025*
Arief Budi Permana Direktur Operasi Bisnis Klasifikasi *Director of Classification Business Operations*	QRGP (Qualified Risk Governance Professional)		22 Desember 2025 s.d. Desember 2028 *December 22, 2025 – December, 2028*
	Pengambilan Keputusan Strategis Berbasis GRC *GRC-Based Strategic Decision-Making*		17 – 18 September 2025 *September 17 – 18, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	23 – 24 Oktober 2025 *October 23 – 24, 2025*
	QRGP (Qualified Risk Governance Professional)		25 – 27 November 2025 *November 25 – 27, 2025*
R. Agus Doddy Dwi Sagita Direktur Kelembagaan dan Sumber Daya *Director of Institutional Affairs and Resources*	QRGP (Qualified Risk Governance Professional)		22 Desember 2025 s.d. Desember 2028 *December 22, 2025 – December, 2028*
	Pengambilan Keputusan Strategis Berbasis GRC *GRC-Based Strategic Decision-Making*		17 – 18 September 2025 *September 17 – 18, 2025*
	Pembekalan Risk Officer: Risk Assessment *Risk Officer Briefing: Risk Assessment*		20 November 2025 *November 20, 2025*
	QRGP (Qualified Risk Governance Professional)		25 – 27 November 2025 *November 25 – 27, 2025*

Pelatihan Dewan Komisaris dan Direksi PT SUCOFINDO

Training for the Board of Commissioners and Board of Directors of PT SUCOFINDO

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Moga Simatupang Dewan Komisaris *Board of Commissioners*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
Adi Budiarso Dewan Komisaris *Board of Commissioners*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
Zainal Abidin Dewan Komisaris *Board of Commissioners*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
Mahatma Gandhi Dewan Komisaris *Board of Commissioners*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
Jobi Triananda Direksi *Board of Directors*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
	Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World	RAP Learning Center	27 November 2025 *November 27, 2025*
Darwin Abas Direksi *Board of Directors*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
	Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World	RAP Learning Center	27 November 2025 *November 27, 2025*
Evi Afiatin Direksi *Board of Directors*	Chief Risk Office Executives Program	CRMS Indonesia	7 Agustus 2025 *August 7, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
David Sidjabat Direksi *Board of Directors*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
	Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World	RAP Learning Center	27 November 2025 *November 27, 2025*
Budi Utomo Direksi *Board of Directors*	Business Judgement Rules for Executives Level	IDSurvey Institute	23 Oktober 2025 *October 23, 2025*
	Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World	RAP Learning Center	27 November 2025 *November 27, 2025*

Pelatihan Dewan Komisaris dan Direksi PT Surveyor Indonesia

Training for the Board of Commissioners and Board of Directors of PT Surveyor Indonesia

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Wawan Sunarjo Komisaris Utama *President Commissioner*	Pelatihan E-learning Konsep Dasar Kegiatan Ekonomi dan Keuangan Syariah Tahun 2025 *E-learning Training on the Basic Concepts of Islamic Economic and Financial Activities 2025*	KLC Kementerian Keuangan	19 Agustus 2025 *August 19, 2025*
	Pelatihan "Training Awareness Tata Kelola Hubungan Induk dan Anak Perusahaan PTSI" *Training "Governance Awareness on Parent–Subsidiary Relationships at PTSI"*	KIM Consultant	27 Agustus 2025 *August 27, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	24 Oktober 2025 *October 24, 2025*
Suko Basuki Komisaris Independen *Independent Commissioner*	Pelatihan "Training Awareness Tata Kelola Hubungan Induk dan Anak Perusahaan PTSI" *Training "Governance Awareness on Parent–Subsidiary Relationships at PTSI"*	KIM Consultant	27 Agustus 2025 *August 27, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	24 Oktober 2025 *October 24, 2025*
	Pelatihan Kupas Tuntas Penanganan Permasalahan Yayasan *Comprehensive Training on Handling Foundation Issues*	KRA Advisory	20 November 2025 *November 20, 2025*
	Pelatihan dan Sertifikasi Ahli Tata Kelola Risiko Organisasi Terintegrasi *Training and Certification for Integrated Organizational Risk Governance Expert*	Konferensi Nasional Profesional Manajemen Risiko XI	28 November 2025 *November 28, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	24 Oktober 2025 *October 24, 2025*
Djatmiko Bris W Komisaris *Commissioner*	Pelatihan dan Sertifikasi Profesi Manajemen Risiko Berbasis SNI ISO 31000-QRGP *Training and Professional Certification in Risk Management Based on SNI ISO 31000 – QRGP*	LSP MKS	10 Desember 2025 *December 10, 2025*

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Sukmo Gunardi Komisaris Independen *Independent Commissioner*	Pelatihan "Training Awareness Tata Kelola Hubungan Induk dan Anak Perusahaan PTSI" *Training "Governance Awareness on Parent–Subsidiary Relationships at PTSI"*	KIM Consultant	27 Agustus 2025 *August 27, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	24 Oktober 2025 *October 24, 2025*
	Pelatihan dan Sertifikasi Profesi Manajemen Risiko Berbasis SNI ISO 31000-QRGP *Training and Professional Certification in Risk Management Based on SNI ISO 31000 – QRGP*	LSP MKS	26 - 28 November 2025 *November 26–28, 2025*
Sandry Pasambuna Direktur Utama *President Director*	Executive Program for Growing Companies	Stanford University	3 - 15 Agustus 2025 *August 3–15, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	23-24 Oktober 2025 *October 23–24, 2025*
Saifuddin Wijaya Direktur Komersial *Director of Commercial*	Business Judgement Rules for Executives Level	IDSurvey Institute	23-24 Oktober 2025 *October 23–24, 2025*
	Pelatihan sistem perdagangan global Gempuran Tarif AS: Ekonomi Indonesia di Ujung Tanduk? Dialog Kritis Mencari Solusi *Training on the Global Trading System: U.S. Tariff Pressures – Is Indonesia's Economy at a Critical Point? A Critical Dialogue to Seek Solutions*	CORE Indonesia	20 Mei 2025 *May 20, 2025*
	Pelatihan Memperkuat Jejaring dan Kolaborasi Indonesia - Jepang *Training on Strengthening Indonesia–Japan Networking and Collaboration*	IJBnet	7 Agustus 2025 *August 7, 2025*
	Executive Workshop: Empowering Indonesia's Corporate Leaders for Global Sustainability Action	inFUSE Global LLEad, Neyen Consulting	24 September 2025 *September 24, 2025*
	Workshop Traceability Platform Komoditas Menghadapi EUDR *Workshop on Commodity Traceability Platforms in Response to EUDR*	Kementerian Perdagangan Republik Indonesia	16 Oktober 2025 *October 16, 2025*

Nama dan Jabatan *Name and Position*	Program yang Diikuti *Program Attended*	Penyelenggara *Organizer*	Tanggal *Date*
Lussy Ariani Seba Direktur Sumber Daya *Director of Human Capital*	Perlindungan Data Pribadi *Personal Data Protection Training*	Edutech	5 Juni 2025 *June 5, 2025*
	Business Judgement Rules for Executives Level	IDSurvey Institute	23-24 Oktober 2025 *October 23–24, 2025*
Wahyu Witjaksono Direktur Keuangan dan Manajemen Risiko *Director of Finance and Risk Management*	Business Judgement Rules for Executives Level	IDSurvey Institute	23-24 Oktober 2025 *October 23–24, 2025*
	Certified Risk Governance Professional	LSPMR	31 Desember 2024 *December 31, 2024*

Strategi Keberlanjutan
Sustainability Strategy

[GRI 2-22, 2-23] [OJK A.1]

IDSurvey menegaskan bahwa keberlanjutan merupakan prinsip operasional untuk memberikan nilai tambah bagi pemangku kepentingan dan masyarakat melalui integrasi layanan yang bertanggung jawab. Pernyataan ini diwujudkan dengan menempatkan keberlanjutan sebagai fondasi utama dalam *Sustainability House* perusahaan, di mana sejalan dengan visi perusahaan, Perusahaan berkomitmen untuk menyediakan layanan jasa TICCC (Testing, Inspection, Certification, Consultation, Classification) yang berlandaskan pada prinsip keberlanjutan komprehensif guna mendukung transformasi dan target pembangunan berkelanjutan.

IDSurvey emphasizes that sustainability is an operational principle intended to provide added value for stakeholders and the community through the integration of responsible services. This statement is realized by establishing sustainability as the core foundation within the company's "Sustainability House," where, in alignment with the corporate vision, the Company is committed to providing TICCC (Testing, Inspection, Certification, Consultation, Classification) services rooted in comprehensive sustainability principles to support transformation and sustainable development targets.

Fokus utama IDSurvey mencakup penguatan aspek lingkungan, sosial, dan tata kelola (ESG) untuk menghadapi dinamika industri TICCC global. Upaya ini krusial dalam merespons tren utama industri periode 2025-2030 yang dipicu oleh transformasi digital serta meningkatnya tuntutan kepatuhan ESG. IDSurvey melihat tantangan ini sebagai peluang besar, terutama pada portofolio layanan yang mendukung agenda keberlanjutan seperti kendaraan listrik (EV), ESG, serta manajemen emisi dan karbon.

The primary focus of IDSurvey involves strengthening Environmental, Social, and Governance (ESG) aspects to navigate the dynamics of the global TICCC industry. This effort is critical for responding to major industry trends during the 2025–2030 period, which are driven by digital transformation and heightening demands for ESG compliance. IDSurvey views these challenges as significant opportunities, particularly regarding service portfolios that support the sustainability agenda, such as electric vehicles (EV), ESG, and carbon and emission management.

Untuk mencapai tujuan tersebut, IDSurvey telah menetapkan "*Grand Strategy* ESG" dengan peta jalan yang terukur dari tahun 2026 hingga 2030. Transformasi ini dimulai dengan pembangunan fondasi tata kelola ESG yang harmonis di tingkat *holding* pada tahun 2026, yang kemudian berlanjut pada penguatan transparansi dan akuntabilitas kinerja hingga mencapai target menjadi World Class TICCC Company pada tahun 2030.

To reach these objectives, IDSurvey has defined a "Grand Strategy ESG" featuring a measurable roadmap spanning from 2026 to 2030. This transformation commences with the development of a harmonious ESG governance foundation at the holding level in 2026, followed by a progression toward strengthening transparency and performance accountability to achieve the ultimate goal of becoming a World Class TICCC Company by 2030.

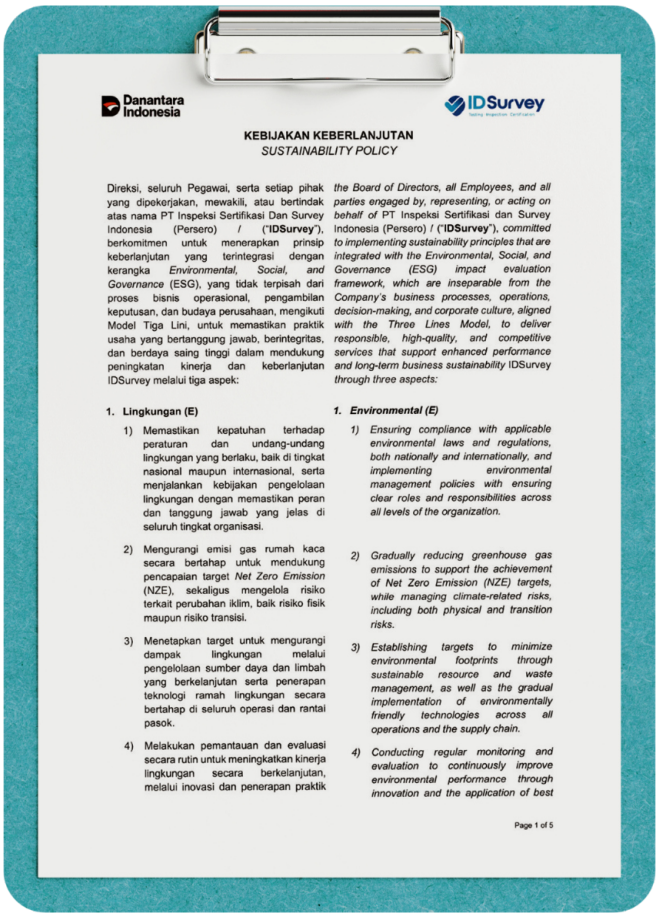
Dalam Rencana Jangka Panjang Perusahaan (RJPP), IDSurvey menegaskan transformasi menuju TICCC terintegrasi berkelas dunia dengan mengakselerasi agenda keberlanjutan melalui layanan, tata kelola, dan kapabilitas yang selaras dengan tuntutan ESG. Visi ini diperkuat melalui "Aspirasi 2030" untuk menempatkan IDSurvey sebagai Perusahaan TICCC Top 20 Global. Strategi ini dijalankan melalui "6 Iconic Moves", termasuk penguatan jaringan melalui kemitraan strategis serta konsolidasi seluruh laboratorium BUMN pada tahun 2030, guna memastikan penerapan prinsip ESG di seluruh lini bisnis perusahaan. [OJK F.26]

Within the Company's Long-Term Plan, IDSurvey affirms its transformation into a world-class integrated TICCC entity by accelerating the sustainability agenda through services, governance, and capabilities aligned with ESG requirements. This vision is further reinforced through "Aspiration 2030," which aims to position IDSurvey as a Top 20 Global TICCC Company. This strategy is executed via "6 Iconic Moves," including the strengthening of networks through strategic partnerships and the consolidation of all state-owned enterprise (SOE) laboratories by 2030, ensuring the implementation of ESG principles across all company business lines. [OJK F.26]

Pada Desember 2025, IDSurvey mengesahkan Kebijakan Keberlanjutan, sebagai bentuk komitmen jangka panjang perusahaan dalam melakukan peninjauan dan peningkatan efektivitas penerapan prinsip keberlanjutan secara periodik.

In December 2025, IDSurvey ratified its Sustainability Policy as a testament to the company's long-term commitment to performing periodic reviews and continuously improving the effectiveness of its sustainability principle implementation.

Kebijakan Keberlanjutan IDSurvey
IDSurvey Sustainability Policy



Danantara Indonesia

IDSurvey

KEBIJAKAN KEBERLANJUTAN
SUSTAINABILITY POLICY

Direksi, seluruh Pegawai, serta setiap pihak yang dipekerjakan, mewakili, atau bertindak atas nama PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero) / ("**IDSurvey**"), berkomitmen untuk menerapkan prinsip keberlanjutan yang terintegrasi dengan kerangka *Environmental, Social, and Governance* (ESG), yang tidak terpisah dari proses bisnis operasional, pengambilan keputusan, dan budaya perusahaan, mengikuti Model Tiga Lini, untuk memastikan praktik usaha yang bertanggung jawab, berintegritas, dan berdaya saing tinggi dalam mendukung peningkatan kinerja dan keberlanjutan IDSurvey melalui tiga aspek:

the Board of Directors, all Employees, and all parties engaged by, representing, or acting on behalf of PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) / ("**IDSurvey**"), *committed to implementing sustainability principles that are integrated with the Environmental, Social, and Governance (ESG) impact evaluation framework, which are inseparable from the Company's business processes, operations, decision-making, and corporate culture, aligned with the Three Lines Model, to deliver responsible, high-quality, and competitive services that support enhanced performance and long-term business sustainability* IDSurvey *through three aspects:*

1. **Lingkungan (E)**
   1) Memastikan kepatuhan terhadap peraturan dan undang-undang lingkungan yang berlaku, baik di tingkat nasional maupun internasional, serta menjalankan kebijakan pengelolaan lingkungan dengan memastikan peran dan tanggung jawab yang jelas di seluruh tingkat organisasi.
   2) Mengurangi emisi gas rumah kaca secara bertahap untuk mendukung pencapaian target *Net Zero Emission* (NZE), sekaligus mengelola risiko terkait perubahan iklim, baik risiko fisik maupun risiko transisi.
   3) Menetapkan target untuk mengurangi dampak lingkungan melalui pengelolaan sumber daya dan limbah yang berkelanjutan serta penerapan teknologi ramah lingkungan secara bertahap di seluruh operasi dan rantai pasok.
   4) Melakukan pemantauan dan evaluasi secara rutin untuk meningkatkan kinerja lingkungan secara berkelanjutan, melalui inovasi dan penerapan praktik

1. ***Environmental (E)***
   1) *Ensuring compliance with applicable environmental laws and regulations, both nationally and internationally, and implementing environmental management policies with ensuring clear roles and responsibilities across all levels of the organization.*
   2) *Gradually reducing greenhouse gas emissions to support the achievement of Net Zero Emission (NZE) targets, while managing climate-related risks, including both physical and transition risks.*
   3) *Establishing targets to minimize environmental footprints through sustainable resource and waste management, as well as the gradual implementation of environmentally friendly technologies across all operations and the supply chain.*
   4) *Conducting regular monitoring and evaluation to continuously improve environmental performance through innovation and the application of best*

Page 1 of 5

Direksi dan seluruh insan IDSurvey berkomitmen untuk menerapkan prinsip-prinsip keberlanjutan yang terintegrasi dengan kerangka Lingkungan, Sosial, dan Tata Kelola (*Environmental, Social, and Governance*/ESG). Prinsip ini menjadi bagian yang tidak terpisahkan dari proses bisnis, kegiatan operasional, pengambilan keputusan, dan budaya perusahaan, serta diselaraskan dengan Model Tiga Lini untuk memastikan praktik bisnis yang bertanggung jawab dan berdaya saing tinggi.

The Board of Directors and all IDSurvey personnel are committed to implementing sustainability principles integrated with the Environmental, Social, and Governance (ESG) framework. This principle is an integral part of business processes, operations, decision-making, and corporate culture, aligned with the Three Lines Model to ensure responsible and highly competitive business practices.

Pilar Lingkungan
Environmental Pillar

- **Kepatuhan & Tata Kelola:** Memastikan kepatuhan penuh terhadap peraturan lingkungan nasional dan internasional dengan pembagian peran serta tanggung jawab yang jelas di seluruh level organisasi.
- **Aksi Iklim & NZE:** Mengurangi emisi gas rumah kaca secara bertahap demi mendukung target Net Zero Emission (NZE) serta mengelola risiko perubahan iklim, baik risiko fisik maupun transisi.
- **Efisiensi Sumber Daya:** Meminimalkan dampak lingkungan melalui pengelolaan sumber daya dan limbah yang berkelanjutan serta penerapan teknologi ramah lingkungan di seluruh rantai pasok.
- **Inovasi & Ekosistem:** Melakukan pemantauan rutin dan inovasi berkelanjutan untuk meminimalkan dampak negatif terhadap ekosistem.
- **Edukasi Pemangku Kepentingan:** Melibatkan pemangku kepentingan dalam kebijakan lingkungan dan memberikan pelatihan bagi karyawan mengenai dampak aktivitas perusahaan.

- **Compliance & Governance:** Ensuring full compliance with national and international environmental laws and regulations with clear roles and responsibilities across all levels of the organization.
- **Climate Action & NZE:** Gradually reducing greenhouse gas emissions to support the achievement of Net Zero Emission (NZE) targets while managing climate-related risks, including both physical and transition risks.
- **Resource Efficiency:** Establishing targets to minimize environmental footprints through sustainable resource and waste management and the gradual implementation of environmentally friendly technologies across all operations and the supply chain.
- **Innovation & Ecosystems:** Conducting regular monitoring and evaluation to continuously improve environmental performance through innovation and the application of best practices to minimize negative impacts on ecosystems.
- **Stakeholder Education:** Engaging internal and external stakeholders in the implementation of environmental management policies and providing training for employees to understand the environmental impacts of the company's activities.

Pilar Sosial
Social Pillar

- **Hak Asasi Manusia:** Menghormati hak asasi manusia, hak masyarakat adat, kebebasan berserikat, serta memastikan kompensasi dan manfaat yang adil bagi karyawan sesuai standar nasional dan internasional.
- **Kesetaraan & Keamanan Kerja:** Menerapkan kebijakan nol toleransi terhadap diskriminasi, pelecehan (seksual dan non-seksual), kerja paksa, serta pekerja anak.

- **Human Rights:** Respecting and protecting human rights, including respect for the rights of indigenous peoples, freedom of association, and collective bargaining, while ensuring fair compensation and benefits in accordance with applicable national regulations and international standards.
- **Equality & Workplace Safety:** Implementing a zero-tolerance policy against discrimination and strictly prohibiting all forms of harassment, forced labor, violence, exploitation, and child labor to create a safe and inclusive work environment.

- **Kesehatan & Keselamatan Kerja (K3):** Menjalankan standar K3 yang ketat sesuai dengan regulasi nasional dan internasional untuk menciptakan lingkungan kerja yang aman dan sehat, serta mencapai kinerja keselamatan unggul dengan target zero fatality.

- **Dialog Inklusif & Pengaduan:** Memperkuat keterlibatan pemangku kepentingan melalui dialog terstruktur dan menyediakan saluran pengaduan (complaint channel) yang transparan serta objektif.

- **Pengembangan Kapasitas:** Menyelenggarakan pelatihan rutin terkait HAM, anti-diskriminasi, pencegahan kekerasan, dan keselamatan kerja bagi seluruh insan perusahaan untuk memastikan standar perilaku yang diharapkan dipahami dan dihormati.

- **Occupational Health and Safety (OHS):** Implementing strict OHS standards in accordance with national and international regulations to create a safe and healthy work environment and achieve excellence in safety performance with a zero-fatality target.
- **Inclusive Dialogue & Grievances:** Strengthening stakeholder engagement through structured dialogue and providing easily accessible complaint channels with clear escalation processes for reporting incidents of discrimination or harassment.
- **Capacity Building:** Conducting training for all company personnel on human rights, anti-discrimination, violence prevention, and occupational safety to ensure that expected standards of behavior are understood and respected.

Pilar Tata Kelola

Governance Pillar

- **GCG & Transparansi:** Mengimplementasikan tata kelola perusahaan yang baik (*Good Corporate Governance*) dengan pengawasan yang akuntabel untuk mencegah konflik kepentingan.

- **Independensi & Etika:** Menjaga independensi dengan melarang kontribusi pada kegiatan politik dan melarang keras segala bentuk penipuan, korupsi, serta suap melalui sistem manajemen anti-penyuapan.
- **Keberagaman & Kesempatan Setara:** Mendorong keberagaman pada tingkat Direksi, Dewan Komisaris, dan seluruh karyawan tanpa membedakan gender, suku, agama, dan etnis.

- **Manajemen Risiko & Kepatuhan:** Menegakkan kepatuhan terhadap Pedoman Etika, menyediakan mekanisme whistleblowing yang rahasia, serta menerapkan manajemen risiko terstruktur di seluruh grup.

- **Rantai Pasok & Keamanan Data:** Mengintegrasikan aspek keberlanjutan dalam pengadaan barang/jasa serta menjamin integritas data, perlindungan data pribadi, dan keamanan informasi perusahaan.

- **GCG & Transparency:** Implementing good corporate governance principles by ensuring business processes and decision-making comply with regulations, supported by transparent and accountable oversight mechanisms to prevent potential conflicts of interest.
- **Independence & Ethics:** Maintaining independence and objectivity by prohibiting contributions to political activities and strictly prohibiting all forms of fraud, corruption, and bribery through fraud control and anti-bribery management systems.
- **Diversity & Equal Opportunity:** Promoting diversity at the Board of Directors, Board of Commissioners, and across all company personnel by providing equal opportunities regardless of gender, ethnicity, religion, or nationality.
- **Risk Management & Compliance:** Enforcing the adherence of all company personnel to the Code of Ethics, providing an accessible whistleblowing mechanism with confidentiality guarantees, and implementing structured risk management to preserve company value.
- **Supply Chain & Data Security:** Integrating sustainability considerations into the procurement of goods and services and implementing information system governance to ensure data integrity, personal data protection, and information security.

Rumah Keberlanjutan IDSurvey 2026-2030

Sustainability House IDSurvey 2026-2030

Visi
Vission

Menjadi grup pemastian terpadu berkelas dunia yang terpercaya, novatif, dan berkelanjutan
To become a trusted, innovative, and sustainable world-class integrated assurance group

Misi *Mission*

1. Menyediakan layanan jasa TICCC (Testing, Inspection, Certification, Consultation, Classification) berlandaskan keberlanjutan yang komprehensif, inovatif, dan terpercaya untuk mendukung transformasi dan target pembangunan berkelanjutan.
   To provide TICCC (Testing, Inspection, Certification, Consultation, Classification) services based on comprehensive, innovative, and trusted sustainability to support transformation and sustainable development targets.
2. Memberikan nilai tambah kepada pemangku kepentingan dan masyarakat melalui integrasi layanan berkelanjutan.
   To provide added value to stakeholders and the community through the integration of sustainable services.
3. Memperkuat resiliensi perusahaan dengan mengintegrasikan prinsip ESG ke dalam operasional dan tata kelola Perusahaan.
   To strengthen corporate resilience by integrating ESG principles into the Company's operations and governance.
4. Membangun jaringan dan memperkuat kemitraan strategis global dan kolaborasi lintas stakeholder.
   To build networks and strengthen global strategic partnerships and cross-stakeholder collaboration.

Pilar ESG *ESG Pillars*

ENVIRONMENT (E)
Memberikan layanan jasa dengan minimalisasi dampak terhadap lingkungan dan berkontribusi pada penanggulangan perubahan iklim
Providing services by minimizing environmental impact and contributing to climate change mitigation.

SOCIAL (S)
Meningkatkan kepercayaan dan kualitas layanan pemastian melalui SDM yang unggul, praktik ketenagakerjaan yang inklusif, serta kemitraan dan keterlibatan pemangku kepentingan secara terstruktur
Enhancing trust and quality of assurance services through excellent human capital, inclusive labor practices, as well as structured partnerships and stakeholder engagement.

GOVERNANCE (G)
Memperkuat tata kelola keberlanjutan sebagai fondasi dalam mencapai tujuan pembangunan berkelanjutan
Strengthening sustainability governance as the foundation for achieving sustainable development goals.

Fokus Keberlanjutan *Sustainability Focus*

1. **Penguatan strategi dekarbonisasi dan mitigasi perubahan iklim guna meningkatkan resiliensi Perusahaan terhadap risiko transisi dan fisik**
2. **Inovasi layanan sebagai strategi adaptasi Perusahaan dalam merespon risiko keberlanjutan**
3. **Minimalisasi dampak operasional Perusahaan terhadap lingkungan melalui pengelolaan energi, limbah, dan air yang bertanggungjawab**

1. *Strengthening decarbonization strategies and climate change mitigation to enhance corporate resilience against transition and physical risks.*
2. *Service innovation as the Company's adaptation strategy in responding to sustainability risks.*
3. *Minimizing the Company's operational impact on the environment through responsible energy, waste, and water management.*

1. **Memperkuat kapabilitas SDM berkelanjutan melalui pengelolaan talenta, pengembangan kompetensi, serta kesempatan setara dan budaya kerja inklusif**
2. **Menegakkan standar HAM dan K3 secara konsisten sebagai prasyarat keandalan layanan melalui tata kelola, kontrol, dan disiplin implementasi di seluruh operasi dan rantai nilai Perusahaan**
3. **Meningkatkan kepercayaan pelanggan melalui pengelolaan pengalaman pelanggan yang terukur, mekanisme keluhan yang kredibel, serta program keterlibatan komunitas yang berbasis CSV.**

1. *Strengthening sustainable human capital capabilities through talent management, competency development, as well as equal opportunities and an inclusive work culture.*
2. *Consistently upholding Human Rights and Occupational Health and Safety (OHS) standards as a prerequisite for service reliability through governance, control, and implementation discipline across all operations and the Company's value chain.*
3. *Enhancing customer trust through measurable customer experience management, credible grievance mechanisms, and community engagement programs based on Creating Shared Value (CSV).*

1. **Meningkatkan transparansi dan akuntabilitas melalui pelaporan kinerja ESG yang andal, didukung tata kelola data serta perlindungan keamanan informasi dan privasi.**
2. **Memperkuat budaya integritas melalui penerapan praktik etika bisnis dan manajemen kepatuhan**
3. **Mengintegrasikan risiko ESG kedalam kebijakan manajemen risiko**
4. **Mengintegrasikan prinsip ESG ke dalam manajemen rantai pasok untuk memastikan praktik pengadaan dan mitra kerja yang bertanggung jawab**

1. *Enhancing transparency and accountability through reliable ESG performance reporting, supported by data governance as well as information security and privacy protection.*
2. *Strengthening a culture of integrity through the implementation of business ethics practices and compliance management.*
3. *Integrating ESG risks into risk management policies.*
4. *Integrating ESG principles into supply chain management to ensure responsible procurement practices and partnerships.*

Corporate Values & Sustainable Development Goals

Alignment: Regulasi BUMN (PER-2/MBU/2023, SK-6/2023, SK-7/2023), standar global (GRI, ISSB, ISO 17000 series, UN SDGs), serta ekspektasi pelanggan industri (oil & gas, mining, infrastruktur, halal, dll.).
Alignment: SOE Regulations (PER-2/MBU/2023, SK-6/2023, SK-7/2023), global standards (GRI, ISSB, ISO 17000 series, UN SDGs), and industry customer expectations (oil & gas, mining, infrastructure, halal, etc.).

Membangun Budaya Keberlanjutan

Building a Sustainability Culture

[GRI 2-24] [OJK F.1]

IDSurvey berkomitmen untuk menanamkan budaya keberlanjutan yang tidak hanya tertuang dalam kebijakan formal, tetapi juga terinternalisasi ke dalam setiap level organisasi dan proses bisnis. Guna memastikan prinsip-prinsip tersebut terlaksana secara efektif, perusahaan telah menetapkan langkah-langkah strategis dalam mengimplementasikan komitmen Kebijakan Keberlanjutan yang mencakup pilar lingkungan, sosial, dan tata kelola (ESG) di seluruh lini operasional grup.

Pada tahun 2025, Perusahaan berkomitmen memperkuat implementasi ESG melalui langkah-langkah strategis yang terstruktur. Fokus utama meliputi penetapan komitmen manajemen, penyusunan kebijakan ESG yang terintegrasi dengan proses bisnis berbasis risiko, serta pemastian kepatuhan terhadap regulasi yang berlaku. Selain itu, Perusahaan melakukan penguatan organisasi dengan menetapkan kerangka kerja RASCI guna memastikan setiap unit fungsi memiliki tanggung jawab yang jelas dalam mendukung agenda keberlanjutan.

Di tahun selanjutnya, Perusahaan akan berfokus pada penyempurnaan peta jalan (roadmap) dan implementasi dashboard pemantauan. Strategi utama mencakup penguatan tata kelola, penyelarasan program kerja ESG dengan Rencana Jangka Panjang Perusahaan (RJPP), serta peningkatan kapasitas karyawan melalui pelatihan. Selain itu, Perusahaan menjadikan umpan balik pelanggan sebagai instrumen vital dalam mengevaluasi inisiatif keberlanjutan guna memberikan nilai tambah bagi seluruh pemangku kepentingan.

IDSurvey is committed to embedding a culture of sustainability that is not only articulated in formal policies but also internalized at every level of the organization and across business processes. To ensure these principles are implemented effectively, the company has established strategic steps in implementing the Sustainability Policy commitment which covers the environmental, social, and governance (ESG) pillars throughout the group's operational lines.

In 2025, the Company is committed to strengthening ESG implementation through structured strategic steps. The main focus includes establishing management commitment, drafting ESG policies integrated with risk-based business processes, and ensuring compliance with applicable regulations. Furthermore, the Company is strengthening the organization by establishing a RASCI framework to ensure each functional unit has clear responsibilities in supporting the sustainability agenda.

In the following year, the Company will focus on refining the roadmap and implementing a monitoring dashboard. Key strategies include strengthening governance, aligning ESG work programs with the Company's Long-Term Plan (RJPP), and increasing employee capacity through training. Additionally, the Company positions customer feedback as a vital instrument in evaluating sustainability initiatives to ensure that the implementation of sustainability principles provides added value for all stakeholders.

2026

Membangun dan Menyelaraskan Tata Kelola ESG
Establish & Harmonize ESG Governance

Membangun fondasi tata kelola ESG di tingkat *holding* sekaligus menyelaraskan kebijakan, proses, dan standar ESG lintas entitas untuk memastikan konsistensi implementasi sebagai basis kepercayaan.

Building the foundation of ESG governance at the holding level while aligning ESG policies, processes, and standards across entities to ensure consistent implementation as a basis of trust.

2027

Mengintegrasikan ESG ke dalam Keunggulan Layanan dan Kepercayaan Pelanggan
Embed ESG into Service Excellence & Customer Trust

Mengintegrasikan ESG ke dalam layanan inti TICCC sebagai penguatan kualitas layanan dan kepercayaan pelanggan, regulator, serta pemangku kepentingan..

Integrating ESG into core TICCC services as an enhancement of service quality and trust among customers, regulators, and stakeholders.

2028

Memperluas Dampak melalui Inovasi dan Kemitraan
Scale Impact through Innovation and Partnerships

Memperluas dampak secara bertahap melalui inovasi, pemanfaatan teknologi, dan kemitraan strategis untuk memperkuat reputasi dan jejaring.

Gradually expanding impact through innovation, technological utilization, and strategic partnerships to strengthen reputation and networking.

2029

Meningkatkan Transparansi dan Akuntabilitas Kinerja ESG
Advance Transparency & ESG Performance Accountability

Meningkatkan transparansi & akuntabilitas kinerja ESG melalui penguatan indikator, penetapan target, & monitoring yang konsisten untuk mendukung kredibilitas & tata kelola kinerja yang setara praktik global.

Enhancing transparency & accountability of ESG performance by strengthening indicators, setting targets, & consistent monitoring to support credibility & performance governance that meets global practices.

2030

Menjadi Perusahaan TICCC Kelas Dunia
Becoming A World Class TICCC Company

Memperkuat posisi IDSurvey sebagai perusahaan penjamin terintegrasi kelas dunia melalui penguatan kepercayaan dan kinerja ESG yang konsisten lintas sektor.

Strengthening IDSurvey's position as a world-class integrated assurance company through the reinforcement of trust and consistent ESG performance across all sectors.

Benturan Kepentingan

Conflict of Interest

[GRI 2-11, 2-15]

Sebagai wujud komitmen terhadap tata kelola yang bersih dan akuntabel, IDSurvey menerapkan pengelolaan benturan kepentingan secara sistematis dan berkesinambungan di seluruh lingkup Perusahaan dan anak perusahaannya. Setiap anggota Dewan Komisaris dan Direksi diwajibkan mengungkapkan keterkaitan finansial, kekeluargaan, maupun kepengurusan yang berpotensi memicu benturan kepentingan dengan Perusahaan. Mekanisme pengawasan ini mengacu pada *Board Manual* yang menjadi pedoman standar bagi seluruh jajaran manajemen dan karyawan.

Berdasarkan hasil penelaahan dan pengawasan selama periode pelaporan, seluruh anggota Dewan Komisaris dan Direksi IDSurvey per 31 Desember 2025 dinyatakan tidak memiliki hubungan keuangan, kekeluargaan, maupun kepengurusan dengan sesama anggota organ tata kelola maupun Pemegang Saham Perusahaan. Kondisi serupa juga berlaku di seluruh anak perusahaan, di mana tidak ditemukan indikasi benturan kepentingan yang melibatkan Dewan Komisaris maupun Direksi.

As a manifestation of its commitment to clean and accountable governance, IDSurvey implements the management of conflicts of interest systematically and continuously throughout the Company and its subsidiaries. Each member of the Board of Commissioners and Board of Directors is required to disclose financial, familial, or managerial relationships that have the potential to create conflicts of interest with the Company. This oversight mechanism is based on the Board Manual, which serves as the standard guideline for all management levels and employees.

Based on the results of reviews and oversight conducted during the reporting period, all members of the Board of Commissioners and Board of Directors of IDSurvey as of December 31, 2025 are confirmed to have no financial, familial, or managerial relationships with fellow members of the Company's governance bodies or Shareholders. Similar conditions also apply throughout all subsidiaries, where no indicators of conflicts of interest involving the Board of Commissioners or Board of Directors have been identified.

Dengan demikian, seluruh organ tata kelola dapat menjalankan fungsi dan tanggung jawabnya secara independen, objektif, dan bebas dari pengaruh kepentingan pihak lain.

Accordingly, all governance bodies are able to execute their functions and responsibilities independently, objectively, and free from the influence of third-party interests.

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

This effort simultaneously reinforces a culture of compliance and accountability while maintaining the integrity of governance in support of the achievement of IDSurvey's strategic objectives. As a form of public transparency and accountability, this information is disclosed openly to stakeholders through the sustainability report.

Rincian hubungan afiliasi masing-masing anggota Dewan Komisaris dan Direksi dapat dilihat pada tabel berikut.

The details of the affiliation relationships of each member of the Board of Commissioners and the Board of Directors can be seen in the following table.

Hubungan Keuangan dan Manajerial Dewan Komisaris dan Direksi IDSurvey

Financial Relationship of the Board of Commissioners and Board of Directors of IDSurvey [GRI 2-9]

Nama *Name*	**Jabatan** *Position*	**Hubungan Keuangan dan Manajerial dengan** *Financial and Managerial Relationship with*					
		Dewan Komisaris *Board of Commissioners*		**Direksi** *Board of Directors*		**Pemegang Saham** *Shareholders*	
		Ya *Yes*	**Tidak** *No*	**Ya** *Yes*	**Tidak** *No*	**Ya** *Yes*	**Tidak** *No*
Susyanto	Komisaris Utama/ Independen *President/Independent Commissioner*		✓		✓		✓
Rainoc	Komisaris *Commissioner*		✓		✓		✓
Subagiyo	Komisaris *Commissioner*		✓		✓		✓
Virgo Eresta Jaya	Komisaris *Commissioner*		✓		✓		✓
Arisudono	Direktur Utama *President Director*		✓		✓		✓
Andry Tanudjaja	Direktur Sumber Daya dan Kelembagaan *Director of Human Resources and Institutional Affairs*		✓		✓		✓
Sinung Triwulandari	Direktur Keuangan, Manajemen Risiko, & Teknologi *Director of Finance, Risk Management, & Technology*		✓		✓		✓

Manajemen Risiko
Risk Management
[GRI 2-12, 2-16] [OJK E.3]

PT IDSurvey (Persero) berkomitmen mengintegrasikan manajemen risiko ke dalam seluruh proses bisnis dan pengambilan keputusan strategis. Langkah ini didasari oleh kesadaran bahwa setiap aktivitas operasional memiliki potensi risiko yang berdampak pada pencapaian visi dan misi Perusahaan. Oleh karena itu, penerapan manajemen risiko dijadikan sebagai pilar tak terpisahkan dari tata kelola perusahaan yang baik (*Good Corporate Governance*). Pengelolaan risiko dijalankan secara terencana, sistematis, dan terstruktur untuk meminimalkan potensi kerugian sekaligus mengoptimalkan peluang usaha.

Pelaksanaan manajemen risiko yang dilakukan secara terstruktur dimulai dari tingkat *Holding* melalui proses risiko terintegrasi dan risiko anak perusahaan melalui proses risiko agregasi pada portofolio BUMN. Oleh karena itu, pengelolaan manajemen risiko harus dilakukan secara komprehensif dan dinamis sejak awal proses perencanaan yang meliputi penetapan strategi risiko, penetapan sasaran, proses penilaian risiko dan penetapan perencanaan strategis.

Secara umum, komitmen terhadap penerapan manajemen risiko di Perusahaan mengacu pada berbagai regulasi yang relevan, di antaranya:

1. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor: PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara tanggal 24 Maret 2023;
2. Keputusan Deputi Bidang Keuangan dan Manajemen Risiko Kementerian Badan Usaha Milik Negara Republik Indonesia Nomor: SK-3/DKU.MBU/05/2023 tentang Petunjuk Teknis Komposisi dan Kualifikasi Organ Pengelola Risiko di Lingkungan Badan Usaha Milik Negara;
3. Keputusan Deputi Bidang Keuangan dan Manajemen Risiko Kementerian Badan Usaha Milik Negara Republik Indonesia Nomor: SK-6/DKU.MBU/10/2023 tentang Petunjuk Teknis Proses Manajemen Risiko dan Agregasi Pada Taksonomi Risiko Portofolio Badan Usaha Milik Negara tanggal 23 Oktober 2023;
4. Keputusan Deputi Bidang Keuangan dan Manajemen Risiko Kementerian Badan Usaha Milik Negara Republik Indonesia Nomor: SK-7/DKU.MBU/10/2023 tentang Petunjuk Teknis Pelaporan Manajemen Risiko Badan Usaha Milik Negara tanggal 26 Oktober 2023;

PT IDSurvey (Persero) is committed to integrating risk management into all business processes and strategic decision-making. This effort is grounded in the awareness that every operational activity carries potential risks that can impact the achievement of the Company's vision and mission. Therefore, the implementation of risk management serves as an integral pillar of Good Corporate Governance (GCG). Risk management is executed in a planned, systematic, and structured manner to minimize potential losses while maximizing business opportunities.

Structured risk management implementation begins at the Holding level through an integrated risk process, and at the subsidiary level through a risk aggregation process within the SOE portfolio. Consequently, risk management must be executed comprehensively and dynamically from the outset of the planning process, encompassing risk strategy formulation, target setting, risk assessment, and strategic planning.

In general, the Company's commitment to risk management adherence is guided by relevant regulations, including:

1. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, dated March 24, 2023.
2. Decree of the Deputy for Financial and Risk Management of the Ministry of SOEs No. SK-3/DKU.MBU/05/2023 on Technical Guidelines for the Composition and Qualification of Risk Management Organs within State-Owned Enterprises.
3. Decree of the Deputy for Financial and Risk Management of the Ministry of SOEs No. SK-6/DKU.MBU/10/2023 on Technical Guidelines for Risk Management Processes and Aggregation within the SOE Portfolio Risk Taxonomy, dated October 23, 2023.
4. Decree of the Deputy for Financial and Risk Management of the Ministry of SOEs No. SK-7/DKU.MBU/10/2023 on Technical Guidelines for SOE Risk Management Reporting, dated October 26, 2023.

5. Keputusan Deputi Bidang Keuangan dan Manajemen Risiko Kementerian Badan Usaha Milik Negara Republik Indonesia Nomor: SK-8/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (Risk Maturity Index) di Lingkungan Badan Usaha Milik Negara.

5. Decree of the Deputy for Financial and Risk Management of the Ministry of SOEs No. SK-8/DKU. MBU/12/2023 on Technical Guidelines for the Assessment of the Risk Maturity Index (RMI) within State-Owned Enterprises.

Selain itu, untuk meningkatkan tingkat kepercayaan dari para pemangku kepentingan dan memperkuat kepercayaan diri Perusahaan dalam penerapannya, sistem Manajemen Risiko Perusahaan mengadopsi standar internasional yang diakui. Standar Manajemen Risiko yang digunakan oleh Perusahaan mengacu pada ISO 31000:2018.

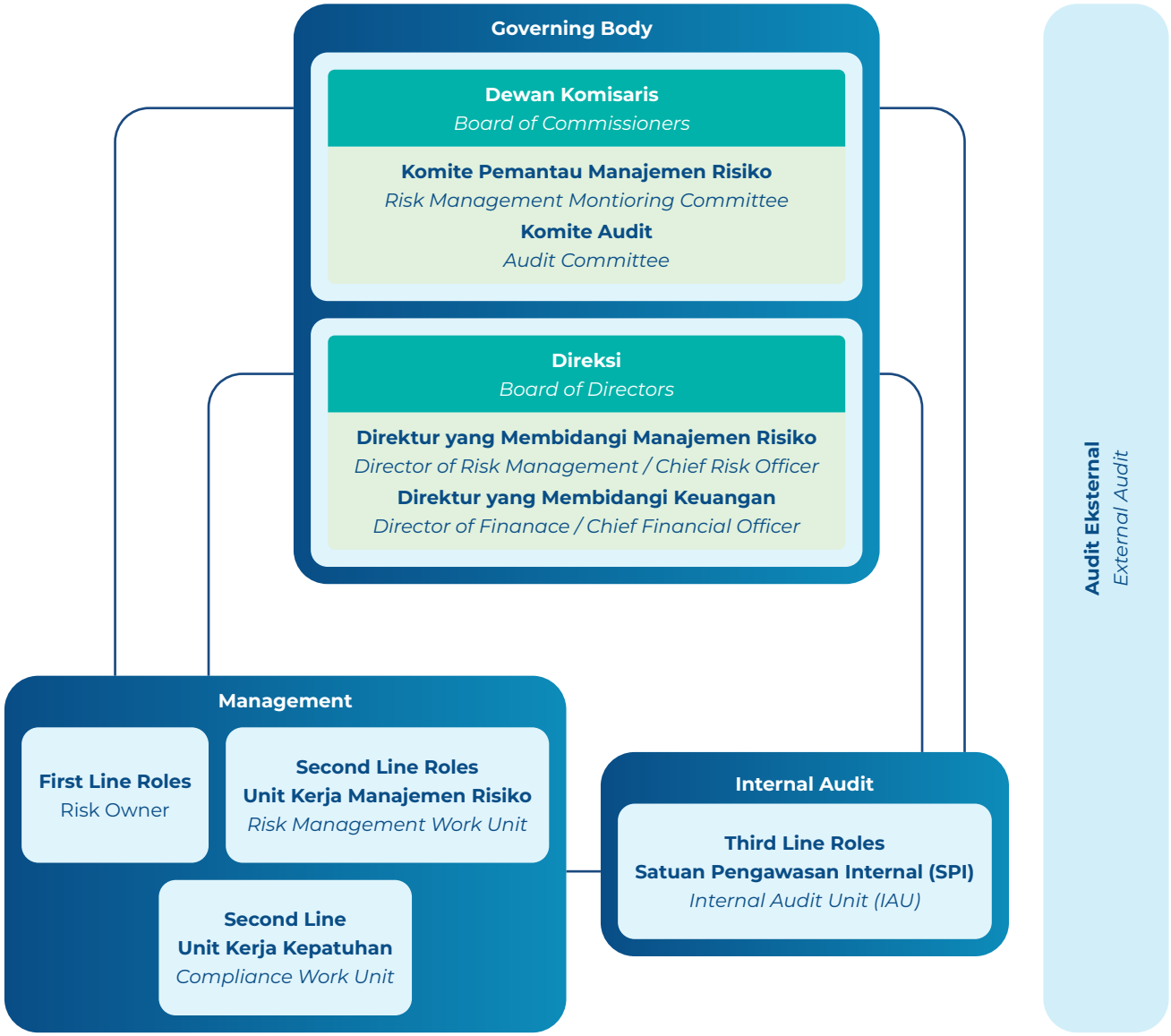
Furthermore, to boost stakeholder trust and build internal confidence in its execution, the Company's Risk Management System adopts globally recognized standards, referencing the ISO 31000:2018 Risk Management framework.

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. Pendekatan pembagian peran, tanggung jawab dan kewenangan dalam pengelolaan Manajemen Risiko di Perusahaan menggunakan model tata kelola Risiko tiga lini (Three-Lines Model) di mana:

To support robust risk governance, IDSurvey applies the Four Eyes principle, an Enterprise Resource Planning (ERP)-based approach, and the Three Lines Model framework, ensuring that risk management, internal control, and assurance functions operate independently yet complementarily. The allocation of roles, responsibilities, and authority in managing risk across the Company utilizes the Three Lines Model as follows:

1. Pemilik Risiko (risk owner) sebagai lini pertama (1st line) merupakan unit pemilik risiko yang langsung mengidentifikasi dan mengelola Risiko dalam proses bisnis serta untuk memastikan kegiatan operasional dapat dilakukan secara efektif yang mana pimpinan suatu unit kerja akan melakukan penilaian berbagai risiko yang ditemukan oleh unit kerja melalui penerapan pengendalian intern yang efektif, dan mengelola atau menjaga risiko tersebut sampai batas yang disepakati manajemen
2. Manajemen risiko sebagai lini kedua (2nd line) merupakan unit yang mengukur, memantau dan mengendalikan risiko secara agregat, mengembangkan metodologi dan kebijakan Manajemen Risiko perusahaan serta melakukan proses pelaporan kepada manajemen terhadap risiko yang akan berpengaruh terhadap pencapaian tujuan perusahaan.
3. Audit internal sebagai lini ketiga (3rd line) dilakukan oleh Satuan Pengawasan Intern (SPI) yang berfungsi untuk memastikan tata kelola dan pengendalian Risiko diterapkan secara efektif dan efisien oleh perusahaan sehingga target / tujuan perusahaan dapat tercapai.

1. 1st Line (Risk Owner): Business units acting as direct risk owners who directly identify and manage risks within business operations to ensure operational effectiveness. Unit leaders assess risks encountered within their scope through effective internal controls and manage these risks within limits approved by management.
2. 2nd Line (Risk Management): Units responsible for measuring, monitoring, and controlling risk on an aggregate basis, developing corporate risk management policies and methodologies, and reporting to management on risks that may impact strategic goals.
3. 3rd Line (Internal Audit): Carried out by the Internal Audit Unit (Satuan Pengawasan Intern / SPI), providing independent assurance that risk governance and controls are implemented effectively and efficiently to achieve corporate targets.

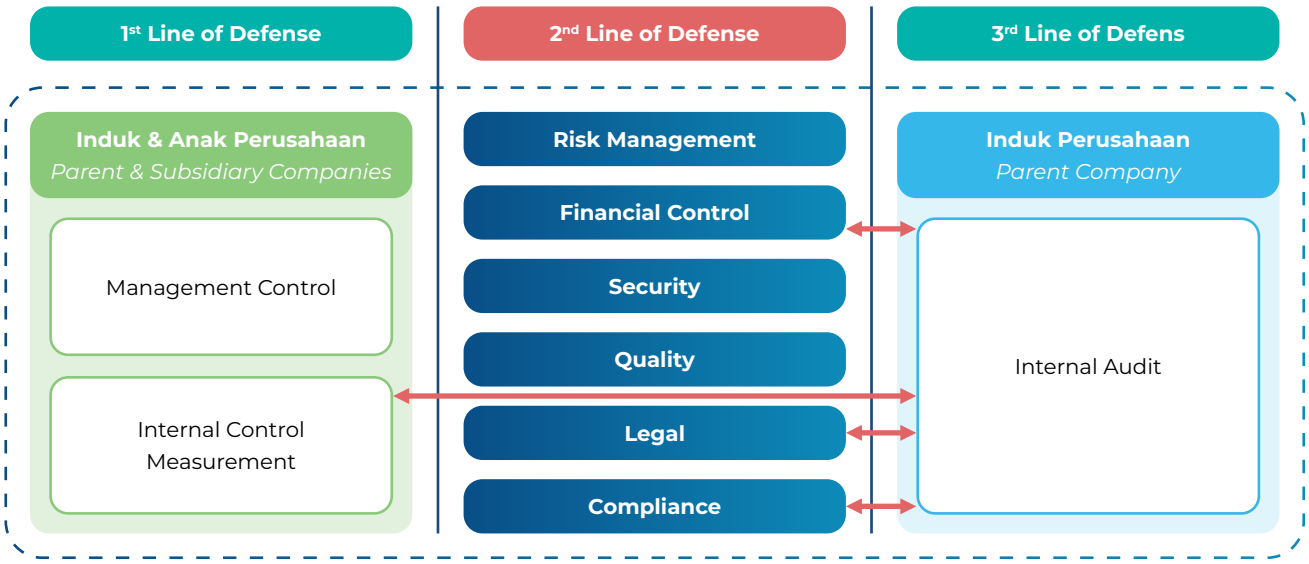


Sebagai bentuk penerapan manajemen tata kelola terintegrasi antara Induk dan Anak Perusahaan, penerapan manajemen risiko juga menerapkan prinsip Three-Lines Model berbasis ISO 31000:2018 yang mengintegrasikan fungsi pengendalian operasional, pengawasan kepatuhan, dan pengawasan independen secara harmonis. Pendekatan ini memastikan bahwa setiap potensi risiko di tingkat anak perusahaan dapat teridentifikasi, dapat direspons secara efektif, serta terkoordinasi dengan arah kebijakan dan strategi keberlanjutan Induk Perusahaan.

As a form of implementing integrated governance management between the Parent and Subsidiary Companies, the implementation of risk management also applies the Three-Lines Model principles based on ISO 31000:2018, which harmoniously integrates operational control, compliance oversight, and independent assurance functions. This approach ensures that any potential risk at the subsidiary level can be identified, responded to effectively, and coordinated with the policy direction and sustainability strategy of the Parent Company.

1. Satuan Pengawasan Intern (SPI) Entitas Induk bertindak sebagai third line yang bertanggung jawab langsung kepada Direksi dan Dewan Komisaris (BOD dan BOC) entitas induk dalam mengawasi seluruh kegiatan perusahaan.
2. Fungsi pengawasan SPI Entitas Induk pada second line dilakukan melalui uji substantif (substantive test) dan uji kepatuhan (compliance test) terhadap sistem pengendalian serta pengukuran internal di tingkat induk.
3. Divisi/Departemen Second Line Entitas Induk bertugas mengoordinasikan dan memastikan seluruh divisi/departemen sejenis di entitas anak beroperasi selaras dengan strategi dan tata kelola entitas induk.
4. Pengawasan SPI Entitas Induk terhadap Entitas Anak dilaksanakan melalui koordinasi strategis dengan SPI entitas anak untuk menjamin efektivitas pengendalian dan pengukuran manajemen secara konsisten di seluruh grup perusahaan.

1. Internal Audit Unit of the Parent Entity acts as the third line, reporting directly to the Board of Directors and Board of Commissioners (BOD and BOC) of the parent entity in supervising all company activities.
2. The supervisory function of the Parent Entity's SPI on the second line is conducted through substantive tests and compliance tests on the internal control and measurement systems at the parent level.
3. The Second Line Divisions/Departments of the Parent Entity are responsible for coordinating and ensuring that all equivalent divisions/departments in the subsidiaries operate in alignment with the strategy and governance of the parent entity.
4. The oversight of the Parent Entity's SPI over Subsidiaries is carried out through strategic coordination with the subsidiaries' SPI to guarantee the effectiveness of management control and measurement consistently across the entire corporate group.



Perusahaan menyusun strategi risiko sebelum menyusun rencana strategi bisnis, sehingga sasaran yang dituangkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) telah memperhitungkan risiko (risk-adjusted target). Penyusunan strategi risiko mempertimbangkan Pernyataan Selera Risiko (Risk Appetite Statement/RAS) Kementerian BUMN, core competence dan positioning industri Perusahaan, kondisi bisnis tahun berjalan, cakupan waktu RJP/RKAP, serta kapasitas risiko.

IDSurvey menggunakan pendekatan nilai Net Working Capital (NWC) dalam menghitung kapasitas risiko yang merujuk pada SK-6/2023. Ditetapkan bahwa kebijakan selera risiko berada pada level risiko moderat, sehingga penetapan selera, toleransi dan batasan risiko adalah sesuai dengan persentase di bawah ini yang merupakan analisis atas eksposur risiko yaitu:

- Toleransi Risiko sebesar 22% yaitu Rp 998,6 Miliar
- Selera Risiko sebesar 20% yaitu Rp 907,8 Miliar
- Batasan Risiko sebesar 15% yaitu Rp 680,9 Miliar, dimana nilai ini akan diturunkan kepada seluruh Unit untuk di implementasi.

The Company formulates its risk strategy prior to preparing the business strategy plan, ensuring that the targets set out in the Company's Work Plan and Budget (Rencana Kerja dan Anggaran Perusahaan / RKAP) account for risk (risk-adjusted targets). The formulation of the risk strategy takes into account the Risk Appetite Statement (RAS) of the Ministry of SOEs (Kementerian BUMN), the Company's core competence and industry positioning, current-year business conditions, the timeframe of the Long-Term Plan (RJP) / RKAP, and the risk capacity.

IDSurvey uses the Net Working Capital (NWC) approach to calculate risk capacity in reference to SK-6/2023. It has been established that the risk appetite policy is set at a moderate risk level; thus, the setting of risk appetite, risk tolerance, and risk limit aligns with the percentages below, which represent an analysis of risk exposure:

- Risk Tolerance: 22%, amounting to IDR 998.6 Billion
- Risk Appetite: 20%, amounting to IDR 907.8 Billion
- Risk Limit: 15%, amounting to IDR 680.9 Billion, which will be cascaded down to all Units for implementation.

Metrik Strategi Risiko IDSurvey
IDSurvey's Strategy Risk Metric

No	Kategori Risiko *Risk Category*	Risk Appetite Statement (RAS)	Sikap Terhadap Risiko *Attitude Towards Risk*	Parameter	Satuan Ukur *Unit of Measure*	Nilai Batasan /limit *Limit Value*
1	Risiko Struktur Korporasi *Corporate Structure Risk*	IDSurvey menetapkan selera risiko tidak toleran untuk menjalankan bisnis dengan menerapkan tata kelola perusahaan yang baik dan manajemen risiko yang terintegrasi, melengkapi dan menjalankan organ pengelola risiko secara aktif dan prudent serta menjunjung tinggi core value AKHLAK. *IDSurvey sets an intolerant risk appetite for conducting business by applying good corporate governance and integrated risk management, establishing and operating risk-management organs actively and prudently, and upholding the AKHLAK core values.*	Tidak Toleran *Intolerant*	Ketidaksesuaian terhadap implementasi tata kelola perusahaan *Non-conformities in the implementation of corporate governance*	Jumlah *Count*	0

No	Kategori Risiko *Risk Category*	Risk Appetite Statement (RAS)	Sikap Terhadap Risiko *Attitude Towards Risk*	Parameter	Satuan Ukur *Unit of Measure*	Nilai Batasan /limit *Limit Value*
2	Risiko Hukum, Reputasi dan Kepatuhan *Legal, Reputation and Compliance Risk*	IDSurvey menetapkan selera risiko tidak toleran untuk pelanggaran terhadap peraturan perundang-undangan yang dapat mengancam reputasi Perusahaan, serta berkomitmen memenuhi target pembayaran dividen BUMN kepada Negara sesuai dengan target yang ditetapkan dalam Undang-Undang Anggaran Pendapatan dan Belanja Negara (UU APBN). *IDSurvey sets an intolerant risk appetite towards any breach of laws and regulations that could threaten the Company's reputation, and is committed to meeting the SOE dividend payment target to the State in line with the target set in the State Budget Law (UU APBN).*	Tidak Toleran *Intolerant*	Jumlah pelanggaran terhadap kepatuhan *Number of compliance breaches*	Jumlah *Count*	0
				Pemenuhan pembayaran dividen *Fulfilment of dividend payment*	%	100
				Tindak lanjut laporan near-miss *Follow-up of near-miss reports*	%	100
3	Risiko Teknologi dan Keamanan Siber *Technology and Cyber Security Risk*	IDSurvey menetapkan selera risiko tidak toleran untuk kelalaian terhadap keamanan siber dan perlindungan data pribadi. *IDSurvey sets an intolerant risk appetite towards any negligence in cyber security and personal-data protection.*	Tidak Toleran *Intolerant*	Kelalaian dalam pengelolaan keamanan data dan sistem informasi *Negligence in managing data and information-system security*	Jumlah *Count*	0
4	Risiko Sosial dan Lingkungan *Social and Environmental Risk*	IDSurvey menetapkan selera risiko tidak toleran untuk perusakan terhadap lingkungan. *IDSurvey sets an intolerant risk appetite towards environmental damage.*	Tidak Toleran *Intolerant*	Perusakan lingkungan karena kegiatan usaha *Environmental damage caused by business activities*	Jumlah *Count*	0

No	Kategori Risiko *Risk Category*	Risk Appetite Statement (RAS)	Sikap Terhadap Risiko *Attitude Towards Risk*	Parameter	Satuan Ukur *Unit of Measure*	Nilai Batasan /limit *Limit Value*
5	Risiko Kebijakan *Policy Risk*	IDSurvey menetapkan selera risiko konservatif untuk berfokus menjalankan kegiatan bisnis utamanya dengan kualitas terbaik serta menjaga aspek ESG. *IDSurvey sets a conservative risk appetite to focus on delivering its core business with the highest quality while safeguarding ESG aspects.*	Konservatif *Conservative*	Pertumbuhan talenta *Talent growth*	%	95
				Kegiatan Research & Development (R&D) berbasis ESG *ESG-based Research & Development (R&D) activities*	%	95
				Pertumbuhan jasa eksisting *Growth of existing services*	%	5
6	Risiko Keuangan *Financial Risk*	IDSurvey menetapkan selera risiko konservatif untuk memenuhi kewajiban keuangan dan mempertahankan struktur keuangan yang sehat serta menjaga keberlangsungan usaha secara berkesinambungan. *IDSurvey sets a conservative risk appetite to meet financial obligations and maintain a sound financial structure while sustaining business continuity.*	Konservatif *Conservative*	Rata-rata jumlah hari pelunasan (collecting period) piutang tahun berjalan *Average receivable collection period (current year)*	Hari *Days*	60

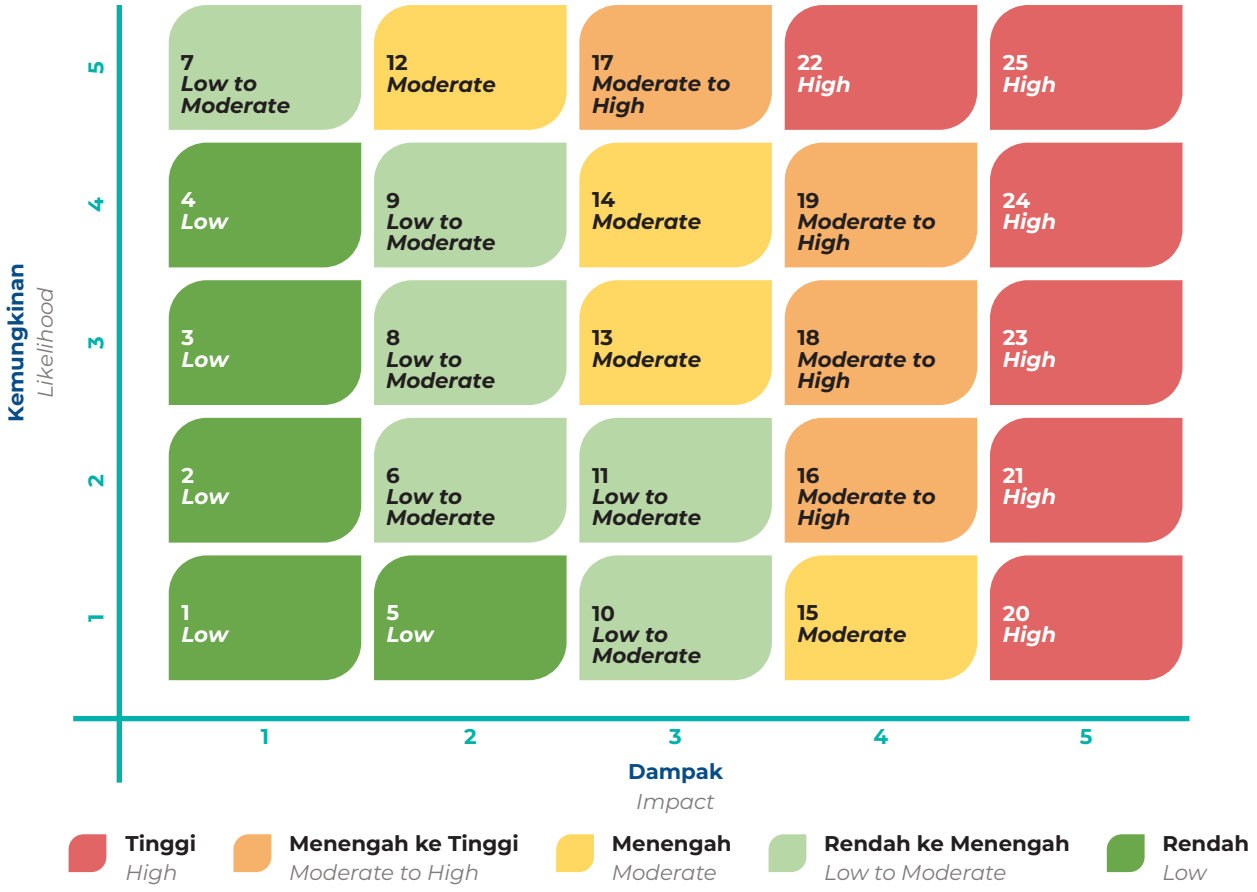
No	Kategori Risiko *Risk Category*	Risk Appetite Statement (RAS)	Sikap Terhadap Risiko *Attitude Towards Risk*	Parameter	Satuan Ukur *Unit of Measure*	Nilai Batasan /limit *Limit Value*
7	Risiko Proyek *Project Risk*	IDSurvey menetapkan selera risiko konservatif untuk mengerjakan program strategis unggulan untuk menyelenggarakan fungsi kemanfaatan umum dengan ketentuan secara finansial fisibel. *IDSurvey sets a conservative risk appetite to undertake flagship strategic programmes that deliver public-benefit functions, provided they are financially feasible.*	Konservatif *Conservative*	Total biaya subkon/pihak ketiga dari total nilai pekerjaan *Total subcontractor/ third-party cost as a share of total contract value*	%	30
				Waktu pelaksanaan pekerjaan sesuai kontrak tidak melebihi waktu yang ditetapkan *Work executed within the contractual timeframe (not exceeding the set period)*	%	97
8	Risiko Operasional *Operational Risk*	IDSurvey menetapkan selera risiko moderat untuk menjalankan kegiatan bisnis utamanya secara tepat waktu, tepat sasaran dan menjalankan itikad baik. *IDSurvey sets a moderate risk appetite to carry out its core business in a timely, well-targeted manner and in good faith.*	Moderat *Moderate*	Service level agreement (SLA)	%	95
				Persentase pegawai dengan gap kompetensi *Percentage of employees with a competency gap*	%	10
9	Risiko Pasar *Market Risk*	IDSurvey menetapkan selera risiko moderat untuk melakukan optimalisasi pengelolaan volatilitas pasar dan makroekonomi untuk dimonetisasi melalui pengelolaan yang prudent dan terukur. *IDSurvey sets a moderate risk appetite to optimise the management of market and macroeconomic volatility for monetisation through prudent and measured management.*	Moderat *Moderate*	Persentase penyelesaian milestone pengembangan bisnis *Percentage completion of business-development milestones*	%	90

No	Kategori Risiko *Risk Category*	Risk Appetite Statement (RAS)	Sikap Terhadap Risiko *Attitude Towards Risk*	Parameter	Satuan Ukur *Unit of Measure*	Nilai Batasan /limit *Limit Value*
10	Risiko Reorganisasi *Reorganisation Risk*	IDSurvey menetapkan selera risiko strategis untuk mengoptimalkan sumber daya idle atau yang belum memenuhi kapasitas usaha melalui berbagai upaya organik dan anorganik dengan menerima risiko bisnis yang wajar dan terukur. *IDSurvey sets a strategic risk appetite to optimise idle or under-utilised resources through various organic and inorganic efforts, while accepting reasonable and measured business risk.*	Strategis *Strategic*	Deviasi waktu penyelesaian standarisasi kebijakan *Time deviation in completing policy standardisation*	%	10
				Pelaksanaan investasi hingga tahap delivery *Investment execution through to delivery stage*	%	80
11	Risiko Strategis *Strategic Risk*	IDSurvey menetapkan selera risiko strategis dengan pertimbangan kalkulasi risiko yang matang sepadan dengan nilai kembalian investasi (return) untuk menciptakan nilai melalui transformasi yang tidak terbatas pada inovasi model bisnis, eksplorasi dan pengembangan, optimalisasi penataan portofolio, dan pertumbuhan anorganik. *IDSurvey sets a strategic risk appetite based on well-considered risk calculation commensurate with investment return, to create value through transformation including but not limited to business-model innovation, exploration and development, portfolio optimisation, and inorganic growth.*	Strategis *Strategic*	Implementasi inovasi bisnis yang mendukung portofolio *Implementation of business innovation supporting the portfolio*	%	80

Toleransi risiko yang ditetapkan Direksi menjadi batasan maksimal besaran risiko yang masih dapat diterima tanpa mengganggu pencapaian tujuan organisasi. Posisi risiko divisualisasikan melalui peta risiko (heatmap) 5×5 yang memetakan kemungkinan terhadap dampak dan berfungsi sebagai dashboard bagi manajemen dan Direksi untuk melihat posisi risiko pada kondisi inheren, eksisting, dan residual.

The risk tolerance set by the Board of Directors serves as the maximum acceptable magnitude of risk that does not disrupt the achievement of organisational objectives. Risk positions are visualised through a 5×5 risk map (heatmap) plotting likelihood against impact, which functions as a dashboard for management and the Board to view risks in their inherent, existing and residual states.

Toleransi Risiko dan Peta Risiko
Tolerance and Risk Map



Skala *Scale*	Tingkat Kemungkinan *Likelihood Levels*	Tingkat Dampak *Impact Levels*
1	Sangat Jarang Terjadi *Very Unlikely*	Sangat Rendah *Very Low*
2	Jarang Terjadi *Unlikely*	Rendah *Low*
3	Bisa Terjadi *Possible*	Moderat *Moderate*
4	Sangat Mungkin Terjadi *Highly Likely*	Tinggi *High*
5	Hampir Pasti Terjadi *Almost Certain*	Sangat Tinggi *Very High*

Skala Perlakuan Risiko
Risk Treatment Scale

Skala Risiko *Risk Score*	Level Risiko *Risk Level*	Perlakuan Risiko *Risk Treatment*	Penanggung Jawab *Person in Charge*
1 – 5	**Rendah** *Low*	Perusahaan menerima risiko dengan pengendalian internal melalui kesisteman yang dimiliki Perusahaan (Kebijakan, peraturan, atau ketentuan lain yang berlaku). *The Company accepts the risk through internal control via its established systems (policies, regulations, or other applicable provisions).*	Pejabat struktural yang membidangi *The relevant structural officer*
6 – 11	**Rendah ke Menengah** *Low To Moderate*	Perusahaan menerima risiko dengan pengendalian internal melalui kesisteman yang dimiliki Perusahaan (Kebijakan, peraturan, atau ketentuan lain yang berlaku). *The Company accepts the risk through internal control via its established systems (policies, regulations, or other applicable provisions).*	BOD-2 atau Pejabat setara *BOD-2 or equivalent officer*
12 – 15	**Menengah** *Moderate*	Apabila Risk Appetite Statement (RAS) adalah di tingkat risiko rendah, maka risiko harus dikelola melalui Rencana Aksi yang diketahui dan disetujui Pejabat setingkat BOD-2. Untuk risiko selain yang ditentukan pada RAS, maka Perusahaan menerima risiko dengan pengendalian internal melalui kesisteman yang dimiliki Perusahaan (Kebijakan, peraturan, atau ketentuan lain yang berlaku). *If the Risk Appetite Statement (RAS) is set at the low-risk level, the risk must be managed through an Action Plan acknowledged and approved by a BOD-2 level officer. For risks other than those specified in the RAS, the Company accepts the risk through internal control via its established systems (policies, regulations, or other applicable provisions).*	BOD-2
16 – 19	**Menengah ke Tinggi** *Moderate to High*	Risiko harus dikelola melalui Rencana Aksi yang diketahui dan disetujui VP atau Pejabat setingkat BOD-1. *The risk must be managed through an Action Plan acknowledged and approved by a VP or a BOD-1 level officer.*	BOD-1
20 – 25	**Tinggi** *High*	Risiko harus dikelola melalui Rencana Aksi yang diketahui dan disetujui Direksi. *The risk must be managed through an Action Plan acknowledged and approved by the Board of Directors.*	Direksi *Board of Directors*

Kriteria Kemungkinan
Likelihood Criteria

Parameter *Parameter*	**Skala** *Scale*				
	1	**2**	**3**	**4**	**5**
	Sangat Jarang Terjadi *Very Rare*	**Jarang Terjadi** *Rare*	**Bisa Terjadi** *Possible*	**Sangat Mungkin** *Terjadi* *Very Likely*	**Hampir Pasti** *Terjadi* *Almost Certain*
Kemungkinan terjadi *Likelihood of occurrence*	Risiko mungkin terjadi sangat jarang, paling banyak satu kali dalam setahun *The risk may occur very rarely, at most once a year*	Risiko mungkin terjadi hanya sekali dalam 6 bulan *The risk may occur only once in 6 months*	Risiko mungkin terjadi hanya sekali dalam 4 bulan *The risk may occur only once in 4 months*	Risiko mungkin terjadi hanya sekali dalam 2 bulan *The risk may occur only once in 2 months*	Risiko mungkin terjadi hanya sekali dalam 1 bulan *The risk may occur only once in 1 month*
Frekuensi kejadian *Frequency of occurrence*	< 1 permil dari frekuensi kejadian/ jumlah transaksi *< 1 per mille of the frequency of occurrence / number of transactions*	Dari 1 permil s/d 1% dari frekuensi kejadian/ jumlah transaksi *From 1 per mille up to 1% of the frequency of occurrence / number of transactions*	Diatas 1% - 5% dari frekuensi kejadian/ jumlah transaksi *Above 1% - 5% of the frequency of occurrence / number of transactions*	Diatas 5% - 10% dari frekuensi kejadian/ jumlah transaksi *Above 5% - 10% of the frequency of occurrence / number of transactions*	>10% dari frekuensi kejadian/ jumlah transaksi *> 10% of the frequency of occurrence / number of transactions*
Persentase *Percentage*	Probabilitas kejadian risiko di bawah 20% *Risk occurrence probability below 20%*	Probabilitas kejadian risiko dari 20% sampai dengan 40% *Risk occurrence probability from 20% up to 40%*	Probabilitas kejadian risiko antara 40% sampai dengan 60% *Risk occurrence probability between 40% and 60%*	Probabilitas kejadian risiko antara 60% sampai dengan 80% *Risk occurrence probability between 60% and 80%*	Probabilitas kejadian risiko antara 80% sampai dengan 100% *Risk occurrence probability between 80% and 100%*

Kriteria Dampak Risiko
Risk Impact Criteria

Skala *Scale*	Kriteria Dampak *Impact Criterion*	Range Dampak Finansial *Financial Impact Range*	Deskripsi Dampak *Impact Description*
1	**Rendah** *Low*	X ≤ 20% dari Batasan Risiko *X ≤ 20% of the Risk Limit*	Dampak sangat rendah yang dapat mengakibatkan kerusakan/kerugian/ penurunan kurang dari atau sama dengan 20% dari nilai Batasan Risiko. *Very low impact that may cause damage/ loss/decline of less than or equal to 20% of the Risk Limit value.*
2	**Rendah ke Menengah** *Low To Moderate*	20% < X ≤ 40% dari Batasan Risiko *20% < X ≤ 40% of the Risk Limit*	Dampak rendah yang dapat mengakibatkan kerusakan/kerugian/penurunan lebih besar dari 20% s.d 40% dari nilai Batasan Risiko. *Low impact that may cause damage/loss/ decline of more than 20% up to 40% of the Risk Limit value.*
3	**Menengah** *Moderate*	40% < X ≤ 60% dari Batasan Risiko *40% < X ≤ 60% of the Risk Limit*	Dampak kritis yang dapat mengakibatkan kerusakan/kerugian/penurunan lebih besar dari 40% s.d 60% dari nilai Batasan Risiko. *Critical impact that may cause damage/loss/ decline of more than 40% up to 60% of the Risk Limit value.*
4	**Menengah ke Tinggi** *Moderate to High*	60% < X ≤ 80% dari Batasan Risiko *60% < X ≤ 80% of the Risk Limit*	Dampak disruptif yang dapat mengakibatkan kerusakan/kerugian/penurunan lebih besar dari 60% s.d 80% dari nilai Batasan Risiko. *Disruptive impact that may cause damage/ loss/decline of more than 60% up to 80% of the Risk Limit value.*
5	**Tinggi** *High*	X > 80% dari Batasan Risiko *X > 80% of the Risk Limit*	Dampak katastrofe yang dapat mengakibatkan kerusakan/kerugian/ penurunan lebih besar dari 80% dari nilai Batasan Risiko. *Catastrophic impact that may cause damage/loss/decline of more than 80% of the Risk Limit value.*

Penilaian risiko mencakup identifikasi, analisis, dan evaluasi risiko. Identifikasi dilakukan secara menyeluruh melalui pendekatan bottom-up (dari unit kerja dan cabang berdasarkan proses bisnis, KPI, dan rencana kerja) maupun top-down (dari rencana jangka panjang, laporan keuangan, dan regulasi terkini), dengan menggali sumber, penyebab (akar masalah), area terdampak, dan potensi konsekuensi setiap risiko. Bersamaan dengan itu, pemilik risiko menetapkan Key Risk Indicator sebagai sinyal peringatan dini serta mengidentifikasi kontrol yang telah ada. Analisis risiko menilai penyebab, dampak, dan efektivitas kontrol untuk menentukan tingkat risiko inheren, eksisting, dan residual melalui pengukuran kemungkinan dan dampak pada skala 1–5. Evaluasi risiko membandingkan tingkat risiko hasil analisis terhadap selera risiko untuk menyusun prioritas dan menentukan apakah pengendalian dipertahankan, perlu perlakuan lanjutan, atau memerlukan analisis kuantitatif yang lebih mendalam.

Risk assessment covers risk identification, analysis and evaluation. Identification is carried out comprehensively through both a bottom-up approach (from work units and branches based on business processes, KPIs and work plans) and a top-down approach (from long-term plans, financial statements and current regulations), examining the sources, causes (root causes), affected areas and potential consequences of each risk. In parallel, risk owners set Key Risk Indicators as early-warning signals and identify existing controls. Risk analysis assesses causes, impacts and control effectiveness to determine inherent, existing and residual risk levels by measuring likelihood and impact on a 1–5 scale. Risk evaluation compares the analysed risk levels against the risk appetite to set priorities and decide whether controls are maintained, whether further treatment is required, or whether deeper quantitative analysis is needed.

Seluruh risiko yang teridentifikasi dikuantifikasi pada kondisi inheren dan residual, mencakup eksposur risiko, skala risiko, dan level risiko. Eksposur kuantitatif dihitung dari dampak finansial dikalikan probabilitas, sedangkan eksposur kualitatif dihitung dari skor dampak dikalikan 1% dari batasan risiko dan probabilitas. Berdasarkan hasil tersebut, Perusahaan menyusun rencana perlakuan risiko yang memuat opsi perlakuan, kegiatan, anggaran, penanggung jawab, dan timeline, dengan empat opsi utama: menerima/memantau (accept/monitor), mengurangi/memitigasi (reduce/mitigate), mengalihkan/berbagi (transfer/sharing), dan menghindari (avoid). Pemilihan opsi diselaraskan dengan level risiko dan setiap penyebab risiko memiliki sekurang-kurangnya satu kegiatan perlakuan dengan anggaran yang tidak melebihi nilai risiko yang hendak diturunkan. Seluruh hasil identifikasi hingga perlakuan dirangkum dalam Daftar Risiko (Risk Register)

All identified risks are quantified in their inherent and residual states, covering risk exposure, risk scale and risk level. Quantitative exposure is calculated as financial impact multiplied by probability, while qualitative exposure is derived from the impact score multiplied by 1% of the risk limit and by probability. On this basis, the Company prepares a risk-treatment plan setting out the treatment option, activities, budget, responsible officer and timeline, with four principal options: accept/monitor, reduce/mitigate, transfer/sharing, and avoid. The choice of option is aligned with the risk level and every risk cause has at least one treatment activity whose budget does not exceed the value of the risk to be reduced. The full results, from identification through treatment, are consolidated in the Risk Register.

Pada tahun 2025, IDSurvey menetapkan 6 Risiko Utama sebagai berikut:

In 2025, IDSurvey established 6 Main Risks as follows:

Register Risiko Utama PT IDSurvey (Persero)

Main Risk Register of PT IDSurvey (Persero)

No	Sasaran BUMN *SOE Objective*	Kategori Risiko BUMN *SOE Risk Category*	Peristiwa Risiko *Risk Event*	Progress Pelaksanaan Rencana Perlakuan Risiko *Progress of Risk-Treatment Plan Implementation*
1	Tercapainya Pertumbuhan Pendapatan *Achieving Revenue Growth*	Risiko Kebijakan *Policy Risk*	Adanya pencabutan/ perubahan regulasi *Revocation of / changes to regulations*	**Evaluasi Risiko** Telah dilaksanakan inisiasi atas program kerja berikut sebagai tindakan perlakuan risiko: a. Policy advocacy terkait keanggotaan IACS bersama Kementerian Perhubungan; b. Peningkatan pengelolaan hubungan stakeholder; telah dilaksanakan MoU dengan Mitra Strategis antara BKI dan PELNI; c. Penguatan Research & Development terkait perluasan bisnis luar negeri; d. Pengembangan bisnis melalui diversifikasi dan portofolio baru dengan penguatan peran Jasa Green and Smart Ports serta Logistik Nasional dan pengembangan produk layanan digital; e. Pemastian pelaksanaan audit surveillance dan reakreditasi; f. Komunikasi intensif dengan Pemerintah terkait peluang pekerjaan TICCC; g. Meningkatkan networking & marketing intelligence; h. Pengembangan penetrasi pasar produk jangka panjang (B2B). ***Risk Evaluation*** *The following work programmes have been initiated as risk-treatment actions:* *a. Policy advocacy relating to IACS membership together with the Ministry of Transportation;* *b. Enhanced stakeholder-relationship management; an MoU with strategic partner PELNI was signed by BKI;* *c. Strengthening of Research & Development for overseas business expansion;* *d. Business development through diversification and a new portfolio, strengthening the role of Green and Smart Ports and National Logistics services, and developing digital service products;* *e. Ensuring the conduct of surveillance audits and re-accreditation;* *f. Intensive communication with the Government on TICCC job opportunities;* *g. Enhancing networking & marketing intelligence;* *h. Developing long-term product market penetration (B2B).*

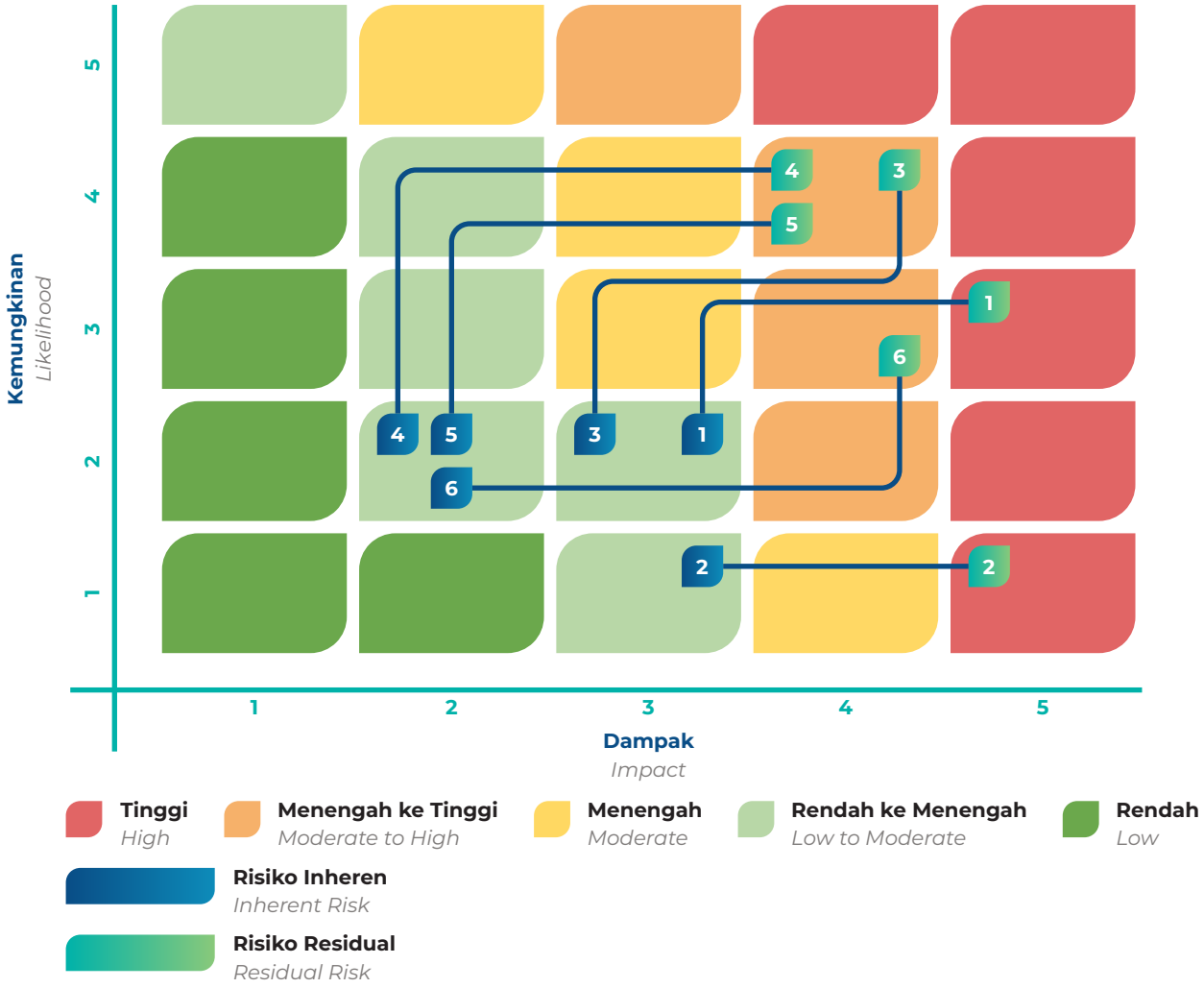
No	Sasaran BUMN *SOE Objective*	Kategori Risiko BUMN *SOE Risk Category*	Peristiwa Risiko *Risk Event*	Progress Pelaksanaan Rencana Perlakuan Risiko *Progress of Risk-Treatment Plan Implementation*
				Pendapatan konsolidasi 101,3% dengan realisasi Rp7,55 T (>5,8% target YTD; realisasi tahun lalu Rp7,14 T) dan EBITDA konsolidasi 99,2% dengan realisasi Rp1,51 T (-1,3% dari target YTD; realisasi tahun lalu Rp1,53 T). *Consolidated revenue reached 101.3% with a realisation of IDR 7.55 trillion (>5.8% of the YTD target; prior-year IDR 7.14 trillion) and consolidated EBITDA 99.2% with a realisation of IDR 1.51 trillion (-1.3% from the YTD target; prior-year IDR 1.53 trillion).*
2	Menjaga Reputasi Perusahaan *Maintaining the Company's Reputation*	Risiko Hukum, Reputasi dan Kepatuhan *Legal, Reputation and Compliance Risk*	Kalah dalam persidangan *Losing in litigation*	**Evaluasi Risiko** Telah dilaksanakan inisiasi atas program kerja berikut sebagai tindakan perlakuan risiko: a. Perbaikan proses bisnis untuk aspek legal, meliputi penyusunan standar perjanjian IDSurvey dan pengembangan e-legal sebagai dashboard legal *holding*; b. Penggunaan pendampingan konsultan/ahli hukum untuk setiap kasus yang ada; c. Monitoring perkembangan persidangan dan negosiasi; untuk lingkup IDSurvey telah berjalan Pelaporan Triwulanan Legal dari 3 entitas untuk kasus material; d. Audit pelaksanaan Tata Kelola Jasa berbasis risiko masih dalam proses pelaksanaan. ***Risk Evaluation*** *The following work programmes have been initiated as risk-treatment actions:* *a. Improvement of business processes for legal aspects including preparation of IDSurvey's standard agreements and development of e-legal as a holding legal dashboard;* *b. Use of legal consultants/experts to assist on every case;* *c. Monitoring of litigation progress and negotiations; within IDSurvey, quarterly Legal reporting from the three entities for material cases is under way;* *d. Risk-based audit of Service Governance implementation is still in progress.*

No	Sasaran BUMN *SOE Objective*	Kategori Risiko BUMN *SOE Risk Category*	Peristiwa Risiko *Risk Event*	Progress Pelaksanaan Rencana Perlakuan Risiko *Progress of Risk-Treatment Plan Implementation*
3	Tercapainya Inovasi Bisnis yang Berkelanjutan *Achieving Sustainable Business Innovation*	Risiko Strategis *Strategic Risk*	Kegagalan pengembangan bisnis *Failure of business development*	**Evaluasi Risiko** a. Telah dilakukan penyusunan KPI pada Unit Pemasaran Korporat untuk memantau Komersialisasi Bisnis Baru; b. Untuk Pengembangan Bisnis Informasi Geospasial, sedang dalam proses penyiapan penandatanganan KPBUMN yang direncanakan pada April–Mei 2025; c. Monitoring dan evaluasi terhadap tahapan program kerja pengembangan bisnis dilaksanakan berdasarkan initiative charter. ***Risk Evaluation*** *a. KPIs have been established for the Corporate Marketing Unit to monitor the commercialisation of new business;* *b. For Geospatial Information Business Development, preparations are under way to sign the KPBUMN, planned for April–May 2025;* *c. Monitoring and evaluation of the business-development work-programme stages is carried out based on the initiative charter.*
4	Positif Net CFO *Positive Net CFO*	Risiko Keuangan *Financial Risk*	Peningkatan jumlah piutang macet atau tak tertagih lebih dari 90 hari *Increase in bad or uncollectible receivables older than 90 days*	**Evaluasi Risiko** Telah dilaksanakan inisiasi atas program kerja berikut sebagai tindakan perlakuan risiko: a. Penerapan blocking order untuk pelanggan yang sama pada entitas; b. Pendekatan oleh pihak Bank terkait Virtual Account (VA), saat ini masih berprogres pada tahap IT; c. Kunjungan penagihan piutang secara berkala; d. Efisiensi aktivitas operasional Perusahaan di berbagai lini; e. Perbaikan kebijakan piutang; f. Pengelolaan dana giro yang efektif; g. Penerapan AR checking. **Risk Evaluation** The following work programmes have been initiated as risk-treatment actions: a. Application of a blocking order for the same customer across entities; b. Engagement with the Bank on Virtual Accounts (VA), currently progressing at the IT stage; c. Periodic receivable-collection visits; d. Efficiency of the Company's operational activities across various lines; e. Improvement of the receivables policy; f. Effective management of current-account (giro) funds; g. Implementation of AR checking.

No	Sasaran BUMN *SOE Objective*	Kategori Risiko BUMN *SOE Risk Category*	Peristiwa Risiko *Risk Event*	Progress Pelaksanaan Rencana Perlakuan Risiko *Progress of Risk-Treatment Plan Implementation*
5	Ketersediaan data terintegrasi yang akurat *Availability of accurate integrated data*	Risiko Teknologi dan Keamanan Siber *Technology and Cyber Security Risk*	Keterbatasan data single ERP *Data limitations of the single ERP*	**Evaluasi Risiko** Sampai dengan Triwulan IV 2025, pelaksanaan program kerja tahun 2025 terkait implementasi awal Single ERP telah berhasil diselesaikan dengan capaian kinerja 110% dari target. Capaian tersebut didukung upaya penurunan level risiko meliputi kick-off pada 12 Desember 2025, kesepakatan kodefikasi master data CoA versi 1.0 pada 18 Desember 2025, serta penyelesaian server preparation berbasis cloud pada 24 Desember 2025. Tindak lanjut meliputi EXCO Meeting PMO ke-1 pada 12 Januari 2026, workshop pengenalan demo modul ERP Oracle kepada seluruh user pada minggu ke-4 Januari 2026, serta fase perencanaan hingga Maret 2026 dengan target penyusunan Future Process Model (FPM) dan finalisasi format CoA sebelum fase eksekusi. ***Risk Evaluation*** *As at Q4 2025, the 2025 work programme for the initial implementation of the Single ERP was successfully completed, achieving 110% of the target. This was supported by risk-reduction efforts including the kick-off on 12 December 2025, agreement on CoA master-data codification version 1.0 on 18 December 2025, and completion of cloud-based server preparation on 24 December 2025. Follow-up actions include the 1st PMO EXCO Meeting on 12 January 2026, an Oracle ERP module demo-introduction workshop for all users in the fourth week of January 2026, and a planning phase through March 2026 targeting the Future Process Model (FPM) and finalisation of the CoA format before the execution phase.*

No	Sasaran BUMN *SOE Objective*	Kategori Risiko BUMN *SOE Risk Category*	Peristiwa Risiko *Risk Event*	Progress Pelaksanaan Rencana Perlakuan Risiko *Progress of Risk-Treatment Plan Implementation*
6	Pengembangan Talenta Unggul *Development of Superior Talent*	Risiko Operasional *Operational Risk*	Keterbatasan kapasitas dan kapabilitas SDM *Limited HR capacity and capability*	**Evaluasi Risiko** Telah dilaksanakan program peningkatan keahlian operasional dan non-operasional, antara lain: a. Pelatihan dan sharing bersama; b. Sertifikasi keahlian pegawai; c. Pemenuhan Organ Pengelola Risiko; d. Pemenuhan Digital Talent; e. Utilisasi E-Learning; f. Penyusunan Kurikulum; g. Rencana penanganan risiko terkait evaluasi sistem manajemen kinerja talenta serta evaluasi retensi dan kepuasan pegawai masih menunggu persiapan evaluasi beban kerja (termasuk survei aktivitas karyawan). ***Risk Evaluation*** *Operational and non-operational skill-enhancement programmes have been carried out, including:* *a. Joint training and sharing sessions;* *b. Employee skill certification;* *c. Fulfilment of Risk Management Organs;* *d. Fulfilment of Digital Talent;* *e. E-Learning utilisation;* *f. Curriculum development;* *g. The risk-handling plan relating to evaluation of the talent performance-management system and of employee retention and satisfaction is still awaiting preparation of the workload evaluation (including an employee-activity survey).*

Toleransi Risiko dan Peta Risiko
Tolerance and Risk Map



Evaluasi dan Penilaian Manajemen Risiko
Risk Management Evaluation and Assessment

Pengendalian risiko dipantau secara berkelanjutan melalui Key Risk Indicators (KRI) yang bersifat leading indicator dan dilengkapi tiga ambang batas: aman, hati-hati, dan bahaya. Ambang batas ditetapkan berdasarkan pertimbangan data historis, benchmarking, dan kebijakan strategi risiko, sehingga KRI berfungsi sebagai sinyal peringatan dini sebelum suatu peristiwa risiko terjadi. Pada tingkat konsolidasi, Perusahaan memantau 11 indikator utama untuk mengendalikan enam risiko utama korporasi, mencakup indikator finansial (rasio pendapatan, Net Profit After Tax, dan hari piutang) maupun non-finansial (pemberitaan usulan perubahan regulasi, tahapan putusan pengadilan, kemajuan program pengembangan bisnis, serta pemenuhan program talenta dan pelatihan).

Risk control is monitored on an ongoing basis through Key Risk Indicators (KRIs) that are leading in nature and equipped with three thresholds: safe, caution and danger. Thresholds are set based on historical data, benchmarking and risk-strategy policy, so that KRIs act as early-warning signals before a risk event occurs. At the consolidated level, the Company monitors eleven principal indicators to control its six principal corporate risks, spanning both financial indicators (revenue ratio, Net Profit After Tax and receivable days) and non-financial indicators (news of proposed regulatory changes, stages of court rulings, progress of business-development programmes, and fulfilment of talent and training programmes).

Proses pelaporan dan telaah risiko IDSurvey berjalan berjenjang mengikuti Model Tiga Lini. Setiap unit pemilik risiko (BPU) di Lini Pertama menyusun risk register-nya secara digital melalui platform IDSmart dengan taksonomi yang mencakup risiko kepatuhan, termasuk potensi fraud dan korupsi, dan dibantu oleh Risk Officer di masing-masing Divisi. Laporan dari lini bisnis, termasuk indikasi potensi fraud, kemudian diverifikasi oleh Lini Kedua (fungsi Manajemen Risiko) dan disetujui oleh SM/VP Manajemen Risiko sebelum dikonsolidasikan. Seluruh risiko ditelaah pemilik risiko secara berkala (sekurang-kurangnya setiap enam bulan) dan diaudit berbasis risiko oleh SPI, sementara hasilnya dilaporkan kepada Direksi setiap bulan dan dikonsolidasikan setiap triwulan untuk dieskalasikan kepada Dewan Komisaris melalui Komite Pemantau Risiko.

Perusahaan telah melakukan penilaian/perhitungan peringkat komposit risiko per Desember 2025, dimana perhitungan penentuan peringkat komposit risiko didasarkan pada dua variabel penilaian yaitu (i) penilaian terhadap kualitas penerapan Manajemen Risiko dan (ii) penilaian terhadap pencapaian kinerja manajemen risiko. Hasil penilaian terhadap kualitas penerapan manajemen risiko PT IDSurvey (Persero) dengan peringkat komposit yaitu Peringkat “2” dengan deskripsi “Risiko terkendali baik dan kemungkinan tidak tercapainya target kinerja tergolong rendah”. Peringkat 2 tersebut didapatkan berdasarkan hasil penilaian Kualitas Penerapan Manajemen Risiko yaitu “Satisfactory atau dengan skor 87,00”, dan hasil penilaian terhadap pencapaian kinerja yaitu “Baik atau dengan skor 94,75”.

Pada tahun 2025, IDSurvey Group melaksanakan penilaian Risk Maturity Index (RMI) atas penerapan manajemen risiko tahun observasi 2024 melalui mekanisme self-assessment antar entitas (cross-assessment) yang saling dilakukan oleh anak perusahaan di lingkungan IDSurvey, dengan pendampingan Badan Pengawasan Keuangan dan Pembangunan (BPKP). Dalam penilaian tersebut, IDSurvey, yang saat itu operasionalnya tergabung dengan PT Biro Klasifikasi Indonesia (BKI), memperoleh nilai 2,8. (Fase Berkembang (+)).

IDSurvey's risk reporting and review process runs in tiers along the Three Lines Model. Each first-line risk-owner unit (BPU) compiles its risk register digitally through the IDSmart platform under a taxonomy that includes compliance risk, covering potential fraud and corruption, with support from a Risk Officer in every Division. Reports from the business line, including any indication of potential fraud, are then verified by the Second Line (the Risk Management function) and approved by the SM/VP of Risk Management before consolidation. All risks are reviewed periodically by their owners (at least every six months) and subject to risk-based audit by the SPI, while the results are reported monthly to the Board of Directors and consolidated quarterly for escalation to the Board of Commissioners through the Risk Monitoring Committee.

The Company conducted an assessment/calculation of the composite risk rating as of December 2025, where the calculation to determine the composite risk rating was based on two evaluation variables: (i) an assessment of the quality of Risk Management implementation, and (ii) an assessment of risk management performance achievement. The evaluation results of the quality of risk management implementation at PT IDSurvey (Persero) yielded a composite rating of Rating "2", with the description "Risks are well-controlled, and the likelihood of failing to achieve performance targets is categorized as low." This Rating 2 was achieved based on the quality assessment of Risk Management implementation being rated as "Satisfactory with a score of 87.00," and the assessment of performance achievement being rated as "Good with a score of 94.75”.

In 2025, IDSurvey Group conducted a Risk Maturity Index (RMI) assessment of its 2024 risk-management implementation through a cross-assessment (self-assessment) mechanism carried out reciprocally among the subsidiaries within IDSurvey, with guidance from the Finance and Development Supervisory Agency (BPKP). In this assessment, IDSurvey, whose operations were at that time integrated with PT Biro Klasifikasi Indonesia (BKI), obtained a score of 2.8 (Developing Phase (+)).

Nilai Risk Maturity Index
Risk Maturity Index Score

	bki	SUCOFINDO	SURVEYOR INDONESIA
2025 Penilai *Assessor*	**Penilaian akan dilaksanakan pada triwulan III tahun 2026** *The evaluation will take place in the third quarter of 2026*		
2024 Penilai *Assessor*	**2,8** Cross Assessment	**3,2** Cross Assessment	**3,2** Cross Assessment
2023 Penilai *Assessor*	**2,6** BPKP	**2,95** BPKP	**2,88** BPKP

Mekanisme komunikasi atas hal-hal kritis maupun kejadian mendadak akibat kondisi keadaan memaksa (force majeure) yang berdampak signifikan terhadap Perusahaan diatur dalam Keputusan Direksi Nomor DU.002/KP.008/KI-22 tentang Pemberlakukan Panduan Komunikasi Korporat IDSurvey, yang sekaligus berperan sebagai panduan komunikasi manajemen krisis perusahaan. Sepanjang tahun pelaporan, tidak mencatatkan adanya isu kritis maupun kejadian luar biasa yang berdampak signifikan terhadap operasional Perusahaan dan hubungan dengan masyarakat sekitar untuk dilaporkan kepada Direksi.

The communication mechanism for critical issues and sudden events resulting from force majeure conditions that have a significant impact on the Company is regulated under Board of Directors Decision Number DU.002/KP.008/KI-22 regarding the Implementation of IDSurvey Corporate Communication Guidelines, which also serves as the company's crisis management communication guide. Throughout the reporting year, there were no critical issues or extraordinary events recorded that significantly impacted the Company's operations or relationships with surrounding communities to be reported to the Board of Directors.

Internalisasi Risiko
Internalization of Risk

Sepanjang 2025, IDSurvey memperkuat internalisasi risiko sebagai bagian integral dari budaya perusahaan sekaligus sebagai strategic *enabler* dalam mempertahankan keunggulan kompetitif sebagai *holding* jasa *Testing, Inspection, Certification, Consultation, and Classification* (TICCC). Penguatan budaya risiko dijalankan selaras dengan prinsip ISO 31000:2018, model tata kelola tiga lini (Three Lines Model), serta regulasi Kementerian BUMN, khususnya PER-2/MBU/2023 dan PER-3/MBU/2023. Sebagaimana ditegaskan dalam Pedoman Manajemen Risiko IDSurvey, pengembangan budaya sadar risiko dilakukan dengan menjadikan manajemen risiko sebagai alat bantu pengambilan keputusan, di mana setiap atasan secara berjenjang bertanggung jawab membangun dan memelihara budaya sadar risiko pada unit kerja yang dipimpinnya, dengan penekanan bahwa risiko perusahaan adalah tanggung jawab seluruh pegawai.

Throughout 2025, IDSurvey strengthened the internalization of risk as an integral part of its corporate culture and as a strategic enabler in sustaining its competitive advantage as a Testing, Inspection, Certification, Consultation, and Classification (TICCC) services holding. The strengthening of risk culture was carried out in alignment with the principles of ISO 31000:2018, the Three Lines Model of governance, and the regulations of the Ministry of State-Owned Enterprises (BUMN), particularly PER-2/MBU/2023 and PER-3/MBU/2023. As affirmed in IDSurvey's Risk Management Guideline, the development of a risk-aware culture is pursued by positioning risk management as a decision-making tool, whereby every leader, at each organizational level, is responsible for building and maintaining a risk-aware culture within the unit they lead, with the emphasis that corporate risk is the responsibility of every employee.

Seluruh Organ Pengelola Risiko (OPR) diwajibkan memenuhi kualifikasi yang sesuai dan mengikuti rencana pelatihan tahunan (annual training plan) untuk memastikan kompetensi dalam pengelolaan risiko. Penerapan tata kelola risiko mengikuti *Three Lines Model,* dengan lini pertama sebagai pemilik risiko (risk owner) yang melekat pada proses bisnis hingga tingkat BOD-1, lini kedua sebagai fungsi manajemen risiko dan kepatuhan, dan lini ketiga sebagai fungsi *assurance* independen yang dijalankan oleh SPI.

Untuk mengakomodasi kebutuhan kompetensi tersebut, sejak 2024 IDSurvey mengembangkan modul pelatihan bekerja sama dengan IDSurvey Institute (IDSI), dan pada 2025 modul tersebut telah terkonsolidasi menjadi Kurikulum Manajemen Risiko yang terstruktur dalam empat jenjang: Foundation, Intermediate, Advanced, dan Mastery, sesuai learning journey dan Three Lines Model. Kurikulum ini menyediakan jalur pengembangan bagi masing-masing organ pengelola risiko melalui program berbasis pelatihan (training) dan sertifikasi (antara lain sertifikasi BNSP Manajemen Risiko Level 1–3, Certified Risk Governance Professional, Certified Compliance Professional, dan Chief Risk Officer), memastikan peningkatan kompetensi berlangsung secara formal dan terukur.

Pada tingkat kepemimpinan dan pengawasan, IDSurvey menyelenggarakan edukasi manajemen risiko secara reguler bagi anggota non-eksekutif, yaitu Dewan Komisaris dan Komite, melalui jenjang Mastery yang mencakup program *Enterprise Risk Governance & Oversight*, *Board Assurance & Performance Oversight*, serta forum eksekutif seperti *Board Risk Oversight Forum* dan IDSurvey *Risk Summit*. *Program* ini memperkuat kapasitas dewan dalam menjalankan peran *oversight* atas efektivitas *Enterprise Risk Management* (ERM) dan tata kelola risiko strategis, sejalan dengan tanggung jawab governance yang diatur dalam PER-3/MBU/2023.

Pengembangan kompetensi risiko dilakukan menyeluruh di seluruh organisasi. Jenjang Foundation ditujukan bagi seluruh pegawai untuk membangun kesadaran risiko dan kepatuhan dasar, sementara jenjang Intermediate dan Advanced memperkuat kemampuan teknis dan integrasi risiko pada level unit kerja dan manajerial. Program ini didukung oleh beberapa saluran internalisasi: pelaksanaan in-house training melalui Internal Risk Management Framework (IRMF) yang telah berjalan sejak 2024 dan diselenggarakan secara reguler setiap tahun; sosialisasi dan sharing session dalam bentuk program penyegaran (refreshment awareness) sebanyak 2–3 kali per tahun yang menghadirkan narasumber internal maupun eksternal; serta sesi berbagi informasi bersama regulator dalam format Forum Group Discussion (FGD) ketika terdapat regulasi atau arahan otoritas. Materi manajemen risiko juga diintegrasikan ke dalam proses onboarding pegawai baru yang difasilitasi oleh Fungsi Manajemen Risiko, sehingga kesadaran risiko menjadi bagian dari budaya perusahaan sejak awal pegawai bergabung.

All Risk Management Organs (OPR) are required to meet the appropriate qualifications and to follow the annual training plan to ensure competence in risk management. The implementation of risk governance follows the Three Lines Model, with the first line serving as risk owners embedded within business processes down to the BOD-1 level, the second line serving as the risk management and compliance functions, and the third line serving as the independent assurance function carried out by the Internal Audit Unit (SPI)

To accommodate these competency needs, since 2024 IDSurvey has developed training modules in collaboration with IDSurvey Institute (IDSI), and in 2025 these modules have been consolidated into a Risk Management Curriculum structured across four tiers: Foundation, Intermediate, Advanced, and Mastery, in line with the learning journey and the Three Lines Model. This curriculum provides development pathways for each risk management organ through training- and certification-based programs (including BNSP certifications for Risk Management Levels 1–3, Certified Risk Governance Professional, Certified Compliance Professional, and Chief Risk Officer), ensuring that competency development is conducted formally and measurably.

At the leadership and oversight level, IDSurvey conducts regular risk management education for non-executive members, namely the Board of Commissioners and Committees, through the Mastery tier, which encompasses programs such as Enterprise Risk Governance & Oversight and Board Assurance & Performance Oversight, as well as executive forums such as the Board Risk Oversight Forum and the IDSurvey Risk Summit. These programs strengthen the Board's capacity to perform its oversight role over the effectiveness of Enterprise Risk Management (ERM) and strategic risk governance, in line with the governance responsibilities set out in PER-3/MBU/2023.

Risk competency development is carried out comprehensively across the entire organization. The Foundation tier is intended for all employees to build basic risk awareness and compliance, while the Intermediate and Advanced tiers strengthen technical capabilities and the integration of risk at the work-unit and managerial levels. These programs are supported by several internalization channels: the delivery of in-house training through the Internal Risk Management Framework (IRMF), which has been running since 2024 and is held regularly each year; socialization and sharing sessions in the form of refreshment awareness programs held 2–3 times per year, featuring both internal and external speakers; and information-sharing sessions with regulators in the form of Focus Group Discussions (FGD) whenever new regulations or directives from authorities arise. Risk management material is also integrated into the onboarding process for new employees, facilitated by the Risk Management Function, so that risk awareness becomes part of the corporate culture from the moment an employee joins.

Budaya risiko IDSurvey tidak berhenti pada aspek pembelajaran, tetapi terintegrasi ke dalam pengembangan produk dan layanan. Melalui Pedoman Kegiatan Riset dan Pengembangan Bisnis, setiap inisiasi produk atau layanan jasa baru wajib memuat analisis risiko sebagai komponen dokumen konsep bisnis, disertai Studi Kelayakan yang mengevaluasi aspek bisnis, operasional, finansial, dan risiko sebagai dasar pengambilan keputusan untuk melanjutkan proyek ke tahap berikutnya. Dengan demikian, kriteria risiko menjadi bagian yang melekat dalam siklus pengembangan portofolio bisnis, mulai dari perumusan ide hingga komersialisasi.

IDSurvey's risk culture does not stop at the learning dimension but is integrated into the development of products and services. Through the Guideline for Research and Business Development Activities, every initiation of a new product or service is required to include a risk analysis as a component of the business concept document, accompanied by a Feasibility Study that evaluates the business, operational, financial, and risk aspects as the basis for deciding whether to advance a project to the next stage. In this way, risk criteria become an inherent part of the business portfolio development cycle, from idea formulation through to commercialization.

Sebagai penutup rantai internalisasi, IDSurvey mengaitkan metrik manajemen risiko dengan sistem kinerja dan insentif. Kualitas Penerapan Manajemen Risiko, tingkat risiko residual, dan hasil penilaian Indeks Kematangan Manajemen Risiko (Risk Maturity Index/RMI) menjadi komponen penilaian kinerja dan diperhitungkan dalam formula pemberian tantiem/insentif kepada Direksi dan Dewan Komisaris, mengacu pada ketentuan Kementerian BUMN. Pada level operasional, integrasi risiko ke dalam KPI dan RKAP (Risk-Based KPI Alignment) serta mekanisme reward atas kontribusi inovasi dan efisiensi memastikan bahwa akuntabilitas terhadap risiko tercermin dalam pengukuran kinerja di seluruh tingkatan. Pendekatan terintegrasi ini memastikan setiap insan perusahaan memiliki kesadaran risiko yang konsisten dan menerapkan prinsip manajemen risiko dalam setiap proses bisnis.

As the final link in the internalization chain, IDSurvey ties risk management metrics to its performance and incentive systems. The Quality of Risk Management Implementation, the level of residual risk, and the results of the Risk Maturity Index (RMI) assessment serve as components of performance appraisal and are factored into the formula for granting tantiem/incentives to the Board of Directors and the Board of Commissioners, in accordance with the provisions of the Ministry of BUMN. At the operational level, the integration of risk into KPIs and the Corporate Work Plan and Budget (RKAP) (Risk-Based KPI Alignment) together with reward mechanisms for contributions to innovation and efficiency, ensures that accountability for risk is reflected in performance measurement at every level. This integrated approach ensures that every member of the company maintains a consistent risk awareness and applies risk management principles across every business process.

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 ini sering kali belum sepenuhnya teridentifikasi atau dipahami dampaknya, namun berpotensi memengaruhi kinerja operasional, keuangan, reputasi, serta keberlanjutan perusahaan di masa depan. Untuk mengelolanya secara sistematis, IDSurvey menetapkan Prosedur *Emerging Risk* yang mengacu pada ISO 31000:2018 dan secara khusus ISO 31050:2023 (*Guidelines for Managing an Emerging Risk to Enhance Resilience*), selaras dengan regulasi Kementerian BUMN (PER-2/MBU/2023 dan SK-6/DKU.MBU/2023), serta dijalankan dalam kerangka tata kelola tiga lini (*Three Lines Model*).

IDSurvey recognizes that the dynamics of the business environment, technological developments, regulatory changes, and other external factors can give rise to newly arising or evolving risks (emerging risks). Such risks are often not yet fully identified or understood in terms of their impact, yet they hold the potential to affect the company's operational, financial, and reputational performance, as well as its long-term sustainability. To manage them systematically, IDSurvey has established an Emerging Risk Procedure that references ISO 31000:2018 and, specifically, ISO 31050:2023 (Guidelines for Managing an Emerging Risk to Enhance Resilience), aligned with the regulations of the Ministry of State-Owned Enterprises (PER-2/MBU/2023 and SK-6/DKU.MBU/2023), and carried out within the Three Lines Model of governance.

Penentuan *emerging risk* diawali dengan pemindaian berkala dan menyeluruh terhadap konteks internal maupun eksternal mencakup dimensi sosial, geopolitik, lingkungan, ekonomi, teknologi, hukum, tata kelola, dan operasional bisnis di mana setiap perubahan konteks diperlakukan sebagai sinyal peringatan dini (early warning signal).

The determination of emerging risks begins with periodic and comprehensive scanning of both internal and external contexts covering the social, geopolitical, environmental, economic, technological, legal, governance, and business-operational dimensions whereby every change in context is treated as an early warning signal.

Identifikasi dilakukan pada tingkat strategis melalui analisis tren, pendeskripsian sumber risiko dan skenario yang mungkin terjadi, penetapan indikator dini, serta pemantauan data secara berkelanjutan. Untuk memperkuat kualitas pengambilan keputusan, IDSurvey menerapkan Siklus Intelijen Risiko (Risk Intelligence Cycle) yang mengubah data menjadi pengetahuan siap komunikasi melalui tahap framing, pengumpulan dan analisis data, interpretasi, hingga pengomunikasian kepada manajemen. Hasil identifikasi selanjutnya dinilai, dievaluasi, dan ditangani (risk treatment) dengan efektivitas yang dipantau secara berkala, disertai pengukuran ketahanan perusahaan (resilience) serta pembagian peran dan mekanisme eskalasi melalui matriks RASCI.

Identification is conducted at the strategic level through trend analysis, the description of risk sources and potential scenarios, the establishment of early indicators, and the continuous monitoring of data. To strengthen the quality of decision-making, IDSurvey applies a Risk Intelligence Cycle that transforms data into communication-ready knowledge through the stages of framing, data gathering and analysis, interpretation, and communication to management. The results of identification are then assessed, evaluated, and treated (risk treatment), with their effectiveness monitored periodically, accompanied by the measurement of corporate resilience as well as the allocation of roles and escalation mechanisms through a RASCI matrix.

Sebagai wujud transparansi dan komitmen terhadap tata kelola yang baik, hasil identifikasi *emerging risk* IDSurvey akan disampaikan dan dipublikasikan secara berkala melalui laman Keberlanjutan (Sustainability) pada situs resmi IDSurvey, sehingga para pemangku kepentingan dapat memperoleh gambaran mengenai risiko-risiko baru yang menjadi perhatian perusahaan beserta upaya antisipasi dan pengelolaannya.

As an expression of transparency and commitment to sound governance, the results of IDSurvey's emerging risk identification will be presented and published periodically through the Sustainability page on IDSurvey's official website, so that stakeholders can gain insight into the emerging risks that are of concern to the company, along with the efforts undertaken to anticipate and manage them.

Etika dan Integritas
Ethics and Integrity

Sebagai bagian dari upaya menegakkan etika di lingkungan kerja, IDSurvey menetapkan Pedoman Perilaku Etika yang menjadi rujukan utama bagi seluruh karyawan dalam bersikap dan menjalin interaksi. Pedoman ini hadir sebagai panduan praktis agar setiap pegawai mampu menjaga standar etika dalam relasi profesional sehari-hari bersama beragam pemangku kepentingan. Tidak hanya mengarahkan perilaku, pedoman ini sekaligus menjadi landasan dalam proses pengambilan keputusan, sehingga setiap keputusan yang diambil senantiasa selaras dengan prinsip integritas dan profesionalisme.

As part of its efforts to uphold ethical standards in the workplace, IDSurvey has established a Code of Ethical Conduct as the primary reference for all employees in their behavior and interactions. The Code serves as practical guidance to help employees maintain appropriate ethical standards in their day-to-day professional relationships with various stakeholders. In addition to guiding conduct, it also provides a foundation for decision-making, ensuring that every decision remains aligned with the principles of integrity and professionalism.

Lebih jauh, Pedoman Perilaku Etika turut berkontribusi dalam membangun dan memelihara lingkungan kerja yang positif, kondusif, serta menunjang tumbuhnya budaya kerja yang berlandaskan nilai etika. Melalui pedoman ini, setiap individu didorong untuk berperilaku etis dalam menjalankan tugasnya sekaligus menumbuhkan kesadaran akan tanggung jawab moral di seluruh lini organisasi. Pedoman ini juga memperkuat kesadaran dan kepekaan terhadap nilai-nilai etika bisnis melalui forum diskusi, dialog, serta berbagai kegiatan penguatan wawasan etika yang dilaksanakan secara berkelanjutan.

Furthermore, the Code of Ethical Conduct contributes to the development and maintenance of a positive and conducive work environment, while supporting the growth of a workplace culture founded on ethical values. Through the Code, each individual is encouraged to act ethically in performing their duties and to develop a stronger awareness of moral responsibility across all levels of the organization. The Code also enhances awareness and sensitivity toward business ethics through discussion forums, dialogue, and various initiatives aimed at continuously strengthening ethical understanding.

Adapun ruang lingkup yang diatur dalam Pedoman Perilaku Etika mencakup, antara lain:

The scope of matters governed by the Code of Ethical 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

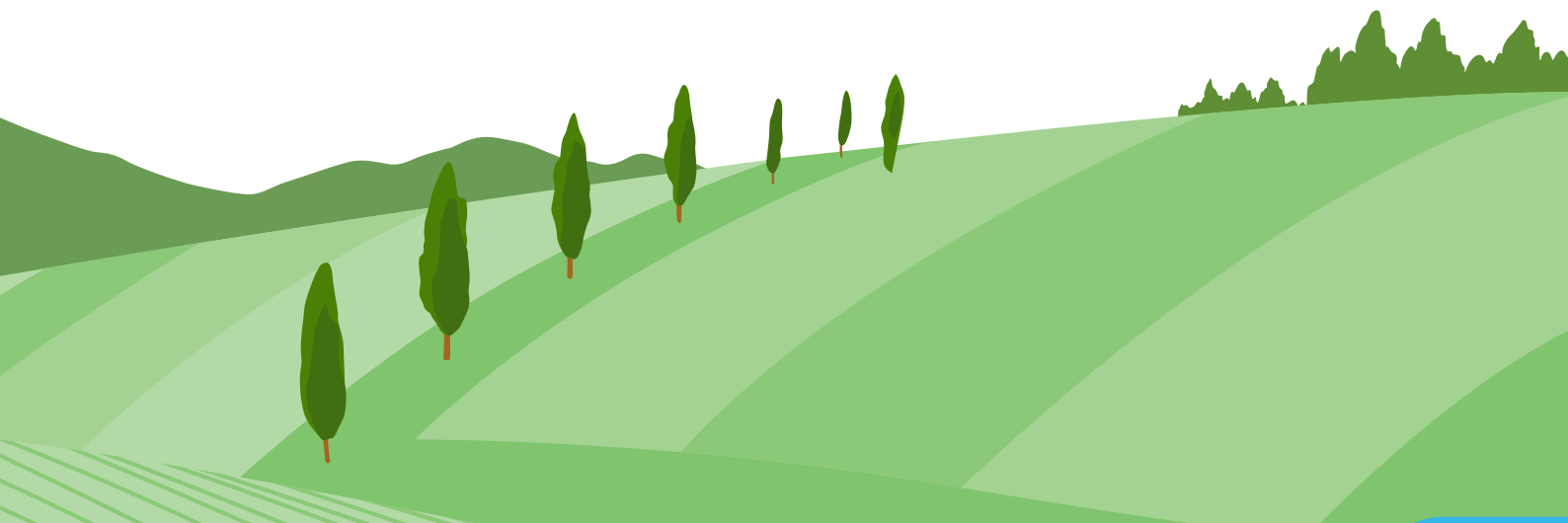
Menegakkan lingkungan kerja yang sehat dan bebas dari perilaku yang dapat mengganggu produktivitas serta melanggar hukum.

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 wujud komitmen membangun budaya kerja yang berintegritas, IDSurvey secara konsisten menyelenggarakan sosialisasi Pedoman Perilaku Etika kepada seluruh karyawan maupun pemangku kepentingan. Sosialisasi ini dijalankan oleh Tim Pengawas Perilaku melalui pendekatan yang efektif, sehingga pedoman tidak hanya dipahami secara konseptual tetapi juga terinternalisasi dalam praktik kerja sehari-hari. Pelaksanaannya diintegrasikan ke dalam program orientasi karyawan baru, sesi penyegaran berkala, serta komunikasi kepada pemangku kepentingan guna menjaga keselarasan nilai dan prinsip profesional.

As a form of its commitment to fostering a culture of integrity, IDSurvey consistently conducts the socialization of its Code of Conduct to all employees and stakeholders. This socialization is carried out by the Behavior Monitoring Team through an effective approach, ensuring that the Code is not only understood conceptually but also internalized in day-to-day work practices. It is integrated into new employee orientation programs, periodic refresher sessions, and communication with stakeholders to maintain alignment of professional values and principles.

Guna memperkuat internalisasi etika tersebut, setiap karyawan IDSurvey wajib menandatangani Pakta Integritas secara tahunan sebagai pernyataan komitmen pribadi terhadap etika, disiplin, dan kepatuhan, sekaligus penegasan tanggung jawab masing-masing individu dalam mewujudkan lingkungan kerja yang profesional, transparan, dan bebas dari pelanggaran etika. Selaku entitas *holding*, IDSurvey turut memastikan bahwa penerapan Pedoman Perilaku Etika dan Pakta Integritas berjalan secara konsisten di seluruh anak perusahaan.

To reinforce the internalization of these ethics, every IDSurvey employee is required to sign an Integrity Pact annually as a declaration of personal commitment to ethics, discipline, and compliance, while affirming each individual's responsibility to create a professional, transparent working environment free from ethical violations. As a holding entity, IDSurvey also ensures that the implementation of the Code of Conduct and the Integrity Pact is applied consistently across all its subsidiaries.

Evaluasi Pedoman Etika

Evaluation of Code of Conduct

IDSurvey menjalankan pemantauan dan evaluasi Pedoman Perilaku Etika secara berkelanjutan untuk memastikan standar etika diterapkan secara konsisten di seluruh lini organisasi. Direksi secara resmi menunjuk Tim Pengawas Perilaku sesuai ketentuan internal perusahaan dan regulasi yang berlaku. Tim ini bertanggung jawab melakukan pemantauan khusus atas pelaksanaan pedoman etika, menilai efektivitas penerapannya, serta menyampaikan rekomendasi perbaikan apabila diperlukan.

IDSurvey conducts ongoing monitoring and evaluation of its Code of Conduct to ensure that ethical standards are applied consistently across the entire organization. The Board of Directors officially appoints the Behavior Monitoring Team in accordance with the company's internal provisions and applicable regulations. This team is responsible for specifically monitoring the implementation of the Code, assessing the effectiveness of its application, and providing recommendations for improvement where necessary.

Seluruh karyawan IDSurvey berperan aktif dalam menjaga integritas perusahaan melalui kewajiban melaporkan setiap dugaan pelanggaran terhadap Pedoman Perilaku Etika. Perusahaan menjamin kerahasiaan identitas pelapor guna menumbuhkan rasa aman sekaligus mendukung budaya keterbukaan. Sepanjang tahun 2025, tidak tercatat adanya insiden maupun laporan pelanggaran terhadap Pedoman Perilaku Etika di IDSurvey.

All IDSurvey employees play an active role in safeguarding the company's integrity through their obligation to report any suspected violations of the Code of Conduct. The company guarantees the confidentiality of whistleblowers' identities to foster a sense of security while supporting a culture of openness. As of 2024, there were no recorded incidents or reports of violations of the Code of Conduct at IDSurvey.

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

Anti Korupsi
Anti Corruption

[GRI 3-3, 205-1, 205-2, 205-3]

Sebagai *strategic holding* di sektor *Testing, Inspection, Certification, Consultation, and Classification* (TICCC) yang keberadaannya berpijak pada kepercayaan publik, IDSurvey memandang integritas sebagai aset yang tidak ternilai. Sejalan dengan purpose "We Exist for The Safety of Your Family and Mine" serta Tata Nilai AKHLAK, IDSurvey menetapkan prinsip nol toleransi terhadap segala bentuk korupsi, penyuapan, dan gratifikasi yang melanggar ketentuan dalam setiap aspek operasional Perusahaan. Komitmen ini merupakan bagian yang tidak terpisahkan dari penerapan Tata Kelola Perusahaan yang Baik (GCG) dan tertuang secara eksplisit dalam Pedoman Perilaku Etika/*Code of Conduct* (COC) IDSurvey, khususnya pada Prinsip Kepatuhan "Anti-Suap" beserta ketentuan mengenai penghindaran penyuapan serta pengelolaan hadiah dan jamuan bisnis, guna memastikan seluruh kegiatan usaha berjalan secara profesional, patuh terhadap hukum, dan bebas dari praktik yang bertentangan dengan etika bisnis.

As a strategic holding company in the Testing, Inspection, Certification, Consultation, and Classification (TICCC) sector whose very existence rests on public trust, IDSurvey regards integrity as an invaluable asset. In line with its purpose, "We Exist for The Safety of Your Family and Mine," and its AKHLAK Core Values, IDSurvey establishes zero tolerance toward all forms of corruption, bribery, and gratification that violate applicable provisions across every operational aspect of the Company. This commitment is an inseparable part of Good Corporate Governance (GCG) implementation and is explicitly stipulated in IDSurvey's Code of Conduct (COC), particularly under the "Anti-Bribery" Principle of Compliance and the provisions on avoiding bribery and managing gifts and business entertainment, ensuring that all business activities run professionally, in compliance with the law, and free from practices that conflict with business ethics.

Sebagai entitas *holding* yang baru dikonsolidasikan pada tahun 2025, IDSurvey menjadikan tahun pelaporan ini sebagai tahap fondasi dalam membangun kerangka anti korupsi yang terintegrasi lintas Perusahaan Induk dan Anak Perusahaan, yaitu PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero). Penerapan kebijakan ini berlandaskan pada Undang-Undang No. 28 Tahun 1999 tentang Penyelenggaraan Negara yang Bersih dan Bebas dari Korupsi, Kolusi, dan Nepotisme; Undang-Undang No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi; serta Peraturan Menteri BUMN PER-2/MBU/03/2023, yang diperkuat dengan kerangka standar internasional SNI ISO 31000:2018 tentang Manajemen Risiko dan SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan (SMAP).

As a holding entity newly consolidated in 2025, IDSurvey treats this reporting year as the foundational stage in building an integrated anti-corruption framework across the Parent Company and its Subsidiaries, namely PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero). The implementation of this policy is grounded in Act No. 28 of 1999 concerning the Implementation of a Clean Government Free from Corruption, Collusion, and Nepotism; Act No. 31 of 1999 concerning the Eradication of Criminal Acts of Corruption; and the Regulation of the Minister of State-Owned Enterprises PER-2/MBU/03/2023, further reinforced by the international standards SNI ISO 31000:2018 on Risk Management and SNI ISO 37001:2016 on Anti-Bribery Management Systems (SMAP).

Pengelolaan Risiko Korupsi

Corruption Risk Management

[GRI 205-1]

Pengelolaan risiko korupsi dilakukan secara sistematis sebagai bagian dari proses manajemen risiko korporat yang menjangkau seluruh operasi Perusahaan. Identifikasi dan pemetaan risiko fraud dan korupsi dilaksanakan pada setiap unit kerja melalui platform IDSmart, tempat setiap Unit Kerja/ Business Process Owner menyusun risk register masing-masing, dengan mempertimbangkan fungsi-fungsi yang bersentuhan langsung dengan pihak eksternal seperti pengadaan barang dan jasa, pengelolaan kontrak, serta pelayanan kepada pelanggan. Risiko korupsi diklasifikasikan ke dalam taksonomi risiko kepatuhan, dan hasil pengkajian tersebut menjadi dasar penetapan prioritas pengendalian.

Proses identifikasi dijalankan secara berjenjang mengikuti Three Lines Model. Lini pertama, yaitu unit bisnis, melaporkan potensi fraud melalui Risk Officer Representative (ROR) yang ditunjuk berdasarkan Keputusan Direksi; lini kedua, yaitu Divisi Manajemen Risiko & Keberlanjutan, melakukan verifikasi berlapis; dan hasilnya memperoleh persetujuan pada tingkat Senior Manager/Vice President Manajemen Risiko. Penilaian risiko fraud dan korupsi dijalankan sebagai bagian dari siklus penilaian risiko rutin Perusahaan sejak terbentuknya *holding*, dengan pendalaman pada proses bisnis yang rentan terhadap risiko.

Corruption risk management is carried out systematically as part of the corporate risk management process across all of the Company's operations. Identification and mapping of fraud and corruption risks are conducted in every work unit through the IDSmart platform, where each Work Unit/ Business Process Owner prepares its own risk register, taking into account functions that have direct contact with external parties such as the procurement of goods and services, contract management, and customer service. Corruption risk is classified under the compliance risk taxonomy, and the results of this assessment serve as the basis for determining control priorities.

The identification process is carried out in a tiered manner following the Three Lines Model. The first line, namely the business units, reports potential fraud through Risk Officer Representatives (ROR) appointed by a Decree of the Board of Directors; the second line, namely the Risk Management & Sustainability Division, conducts a multi-layered verification; and the results obtain approval at the Senior Manager/Vice President Risk Management level. Fraud and corruption risk assessment is carried out as part of the Company's routine risk assessment cycle since the establishment of the holding, with a focus on business processes vulnerable to risk.

Sistem Pengendalian

Control System

[GRI 205-1]

Untuk memitigasi risiko tersebut, IDSurvey menerapkan sistem pengendalian berlapis yang mencakup:

1. **Penyelarasan Sistem Manajemen Anti Penyuapan (SMAP)** berbasis SNI ISO 37001:2016. Saat ini IDSurvey berada dalam proses penerapan dan sertifikasi SMAP di tingkat *holding* dengan mengacu pada praktik dan prosedur yang telah matang di Anak Perusahaan, di mana PT SUCOFINDO telah tersertifikasi SMAP sejak tahun 2020.
2. **Pedoman Perilaku Etika/*Code of Conduct* (COC)** yang memuat ketentuan penghindaran penyuapan, pencegahan benturan kepentingan, serta pengelolaan hadiah dan jamuan bisnis bagi seluruh Insan IDSurvey.
3. ***Whistleblowing System* (WBS)** dan Tim Pengawas Perilaku sebagai sarana pelaporan pelanggaran yang menjamin kerahasiaan identitas pelapor.

To mitigate these risks, IDSurvey implements a multi-layered control system that includes:

1. **Alignment of the Anti-Bribery Management System (SMAP)** based on SNI ISO 37001:2016. IDSurvey is currently in the process of implementing and certifying SMAP at the holding level by referring to the well-established practices and procedures of its Subsidiaries, where PT SUCOFINDO has been SMAP-certified since 2020.
2. **The Code of Conduct (COC)** which sets out provisions on avoiding bribery, preventing conflicts of interest, and managing gifts and business entertainment for all IDSurvey Personnel.
3. **The Whistleblowing System (WBS)** and the Behavior Monitoring Team as violation-reporting mechanisms that guarantee the confidentiality of the whistleblower's identity.

Penerapan sistem ini diperkuat melalui evaluasi implementasi tata kelola risiko oleh Satuan Pengawasan Internal (SPI), pelaksanaan internal control testing, serta sosialisasi dan internalisasi nilai-nilai antikorupsi yang menjangkau seluruh Insan IDSurvey. IDSurvey juga mendukung penuh kebijakan penegakan hukum oleh instansi terkait seperti Komisi Pemberantasan Korupsi (KPK) dalam upaya pemberantasan korupsi secara menyeluruh.

The implementation of this system is strengthened through the evaluation of risk governance implementation by the Internal Audit Unit (SPI), the conduct of internal control testing, and the socialization and internalization of anti-corruption values reaching all IDSurvey Personnel. IDSurvey also fully supports law enforcement policies by relevant institutions such as the Corruption Eradication Commission (KPK), the Police, and the Attorney General's Office in efforts to eliminate corruption comprehensively.

Lebih jauh, melalui Anak Perusahaannya, grup IDSurvey turut berperan sebagai lembaga sertifikasi yang telah diakreditasi oleh Komite Akreditasi Nasional (KAN) untuk sertifikasi SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan. Peran ganda sebagai pelaksana sekaligus penyedia jasa sertifikasi antikorupsi ini mencerminkan komitmen yang melampaui kewajiban regulatif dan menjadikan integritas sebagai bagian dari identitas bisnis Perusahaan.

Furthermore, through its Subsidiaries, the IDSurvey group also plays a role as a certification body accredited by the National Accreditation Committee (KAN) for SNI ISO 37001:2016 certification concerning Anti-Bribery Management Systems. This dual role as both an implementer and a provider of anti-corruption certification services reflects a commitment that goes beyond regulatory obligations, making integrity a part of the Company's business identity.

Identitas ini juga tercermin dalam perilaku seluruh Insan IDSurvey yang wajib mengutamakan kepentingan Perusahaan di atas kepentingan pribadi maupun golongan, menjunjung tinggi prinsip persaingan usaha yang adil, serta secara aktif mencegah terjadinya benturan kepentingan dalam setiap pengambilan keputusan. Budaya integritas dibangun melalui kepatuhan terhadap kode etik, penguatan Sistem Pengendalian Internal, dan program sosialisasi nilai-nilai antikorupsi yang dilaksanakan secara konsisten di seluruh tingkatan organisasi.

This identity is also reflected in the behavior of all IDSurvey Personnel, who are required to prioritize the Company's interests over personal or group interests, uphold the principles of fair business competition, and actively prevent conflicts of interest in every decision-making process. A culture of integrity is built through compliance with the code of conduct, the strengthening of the Internal Control System, and anti-corruption value socialization programs implemented consistently across all organizational levels.

Penanganan Insiden

Incident Handling

[GRI 205-3]

Sejalan dengan prinsip nol toleransi yang dianut Perusahaan, setiap dugaan fraud yang terkonfirmasi dieskalasi kepada Fungsi Legal dan ditindak tegas oleh manajemen sesuai ketentuan Perusahaan, termasuk pengenaan sanksi disiplin, serta tidak dibenarkan dalam bentuk maupun keadaan apa pun. Sepanjang tahun 2025, tidak terdapat insiden korupsi yang dikonfirmasi di lingkungan perusahaan.

In line with the Company's zero-tolerance principle, every confirmed suspected fraud is escalated to the Legal Function and firmly acted upon by management in accordance with Company provisions, including the imposition of disciplinary sanctions, and is not tolerated under any form or circumstance. Throughout 2025, there were no incidents of corruption within the Company.

Komunikasi dan Pelatihan Kebijakan Antikorupsi

Anti-Corruption Policy Communication and Training

[GRI 205-2]

Sepanjang tahun 2025, kebijakan antikorupsi telah dikomunikasikan kepada seluruh anggota Badan Tata Kelola dan pegawai di seluruh wilayah operasi, dengan tingkat pemberitahuan mencapai 100% dari total anggota Badan Tata Kelola dan 100% dari total pegawai.

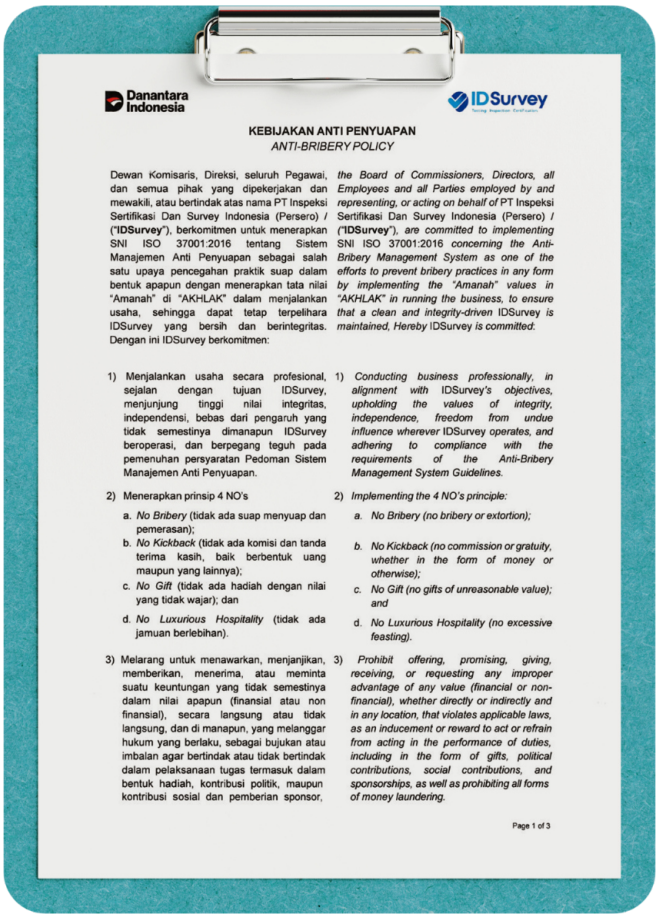
Throughout 2025, anti-corruption policies were communicated to all members of the Governance Body and employees across all operational areas, achieving a 100% notification rate for total Governance Body members and 100% for total employees.

Upaya serupa juga diterapkan kepada mitra bisnis dan pemasok IDSurvey sebagai bagian dari rantai nilai yang berintegritas. Seluruh pemasok yang bekerja sama dengan IDSurvey telah menerima komunikasi mengenai kebijakan antikorupsi Perusahaan, termasuk melalui Pakta Integritas Pemasok yang ditandatangani oleh masing-masing pemasok.

Similar efforts were also extended to IDSurvey's business partners and suppliers as part of an integrity-driven value chain. All suppliers working with IDSurvey have received communication regarding the Company's anti-corruption policies, including through the Supplier Integrity Pact signed by each respective supplier.

Anti Penyuapan

Anti Bribery



Danantara Indonesia

IDSurvey

KEBIJAKAN ANTI PENYUAPAN

ANTI-BRIBERY POLICY

Dewan Komisaris, Direksi, seluruh Pegawai, dan semua pihak yang dipekerjakan dan mewakili, atau bertindak atas nama PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero) / ("**IDSurvey**"), berkomitmen untuk menerapkan SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan sebagai salah satu upaya pencegahan praktik suap dalam bentuk apapun dengan menerapkan tata nilai "Amanah" di "AKHLAK" dalam menjalankan usaha, sehingga dapat tetap terpelihara IDSurvey yang bersih dan berintegritas. Dengan ini IDSurvey berkomitmen:

the Board of Commissioners, Directors, all Employees and all Parties employed by and representing, or acting on behalf of PT Inspeksi Sertifikasi Dan Survey Indonesia (Persero) / ("**IDSurvey**"), *are committed to implementing* SNI ISO 37001:2016 *concerning the Anti-Bribery Management System as one of the efforts to prevent bribery practices in any form by implementing the "Amanah" values in "AKHLAK" in running the business, to ensure that a clean and integrity-driven* IDSurvey *is maintained, Hereby* IDSurvey *is committed:*

1) Menjalankan usaha secara profesional, sejalan dengan tujuan IDSurvey, menjunjung tinggi nilai integritas, independensi, bebas dari pengaruh yang tidak semestinya dimanapun IDSurvey beroperasi, dan berpegang teguh pada pemenuhan persyaratan Pedoman Sistem Manajemen Anti Penyuapan.

1) *Conducting business professionally, in alignment with* IDSurvey's *objectives, upholding the values of integrity, independence, freedom from undue influence wherever* IDSurvey *operates, and adhering to compliance with the requirements of the Anti-Bribery Management System Guidelines.*

2) Menerapkan prinsip 4 NO's
   a. *No Bribery* (tidak ada suap menyuap dan pemerasan);
   b. *No Kickback* (tidak ada komisi dan tanda terima kasih, baik berbentuk uang maupun yang lainnya);
   c. *No Gift* (tidak ada hadiah dengan nilai yang tidak wajar); dan
   d. *No Luxurious Hospitality* (tidak ada jamuan berlebihan).

2) *Implementing the 4 NO's principle:*
   a. *No Bribery (no bribery or extortion);*
   b. *No Kickback (no commission or gratuity, whether in the form of money or otherwise);*
   c. *No Gift (no gifts of unreasonable value); and*
   d. *No Luxurious Hospitality (no excessive feasting).*

3) Melarang untuk menawarkan, menjanjikan, memberikan, menerima, atau meminta suatu keuntungan yang tidak semestinya dalam nilai apapun (finansial atau non finansial), secara langsung atau tidak langsung, dan di manapun, yang melanggar hukum yang berlaku, sebagai bujukan atau imbalan agar bertindak atau tidak bertindak dalam pelaksanaan tugas termasuk dalam bentuk hadiah, kontribusi politik, maupun kontribusi sosial dan pemberian sponsor,

3) *Prohibit offering, promising, giving, receiving, or requesting any improper advantage of any value (financial or non-financial), whether directly or indirectly and in any location, that violates applicable laws, as an inducement or reward to act or refrain from acting in the performance of duties, including in the form of gifts, political contributions, social contributions, and sponsorships, as well as prohibiting all forms of money laundering.*

Page 1 of 3

Pengendalian gratifikasi di IDSurvey berlandaskan pada Kebijakan Anti Penyuapan IDSurvey yang ditetapkan dan ditandatangani oleh Dewan Komisaris dan Direksi pada 12 Desember 2025 sebagai penerapan SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan (SMAP), serta Pedoman Perilaku Etika/*Code of Conduct* (PDM-IDS-SPR-01), khususnya ketentuan Etika Menghindari Diri dari Penyuapan dan Etika Terkait Hadiah atau Imbalan dan Jamuan Bisnis. Ketentuan ini berlaku bagi Dewan Komisaris, Direksi, seluruh Pegawai, serta semua pihak yang dipekerjakan dan mewakili atau bertindak atas nama IDSurvey, termasuk Anak Perusahaan dan mitra bisnis, sebagai wujud komitmen mewujudkan IDSurvey yang bersih dan berintegritas sesuai nilai "Amanah" dalam AKHLAK.

Gratification control at IDSurvey is grounded in the IDSurvey Anti-Bribery Policy, established and signed by the Board of Commissioners and the Board of Directors on 12 December 2025 as the implementation of SNI ISO 37001:2016 on the Anti-Bribery Management System (SMAP), together with the Code of Conduct (PDM-IDS-SPR-01), particularly the provisions on Avoiding Bribery and on Gifts or Rewards and Business Entertainment. These provisions apply to the Board of Commissioners, Directors, all Employees, and all parties employed by and representing or acting on behalf of IDSurvey, including Subsidiaries and business partners, as a manifestation of the commitment to a clean and integrity-driven IDSurvey in line with the "Amanah" value of AKHLAK.

Dalam mengendalikan gratifikasi, IDSurvey menganut prinsip 4 NO's yang diterapkan bersama prinsip Zero Tolerance terhadap segala bentuk pelanggaran peraturan anti penyuapan, yaitu:

In controlling gratification, IDSurvey adopts the 4 NO's principle, applied together with the Zero Tolerance principle toward all forms of violations of anti-bribery regulations, namely:



Sejalan dengan prinsip tersebut, IDSurvey melarang setiap Insan untuk menawarkan, menjanjikan, memberikan, menerima, atau meminta keuntungan yang tidak semestinya dalam nilai apa pun baik finansial maupun non-finansial, secara langsung maupun tidak langsung sebagai bujukan atau imbalan agar bertindak atau tidak bertindak dalam pelaksanaan tugas, termasuk dalam bentuk hadiah, kontribusi politik, kontribusi sosial, dan pemberian sponsor, serta melarang segala bentuk pencucian uang.

In line with this principle, IDSurvey prohibits any Personnel from offering, promising, giving, receiving, or requesting any improper advantage of any value whether financial or non-financial, directly or indirectly as an inducement or reward to act or refrain from acting in the performance of duties, including in the form of gifts, political contributions, social contributions, and sponsorships, and prohibits all forms of money laundering.

Selaras dengan prinsip No Gift, pemberian atau penerimaan yang bernilai wajar dan patut dalam konteks kedinasan maupun sosial tertentu dapat dikecualikan sepanjang tidak menimbulkan benturan kepentingan dan tidak memengaruhi objektivitas pengambilan keputusan. Mengacu pada *Code of Conduct*, pengecualian tersebut antara lain pemberian dalam batas kewajaran terkait perkawinan, khitanan anak, kelahiran, atau musibah yang menimpa Insan IDSurvey beserta keluarganya, dari pihak yang tidak memiliki benturan kepentingan; serta donasi Perusahaan untuk tujuan amal dalam batas kepatutan. Setiap penerimaan tetap wajib dilaporkan untuk dinilai.

Consistent with the No Gift principle, giving or receiving items of reasonable and appropriate value in certain official or social contexts may be exempted provided they do not create a conflict of interest or affect the objectivity of decision-making. In reference to the Code of Conduct, such exemptions include reasonable gifts related to weddings, a child's circumcision, births, or bereavements affecting IDSurvey Personnel and their families, from parties with no conflict of interest; as well as the Company's charitable donations within reasonable limits. Any receipt must still be reported for assessment.

IDSurvey juga mewajibkan seluruh Insan untuk menghindari konflik kepentingan dan hal-hal yang dapat menimbulkan risiko fraud, termasuk praktik perdagangan orang dalam (insider trading).

IDSurvey also requires all personnel to avoid conflicts of interest and any matters that may create a risk of fraud, including insider trading practices.

Sebagai bagian dari pembangunan budaya anti suap dan anti korupsi, IDSurvey menyelenggarakan sosialisasi dan pelatihan anti penyuapan dan anti korupsi secara berkelanjutan kepada seluruh Insan IDSurvey maupun mitra bisnis, serta mencantumkan ketentuan larangan gratifikasi pada pengumuman dan kontrak pengadaan barang dan jasa

As part of building an anti-bribery and anti-corruption culture, IDSurvey conducts continuous anti-bribery and anti-corruption socialization and training for all IDSurvey Personnel and business partners, and includes gratification-prohibition clauses in procurement announcements and contracts

Sistem Pelaporan Pelanggaran

Whistleblowing System

[GRI 2-26]

IDSurvey Group menyelenggarakan Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) sebagai mekanisme bagi Insan IDSurvey dan pemangku kepentingan untuk menyampaikan dugaan pelanggaran secara aman, rahasia, dan bertanggung jawab. Penerapan WBS merupakan bagian dari komitmen Perusahaan terhadap Tata Kelola Perusahaan yang Baik (GCG), sekaligus pelengkap penerapan Pedoman Perilaku Etika/*Code of Conduct* (COC) dan Kebijakan Anti Penyuapan IDSurvey.

IDSurvey operates a Whistleblowing System (WBS) as a mechanism for IDSurvey Personnel and stakeholders to report suspected violations safely, confidentially, and responsibly. The implementation of the WBS is part of the Company's commitment to Good Corporate Governance (GCG) and complements the implementation of the Code of Conduct (COC) and the IDSurvey Anti-Bribery Policy.

Penyelenggaraan WBS di lingkungan IDSurvey berpedoman pada Prosedur Pelaporan Pelanggaran Whistle Blowing System (WBS) Doc. Id. PRO-AP-12 Issue 04 tanggal 2 Mei 2023. Sebagai *holding* hasil konsolidasi, tata kelola WBS lintas entitas berada dalam kerangka Perjanjian Transisi berdasarkan Surat Kuasa Khusus (SKK) Menteri BUMN No. SKK-62/MBU/06/2025 tanggal 23 Juni 2025, sehingga selama masa transisi setiap Anak Perusahaan tetap menjalankan pedoman WBS-nya masing-masing, yaitu:

The WBS within the IDSurvey environment is guided by the Violation Reporting Procedure of the Whistle Blowing System (WBS) Doc. Id. PRO-AP-12 Issue 04 dated 2 May 2023. As a consolidated holding, cross-entity WBS governance operates within the framework of the Transition Agreement based on the Special Power of Attorney (SKK) of the Minister of State-Owned Enterprises No. SKK-62/MBU/06/2025 dated 23 June 2025, so that during the transition period each Subsidiary continues to apply its respective WBS guidelines, namely:

- PT Biro Klasifikasi Indonesia (Persero): Prosedur Pelaporan Pelanggaran WBS Doc. Id. PRO-AP-12 Issue 04 tanggal 2 Mei 2023;
- PT Surveyor Indonesia (Persero): Keputusan Bersama Dewan Komisaris dan Direksi No. SKB-002/DRU-XI/SP/2024 tentang Whistle Blowing System tanggal 29 November 2024;
- PT SUCOFINDO (Persero): Kebijakan Manajemen Pelaporan *Whistleblowing System* berdasarkan Dokumen No. PDM/SCIMSR/12 Pedoman Sistem Pengaduan Pelanggaran/*Whistleblowing System* (WBS) tanggal 26 September 2023.

- PT Biro Klasifikasi Indonesia (Persero): Violation Reporting Procedure of the WBS Doc. Id. PRO-AP-12 Issue 04 dated 2 May 2023;
- PT Surveyor Indonesia (Persero): Joint Decree of the Board of Commissioners and Board of Directors No. SKB-002/DRU-XI/SP/2024 concerning the Whistle Blowing System dated 29 November 2024;
- PT SUCOFINDO (Persero): Whistleblowing System Reporting Management Policy based on Document No. PDM/SCIMSR/12 Guidelines on the Violation Complaint System/Whistleblowing System (WBS) dated 26 September 2023.

Perusahaan secara berkala meninjau dan mengevaluasi efektivitas penerapan WBS agar sistem tetap relevan, responsif, dan mampu mendukung pencegahan serta penanganan dugaan pelanggaran secara optimal di seluruh lini organisasi.

The Company periodically reviews and evaluates the effectiveness of WBS implementation so that the system remains relevant, responsive, and able to support the prevention and handling of suspected violations optimally across all lines of the organization.

Saluran
Channel

Laporan atas dugaan pelanggaran dapat disampaikan melalui media elektronik maupun media lain yang disediakan Perusahaan. Sebagai bagian dari peningkatan berkelanjutan, IDSurvey mendorong penguatan saluran pelaporan melalui:

- Diversifikasi saluran: menambah kanal yang lebih mudah diakses seperti situs web dan WhatsApp khusus dengan opsi chatbot, di samping e-mail dan hotline;
- Aksesibilitas dan kerahasiaan: memastikan seluruh saluran menjamin kerahasiaan dan keamanan data pelapor;
- Kemudahan penggunaan: antarmuka yang ramah pengguna serta panduan/FAQ ringkas tentang tata cara pelaporan;
- Sosialisasi dan awareness: meningkatkan pemahaman pegawai bahwa saluran ini tersedia dan aman digunakan, melalui pelatihan singkat, poster, dan kampanye internal.

Reports of suspected violations may be submitted through the electronic or other medias provided by the Company. As part of continuous improvement, IDSurvey encourages strengthening its reporting channels through:

- *Channel diversification: adding more accessible channels such as a website and a dedicated WhatsApp line with a chatbot option, in addition to e-mail and Accessibility and confidentiality: ensuring all channels guarantee the confidentiality and security of whistleblower Ease of use: a user-friendly interface and concise guidance/ FAQ on how to report;*
- *Socialization and awareness: increasing IDSurvey Personnel's understanding that this channel exists and is safe to use, through short training, posters, and internal campaigns.*

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Mekanisme Pelaporan

Reporting Mechanism

Laporan dapat disampaikan oleh pihak internal, yang mencakup seluruh karyawan, maupun pihak eksternal seperti pemasok, pelanggan, mitra kerja, masyarakat, dan pemangku kepentingan lainnya. Laporan yang diajukan oleh perwakilan pemangku kepentingan dapat disertai surat kuasa. Laporan yang dapat diproses melalui infrastruktur WBS mencakup, namun tidak terbatas pada, dugaan pelanggaran dengan kategori:

1. Kecurangan (fraud);
2. Gratifikasi, suap, dan korupsi;
3. Benturan kepentingan dan penyalahgunaan wewenang;
4. Pelanggaran terhadap peraturan perundang-undangan, prinsip GCG, kebijakan dan standar operasional Perusahaan, serta Kode Etik.

Laporan yang bersifat keluhan pribadi terhadap kebijakan tertentu (grievance), berada di ranah lain (misalnya keluhan ketenagakerjaan/HRD), atau tidak relevan dengan ruang lingkup WBS tidak diproses melalui mekanisme ini. Untuk dapat ditindaklanjuti, laporan sebaiknya memuat informasi berikut:

- Identitas pelapor* (nama, alamat, nomor telepon/ponsel, NPWP, e-mail, dan salinan identitas);
- Surat kuasa* (apabila diajukan oleh perwakilan pemangku kepentingan);
- Dokumen yang berkaitan dengan transaksi dan/atau bukti pelanggaran;
- Informasi pelanggaran yang diadukan, termasuk jumlah atau estimasi kerugian;
- Pihak yang terlibat dan bertanggung jawab atas pelanggaran, termasuk saksi serta pihak yang diuntungkan/dirugikan;
- Lokasi kejadian (nama tempat, unit/fungsi kerja);
- Waktu pelanggaran (hari/minggu/bulan/tahun dan tanggal kejadian); serta
- Kronologi kejadian.

Adapun laporan yang bersifat anonim tetap dipertimbangkan untuk ditindaklanjuti sepanjang disertai bukti yang kuat dan dapat ditelusuri. Penanganan laporan di lingkungan IDSurvey mengikuti alur tata kelola sebagai berikut:

1. **Penyampaian laporan:** pelapor menyampaikan dugaan pelanggaran melalui media elektronik atau surat.
2. **Verifikasi laporan:** kelengkapan data laporan diperiksa. Apabila data tidak lengkap, laporan tidak diproses.

Reports may be submitted by internal parties, comprising all IDSurvey Personnel, and by external parties such as suppliers, customers, work partners, the public, and other stakeholders. Reports submitted by a stakeholder's representative may be accompanied by a power of attorney. Reports that can be processed through the WBS infrastructure include, but are not limited to, suspected violations in the following categories:

1. Fraud;
2. Gratification, bribery, and corruption;
3. Conflict of interest and abuse of authority;
4. Violations of laws and regulations, GCG principles, Company policies and standard operating procedures, and the Code of Conduct.

Reports that constitute personal grievances toward a particular policy, fall under other domains (e.g., employment/HR complaints), or are irrelevant to the WBS scope are not processed through this mechanism. To be followed up, a report should contain the following information:

- Whistleblower identity* (name, address, telephone/mobile number, tax ID, e-mail, and a copy of identification);
- Power of attorney* (if submitted by a stakeholder's representative);
- Documents related to the transaction and/or evidence of the violation;
- Information on the reported violation, including the amount or estimated loss;
- Parties involved and responsible for the violation, including witnesses and parties benefited/harmed;
- Location of the incident (place name, work unit/function);
- Time of the violation (day/week/month/year and date of occurrence); and
- Chronology of the incident.

Anonymous reports are still considered as long as they are accompanied by strong and traceable evidence. Report handling within the IDSurvey environment follows the governance flow below:

1. **Report submission:** the whistleblower submits the suspected violation through electronic media or letter.
2. **Report verification:** the completeness of the report data is checked. If the data is incomplete, the report is not processed.

3. **Identifikasi terlapor:** dilakukan penilaian indikasi awal. Apabila tidak terdapat indikasi awal, proses dinyatakan selesai.
4. **Tindak lanjut:** pembentukan Tim Investigasi serta telaah awal/investigasi atas indikasi awal. Apabila laporan tidak memenuhi syarat, proses dinyatakan selesai.
5. **Keputusan tindak lanjut:** investigasi lanjutan dilakukan bersama external investigator, berkoordinasi dengan fungsi terkait lainnya, atau oleh tim investigasi yang ditunjuk.
6. **Laporan hasil investigasi:** hasil investigasi disusun dan disampaikan.
7. **Keputusan investigasi:** apabila pelanggaran terbukti, ditetapkan pemberian sanksi atau penerusan tindak pidana kepada penyidik; apabila tidak terbukti, laporan ditutup.

Pada setiap tahapan diterapkan kriteria kelayakan yang jelas mulai dari tahapan penyampaian laporan, penerimaan dan verifikasi, investigasi, hingga pelaporan hasil untuk memastikan hanya laporan yang lengkap, relevan, dan didukung bukti memadai yang dilanjutkan ke tahap berikutnya

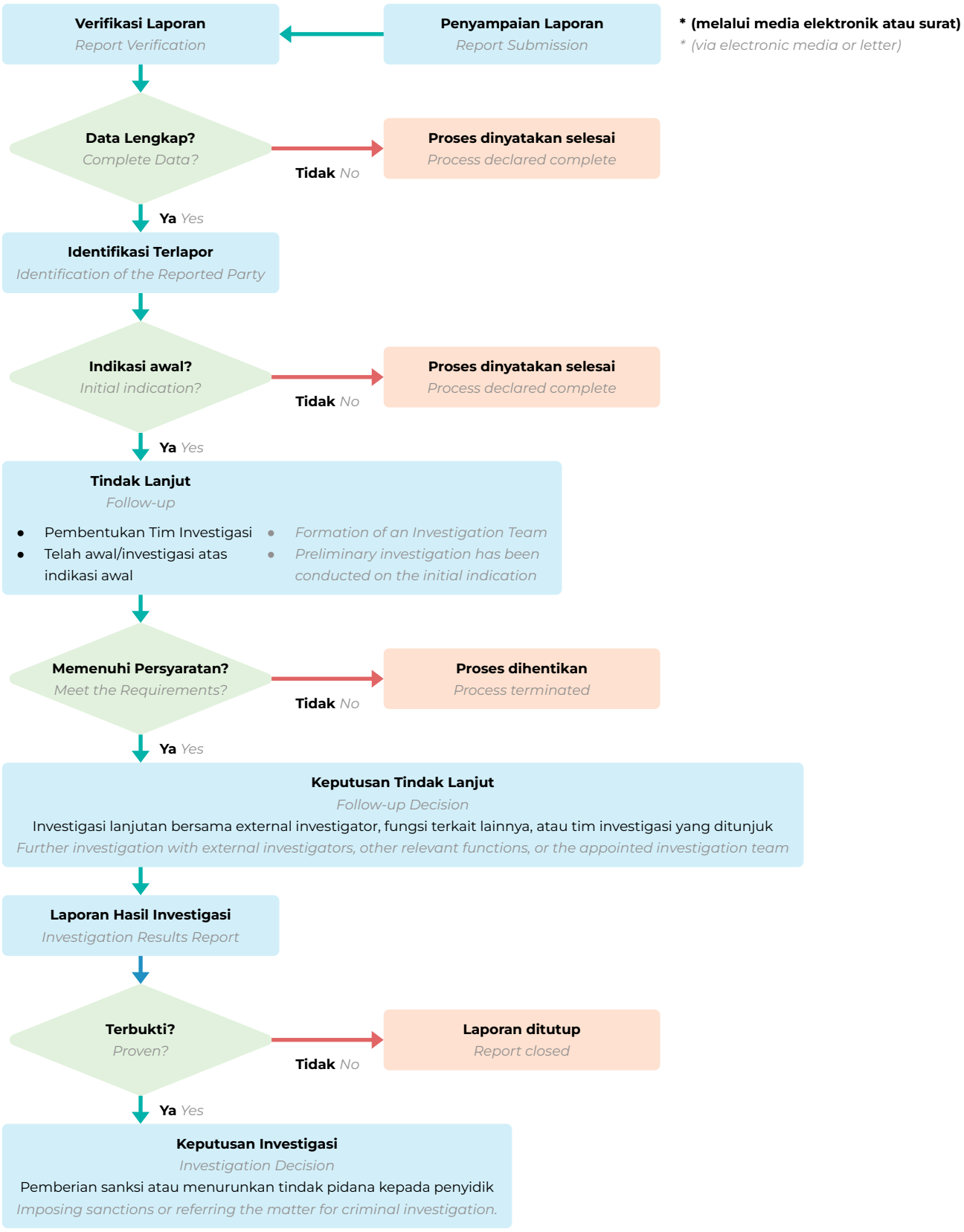
3. **Identification of the reported party:** an assessment of the initial indication is carried out. If there is no initial indication, the process is declared complete.
4. **Follow-up:** establishment of an Investigation Team and a preliminary review/investigation of the initial indication. If the report does not meet the requirements, the process is declared complete.
5. **Follow-up decision:** further investigation is conducted together with an external investigator, in coordination with other relevant functions, or by an appointed investigation team.
6. **Investigation report:** the investigation results are compiled and submitted.
7. **Investigation decision:** if the violation is proven, sanctions are imposed or the criminal offense is referred to investigators; if not proven, the report is closed.

At each stage, clear eligibility criteria are applied from report submission, receipt and verification, investigation, to results reporting, to ensure that only complete, relevant, and adequately evidenced reports proceed to the next stage.



Flowchart Tata Kelola WBS di Lingkungan IDSurvey

IDSurvey Whistleblowing System Governance Process Flow



IDSurvey berkomitmen merahasiakan identitas dan melindungi pelapor yang menyampaikan laporan dengan itikad baik, berupa:

- Tersedianya fasilitas saluran pelaporan yang dapat menyamarkan identitas pelapor;
- Jaminan kerahasiaan identitas pelapor;
- Jaminan keamanan informasi dan perlindungan terhadap tindakan balasan dari terlapor, termasuk ancaman keselamatan fisik, teror psikologis, keselamatan keluarga dan harta, serta keamanan pekerjaan; dan
- Bantuan dan perlindungan hukum apabila pelapor menghadapi tindakan balasan berupa tuntutan hukum.

Pelaksanaan WBS di lingkungan IDSurvey dipantau oleh fungsi Legal dan Compliance pada Sekretariat Perusahaan (Sekper) IDSurvey. Laporan yang ditujukan bagi Anak Perusahaan disalurkan langsung melalui sistem kepada Anak Perusahaan terkait untuk ditindaklanjuti sesuai pedoman WBS masing-masing perusahaan.

Perusahaan secara berkelanjutan memperluas penyebarluasan informasi mengenai keberadaan Sistem Pelaporan Pelanggaran kepada seluruh Insan IDSurvey, antara lain melalui sesi tatap muka minimal satu kali dalam setahun, sementara pemangku kepentingan eksternal dapat mengaksesnya melalui kanal resmi Perusahaan. Upaya peningkatan kualitas juga diarahkan pada diversifikasi dan kemudahan akses saluran, penjaminan kerahasiaan, serta penguatan budaya pelaporan.

IDSurvey is committed to maintaining the confidentiality of identity and protecting whistleblowers who report in good faith, in the form of:

- Reporting channel facilities capable of masking the whistleblower's identity;
- Guaranteed confidentiality of the whistleblower's identity;
- Guaranteed information security and protection against retaliation from the reported party including threats to physical safety, psychological harassment, safety of family and property, and job security; and
- Legal assistance and protection if the whistleblower faces retaliation in the form of lawsuits.

The implementation of the Whistleblowing System (WBS) within IDSurvey is monitored by the Legal and Compliance function under the IDSurvey Corporate Secretary. Reports directed toward subsidiaries are routed directly through the system to the respective subsidiary for follow-up in accordance with each company's WBS guidelines.

The Company continuously expands the dissemination of information regarding the Whistleblowing System to all IDSurvey Personnel, including through face-to-face sessions at least once a year, while external stakeholders can access it through the Company's official channels. Quality improvement efforts are also focused on diversifying and simplifying access to reporting channels, ensuring confidentiality, and strengthening the reporting culture.

Jumlah Pelaporan Pelanggaran
Number of Whistleblowing Reports

Keterangan *Description*	2025			2024			2023		
	BKI	SCI	SI	BKI	SCI	SI	BKI	SCI	SI
Jumlah pelaporan yang masuk *Number of reports received*	0	11	0	0	7	0	0	3	2
Jumlah pelaporan yang diinvestigasi *Number of reports investigated*	0	1	0	0	7	0	0	2	1
Jumlah pelaporan yang terkonfirmasi *Number of confirmed reports*	0	3	0	0	0	0	0	1	0
Jumlah pelaporan yang diberikan sanksi berupa denda atau pemutusan kerja *Number of reports resulting in sanctions (e.g., fines or termination)*	0	1	0	0	0	0	0	1	0
Jumlah pelaporan yang tidak dilanjuti *Number of reports not followed up*	0	8	0	0	0	0	0	1	1
Jumlah ***Total***	0	9	0	0	7	0	0	3	2

Sepanjang tahun 2025, tercatat 11 pelaporan yang masuk melalui Sistem Pelaporan Pelanggaran (*Whistleblowing System*/ WBS) di lingkungan IDSurvey. Seluruh pelaporan tersebut berasal dari PT SUCOFINDO (Persero), sementara di tingkat induk (IDSurvey), PT Biro Klasifikasi Indonesia (BKI), dan PT Surveyor Indonesia (SI) tidak terdapat pelaporan yang masuk (nihil). Penjelasan lebih lanjut atas kasus-kasus yang terjadi di SUCOFINDO dapat merujuk pada Laporan Keberlanjutan PT SUCOFINDO (Persero).

Throughout 2025, a total of 11 reports were received through the Whistleblowing System (WBS) within IDSurvey. All of these reports originated from PT SUCOFINDO (Persero), while no reports were received at the holding (IDSurvey), PT Biro Klasifikasi Indonesia (BKI), or PT Surveyor Indonesia (SI) levels. Further details on the cases occurring at SUCOFINDO may be found in the Sustainability Report of PT SUCOFINDO (Persero).

Teknologi Informasi
Information Technology
[GRI 418-1]

IDSurvey menempatkan keamanan informasi sebagai salah satu pilar penting dalam mewujudkan tata kelola perusahaan yang baik (*Good Corporate Governance*). Wujud komitmen ini tercermin melalui penerapan tata kelola teknologi informasi yang berada langsung di bawah pengawasan Direktur Keuangan dan Keamanan Informasi. Ke depan, Perusahaan berkomitmen untuk terus memperkuat kerangka tata kelola tersebut melalui penyusunan serta pengembangan dokumen-dokumen terkait manajemen mutu, keamanan informasi, dan layanan teknologi informasi.

IDSurvey regards information security as a key pillar in realizing sound corporate governance (Good Corporate Governance). This commitment is reflected in the implementation of information technology governance placed directly under the supervision of the Director of Finance and Information Security. Going forward, the Company remains committed to continuously strengthening this governance framework through the preparation and development of documents relating to quality management, information security, and information technology services.

Sebagai langkah antisipatif terhadap potensi ancaman siber, Perusahaan secara rutin menyelenggarakan uji penetrasi (penetration test) sekurang-kurangnya satu kali dalam setahun guna memastikan kesiapan sekaligus ketangguhan sistem.

As a preventive measure against potential cyber threats, the Company routinely conducts penetration testing at least once a year to ensure both the readiness and the resilience of its systems.

Sepanjang periode hingga tahun 2025, Perusahaan tidak mencatatkan satu pun insiden serangan siber maupun kebocoran data yang berpotensi mengganggu integritas sistem informasi ataupun membahayakan perlindungan data perusahaan serta data pribadi para pemangku kepentingan.

Throughout the period up to 2025, while IDSurvey was still part of BKI, the Company recorded no incidents of cyberattacks or data breaches that could compromise the integrity of its information systems or jeopardize the protection of corporate data and the personal data of its stakeholders.

Jumlah Insiden
Number of Incidents

Keterangan *Description*	2025			2024			2023		
	BKI	SCI	SI	BKI	SCI	SI	BKI	SCI	SI
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

Kontribusi Politik
Political Contribution
[GRI 415-1]

IDSurvey berkomitmen penuh terhadap prinsip independensi dengan memastikan bahwa seluruh kegiatan operasional, baik di tingkat *holding* maupun anak perusahaan, bersih dari pengaruh politik. Komitmen ini bertujuan untuk menjaga integritas tata kelola, objektivitas pengambilan keputusan, dan melindungi hak-hak seluruh pemangku kepentingan. Perusahaan secara konsisten memusatkan seluruh upayanya pada perwujudan visi, misi, dan target kinerja tanpa adanya campur tangan atau afiliasi politik apa pun.

Guna memitigasi benturan kepentingan, IDSurvey beserta seluruh entitas anak memberlakukan larangan tegas terhadap segala bentuk aktivitas yang dapat mengaitkan Perusahaan dengan ranah politik. Larangan tersebut meliputi:

- Keterlibatan sebagai pengurus atau anggota partai politik, serta pencalonan diri dalam pemilihan legislatif atau eksekutif.
- Penyalahgunaan jabatan, aset, fasilitas, atau sumber daya Perusahaan untuk mendukung entitas politik tertentu.
- Pemanfaatan serikat pekerja sebagai alat afiliasi atau kolaborasi dengan partai politik.
- Penyaluran donasi, sumbangan, atau bantuan atas nama Perusahaan yang ditujukan bagi kepentingan politik.
- Pemasangan, penyebaran, maupun peragaan atribut, simbol, dan ornamen partai politik di seluruh area kerja Perusahaan.

Selama tahun pelaporan 2025, IDSurvey maupun anak perusahaannya tidak memberikan kontribusi finansial atau terlibat dalam kegiatan partai politik maupun lobi dalam bentuk apa pun. Perusahaan senantiasa beroperasi secara profesional dan independen, tanpa berafiliasi atau memberikan dukungan kelembagaan maupun fasilitas kepada kelompok politik mana pun.

IDSurvey is fully committed to the principle of independence by ensuring that all operational activities, both at the holding and subsidiary levels, are free from political influence. This commitment aims to maintain governance integrity, decision-making objectivity, and protect the rights of all stakeholders. The Company consistently focuses all its efforts on realizing its vision, mission, and performance targets without any political interference or affiliation.

To mitigate conflicts of interest, IDSurvey and all its subsidiaries enforce strict prohibitions against any form of activity that could associate the Company with the political sphere. These prohibitions include:

- Involvement as an official or member of a political party, as well as running for legislative or executive office.
- Misuse of Company positions, assets, facilities, or resources to support specific political entities.
- Utilization of employee unions as a vehicle for affiliation or collaboration with political parties.
- Distribution of donations, contributions, or assistance on behalf of the Company intended for political interests.
- Display, distribution, or exhibition of political party attributes, symbols, and ornaments across all Company work areas.

Throughout the 2025 reporting year, neither IDSurvey nor its subsidiaries made financial contributions or engaged in political party activities or lobbying in any form. The Company consistently operates professionally and independently, without affiliation or providing institutional support or facilities to any political group.

Praktik Usaha yang Adil

Fair Business Practices

[GRI 206-1]

IDSurvey melarang keras segala bentuk praktik anti-persaingan karena berpotensi merugikan pelanggan melalui pembatasan pilihan dan peningkatan harga, sekaligus menghambat inovasi serta pertumbuhan ekonomi. Sepanjang tahun pelaporan, Perusahaan tidak mencatatkan adanya pelanggaran hukum, tuntutan, maupun sanksi terkait perilaku anti-persaingan, peraturan antitrust, dan praktik monopoli.

IDSurvey strictly prohibits all forms of anti-competitive behavior, as it has the potential to harm customers by restricting choices and driving up prices, while also stifling innovation and economic growth. Throughout the reporting year, the Company recorded no legal violations, claims, or sanctions related to anti-competitive conduct, antitrust regulations, or monopolistic practices.

Pelibatan Pemangku Kepentingan

Stakeholder Engagement

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

Pencapaian kinerja keberlanjutan tidak dapat diwujudkan sendirian. IDSurvey memosisikan pemangku kepentingan bukan sebatas penerima informasi, melainkan mitra strategis yang aspirasi dan harapannya turut menentukan arah kebijakan serta praktik operasional Perusahaan. Karena itu, interaksi dengan pemangku kepentingan dikelola secara sistematis dan berkesinambungan sebagai elemen inti dari kegiatan operasional. Di bawah ini disajikan metode pendekatan beserta isu-isu krusial dari masing-masing pemangku kepentingan yang telah dipetakan oleh Perusahaan.

Achieving sustainability performance cannot be accomplished in isolation. IDSurvey positions its stakeholders not merely as passive recipients of information, but as strategic partners whose aspirations and expectations actively shape the Company's policy direction and operational practices. Therefore, stakeholder engagement is managed systematically and continuously as an integral component of the Company's core operations. Presented below are the engagement approaches and key issues for each stakeholder group that have been mapped by the Company.

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.*

Pemangku Kepentingan *Stakeholders*	**Metode Pelibatan** Engagement Method	**Frekuensi** *Frequency*	**Topik Utama yang Diajukan** *Key Topics Raised*
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*
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 TJSL, kegiatan sosial, dialog publik. *CSER programs, social activities, public dialogues*	Sesuai program TJSL *In accordance with the CSER program*	Dampak sosial, pengembangan komunitas, keberlanjutan lingkungan, program pemberdayaan. *Social impact, community development, environmental sustainability, empowerment programs.*

04

Pertumbuhan Ekonomi dan Kontribusi Berkelanjutan

Economic Growth and Sustainable Contribution




bki
SURVEYOR INDONESIA
SUCOFINDO

Kinerja Ekonomi

Economic Performance

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

Sepanjang tahun 2025, perekonomian global masih bergerak di tengah ketidakpastian yang tinggi. Dalam kondisi tersebut, pertumbuhan ekonomi global menunjukkan perlambatan. IMF memproyeksikan pertumbuhan ekonomi dunia melambat dari 3,3% pada 2024 menjadi 3,2% pada 2025, dengan pemulihan yang tidak merata antarkawasan dan risiko yang cenderung mengarah ke bawah (downside). Meski demikian, tekanan inflasi global secara bertahap menurun hingga sekitar 4,2% pada 2025, sejalan dengan pelonggaran kondisi keuangan di beberapa yurisdiksi utama.

Di tengah tekanan eksternal tersebut, ekonomi Indonesia tetap menunjukkan resiliensi yang kuat. Perekonomian nasional tumbuh 5,11% pada 2025, lebih tinggi dibandingkan capaian 5,03% pada 2024, dengan nilai Produk Domestik Bruto atas dasar harga berlaku mencapai Rp23.821,1 triliun. Pertumbuhan ini ditopang oleh konsumsi rumah tangga yang solid, investasi yang tumbuh 6,12%, serta ekspor yang tetap positif, sebagai hasil sinergi kebijakan fiskal pemerintah dan kebijakan moneter Bank Indonesia dalam menjaga stabilitas dan mendorong pemulihan yang inklusif.

Ketahanan ekonomi nasional ini turut menopang permintaan atas layanan industri *Testing, Inspection, Certification, Consultation, and Classification* (TICCC). Sebagai industri yang menjadi penjamin mutu, keselamatan, dan kepercayaan dalam rantai nilai perdagangan, permintaan layanan TICCC pada 2025 terus tumbuh sejalan dengan penguatan aktivitas perdagangan, akselerasi hilirisasi mineral dan sumber daya alam, transisi energi, serta meningkatnya kebutuhan atas jaminan keberlanjutan (*sustainability assurance*) di berbagai sektor strategis. Industri ini memainkan peran penting dalam memastikan daya saing produk nasional di pasar domestik maupun global.

Sebagai bagian dari ekosistem Badan Pengelola Investasi Daya Anagata Nusantara (Danantara Indonesia), PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) atau IDSurvey berperan sebagai induk *holding* jasa survei dan TICCC nasional yang menaungi PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero). Melalui konsolidasi struktur holding yang efektif berjalan pada 2025, IDSurvey tidak hanya berfokus pada pencapaian kinerja bisnis, tetapi juga memegang peran strategis dalam mendukung agenda pembangunan nasional mulai dari fasilitasi perdagangan, hilirisasi industri, transisi energi, hingga penguatan tata kelola dan keberlanjutan. Dengan komitmen tersebut, IDSurvey terus menjaga keberlanjutan operasional agar mampu memberikan kontribusi nyata bagi para pemangku kepentingan dan negara.

Throughout 2025, the global economy continued to operate amid heightened uncertainty. Under these conditions, global economic growth showed a slowdown. The IMF projected that world economic growth would decelerate from 3.3% in 2024 to 3.2% in 2025, with an uneven recovery across regions and risks tilted to the downside. Nevertheless, global inflationary pressures gradually eased to around 4.2% in 2025, in line with the loosening of financial conditions in several major jurisdictions.

Amid these external pressures, Indonesia's economy continued to demonstrate strong resilience. The national economy grew 5.11% in 2025, higher than the 5.03% achieved in 2024, with Gross Domestic Product at current market prices reaching Rp23,821.1 trillion. This growth was supported by solid household consumption, investment that grew 6.12%, and exports that remained positive, as a result of the synergy between the government's fiscal policy and Bank Indonesia's monetary policy in maintaining stability and fostering inclusive recovery.

This national economic resilience also supported demand for services in the Testing, Inspection, Certification, Consultation, and Classification (TICCC) industry. As an industry that serves as a guarantor of quality, safety, and trust within the trade value chain, demand for TICCC services in 2025 continued to grow in line with strengthening trade activity, the acceleration of mineral and natural resource downstreaming, the energy transition, and the rising need for sustainability assurance across various strategic sectors. This industry plays an important role in ensuring the competitiveness of national products in both domestic and global markets.

As part of the ecosystem of the Daya Anagata Nusantara Investment Management Agency (Danantara Indonesia), PT Inspeksi Sertifikasi dan Survey Indonesia (Persero), or IDSurvey, serves as the national holding company for survey and TICCC services, overseeing PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero). Through the consolidation of the holding structure that took effect in 2025, IDSurvey not only focuses on achieving business performance but also holds a strategic role in supporting the national development agenda ranging from trade facilitation, industrial downstreaming, and the energy transition, to the strengthening of governance and sustainability. With this commitment, IDSurvey continues to maintain operational sustainability so as to deliver tangible contributions to its stakeholders and the state

Distribusi Nilai Ekonomi (Juta Rupiah)

Economic Value Distribution (Millions of Rupiah)

[GRI 201-1][GRI 201-2][GRI 201-4]

(Juta Rupiah)

(Millions of Rupiah)

No	Uraian *Description*	2025	2024	2023	2022
A	**NILAI EKONOMI YANG DIHASILKAN** ***GENERATED ECONOMIC VALUE***	**7.931.978,86**	**7.580.111,86**	**6.275.046,04**	**5.910.496,70**
1	Pendapatan Usaha *Operating Revenue*	7.524.279,80	7.136.669,82	5.913.103,08	5.545.831,43
2	Pendapatan Bunga (giro & deposito) *Interest Income (current accounts & time deposits)*	120.108,85	121.474,15	83.635,17	52.631,61
3	Bagian Laba Bersih Ventura Bersama *Share of Net Profit from Joint Ventures*	235.852,71	302.239,87	270.061,54	261.688,85
4	Laba Penjualan Aset Tetap *Gain on Sale of Fixed Assets*	310,43	82,00	184,34	244,37
5	Pendapatan Selisih Kurs -neto *Foreign Exchange Gain - net*	19.735,45	5.740,39	(3.287,77)	16.944,62
6	Pendapatan di Luar Usaha Lainnya *Other Non-Operating Income*	31.691,62	13.905,63	11.349,68	33.155,82
B	**NILAI EKONOMI YANG DIDISTRIBUSIKAN** ***ECONOMIC VALUE DISTRIBUTED***	**6.581.745,18**	**6.403.089,19**	**5.381.078,09**	**5.013.470,30**
7	Biaya Operasional *Operating Costs*	3.257.754,10	3.124.869,52	2.575.133,48	2.341.454,99
8	Upah & Tunjangan Pegawai *Employee Wages & Benefits*	3.059.375,27	2.788.143,53	2.406.918,69	2.416.600,29
9	Pembayaran kepada Penyedia Modal *Payments to Providers of Capital*	30.176,61	162.747,31	141.259,22	58.914,45
10	Pembayaran kepada Pemerintah *Payments to Government*	231.117,48	324.203,58	254.902,95	194.055,43
11	Investasi Masyarakat (Program TJSL/PMUK) *Community Investment (CSER Program)*	3.321,72	3.125,25	2.863,75	2.445,14
C	**NILAI EKONOMI YANG DITAHAN** ***ECONOMIC VALUE RETAINED***	**1.350.233,68**	**1.177.022,67**	**893.967,95**	**897.026,40**

Catatan:

*Angka komparatif 2024 disajikan kembali menyesuaikan pembentukan struktur *holding* baru.

*Pada 2025, PT Danantara Asset Management (Persero) mengalihkan 100% kepemilikan atas PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero) kepada PT IDSurvey (Persero). Karena berada di bawah pengendalian akhir yang sama (Pemerintah Republik Indonesia), transaksi ini merupakan kombinasi bisnis entitas sepengendali dan dicatat dengan metode penyatuan kepemilikan (pooling-of-interests) sesuai PSAK 338 (Revisi 2025).

*Penyajian pelaporan kinerja keuangan disebabkan perubahan struktur entitas pelapor dan reklasifikasi penyajian

Notes:

*The 2024 comparative figures have been restated to align with the establishment of the new holding structure.

*In 2025, PT Danantara Asset Management (Persero) transferred 100% of its ownership in PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero) to PT IDSurvey (Persero). As these entities are under the same ultimate control (the Government of the Republic of Indonesia), the transaction constitutes a business combination of entities under common control and is accounted for using the pooling-of-interests method in accordance with SFAS 338 (2025 Revision).

*The restatement of the financial performance reporting results from the change in the reporting entity structure and the reclassification of presentation.

Semua data kinerja keuangan yang disajikan dalam Laporan Keberlanjutan ini merujuk pada Laporan Keuangan yang telah diaudit oleh pihak eksternal dan disusun berdasarkan PSAK (Pernyataan Standar Akuntansi Keuangan) di mana mengacu pada laporan posisi keuangan, laba rugi, arus kas, serta catatan atas laporan keuangan terkait. Adapun kinerja keuangan dalam laporan keberlanjutan ini disajikan dalam Juta Rupiah, yang merupakan mata uang fungsional Perusahaan.

All financial performance data presented in this Sustainability Report refers to the Financial Statements that have been audited by an external party and prepared in accordance with SFAS (Statement of Financial Accounting Standards), referring to the statements of financial position, profit or loss, cash flows, and the related notes to the financial statements. The financial performance in this Sustainability Report is presented in Millions of Rupiah, which is the Company's functional currency.

Pada tahun 2025, IDSurvey mencatat nilai ekonomi yang dihasilkan sebesar Rp7,93 triliun, meningkat 4,64% dibandingkan tahun 2024 sebesar Rp7,58 triliun. Peningkatan ini terutama ditopang oleh pertumbuhan pendapatan usaha yang mencapai Rp7,52 triliun atau tumbuh 5,43% dibandingkan tahun sebelumnya, seiring dengan meningkatnya permintaan atas layanan jasa survei, inspeksi, sertifikasi, dan verifikasi di berbagai sektor strategis. Kontribusi pendapatan terbesar berasal dari sektor minyak, gas, dan energi (Rp1,78 triliun), mineral dan batubara (Rp1,58 triliun), serta transportasi dan logistik (Rp1,00 triliun). Adapun pendorong pertumbuhan yang paling menonjol datang dari sektor teknologi, infrastruktur, dan properti yang tumbuh 65,8%, sertifikasi sistem dan produk yang tumbuh 36,0%, serta transportasi dan logistik yang tumbuh 11,2%, mencerminkan diversifikasi layanan Perusahaan ke lini usaha bernilai tambah. Nilai ekonomi yang dihasilkan turut diperkuat oleh pendapatan lainnya, antara lain pendapatan bunga sebesar Rp120,11 miliar dan bagian laba ventura bersama sebesar Rp235,85 miliar.

In 2025, IDSurvey recorded a direct economic value generated of Rp7.93 trillion, an increase of 4.64% compared to Rp7.58 trillion in 2024. This increase was mainly driven by the growth in operating revenue, which reached Rp7.52 trillion or grew 5.43% compared to the previous year, in line with rising demand for survey, inspection, certification, and verification services across various strategic sectors. The largest revenue contributions came from the oil, gas, and energy sector (Rp1.78 trillion), minerals and coal (Rp1.58 trillion), and transportation and logistics (Rp1.00 trillion). Meanwhile, the most notable growth drivers came from the technology, infrastructure, and property sector, which grew 65.8%, systems and product certification, which grew 36.0%, and transportation and logistics, which grew 11.2%, reflecting the Company's service diversification into value-added business lines. The economic value generated was further strengthened by other income, including interest income of Rp120.11 billion and share of profit from joint ventures of Rp235.85 billion.

Nilai ekonomi yang didistribusikan pada tahun 2025 tercatat sebesar Rp6,58 triliun, meningkat 2,79% dibandingkan tahun sebelumnya. Distribusi nilai ekonomi tersebut mencerminkan komitmen Perusahaan dalam mengalokasikan sumber daya secara berimbang kepada para pemangku kepentingan utama. Alokasi terbesar diberikan kepada mitra usaha dan pemasok melalui biaya operasional sebesar Rp3,26 triliun (49,5% dari total distribusi), diikuti oleh karyawan melalui pembayaran gaji dan tunjangan sebesar Rp3,06 triliun (46,5%) atau meningkat 9,73% dari tahun sebelumnya sejalan dengan bertambahnya jumlah karyawan Grup menjadi 5.617 orang. Selanjutnya, Perusahaan mendistribusikan nilai ekonomi kepada negara melalui pembayaran pajak sebesar Rp231,12 miliar, kepada pemegang saham dan penyedia modal melalui dividen dan beban bunga sebesar Rp30,18 miliar, serta kepada masyarakat melalui pelaksanaan program tanggung jawab sosial dan lingkungan sebesar Rp3,32 miliar. Komposisi ini menegaskan peran IDSurvey sebagai penggerak ekonomi yang memberikan manfaat langsung bagi tenaga kerja, rantai pasok, dan penerimaan negara.

The economic value distributed in 2025 amounted to Rp6.58 trillion, an increase of 2.79% compared to the previous year. This distribution of economic value reflects the Company's commitment to allocating resources in a balanced manner to its key stakeholders. The largest allocation was directed to business partners and suppliers through operating costs of Rp3.26 trillion (49.5% of total distribution), followed by employees through the payment of salaries and benefits of Rp3.06 trillion (46.5%), a 9.73% increase from the previous year in line with the growth in the Group's workforce to 5,617 employees. The Company further distributed economic value to the state through tax payments of Rp231.12 billion, to shareholders and providers of capital through dividends and interest expense of Rp30.18 billion, and to the community through the implementation of social and environmental responsibility programs of Rp3.32 billion. This composition affirms IDSurvey's role as an economic driver that delivers direct benefits to the workforce, the supply chain, and state revenue.

Seiring dengan pertumbuhan nilai ekonomi yang dihasilkan yang melampaui laju distribusinya, nilai ekonomi yang ditahan pada tahun 2025 tercatat sebesar Rp1,35 triliun, meningkat 14,72% dibandingkan tahun sebelumnya sebesar Rp1,18 triliun.

In line with the growth in economic value generated exceeding the pace of its distribution, the economic value retained in 2025 amounted to Rp1.35 trillion, an increase of 14.72% compared to Rp1.18 trillion in the previous year.

Peningkatan ini mencerminkan kemampuan Perusahaan dalam menjaga keseimbangan antara pemenuhan kewajiban kepada para pemangku kepentingan dan penguatan kapasitas keuangan internal. Nilai ekonomi yang ditahan tersebut menjadi sumber pendanaan mandiri untuk mendukung investasi, memperkuat ketahanan finansial, serta membiayai pengembangan usaha jangka panjang dalam cakupan *holding* IDSurvey. Perusahaan juga membukukan laba tahun berjalan sebesar Rp982,76 miliar, relatif stabil dibandingkan tahun sebelumnya sebesar Rp985,25 miliar, di tengah peningkatan skala operasi dan biaya seiring konsolidasi penuh struktur *holding*.

This increase reflects the Company's ability to maintain a balance between fulfilling its obligations to stakeholders and strengthening its internal financial capacity. This retained economic value serves as a source of self-funding to support investment, strengthen financial resilience, and finance long-term business development within the IDSurvey holding scope. The Company also booked a net profit for the year of Rp982.76 billion, relatively stable compared to Rp985.25 billion in the previous year, amid the increased scale of operations and costs following the full consolidation of the holding structure.

(Juta Rupiah)
(Millions of Rupiah)

No	Uraian *Description*	2025	2024	2023
1	Total Aset *Total Assets*	10.604.658,77	Rp3.035.557.60	Rp2.875.422.50
2	Aset Tetap Fixed Assets	3.236.681,62	Rp9.909.046.80	Rp8.701.166.50
3	Kredit/Pembiayaan Bank *Bank Loans/Financing*	-	-	-
4	Pendapatan Operasional *Operating Revenue*	896.525,21	971.072,43	709.561,54

Pada tahun 2025, posisi keuangan IDSurvey semakin kuat, tercermin dari total aset yang tumbuh 7,02% menjadi Rp10,60 triliun dari Rp9,91 triliun pada tahun 2024, terutama ditopang kenaikan piutang usaha dan pendapatan yang akan diterima sejalan dengan bertambahnya volume kontrak layanan. Aset tetap bersih juga meningkat 6,63% menjadi Rp3,24 triliun, didorong investasi pada peralatan operasi, mesin, dan fasilitas laboratorium yang menjadi tulang punggung layanan. Sepanjang tahun, Perusahaan tidak memiliki saldo kredit atau pembiayaan bank yang ditarik (Rp0), konsisten dengan tahun 2024, karena seluruh kegiatan operasional dan investasi dibiayai dari sumber internal di mana ini mencerminkan ketahanan finansial dan profil risiko yang sehat, serta menjadi fondasi yang kokoh bagi keberlanjutan operasional dan pengembangan usaha dalam cakupan *holding* IDSurvey ke depan.

In 2025, IDSurvey's financial position grew stronger, reflected in total assets that grew 7.02% to Rp10.60 trillion from Rp9.91 trillion in 2024, primarily supported by increases in trade receivables and accrued revenue in line with the rising volume of service contracts. Net fixed assets also increased 6.63% to Rp3.24 trillion, driven by investments in operating equipment, machinery, and laboratory facilities that form the backbone of the Company's services. Throughout the year, the Company had no drawn bank credit or financing balances (Rp0), consistent with 2024, as all operational and investment activities were financed from internal sources which reflecting financial resilience and a sound risk profile, and serving as a solid foundation for operational sustainability and business development within the IDSurvey holding scope going forward.

Dari sisi profitabilitas, laba usaha tahun 2025 tercatat sebesar Rp896,53 miliar, atau menurun 7,68% dibandingkan Rp971,07 miliar pada tahun 2024. Penurunan ini terjadi di tengah pertumbuhan pendapatan usaha sebesar 5,43%, seiring kenaikan beban pokok pendapatan serta beban umum dan administrasi sebagai konsekuensi konsolidasi penuh struktur *holding*. Meskipun demikian, Perusahaan berkomitmen untuk terus mengoptimalkan efisiensi operasional dan produktivitas layanan guna menjaga profitabilitas seiring bertambahnya skala usaha.

In terms of profitability, operating profit in 2025 was recorded at Rp896.53 billion, a decrease of 7.68% compared to Rp971.07 billion in 2024. This decline occurred amid operating revenue growth of 5.43%, in line with the rise in cost of revenue as well as general and administrative expenses as a consequence of the full consolidation of the holding structure. Nevertheless, the Company remains committed to continuously optimizing operational efficiency and service productivity to maintain profitability as its business scale expands.

Perbandingan Target dan Kinerja Keuangan

Comparison of Financial Targets and Performance

[OJK F.2]

(Juta Rupiah)

(Millions of Rupiah)

Uraian *Description*	2025		2024		2023	
	Target	Realisasi *Realization*	Target	Realisasi *Realization*	Target	Realisasi *Realization*
Pendapatan *Revenues*	7.453.826,88	7.524.279,80	7.146.755,60	7.136.669,82	6.513.598,35	5.913.103,08
Beban Pokok Penjualan *Cost of Revenues*	5.236.522,71	5.376.730,77	4.995.048,39	4.993.426,78	4.538.128,94	4.145.941,19
Laba Tahun Berjalan *Profit for the Year*	970.000,00	982.761,99	940.438,66	985.253,70	865.304,01	783.557,82
Jumlah Aset *Total Assets*	10.210.327,47	10.604.658,77	9.569.428,22	9.909.046,83	9.054.847,63	8.701.166,50
Jumlah Liabilitas *Total Liabilities*	2.271.438,88	2.732.795,73	1.989.542,74	2.394.115,07	2.109.526,01	1.965.890,55
Jumlah Ekuitas *Total Equity*	7.938.888,59	7.871.863,04	7.579.885,48	7.514.931,76	6.945.321,63	6.735.275,96

Kontribusi kepada Negara melalui Pajak

Contribution to the State through Taxes

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

Sebagai bentuk ketaatan dan tanggung jawab penuh dalam memenuhi regulasi negara, Perusahaan berkomitmen untuk menjalankan seluruh kewajiban perpajakannya secara konsisten. Perseroan senantiasa memastikan penyetoran Pajak Penghasilan (PPh) Badan, Pajak Pertambahan Nilai (PPN), serta Pajak Bumi dan Bangunan (PBB) dilakukan secara tepat waktu sesuai dengan peraturan yang berlaku. Hal ini merupakan bukti nyata partisipasi IDSurvey dalam menyokong pendapatan negara.

Selain memenuhi tanggung jawab pribadinya sebagai Wajib Pajak, IDSurvey juga berperan aktif sebagai Pemotong Pajak dengan melakukan pemotongan dan penyetoran pajak atas setiap objek yang dikenai pajak berdasarkan ketentuan perundang-undangan.

As a form of full compliance and responsibility in meeting state regulations, the Company is committed to consistently carrying out all its tax obligations. The Corporation ensures that the payment of Corporate Income Tax (PPh Badan), Value Added Tax (PPN), and Land and Building Tax (PBB) is conducted in a timely manner according to applicable tax regulations. This is a tangible manifestation of IDSurvey's contribution to supporting national revenue.

In addition to fulfilling its individual responsibilities as a Taxpayer, IDSurvey also plays an active role as a Tax Withholder by deducting and remitting taxes on every taxable object based on statutory provisions.

Peran ini mencakup pengelolaan berbagai objek pajak, mulai dari PPh Pasal 4 ayat 2, PPh Pasal 21 atas penghasilan yang diterima wajib pajak orang pribadi, hingga PPh Pasal 23 atas penghasilan yang diterima oleh wajib pajak badan.

This role includes the management of various tax objects, ranging from Income Tax (PPh) Article 4 Clause 2, Income Tax (PPh) Article 21 on income received by individual taxpayers, to Income Tax (PPh) Article 23 on income received by corporate taxpayers.

Pajak merupakan wujud kontribusi langsung IDSurvey dalam mendorong pembangunan ekonomi nasional. Oleh karena itu, IDSurvey senantiasa patuh terhadap seluruh regulasi perpajakan yang berlaku dalam memenuhi kewajiban pembayaran pajak tahunan kepada negara, yang berlandaskan pada Undang-Undang Nomor 28 Tahun 2007 tentang Ketentuan Umum dan Tata Cara Perpajakan (KUP), Undang-Undang Nomor 36 Tahun 2008 tentang Pajak Penghasilan, serta Undang-Undang Nomor 7 Tahun 2021 tentang Harmonisasi Peraturan Perpajakan. [GRI 207-1]

Tax serves as a form of IDSurvey's direct contribution to driving national economic development. Consequently, IDSurvey consistently complies with all applicable tax regulations in fulfilling its annual tax payment obligations to the state, based on Law No. 28 of 2007 concerning General Provisions and Tax Procedures (KUP), Law No. 36 of 2008 concerning Income Tax, and Law No. 7 of 2021 concerning the Harmonization of Tax Regulations. [GRI 207-1]

Sebagai bagian dari komitmen tersebut, IDSurvey juga menerapkan beberapa pendekatan strategis dalam mengelola kewajiban pajaknya. Hal ini mencakup pemanfaatan fasilitas perpajakan yang disediakan oleh Pemerintah melalui Direktorat Jenderal Pajak (DJP) dengan memastikan seluruh kriteria formal terpenuhi, serta melakukan upaya preventif untuk menghindari pelanggaran peraturan perpajakan guna mengeliminasi segala risiko hukum maupun finansial di masa mendatang. [GRI 3-3]

As part of this commitment, IDSurvey also implements several strategic approaches to managing its tax obligations. This includes utilizing tax facilities provided by the Government through the Directorate General of Taxes (DJP) by ensuring all formal criteria are met, as well as undertaking preventive efforts to avoid violations of tax regulations to eliminate any legal or financial risks in the future. [GRI 3-3]

Tanggung jawab pengelolaan pajak di IDSurvey berada di bawah pengawasan Divisi Akuntansi Keuangan dan Pajak. Fokus utama dari struktur ini adalah untuk memastikan bahwa seluruh kewajiban perpajakan dikelola secara profesional, terencana, dan selaras dengan regulasi yang berlaku. Departemen ini memegang peran sentral dalam mengoordinasikan aktivitas perbendaharaan, penagihan, pendanaan, dan asuransi, serta bertanggung jawab atas pencatatan transaksi keuangan, analisis efisiensi biaya, dan penyediaan laporan berbasis data guna mendukung pengambilan keputusan strategis dalam cakupan *holding* IDSurvey.

The responsibility for tax management at IDSurvey is under the supervision of the Financial Accounting and Tax Division. The primary focus of this structure is to ensure that all tax obligations are managed professionally, systematically, and in alignment with applicable regulations. This department plays a central role in coordinating treasury, billing, funding, and insurance activities, and is responsible for recording financial transactions, analyzing cost efficiency, and providing data-driven reports to support strategic decision-making within the IDSurvey holding scope.

Selaras dengan sistem perpajakan di Indonesia, IDSurvey menerapkan mekanisme self-assessment dalam pelaporan pajaknya, di mana otoritas pajak memiliki kewenangan untuk meninjau nilai pajak dalam kurun waktu yang ditetapkan. Untuk menjaga kepatuhan yang berkelanjutan, perusahaan menerapkan pengendalian internal yang ketat serta evaluasi berkala terhadap kebijakan perpajakan. Langkah ini diambil untuk memastikan seluruh kewajiban dihitung, dibayar, dan dilaporkan secara tepat waktu, sekaligus mendukung pengelolaan keuangan yang sehat dan akuntabel. [GRI 207-2] [GRI 207-3]

In line with the Indonesian tax system, IDSurvey applies a self-assessment mechanism in its tax reporting, where tax authorities have the power to review tax values within a specified period. To maintain sustainable compliance, the company implements strict internal controls and periodic evaluations of tax policies. These steps are taken to ensure all obligations are calculated, paid, and reported on time, while simultaneously supporting healthy and accountable financial management. [GRI 207-2] [GRI 207-3]

Pengungkapan Pajak
Tax Disclosure
[GRI 207-4]

Sepanjang tahun 2025, kontribusi pajak IDSurvey kepada negara terus menguat. Pajak Penghasilan Badan yang dibayarkan secara kas mencapai Rp306,41 miliar, meningkat 29,8% dari Rp236,10 miliar pada 2024 dan melanjutkan tren kenaikan dari Rp178,81 miliar pada 2023. Dalam tiga tahun terakhir, setoran pajak penghasilan tunai Perusahaan tumbuh lebih dari 71%, mencerminkan ekspansi kinerja operasional dan pertumbuhan penerimaan usaha yang berkelanjutan.

Throughout 2025, IDSurvey's tax contribution to the state continued to strengthen. Corporate income tax paid on a cash basis reached IDR 306.41 billion, up 29.8% from IDR 236.10 billion in 2024 and extending the upward trend from IDR 178.81 billion in 2023. Over the past three years, the Company's cash income tax payments have grown by more than 71%, reflecting the expansion of its operational performance and sustained growth in business revenue.

Beban pajak penghasilan tercatat sebesar Rp216,47 miliar pada 2025 (2024: Rp298,16 miliar; 2023: Rp253,59 miliar). Pada tahun berjalan, jumlah pajak yang dibayarkan secara kas melampaui beban pajak periode berjalan, seiring penyelesaian kewajiban perpajakan Perusahaan secara tepat waktu. Hal ini tercermin pada penurunan saldo utang pajak akhir tahun menjadi Rp117,55 miliar, yang menunjukkan disiplin Perusahaan dalam melunasi kewajiban perpajakannya.

Income tax expense stood at IDR 216.47 billion in 2025 (2024: IDR 298.16 billion; 2023: IDR 253.59 billion). During the year, cash tax paid exceeded the current-period tax expense, in line with the timely settlement of the Company's tax obligations. This is reflected in the decline of the year-end tax payable balance to IDR 117.55 billion, demonstrating the Company's discipline in settling its tax liabilities.

Perusahaan terus mempertahankan rekam jejak kepatuhan yang bersih tanpa kendala hukum di bidang perpajakan sepanjang tahun. Konsistensi setoran yang meningkat, pengelolaan utang pajak yang sehat, serta pemenuhan kewajiban secara transparan menegaskan komitmen Perusahaan sebagai kontributor penerimaan negara yang andal dan pendukung pembangunan nasional yang berkelanjutan.

The Company continues to maintain a clean compliance record with no legal issues in taxation throughout the year. Consistently rising payments, healthy management of tax payables, and transparent fulfillment of obligations affirm the Company's commitment as a reliable contributor to state revenue and a supporter of sustainable national development.

(Juta Rupiah)
(Millions of Rupiah)

Deskripsi *Description*	2025	2024	2023
Beban Pajak Penghasilan *Income Tax Liability*	216,473.97	298,158.45	253,592.24
Pajak Penghasilan Dibayar *Income Tax Paid*	306,414.12	236,101.02	178,807.28
Utang Pajak *Tax Debt*	117,545.6	163,259.29	142,749.84
Jumlah *Total*	**Rp640.434**	**Rp697.519**	**Rp575.149**

Catatan:
- *Angka mengacu pada Laporan Keuangan Konsolidasian IDSurvey.
- *Pengungkapan berfokus pada pajak yang ditanggung Perusahaan, terutama PPh Badan. Pajak yang dipungut/dipotong dan diteruskan atas nama pihak lain seperti PPN, PPh Pasal 21, PPh Pasal 23/26.
- *PPh Dibayar atas dasar kas (sesuai GRI 207-4); Beban Pajak atas dasar akrual (laba rugi); Utang Pajak adalah saldo neraca akhir tahun.
- *Perubahan cakupan pelaporan pada laporan ini menyebabkan ketidakbandingan dengan total pajak tahun sebelumnya yang masih memuat PPN.

Notes:
- *Figures refer to IDSurvey's Consolidated Financial Statements.
- *The disclosure focuses on taxes borne by the Company, principally corporate income tax (CIT). Taxes collected/withheld and remitted on behalf of other parties such as VAT, Article 21 withholding tax (PPh 21), and Article 23/26 withholding tax (PPh 23/26), are excluded.
- *Income tax paid is presented on a cash basis (in accordance with GRI 207-4); tax expense is on an accrual basis (profit or loss); tax payable is the year-end balance sheet figure.
- *The change in reporting scope in this report results in non-comparability with the prior year's total tax, which still included VAT.

Dampak Ekonomi Tidak Langsung

Indirect Economic Impact

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

Selain menghasilkan nilai ekonomi secara langsung, kegiatan operasional IDSurvey memberikan dampak ekonomi tidak langsung yang signifikan bagi masyarakat dan wilayah di sekitar area kerja. Melalui penyediaan jasa survei, inspeksi, dan sertifikasi di berbagai sektor, perusahaan berperan aktif dalam memperkuat aktivitas ekonomi lokal, meningkatkan kapasitas usaha, serta memberdayakan masyarakat melalui inisiatif yang inklusif dan berkelanjutan.

IDSurvey berkomitmen untuk memastikan bahwa setiap kegiatan operasional dan program tanggung jawab sosialnya memberikan manfaat jangka panjang. Hal ini diwujudkan melalui pelibatan tenaga kerja lokal, pengembangan kompetensi, serta dukungan terhadap inklusi dan literasi ekonomi. Dengan mengintegrasikan strategi bisnis dan program pemberdayaan, IDSurvey tidak hanya berfokus pada pencapaian kinerja yang optimal, tetapi juga berdedikasi untuk menciptakan nilai tambah yang bertanggung jawab bagi para pemangku kepentingan sejalan dengan prinsip pembangunan ekonomi nasional.

Sepanjang tahun 2025, IDSurvey telah melakukan berbagai kontribusi sosial dan ekonomi yang dihasilkan dari kegiatan operasional perusahaan, melalui dua pendekatan untuk memastikan bahwa cakupan dampak dapat terasa lebih luas dan efektif:

1. Program kolaborasi terintegrasi yang melibatkan sinergi antara tiga entitas anggotanya, yaitu PT BKI, PT SCI, dan PT SI. Program kolaborasi ini difokuskan pada inisiatif berskala besar yang menggabungkan keahlian unik dari masing-masing entitas guna memberikan solusi berkelanjutan terhadap isu-isu nasional, seperti pelestarian lingkungan hidup dan penguatan infrastruktur sosial di wilayah strategis.
2. Masing-masing entitas tetap menjalankan program TJSL mandiri yang disesuaikan dengan karakteristik bisnis dan kebutuhan masyarakat di sekitar wilayah operasional spesifik mereka.

Beyond generating direct economic value, IDSurvey's operational activities provide significant indirect economic impacts for communities and regions surrounding its work areas. Through the provision of survey, inspection, and certification services across various sectors, the company plays an active role in strengthening local economic activities, enhancing business capacity, and empowering communities through inclusive and sustainable initiatives.

IDSurvey is committed to ensuring that every operational activity and social responsibility program delivers long-term benefits. This is achieved through the involvement of local labor, competency development, and support for economic inclusion and literacy. By integrating business strategies with empowerment programs, IDSurvey focuses not only on achieving optimal performance but is also dedicated to creating responsible added value for stakeholders, in line with the principles of national economic development.

Throughout 2025, IDSurvey has made various social and economic contributions resulting from the company's operational activities, utilizing two approaches to ensure that the scope of impact is felt more broadly and effectively:

1. Integrated collaborative programs involving synergy between its three member entities, namely PT BKI, PT SCI, dan PT SI. These collaborative programs are focused on large-scale initiatives that combine the unique expertise of each entity to provide sustainable solutions to national issues, such as environmental conservation and the strengthening of social infrastructure in strategic regions.
2. Independent CSER programs continued by each entity, tailored to their specific business characteristics and the needs of the communities surrounding their respective operational areas.

Program Kolaborasi TJSL IDSurvey 2025
IDSurvey CSER Collaboration Program 2025

Deskripsi Program *Program Description*	Dampak Ekonomi Tidak Langsung *Indirect Economic Impact*



Beasiswa Indonesia Emas IDSurvey
Indonesia Emas IDSurvey Scholarship

Pemberian Beasiswa kepada mahasiswa di berbagai Universitas dalam mempersiapkan calon-calon entrepreneur generasi muda dan profesional yang siap mengaplikasikan bidang ilmu yang dipelajari dalam mendukung bisnis inti perusahaan di masa yang akan datang

The provision of scholarships to university students across various institutions to prepare future young entrepreneurs and professionals who are ready to apply their fields of study in lantaisupport of the company's core business in the future.

- Memberikan kesempatan keberlangsungan pendidikan kepada mahasiswa berprestasi dan tidak mampu
- Kolaborasi dengan melakukan inkubator bisnis kepada mahasiswa untuk mendukung program Pengembangan UMK Naik Kelas

- *Providing opportunities for educational continuity to high-achieving and underprivileged students.*
- *Collaboration through business incubators for students to support the "UMK Naik Kelas" (Upgrading SMEs) Development Program.*



UMKM Naik Kelas
Upgrading SMEs Class

Upaya strategis IDSurvey untuk mendorong transformasi UMK Naik Kelas dengan pemberian fundamental kepada para pelaku UMK Binaan dari seluruh perusahaan IDSurvey Grup seperti aspek literasi keuangan, penguatan daya saing melalui strategi keberlanjutan (sustainability) dan pemanfaatan teknologi digital.

IDSurvey's strategic initiative to drive the transformation of Upgrading SMEs (UMK Naik Kelas) by providing foundational business knowledge to foster Small and Medium Enterprises (SMEs) across the IDSurvey Group. This includes aspects such as financial literacy, strengthening competitiveness through sustainability strategies, and the utilization of digital technology.

- Meningkatnya jumlah UMK yang siap dan memenuhi syarat untuk mendapatkan sertifikasi produk (seperti Sertifikasi Halal, SNI, atau TKDN).
- Memperkuat posisi perusahaan sebagai mitra strategis pemerintah dalam jasa sertifikasi.

- *An increasing number of SMEs that are ready and eligible to obtain product certifications (such as Halal Certification, SNI, or TKDN).*
- *Strengthening the company's position as a strategic partner to the government in certification services.*

Deskripsi Program *Program Description*	**Dampak Ekonomi Tidak Langsung** *Indirect Economic Impact*



Konservasi Suaka Margasatwa Pulau Rambut
Pulau Rambut Wildlife Reserve Conservation

Upaya mendukung kelestarian ekosistem di Wilayah Konservasi Suaka Margasatwa (SM) Pulau Rambut yang terdiri dari Kawasan hutan *mangrove* dan habitat burung bangau bluwok yang merupakan salah satu fauna berstatus endangered melalui kegiatan pengurangan & penanganan sampah yang masuk ke kawasan pulau.

Efforts to support ecosystem sustainability in the Pulau Rambut Wildlife Reserve (WR) Conservation Area, which consists of mangrove forests and the habitat of the Milky Stork, a species currently classified as endangered, through activities focused on reducing and managing waste entering the island area.

- Penurunan volume sampah yang masuk ke Kawasan konservasi
- Peningkatan kualitas tanah di Kawasan konservasi karena tidak ada lagi penumpukan sampah
- Peningkatan aktivitas pengelolaan sampah di masyarakat sekitar pulau
- Keterlibatan jasa penyusunan skema plastic credit yang dapat dilakukan

- *Reduction in the volume of waste entering the conservation area.*
- *Improvement in soil quality within the conservation area due to the elimination of waste accumulation.*
- *Increased waste management activities among the communities surrounding the island.*
- *Involvement in the development of implementable plastic credit schemes.*

Program TJSL Anggota IDSurvey 2025
IDSurvey Member CSER Program 2025

Deskripsi Program
Program Description

Dampak Ekonomi Tidak Langsung
Indirect Economic Impact



Sertifikasi Juru Las
Welder Certification

Program penguatan kompetensi SDM produktif di industri maritim melalui sertifikasi juru las berstandar BKI (nasional) dan internasional.

A program to strengthen the competency of productive human resources in the maritime industry through BKI-standard welder certification, recognized both nationally and internationally.

- Meningkatkan daya tawar dan potensi pendapatan tenaga kerja lokal di pasar kerja maritim global.
- Mendukung efisiensi biaya perawatan dan konstruksi kapal nasional melalui standarisasi kualitas tenaga kerja.

- *Enhancing the bargaining power and income potential of local labor within the global maritime job market.*
- *Supporting cost efficiency in national ship maintenance and construction through the standardization of labor quality.*

Deskripsi Program *Program Description*	**Dampak Ekonomi Tidak Langsung** *Indirect Economic Impact*



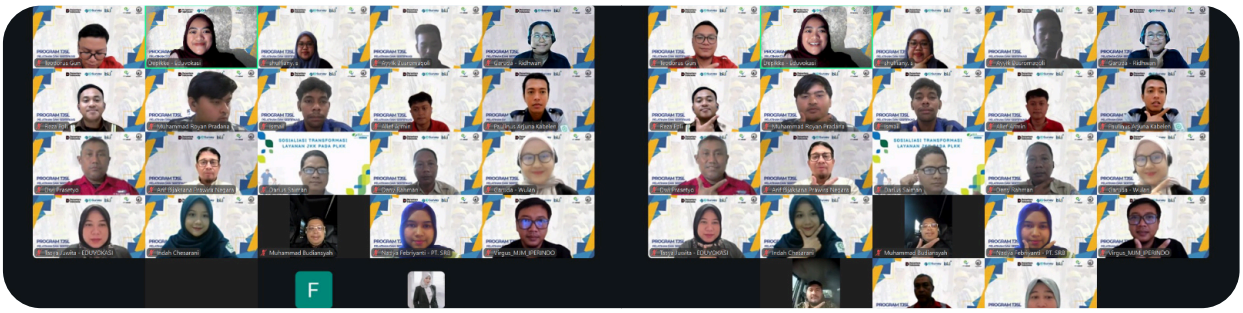
Sertifikasi IKM Komponen Kapal
SME Ship Component Certification

Inisiatif untuk meningkatkan daya saing industri maritim lokal dengan memastikan produk IKM komponen kapal memiliki sertifikasi standar BKI (Type Approval/Product Approval).

An initiative to boost the competitiveness of the local maritime industry by ensuring that SME ship component products achieve BKI standard certification (Type Approval/Product Approval).

- Memperkuat rantai pasok maritim nasional dan meningkatkan penyerapan Tingkat Komponen Dalam Negeri (TKDN).
- Mengurangi ketergantungan terhadap komponen impor, sehingga memperkuat stabilitas ekonomi industri manufaktur lokal.

- *Strengthening the national maritime supply chain and increasing the absorption of the Domestic Component Level (TKDN).*
- *Reducing dependence on imported components, thereby bolstering the economic stability of the local manufacturing industry.*



Pelatihan AK3 Umum
General OHS Expert Training

Program pelatihan sertifikasi Ahli K3 Umum untuk meningkatkan budaya keselamatan kerja dan keberlanjutan operasional di sektor industri.

A certification training program for General Occupational Health and Safety (OHS) Experts aimed at improving safety culture and operational sustainability across the industrial sector.

- Mengurangi risiko kerugian ekonomi perusahaan dan masyarakat akibat kecelakaan kerja.
- Meningkatkan produktivitas dan efisiensi operasional industri secara makro melalui lingkungan kerja yang lebih aman.

- Reducing the risk of economic losses for both companies and the community resulting from workplace accidents.
- Enhancing macro-level industrial productivity and operational efficiency through a safer work environment.

SUCOFINDO

Deskripsi Program *Program Description*	Dampak Ekonomi Tidak Langsung *Indirect Economic Impact*



Program Instalasi Pengolahan Air Limbah (IPAL)
Wastewater Treatment Plant Installation Program

Pembangunan infrastruktur IPAL domestik untuk 13 rumah tangga guna mengurangi pencemaran air dan meningkatkan edukasi masyarakat mengenai pengelolaan limbah.

Construction of domestic IPAL infrastructure for 13 households to reduce water pollution and improve community education regarding waste management.

- Meningkatkan produktivitas ekonomi masyarakat melalui perbaikan kualitas kesehatan lingkungan dan penurunan biaya pengobatan akibat penyakit berbasis air.
- Menciptakan peluang usaha lokal berbasis lingkungan di sekitar wilayah pembuangan yang lebih bersih.

- *Enhancing community economic productivity through improved environmental health and reduced medical costs related to waterborne diseases.*
- *Creating local environment-based business opportunities in cleaner discharge areas.*

Deskripsi Program *Program Description*	**Dampak Ekonomi Tidak Langsung** *Indirect Economic Impact*



Sertifikasi Halal UMKM
SME Halal Certification

Pendampingan proses sertifikasi halal bagi 250 UMKM yang mencakup bantuan biaya, pemahaman regulasi, dan penyusunan dokumen sistem halal sederhana.

Mentorship for the halal certification process for 250 SMEs, including financial assistance, regulatory understanding, and the preparation of simplified halal system documentation.

- Memperluas akses pasar dan daya saing produk UMKM di tingkat nasional maupun internasional yang memerlukan kepastian status halal.
- Meningkatkan potensi pendapatan dan omzet pelaku usaha melalui peningkatan kepercayaan serta loyalitas konsumen.

- *Expanding market access and product competitiveness for SMEs at national and international levels requires verified halal status.*
- *Increasing potential revenue and turnover for business owners through enhanced consumer trust and loyalty.*



Pelatihan HACCP & GMP
HACCP & GMP Training

Program pelatihan standar keamanan pangan (HACCP & GMP) bagi 120 UMKM untuk meningkatkan kualitas operasional dan meminimalisir risiko kontaminasi produk.

Food safety standard training (HACCP & GMP) for 120 SMEs to improve operational quality and minimize product contamination risks.

- Mengurangi potensi kerugian finansial pelaku usaha akibat produk rusak atau penarikan barang dari pasar (product recall).
- Mendorong standarisasi kualitas industri pangan lokal agar mampu terintegrasi dalam rantai pasok ritel modern.

- *Reducing potential financial losses for business owners caused by damaged products or product recalls.*
- *Driving the quality standardization of the local food industry to enable integration into modern retail supply chains.*

Deskripsi Program *Program Description*	Dampak Ekonomi Tidak Langsung *Indirect Economic Impact*



Pelatihan Penyelia Halal
Halal Supervisor Training

Pelatihan kompetensi bagi 25 peserta untuk memahami Sistem Jaminan Produk Halal (SJPH) serta tugas dan tanggung jawab sebagai penyelia di perusahaan.

Competency training for 25 participants to understand the Halal Product Assurance System (SJPH) and the duties and responsibilities of a supervisor within a company.

- Menciptakan tenaga kerja ahli yang kompeten di bidang industri halal, yang berkontribusi pada efisiensi proses sertifikasi perusahaan.
- Mendorong pertumbuhan ekosistem industri halal nasional melalui ketersediaan sumber daya manusia yang terspesialisasi.

- *Creating a competent, expert workforce in the halal industry, contributes to the efficiency of corporate certification processes.*
- *Fostering the growth of the national halal industry ecosystem through the availability of specialized human resources.*

SURVEYOR INDONESIA

Deskripsi Program *Program Description*	**Dampak Ekonomi Tidak Langsung** *Indirect Economic Impact*



Konsultasi Sertifikasi Halal
Halal Certification Consultancy

Program pendampingan sertifikasi halal bagi 10 UMKM bersama PLN Surabaya dan 4 UMKM mitra binaan PTSI untuk meningkatkan kesiapan sertifikasi.

A mentorship program for halal certification for 10 SMEs in collaboration with PLN Surabaya and 4 PTSI-fostered SMEs to enhance certification readiness.

- Meningkatkan pendapatan UMKM melalui perluasan akses pasar ke segmen konsumen yang memprioritaskan produk halal di tingkat lokal dan nasional.
- Mendorong pertumbuhan ekosistem rantai pasok halal yang lebih kompetitif dan profesional di tingkat daerah.

- *Boosting SME revenue by expanding market access to consumer segments prioritizing halal products at both local and national levels.*
- *Driving the growth of a more competitive and professional halal supply chain ecosystem at the regional level.*

Deskripsi Program *Program Description*	Dampak Ekonomi Tidak Langsung *Indirect Economic Impact*



Fasilitas Air Bersih
Clean Water Facilities

Penyediaan infrastruktur air bersih untuk 500 warga di Desa Mataram dan Desa Sukarame, Pandeglang untuk meningkatkan kualitas kesehatan masyarakat.

Provision of clean water infrastructure for 500 residents in Mataram Village and Sukarame Village, Pandeglang, to improve community health quality.

- Meningkatkan efisiensi ekonomi rumah tangga melalui pengurangan biaya pengeluaran untuk pembelian air bersih dan biaya pengobatan akibat penyakit lingkungan.
- Meningkatkan produktivitas waktu masyarakat yang sebelumnya dialokasikan untuk mencari sumber air bersih.

- *Improving household economic efficiency by reducing expenditures on clean water purchases and medical costs for environment-related illnesses.*
- *Increasing community productivity by saving time previously spent fetching clean water.*



Carbon Credit Pilot Project
Carbon Credit Pilot Project

Program penanaman 1.000 bibit *mangrove* dan kerja sama perhitungan estimasi serapan karbon dengan Universitas Soedirman sebagai proyek percontohan carbon credit.

A program involving the planting of 1,000 mangrove seedlings and collaboration with Universitas Soedirman for estimated carbon sequestration calculations as a carbon credit pilot project.

- Menciptakan peluang ekonomi baru melalui pengembangan potensi pasar karbon sukarela bagi masyarakat pengelola kawasan pesisir.
- Melindungi aset ekonomi masyarakat pesisir dari dampak kerusakan lingkungan dan abrasi melalui restorasi ekosistem *mangrove* yang berkelanjutan.

- *Creating new economic opportunities through the development of the voluntary carbon market potential for communities managing coastal areas.*
- *Protecting the economic assets of coastal communities from the impacts of environmental damage and abrasion through sustainable mangrove ecosystem restoration.*

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]

Sebagai perusahaan *strategic holding* yang menaungi industri *Testing, Inspection, Certification, Consultation, and Classification* (TICCC) di Indonesia, IDSurvey menyadari bahwa perubahan iklim merupakan faktor eksternal yang memiliki implikasi signifikan terhadap kelangsungan bisnis, baik secara langsung maupun tidak langsung. Perubahan iklim tidak hanya memengaruhi kondisi operasional dan rantai pasok, tetapi juga mengubah lanskap permintaan pasar dan regulasi yang secara langsung membentuk arah pertumbuhan industri TICCC secara global. Otoritas Jasa Keuangan (OJK) menegaskan bahwa mitigasi risiko iklim kini bukan lagi praktik sukarela, melainkan kewajiban bagi industri jasa keuangan dan dunia usaha nasional. Melalui Climate Risk Management Strategy (CRMS) 2024 dan Climate Risk Stress Testing (CRST), OJK memandang risiko transisi dan risiko fisik iklim sebagai faktor fundamental yang harus diinternalisasikan ke dalam strategi bisnis. Dalam kerangka tersebut, IDSurvey mulai mengklasifikasikan risiko dan peluang iklim sebagai bagian dari strategi mitigasi dan adaptasi terhadap perubahan iklim terhadap keberlangsungan operasional perusahaan.

As a strategic holding company overseeing the Testing, Inspection, Certification, Consultation, and Classification (TICCC) industry in Indonesia, IDSurvey recognizes that climate change is an external factor with significant implications for business continuity, both directly and indirectly. Climate change not only affects operational conditions and supply chains, but also reshapes the demand landscape and regulatory environment that directly influence the direction of TICCC industry growth globally.
The Financial Services Authority (OJK) emphasizes that climate risk mitigation is no longer a voluntary practice, but a mandatory obligation for the financial services industry and the national business sector. Through the 2024 Climate Risk Management Strategy (CRMS) and Climate Risk Stress Testing (CRST), OJK views transition risks and physical climate risks as fundamental factors that must be internalized into business strategies. Within this framework, IDSurvey has begun classifying climate risks and opportunities as part of its climate change mitigation and adaptation strategy toward the company's operational sustainability.

Pemetaan Risiko Iklim

Climate Risk Mapping

Kategori Risiko *Risk Category*	**Jenis Risiko** *Risk Type*	**Uraian Risiko & Dampak Finansial** *Risk Description & Financial Impact*	**Jangka Waktu** *Time Horizon*	**Strategi Mitigasi IDSurvey** *IDSurvey Mitigation Strategy*
Risiko Fisik Physical Risks	Risiko Akut: Cuaca Ekstrem	Cuaca ekstrem (banjir, badai, gelombang panas) berpotensi menghambat mobilisasi personil inspeksi dan sertifikasi ke berbagai titik layanan IDSurvey yang tersebar di seluruh kepulauan Indonesia, terutama di wilayah pesisir dan kawasan industri terpencil. Potensi dampak finansial: peningkatan biaya mobilisasi, keterlambatan penyelesaian pekerjaan, dan risiko penalti kontrak.	Jangka Pendek - Menengah (1–5 tahun)	• Pengembangan layanan survey dan inspeksi jarak jauh (*remote survey & inspection*) & *e-operation* • Rencana kontingensi operasional di setiap wilayah.

Kategori Risiko *Risk Category*	**Jenis Risiko** *Risk Type*	**Uraian Risiko & Dampak Finansial** *Risk Description & Financial Impact*	**Jangka Waktu** *Time Horizon*	**Strategi Mitigasi IDSurvey** *IDSurvey Mitigation Strategy*
	Acute Risk: Extreme Weather	*Extreme weather (floods, storms, heatwaves) has the potential to hinder the mobilization of inspection and certification personnel to various IDSurvey service points spread across the Indonesian archipelago, particularly in coastal areas and remote industrial zones.* *Potential financial impact: Increased mobilization costs, delays in work completion, and risk of contract penalties.*	*Short - Medium Term (1–5 years)*	• *Developing remote survey and inspection services & e-operations* • *Operational contingency plans in each region*
	Risiko Kronis: Perubahan Pola Sumber Daya Alam	Semakin terbatasnya cadangan Minerba dan Migas nasional secara bertahap mengurangi volume kegiatan TICCC untuk sektor pertambangan dan layanan sektor migas yang menjadi basis pendapatan IDSurvey. Potensi dampak finansial: kontraksi struktural jangka panjang pada segmen yang saat ini menyumbang ~51% dari pendapatan operasi.	Jangka Panjang (5–10 tahun)	• Penguatan penetrasi pasar *domestic* dan *non-governrment*, Diversifikasi sektor layanan (domestik, *renewable energy*, ESG) • Penguatan pemasaran dan *customer engagement* • Strategi Go Global; ekspansi ke sektor mineral kritis (nikel, kobalt)
	Chronic Risk: Natural Resource Depletion	*The gradual depletion of national mineral, coal, and oil & gas reserves is progressively reducing the volume of TICCC activities in the mining sector and oil & gas services, which constitute the core revenue base of IDSurvey.* *Potential financial impact: Long-term structural contraction in segments that currently contribute ~51% of operating revenue.*	*Long Term (5–10 years)*	• *Go Global strategy: Strengthening domestic and non-government market penetration, Diversification of service sectors (domestic, renewable energy, ESG)* • *Strengthening marketing and customer engagement* • *Go Global strategy; expansion into critical minerals sectors (nickel, cobalt)*

Kategori Risiko *Risk Category*	**Jenis Risiko** *Risk Type*	**Uraian Risiko & Dampak Finansial** *Risk Description & Financial Impact*	**Jangka Waktu** *Time Horizon*	**Strategi Mitigasi IDSurvey** *IDSurvey Mitigation Strategy*
Risiko Transisi *Transition Risks*	Pasar & Teknologi	Penurunan permintaan batubara global diproyeksikan IEA sekitar 2,3% pada periode 2024–2026, sementara tren peak oil demand berpotensi menekan volume komoditas Migas dan Minerba yang menjadi objek pemastian IDSurvey. Sektor Migas & Minerba saat ini menyumbang ~51% dari total pendapatan operasi IDSurvey. Potensi dampak finansial: risiko penurunan pendapatan organik senilai Rp1,5–2,0 triliun dalam jangka menengah jika tidak didiversifikasi.	Jangka Menengah – Panjang (2–10 tahun)	• Diversifikasi portofolio ke sektor EBT, Transportasi & Logistik, Kesehatan, dan Teknologi sesuai RJPP • Target kontribusi non-sumber daya alam meningkat secara bertahap.
	Market & Technology	*The IEA projects a decline in global coal demand of approximately 2.3% for the 2024–2026 period while the peak oil demand trend has the potential to pressure the volume of Oil & Gas and Mineral & Coal commodities, which are the objects of IDSurvey's assurance services. The Oil & Gas and Minerals & Coal sectors currently contribute ~51% of IDSurvey's total operating revenue.* *Potential financial impact: Risk of an organic revenue decline valued at IDR 1.5–2.0 trillion in the medium term if diversification is not achieved.*	*Medium – Long Term (2–10 years)*	• *Portfolio diversification into NRE (New and Renewable Energy), Transportation & Logistics, Health, and Technology sectors in accordance with the RJPP (Long-Term Corporate Plan).* • *Targeting a gradual increase in contributions from non-natural resource sectors.*
	Volatilitas Harga Komoditas	Ketegangan geopolitik yang diperburuk oleh perubahan iklim (misalnya konflik Rusia–Ukraina, ketegangan Timur Tengah) mendorong volatilitas harga minyak hingga USD 90/barel, yang memengaruhi volume transaksi komoditas yang merupakan objek utama jasa inspeksi IDSurvey. Potensi dampak finansial: fluktuasi pendapatan segmen Migas & Minerba yang saat ini menyumbang ~51% dari total pendapatan.	Jangka Menengah – Panjang (2–10 tahun)	• Diversifikasi portofolio dan pelanggan; memperluas jangkauan ke 107 BUMN (saat ini baru ~38 yang dilayani); • Pengembangan model berulang (recurring) berbasis regulasi. • Mencari alternatif sumber daya

Kategori Risiko *Risk Category*	**Jenis Risiko** *Risk Type*	**Uraian Risiko & Dampak Finansial** *Risk Description & Financial Impact*	**Jangka Waktu** *Time Horizon*	**Strategi Mitigasi IDSurvey** *IDSurvey Mitigation Strategy*
	Commodity Price Volatility	*Geopolitical tensions exacerbated by climate change (e.g., the Russia–Ukraine conflict, Middle East tensions) drive oil price volatility up to USD 90/barrel, affecting commodity transaction volumes, which are the primary objects of IDSurvey's inspection services.* *Potential financial impact: Fluctuations in revenue from the Oil & Gas and Minerals & Coal segments, which currently contribute ~51% of total revenue.*	*Medium – Long Term (2–10 years)*	• *Portfolio and customer diversification; expanding reach to 107 SOEs (currently only ~38 are served).* • *Development of regulation-based recurring business models.* • *Identification of alternative resource options*
	Peningkatan Biaya	Ketegangan geopolitik yang diperburuk oleh perubahan iklim (misalnya konflik Rusia–Ukraina, ketegangan Timur Tengah) menyebabkan perubahan biaya transportasi dan layanan yang cukup signifikan.	Jangka Pendek - Menengah (1–5 tahun)	• Pengembangan digitalisasi proses bisnis • Pemanfaatan metode survey dan audit berbasis digital • Efisiensi operasional, Pembatasan hari kerja skema WFH • Kebijakan perjalanan dinas. • Diversifikasi rantai pasok/ vendor, penggunaan barang substitusi produksi nasional/setara
	Cost Increases	*Geopolitical tensions aggravated by climate change (such as the Russia–Ukraine conflict and instability in the Middle East) are driving substantial shifts in transportation and service costs.*	*Short - Medium Term (1–5 years)*	• *Business process digitalization* • *Implementation of digital-based survey and audit methodologies* • *Operational efficiency via WFH workdays restriction* • *Official travel policy enforcement* • *Supply chain and vendor diversification, leveraging domestic or equivalent substitute goods*

Perubahan iklim juga membuka peluang bisnis signifikan bagi IDSurvey. Bisnis bertema lingkungan dan sustainabilitas diidentifikasi sebagai salah satu peluang eksternal. Sejalan dengan agenda Asta Cita dan Rencana Pembangunan Jangka Menengah Nasional (RPJMN) 2025–2029, IDSurvey memiliki posisi strategis untuk mengambil peran sebagai penyedia TICCC independen pada sektor-sektor yang justru mendapatkan dorongan dari agenda transisi energi dan keberlanjutan.

Climate change also opens significant business opportunities for IDSurvey.Business themes related to the environment and sustainability are identified as one of the external opportunities. Aligned with the Asta Cita agenda and the National Medium-Term Development Plan (RPJMN) 2025–2029, IDSurvey is strategically positioned to play the role of an independent TICCC provider in sectors that are being propelled by the energy transition and sustainability agenda.

Pemetaan Peluang Bisnis Berbasis Iklim

Climate-Based Business Opportunity Mapping

Jenis Peluang *Opportunity Type*	**Uraian Peluang & Potensi Dampak** *Description & Potential Impact*	**Jangka Waktu** *Time Horizon*	**Respons Strategis IDSurvey** *IDSurvey Strategic Response*
Peluang Pasar Energi Baru & Terbarukan (EBT)	Target bauran EBT 19–23% pada 2030 dan 100% pembangkit EBT dalam 10 tahun (Asta Cita) membuka permintaan besar atas layanan TICCC untuk panel surya, turbin angin, sistem penyimpanan energi, dan *smart grid*. Pasar TICCC lingkungan di Indonesia diproyeksikan tumbuh dengan CAGR 10,4% (BCG).	Jangka Menengah – Panjang (2–10 tahun)	• Pengembangan kapabilitas TIC untuk EBT: sinergi PT BKI (green shipping), PT SCI (audit energi), PT SI (EV battery testing); • Kemitraan dengan pengembang proyek EBT.
New & Renewable Energy Market Opportunity	*The target for a New and Renewable Energy (NRE) mix of 19–23% by 2030 and 100% NRE power plants within 10 years (Asta Cita) is driving significant demand for TICCC services for solar panels, wind turbines, energy storage systems, and smart grids. Indonesia's environmental TICCC market is projected to grow with a CAGR of 10.4% (BCG).*	*Medium – Long Term (2–10 years)*	• *TIC capability development for EBT: synergies between PT BKI (green shipping), PT SCI (energy audit), and PT SI (EV battery testing).* • *Partnerships with EBT project developers.*
Peluang Pasar Kendaraan Listrik & Mineral Kritis	Pertumbuhan pasar EV global mendorong permintaan akan pengujian baterai (*EV battery testing*) dan sertifikasi komponen. Sektor nikel dan kobalt Indonesia justru mendapatkan momentum positif dari transisi energi, menciptakan segmen baru dalam portofolio Minerba IDSurvey.	Jangka Menengah (2–5 tahun)	• Pengembangan layanan EV battery testing (PT SI); • Ekspansi kapabilitas pengujian nikel dan logam kritis melalui Lab Central IDSurvey.
EV & Critical Minerals Market Opportunity	*Global EV market growth is driving demand for EV battery testing and component certification. Indonesia's nickel and cobalt sectors are gaining positive momentum from the energy transition, creating new segments within IDSurvey's Mineral & Coal portfolio.*	*Medium Term (2–5 years)*	• *Development of EV battery testing services (PT SI).* • *Expansion of testing capabilities for nickel and critical metals through the IDSurvey Central Lab.*

Jenis Peluang *Opportunity Type*	**Uraian Peluang & Potensi Dampak** *Description & Potential Impact*	**Jangka Waktu** *Time Horizon*	**Respons Strategis IDSurvey** *IDSurvey Strategic Response*
Peluang Pasar Green Shipping & Klasifikasi Maritim	Regulasi IMO terkait dekarbonisasi pelayaran (CII, EEXI) dan agenda green shipping global mendorong permintaan sertifikasi green shipping, inspeksi fasilitas energi terbarukan kapal, dan layanan Ballast Water Management (BWM). PT BKI sebagai satu-satunya badan klasifikasi nasional, berada di posisi strategis untuk menangkap peluang ini.	Jangka Menengah – Panjang (3–10 tahun)	• *Percepatan proses keanggotaan IACS untuk PT BKI;* • *Pengembangan layanan sertifikasi green shipping;* • *Perluas layanan statutoria terkait regulasi IMO dekarbonisasi.*
Green Shipping & Maritime Classification Market Opportunity	*IMO regulations regarding shipping decarbonization (CII, EEXI) and the global green shipping agenda are driving demand for green shipping certification, inspection of ship-based renewable energy facilities, and Ballast Water Management (BWM) services. PT BKI, as the sole national classification society, is strategically positioned to capture these opportunities.*	*Medium – Long Term (3–10 years)*	• *Accelerating the IACS membership process for PT BKI.* • *Development of green shipping certification services.* • *Expanding statutory services related to IMO decarbonization regulations.*
Peluang Pasar ESG Audit, Verifikasi Karbon & Sertifikasi Keberlanjutan	Meningkatnya kewajiban pelaporan dan kepatuhan ESG bagi perusahaan di Indonesia menciptakan permintaan baru atas jasa audit ESG, verifikasi jejak karbon (Scope 1, 2, 3), sertifikasi produk hijau, dan verifikasi perdagangan karbon.	Jangka Pendek – Menengah (1–5 tahun)	• Penguatan unit Green Business IDSurvey; • Pengembangan layanan ESG audit lintas entitas • Akreditasi verifikasi emisi karbon sesuai standar ISO 14064.
ESG Audit, Carbon Verification & Sustainability Certification Market Opportunity	*Increasing ESG reporting and compliance obligations for companies in Indonesia are creating new demand for ESG audit services, carbon footprint verification (Scope 1, 2, 3), green product certification, and carbon trade verification.*	*Short – Medium Term (1–5 years)*	• *Strengthening IDSurvey's Green Business unit.* • *Developing cross-entity ESG audit services.* • *ISO 14064 accreditation for carbon emission verification*

Saat ini Perusahaan belum melakukan perhitungan finansial langsung terkait dampak perubahan iklim, mengingat proses tersebut memerlukan keterlibatan pihak eksternal dan mempertimbangkan faktor iklim yang berada di luar kendali perusahaan. Mengingat proses tersebut memerlukan asesmen mendalam serta keterlibatan variabel eksternal yang berada di luar kendali perusahaan. Meskipun perhitungan finansial spesifik masih terus dikembangkan, adaptasi terhadap perubahan iklim telah menjadi bagian integral dan fokus utama dalam strategi bisnis jangka panjang perusahaan. Langkah ini diambil guna memastikan keberlanjutan operasional serta mendukung ketahanan strategis nasional di tengah dinamika lingkungan global.

Currently, the Company has not yet conducted a direct financial calculation regarding the impact of climate change, as the process requires in-depth assessment and the involvement of external variables beyond the Company's control. Although specific financial metrics are still being developed, climate change adaptation has become an integral part and a primary focus of the Company's long-term business strategy. This step is taken to ensure operational sustainability and support national strategic resilience amidst global environmental dynamics.

Bantuan Finansial yang Diterima dari Pemerintah

Financial Assistance Received from the Government

[GRI 201-4]

Sepanjang tahun pelaporan, IDSurvey tidak memperoleh dukungan finansial dari pemerintah, baik berupa subsidi, insentif, pinjaman dengan persyaratan khusus, maupun bentuk bantuan keuangan lainnya. Seluruh kegiatan operasional dijalankan secara mandiri melalui model bisnis yang berfokus pada penyediaan layanan jasa komersial kepada para pelanggan di berbagai sektor industri.

Throughout the reporting year, IDSurvey did not receive any financial support from the government, whether in the form of subsidies, incentives, special-term loans, or other types of financial assistance. All operational activities are conducted independently through a business model that focuses on providing commercial services to customers across various industrial sectors.

Pengadaan Barang dan Jasa yang Berkelanjutan

Sustainable Procurement of Goods and Services

[GRI 2-6, 204-1, 308-1, 308-2, 414-1, 414-2]

Seluruh kegiatan pengadaan barang dan jasa di lingkungan IDSurvey wajib berpedoman pada prinsip dan kebijakan yang ditetapkan dalam Pedoman PDM-PMA-02. Kebijakan pengadaan ini mencakup komitmen untuk meningkatkan kualitas perencanaan yang konsolidatif, melaksanakan pengadaan yang transparan dan akuntabel, mengutamakan produk dalam negeri, memberdayakan pelaku usaha nasional termasuk usaha kecil, serta memanfaatkan teknologi informasi dalam setiap tahapan proses. IDSurvey mendefinisikan pengadaan berkelanjutan sebagai pengadaan barang dan jasa yang bertujuan untuk mencapai nilai manfaat yang menguntungkan secara ekonomis dan menciptakan *good corporate governance* di mana tidak hanya bagi perusahaan sebagai pengguna, tetapi juga bagi masyarakat luas, serta secara signifikan mengurangi dampak negatif terhadap lingkungan dan sosial dalam keseluruhan siklus penggunaannya.

All procurement activities within IDSurvey's environment are required to adhere to the principles and policies established in the PDM-PMA-02 Guideline. The procurement policy encompasses commitments to improve the quality of consolidated planning, implement transparent and accountable procurement, prioritize domestic products, empower national business actors, including small enterprises, and leverage information technology at every stage of the process. IDSurvey defines sustainable procurement as the procurement of goods and services aimed at achieving economic value creation and promoting good corporate governance, which not only for the company as a user, but also for society at large, while significantly reducing negative environmental and social impacts throughout the entire lifecycle of use.

Implementasi pengadaan berkelanjutan di IDSurvey dilaksanakan melalui dua pilar utama, yaitu prioritas penggunaan Produk Dalam Negeri (PDN) dan pendayagunaan Koperasi serta Usaha Mikro, Kecil, dan Menengah (UMKM).

IDSurvey's implementation of sustainable procurement is carried out through two main pillars: prioritizing the use of Domestic Products and empowering Cooperatives and Micro, Small, and Medium Enterprises (MSMEs).

IDSurvey menerapkan sistem kualifikasi penyedia yang terstruktur melalui mekanisme due diligence pada Vendor Management System (VMS). Seluruh calon penyedia diwajibkan melakukan registrasi sebagai Penyedia Terdaftar pada VMS dan menjalani proses kualifikasi end-to-end yang mencakup verifikasi legalitas, kemampuan finansial, rekam jejak teknis, serta aspek K3L (keselamatan, kesehatan kerja dan lingkungan).

IDSurvey implements a structured supplier qualification system through a due diligence mechanism on its Vendor Management System (VMS). All prospective suppliers are required to register as Registered Suppliers in the VMS and undergo an end-to-end qualification process covering legal verification, financial capability, technical track record, and OHS&E (Occupational Health, Safety, and Environment) aspects.

Hanya penyedia yang lulus proses due diligence yang berhak mengikuti kegiatan pengadaan IDSurvey. Evaluasi kinerja penyedia dilaksanakan secara berkala setiap enam bulan dengan menggunakan sistem color state yang mengklasifikasikan penyedia ke dalam empat kelompok: Hijau (kinerja baik, skor 76–100), Kuning (kinerja cukup, skor 51–75), Merah (kinerja buruk, skor 26–50), dan Hitam (blacklist, skor di bawah 26 atau terbukti melakukan pelanggaran serius). Penyedia yang masuk dalam kelompok Hijau akan dimasukkan ke dalam Daftar Penyedia Prioritas dan menjadi pilihan utama dalam kegiatan pengadaan.

Only suppliers who pass the due diligence process are eligible to participate in IDSurvey's procurement activities. Supplier performance evaluations are conducted regularly every six months using a color-state system that classifies suppliers into four groups: Green (good performance, score 76–100), Yellow (adequate performance, score 51–75), Red (poor performance, score 26–50), and Black (blacklist, score below 26 or proven serious violations). Suppliers in the Green group are placed on the Priority Supplier List and become the primary choice for procurement activities.

Kriteria Sosial dan Lingkungan bagi Penyedia Jasa IDSurvey

IDSurvey Supplier Environmental and Social Criteria

01	02	03	04	05
Lingkungan *Environment*	**Ketenagakerjaan** *Employment*	**Keamanan, Keselamatan, dan Kesehatan Lingkungan (K3L)** *Health, Safety, and Environment (HSE)*	**Hak Asasi Manusia & Sosial** *Human Rights & Social*	**Anti Penyuapan** *Anti Bribery*
Calon penyedia tidak pernah terlibat masalah hukum terkait lingkungan hidup; produk tidak dihasilkan dengan cara yang merusak lingkungan (termasuk dalam penggunaannya); tidak menggunakan bahan-bahan yang dilarang ketentuan yang berlaku Prospective providers have never been involved in legal issues related to the environment; products are not produced in a way that damages the environment (including in their use); do not use materials prohibited by applicable regulations.	Tidak mempekerjakan tenaga kerja di bawah umur; mematuhi ketentuan Upah Minimum Regional (UMR) yang berlaku *Do not employ underage labor; comply with the applicable Regional Minimum Wage (UMR) provisions.*	Memiliki sistem manajemen K3L (keselamatan, kesehatan kerja dan lingkungan); kepemilikan sertifikasi K3L; manajemen peralatan dan material yang memadai; tersedianya data statistik kecelakaan kerja *Have a HSE management system; Have a HSE certification; adequate equipment and material management; availability of work accident statistical data.*	Menjamin penghormatan terhadap hak asasi manusia; tidak terlibat masalah hukum terkait masalah sosial; mematuhi batas usia kerja, legalitas usaha, dan hak-hak karyawan *Guarantee respect for human rights; not involved in legal issues related to social issues; comply with working age limits, business legality, and employee rights..*	Menandatangani pakta integritas dan pernyataan komitmen penerapan SNI ISO 37001 (Sistem Manajemen Anti Suap) setiap mengikuti proses pengadaan *Sign an integrity pact and a statement of commitment to the implementation of SNI ISO 37001 (Anti-Bribery Management System) every time participating in the procurement process.*

Sebagai perusahaan yang berkomitmen pada prinsip *Good Corporate Governance* (GCG), IDSurvey menerapkan Sistem Manajemen Anti Penyuapan (SMAP) berdasarkan SNI ISO 37001 dalam seluruh proses pengadaan. Implementasi SMAP ini mencakup: penandatanganan pakta integritas oleh seluruh pejabat dan anggota tim Pengadaan Barang dan Jasa yang diperbarui setiap tahun; kewajiban penandatanganan pernyataan komitmen SMAP oleh seluruh calon penyedia pada saat pendaftaran di VMS; sosialisasi dan refreshment SMAP kepada pihak-pihak terkait setiap tahun; serta penggunaan sistem e-procurement dan VMS untuk menjamin transparansi proses.

As a company committed to Good Corporate Governance (GCG) principles, IDSurvey implements the Anti-Bribery Management System (SMAP) based on SNI ISO 37001 throughout all procurement processes. The SMAP implementation includes: signing of integrity pacts by all procurement officers and team members, renewed annually; mandatory signing of SMAP commitment statements by all prospective suppliers upon registration in the VMS; annual socialization and SMAP refreshment sessions for relevant parties; and the use of e-procurement systems and VMS to ensure process transparency.

Perencanaan dan pelaksanaan pengadaan secara menyeluruh dilaporkan kepada Dewan Komisaris sebagai bentuk akuntabilitas tata kelola. Dewan Komisaris bertugas memberikan arahan dan telaahan terhadap kebijakan serta penerapan pengadaan barang dan jasa. Melalui fungsi pengawasan ini, Dewan Komisaris memastikan kebijakan pengadaan dijalankan sesuai dengan prinsip tata kelola yang baik dan sejalan dengan strategi bisnis IDSurvey. Evaluasi berkala dilakukan guna meningkatkan efektivitas kebijakan dalam mendukung kinerja operasional dan target keberlanjutan perusahaan. [GRI 3-3]

The overall planning and implementation of procurement is reported to the Board of Commissioners as a form of governance accountability. The Board of Commissioners is responsible for providing direction and reviewing the policies and implementation of goods and services procurement. Through this oversight function, the Board ensures that the procurement policy is implemented in accordance with good governance principles and aligns with IDSurvey's business strategy. Periodic evaluations are conducted to improve the effectiveness of policies in supporting operational performance and the company's sustainability targets. [GRI 3-3]

IDSurvey secara korporasi telah melakukan seleksi terhadap seluruh mitra dan pemasoknya pada tahun 2025, yaitu sebanyak 189 pemasok (100%), berdasarkan kriteria lingkungan dan sosial. IDSurvey secara berkala melakukan penilaian terhadap dampak lingkungan dan sosial yang mungkin ditimbulkan oleh kegiatan usaha mitra maupun pemasok, baik untuk mitra baru maupun mitra lama.

At a corporate level, IDSurvey conducted screening for all its partners and suppliers in 2025, totaling 189 suppliers (100%), based on environmental and social criteria. IDSurvey periodically assesses the potential environmental and social impacts that may arise from the business activities of its partners and suppliers, including both new and existing ones.

Selama tahun pelaporan, tidak ditemukan mitra atau pemasok yang memiliki dampak negatif aktual maupun potensial dalam aspek lingkungan dan sosial dalam rantai pasokan perusahaan.

During the reporting year, no partners or suppliers were found to have actual or potential negative impacts regarding environmental and social aspects within the company's supply chain.

Kriteria Sosial dan Lingkungan bagi Penyedia Jasa IDSurvey

IDSurvey Supplier Environmental and Social Criteria

Keterangan *Description*	2025	2024	2023	2022
Jumlah Pemasok Barang dan Jasa *Total Number of Goods and Services Suppliers*	189			
Jumlah Pemasok Lokal Barang dan Jasa *Number of Local Goods and Services Suppliers*	186			
Persentase Pemasok Lokal Barang dan Jasa *Percentage of Local Goods and Services Suppliers*	198,41%			

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Jumlah Anggaran Pemasok Barang dan Jasa IDSurvey 2025 (Rp)

IDSurvey 2025 Total Procurement Budget for Goods and Services (IDR)

Keterangan *Description*	2025	2024	2023	2022
Jumlah Pemasok Barang dan Jasa *Total Number of Goods and Services Suppliers*	56.327.531.295			
Jumlah Pemasok Lokal Barang dan Jasa *Number of Local Goods and Services Suppliers*	56.327.531.295			
Persentase Pemasok Lokal Barang dan Jasa *Percentage of Local Goods and Services Suppliers*	100%			

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Proporsi Vendor Lokal PT Biro Klasifikasi Indonesia (Persero)

Proportion of Local Vendors PT Biro Klasifikasi Indonesia (Persero)

Keterangan *Description*	2025	2024	2023
Vendor Barang/Jasa *Goods/Services Vendors*	189	75	75
Vendor Barang/Jasa Lokal *Local Goods/Services Vendors*	186	73	74
Persentase *Percentage*	98,41	97,33%	98,67%

Catatan:

*BKI dan IDS menggunakan VMS yang sama.

Notes:

*BKI and IDS use the same VMS.

Proporsi Vendor Lokal PT SUCOFINDO (Persero)

Proportion of Local Vendors PT SUCOFINDO (Persero)

Keterangan *Description*	2025	2024	2023
Vendor Barang/Jasa *Goods/Services Vendors*	155	539	453
Vendor Barang/Jasa Lokal *Local Goods/Services Vendors*	155	539	452
Persentase *Percentage*	100%	100%	99,78%

Proporsi Vendor Lokal PT Surveyor Indonesia (Persero)

Proportion of Local Vendors PT Surveyor Indonesia (Persero)

Keterangan *Description*	2025	2024	2023
Vendor Barang/Jasa *Goods/Services Vendors*	568	525	586
Vendor Barang/Jasa Lokal *Local Goods/Services Vendors*	554	525	584
Persentase *Percentage*	97,54%	100%	99,66%

Sebagai *holding* di bidang jasa survei, IDSurvey secara konsisten mendorong keterlibatan pemasok lokal di seluruh entitas anak sebagai bagian dari upaya memperkuat rantai pasok domestik. Selama periode 2023–2025, PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero) mencatatkan proporsi pemasok lokal yang sangat tinggi, dengan persentase berada di atas 97% setiap tahunnya. Capaian ini mencerminkan keberpihakan Perusahaan terhadap mitra usaha dalam negeri sekaligus menegaskan konsistensi penerapan kebijakan pengadaan yang mengutamakan pemasok domestik, selaras dengan komitmen penggunaan produk dalam negeri (P3DN) yang ditetapkan dalam RKAP 2025.

Pada tahun 2025, PT SUCOFINDO (Persero) kembali mencatat keterlibatan pemasok lokal sebesar 100%, diikuti PT Biro Klasifikasi Indonesia (Persero) sebesar 98,41% dan PT Surveyor Indonesia (Persero) sebesar 97,54%. Secara konsolidasi, dari 912 vendor barang dan jasa yang terlibat di seluruh entitas, 895 di antaranya merupakan pemasok lokal atau setara 98,14%. Tingginya proporsi pemasok lokal di lingkungan IDSurvey ini menegaskan komitmen Perusahaan dalam mendukung pemberdayaan pelaku usaha nasional serta penguatan ekosistem rantai pasok yang berkelanjutan, sejalan dengan sasaran capaian TKDN/PDN Perusahaan tahun 2025.

As a holding company in the survey services sector, IDSurvey consistently promotes local supplier engagement across all of its subsidiaries as part of its efforts to strengthen the domestic supply chain. Throughout the 2023–2025 period, PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero) recorded very high proportions of local suppliers, with percentages exceeding 97% each year. This achievement reflects the Company's commitment to domestic business partners and affirms the consistent application of a procurement policy that prioritizes local suppliers, in line with the commitment to the use of domestic products (P3DN) set out in the 2025 RKAP (Corporate Work Plan and Budget).

In 2025, PT SUCOFINDO (Persero) once again recorded 100% local supplier engagement, followed by PT Biro Klasifikasi Indonesia (Persero) at 98.41% and PT Surveyor Indonesia (Persero) at 97.54%. On a consolidated basis, of the 912 goods and services vendors engaged across all entities, 895 were local suppliers, equivalent to 98.14%. This high proportion of local suppliers within IDSurvey underscores the Company's commitment to supporting the empowerment of national business actors and strengthening a sustainable supply chain ecosystem, in line with the Company's Domestic Component Level (TKDN/PDN) target for 2025.

05

Pengelolaan Tenaga Kerja dan Keselamatan

Workforce Management and Safety




bki
SURVEYOR INDONESIA
SUCOFINDO

Sumber daya manusia memiliki peran penting dalam mendukung keberhasilan transformasi dan pencapaian tujuan perusahaan. Upaya tersebut diwujudkan oleh IDSurvey melalui pengelolaan SDM yang lebih terarah dan berkelanjutan dengan fokus pada peningkatan kompetensi, penguatan budaya kerja, serta kesiapan insan perusahaan dalam mendukung kebutuhan bisnis yang terus berkembang. Penguatan kualitas insan perusahaan menjadi penting agar setiap entitas dalam grup dapat terus memberikan layanan yang andal, profesional, dan sesuai dengan perkembangan industri.

Melalui upaya tersebut, IDSurvey Group terus mendorong penguatan kualitas insan perusahaan agar mampu beradaptasi dengan perubahan, meningkatkan kapabilitas, serta mendukung pencapaian tujuan bisnis secara berkelanjutan. Dengan SDM yang kompeten dan berdaya saing, perusahaan dapat memperkuat kualitas layanan serta memberikan nilai tambah bagi pelanggan, mitra kerja, dan pemangku kepentingan lainnya.

Human resources play an important role in supporting the success of transformation and the achievement of the Company's objectives. This effort is carried out by IDSurvey through more focused and sustainable human capital management, with an emphasis on competency development, strengthening work culture, and preparing employees to support evolving business needs. Strengthening the quality of human resources is essential to ensure that each entity within the Group can continue to deliver reliable, professional services that remain relevant to industry developments.

Through these efforts, IDSurvey Group continues to strengthen the quality of its people so they can adapt to change, enhance their capabilities, and support the achievement of sustainable business objectives. With competent and competitive human resources, the Company is able to improve service quality and provide added value for customers, business partners, and other stakeholders.

Informasi Karyawan Perusahaan

Company Employees Information

[GRI 2-7][OJK C.3.b]

Sebagai perusahaan *holding* strategis di bidang jasa survei, inspeksi, pengujian, dan sertifikasi, IDSurvey didukung oleh insan perusahaan yang memiliki peran penting dalam menjalankan fungsi pengelolaan, koordinasi, dan penguatan sinergi di tingkat grup. Pada tahun 2025, jumlah karyawan IDSurvey Group tercatat sebanyak 5.620 orang, mencakup karyawan pada IDSurvey *Holding*, PT BKI, PT SCI, dan PT SI. Komposisi karyawan disajikan berdasarkan jenis kelamin, status ketenagakerjaan, wilayah kerja, serta kategori lainnya sesuai kebutuhan pengungkapan.

Data karyawan dalam laporan ini disajikan menggunakan metode headcount pada akhir periode pelaporan, yaitu per 31 Desember 2025. Seluruh karyawan IDSurvey bekerja secara purnawaktu sesuai ketentuan jam kerja yang berlaku, yaitu 40 jam per minggu, dan tidak terdapat karyawan paruh waktu selama periode pelaporan.

Sebagai bagian dari pengungkapan tahun pertama setelah pembentukan IDSurvey sebagai *holding*, data karyawan disajikan dengan memperhatikan batasan pelaporan yang jelas antara IDSurvey Group dan IDSurvey sebagai entitas *holding*. Sementara itu, data IDSurvey *Holding* disajikan secara terpisah apabila diperlukan untuk menjelaskan struktur ketenagakerjaan di tingkat *holding*, termasuk pegawai penugaskaryaan yang secara administratif dikelola oleh IDSurvey.

As a strategic holding company in the field of survey, inspection, testing, and certification services, IDSurvey is supported by its people, who play an important role in carrying out management, coordination, and strengthening synergy across the Group. In 2025, the total number of employees of IDSurvey Group was recorded at 5.620 people, comprising employees of IDSurvey Holding, PT BKI, PT SCI, and PT SI. Employee composition is presented based on gender, employment status, work location, and other relevant categories in accordance with disclosure requirements.

Employee data in this report is presented using the headcount method at the end of the reporting period, namely as of December 31, 2025. All IDSurvey employees work on a full-time basis in accordance with the applicable working hours, namely 40 hours per week, and there were no part-time employees during the reporting period.

As part of the first-year disclosure following the establishment of IDSurvey as a holding company, employee data is presented by considering a clear reporting boundary between IDSurvey Group and IDSurvey as a holding entity. Meanwhile, data on IDSurvey Holding is presented separately, where necessary, to explain the workforce structure at the holding level, including seconded employees who are administratively managed by IDSurvey.

Jumlah Karyawan IDSurvey Group

Number of IDSurvey Group Employees

Entitas *Entity*	2025		2024		2023		2022	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
PT BKI	661	184	677	193	661	172	645	148
PT SI	1077	559	1108	476	1144	365	1206	439
PT SCI	2188	908	2156	857	2195	787	2284	759
IDSurvey*	21	22	-	-	-	-	-	-
Total IDSurvey Group	**3947**	**1673**	**3941**	**1526**	**4000**	**1324**	**4135**	**1346**
	5620		**5467**		**5324**		**5481**	

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

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Komposisi Karyawan IDSurvey Group berdasarkan Kontrak Ketenagakerjaan

IDSurvey Group Employee Composition Based on Employment Contracts

Entitas *Entity*	2025		2024		2023	
	Karyawan Tetap *Permanent Employee*	Karyawan Kontrak *Contract Employee*	Karyawan Tetap *Permanent Employee*	Karyawan Kontrak *Contract Employee*	Karyawan Tetap *Permanent Employee*	Karyawan Kontrak *Contract Employee*
PT BKI	653	192	622	248	634	199
PT SI	612	1024	566	1018	527	982
PT SCI	2054	1042	1955	1058	1842	1140
IDSurvey*	7	36	-	-	-	-
Total IDSurvey Group	**3326**	**2294**	**3143**	**2324**	**3003**	**2321**
	5620		**5467**		**5324**	

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

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Komposisi Karyawan IDSurvey Group berdasarkan Usia

IDSurvey Group Employee Composition Based on Age

Entitas *Entity*	2025				2024				2023			
	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50
PT BKI	173	313	266	93	165	315	294	96	124	333	269	107
PT SI	546	540	396	154	344	378	776	86	468	545	368	128
PT SCI	803	1342	582	369	796	1212	560	445	651	1199	569	563
IDSurvey*	26	10	2	5	-	-	-	-	-	-	-	-
Total IDSurvey Group	**1548**	**2205**	**1246**	**621**	**1305**	**1905**	**1630**	**627**	**1243**	**2077**	**1206**	**798**
				5620				**5467**				**5324**

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

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Selain berdasarkan jenis kelamin, status kepegawaian, dan usia, IDSurvey Group juga menyajikan informasi sebaran karyawan berdasarkan wilayah atau lokasi kerja pada masing-masing entitas. Penyajian ini dilakukan untuk memberikan gambaran yang lebih komprehensif mengenai distribusi tenaga kerja di lingkungan IDSurvey Group. Mengingat setiap entitas memiliki struktur operasional, jaringan kantor, dan cakupan wilayah kerja yang berbeda, pengelompokan wilayah disajikan secara terpisah untuk masing-masing entitas sesuai dengan struktur dan ketersediaan data yang berlaku.

In addition to gender, employment status, and age, IDSurvey Group also presents information on employee distribution by region or work location within each entity. This disclosure is intended to provide a more comprehensive overview of workforce distribution across IDSurvey Group. Considering that each entity has different operational structures, office networks, and work area coverage, regional grouping is presented separately for each entity in accordance with the applicable structure and data availability.

Jumlah Karyawan IDSurvey *Holding* berdasarkan Wilayah/Lokasi Kerja

Number of IDSurvey Holding Employees by Region/Work Location

Keterangan *Description*	2025		2024		2023	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
Kantor Pusat *Head Office*	21	22				
Jumlah *Total*		**43**				

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Jumlah Karyawan BKI berdasarkan Wilayah/Lokasi Kerja

Number of BKI Employees by Region/Work Location

Keterangan *Description*	2025		2024		2023	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
Jakarta	359	134	374	142	364	120
Banten	17	0	19	1	15	3
Batam	53	4	51	4	45	4
Samarinda	21	4	20	4	20	4
Balikpapan	29	4	33	4	35	5
Singapura	4	2	4	2	4	2
Surabaya	35	5	31	6	32	6
Banjarmasin	16	3	16	3	15	3
Palembang	15	2	12	1	12	1
Pekanbaru	15	7	15	7	15	6
Pontianak	13	3	14	3	14	3
Ambon	7	0	8	0	8	0
Belawan	14	3	14	3	13	3
Bitung	6	1	6	1	7	1
Cirebon	8	2	8	2	9	2
Jambi	6	1	7	1	6	1
Makassar	21	2	23	2	22	2
Semarang	12	4	12	5	14	5
Sorong	10	3	10	2	11	1
Jumlah *Total*	**661**	**184**	**677**	**193**	**661**	**172**

Jumlah Karyawan SUCOFINDO berdasarkan Wilayah/Lokasi Kerja

Number of SUCOFINDO Employees by Region/Work Location

a. Karyawan Tetap

Permanent Employees

Lokasi Kerja *Work Location*	2025			2024			2023		
	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*
Kantor Pusat *Head Office*									
Kantor Pusat *Head Office*	185	141	326	168	121	289	146	97	243
SBU Kantor Pusat *Head Office SBU*	231	102	333	230	92	322	237	77	314
SBU Lab Cibitung *Cibitung Lab SBU*	75	45	120	76	44	120	79	40	119
Kantor Cabang *Branch Offices*									
Balikpapan	43	12	55	40	10	50	41	11	52
Bandar Lampung	26	3	29	28	3	31	20	3	23
Bandung	24	14	38	25	12	37	20	12	32
Banjarmasin	69	15	84	69	14	83	63	12	75
Batam	23	11	34	26	11	37	31	10	41
Batulicin	19	1	20	17	1	18	19	1	20
Bekasi	19	6	25	22	5	27	23	3	26
Bengkulu	13	2	15	10	2	12	10	2	12
Bontang	23	3	26	23	3	26	25	1	26
Cilacap	22	2	24	21	3	24	18	3	21
Cilegon	27	7	34	30	7	37	35	4	39
Cirebon	18	14	32	19	10	29	21	6	27
Denpasar	18	6	24	14	6	20	13	6	19
Dumai	18	3	21	18	3	21	15	2	17
Jakarta	79	25	104	74	23	97	68	13	81
Jambi	12	6	18	8	2	10	8	1	9
Kendari	11	3	14	9	1	10	N/A	N/A	N/A

Lokasi Kerja *Work Location*	2025			2024			2023		
	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*
Kantor Cabang *Branch Offices*									
Makassar	53	21	74	51	20	71	57	17	74
Medan	39	20	59	44	16	60	45	13	58
Padang	30	5	35	27	3	30	25	3	28
Palembang	36	9	45	40	7	47	41	9	50
Pekanbaru	36	12	48	34	11	45	33	10	43
Pontianak	36	5	41	30	5	35	23	3	26
Samarinda	47	12	59	46	10	56	46	9	55
Sangatta	57	5	62	53	4	57	52	5	57
Semarang	46	10	56	42	10	52	41	9	50
Surabaya	103	23	126	107	23	130	96	20	116
Tarakan	39	9	48	39	9	48	34	3	37
Timika	22	3	25	22	2	24	20	1	21
Jumlah ***Total***	**1.499**	**555**	**2.054**	**1.462**	**493**	**1.955**	**1.424**	**418**	**1.842**

b. Karyawan Tidak Tetap
Non-Permanent Employees

Lokasi Kerja *Work Location*	2025			2024			2023		
	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*
Kantor Pusat *Head Office*									
Kantor Pusat *Head Office*	75	75	150	87	79	166	67	44	111
SBU Kantor Pusat *Head Office SBU*	92	58	150	82	63	145	84	71	155
SBU Lab Cibitung *Cibitung Lab SBU*	75	45	120	78	32	110	89	38	127

Lokasi Kerja *Work Location*	2025			2024			2023		
	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*
Kantor Cabang *Branch Offices*									
Balikpapan	21	31	52	31	32	63	33	23	56
Bandar Lampung	24	7	31	22	8	30	28	5	33
Bandung	11	6	17	12	4	16	14	6	20
Banjarmasin	40	10	50	45	14	59	61	22	83
Batam	4	9	13	6	11	17	7	8	15
Batulicin	7	2	9	9	2	11	10	2	12
Bekasi	10	4	14	7	4	11	9	5	14
Bengkulu	3	2	5	4	2	6	5	2	7
Bontang	5	2	7	5	0	5	6	2	8
Cilacap	1	3	4	1	3	4	2	2	4
Cilegon	8	3	11	7	2	9	15	5	20
Cirebon	6	3	9	8	3	11	7	8	15
Denpasar	7	9	16	8	8	16	8	4	12
Dumai	8	2	10	9	3	12	7	1	8
Jakarta	20	14	34	20	7	27	39	19	58
Jambi	22	2	24	18	5	23	19	6	25
Kendari	12	5	17	8	2	10	N/A	N/A	N/A
Makassar	34	7	41	36	8	44	34	9	43
Medan	9	5	14	10	7	17	16	9	25
Padang	6	2	8	8	2	10	8	1	9
Palembang	28	14	42	31	14	45	32	14	46
Pekanbaru	9	6	15	9	6	15	8	4	12
Pontianak	14	1	15	16	2	18	23	5	28
Samarinda	22	12	34	23	11	34	17	12	29
Sangatta	13	2	15	13	4	17	10	2	12
Semarang	17	9	26	23	10	33	26	10	36
Surabaya	36	6	42	35	9	44	49	8	57

Lokasi Kerja *Work Location*	2025			2024			2023		
	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*
Kantor Cabang *Branch Offices*									
Tarakan	24	4	28	13	4	17	16	9	25
Timika	16	7	23	10	3	13	12	3	15
Jumlah *Total*	**689**	**353**	**1.042**	**2.154**	**855**	**3.009**	**2.195**	**787**	**2.982**

Jumlah Karyawan Surveyor Indonesia berdasarkan Wilayah/Lokasi Kerja

Number of Surveyor Indonesia Employees by Region/Work Location

Wilayah *Region*	2025		2024		2023	
	Karyawan Tetap *Permanent Employee*	Karyawan Tidak Tetap *Non-Permanent Employee*	Karyawan Tetap *Permanent Employee*	Karyawan Tidak Tetap *Non-Permanent Employee*	Karyawan Tetap *Permanent Employee*	Perempuan *Female*Karyawan Tidak Tetap *Non-Permanent Employee*
Aceh	3	12	9	2	3	6
Medan	20	22	14	29	16	25
Batam	18	21	18	30	13	13
Pekanbaru	21	53	12	18	16	16
Palembang	30	58	28	46	23	33
Jakarta	400	554	314	643	346	557
Semarang	10	11	6	25	8	13
Surabaya	28	58	35	59	31	53
Banjarbaru	18	18	23	17	17	109
Balikpapan	43	142	85	102	36	125
Makassar	21	75	22	47	18	32
Total Karyawan *Total Employees*	**612**	**1.024**	**566**	**1.018**	**527**	**982**
		1.636		**1.584**		**1.509**

Komposisi Karyawan IDSurvey sebagai Entitas berdasarkan Jenjang Pendidikan

IDSurvey as Entity Employee Composition Based on Educational Level

Entitas *Entity*	2025		2024		2023	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
S-3	0	0				
S-2	4	4				
S-1	16	17				
D-3	0	1				
SLTA	1	0				
Jumlah *Total*	**21**	**22**				

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

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Komposisi Karyawan IDSurvey sebagai Entitas berdasarkan Masa Kerja

IDSurvey as Entity Employee Composition Based on Years of service

Entitas *Entity*	2025		2024		2023	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
0-5	21	22				
6-10	0	0				
11-15	0	0				
16-20	0	0				
21-25	0	0				
26-30	0	0				
>31	0	0				
Jumlah *Total*	**21**	**22**				

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

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Pekerja Bukan Karyawan

Non-Employee Workers

[GRI 2-8]

Selain karyawan yang memiliki hubungan kerja langsung dengan perusahaan, IDSurvey Group juga melibatkan pekerja bukan karyawan untuk mendukung kegiatan operasional maupun fungsi pendukung di lingkungan grup. Pekerja bukan karyawan dalam laporan ini mencakup outsourcing, magang/intern, kontraktor, serta pegawai penugaskaryaan. Kelompok pekerja tersebut menjalankan berbagai fungsi sesuai kebutuhan masing-masing entitas, antara lain mendukung kegiatan administrasi, operasional, layanan umum, pelaksanaan proyek, serta fungsi pendukung lainnya.

Besides employees who have a direct employment relationship with the Company, IDSurvey Group also engages workers who are not employees to support operational activities and supporting functions across the Group. In this report, workers who are not employees include outsourcing workers, apprentices/interns, contractors, and seconded workers/assignees. These groups of workers perform various functions according to the needs of each entity, including supporting administrative activities, operations, general services, project implementation, and other supporting functions.

Data pekerja bukan karyawan dalam laporan ini disajikan menggunakan metode headcount pada akhir periode pelaporan, yaitu per 31 Desember 2025. Pada tahun 2025, jumlah pekerja bukan karyawan IDSurvey Group tercatat sebanyak 3.029 orang. Jumlah tersebut dapat berubah sesuai kebutuhan operasional, kebutuhan proyek, program magang, kontrak kerja sama dengan penyedia jasa, serta penugasan antar entitas. Rincian jumlah dan komposisi pekerja bukan karyawan disajikan pada tabel berikut.

Data on workers who are not employees in this report is presented using the headcount method at the end of the reporting period, namely as of December 31, 2025. In 2025, the total number of workers who are not employees in IDSurvey Group was recorded at 3.029 people. This number may change depending on operational needs, project requirements, internship programs, service contract arrangements with third-party providers, and inter-entity assignments. The detailed number and composition of workers who are not employees are presented in the following table.

Entitas *Entity*	**Jenis Pekerja** *Type of Worker*	**2025**	**2024**	**2023**
PT BKI	Outsourcing	117	80	101
	Magang *Intern*	31	66	48
	Kontraktor *Contractor*	4	0	0
PT SI	Outsourcing	349	348	377
	Magang *Intern*	39***	15	23
	Kontraktor *Contractor*	0	0	4
PT SCI	Outsourcing	2175	0	0
	Magang *Intern*	275	303	163
	Kontraktor *Contractor*	0	0	0

Entitas *Entity*	Jenis Pekerja *Type of Worker*	2025	2024	2023
IDSurvey*	Outsourcing	15	-	-
	Magang *Intern*	23	-	-
	Kontraktor *Contractor*	0	-	-
	Penugaskaryaan** *Assignment***	1	-	-
Total Pekerja Bukan Karyawan ***Total Non-Employee Workers***		**3029**	**812**	**716**

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

** Penugaskaryaan tidak hanya dari entitas anak, tapi juga berasal dari BUMN lain seperti PLN. Periode penugaskaryaan berlangsung sejak Oktober 2025.

*** Data anak magang hanya tersedia untuk divisi pendukung (*enabler*) belum mencakup keseluruhan.

Notes:

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** The assignments will not only come from subsidiaries, but also from other state-owned enterprises such as PLN. The assignment has been ongoing since October 2025

*** Internship data is only available for the support division (enabler), and does not cover the whole sector.

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

Perekrutan karyawan merupakan bagian penting dalam pengelolaan sumber daya manusia untuk memastikan ketersediaan talenta yang sesuai dengan kebutuhan organisasi. Bagi IDSurvey Group, proses rekrutmen tidak hanya diarahkan untuk memenuhi kebutuhan posisi, tetapi juga untuk mendukung keberlanjutan kompetensi, regenerasi talenta, dan kesiapan perusahaan dalam menghadapi perkembangan bisnis jasa survei, inspeksi, pengujian, dan sertifikasi.

Pada tahun 2025, proses rekrutmen di lingkungan IDSurvey dilakukan melalui mekanisme internal dan eksternal. Rekrutmen internal menjadi fokus utama dalam pemenuhan kebutuhan karyawan, khususnya untuk mengisi posisi-posisi yang masih kosong dan mendukung efektivitas organisasi pada masa awal pembentukan *holding*. Sementara itu, rekrutmen eksternal telah mulai dibuka pada tahun 2025, namun proses penyelesaiannya masih berlanjut hingga tahun 2026. Dengan demikian, pemenuhan kebutuhan talenta pada tahun pelaporan masih lebih banyak diarahkan pada optimalisasi sumber daya internal yang tersedia.

Employee recruitment is an important part of human resource management to ensure the availability of talent that meets organizational needs. For IDSurvey Group, the recruitment process is not only aimed at filling required positions, but also at supporting competency continuity, talent regeneration, and the Company's readiness to respond to developments in the survey, inspection, testing, and certification services business.

In 2025, recruitment within IDSurvey was carried out through both internal and external mechanisms. Internal recruitment became the main focus in fulfilling workforce needs, particularly to fill vacant positions and support organizational effectiveness during the early stage of the holding's establishment. Meanwhile, external recruitment was initiated in 2025, although the process is expected to be completed in 2026. Therefore, talent fulfillment during the reporting period was largely directed toward optimizing available internal resources.

Dalam pelaksanaannya, proses rekrutmen IDSurvey mengacu pada ketentuan internal yang telah ditetapkan melalui Keputusan Direksi sebagai payung kebijakan rekrutmen. Kebijakan tersebut juga mulai memperhatikan aspek keberagaman dan inklusivitas, termasuk pemberian kesempatan bagi penyandang disabilitas sesuai dengan ketentuan yang berlaku. Namun demikian, pada tahun 2025, pertimbangan terkait keberagaman lainnya, termasuk keterwakilan putra-putri daerah, belum menjadi fokus utama dalam proses rekrutmen karena perusahaan masih memprioritaskan pemenuhan kebutuhan organisasi dan pengisian posisi strategis melalui mekanisme internal.

Selama tahun 2025, IDSurvey Group merekrut sebanyak 776 karyawan baru, yang terdiri dari 455 karyawan laki-laki dan 321 karyawan perempuan. Informasi mengenai rekrutmen karyawan disajikan berdasarkan jenis kelamin, kelompok usia, level manajemen, dan/atau entitas untuk memberikan gambaran mengenai komposisi talenta baru selama periode pelaporan. Rincian data rekrutmen karyawan disajikan pada tabel berikut.

In its implementation, IDSurvey's recruitment process refers to internal provisions established through a Board of Directors Decree as the overarching recruitment policy. This policy has also begun to consider aspects of diversity and inclusivity, including providing opportunities for persons with disabilities in accordance with applicable regulations. However, in 2025, other diversity considerations, including representation of local talents, were not yet a primary focus in the recruitment process, as the Company prioritized fulfilling organizational needs and filling strategic positions through internal mechanisms.

Throughout 2025, IDSurvey Group recruited 776 new employees, consisting of 455 male employees and 321 female employees. Employee recruitment information is presented by gender, age group, management level, and/or entity to provide an overview of the composition of new talent during the reporting period. Details of employee recruitment data are presented in the following table.

Total Rekrutmen Karyawan Eksternal berdasarkan Jenis Kelamin

Total External Employee Recruitment by Gender

Entitas *Entity*	2025		2024		2023		2022	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
PT BKI	31	11	53	27	48	33	21	14
PT SI	65	87	41	30	26	21	23	21
PT SCI	338	201	292	195	108	61	288	107
IDSurvey*	21	22	-	-	-	-	-	-
Total IDSurvey Group	**455**	**321**	**386**	**252**	**182**	**115**	**332**	**142**
	776		**638**		**297**		**474**	

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

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Total Rekrutmen Karyawan Eksternal berdasarkan Usia

Total External Employee Recruitment by Age

Entitas *Entity*	2025				2024				2023				2022			
	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50
PT BKI	34	7	1	0	68	8	4	0	80	1	0	0	35	0	0	0
PT SI	110	32	6	4	49	17	5	0	17	27	3	0	18	25	1	0
PT SCI	417	108	11	3	302	165	20	0	150	13	6	0	256	89	50	0
IDSurvey*	26	10	2	5	-	-	-	-	-	-	-	-	-	-	-	-
Total IDSurvey Group	**587**	**157**	**20**	**12**	**419**	**190**	**29**	**0**	**247**	**41**	**9**	**0**	**309**	**114**	**51**	**0**
	776				**638**				**297**				**474**			

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Rekrutmen Karyawan Baru IDSurvey *Holding* berdasarkan Level Jabatan dan Jenis Kelamin

Holding IDSurvey New Employee Recruitment by Job Level and Gender

Entitas *Entity*	2025		2024		2023	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
BOD-1	3	1				
BOD-2	3	1				
BOD-3	0	0				
Staf dan setingkat *Staff and Equivalent Levels*	15	20				
Jumlah ***Total***	**21**	**22**				

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.



Pergantian Karyawan

Employee Turnover

[GRI 401-1]

Stabilitas tenaga kerja menjadi salah satu aspek penting dalam menjaga kesinambungan operasional dan kualitas layanan IDSurvey Group. Di tengah proses penguatan organisasi dan penyelarasan peran sebagai *holding*, perusahaan memandang pergantian karyawan sebagai bagian dari dinamika pengelolaan SDM yang perlu dipantau secara berkelanjutan. Pemantauan ini dilakukan untuk memahami pola pergerakan karyawan, menjaga keberlanjutan kompetensi, serta memastikan kebutuhan organisasi tetap terpenuhi.

Workforce stability is an important aspect in maintaining operational continuity and service quality across IDSurvey Group. Amid the ongoing organizational strengthening and alignment of its role as a holding company, the Company views employee turnover as part of human capital dynamics that need to be monitored continuously. This monitoring is carried out to understand employee movement patterns, maintain competency continuity, and ensure that organizational needs remain fulfilled.

Pergantian karyawan pada tahun 2025 terjadi karena berbagai faktor, antara lain pengunduran diri, pensiun, berakhirnya masa kontrak, meninggal dunia, maupun alasan lain sesuai ketentuan yang berlaku di masing-masing entitas. Di sisi lain, pergerakan karyawan yang bersifat internal, seperti promosi, rotasi, dan mutasi, dikelola sebagai bagian dari pengembangan karier dan optimalisasi talenta, sehingga tidak dikategorikan sebagai *turnover* keluar dari perusahaan.

Employee turnover in 2025 occurred due to various factors, including resignation, retirement, completion of contract period, death, and other reasons in accordance with the applicable provisions of each entity. Meanwhile, internal employee movements, such as promotion, rotation, and transfer, are managed as part of career development and talent optimization, and therefore are not categorized as employee turnover from the Company.

Selama periode pelaporan, jumlah karyawan yang meninggalkan IDSurvey Group tercatat sebanyak 212 orang, dengan tingkat *turnover* sebesar 3,77%. Informasi ini disajikan untuk memberikan gambaran mengenai dinamika pergerakan karyawan selama tahun 2025, termasuk berdasarkan jenis kelamin, kelompok usia, level manajemen, dan/atau entitas. Rincian data pergantian karyawan disajikan pada tabel berikut.

During the reporting period, the number of employees who left IDSurvey Group was recorded at 212 people, with a turnover rate of 3,77%. This information is presented to provide an overview of employee movement dynamics throughout 2025, including by gender, age group, management level, and/or entity. Details of employee turnover data are presented in the following table.

Total Pergantian Karyawan berdasarkan Jenis Kelamin

Total Employee Turnover by Gender

Entitas *Entity*	2025		2024		2023		2022	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
PT BKI**	28	7	-	-	-	-	-	-
PT SI	68	32	42	17	28	19	5	3
PT SCI	50	27	47	16	36	13	45	32
IDSurvey*	0	0	-	-	-	-	-	-
Total IDSurvey Group	146	66	89	33	64	32	50	35
	212		**122**		**96**		**85**	

Catatan:
*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.
**Data *turnover* konsolidasi IDSurvey Group tahun 2022–2024 belum mencakup BKI karena keterbatasan ketersediaan data historis pada periode tersebut. Data BKI mulai tercakup dalam penyajian konsolidasi IDSurvey Group pada tahun 2025.

Notes:
*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.
**The consolidated turnover data of IDSurvey Group for 2022–2024 does not yet include BKI due to limited availability of historical data for those periods. BKI data has been included in the consolidated IDSurvey Group disclosure starting from 2025.

Total Pergantian Karyawan berdasarkan Usia
Total Employee Turnover by Age

Entitas *Entity*	2025				2024				2023				2022			
	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50	20-30	31-40	41-50	>50
PT BKI**	7	4	2	22	-	-	-	-	-	-	-	-	-	-	-	-
PT SI	30	21	12	37	5	29	13	12	4	15	13	15	3	2	3	0
PT SCI	49	22	4	2	46	14	1	2	39	7	3	0	58	19	0	0
IDSurvey*	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
Total IDSurvey Group	86	47	18	61	51	43	14	14	43	22	16	15	61	21	3	0
	212				**122**				**96**				**85**			

Catatan:
*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.
**Data *turnover* konsolidasi IDSurvey Group tahun 2022–2024 belum mencakup BKI karena keterbatasan ketersediaan data historis pada periode tersebut. Data BKI mulai tercakup dalam penyajian konsolidasi IDSurvey Group pada tahun 2025.

Notes:
*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.
**The consolidated turnover data of IDSurvey Group for 2022–2024 does not yet include BKI due to limited availability of historical data for those periods. BKI data has been included in the consolidated IDSurvey Group disclosure starting from 2025.

Pergantian Karyawan IDSurvey *Holding* berdasarkan Level Jabatan dan Jenis Kelamin

IDSurvey Holding Employee Turnover by Position Level and Gender

Entitas *Entity*	2025		2024		2023	
	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
BOD-1	0	0				
BOD-2	0	0				
BOD-3	0	0				
Staf dan setingkat *Staff and Equivalent Levels*	0	0				
Jumlah ***Total***	**0**	**0**				

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Tingkat Turnover Karyawan IDSurvey Group Tahun 2022–2025

IDSurvey Group Employee Turnover Rate 2022–2025

Deskripsi *Description*	Satuan *Unit*	2025	2024	2023	2022
Jumlah Karyawan Keluar *Number of Employee Turnovers*	Orang *People*	212	122	96	85
Total Employee Turnover Rate	%	3,77	2,65	2,14	1,81
Jumlah Voluntary *Turnover* *Number of Voluntary Turnovers*	Orang *People*	99	80	57	81
Voluntary Employee Turnover Rate	%	1,76	1,74	1,27	1,73

Catatan:

Turnover rate dihitung dengan membandingkan jumlah karyawan keluar terhadap jumlah karyawan pada tahun pelaporan, sedangkan voluntary *turnover* mencakup karyawan yang mengundurkan diri dan/atau mengikuti pensiun sukarela/pensiun dini. Perhitungan tahun 2022–2024 disajikan sesuai cakupan data yang tersedia dan belum mencakup BKI maupun IDSurvey *Holding*; kedua entitas tersebut mulai tercakup dalam perhitungan konsolidasi IDSurvey Group pada tahun 2025.

Notes:

The turnover rate is calculated by comparing the number of employees who left the Company with the total number of employees in the reporting year, while voluntary turnover includes employees who resigned and/or participated in voluntary early retirement. The calculation for 2022–2024 is presented based on the available data scope and does not yet include BKI or IDSurvey Holding; both entities have been included in the consolidated IDSurvey Group calculation starting from 2025.

Keberagaman, Kesetaraan, Inklusi di Tempat Kerja

Diversity, Equality, Inclusion in the Workplace

[GRI 405-1, 405-2] [OJK F.18, F.20]

IDSurvey Group memandang keberagaman, kesetaraan, dan inklusi sebagai bagian penting dalam menciptakan lingkungan kerja yang sehat, produktif, dan saling menghargai. Perusahaan memberikan kesempatan yang sama bagi setiap insan perusahaan untuk berkembang tanpa membedakan jenis kelamin, usia, latar belakang pendidikan, suku, agama, ras, kondisi fisik, maupun latar belakang lainnya. Prinsip ini diterapkan dalam pengelolaan sumber daya manusia, mulai dari proses rekrutmen, pengembangan kompetensi, pengembangan karier, hingga penempatan pada berbagai fungsi dan level jabatan.

Sebagai bagian dari penerapan prinsip *Good Corporate Governance* (GCG), IDSurvey juga memperhatikan aspek keberagaman dalam komposisi Dewan Komisaris dan Direksi. Keberagaman tersebut mencakup latar belakang pendidikan, pengalaman profesional, keahlian, usia, dan gender, sehingga dapat mendukung proses pengambilan keputusan yang lebih objektif, inklusif, dan relevan dengan kebutuhan bisnis perusahaan. Komposisi Dewan Komisaris dan Direksi IDSurvey mencerminkan kombinasi kompetensi dan pengalaman yang dibutuhkan dalam mengarahkan perusahaan, memperkuat tata kelola, serta mendukung strategi keberlanjutan IDSurvey Group.

Komitmen terhadap keberagaman juga tercermin dalam upaya perusahaan untuk memperhatikan keterwakilan berbagai kelompok karyawan, termasuk perempuan, kelompok usia yang beragam, serta penyandang disabilitas. Pada tahun 2025, IDSurvey telah memiliki ketentuan internal yang menjadi dasar dalam proses rekrutmen dan pengelolaan SDM, termasuk perhatian terhadap kesempatan kerja bagi penyandang disabilitas sesuai ketentuan yang berlaku.

Dalam aspek kesetaraan remunerasi, IDSurvey Group menerapkan prinsip pemberian imbal jasa secara objektif berdasarkan ketentuan perusahaan, jenjang jabatan, tanggung jawab, kompetensi, pengalaman, dan kinerja, tanpa membedakan gender maupun latar belakang personal lainnya. Pendekatan ini menjadi dasar bagi Perusahaan dalam memastikan bahwa pengelolaan remunerasi dilakukan secara adil, transparan secara internal, dan selaras dengan kontribusi masing-masing karyawan. Keterangan lebih lanjut atas pengungkapan GRI 405-2 terkait rasio gaji pokok dan remunerasi perempuan terhadap laki-laki disampaikan dalam Indeks Konten GRI. [GRI 405-2]

IDSurvey Group views diversity, equality, and inclusion as important elements in creating a healthy, productive, and respectful work environment. The Company provides equal opportunities for all employees to grow and develop, regardless of gender, age, educational background, ethnicity, religion, race, physical condition, or other personal backgrounds. This principle is applied across human resource management practices, from recruitment and competency development to career advancement and placement across various functions and job levels.

As part of the implementation of Good Corporate Governance (GCG) principles, IDSurvey also considers diversity in the composition of the Board of Commissioners and Board of Directors. This diversity includes educational background, professional experience, expertise, age, and gender, which supports a more objective, inclusive, and relevant decision-making process in line with the Company's business needs. The composition of IDSurvey's Board of Commissioners and Board of Directors reflects a combination of competencies and experience required to guide the Company, strengthen governance, and support IDSurvey Group's sustainability strategy.

The commitment to diversity is also reflected in the Company's efforts to consider the representation of various employee groups, including women, different age groups, and persons with disabilities. In 2025, IDSurvey had internal provisions that served as the basis for recruitment and human resource management, including attention to employment opportunities for persons with disabilities in accordance with applicable regulations.

In terms of remuneration equality, IDSurvey Group applies the principle of objective compensation based on the Company's provisions, job level, responsibilities, competencies, experience, and performance, without differentiating based on gender or other personal backgrounds. This approach serves as the basis for the Company to ensure that remuneration management is carried out fairly, internally transparent, and aligned with each employee's contribution. Further information on the GRI 405-2 disclosure regarding the ratio of basic salary and remuneration of women to men is presented in the GRI Content Index. [GRI 405-2]

Badan Tata Kelola berdasarkan Rentang Usia dan Jenis Kelamin

Governance Bodies by Age Group and Gender

[GRI 405-1]

Lokasi Kerja *Work Location*	2025			2024			2023		
	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*	Laki-Laki *Male*	Perempuan *Female*	Jumlah *Total*
≤ 30 tahun *≤ 30 years*	0	0	0	0	0	0	0	0	0
31–40 tahun *31–40 years*	0	0	0	1	0	1	1	0	1
41–50 tahun *41–50 years*	8	0	8	3	1	4	3	1	4
> 50 tahun *> 50 years*	24	4	28	20	2	22	19	3	22
Jumlah ***Total***	**32**	**4**	**36**	**24**	**3**	**27**	**23**	**4**	**27**

Pada tahun 2025, badan tata kelola IDSurvey Group berjumlah 36 orang, terdiri dari 32 laki-laki dan 4 perempuan. Mayoritas anggota berada pada kelompok usia di atas 50 tahun, yaitu sebanyak 28 orang, sedangkan 8 orang lainnya berada pada kelompok usia 41–50 tahun. Komposisi ini menunjukkan bahwa badan tata kelola IDSurvey Group didukung oleh anggota dengan pengalaman profesional dan kapasitas kepemimpinan yang kuat.

In 2025, IDSurvey Group's governance bodies consisted of 36 members, comprising 32 men and 4 women. The majority of members were above 50 years old, totaling 28 people, while the remaining 8 members were in the 41–50 age group. This composition reflects that IDSurvey Group's governance bodies are supported by members with strong professional experience and leadership capacity.

IDSurvey Group terus memperhatikan aspek keberagaman dalam komposisi badan tata kelola, termasuk dari sisi *gender* dan rentang usia, sebagai bagian dari penguatan tata kelola perusahaan yang inklusif dan berimbang. Ke depan, perusahaan akan terus mendorong keberagaman perspektif dalam struktur tata kelola, dengan tetap mempertimbangkan kompetensi, pengalaman, integritas, serta kebutuhan organisasi dalam mendukung efektivitas pengawasan dan keberlanjutan perusahaan.

IDSurvey Group continues to pay attention to diversity in the composition of its governance bodies, including in terms of gender and age group, as part of strengthening inclusive and balanced corporate governance. Going forward, the Company will continue to promote diversity of perspectives within its governance structure, while taking into account competencies, experience, integrity, and organizational needs to support effective oversight and corporate sustainability.

Sebagai perusahaan milik negara, IDSurvey Group juga memiliki tanggung jawab untuk berkontribusi terhadap pembangunan bangsa, termasuk melalui pengembangan dan pemberdayaan talenta nasional. Perusahaan memberikan kesempatan bagi masyarakat Indonesia untuk menduduki posisi manajemen senior dan berperan dalam pengelolaan serta pengambilan keputusan strategis perusahaan. Dalam laporan ini, manajemen senior didefinisikan sebagai Direksi dan/atau pejabat eksekutif satu level di bawah Direksi yang memiliki peran strategis dalam pengambilan keputusan perusahaan.

As a state-owned enterprise, IDSurvey Group also has a responsibility to contribute to national development, including through the development and empowerment of national talent. The Company provides opportunities for Indonesian citizens to hold senior management positions and take part in the management and strategic decision-making of the Company. In this report, senior management is defined as the Board of Directors and/or executive officers one level below the Board of Directors who have a strategic role in the Company's decision-making process.

Adapun komunitas lokal didefinisikan sebagai Warga Negara Indonesia atau individu yang direkrut dari pasar tenaga kerja Indonesia, sejalan dengan seluruh lokasi operasi signifikan IDSurvey Group yang berada di Indonesia. Pada tahun 2025, seluruh posisi manajemen senior IDSurvey Group atau sebesar 100% dijabat oleh Warga Negara Indonesia. [GRI 202-2]

Local community is defined as Indonesian citizens or individuals recruited from the Indonesian labor market, in line with the fact that all significant operational locations of IDSurvey Group are located in Indonesia. In 2025, all senior management positions in IDSurvey Group, or 100%, were held by Indonesian citizens. [GRI 202-2]

Karyawan dengan Disabilitas

Employees with Disabilities

[GRI 405-1]

Pemenuhan hak dan kesempatan kerja bagi penyandang disabilitas merupakan salah satu wujud komitmen IDSurvey Group dalam menerapkan prinsip kesetaraan dan inklusi di tempat kerja. Komitmen ini sejalan dengan arah pengelolaan sumber daya manusia perusahaan serta ketentuan yang berlaku bagi Badan Usaha Milik Negara. Dalam pengelolaan SDM, perhatian terhadap penyandang disabilitas tidak hanya diarahkan pada pemenuhan target jumlah karyawan, tetapi juga pada upaya menciptakan ruang kerja yang mendukung partisipasi dan kontribusi setiap individu sesuai dengan kompetensi dan kebutuhan organisasi.

Fulfillment of the rights and employment opportunities of persons with disabilities is one form of IDSurvey Group's commitment to applying the principles of equality and inclusion in the workplace. This commitment is aligned with the Company's human resource management direction as well as the applicable provisions for State-Owned Enterprises. In managing human resources, attention to persons with disabilities is not only directed toward achieving employee representation targets, but also toward creating a work environment that supports the participation and contribution of every individual in accordance with their competencies and organizational needs.

Pada tahun 2025, IDSurvey Group memiliki target keterwakilan karyawan perempuan dan penyandang disabilitas yang mengacu pada Aspirasi Pemegang Saham (APS). Khusus untuk karyawan penyandang disabilitas, target yang ditetapkan adalah sebanyak 106 orang, atau setara dengan 2% dari total karyawan IDSurvey Group. Hingga akhir tahun 2025, realisasi pemenuhan karyawan penyandang disabilitas di lingkup IDSurvey Group mencapai 70% dari target tersebut. Capaian ini menjadi dasar bagi Perusahaan untuk terus memperkuat upaya pemenuhan target secara bertahap, sejalan dengan komitmen terhadap keberagaman, kesetaraan kesempatan kerja, dan inklusi di lingkungan IDSurvey Group.

In 2025, IDSurvey Group set targets for the representation of female employees and employees with disabilities, referring to the Shareholder Aspirations (Aspirasi Pemegang Saham or APS). Specifically for employees with disabilities, the target was set at 106 employees, equivalent to 2% of IDSurvey Group's total employees. By the end of 2025, the fulfillment of employees with disabilities within IDSurvey Group reached 70% of the target. This achievement serves as a basis for the Company to continue strengthening its efforts to gradually fulfill the target, in line with its commitment to diversity, equal employment opportunity, and inclusion across IDSurvey Group.

Hingga akhir periode pelaporan, IDSurvey Group mencatat sebanyak 68 karyawan penyandang disabilitas, yang terdiri dari 10 karyawan di PT BKI, 37 karyawan di PT SCI, dan 21 karyawan di PT SI. Capaian tersebut menunjukkan bahwa perusahaan telah merealisasikan sebagian besar target pemenuhan karyawan penyandang disabilitas pada tahun 2025. Ke depan, IDSurvey Group akan terus memperkuat pelaksanaan kebijakan dan program yang mendukung inklusivitas, termasuk melalui proses rekrutmen, penempatan, serta pengelolaan lingkungan kerja yang lebih ramah bagi penyandang disabilitas.

As of the end of the reporting period, IDSurvey Group recorded 68 employees with disabilities, consisting of 10 employees at PT BKI, 37 employees at PT SCI, and 21 employees at PT SI. This achievement shows that the Company has realized a substantial portion of its target for employees with disabilities in 2025. Going forward, IDSurvey Group will continue to strengthen the implementation of policies and programs that support inclusivity, including through recruitment, placement, and the development of a more disability-friendly work environment.

Kesejahteraan Karyawan
Employee Welfare

Kesejahteraan karyawan merupakan salah satu aspek penting dalam mendukung terciptanya lingkungan kerja yang sehat, aman, dan produktif. IDSurvey Group memandang bahwa kesejahteraan yang terjaga dapat mendorong motivasi, loyalitas, serta keterlibatan karyawan dalam mendukung pencapaian tujuan perusahaan. Oleh karena itu, perusahaan berupaya memastikan pemenuhan hak dan manfaat kerja secara adil, proporsional, dan sesuai dengan ketentuan yang berlaku.

Employee welfare is a key aspect in creating a safe, healthy, and productive work environment. IDSurvey Group recognizes that well-being contributes to employee motivation, loyalty, and engagement, which are essential for achieving the company's objectives. Therefore, the company strives to ensure that employee rights and benefits are provided fairly, proportionally, and in accordance with applicable regulations.

Komitmen tersebut diwujudkan melalui pengelolaan remunerasi dan manfaat kerja, pemenuhan jaminan sosial dan kesehatan, pengaturan hak cuti, serta penyediaan berbagai fasilitas dan program pendukung bagi karyawan. Pada tahun 2025, IDSurvey telah menyiapkan berbagai sarana pendukung kesejahteraan fisik dan mental, termasuk ruang laktasi di setiap lantai ganjil gedung, fasilitas gym, serta Medical Check Up (MCU). Selain itu, perusahaan mendorong partisipasi karyawan dalam komunitas dan kegiatan olahraga, yang selama 2025 sebagian besar masih mengikuti program yang diselenggarakan oleh PT BKI, meliputi tenis, basket, futsal, badminton, poundfit, zumba, gym, panahan, golf, sepeda, dan kegiatan petualangan bersama entitas lain seperti PT SCI dan PT SI.

This commitment is implemented through the management of compensation and employee benefits, provision of social security and healthcare, regulation of leave entitlements, and the availability of various facilities and support programs. In 2025, IDSurvey provided physical and mental well-being support, including lactation rooms on every odd-numbered floor, gym facilities, and Medical Check-Ups (MCU) for all employees. Additionally, employees were encouraged to participate in sports and community activities, which in 2025 largely followed programs organized by PT BKI, including tennis, basketball, futsal, badminton, poundfit, zumba, gym, archery, golf, cycling, and adventure activities in collaboration with entities such as PT SCI and PT SI.

Selain fasilitas fisik, IDSurvey juga mulai membangun program pendampingan kesehatan mental sebagai bagian dari kebijakan Employee Wellbeing. Inisiatif ini akan semakin formal dan terintegrasi pada tahun 2026, ketika anggaran disediakan untuk mendukung komunitas karyawan yang aktif dan beragam. Melalui pendekatan ini, IDSurvey Group berupaya memberikan dukungan yang memadai agar setiap karyawan dapat bekerja secara optimal, menjaga keseimbangan antara pekerjaan dan kehidupan pribadi, serta berkontribusi terhadap pertumbuhan perusahaan secara berkelanjutan.

Beyond physical facilities, IDSurvey also began establishing a mental health support program as part of the Employee Wellbeing policy. This initiative is expected to become more formal and integrated in 2026, when the company allocates a dedicated budget to support diverse and active employee communities. Through this approach, IDSurvey Group aims to provide adequate support for employees to perform optimally, maintain a healthy work-life balance, and contribute to the sustainable growth of the company.

Lebih lanjut, sebagai bagian dari pengelolaan kesejahteraan dan pemenuhan hak karyawan, IDSurvey Group memastikan bahwa remunerasi pegawai tetap pada tingkat terendah telah memenuhi ketentuan upah minimum yang berlaku di masing-masing entitas dan/atau lokasi operasi. Pada tahun 2025, perbandingan remunerasi pegawai tetap tingkat terendah terhadap upah minimum regional/provinsi/kabupaten/kota disajikan pada tabel berikut. Pengungkapan ini menunjukkan kepatuhan Perusahaan terhadap ketentuan ketenagakerjaan sekaligus menjadi bagian dari komitmen dalam menciptakan lingkungan kerja yang adil dan sejahtera. [OJK F.20]

Furthermore, as part of employee welfare management and the fulfillment of employee rights, IDSurvey Group ensures that the remuneration of permanent employees at the lowest level complies with the applicable minimum wage requirements in each entity and/or operational location. In 2025, the comparison between the remuneration of permanent employees at the lowest level and the applicable regional/provincial/regency/city minimum wage is presented in the following table. This disclosure demonstrates the Company's compliance with labor regulations and forms part of its commitment to creating a fair and prosperous work environment. [OJK F.20]

Perbandingan Upah Pegawai Entry Level terhadap Upah Minimum yang Berlaku di Wilayah Operasional PT Biro Klasifikasi Indonesia Periode 2023–2025

Comparison of Entry-Level Employee Wage against the Applicable Minimum Wage by Operational Area of PT Biro Klasifikasi Indonesia for the 2023–2025 Period

Lokasi *Location*	Rata-rata Upah Minimum PT BKI *Average Minimum Wage of PT BKI*			Rata-rata Upah Minimum Provinsi *Average Minimum Wage by Province*			Risiko *Risk*
	2025	2024	2023	2025	2024	2023	
Jakarta	5.983.664	6.266.352	5.066.233	5.396.961	5.067.381	4.901.798	1,11 : 1
Banten	N/A	N/A	4.660.000	2.900.000	2.727.812,	2.661.280	N/A
Batam	4.786.038	4.965.000	3.275.000	3.700.000	3.402.492	3.279.194	1,29 : 1
Samarinda	3.927.940	3.622.500	3.275.000	3.700.000	3.497.124	3.201.396	1,06 : 1
Balikpapan	N/A	N/A	N/A	3.690.000	3.497.124	3.201.396	N/A
Singapura	N/A	N/A	N/A	0	N/A	N/A	N/A
Surabaya	N/A	4.855.575	4.175.000	4.960.000	4.725.479	2.040.244	N/A
Banjarmasin	3.687.664	3.507.625	3.275.000	3.500.000	3.282.812	3.149.977	1,05 : 1
Palembang	3.884.510	3.678.000	3.275.000	3.766.000	3.456.874	3.404.177	1,03 : 1
Pekanbaru	N/A	N/A	N/A	3.700.000	3.294.625	3.191.662	N/A
Pontianak	3.576.054	3.455.125	3.275.000	2.880.000	2.702.616	2.608.601	1,24 : 1
Ambon	N/A	N/A	N/A	3.150.000	2.949.953	2.812.827	N/A
Belawan	4.038.518	3.901.950	3.275.000	4.014.000	2.809.915	2.710.493	1,01 : 1
Bitung	N/A	N/A	N/A	3.775.000	3.545.000	3.485.000	N/A
Cirebon	3.184.242	3.002.563	3.275.000	2.900.000	2.057.495	1.986.670	1,10 : 1
Jambi	3.636.981	3.480.125	3.275.000	3.287.000	3.037.121	2.943.033	1,11 : 1
Makassar	3.859.190	3.643.321	3.275.000	3.766.000	3.434.298	3.385.145	1,02 : 1
Semarang	N/A	N/A	N/A	3.454.000	2.036.947	1.958.169	N/A
Sorong	3.677.745	3.500.000	N/A	3.680.000	3.393.500	3.282.000	1,00 : 1
						Rata-Rata *Average*	**1,09 : 1**

Perbandingan Upah Pegawai Entry Level terhadap Upah Minimum yang Berlaku di Wilayah Operasional PT Surveyor Indonesia Periode 2023–2025

Comparison of Entry-Level Employee Wage against the Applicable Minimum Wage by Operational Area of PT Surveyor Indonesia for the 2023–2025 Period

Lokasi *Location*	Rata-rata Upah Minimum PT SI *Average Minimum Wage of PT SI*			Rata-rata Upah Minimum Provinsi *Average Minimum Wage by Province*			Risiko *Risk*
	2025	2024	2023	2025	2024	2023	
Kantor Pusat Jakarta *Head Office Jakarta*	5.400.000	5.100.000	4.950.000	5.396.761	5.067.381	4.901.798	1,00
Aceh	3.686.000	3.470.000	3.415.000	3.685.616	3.460.672	3.413.666	1,00
Medan	4.015.000	3.800.000	3.624.200	4.014.072	3.769.082	3.624.117	1,00
Batam	4.989.600	4.700.000	4.600.000	4.989.600	4.685.050	4.500.440	1,00
Pekanbaru	3.725.000	3.455.000	3.400.000	3.675.937	3.451.584	3.319.023	1,01
Palembang	3.916.635	3.678.481	3.575.000	3.916.635	3.677.591	3.565.409	1,00
Semarang	3.340.000	3.264.000	3.100.000	3.280.000	3.243.696	3.060.349	1,02
Surabaya	4.961.753	4.725.479	4.525.479	4.961.753	4.725.479	4.525.479	1,00
Banjarbaru	3.496.195	3.282.812	3.149.978	3.496.195	3.282.812	3.149.977	1,00
Balikpapan	3.724.500	3.475.595	3.324.273	3.701.508	3.475.595	3.324.273	1,01
Makassar	3.881.000	3.647.000	3.530.000	3.880.136	3.643.321	3.513.982	1,00
Jumlah *Total*	**4.103.244**	**3.872.579**	**3.744.903**	**4.090.747**	**3.862.049**	**3.718.047**	**1,00**



Perbandingan Upah Pegawai Entry Level terhadap Upah Minimum yang Berlaku di Wilayah Operasional PT SUCOFINDO Tahun 2025

Comparison of Entry-Level Employee Wage against the Applicable Minimum Wage by Operational Area of PT SUCOFINDO for the 2025 Period

Lokasi Kerja *Work Location*	**UMR 2025** *Regional Minimum Wage 2025*	**Gaji Terendah Pegawai** *Employee Lowest Salary*		**Rasio terhadap UMR** *Ratio to Minimum Wage*	
		Laki-Laki *Male*	**Perempuan** *Female*	**Laki-Laki** *Male*	**Perempuan** *Female*
Kantor Pusat *Head Office*					
Kantor Pusat *Head Office*	5.396.761	5.396.761	5.396.761	1:1	1:1
SBU Kantor Pusat *Head Office SBU*	5.396.761	5.396.761	5.396.761	1:1	1:1
SBU Lab Cibitung *Cibitung Lab SBU*	5.568.954	5.568.954	5.568.954	1:1	1:1
Kantor Cabang *Branch Offices*					
Balikpapan	3.701.508	4.387.800	4.387.800	1:1,185	1:1,185
Bandar Lampung	3.305.367	3.881.560	5.743.465	1:1,174	1:1,738
Bandung	4.482.914	4.482.915	4.482.915	1:1	1:1
Banjarmasin	3.599.182	4.161.059	4.549.365	1:1,156	1:1,264
Batam	4.989.600	4.989.600	4.989.600	1:1	1:1
Batulicin	3.500.163	3.934.047	6.383.890	1:1,124	1:1,824
Bekasi	5.568.954	5.568.954	5.568.954	1:1	1:1
Bengkulu	2.670.039	4.084.900	5.198.316	1:1,530	1:1,947
Bontang	3.780.013	4.084.900	4.549.365	1:1,081	1:1,204
Cilacap	2.640.248	4.425.697	4.951.759	1:1,676	1:1,875
Cilegon	5.128.084	5.128.085	5.128.085	1:1	1:1
Cirebon	2.697.685	4.678.000	4.549.365	1:1,734	1:1,686
Denpasar	3.298.116	4.084.900	4.678.000	1:1,239	1:1,418
Dumai	4.118.669	4.549.365	5.221.854	1:1,105	1:1,268
Jakarta	5.396.760	5.396.761	5.396.761	1:1	1:1

Lokasi Kerja *Work Location*	UMR 2025 *Regional Minimum Wage 2025*	Gaji Terendah Pegawai *Employee Lowest Salary*		Rasio terhadap UMR *Ratio to Minimum Wage*	
		Laki-Laki *Male*	Perempuan *Female*	Laki-Laki *Male*	Perempuan *Female*
Kantor Cabang *Branch Offices*					
Jambi	3.607.223	4.678.000	4.078.260	1:1,297	1:1,131
Kendari	3.314.389	4.678.000	8.875.198	1:1,411	1:2,678
Makassar	3.880.137	4.394.191	3.979.360	1:1,132	1:1,026
Medan	4.014.072	4.560.600	4.084.900	1:1,136	1:1,018
Padang	2.994.193	4.341.596	5.305.200	1:1,450	1:1,772
Palembang	3.916.635	4.141.000	5.404.100	1:1,057	1:1,380
Pekanbaru	3.675.937	4.023.600	4.387.800	1:1,095	1:1,194
Pontianak	2.878.286	3.835.900	3.812.500	1:1,333	1:1,325
Samarinda	3.724.437	4.084.900	4.387.800	1:1,097	1:1,178
Sangatta	3.743.820	3.967.500	3.835.900	1:1,060	1:1,025
Semarang	3.454.827	4.161.059	4.078.260	1:1,204	1:1,180
Surabaya	4.961.753	4.961.753	5.217.717	1:1	1:1,052
Tarakan	4.469.326	4.469.326	4.469.326	1:1	1:1
Timika	5.005.678	5.005.678	6.260.700	1:1	1:1,251

Tunjangan yang Diberikan

Benefits Provided

[GRI 401-2]

IDSurvey memberikan berbagai bentuk tunjangan dan manfaat kerja sebagai bagian dari komitmen perusahaan dalam mendukung kesejahteraan karyawan. Pemberian tunjangan dilakukan dengan memperhatikan status ketenagakerjaan, ketentuan internal perusahaan, serta peraturan perundang-undangan yang berlaku. Melalui penyediaan manfaat kerja yang memadai, perusahaan berupaya memastikan bahwa karyawan memperoleh perlindungan dan dukungan yang sesuai dalam menjalankan perannya.

IDSurvey provides various forms of allowances and employee benefits as part of the Company's commitment to supporting employee welfare. The provision of benefits takes into account employment status, the Company's internal policies, and applicable laws and regulations. Through the provision of adequate employee benefits, the Company seeks to ensure that employees receive appropriate protection and support in carrying out their roles.

Selain kompensasi yang diterima setiap bulan, perusahaan juga menyediakan berbagai manfaat lain yang diarahkan untuk mendukung keamanan, kesehatan, dan kenyamanan karyawan. Manfaat tersebut menjadi bagian dari upaya perusahaan dalam menciptakan lingkungan kerja yang lebih produktif sekaligus mendorong motivasi karyawan untuk terus memberikan kontribusi terbaik.

In addition to monthly compensation, the Company also provides various other benefits aimed at supporting employee safety, health, and comfort. These benefits form part of the Company's efforts to create a more productive work environment while encouraging employee motivation to continue delivering their best contribution.

Pemberian tunjangan juga mencerminkan komitmen IDSurvey dalam memenuhi hak normatif karyawan sekaligus memperkuat keterikatan dan loyalitas terhadap perusahaan. Dengan memastikan akses terhadap manfaat kerja sesuai ketentuan yang berlaku, perusahaan mendorong terciptanya lingkungan kerja yang kondusif bagi karyawan untuk berkembang dan berkontribusi secara optimal dalam mendukung keberlanjutan perusahaan. Informasi mengenai tunjangan dan manfaat kerja berdasarkan status ketenagakerjaan disajikan pada tabel berikut.

The provision of benefits also reflects IDSurvey's commitment to fulfilling employees' normative rights while strengthening employee engagement and loyalty to the Company. By ensuring access to employee benefits in accordance with applicable provisions, the Company encourages the creation of a conducive work environment where employees can grow and contribute optimally to support the Company's sustainability. Information on allowances and employee benefits based on employment status 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]

IDSurvey memperhatikan kesiapan karyawan dalam memasuki masa purnabakti sebagai bagian dari pengelolaan kesejahteraan jangka panjang. Pengelolaan pensiun karyawan dilaksanakan dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku serta kebijakan internal perusahaan. Melalui pendekatan tersebut, perusahaan berupaya memastikan bahwa hak-hak karyawan terkait masa pensiun dapat dipenuhi secara tertib, adil, dan sesuai dengan ketentuan yang berlaku.

IDSurvey pays attention to employees' readiness to enter retirement as part of its long-term welfare management. Employee retirement management is carried out by referring to applicable laws and regulations as well as the Company's internal policies. Through this approach, the Company seeks to ensure that employees' retirement-related rights can be fulfilled in an orderly, fair, and compliant manner.

Sebagai bagian dari perlindungan ketenagakerjaan, karyawan IDSurvey diikutsertakan dalam program Jaminan Pensiun BPJS Ketenagakerjaan sesuai ketentuan yang berlaku. Program Jaminan Pensiun BPJS Ketenagakerjaan memiliki iuran sebesar 3% dari upah per bulan, dengan komposisi 2% ditanggung oleh pemberi kerja dan 1% ditanggung oleh pekerja. Pada tahun 2025, usia pensiun yang menjadi dasar penerimaan manfaat Jaminan Pensiun adalah 59 tahun, sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Adapun ketentuan usia pensiun dalam hubungan kerja tetap mengacu pada kebijakan internal perusahaan, perjanjian kerja, peraturan perusahaan, dan/atau peraturan perundang-undangan yang berlaku.

As part of employment protection, IDSurvey employees are enrolled in the BPJS Ketenagakerjaan Pension Security program in accordance with applicable provisions. The BPJS Ketenagakerjaan Pension Security Program requires a contribution of 3% of monthly wages, consisting of 2% borne by the employer and 1% borne by the employee. In 2025, the retirement age used as the basis for receiving Pension Security benefits is 59 years, in accordance with the applicable laws and regulations. Meanwhile, the retirement age applicable to employment relationships continues to refer to the Company's internal policies, employment agreements, company regulations, and/or applicable laws and regulations.

Pada tahun 2025, belum terdapat karyawan IDSurvey yang memasuki masa pensiun, sehingga perusahaan belum menyelenggarakan program khusus persiapan masa pensiun pada periode pelaporan.

In 2025, there were no IDSurvey employees entering retirement, and therefore the Company did not conduct a specific retirement preparation program during the reporting period.

Selain itu, berdasarkan komposisi dan proyeksi usia karyawan saat ini, kebutuhan program persiapan masa pensiun belum menjadi prioritas dalam waktu dekat. Namun demikian, perusahaan tetap memperhatikan aspek pengelolaan pensiun sebagai bagian dari kebijakan sumber daya manusia, terutama apabila terdapat perubahan status kepegawaian atau kebutuhan organisasi di masa mendatang.

In addition, based on the current employee composition and age projection, the need for a retirement preparation program is not yet a priority in the near term. Nevertheless, the Company continues to pay attention to retirement management as part of its human resource policy, particularly in the event of changes in employment status or organizational needs in the future.

Sejalan dengan rencana penguatan struktur ketenagakerjaan IDSurvey, perusahaan juga mencermati kemungkinan adanya alih status pegawai penugaskaryaan menjadi karyawan IDSurvey pada periode berikutnya. Kebijakan dan program terkait masa persiapan pensiun bagi karyawan akan disusun dan disesuaikan apabila telah terdapat kebutuhan yang relevan, termasuk dengan mempertimbangkan skema kepegawaian, ketentuan yang berlaku, serta hak-hak karyawan dalam memasuki masa purnabakti.

In line with the plan to strengthen IDSurvey's workforce structure, the Company also takes into account the possibility of converting seconded employees into IDSurvey employees in the following period. Policies and programs related to retirement preparation will be developed and adjusted when relevant needs arise, taking into consideration employment schemes, applicable provisions, and employees' rights upon entering retirement.

Cuti Karyawan

Employee Leave

[GRI 401-3]

Sebagai bagian dari pemenuhan hak dan kesejahteraan karyawan, IDSurvey Group memberikan hak cuti kepada karyawan sesuai dengan ketentuan ketenagakerjaan yang berlaku serta kebijakan internal masing-masing entitas. Pengaturan cuti karyawan ditujukan untuk mendukung keseimbangan antara pekerjaan dan kehidupan pribadi, menjaga kesehatan fisik dan mental karyawan, serta memastikan bahwa karyawan memiliki waktu yang memadai untuk memenuhi kebutuhan pribadi maupun keluarga.

As part of fulfilling employee rights and welfare, IDSurvey Group provides leave entitlements to employees in accordance with applicable labor regulations and the internal policies of each entity. Employee leave arrangements are intended to support work-life balance, maintain employees' physical and mental health, and ensure that employees have sufficient time to attend to personal and family needs.

Hak cuti yang diberikan mencakup cuti tahunan, cuti sakit, cuti melahirkan bagi karyawan perempuan, serta izin atau cuti lainnya sesuai dengan ketentuan perusahaan. Secara umum, karyawan berhak memperoleh cuti tahunan sebanyak 12 hari kerja dalam satu tahun setelah memenuhi masa kerja tertentu. Selain itu, perusahaan juga memberikan hak cuti melahirkan bagi karyawan perempuan selama 3 bulan (12 minggu), serta izin bagi karyawan laki-laki untuk mendampingi istri melahirkan selama 3 hari kerja. Pengaturan tersebut menjadi bagian dari dukungan perusahaan terhadap kesejahteraan keluarga karyawan.

The leave entitlements provided include annual leave, sick leave, maternity leave for female employees, and other types of leave or permission in accordance with company regulations. In general, employees are entitled to 12 working days of annual leave within one year after completing a certain period of service. In addition, the Company provides maternity leave for female employees for 3 months (12 weeks), as well as 3 working days of leave for male employees to accompany their wives during childbirth. These arrangements form part of the Company's support for employee family welfare.

Dalam konteks parental leave, cuti melahirkan bagi karyawan perempuan merupakan bentuk dukungan bagi karyawan yang berperan sebagai pengasuh utama, sedangkan izin bagi karyawan laki-laki untuk mendampingi istri melahirkan merupakan bentuk dukungan bagi pengasuh pendamping. Di luar cuti yang berkaitan dengan kelahiran anak, karyawan juga dapat memperoleh izin atau cuti tertentu untuk kebutuhan keluarga sesuai dengan ketentuan yang berlaku di masing-masing entitas.

In the context of parental leave, maternity leave for female employees represents support for employees who act as primary caregivers, while leave granted to male employees to accompany their wives during childbirth represents support for non-primary caregivers. Beyond leave related to childbirth, employees may also obtain certain leave or permission for family-related needs in accordance with the applicable provisions of each entity.

Melalui pengaturan cuti tersebut, IDSurvey Group berupaya memastikan bahwa setiap karyawan memperoleh hak istirahat dan dukungan yang sesuai dengan kebutuhan masing-masing. Pemenuhan hak cuti juga menjadi bagian dari komitmen perusahaan dalam menciptakan lingkungan kerja yang lebih sehat, manusiawi, dan mendukung keseimbangan kehidupan kerja.

Through these leave arrangements, IDSurvey Group seeks to ensure that every employee receives appropriate rest entitlements and support according to their respective needs. The fulfillment of leave entitlements is also part of the Company's commitment to creating a healthier, more humane work environment that supports work-life balance.

Entitas *Entity*	**2025**		**2024**	
	Laki-Laki *Male*	**Perempuan** *Female*	**Laki-Laki** *Male*	**Perempuan** *Female*
Karyawan yang berhak mengambil Cuti Melahirkan *Employees Entitled to Maternity Leave*	2.205	660	2.354	675
Karyawan yang mengambil Cuti Melahirkan *Employees who Took Maternity Leave*	129	232	146	108
Karyawan yang bekerja kembali setelah Cuti Melahirkan *Employees who Returned to Work after Maternity Leave*	115	194	128	91
Karyawan yang masih bekerja selama satu tahun setelah bekerja kembali *Employees still employed one year after returning to work*	92	185	142	84
Tingkat karyawan yang kembali bekerja setelah Cuti Melahirkan ***Return-to-Work Rate After Maternity Leave***	**89,14**	**83,62**	**87,67**	**84,25**
Tingkat retensi ***Retention Rate***	**80**	**95,36**	**110,93**	**92,30**

Hubungan Industrial dan Kebebasan Berserikat

Industrial Relations and Freedom of Association

[GRI 2-30, 407-1]

IDSurvey menghormati hak karyawan untuk berserikat, berkumpul, dan menyampaikan aspirasi sesuai dengan ketentuan ketenagakerjaan yang berlaku di Indonesia. Pada tahun 2025, setiap entitas anak IDSurvey memiliki serikat pekerja resmi yang dapat diikuti oleh pegawai sesuai pilihan mereka, sehingga karyawan memiliki akses untuk bergabung dan menyampaikan aspirasi melalui mekanisme serikat yang ada. Serikat pekerja tersebut antara lain SPASI (Serikat Pegawai Surveyor Indonesia) di PT SI, Serikat Pekerja SUCOFINDO (SPS) di PT SCI, serta Serikat Karyawan Biro Klasifikasi Indonesia (SEKAR BKI) dan Serikat Pekerja BKI (SP-BKI) di PT BKI.

IDSurvey respects employees' rights to associate, assemble, and express their aspirations in accordance with applicable labor regulations in Indonesia. In 2025, each subsidiary of IDSurvey had officially recognized labor unions that employees could join based on their respective choices, providing employees with access to participate and communicate their aspirations through the available union mechanisms. These labor unions include SPASI (Serikat Pegawai Surveyor Indonesia) at PT SI, Serikat Pekerja SUCOFINDO (SPS) at PT SCI, as well as Serikat Karyawan Biro Klasifikasi Indonesia (SEKAR BKI) and Serikat Pekerja BKI (SP-BKI) at PT BKI.

Serikat pekerja ini berfungsi sebagai saluran bagi karyawan untuk menyampaikan aspirasi, termasuk perbaikan kondisi kerja, kesejahteraan, hak atas upah yang adil, lingkungan kerja yang aman dan sehat, serta jaminan sosial. Seluruh serikat pekerja telah terdaftar dan diakui secara resmi sesuai dengan ketentuan perundang-undangan.

These labor unions serve as a channel for employees to convey their aspirations, including improving working conditions, welfare, fair wages, a safe and healthy work environment, and social security. All unions have been officially registered and recognized under applicable laws and regulations.

Sebagai bagian dari transisi pemisahan *holding*, IDSurvey menjalankan kegiatan operasional dengan mengacu pada kebijakan dan aturan baku PT BKI yang disediakan sebagai pedoman sementara. Dukungan ini bersifat terukur dan bertujuan memastikan kelancaran operasional IDSurvey hingga kebijakan internalnya dapat diterbitkan. Fungsi dari dukungan PT BKI ini, termasuk peraturan perusahaan dan PKB sebelumnya, tidak menghilangkan cakupan atau hak karyawan; seluruh karyawan tetap berada dalam lingkup perlindungan yang sama.

As part of the holding's transitional phase, IDSurvey operated using policies and standard procedures from PT BKI as temporary guidance. This support is structured, measurable, and intended to ensure smooth operational continuity until internal policies are fully established. The use of PT BKI's prior regulations, including company rules and existing collective labor agreements (PKB), does not remove any coverage or rights; all (100%) employees remain fully covered.

Peraturan Perusahaan dan/atau Perjanjian Kerja Bersama (PKB) yang berlaku di masing-masing entitas menjadi pedoman dalam mengatur hak dan kewajiban karyawan, termasuk ketentuan mengenai hubungan kerja, waktu kerja, remunerasi, tunjangan, cuti, tata tertib, serta mekanisme penyelesaian hubungan industrial. PP dan/atau PKB tersebut mencakup seluruh (100%) karyawan IDSurvey Group, baik karyawan PKWTT maupun PKWT, sepanjang periode 2022–2025 sesuai ketentuan yang berlaku pada masing-masing entitas.

Company Regulations and/or Collective Labor Agreements (PKB) applicable in each entity serve as guidelines for regulating employees' rights and obligations, including provisions on employment relationships, working hours, remuneration, benefits, leave, workplace discipline, and mechanisms for resolving industrial relations matters. These Company Regulations and/or PKB cover all (100%) employees of IDSurvey Group, including both permanent employees (PKWTT) and fixed-term employees (PKWT), throughout the 2022–2025 period in accordance with the provisions applicable in each entity.

IDSurvey juga memberikan ruang bagi karyawan untuk menyampaikan aspirasi, masukan, maupun keluhan melalui mekanisme komunikasi internal yang tersedia. Selama tahun pelaporan, tidak terdapat operasi yang diidentifikasi memiliki risiko signifikan terhadap pelanggaran hak kebebasan berserikat dan perundingan kolektif. Pada tahun 2025, Perusahaan juga tidak menerima laporan atau indikasi signifikan terkait pembatasan hak kebebasan berserikat dan perundingan kolektif pada pemasok atau penyedia jasa utama.

IDSurvey also provides channels for employees to convey aspirations, feedback, and grievances through the available internal communication mechanisms. During the reporting period, no operations were identified as having significant risks of violating the rights to freedom of association and collective bargaining. In 2025, the Company also did not receive any reports or significant indications related to restrictions on the rights to freedom of association and collective bargaining among key suppliers or service providers.

Sebagai langkah pencegahan, IDSurvey Group memastikan pemenuhan hak-hak ketenagakerjaan melalui penerapan PP dan/atau PKB, keberadaan serikat pekerja pada masing-masing entitas, mekanisme komunikasi dan pengaduan internal, serta pemenuhan ketentuan ketenagakerjaan dalam hubungan dengan pemasok dan penyedia jasa. Perusahaan akan terus memastikan pemenuhan hak-hak ketenagakerjaan, sejalan dengan perkembangan organisasi dan ketentuan peraturan perundang-undangan yang berlaku. [GRI 407-1]

As a preventive measure, IDSurvey Group ensures the fulfillment of labor rights through the implementation of Company Regulations and/or PKB, the presence of labor unions in each entity, internal communication and grievance mechanisms, as well as compliance with labor provisions in its relationships with suppliers and service providers. The Company will continue to ensure the fulfillment of labor rights in line with organizational development and applicable laws and regulations. [GRI 407-1]

Hak Asasi Manusia (HAM) bagi Karyawan

Human Rights for Employees

[GRI 3-3, 406-1, 408-1, 409-1, 410-1]

Perusahaan berkomitmen untuk menghormati hak asasi manusia dengan mengacu pada prinsip-prinsip HAM yang diakui secara internasional, termasuk UN Guiding Principles on Business and Human Rights serta konvensi inti International Labour Organization (ILO), dengan tetap mematuhi ketentuan peraturan perundang-undangan yang berlaku di Indonesia. Dalam konteks ketenagakerjaan, komitmen ini menjadi dasar bagi IDSurvey Group dalam membangun lingkungan kerja yang aman, adil, inklusif, dan menghormati martabat setiap individu.

The Company is committed to respecting human rights by referring to 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), while complying with applicable laws and regulations in Indonesia. In the context of employment, this commitment serves as the foundation for IDSurvey Group in building a safe, fair, inclusive work environment that respects the dignity of every individual.

Komitmen penghormatan terhadap HAM diterapkan melalui kebijakan dan praktik pengelolaan SDM, mulai dari proses rekrutmen, hubungan kerja, pengembangan karier, penilaian kinerja, remunerasi, hingga hubungan industrial. IDSurvey Group tidak mentoleransi segala bentuk pelanggaran HAM di tempat kerja, termasuk perdagangan orang, kerja paksa, pekerja anak, diskriminasi, pelecehan, serta pembatasan terhadap hak karyawan untuk berserikat dan menyampaikan aspirasi sesuai dengan ketentuan yang berlaku. Prinsip tersebut juga menjadi bagian dari upaya perusahaan dalam memastikan bahwa setiap karyawan memperoleh perlakuan yang setara tanpa membedakan jenis kelamin, usia, agama, suku, ras, kondisi fisik, maupun latar belakang lainnya yang tidak berkaitan dengan kompetensi & kinerja.

The commitment to respecting human rights is implemented through human resource policies and practices, from recruitment, employment relations, career development, performance assessment, and remuneration to industrial relations. IDSurvey Group does not tolerate any form of human rights violation in the workplace, including human trafficking, forced labor, child labor, discrimination, harassment, and restrictions on employees' rights to freedom of association and expression of aspirations in accordance with applicable provisions. This principle also forms part of the Company's efforts to ensure that every employee receives equal treatment regardless of gender, age, religion, ethnicity, race, physical condition, or other backgrounds that are not related to competence & performance.

Pada tahun 2025, sosialisasi terkait kebijakan dan prinsip HAM di lingkungan IDSurvey Group masih difokuskan kepada karyawan dan belum secara khusus mencakup petugas keamanan yang berada di bawah pengelolaan *building management*. Oleh karena itu, informasi persentase petugas keamanan yang telah menerima pelatihan atau sosialisasi terkait kebijakan/prosedur HAM belum dapat disajikan secara lengkap pada tahun pelaporan. Ke depan, IDSurvey Group akan mendorong koordinasi dengan building management untuk memperluas cakupan sosialisasi HAM kepada petugas keamanan sebagai bagian dari penguatan penerapan prinsip HAM di lingkungan kerja. [GRI 410-1]

In 2025, socialization related to human rights policies and principles within IDSurvey Group was still focused on employees and did not yet specifically include security personnel under the management of the building management. Therefore, information on the percentage of security personnel who received training or socialization on human rights policies/procedures cannot yet be presented completely for the reporting year. Going forward, IDSurvey Group will encourage coordination with the building management to expand the scope of human rights socialization to security personnel as part of strengthening the implementation of human rights principles in the workplace. [GRI 410-1]

Dalam mencegah praktik pekerja anak, IDSurvey Group memastikan bahwa proses rekrutmen dilakukan dengan memperhatikan batas usia minimum bekerja sesuai ketentuan peraturan perundang-undangan. Verifikasi dokumen identitas dan kelengkapan administrasi menjadi bagian dari proses seleksi untuk memastikan bahwa karyawan yang direkrut telah memenuhi persyaratan usia kerja.

To prevent child labor practices, IDSurvey Group ensures that the recruitment process takes into account the minimum working age in accordance with applicable laws and regulations. Verification of identity documents and administrative requirements forms part of the selection process to ensure that recruited employees meet the working age requirements.

Sementara itu, pencegahan kerja paksa dilakukan melalui pengaturan hubungan kerja yang jelas, jam kerja yang wajar, serta pemberian kompensasi lembur dan hak ketenagakerjaan sesuai ketentuan yang berlaku. Perusahaan tidak memperkenankan praktik pemaksaan kerja dalam bentuk apa pun, termasuk penahanan dokumen pribadi, pembatasan kebebasan, maupun tekanan yang dapat merugikan karyawan dalam hubungan kerja.

IDSurvey Group juga menghormati hak karyawan untuk berserikat, berkumpul, dan menyampaikan aspirasi melalui mekanisme yang sah dan sesuai dengan regulasi ketenagakerjaan di Indonesia. Pada tahun 2025, hubungan kerja karyawan IDSurvey diatur melalui Peraturan Perusahaan yang berlaku bagi seluruh karyawan dan menjadi pedoman dalam mengatur hak, kewajiban, tata tertib, serta mekanisme penyelesaian hubungan industrial.

Sepanjang tahun 2025, IDSurvey Group tidak mencatat adanya insiden diskriminasi di lingkungan kerja, sehingga jumlah total insiden diskriminasi selama periode pelaporan adalah nihil. Dengan demikian, tidak terdapat tindakan korektif maupun kasus diskriminasi yang perlu ditindaklanjuti selama tahun pelaporan. Perusahaan juga tidak mengidentifikasi adanya operasi yang memiliki risiko signifikan terhadap pekerja anak maupun kerja paksa. Pada tahun 2025, Perusahaan tidak menerima laporan atau indikasi signifikan terkait risiko pekerja anak maupun kerja paksa pada pemasok atau penyedia jasa utama.

Sebagai langkah pencegahan, IDSurvey Group memastikan proses rekrutmen dan hubungan kerja dilakukan sesuai ketentuan ketenagakerjaan yang berlaku, termasuk pemenuhan persyaratan usia minimum kerja, pengaturan jam kerja, dan pemberian hak ketenagakerjaan. Dalam hubungan dengan pemasok dan penyedia jasa, Perusahaan mendorong kepatuhan terhadap ketentuan ketenagakerjaan melalui proses pengadaan, pemenuhan ketentuan kontraktual, evaluasi penyedia jasa, serta mekanisme pengaduan atau pelaporan apabila terdapat indikasi pelanggaran.

Ke depan, IDSurvey Group akan terus memperkuat tata kelola HAM di lingkungan kerja melalui penyelarasan kebijakan, peningkatan kesadaran karyawan, serta penguatan mekanisme pelaporan dan penanganan pengaduan agar prinsip-prinsip HAM dapat diterapkan secara konsisten di seluruh entitas dalam grup. [GRI 406-1, 408-1, 409-1]

Meanwhile, the prevention of forced labor is carried out through clear employment arrangements, reasonable working hours, and the provision of overtime compensation and employment rights in accordance with applicable provisions. The Company does not permit any form of forced labor, including the withholding of personal documents, restriction of freedom, or pressure that may disadvantage employees in the employment relationship.

IDSurvey Group also respects employees' rights to freedom of association, assembly, and expression of aspirations through lawful mechanisms and in accordance with Indonesian labor regulations. In 2025, employment relations at IDSurvey were governed by the Company Regulations, which applied to all employees and served as guidance in regulating rights, obligations, code of conduct, and mechanisms for resolving industrial relations matters.

Throughout 2025, IDSurvey Group did not record any incidents of discrimination in the workplace; therefore, the total number of discrimination incidents during the reporting period was nil. Accordingly, there were no corrective actions or discrimination cases that required follow-up during the reporting year. The Company also did not identify any operations with significant risks related to child labor or forced labor. In 2025, the Company did not receive any reports or significant indications related to child labor or forced labor risks among key suppliers or service providers.

As a preventive measure, IDSurvey Group ensures that recruitment processes and employment relationships are carried out in accordance with applicable labor regulations, including the fulfillment of minimum working age requirements, regulation of working hours, and provision of employment rights. In its relationships with suppliers and service providers, the Company promotes compliance with labor regulations through procurement processes, fulfillment of contractual provisions, supplier evaluation, and grievance or reporting mechanisms in the event of any indication of violations.

Going forward, IDSurvey Group will continue to strengthen human rights governance in the workplace through policy alignment, increased employee awareness, and strengthened reporting and grievance-handling mechanisms to ensure that human rights principles are consistently implemented across all entities within the group. [GRI 406-1, 408-1, 409-1]

Pengembangan Kompetensi Karyawan

Employee Competency Development

[GRI 404-2] [OJK F.18, F.22]

Penguatan kompetensi karyawan menjadi salah satu fondasi penting bagi IDSurvey dalam menghadapi dinamika bisnis. Melalui pengembangan kompetensi yang terarah, perusahaan memastikan karyawan memiliki kapabilitas teknis, manajerial, kepemimpinan, serta perilaku kerja yang selaras dengan kebutuhan pasar, arah transformasi perusahaan, dan standar kompetensi yang terus berkembang.

Seiring dengan penguatan peran IDSurvey sebagai *holding*, agenda pengembangan kompetensi pada tahun 2025 mulai diarahkan untuk mendukung penyelarasan kapabilitas di tingkat grup. Salah satu fokus utama yang dikembangkan adalah program kepemimpinan melalui penyusunan kurikulum Leadership Development Program (LDP) bersama entitas anak. Program ini difokuskan terutama untuk talenta pada level BOD-1 dan BOD-2, dengan tujuan memperkuat kapasitas kepemimpinan, manajemen talenta, serta kesiapan suksesi di lingkungan IDSurvey Group. Selain itu, perusahaan juga mulai menyusun standar kompetensi global sebagai bagian dari upaya membangun kapabilitas yang relevan dengan arah pengembangan bisnis dan kebutuhan industri TICCC ke depan.

Arah pengembangan kompetensi juga diselaraskan dengan agenda bisnis masa depan IDSurvey Group, termasuk pada area bisnis hijau, geospasial, digital TICCC, dan penguatan layanan berbasis keberlanjutan. Dalam hal ini, perusahaan mulai melakukan pemetaan kebutuhan talenta dan kompetensi yang diperlukan untuk mendukung arah bisnis tersebut. Upaya ini juga didukung melalui penyusunan program pengembangan kapabilitas global, termasuk rencana peningkatan kapasitas karyawan melalui program pembelajaran, persiapan beasiswa, serta peluang kerja sama dengan lembaga atau pelaku industri TICCC global.

Pembelajaran karyawan tidak hanya dilakukan melalui pelatihan formal, tetapi juga melalui forum berbagi pengetahuan dan pembelajaran internal. Pada tahun 2025, kegiatan pembelajaran dilakukan antara lain melalui IDSurvey Sharing Session, huddle session antar divisi, serta sesi berbagi pengetahuan terkait program kerja unit dan operasional perusahaan. Forum tersebut menjadi ruang bagi karyawan untuk saling berbagi informasi, memperkenalkan peran masing-masing unit kerja, serta memperkuat kolaborasi lintas fungsi di tengah proses penguatan organisasi.

Pendekatan coaching dan mentoring mulai dikembangkan sebagai bagian dari pengelolaan kinerja dan pengembangan karier karyawan.

Strengthening employee competencies is one of the key foundations for IDSurvey in responding to business dynamics. Through structured competency development, the Company ensures that employees possess the technical, managerial, leadership, and behavioral capabilities that are aligned with market needs, the Company's transformation direction, and continuously evolving competency standards.

Along with the strengthening of IDSurvey's role as a holding company, the competency development agenda in 2025 began to be directed toward supporting capability alignment at the group level. One of the main focus areas developed was leadership development through the preparation of the Leadership Development Program (LDP) curriculum together with the subsidiaries. This program is mainly focused on talents at the BOD-1 and BOD-2 levels, with the objective of strengthening leadership capacity, talent management, and succession readiness within IDSurvey Group. In addition, the Company also began developing global competency standards as part of its efforts to build capabilities that are relevant to future business development and the needs of the TICCC industry.

The direction of competency development is also aligned with IDSurvey Group's future business agenda, including green business, geospatial services, digital TIC, and the strengthening of sustainability-based services. In this regard, the Company began mapping the talent and competency needs required to support these business directions. These efforts are also supported by the development of global capability programs, including plans to enhance employee capacity through learning programs, scholarship preparation, and potential collaboration with global TICCC institutions or industry players.

Employee learning is not only carried out through formal training, but also through knowledge-sharing forums and internal learning activities. In 2025, learning activities included IDSurvey Sharing Sessions, inter-division huddle sessions, and knowledge-sharing sessions related to work programs and company operations. These forums provide space for employees to share information, introduce the roles of their respective work units, and strengthen cross-functional collaboration amid the organizational strengthening process.

Coaching and mentoring approaches began to be developed as part of performance management and employee career development.

Pada tahun 2025, coaching dan mentoring masih dilakukan secara bertahap dan belum sepenuhnya diformalkan sebagai sistem yang terintegrasi. Namun demikian, pendekatan ini telah mulai diarahkan untuk mendukung kebutuhan promosi, peningkatan kinerja, serta penyelarasan konsep performance appraisal di lingkungan IDSurvey Group. Ke depan, perusahaan berencana memperkuat keseragaman konsep pengelolaan kinerja dan pengembangan talenta agar proses pengembangan kompetensi dapat berjalan lebih terarah.

In 2025, coaching and mentoring were implemented gradually and had not yet been fully formalized as an integrated system. Nevertheless, this approach has begun to be directed toward supporting promotion needs, performance improvement, and the alignment of performance appraisal concepts within IDSurvey Group. Going forward, the Company plans to strengthen the harmonization of performance management and talent development concepts to ensure that competency development processes can be implemented in a more structured manner.

Penguatan budaya organisasi turut menjadi bagian dari agenda pengembangan karyawan selama tahun pelaporan. Pada tahun 2025, IDSurvey melaksanakan kegiatan sosialisasi dan edukasi terkait budaya kerja baru untuk mendukung proses transisi organisasi dan memperkenalkan nilai serta pola kerja yang diharapkan. Selain itu, perusahaan juga menyelenggarakan pelatihan terkait respectful workplace sebagai bagian dari upaya membangun lingkungan kerja yang saling menghormati, inklusif, dan mendukung produktivitas karyawan.

Strengthening organizational culture also became part of the employee development agenda during the reporting year. In 2025, IDSurvey conducted socialization and education activities related to the new work culture to support the organizational transition process and introduce the expected values and ways of working. In addition, the Company also conducted respectful workplace training as part of its efforts to build a work environment that is respectful, inclusive, and supportive of employee productivity.

Rata-Rata Jam Pelatihan

Average Training Hours

[GRI 404-1]

Sebagai bagian dari penguatan kompetensi karyawan, IDSurvey melakukan pemantauan terhadap rata-rata jam pelatihan untuk melihat sejauh mana program pengembangan kapasitas dilaksanakan secara konsisten. Indikator ini digunakan untuk menggambarkan intensitas pembelajaran yang diterima karyawan selama periode pelaporan, sekaligus menunjukkan dukungan perusahaan dalam menyediakan kesempatan pengembangan yang sesuai dengan kebutuhan pekerjaan, tuntutan kompetensi, dan rencana pengembangan individu.

As part of employee competency strengthening, IDSurvey monitors average training hours to assess the consistency of capacity development programs. This indicator provides an overview of the learning intensity received by employees during the reporting period, while also reflecting the Company's support in providing development opportunities that are aligned with job requirements, competency needs, and individual development plans.

Total Jam Pelatihan *Total Training Hours*	**202.232** **Jam** *Hour*
Rata-Rata Jam Pelatihan per Karyawan *Average Training Hours per Employee*	**34,26** **Jam Orang** *Hour Employee*

Deskripsi *Description*		Satuan *Unit*	2025	2024	2023	2022
Durasi *Duration*	Laki-laki *Male*	Jam *Hours*	141.716	59.636	121.730	121.730
	Perempuan *Female*	Jam *Hours*	60.516	29.386	34.363	34.363
Rata-rata Jam Pelatihan *Average Training Hours*	Laki-laki *Male*	Jam/Orang *Hours/Person*	29,208	15,856	31,967	31,967
	Perempuan *Female*	Jam/Orang *Hours/Person*	39,322	20,239	27,780	27,780
Rata-Rata Jam Pelatihan per Karyawan ***Average Training Hours per Employee***		**Jam/Orang** ***Hours/Person***	**34,265**	**18,047**	**29,873**	**29,873**

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Level Jabatan (jam/orang) IDSurvey

Average Training Hours per Year per Employee by Job Level (hours/person) IDSurvey

Sumber *Source*	2025	2024	2023	2022
Top Management BOD 1	30.45			
Middle Management BOD-2	26.29			
Junior Management BOD-3	0			
Non Management BOD-4 - PKWT	22.89			

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Level Jabatan (jam/orang) PT BKI (Persero)

Average Training Hours per Year per Employee Based on Position Level (hours/person) PT BKI (Persero)

Sumber *Source*	2025	2024	2023	2022
Top Management BOD 1	40	47.67	38.67	38
Middle Management BOD-2	36	72	64	60
Junior Management BOD-3	122	64	60	60
Non Management BOD-4 - PKWT	2226	64	54	54

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Level Jabatan (jam/orang) PT SUCOFINDO (Persero)

Average Training Hours per Year per Employee]
Based on Position Level (hours/person) PT SUCOFINDO (Persero)

Sumber *Source*	2025	2024	2023	2022
Top Management BOD 1	201	49.31	28.81	24.85
Middle Management BOD-2	95,34	36.61	26.21	20.44
Junior Management BOD-3	71,47	44.69	17.87	18.81
Non Management BOD-4 - PKWT	54,37	22.28	13.42	12.11

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Level Jabatan (jam/orang) PT Surveyor Indonesia (Persero)

Average Training Hours per Year per Employee
Based on Position Level (hours/person) PT Surveyor Indonesia (Persero)

Sumber *Source*	2025	2024	2023	2022
Top Management BOD 1	23	31	2	2
Middle Management BOD-2	60	77	15	16
Junior Management BOD-3	201	237	98	97
Non Management BOD-4 - PKWT	1.274	1.107	1099	710

List Pelaksanaan Pelatihan IDSurvey tahun 2025

List of IDSurvey Training Implementation in 2025

No	Judul Pelatihan *Training Title*	Tanggal Pelaksanaan *Training Date*
1	HR Professional Development Workshop Series: Compensation & Benefit Design	24–29 Juli 2025 *24–29 July 2025*
2	End to End Practical Data Engineering and Analytics	28 Juli–1 Agustus 2025 *28 July–1 August 2025*
3	Selling Skill & Spiritual Leadership	30–31 Juli 2025 *30–31 July 2025*
4	Certification in Audit Committee Practices	5–7 Agustus 2025 *5–7 August 2025*
5	Leadership Camp Top Gun Cohort 1	20–24 Agustus 2025 *20–24 August 2025*

No	Judul Pelatihan *Training Title*	Tanggal Pelaksanaan *Training Date*
6	Perpanjangan Sertifikat RCC LSPAI Auditor Utama *Renewal of RCC LSPAI Lead Auditor Certificate*	19 Agustus 2025 *19 August 2025*
7	GRC Summit 2025: Resilience to Sustainability: Leading Through GRC in the Post-Digital Era	21–22 Agustus 2025 *21–22 August 2025*
9	Certified Risk Management Professional (CRMP)	15–18 September 2025 *15–18 September 2025*
10	Re-Certification GRC Professional	-
11	Perpanjangan - Certified Governance Professional *Renewal – Certified Governance Professional*	-
12	Certified Risk Management Professional (CRMP)	6–9 Oktober 2025 6–9 October 2025
13	Certified Risk Management Officer (CRMO)	22–24 September 2025 *22–24 September 2025*
14	Risk Based Budgeting	8–10 September 2025 *8–10 September 2025*
15	Konferensi Internasional IAPI ISCA: Enhancing The Roles of Accountant in Sustainability Reporting Assurance *IAPI ISCA International Conference: Enhancing the Role of Accountants in Sustainability Reporting Assurance*	24 September 2025 *24 September 2025*
16	Workshop Sustainability Reporting: Impact Implementation of PSPK 1 & 2 for Professionals *Sustainability Reporting Workshop: Impact of PSPK 1 and 2 Implementation for Professionals*	30 September 2025 *30 September 2025*
17	Sertifikasi Project Management Professional *Project Management Professional Certification*	13–17 Oktober 2025 *13–17 October 2025*
18	Sertifikasi Enterprise Risk Management Certified Professional (ERMCP) *Enterprise Risk Management Certified Professional (ERMCP) Certification*	14–17 Oktober 2025 *14–17 October 2025*
19	Lean Six Sigma	16–17 Oktober 2025 *16–17 October 2025*
20	Pelatihan dan Sertifikasi Certified Governance Oversight Professional (CGOP) *Certified Governance Oversight Professional (CGOP) Training and Certification*	17 Oktober 2025; 24 Oktober 2025 *17 October 2025;* *24 October 2025*
21	Seminar Nasional & Pengukuhan Profesi Tahun 2025: Collaborative Corruption, Eradication Strategy and Challenges Roles of Internal Auditors *National Seminar & Professional Induction 2025: Collaborative Corruption, Eradication Strategies, and the Role and Challenges of Internal Auditors*	4–5 November 2025 4–5 November 2025
22	Executive Development Program “Data Storytelling: Master Data Essentials Skill”	5–6 November 2025 *5–6 November 2025*
23	Seminar Hukum Amandemen Undang-Undang BUMN: Danantara Legal *Seminar on the Amendment to the State-Owned Enterprises Law: Danantara*	9–11 November 2025 *9–11 November 2025*

No	Judul Pelatihan *Training Title*	Tanggal Pelaksanaan *Training Date*
24	Training Certified Marketing Analyst (CMA)	10–11 November 2025 *10–11 November 2025*
25	Seminar Marketing Plan 2026 *2026 Marketing Plan Seminar*	11–12 November 2025 *11–12 November 2025*
26	Leading the Energy Transition: Strategies for Business in a Low-Carbon Economy	11–13 November 2025 *11–13 November 2025*
27	Workshop on ISO59000 Series Circular Economy	19–21 November 2025 *19–21 November 2025*
28	Strategic Discussion Forum & Critical Business Insight: Investment Strategies & Portofolio Management	24–25 November 2025 *24–25 November 2025*
29	Seminar Nasional Internal Audit (SNIA) *National Internal Audit Seminar (SNIA)*	2–4 Desember 2025 *2–4 December 2025*
30	Konferensi Risk Beyond *Risk Beyond Conference*	4–5 Desember 2025 *4–5 December 2025*
31	Pelatihan Proses Bisnis ISO 22301 *ISO 22301 Business Process Training*	6 Desember 2025 *6 December 2025*
32	Business Acumen	10–11 Desember 2025 *10–11 December 2025*
33	Strategic Human Capital Director Certificate Program	10–12 Desember 2025 *10–12 December 2025*
34	Seminar Nasional INKOPPOL RI “Meningkatkan Standar Pengamanan Obyek Khusus dan Obyek Vital Nasional di Semua Sektor” INKOPPOL RI *National Seminar: Improving Security Standards for Special Objects and National Vital Objects across All Sectors*	12–13 Desember 2025 *12–13 December 2025*
35	Project Management Professional	15–19 Desember 2025 *15–19 December 2025*
36	Effective Leadership	8–9 Januari 2025 *8–9 January 2025*
37	Presentation Skill	22–23 Desember 2025 *22–23 December 2025*
38	Training dan Sertifikasi ESG Risk Management (CRS-ESG) *ESG Risk Management Training and Certification (CRS-ESG)*	16–18 Desember 2025 *16–18 December 2025*
39	Training Auditor Internal ISO 37001 Sistem Manajemen Anti Penyuapan *ISO 37001 Anti-Bribery Management System Internal Auditor Training*	17 Desember 2025 *17 December 2025*
40	Coaching CISSP *CISSP Coaching*	-
41	Data Analytics Fundamental	-

Biaya Pelatihan

Training Costs

Selama periode 2022–2025, IDSurvey Group secara konsisten mengalokasikan biaya pelatihan sebagai bagian dari upaya pengembangan kompetensi dan peningkatan kapabilitas karyawan. Biaya pelatihan digunakan untuk mendukung pelaksanaan berbagai program pengembangan, baik yang berkaitan dengan peningkatan kompetensi teknis, kepemimpinan, budaya kerja, pemenuhan kebutuhan sertifikasi, maupun kapabilitas lain yang relevan dengan kebutuhan bisnis dan arah penguatan organisasi.

Rata-rata biaya pelatihan per karyawan IDSurvey Group menunjukkan tren peningkatan selama periode 2022–2025. Pada tahun 2025, rata-rata biaya pelatihan per karyawan tercatat sebesar Rp8.524.776,92, meningkat dibandingkan tahun 2024 sebesar Rp6.465.166,76. Pada tahun-tahun sebelumnya, rata-rata biaya pelatihan per karyawan tercatat sebesar Rp5.946.106,47 pada tahun 2023 dan Rp4.523.295,14 pada tahun 2022.

Peningkatan rata-rata biaya pelatihan per karyawan tersebut mencerminkan komitmen IDSurvey Group dalam memperkuat investasi pengembangan kompetensi sumber daya manusia, baik melalui pelatihan teknis, penguatan kapabilitas kepemimpinan, sertifikasi, maupun program pengembangan lain yang relevan dengan kebutuhan bisnis dan transformasi organisasi.

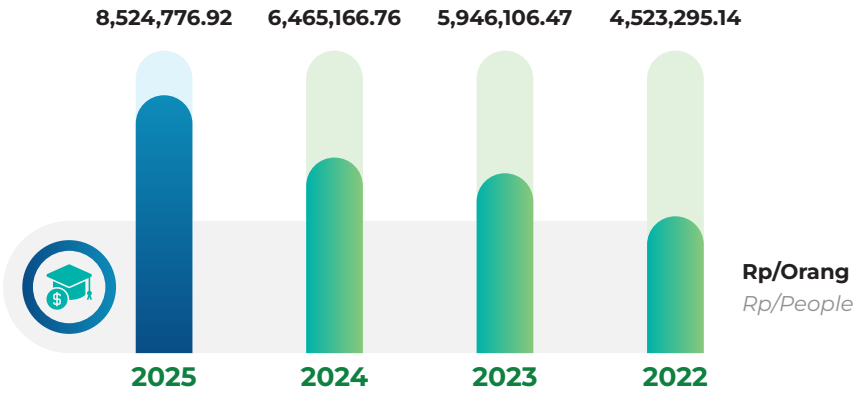
Untuk menjaga keterbandingan data, informasi biaya pelatihan tahun 2022–2024 disajikan berdasarkan gabungan data PT BKI, PT SCI, dan PT SI sebagai entitas yang saat ini tergabung dalam IDSurvey Group. Adapun data tahun 2025 disajikan sebagai data konsolidasi IDSurvey Group sesuai cakupan pelaporan tahun berjalan. Penyajian data ini menjadi dasar bagi perusahaan dalam memantau investasi pengembangan kompetensi karyawan serta mendukung perencanaan program pelatihan yang lebih terarah, relevan, dan sesuai dengan kebutuhan organisasi.

Throughout the 2022–2025 period, IDSurvey Group consistently allocated training costs as part of its efforts to develop employee competencies and strengthen workforce capabilities. Training costs were used to support the implementation of various development programs, including those related to technical competency enhancement, leadership, work culture, certification requirements, and other capabilities relevant to business needs and the organization's strengthening agenda.

The average training cost per employee at IDSurvey Group showed an upward trend during the 2022–2025 period. In 2025, the average training cost per employee was recorded at IDR 8,524,776.92, an increase from the IDR 6,465,166.76 recorded in 2024. In preceding years, the average training cost per employee stood at IDR 5,946,106.47 in 2023 and IDR 4,523,295.14 in 2022.

This increase in average training cost per employee reflects IDSurvey Group's commitment to strengthening investment in human resource competency development—encompassing technical training, leadership capability enhancement, and certifications, as well as other development programs aligned with business needs and organizational transformation.

To maintain data comparability, training cost information for 2022–2024 is presented based on the combined data of PT BKI, PT SCI, and PT SI as the entities currently forming part of IDSurvey Group. Meanwhile, the 2025 data is presented as consolidated IDSurvey Group data in accordance with the reporting scope for the current year. This presentation serves as a basis for the Company to monitor its investment in employee competency development and to support more targeted, relevant, and organization-aligned training planning.



Rata-Rata Biaya Pelatihan per Karyawan

Average Training Cost per Employee

Sistem Penilaian Kinerja Karyawan

Employee Performance Appraisal

[GRI 404-3]

Sistem penilaian kinerja karyawan menjadi bagian penting dalam pengelolaan sumber daya manusia untuk memastikan bahwa pencapaian individu selaras dengan target organisasi. Melalui proses penilaian kinerja, perusahaan dapat memantau capaian karyawan, memberikan umpan balik, serta mengidentifikasi kebutuhan pengembangan yang relevan dengan peran dan tanggung jawab masing-masing.

Pada tahun 2025, penilaian kinerja karyawan IDSurvey masih dilakukan melalui mekanisme penilaian antara atasan dan bawahan. Penilaian ini digunakan untuk mengevaluasi capaian kinerja karyawan berdasarkan target yang telah ditetapkan, realisasi kinerja, serta aspek perilaku kerja yang relevan dengan nilai dan budaya perusahaan. Sebagai bagian dari proses pengelolaan kinerja, coaching dan mentoring juga mulai diterapkan secara bertahap, terutama untuk mendukung pengembangan karyawan, kebutuhan promosi, serta peningkatan kinerja. Namun demikian, hingga akhir periode pelaporan, mekanisme tersebut belum sepenuhnya diformalkan sebagai sistem yang terintegrasi, sehingga proses evaluasi kinerja masih difokuskan pada penilaian oleh atasan langsung.

Dalam masa transisi pembentukan *holding*, mekanisme penilaian kinerja IDSurvey pada tahun 2025 masih mengacu pada sistem yang sebelumnya digunakan di PT BKI, termasuk penggunaan konsep Goal Performance Appraisal (GPA). Pada September 2025, perusahaan melakukan evaluasi untuk meninjau perubahan GPA dan perkembangan realisasi kinerja. Evaluasi akhir atas pencapaian kinerja dilakukan pada awal tahun berikutnya sebagai bagian dari siklus penilaian tahunan.

Ke depan, IDSurvey berencana melakukan penyelarasan dan kalibrasi sistem penilaian kinerja agar lebih sesuai dengan kebutuhan organisasi sebagai *holding*. Penyelarasan tersebut mencakup penguatan konsep performance appraisal, penyesuaian indikator kinerja, serta pengembangan mekanisme coaching dan mentoring untuk mendukung peningkatan kinerja dan pengembangan karier karyawan. Melalui proses ini, perusahaan berupaya membangun sistem pengelolaan kinerja yang lebih terarah, objektif, dan mendukung pencapaian tujuan perusahaan secara berkelanjutan.

Employee performance appraisal is an important part of human resource management to ensure that individual achievements are aligned with organizational targets. Through the performance appraisal process, the Company can monitor employee achievements, provide feedback, and identify development needs that are relevant to each employee's roles and responsibilities.

In 2025, IDSurvey's employee performance appraisal was still conducted through a supervisor-subordinate assessment mechanism. This assessment was used to evaluate employee performance based on predetermined targets, performance realization, and work behavior aspects that are relevant to the Company's values and culture. As part of the performance management process, coaching and mentoring also began to be implemented gradually, particularly to support employee development, promotion needs, and performance improvement. However, as of the end of the reporting period, this mechanism had not yet been fully formalized as an integrated system, and therefore the performance evaluation process remained focused on assessment by direct supervisors.

During the transition period following the establishment of the holding, IDSurvey's performance appraisal mechanism in 2025 still referred to the system previously used by PT BKI, including the Goal Performance Appraisal (GPA) concept. In September 2025, the Company conducted an evaluation to review changes in GPA and the development of performance realization. The final evaluation of performance achievements is conducted at the beginning of the following year as part of the annual appraisal cycle.

Going forward, IDSurvey plans to align and calibrate its performance appraisal system to better suit the organization's needs as a holding company. This alignment includes strengthening the performance appraisal concept, adjusting performance indicators, and developing coaching and mentoring mechanisms to support performance improvement and employee career development. Through this process, the Company seeks to build a more structured, objective, and sustainable performance management system that supports the achievement of its organizational goals.

Tingkat Keterlibatan Karyawan

Employee Engagement Level

Tingkat keterlibatan karyawan merupakan salah satu indikator penting untuk memahami hubungan antara karyawan dan perusahaan, termasuk persepsi karyawan terhadap lingkungan kerja, kepemimpinan, komunikasi internal, serta dukungan perusahaan terhadap pengembangan dan kesejahteraan karyawan. Melalui pengukuran keterlibatan karyawan, perusahaan dapat memperoleh masukan yang relevan untuk meningkatkan kualitas pengelolaan sumber daya manusia dan menciptakan lingkungan kerja yang lebih produktif.

Employee engagement level is an important indicator for understanding the relationship between employees and the Company, including employees' perceptions of the work environment, leadership, internal communication, and the Company's support for employee development and welfare. Through employee engagement measurement, the Company can obtain relevant input to improve the quality of human resource management and create a more productive work environment.

Pada tahun 2025, IDSurvey *Holding* belum melaksanakan survei keterlibatan karyawan secara tersendiri, mengingat perusahaan masih berada dalam tahap penguatan organisasi dan penyelarasan sistem pengelolaan SDM. Bagi pegawai penugaskaryaan, pengukuran keterlibatan karyawan masih mengikuti mekanisme survei yang diselenggarakan oleh entitas asal masing-masing. Dengan demikian, hasil survei keterlibatan karyawan tahun 2025 belum dapat disajikan secara khusus sebagai hasil pengukuran di tingkat IDSurvey Holding.

In 2025, IDSurvey Holding had not yet conducted a separate employee engagement survey, as the Company was still in the stage of organizational strengthening and alignment of its human resource management systems. For seconded employees, employee engagement measurement continued to follow the survey mechanism conducted by their respective originating entities. Therefore, the results of the 2025 employee engagement survey cannot yet be presented specifically as a measurement at the IDSurvey Holding level.

Ke depan, IDSurvey berencana untuk mengembangkan mekanisme pengukuran keterlibatan karyawan yang lebih terintegrasi dan sesuai dengan kebutuhan organisasi sebagai *holding*. Rencana ini diharapkan dapat menjadi dasar bagi perusahaan dalam memantau tingkat keterikatan karyawan, mengidentifikasi area perbaikan, serta menyusun program peningkatan *employee engagement* secara lebih terarah mulai periode berikutnya.

Going forward, IDSurvey plans to develop a more integrated employee engagement measurement mechanism that is aligned with the organization's needs as a holding company. This plan is expected to serve as a basis for the Company to monitor employee engagement levels, identify areas for improvement, and develop more targeted employee engagement improvement programs in the following periods.

Survei Kepuasan Karyawan

Employee Satisfaction Survey

	2025	2024	2023	2022
bki	81.99%	83.94%	79.57%	80.04%
SURVEYOR INDONESIA	91.3%	93,8%	88,0%	86,3%
SUCOFINDO	77.78%	78.73%	77.79%	76.86%

Penanganan Keluhan Karyawan
Employee Grievance Handling

IDSurvey menyediakan ruang bagi karyawan untuk menyampaikan aspirasi, masukan, maupun keluhan sebagai bagian dari upaya menciptakan lingkungan kerja yang terbuka, sehat, dan saling menghargai. Penanganan keluhan karyawan menjadi bagian dari pengelolaan hubungan kerja yang bertanggung jawab, sehingga setiap permasalahan yang berkaitan dengan kondisi kerja, hubungan antar pegawai, hak ketenagakerjaan, maupun perilaku di tempat kerja dapat disampaikan melalui mekanisme yang tersedia.

Pada tahun 2025, fungsi Human Capital berperan dalam membuka ruang komunikasi dengan karyawan, termasuk melalui forum yang dapat digunakan untuk menyampaikan masukan, kebutuhan, atau isu yang dihadapi karyawan. Selain itu, karyawan juga dapat menyampaikan keluhan melalui atasan langsung atau fungsi terkait sesuai dengan ketentuan internal perusahaan. Setiap keluhan yang diterima akan ditindaklanjuti sesuai dengan sifat dan tingkat permasalahan, dengan tetap memperhatikan prinsip kerahasiaan, objektivitas, dan keadilan.

Melalui mekanisme tersebut, IDSurvey berupaya memastikan bahwa keluhan dan aspirasi karyawan dapat dikelola secara konstruktif serta menjadi masukan dalam perbaikan kebijakan dan praktik ketenagakerjaan. Ke depan, perusahaan akan terus memperkuat forum komunikasi dan mekanisme penanganan keluhan agar proses penyampaian aspirasi karyawan dapat berjalan lebih terarah, responsif, dan mendukung terciptanya hubungan kerja yang harmonis.

IDSurvey provides space for employees to submit aspirations, feedback, and grievances as part of its efforts to create an open, healthy, and respectful work environment. Employee grievance handling is part of responsible employment relations management, allowing issues related to working conditions, employee relations, employment rights, and workplace conduct to be submitted through the available mechanisms.

In 2025, the Human Capital function played a role in opening communication channels with employees, including through forums that can be used to convey feedback, needs, or issues faced by employees. In addition, employees may also submit grievances through their direct supervisors or relevant functions in accordance with the Company's internal provisions. Every grievance received will be followed up according to the nature and severity of the issue, while upholding the principles of confidentiality, objectivity, and fairness.

Through this mechanism, IDSurvey seeks to ensure that employee grievances and aspirations can be managed constructively and serve as input for improving employment policies and practices. Going forward, the Company will continue to strengthen communication forums and grievance handling mechanisms so that the process of conveying employee aspirations can be more structured, responsive, and supportive of harmonious employment relations.

Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)
Occupational Health and Safety Management System (OHSMS)

[GRI 404-3]

IDSurvey memandang keselamatan dan kesehatan kerja sebagai bagian penting dalam mendukung keberlangsungan operasional, perlindungan tenaga kerja, serta kualitas layanan di lingkungan perusahaan. Sebagai *holding*, IDSurvey menjalankan peran dalam mengkonsolidasikan pengelolaan Keamanan, Keselamatan, Kesehatan, dan Lingkungan (K3L) di lingkungan grup melalui penyusunan arah kebijakan, penyelarasan prinsip, serta penguatan tata kelola K3L yang dapat menjadi acuan bagi entitas anak.

IDSurvey recognizes occupational health and safety as an important element in supporting operational continuity, workforce protection, and service quality within the Company. As a holding company, IDSurvey plays a role in consolidating the management of Occupational Health, Safety, and Environment (HSE/K3L) across the Group through policy direction, alignment of principles, and the strengthening of HSE governance that serves as a reference for its subsidiaries.

Pengelolaan K3L di IDSurvey dikoordinasikan oleh fungsi ISPB (Integrasi Sistem & Proses Bisnis) yang memiliki peran dalam sistem manajemen terintegrasi dan implementasi K3L. Dalam kedudukannya sebagai *holding*, ISPB berperan dalam memberikan arahan kebijakan, menyusun program kerja bersama, serta mendorong monitoring dan evaluasi atas penerapan K3L di lingkungan IDSurvey Group. Sementara itu, implementasi teknis di masing-masing entitas tetap disesuaikan dengan karakteristik kegiatan usaha, profil risiko, dan kebutuhan operasional masing-masing perusahaan.

Pada tahun 2025, penguatan SMK3 di IDSurvey difokuskan pada penyusunan fondasi pengelolaan K3L yang lebih terarah dan terintegrasi. Program K3L telah mulai disusun sejak akhir tahun 2024 dan dimatangkan melalui HSE Summit bersama entitas anak pada awal tahun 2025. Hasil dari proses tersebut menjadi dasar penyusunan Rumah HSE IDSurvey yang memuat fondasi dan pilar penguatan K3L di tingkat grup. Rumah HSE ini menjadi kerangka awal bagi IDSurvey dalam membangun keselarasan arah, prioritas, dan prinsip pengelolaan K3L.

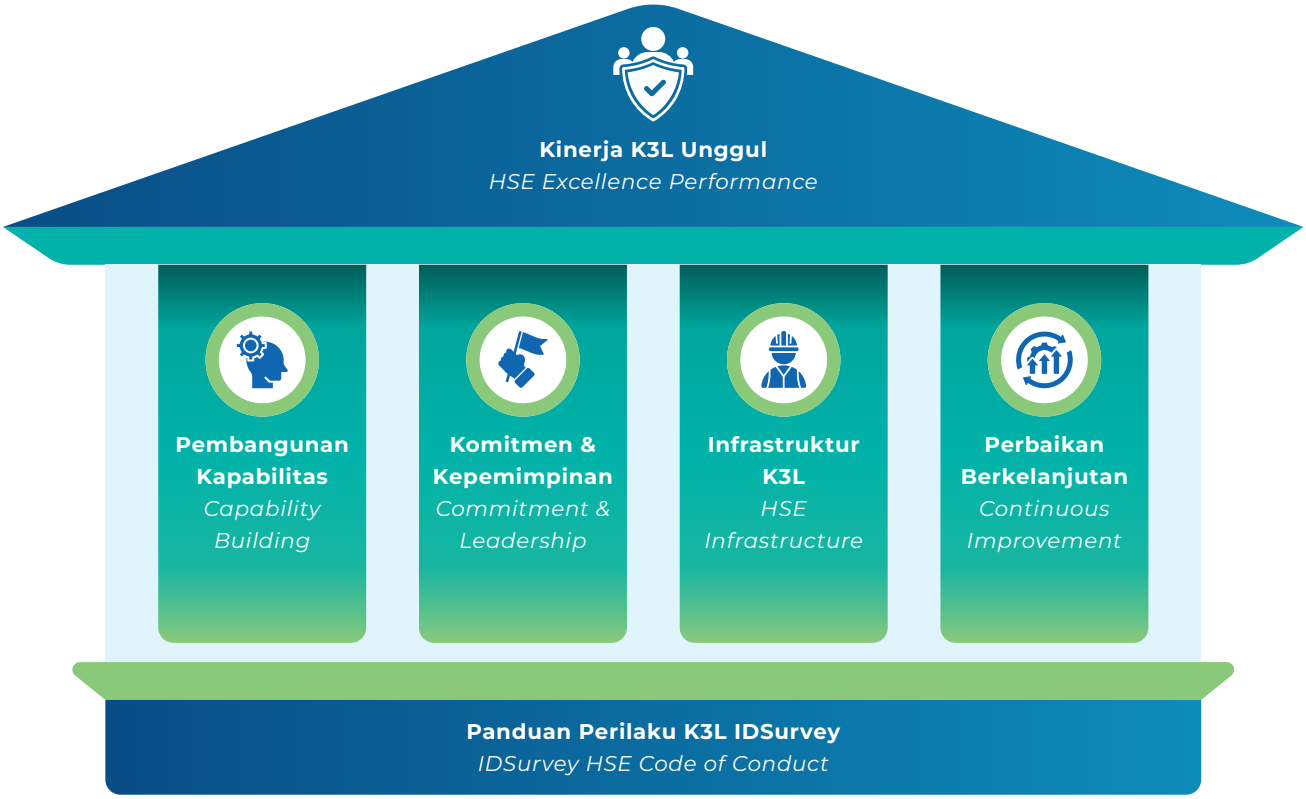
Sebagai bagian dari penguatan tersebut, IDSurvey Group juga menetapkan Komitmen Program Bersama K3L sebagai arah pengelolaan HSE di tingkat *holding* dan entitas anak. Komitmen ini mencakup penguatan panduan perilaku K3L, pembangunan kapabilitas, komitmen dan kepemimpinan, infrastruktur K3L, perbaikan berkelanjutan, serta pencapaian kinerja K3 yang unggul. Melalui komitmen bersama ini, IDSurvey mendorong agar pengelolaan K3L tidak hanya berfokus pada pemenuhan regulasi, tetapi juga menjadi bagian dari budaya kerja dan sistem pengelolaan risiko yang terintegrasi di seluruh entitas grup.

HSE management at IDSurvey is coordinated by the ISPB (Integrated Systems & Business Processes) function, which plays a role in the integrated management system and HSE implementation. In its capacity as a holding company, ISPB is responsible for providing policy direction, developing joint work programs, and encouraging monitoring and evaluation of HSE implementation across IDSurvey Group. Meanwhile, technical implementation in each entity remains aligned with the characteristics of its business activities, risk profile, and operational needs.

In 2025, the strengthening of OHSMS at IDSurvey focused on establishing a more structured and integrated foundation for HSE management. HSE programs had begun to be developed since the end of 2024 and were further refined through an HSE Summit with subsidiaries in early 2025. The outcome of this process became the basis for developing the IDSurvey HSE House, which contains the foundation and pillars for strengthening HSE at the group level. The HSE House serves as an initial framework for IDSurvey in building alignment of direction, priorities, and HSE management principles.

.As part of this strengthening effort, IDSurvey Group also established the Joint K3L Program Commitment as the direction for HSE management at the holding and subsidiary levels. This commitment covers the strengthening of K3L behavioral guidelines, capability building, leadership and commitment, K3L infrastructure, continuous improvement, and the achievement of excellent OHS performance. Through this joint commitment, IDSurvey encourages K3L management to go beyond regulatory compliance and become part of the work culture and integrated risk management system across all entities within the Group.





No	**Budaya K3L IDSurvey** *IDSurvey HSE Culture*	**Program K3L IDSurvey** *IDSurvey HSE Program*
	Panduan Perilaku K3L IDSurvey *IDSurvey HSE Code of Conduct*	Penyelarasan panduan perilaku K3L IDSurvey *Alignment of IDSurvey HSE Code of Conduct*
2	Pembangunan Kapabilitas *Capability Building*	Pelatihan bersama basic safety dan safety for management *Joint Basic Safety and Safety for Management Training*
3	Komitmen & Kepemimpinan *Commitment & Leadership*	Menyiapkan role model kepemimpinan dan komitmen manajemen terhadap K3L di setiap lini berupa pelaksanaan Management Walkthrough (MWT) *Establishing leadership role models and management commitment to HSE across all levels through the implementation of Management Walkthroughs (MWT)*
4	Infrastruktur K3L *HSE Infrastructure*	Melakukan pemeriksaan infrastruktur K3L dengan standar yang sama di ketiga entitas *Conducting HSE infrastructure inspections using the same standards across the three entities*
5	Perbaikan Berkelanjutan *Continuous Improvement*	Menjalankan CI Project untuk temuan MWT dan insiden untuk perbaikan sistem K3L *Implementing Continuous Improvement (CI) Projects for MWT findings and incidents to enhance the HSE management system*
6	Kinerja K3 Unggul *Excellent HSE Performance*	Menetapkan indikator performa K3L bersama dalam Lagging & Leading terintegrasi dalam dashboard bersama. Melaksanakan pengukuran Safety Maturity Level dan pedoman HSE Award. *Establishing shared HSE performance indicators through integrated Lagging and Leading indicators within a joint dashboard, as well as conducting Safety Maturity Level assessments and implementing HSE Award guidelines*

Sebagai tindak lanjut, IDSurvey juga menyusun Pedoman HSE yang berfungsi sebagai acuan bersama dalam mengatur pola hubungan antara *holding* dan entitas anak dalam pengelolaan K3L. Pedoman tersebut menjadi dasar dalam memperjelas peran, tanggung jawab, dan mekanisme koordinasi K3L di lingkungan IDSurvey Group.

As a follow-up, IDSurvey also developed an HSE Guideline that serves as a shared reference in governing the relationship between the holding company and its subsidiaries in HSE management. This guideline provides the basis for clarifying roles, responsibilities, and coordination mechanisms for HSE within IDSurvey Group.

Dengan penguatan fondasi SMK3 tersebut, IDSurvey terus mendorong terciptanya budaya keselamatan kerja yang lebih terintegrasi di lingkungan grup. Pengembangan sistem ini dilakukan secara bertahap melalui harmonisasi kebijakan, penyelarasan program, dan penguatan koordinasi lintas entitas, sehingga penerapan K3L dapat berjalan lebih konsisten dan mendukung terciptanya lingkungan kerja yang aman, sehat, dan produktif.

Through the strengthening of this OHSMS foundation, IDSurvey continues to encourage the development of a more integrated safety culture across the Group. System development is carried out gradually through policy harmonization, program alignment, and strengthened cross-entity coordination, so that HSE implementation can be more consistent and support the creation of a safe, healthy, and productive work environment.

Implementasi Sistem Manajemen Keselamatan dan Kesehatan Kerja

Implementation of Occupational Health and Safety Management System

[GRI 403-1, 403-4, 403-8]

Implementasi Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) di lingkungan IDSurvey Group dilakukan secara bertahap dengan memperhatikan peran IDSurvey sebagai *holding* serta karakteristik operasional masing-masing entitas anak. Pada tingkat *holding*, IDSurvey menjalankan fungsi pengarah dan penyelaras dalam pengelolaan K3L, sedangkan implementasi teknis di masing-masing entitas tetap disesuaikan dengan profil risiko, kegiatan usaha, lokasi kerja, dan ketentuan operasional yang berlaku. Pendekatan ini dilakukan agar penerapan K3 dapat tetap berjalan sesuai kebutuhan masing-masing entitas, sekaligus mendukung penyelarasan sistem dan tata kelola K3 di tingkat grup.

The implementation of the Occupational Health and Safety Management System (OHSMS) across IDSurvey Group is carried out gradually by taking into account IDSurvey's role as a holding company as well as the operational characteristics of each subsidiary. At the holding level, IDSurvey performs a directing and alignment function in HSE management, while technical implementation in each entity remains adjusted to its risk profile, business activities, work locations, and applicable operational requirements. This approach enables OHS implementation to continue according to the needs of each entity while supporting the alignment of OHS systems and governance at the group level.

Sistem pengelolaan K3 di lingkungan IDSurvey Group disusun dengan mengacu pada ketentuan peraturan perundang-undangan nasional serta standar sistem manajemen yang relevan. Acuan tersebut mencakup Undang-Undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja, Peraturan Pemerintah Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), Permenaker Nomor 5 Tahun 2018 tentang K3 Lingkungan Kerja, serta standar internasional ISO 45001:2018 tentang Occupational Health and Safety Management Systems dan ISO 14001:2018 tentang Environmental Management Systems.

The OHS management system within IDSurvey Group is developed with reference to applicable national laws and regulations, as well as relevant management system standards. These references include Law Number 1 of 1970 concerning Occupational Safety, Government Regulation Number 50 of 2012 concerning the Implementation of Occupational Safety and Health Management Systems (OHSMS), Minister of Manpower Regulation Number 5 of 2018 concerning Occupational Safety and Health in the Work Environment, as well as international standards ISO 45001:2018 on Occupational Health and Safety Management Systems and ISO 14001:2018 on Environmental Management Systems.

Rujukan tersebut menjadi dasar bagi IDSurvey dalam memperkuat tata kelola K3, pengendalian risiko, partisipasi pekerja, serta peningkatan berkelanjutan dalam penerapan sistem manajemen K3 di lingkungan perusahaan.

DSurvey in strengthening OHS governance, risk control, worker participation, and continuous improvement in the implementation of the OHS management system across the Company.

Dengan mengacu pada regulasi dan standar tersebut, IDSurvey berupaya memastikan bahwa pengelolaan K3 di tingkat *holding* maupun entitas anak dapat berjalan secara lebih terstruktur, konsisten, dan selaras dengan prinsip kepatuhan serta praktik terbaik yang berlaku.

Entitas anak IDSurvey telah memiliki struktur P2K3 dan sertifikasi SMK3 dari Kementerian Ketenagakerjaan, sedangkan IDSurvey *Holding* masih berada dalam tahap penguatan kelembagaan K3. Hingga akhir periode pelaporan, struktur P2K3 IDSurvey *Holding* telah tersedia dalam bentuk draft dan masih dalam proses review oleh fungsi terkait sebelum disahkan.

Cakupan implementasi K3 mencakup pekerja, aktivitas, dan tempat kerja yang berada dalam pengendalian operasional perusahaan, baik di area perkantoran, kegiatan lapangan, maupun lokasi kerja yang berkaitan dengan layanan. Untuk IDSurvey *Holding*, cakupan penerapan K3 difokuskan pada aktivitas perkantoran & aktivitas kerja lain yang berada dalam kendali perusahaan. Sementara itu, pada entitas anak, cakupan penerapan K3 mencakup kegiatan operasional sesuai dengan karakteristik bisnis & risiko masing-masing entitas.

Keterlibatan pekerja dalam pengelolaan K3 di lingkungan entitas anak dilakukan melalui P2K3 (Panitia Pembina Keselamatan dan Kesehatan Kerja) sebagai forum kerja sama antara manajemen dan pekerja dalam membahas pelaksanaan, pemantauan, dan evaluasi program K3. Pada tingkat IDSurvey *Holding*, pembentukan P2K3 masih berada dalam tahap penyusunan dan review, sehingga mekanisme partisipasi dan konsultasi pekerja dalam pengelolaan K3 akan diperkuat sejalan dengan pengesahan struktur tersebut. Untuk sementara, koordinasi dan komunikasi K3 dilakukan melalui fungsi terkait serta forum koordinasi HSE yang melibatkan *holding* dan entitas anak.

Dalam aspek audit dan pengawasan sistem manajemen K3, IDSurvey masih berada dalam tahap penguatan kesiapan menuju penerapan standar ISO 45001. Proses audit internal terhadap ISO 45001 akan dilakukan setelah sistem, dokumen pendukung, serta prasyarat sertifikasi telah tersedia dan siap untuk diaudit. Dengan demikian, penguatan audit internal terhadap sistem manajemen K3 masih menjadi bagian dari agenda pengembangan berikutnya.

Melalui pendekatan bertahap tersebut, IDSurvey berupaya memperkuat implementasi SMK3 secara lebih terarah, selaras, dan konsisten di lingkungan grup. Penguatan ini dilakukan melalui penyusunan pedoman HSE, penyelarasan indikator K3, pembentukan struktur K3 di tingkat *holding*, serta peningkatan koordinasi lintas entitas. Ke depan, perusahaan akan terus memperkuat mekanisme partisipasi pekerja, pemantauan kinerja K3, serta cakupan sistem manajemen K3 agar dapat mendukung terciptanya lingkungan kerja yang aman, sehat, dan produktif.

By referring to these regulations and standards, IDSurvey seeks to ensure that OHS management at both the holding and subsidiary levels can be implemented in a more structured and consistent manner, while remaining aligned with compliance principles and applicable best practices.

IDSurvey's subsidiaries have established Occupational Health and Safety Committee (P2K3) structures and obtained OHSMS certification from the Ministry of Manpower, while IDSurvey Holding is still strengthening its OHS institutional framework. As of the end of the reporting period, the P2K3 structure for IDSurvey Holding was available in draft form and was still under review by the relevant function prior to formal approval.

The scope of OHS implementation includes workers, activities, and workplaces under the Company's operational control, including office areas, field activities, and work locations related to services. For IDSurvey Holding, the scope of OHS implementation focuses on office activities & other work activities under the Company's control. Meanwhile, for the subsidiaries, the scope of OHS implementation covers operational activities according to the business characteristics & risk profile of each entity.

Worker involvement in OHS management within the subsidiaries is carried out through P2K3 as a joint forum between management and workers to discuss the implementation, monitoring, and evaluation of OHS programs. At the IDSurvey Holding level, the establishment of P2K3 is still in the drafting and review stage; therefore, worker participation and consultation mechanisms in OHS management will be strengthened in line with the approval of the structure. In the meantime, OHS coordination and communication are carried out through relevant functions and HSE coordination forums involving the holding company and subsidiaries.

In terms of audit and oversight of the OHS management system, IDSurvey is still strengthening its readiness toward the implementation of ISO 45001. Internal audits of ISO 45001 will be conducted once the system, supporting documents, and certification prerequisites are available and ready to be audited. Therefore, the strengthening of internal audits for the OHS management system remains part of the next development agenda.

Through this gradual approach, IDSurvey seeks to strengthen OHSMS implementation in a more structured, aligned, and consistent manner across the Group. These efforts are carried out through the development of HSE guidelines, alignment of OHS indicators, establishment of an OHS structure at the holding level, and enhanced cross-entity coordination. Going forward, the Company will continue to strengthen worker participation mechanisms, OHS performance monitoring, and the coverage of the OHS management system to support the creation of a safe, healthy, and productive work environment.

Program dan Budaya Keselamatan dan Kesehatan Kerja

Occupational Safety and Health Program and Culture

[GRI 403-3, 403-6, 403-7]

Program dan budaya keselamatan dan kesehatan kerja menjadi bagian dari upaya IDSurvey dalam membangun lingkungan kerja yang aman, sehat, dan produktif. Setelah fondasi pengelolaan K3L mulai disusun melalui kerangka sistem dan pedoman HSE, penguatan berikutnya diarahkan pada pembentukan perilaku kerja yang peduli terhadap keselamatan, peningkatan kesadaran pekerja, serta pelaksanaan program pencegahan yang relevan dengan kondisi kerja di lingkungan IDSurvey.

Pada tahun 2025, IDSurvey mulai memperkuat budaya K3 melalui pendekatan CARE, yaitu *Commitment, Aware, Respect, and Intervene*. Pendekatan ini menjadi panduan perilaku bagi karyawan untuk membangun komitmen terhadap keselamatan, meningkatkan kesadaran terhadap potensi bahaya, saling menghormati dalam menjaga lingkungan kerja, serta berani melakukan intervensi terhadap kondisi atau perilaku tidak aman. Melalui CARE, keselamatan kerja didorong untuk menjadi bagian dari kebiasaan kerja sehari-hari.

Implementasi program K3 di IDSurvey *Holding* pada tahun pelaporan dilakukan melalui *safety induction*, sosialisasi keselamatan kerja, serta penyampaian ketentuan keselamatan dalam penggunaan fasilitas kerja. Salah satu bentuk sosialisasi yang dilakukan adalah penguatan aspek keselamatan dalam penggunaan fasilitas gym, agar karyawan memahami potensi risiko dan tata cara penggunaan fasilitas secara aman. Pelaksanaan aspek K3 di lingkungan gedung juga didukung melalui koordinasi dengan fungsi pengelola fasilitas.

Dalam aspek kesehatan kerja, IDSurvey Group mendukung kesehatan dan kesejahteraan pegawai melalui pemeriksaan kesehatan atau *medical check-up* berkala sebagai bagian dari upaya memantau kondisi kesehatan pekerja dan memitigasi risiko kesehatan di lingkungan kerja. Dukungan tersebut juga mencakup akses terhadap klinik atau fasilitas kesehatan di lokasi kerja tertentu, dokter jaga dan fasilitas rujukan kesehatan sesuai kebutuhan, serta penanganan awal terhadap keluhan kesehatan umum maupun kondisi darurat. Selain itu, IDSurvey Group menyediakan fasilitas pendukung seperti ruang laktasi, fasilitas kebugaran dan olahraga, serta kegiatan kesehatan dan wellbeing sesuai kebijakan masing-masing entitas. Layanan dan fasilitas kesehatan tersebut tersedia bagi seluruh pegawai IDSurvey Group sesuai dengan ketentuan dan fasilitas pada masing-masing entitas, sedangkan keikutsertaan dalam kegiatan tertentu, seperti olahraga, donor darah, komunitas kesehatan, maupun kegiatan wellbeing lainnya, dilakukan secara sukarela. [GRI 403-6]

Occupational safety and health programs and culture are part of IDSurvey's efforts to build a safe, healthy, and productive work environment. Following the establishment of the HSE management foundation through the system framework and HSE Guideline, the next phase of strengthening is directed toward shaping safety-conscious behavior, increasing employee awareness, and implementing preventive programs that are relevant to working conditions within IDSurvey.

In 2025, IDSurvey began strengthening its safety culture through the CARE approach, which stands for Commitment, Aware, Respect, and Intervene. This approach serves as a behavioral guideline for employees to build commitment to safety, increase awareness of potential hazards, respect one another in maintaining a safe work environment, and take action when unsafe conditions or behaviors are identified. Through CARE, safety is encouraged to become part of daily work habits.

The implementation of OHS programs at IDSurvey Holding during the reporting year included safety induction, occupational safety socialization, and the communication of safety provisions for the use of workplace facilities. One example was safety awareness related to the use of gym facilities, aimed at ensuring that employees understand potential risks and proper procedures for using the facilities safely. The implementation of OHS aspects within the office building was also supported through coordination with the facility management function.

In the area of occupational health, IDSurvey Group supports employee health and well-being through periodic medical check-ups as part of its efforts to monitor employees' health conditions and mitigate health risks in the workplace. This support also includes access to clinics or healthcare facilities at certain work locations, on-site doctors and healthcare referral facilities as needed, as well as initial treatment for general health concerns and emergency conditions. In addition, IDSurvey Group provides supporting facilities such as lactation rooms, fitness and sports facilities, as well as health and wellbeing activities in accordance with the policies of each entity. These health services and facilities are available to all employees of IDSurvey Group in accordance with the provisions and facilities of each entity, while participation in certain activities, such as sports, blood donation, health communities, and other wellbeing activities, is voluntary. [GRI 403-6]

Ke depan, IDSurvey juga menyiapkan program kolaboratif bersama entitas anak untuk memperkuat budaya K3L di tingkat grup, antara lain Bulan K3 Nasional, *safety level maturity*, *Health Risk Assessment*, pelatihan *basic safety awareness* dan *safety leadership*, serta *HSE Summit*. Program-program tersebut diharapkan dapat meningkatkan kesadaran, kapasitas, dan konsistensi penerapan K3L di seluruh entitas IDSurvey Group.

Going forward, IDSurvey is also preparing collaborative programs with its subsidiaries to strengthen HSE culture at the group level, including National OHS Month, Safety Maturity Level, Health Risk Assessment, basic safety awareness and safety leadership training, as well as the HSE Summit. These programs are expected to improve awareness, capacity, and consistency in HSE implementation across IDSurvey Group.

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 pemantauan terhadap kinerja K3 di lingkungan grup. Pengukuran kinerja ini mencakup indikator utama keselamatan kerja, seperti kecelakaan kerja, fatalitas, Lost Time Injury (LTI), Lost Time Injury Frequency Rate (LTIFR), serta indikator lain yang relevan untuk menilai efektivitas pengendalian risiko dan pencegahan insiden kerja.

As part of monitoring the effectiveness of occupational health and safety implementation, IDSurvey monitors OHS performance across its environment. This performance measurement includes key safety indicators such as work-related injuries, fatalities, Lost Time Injury (LTI), Lost Time Injury Frequency Rate (LTIFR), and other relevant indicators to assess the effectiveness of risk control and incident prevention.

Pada tahun 2025, IDSurvey *Holding* menetapkan target kinerja K3 berupa batas maksimum LTIFR sebesar 0,7 sebagai acuan dalam mendorong pengendalian risiko dan pencegahan kecelakaan kerja. Berdasarkan pencatatan selama periode pelaporan, tidak terdapat fatalitas, kecelakaan kerja dengan konsekuensi tinggi, kecelakaan kerja yang dapat dicatat, maupun penyakit akibat kerja pada karyawan dan kontraktor. Dengan demikian, nilai LTIR & LTIFR IDSurvey *Holding* pada tahun 2025 tercatat sebesar 0.

In 2025, IDSurvey Holding established an OHS performance target in the form of a maximum LTIFR threshold of 0.7 as a reference for strengthening risk control and preventing work-related incidents. Based on records during the reporting period, there were no fatalities, high-consequence work-related injuries, recordable work-related injuries, or occupational diseases among employees and contractors. Accordingly, IDSurvey Holding recorded an LTIR & LTIFR of 0 in 2025.

Jumlah jam kerja aman karyawan IDSurvey *Holding* pada tahun 2025 tercatat sebanyak 2.380.800 jam. Data kinerja K3 tahun 2025 disajikan untuk cakupan IDSurvey *Holding* dan belum mencerminkan konsolidasi kinerja K3 seluruh entitas IDSurvey Group. Data tahun sebelumnya belum disajikan karena IDSurvey *Holding* baru beroperasi sebagai entitas *holding* independen pada tahun 2025. Rincian kinerja keselamatan dan kesehatan kerja disajikan pada tabel berikut.

The total safe working hours of IDSurvey Holding employees in 2025 were recorded at 2,380,800 hours. The 2025 OHS performance data is presented for the scope of IDSurvey Holding and does not yet reflect the consolidated OHS performance of all entities within IDSurvey Group. Data from previous years is not presented, as IDSurvey Holding only began operating as an independent holding entity in 2025. Details of occupational health and safety performance are presented in the following table.

Data Kecelakaan dan Penyakit Akibat Kerja untuk Karyawan IDSurvey

Occupational Accident and Illness Data for IDSurvey Employees

No	Komponen *Component*	2025*	2024	2023
1	Jumlah dan tingkat fatalitas sebagai akibat kecelakaan kerja *Number and Rate of Fatalities Resulting from Work-Related Injuries*	0		
2	Jumlah dan tingkat kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk fatalitas) *Number and Rate of High-Consequence Work-Related Injuries (Excluding Fatalities)*	0		

No	Komponen *Component*	2025*	2024	2023
3	Jumlah dan tingkat kecelakaan kerja yang dapat dicatat *Number and Rate of Recordable Work-Related Injuries*	0		
4	Jumlah jam kerja aman *Number of Safe Working Hours*	2.380.800		
5	Jumlah fatalitas sebagai akibat penyakit akibat kerja *Number of Fatalities Resulting from Occupational Diseases*	0		
6	Jumlah kasus penyakit akibat kerja yang dapat dicatat *Number of Recordable Occupational Disease Cases*	0		
7	LTIR	0		
8	LTIFR	0		

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Data Kecelakaan dan Penyakit Akibat Kerja untuk Kontraktor IDSurvey

Occupational Accident and Illness Data for IDSurvey Contractor

No	Komponen *Component*	2025*	2024	2023
1	Jumlah dan tingkat fatalitas sebagai akibat kecelakaan kerja *Number and Rate of Fatalities Resulting from Work-Related Injuries*	0		
2	Jumlah dan tingkat kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk fatalitas) *Number and Rate of High-Consequence Work-Related Injuries (Excluding Fatalities)*	0		
3	Jumlah dan tingkat kecelakaan kerja yang dapat dicatat *Number and Rate of Recordable Work-Related Injuries*	0		
4	Jumlah jam kerja aman *Number of Safe Working Hours*	0		
5	Jumlah fatalitas sebagai akibat penyakit akibat kerja *Number of Fatalities Resulting from Occupational Diseases*	0		
6	Jumlah kasus penyakit akibat kerja yang dapat dicatat *Number of Recordable Occupational Disease Cases*	0		
7	LTIR	0		
8	LTIFR	0		

Catatan:

*Data hanya tersedia untuk tahun 2025.
IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:

*Data is only available for the year 2025.
IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Data Kecelakaan dan Penyakit Akibat Kerja untuk Karyawan IDSurvey Grup

Occupational Accident and Illness Data for IDSurvey Group Employee

No	Komponen *Component*	2025			2024			2023		
		PT BKI	PT SCI	PT SI	PT BKI	PT SCI	PT SI	PT BKI	PT SCI	PT SI
1	Jumlah dan tingkat fatalitas sebagai akibat kecelakaan kerja *Number and Rate of Fatalities Resulting from Work-Related Injuries*	0	1	0	0	0	0	0	0	0
2	Jumlah dan tingkat kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk fatalitas) *Number and Rate of High-Consequence Work-Related Injuries (Excluding Fatalities)*	0	0	0	0	0	0	0	0	0
3	Jumlah dan tingkat kecelakaan kerja yang dapat dicatat *Number and Rate of Recordable Work-Related Injuries*	0	1	6	0	0	1	0	0	0
4	Jumlah jam kerja aman *Number of Safe Working Hours*	674056	6933217	3834688	587240	510304	3370752	510304	5251320	3638272
5	Jumlah fatalitas sebagai akibat penyakit akibat kerja *Number of Fatalities Resulting from Occupational Diseases*	0	0	0	0	0	0	0	0	0
6	Jumlah kasus penyakit akibat kerja yang dapat dicatat *Number of Recordable Occupational Disease Cases*	0	0	0	0	0	0	0	0	0
7	LTIR	0	0	0.104	0	0	0.059	0	0	0
8	LTIFR	0	0	0.52	0	0	0.3	0	0	0

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 yang diarahkan untuk mencegah terjadinya kecelakaan kerja, penyakit akibat kerja, serta kondisi tidak aman di lingkungan kerja. Sebagai *holding*, IDSurvey berperan dalam menyusun arah pengelolaan risiko K3L/HSE di tingkat grup, termasuk melalui penyelarasan prinsip, indikator, dan pedoman yang menjadi acuan bagi entitas anak. Pendekatan ini bertujuan untuk memastikan bahwa pengelolaan risiko K3 dapat dilakukan secara lebih terarah, konsisten, dan sesuai dengan karakteristik kegiatan usaha masing-masing entitas.

IDSurvey manages occupational health and safety risks through a risk-based approach aimed at preventing work-related accidents, occupational diseases, and unsafe conditions in the workplace. As a holding company, IDSurvey plays a role in setting the direction for OHS/HSE risk management at the group level, including through the alignment of principles, indicators, and guidelines that serve as references for its subsidiaries. This approach aims to ensure that OHS risk management can be carried out in a more structured and consistent manner, while remaining aligned with the business characteristics of each entity.

Pada tahun 2025, proses identifikasi bahaya dan penilaian risiko K3 secara teknis masih dilaksanakan oleh masing-masing entitas anak dengan mengacu pada prosedur dan sistem yang berlaku di setiap entitas. Metode yang digunakan antara lain Hazard Identification, Risk Assessment, and Determining Control (HIRADC), sesuai dengan kebutuhan operasional dan profil risiko masing-masing. Dalam hal ini, IDSurvey menjalankan peran sebagai *strategic holding* dengan menyusun prinsip panduan dan indikator yang perlu diselaraskan, sehingga praktik pengelolaan risiko K3 di entitas anak dapat memiliki arah yang lebih seragam di tingkat grup.

In 2025, the technical process of hazard identification and OHS risk assessment was still carried out by each subsidiary based on the procedures and systems applicable within each entity. The methods used include Hazard Identification, Risk Assessment, and Determining Control (HIRADC), in accordance with operational needs and the respective risk profiles. In this regard, IDSurvey acts as a strategic holding company by developing guiding principles and indicators to be aligned across the Group, so that OHS risk management practices within the subsidiaries can follow a more consistent direction at the group level.

Pengendalian risiko K3 dilakukan melalui penerapan prosedur kerja aman, pemenuhan standar keselamatan kerja, penyediaan informasi K3, serta peningkatan kesadaran pekerja terhadap potensi bahaya di tempat kerja. Di tingkat IDSurvey *Holding*, pengelolaan risiko K3 difokuskan pada aktivitas perkantoran dan fasilitas kerja yang berada dalam kendali perusahaan. Sementara itu, pada entitas anak, pengendalian risiko disesuaikan dengan jenis aktivitas operasional, seperti kegiatan lapangan, inspeksi, pengujian, sertifikasi, laboratorium, maupun pekerjaan di lokasi pelanggan.

OHS risk control is carried out through the implementation of safe work procedures, fulfillment of occupational safety standards, provision of OHS information, and increased worker awareness of potential workplace hazards. At the IDSurvey Holding level, OHS risk management focuses on office activities and workplace facilities under the Company's control. Meanwhile, at the subsidiary level, risk control is adjusted to the types of operational activities, such as field activities, inspection, testing, certification, laboratory work, and work performed at customer sites.

Partisipasi pekerja dalam pengelolaan risiko K3 didorong melalui mekanisme komunikasi, koordinasi, serta forum keselamatan yang tersedia. Pada entitas anak, pelibatan pekerja dilakukan antara lain melalui P2K3 sebagai forum kerja sama antara manajemen dan pekerja dalam membahas isu keselamatan dan kesehatan kerja. Di tingkat IDSurvey *Holding*, pembentukan P2K3 masih berada dalam tahap penyusunan dan review, sehingga mekanisme partisipasi pekerja akan diperkuat secara bertahap sejalan dengan pengesahan struktur tersebut.

Worker participation in OHS risk management is encouraged through available communication, coordination, and safety forum mechanisms. In the subsidiaries, worker involvement is carried out, among others, through the Occupational Health and Safety Committee (P2K3) as a joint forum between management and workers to discuss occupational health and safety issues. At the IDSurvey Holding level, the establishment of P2K3 is still in the drafting and review stage; therefore, worker participation mechanisms will be strengthened gradually in line with the approval of the structure.

Sebagai bagian dari upaya mitigasi dampak risiko K3, IDSurvey juga mulai memperkuat koordinasi HSE bersama entitas anak, termasuk melalui penyusunan pedoman, dashboard HSE, serta rencana pengembangan mekanisme investigasi kecelakaan yang dapat diratifikasi oleh entitas anak. Upaya ini diharapkan dapat memperkuat proses pelaporan, analisis penyebab insiden, serta penyusunan tindakan perbaikan apabila terjadi kejadian K3 di lingkungan kerja.

As part of efforts to mitigate the impacts of OHS risks, IDSurvey has also begun strengthening HSE coordination with its subsidiaries, including through the development of guidelines, an HSE dashboard, and plans to develop an accident investigation mechanism that can be ratified by the subsidiaries. These efforts are expected to strengthen the reporting process, root cause analysis, and corrective action planning in the event of OHS incidents in the workplace.

Adapun risiko utama terkait K3 yang berhasil diidentifikasi selama tahun 2025 adalah sebagai berikut:

The main risks related to K3 that were successfully identified during 2025 are as follows:

Rekap Identifikasi Bahaya dan Penilaian Risiko (IBPR) PT Biro Klasifikasi Indonesia (Persero)

Summary of Hazard Identification and Risk Assessment (HIRA) PT Biro Klasifikasi Indonesia (Persero)

Jenis Bahaya / Risiko K3 *Types of Occupational Health and Safety Hazards/Risk*	**Pendekatan / Mitigasi** *Approaches / Mitigation*
Perjalanan Berangkat dari Rumah ke Kantor *Journey from Home to Office*	
Bahaya Biologis — Paparan virus & bakteri (udara) Dampak: Gangguan pernapasan & kesehatan *Biological Hazards — Exposure to viruses & bacteria (airborne) Impact: Respiratory & health problems*	• Gunakan helm, masker, dan jaket standar SNI saat berkendara • Berkendara dengan helm berstandar SNI • Tersedia blind spot area untuk kendaraan motor • *Wear a helmet, mask, and jacket that meet SNI standards when riding* • *Ride with an SNI-compliant helmet* • *Blind spot areas are available for motorcycles*
Bahaya Fisik — Paparan sinar matahari & debu (iritasi) Dampak: Gangguan kesehatan *Physical Hazards — Exposure to sunlight & dust (irritation) Impact: Health problems*	• Gunakan masker, kacamata, helm, & jaket berstandar SNI • Tidak berkendara melampaui batas kecepatan • *Use SNI-compliant masks, goggles, helmets, & jackets* • *Do not exceed the speed limit while riding*
Bahaya Ergonomi — Postur janggal saat berkendara Dampak: Musculoskeletal Disorders (MSDs) *Ergonomic Hazards — Awkward posture while riding Impact: Musculoskeletal Disorders (MSDs)*	• Miliki kendaraan dengan desain ergonomis • Lakukan peregangan tubuh setelah berkendara lama • Gunakan posture corrector pada kursi kendaraan • *Use a vehicle with an ergonomic design* • *Perform body stretching after long rides* • *Use a posture corrector on the vehicle seat*

Jenis Bahaya / Risiko K3 *Types of Occupational Health and Safety Hazards/Risk*	Pendekatan / Mitigasi *Approaches / Mitigation*
Perjalanan Berangkat dari Rumah ke Kantor *Journey from Home to Office*	
Bahaya Fisik — Kondisi kendaraan (mobil/motor) tidak prima Dampak: Kecelakaan, Cedera & Fatality *Physical Hazards — Vehicle (car/motorcycle) not in prime condition Impact: Accidents, Injury & Fatality*	• Pastikan kondisi fisik kendaraan prima sebelum berkendara • Gunakan standar SNI untuk penggunaan kendaraan • Hindari perjalanan jauh dengan kendaraan yang tidak layak jalan • Lakukan service kendaraan secara rutin • *Ensure the vehicle is in prime physical condition before riding* • *Apply SNI standards for vehicle use* • *Avoid long trips with vehicles that are not roadworthy* • *Conduct regular vehicle servicing*
Bahaya Keamanan — Tindakan kriminal Dampak: Cedera & kerugian material *Security Hazards — Criminal acts Impact: Injury & material loss*	• Pastikan pintu dan kaca mobil terkunci dalam keadaan darurat • Kenali jalur yang rawan tindakan kriminalitas • Gunakan helm, sarung tangan, masker, dan jaket saat berkendara • Akses CCTV dan tilang elektronik untuk kepolisian • *Ensure car doors and windows are locked in emergency situations* • *Be aware of routes prone to criminal activity* • *Wear helmets, gloves, masks, and jackets while riding* • *Utilize CCTV and electronic ticketing for law enforcement*
Memarkirkan Kendaraan *Parking the Vehicle*	
Bahaya Keamanan — Blind spot saat parkir Dampak: Cedera & kerugian material *Security Hazards — Blind spot while parking Impact: Injury & material loss*	• Pasang jalur khusus zebra cross & marka jalan di area parkir • Pasang sensor parkir mundur pada kendaraan • Berikan rambu-rambu dan marka jalan yang jelas • *Install dedicated zebra crossings & road markings in the parking area* • *Install reverse parking sensors on vehicles* • *Provide clear road signs and markings*
Bahaya Biologis — Paparan virus & bakteri (sirkulasi AC area parkir) Dampak: Gangguan kesehatan *Biological Hazards — Exposure to viruses & bacteria (AC circulation in parking area) Impact: Health problems*	• Pasang tombol lift khusus di area parkir • Lakukan maintenance AC & filter berkala • Isolasi sensor secara berkala dan cek riksa uji • *Install dedicated lift buttons in the parking area* • *Conduct regular AC & filter maintenance* • *Periodically isolate sensors and conduct test checks*

Jenis Bahaya / Risiko K3 *Types of Occupational Health and Safety Hazards/Risk*	**Pendekatan / Mitigasi** *Approaches / Mitigation*
Menggunakan Lift *Using the Elevator*	
Bahaya Fisik — Sling lift roboh, pintu tidak berfungsi Dampak: Cedera & Fatality *Physical Hazards — Elevator sling collapse, door malfunction Impact: Injury & Fatality*	• Pasang SOP penggunaan lift dan batas jumlah pengguna maksimum • Pastikan sensor beban maksimum berfungsi dengan baik • Lakukan maintenance lift secara berkala • *Install elevator usage SOPs and maximum user capacity limits* • *Ensure the maximum load sensor functions properly* • *Conduct regular elevator maintenance*
Bahaya Fisik — Sirkulasi udara rendah di dalam lift Dampak: Gangguan kesehatan *Physical Hazards — Poor air circulation inside the elevator Impact: Health problems*	• Pasang SOP penggunaan lift dan batas jumlah pengguna • Sosialisasikan kebijakan prosedur keadaan darurat • *Install elevator usage SOPs and user capacity limits* • *Socialize emergency procedure policies*
Bahaya Listrik — Terjepit pintu lift Dampak: Cedera ringan *Electrical Hazards — Getting caught in elevator doors Impact: Minor injury*	• Pasang sensor pada pintu lift untuk buka-tutup otomatis • Pastikan sensor pintu lift berfungsi dengan baik • *Install sensors on elevator doors for automatic opening and closing* • *Ensure elevator door sensors function properly*
Bahaya Listrik — Tersentuh listrik pada tombol lift Dampak: Gangguan listrik *Electrical Hazards — Electric shock from elevator buttons Impact: Electrical disturbance*	• Lakukan maintenance tombol lift secara berkala • Cek dan validasi sensor secara berkala • *Conduct regular maintenance of elevator buttons* • *Periodically check and validate sensors*
Penggunaan Tangga (Naik/Turun) *Using the Stairs (Going Up/Down)*	
Bahaya Fisik — Lantai licin & tangga tidak stabil Dampak: Slip, Trip, Fall *Physical Hazards — Slippery floor & unstable stairs Impact: Slip, Trip, Fall*	• Buat desain tangga yang aman dan ergonomis • Pasang handrail pada tangga • Hindari membawa barang berat saat naik/turun tangga • Pasang tanda peringatan & rambu bahaya • Berkonsentrasi saat naik/turun tangga • *Design stairs that are safe and ergonomic* • *Install handrails on the stairs* • *Avoid carrying heavy items when going up/down the stairs* • *Install warning signs & hazard signs* • *Stay focused when using the stairs*

Jenis Bahaya / Risiko K3 *Types of Occupational Health and Safety Hazards/Risk*	**Pendekatan / Mitigasi** *Approaches / Mitigation*
Manual Aktivitas di Kantor *Manual Office Activities*	
Bahaya Psikososial — Beban kerja tinggi, komunikasi tidak efektif Dampak: Stres & menurunnya produktivitas *Psychosocial Hazards — High workload, ineffective communication Impact: Stress & decreased productivity*	• Manajemen beban kerja yang baik dan terstruktur • Lakukan sosialisasi pertolongan sarana kesehatan mental • Sediakan fasilitas Gym, Futsal, Tenis & aktivitas relaksasi lainnya • Lakukan konseling/coaching kesehatan mental dengan bantuan profesional • *Implement good and structured workload management* • *Socialize mental health support resources* • *Provide Gym, Futsal, Tennis & other relaxation activity facilities* • *Conduct professional mental health counseling/ coaching*
Bahaya Ergonomi — Postur janggal saat duduk (posisi/ jangkal) Dampak: Musculoskeletal Disorders (MSDs) *Ergonomic Hazards — Awkward sitting posture Impact: Musculoskeletal Disorders (MSDs)*	• Gunakan kursi ergonomis yang memiliki ketinggian yang tepat • Sosialisasikan pembiasaan postur duduk yang baik • Pasang poster/flyer ergonomi di setiap ruangan • *Use ergonomic chairs with appropriate height settings* • *Promote good sitting posture habits* • *Display ergonomic posters/flyers in every room*
Bahaya Fisik — Paparan sinar layar (printer, AC, TV, gadget) Dampak: Computer Vision Syndrome (CVS) *Physical Hazards — Screen radiation exposure (printer, AC, TV, gadgets) Impact: Computer Vision Syndrome (CVS)*	• Gunakan peralatan kerja dengan kontrol postur yang sesuai • Istirahat tiap 20 menit; batasi paparan layar maksimal 20 detik • Jumlah peralatan tidak boleh melebihi batas yang ditentukan • Lakukan maintenance peralatan secara rutin • *Use work equipment with appropriate posture controls* • *Rest every 20 minutes; limit screen exposure to a maximum of 20 seconds* • *The number of devices must not exceed the prescribed limit* • *Conduct regular equipment maintenance*
Berjalan di Lingkungan Kantor *Walking in the Office Environment*	
Bahaya Ergonomi — Lantai licin & banyak halangan Dampak: Slip, Trip, Fall *Ergonomic Hazards — Slippery floor & many obstructions Impact: Slip, Trip, Fall*	• Perbaiki jalur yang rusak secara berkala • Tim HSE melakukan pengecekan area rutin dan membersihkan halangan • Sosialisasikan pengarahan terkait jalur yang rusak • *Repair damaged pathways regularly* • *HSE team conducts routine area checks and removes obstructions* • *Socialize guidance regarding damaged pathways*

Jenis Bahaya / Risiko K3 *Types of Occupational Health and Safety Hazards/Risk*	**Pendekatan / Mitigasi** *Approaches / Mitigation*
Mengangkat / Mengangkut Barang Secara Manual *Manually Lifting / Carrying Goods*	
Bahaya Ergonomi — Beban berlebih, postur salah saat mengangkat Dampak: Musculoskeletal Disorders (MSDs) *Ergonomic Hazards — Overloading, incorrect posture when lifting Impact: Musculoskeletal Disorders (MSDs)*	• Gunakan alat bantu angkut yang ergonomis • Angkat barang dengan teknik ergonomis yang benar • Sosialisasikan cara mengangkat beban secara ergonomis • *Use ergonomic lifting/carrying aids* • *Lift goods using correct ergonomic techniques* • *Socialize proper ergonomic load-lifting methods*
Bekerja Sendirian *Working Alone*	
Bahaya Psikososial — Tidak ada orang yang mengetahui kondisi darurat Dampak: Cedera & kerugian material *Psychosocial Hazards — No one aware of emergency situations Impact: Injury & material loss*	• Bagikan informasi keberadaan kepada petugas keamanan (security) • Bentuk komunitas/grup komunikasi kantor • Batasi jam kerja di luar jam kerja normal • Beritahukan akses keberadaan kepada pihak terkait • *Share location information with security officers* • *Establish office communication groups/communities* • *Limit working hours outside normal working hours* • *Inform relevant parties of your whereabouts and access*
Bekerja dalam Kelompok / Rapat Kerja (Meeting) *Working in Groups / Work Meetings*	
Bahaya Psikososial — Bullying & harassment Dampak: Gangguan mental *Psychosocial Hazards — Bullying & harassment Impact: Mental disturbance*	• Buat peraturan tegas terkait larangan bullying & harassment • Wujudkan lingkungan kerja yang positif dan saling menghormati • Lakukan konseling/coaching kesehatan mental secara berkala • *Establish firm regulations prohibiting bullying & harassment* • *Create a positive and mutually respectful work environment* • *Conduct regular mental health counseling/coaching*

Jenis Bahaya / Risiko K3 *Types of Occupational Health and Safety Hazards/Risk*	Pendekatan / Mitigasi *Approaches / Mitigation*
Selesai Bekerja di Kantor *After Work at the Office*	
Bahaya Listrik — Meninggalkan instalasi listrik aktif (peralatan tidak dimatikan) Dampak: Korsleting listrik / Kebakaran *Electrical Hazards — Leaving active electrical installations (equipment not turned off) Impact: Electrical short circuit / Fire*	• Pastikan semua peralatan listrik berstandar SNI • Pasang label dan kode identifikasi pada kabel listrik • Matikan semua peralatan elektronik sebelum meninggalkan meja kerja • Petugas keamanan (security) melakukan pengecekan setiap lantai sebelum kantor ditutup • HR & tim engineering melakukan pengecekan instalasi listrik secara berkala • Lakukan maintenance rutin & perawatan instalasi listrik • *Ensure all electrical equipment meets SNI standards* • *Attach labels and identification codes on electrical cables* • *Turn off all electronic equipment before leaving the work desk* • *Security officers check every floor before the office is closed* • *HR & engineering team conduct regular electrical installation checks* • *– Conduct routine maintenance & care of electrical installations*

Rekap Identifikasi Bahaya dan Penilaian Risiko (IBPR) PT Surveyor Indonesia (Persero)

Summary of Hazard Identification and Risk Assessment (HIRA) PT Surveyor Indonesia (Persero)

No	Ancaman *Threat*	Kerentanan *Vulnerability*	Pengendalian yang Telah Ditentukan *Determined Control*
1	ALAM *Environmental*		
1.1	Banjir besar *Major flood*	Jalan akses terganggu banjir *Access road disrupted due to flooding*	Pemeliharaan, perawatan, pengecekan secara rutin *Regular maintenance, servicing, and inspections*
1.2	Gempa bumi *Earthquake*	Jalan akses tertutup *Access road closed*	Simulasi tanggap darurat secara berkala 1 tahun 1 kali *Annual emergency response drill*
1.3	Petir *Lighting*	Aliran listrik mati *Power outage*	Pemeliharaan, perawatan, pengecekan secara rutin dan pengujian/sertifikasi *Regular maintenance, servicing, inspections, and testing/certification*
1.4	Hujan badai *Thunderstorm*	Jalan akses terganggu banjir dan tertutup *Access road disrupted by flooding and closed*	Pemeliharaan, perawatan, pengecekan secara rutin *Regular maintenance, servicing, and inspections*

No	Ancaman *Threat*	Kerentanan *Vulnerability*	Pengendalian yang Telah Ditentukan *Determined Control*
2	MANUSIA *Human*		
2.1	Kebakaran *Fire*	Terganggunya pasokan listrik, rusaknya sarana dan prasarana *Disrupted power supply; damaged facilities and infrastructure*	Simulasi tanggap darurat secara berkala 1 tahun 1 kali dan peningkatan kompetensi personil dalam menggunakan APAR & Hydrant *Annual emergency response drills and enhancement of personnel competency in using fire extinguishers (APAR) and hydrants*
2.2	Demonstrasi *Demonstration*	Jalan akses terganggu banjir dan tertutup *Access road disrupted by flooding and closed*	Koordinasi dengan pihak terkait seperti kepolisian *Coordination with relevant authorities such as the police*
2.3	Terorisme *Terrorism*	Jalan akses terganggu dan tertutup *Access road disrupted and closed*	Koordinasi dengan pihak terkait seperti kepolisian *Coordination with relevant authorities such as the police*
2.4	Sabotase *Sabotage*	Akses menuju kantor terganggu *Disrupted access to office premises*	Monitoring Pengamanan aset dan informasi *Monitoring the security of assets and information*
2.5	Pandemi *Pandemic*	Tidak dapat berinteraksi langsung *Restricted face-to-face interaction*	Monitoring penerapan protokol kesehatan *Monitoring compliance with health protocols*
3	INFRASTRUKTUR *Infrastructure*		
3.1	Gangguan Listrik *Electrical Disruption*	Menghambat laju informasi *Impeding the flow of information*	Program penyalaan & maintenance Genset *Generator startup and maintenance program*
4	TEKNOLOGI INFORMASI *Information Technology*		
4.1	Ancaman Siber *Cyber Threat*	Kehilangan database *Database loss*	Melakukan keamanan teknologi informasi *Implementing information technology security measures*
4.2	Ancaman Virus *Virus Threat*	Penggunaan Software yang tidak berlisensi resmi *Unlicensed software used*	Melakukan update antivirus secara berkala. Pemeliharaan software secara rutin sesuai *Performing regular antivirus updates and routine software maintenance*
4.3	Kerusakan Server *Server Failure*	Pemadaman listrik dan genset tidak berfungsi *Power outage and generator failure*	Koordinasi dengan Building Management terkait dengan ketersediaan listrik dan genset *Coordination with Building Management regarding power and generator availability*

Rekap Identifikasi Bahaya dan Penilaian Risiko (IBPR) PT SUCOFINDO (Persero)

Summary of Hazard Identification and Risk Assessment (HIRA) PT SUCOFINDO (Persero)

No	Kategori Bahaya *Hazard Category*	Sumber & Aktivitas Terkait *Sources & Related Activities*	Dampak Potensial *Potential Impacts*	Mitigasi Utama *Key Mitigation Measures*
1	Fisik *Physical*	Ventilasi & pencahayaan kurang, kebisingan, area kerja kotor/ berdebu, lantai licin, paparan sinar matahari, barang/kabel berserakan, benda tajam, kondisi kendaraan & jalan buruk. Hampir di seluruh kegiatan teknis (genset, travo, lift, pompa pemadam, chiller, STP), pekerjaan ketinggian, housekeeping, pergudangan, arsip, ekspedisi, dan keamanan. *Poor ventilation & lighting, noise, dusty/dirty work areas, slippery floors, sun exposure, scattered items/cables, sharp objects, poor vehicle & road conditions.* *Present across nearly all technical activities (genset, transformer, elevator, fire pump, chiller, STP), height work, housekeeping, warehousing, archiving, courier, and security duties.*	Gangguan pendengaran, pusing/kelelahan, terpeleset/ tersandung, kejatuhan barang, gangguan pernapasan, sakit mata, iritasi kulit, terkilir, tertusuk benda tajam, kecelakaan kendaraan. *Hearing loss, dizziness/fatigue, slips/trips, struck by falling objects, respiratory problems, eye strain, skin irritation, sprains, puncture injuries, vehicle accidents.*	Kepatuhan SOP tiap kegiatan; checklist & monitoring harian; penandaan area berisiko (label warna sesuai tingkat risiko); penggunaan APD sesuai standar; pemasangan rambu K3; pengawasan atasan; safety briefing sebelum kerja; jadwal perawatan peralatan/ kendaraan berkala; mengikuti petunjuk manual handling. *Compliance with activity-specific SOPs; daily checklists & monitoring; risk-level area labeling; appropriate PPE use; K3 safety signage; supervisor oversight; pre-work safety briefings; scheduled equipment/vehicle maintenance; adherence to manual handling guidelines.*

No	Kategori Bahaya *Hazard Category*	Sumber & Aktivitas Terkait *Sources & Related Activities*	Dampak Potensial *Potential Impacts*	Mitigasi Utama *Key Mitigation Measures*
2	Listrik *Electrical*	Kejutan/aliran listrik, koneksi kurang aman, kabel berserakan, panel listrik. Pengoperasian & servis genset, travo, lift, pompa air pemadam, chiller; pemasangan lampu & antena; perbaikan AC; ducting & plumbing; panel travo; pembongkaran/pemindahan barang; dokumentasi acara. *Electric shock/current, poor connections, loose cables, electrical panels.* *Operation & servicing of generators, transformers, elevators, fire pumps, chillers; lamp & antenna installation; AC repair; ducting & plumbing; transformer panels; goods dismantling/moving; event documentation.*	Tersengat listrik hingga kematian, kebakaran, terjatuh akibat kejut listrik. *Electrocution up to fatality, fire, falls caused by electric shock.*	Kepatuhan SOP pengoperasian/servis kelistrikan; checklist & monitoring harian oleh Teknisi dan Foreman ME; penandaan ruangan dengan label merah (risiko tinggi/ extreme); Form Izin Kerja Risiko Tinggi/Extreme; APD sesuai standar; jadwal perawatan berkala; Berita Acara Serah Terima Pekerjaan. *Compliance with electrical operation/service SOPs; daily checklist & monitoring by ME Technicians and Foreman; red high-risk/extreme room labeling; High/Extreme Risk Work Permit; appropriate PPE; scheduled maintenance; Work Handover Report.*
3	Kimia *Chemical*	Karbon monoksida (CO) dari genset, paparan bahan kimia pembersih/cat/sealant, paparan air limbah. Operasi genset; pembersihan gondola; penyilenan kebocoran gedung; pembersihan kubah masjid; pengecatan atap; pembersihan spandex & kolom stainless; pembersihan/perbaikan tangki air; operasional STP. *Carbon monoxide (CO) from generators, exposure to cleaning chemicals/paint/sealant, sewage exposure.* *Genset operation; gondola cleaning; building leak sealing; mosque dome cleaning; roof painting; spandex & stainless column cleaning; water tank cleaning/repair; STP operation.*	Keracunan, iritasi kulit/gatal-gatal, gangguan pernapasan, pusing. *Poisoning, skin irritation/rashes, respiratory problems, dizziness.*	Kepatuhan SOP terkait; penggunaan APD sesuai standar; Job Safety Analysis (JSA); Form Izin Kerja Risiko Tinggi/Extreme; pengawasan atasan; pemasangan rambu K3. *Compliance with relevant SOPs; appropriate PPE use; Job Safety Analysis (JSA); High/Extreme Risk Work Permit; supervisor oversight; K3 safety signage.*

No	Kategori Bahaya *Hazard Category*	Sumber & Aktivitas Terkait *Sources & Related Activities*	Dampak Potensial *Potential Impacts*	Mitigasi Utama *Key Mitigation Measures*
4	Ketinggian *Working at Height*	Bekerja di ketinggian, tangga tidak layak, atap/kubah licin & curam, kolam tanpa pagar pengaman. Pemasangan lampu listrik & antena; perbaikan AC; ducting & plumbing; pembersihan gondola; penyilenan kebocoran gedung; pembersihan kubah masjid; pengecatan atap; pembersihan spandex & kolom stainless; pemasangan spanduk/dekorasi. *Working at height, defective ladders, slippery/steep roofs & domes, pools without safety fencing.* *Lamp & antenna installation; AC repair; ducting & plumbing; gondola cleaning; building leak sealing; mosque dome cleaning; roof painting; spandex & stainless column cleaning; banner/ decoration installation.*	Jatuh dari ketinggian hingga kematian, tertimpa tangga, tersandung. *Fall from height up to fatality, struck by ladder, tripping.*	Kepatuhan SOP terkait; Form Izin Kerja Risiko Tinggi/ Extreme; APD sesuai standar (termasuk alat pelindung jatuh); pemasangan rambu K3; Job Safety Analysis (JSA); pengawasan atasan; Berita Acara Serah Terima Pekerjaan. *Compliance with relevant SOPs; High/Extreme Risk Work Permit; appropriate PPE (including fall protection); K3 safety signage; Job Safety Analysis (JSA); supervisor oversight; Work Handover Report.*
5	Ergonomi *Ergonomic*	Mengangkat & memindahkan beban berat, postur kerja kurang tepat. Pembersihan ruang; penyimpanan barang di gudang; penerimaan/ penataan/pengambilan arsip; pengiriman & pemusnahan arsip; penerimaan & penimbangan barang ekspedisi; setting ruang rapat. *Lifting & moving heavy loads, improper work posture.* *Room cleaning; warehouse storage; archive receiving/filing/ retrieval; archive delivery & destruction; expedition goods receiving & weighing; meeting room setup.*	Terkilir, kelelahan, sakit mata (terkait pencahayaan kurang yang menyertai pekerjaan fisik berulang). *Sprains, fatigue, eye strain (related to poor lighting accompanying repetitive physical tasks).*	Mengikuti petunjuk manual handling; penggunaan APD sesuai standar; pemasangan rambu K3; pengawasan atasan; kepatuhan SOP terkait. *Following manual handling guidelines; appropriate PPE use; K3 safety signage; supervisor oversight; compliance with relevant SOPs.*

No	**Kategori Bahaya** *Hazard Category*	**Sumber & Aktivitas Terkait** *Sources & Related Activities*	**Dampak Potensial** *Potential Impacts*	**Mitigasi Utama** *Key Mitigation Measures*
6	Psikososial *Psychosocial*	Intimidasi/konfrontasi dari pihak terkait, beban kerja berlebih, kendala jaringan, tugas malam. Investigasi barang hilang; jaga malam; layanan umum (reservasi, pengadaan, perizinan, rapat). *Intimidation/confrontation from involved parties, excessive workload, network issues, night duty.* *Missing item investigation; night guard duty; general services (reservations, procurement, licensing, meetings).*	Tekanan psikologis, stres, jenuh/kelelahan kerja. *Psychological pressure, stress, burnout/work fatigue.*	Pengawasan atasan; sistem manajemen pengamanan; pemberian extra fooding untuk petugas malam; kegiatan refreshing/rekreasi untuk mencegah kejenuhan; update keamanan jaringan secara berkala. *Supervisor oversight; security management system; extra food/nutrition allowance for night staff; refreshing/ recreational activities to prevent burnout; regular network security updates.*
7	Mekanik *Mechanical*	Mesin tanpa penutup (cover). Pengoperasian lift. *Uncovered machinery.* *Elevator operation.*	Terjepit mesin. *Caught in machinery.*	Operasi Kepatuhan SOP pengoperasian lift; checklist & monitoring harian oleh Teknisi dan Foreman ME; penggunaan APD sesuai standar; jadwal perawatan lift berkala. *Compliance with elevator operation SOP; daily checklist & monitoring by ME Technicians and Foreman; appropriate PPE use; scheduled elevator maintenance.*

Pengendalian Risiko Penyakit Akibat Kerja

Control of Work-Related Ill Health Risks

[GRI 403-10]

IDSurvey Group melakukan identifikasi bahaya dan penilaian risiko sebagai dasar dalam mengenali potensi bahaya kerja yang dapat berdampak terhadap kesehatan pekerja. Hasil identifikasi tersebut mencakup bahaya yang berpotensi menimbulkan gangguan kesehatan atau penyakit akibat kerja, termasuk bahaya biologis, fisik, kimia, ergonomi, dan psikososial, dengan pengendalian yang disesuaikan dengan karakteristik aktivitas kerja dan profil risiko masing-masing entitas. Rekapitulasi bahaya yang berpotensi menimbulkan penyakit akibat kerja, potensi dampak kesehatan, serta tindakan pengendalian yang diterapkan disajikan pada tabel berikut.

IDSurvey Group conducts hazard identification and risk assessment as a basis for recognizing potential workplace hazards that may affect workers' health. The identified hazards include those that may lead to health problems or work-related ill health, including biological, physical, chemical, ergonomic, and psychosocial hazards, with controls adjusted to the characteristics of work activities and the risk profile of each entity. A summary of hazards that may cause work-related ill health, potential health impacts, and the control measures implemented is presented in the following table.

Jenis Bahaya yang Berpotensi Menimbulkan Penyakit Akibat Kerja *Types of Hazards that May Cause Work-Related Ill Health*	**Potensi Dampak Kesehatan** *Potential Health Impacts*	**Tindakan Pengendalian** *Control Measures*
Bahaya biologis *Biological hazards*	Gangguan pernapasan dan gangguan kesehatan akibat paparan virus atau bakteri. *Respiratory and health problems due to exposure to viruses or bacteria.*	pernapasan Penggunaan masker sesuai kebutuhan, pemeliharaan fasilitas seperti AC dan filter, kebersihan area kerja, serta pemantauan penerapan protokol kesehatan pada kondisi tertentu. *Use of masks as needed, maintenance of facilities such as air conditioning and filters, workplace cleanliness, and monitoring of health protocol implementation under certain conditions.*
Bahaya fisik *Physical hazards*	Gangguan pendengaran, gangguan pernapasan, iritasi kulit, kelelahan, gangguan penglihatan, serta gangguan kesehatan akibat kondisi lingkungan kerja seperti debu, kebisingan, pencahayaan/ventilasi kurang memadai, paparan sinar matahari, dan paparan layar kerja. *Hearing problems, respiratory issues, skin irritation, fatigue, visual disturbances, and other health impacts related to workplace conditions such as dust, noise, inadequate lighting/ventilation, sun exposure, and screen exposure.*	Penggunaan APD sesuai standar, pemasangan rambu K3, checklist dan monitoring area kerja, safety briefing, pengawasan atasan, pemeliharaan fasilitas dan peralatan, serta pengaturan kondisi lingkungan kerja yang aman. *Use of standard PPE, installation of OHS signage, workplace checklists and monitoring, safety briefings, supervisor oversight, maintenance of facilities and equipment, and arrangement of safe workplace conditions.*

Jenis Bahaya yang Berpotensi Menimbulkan Penyakit Akibat Kerja *Types of Hazards that May Cause Work-Related Ill Health*	**Potensi Dampak Kesehatan** *Potential Health Impacts*	**Tindakan Pengendalian** *Control Measures*
Bahaya kimia *Chemical hazards*	Iritasi kulit, gangguan pernapasan, pusing, dan keracunan akibat paparan karbon monoksida, bahan kimia pembersih, cat, sealant, maupun air limbah pada aktivitas tertentu. *Skin irritation, respiratory problems, dizziness, and poisoning due to exposure to carbon monoxide, cleaning chemicals, paint, sealants, or wastewater in certain activities.*	Kepatuhan terhadap SOP, penggunaan APD sesuai standar, penyusunan Job Safety Analysis (JSA), penerapan izin kerja untuk aktivitas berisiko tinggi, pemasangan rambu K3, serta pengawasan oleh atasan atau petugas terkait. *Compliance with SOPs, use of standard PPE, preparation of Job Safety Analysis (JSA), implementation of work permits for high-risk activities, installation of OHS signage, and supervision by relevant supervisors or officers.*
Bahaya ergonomi *Ergonomic hazards*	Musculoskeletal disorders (MSDs), terkilir, kelelahan, dan computer vision syndrome akibat postur kerja yang kurang tepat, posisi duduk statis, penggunaan komputer dalam durasi panjang, serta aktivitas mengangkat atau memindahkan beban secara manual. *Musculoskeletal disorders (MSDs), sprains, fatigue, and computer vision syndrome due to improper working posture, prolonged static sitting, extended computer use, and manual lifting or carrying activities.*	Edukasi postur kerja, penggunaan kursi dan peralatan kerja yang ergonomis, pemasangan informasi ergonomi di area kerja, sosialisasi teknik manual handling, penggunaan alat bantu angkut, serta peregangan setelah aktivitas tertentu. *Ergonomic posture education, use of ergonomic chairs and work equipment, placement of ergonomic information in work areas, socialization of proper manual handling techniques, use of lifting/ carrying aids, and stretching after certain activities.*
Bahaya psikososial *Psychosocial hazards*	Stres, tekanan psikologis, kelelahan kerja, penurunan produktivitas, dan gangguan kesehatan mental akibat beban kerja tinggi, komunikasi tidak efektif, intimidasi, bullying, harassment, pekerjaan malam, maupun bekerja sendiri. *Stress, psychological pressure, work fatigue, decreased productivity, and mental health issues due to high workload, ineffective communication, intimidation, bullying, harassment, night work, or working alone.*	Pengelolaan beban kerja, penguatan komunikasi kerja, pengawasan atasan, pembentukan lingkungan kerja yang saling menghormati, penyediaan dukungan kesehatan mental, konseling atau coaching sesuai kebutuhan, serta dukungan kegiatan olahraga, relaksasi, dan wellbeing. *Workload management, strengthening of workplace communication, supervisor oversight, creation of a respectful work environment, provision of mental health support, counseling or coaching as needed, and support for sports, relaxation, and wellbeing activities.*

Selama tahun 2025, tidak terdapat kasus penyakit akibat kerja yang tercatat pada karyawan IDSurvey Group. Untuk pekerja bukan karyawan, termasuk tenaga alih daya, kontraktor, dan/atau penyedia jasa yang bekerja di bawah pengendalian operasional perusahaan, pencatatan penyakit akibat kerja dilakukan sesuai cakupan dan mekanisme pelaporan masing-masing entitas. Berdasarkan pencatatan yang tersedia, tidak terdapat kasus penyakit akibat kerja yang dilaporkan pada pekerja bukan karyawan selama tahun pelaporan.

Ke depan, IDSurvey Group akan terus memperkuat proses identifikasi bahaya, pengendalian risiko kesehatan kerja, serta konsistensi pencatatan data penyakit akibat kerja bagi karyawan maupun pekerja bukan karyawan di seluruh entitas.

In 2025, there were no recorded cases of work-related ill health among IDSurvey Group employees. For non-employee workers, including outsourced workers, contractors, and/or service providers working under the Company's operational control, work-related ill health is recorded in accordance with the scope and reporting mechanism of each entity. Based on the available records, no cases of work-related ill health were reported among non-employee workers during the reporting year.

Going forward, IDSurvey Group will continue to strengthen its hazard identification process, occupational health risk control, and the consistency of work-related ill health data recording for both employees and non-employee workers across all entities.

Pelatihan Keselamatan dan Kesehatan Kerja

Occupational Safety and Health Training

[GRI 403-5]

IDSurvey memandang pelatihan keselamatan dan kesehatan kerja sebagai bagian penting dalam meningkatkan kesadaran, pengetahuan, dan perilaku aman di lingkungan kerja. Pelatihan K3 diarahkan untuk memastikan karyawan dan pekerja terkait memahami potensi bahaya, prosedur keselamatan, serta langkah pencegahan yang perlu diterapkan dalam aktivitas kerja sehari-hari. Melalui pelatihan ini, perusahaan berupaya membangun budaya kerja yang lebih peduli terhadap keselamatan dan kesehatan.

Pada tahun 2025, pelatihan K3 di lingkungan IDSurvey *Holding* mulai dilaksanakan melalui kegiatan safety induction, sosialisasi keselamatan kerja, serta penguatan awareness terhadap penggunaan fasilitas kerja secara aman. Kegiatan ini menjadi bagian dari upaya awal perusahaan dalam memperkenalkan prinsip-prinsip K3 kepada karyawan dan pekerja yang berada dalam pengendalian operasional IDSurvey *Holding*. Selain itu, pelatihan dan sosialisasi K3 juga diarahkan untuk mendukung penerapan panduan perilaku keselamatan, termasuk melalui pendekatan CARE yang menekankan komitmen, kesadaran, sikap saling menghormati, dan keberanian melakukan intervensi terhadap kondisi tidak aman.

Di tingkat entitas anak, pelatihan K3 tetap dilaksanakan sesuai dengan karakteristik kegiatan usaha dan profil risiko masing-masing entitas. Dalam hal ini, IDSurvey berperan mendorong penyelarasan arah dan kualitas pelatihan K3 melalui pedoman HSE serta koordinasi bersama entitas anak.

IDSurvey recognizes occupational health and safety training as an important element in increasing awareness, knowledge, and safe behavior in the workplace. OHS training is directed at ensuring that employees and relevant workers understand potential hazards, safety procedures, and preventive measures that need to be applied in daily work activities. Through this training, the Company seeks to build a work culture that is more attentive to occupational health and safety.

In 2025, OHS training within IDSurvey Holding began to be implemented through safety induction, occupational safety socialization, and awareness-raising on the safe use of workplace facilities. These activities form part of the Company's initial efforts to introduce OHS principles to employees and workers under the operational control of IDSurvey Holding. In addition, OHS training and socialization are also directed at supporting the implementation of safety behavior guidelines, including through the CARE approach, which emphasizes commitment, awareness, mutual respect, and the courage to intervene in unsafe conditions.

At the subsidiary level, OHS training continues to be implemented in accordance with the business characteristics and risk profile of each entity. In this regard, IDSurvey plays a role in encouraging the alignment of OHS training direction and quality through the HSE Guidelines and coordination with its subsidiaries.

Daftar Program Pelatihan K3 IDSurvey Grup
List of OHS Training Programs

No	Nama Pelatihan K3 Entitas *Entity HSE Training Name*
1	Invisible Workplace Danger: Ergonomics & Workplace Danger *Invisible Workplace Danger: Ergonomics & Workplace Danger*
2	Ahli K3 Elevator dan Eskalator *Elevator and Escalator OHS Expert*
3	Ahli K3 Umum Online Kemnaker *General OHS Expert Training – Online, Ministry of Manpower*
4	Perpanjangan Ahli K3 Kemnaker *Renewal of Ministry of Manpower OHS Expert Certification*
5	Teknisi K3 Ruang Terbatas *Confined Space OHS Technician*
6	Ahli K3 Pesawat Angkat dan Pesawat Angkut (AK3 PAPA) *Lifting and Transport Equipment OHS Expert (AK3 PAPA)*
7	Awareness dan Simulasi Tanggap Darurat *Emergency Awareness and Response Simulation*
8	Awareness Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) *Occupational Health and Safety Committee (P2K3) Awareness*
9	Hazardous Area Classification *Hazardous Area Classification*
10	In House Training Sistem Manajemen Keselamatan Ketenagalistrikan (SMK2) *In-House Training on Electrical Safety Management System (SMK2)*
11	Pelatihan Ahli K3 Umum *General OHS Expert Training*
12	Pelatihan dan Sertifikasi Ahli K3 Kimia *Chemical OHS Expert Training and Certification*
13	Pelatihan HAZOP (Hazard and Operability Study) *HAZOP (Hazard and Operability Study) Training*
14	Pelatihan Identifikasi Aspek Dampak Lingkungan *Environmental Aspect and Impact Identification Training*
15	Pelatihan Identifikasi Potensi Bahaya, Penilaian Risiko, dan Penetapan Pengendalian *Hazard Identification, Risk Assessment, and Determination of Controls Training*
16	Training Sertifikasi Bekerja pada Ketinggian Level II (K3 TKBT Level II) *Working at Height Level II Certification Training (K3 TKBT Level II)*
17	Workplace Hazard Identification *Workplace Hazard Identification*
18	Ahli K3 Elevator dan Eskalator – Batch 1 *Elevator and Escalator OHS Expert – Batch 1*

No	Nama Pelatihan K3 Entitas *Entity HSE Training Name*
19	Ahli K3 Kebakaran *Fire OHS Expert*
20	Ahli K3 Kebakaran DCBA *DCBA Fire OHS Expert*
21	Ahli K3 Kebakaran Kelas A *Class A Fire OHS Expert*
22	Ahli K3 Kebakaran Kelas B *Class B Fire OHS Expert*
23	Ahli K3 Kimia *Chemical OHS Expert*
24	Ahli K3 Laboratorium *Laboratory OHS Expert*
25	Ahli K3 Lingkungan Kerja *Work Environment OHS Expert*
26	Ahli K3 Listrik *Electrical OHS Expert*
27	Ahli K3 Migas *Oil and Gas OHS Expert*
28	Ahli K3 Muda Lingkungan Kerja *Junior Work Environment OHS Expert*
29	Ahli K3 Pemadam Kebakaran Sertifikasi Level D *Level D Firefighting OHS Expert Certification*
30	Ahli K3 Pesawat Angkat dan Pesawat Angkut (AK3-PAPA) *Lifting and Transport Equipment OHS Expert (AK3-PAPA)*
31	Ahli K3 Pesawat Tenaga dan Produksi *Power and Production Equipment OHS Expert*
32	Ahli K3 Pesawat Uap dan Bejana Tekan *Steam Boiler and Pressure Vessel OHS Expert*
33	Ahli K3 Ruang Terbatas *Confined Space OHS Expert*
34	Ahli K3 Umum *General OHS Expert*
35	AK3 Listrik Sertifikasi *Certified Electrical OHS Expert*
36	AK3 Pesawat Tenaga dan Produksi (PTP) *Power and Production Equipment OHS Expert (PTP)*
37	Auditor SMK3 *OHS Management System Auditor*

No	Nama Pelatihan K3 Entitas *Entity HSE Training Name*
38	Pembinaan dan Sertifikasi Ahli K3 Kimia *Chemical OHS Expert Development and Certification*
39	Pengawas K3 Industri Migas *Oil and Gas Industry OHS Supervisor*
40	Pengelolaan K3 Laboratorium *Laboratory OHS Management*
41	Petugas K3 Kimia *Chemical OHS Officer*
42	Petugas K3 Laboratorium *Laboratory OHS Officer*
43	Resertifikasi Ahli K3 Umum *General OHS Expert Recertification*
44	Sertifikasi Ahli K3 Muda Lingkungan Kerja *Junior Work Environment OHS Expert Certification*
45	Sertifikasi Ahli K3 Pesawat Angkat dan Angkut *Lifting and Transport Equipment OHS Expert Certification*
46	Sertifikasi Ahli K3 Umum BNSP *General OHS Expert Certification – BNSP*
47	Sertifikasi Ahli K3 Umum Kemenaker *General OHS Expert Certification – Ministry of Manpower*
48	Sertifikasi Auditor SMK3 *OHS Management System Auditor Certification*
49	Sertifikasi K3 Kebakaran Kelas D *Class D Fire OHS Certification*

06

Mewujudkan Operasi yang Ramah Lingkungan

Fostering Environmentally Responsible Operations




bki
SURVEYOR INDONESIA
SUCOFINDO

Komitmen Perlindungan Lingkungan

Environmental Protection Commitment

[GRI 3-3, 2-13] [OJK A.1]

Sebagai *holding* perusahaan TICCC, IDSurvey memandang pengelolaan dampak ekonomi, lingkungan, dan sosial sebagai bagian integral dari praktik bisnis yang bertanggung jawab dan berkelanjutan. Komitmen ini menjadi semakin penting karena kegiatan operasional perusahaan tidak hanya berkontribusi terhadap penciptaan nilai ekonomi, tetapi juga berkaitan dengan penggunaan energi dan air, pengelolaan limbah, serta timbulan sampah dari aktivitas operasional.

Dalam industri TICCC, kredibilitas perusahaan tidak hanya ditentukan oleh kompetensi teknis, independensi, dan kualitas layanan, tetapi juga oleh konsistensi perusahaan dalam menerapkan prinsip keberlanjutan di seluruh proses bisnisnya. Oleh karena itu, IDSurvey menempatkan pengelolaan lingkungan sebagai bagian penting dari tata kelola keberlanjutan untuk meminimalkan risiko operasional, meningkatkan efisiensi sumber daya, memperkuat kepatuhan terhadap regulasi, serta menjaga kepercayaan pemangku kepentingan terhadap integritas layanan yang diberikan.

Untuk mewujudkan komitmen tersebut, IDSurvey menerapkan sejumlah langkah pengelolaan yang mencakup upaya pencegahan dan mitigasi dampak, antara lain melalui efisiensi penggunaan energi dan air, penerapan prinsip reduce-reuse-recycle dalam pengelolaan limbah dan sampah operasional, serta penguatan sistem pemantauan lingkungan di seluruh anak perusahaan. Efektivitas langkah-langkah tersebut dipantau secara berkala melalui indikator kinerja lingkungan (environmental KPI), audit kepatuhan, dan evaluasi capaian terhadap target keberlanjutan yang ditetapkan, dengan hasil evaluasi dan pembelajaran yang diperoleh dijadikan dasar penyempurnaan kebijakan dan prosedur operasional secara berkelanjutan. Proses pengelolaan ini turut mempertimbangkan masukan dari pemangku kepentingan, termasuk anak perusahaan, regulator, mitra kerja, dan masyarakat di sekitar wilayah operasi, guna memastikan bahwa tindakan yang diambil relevan dengan kebutuhan pemangku kepentingan dan efektivitasnya dapat dinilai secara tepat. [GRI 3-3]

As the holding company of the TICCC industry, IDSurvey recognizes the management of economic, environmental, and social impacts as an integral component of responsible and sustainable business practice. This commitment holds increasing significance, as the Company's operational activities not only contribute to the creation of economic value, but are equally tied to energy and water consumption, waste management, and the generation of operational waste streams.

Within the TICCC industry, corporate credibility is not solely defined by technical competence, independence, and service quality, but also by the consistency in implementing sustainability principles across all business processes. Therefore, IDSurvey places environmental management as a key pillar of its sustainability governance, aimed at minimizing operational risks, improving resource efficiency, strengthening regulatory compliance, and maintaining stakeholder trust in the integrity of the services delivered.

To realize this commitment, IDSurvey implements a number of management measures covering the prevention and mitigation of impacts, including efficient use of energy and water, application of the reduce-reuse-recycle principle in the management of operational waste, and strengthening of environmental monitoring systems across all subsidiaries. The effectiveness of these measures is monitored periodically through environmental performance indicators (environmental KPIs), compliance audits, and evaluation of progress against established sustainability targets, with the results and lessons learned used as the basis for the continuous improvement of operational policies and procedures. This management process also takes into account input from stakeholders, including subsidiaries, regulators, business partners, and communities surrounding the areas of operation, to ensure that the actions taken are relevant to stakeholder needs and that their effectiveness can be properly assessed. [GRI 3-3]

Tata Kelola Berkelanjutan untuk Pengelolaan Lingkungan

Sustainable Governance for Environmental Management

Untuk memastikan dampak lingkungan dikelola secara terarah, IDSurvey mendelegasikan tanggung jawab pengelolaan lingkungan kepada Divisi Manajemen Risiko dan Keberlanjutan di bawah koordinasi Direktur Keuangan, Manajemen Risiko, dan Teknologi. Divisi ini berperan dalam pengelolaan aspek lingkungan, sosial, tata kelola, manajemen risiko, serta pelaksanaan program keberlanjutan perusahaan. Dalam prosesnya, Divisi Manajemen Risiko dan Keberlanjutan berperan sebagai pengumpul dan koordinator data yang didapatkan oleh Divisi Pengadaan, Umum, dan Manajemen Aset sebagai penyedia data awal terkait penggunaan energi dan air, pengelolaan limbah, serta timbulan sampah dari aktivitas operasional, yang kemudian menjadi dasar bagi Divisi Manajemen Risiko dan Keberlanjutan untuk melakukan pemantauan, evaluasi, dan koordinasi atas isu serta inisiatif keberlanjutan perusahaan.

Berdasarkan Keputusan Direksi PT IDSurvey (Persero) Nomor DU.18/KP.008/IDS-26 tentang Pembentukan Komite Keberlanjutan IDSurvey, Komite Keberlanjutan wajib melaksanakan rapat koordinasi sekurang-kurangnya dua kali dalam satu tahun anggaran. Komite juga menyampaikan laporan pemantauan dan evaluasi setiap tiga bulan kepada Direksi Pembina, yang mencakup perkembangan implementasi kebijakan, strategi, peta jalan, dan kerangka keberlanjutan. Mekanisme ini memungkinkan Direksi memberikan arahan strategis, memantau pengelolaan dampak perusahaan, serta memastikan integrasi aspek ekonomi, lingkungan, dan sosial dalam pengambilan keputusan.

To ensure that environmental impacts are managed in a structured and strategic manner, IDSurvey delegates environmental management responsibilities to the Risk Management and Sustainability Division under the coordination of the Director of Finance, Risk Management, and Technology. This Division is responsible for overseeing environmental, social, and governance (ESG) aspects, risk management, and the implementation of the Company's sustainability programs. In this process, the Risk Management and Sustainability Division acts as the central coordinator and consolidator of data provided by the Procurement, General Affairs, and Asset Management Division, which serves as the primary source of information related to energy and water consumption, waste management, and waste generation from operational activities. Such data forms the basis for monitoring, evaluation, and coordination of the Company's sustainability issues and initiatives.

Pursuant to the Board of Directors Decree of PT IDSurvey (Persero) No. DU.18/KP.008/IDS-26 on the Establishment of the IDSurvey Sustainability Committee, the Committee is required to hold coordination meetings at least twice during each financial year. It also submits quarterly monitoring and evaluation reports to the Supervising Board of Directors, covering progress in the implementation of sustainability policies, strategies, roadmaps, and frameworks. This mechanism enables the Board of Directors to provide strategic direction, monitor the Company's impact management, and ensure that economic, environmental, and social considerations are integrated into corporate decision-making.



Komitmen IDSurvey dalam mengelola dampak lingkungan diperkuat melalui pengesahan Kebijakan Keberlanjutan yang berlaku bagi Direksi, seluruh pegawai, serta pihak lain yang bekerja, mewakili, atau bertindak atas nama IDSurvey. Kebijakan ini menjadi pedoman dalam penerapan prinsip keberlanjutan yang terintegrasi dengan kerangka *Environmental, Social, and Governance* (ESG), serta mengacu pada pendekatan Model Tiga Lini untuk memperjelas pembagian peran, memperkuat pengawasan, dan memastikan akuntabilitas dalam pengelolaan keberlanjutan. Salah satu aspek utama yang diatur dalam kebijakan ini adalah aspek lingkungan, yang mencakup:

1. Memastikan kepatuhan terhadap peraturan dan undang-undang lingkungan yang berlaku, baik di tingkat nasional maupun internasional, serta menjalankan kebijakan pengelolaan lingkungan dengan memastikan peran dan tanggung jawab yang jelas di seluruh tingkat organisasi.
2. Mengurangi emisi gas rumah kaca secara bertahap untuk mendukung pencapaian target Net Zero Emission (NZE), sekaligus mengelola risiko terkait perubahan iklim, baik risiko fisik maupun risiko transisi.
3. Menetapkan target untuk mengurangi dampak lingkungan melalui pengelolaan sumber daya dan limbah yang berkelanjutan serta penerapan teknologi ramah lingkungan secara bertahap di seluruh operasi dan rantai pasok.
4. Melakukan pemantauan dan evaluasi secara rutin untuk meningkatkan kinerja lingkungan secara berkelanjutan, melalui inovasi dan penerapan praktik terbaik guna meminimalkan dampak negatif terhadap ekosistem.
5. Melibatkan pemangku kepentingan internal maupun eksternal dalam implementasi kebijakan pengelolaan lingkungan, serta menyelenggarakan pelatihan bagi karyawan untuk memahami dampak aktivitas perusahaan terhadap lingkungan.

IDSurvey's commitment to environmental impact management is further reinforced through the enactment of its Sustainability Policy, which applies to the Board of Directors, all employees, and other parties working for, representing, or acting on behalf of the Company. This Policy serves as a guiding framework for the implementation of sustainability principles integrated with the Environmental, Social, and Governance (ESG) framework, while adopting the Three Lines Model approach to clarify roles and responsibilities, strengthen oversight, and ensure accountability in sustainability governance. One of the key aspects governed under this Policy is environmental management, which includes:

1. Ensuring compliance with applicable environmental laws and regulations at both national and international levels, while implementing environmental management policies with clearly defined roles and responsibilities across all levels of the organization.
2. Gradually reducing greenhouse gas (GHG) emissions to support the achievement of the Net Zero Emissions (NZE) target, while managing climate-related risks, including both physical and transition risks.
3. Establishing targets to reduce environmental impacts through sustainable resource and waste management, as well as the gradual adoption of environmentally friendly technologies across operations and the supply chain.
4. Conducting regular monitoring and evaluation to continuously improve environmental performance through innovation and the adoption of best practices, with the aim of minimizing negative impacts on ecosystems.
5. Engaging both internal and external stakeholders in the implementation of environmental management policies, while providing training for employees to enhance awareness and understanding of the environmental impacts of the Company's activities.

Aksi Lingkungan untuk Bumi Berkelanjutan

Environmental Action for a Sustainable Earth

[GRI 2-29] [OJK C.5, F.1]

IDSurvey meyakini bahwa keberlanjutan lingkungan bukan hanya tanggung jawab sektor industri semata, melainkan juga kewajiban bagi lembaga yang berperan dalam membentuk standar dan praktik industri itu sendiri. Sebagai akselerator industri hijau di Indonesia dan internasional, IDSurvey mengambil langkah konkret melalui berbagai aksi lingkungan yang tidak hanya mencerminkan nilai-nilai keberlanjutan, tetapi juga menginspirasi ekosistem industri yang lebih luas untuk bergerak menuju masa depan yang lebih hijau.

IDSurvey believes that environmental sustainability is not solely the responsibility of the industrial sector, but also an obligation for institutions that play a role in shaping industry standards and practices. As an accelerator of green industry development in Indonesia and at the global level, the Company has undertaken concrete environmental actions that not only reflect its sustainability values, but also inspire the broader industrial ecosystem to move toward a greener future.

Komitmen ini dijalankan secara inklusif melalui pelibatan aktif pemangku kepentingan yang mencakup pemerintah, mitra industri, serta lembaga internasional. Aksi ini dibangun melalui mekanisme komunikasi dua arah yang terstruktur, mulai dari forum konsultasi, survei, hingga kolaborasi program. IDSurvey memastikan bahwa setiap kebijakan dan aksi lingkungan yang dijalankan sejalan dengan kebutuhan dan ekspektasi seluruh pemangku kepentingan, sehingga keterlibatan yang terjalin bukan sekadar formalitas, melainkan bermakna dan berdampak nyata.

This commitment is implemented through an inclusive approach involving active stakeholder engagement, including government institutions, industry partners, and international organizations. These initiatives are built upon structured two-way communication mechanisms, ranging from consultation forums and surveys to collaborative programs. Through this approach, IDSurvey ensures that every environmental policy and action undertaken is aligned with the needs and expectations of all stakeholders, making such engagement not merely procedural, but meaningful and impactful.

The Green Summit IDSurvey 2025



Sebagai wujud nyata komitmen terhadap akselerasi industri hijau, IDSurvey menyelenggarakan The Green Summit 2025 bertema "Leading the Green Business Transformation for a Sustainable Indonesia" pada 28 Agustus 2025 di Graha Nandhika PT SUCOFINDO (Persero), Jakarta, yang menjadi wadah dialog strategis lintas sektor antara pemerintah, BUMN, swasta, dan akademisi. Forum ini menghadirkan narasumber kunci untuk membahas strategi transisi energi, inovasi teknologi ramah lingkungan, dan penguatan kolaborasi multipihak dalam industri hijau dan sektor keberlanjutan.

As a tangible manifestation of its commitment to accelerating the green industry transition, IDSurvey organized The Green Summit 2025, themed “Leading the Green Business Transformation for a Sustainable Indonesia,” on 28 August 2025 at Graha Nandhika PT SUCOFINDO (Persero). The event served as a strategic cross-sector dialogue platform, bringing together representatives from government institutions, state-owned enterprises (SOEs), private sector organizations, and academia. The forum featured key speakers and industry experts to discuss strategies for energy transition, environmentally friendly technological innovation, and the strengthening of multi-stakeholder collaboration in advancing green industry development and broader sustainability sectors

Penandatanganan Nota Kesepahaman antara Kementerian Lingkungan Hidup / Badan Pengendalian Lingkungan Hidup Republik Indonesia dan IDSurvey

Signing of the Memorandum of Understanding between the Ministry of Environment / Environmental Control Agency of the Republic of Indonesia and IDSurvey



Sebagai bagian dari rangkaian The Green Summit 2025, IDSurvey menegaskan komitmennya dalam mendorong transformasi praktik bisnis hijau melalui penandatanganan Nota Kesepahaman (MoU) dengan Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup (KLH/BPLH) Republik Indonesia, PT Wasteforchange Alam Indonesia, dan PT Katadata Indonesia pada 28 Agustus 2025 di Graha Nandhika, Kantor PT SUCOFINDO (Persero), Jakarta. Langkah ini menjadi bukti nyata peran IDSurvey dalam memperkuat kolaborasi lintas sektor, mulai dari lembaga pemerintah, mitra usaha, hingga komunitas akademik, guna mempercepat penerapan prinsip keberlanjutan di berbagai lini industri..

As part of the The Green Summit 2025 series, IDSurvey reaffirmed its commitment to advancing green business transformation through the signing of a Memorandum of Understanding (MoU) with the Ministry of Environment/Environmental Control Agency of the Republic of Indonesia, Waste4Change, and Katadata Indonesia on 28 August 2025 at Graha Nandhika PT SUCOFINDO (Persero). This initiative demonstrates the Company’s active role in strengthening cross-sector collaboration, spanning government institutions, business partners, and academic communities, in order to accelerate the adoption of sustainability principles across various industrial sectors.

ESG Leaders Forum (IELF) 2025



IDSurvey turut berpartisipasi aktif dalam Indonesia ESG Leaders Forum (IELF) 2025 yang diselenggarakan pada 23 Juli 2025 di Gedung Bursa Efek Indonesia, Jakarta. Forum ini mengusung tema "Turning Costs into Cash through Impactful Sustainable Strategies" dan hadir sebagai ruang diskusi strategis yang mengangkat pentingnya ESG tidak hanya sebagai kewajiban perusahaan, melainkan sebagai kekuatan pendorong pertumbuhan, efisiensi, dan daya saing. Dalam dua sesi paralel yang membahas transisi menuju ekonomi rendah karbon melalui penerapan ekonomi hijau dan ekonomi sirkular, IDSurvey diwakili oleh Annisa Ayu Soraya sebagai salah satu narasumber, berbagi perspektif dan praktik terbaik IDSurvey dalam mengintegrasikan prinsip ESG ke dalam layanan dan operasional perusahaan. Partisipasi ini mencerminkan komitmen IDSurvey untuk tidak hanya mendorong penerapan standar keberlanjutan di industri, tetapi juga aktif berkontribusi dalam membentuk arah kebijakan dan strategi ESG di tingkat nasional.

IDSurvey actively participated in the Indonesia ESG Leaders Forum 2025, held on 23 July 2025 at the Indonesia Stock Exchange Building. Carrying the theme “Turning Costs into Cash through Impactful Sustainable Strategies,” the forum served as a strategic discussion platform emphasizing the importance of Environmental, Social, and Governance (ESG) not merely as a corporate obligation, but as a key driver of growth, operational efficiency, and competitiveness. During the two parallel sessions focusing on the transition toward a low-carbon economy through the implementation of green economy and circular economy principles, IDSurvey was represented by Annisa Ayu Soraya as one of the keynote speakers. She shared the Company’s perspectives and best practices in integrating ESG principles into its services and operational activities. This participation reflects IDSurvey’s commitment not only to promoting the adoption of sustainability standards across industries, but also to actively contributing to the development of ESG policies and strategies at the national level.

Indonesia Green Connect 2025



IDSurvey turut hadir sebagai peserta aktif dalam Indonesia Green Connect (IGC) 2025 Business & Policy Dialogue Forum pada 7 Agustus 2025 di Aula Timur Institut Teknologi Bandung (ITB), sebuah forum strategis lintas sektor dalam rangkaian Hari Kebangkitan Teknologi Nasional (Hakteknas). Direktur Utama IDSurvey, Arisudono, tampil sebagai pembicara dalam panel "Building a Data-Driven and Inclusive Vision for Indonesia's Green Economic Transformation", memaparkan enam penggerak strategis transisi ekonomi hijau mulai dari penguatan regulasi, transparansi data, inklusivitas pembiayaan hijau, hingga penguatan kapabilitas tenaga kerja. Partisipasi ini mempertegas peran IDSurvey tidak hanya sebagai pelaku industri, tetapi juga sebagai pemikir dan kontributor aktif dalam membentuk arah kebijakan transformasi hijau Indonesia.

IDSurvey actively participated in the Indonesia Green Connect 2025 Business & Policy Dialogue Forum on 7 August 2025, held at the East Hall, Bandung Institute of Technology (ITB) as part of the National Technology Awakening Day (Hakteknas) series. The forum served as a strategic cross-sector platform for dialogue on advancing Indonesia’s green economic transformation. The President Director of IDSurvey, Arisudono, participated as a panel speaker in the session titled “Building a Data-Driven and Inclusive Vision for Indonesia’s Green Economic Transformation.” During the session, he highlighted six strategic drivers of the green economic transition, ranging from strengthening regulatory frameworks and improving data transparency to expanding inclusive green financing and enhancing workforce capabilities. This participation reinforces IDSurvey’s role not only as an industry player, but also as a thought leader and active contributor in shaping Indonesia’s green transformation policies.

PT Biro Klasifikasi Indonesia (Persero) dalam Sidang Luar Bisa Marine Environment Protection Committee (MEPC/ES2): Pembahasan & Roadmap Regulasi Net-Zero Framework (NZF)

PT Biro Klasifikasi Indonesia (Persero) at the Marine Environment Protection Committee (MEPC/ES2) Extraordinary Session: Discussion and Roadmap for Net-Zero Framework (NZF) Regulations



PT Biro Klasifikasi Indonesia (Persero) berpartisipasi aktif dalam Sidang Luar Biasa Marine Environment Protection Committee (MEPC/ES-2) IMO, forum internasional yang membahas penyusunan Roadmap Regulasi Net-Zero Framework (NZF) sebagai acuan global dekarbonisasi sektor pelayaran, mencakup strategi teknis, instrumen ekonomi, hingga kerangka implementasi bagi negara-negara anggota IMO. Keikutsertaan BKI ini mencerminkan komitmen nyata perusahaan sekaligus kontribusi Indonesia dalam membentuk kebijakan lingkungan maritim global, memperkuat peran strategisnya sebagai badan klasifikasi nasional yang aktif mendorong transformasi industri pelayaran menuju masa depan yang lebih hijau dan berkelanjutan.

PT Biro Klasifikasi Indonesia (Persero) is actively participating in the IMO's Marine Environment Protection Committee Extraordinary Session (MEPC/ES-2). This international forum addresses the development of the Net-Zero Framework (NZF) regulatory roadmap, a global benchmark for shipping sector decarbonization covering technical strategies, economic instruments, and implementation frameworks for IMO member states. BKI's participation reflects the company's tangible commitment and Indonesia's contribution to shaping global maritime environmental policy, while reinforcing its strategic role as the national classification society actively driving the shipping industry's transformation toward a greener, more sustainable future.

Integrated Sustainability Indonesia Movement (I-SIM) oleh PT Surveyor Indonesia (Persero)

Integrated Sustainability Indonesia Movement (I-SIM) oleh PT Surveyor Indonesia (Persero)



PT Surveyor Indonesia (PTSI), anak perusahaan IDSurvey, meluncurkan Integrated Sustainability Indonesia Movement (I-SIM) 2025, sebuah gerakan nasional untuk memperkuat pengukuran dan percepatan capaian Tujuan Pembangunan Berkelanjutan (TPB/SDGs) di tingkat daerah, dengan tema "Inovasi Pangan dan Gizi: Peningkatan Kualitas SDM, Percepatan Pertumbuhan Ekonomi yang Berkelanjutan, dan Penurunan Kemiskinan." Menandai tahun keempat pelaksanaannya, I-SIM 2025 untuk pertama kalinya diselenggarakan serentak bagi Pemerintah Kota dan Kabupaten, mencatat partisipasi tertinggi sepanjang sejarah dengan 105 Kabupaten dan 77 Kota dari seluruh Indonesia. Melalui proses penilaian komprehensif yang meliputi analisis dokumen, validasi data, kunjungan lapangan, hingga presentasi kepala daerah, I-SIM menjadi acuan strategis bagi pemerintah daerah dalam menyusun kebijakan pembangunan yang inklusif, transparan, dan berkelanjutan.

PT Surveyor Indonesia (PTSI), a subsidiary of IDSurvey, launched the Integrated Sustainability Indonesia Movement (I-SIM) 2025, a national initiative aimed at strengthening the measurement and accelerating the achievement of the Sustainable Development Goals (SDGs) at the regional level. Carrying the theme "Food and Nutrition Innovation: Enhancing Human Capital Quality, Accelerating Sustainable Economic Growth, and Reducing Poverty," the program serves as a strategic platform to support inclusive and sustainable development across Indonesia. Marking its fourth year of implementation, I-SIM 2025 was, for the first time, conducted simultaneously for both municipal and regency governments, recording the highest participation in its history with 105 regencies and 77 municipalities from across the country. Through a comprehensive assessment process encompassing document analysis, data validation, field visits, and presentations by regional heads, I-SIM has become a strategic benchmark for local governments in formulating development policies that are inclusive, transparent, and sustainable

Penandatanganan Nota Kesepahaman antara IDSurvey dan Neyen Consulting SL untuk Mengembangkan Layanan Konsultasi Karbon Indonesia

Signing of a Memorandum of Understanding between IDSurvey and Neyen Consulting SL to Develop Carbon Consulting Services in Indonesia



Pada 9 Mei 2025, IDSurvey yang saat itu masih beroperasi atas nama PT Biro Klasifikasi Indonesia (Persero) menandatangani Nota Kesepahaman (MoU) dengan Neyen Consulting SL, perusahaan konsultasi keberlanjutan global asal Spanyol, untuk berkolaborasi dalam pengembangan, pemasaran, dan penyediaan layanan konsultasi karbon di pasar Indonesia dengan fokus pada BUMN. Melalui kemitraan ini, IDSurvey dan Neyen Consulting menghubungkan jaringan lokal dan keahlian regulasi dengan praktik keberlanjutan global Neyen, guna mendukung agenda nasional pengurangan karbon dan mempercepat transisi BUMN menuju operasi yang rendah karbon. Kerja sama ini menandai langkah penting IDSurvey dalam memperluas komitmen terhadap keberlanjutan dan dekarbonisasi, sekaligus memposisikan IDSurvey sebagai penyedia layanan konsultasi karbon kelas dunia bagi industri Indonesia.

On 9 May 2025, IDSurvey, which at the time was still operating under the name PT Biro Klasifikasi Indonesia (Persero), signed a Memorandum of Understanding (MoU) with Neyen Consulting SL, a Spain-based global sustainability consulting firm, to collaborate in the development, marketing, and delivery of carbon consulting services in the Indonesian market, with a primary focus on State-Owned Enterprises (SOEs). Through this partnership, IDSurvey and Neyen Consulting SL leverage local networks and regulatory expertise alongside Neyen's global sustainability practices to support Indonesia's national carbon reduction agenda and accelerate the transition of SOEs toward low-carbon operations. This collaboration marks an important milestone in IDSurvey's efforts to strengthen its commitment to sustainability and decarbonization, while positioning the Company as a world-class provider of carbon consulting services for Indonesian industries.

PT Superintending Company of Indonesia (Persero) dalam Indonesia Sustainability Connect 2025

PT Superintending Company of Indonesia (Persero) at Indonesia Sustainability Connect 2025

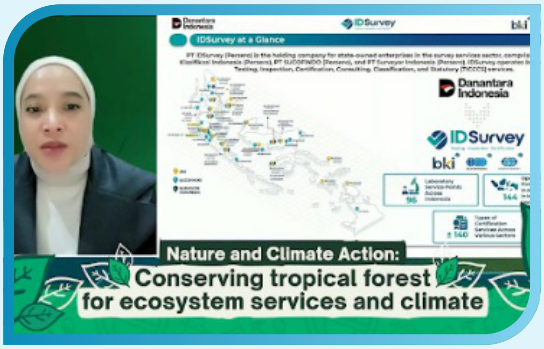


Sebagai bagian dari upaya aktif mendukung ekosistem keberlanjutan nasional, PT SUCOFINDO (Persero), anak perusahaan IDSurvey, turut berpartisipasi dalam Indonesia Sustainability Connect 2025, sebuah forum yang mempertemukan para pemangku kepentingan lintas sektor untuk mendorong percepatan transformasi bisnis berkelanjutan di Indonesia. Kehadiran PT SUCOFINDO (Persero) dalam forum ini mencerminkan komitmennya sebagai perusahaan Testing, Inspection, Certification, Consultation, and Classification (TICCC) terdepan di Indonesia untuk tidak hanya menyediakan layanan pemastian standar keberlanjutan, tetapi juga aktif menjadi katalisator dalam membangun ekosistem industri yang lebih hijau, bertanggung jawab, dan berdaya saing secara global.

As part of its active efforts to support Indonesia's national sustainability ecosystem, PT SUCOFINDO (Persero), a subsidiary of IDSurvey, participated in the Indonesia Sustainability Connect 2025, a forum that brings together cross-sector stakeholders to accelerate the transformation toward sustainable business practices in Indonesia. PT SUCOFINDO Persero)'s participation in this forum reflects its commitment as one of Indonesia's leading Testing, Inspection, Certification, Consultation, and Classification (TICCC) companies, not only in providing assurance services for sustainability standards, but also in actively serving as a catalyst for building a greener, more responsible, and globally competitive industrial ecosystem.

IDSurvey di COP-30 Belém: Memperjuangkan Hutan Tropis untuk Bumi yang Berkelanjutan

IDSurvey at COP-30 Belém: Championing Tropical Forests for a Sustainable Earth



IDSurvey turut hadir dan berpartisipasi aktif dalam Conference of the Parties ke-30 (COP-30) yang diselenggarakan pada 10–21 November 2025 di Belém, Brasil. Dalam forum iklim internasional paling bergengsi ini, IDSurvey membawakan tema "Nature and Climate Action: Conserving Tropical Forest for Ecosystem Services and Climate", menegaskan posisi IDSurvey sebagai akselerator aksi iklim yang tidak hanya relevan di tingkat nasional, tetapi juga berkontribusi pada agenda keberlanjutan global. Kehadiran IDSurvey di COP-30 selaras dengan semangat forum yang menjadikan perlindungan hutan tropis sebagai isu sentral, ditandai dengan peluncuran Tropical Forests Forever Facility (TFFF) yang berhasil menghimpun lebih dari USD 6,7 miliar untuk konservasi hutan tropis dunia. Melalui partisipasi ini, IDSurvey memperkuat komitmennya dalam mendukung Indonesia untuk memimpin agenda pelestarian ekosistem hutan tropis sekaligus berkontribusi pada pencapaian target pengurangan emisi karbon nasional dan global.

IDSurvey actively participated in the 30th Conference of the Parties (COP30), held from 10 to 21 November 2025 in Belém. At this prestigious international climate forum, the Company presented the theme “Nature and Climate Action: Conserving Tropical Forests for Ecosystem Services and Climate,” reinforcing its position as an accelerator of climate action that is not only relevant at the national level, but also contributes to the global sustainability agenda. IDSurvey’s participation in COP30 was aligned with the forum’s strong emphasis on tropical forest protection as a central climate issue, highlighted by the launch of the Tropical Forests Forever Facility (TFFF), which successfully mobilized more than USD 6.7 billion for the conservation of tropical forests worldwide. Through this participation, IDSurvey further strengthened its commitment to supporting Indonesia in leading the agenda for tropical forest ecosystem conservation, while contributing to the achievement of both national and global carbon emission reduction targets.

Penggunaan Material

Material Usage

[GRI 3-3, 301-1, 301-2, 301-3] [OJK F.5]

Sebagai *holding* perusahaan yang bergerak di bidang TICCC, aktivitas IDSurvey lebih banyak bertumpu pada layanan berbasis keahlian, administrasi, dan operasional perkantoran. Namun demikian, kegiatan tersebut tetap membutuhkan dukungan material dan fasilitas kerja yang berpotensi menimbulkan dampak lingkungan, antara lain melalui penggunaan kertas, perlengkapan kantor, serta sarana operasional pendukung. Atas dasar tersebut, IDSurvey berupaya mengelola konsumsi material secara lebih bijak dan efisien sebagai bagian dari komitmen perusahaan dalam menjalankan operasional yang bertanggung jawab dan ramah lingkungan. IDSurvey tidak menggunakan material terbarukan (renewable material) dalam aktivitas operasionalnya. Material utama yang dicatat dan digunakan untuk mendukung kegiatan operasional adalah kertas, yang dikategorikan sebagai material tidak terbarukan (non-renewable material), dengan satuan pengukuran konsumsi menggunakan rim.

As the holding company operating in the TICCC sector, IDSurvey's activities rely largely on expertise-based services, administration, and office operations. Nevertheless, these activities still require material support and work facilities that have the potential to generate environmental impacts, including through the use of paper, office supplies, and supporting operational equipment. On this basis, IDSurvey strives to manage material consumption more wisely and efficiently as part of the Company's commitment to conducting responsible and environmentally friendly operations. IDSurvey does not use renewable materials in its operational activities. The primary material recorded and used to support operations is paper, which is categorized as a non-renewable material, with consumption measured in reams.

Selain itu, IDSurvey tidak menggunakan material input yang berasal dari bahan daur ulang serta tidak melakukan reklamasi atau pengambilan kembali produk maupun material kemasan. Hal ini sejalan dengan karakteristik lini bisnis IDSurvey yang berfokus pada penyediaan jasa dan tidak menjalankan proses produksi yang menggunakan material daur ulang maupun menghasilkan produk fisik dan kemasan yang memerlukan proses reklamasi setelah digunakan. [GRI 301-2, 301-3]

In addition, IDSurvey does not use recycled input materials and does not reclaim or take back products or packaging materials. This is consistent with IDSurvey's business model, which focuses on service provision and does not involve production processes that use recycled materials or generate physical products and packaging requiring reclamation after use. [GRI 301-2, 301-3]

Dalam mendukung operasional perkantoran yang lebih efisien dan ramah lingkungan, IDSurvey terus mendorong pengurangan penggunaan kertas melalui digitalisasi proses administrasi. Penerapan sistem e-office menjadi salah satu langkah utama perusahaan untuk mengalihkan proses persuratan, nota dinas, persetujuan dokumen, dan dokumentasi internal ke dalam format digital. Dengan sistem ini, kebutuhan pencetakan dokumen dapat dikurangi, alur kerja menjadi lebih cepat, serta pengelolaan arsip perusahaan dapat dilakukan secara lebih tertib dan terintegrasi.

In support of more efficient and environmentally friendly office operations, IDSurvey continues to encourage the reduction of paper use through the digitalization of administrative processes. The implementation of the e-office system is one of the Company's main initiatives to shift correspondence, internal memoranda, document approvals, and internal documentation into digital format. Through this system, the need for document printing can be reduced, workflows become faster, and the Company's archive management can be carried out in a more orderly and integrated manner.

Upaya pengurangan penggunaan kertas juga didukung melalui pengendalian fasilitas cetak di area kerja IDSurvey. Pada area kerja terpusat, perusahaan menyediakan printer secara terbatas, yaitu sekitar dua hingga tiga unit dalam satu ruangan, sehingga aktivitas pencetakan dapat lebih terkendali dan hanya dilakukan untuk kebutuhan yang benar-benar diperlukan. Melalui inisiatif ini, IDSurvey berupaya membangun budaya kerja yang lebih efisien, hemat sumber daya, dan selaras dengan komitmen perusahaan dalam mengurangi dampak lingkungan dari aktivitas operasional sehari-hari.

Efforts to reduce paper use are also supported through the control of printing facilities within IDSurvey's work areas. In centralized work areas, the Company provides a limited number of printers, approximately two to three units per room, so that printing activities can be better controlled and carried out only when genuinely necessary. Through this initiative, IDSurvey seeks to build a more efficient, resource-conscious work culture that is aligned with the Company's commitment to reducing the environmental impact of its day-to-day operational activities.

Sebagai bagian dari upaya pemantauan efektivitas, IDSurvey melakukan pencatatan dan evaluasi berkala terhadap volume penggunaan kertas (dalam satuan rim) serta perlengkapan kantor di seluruh unit kerja, sebagai indikator keberhasilan program digitalisasi dan pengendalian fasilitas cetak. Hasil evaluasi tersebut dijadikan bahan pembelajaran untuk terus menyempurnakan kebijakan penggunaan material dan prosedur kerja perkantoran, termasuk perluasan pemanfaatan e-office ke unit kerja atau anak perusahaan yang belum sepenuhnya menerapkannya. Selain itu, penerapan inisiatif ini turut mempertimbangkan masukan dari karyawan dan unit kerja terkait sebagai pengguna langsung fasilitas kerja, guna memastikan bahwa langkah efisiensi material yang diterapkan berjalan efektif, relevan dengan kebutuhan operasional, dan berkelanjutan dalam jangka panjang. [GRI 3-3]

As part of the effort to monitor effectiveness, IDSurvey periodically records and evaluates the volume of paper use (measured in reams) as well as office supplies across all work units, as an indicator of the success of the digitalization program and printing facility control. The results of this evaluation serve as lessons learned to continuously improve material usage policies and office work procedures, including expanding the use of the e-office system to work units or subsidiaries that have not yet fully implemented it. In addition, the implementation of this initiative also takes into account input from employees and relevant work units as direct users of the work facilities, to ensure that the material efficiency measures applied are effective, relevant to operational needs, and sustainable in the long term. [GRI 3-3]

Berikut adalah data penggunaan kertas dari ketiga entitas anak perusahaan IDSurvey.

The following presents paper consumption data from the three subsidiary entities under IDSurvey.

Entitas *Entity*	Satuan *Unit*	2025	2024	2023	2022
PT BKI	Rim	411	451	380	361
PT SI	Rim	4.704	4.243*	4.241	4.855
PT SCI	Rim	20.741	3.360	13.063	-
IDSurvey*	Rim	411			
Total IDSurvey Group	Rim	**26.267**	**9.226**	**17.684**	**5.216**

Catatan:
*Penyajian data kembali atas data tahun 2024 sehubungan dengan perubahan cakupan pelaporan pada tahun 2025 yang terbatas pada kantor pusat.
*Data hanya tersedia untuk tahun 2025.
*IDSurvey baru beroperasi sebagai entitas *holding* yang berdiri sendiri sejak Mei 2025 (dan sebagai Perusahaan Persero pada 23 Juni 2025); data tahun sebelumnya merupakan bagian dari laporan PT Biro Klasifikasi Indonesia (Persero) selaku *holding* operasional terdahulu.

Notes:
*Restatement of 2024 data due to changes in reporting scope in 2025 which is limited to the head office.
*Data is only available for the year 2025.
*IDSurvey has only operated as an independent holding entity since May 2025 (and was incorporated as a Persero on June 23, 2025); data from previous years is part of the reports of PT Biro Klasifikasi Indonesia (Persero) in its former capacity as the operational holding.

Berdasarkan tren data yang tersedia, total IDSurvey Group mengalami peningkatan yang signifikan pada tahun 2025 dibandingkan tahun sebelumnya. Peningkatan ini terutama dipengaruhi oleh ekspansi bisnis serta dimulainya berbagai kegiatan operasional baru di sejumlah entitas. Perluasan cakupan layanan, pembukaan area kerja baru, serta meningkatnya aktivitas pada fasilitas operasional turut mendorong kebutuhan penggunaan sumber daya yang lebih besar. Kondisi tersebut mencerminkan pertumbuhan skala usaha dan intensitas operasional Grup selama tahun 2025.

Based on the available trend data, the total figure for IDSurvey Group increased significantly in 2025 compared with the previous year. This increase was primarily driven by business expansion and the commencement of new operational activities across several entities. The expansion of service coverage, the opening of new operational areas, and increased activity at operational facilities further contributed to higher resource requirements. This condition reflects the growth in the Group's business scale and operational intensity throughout 2025.

Pengelolaan Energi
Energy Management
[GRI 3-3, 302] [OJK B.2]

Dalam menjalankan kegiatan operasional, IDSurvey memerlukan energi untuk mendukung kelancaran proses kerja, layanan, dan aktivitas perkantoran. Energi tersebut terutama digunakan untuk penerangan, perangkat elektronik, sistem pendingin ruangan, lift, fasilitas air, serta bahan bakar kendaraan operasional. Meskipun konsumsi energi Perusahaan relatif lebih rendah dibandingkan industri berbasis produksi, IDSurvey tetap memandang efisiensi energi sebagai bagian penting dari pengelolaan lingkungan, pengendalian biaya operasional, dan pembentukan budaya kerja yang bertanggung jawab.

In carrying out its operational activities, IDSurvey requires energy to support the continuity of work processes, service delivery, and office operations. Energy consumption is primarily allocated to lighting, electronic equipment, air-conditioning systems, elevators, water facilities, and fuel for operational vehicles. Although the Company's energy consumption remains relatively lower compared to production-based industries, IDSurvey continues to regard energy efficiency as an important component of environmental management, operational cost control, and the cultivation of a responsible working culture.

Sejalan dengan komitmen tersebut, IDSurvey terus memperkuat inisiatif penghematan energi di lingkungan kantor serta mendorong koordinasi penerapannya bersama entitas anak perusahaan. Melalui upaya ini, IDSurvey berupaya membangun perilaku kerja yang lebih disiplin dalam penggunaan energi, sekaligus mendukung pengurangan dampak lingkungan dari aktivitas operasional perusahaan.

In line with this commitment, IDSurvey continues to strengthen energy-saving initiatives across its office environments while encouraging coordinated implementation among its subsidiary entities. Through these efforts, the Company aims to foster more disciplined energy consumption practices and support the reduction of environmental impacts arising from its operational activities.

Sebagai bagian dari upaya pemantauan efektivitas, IDSurvey melakukan pencatatan dan evaluasi berkala terhadap konsumsi energi listrik (kWh) dan bahan bakar (liter) di seluruh unit kerja, termasuk perhitungan intensitas energi yang dibandingkan dengan pendapatan perusahaan, sebagai indikator efisiensi penggunaan energi dari waktu ke waktu Hasil evaluasi tersebut digunakan sebagai dasar penetapan target penurunan konsumsi energi pada periode berikutnya, serta menjadi pembelajaran untuk menyempurnakan kebijakan dan prosedur operasional terkait manajemen energi, termasuk perluasan inisiatif hemat energi ke seluruh entitas anak perusahaan yang belum sepenuhnya menerapkannya.

As part of the effort to monitor effectiveness, IDSurvey periodically records and evaluates electricity consumption (kWh) and fuel consumption (liters) across all work units, including the calculation of energy intensity relative to the company's revenue, as an indicator of energy-use efficiency over time. The results of this evaluation are used as the basis for setting energy consumption reduction targets for the following period, as well as lessons learned to further improve policies and operational procedures related to energy management, including expanding energy-saving initiatives to all subsidiaries that have not yet fully implemented them.

Penerapan inisiatif efisiensi energi ini turut mempertimbangkan masukan dari karyawan dan unit kerja terkait sebagai pengguna langsung fasilitas perkantoran, guna memastikan bahwa langkah-langkah yang diambil relevan dengan kebutuhan operasional, dapat diterapkan secara konsisten, dan memberikan dampak nyata terhadap pengurangan konsumsi energi serta jejak lingkungan Perusahaan dalam jangka panjang. [GRI 3-3]

The implementation of these energy efficiency initiatives also takes into account input from employees and relevant work units as direct users of office facilities, to ensure that the measures taken are relevant to operational needs, can be applied consistently, and generate a tangible impact in reducing the Company's energy consumption and environmental footprint in the long term. [GRI 3-3]

Konsumsi Energi

Energy Consumption

[GRI 3-3, 302-1] [OJK F.6]

Sumber *Source*	Satuan *Unit*	2025	2024	2023
PT BKI				
Bensin *Gasoline*	Liter	269.665,62	263.326,61	-
	GigaJoule	8.898,97	8.689,78	-
Diesel *Diesel*	Liter	20.412,79	18.613,60	-
	GigaJoule	734,86	670,09	-
Listrik *Electricity*	kWh	3.467.957,27	3.487.190,82	-
	GigaJoule	12.484,65	12.553,89	-
Total Energi BKI ***BKI Total Energy***	**GigaJoule**	**22.125,47**	**21.913,75**	**-**

Sumber *Source*	Satuan *Unit*	2025	2024	2023
PT SI				
Bensin *Gasoline*	Liter	311.582	450.767*	217.276
	GigaJoule	10.593	15.326	7.387
Diesel *Diesel*	Liter	189.848	410.234*	-
	GigaJoule	6.834	14.768	-
Listrik *Electricity*	kWh	2.148.487	1.490.890**	256.854**
	GigaJoule	7.734	5.367	924,6
Total Energi SI ***SI Total Energy***	**GigaJoule**	**25.162**	**35.461**	**8.311**
PT SCI				
Bensin *Gasoline*	Liter	166.160	677.303	432.430
	GigaJoule	5.801,08	22.358	17.382
Diesel *Diesel*	Liter	152.502	644.198	3.550
	GigaJoule	5.490,07	23.015	8.676
Listrik *Electricity*	kWh	603.776.015	13.496.845	8.477.155
	GigaJoule	2.173.593,65	48.588	30.517
Total Energi SUCOFINDO ***SUCOFINDO Total Energy***	**GigaJoule**	**2.184.884,80**	**93.964**	**27.433**
Total IDSurvey Group	**GigaJoule**	**2.232.172,27**	**151.338,75**	**35.744**

Catatan:

*Terdapat *restatement* data konsumsi bahan bakar akibat pemisahan jenis bahan bakar serta perubahan cakupan perhitungan.

**Terdapat *restatement* data konsumsi listrik akibat penyesuaian nilai konsumsi listrik (kWh) pada kantor pusat serta perubahan cakupan perhitungan.

Faktor Konversi:

1 Liter Bensin = 0,034 Gigajoule
1 Liter Diesel = 0,036 Gigajoule
1 kWh Listrik = 0,0036 Gigajoule

Data penggunaan energi IDSurvey tahun 2025 belum dapat disajikan secara terpisah karena kantor operasional IDSurvey masih bergabung dengan kantor pusat PT Biro Klasifikasi Indonesia (BKI) (Persero).

Ruang lingkup pelaporan setiap entitas disajikan dalam laporan keberlanjutan masing-masing.

Notes:

*There was a restatement of fuel consumption data due to the separation of fuel types and changes in the calculation scope.

**There was a restatement of electricity consumption data due to adjustments in electricity consumption values (kWh) at the head office and changes in the calculation scope.

Conversion Factors:

1 Liter of Gasoline = 0.034 Gigajoules
1 Liter Diesel = 0.036 Gigajoules
1 kWh of Electricity = 0.0036 Gigajoules

IDSurvey's 2025 energy consumption data cannot be presented separately, as its operational office remains co-located with the headquarters of PT Biro Klasifikasi Indonesia (BKI) (Persero).

The reporting scope of each entity is presented in its respective sustainability report.

Total konsumsi energi IDSurvey Group pada tahun 2025 tercatat sebesar 2.232.172,27 GigaJoule, meningkat dari 151.338,75 GigaJoule pada tahun 2024. Peningkatan ini merupakan konsekuensi langsung dari ekspansi bisnis dan perluasan cakupan operasional Grup sepanjang tahun 2025, seiring bertambahnya volume layanan serta beroperasinya fasilitas-fasilitas baru di lingkungan entitas anak.

Kontributor utama peningkatan tersebut berasal dari konsumsi listrik, yang menyumbang 98,3% dari total konsumsi energi Grup pada tahun 2025. Faktor dominan adalah mulai beroperasinya instalasi baru berkapasitas daya besar di lingkungan operasional PT SUCOFINDO pada tahun 2025, dengan konsumsi listrik entitas tersebut tercatat sebesar 603.776.015 kWh atau setara 2.173.593,65 GigaJoule. Instalasi ini mendukung peningkatan kapasitas layanan pengujian dan operasional laboratorium yang menuntut pasokan daya berkelanjutan dengan tingkat keandalan tinggi.

Di sisi lain, konsumsi energi yang bersumber dari bahan bakar fosil justru mengalami penurunan. Total konsumsi bensin, diesel, dan LPG Grup turun dari 85.693 GigaJoule pada tahun 2024 menjadi 38.600 GigaJoule pada tahun 2025, atau berkurang 54,9%. Penurunan ini mencerminkan pengelolaan armada operasional yang lebih efisien serta pergeseran sumber energi operasional dari pembakaran bahan bakar langsung menuju penggunaan listrik.

Sejalan dengan proses konsolidasi data energi Grup, masih terdapat beberapa keterbatasan data. Data konsumsi energi BKI tahun 2023 belum tersedia karena pencatatan belum dilakukan secara terstruktur. Pada tahun pelaporan, IDSurvey Group juga belum mencatat penggunaan energi terbarukan, pemanasan, pendinginan, uap, energi yang dijual, maupun konsumsi energi di luar organisasi.

Data energi dihimpun secara berkala dari masing-masing entitas dan dikonversikan ke dalam GigaJoule (GJ) menggunakan faktor konversi yang mengacu pada referensi teknis nasional dan internasional, termasuk IPCC dan IEA. Meskipun program dan target efisiensi energi telah diterapkan, Perusahaan belum menghitung secara kuantitatif penurunan konsumsi energi terhadap target yang ditetapkan.

IDSurvey Group's total energy consumption in 2025 was recorded at 2.232.172,27 GigaJoules, an increase from 151.338,75 GigaJoules in 2024. This increase is a direct consequence of business expansion and the broadening of the Group's operational scope throughout 2025, in line with growing service volumes and the commencement of operations at new facilities within subsidiary entities.

The principal contributor to this increase was electricity consumption, which accounted for 98.3% of the Group's total energy consumption in 2025. The dominant factor was the commissioning of new high-capacity power installations within PT SUCOFINDO's operations during 2025, with the entity's electricity consumption recorded at 603,776,015 kWh, equivalent to 2,173,593.65 GigaJoules. These installations support expanded testing service capacity and laboratory operations, which require a continuous and highly reliable power supply.

Conversely, energy consumption from fossil fuels declined. The Group's combined gasoline, diesel, and LPG consumption fell from 85,693 GigaJoules in 2024 to 38,600 GigaJoules in 2025, a reduction of 54.9%. This decline reflects more efficient operational fleet management and a shift in operational energy sources from direct fuel combustion toward electricity.

As part of the Group’s energy data consolidation process, several data limitations remain. BKI’s energy consumption data for 2023 is unavailable because energy recording had not yet been conducted systematically. During the reporting year, IDSurvey Group also did not record renewable energy use, heating, cooling, steam, energy sold, or energy consumption outside the organization.

Energy data is collected periodically from each entity and converted into Gigajoules (GJ) using conversion factors that refer to relevant national and international technical references, including IPCC and IEA. Although energy efficiency programs and targets have been implemented, the Company has not yet quantitatively measured energy consumption reductions against the established targets.

Intensitas Energi
Energy Intensity
[GRI 302-3] [OJK F.6]

Sumber *Source*	Satuan *Unit*	2025	2024	2023
PT BKI				
Total Energi *Total Energy*	GigaJoule	22.125,47	22.125,47	-
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	1.543.221	1.357.875*	5.913.103
Intensitas Energi ***Energy Intensity***	**GigaJoule/Juta Rupiah** ***GigaJoule/Million Rupiah***	**0,014**	**0,016***	**-**
PT SI				
Total Energi *Total Energy*	GigaJoule	25.162	35.461	8.311
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	2.216.338	2.087.256	1.823.537
Intensitas Energi ***Energy Intensity***	**GigaJoule/Juta Rupiah** ***GigaJoule/Million Rupiah***	**0,0114**	**0,0170**	**0,0046**
PT SCI				
Total Energi *Total Energy*	GigaJoule	2.184.888,31	94.651	27.693
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	3.856.470	3.702.638	3.042.644
Intensitas Energi ***Energy Intensity***	**GigaJoule/Juta Rupiah** ***GigaJoule/Million Rupiah***	**0,567**	**0,0256***	**0,009**
Total IDSurvey Group				
Total Energi *Total Energy*	GigaJoule	2.232.279,80	151.518	35.744
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	7.524.280	7.136.670	5.913.103
Intensitas Energi ***Energy Intensity***	**GigaJoule/Juta Rupiah** ***GigaJoule/Million Rupiah***	**0,2967**	**0,0212**	**0,0060**

Catatan:
*Terdapat restatement pada data pada data energi dan revenue, akibat perubahan cakupan perhitungan dan penyesuaian data konsumsi bahan bakar dan listrik.

Notes:
*There was a restatement of emissions data in line with the restatement of energy data, due to changes in the calculation scope and adjustments to fuel and electricity consumption data.

Inisiatif Efisiensi Energi

Energy Efficiency Initiatives

[GRI 302-4] [OJK F.7]

Pada tahun 2025, IDSurvey memperkuat pengelolaan energi melalui penerapan kebiasaan hemat listrik dan pengendalian penggunaan fasilitas kantor secara lebih terarah dan sistematis. Upaya ini merupakan bagian dari komitmen Perusahaan untuk mengelola dampak lingkungan dari aktivitas operasional perkantoran, mengingat sebagian besar konsumsi energi IDSurvey bersumber dari penggunaan listrik untuk penerangan, sistem pendingin ruangan, peralatan elektronik, serta bahan bakar kendaraan operasional. Penguatan pengelolaan energi ini dilakukan untuk memastikan bahwa energi digunakan secara efisien dan sesuai kebutuhan operasional, mengendalikan biaya operasional Perusahaan, sekaligus mendorong terbentuknya budaya kerja yang lebih disiplin, hemat sumber daya, dan bertanggung jawab terhadap lingkungan.

Sejalan dengan pendekatan tersebut, inisiatif efisiensi energi tidak hanya diterapkan di lingkungan kantor pusat, tetapi juga dilaksanakan secara konsisten oleh seluruh entitas anak perusahaan IDSurvey sesuai dengan karakteristik, skala operasional, dan kebutuhan spesifik masing-masing entitas. Pendekatan yang terdesentralisasi namun tetap selaras dengan arah kebijakan grup ini memungkinkan setiap entitas untuk menerapkan langkah efisiensi energi yang paling relevan dengan kondisi operasionalnya, mulai dari pengendalian penggunaan fasilitas gedung, efisiensi pencahayaan, transisi menuju kendaraan rendah emisi, hingga optimalisasi teknologi digital. Berikut adalah rangkuman inisiatif efisiensi energi yang telah dilaksanakan oleh IDSurvey sepanjang tahun 2025:

In 2025, IDSurvey strengthened its energy management practices through the implementation of electricity-saving habits and more structured and systematic control over the use of office facilities. This effort forms part of the Company's commitment to managing the environmental impact of its office operational activities, given that a significant portion of IDSurvey's energy consumption stems from electricity used for lighting, air conditioning systems, electronic equipment, and fuel for operational vehicles. This strengthened energy management approach aims to ensure that energy is used efficiently and in line with operational needs, to control the Company's operating costs, and to foster a more disciplined, resource-conscious, and environmentally responsible work culture.

In line with this approach, energy efficiency initiatives are not limited to the head office environment but are also consistently implemented across all of IDSurvey's subsidiary entities, tailored to each entity's characteristics, operational scale, and specific needs. This decentralized yet group-aligned approach allows each entity to adopt energy efficiency measures most relevant to its operational conditions, ranging from building facility control and lighting efficiency to the transition toward low-emission vehicles and the optimization of digital technology. The following is a summary of the energy efficiency initiatives implemented by IDSurvey throughout 2025:

Inisiatif Efisiensi Energi IDSurvey

IDSurvey Energy Efficiency Initiatives

1. **Pengendalian Operasional Fasilitas Gedung**
   - Membatasi jumlah lift yang beroperasi menjadi dua unit setelah pukul 18.00.
   - Menerapkan pemadaman lampu terjadwal pada jam istirahat (12.00–13.00) dan setelah jam kerja (18.00), kecuali pada area yang masih digunakan untuk mendukung kegiatan operasional.
   - Menerapkan pemadaman AC secara otomatis & serentak setelah jam kerja, termasuk mematikan AC dan lampu pada area yang tidak digunakan.
   - Mengunci akses ke fasilitas tertentu (misalnya toilet) di luar jam kerja untuk membatasi konsumsi energi pada area yang tidak aktif digunakan.

1. **Building and Facility Operational Control**
   - Limiting the number of active elevators to two units after 6:00 PM.
   - Implementing scheduled lighting shutdowns during break hours (12:00–1:00 PM) and after office hours (6:00 PM), except in areas still in use for operational activities.
   - Applying automatic & simultaneous air-conditioning shutdowns after working hours, including turning off AC and lighting in unoccupied areas.
   - Restricting access to certain facilities (e.g., restrooms) outside office hours to limit energy use in inactive areas.

2. Efisiensi Pencahayaan

- Melakukan penggantian lampu konvensional menjadi lampu LED secara bertahap di seluruh area kerja untuk meningkatkan efisiensi konsumsi listrik tanpa mengurangi kenyamanan dan produktivitas kerja.
- Mengembangkan penggunaan sensor otomatis pada lampu dan fasilitas pendukung tertentu, sehingga penggunaan energi lebih sesuai dengan tingkat okupansi dan kebutuhan aktual di area kerja.

3. Transisi Mobilitas Rendah Emisi

- Menyediakan 9 unit kendaraan listrik untuk mendukung perjalanan dinas eksekutif, sebagai bagian dari percepatan transisi menuju mobilitas rendah emisi.
- Mengonversi 4 unit kendaraan operasional konvensional menjadi kendaraan listrik, terdiri dari 2 unit kendaraan operasional Direksi dan 2 unit kendaraan operasional perusahaan.
- Secara keseluruhan, IDSurvey telah mengoperasikan 13 unit kendaraan listrik di lingkungan grup sebagai bagian dari strategi pengurangan ketergantungan terhadap bahan bakar fosil.
- Melakukan perawatan kendaraan operasional secara berkala untuk menjaga efisiensi pembakaran bahan bakar dan menekan emisi gas buang.

4. Efisiensi Berbasis Digitalisasi dan Perilaku Kerja

- Mengoptimalkan pemanfaatan teknologi digital, seperti pelaksanaan rapat secara daring, guna mengurangi konsumsi energi sekaligus menekan kebutuhan perjalanan dinas.
- Mendorong pembentukan budaya kerja yang lebih disiplin dan bertanggung jawab dalam penggunaan energi di seluruh unit kerja dan entitas anak perusahaan.

5. Strategi dan Perbaikan Berkelanjutan terkait Efisiensi Energi

- Memperkuat pemantauan konsumsi energi secara lebih terukur, termasuk penetapan target penggunaan energi di lingkungan perusahaan.
- Memperluas penggunaan kendaraan listrik ke unit kerja dan entitas anak perusahaan lain yang belum sepenuhnya menerapkannya.
- Mengeksplorasi pemanfaatan energi baru dan terbarukan (EBT) sebagai bagian dari strategi jangka panjang menuju operasional yang lebih rendah emisi.

2. Lighting Efficiency

- Gradually replacing conventional lighting with LED bulbs across all work areas to improve electricity efficiency without compromising workplace comfort or productivity.
- Developing automatic sensor technology for lighting and specific support facilities, aligning energy use with occupancy levels and actual workspace needs.

3. Low-Emission Mobility Transition

- Providing 9 electric vehicles to support executive business travel, as part of accelerating the transition toward low-emission mobility.
- Converting 4 conventional operational vehicles into electric vehicles, consisting of 2 Board of Directors' vehicles and 2 general corporate vehicles.
- In total, IDSurvey now operates 13 electric vehicles across the group as part of its strategy to reduce dependency on fossil fuels.
- Conducting regular vehicle maintenance to maintain fuel combustion efficiency and minimize exhaust emissions.

4. Digitalization and Behavioral Efficiency

- Optimizing the use of digital technologies, such as conducting meetings online, to reduce energy consumption and the need for business travel.
- Promoting a more disciplined and responsible energy-use culture across all work units and subsidiaries.

5. Energy Efficiency Strategies and Continuous Improvement

- Strengthening energy consumption monitoring in a more measurable manner, including the establishment of energy use targets across the Company.
- Expanding electric vehicle usage to other work units and subsidiaries that have not yet fully implemented it.
- Exploring the utilization of new and renewable energy (NRE) as part of a long-term strategy toward lower-emission operations.

Pengelolaan Emisi

Emission Management

[GRI 3-3, 305-1, 305-2, 305-3]

IDSurvey menyadari bahwa seluruh aktivitas operasional yang dijalankan, baik di tingkat *holding* maupun di masing-masing anak perusahaan, berpotensi menghasilkan emisi gas rumah kaca yang berdampak terhadap lingkungan dan kesehatan masyarakat. Dampak tersebut timbul baik secara langsung dari aktivitas operasional Perusahaan sendiri, seperti penggunaan energi listrik dan bahan bakar kendaraan operasional maupun secara tidak langsung melalui hubungan bisnis dengan pemasok, mitra kerja, dan rantai pasok pendukung layanan grup. Atas dasar kesadaran tersebut, IDSurvey menegaskan komitmennya untuk meminimalkan emisi yang dihasilkan melalui penerapan berbagai inisiatif dan strategi keberlanjutan yang dirancang secara terintegrasi di seluruh tingkatan grup.

IDSurvey recognizes that all operational activities carried out, both at the holding company level and within each subsidiary, have the potential to generate greenhouse gas emissions that impact the environment and public health. These impacts arise both directly from the Company's own operational activities, such as the use of electrical energy and fuel for operational vehicles and indirectly through business relationships with suppliers, business partners, and the supply chain supporting the group's services. On this basis, IDSurvey affirms its commitment to minimizing the emissions generated through the implementation of various sustainability initiatives and strategies designed in an integrated manner across all levels of the group.

Sebagai langkah konkret dalam mengelola dampak lingkungan secara komprehensif, IDSurvey memulai upaya pencatatan dan pelaporan emisi gas rumah kaca yang mencakup tiga cakupan emisi, yaitu Cakupan 1 (emisi langsung), Cakupan 2 (emisi tidak langsung dari energi), dan Cakupan 3 (emisi tidak langsung lainnya), dengan mengkonsolidasikan data dari seluruh anak perusahaan. Pencatatan ini bertujuan untuk membangun pemahaman awal yang komprehensif mengenai jejak karbon grup secara keseluruhan, sekaligus menjadi fondasi dalam mengukur, memantau, dan mengelola emisi yang bersumber dari seluruh aktivitas operasional IDSurvey dan entitas-entitas di bawahnya.

As a concrete step in comprehensively managing environmental impacts, IDSurvey has begun efforts to record and report greenhouse gas emissions covering three emission scopes, namely Scope 1 (direct emissions), Scope 2 (indirect emissions from energy), and Scope 3 (other indirect emissions), by consolidating data from all subsidiaries. This recording effort aims to build an initial comprehensive understanding of the group's overall carbon footprint, while also serving as the foundation for measuring, monitoring, and managing emissions originating from all operational activities of IDSurvey and its subsidiary entities.

Selain berfungsi sebagai langkah pencegahan melalui identifikasi dini sumber emisi, hasil pencatatan ini juga menjadi dasar bagi IDSurvey untuk merancang tindakan mitigasi dan perbaikan atas sumber-sumber emisi yang telah teridentifikasi, termasuk inisiatif efisiensi energi dan transisi menuju kendaraan rendah emisi yang telah dijalankan di lingkungan grup.

In addition to functioning as a preventive measure through early identification of emission sources, the results of this recording also serve as the basis for IDSurvey to design mitigation and improvement actions for identified emission sources, including energy efficiency initiatives and the transition toward low-emission vehicles already implemented across the group.

Ke depan, IDSurvey berkomitmen untuk memperkuat proses pemantauan emisi secara berkala melalui penetapan baseline emisi grup, penyusunan target penurunan emisi, serta evaluasi capaian dari tahun ke tahun sebagai indikator efektivitas pengelolaan emisi. Pembelajaran yang diperoleh dari proses pencatatan dan pemantauan ini akan dijadikan dasar penyempurnaan metodologi perhitungan emisi serta kebijakan pengelolaan lingkungan di tingkat grup maupun anak perusahaan. Proses ini turut mempertimbangkan masukan dari entitas anak perusahaan sebagai kontributor utama data emisi, guna memastikan bahwa strategi pengelolaan emisi yang diterapkan relevan dengan karakteristik operasional masing-masing entitas dan dapat dievaluasi keefektifannya secara berkelanjutan. [GRI 3-3]

Going forward, IDSurvey is committed to strengthening the emissions monitoring process on a regular basis by establishing a group emissions baseline, setting emission reduction targets, and evaluating year-on-year progress as an indicator of the effectiveness of emissions management. Lessons learned from this recording and monitoring process will serve as the basis for refining emission calculation methodologies and environmental management policies at both the group and subsidiary levels. This process also takes into account input from subsidiary entities as the primary contributors of emissions data, to ensure that the emissions management strategies implemented are relevant to the operational characteristics of each entity and can be continuously evaluated for effectiveness. [GRI 3-3]

Rincian cakupan emisi yang dicatat dan dilaporkan oleh IDSurvey meliputi:

The details of the emission scopes recorded and reported by IDSurvey 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*	**2025**	**2024**	**2023**
PT BKI				
Cakupan 1 *Scope 1*	Ton CO_2eq	1.017	692	-
Cakupan 2 *Scope 2*	Ton CO_2eq	3.117	3.133	-
Cakupan 3 *Scope 3*	Ton CO_2eq	755	155	-
Total Emisi ***Total Emission***	**Ton CO_2eq**	**4.895**	**3.980**	**-**
PT SI				
Cakupan 1 *Scope 1*	Ton CO_2eq	1.265	2.168*	508
Cakupan 2 *Scope 2*	Ton CO_2eq	1.888	1.328*	327*
Cakupan 3 *Scope 3*	Ton CO_2eq	1.714	751*	-
Total Emisi ***Total Emission***	**Ton CO_2eq**	**4.867**	**4.246***	**835***

Sumber *Source*	Satuan *Unit*	2025	2024	2023
PT SCI				
Cakupan 1 *Scope 1*	Ton CO_2eq	7.379	3.369	1.580
Cakupan 2 *Scope 2*	Ton CO_2eq	976.067	11.283	8.477*
Cakupan 3 *Scope 3*	Ton CO_2eq	419	1.653	427
Total Emisi ***Total Emission***	**Ton CO_2eq**	**983.865**	**16.305**	**10.484***
Total IDSurvey Group	**Ton CO_2eq**	**993.627**	**24.531**	**11.319**

Catatan:

- Emisi GRK yang dihitung mencakup CO_2, CH_4, N_2O, dan HFC sesuai sumber emisi yang relevan.
- IDSurvey belum melakukan pemetaan dan pemisahan emisi biogenik dari emisi berbasis fosil pada tahun pelaporan.
- Emisi dihitung berdasarkan data aktivitas × faktor emisi, kemudian dikonversikan ke ton CO_2e.
- Faktor emisi Cakupan 1: bensin 2,2882 kg CO_2e/liter; diesel 2,9100 kg CO_2e/liter; LPG 1,4731 kg CO_2e/kg, mengacu pada IPCC Guidelines 2006.
- Faktor emisi Cakupan 2 menggunakan pendekatan location-based sebesar 0,29–1,77 kg CO_2e/kWh, mengacu pada faktor emisi jaringan listrik Ditjen Gatrik Kementerian ESDM.
- Faktor emisi perjalanan dinas udara Cakupan 3 sebesar 0,250 kg CO_2e/km, mengacu pada UK Government GHG Conversion Factors.
- Konversi GRK ke CO_2e menggunakan nilai GWP 100 tahun IPCC, dengan CO_2 = 1, CH_4 = 28, N_2O = 265, sedangkan HFC disesuaikan dengan jenis refrigeran yang digunakan.

*Terdapat restatement pada data emisi sejalan dengan restatement pada data energi, akibat perubahan cakupan perhitungan dan penyesuaian data konsumsi bahan bakar dan listrik.

Notes:

- GHG emissions calculated include CO_2, CH_4, N_2O, and HFCs, depending on the relevant emission sources.
- IDSurvey has not yet mapped or separately reported biogenic emissions and fossil-based emissions during the reporting year.
- Emissions are calculated using activity data × emission factor, then converted into tonnes of CO_2e.
- Scope 1 emission factors: gasoline 2.2882 kg CO_2e/liter; diesel 2.9100 kg CO_2e/liter; LPG 1.4731 kg CO_2e/kg, referring to the 2006 IPCC Guidelines.
- Scope 2 emissions use a location-based approach with grid emission factors of 0.29–1.77 kg CO_2e/kWh, referring to the Indonesian Ministry of Energy and Mineral Resources' electricity grid emission factors.
- Scope 3 business air travel uses an emission factor of 0.250 kg CO_2e/km, referring to the UK Government GHG Conversion Factors.
- GHG emissions are converted into CO_2e using 100-year IPCC GWP values, with CO_2 = 1, CH_4 = 28, N_2O = 265, while HFC values depend on the refrigerant type used.

*There was a restatement of emissions data in line with the restatement of energy data, due to changes in the calculation scope and adjustments to fuel and electricity consumption data.

Emisi gas rumah kaca IDSurvey Group meningkat signifikan pada 2025 dibandingkan 2024. Peningkatan tersebut terutama berasal dari Cakupan 2, sejalan dengan meningkatnya konsumsi listrik akibat mulai beroperasinya instalasi baru berkapasitas daya besar di PT SUCOFINDO. Selain itu, ekspansi bisnis, pembukaan area operasional baru, serta peningkatan aktivitas laboratorium, perkantoran, dan fasilitas pendukung turut mendorong kenaikan kebutuhan energi dan emisi Grup.

IDSurvey Group's greenhouse gas emissions increased significantly in 2025 compared with 2024. The increase was primarily attributable to Scope 2 emissions, in line with higher electricity consumption following the commissioning of new high-capacity installations at PT SUCOFINDO. In addition, business expansion, the opening of new operational areas, and increased activities across laboratories, offices, and supporting facilities contributed to higher energy demand and Group-wide emissions.

Intensitas Emisi

Emissions Intensity

[GRI 305-4] [OJK F.11]

Sumber *Source*	Satuan *Unit*	2025	2024	2023
PT BKI				
Total Emisi 1 & 2 *Total Emission 1 & 2*	Ton CO_2eq	4.134	3.825	-
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	1.543.221	7.136.670	5.913.103
Intensitas Energi ***Energy Intensity***	**Ton CO_2eq/Juta Rupiah** ***Ton CO_2eq/Million Rupiah***	**0,00268**	**0,0006**	**-**
PT SI				
Total Emisi 1 & 2 *Total Emission 1 & 2*	Ton CO_2eq	3.153	3.495*	835*
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	2.216.338	2.087.256*	1.823.537*
Intensitas Energi ***Energy Intensity***	**Ton CO_2eq/Juta Rupiah** ***Ton CO_2eq/Million Rupiah***	**0,0014**	**0,0017***	**0,0005***
PT SCI				
Total Emisi 1 & 2 *Total Emission 1 & 2*	Ton CO_2eq	983.447	14.652	10.057*
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	3.856.470	3.702.638	3.042.644
Intensitas Energi ***Energy Intensity***	**Ton CO_2eq/Juta Rupiah** ***Ton CO_2eq/Million Rupiah***	**0,2551**	**0,0035***	**0,0031***
Total IDSurvey Group				
Total Emisi 1 & 2 *Total Emission 1 & 2*	Ton CO_2eq	993.627	24.531	11.319
Pendapatan *Revenue*	Juta Rupiah *Million IDR*	7.524.280	7.136.670	5.913.103
Intensitas Energi ***Energy Intensity***	**Ton CO_2eq/Juta Rupiah** ***Ton CO_2eq/Million Rupiah***	**0,1321**	**0,0034**	**0,0019**

Catatan:

*Terdapat restatement pada data emisi sejalan dengan restatement pada data energi, akibat perubahan cakupan perhitungan dan penyesuaian data konsumsi bahan bakar dan listrik.

Notes:

*There was a restatement of emissions data in line with the restatement of energy data, due to changes in the calculation scope and adjustments to fuel and electricity consumption data.

Emisi Zat Perusak Ozon (ODS)

Ozone - Depleting Substance (ODS) Emissions

[GRI 305-6]

Holding IDSurvey beserta seluruh anak perusahaannya, yang bergerak di sektor jasa TICCC (*Testing, Inspection, Certification, Consultation, 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, Consultation, 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 Strategis Pengurangan Emisi

Strategic Initiatives for Greenhouse Gas Emission Reduction

[GRI 305-5] [OJK F.12]

Pada tahun 2025, IDSurvey Group memperkuat komitmennya dalam membangun budaya kerja rendah emisi (low-carbon culture) di seluruh entitas grup, yang tercermin melalui penerapan efisiensi energi, air, hingga material secara terintegrasi dalam aktivitas operasional sehari-hari. Sebagai bagian dari upaya pengurangan emisi dan dukungan terhadap keberlanjutan, IDSurvey Group melakukan investasi pada kendaraan operasional berbasis listrik untuk menggantikan sebagian kendaraan berbahan bakar fosil, sebagai langkah konkret untuk mengurangi ketergantungan terhadap bahan bakar fosil serta mendukung transisi menuju penggunaan energi yang lebih ramah lingkungan.

In 2025, IDSurvey Group strengthened its commitment to building a low-carbon work culture across all entities within the group, reflected through the integrated implementation of energy, water, and material efficiency in its day-to-day operational activities. As part of its efforts to reduce emissions and support sustainability, IDSurvey Group invested in electric-based operational vehicles to replace part of its fossil fuel-powered vehicle fleet, as a concrete step to reduce dependency on fossil fuels and support the transition toward more environmentally friendly energy use.

Selain itu, IDSurvey Group turut berpartisipasi dalam kegiatan penanaman pohon melalui program penanaman pohon sebagai upaya meningkatkan penyerapan karbon dan mendukung pelestarian lingkungan. Investasi kendaraan listrik dan kegiatan penanaman pohon ini dilaksanakan secara berkesinambungan dengan berbagai inisiatif efisiensi energi, air, dan material yang telah dijelaskan lebih lanjut pada sub-bab masing-masing, sebagai satu kesatuan strategi IDSurvey Group dalam membangun praktik operasional yang lebih rendah emisi dan bertanggung jawab terhadap lingkungan.

In addition, IDSurvey Group also participated in tree-planting activities through a tree-planting program as an effort to enhance carbon absorption and support environmental conservation. These electric vehicle investments and tree-planting activities are carried out on an ongoing basis alongside various energy, water, and material efficiency initiatives, which are further elaborated in their respective sub-sections, forming a unified strategy through which IDSurvey Group builds lower-emission and environmentally responsible operational practices.

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. Kebutuhan air IDSurvey Group sepanjang tahun 2025 sebagian besar bersumber dari jaringan air perusahaan daerah air minum (PDAM) dan sumber air tanah di masing-masing lokasi kerja, yang dimanfaatkan untuk mendukung aktivitas perkantoran dan fasilitas penunjang 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 (badan air penerima).

Menghadapi Risiko Keterbatasan Air

IDSurvey memahami adanya risiko keterbatasan sumber daya air di wilayah operasionalnya. Berdasarkan data dari *World Resources Institute* (WRI) melalui alat pemetaan Aqueduct Water Risk Atlas, 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.

Tindakan Pengelolaan dan Efisiensi Air

Sebagai tindak lanjut atas komitmen tersebut, sepanjang tahun 2025 IDSurvey Group secara rutin memantau volume pemakaian dan pembuangan air, serta melakukan uji kualitas air limbah sebagai indikator kepatuhan terhadap regulasi dan dasar penetapan target efisiensi air ke depan. Hasil pemantauan ini menjadi dasar penyempurnaan kebijakan pengelolaan air di tingkat grup maupun entitas anggota, termasuk perluasan praktik konservasi air ke wilayah operasional lain dengan risiko serupa. Proses ini juga mempertimbangkan masukan dari otoritas pengelola sumber daya air dan masyarakat sekitar wilayah operasi berisiko tinggi *water stress,* agar langkah yang diambil tetap relevan dan efektivitasnya dapat terus dievaluasi. [GRI 3-3][GRI 303-1]

Water is an essential element for IDSurvey's operations in supporting various company activities, both in operational and supporting functions, such as office facility management, sanitation use, workplace environmental cleanliness, green area maintenance, and other operational activities across all member entities. Throughout 2025, IDSurvey Group's water needs were largely sourced from the regional water utility network (PDAM) and groundwater sources at each work location, which are utilized to support office activities and supporting facilities across all member entities. IDSurvey recognizes that water use has the potential to generate environmental impacts, particularly related to the wastewater produced. Therefore, IDSurvey is committed to using water efficiently and ensuring that the wastewater generated undergoes treatment in accordance with applicable laws and regulations before being returned to the environment (receiving water body).

Addressing Water Scarcity Risk

IDSurvey understands the risk of water resource scarcity in its operational areas. Based on data from the World Resources Institute (WRI) through the Aqueduct Water Risk Atlas mapping tool, some of IDSurvey's operational areas fall into the "extremely high" risk category for potential water stress. Although IDSurvey's water needs are relatively lower compared to heavy industry sectors, drought risk remains a concern in the Company's sustainability management. Therefore, IDSurvey proactively takes strategic and sustainable measures to maintain water availability, improve usage efficiency, and minimize the resulting environmental impact, in line with the Company's commitment to the principles of sustainable development.

Water Management and Efficiency Actions

As a follow-up to this commitment, throughout 2025 IDSurvey Group routinely monitored water consumption and discharge volumes, and conducted wastewater quality testing as an indicator of regulatory compliance and a basis for setting future water efficiency targets. The results of this monitoring serve as the basis for refining water management policies at both the group and member entity levels, including expanding water conservation practices to other operational areas with similar risk profiles. This process also takes into account input from local water resource management authorities and communities surrounding operational areas at high risk of water stress, to ensure that the measures taken remain relevant and their effectiveness can be continuously evaluated. [GRI 3-3][GRI 303-1]

Penggunaan Air

Water Consumption

[GRI 303-2, 303-3, 303-4] [OJK F.8]

Air yang digunakan oleh IDSurvey bersumber dari Perusahaan Daerah Air Minum (PDAM) dan air tanah melalui sumur dalam (deep well) di masing-masing lokasi kerja. Penggunaan air tersebut dikelola secara efisien untuk mendukung kelancaran operasional perusahaan sekaligus meminimalkan dampak terhadap lingkungan.

Dalam pengelolaannya, jumlah air yang digunakan oleh IDSurvey diasumsikan sama dengan jumlah air yang dibuang sebagai air limbah. Seluruh air limbah tersebut terlebih dahulu dialirkan dan diproses melalui instalasi pengolahan air limbah PAL Jaya sebelum dikembalikan ke badan air penerima. Air limbah yang dikelola telah memenuhi standar minimum kualitas efluen yang mengacu pada Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.68/MENLHK/SETJEN/KUM.1/8/2016 tentang Baku Mutu Air Limbah Domestik, serta ketentuan lingkungan terkait yang berlaku. Melalui pendekatan ini, IDSurvey memastikan bahwa siklus penggunaan air, mulai dari sumber, pemanfaatan, pengolahan, hingga pembuangan, dikelola secara bertanggung jawab untuk meminimalkan potensi pencemaran terhadap lingkungan sekitar.

The water used by IDSurvey is sourced from the regional water utility (PDAM) and groundwater via deep wells at each work location. This water use is managed efficiently to support the smooth running of the Company's operations while minimizing environmental impact.

In its management approach, the amount of water used by IDSurvey is assumed to be equal to the amount of water discharged as wastewater. All wastewater is first conveyed to and treated through the PAL Jaya wastewater treatment facility before being discharged into the receiving water body. The treated wastewater meets the minimum effluent quality standards referring to the Regulation of the Minister of Environment and Forestry No. P.68/MENLHK/SETJEN/KUM.1/8/2016 on Domestic Wastewater Quality Standards, as well as other applicable environmental requirements. Through this approach, IDSurvey ensures that the entire water cycle, from sourcing and use to treatment and discharge, is managed responsibly to minimize potential pollution impacts on the surrounding environment.

Sumber *Source*	**2025** (Megaliter)	**2024** (Megaliter)	**2023** (Megaliter)
Penggunaan Air *Water Consumption*			
PT 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*	7,53	7,66	9,47
Total Penggunaan air ***Total Water Consumption***	**7,53**	**7,66**	**9,47**

Sumber *Source*	**2025** (Megaliter)	**2024** (Megaliter)	**2023** (Megaliter)
Penggunaan Air *Water Consumption*			
PT SI			
Air permukaan *Surface Water*	0	0	0
Air tanah *Ground Water*	0	0	0,12
Air laut *Sea Water*	0	0	0
Air pihak ketiga *Third party water*	33,81	65,05	22,43
Total Penggunaan air ***Total Water Consumption***	**33,81**	**65,05**	**22,55**
PT SCI			
Air permukaan *Surface Water*	0	0	0
Air tanah *Ground Water*	11,67	19,16	32,69
Air laut *Sea Water*	0	0	0
Air pihak ketiga *Third party water*	191,66	81,99	26,17
Total Penggunaan air ***Total Water Consumption***	203,33	101,15	58,86
Total IDSurvey Group	**244,67**	**173,86**	**90,88**

Penggunaan air IDSurvey Group menunjukkan tren peningkatan selama periode 2023–2025, dari 90,88 megaliter pada 2023 menjadi 173,86 megaliter pada 2024 dan 244,67 megaliter pada 2025. Peningkatan tersebut terutama dipengaruhi oleh bertambahnya aktivitas operasional, pembukaan dan pengembangan area kerja baru, serta ekspansi bisnis di lingkungan IDSurvey Group yang meningkatkan kebutuhan air untuk kegiatan laboratorium, perkantoran, dan fasilitas pendukung. Secara agregat, kenaikan penggunaan air terutama terlihat pada PT SCI, sementara penggunaan air pada beberapa entitas lainnya mengalami fluktuasi. IDSurvey Group terus mendorong pemantauan penggunaan air dan penerapan langkah-langkah efisiensi agar peningkatan kebutuhan operasional tetap diimbangi dengan pengelolaan sumber daya air yang bertanggung jawab.

IDSurvey Group's water use showed an increasing trend during 2023–2025, rising from 90.88 megaliters in 2023 to 173.86 megaliters in 2024 and 244.67 megaliters in 2025. This increase was mainly driven by higher operational activities, the opening and development of new work areas, and business expansion across IDSurvey Group, which increased water demand for laboratories, offices, and supporting facilities. On an aggregate basis, the increase was mainly observed at PT SCI, while water use at several other entities fluctuated. IDSurvey Group continues to strengthen water-use monitoring and efficiency measures to ensure that growing operational needs are balanced with responsible water resource management.

IDSurvey Group menyadari bahwa sebagian lokasi operasionalnya berpotensi berada di wilayah dengan tingkat tekanan air (water stress) yang tinggi. Namun, pada tahun pelaporan, Perusahaan belum melakukan pemetaan dan identifikasi secara spesifik terhadap lokasi operasional yang berada di water-stressed areas. Oleh karena itu, data penggunaan air yang secara khusus berasal dari wilayah dengan tingkat water stress tinggi belum dapat disajikan pada periode pelaporan ini.

IDSurvey Group recognizes that some of its operational locations may be situated in areas with high water stress. However, during the reporting year, the Company had not yet conducted a specific mapping and identification of operational locations located in water-stressed areas. Therefore, water-use data specifically associated with high water-stress areas could not yet be disclosed for the reporting period.

Inisiatif Pengelolaan Air Berkelanjutan

Sustainable Water Management Initiatives

[GRI 303-2]

Upaya efisiensi air dilakukan melalui pendekatan yang mencakup edukasi, pemantauan infrastruktur, hingga tindakan perbaikan yang responsif. Dari sisi edukasi, IDSurvey menjalankan kampanye penggunaan air secara bijak kepada seluruh pegawai, salah satunya melalui pemasangan stiker pengingat hemat air di setiap toilet dan area yang menggunakan fasilitas air, sebagai upaya membangun kesadaran dan kebiasaan hemat air dalam keseharian kerja.

Water efficiency efforts are carried out through an approach that encompasses education, infrastructure monitoring, and responsive corrective action. On the education side, IDSurvey conducts a wise water use campaign for all employees, including through the installation of water-saving reminder stickers in every restroom and areas that use water facilities, as an effort to build awareness and everyday habits of water conservation in the workplace.

Dari sisi infrastruktur, dilakukan pemantauan berkala terhadap kondisi jaringan pipa, keran, dan valve air di seluruh area kerja untuk memastikan tidak terjadi kebocoran atau kerusakan yang dapat menyebabkan pemborosan air. Apabila ditemukan indikasi kebocoran atau kerusakan pada pipa maupun valve, perbaikan atau penggantian komponen dilakukan segera untuk mencegah potensi pemborosan air lebih lanjut sekaligus menjaga kehandalan sistem penyediaan air di lingkungan kerja.

On the infrastructure side, regular monitoring is carried out on the condition of water pipes, faucets, and valves across all work areas to ensure no leaks or damage occur that could lead to water wastage. If any indication of leakage or damage to pipes or valves is found, repairs or component replacements are carried out promptly to prevent further potential water wastage while maintaining the reliability of the water supply system within the work environment.

Efektivitas dari upaya-upaya tersebut turut dipantau melalui pencatatan volume konsumsi air secara berkala serta jumlah temuan kebocoran/kerusakan yang berhasil ditindaklanjuti, sebagai indikator sejauh mana kampanye edukasi dan pemeliharaan infrastruktur berkontribusi terhadap penurunan pemborosan air. Hasil pemantauan ini menjadi masukan untuk terus menyempurnakan program efisiensi air, termasuk perluasan kampanye kesadaran hemat air maupun penguatan jadwal pemeliharaan infrastruktur ke seluruh entitas anggota IDSurvey Group.

The effectiveness of these efforts is also monitored through the periodic recording of water consumption volume and the number of identified leaks/damages that have been successfully addressed, serving as an indicator of the extent to which the education campaign and infrastructure maintenance contribute to reducing water wastage. The results of this monitoring serve as input for continuously improving the water efficiency program, including expanding water conservation awareness campaigns and strengthening infrastructure maintenance schedules across all member entities of IDSurvey Group.

Pengelolaan Limbah
Waste Management
[GRI 3-3, 306-1, 306-2] [OJK F.1, F.14]

IDSurvey memahami bahwa aktivitas operasional perkantorannya menghasilkan limbah Non-B3, seperti sampah organik, kemasan makanan, dan sisa aktivitas domestik lainnya, serta limbah B3 yang berasal dari pemeliharaan fasilitas operasional, antara lain oli bekas genset, cartridge printer bekas, dan baterai bekas, yang apabila tidak dikelola dengan baik berpotensi berdampak terhadap lingkungan dan kesehatan pekerja. Dampak ini timbul secara langsung dari aktivitas operasional Perusahaan sendiri, sehingga pengelolaannya menjadi tanggung jawab langsung IDSurvey.

Untuk mengelola risiko tersebut, IDSurvey menerapkan segregasi limbah B3 dan Non-B3 sejak dari sumbernya, menyimpan limbah B3 di tempat penyimpanan sementara (TPS) yang sesuai standar, serta bekerja sama dengan pihak ketiga berizin untuk pengangkutan dan pengolahan limbah B3 sesuai ketentuan peraturan yang berlaku. Efektivitas pengelolaan ini dipantau melalui pencatatan volume limbah dan bukti serah terima ke pihak ketiga berizin, yang menjadi dasar evaluasi dan penyempurnaan kebijakan pengelolaan limbah IDSurvey ke depan. [GRI 3-3]

IDSurvey recognizes that its office operational activities generate Non-Hazardous (Non-B3) waste, such as organic waste, food packaging, and other domestic waste, as well as Hazardous (B3) waste originating from the maintenance of operational facilities, including used generator oil, used printer cartridges, and used batteries, which, if not properly managed, have the potential to impact the environment and workers' health. These impacts arise directly from the Company's own operational activities, making their management a direct responsibility of IDSurvey.

To manage these risks, IDSurvey implements the segregation of B3 and Non-B3 waste at the source, stores B3 waste in a designated temporary storage facility (TPS) that meets applicable standards, and collaborates with licensed third parties for the transportation and treatment of B3 waste in accordance with applicable regulations. The effectiveness of this management approach is monitored through the recording of waste volumes and proof of handover to licensed third parties, which serves as the basis for evaluating and refining IDSurvey's waste management policies going forward. [GRI 3-3]

Limbah yang Dihasilkan
Waste Generated
[GRI 306-3][OJK F.13]

Sumber *Source*		**Satuan** *Unit*	**2025**	**2024**	**2023**
PT BKI					
Limbah Non-B3 *Non Hazardous Waste*	Organik *Organic*	Ton	2.526	110	95
	Anorganik *Anorganic*	Ton	21.292	967	101
	Residu *Residue*	Ton	7.656	150	145
Limbah B3 *Hazardous Waste*	Limbah Padat *Solid Waste*	Ton	552	76	565
	Limbah Cair *Liquid Waste*	Liter	40	228	3.040

Sumber *Source*		Satuan *Unit*	2025	2024	2023
PT SI					
Limbah Non-B3 *Non Hazardous Waste*	Organik *Organic*	Ton	Limbah non-B3 dikelola dan dicatat oleh manajemen gedung. *Non-hazardous waste is managed and recorded by building management.*		
	Anorganik *Anorganic*	Ton			
Limbah B3 *Hazardous Waste*	Limbah Padat *Solid Waste*	Ton	8.592	3,64	2,22
	Limbah Cair *Liquid Waste*	Liter	5.250	2.691	1.806
PT SCI					
Limbah Non-B3 *Non Hazardous Waste*	Organik *Organic*	Ton	2,10	93,9	-
	Anorganik *Anorganic*	Ton	2,20	150,8	-
Limbah B3 *Hazardous Waste*	Limbah Padat *Solid Waste*	Ton	34.805,23	5,4	5,7
	Limbah Cair *Liquid Waste*	Liter	0,33	5.421	19.840
Total IDSurvey Group					
Limbah Non-B3 *Non Hazardous Waste*	Organik *Organic*	Ton	2.528,10	203,90	95
	Anorganik *Anorganic*	Ton	21.294,20	1.117,80	101
Limbah B3 *Hazardous Waste*	Limbah Padat *Solid Waste*	Ton	43.949,23	85,04	572,92
	Limbah Cair *Liquid Waste*	Liter	5.290,33	8.340	24.686

Catatan:

*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.

Kinerja pengelolaan limbah IDSurvey Group menunjukkan tren yang berbeda pada setiap kategori. Limbah non-B3 organik dan anorganik mengalami peningkatan berturut-turut selama 2023–2025, dengan kenaikan paling signifikan terjadi pada 2025. Peningkatan tersebut dipengaruhi oleh pembukaan area operasional baru dan berkembangnya ekspansi bisnis yang mendorong bertambahnya aktivitas serta volume limbah yang dihasilkan.

IDSurvey Group's waste generation showed varying trends across waste categories. Organic and inorganic non-hazardous waste increased from 2023 to 2025, particularly in 2025, driven by the opening of new operational areas and business expansion, which increased operational activities and waste generation.

Limbah B3 padat sempat menurun dari 572,92 ton pada 2023 menjadi 85,04 ton pada 2024, sebelum meningkat signifikan menjadi 43.949,23 ton pada 2025. Penurunan pada 2024 mencerminkan pengelolaan limbah yang lebih efisien, sedangkan peningkatan pada 2025 berkaitan dengan perluasan kegiatan operasional dan bertambahnya cakupan pencatatan limbah. Sementara itu, limbah B3 cair terus menurun dari 24.686 liter pada 2023 menjadi 8.340 liter pada 2024 dan 5.290,33 liter pada 2025, yang menunjukkan peningkatan efisiensi pengolahan dan pengendalian limbah cair.

Solid hazardous waste decreased from 572.92 in 2023 to 85.04 in 2024, before rising significantly to 43,949.23 in 2025. The decrease reflected more efficient waste management, while the increase was associated with expanded operational activities and broader waste data coverage. Meanwhile, liquid hazardous waste continued to decline from 24,686 liters in 2023 to 8,340 liters in 2024 and 5,290.33 liters in 2025, indicating improved efficiency in liquid waste treatment and control.

Metode Pengolahan Limbah

Waste Management Methods

[GRI 306-4, 306-5][OJK F.13, F.14]

Metode Pengelolaan *Management Methods*	**Satuan** *Unit*	**2025**	**2024**	**2023**
PT BKI				
Limbah Non B3 *Non Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	21.292	96,7	-
Pembuatan kompos *Composting*	Ton	2.526	110	-
Dikelola pihak ketiga *Managed by a Third Party*	Ton	7.656	150	341,00
Total Limbah Non-B3 ***Total Non-Hazardous Waste***	**Ton**	**31.474**	**356,70**	**341,00**
Limbah B3 *Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	-	-	-
Pembuatan kompos *Composting*	Ton	-	-	-
Dikelola pihak ketiga *Managed by a Third Party*	Ton	592	304	3.605
Total Limbah B3 ***Total Hazardous Waste***	**Ton**	**592**	**304**	**3.605**

Metode Pengelolaan *Management Methods*	Satuan *Unit*	2025	2024	2023
PT SI				
Limbah Non B3 *Non Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	-	-	-
Pembuatan kompos *Composting*	Ton	-	-	-
Dikelola pihak ketiga *Managed by a Third Party*	Ton	8.597,25	6,33	4,02
Total Limbah Non-B3 ***Total Non-Hazardous Waste***	**Ton**	**8.597,25**	**6,33**	**4,02**
Limbah B3 *Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	-	-	-
Pembuatan kompos *Composting*	Ton	-	-	-
Dikelola pihak ketiga *Managed by a Third Party*	Ton	-	-	-
Total Limbah B3 ***Total Hazardous Waste***	**Ton**	-	-	-
PT SCI				
Limbah Non B3 *Non Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	-	-	-
Pembuatan kompos *Composting*	Ton	-	-	0,156
Dikelola pihak ketiga *Managed by a Third Party*	Ton	5,62	0,005421	0,05176
Total Limbah Non-B3 ***Total Non-Hazardous Waste***	**Ton**	**5,62**	**0,005421**	**0,20776**

Metode Pengelolaan *Management Methods*	**Satuan** *Unit*	**2025**	**2024**	**2023**
PT SCI				
Limbah B3 *Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	-	-	-
Pembuatan kompos *Composting*	Ton	-	-	-
Dikelola pihak ketiga *Managed by a Third Party*	Ton	940	-	-
Total Limbah B3 ***Total Hazardous Waste***	**Ton**	**940**	**-**	**-**
Total IDSurvey Group				
Limbah Non B3 *Non Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	21.292	967	-
Pembuatan kompos *Composting*	Ton	2.526	110	0,156
Dikelola pihak ketiga *Managed by a Third Party*	Ton	16.258,87	156,33	345,07
Total Limbah Non-B3 ***Total Non-Hazardous Waste***	**Ton**	**40.076,87**	**1.233,33**	**345,226**
Limbah B3 *Hazardous Waste*				
Penggunaan kembali *Reuse*	Ton	-	-	-
Daur ulang *Recycle*	Ton	-	-	-
Pembuatan kompos *Composting*	Ton	-	-	-
Dikelola pihak ketiga *Managed by a Third Party*	Ton	1.532	304	3.605
Total Limbah B3 ***Total Hazardous Waste***	**Ton**	**1.532**	**304**	**3.605**

Catatan:
*Terdapat restatement pada data akibat perubahan cakupan perhitungan dan penyesuaian data pengolahan limbah.

Data yang masih kosong disebabkan karena pencatatan belum dilakukan secara sistematis.

Notes:
*The data has been restated due to changes in the calculation scope and adjustments to waste treatment data.

The data that is still unavailable is due to recording not yet being carried out systematically.

Pada tahun 2025, IDSurvey menerapkan pengelolaan limbah dengan diawali pemilahan antara limbah organik dan non-organik, sehingga proses pengangkutan dapat dilakukan secara lebih efisien. Untuk limbah domestik, Perusahaan bekerja sama dengan pihak ketiga resmi berizin dari Dinas Lingkungan Hidup (DLH) yang telah memenuhi standar operasional yang dipersyaratkan. Limbah tersebut kemudian diangkut ke Tempat Pemrosesan Akhir (TPA), dengan setiap kegiatan pengangkutan dilaporkan secara rutin kepada DLH guna memastikan proses pembuangan berjalan aman dan sesuai dengan peraturan yang berlaku. Peningkatan limbah yang signifikan pada tahun 2025 disebabkan oleh penambahan cakupan perhitungan dan pendalaman metodologi.

In 2025, IDSurvey implemented waste management practices beginning with the separation of organic and non-organic waste, enabling a more efficient transportation process. For domestic waste, the Company collaborates with officially licensed third parties from the Environmental Agency (DLH) that have met the required operational standards. This waste is subsequently transported to the Final Disposal Site (TPA), with each transportation activity routinely reported to the DLH to ensure that the disposal process is carried out safely and in compliance with applicable regulations. The significant increase in waste in 2025 was due to the expanded calculation scope and enhanced methodology.

Sementara itu, limbah B3 dikelola secara khusus melalui kerja sama dengan pihak ketiga berizin yang memiliki kompetensi dalam pengangkutan dan pemusnahan limbah B3, sesuai dengan standar yang ditetapkan oleh Kementerian Lingkungan Hidup (KLH).

Meanwhile, B3 (hazardous) waste is specifically managed through collaboration with licensed third parties possessing the competence to transport and dispose of B3 waste, in accordance with the standards established by the Ministry of Environment (MoE).

Tumpahan Limbah
Waste Spills
[OJK F.15]

Sampai dengan tahun 2025, IDSurvey *Holding* beserta seluruh entitas anak perusahaannya tidak mencatat adanya insiden tumpahan limbah di seluruh wilayah operasional grup, baik di kantor pusat, kantor cabang, maupun fasilitas pendukung lainnya. Capaian nihil insiden ini menunjukkan bahwa prosedur pengelolaan limbah yang diterapkan telah berjalan secara konsisten sesuai dengan standar keselamatan dan ketentuan peraturan lingkungan yang berlaku.

As of 2025, IDSurvey Holding and all of its subsidiaries recorded zero waste spill incidents across the group's entire operational areas, including the head office, branch offices, and other supporting facilities. This zero-incident achievement demonstrates that the waste management procedures in place have been consistently implemented in accordance with applicable safety standards and environmental regulations.

Aksi Konservasi untuk Keanekaragaman Hayati

Biodiversity Conservation Action

[OJK F.10]

Sebagai entitas *holding* yang membawahi berbagai anak perusahaan bergerak di sektor jasa TICCC, IDSurvey menempatkan pelestarian keanekaragaman hayati sebagai salah satu elemen penting dalam kerangka tanggung jawab lingkungan yang diembannya. Pada tahun 2025, komitmen ini semakin diperkuat melalui penerapan kebijakan operasional yang secara eksplisit mempertimbangkan dampak terhadap ekosistem dan keanekaragaman hayati di sekitar wilayah kegiatan grup.

As a holding entity overseeing various subsidiaries operating in the TICCC sector, IDSurvey recognizes biodiversity conservation as an important element within its environmental responsibility framework. In 2025, this commitment was further strengthened through the implementation of operational policies that explicitly consider potential impacts on ecosystems and biodiversity surrounding the Group's areas of operation.

Meskipun karakteristik operasional IDSurvey yang berbasis jasa tidak secara langsung berinteraksi dengan kawasan alam atau habitat alami, grup tetap menjalankan prinsip kehati-hatian lingkungan (environmental precautionary principle) dalam setiap aspek kegiatannya. Pada tahun 2025, tidak terdapat aktivitas operasional grup yang teridentifikasi berkontribusi terhadap deforestasi, perusakan habitat, maupun gangguan terhadap populasi flora dan fauna. Seluruh kegiatan operasional dipastikan berjalan selaras dengan regulasi perlindungan lingkungan yang berlaku, termasuk ketentuan yang berkaitan dengan konservasi keanekaragaman hayati.

Although IDSurvey's service-based operational characteristics do not directly interact with natural areas or habitats, the Group continues to uphold the environmental precautionary principle across all aspects of its activities. In 2025, no operational activities within the Group were identified as contributing to deforestation, habitat destruction, or disturbances to flora and fauna populations. All operational activities were conducted in compliance with applicable environmental protection regulations, including provisions related to biodiversity conservation.

IDSurvey meyakini bahwa keberlanjutan usaha jangka panjang hanya dapat terwujud apabila dibangun di atas fondasi yang harmonis dengan alam. Oleh karena itu, perlindungan keanekaragaman hayati tidak dipandang semata sebagai kewajiban regulatoris, melainkan sebagai bagian tak terpisahkan dari nilai-nilai keberlanjutan yang dijunjung tinggi oleh grup, selaras dengan komitmen IDSurvey Group terhadap prinsip-prinsip *Environmental, Social, and Governance* (ESG) secara menyeluruh.

IDSurvey believes that long-term business sustainability can only be achieved when it is built upon a foundation of harmony with nature. Therefore, biodiversity protection is viewed not merely as a regulatory obligation, but as an integral part of the Group's sustainability values, fully aligned with IDSurvey Group's broader commitment to Environmental, Social, and Governance (ESG) principles.

Selain itu, sejak tahun 2025, IDSurvey telah memulai inisiatif perlindungan lingkungan yang meliputi:

In addition, since 2025, IDSurvey has launched environmental protection initiatives which include:

PT BKI — Menanam Pohon, Menghidupkan Ruang Hijau

Program penanaman pohon oleh BKI di RPTRA Sungai Bambu, Jakarta Utara merupakan inisiatif lingkungan yang mendukung penghijauan kawasan publik sekaligus konservasi keanekaragaman hayati melalui penanaman berbagai jenis pohon, yaitu tabebuya, ketapang kencana, glodokan tiang, klengkeng, dan matoa. Selain dilakukan di area RPTRA, pohon juga diberikan kepada warga untuk ditanam di lingkungan masing-masing, sehingga manfaat program dapat diperluas dalam meningkatkan tutupan vegetasi, memperbaiki kualitas lingkungan, serta mendukung terciptanya habitat yang lebih baik bagi flora dan fauna di kawasan permukiman.

Planting Trees, Revitalizing Green Spaces

The tree-planting program carried out by PT Biro Klasifikasi Indonesia (Persero) at RPTRA Sungai Bambu represents an environmental initiative aimed at supporting the greening of public spaces while contributing to biodiversity conservation through the planting of various tree species, including Tabebuia, Terminalia mantaly (Ketapang Kencana), Polyalthia longifolia (Glodokan Tiang), Dimocarpus longan (Klengkeng), and Pometia pinnata (Matoa).In addition to being implemented within the RPTRA area, tree seedlings were also distributed to local residents for planting in their respective neighborhoods. This approach expands the program's environmental benefits by increasing vegetation cover, improving environmental quality, and supporting the creation of better habitats for flora and fauna within residential areas.

PT SI — Aksi Penanaman *Mangrove* untuk Konservasi dan Serapan Karbon

Program penanaman *mangrove* PT Surveyor Indonesia (Persero) merupakan upaya konservasi keanekaragaman hayati dan peningkatan serapan karbon alami melalui penguatan ekosistem *mangrove*. Hingga tahun 2025, Perusahaan telah menanam 2.000 bibit *mangrove* sebagai upaya menjaga ekosistem pesisir, melindungi habitat flora dan fauna, serta mendukung aksi iklim berbasis alam. Melalui kerja sama dengan Universitas Jenderal Soedirman, program ini juga dilengkapi dengan pengukuran estimasi serapan karbon sehingga manfaat lingkungan dari penanaman *mangrove* dapat dipantau secara lebih terukur.

Mangrove Planting for Conservation and Carbon Sequestration

The mangrove planting program initiated by PT Surveyor Indonesia represents an effort to support biodiversity conservation and enhance natural carbon sequestration through the strengthening of mangrove ecosystems. By 2025, the Company had planted a total of 2,000 mangrove seedlings as part of its commitment to preserving coastal ecosystems, protecting habitats for flora and fauna, and advancing nature-based climate action. Through collaboration with Jenderal Soedirman University, the program has also been complemented by carbon sequestration estimation measurements, enabling the environmental benefits of the mangrove plantation initiative to be monitored and assessed in a more measurable and systematic manner.

PT SCI — Rehabilitasi Ekosistem *Mangrove* dan Pemberdayaan Masyarakat

Program rehabilitasi *mangrove* di Desa Pantai Bahagia, Muara Gembong, merupakan inisiatif SUCOFINDO dalam mendukung konservasi keanekaragaman hayati dan perlindungan kawasan pesisir. Pada 2025, SUCOFINDO mengalokasikan dana sebesar Rp195,47 juta untuk menanam 5.000 bibit *mangrove* jenis Rhizophora dan Avicennia. Kegiatan ini berkontribusi terhadap pemulihan habitat pesisir, peningkatan penyerapan karbon, pencegahan abrasi, serta penguatan ketahanan ekosistem *mangrove*. Program ini juga dilengkapi dengan pelatihan pemanfaatan hasil *mangrove* menjadi produk bernilai ekonomi agar manfaat ekologis dan sosial dapat berlangsung secara berkelanjutan.

Mangrove Ecosystem Rehabilitation and Community Empowerment

The mangrove rehabilitation program in Pantai Bahagia Village, Muara Gembong, represents SUCOFINDO's initiative to support biodiversity conservation and protect coastal areas. In 2025, SUCOFINDO allocated IDR195.47 million to plant 5,000 Rhizophora and Avicennia mangrove seedlings. This activity contributes to restoring coastal habitats, increasing carbon sequestration, preventing coastal abrasion, and strengthening mangrove ecosystem resilience. The program also includes training for local communities to process mangrove products into value-added goods, supporting sustainable ecological and social benefits.

IDSurvey **Konservasi Suaka Margasatwa Pulau Rambut**

Upaya pelestarian ekosistem di Suaka Margasatwa Pulau Rambut dilakukan melalui pengurangan dan penanganan sampah yang masuk ke kawasan konservasi. Inisiatif ini mendukung perlindungan hutan *mangrove* sebagai habitat penting bagi berbagai satwa liar, termasuk burung bangau bluwok yang berstatus endangered, sekaligus menjaga kualitas lingkungan kawasan pulau.

Pulau Rambut Wildlife Reserve Conservation

Ecosystem preservation efforts in Pulau Rambut Wildlife Sanctuary have been carried out through the reduction and management of waste entering the conservation area. This initiative supports the protection of mangrove forests, which serve as critical habitats for various wildlife species, including the endangered Milky Stork, while also maintaining the environmental quality of the island ecosystem.

Kepatuhan Lingkungan untuk Operasi Berkelanjutan

Environmental Compliance for Sustainable Operations

[GRI 2-27, 307-1] [OJK F.9, F.16]

IDSurvey, mencakup *holding* beserta seluruh entitas anak perusahaan di bawahnya, senantiasa menjunjung tinggi kepatuhan terhadap ketentuan peraturan dan perundang-undangan di bidang lingkungan hidup yang berlaku. Sebagai wujud nyata dari komitmen tersebut, grup secara rutin menjalankan serangkaian tindakan pemantauan dan pemeliharaan kualitas lingkungan di sekitar area operasional, meskipun keseluruhan kegiatan usaha yang dijalankan bersifat berbasis jasa TICCC (*Testing, Inspection, Certification, Consultation, and Classification*).

Selama periode tahun 2025, tidak ditemukan adanya pengaduan dan pelanggaran terhadap regulasi maupun ketentuan lingkungan hidup di seluruh entitas grup. Tidak ada pula aduan dari masyarakat terkait pelanggaran lingkungan yang berujung pada pengenaan sanksi, baik dalam bentuk denda moneter maupun tindakan non-moneter lainnya [OJK F.16]. Capaian ini merupakan cerminan dari efektivitas sistem pengelolaan lingkungan yang telah dibangun dan diterapkan secara konsisten oleh IDSurvey, sekaligus menegaskan komitmen grup dalam menjalankan praktik operasional yang bertanggung jawab, patuh terhadap regulasi, dan berorientasi pada keberlanjutan jangka panjang.

IDSurvey, including the holding company and all of its subsidiary entities, remains firmly committed to upholding compliance with all applicable environmental laws and regulations. As a tangible manifestation of this commitment, the Group consistently carries out a series of environmental monitoring and maintenance activities to safeguard environmental quality surrounding its operational areas, despite the fact that its overall business activities are service-based within the Testing, Inspection, Certification, and Consultation, and classification (TICCC) sector.

Throughout the 2025 reporting period, no complaints and violations of environmental laws or regulations were identified across any of the Group's entities. Furthermore, there were no community complaints related to environmental non-compliance that resulted in sanctions, whether in the form of monetary penalties or other non-monetary corrective actions [OJK F.16]. This achievement reflects the effectiveness of the environmental management system that has been established and consistently implemented by IDSurvey, while reaffirming the Group's commitment to conducting responsible operations, maintaining regulatory compliance, and advancing long-term sustainability objectives.

Pelanggaran Lingkungan *Environment Violation*	**0** **Pelanggaran** *Violation*

Biaya Lingkungan Hidup

Environmental Costs

[OJK F.4]

Sebagai bentuk komitmen terhadap perlindungan dan pengelolaan lingkungan yang bertanggung jawab, *Holding* IDSurvey beserta seluruh anak perusahaannya mengalokasikan Biaya Lingkungan Hidup secara terencana untuk memastikan aktivitas operasional berjalan sesuai prinsip keberlanjutan. Sepanjang tahun 2025, IDSurvey merealisasikan anggaran pengelolaan lingkungan sebesar Rp2.604.804.492, yang merupakan konsolidasi biaya dari program lingkungan di entitas anak maupun kegiatan kolaboratif yang dilaksanakan di lingkup *Holding* IDSurvey.

As part of its commitment to responsible environmental protection and management, IDSurvey, together with all of its subsidiary entities, allocates Environmental Expenditure in a structured and planned manner to ensure that operational activities are conducted in line with sustainability principles. Throughout 2025, IDSurvey realized environmental management spending amounting to Rp2.604.804.492, representing a consolidated budget from environmental programs across subsidiary entities as well as collaborative initiatives implemented within the IDSurvey holding structure.

Anggaran tersebut digunakan untuk mendukung berbagai upaya pengelolaan lingkungan, termasuk pengendalian dan pencegahan dampak lingkungan, pemantauan kualitas lingkungan, pengelolaan limbah dan emisi, pemenuhan kepatuhan terhadap regulasi lingkungan, serta pelaksanaan program peningkatan kinerja lingkungan di seluruh entitas. Alokasi biaya ini mencerminkan upaya IDSurvey dalam mengintegrasikan tanggung jawab lingkungan ke dalam operasional perusahaan, sekaligus memperkuat pengelolaan risiko lingkungan secara preventif, korektif, dan berkelanjutan.

The allocated budget was utilized to support various environmental management efforts, including the control and prevention of environmental impacts, environmental quality monitoring, waste and emissions management, compliance with environmental regulations, and the implementation of environmental performance improvement programs across all entities. This expenditure reflects IDSurvey's commitment to integrating environmental responsibility into its business operations, while strengthening environmental risk management through preventive, corrective, and sustainable measures.

Sumber *Source*	**2025**	**2024**	**2023**	**2022**
BKI	Rp654.980.000	Rp407.733.700	-	-
SI	Rp739.371.069	Rp346.357.000	Rp268.173.184	Rp594.888.000
SUCOFINDO	Rp555.473.423	Rp186.836.500	Rp883.000.000	Rp940.000.000
IDSurvey	Rp654.980.000			
Total IDSurvey Group	Rp2.604.804.492	Rp940.927.200	Rp1.151.173.184	Rp1.534.888.000

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
Domestic waste management

Menangani sampah rutin kantor agar dikelola sesuai standar lingkungan.
Handling routine office waste to ensure it is managed according to environmental standards.

Pengelolaan limbah B3
Hazardous and toxic waste (B3)

Mengelola limbah berbahaya dan beracun secara aman dan sesuai regulasi.
Managing hazardous and toxic waste safely and in compliance with regulations.

Pelatihan PPPA, PPPU, & PPLB3
PPPA, PPPU, & PPLB3 training

Meningkatkan kompetensi karyawan dalam pengelolaan limbah dan keselamatan kerja.
Enhancing employee competence in waste management and occupational safety.

Pemeliharaan tanaman dan lanskap
Plant and landscape maintenance

Menjaga keindahan dan keberlanjutan lingkungan kantor melalui perawatan tanaman.
Maintaining the beauty and sustainability of office surroundings through proper care of plants.

Pengukuran dan monitoring lingkungan
Environmental measurement and monitoring

Melakukan pengawasan kualitas udara, air, dan lingkungan di area operasional.
Monitoring air, water, and overall environmental quality in operational areas.

SURVEYOR INDONESIA

Bumi Hijau Berkelanjutan
Sustainable Green Earth

Mendukung penghijauan dan pelestarian lingkungan melalui berbagai kegiatan berbasis ekosistem.
Supports environmental greening and conservation through various ecosystem-based activities

Manajemen Lingkungan
Environmental Management

Mendorong pengelolaan dampak lingkungan dan peningkatan kepatuhan terhadap ketentuan yang berlaku.
Promotes effective environmental impact management and improved compliance with applicable regulations. preservation in Rancamaya.

Perhitungan & Verifikasi Penyerapan Karbon
Carbon Sequestration Calculation & Verification

Mengukur dan memverifikasi potensi penyerapan karbon dari kegiatan penghijauan.
Measures and verifies the carbon sequestration potential of greening activities.

Penanaman Pohon bersama PKN STAN
Tree Planting with PKN STAN

Mendukung pemulihan tutupan vegetasi dan peningkatan kualitas lingkungan.
Supports the restoration of vegetation cover and the improvement of environmental quality.

Penanaman Pohon *Mangrove* di Kebumen bersama UNSOED
Mangrove Tree Planting in Kebumen with UNSOED

Mendukung rehabilitasi ekosistem pesisir, pencegahan abrasi, dan pelestarian keanekaragaman hayati.
Supports coastal ecosystem rehabilitation, coastal erosion prevention, and biodiversity conservation.

SUCOFINDO

Biaya perizinan lingkungan
Environmental permit costs

Mendukung kepatuhan terhadap regulasi lingkungan.
Supporting compliance with environmental regulations.

Biaya pengelolaan sampah
Waste management costs

Menjamin sampah perusahaan dikelola dengan cara yang ramah lingkungan.
Ensuring company waste is managed in an environmentally friendly manner.

Biaya kegiatan konservasi atau penanaman pohon
Conservation or tree-planting activity costs

Mendukung restorasi ekosistem dan pelestarian alam melalui kegiatan hijau.
Supporting ecosystem restoration and nature conservation through green initiatives.

Mendorong Transformasi Berkelanjutan melalui Produk Berkelanjutan

Advancing Sustainable Transformation through Sustainable Products

Pada tahun 2025, IDSurvey memperkuat *branding green business* atau bisnis hijau sebagai bagian dari portofolio produk dan layanan berkelanjutan yang ditawarkan kepada pelanggan. Pendapatan dari produk dan layanan tersebut dipetakan sebagai sustainable revenue atau pendapatan berkelanjutan, yang mencerminkan kontribusi IDSurvey dalam mendukung pengelolaan lingkungan, penguatan dampak sosial, dan penerapan tata kelola yang baik.

In 2025, IDSurvey strengthened its Green Business brand as part of its portfolio of sustainable products and services offered to customers. Revenue generated from these products and services is mapped as sustainable revenue, reflecting IDSurvey's contribution to supporting environmental management, strengthening social impacts, and implementing good governance practices.

Melalui IDSurvey *Green Business Services*, IDSurvey membantu pelanggan mengintegrasikan prinsip keberlanjutan ke dalam strategi, kegiatan operasional, dan rantai nilai bisnis. Layanan ini diarahkan untuk mendukung pengurangan dampak lingkungan, efisiensi sumber daya, pengelolaan risiko perubahan iklim, penguatan dampak sosial, serta pemenuhan regulasi dan standar keberlanjutan. Sejalan dengan *Paris Agreement* dan target *Net Zero Emissions*, IDSurvey turut mendorong pengembangan bisnis yang tangguh, inklusif, dan mampu menciptakan nilai jangka panjang bagi perusahaan maupun pemangku kepentingan.

Through IDSurvey Green Business Services, IDSurvey helps customers integrate sustainability principles into their strategies, operational activities, and business value chains. These services are designed to support the reduction of environmental impacts, resource efficiency, climate risk management, stronger social impacts, and compliance with sustainability regulations and standards. In line with the Paris Agreement and Net Zero Emissions targets, IDSurvey also promotes the development of resilient and inclusive businesses that create long-term value for companies and their stakeholders.

Proses identifikasi produk dan layanan berkelanjutan dilakukan secara bertahap dari tingkat entitas anak. Setiap entitas anak terlebih dahulu mengidentifikasi dan mengelompokkan portofolio produk serta layanan yang memiliki manfaat lingkungan atau sosial, kemudian menyampaikannya kepada *Holding* untuk ditelaah, dikonsolidasikan, dan dikelompokkan sebagai portofolio *Green Business* IDSurvey.

The identification of sustainable products and services is conducted in stages, beginning at the subsidiary level. Each subsidiary initially identifies and categorizes products and services that provide environmental or social benefits and subsequently submits them to the Holding Company for review, consolidation, and classification within IDSurvey's Green Business portfolio.

Pada tahun pelaporan, pemetaan *Green Business* dilakukan berdasarkan kontribusi masing-masing produk dan layanan terhadap Tujuan Pembangunan Berkelanjutan atau *Sustainable Development Goals* (SDGs), serta dilengkapi dengan pemetaan terhadap *EU Taxonomy* dan Taksonomi untuk Keuangan Berkelanjutan Indonesia (TKBI) apabila relevan dengan karakteristik layanan. Pendekatan ini memungkinkan IDSurvey mengakomodasi layanan yang telah tercakup dalam taksonomi hijau maupun layanan keberlanjutan yang cakupannya lebih luas, seperti konsultansi hak asasi manusia, pemberdayaan masyarakat, dan aspek sosial lainnya.

During the reporting year, Green Business mapping was based on the contribution of each product and service to the Sustainable Development Goals (SDGs). Where relevant to the characteristics of the services, the mapping was also aligned with the EU Taxonomy and the Indonesian Sustainable Finance Taxonomy (TKBI). This approach enables IDSurvey to accommodate both services covered by green taxonomies and broader sustainability services, such as human rights consulting, community development, and other social-related services.

Dengan memanfaatkan kompetensi di bidang *testing*, *inspection*, *certification*, *consultation*, dan layanan terkait lainnya, IDSurvey telah melakukan pemetaan kategori produk dan layanan yang termasuk dalam portofolio keberlanjutan, antara lain:

By leveraging its competencies in testing, inspection, certification, consultation, and other related services, IDSurvey has mapped the following categories of products and services within its sustainability portfolio:

Konsultasi ESG
Pendampingan integrasi aspek lingkungan, sosial, dan tata kelola ke dalam strategi, kebijakan, manajemen risiko, dan proses bisnis perusahaan.

ESG Consulting
Advisory services that support the integration of environmental, social, and governance aspects into corporate strategies, policies, risk management, and business processes.

Konsultansi Carbon/*Net Zero Emission*
Layanan penghitungan emisi, penyusunan baseline, penetapan target, serta pengembangan strategi dan peta jalan dekarbonisasi menuju *Net Zero Emissions*.

Carbon/Net Zero Emissions Consulting
Services covering emissions calculation, baseline development, target setting, and the preparation of decarbonization strategies and roadmaps toward Net Zero Emissions.

Community Development Consultancy
Pendampingan perencanaan, pelaksanaan, pemantauan, dan evaluasi program pemberdayaan masyarakat berdasarkan kebutuhan dan potensi lokal.

Community Development Consultancy
Advisory services for the planning, implementation, monitoring, and evaluation of community empowerment programs based on local needs and potential.

Sustainability & ESG Report
Penyusunan laporan keberlanjutan dan ESG yang transparan, terukur, serta mengacu pada standar dan ketentuan pelaporan yang relevan.

Sustainability & ESG Reporting
Preparation of transparent and measurable sustainability and ESG reports in accordance with relevant reporting standards and requirements.

SDG Report & Consultancy
Pemetaan, pengukuran, dan pelaporan kontribusi perusahaan terhadap pencapaian Tujuan Pembangunan Berkelanjutan.

SDG Reporting & Consultancy
Mapping, measurement, and reporting of the company's contribution to achieving the Sustainable Development Goals.

CSR Report
Penyusunan laporan pelaksanaan dan dampak program tanggung jawab sosial perusahaan sebagai bentuk akuntabilitas kepada pemangku kepentingan.

CSR Reporting
Preparation of reports on the implementation and impacts of corporate social responsibility programs as a form of accountability to stakeholders.

Sustainable Finance
Pendampingan penerapan prinsip keuangan berkelanjutan, termasuk penyusunan kebijakan, kerangka pembiayaan, klasifikasi kegiatan, dan pelaporan.

Sustainable Finance
Advisory services supporting the implementation of sustainable finance principles, including policy development, financing frameworks, activity classification, and reporting.

Climate Risk Consultancy
Identifikasi dan analisis risiko serta peluang perubahan iklim terhadap strategi, operasional, aset, rantai nilai, dan kinerja keuangan perusahaan.

Traceability Consultancy
Pendampingan pengembangan sistem ketertelusuran asal, proses, dan pergerakan produk atau bahan baku di sepanjang rantai pasok.

Carbon & Renewable Energy Certificate Brokerage
Fasilitasi pemanfaatan dan transaksi instrumen karbon serta *Renewable Energy Certificate* untuk mendukung target energi bersih dan pengurangan emisi.

Sustainable Fuel & Alternative Fuel
Kajian dan pendampingan pemanfaatan bahan bakar rendah emisi dan bahan bakar alternatif untuk mendukung efisiensi energi dan dekarbonisasi.

Green Equity External Party Reviewer
Layanan penelaahan independen atas kerangka dan penerapan instrumen ekuitas hijau, termasuk kesesuaian kriteria kegiatan hijau, proses pemilihan proyek, pengelolaan dana, serta pelaporan manfaat dan dampak lingkungan.

Verifikasi/Validasi Emisi Gas Rumah Kaca
Verifikasi dan validasi independen atas data, metodologi, perhitungan, dan pernyataan emisi GRK guna meningkatkan kredibilitas pelaporan.

Konsultansi/Kajian Dokumen Lingkungan
Penyusunan dan penelaahan dokumen lingkungan untuk mendukung pemenuhan regulasi, pengelolaan dampak, dan kelayakan kegiatan usaha.

Audit dan Sertifikasi Lingkungan
Audit, asesmen, dan sertifikasi untuk mengevaluasi kepatuhan serta efektivitas penerapan sistem pengelolaan lingkungan.

Green Digital Platform
Pengembangan *platform* digital untuk mendukung pengumpulan, pemantauan, analisis, dan pelaporan data lingkungan dan keberlanjutan.

Sustainable Tourism
Pendampingan pengembangan pariwisata yang memperhatikan perlindungan lingkungan, pelestarian budaya, dan peningkatan manfaat ekonomi masyarakat lokal.

Waste Management
Layanan pengelolaan limbah terpadu yang mencakup identifikasi, pengurangan, pemilahan, pemanfaatan, pengolahan, dan pemantauan kepatuhan.

Climate Risk Consultancy
Identification and analysis of climate-related risks and opportunities affecting corporate strategy, operations, assets, value chains, and financial performance.

Traceability Consultancy
Advisory services for developing systems to trace the origin, processes, and movement of products or raw materials throughout the supply chain.

Carbon and Renewable Energy Certificate Brokerage
Facilitation of the use and trading of carbon instruments and Renewable Energy Certificates to support clean energy and emissions reduction targets.

Sustainable Fuel and Alternative Fuel
Studies and advisory services supporting the use of low-emission and alternative fuels to improve energy efficiency and advance decarbonization.

Green Equity External Party Reviewer
Independent review services for green equity frameworks and their implementation, including the suitability of green activity criteria, project selection processes, fund management, and reporting on environmental benefits and impacts.

Greenhouse Gas Emissions Verification/Validation
Independent verification and validation of GHG emissions data, methodologies, calculations, and statements to enhance reporting credibility.

Environmental Document Consulting/Studies
Preparation and review of environmental documents to support regulatory compliance, impact management, and the feasibility of business activities.

Environmental Auditing and Certification
Audit, assessment, and certification services to evaluate compliance and the effectiveness of environmental management systems.

Green Digital Platform
Development of digital platforms to support the collection, monitoring, analysis, and reporting of environmental and sustainability data.

Sustainable Tourism
Advisory services for tourism development that consider environmental protection, cultural preservation, and increased economic benefits for local communities.

Waste Management
Integrated waste management services covering identification, reduction, segregation, recovery, treatment, and compliance monitoring.

Pendapatan Berkelanjutan
Sustainable Revenue
[OJK F.3]

dalam jutaan Rupiah / in million Rupiah

Sumber *Source*	2025	2024	2023
Pendapatan Berkelanjutan IDSurvey Group *IDSurvey Group's Sustainable Revenue*	41.224	58.472	30.537
Pendapatan IDSurvey Group *IDSurvey Group's Revenue*	7.524.280	7.136.670	5.913.103
Porsi Pendapatan Berkelanjutan ***Share of Sustainable Revenue***	**0,55%**	**0,82%**	**0,52%**

Pendapatan berkelanjutan IDSurvey menunjukkan tren yang fluktuatif selama 2023–2025. Pada 2024, pendapatan dari produk dan layanan keberlanjutan meningkat hampir dua kali lipat dibandingkan 2023, terutama didorong oleh pertumbuhan portofolio layanan Lembaga Validasi dan Verifikasi (LVV) serta ESG, peningkatan jumlah klien, dan nilai kontrak yang lebih tinggi. Kondisi tersebut meningkatkan kontribusi pendapatan berkelanjutan terhadap total pendapatan IDSurvey Group dari 0,52% menjadi 0,82%.

Pada 2025, pendapatan berkelanjutan menurun menjadi Rp41,22 miliar dengan kontribusi sebesar 0,55% terhadap total pendapatan Grup. Penurunan ini dipengaruhi oleh portofolio produk keberlanjutan yang masih berada dalam tahap pengembangan dan ekspansi pasar, sehingga hasil pengembangan tersebut belum seluruhnya terealisasi menjadi pendapatan. Selain itu, permintaan terhadap sebagian layanan keberlanjutan masih bersifat *regulatory driven*, sehingga dipengaruhi oleh perkembangan regulasi, jadwal pemenuhan kepatuhan pelanggan, dan siklus pengadaan proyek. IDSurvey terus memperluas pasar dan memperkuat portofolio *Green Business* untuk meningkatkan kontribusi pendapatan berkelanjutan pada periode mendatang.

IDSurvey's sustainable revenue showed a fluctuating trend during 2023–2025. In 2024, revenue from sustainable products and services nearly doubled compared with 2023, primarily driven by growth in the Validation and Verification Body (VVB) and ESG service portfolios, an increase in the number of clients, and higher-value contracts. As a result, the contribution of sustainable revenue to IDSurvey Group's total revenue increased from 0.52% to 0.82%.

In 2025, sustainable revenue decreased to IDR41.22 billion, accounting for 0.55% of the Group's total revenue. This decline was influenced by the sustainable product portfolio remaining in the development and market expansion stage, meaning that the results of these initiatives had not yet been fully realized as revenue. In addition, demand for certain sustainability services remains largely regulatory-driven and is therefore influenced by regulatory developments, customers' compliance schedules, and project procurement cycles. IDSurvey continues to expand its market reach and strengthen its Green Business portfolio to increase the contribution of sustainable revenue in the coming periods.

07

Bersinergi Menciptakan Dampak bagi Masyarakat

Creating Community Impact through Synergy




bki
SURVEYOR INDONESIA
SUCOFINDO

Tanggung Jawab Sosial dan Lingkungan

Corporate Social and Environmental Responsibility

[GRI 3-3, GRI 203-2, GRI 413-1]

Sebagai *holding* BUMN di bidang jasa survei, inspeksi, pengujian, dan sertifikasi, IDSurvey memandang Tanggung Jawab Sosial dan Lingkungan (TJSL) sebagai bagian dari pendekatan keberlanjutan Perusahaan dalam menciptakan nilai jangka panjang bagi masyarakat, lingkungan, dan pemangku kepentingan. Pada Tahun Buku 2025, pelaksanaan TJSL menjadi salah satu instrumen penting dalam memperkuat peran IDSurvey sebagai *strategic holding* yang mendorong sinergi, konsistensi arah, serta peningkatan kualitas kontribusi sosial dan lingkungan.

Pelaksanaan TJSL diarahkan melalui pendekatan creating shared value (CSV), dengan menempatkan program sosial dan lingkungan sebagai bagian dari upaya penciptaan manfaat yang relevan dengan kebutuhan masyarakat serta karakteristik kegiatan usaha Perusahaan. Pendekatan ini menjadi dasar bagi IDSurvey dalam merancang program yang memiliki keterkaitan dengan peningkatan kapasitas masyarakat, penguatan pendidikan dan keterampilan, pemberdayaan ekonomi, serta inisiatif lingkungan yang mendukung agenda pembangunan berkelanjutan.

Dalam perencanaan dan pelaksanaan program, IDSurvey mengacu pada prinsip-prinsip tanggung jawab sosial yang sejalan dengan ISO 26000, mencakup tata kelola organisasi, hak asasi manusia, ketenagakerjaan, lingkungan, praktik operasi yang adil, isu konsumen, serta pelibatan dan pengembangan masyarakat. Kerangka tersebut membantu Perusahaan memastikan bahwa program TJSL disusun secara terarah, mempertimbangkan kebutuhan penerima manfaat, serta dapat dievaluasi berdasarkan relevansi dan kontribusinya terhadap dampak sosial maupun lingkungan.

Arah pelaksanaan TJSL IDSurvey juga diselaraskan dengan Tujuan Pembangunan Berkelanjutan (TPB) yang relevan dengan prioritas keberlanjutan Perusahaan, yaitu:

1. TPB 3 – Kehidupan Sehat dan Sejahtera
2. TPB 4 – Pendidikan Berkualitas
3. TPB 7 – Energi Bersih dan Terjangkau
4. TPB 8 – Pekerjaan Layak dan Pertumbuhan Ekonomi
5. TPB 12 – Konsumsi & Produksi yang Bertanggung Jawab
6. TPB 13 – Penanganan Perubahan Iklim
7. TPB 16 – Perdamaian, Keadilan, dan Kelembagaan yang Tangguh

Penyelarasan ini menjadi acuan dalam mengarahkan program TJSL agar berkontribusi terhadap agenda pembangunan nasional dan global, sekaligus memperkuat peran IDSurvey dalam membangun ekosistem bisnis yang inklusif, bertanggung jawab, dan berkelanjutan.

As a state-owned holding company in survey, inspection, testing, and certification services, IDSurvey views Corporate Social and Environmental Responsibility (CSER) as part of the Company's sustainability approach in creating long-term value for communities, the environment, and stakeholders. In the 2025 Financial Year, the implementation of CSER serves as one of the key instruments in strengthening IDSurvey's role as a strategic holding company that promotes synergy, consistency of direction, and enhanced quality of social and environmental contributions.

The implementation of CSER is guided by the creating shared value (CSV) approach, which positions social and environmental programs as part of efforts to create benefits that are relevant to community needs and the characteristics of the Company's business activities. This approach serves as a basis for IDSurvey in designing programs related to community capacity building, strengthening education and skills development, economic empowerment, and environmental initiatives that support the sustainable development agenda.

In planning and implementing its programs, IDSurvey refers to social responsibility principles aligned with ISO 26000, covering organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement and development. This framework supports the Company in ensuring that CSER programs are structured in a focused manner, take into account the needs of beneficiaries, and can be evaluated based on their relevance and contribution to social and environmental impacts.

The direction of IDSurvey's CSER implementation is also aligned with the Sustainable Development Goals (SDGs) that are relevant to the Company's sustainability priorities, namely:

1. SDG 3 – Good Health and Well-Being
2. SDG 4 – Quality Education
3. SDG 7 – Affordable and Clean Energy
4. SDG 8 – Decent Work and Economic Growth
5. SDG 12 – Responsible Consumption & Production
6. SDG 13 – Climate Action
7. SDG 16 – Peace, Justice, and Strong Institutions

This alignment serves as a reference in directing CSER programs to contribute to national and global development agendas, while strengthening IDSurvey's role in building an inclusive, responsible, and sustainable business ecosystem.

Tata Kelola dan Perencanaan Program TJSL

Governance and Planning of the CSER Program

[GRI 3-3, GRI 413-1]

Pelaksanaan TJSL IDSurvey dikelola dengan mengacu pada prinsip tata kelola yang terstruktur, akuntabel, dan selaras dengan arah kebijakan BUMN. Dalam pelaksanaannya, TJSL berpedoman pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-1/MBU/03/2023 tanggal 3 Maret 2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara, serta Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Kedua regulasi tersebut menjadi rujukan dalam memastikan bahwa pelaksanaan TJSL dilakukan secara terarah, terdokumentasi, dan mendukung kontribusi BUMN terhadap pembangunan nasional.

The implementation of IDSurvey's CSER is managed with reference to structured and accountable governance principles, in alignment with the policy direction for State-Owned Enterprises. In its implementation, CSER is guided by the Regulation of the Minister of State-Owned Enterprises Number PER-1/MBU/03/2023 dated 3 March 2023 concerning Special Assignments and Corporate Social and Environmental Responsibility Programs of State-Owned Enterprises, as well as the Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 dated 3 March 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. These two regulations serve as references to ensure that CSER implementation is carried out in a focused and documented manner, while supporting SOEs' contribution to national development.

Pada Tahun Buku 2025, IDSurvey berada dalam fase penguatan tata kelola sebagai *strategic holding* yang mulai beroperasi sebagai entitas *holding* tersendiri. Sehingga, dalam periode transisi tersebut pelaksanaan program TJSL masih dijalankan melalui anggaran dan program pada masing-masing entitas anak. Dengan demikian, peran IDSurvey lebih diarahkan pada fungsi koordinasi, konsolidasi, penyelarasan arah program, serta penguatan standar pelaporan TJSL agar implementasi program dapat berjalan secara lebih terintegrasi di tingkat Grup.

In the 2025 Financial Year, IDSurvey was in the phase of strengthening its governance as a strategic holding company that had begun operating as a standalone holding entity. Accordingly, during this transition period, the implementation of CSER programs continued to be carried out through the budgets and programs of each subsidiary. As such, IDSurvey's role was directed toward coordination, consolidation, alignment of program direction, and strengthening CSER reporting standards to support more integrated program implementation at the Group level.

Perencanaan program TJSL dilakukan dengan mempertimbangkan kebutuhan penerima manfaat, relevansi terhadap wilayah operasional, serta kesesuaian dengan prioritas pembangunan berkelanjutan. Sebelum program dilaksanakan, unit TJSL melakukan proses pemetaan sosial dan pemangku kepentingan, khususnya pada wilayah ring 1 operasional perusahaan. Proses ini mencakup identifikasi kebutuhan masyarakat, aspirasi penerima manfaat, potensi wilayah, kelompok rentan, serta isu sosial yang perlu menjadi perhatian. Hasil pemetaan tersebut kemudian digunakan sebagai dasar dalam menyusun program yang lebih tepat sasaran, termasuk melalui penggunaan kelengkapan proposal dan checklist kebutuhan program sebagai bagian dari proses penilaian awal.

CSER program planning is carried out by considering the needs of beneficiaries, relevance to operational areas, and alignment with sustainable development priorities. Prior to program implementation, the CSER unit conducts social and stakeholder mapping, particularly in Ring 1 areas of the Company's operations. This process includes the identification of community needs, beneficiary aspirations, regional potential, vulnerable groups, and social issues that require attention. The results of this mapping are then used as a basis for developing more targeted programs, including through the use of proposal requirements and program needs checklists as part of the initial assessment process.

Dalam penyusunan program, IDSurvey turut melakukan pemetaan terhadap potensi program kolaboratif, kesesuaian dengan Rencana Kerja dan Anggaran (RKA), keterkaitan dengan TPB, serta strategi mitigasi risiko pelaksanaan program. Pendekatan ini diterapkan untuk memastikan bahwa program TJSL memiliki dasar perencanaan yang memadai, mempertimbangkan manfaat bagi penerima manfaat, serta memiliki keterkaitan yang jelas dengan prioritas sosial, lingkungan, dan ekonomi yang relevan.

In developing programs, IDSurvey also maps potential collaborative programs, alignment with the Work Plan and Budget (RKA), linkages to the SDGs, and risk mitigation strategies for program implementation. This approach is applied to ensure that CSER programs are supported by an adequate planning basis, take into account benefits for beneficiaries, and have clear linkages to relevant social, environmental, and economic priorities.

Pada tahun 2025, salah satu bentuk implementasi awal yang mulai dijalankan antara lain dukungan sertifikasi halal bagi tenant atau pelaku usaha di lingkungan operasional Perusahaan.

In 2025, one of the initial forms of implementation included support for halal certification for tenants or business actors within the Company's operational environment.

Sementara itu, mekanisme koordinasi TJSL dilakukan melalui forum komunikasi dan koordinasi rutin untuk membahas pelaksanaan, monitoring, dan evaluasi program, termasuk program pengembangan UMK. Koordinasi harian dilakukan melalui kanal komunikasi internal, sedangkan pembahasan program kolaboratif dilakukan melalui rapat koordinasi, pertemuan fisik, maupun pertemuan virtual. Mekanisme ini menjadi sarana untuk menjaga keselarasan pelaksanaan program, memperkuat konsolidasi data, serta memastikan tindak lanjut atas perkembangan program yang sedang berjalan.

Meanwhile, the CSER coordination mechanism is carried out through regular communication and coordination forums to discuss program implementation, monitoring, and evaluation, including MSE development programs. Daily coordination is conducted through internal communication channels, while discussions on collaborative programs are carried out through coordination meetings, physical meetings, and virtual meetings. This mechanism serves as a means to maintain alignment in program implementation, strengthen data consolidation, and ensure follow-up on the progress of ongoing programs.

Dari segi pelaporan, setiap program TJSL yang telah dilaksanakan dilaporkan melalui portal BUMN dengan mencantumkan informasi mengenai kegiatan, penerima manfaat, serta manfaat yang dihasilkan. Pelaporan TJSL juga dilakukan secara triwulanan dengan memperhatikan Service Level Agreement (SLA) yang berlaku, laporan tersebut mencakup pengklasifikasian program berdasarkan TPB dan dampak yang dihasilkan, serta ditandatangani oleh Direksi sebelum disampaikan kepada Badan Pengelola BUMN.

In terms of reporting, every CSER program that has been implemented is reported through the SOE portal by including information on the activities, beneficiaries, and benefits generated. CSER reporting is also conducted on a quarterly basis, taking into account the applicable Service Level Agreement (SLA). The report includes the classification of programs based on the SDGs and the impacts generated, and is signed by the Board of Directors before being submitted to the SOE Management Agency.

Untuk mendukung konsistensi pelaporan di tingkat Grup, TJSL IDSurvey mulai menyusun standar kelengkapan pelaporan kegiatan bagi setiap entitas anak, mulai dari batas waktu pelaporan, informasi minimum yang perlu disampaikan, dan dokumentasi pendukung. Selain sebagai dasar akuntabilitas, pelaporan dan publikasi program TJSL juga digunakan untuk memperkuat komunikasi keberlanjutan Perusahaan kepada pemangku kepentingan. Melalui tata kelola dan mekanisme perencanaan tersebut, IDSurvey berupaya memastikan bahwa pelaksanaan TJSL pada tahun 2025 berjalan secara terkoordinasi, terdokumentasi, dan relevan dengan kebutuhan masyarakat serta agenda keberlanjutan Perusahaan.

To support reporting consistency at the Group level, IDSurvey's CSER function has begun developing standard requirements for activity reporting by each subsidiary, including reporting deadlines, minimum information to be submitted, and supporting documentation. In addition to serving as a basis for accountability, CSER reporting and publication are also used to strengthen the Company's sustainability communication with stakeholders. Through these governance and planning mechanisms, IDSurvey seeks to ensure that the implementation of CSER in 2025 is coordinated, documented, and relevant to community needs as well as the Company's sustainability agenda.

Program dan Kegiatan TJSL Tahun 2025

CSER Programs and Activities in 2025

[GRI 203-1, 203-2] [OJK F.25]

Pelaksanaan program dan kegiatan TJSL Tahun 2025 mencerminkan kontribusi sosial dan lingkungan yang dijalankan oleh IDSurvey Group melalui berbagai inisiatif di bidang pendidikan, pengembangan UMK, kesehatan, lingkungan, serta dukungan sosial kemasyarakatan. Program-program tersebut disusun dengan mempertimbangkan kebutuhan penerima manfaat, relevansi terhadap wilayah operasional, serta keselarasan dengan prioritas pembangunan berkelanjutan.

The implementation of CSER programs and activities in 2025 reflects the social and environmental contributions carried out by the IDSurvey Group through various initiatives in the areas of education, MSE development, health, the environment, and social community support. These programs are developed by taking into account the needs of beneficiaries, relevance to operational areas, and alignment with sustainable development priorities.

Secara umum, program TJSL Tahun 2025 diarahkan untuk menghasilkan dampak ekonomi tidak langsung melalui peningkatan akses dan kapasitas masyarakat, pemberdayaan UMKM, serta pelaksanaan inisiatif lingkungan yang relevan dengan kebutuhan setempat. Mengingat tahun 2025 merupakan periode transisi penguatan IDSurvey sebagai *strategic holding*, program TJSL yang disajikan dalam bagian ini mencakup inisiatif yang dilaksanakan oleh PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero).

The 2025 CSER programs were directed toward generating indirect economic impacts through improving community access and capacity, empowering MSMEs, and implementing environmental initiatives that are relevant to local needs. Considering that 2025 was a transition period for strengthening IDSurvey as a strategic holding company, the CSER programs presented in this section include initiatives implemented by PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero).

1. Kinerja Program TJSL PT Biro Klasifikasi Indonesia (Persero)

CSER Program Performance of PT Biro Klasifikasi Indonesia (Persero)

No	Pilar *Pillars*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*
		A	B	A/B
1	CID (PUMK & Non PUMK) *CID (PUMK & Non PUMK)*	4.000.000.000	3.384.115.760	84,60
a)	Sosial *Social*	1.930.000.000	1.780.134.600	92,23
b)	Ekonomi *Economy*	1.800.000.000	1.198.636.360	66,59
c)	Lingkungan *Environment*	270.000.000	405.344.800	153,13
d)	Hukum & Tata Kelola *Legal & Governance*	-	-	-
2.	Non CID *Non CID*	23.688.750.000	22.539.638.572	95,15
	Jumlah ***Total***	**27.688.750.000**	**25.923.754.332**	**93,63**

2. Kinerja Program TJSL PT SUCOFINDO (Persero)

CSER Program Performance of PT SUCOFINDO (Persero)

No	Pilar *Pillars*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*
		A	B	A/B
1	CID (PUMK & Non PUMK) *CID (PUMK & Non PUMK)*	8.013.000.000	7.829.205.710	97,7
a)	Sosial *Social*	4.700.000.000	4.538.001.079	96,6
b)	Ekonomi *Economy*	2.088.000.000	2.186.094.698	104,7
c)	Lingkungan *Environment*	975.000.000	901.041.323	92,4
d)	Hukum & Tata Kelola *Legal & Governance*	250.000.000	204.068.610	81,6
2.	Non CID *Non CID*	5.009.500.000	6.112.830.669	122,0
	Jumlah ***Total***	**13.022.500.000**	**13.942.036.379**	**107,1**

3. Kinerja Program TJSL PT Surveyor Indonesia (Persero)

CSER Program Performance of PT Surveyor Indonesia (Persero)

No	Pilar *Pillars*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*
		A	B	A/B
1	CID (PUMK & Non PUMK) *CID (PUMK & Non PUMK)*	4.215.000.000	3.943.124.724	93,55
a)	Sosial *Social*	1.545.000.000	1.634.511.994	105,79
b)	Ekonomi *Economy*	1.745.000.000	1.372.205.113	78,64
c)	Lingkungan *Environment*	900.000.000	892.702.795	99,19
d)	Hukum & Tata Kelola *Legal & Governance*	25.000.000	43.704.822	174,82
2.	Non CID *Non CID*	2.340.135.000	2.340.135.000	100,00
	Jumlah ***Total***	**6.555.135.000**	**6.283.259.724**	**95,85**

Secara keseluruhan, kinerja program TJSL tahun 2025 menunjukkan bahwa pelaksanaan program pada PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), dan PT Surveyor Indonesia (Persero) telah berjalan sesuai dengan arah perencanaan masing-masing entitas, dengan tingkat realisasi yang mencerminkan dinamika pelaksanaan program pada setiap pilar. Variasi realisasi antar pilar menunjukkan adanya penyesuaian terhadap kebutuhan penerima manfaat, karakteristik program, serta kondisi pelaksanaan di lapangan. Melalui realisasi program pada pilar sosial, ekonomi, lingkungan, serta hukum dan tata kelola, IDSurvey Group berupaya menjaga kesinambungan kontribusi TJSL agar tetap relevan dengan kebutuhan masyarakat, mendukung pemberdayaan ekonomi, serta memperkuat dampak sosial dan lingkungan yang selaras dengan agenda keberlanjutan.

The 2025 CSER program performance demonstrates that the initiatives implemented by PT Biro Klasifikasi Indonesia (Persero), PT SUCOFINDO (Persero), and PT Surveyor Indonesia (Persero) were generally aligned with the planning direction of each entity. The realization levels across the social, economic, environmental, and law and governance pillars reflect the different characteristics of each program, beneficiary needs, and field implementation conditions. Through these programs, IDSurvey Group continues to maintain the relevance and continuity of its CSER contributions in supporting community needs, economic empowerment, and the strengthening of social and environmental impacts in line with the sustainability agenda.

Program Kolaborasi Tahun 2025

2025 Collaborative Programs

Program Kolaborasi Tahun 2025 merupakan bentuk sinergi TJSL dalam lingkungan IDSurvey Group yang dilaksanakan untuk memperkuat keterpaduan program, memperluas jangkauan manfaat, serta mengoptimalkan kontribusi sosial dan lingkungan. Melalui program kolaboratif ini, IDSurvey Group mendorong pelaksanaan TJSL yang lebih terarah dan relevan dengan kebutuhan masyarakat, sekaligus mendukung prioritas keberlanjutan Grup.

The 2025 Collaborative Programs represent CSER synergies within the IDSurvey Group, implemented to strengthen program integration, expand the reach of benefits, and optimize social and environmental contributions. Through these collaborative programs, IDSurvey Group promotes more focused CSER implementation that is relevant to community needs while supporting the Group's sustainability priorities.



Beasiswa Indonesia Emas IDSurvey
IDSurvey Indonesia Emas Scholarship



Beasiswa Indonesia Emas IDSurvey merupakan program kolaborasi TJSL IDSurvey Group di bidang pendidikan yang bertujuan untuk mendukung keberlanjutan pendidikan bagi mahasiswa berprestasi serta meningkatkan kesiapan generasi muda dalam memasuki dunia profesional dan kewirausahaan. Melalui program ini, IDSurvey memberikan bantuan beasiswa pendidikan penuh kepada mahasiswa dari berbagai universitas sebagai bentuk dukungan terhadap pengembangan sumber daya manusia yang unggul, mandiri, dan memiliki daya saing.

Pada tahun 2025, program ini diberikan kepada 35 mahasiswa, yang terdiri dari 5 mahasiswa Universitas Ary Ginanjar (UAG) dan 30 mahasiswa Universitas Pattimura. Selain mendukung akses pendidikan, program ini juga diarahkan untuk membekali mahasiswa dengan wawasan kewirausahaan melalui kolaborasi inkubator bisnis, sehingga penerima manfaat memiliki peluang untuk mengembangkan kapasitas diri dan mendukung program pengembangan UMK naik kelas.

Program ini selaras dengan TPB 4: Pendidikan Berkualitas, khususnya dalam mendukung akses pendidikan yang inklusif dan berkelanjutan. Melalui Beasiswa Indonesia Emas IDSurvey, Perusahaan berupaya memperkuat kontribusi TJSL di bidang pendidikan dengan mendorong lahirnya calon entrepreneur dan profesional muda yang mampu mengaplikasikan keilmuan yang dimiliki untuk mendukung kebutuhan industri dan pembangunan nasional di masa depan.

IDSurvey Indonesia Emas Scholarship is a collaborative CSER program of the IDSurvey Group in the education sector, aimed at supporting the continuity of education for outstanding students and enhancing the readiness of younger generations to enter the professional and entrepreneurial landscape. Through this program, IDSurvey provides full education scholarships to students from various universities as a form of support for the development of excellent, independent, and competitive human capital.

In 2025, the program was awarded to 35 students, consisting of 5 students from Ary Ginanjar University (UAG) and 30 students from Pattimura University. In addition to supporting access to education, the program is also directed toward equipping students with entrepreneurial insights through business incubator collaboration, enabling beneficiaries to develop their capacity and support the advancement of MSE development programs.

This program is aligned with SDG 4: Quality Education, particularly in supporting inclusive and sustainable access to education. Through the IDSurvey Indonesia Emas Scholarship, the Company seeks to strengthen its CSER contribution in the education sector by encouraging the development of young prospective entrepreneurs and professionals who are able to apply their knowledge to support future industry needs and national development.

UMKM Naik Kelas
MSME Capacity Building Program



UMKM Naik Kelas merupakan program kolaborasi TJSL IDSurvey Group yang bertujuan untuk mendorong peningkatan kapasitas dan daya saing UMK binaan agar mampu berkembang secara lebih berkelanjutan. Program ini dilaksanakan melalui pelatihan fundamental bisnis bagi pelaku UMK binaan IDSurvey Group di wilayah Jabodetabek, dengan fokus pada penguatan pemahaman dasar usaha, literasi keuangan, strategi keberlanjutan, serta pemanfaatan teknologi digital.

Melalui program ini, peserta mendapatkan pembekalan mengenai aspek-aspek penting dalam pengelolaan usaha, termasuk peningkatan kualitas manajemen bisnis, penguatan daya saing produk, dan kesiapan dalam menghadapi perubahan kebutuhan pasar. Pendekatan ini diharapkan dapat membantu UMK binaan untuk meningkatkan kapasitas usaha, memperluas peluang pertumbuhan, serta menjadi bagian dari ekosistem ekonomi yang lebih adaptif dan berkelanjutan.

Program ini selaras dengan TPB 8: Pekerjaan Layak dan Pertumbuhan Ekonomi, khususnya dalam mendukung penguatan kapasitas pelaku usaha dan penciptaan pertumbuhan ekonomi yang inklusif. Melalui pelaksanaan UMKM Naik Kelas, IDSurvey Group juga memperkuat perannya sebagai mitra strategis pemerintah dalam mendorong pemberdayaan UMK serta pengembangan layanan sertifikasi yang relevan bagi peningkatan kualitas dan daya saing pelaku usaha nasional.

UMKM Naik Kelas (MSME Capacity Building Program) is a collaborative CSER program of the IDSurvey Group aimed at enhancing the capacity and competitiveness of assisted MSEs, enabling them to grow in a more sustainable manner. The program is implemented through fundamental business training for IDSurvey Group's assisted MSEs in the Greater Jakarta area, with a focus on strengthening basic business understanding, financial literacy, sustainability strategies, and the use of digital technology.

Through this program, participants receive capacity-building support on key aspects of business management, including improving business management quality, strengthening product competitiveness, and enhancing readiness to respond to changing market needs. This approach is expected to help assisted MSEs strengthen their business capacity, expand growth opportunities, and become part of a more adaptive and sustainable economic ecosystem.

This program is aligned with SDG 8: Decent Work and Economic Growth, particularly in supporting capacity building for small business actors and promoting inclusive economic growth. Through the capacity building program, IDSurvey Group also strengthens its role as a strategic partner of the government in promoting MSE empowerment and developing relevant certification services to improve the quality and competitiveness of national business actors.

Konservasi Suaka Margasatwa Pulau Rambut
Pulau Rambut Wildlife Reserve Conservation



Konservasi Suaka Margasatwa Pulau Rambut merupakan program kolaborasi TJSL IDSurvey Group di bidang lingkungan yang bertujuan untuk mendukung pelestarian ekosistem kawasan konservasi, khususnya di Suaka Margasatwa Pulau Rambut. Kawasan ini memiliki peran penting sebagai habitat hutan *mangrove* dan tempat hidup berbagai jenis burung, termasuk burung bangau bluwok yang termasuk dalam kategori fauna terancam punah (*endangered*).

Program ini dilaksanakan melalui pembangunan *trash barrier* serta kegiatan aksi bersih pantai sebagai upaya mengurangi dan menangani sampah yang masuk ke kawasan pulau. Inisiatif ini diharapkan dapat menurunkan volume sampah di kawasan konservasi, mencegah penumpukan sampah yang berpotensi menurunkan kualitas tanah dan ekosistem, serta mendukung pengelolaan lingkungan yang lebih bertanggung jawab bersama masyarakat sekitar dan pengelola kawasan.

Selain mendukung perlindungan ekosistem, program ini juga mendorong peningkatan kesadaran dan partisipasi masyarakat sekitar dalam pengelolaan sampah. Program ini selaras dengan TPB 12: Konsumsi dan Produksi yang Bertanggung Jawab, khususnya dalam mendukung pengurangan sampah dan penguatan praktik pengelolaan lingkungan yang berkelanjutan di kawasan konservasi. Melalui program ini, IDSurvey Group berupaya memperkuat kontribusi TJSL di bidang lingkungan sekaligus membuka peluang pengembangan skema pengelolaan sampah yang lebih terukur, termasuk melalui inisiatif plastic credit.

Pulau Rambut Wildlife Reserve Conservation is a collaborative CSER program of the IDSurvey Group in the environmental sector, aimed at supporting ecosystem conservation within protected areas, particularly the Pulau Rambut Wildlife Reserve. This area plays an important role as a mangrove forest habitat and a habitat for various bird species, including the milky stork, which is classified as an endangered species.

The program is implemented through the construction of a trash barrier and coastal clean-up activities as part of efforts to reduce and manage waste entering the island area. This initiative is expected to reduce the volume of waste in the conservation area, prevent waste accumulation that could potentially affect soil quality and ecosystem conditions, and support more responsible environmental management together with surrounding communities and area managers.

In addition to supporting ecosystem protection, the program also promotes increased awareness and participation of surrounding communities in waste management. This program is aligned with SDG 12: Responsible Consumption and Production, particularly in supporting waste reduction and strengthening sustainable environmental management practices in conservation areas. Through this program, IDSurvey Group seeks to strengthen its CSER contribution in the environmental sector while opening opportunities for the development of more measurable waste management schemes, including through plastic credit initiatives.

Program Unggulan TJSL Tahun 2025

CSER Flagship Program in 2025

Program Unggulan TJSL Tahun 2025 mencakup inisiatif utama yang dipilih berdasarkan relevansi terhadap kebutuhan masyarakat, keterkaitan dengan prioritas keberlanjutan, serta kontribusinya terhadap penciptaan dampak sosial dan lingkungan. Program-program ini menjadi representasi pelaksanaan TJSL IDSurvey Group dalam mendukung pendidikan, pemberdayaan ekonomi, dan pelestarian lingkungan secara lebih terarah.

The 2025 CSER Flagship Programs comprise key initiatives selected based on their relevance to community needs, alignment with sustainability priorities, and contribution to generating social and environmental impacts. These programs represent the implementation of IDSurvey Group's TJSL in supporting education, economic empowerment, and environmental conservation in a more focused manner.

01 Program Unggulan TJSL PT Biro Klasifikasi Indonesia (Persero)

CSER Flagship Program of PT Biro Klasifikasi Indonesia (Persero)

Program Keterampilan Masyarakat/ Vokasi Masyarakat
Community Skills and Vocational Program



Program Sertifikasi Juru Las merupakan salah satu Program Unggulan TJSL PT BKI yang dilaksanakan untuk meningkatkan kompetensi dan daya saing tenaga kerja. Program ini dirancang untuk membekali peserta dengan keterampilan teknis dan sertifikasi yang sesuai dengan kebutuhan industri, khususnya sektor maritim dan galangan kapal.

Pelaksanaan program ini sejalan dengan kompetensi inti PT BKI sebagai perusahaan yang bergerak di bidang klasifikasi, statutoria, inspeksi, dan sertifikasi. Program ini juga merupakan salah satu inisiatif TJSL berbasis Creating Shared Value (CSV), dengan manfaat yang mencakup peningkatan kompetensi tenaga kerja bagi masyarakat serta dukungan terhadap pemenuhan kebutuhan industri atas juru las tersertifikasi yang relevan dengan rantai nilai Perusahaan.

Program ini juga berkontribusi dalam mendukung pemenuhan standar kualitas hasil pengelasan, keselamatan kerja, serta keandalan produk dan jasa di sektor maritim. Dengan tersedianya tenaga juru las yang terampil dan tersertifikasi, PT BKI turut mendukung penguatan daya saing industri maritim nasional secara berkelanjutan.

Welder Certification Program is one of PT BKI's CSER Flagship Programs implemented to improve workforce competence and competitiveness. This program is designed to equip participants with technical skills and certification aligned with industry needs, particularly in the maritime and shipyard sectors.

The implementation of this program is aligned with PT BKI's core competencies as a company engaged in classification, statutory, inspection, and certification services. The program also serves as one of the Company's CSER initiatives based on Creating Shared Value (CSV), with benefits that include improving workforce competence for the community and supporting the industry's need for certified welders relevant to the Company's value chain.

This program also contributes to supporting the fulfillment of welding quality standards, occupational safety, and the reliability of products and services in the maritime sector. Through the availability of skilled and certified welders, PT BKI supports the sustainable strengthening of the competitiveness of the national maritime industry.

Program Penanganan dan Pengolahan Limbah
Waste Management and Treatment Program



Pengolahan limbah eceng gondok merupakan program yang dilaksanakan sebagai bagian dari upaya pelestarian lingkungan dan pemulihan keseimbangan ekosistem, khususnya di wilayah Rawa Pening.

Melalui program ini, limbah eceng gondok diolah menjadi pupuk organik yang ramah lingkungan dan memiliki nilai manfaat bagi masyarakat. Pengolahan tersebut diarahkan untuk mendukung praktik konsumsi dan produksi yang bertanggung jawab, sekaligus mendorong pemanfaatan limbah menjadi produk bernilai guna. Program ini juga mendukung kegiatan penghijauan kembali pada lahan kritis dan area hutan yang gundul melalui pemanfaatan pupuk organik hasil pengolahan.

Selain memberikan kontribusi terhadap pengelolaan lingkungan, program ini juga memiliki dimensi pemberdayaan ekonomi masyarakat. Kelompok pengolah didorong untuk memproduksi dan menjual pupuk organik yang dihasilkan, sehingga dapat membuka peluang peningkatan pendapatan. Program ini juga mendukung penanaman pohon produktif untuk memperkuat ketahanan pangan lokal. Dengan demikian, program pengolahan limbah eceng gondok berkontribusi pada pencapaian TPB 7: Energi Bersih dan Terjangkau dan TPB 12: Konsumsi dan Produksi yang Bertanggung Jawab, serta memperkuat keterkaitan antara pengelolaan lingkungan, pemberdayaan masyarakat, dan ekonomi sirkular.

The water hyacinth waste management program is implemented as part of efforts to preserve the environment and restore ecosystem balance, particularly in the Rawa Pening area.

Through this program, water hyacinth waste is processed into environmentally friendly organic fertilizer that provides tangible benefits for the community. The processing is designed to support responsible consumption and production practices while promoting the conversion of waste into valuable products. The program also facilitates reforestation of degraded lands and deforested areas through the application of the processed organic fertilizer.

In addition to contributing to environmental management, the program carries an economic empowerment dimension for local communities. Processing groups are encouraged to produce and sell the resulting organic fertilizer, creating opportunities for increased income. The program also supports the planting of productive trees to strengthen local food security. Consequently, the water hyacinth waste management program contributes to the achievement of SDG 7: Affordable and Clean Energy and SDG 12: Responsible Consumption and Production, while reinforcing the interlinkages between environmental management, community empowerment, and the circular economy.

Program UMK & Perempuan Berdaya
MSMEs & Empowered Women Program



Program UMKM Naik Kelas dirancang sebagai bagian dari inisiatif TJSL untuk mendukung pemberdayaan usaha mikro dan kecil (UMK), sehingga para pelaku UMK dapat meningkatkan daya saing dan ketahanan usahanya. Program ini berfokus pada penguatan keterampilan bisnis, pengembangan kapasitas operasional secara berkelanjutan, serta strategi pemasaran untuk memperluas jangkauan pasar, sehingga peserta UMK siap mengembangkan usahanya ke tahap berikutnya.

Selain itu, program Pengembangan UMK Perempuan di Wilayah 3T menyasar kelompok perempuan yang berwirausaha berbasis produk pertanian lokal. Program ini menekankan peningkatan literasi dasar usaha, keterampilan manajerial, dan strategi bisnis, dengan tujuan meningkatkan kesiapan dan kualitas produk sehingga UMK perempuan dapat berkembang secara berkelanjutan dan berdaya saing di pasar lokal maupun nasional.

Kedua program ini memperkuat pengembangan ekonomi inklusif dengan memberdayakan kelompok rentan dan meningkatkan kapasitas UMK Program tidak hanya menitikberatkan pada keterampilan teknis dan manajerial, tetapi juga mendorong pengembangan usaha secara berkelanjutan, memperluas akses pasar, dan membangun kemandirian pelaku UMK. Dengan demikian, inisiatif ini menciptakan dampak positif yang nyata bagi masyarakat sekitar sekaligus memperkuat ekosistem ekonomi lokal secara berkelanjutan.

The MSME Capacity Building Program is designed as part of the CSER initiatives to support the empowerment of micro and small enterprises (MSMEs), enabling them to enhance business competitiveness and resilience. The program focuses on strengthening business skills, developing operational capacity sustainably, and providing marketing strategies to expand market reach, ensuring that MSME participants are prepared to scale their businesses to the next level.

Additionally, the Empowerment of Women-led MSMEs in 3T Areas targets women entrepreneurs engaged in local agricultural products. The program emphasizes improving fundamental business literacy, managerial skills, and business strategies to enhance readiness and product quality, allowing women-led MSMEs to grow sustainably and competitively in both local and national markets.

Both programs reinforce inclusive economic development by empowering vulnerable groups and enhancing MSME capacity. The initiatives focus not only on technical and managerial skills but also on fostering sustainable business growth, expanding market access, and building MSME independence. Consequently, these initiatives create tangible positive impacts for local communities while strengthening the sustainability of the local economic ecosystem.

02 Program Unggulan TJSL PT SUCOFINDO (Persero)

CSER Flagship Program of PT SUCOFINDO (Persero)

Program Instalasi Pengolahan Air Limbah (IPAL) Kelurahan Pancoran

Wastewater Treatment Plant (WWTP) Program for Pancoran Subdistrict



Program Instalasi Pengolahan Air Limbah (IPAL) Kelurahan Pancoran merupakan salah satu inisiatif unggulan di bidang lingkungan. Program ini menyediakan sistem pengolahan limbah domestik yang telah diuji laboratorium dan memberikan manfaat langsung bagi 13 keluarga, dengan fokus pada peningkatan kualitas lingkungan dan kesehatan masyarakat.

The Pancoran Subdistrict Wastewater Treatment Plant (WWTP) Program is a flagship environmental initiative. The program provides a laboratory-tested domestic wastewater treatment system that delivers direct benefits to 13 households, focusing on improving environmental quality and public health.

Pelaksanaan program mencakup pembangunan dan instalasi IPAL yang efektif, sekaligus mendorong penerapan praktik pengelolaan limbah yang lebih terstruktur di tingkat komunitas. Aktivitas ini juga mencerminkan komitmen TJSL PT SCI dalam memberdayakan masyarakat melalui solusi lingkungan yang berkelanjutan.

The program's implementation involves the effective construction and installation of the IPAL system while promoting structured waste management practices at the community level. This initiative reflects PT SCI's CSER commitment to empowering communities through sustainable environmental solutions.

Dengan pendekatan ini, program tidak hanya menyasar pengurangan dampak limbah secara langsung, tetapi juga memperkuat kesadaran dan keterlibatan masyarakat lokal dalam menjaga kelestarian lingkungan sekitar.

Through this approach, the program not only addresses direct wastewater impacts but also enhances local community awareness and engagement in preserving the surrounding environment.



Program Kewirausahaan SLB Karya Guna
SLB Karya Guna Entrepreneurship Program



Program Kewirausahaan Sekolah Luar Biasa (SLB) Karya Guna merupakan inisiatif yang berfokus pada pemberdayaan siswa berkebutuhan khusus melalui pelatihan keterampilan praktis di bidang tata boga dan kerajinan tangan daur ulang (*eco print*). Program ini dirancang untuk meningkatkan kemandirian peserta, memperkuat keterampilan praktis, dan membuka peluang berwirausaha di masyarakat.

Kegiatan program mencakup pelatihan intensif, penyediaan sarana usaha, serta pendampingan dalam pengembangan produk. Dengan pendekatan ini, peserta memperoleh bekal keterampilan yang relevan untuk berkontribusi secara mandiri, sekaligus memperluas wawasan tentang praktik bisnis yang berkelanjutan dan kreatif.

Program ini memperkuat inklusi sosial dan ekonomi bagi kelompok rentan, sejalan dengan upaya TJSL PT SCI dalam memberdayakan masyarakat, meningkatkan kapasitas peserta, dan mendorong terciptanya ekosistem usaha yang lebih inklusif dan berkelanjutan.

The School for Special Needs (SLB) Karya Guna Entrepreneurship Program is an initiative focused on empowering students with special needs through practical skills training in culinary arts and recycled handicrafts (eco print). The program is designed to enhance participants' independence, strengthen practical skills, and create opportunities for entrepreneurship within the community.

Program activities include intensive training, provision of business facilities, and guidance in product development. This approach equips participants with relevant skills to contribute autonomously, while broadening their understanding of sustainable and creative business practices.

The program reinforces social and economic inclusion for vulnerable groups, aligning with PT SCI's CSER efforts to empower communities, build participant capacity, and foster a more inclusive and sustainable entrepreneurial ecosystem.

Program Fasilitasi Sertifikasi Halal UMKM
MSME Halal Certification Facilitation Program



Program Fasilitasi Sertifikasi Halal UMKM merupakan salah satu inisiatif yang ditujukan untuk mendukung peningkatan kapasitas UMKM dalam memperoleh sertifikasi halal. Program ini memberikan dukungan berupa fasilitasi sertifikasi halal bagi 50 UMKM melalui skema reguler dan 200 UMKM dengan skema *self-declare*, hal ini bertujuan meningkatkan daya saing produk, memperkuat kepercayaan konsumen, serta memperluas akses pasar bagi UMKM.

Pelaksanaan program mencakup pendampingan proses pengajuan sertifikasi, edukasi mengenai persyaratan dan prosedur, serta pemantauan kepatuhan terhadap standar halal. Dengan pendekatan ini, UMKM peserta memperoleh bekal pengetahuan dan dukungan praktis yang memungkinkan mereka untuk memenuhi persyaratan sertifikasi, sehingga produk yang dihasilkan dapat bersaing di pasar lokal maupun nasional.

Program ini sejalan dengan upaya TJSL PT SUCOFINDO dalam memberdayakan UMKM melalui peningkatan kapasitas dan kompetensi, serta mendukung pengembangan ekonomi inklusif. Melalui program sertifikasi halal, perusahaan mendorong terciptanya ekosistem UMKM yang lebih profesional, terpercaya, dan berkelanjutan.

The MSME Halal Certification Facilitation Program is one of the initiatives designed to support the enhancement of MSME capacities in obtaining halal certification. The program provides assistance to 50 MSMEs under the regular scheme and 200 MSMEs under the self-declared scheme, aiming to improve product competitiveness, strengthen consumer confidence, and expand market access for MSMEs.

Program implementation includes guidance throughout the certification application process, education on requirements and procedures, and monitoring of compliance with halal standards. Through this approach, participating MSMEs gain the necessary knowledge and practical support to meet certification requirements, enabling their products to compete effectively in both local and national markets.

This program aligns with PT SUCOFINDO's CSER efforts to empower MSMEs by enhancing their capacities and competencies, as well as supporting inclusive economic development. Through the halal certification facilitation program, the Company fosters a more professional, reliable, and sustainable MSME ecosystem.

03 Program Unggulan TJSL PT Surveyor Indonesia (Persero)
CSER Flagship Program of PT Surveyor Indonesia (Persero)

Program Pengembangan UMKM
MSME Development Program



Program Pengembangan UMKM merupakan inisiatif TJSL PT SI yang diarahkan untuk memperkuat kapasitas, daya saing, dan keberlanjutan usaha pelaku UMKM binaan. Program ini dilaksanakan melalui dua kegiatan utama, yaitu Program UMKM Naik Kelas dan Pendampingan Sertifikasi UMKM, yang saling melengkapi dalam mendorong peningkatan kualitas usaha, akses pasar, serta pemenuhan standar yang dibutuhkan oleh UMKM.

Melalui Program UMKM Naik Kelas, Perusahaan memberikan fasilitas kepada pelaku UMKM berupa pelatihan, pendampingan, pembukaan akses pasar, galeri, serta digitalisasi usaha. Kegiatan ini bertujuan untuk memperkuat kompetensi bisnis, meningkatkan visibilitas produk, serta membantu UMKM mengembangkan usaha secara lebih terarah dan berkelanjutan.

Sementara itu, Pendampingan Sertifikasi UMKM difokuskan pada dukungan konsultasi dan pendampingan untuk membantu UMKM memenuhi kebutuhan sertifikasi, seperti sertifikasi Halal, Tingkat Komponen Dalam Negeri (TKDN), Sustainability Statement, dan sertifikasi relevan lainnya. Melalui pendampingan ini, UMKM diharapkan dapat meningkatkan standar kualitas, memperkuat kredibilitas produk, serta memperluas peluang untuk masuk ke pasar yang lebih luas.

The MSME Development Program is a CSER initiative of PT SI directed at strengthening the capacity, competitiveness, and business sustainability of assisted MSMEs. The program is implemented through two main activities, namely the MSME Capacity Building Program and MSME Certification Assistance, which complement each other in supporting improvements in business quality, market access, and fulfillment of the standards required by MSMEs.

Through the MSME Capacity Building Program, the Company provides facilitation for MSME actors in the form of training, mentoring, market access support, galleries, and business digitalization. These activities aim to strengthen business competencies, increase product visibility, and support MSMEs in developing their businesses in a more structured and sustainable manner.

Meanwhile, MSME Certification Assistance focuses on consultancy and mentoring support to help MSMEs meet certification requirements, such as Halal certification, Domestic Component Level (TKDN), Sustainability Statement, and other relevant certifications. Through this assistance, MSMEs are expected to improve quality standards, strengthen product credibility, and expand opportunities to access broader markets.

Program Lingkungan
Environmental Programs



Program Lingkungan merupakan inisiatif TJSL PT SI yang diarahkan untuk mendukung pelestarian lingkungan, penguatan ekosistem pesisir, serta peningkatan kesadaran masyarakat dalam pengelolaan limbah. Program ini dilaksanakan melalui dua kegiatan utama, yaitu Penanaman *Mangrove* dan Bank Sampah, yang mencerminkan pendekatan Perusahaan dalam mengintegrasikan konservasi lingkungan dengan pemberdayaan masyarakat.

Melalui kegiatan Penanaman *Mangrove*, Perusahaan berupaya menjaga keberlanjutan ekosistem pesisir, mencegah risiko abrasi, serta memperkuat fungsi *mangrove* sebagai pelindung alami wilayah pantai. Kegiatan ini juga melibatkan partisipasi masyarakat secara aktif, sehingga upaya konservasi tidak hanya berfokus pada penanaman, tetapi juga pada peningkatan kepedulian dan rasa kepemilikan masyarakat terhadap lingkungan sekitarnya.

Sementara itu, program Bank Sampah dilaksanakan untuk mendorong pengelolaan limbah yang lebih terstruktur dan bernilai guna. Melalui program ini, masyarakat didorong untuk memilah, mengelola, dan memanfaatkan sampah secara lebih bertanggung jawab, sekaligus memperoleh manfaat ekonomi dari aktivitas pengelolaan limbah. Kedua inisiatif ini memperkuat kontribusi PT SI dalam mendukung lingkungan yang lebih bersih, berdaya tahan, dan berkelanjutan.

The Environmental Program is a CSER initiative of PT SI directed at supporting environmental conservation, strengthening coastal ecosystems, and increasing community awareness in waste management. The program is implemented through two main activities, namely Mangrove Planting and Waste Bank, reflecting the Company's approach to integrating environmental conservation with community empowerment.

Through the Mangrove Planting activity, the Company seeks to maintain the sustainability of coastal ecosystems, prevent abrasion risks, and strengthen the function of mangroves as a natural coastal protection system. This activity also actively involves community participation, ensuring that conservation efforts focus not only on planting activities, but also on fostering community awareness and ownership of the surrounding environment.

Meanwhile, the Waste Bank program is implemented to encourage more structured and value-added waste management. Through this program, communities are encouraged to sort, manage, and utilize waste more responsibly, while also obtaining economic benefits from waste management activities. These two initiatives strengthen PT SI's contribution to supporting a cleaner, more resilient, and sustainable environment.

Program Pendidikan
Education Programs



Program Pendidikan merupakan inisiatif TJSL PT SI yang diarahkan untuk mendukung peningkatan kualitas sumber daya manusia melalui perluasan akses pendidikan, penguatan karakter, serta pemberdayaan kelompok masyarakat. Program ini dilaksanakan melalui dua kegiatan utama, yaitu Beasiswa Emas IDS dan Wanita Berdaya dan Berkarya, yang mencerminkan komitmen Perusahaan dalam mendukung pendidikan yang inklusif dan berorientasi pada pengembangan kapasitas.

Melalui Beasiswa Emas IDS, PT SI berkolaborasi dengan IDSurvey dan PT BKI untuk mendukung generasi muda agar memiliki pemahaman yang lebih baik mengenai peran industri *Testing, Inspection, Certification, Consulting, and Classification* (TICCC). Program ini juga diarahkan untuk mencetak generasi unggul yang berkarakter, siap berkontribusi di dunia profesional, dan memiliki wawasan terhadap kebutuhan industri.

Sementara itu, program Wanita Berdaya dan Berkarya dilaksanakan sebagai bentuk dukungan terhadap inklusivitas dan pemberdayaan perempuan. Melalui rangkaian kegiatan yang diselenggarakan, program ini mendorong peningkatan kapasitas, partisipasi, dan peran perempuan dalam lingkungan sosial dan ekonomi. Kedua program tersebut memperkuat kontribusi PT SI dalam membangun masyarakat yang lebih berdaya, inklusif, dan berkelanjutan.

The Education Program is a CSER initiative of PT SI directed at supporting the improvement of human capital quality through expanded access to education, character development, and community empowerment. The program is implemented through two main activities, namely Beasiswa Emas IDS and Empowered and Productive Women, reflecting the Company's commitment to supporting inclusive education and capacity development.

Through Beasiswa Emas IDS, PT SI collaborates with IDSurvey and PT BKI to support younger generations in gaining a better understanding of the role of the Testing, Inspection, Certification, Consulting, and Classification (TICCC) industry. The program is also directed at developing excellent young talents with strong character, readiness to contribute in the professional world, and awareness of industry needs.

Meanwhile, the Empowered and Productive Women program is implemented as a form of support for inclusivity and women's empowerment. Through a series of activities, the program encourages the enhancement of women's capacity, participation, and role in social and economic environments. These two programs strengthen PT SI's contribution to building a more empowered, inclusive, and sustainable society.

Program Prioritas Tahun 2025

Priority Program 2025

Program Prioritas Tahun 2025 mencakup realisasi pelaksanaan TJSL pada bidang pendidikan, lingkungan, dan pengembangan UMK sebagai fokus utama kontribusi IDSurvey Group. Melalui program-program tersebut, Perusahaan berupaya memperkuat kapasitas masyarakat, mendukung pengelolaan lingkungan, serta mendorong pemberdayaan ekonomi yang relevan dengan kebutuhan penerima manfaat selama tahun pelaporan.

The 2025 Priority Program includes the implementation of CSER initiatives in the areas of education, the environment, and SME development as the primary focus of IDSurvey Group's contributions. Through these programs, the Company seeks to strengthen community capacity, support environmental management, and promote economic empowerment that is relevant to the needs of beneficiaries during the reporting year.

Program Prioritas Bidang Pendidikan

Priority Programs in Educational Sector

Pelaksanaan program TJSL IDSurvey pada bidang pendidikan mencakup berbagai kegiatan yang mendukung peningkatan akses, kapasitas, dan kualitas pendidikan bagi penerima manfaat. Rincian program, realisasi anggaran, dan output pelaksanaan pada tahun 2025 terdiri dari:

The implementation of IDSurvey's CSER programs in the education sector covers various initiatives that support improved access, capacity, and quality of education for beneficiaries. Details of the programs, budget realization, and implementation outputs in 2025 consist of:

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT Biro Klasifikasi Indonesia (Persero)					
1.	Beasiswa Indonesia Emas *Indonesia Emas Scholarship*	300.000.000	200.000.000	66,67	22 Mahasiswa *22 students*
2.	Peningkatan Keterampilan Masyarakat *Community Skills Enhancement*	660.000.000	800.048.000	121,22	▪ 65 peserta sertifikasi juru las ▪ 25 peserta sertifikasi pelatihan marine surveyor ▪ 10 peserta sertifikasi AK3 Umum ▪ 87 peserta sosialisasi dan training survey penerimaan klas bangunan baru ▪ 142 peserta Bimbingan Teknis SMK3 Galangan ▪ 65 participants in welder certification; ▪ 25 participants in marine surveyor training certification; ▪ 10 participants in General OHS Expert certification; ▪ 87 participants in socialization & training on newbuilding class admission surveys; ▪ 142 participants in SMK3 Shipyard Technical Guidance

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT Biro Klasifikasi Indonesia (Persero)					
3.	Peningkatan Keterampilan Masyarakat *Community Skills Enhancement*	660.000.000	800.048.000	121,22	▪ 1 Laboratorium Perguruan Tinggi ▪ 10 Lokasi Bantuan Al-Qur'an ▪ *1 university laboratory;* ▪ *10 locations receiving Al-Qur'an assistance*
PT SUCOFINDO (Persero)					
1.	Beasiswa Pendidikan *Educational Scholarship*	120.000.000	50.000.000	41,7	5 Mahasiswa *5 Students*
2.	Bantuan Sarana Prasarana Pendidikan *Educational Facilities and Infrastructure Assistance*	200.000.000	200.000.000	100,0	4 Lokasi *4 Locations*
3.	Bantuan Fasilitas Yayasan/Lembaga yang Bergerak di Bidang Pendidikan *Assistance for Facilities of Foundations/ Institutions Engaged in Education*	500.000.000	508.810.090	101,8	264 Siswa *264 Students*
4.	Bantuan Pelestarian Kebudayaan Nasional *National Cultural Preservation Assistance*	175.000.000	80.000.000	45,7	1 Lokasi *1 Location*
PT Surveyor Indonesia (Persero)					
1.	Penguatan Pembangunan SDM Teknologi dan Pendidikan *Strengthening Human Capital Development in Technology and Education*	50.000.000	5.164.000	10,33	70 penerima manfaat *70 beneficiaries*
2.	Program Inklusi Berdaya dan Berkarya *Inclusion, Empowerment, and Productivity Program*	50.000.000	40.500.000	81,0	50 penerima manfaat *50 beneficiaries*

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT Surveyor Indonesia (Persero)					
3.	Bakti Mengajar Peduli Negeri *Teaching Service for the Nation*	50.000.000	31.045.700	62,09	20 penerima manfaat *20 beneficiaries*
4.	*Beasiswa Indonesia Emas* *Indonesia Emas Scholarship*	200.000.000	149.000.000	74,50	20 penerima manfaat *20 beneficiaries*
5.	*Wanita Berdaya dan Berkarya* *Empowered and Productive Women*	100.000.000	73.512.200	73,51	1 sekolah, 50 penerima manfaat *1 school, 50 beneficiaries*
6.	*Sosialisasi Kode Etik Perusahaan* *Company Code of Ethics Socialization*	25.000.000	26.000.000	104,00	30 penerima manfaat *30 beneficiaries*

Program Prioritas Bidang Lingkungan

Priority Programs in Environmental Sector

Pelaksanaan program TJSL IDSurvey pada bidang lingkungan mencakup berbagai kegiatan yang mendukung upaya pelestarian lingkungan, pengelolaan limbah, konservasi, serta peningkatan kesadaran masyarakat terhadap praktik lingkungan yang berkelanjutan. Rincian program, realisasi anggaran, dan output pelaksanaan pada tahun 2025 terdiri dari:

The implementation of IDSurvey's CSER programs in the environmental sector covers various initiatives that support environmental preservation, waste management, conservation, and increased community awareness of sustainable environmental practices. Details of the programs, budget realization, and implementation outputs in 2025 consist of:

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT Biro Klasifikasi Indonesia (Persero)					
1.	Penanganan dan Pengelolaan Limbah *Waste Handling and Management*	175.000.000	253.708.000	144,98	3 Lokasi *3 Locations*
2.	Bakti Mengajar Peduli Negeri *Teaching Service for the Nation*	95.000.000	151.636.800	159,62	3 Lokasi *3 Locations*

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT SUCOFINDO (Persero)					
1.	Pembangunan TPS 3R *Development of 3R Waste Management Facility*	200.000.000	*300.000.000*	*150,0*	2 Lokasi *2 Locations*
2.	Instalasi Biogas Kotoran Ternak *Livestock Manure Biogas Installation*	128.000.000	*0*	*0*	-
3.	Pemanfaatan Limbah Padat *Solid Waste Utilization*	200.000.000	*165.567.900*	*82,8*	2 Kegiatan *2 Activities*
4.	Penanaman Pohon *Tree Planting*	150.000.000	*145.473.423*	*96,9*	1 Lokasi *1 Locations*
5.	Program Urban Farming *Urban Farming Program*	50.000.000	*50.000.000*	*100,0*	1 Lokasi *1 Locations*
6.	Pemanfaatan EBT *Renewable Energy Utilization*	247.000.000	*240.000.000*	*97,2*	1 Lokasi *1 Locations*
PT Surveyor Indonesia (Persero)					
1.	Kemandirian Masyarakat melalui Swasembada Energi Air dan Ekonomi Hijau *Community Empowerment through Water Energy Self-Sufficiency and Green Economy*	350.000.000	100.000.000	28,57	69 penerima manfaat *69 beneficiaries*
2.	Evaluasi sistematis mengenai dampak sosial dari sebuah proyek atau kebijakan *Systematic Evaluation of the Social Impact of a Project or Policy*	120.000.000	115.379.633	96,14	4 Program Perhitungan SROI (3 program mandiri + 1 kolaborasi IDS) *4 SROI calculation programs (3 independent programs + 1 IDS collaborative program)*
3.	Manajemen Lingkungan *Environmental Management*	150.000.000	131.722.500	87,82	53 penerima manfaat *53 beneficiaries*

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT Surveyor Indonesia (Persero)					
4.	Bumi Hijau Berkelanjutan *Sustainable Green Earth*	150.000.000	320.423.569	213,62	1.027 pohon/tanaman *1,027 trees/plants*
5.	Perhitungan dan Verifikasi Penyerapan Karbon *Carbon Sequestration Calculation and Verification*	-	73.225.000	n/a	1 desa penerima manfaat *1 beneficiary village*

Program Prioritas Bidang Pengembangan UMK

Priority Programs in MSEs Development Sector

Pelaksanaan program TJSL IDSurvey pada bidang pengembangan UMK mencakup berbagai kegiatan yang mendukung peningkatan kapasitas usaha, perluasan akses pasar, pendampingan sertifikasi, serta penguatan daya saing pelaku UMK. Rincian program, realisasi anggaran, dan output pelaksanaan pada tahun 2025 terdiri dari:

The implementation of IDSurvey's CSER programs in the MSE development sector covers various initiatives that support business capacity building, expanded market access, certification assistance, and strengthened competitiveness of MSE actors. Details of the programs, budget realization, and implementation outputs in 2025 consist of:

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT Biro Klasifikasi Indonesia (Persero)					
1.	Inkubator UMK *MSE Incubator*	1.000.000.000	923.683.333	92,37	▪ 32 UMK mengikuti Pelatihan Fundamental Bisnis UMKM Naik Kelas ▪ 4 IKM Komponen Kapal telah tersertifikasi BKI ▪ 106 Sertifikasi Kapal Nelayan ▪ *32 MSEs participated in the MSME Capacity Building Fundamental Business Training;* ▪ *4 Ship Component SMEs were certified by BKI; 106 Fishing Vessel Certifications*
2.	Promosi UMK *MSE Promotion*	100.000.000	116.677.982	116,68	12 UMK mengikuti Pameran *12 MSEs participated in exhibitions*

No	Program *Program*	RKA 2025 (Rp) *Plan 2025 (IDR)*	Realisasi 2025 *Realization 2025 (IDR)*	% Realisasi *% Realization*	Output Output
PT SUCOFINDO (Persero)					
1.	Peningkatan Kapasitas UMK *MSE Capacity Building*	100.000.000	104.364.865	*104,4*	40 UMK *40 MSEs*
2.	Bantuan Promosi, Pameran, & Eksibisi *Promotion, Fair, and Exhibition Assistance*	300.000.000	343.729.833	*114,6*	20 UMK *20 MSEs*
3.	Sertifikasi UMK *MSE Certification*	450.000.000	500.000.000	*111,1*	250 UMK *250 MSEs*
PT Surveyor Indonesia (Persero)					
1.	Perluasan Akses Pasar UMKM *MSME Market Access Expansion*	150.000.000	104.563.692	*69,71*	54 UMKM *54 MSMEs*
2.	Pendampingan Sertifikasi UMKM *MSME Certification Assistance*	350.000.003	248.009.500	*70,86*	4 MB & 10 MB SISUB, 120 UMKM *4 MB & 10 MB SISUB, 120 MSMEs*
3.	Fundamental Bisnis UMKM Naik Kelas *MSME Capacity Building Fundamental Business Training*	320.000.000	455.177.833	*142,24*	100 UMKM *100 MSMEs*

Program Creating Shared Value (CSV) Tahun 2025

Creating Shared Value (CSV) Program in 2025

Program CSV Tahun 2025 mencerminkan pendekatan TJSL IDSurvey Group dalam menghubungkan kontribusi sosial dan lingkungan dengan relevansi terhadap kegiatan usaha Perusahaan. Pada bagian ini, program CSV diuraikan berdasarkan entitas pelaksana dengan menampilkan fokus program, output, outcome, serta nilai tambah yang dihasilkan bagi Perusahaan. Pendekatan ini menunjukkan bagaimana pelaksanaan TJSL diarahkan untuk memberikan manfaat bagi penerima manfaat sekaligus mendukung penguatan kapasitas, reputasi, dan rantai nilai bisnis IDSurvey Group.

The 2025 CSV Programs reflect IDSurvey Group's CSER approach in linking social and environmental contributions with the relevance of the Company's business activities. In this section, the CSV programs are described by implementing entities, covering the program focus, outputs, outcomes, and added value generated for the Company. This approach demonstrates how CSER implementation is directed toward delivering benefits to beneficiaries while supporting the strengthening of IDSurvey Group's capacity, reputation, and business value chain.

01 Program CSV PT Biro Klasifikasi Indonesia (Persero)

CSV Program of PT Biro Klasifikasi Indonesia (Persero)

Sertifikasi Juru Las
Welder Certification



Sertifikasi Juru Las merupakan program CSV PT BKI yang berfokus pada penguatan kompetensi sumber daya manusia produktif, khususnya tenaga kerja di sektor maritim dan galangan kapal. Program ini dilaksanakan melalui pelatihan dan sertifikasi juru las berdasarkan standar yang relevan di tingkat nasional dan internasional, sehingga peserta memiliki kompetensi teknis yang sesuai dengan kebutuhan industri.

Melalui program ini, PT BKI berkontribusi dalam meningkatkan kualitas dan keselamatan kerja pengelasan, sekaligus mendukung standardisasi tenaga kerja pada industri galangan kapal. Ketersediaan juru las tersertifikasi menjadi elemen penting dalam memastikan mutu konstruksi, perawatan, dan perbaikan kapal nasional yang andal dan sesuai standar keselamatan.

Dari perspektif penciptaan nilai bersama, program ini memberikan manfaat bagi masyarakat melalui peningkatan keterampilan dan kesiapan kerja, serta memberikan nilai tambah bagi Perusahaan melalui perluasan jangkauan layanan sertifikasi PT BKI di sektor sumber daya manusia maritim. Program ini juga memperkuat posisi PT BKI sebagai otoritas dalam aspek keselamatan, mutu, dan kompetensi teknis di ekosistem industri maritim nasional.

Welder Certification is a CSV program of PT BKI focused on strengthening the competencies of productive human capital, particularly workers in the maritime and shipyard sectors. The program is implemented through welder training and certification based on relevant national and international standards, enabling participants to acquire technical competencies that meet industry needs.

Through this program, PT BKI contributes to improving welding quality and occupational safety, while supporting workforce standardization in the shipyard industry. The availability of certified welders is an important element in ensuring the quality of national ship construction, maintenance, and repair that is reliable and compliant with safety standards.

From a shared value creation perspective, the program provides benefits to the community by enhancing skills and work readiness, while creating added value for the Company through the expansion of BKI's certification services in the maritime human capital sector. The program also strengthens PT BKI's position as an authority in safety, quality, and technical competence within the national maritime industry ecosystem.

Sertifikasi IKM Komponen Kapal
Ship Component SME Certification



Sertifikasi IKM Komponen Kapal merupakan program CSV PT BKI yang berfokus pada peningkatan daya saing industri maritim lokal melalui penguatan standar dan sertifikasi bagi pelaku Industri Kecil dan Menengah (IKM) komponen kapal. Program ini dilaksanakan untuk membantu pelaku IKM memenuhi persyaratan kualitas, keselamatan, dan keandalan produk yang dibutuhkan dalam ekosistem industri perkapalan nasional.

Melalui program ini, pelaku IKM komponen kapal memperoleh sertifikasi BKI, antara lain dalam bentuk Type Approval, Product Approval, dan Marine Use, yang menjadi pengakuan atas kesesuaian produk terhadap standar teknis yang berlaku. Sertifikasi tersebut diharapkan dapat meningkatkan kepercayaan pasar, memperluas peluang pelaku IKM untuk masuk ke rantai pasok industri maritim, serta mendukung pemenuhan kebutuhan komponen kapal yang lebih berkualitas dan terstandardisasi.

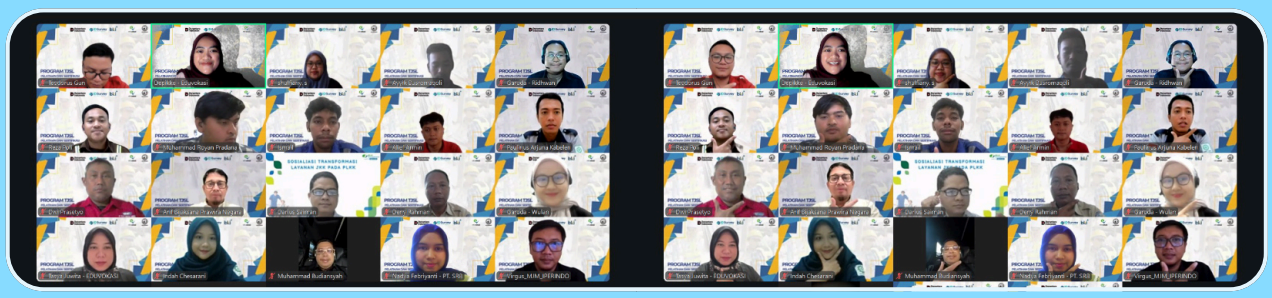
Dari perspektif CSV, program ini memberikan manfaat bagi pelaku IKM melalui peningkatan kualitas produk, penguatan kapasitas usaha, serta perluasan akses terhadap pasar industri maritim. Bagi PT BKI, program ini memperkuat portofolio layanan sertifikasi komponen kapal sekaligus menegaskan posisi Perusahaan sebagai mitra strategis dalam pengembangan industri maritim nasional, termasuk dalam mendukung peningkatan Tingkat Komponen Dalam Negeri (TKDN) dan penguatan rantai pasok lokal.

The Education Program is a CSER initiative of PT SI directed at supporting the improvement of human capital quality through expanded access to education, character development, and community empowerment. The program is implemented through two main activities, namely Beasiswa Emas IDS and Empowered and Productive Women, reflecting the Company's commitment to supporting inclusive education and capacity development.

Through this program, ship component SMEs obtain PT BKI certification, including Type Approval, Product Approval, and Marine Use, which serves as recognition of product conformity with applicable technical standards. This certification is expected to increase market confidence, expand opportunities for SMEs to enter the maritime industry supply chain, and support the availability of higher-quality and standardized ship components.

From a CSV perspective, the program provides benefits for SMEs through improved product quality, strengthened business capacity, and expanded access to the maritime industry market. For PT BKI, this program strengthens its ship component certification service portfolio while reaffirming the Company's position as a strategic partner in the development of the national maritime industry, including in supporting the increase of Domestic Component Level (TKDN) and strengthening the local supply chain.

Pelatihan AK3 Umum
General OHS Expert Training



Pelatihan AK3 Umum merupakan program CSV yang berfokus pada penguatan keselamatan kerja dan keberlanjutan operasi, khususnya melalui peningkatan kompetensi tenaga kerja di bidang Keselamatan dan Kesehatan Kerja (K3). Program ini dilaksanakan untuk mencetak tenaga kerja tersertifikasi Ahli K3 Umum yang memiliki pemahaman terhadap prinsip, regulasi, dan praktik pengelolaan K3 di lingkungan kerja.

Melalui program ini, Perusahaan berkontribusi dalam memperkuat budaya K3, menurunkan potensi risiko kecelakaan kerja, serta mendukung peningkatan produktivitas dan efisiensi operasional perusahaan. Kompetensi Ahli K3 Umum menjadi elemen penting dalam memastikan bahwa aktivitas kerja dilaksanakan dengan memperhatikan aspek keselamatan, kepatuhan, dan pengendalian risiko secara lebih sistematis.

Dari perspektif CSV, program ini memberikan manfaat bagi peserta melalui peningkatan kompetensi profesional dan kesiapan kerja di bidang K3. Bagi PT BKI, program ini memperluas peran Perusahaan dalam mendukung keselamatan kerja industri serta memperkuat citra PT BKI sebagai mitra strategis dalam pengelolaan *risk and safety management* di sektor maritim dan industri terkait.

General OHS Expert Training is a CSV program focused on strengthening occupational safety and operational sustainability, particularly through workforce competency development in Occupational Health and Safety (OHS). The program is implemented to develop certified General OHS Experts with an understanding of OHS principles, regulations, and management practices in the workplace.

Through this program, the Company contributes to strengthening the OHS culture, reducing potential occupational accident risks, and supporting improvements in company productivity and operational efficiency. General OHS Expert competency is an important element in ensuring that work activities are carried out with due consideration of safety, compliance, and risk control in a more systematic manner.

From a CSV perspective, the program provides benefits to participants by enhancing their professional competencies and work readiness in the OHS field. For PT BKI, this program expands the Company's role in supporting industrial occupational safety and strengthens PT BKI's image as a strategic partner in risk and safety management across the maritime sector and related industries.

02 Program CSV PT SUCOFINDO (Persero)
CSV Program of PT SUCOFINDO (Persero)

Program Instalasi Pengolahan Air Limbah
Wastewater Treatment Plant Program



Program Instalasi Pengolahan Air Limbah (IPAL) merupakan program CSV PT SCI yang berfokus pada peningkatan kualitas lingkungan dan kesehatan masyarakat melalui penyediaan sistem pengelolaan limbah domestik yang lebih memadai. Program ini dilatarbelakangi oleh terbatasnya sistem pengelolaan limbah domestik yang berpotensi menimbulkan pencemaran lingkungan dan menurunkan kualitas kesehatan masyarakat di wilayah penerima manfaat.

Melalui program ini, Perusahaan mendukung pembangunan IPAL untuk 13 rumah tangga sebagai solusi pengelolaan air limbah yang lebih aman dan terstruktur. Program ini berkontribusi pada pengurangan kadar pencemaran air di wilayah pelaksanaan, sekaligus meningkatkan pengetahuan dan kesadaran masyarakat mengenai pentingnya pengelolaan limbah domestik yang bertanggung jawab.

Nilai bersama dari program ini terlihat melalui manfaat langsung bagi masyarakat berupa peningkatan kualitas lingkungan, penurunan risiko penyakit akibat lingkungan yang tidak bersih, serta perubahan perilaku dalam menjaga sanitasi. Bagi PT SCI, program ini memberikan nilai tambah melalui keterlibatan SBU Laboratorium dalam melakukan uji kualitas air limbah sebelum dan sesudah pelaksanaan program, sehingga memperkuat relevansi program dengan kompetensi inti Perusahaan.

The Wastewater Treatment Plant Program is a CSV program of PT SCI focused on improving environmental quality and public health through the provision of a more adequate domestic wastewater management system. The program was initiated in response to the limited availability of domestic wastewater management systems, which may pose risks of environmental pollution and affect public health quality in the beneficiary area.

Through this program, the Company supports the construction of wastewater treatment facilities for 13 households as a safer and more structured solution for wastewater management. The program contributes to reducing water pollution levels in the implementation area, while increasing community knowledge and awareness of the importance of responsible domestic wastewater management.

The shared value of this program is reflected in its direct benefits to the community, including improved environmental quality, reduced risk of diseases associated with unsanitary conditions, and behavioral changes in maintaining sanitation. For PT SCI, the program creates added value through the involvement of the Laboratory SBU in conducting wastewater quality testing before and after program implementation, thereby strengthening the program's relevance to the Company's core competencies.

Sertifikasi Halal UMKM
MSME Halal Certification



Sertifikasi Halal UMKM merupakan program CSV PT SCI yang berfokus pada peningkatan daya saing dan kesiapan pasar pelaku UMKM melalui pendampingan proses sertifikasi halal. Program ini dilatarbelakangi oleh masih adanya keterbatasan pemahaman, biaya, serta kompleksitas proses sertifikasi yang dihadapi oleh pelaku UMKM dalam memenuhi persyaratan halal.

Melalui program ini, Perusahaan memberikan pendampingan kepada 250 UMKM dalam proses sertifikasi halal, mulai dari pemahaman persyaratan, penyiapan dokumen, hingga penguatan sistem halal sederhana yang sesuai dengan kebutuhan usaha. Pendampingan tersebut membantu UMKM memperoleh sertifikat halal serta meningkatkan kesiapan mereka dalam memenuhi standar produksi yang higienis, aman, dan sesuai ketentuan.

Nilai bersama dari program ini tercermin pada peningkatan daya saing UMKM, perluasan akses pasar, serta peluang peningkatan omzet dan keberlanjutan usaha. Bagi PT SCI, program ini memberikan nilai tambah melalui keterlibatan Unit Halal dalam pelaksanaan sertifikasi halal UMKM, sekaligus memperkuat relevansi layanan Perusahaan dalam mendukung ekosistem produk halal dan pemberdayaan UMKM nasional.

MSME Halal Certification is a CSV program of PT SCI focused on enhancing the competitiveness and market readiness of MSMEs through assistance in the halal certification process. The program was initiated in response to the limited understanding, cost constraints, and complexity of the certification process faced by MSMEs in meeting halal requirements.

Through this program, the Company provides assistance to 250 MSMEs in the halal certification process, covering understanding of requirements, document preparation, and the strengthening of a simple halal system tailored to business needs. This assistance supports MSMEs in obtaining halal certification while improving their readiness to meet hygienic, safe, and compliant production standards.

The shared value of this program is reflected in improved MSME competitiveness, expanded market access, and opportunities for increased turnover and business sustainability. For PT SCI, the program creates added value through the involvement of the Halal Unit in the implementation of MSME halal certification, while strengthening the relevance of the Company's services in supporting the halal product ecosystem and national MSME empowerment.

Pelatihan HACCP dan GMP
HACCP and GMP Training



Pelatihan HACCP dan GMP merupakan program CSV PT SCI yang berfokus pada peningkatan kualitas, keamanan, dan daya saing produk pangan pelaku UMKM. Program ini dilatarbelakangi oleh masih adanya pelaku usaha pangan yang memerlukan penguatan pemahaman terhadap standar keamanan pangan secara menyeluruh, sehingga produk yang dihasilkan dapat memenuhi aspek kualitas, keamanan, dan kepercayaan konsumen.

Melalui program ini, Perusahaan memberikan pelatihan HACCP dan GMP kepada 120 UMKM, termasuk penguatan pemahaman mengenai dokumen dasar, prosedur operasional, serta titik kritis pengendalian dalam proses produksi pangan. Pelatihan ini membantu peserta memahami praktik produksi yang baik, mengurangi risiko kontaminasi, serta meningkatkan kesiapan usaha dalam memenuhi persyaratan keamanan pangan yang relevan.

Nilai bersama dari program ini tercermin pada peningkatan kualitas dan keamanan produk pangan UMKM, penurunan potensi keluhan konsumen, serta penguatan keberlanjutan usaha. Bagi PT SCI, program ini memperkuat posisi Perusahaan sebagai penyedia layanan *assurance* pangan sekaligus membuka peluang pengembangan layanan lanjutan yang relevan dengan kebutuhan pelaku usaha pangan nasional.

HACCP and GMP Training is a CSV program of PT SCI focused on improving the quality, safety, and competitiveness of MSME food products. The program was initiated in response to the need among food business actors to strengthen their comprehensive understanding of food safety standards, enabling their products to meet quality, safety, and consumer trust requirements.

Through this program, the Company provided HACCP and GMP training to 120 MSMEs, including strengthening participants' understanding of basic documentation, operational procedures, and critical control points in food production processes. The training supports participants in understanding good manufacturing practices, reducing contamination risks, and improving business readiness to meet relevant food safety requirements.

The shared value of this program is reflected in the improved quality and safety of MSME food products, reduced potential for consumer complaints, and strengthened business sustainability. For PT SCI, the program reinforces the Company's position as a food assurance service provider while opening opportunities for the development of follow-up services relevant to the needs of national food business actors.

Pelatihan Penyelia Halal
Halal Supervisor Training



Pelatihan Penyelia Halal merupakan program CSV PT SCI yang berfokus pada penguatan kapasitas sumber daya manusia dalam mendukung penerapan sistem jaminan produk halal. Program ini dilatarbelakangi oleh masih terbatasnya ketersediaan SDM yang memahami peran, tanggung jawab, serta mekanisme pengelolaan halal dalam proses sertifikasi halal.

Melalui program ini, Perusahaan memberikan pelatihan dan penguatan kompetensi penyelia halal kepada 25 peserta. Kegiatan pelatihan mencakup peningkatan pemahaman mengenai Sistem Jaminan Produk Halal (SJPH), regulasi halal, tugas dan tanggung jawab penyelia halal, serta penyusunan dokumen dan prosedur halal di lingkungan usaha. Dengan adanya pelatihan ini, peserta diharapkan mampu mendukung penerapan sistem halal yang lebih tertib, terstruktur, dan sesuai dengan ketentuan yang berlaku.

Nilai bersama dari program ini tercermin pada peningkatan kepatuhan terhadap regulasi halal, penguatan kepercayaan konsumen terhadap produk, serta terbentuknya budaya halal yang berkelanjutan di lingkungan usaha. Bagi PT SCI, program ini memperkuat posisi Perusahaan sebagai *enabler* dalam ekosistem industri halal, sekaligus membuka peluang pengembangan layanan lanjutan yang relevan dengan kebutuhan sertifikasi dan pendampingan halal.

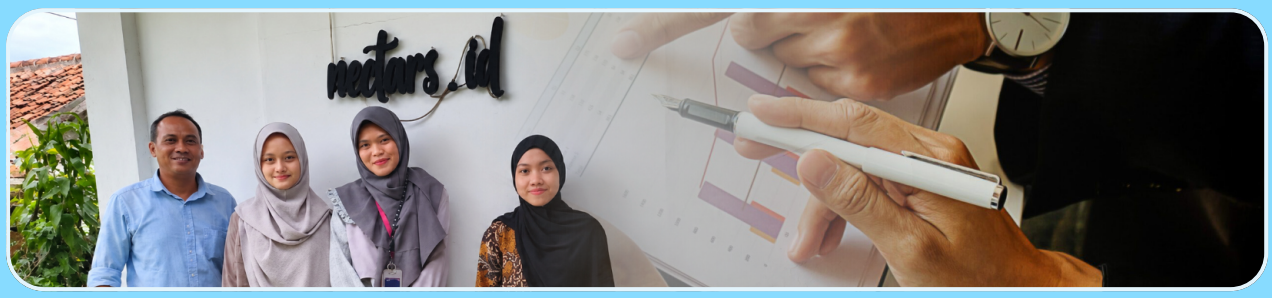
Halal Supervisor Training is a CSV program of PT SCI focused on strengthening human capital capacity to support the implementation of the halal product assurance system. The program was initiated in response to the limited availability of human resources with an understanding of the roles, responsibilities, and halal management mechanisms required in the halal certification process.

Through this program, the Company provides training and competency development for 25 halal supervisor participants. The training covers an improved understanding of halal supervisors, as well as the preparation of halal documents and procedures within business operations. Through this training, participants are expected to support the implementation of a more orderly, structured, and compliant halal system.

The shared value of this program is reflected in improved compliance with halal regulations, strengthened consumer trust in products, and the establishment of a sustainable halal culture within business operations. For PT SCI, this program strengthens the Company's position as an enabler within the halal industry ecosystem, while opening opportunities for the development of follow-up services relevant to halal certification and assistance needs.

03 Program CSV PT Surveyor Indonesia (Persero)
CSV Program of PT Surveyor Indonesia (Persero)

Konsultasi Sertifikasi Halal
Halal Certification Assistance



Konsultasi Sertifikasi Halal merupakan program CSV PT SI yang berfokus pada pendampingan UMKM dalam meningkatkan kesiapan dan pemenuhan persyaratan sertifikasi halal. Program ini dilaksanakan sebagai bentuk dukungan terhadap pelaku UMKM agar mampu memperkuat kualitas, kepatuhan, dan daya saing produk, baik di pasar lokal maupun nasional.

Melalui program ini, Perusahaan melaksanakan pendampingan sertifikasi halal bagi 10 UMKM bersama PLN Surabaya dan 4 UMKM Mitra Binaan PT SI. Pendampingan mencakup konsultasi terkait proses sertifikasi halal, pemenuhan dokumen, serta penguatan pemahaman UMKM terhadap persyaratan yang diperlukan. Program ini membantu UMKM meningkatkan kesiapan untuk memperoleh sertifikasi halal, sekaligus memperkuat kepercayaan konsumen terhadap produk yang dihasilkan.

Melalui pendampingan ini, manfaat bagi UMKM terlihat dari meningkatnya kapasitas dalam memenuhi standar halal serta terbukanya peluang akses pasar yang lebih luas. Bagi PT SI, program ini memberikan nilai tambah melalui penguatan hubungan strategis dengan pemangku kepentingan, termasuk mitra BUMN dan UMKM binaan, sekaligus mendukung pengembangan peluang layanan konsultansi halal sebagai bagian dari portofolio layanan Perusahaan.

Halal Certification Assistance is a CSV program of PT SI focused on assisting MSMEs in improving their readiness and fulfillment of halal certification requirements. The program is implemented as a form of support for MSME actors in strengthening product quality, compliance, and competitiveness in both local and national markets.

Through this program, the Company provided halal certification assistance to 10 MSMEs in collaboration with PLN Surabaya and 4 PT SI-assisted MSMEs. The assistance covers consultation on the halal certification process, document fulfillment, and strengthening MSMEs' understanding of the required requirements. This program helps MSMEs improve their readiness to obtain halal certification while strengthening consumer trust in their products.

Through this assistance, the benefits for MSMEs are reflected in improved capacity to meet halal standards and expanded opportunities to access broader markets. For PT SI, the program creates added value by strengthening strategic relationships with stakeholders, including SOE partners and assisted MSMEs, while supporting the development of halal consulting service opportunities as part of the Company's service portfolio.

Fasilitas Air Bersih
Clean Water Facilities



Fasilitas Air Bersih merupakan program CSV PT SI yang berfokus pada peningkatan akses masyarakat terhadap air bersih sebagai salah satu kebutuhan dasar untuk mendukung kualitas kesehatan dan kesejahteraan masyarakat. Program ini dilaksanakan di Desa Mataram dan Desa Sukarame, Pandeglang, dengan menyediakan fasilitas air bersih yang memberikan manfaat bagi sekitar 500 warga.

Clean Water Facilities is a CSV program of PT SI focused on improving community access to clean water as a basic need that supports public health and well-being. The program was implemented in Mataram Village and Sukarame Village, Pandeglang, by providing clean water facilities that benefit approximately 500 residents.

Melalui program ini, Perusahaan berkontribusi dalam memperbaiki akses masyarakat terhadap sumber air bersih yang lebih layak dan aman digunakan. Ketersediaan fasilitas air bersih diharapkan dapat mendukung peningkatan kualitas kesehatan masyarakat, mengurangi risiko penyakit yang berkaitan dengan keterbatasan akses air bersih, serta memperkuat ketahanan sosial masyarakat di wilayah penerima manfaat.

Through this program, the Company contributes to improving community access to more adequate and safer clean water sources. The availability of clean water facilities is expected to support improvements in public health quality, reduce the risk of diseases associated with limited access to clean water, and strengthen social resilience in the beneficiary areas.

Bagi masyarakat, program ini memberikan manfaat langsung dalam bentuk peningkatan akses terhadap kebutuhan dasar yang berdampak pada kualitas hidup sehari-hari. Bagi PT SI, program ini memperkuat reputasi Perusahaan dalam memberikan kontribusi terhadap kesejahteraan masyarakat, sekaligus membuka ruang penciptaan nilai melalui keterlibatan kompetensi Perusahaan, antara lain melalui pengecekan laboratorium lingkungan dan penguatan kemitraan dengan masyarakat binaan di wilayah program.

For the community, this program provides direct benefits by improving access to a basic need that affects daily quality of life. For PT SI, the program strengthens the Company's reputation in contributing to community welfare, while creating shared value through the involvement of the Company's competencies, including environmental laboratory testing and strengthened partnerships with assisted communities in the program areas.

Perhitungan Karbon
Carbon Measurement



Perhitungan Karbon merupakan program CSV PT SI yang berfokus pada penguatan kontribusi lingkungan melalui kegiatan penanaman *mangrove* dan pengukuran estimasi serapan karbon. Program ini menjadi bagian dari upaya Perusahaan dalam mendukung aksi iklim berbasis ekosistem, sekaligus meningkatkan pemahaman pemangku kepentingan terhadap pentingnya konservasi *mangrove* sebagai penyerap karbon alami.

Melalui program ini, Perusahaan melakukan penanaman 1.000 bibit *mangrove* pada tahun 2025, sehingga total penanaman sejak tahun 2024 mencapai 2.000 bibit *mangrove*. Program ini juga dilengkapi dengan kerja sama bersama Universitas Jenderal Soedirman dalam pelaksanaan perhitungan karbon, sehingga tersedia data estimasi serapan karbon dari kegiatan penanaman yang dilakukan. Pendekatan ini memperkuat aspek pengukuran dalam program lingkungan, sehingga kontribusi konservasi dapat dipahami secara lebih terukur.

Program ini memberikan manfaat bagi lingkungan melalui kontribusi terhadap penyerapan emisi karbon serta mendukung peningkatan kesadaran lingkungan di kalangan pemangku kepentingan. Bagi PT SI, program ini memperkuat positioning Perusahaan sebagai entitas yang berorientasi pada keberlanjutan, sekaligus menjadi langkah awal dalam pengembangan pilot project terkait carbon measurement dan peluang layanan berbasis carbon credit di masa mendatang.

Carbon Measurement is a CSV program of PT SI focused on strengthening environmental contribution through mangrove planting activities and the measurement of estimated carbon sequestration. This program forms part of the Company's efforts to support ecosystem-based climate action, while enhancing stakeholder understanding of the importance of mangrove conservation as a natural carbon sink.

Through this program, the Company planted 1,000 mangrove seedlings in 2025, bringing the total number of seedlings planted since 2024 to 2,000 mangrove seedlings. The program was also supported by collaboration with Jenderal Soedirman University in conducting carbon calculations, resulting in the availability of estimated carbon sequestration data from the planting activities. This approach strengthens the measurement aspect of the environmental program, enabling the conservation contribution to be understood in a more measurable manner.

The program provides environmental benefits through its contribution to carbon emission sequestration and supports increased environmental awareness among stakeholders. For PT SI, this program strengthens the Company's positioning as a sustainability-oriented entity, while serving as an initial step in developing a pilot project related to carbon measurement and potential carbon credit-based services in the future.

Program Pendanaan Usaha Mikro dan Usaha Kecil

Micro and Small Enterprise Financing Program

[GRI 203-2]

Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) merupakan bagian dari pelaksanaan TJSL IDSurvey Group yang diarahkan untuk mendukung penguatan kapasitas, kemandirian, dan keberlanjutan usaha para pelaku UMK. Pada tahun 2025, pelaksanaan Program PUMK mencakup realisasi penyaluran dan pengelolaan pendanaan pada masing-masing entitas, area prioritas penyaluran, kerja sama strategis, jumlah UMK binaan, serta kegiatan pembinaan dan pelatihan yang dilakukan untuk meningkatkan daya saing dan kesiapan usaha mitra binaan.

The Micro and Small Enterprise (MSE) Funding Program is a part of IDSurvey Group's CSER implementation, aimed at supporting the strengthening of capacity, independence, and business sustainability of MSE actors. In 2025, the implementation of the PUMK Program covered the realization of funding distribution and management by each entity, priority areas for distribution, strategic partnerships, the number of assisted MSEs, as well as mentoring and training activities carried out to improve the competitiveness and business readiness of assisted partners.

01 Program PUMK PT Biro Klasifikasi Indonesia (Persero)

MSE Financing Program of PT Biro Klasifikasi Indonesia (Persero)

Pelaksanaan Program PUMK PT BKI pada tahun 2025 difokuskan pada penguatan pembinaan dan penyaluran kerja sama kepada pelaku UMK di sejumlah area prioritas, yaitu Bogor, Rembang, dan Wonosobo. Berdasarkan sektor usaha, penyaluran kerja sama mencakup sektor perdagangan, jasa, perikanan, industri, dan sektor lainnya, dengan total 40 UMK serta nilai outstanding sebesar Rp746.729.648. Selain itu, sepanjang tahun 2025, PT BKI melaksanakan pembinaan kepada 61 UMKM, dengan 4 mitra binaan yang tercatat naik kelas selama tahun pelaporan. Capaian ini menunjukkan peran Program PUMK dalam mendukung penguatan kapasitas usaha, perluasan akses pembiayaan, serta peningkatan kemandirian dan daya saing pelaku UMK.

The implementation of the MSE Financing Program by PT BKI in 2025 focused on strengthening mentoring and collaborative funding distribution to MSE actors in several priority areas, namely Bogor, Rembang, and Wonosobo. Based on the business sector, the distribution covered trade, services, fisheries, industry, and other sectors, reaching a total of 40 MSEs with an outstanding value of Rp746,729,648. In addition, throughout 2025, PT BKI provided mentoring to 61 MSMEs, with 4 assisted partners recorded as having advanced to a higher level during the reporting year. This achievement demonstrates the role of the PUMK Program in supporting business capacity building, expanding access to financing, and improving the independence and competitiveness of MSE actors.

Anggaran dan Realisasi Program PUMK (Rupiah)
Budget and Actual Realization of the PUMK Program (Rupiah)

Uraian *Description*	**RKA 2025 (Rp)**	**Realisasi 2025** *Realization 2025 (IDR)*	**% Realisasi** *% Realization*
	A	**B**	**C**
Dana Tersedia *Available Funds*			
Saldo Awal *Beginning Balance*	91.227.396	60.676.349	66,51
Tambahan Dana dari BUMN Pembina *Additional Funding from the Supervising SOE*	-	-	-
Pengembalian Pinjaman MB *Loan Repayments from Assisted Partners*	660.000.000	*178.103.637*	*26,99*

Anggaran dan Realisasi Program PUMK (Rupiah) *Budget and Actual Realization of the PUMK Program (Rupiah)*			
Uraian *Description*	**RKA 2025 (Rp)**	**Realisasi 2025** *Realization 2025 (IDR)*	**% Realisasi** *% Realization*
	A	**B**	**C**
Dana Tersedia *Available Funds*			
Pendapatan Jasa Administrasi Pinjaman *Loan Administration Fee Income*	26.400.000	18.539.500	70,23
Pendapatan Lain *Other Income*	6.000.000	*921.445*	*15,36*
Pengeluaran Lain *Other Expenses*	*(1.200.000)*	*(214.288)*	*17,86*
Sub Total Dana Tersedia ***Subtotal Available Funds***	**782.427.396**	**258.026.643**	**32,98**
Penyaluran Dana *Fund Disbursement*			
Penyaluran Pinjaman kepada MB *Loan Disbursement to Assisted Partners*	-	-	-
Penyaluran Pinjaman melalui BUMN/Lembaga Penyalur Lain *Loan Disbursement through Other SOEs/ Distributing Institutions*	-	-	-
Kerja Sama Program PUMK dengan BRI *PUMK Program Cooperation with BRI*	700.000.000	220.000.000	31,43
Sub Total Penyaluran Dana **Subtotal Fund Disbursement**	**700.000.000**	**220.000.000**	**31,43**
Saldo Akhir per 31 Desember ***Ending Balance as of 31 December***	**82.427.396**	**38.026.643**	**46,13**

Sebagai bagian dari penguatan kapasitas mitra binaan, PT BKI melaksanakan berbagai kegiatan pembinaan dan pelatihan UMK sepanjang tahun 2025. Kegiatan tersebut diarahkan untuk meningkatkan kompetensi pengelolaan usaha, memperluas wawasan kewirausahaan, serta mendukung kesiapan UMK dalam mengembangkan produk dan mengakses pasar yang lebih luas. Dokumentasi kegiatan pembinaan dan pelatihan UMK selama tahun pelaporan ditampilkan sebagai berikut.

As part of strengthening the capacity of assisted partners, PT BKI carried out various MSE mentoring and training activities throughout 2025. These activities were directed at improving business management competencies, broadening entrepreneurial insights, and supporting MSE readiness in developing products and accessing broader markets. Documentation of MSE mentoring and training activities during the reporting year is presented as follows.



1 UMK 1 MSE

Ikut serta dalam Mini Exhibition Kunjungan Kerja Komisi VI DPR RI pada bulan Maret di Semarang.

Participated in the Mini Exhibition during the Working Visit of Commission VI of the House of Representatives of the Republic of Indonesia in March in Semarang.

32 UMK 32 MSEs

Mengikuti Pelatihan Fundamental Bisnis UMKM Naik Kelas 2025 pada bulan Agustus di Jakarta.

Participated in the MSME Capacity Building Fundamental Business Training 2025 in August in Jakarta.





5 UMK 5 MSEs

Ikut serta dalam Mini Exhibition Green Summit 2025 pada bulan Agustus di Jakarta.

Participated in the Green Summit 2025 Mini Exhibition in August in Jakarta.

6 UMK 6 MSEs

Ikut serta dalam Pameran INACRAFT pada bulan Oktober di JCC, Jakarta.

Participated in the INACRAFT Exhibition in October at JCC, Jakarta.





17 UMK Perempuan Sambas

17 women-led MSEs from Sambas

Mengikuti Pelatihan Dasar Berwirausaha pada bulan Desember di Sambas, Kalimantan Barat.

Participated in Basic Entrepreneurship Training in December in Sambas, West Kalimantan.

13 UMK UAG 13 UAG MSEs

Mengikuti Kegiatan Profiling UMKM melalui Zoom.

Participated in MSME Profiling Activities through Zoom.



02 Program PUMK PT SUCOFINDO (Persero)
MSE Financing Program of PT SUCOFINDO (Persero)

Pelaksanaan Program PUMK PT SCI pada tahun 2025 mencakup penyaluran kerja sama kepada mitra binaan di sejumlah wilayah prioritas, yaitu Sumatera Selatan, DKI Jakarta, Jawa Tengah, Jawa Timur, dan Bali. Berdasarkan data penyaluran dan portofolio, program ini mencakup penyaluran kepada mitra binaan pada berbagai sektor dan wilayah, dengan outstanding pembiayaan yang dikelola secara berkelanjutan. Selain itu, sepanjang tahun pelaporan, PT SCI melaksanakan pembinaan UMKM kepada 310 mitra binaan, dengan 4 mitra binaan yang tercatat naik kelas. Capaian ini mencerminkan kontribusi Program PUMK dalam memperkuat kapasitas usaha, mendukung akses pembiayaan, serta mendorong kemandirian dan daya saing pelaku UMK binaan.

The implementation of the MSE Financing Program by PT SCI in 2025 included collaborative funding distribution to assisted partners in several priority areas, namely South Sumatra, DKI Jakarta, Central Java, East Java, and Bali. Based on distribution and portfolio data, the program covered funding distribution to assisted partners across various sectors and regions, with outstanding financing managed on an ongoing basis. In addition, throughout the reporting year, PT SCI provided MSME mentoring to 310 assisted partners, with 4 assisted partners recorded as having advanced to a higher level. This achievement reflects the contribution of the PUMK Program in strengthening business capacity, supporting access to financing, and promoting the independence and competitiveness of assisted MSE actors.

Anggaran dan Realisasi Program PUMK (Rupiah)
Budget and Actual Realization of the PUMK Program (Rupiah)

Uraian *Description*	**RKA 2025 (Rp)**	**Realisasi 2025** *Realization 2025 (IDR)*	**% Realisasi**
	A	**B**	**C**
Dana Tersedia *Available Funds*			
Saldo Awal Beginning Balance	1.319.800.000	3.244.035.118	245,8
Tambahan Dana dari BUMN Pembina Additional Funding from the Supervising SOE	-	-	-
Pengembalian Pinjaman MB *Loan Repayments from Assisted Partners*	1.200.000.000	1.316.589.445	109,7
Pendapatan Jasa Administrasi Pinjaman *Loan Administration Fee Income*	38.000.000	93.829.027	246,9
Pendapatan Lain *Other Income*	18.000.000	23.767.165	132,0
Pengeluaran Lain *Other Expenses*	-	68.403.242	-
Sub Total Dana Tersedia *Subtotal Available Funds*	**2.575.800.000**	**4.746.623.997**	**184,3**

Anggaran dan Realisasi Program PUMK (Rupiah) *Budget and Actual Realization of the PUMK Program (Rupiah)*			
Uraian *Description*	**RKA 2025 (Rp)**	**Realisasi 2025** *Realization 2025 (IDR)*	**% Realisasi**
	A	**B**	**C**
Penyaluran Dana *Fund Disbursement*			
Penyaluran Pinjaman kepada MB Loan Disbursement to Assisted Partners	-	-	-
Penyaluran Pinjaman melalui BUMN/Lembaga Penyalur Lain Loan Disbursement through Other SOEs/ Distributing Institutions	-	-	-
Kerja Sama Program PUMK dengan BRI *PUMK Program Cooperation with BRI*	1.238.000.000	1.238.000.000	100,0
Sub Total Penyaluran Dana ***Subtotal Fund Disbursement***	**1.238.000.000**	**1.238.000.000**	**100,0**
Sub Total Penyaluran Dana **Ending Balance as of 31 December**	**1.337.000.000**	**3.508.623.997**	**262,3**

Sebagai bagian dari pelaksanaan Program PUMK, PT SCI melaksanakan berbagai kegiatan pembinaan dan pelatihan UMK sepanjang tahun 2025. Dokumentasi kegiatan pembinaan dan pelatihan UMK selama tahun pelaporan ditampilkan sebagai berikut.

As part of the implementation of the PUMK Program, PT SCI carried out various MSE mentoring and training activities throughout 2025. Documentation of MSE mentoring and training activities during the reporting year is presented as follows.



Pameran INACRAFT
INACRAFT Exhibition

di JCC yang diikuti oleh 4 UMK Binaan PT SCI.
at JCC, participated in by 4 MSEs assisted by PT SCI.

Bantuan alat timbangan terkalibrasi
Assistance in the form of calibrated weighing scales

oleh PT SCI kepada 10 UMKM di PUD Pasar Jaya Kota Medan.
provided by PT SCI to 10 MSMEs at PUD Pasar Jaya, Medan City.





Fasilitasi sertifikasi halal
Halal certification facilitation

kepada 50 UMKM dengan skema reguler dan 200 UMKM dengan skema *self-declare*.
for 50 MSMEs under the regular scheme and 200 MSMEs under the self-declared scheme.

Pameran Kebumen Festival
Kebumen Festival Exhibition

yang diikuti oleh 4 UMK Binaan PT SCI.
participated in by 4 MSEs assisted by PT SCI.





Pelatihan HACCP dan GMP
HACCP and GMP training

yang diikuti oleh 120 UMKM binaan di Blitar.
attended by 120 assisted MSMEs in Blitar.

Pembinaan UMK
MSE mentoring

Penyaluran Kolaborasi BRI di Makassar.
under the BRI Collaborative Distribution Program in Makassar.



03 Program PUMK PT Surveyor Indonesia (Persero)
MSE Financing Program of PT Surveyor Indonesia (Persero)

Pelaksanaan Program PUMK PT SI pada tahun 2025 mencakup penyaluran kerja sama kepada pelaku UMK di sejumlah area prioritas, yaitu Bantul, Sidoarjo, dan Balikpapan. Berdasarkan sektor usaha, penyaluran kerja sama mencakup sektor perdagangan, jasa, industri, peternakan, pertanian, perikanan, dan sektor lainnya, dengan total 132 UMK serta nilai outstanding sebesar Rp2.480.028.119. Selain itu, sepanjang tahun pelaporan, PT SI melaksanakan pembinaan UMKM kepada 330 mitra binaan, dengan 10 mitra binaan yang tercatat naik kelas. Capaian ini mencerminkan kontribusi Program PUMK dalam memperkuat kapasitas usaha, mendukung akses pembiayaan, serta mendorong kemandirian dan daya saing pelaku UMK binaan.

The implementation of MSE Financing Program by PT SI in 2025 included collaborative funding distribution to MSE actors in several priority areas, namely Bantul, Sidoarjo, and Balikpapan. Based on the business sector, the distribution covered trade, services, industry, livestock, agriculture, fisheries, and other sectors, reaching a total of 132 MSEs with an outstanding value of Rp2,480,028,119. In addition, throughout the reporting year, PT SI provided MSME mentoring to 330 assisted partners, with 10 assisted partners recorded as having advanced to a higher level. This achievement reflects the contribution of the PUMK Program in strengthening business capacity, supporting access to financing, and promoting the independence and competitiveness of assisted MSE actors.

Anggaran dan Realisasi Program PUMK (Rupiah) *Budget and Actual Realization of the PUMK Program (Rupiah)*			
Uraian *Description*	**RKA 2025 (Rp)**	**Realisasi 2025** *Realization 2025 (IDR)*	**% Realisasi**
	A	**B**	**C**
Dana Tersedia *Available Funds*			
Saldo Awal Beginning Balance	4.379.546	81.251.898	855,26
Tambahan Dana dari BUMN Pembina Additional Funding from the Supervising SOE	-	-	-
Pengembalian Pinjaman MB *Loan Repayments from Assisted Partners*	724.938.964	384.842.615	53,09
Pendapatan Jasa Administrasi Pinjaman *Loan Administration Fee Income*	24.834.192	12.229.659	49,25
Pendapatan Lain *Other Income*	68.551.954	108.105.607	157,70
Pengeluaran Lain *Other Expenses*	-	(2.064.350)	-
Sub Total Dana Tersedia *Subtotal Available Funds*	**822.704.656**	**584.365.429**	**71,02**
Penyaluran Dana *Fund Disbursement*			
Penyaluran Pinjaman kepada MB Loan Disbursement to Assisted Partners	-	-	-
Penyaluran Pinjaman melalui BUMN/Lembaga Penyalur Lain Loan Disbursement through Other SOEs/ Distributing Institutions	-	-	-
Kerja Sama Program PUMK dengan BRI *PUMK Program Cooperation with BRI*	815.000.000	500.000.000	61,35
Sub Total Penyaluran Dana *Subtotal Fund Disbursement*	815.000.000	500.000.000	61,35
Sub Total Penyaluran Dana *Ending Balance as of 31 December*	**7.704.656**	**84.365.429**	**1094,99%**

Sebagai bagian dari pelaksanaan Program PUMK, PT SI melaksanakan berbagai kegiatan pembinaan dan pelatihan UMK sepanjang tahun 2025. Dokumentasi kegiatan pembinaan dan pelatihan UMK selama tahun pelaporan ditampilkan sebagai berikut.

As part of the implementation of the PUMK Program, PT SI carried out various MSE mentoring and training activities throughout 2025. Documentation of MSE mentoring and training activities during the reporting year is presented as follows.



Kegiatan Profiling dan Pembinaan
Profiling and Mentoring Activity

Mitra Binaan Naik Kelas yang dilaksanakan pada tanggal 23 Mei 2025 di Bantul, Yogyakarta.
for assisted partners advancing to a higher level, held on 23 May 2025 in Bantul, Yogyakarta.

Kegiatan Pelatihan Fundamental Bisnis
Fundamental Business Training

untuk UMKM Naik Kelas 2025 wilayah Jawa Tengah dan D.I. Yogyakarta yang dilaksanakan pada tanggal 18 Juli 2025.
for the 2025 MSME Capacity Building Program in the Central Java and D.I. Yogyakarta areas, held on 18 July 2025.





Pelatihan "Pemasaran Digital Penjualan Maksimal"
"Digital Marketing for Maximum Sales" training

diselenggarakan di Yogyakarta pada tanggal 11–12 Oktober 2025.
held in Yogyakarta on 11–12 October 2025.

Kegiatan Profiling dan Pembinaan
Profiling and Mentoring Activity

Mitra Binaan Naik Kelas yang dilaksanakan pada tanggal 13 Juni 2025 di Sidoarjo, Jawa Timur.
for assisted partners advancing to a higher level, held on 13 June 2025 in Sidoarjo, East Java.





Kegiatan Pelatihan Fundamental Bisnis
Fundamental Business Training

Untuk UMKM Naik Kelas 2025 wilayah Jabodetabek dan Banten yang dilaksanakan pada tanggal 27 Agustus 2025.
For the 2025 MSME Capacity Building Program in the Greater Jakarta and Banten areas, held on 27 August 2025.

Pameran UMKM Mitra Binaan
Assisted MSME Exhibition

Dilaksanakan pada tanggal 15 Oktober 2025, dengan menampilkan produk ramah lingkungan dan produk berbasis keberlanjutan.
Held on 15 October 2025, showcasing environmentally friendly and sustainability-oriented products.



Pengukuran Dampak Sosial Program TJSL

Measurement of Social Impact of CSER Programs

[OJK F.23]

Sebagai bagian dari upaya memastikan efektivitas dan relevansi pelaksanaan TJSL, IDSurvey Group melakukan pengukuran dampak sosial terhadap sejumlah program yang telah dilaksanakan selama tahun pelaporan. Pengukuran ini digunakan untuk menilai sejauh mana program memberikan manfaat bagi penerima manfaat, menghasilkan perubahan yang dapat diidentifikasi, serta mendukung pencapaian tujuan sosial dan lingkungan yang telah ditetapkan.

Hasil pengukuran dampak sosial menjadi dasar bagi Perusahaan dalam mengevaluasi kinerja program TJSL dan memperkuat kualitas perencanaan program pada periode berikutnya. Melalui pendekatan ini, IDSurvey Group berupaya memastikan bahwa pelaksanaan TJSL tidak hanya terdokumentasi secara administratif, tetapi juga memberikan kontribusi yang lebih terarah, terukur, dan berkelanjutan bagi masyarakat.

As part of its efforts to ensure the effectiveness and relevance of CSER implementation, IDSurvey Group measures the social impact of selected programs carried out during the reporting year. This measurement is used to assess the extent to which the programs provide benefits to beneficiaries, generate identifiable changes, and support the achievement of the established social and environmental objectives.

The results of social impact measurement serve as a basis for the Company in evaluating CSER program performance and strengthening the quality of program planning for the following period. Through this approach, IDSurvey Group seeks to ensure that CSER implementation is not merely documented administratively, but also delivers more focused, measurable, and sustainable contributions to the community.

01 Pengukuran Social Return on Investment (SROI) IDSurvey Group

Social Return on Investment (SROI) Measurement IDSurvey Group

Program Air Siap Minum SD Negeri 02 Pamijahan

Drinking Water Facility Assistance Program at SD Negeri 02 Pamijahan



Nilai SROI SROI Score **1,39**

Program Air Siap Minum SD Negeri Pamijahan 02 merupakan program kolaborasi TJSL IDSurvey Group yang dilaksanakan untuk meningkatkan akses warga sekolah dan masyarakat sekitar terhadap air minum yang layak dan mudah dijangkau. Program yang telah berjalan sejak tahun 2023 ini diwujudkan melalui penyediaan fasilitas pengolahan dan distribusi air siap minum, disertai pemberian tumbler kepada peserta didik dan perangkat sekolah. Pelaksanaannya juga memanfaatkan sinergi dan kompetensi teknis yang tersedia di lingkungan IDSurvey Group, termasuk pengujian kualitas air, guna mendukung keandalan fasilitas dan memastikan kualitas air yang disediakan.

The Drinking Water Facility Assistance Program at SD Negeri 02 Pamijahan is a collaborative CSER program of IDSurvey Group aimed at improving access to safe and readily available drinking water for the school community and surrounding residents. Implemented since 2023, the program provides drinking water treatment and distribution facilities, along with reusable tumblers for students and school personnel. Its implementation also leverages the synergies and technical competencies available within IDSurvey Group, including water quality testing, to support facility reliability and ensure the quality of the water provide

Lokasi Program
Program Location

SD Negeri Pamijahan 02, Kampung Kunak 2, Gunung Geulis, Desa Pamijahan, Kecamatan Pamijahan, Kabupaten Bogor, Provinsi Jawa Barat.
SD Negeri Pamijahan 02, Kampung Kunak 2, Gunung Geulis, Pamijahan Village, Pamijahan District, Bogor Regency, West Java Province.

Penerima Manfaat
Beneficiaries

Berdasarkan data Juli 2025, program memberikan manfaat langsung kepada 437 penerima manfaat, yang terdiri dari:
Based on data as of July 2025, the program directly benefited 437 individuals, consisting of:

409 Peserta didik
Students

13 Guru
Teachers

15 Warga di sekitar sekolah
Residents living near the school.

Keluaran
Outcome

- Tersedianya satu unit mesin pengolah air siap minum beserta sistem pengolahan air bersih.
- Terpasangnya tiga titik keran air minum (*water station*) yang dapat digunakan oleh warga sekolah dan masyarakat sekitar.
- Tersedianya instalasi perpipaan, elektrikal, dan sarana pendukung untuk menunjang pengoperasian fasilitas.
- Tersalurkannya tumbler kepada peserta didik dan perangkat sekolah untuk mendukung penggunaan wadah minum yang dapat digunakan kembali.
- Meningkatnya akses air siap minum bagi 409 peserta didik, 13 guru, dan 15 warga sekitar sekolah.

- The provision of one drinking water treatment unit and its supporting clean water treatment system.
- The installation of three drinking water stations accessible to the school community and surrounding residents.
- The provision of piping, electrical installations, and other supporting facilities required for facility operations.
- The distribution of reusable tumblers to students and school personnel to encourage the use of reusable drinking containers.
- Improved access to drinking water for 409 students, 13 teachers, and 15 surrounding residents.

Dampak Program
Program Impact

- Penghematan pengeluaran untuk pembelian air minum, biaya pengobatan, dan uang saku peserta didik, serta peningkatan pendapatan pada sebagian penerima manfaat.
- Meningkatnya akses warga sekolah dan masyarakat sekitar terhadap air minum yang lebih layak serta berkurangnya risiko gangguan kesehatan akibat konsumsi air yang tidak higienis.
- Berkurangnya penggunaan gelas dan kemasan plastik sekali pakai di lingkungan sekolah dan masyarakat sekitar.

- Reduced expenditure on drinking water, medical treatment, and students' daily allowances, as well as increased income for certain beneficiaries.
- Improved access to safer drinking water for the school community and surrounding residents, along with a reduced risk of health problems associated with the consumption of unhygienic water.
- Reduced use of disposable plastic cups and packaging within the school and surrounding community.

02 Pengukuran *Social Return on Investment* (SROI) PT Biro Klasifikasi Indonesia (Persero)

Social Return on Investment (SROI) Measurement PT Biro Klasifikasi Indonesia (Persero)

Pada tahun 2025, PT BKI melakukan pengukuran SROI terhadap Program Sertifikasi Juru Las di Banjarmasin dan Program Pemanfaatan Biogas TPA Semali. Pengukuran ini dilakukan untuk menilai manfaat sosial, ekonomi, dan lingkungan yang dihasilkan dibandingkan dengan investasi program, sekaligus menjadi dasar evaluasi dan penguatan efektivitas pelaksanaan TJSL pada periode berikutnya.

In 2025, PT BKI conducted SROI measurements for the Welder Certification Program in Banjarmasin and the Semali Landfill Biogas Utilization Program. These measurements were undertaken to assess the social, economic, and environmental benefits generated relative to the program investments, while serving as a basis for evaluating and strengthening the effectiveness of CSER implementation in the following period.

Program Sertifikasi Juru Las di Banjarmasin

Welder Certification Program in Banjarmasin



Nilai SROI
SROI Score **1,69**

Program Sertifikasi Juru Las di Banjarmasin merupakan program TJSL PT BKI yang dirancang untuk meningkatkan kompetensi, pengakuan profesional, dan daya saing tenaga kerja pengelasan di industri galangan kapal. Program ini dilaksanakan bekerja sama dengan PT Eduvokasi Solusi Negeri melalui pelatihan keterampilan teknis, praktik pengelasan, pendampingan keterampilan non teknis, serta uji kompetensi dan sertifikasi sesuai dengan standar yang berlaku.

Program ini sejalan dengan kompetensi inti Perusahaan dalam bidang klasifikasi, inspeksi, dan sertifikasi, serta mendukung pemenuhan kebutuhan industri maritim terhadap tenaga juru las yang kompeten dan tersertifikasi. Pelaksanaannya juga berkontribusi terhadap TPB 4: Pendidikan Berkualitas dan TPB 8: Pekerjaan Layak dan Pertumbuhan Ekonomi.

The Welder Certification Program in Banjarmasin is a CSER program of PT BKI designed to enhance the competencies, professional recognition, and competitiveness of welding personnel in the shipyard industry. The program was implemented in collaboration with PT Eduvokasi Solusi Negeri through technical skills training, practical welding sessions, non-technical skills development, as well as competency assessments and certification in accordance with applicable standards.

The program is aligned with the Company's core competencies in classification, inspection, and certification, while supporting the maritime industry's demand for competent and certified welders. Its implementation also contributes to SDG 4: Quality Education and SDG 8: Decent Work and Economic Growth.

Lokasi Program Galangan kapal PT Patria Maritim Perkasa, Banjarmasin, Provinsi Kalimantan Selatan.
Program Location PT Patria Maritim Perkasa Shipyard, Banjarmasin, South Kalimantan Province.

Penerima Manfaat
Beneficiaries

Penerima manfaat utama program adalah tenaga kerja dan juru las di industri galangan kapal wilayah Banjarmasin, yang meliputi:
The primary beneficiaries of the program are workers and welders in the shipyard industry in the Banjarmasin area, including:

• **Juru las berpengalaman yang belum memiliki sertifikasi** Experienced welders who have not yet obtained certification	• **Juru las yang memerlukan sertifikasi ulang** Welders requiring recertification	• **Tenaga kerja berkeahlian khusus di galangan kapal** Workers with specialized skills in shipyards	• **Masyarakat yang memiliki keterampilan dasar dan berminat bekerja sebagai juru las** Members of the public with basic relevant skills and an interest in pursuing employment as welders

Program dirancang dengan sasaran sebanyak 30 peserta, sedangkan pengukuran dampak dan monetisasi SROI menggunakan data dari 10 peserta yang menjadi responden pengukuran.
The program was designed to reach 30 participants, while the SROI impact measurement and monetization were based on data collected from 10 participants who served as respondents.

Keluaran
Outcome

- Terlaksananya pelatihan teknis dan praktik pengelasan yang disesuaikan dengan kebutuhan industri galangan kapal.
- Terlaksananya pendampingan keterampilan nonteknis untuk meningkatkan kesiapan kerja peserta.
- Terlaksananya uji kompetensi dan sertifikasi juru las berdasarkan standar dan ketentuan yang berlaku.
- Meningkatnya pemahaman peserta mengenai teknik pengelasan yang baik, aman, dan sesuai dengan standar industri.
- Diperolehnya pengakuan formal atas kompetensi peserta sebagai juru las tersertifikasi.

- Delivery of technical training and practical welding sessions tailored to the needs of the shipyard industry.
- Provision of non-technical skills development to improve participants' work readiness.
- Completion of competency assessments and welder certification in accordance with applicable standards and requirements.
- Increased participant understanding of proper and safe welding techniques that comply with industry standards.
- Formal recognition of participants' competencies as certified welders.

Dampak Program
Program Impact

- Meningkatnya kompetensi, kesiapan kerja, dan peluang pengembangan karier peserta di industri galangan kapal.
- Meningkatnya pendapatan peserta setelah memperoleh pelatihan dan sertifikasi, dengan nilai dampak termonetisasi sebesar Rp201.333.333 per tahun berdasarkan responden pengukuran.
- Berkurangnya kesalahan dalam proses pengelasan sehingga menurunkan kebutuhan biaya material dan komponen las sebesar 70,74%, atau setara dengan Rp15.373.333 per tahun.
- Meningkatnya pemahaman peserta terhadap standar kualitas dan keselamatan pengelasan, sehingga mendukung kualitas dan produktivitas pekerjaan di industri perkapalan.
- Meningkatnya kesejahteraan peserta melalui penguatan kompetensi dan pengakuan profesional yang relevan dengan kebutuhan industri.

- Enhanced competencies, work readiness, and career development opportunities for participants in the shipyard industry.
- Increased participant income following the training and certification, with a monetized impact value of Rp201,333,333 per year based on the measurement respondents.
- Reduced welding errors, resulting in a 70.74% decrease in material and welding component costs, equivalent to Rp15,373,333 per year.
- Improved participant understanding of welding quality and safety standards, thereby supporting the quality and productivity of work in the shipbuilding industry.
- Improved participant welfare through strengthened competencies and professional recognition relevant to industry needs.

Program Pemanfaatan Biogas TPA Semali
TPA Semali Biogas Utilization Program



Nilai SROI
SROI Score **1,15**

Program Pemanfaatan Biogas TPA Semali merupakan program kolaborasi TJSL PT BKI dan PT SI yang dilaksanakan untuk mendukung pemanfaatan gas metana dari timbunan sampah sebagai sumber energi alternatif bagi masyarakat. Program yang dilaksanakan sejak tahun 2024 ini mengoptimalkan potensi biogas dari Tempat Pemrosesan Akhir (TPA) Semali melalui pembangunan dan penguatan sistem distribusi gas menuju rumah-rumah warga.

Pelaksanaan program mencakup pemasangan jaringan pipa gas, penyediaan 21 unit kompor gas metana, pemasangan fasilitas kelistrikan, kegiatan peningkatan kapasitas, serta dukungan pemeliharaan dan perlengkapan penunjang. Melalui program ini, gas metana yang dihasilkan dari proses penguraian sampah dapat dimanfaatkan sebagai bahan bakar rumah tangga, sehingga mengurangi ketergantungan masyarakat terhadap LPG dan kayu bakar, sekaligus mendukung pengendalian emisi dari kawasan TPA.

The Semali Landfill Biogas Utilization Program is a collaborative CSER initiative of PT BKI and PT SI aimed at utilizing methane generated from landfill waste as an alternative energy source for local communities. Implemented since 2024, the program optimizes the biogas potential of the Semali Landfill through the development and enhancement of a gas distribution system connecting the landfill to beneficiary households.

The program includes the installation of a gas pipeline network, the provision of 21 methane gas stoves, electrical installations, capacity-building activities, and support for maintenance and other essential equipment. Through this initiative, methane generated from the decomposition of waste can be utilized as household fuel, thereby reducing community dependence on LPG and firewood while supporting emissions management at the landfill.

Lokasi Program
Program Location

Tempat Pemrosesan Akhir (TPA) Semali, Desa Semali, Kecamatan Sempor, Kabupaten Kebumen, Provinsi Jawa Tengah.
Semali Landfill, Semali Village, Sempor District, Kebumen Regency, Central Java Province.

Penerima Manfaat
Beneficiaries

Program memberikan manfaat langsung kepada 21 kepala keluarga di Desa Semali yang memperoleh akses terhadap biogas untuk memenuhi kebutuhan energi rumah tangga, khususnya untuk kegiatan memasak. Pelaksanaan program juga melibatkan:
The program directly benefits 21 households in Semali Village by providing access to biogas for household energy needs, particularly cooking. The program's implementation also involves:

• **Dinas Lingkungan Hidup, Kelautan, dan Perikanan Kabupaten Kebumen** The Kebumen Regency Environmental, Marine, and Fisheries Agency	• **Pemerintah Desa Semali** The Semali Village Government	• **Kelompok masyarakat pengelola fasilitas biogas** The community group responsible for managing the biogas facilities

Keluaran
Outcome

- Terpasangnya jaringan pipa untuk menyalurkan biogas dari TPA Semali ke rumah-rumah penerima manfaat.
- Tersedianya 21 unit kompor gas metana bagi rumah tangga penerima manfaat.
- Tersedianya instalasi kelistrikan dan perlengkapan pendukung untuk menunjang operasional fasilitas biogas.
- Terlaksananya kegiatan peningkatan kapasitas bagi pengelola dan masyarakat dalam penggunaan serta pemeliharaan fasilitas.
- Meningkatnya akses 21 kepala keluarga terhadap sumber energi alternatif untuk kebutuhan memasak.
- Termanfaatkannya gas metana dari proses penguraian sampah sebagai energi yang memiliki nilai guna bagi masyarakat.

- Installation of a pipeline network to distribute biogas from the Semali Landfill to beneficiary households.
- Provision of 21 methane gas stoves for beneficiary households.
- Provision of electrical installations and supporting equipment required for the operation of the biogas facilities.
- Implementation of capacity-building activities for facility managers and community members regarding the use and maintenance of the facilities.
- Improved access to an alternative energy source for cooking among 21 beneficiary households.
- Utilization of methane generated from waste decomposition as a productive energy source for the community.

Dampak Program
Program Impact

- Berkurangnya pengeluaran rumah tangga untuk pembelian LPG dan kebutuhan bahan bakar memasak.
- Berkurangnya waktu yang diperlukan sebagian masyarakat untuk memperoleh dan mengumpulkan kayu bakar.
- Meningkatnya akses masyarakat terhadap sumber energi alternatif yang dapat digunakan untuk kebutuhan rumah tangga.
- Berkurangnya penggunaan kayu bakar dan LPG sebagai bahan bakar memasak.
- Berkurangnya emisi karbon dibandingkan dengan penggunaan kayu bakar serta meningkatnya pemanfaatan gas metana yang dihasilkan dari timbunan sampah.
- Berkurangnya potensi paparan yang dapat menimbulkan gangguan pernapasan dan kesehatan paru-paru.
- Meningkatnya kerja sama dan gotong royong masyarakat dalam pengelolaan, pemeliharaan, dan penyelesaian kendala pada fasilitas biogas.

- Reduced household expenditure on LPG and other cooking fuel requirements.
- Reduced time spent by certain community members obtaining and collecting firewood.
- Improved community access to an alternative energy source for household use.
- Reduced use of firewood and LPG as cooking fuels.
- Reduced carbon emissions compared with the use of firewood, alongside increased utilization of methane generated from landfill waste.
- Reduced potential exposure to substances associated with respiratory and pulmonary health problems.
- Strengthened community cooperation and mutual assistance in managing, maintaining, and addressing operational issues related to the biogas facilities.

03 Pengukuran *Social Return on Investment* (SROI) PT SUCOFINDO (Persero))

Social Return on Investment (SROI) Measurement PT SUCOFINDO (Persero)

Pada tahun 2025, PT SCI melakukan pengukuran SROI terhadap dua program yang merepresentasikan fokus lingkungan dan pemberdayaan sosial, yaitu Program TPS 3R Tirta Empul dan Program Andikpas Berkarya. Hasil pengukuran tersebut digunakan untuk memahami nilai manfaat yang dihasilkan bagi penerima manfaat serta menjadi acuan dalam meningkatkan kualitas perencanaan, pelaksanaan, dan keberlanjutan program TJSL.

In 2025, PT SCI conducted SROI measurements for two programs representing its environmental and social empowerment priorities, namely the Tirta Empul 3R Waste Management Facility Program and the Andikpas Berkarya Program. The measurement results were used to understand the value of benefits generated for beneficiaries and to serve as a reference for improving the quality of CSER program planning, implementation, and sustainability.

Program TPS 3R Tirta Empul

Tirta Empul 3R Waste Management Facility Program



Nilai SROI
SROI Score **1,47**

Program TPS 3R Tirta Empul merupakan program TJSL PT SCI yang dilaksanakan untuk memperkuat pengelolaan sampah dan limbah secara berkelanjutan di kawasan Daerah Tujuan Wisata (DTW) Tirta Empul, Gianyar, Bali. Program ini dilatarbelakangi oleh meningkatnya timbulan sampah dari aktivitas keagamaan, pariwisata, dan masyarakat, termasuk sampah canang yang sebelumnya sebagian ditangani melalui pembakaran sehingga berpotensi menimbulkan dampak negatif terhadap lingkungan.

Program yang telah dilaksanakan sejak tahun 2022 ini mencakup pembangunan fasilitas Tempat Pengelolaan Sampah Terpadu dengan prinsip *reduce*, *reuse*, dan *recycle* (3R), pengadaan mesin pengolahan, serta pendampingan dan pelatihan pemilahan sampah. Melalui fasilitas tersebut, sampah organik, khususnya sampah canang, diolah menjadi pupuk kompos yang dapat dimanfaatkan oleh masyarakat sekitar. Program ini mendukung peningkatan kebersihan kawasan wisata dan tempat suci, pengurangan praktik pembakaran sampah, serta pelibatan masyarakat dalam pengelolaan lingkungan.

The Tirta Empul 3R Waste Management Facility Program is a CSER initiative of PT SCI implemented to strengthen sustainable waste management in the Tirta Empul Tourist Attraction area in Gianyar, Bali. The program was initiated in response to increasing waste generation from religious, tourism, and community activities, including waste from canang offerings, some of which had previously been managed through open burning, with potential adverse impacts on the environment.

Implemented since 2022, the program includes the construction of an integrated waste management facility based on the principles of reduce, reuse, and recycle (3R), the provision of waste-processing machinery, and assistance and training on waste segregation. Through this facility, organic waste, particularly waste from canang offerings, is processed into compost that can be utilized by surrounding communities. The program supports improved cleanliness in the tourism and sacred areas, reduces waste-burning practices, and promotes community involvement in environmental management.

Lokasi Program Daerah Tujuan Wisata Tirta Empul, Desa Manukaya, Kecamatan Tampaksiring, Kabupaten Gianyar, Provinsi Bali.
Program Location Tirta Empul Tourist Attraction, Manukaya Village, Tampaksiring District, Gianyar Regency, Bali Province

Penerima Manfaat
Beneficiaries

Penerima manfaat langsung program mencakup:
The program's direct beneficiaries include:

- **17 petugas kebersihan yang terlibat dalam pengelolaan TPS 3R**
  17 sanitation workers involved in managing the 3R waste management facility
- **29 petani di sekitar kawasan Tirta Empul yang memanfaatkan pupuk organik hasil pengolahan sampah**
  29 farmers surrounding the Tirta Empul area who utilize organic fertilizer produced from processed waste
- **Pengelola DTW Tirta Empul**
  The management of the Tirta Empul Tourist Attraction
- **Masyarakat di sekitar kawasan Tirta Empul**
  Communities surrounding the Tirta Empul area

Keluaran
Outcome

- Terbangunnya fasilitas Tempat Pengelolaan Sampah Terpadu berbasis prinsip 3R di kawasan DTW Tirta Empul.
- Tersedianya mesin dan peralatan pendukung untuk pemilahan dan pengolahan sampah.
- Terlaksananya pendampingan dan pelatihan mengenai pemilahan serta pengelolaan sampah.
- Terolahnya sampah organik, termasuk sampah canang, menjadi pupuk kompos yang memiliki nilai guna.
- Meningkatnya keterlibatan petugas kebersihan dan masyarakat dalam pengelolaan sampah di kawasan Tirta Empul.
- Tersedianya pupuk organik hasil pengolahan TPS 3R yang dapat dimanfaatkan oleh petani sekitar.

- Establishment of an integrated waste management facility based on 3R principles within the Tirta Empul Tourist Attraction area.
- Provision of machinery and supporting equipment for waste segregation and processing.
- Implementation of assistance and training on waste segregation and management.
- Processing of organic waste, including waste from canang offerings, into useful compost.
- Increased involvement of sanitation workers and local communities in waste management within the Tirta Empul area.
- Availability of organic fertilizer produced by the 3R waste management facility for use by surrounding farmers.

Dampak Program
Program Impact

- Meningkatnya pendapatan petugas kebersihan melalui perluasan tanggung jawab dalam pengelolaan TPS 3R.
- Berkurangnya pengeluaran petani untuk pembelian pupuk melalui pemanfaatan pupuk kompos hasil pengolahan sampah organik.
- Meningkatnya kebersihan, kenyamanan, dan kualitas pengelolaan lingkungan di kawasan DTW Tirta Empul.
- Berkurangnya praktik pembakaran sampah canang melalui pengalihan sampah organik menjadi bahan baku pupuk kompos.
- Berkurangnya emisi gas rumah kaca yang berkaitan dengan pembakaran sampah secara terbuka.
- Meningkatnya kesadaran, partisipasi, dan kepedulian masyarakat terhadap pemilahan serta pengelolaan sampah.
- Menguatnya kebersamaan masyarakat dalam menjaga kelestarian lingkungan dan keberlanjutan kawasan suci Tirta Empul.

- Increased income for sanitation workers through expanded responsibilities in managing the 3R waste management facility.
- Reduced fertilizer expenditure for farmers through the utilization of compost produced from organic waste.
- Improved cleanliness, comfort, and environmental management quality within the Tirta Empul Tourist Attraction area.
- Reduced burning of waste from canang offerings by converting organic waste into raw material for compost production.
- Reduced greenhouse gas emissions associated with open waste burning.
- Increased community awareness, participation, and concern regarding waste segregation and management.
- Strengthened community cooperation in preserving the environment and supporting the sustainability of the sacred Tirta Empul area.

Program Andikpas Berkarya
Andikpas Berkarya Program



Nilai SROI
SROI Score **1,74**

Program Andikpas Berkarya merupakan program TJSL PT SCI yang dilaksanakan untuk meningkatkan keterampilan praktis, kepercayaan diri, dan kesiapan kerja anak binaan pada Lembaga Pembinaan Khusus Anak (LPKA) Kelas I Blitar. Program ini dirancang untuk mendukung proses reintegrasi sosial dan ekonomi setelah peserta menyelesaikan masa pembinaan, sekaligus mengurangi risiko pengulangan tindak pelanggaran atau residivisme.

Program yang dilaksanakan pada periode Oktober 2024 hingga Mei 2025 ini memberikan pelatihan vokasional dalam tiga bidang, yaitu *barbershop*, pertukangan kayu, dan otomotif. Kegiatan mencakup pelatihan teknis, praktik langsung, evaluasi keterampilan, pendampingan keterampilan non teknis, serta pembekalan kewirausahaan. Program dilaksanakan bersama ESQ Kemanusiaan sebagai pelaksana program dan didukung oleh lembaga pelatihan profesional sesuai bidang keterampilan masing-masing.

The Andikpas Berkarya Program is a CSER initiative of PT SCI implemented to enhance the practical skills, self-confidence, and work readiness of juvenile residents at the Class I Special Development Institution for Children (LPKA) in Blitar. The program is designed to support participants' social and economic reintegration upon completion of their rehabilitation period, while reducing the risk of reoffending or recidivism.

Implemented from October 2024 to May 2025, the program provided vocational training in three areas: barbering, woodworking, and automotive skills. The activities included technical training, hands-on practice, skills assessments, non-technical skills development, and entrepreneurship preparation. The program was implemented in collaboration with ESQ Kemanusiaan as the program implementer and supported by professional training institutions specializing in the respective skills areas.

Lokasi Program
Program Location
Lembaga Pembinaan Khusus Anak (LPKA) Kelas I Blitar, Provinsi Jawa Timur.
Class I Special Development Institution for Children (LPKA), Blitar, East Java Province.

Penerima Manfaat
Beneficiaries

Program memberikan manfaat langsung kepada 60 anak binaan, yang terdiri dari:
The program directly benefited 60 juvenile participants, consisting of:

20 Peserta pelatihan *barbershop* Participants in barbering training	**20** Peserta pelatihan pertukangan kayu Participants in woodworking training	**20** Peserta pelatihan otomotif Participants in automotive training.

Keluaran
Outcome

- Terlaksananya pelatihan keterampilan barbershop, pertukangan kayu, dan otomotif bagi 60 anak binaan.
- Meningkatnya pengetahuan dan keterampilan teknis peserta pada bidang pelatihan yang diikuti.
- Terlaksananya praktik langsung untuk mendukung penerapan keterampilan peserta.
- Tersedianya pembekalan keterampilan non teknis dan kewirausahaan untuk meningkatkan kesiapan kerja dan kemandirian peserta.
- Tersedianya layanan potong rambut gratis bagi 319 anak selama pelaksanaan pelatihan *barbershop*.
- Terlaksananya perbaikan terhadap 18 unit furniture melalui kegiatan praktik pertukangan kayu.
- Meningkatnya kepercayaan diri, motivasi, dan kesiapan peserta dalam menghadapi proses reintegrasi sosial.

- Delivery of barbering, woodworking, and automotive skills training to 60 juvenile participants.
- Improved participant knowledge and technical skills in their respective training areas.
- Implementation of hands-on practice to support the practical application of participants' skills.
- Provision of non-technical skills and entrepreneurship development to improve participants' work readiness and independence.
- Provision of free haircut services to 319 children during the barbering training.
- Repair of 18 furniture units through woodworking practice activities.
- Increased participant self-confidence, motivation, and readiness for the social reintegration process.

Dampak Program
Program Impact

- Meningkatnya keterampilan praktis dan kesiapan kerja peserta sebagai bekal untuk memperoleh pekerjaan atau mengembangkan usaha mandiri setelah menyelesaikan masa pembinaan.
- Meningkatnya kepercayaan diri, motivasi, dan harapan peserta dalam membangun masa depan yang lebih baik.
- Meningkatnya kontribusi produktif peserta selama pelatihan melalui penyediaan jasa *barbershop* dan perbaikan *furniture*.
- Menguatnya harapan keluarga terhadap proses pemulihan dan kemandirian ekonomi peserta.
- Mendukung efektivitas proses pembinaan dan rehabilitasi di LPKA Kelas I Blitar.
- Mendukung proses reintegrasi sosial, mengurangi stigma terhadap anak binaan, serta berkontribusi terhadap penurunan risiko residivisme setelah peserta menyelesaikan masa pembinaan.

- Enhanced practical skills and work readiness as preparation for participants to obtain employment or establish independent businesses upon completion of their rehabilitation period.
- Increased self-confidence, motivation, and hope among participants in building a better future.
- Increased productive contributions during the training through the provision of barbering services and furniture repairs.
- Strengthened family confidence in participants' rehabilitation and future economic independence.
- Support for the effectiveness of rehabilitation and development processes at the Class I Special Development Institution for Children in Blitar.
- Support for social reintegration, reduced stigma toward juvenile residents, and contribution to reducing the risk of recidivism following completion of the rehabilitation period.

04 Pengukuran Social Return on Investment (SROI) PT Surveyor Indonesia (Persero)

Social Return on Investment (SROI) Measurement PT Surveyor Indonesia (Persero)

Pada tahun 2025, PT SI melakukan pengukuran SROI terhadap sejumlah program TJSL yang mencakup perluasan akses energi, konservasi ekosistem pesisir, dan pemberdayaan ekonomi masyarakat. Pengukuran ini memberikan gambaran mengenai nilai manfaat yang dihasilkan bagi penerima manfaat, sekaligus menjadi dasar bagi Perusahaan dalam memperkuat efektivitas, relevansi, dan keberlanjutan program TJSL pada periode berikutnya.

In 2025, PT SI conducted SROI measurements for several CSER programs covering expanded access to energy, coastal ecosystem conservation, and community economic empowerment. These measurements provide an overview of the value generated for beneficiaries and serve as a basis for the Company to strengthen the effectiveness, relevance, and sustainability of its CSER programs in subsequent periods.

Bantuan Pemasangan Listrik Baru di Kab. Banyumas

New Electricity Connection Assistance Program in Banyumas Regency



Nilai SROI
SROI Score **1,6**

Program Bantuan Pemasangan Listrik Baru di Kabupaten Banyumas merupakan program TJSL PT SI yang dilaksanakan untuk memperluas akses masyarakat kurang mampu terhadap energi listrik yang layak, aman, dan mandiri. Program ini menyasar rumah tangga yang sebelumnya belum memiliki sambungan listrik dan kWh meter sendiri karena keterbatasan kemampuan ekonomi.

Bantuan yang diberikan mencakup pemasangan instalasi tenaga listrik, pembiayaan Sertifikat Laik Operasi (SLO), biaya penyambungan baru kepada PT PLN (Persero), serta pengisian token listrik perdana. Melalui tersedianya akses listrik, program diharapkan dapat mendukung peningkatan kualitas hidup, produktivitas rumah tangga, kegiatan belajar, serta pengembangan aktivitas ekonomi masyarakat penerima manfaat.

The New Electricity Connection Assistance Program in Banyumas Regency is a CSER initiative of PT SI aimed at expanding access to adequate, safe, and independent electricity services for low-income communities. The program targets households that previously did not have their own electricity connection and kWh meter due to financial constraints.

The assistance provided includes the installation of electrical systems, financing for the Certificate of Operational Worthiness (SLO), new connection fees to PT PLN (Persero), and initial prepaid electricity credit. By providing access to electricity, the program is expected to improve quality of life, household productivity, educational activities, and the development of economic activities among beneficiary communities.

Lokasi Program
Program Location

Desa Gambarsari, Kecamatan Kebasen, Kabupaten Banyumas, Provinsi Jawa Tengah.
Gambarsari Village, Kebasen District, Banyumas Regency, Central Java Province.

Penerima Manfaat
Beneficiaries

Program pemasangan listrik baru secara keseluruhan menjangkau 80 rumah tangga di empat desa di Kabupaten Banyumas, termasuk 39 rumah tangga di Desa Gambarsari. Dalam ruang lingkup pengukuran SROI PT SI, manfaat program dialokasikan kepada 25 rumah tangga, dengan pengumpulan data dilakukan melalui wawancara terhadap 10 rumah tangga penerima manfaat.

Overall, the new electricity connection program reached 80 households across four villages in Banyumas Regency, including 39 households in Gambarsari Village. Within the scope of PT SI's SROI measurement, the program benefits were allocated to 25 households, with data collected through interviews with 10 beneficiary households.

Keluaran
Outcome

- Terpasangnya instalasi tenaga listrik baru pada rumah tangga penerima manfaat.
- Terpenuhinya persyaratan Sertifikat Laik Operasi untuk mendukung keamanan instalasi listrik.
- Tersambungnya rumah penerima manfaat dengan jaringan listrik PT PLN (Persero).
- Tersedianya token listrik perdana untuk mendukung pemanfaatan awal sambungan listrik.
- Meningkatnya akses rumah tangga kurang mampu terhadap sumber energi yang lebih layak, aman, dan mandiri.
- Tersedianya sarana pendukung bagi kegiatan belajar, aktivitas rumah tangga, dan kegiatan ekonomi produktif.

- Installation of new electrical systems in beneficiary households.
- Fulfillment of Certificate of Operational Worthiness requirements to support electrical installation safety.
- Connection of beneficiary households to the electricity network of PT PLN (Persero).
- Provision of initial prepaid electricity credit to support the initial use of the new connections.
- Improved access among low-income households to a more adequate, safe, and independent energy source.
- Availability of supporting facilities for educational activities, household needs, and productive economic activities.

Dampak Program
Program Impact

- Berkurangnya beban awal rumah tangga untuk membiayai pemasangan instalasi dan penyambungan listrik secara mandiri.
- Meningkatnya kenyamanan, keamanan, dan kualitas aktivitas rumah tangga melalui akses listrik yang lebih memadai.
- Meningkatnya peluang masyarakat untuk menjalankan kegiatan produktif dan usaha tambahan yang didukung oleh ketersediaan listrik.
- Meningkatnya pendapatan pada sebagian rumah tangga penerima manfaat setelah memperoleh akses listrik.
- Meningkatnya kesempatan anak-anak untuk melaksanakan kegiatan belajar pada malam hari.
- Mendukung pemerataan akses energi dan peningkatan kesejahteraan masyarakat kurang mampu di Kabupaten Banyumas.

- Reduced initial financial burden on households for independently financing electrical installation and connection costs.
- Improved comfort, safety, and quality of household activities through more adequate access to electricity.
- Increased opportunities for communities to undertake productive activities and develop additional businesses supported by electricity access.
- Increased income among certain beneficiary households following the provision of electricity access.
- Expanded opportunities for children to study during evening hours.
- Support for equitable energy access and improved welfare among low-income communities in Banyumas Regency.

Penanaman Terumbu Karang di Carita
Coral Reef Planting in Carita



Nilai SROI
SROI Score **2,46**

Program Penanaman Terumbu Karang di Carita merupakan program TJSL PT SI yang dilaksanakan untuk mendukung pemulihan ekosistem terumbu karang sekaligus memperkuat keberlanjutan mata pencaharian masyarakat pesisir. Program ini dilatarbelakangi oleh menurunnya kondisi ekosistem terumbu karang di wilayah pesisir Carita akibat berbagai tekanan lingkungan, yang berpotensi memengaruhi keanekaragaman hayati, hasil tangkapan nelayan, perlindungan pesisir, dan daya tarik wisata bahari.

Program yang dilaksanakan sejak tahun 2023 ini mencakup kegiatan penanaman, pemeliharaan, dan pemantauan terumbu karang dengan melibatkan kelompok nelayan setempat. Pelaksanaannya juga disertai pendampingan untuk meningkatkan pemahaman masyarakat mengenai konservasi laut dan pemanfaatan sumber daya pesisir secara berkelanjutan. Melalui program ini, rehabilitasi ekosistem laut diharapkan dapat memberikan manfaat lingkungan sekaligus membuka peluang peningkatan pendapatan dari kegiatan perikanan dan wisata bahari.

The Coral Reef Planting Program in Carita is a CSER initiative of PT SI implemented to support the restoration of coral reef ecosystems while strengthening the sustainability of coastal community livelihoods. The program was initiated in response to the declining condition of coral reef ecosystems along the Carita coast due to various environmental pressures, which may affect marine biodiversity, fishers' catches, coastal protection, and the attractiveness of marine tourism.

Implemented since 2023, the program includes coral reef planting, maintenance, and monitoring activities involving local fisher groups. Its implementation is also supported by assistance aimed at improving community understanding of marine conservation and the sustainable use of coastal resources. Through this program, marine ecosystem rehabilitation is expected to generate environmental benefits while creating opportunities for increased income from fisheries and marine tourism activities.

Lokasi Program
Program Location

Wilayah pesisir Carita, Kabupaten Pandeglang, Provinsi Banten.
Carita coastal area, Pandeglang Regency, Banten Province.

Penerima Manfaat
Beneficiaries

Penerima manfaat langsung program mencakup:
The program's direct beneficiaries include:

• **Delapan nelayan yang terlibat aktif dalam kegiatan penanaman, pemeliharaan, dan pemantauan terumbu karang** Eight fishermen actively involved in coral reef planting, maintenance, and monitoring activities	• ***Local hero* yang berperan dalam koordinasi dan pendampingan pelaksanaan program** A local hero responsible for coordinating and supporting program implementation	• **Kelompok masyarakat pesisir yang menggantungkan mata pencaharian pada sektor perikanan dan wisata bahari** Coastal community groups whose livelihoods depend on fisheries and marine tourism

Keluaran
Outcome

- Terlaksananya kegiatan penanaman terumbu karang di wilayah pesisir Carita.
- Terlaksananya pemeliharaan dan pemantauan terhadap terumbu karang yang telah ditanam.
- Terlibatnya delapan nelayan dalam pelaksanaan dan keberlanjutan kegiatan konservasi.
- Meningkatnya pengetahuan dan keterampilan masyarakat mengenai konservasi terumbu karang dan pengelolaan sumber daya laut secara berkelanjutan.
- Menguatnya koordinasi antara PT SI, *local hero*, kelompok nelayan, dan masyarakat pesisir.
- Tersedianya aset lingkungan yang dapat mendukung keberlanjutan kegiatan perikanan dan pengembangan wisata bahari.

- Implementation of coral reef planting activities in the Carita coastal area.
- Maintenance and monitoring of the planted coral reefs.
- Participation of eight fishers in the implementation and continuity of conservation activities.
- Increased community knowledge and skills related to coral reef conservation and sustainable marine resource management.
- Strengthened coordination among PT SI, the local hero, fisher groups, and coastal communities.
- Availability of environmental assets that can support the sustainability of fisheries activities and the development of marine tourism.

Dampak Program
Program Impact

- Mendukung pemulihan habitat terumbu karang dan keberlanjutan keanekaragaman hayati laut di kawasan Carita.
- Mendukung peningkatan kualitas dan kestabilan hasil tangkapan nelayan melalui kondisi ekosistem laut yang lebih baik.
- Meningkatnya pendapatan nelayan serta terbukanya peluang pendapatan tambahan dari kegiatan wisata bahari.
- Meningkatnya kapasitas dan kepedulian masyarakat dalam menjaga serta memanfaatkan ekosistem laut secara bertanggung jawab.
- Menguatnya kerja sama dan partisipasi masyarakat pesisir dalam kegiatan konservasi lingkungan.
- Meningkatnya daya tarik kawasan Carita sebagai destinasi wisata bahari yang berorientasi pada keberlanjutan.

- Support for the restoration of coral reef habitats and the sustainability of marine biodiversity in the Carita area.
- Support for improved quality and stability of fishers' catches through healthier marine ecosystem conditions.
- Increased fisher income and expanded opportunities to generate additional income from marine tourism activities.
- Increased community capacity and awareness in protecting and responsibly utilizing marine ecosystems.
- Strengthened cooperation and participation among coastal communities in environmental conservation activities.
- Increased attractiveness of Carita as a sustainability-oriented marine tourism destination.

Pelatihan Pupuk Kopi & Pemberian Bibit Kopi di Pangalengan
Organic Fertilizer Training & Coffee Seedling Distribution Program in Pangalengan



Nilai SROI
SROI Score **2,88**

Program Pelatihan Pupuk Organik dan Pemberian Bibit Kopi di Pangalengan merupakan program TJSL PT SI yang dilaksanakan untuk meningkatkan produktivitas, efisiensi usaha, dan kesejahteraan petani kopi yang tergabung dalam Kelompok Tani Kencana Windu. Program ini dilatarbelakangi oleh keterbatasan akses terhadap bibit berkualitas, tingginya biaya pupuk kimia, serta perlunya penguatan pengetahuan petani mengenai pengelolaan kebun kopi yang lebih efisien dan berkelanjutan.

Program yang dilaksanakan sejak tahun 2023 ini mencakup pemberian bibit kopi, pelatihan pembuatan dan pemanfaatan pupuk organik, serta pendampingan lapangan yang dikoordinasikan melalui *local hero*. Melalui intervensi tersebut, petani didorong untuk meningkatkan kualitas budidaya, mengurangi ketergantungan terhadap pupuk kimia, menekan biaya produksi, dan mengembangkan usaha pertanian kopi secara lebih berkelanjutan.

The Organic Fertilizer Training and Coffee Seedling Distribution Program in Pangalengan is a CSER initiative of PT SI aimed at improving the productivity, business efficiency, and welfare of coffee farmers who are members of the Kencana Windu Farmers Group. The program was initiated in response to limited access to high-quality seedlings, the high cost of chemical fertilizers, and the need to strengthen farmers' knowledge of more efficient and sustainable coffee plantation management.

Implemented since 2023, the program includes the distribution of coffee seedlings, training on the production and utilization of organic fertilizer, and field assistance coordinated by a local hero. Through these interventions, farmers are encouraged to improve cultivation quality, reduce dependence on chemical fertilizers, lower production costs, and develop more sustainable coffee farming businesses.

Lokasi Program
Program Location
Wilayah Pangalengan, Kabupaten Bandung, Provinsi Jawa Barat.
Pangalengan area, Bandung Regency, West Java Province.

Penerima Manfaat
Beneficiaries

Penerima manfaat langsung program mencakup:
The program's direct beneficiaries include:

- **12 petani kopi yang tergabung dalam Kelompok Tani Kencana Windu**
  · 12 coffee farmers who are members of the Kencana Windu Farmers Group
- ***Local hero* yang berperan sebagai koordinator, penghubung, serta pendamping dalam pelaksanaan program**
  A local hero who serves as the coordinator, liaison, and facilitator in program implementation

Keluaran
Outcome

- Tersalurkannya bibit kopi kepada anggota Kelompok Tani Kencana Windu.
- Terlaksananya pelatihan pembuatan dan pemanfaatan pupuk organik bagi petani.
- Terlaksananya pendampingan dan *monitoring* terhadap penggunaan bantuan serta pengelolaan tanaman kopi.
- Meningkatnya pengetahuan dan keterampilan petani mengenai budidaya kopi dan pengelolaan lahan yang lebih ramah lingkungan.
- Meningkatnya pemanfaatan pupuk organik dalam kegiatan pertanian kopi.
- Menguatnya koordinasi dan kerja sama antaranggota kelompok tani dalam pelaksanaan dan keberlanjutan program.

- Distribution of coffee seedlings to members of the Kencana Windu Farmers Group.
- Delivery of training on the production and utilization of organic fertilizer for farmers.
- Implementation of assistance and monitoring related to the use of the support provided and coffee crop management.
- Increased farmer knowledge and skills in coffee cultivation and more environmentally responsible land management.
- Increased utilization of organic fertilizer in coffee farming activities.
- Strengthened coordination and cooperation among members of the farmers group in implementing and sustaining the program.

Dampak Program
Program Impact

- Berkurangnya pengeluaran petani untuk pembelian pupuk melalui pemanfaatan pupuk organik.
- Meningkatnya produktivitas dan kualitas hasil pertanian kopi melalui penggunaan bibit dan praktik budidaya yang lebih baik.
- Meningkatnya pendapatan dan kesejahteraan petani penerima manfaat.
- Berkurangnya ketergantungan terhadap pupuk kimia serta meningkatnya penerapan praktik pertanian yang lebih ramah lingkungan.
- Meningkatnya kapasitas dan kepercayaan diri petani dalam mengelola serta mengembangkan usaha pertanian kopi.
- Menguatnya solidaritas, koordinasi, dan kemandirian Kelompok Tani Kencana Windu.

- Reduced farmer expenditure on fertilizer through the utilization of organic fertilizer.
- Improved productivity and quality of coffee crops through the use of higher-quality seedlings and improved cultivation practices.
- Increased income and welfare among beneficiary farmers.
- Reduced dependence on chemical fertilizers and increased adoption of more environmentally responsible agricultural practices.
- Enhanced farmer capacity and confidence in managing and developing coffee farming businesses.
- Strengthened solidarity, coordination, and independence within the Kencana Windu Farmers Group

Pengaduan Masyarakat

Community Grievance Mechanism

[GRI 2-25, 411-1, 413-2] [OJK F.24]

IDSurvey Group menyediakan mekanisme komunikasi bagi masyarakat dan pemangku kepentingan untuk menyampaikan aspirasi, masukan, maupun pengaduan terkait pelaksanaan program TJSL. Mekanisme ini dijalankan melalui Unit TJSL pada masing-masing entitas, saluran komunikasi resmi Perusahaan, serta kanal khusus seperti hotline center melalui aplikasi WhatsApp. Dalam pelaksanaannya, pendekatan komunikasi disesuaikan dengan karakteristik program dan kondisi penerima manfaat, termasuk melalui pengisian kuesioner, pertemuan langsung, maupun komunikasi satu pintu melalui lembaga, tokoh masyarakat, kepala desa, atau local heroes yang berperan sebagai penghubung antara Perusahaan dan penerima manfaat.

Penentuan kanal komunikasi dan pihak penghubung dilakukan dengan mempertimbangkan hasil stakeholder mapping agar proses penyampaian aspirasi dan tindak lanjut dapat berjalan lebih efektif. Untuk program berbasis masyarakat, koordinasi dengan lembaga atau local heroes dilakukan secara berkala sesuai kebutuhan program, termasuk melalui kegiatan monitoring minimal secara triwulanan. Selain itu, pada akhir pelaksanaan program, Perusahaan juga membagikan kuesioner kepada penerima manfaat untuk menilai kepuasan, memperoleh masukan, serta mengidentifikasi peluang perbaikan program TJSL ke depan.

IDSurvey Group provides communication mechanisms for communities and stakeholders to submit aspirations, feedback, and complaints related to the implementation of CSER programs. These mechanisms are managed through the CSER Unit of each entity, the Company's official communication channels, and dedicated channels such as a hotline center via WhatsApp. In practice, the communication approach is adjusted to the characteristics of each program and the conditions of beneficiaries, including through questionnaires, direct meetings, or one-door communication through institutions, community leaders, village heads, or local heroes who act as intermediaries between the Company and beneficiaries.

The determination of communication channels and liaison parties takes into account the results of stakeholder mapping to ensure that the submission of aspirations and follow-up processes can be carried out more effectively. For community-based programs, coordination with institutions or local heroes is conducted periodically according to program needs, including through monitoring activities carried out at least quarterly. In addition, at the end of program implementation, the Company distributes questionnaires to beneficiaries to assess satisfaction, obtain feedback, and identify opportunities for future improvement of CSER programs.



Sebagai bagian dari upaya meningkatkan kualitas keterbukaan informasi, IDSurvey Group 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 dalam penyempurnaan pelaksanaan program TJSL dan pelaporan keberlanjutan Perusahaan.

As part of its efforts to improve the quality of information disclosure, IDSurvey Group also provides a feedback facility for readers at the end of this report. This facility is intended to collect constructive views and feedback from stakeholders as evaluation input for improving the implementation of CSER programs and the Company's sustainability reporting.

Sebagai bagian dari pemantauan dampak sosial, IDSurvey Group juga mengevaluasi potensi dampak yang timbul dari kegiatan operasional terhadap masyarakat di sekitar wilayah operasional melalui mekanisme pengelolaan risiko, pengelolaan lingkungan, serta kanal komunikasi dan pengaduan yang tersedia. Berdasarkan hasil pemantauan sepanjang tahun 2025, tidak teridentifikasi operasi IDSurvey Group yang menimbulkan dampak negatif aktual maupun potensi dampak negatif yang dikategorikan signifikan terhadap masyarakat lokal, serta tidak terdapat pengaduan masyarakat terkait dampak negatif signifikan atau pelanggaran yang memengaruhi masyarakat di sekitar wilayah operasional Perusahaan [GRI 413-2]. Sebagai bentuk komitmen terhadap pengelolaan dampak yang bertanggung jawab, Perusahaan tetap melakukan pemantauan secara berkala dan menindaklanjuti setiap masukan maupun pengaduan yang diterima sebagai bagian dari upaya pencegahan dan mitigasi dampak.

As part of its social impact monitoring, IDSurvey Group also assesses potential impacts arising from its operations on communities surrounding its operational areas through risk management and environmental management mechanisms, as well as available communication and grievance channels. Based on monitoring conducted throughout 2025, no IDSurvey Group operations were identified as having significant actual or potential negative impacts on local communities, and no community complaints were received in relation to significant negative impacts or violations affecting communities surrounding the Company's operational areas [GRI 413-2]. As part of its commitment to responsible impact management, the Company continues to conduct periodic monitoring and follow up on any feedback or grievances received as part of its efforts to prevent and mitigate potential impacts.



08

Membangun Kepercayaan melalui Layanan Berkualitas

Building Trust through Quality Services




bki
SURVEYOR INDONESIA
SUCOFINDO

Pelayanan Berkualitas dan Berkelanjutan

Quality and Sustainable Services

[GRI 2-6, GRI 3-3, GRI 416-1, GRI 417-1] [OJK F.27, F.28, F.29]

Sebagai *holding* BUMN di bidang TICCC, IDSurvey berkomitmen untuk menyediakan layanan yang berkualitas, kredibel, andal, dan berorientasi pada kebutuhan pelanggan. Komitmen ini menjadi bagian penting dari upaya Perusahaan dalam menjaga kepercayaan pelanggan, memperkuat reputasi bisnis, serta mendukung keberlanjutan industri melalui layanan yang memenuhi standar mutu, keselamatan, kepatuhan, dan integritas profesional.

IDSurvey Group menyediakan berbagai layanan TICCC yang mencakup jasa survei, inspeksi, pengujian, sertifikasi, konsultansi, klasifikasi, serta layanan terkait keberlanjutan di berbagai sektor industri. Melalui cakupan layanan tersebut, Perusahaan berperan dalam membantu pelanggan memastikan kesesuaian produk, proses, sistem, dan kegiatan usaha terhadap standar, regulasi, maupun kebutuhan pasar yang berlaku.

Dalam pelaksanaannya, IDSurvey Group memastikan bahwa informasi terkait produk dan layanan disampaikan kepada pelanggan secara jelas, terstruktur, dan dapat dipertanggungjawabkan. Informasi tersebut mencakup ruang lingkup layanan, standar dan metode yang digunakan, ketentuan pelaksanaan pekerjaan, serta batasan penggunaan hasil layanan. Penyampaian informasi produk dan layanan dikendalikan melalui prosedur dan ketentuan internal yang berlaku, sehingga mendukung konsistensi, akurasi, transparansi, serta kepatuhan terhadap peraturan dan standar yang relevan.

Pengelolaan kualitas layanan juga dilakukan melalui penguatan sistem pelayanan, mekanisme komunikasi dengan pelanggan, penanganan pengaduan, serta pengukuran kepuasan pelanggan secara berkala. Melalui pendekatan ini, IDSurvey Group berupaya memastikan bahwa layanan yang diberikan tidak hanya memenuhi kebutuhan teknis pelanggan, tetapi juga mendukung peningkatan pengalaman pelanggan, perbaikan berkelanjutan, dan penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.

As a state-owned holding company in TICCC, IDSurvey is committed to providing high-quality, credible, reliable, and customer-oriented services. This commitment forms an important part of the Company's efforts to maintain customer trust, strengthen its business reputation, and support industrial sustainability through services that meet quality, safety, compliance, and professional integrity standards.

IDSurvey Group provides a wide range of TICCC services, including survey, inspection, testing, certification, consulting, classification, and sustainability-related services across various industrial sectors. Through this service portfolio, the Company plays a role in assisting customers to ensure the conformity of their products, processes, systems, and business activities with applicable standards, regulations, and market requirements.

In its implementation, IDSurvey Group ensures that information related to products and services is communicated to customers in a clear, structured, and accountable manner. Such information includes the scope of services, standards and methods used, terms of service implementation, and limitations on the use of service results. The communication of product and service information is governed by applicable internal procedures and provisions, thereby supporting consistency, accuracy, transparency, and compliance with relevant regulations and standards.

Service quality management is also carried out through the strengthening of service systems, customer communication mechanisms, complaint handling, and regular customer satisfaction measurement. Through this approach, IDSurvey Group seeks to ensure that the services provided not only meet customers' technical needs, but also support enhanced customer experience, continuous improvement, and the creation of long-term value for all stakeholders.

Informasi Produk dan Layanan
Product and Service Information

IDSurvey Group menyediakan portofolio layanan TICCC yang terintegrasi untuk mendukung kebutuhan pelanggan di berbagai sektor industri. Cakupan layanan tersebut dirancang untuk membantu pelanggan memastikan mutu, keandalan, keselamatan, kepatuhan, serta kesesuaian produk, proses, sistem, fasilitas, dan kegiatan usaha terhadap standar, regulasi, serta kebutuhan pasar yang berlaku.

Pada layanan *testing*, IDSurvey Group menyediakan layanan pengambilan contoh, analisis, pengujian, serta kalibrasi instrumen dan peralatan. Layanan ini mencakup antara lain kalibrasi, analisis kimia dan komponen, pengujian fisik, serta pengujian teknis dan sistem. Melalui pendekatan berbasis akurasi dan penggunaan standar acuan yang relevan, layanan pengujian mendukung pelanggan dalam memperoleh hasil yang andal sebagai dasar pengambilan keputusan dan pemenuhan persyaratan mutu.

Pada layanan inspeksi, IDSurvey Group melaksanakan inspeksi untuk memastikan kuantitas, spesifikasi, kualitas, dan kondisi produk, komoditas, hasil proses, fasilitas, maupun infrastruktur. Layanan ini juga mencakup audit kepatuhan teknis, inspeksi evaluasi dan pengawasan operasional, inspeksi teknis fasilitas dan instalasi, inspeksi teknis peralatan dan kendaraan, supervisi, survei, serta verifikasi. Melalui layanan inspeksi, Perusahaan mendukung pelanggan dalam memperoleh data dan penilaian yang objektif, terstruktur, dan dapat digunakan sebagai dasar keputusan yang andal.

Pada layanan sertifikasi, IDSurvey Group menyediakan layanan sertifikasi melalui penerbitan pernyataan, pengakuan, atau atestasi resmi yang menyatakan bahwa sistem, personel, lembaga, maupun produk telah memenuhi kriteria dan persyaratan berdasarkan proses penilaian yang sesuai dengan standar dan ketentuan regulasi yang berlaku. Cakupan layanan ini meliputi sertifikasi lembaga, sertifikasi produk, serta sertifikasi sistem, yang berperan dalam memperkuat kredibilitas, kepatuhan, dan daya saing pelanggan.

Pada layanan *consulting*, IDSurvey Group memberikan layanan konsultasi yang mencakup pemberian saran profesional, rekomendasi strategis, solusi yang disesuaikan dengan kebutuhan pelanggan, serta pendampingan secara menyeluruh. Layanan ini mencakup dukungan teknis, strategis, dan operasional; konsultansi sistem dan teknis; pelatihan berbasis standar dan kebutuhan teknis; serta layanan advisory dan assistance. Melalui layanan konsultansi, Perusahaan mendukung pelanggan dalam meningkatkan efektivitas strategi, kualitas pengambilan keputusan, dan kesiapan pemenuhan standar.

IDSurvey Group provides an integrated TICCC service portfolio to support customer needs across various industrial sectors. The scope of these services is designed to assist customers in ensuring the quality, reliability, safety, compliance, and conformity of their products, processes, systems, facilities, and business activities with applicable standards, regulations, and market requirements.

In testing services, IDSurvey Group provides sampling, analysis, testing, and calibration services for instruments and equipment. These services include, among others, calibration, chemical and component analysis, physical testing, as well as technical and system testing. Through an accuracy-based approach and the use of relevant reference standards, testing services support customers in obtaining reliable results as a basis for decision-making and fulfillment of quality requirements.

In inspection services, IDSurvey Group conducts inspections to ensure the quantity, specifications, quality, and condition of products, commodities, process outputs, facilities, and infrastructure. These services also include technical compliance audits, evaluation inspections and operational supervision, technical inspections of facilities and installations, technical inspections of equipment and vehicles, supervision, surveys, and verification. Through inspection services, the Company supports customers in obtaining objective and structured data and assessments that can be used as a reliable basis for decision-making.

In certification services, IDSurvey Group provides certification services through the issuance of official statements, recognitions, or attestations confirming that systems, personnel, institutions, or products have met the criteria and requirements based on an assessment process carried out in accordance with applicable standards and regulatory provisions. The scope of these services includes institution certification, product certification, and system certification, which contribute to strengthening customers' credibility, compliance, and competitiveness.

In consulting services, IDSurvey Group provides consulting services covering professional advice, strategic recommendations, customer-tailored solutions, and comprehensive assistance. These services include technical, strategic, and operational support; system and technical consulting; standards-based and technical needs-based training; as well as advisory and assistance services. Through consulting services, the Company supports customers in improving strategic effectiveness, decision-making quality, and readiness to meet applicable standards.

Pada layanan *classification*, IDSurvey Group menyediakan layanan klasifikasi untuk memastikan pemenuhan ketentuan hukum dan regulasi yang mengatur operasional, keselamatan, registrasi, dan kepatuhan statutoria kapal sesuai dengan regulasi maritim nasional dan internasional. Layanan ini mencakup pemeliharaan kelas, persetujuan dokumen teknis, layanan penerimaan kapal, serta layanan statutoria. Melalui mandat yang diberikan oleh Pemerintah Indonesia, IDSurvey Group berperan dalam mendukung keselamatan, keandalan, dan kepatuhan sektor maritim nasional.

In classification services, IDSurvey Group provides classification services to ensure compliance with legal and regulatory requirements governing vessel operations, safety, registration, and statutory compliance in accordance with national and international maritime regulations. These services include class maintenance, technical document approval, vessel acceptance services, and statutory services. Through the mandate granted by the Government of Indonesia, IDSurvey Group plays a role in supporting the safety, reliability, and compliance of the national maritime sector.

IDSurvey Group memastikan bahwa aspek keamanan dan keselamatan yang relevan menjadi bagian dari proses evaluasi layanan sesuai dengan karakteristik, standar teknis, dan ketentuan regulasi yang berlaku. Evaluasi dilakukan melalui penerapan prosedur teknis dan pengendalian mutu, pemenuhan persyaratan kompetensi personel, penggunaan standar dan metode yang sesuai, serta penelaahan terhadap hasil pekerjaan sebelum disampaikan kepada pelanggan.

IDSurvey Group ensures that relevant health and safety considerations form an integral part of the service evaluation process, taking into account the characteristics of each service, applicable technical standards, and regulatory requirements. Evaluations are conducted through the implementation of technical procedures and quality controls, fulfillment of personnel competency requirements, application of appropriate standards and methodologies, and review of work outputs prior to delivery to customers.

Sepanjang tahun 2025, 100% produk dan layanan IDSurvey Group telah melalui evaluasi terhadap aspek keamanan dan keselamatan yang relevan bagi pelanggan. Evaluasi tersebut merupakan bagian dari upaya Perusahaan untuk memastikan bahwa layanan yang diberikan memenuhi persyaratan mutu, keandalan, keselamatan, dan kepatuhan yang berlaku. [OJK F.27]

Throughout 2025, 100% of IDSurvey Group's products and services underwent evaluation of health and safety aspects relevant to customers. These evaluations form part of the Company's efforts to ensure that the services provided meet applicable requirements for quality, reliability, safety, and compliance. [OJK F.27]

Layanan IDSurvey Group memberikan dampak positif melalui perannya dalam membantu pelanggan meningkatkan kualitas, keselamatan, kepatuhan, keandalan proses, serta kesesuaian produk dan kegiatan usaha terhadap standar dan regulasi yang berlaku. Sejumlah layanan keberlanjutan juga mendukung pelanggan dalam meningkatkan efisiensi sumber daya, memperkuat pengelolaan lingkungan, serta mengembangkan praktik bisnis yang lebih berkelanjutan.

IDSurvey Group's services generate positive impacts by supporting customers in improving quality, safety, compliance, process reliability, and the conformity of products and business activities with applicable standards and regulations. A number of sustainability-related services also support customers in improving resource efficiency, strengthening environmental management, and developing more sustainable business practices.

Di sisi lain, Perusahaan menyadari adanya potensi dampak negatif apabila pelaksanaan atau hasil layanan tidak memenuhi standar mutu, keselamatan, kepatuhan, maupun perlindungan informasi yang dipersyaratkan. Untuk meminimalkan potensi tersebut, IDSurvey Group menerapkan standar dan prosedur teknis yang berlaku, proses penelaahan dan pengendalian mutu, penguatan kompetensi personel, serta mekanisme komunikasi dan penanganan pengaduan pelanggan. Perusahaan juga menerapkan pengelolaan keamanan informasi untuk mendukung perlindungan data dalam proses penyampaian dan pemanfaatan hasil layanan. [OJK F.28]

At the same time, the Company recognizes the potential for negative impacts where service delivery or service outcomes do not meet the required standards for quality, safety, compliance, or information protection. To minimize such potential impacts, IDSurvey Group applies relevant technical standards and procedures, review and quality control processes, personnel competency development, as well as customer communication and complaint-handling mechanisms. The Company also implements information security management measures to support data protection in the delivery and use of service outputs. [OJK F.28]

Sepanjang tahun 2025, tidak terdapat produk maupun layanan IDSurvey Group yang ditarik kembali karena permasalahan mutu, keselamatan, atau ketidakpatuhan terhadap ketentuan yang berlaku. Perusahaan tetap melakukan pemantauan dan evaluasi terhadap kualitas layanan sebagai bagian dari upaya menjaga keandalan hasil pekerjaan dan kepercayaan pelanggan. [OJK F.29]

Throughout 2025, there were no products or services of IDSurvey Group that were recalled due to issues related to quality, safety, or non-compliance with applicable requirements. The Company continues to monitor and evaluate service quality as part of its efforts to maintain the reliability of work outputs and customer trust. [OJK F.29]

Selain layanan utama tersebut, IDSurvey Group juga mengembangkan sejumlah layanan dan fitur pendukung untuk memperkuat kualitas layanan dan menjawab kebutuhan pelanggan yang terus berkembang. Inovasi tersebut antara lain diwujudkan melalui Maritime Cloud Platform (MCP), Green Business Service, dan Geospatial Services yang mendukung transformasi digital, keberlanjutan, serta pengelolaan data dan layanan yang semakin terintegrasi.

In addition to these core services, IDSurvey Group also develops a range of supporting services and features to strengthen service quality and respond to evolving customer needs. These innovations include the Maritime Cloud Platform (MCP), Green Business Service, and Geospatial Services, which support digital transformation, sustainability, and increasingly integrated data and service management.

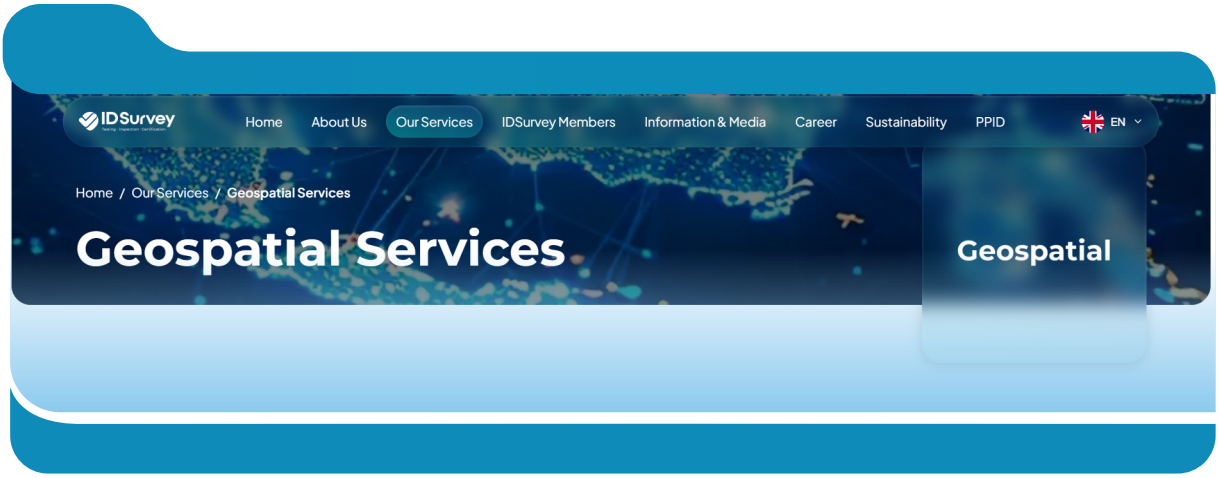
Salah satu layanan pendukung yang dikembangkan adalah Maritime Cloud Platform (MCP), yaitu ekosistem digital maritim yang dikelola oleh PT Biro Klasifikasi Indonesia (Persero) sebagai bagian dari IDSurvey Group untuk mendukung proses audit klas dan sertifikasi kapal. Melalui platform ini, data dan informasi kapal yang sebelumnya dikelola secara manual kini tersimpan secara digital, terintegrasi, dan dapat diakses secara lebih efisien dari berbagai lokasi. MCP juga dilengkapi dengan fitur artificial intelligence yang membantu pengguna memperoleh informasi secara lebih cepat serta melakukan simulasi terkait jadwal audit. Selain itu, platform ini direncanakan akan dilengkapi dengan fitur *High Resolution Satellite Imagery Tasking* guna mendukung pemantauan kondisi kapal di laut. Bagi pemilik dan pengelola kapal, MCP memberikan kemudahan dalam memastikan armada tetap patuh terhadap regulasi, beroperasi secara aman, serta mengurangi potensi biaya tak terduga akibat sanksi regulator maupun ketidakakuratan data kapal.

One of the supporting services developed by the Company is the Maritime Cloud Platform (MCP), a maritime digital ecosystem managed by PT Biro Klasifikasi Indonesia (Persero) as part of IDSurvey Group to support class audit and vessel certification processes. Through this platform, vessel data and information that were previously managed manually are now stored digitally, integrated, and accessible more efficiently from various locations. MCP is also equipped with artificial intelligence features that help users obtain information more quickly and perform simulations related to audit schedules. In addition, the platform is planned to be equipped with a High Resolution Satellite Imagery Tasking feature to support the monitoring of vessel conditions at sea. For ship owners and managers, MCP provides convenience in ensuring that fleets remain compliant with regulations, operate safely, and reduce potential unexpected costs arising from regulatory sanctions or inaccurate vessel data.

Bisnis Hijau
Powered by IDSurvey

Layanan Bisnis Hijau merupakan inisiatif layanan terintegrasi IDSurvey Group yang dirancang untuk mendukung transformasi keberlanjutan perusahaan di Indonesia melalui pendekatan berbasis standar dan data. Melalui layanan ini, IDSurvey Group berperan sebagai mitra strategis bagi pelanggan dalam menyelaraskan pertumbuhan ekonomi dengan keberlanjutan lingkungan, tanggung jawab sosial, dan tata kelola yang bertanggung jawab. Program Green Business mencakup layanan penilaian, verifikasi, dukungan implementasi, serta publikasi kinerja keberlanjutan perusahaan, yang didukung oleh tiga layanan inti, yaitu *Sustainability Assessment and Assurance Services*, *Decarbonization and Climate Services*, serta *Circular Economy and Green Certification Services*. Ketiga layanan tersebut membantu pelanggan mengukur dan meningkatkan kinerja keberlanjutan, menyusun strategi transisi energi dan dekarbonisasi, mengembangkan peta jalan net-zero serta program berbasis karbon, sekaligus mendorong penerapan prinsip ekonomi sirkular, efisiensi operasional, dan penguatan reputasi perusahaan melalui sertifikasi lingkungan.

Green Business Services is an integrated service initiative of IDSurvey Group designed to support corporate sustainability transformation in Indonesia through a standards-driven and data-based approach. Through this service, IDSurvey Group acts as a strategic partner for customers in aligning economic growth with environmental sustainability, social responsibility, and responsible governance. The Green Business program covers assessment, verification, implementation support, and publication of corporate sustainability performance, supported by three core services, namely Sustainability Assessment and Assurance Services, Decarbonization and Climate Services, and Circular Economy and Green Certification Services. These three services help customers measure and improve sustainability performance, develop energy transition and decarbonization strategies, formulate net-zero roadmaps and carbon-based programs, while promoting the implementation of circular economy principles, operational efficiency, and corporate reputation enhancement through environmental certification.



Layanan Geospasial merupakan layanan IDSurvey Group yang dikembangkan untuk mendukung pengelolaan data geospasial nasional secara lebih tertib, aman, terintegrasi, dan sesuai dengan standar interoperabilitas. Seiring dengan perkembangan teknologi informasi dan komunikasi, pengelolaan data geospasial kini semakin bergeser dari sistem tertutup menuju ekosistem berbasis jaringan dan *cloud computing*, yang membuka peluang peningkatan efisiensi produksi dan distribusi data, namun sekaligus menimbulkan risiko kebocoran, pencurian, dan penyalahgunaan data. Untuk menjawab kebutuhan tersebut, IDSurvey Group mengembangkan fasilitas produksi terintegrasi bernama Map Production Center (MPC) yang dilengkapi dengan Map Production System (MPS), pusat data, serta ruang kerja pendukung untuk pengolahan, produksi, dan penyediaan layanan geospasial nasional.

Geospatial Services is an IDSurvey Group service developed to support the management of national geospatial data in a more orderly, secure, integrated manner and in accordance with interoperability standards. Along with the advancement of information and communication technology, geospatial data management has increasingly shifted from closed systems to network-based and cloud computing ecosystems, creating opportunities to improve the efficiency of data production and distribution, while also increasing the risks of data leakage, theft, and misuse. To address these needs, IDSurvey Group has developed an integrated production facility known as the Map Production Center (MPC), equipped with the Map Production System (MPS), data centers, and supporting workspaces for the processing, production, and provision of national geospatial services.

Sebagai bentuk penerapan transparansi informasi, IDSurvey Group juga mengelola media informasi perusahaan melalui website resmi, termasuk bagian berita (https://idsurvey.id/en/media/news) yang memuat pengumuman dan informasi terkini terkait aktivitas Perusahaan. Kanal tersebut digunakan untuk menyampaikan informasi publik seperti pengumuman lelang pengadaan jasa, kerja sama strategis, pengembangan sistem, serta kegiatan operasional dan korporasi lainnya.

As a form of information transparency, IDSurvey Group also manages its corporate information media through the official website, including the News section (https://idsurvey.id/en/media/news), which contains announcements and the latest information related to the Company's activities. This channel is used to communicate public information such as service procurement tender announcements, strategic collaborations, system development, and other operational and corporate activities.

Seluruh informasi produk dan layanan yang disampaikan kepada publik melalui website dan kanal komunikasi resmi lainnya telah melalui proses penelaahan internal untuk 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, akuntabel, dan konsisten, sekaligus memperkuat kepercayaan pemangku kepentingan terhadap layanan IDSurvey Group.

All product and service information communicated to the public through the website and other official communication channels has undergone an internal review process to ensure its accuracy, clarity, and alignment with applicable provisions. Customers are also provided with channels to submit questions, clarifications, or complaints related to the services received through the available communication mechanisms. This approach supports transparent, accountable, and consistent communication practices, while strengthening stakeholder trust in IDSurvey Group's services.

Sepanjang tahun 2025, tidak terdapat insiden ketidakpatuhan yang berkaitan dengan aspek kesehatan dan keselamatan produk dan layanan IDSurvey Group, baik terhadap ketentuan regulasi maupun standar yang diterapkan oleh Perusahaan. Pada periode yang sama, tidak terdapat insiden ketidakpatuhan terkait penyampaian informasi dan pelabelan produk dan layanan maupun komunikasi pemasaran. IDSurvey Group senantiasa memastikan bahwa seluruh produk, layanan, dan komunikasi kepada pelanggan dilaksanakan secara bertanggung jawab, transparan, serta sesuai dengan ketentuan yang berlaku guna menjaga kualitas layanan dan kepercayaan pelanggan.
[GRI 416-2, 417-2, 417-3]

Throughout 2025, there were no incidents of non-compliance related to the health and safety aspects of IDSurvey Group's products and services, whether with applicable regulatory requirements or standards adopted by the Company. During the same period, there were also no incidents of non-compliance concerning product and service information and labeling or marketing communications. IDSurvey Group remains committed to ensuring that all products, services, and customer communications are delivered responsibly, transparently, and in accordance with applicable requirements in order to maintain service quality and customer trust. [GRI 416-2, 417-2, 417-3].

Layanan dan Fasilitas bagi Pelanggan

Customer Services and Facilities

[OJK F.17]

IDSurvey Group memiliki pendekatan pengelolaan pelanggan yang diselaraskan di tingkat Grup untuk memastikan kualitas layanan yang konsisten, terkoordinasi, dan berorientasi pada kebutuhan pelanggan. Pendekatan ini didukung oleh Pedoman Pengelolaan Pelanggan dan Pedoman Pemasaran yang menjadi acuan dalam mengelola hubungan pelanggan, pelaksanaan aktivitas pemasaran, penyediaan layanan, serta pemantauan efektivitas pelayanan secara berkelanjutan.

IDSurvey Group adopts a customer management approach that is aligned at the Group level to ensure consistent, coordinated, and customer-oriented service quality. This approach is supported by the Customer Management Guidelines and Marketing Guidelines, which serve as references in managing customer relationships, implementing marketing activities, delivering services, and continuously monitoring service effectiveness.

Prinsip pengelolaan pelanggan IDSurvey Group menempatkan kepuasan, loyalitas, dan pengalaman pelanggan sebagai bagian penting dari strategi bisnis Perusahaan. Prinsip tersebut diwujudkan melalui pemahaman terhadap kebutuhan dan harapan pelanggan, penyediaan layanan yang konsisten dan berkualitas, serta respons proaktif terhadap masukan dan keluhan. Dengan membangun hubungan pelanggan yang berorientasi jangka panjang, IDSurvey Group berupaya meningkatkan kepercayaan pelanggan, memperkuat keterikatan pelanggan dengan Perusahaan, serta menciptakan nilai bersama melalui kolaborasi dan inovasi yang berkelanjutan.

The customer management principles of IDSurvey Group place customer satisfaction, loyalty, and experience as important elements of the Company's business strategy. These principles are implemented through an understanding of customer needs and expectations, the provision of consistent and high-quality services, and a proactive response to feedback and complaints. By building long-term customer relationships, IDSurvey Group seeks to enhance customer trust, strengthen customer engagement with the Company, and create shared value through continuous collaboration and innovation.

Dalam memberikan layanan, seluruh pelanggan berhak memperoleh standar minimum layanan yang mencakup aspek komersial, operasional, dan aspek lainnya. Pada aspek komersial, pelanggan memperoleh informasi dan ketentuan terkait tarif layanan, syarat dan ketentuan umum layanan, ketentuan pembayaran, serta layanan pascaoperasi sesuai ketentuan yang berlaku. Pada aspek operasional, layanan diberikan dengan memperhatikan pemenuhan persyaratan perizinan, ketersediaan sumber daya, ruang lingkup pekerjaan, tahapan pelaksanaan, output pekerjaan, serta waktu penyelesaian sesuai kontrak atau kesepakatan dengan pelanggan.

In delivering its services, all customers are entitled to minimum service standards covering commercial, operational, and other aspects. In the commercial aspect, customers receive information and provisions related to service tariffs, general terms and conditions of service, payment terms, and post-operation services in accordance with applicable provisions. In the operational aspect, services are delivered by taking into account the fulfillment of licensing requirements, availability of resources, scope of work, stages of implementation, work outputs, and completion time in accordance with the contract or agreement with the customer.

Sementara itu, pada aspek lainnya, pelanggan berhak memperoleh informasi, tanggapan atas pertanyaan atau komentar, serta tindak lanjut atas laporan maupun keluhan yang disampaikan sesuai dengan mekanisme dan standar waktu layanan yang berlaku.

Meanwhile, in other aspects, customers are entitled to receive information, responses to questions or comments, and follow-up on submitted reports or complaints in accordance with the applicable mechanisms and service time standards.

Untuk memperkuat pengalaman pelanggan, setiap entitas dalam IDSurvey Group dapat melaksanakan program pelayanan pelanggan secara mandiri maupun bersama sesuai dengan ketentuan yang berlaku. Program tersebut mencakup *courtesy visit*, *customer visit*, *customer day*, kegiatan bersama, pelatihan, survei kepuasan pelanggan, *sponsorship*, dan *customer gathering*. Pelaksanaan program ini diarahkan untuk memperkuat komunikasi dengan pelanggan, memperoleh umpan balik, memahami kebutuhan pelanggan secara lebih mendalam, serta mendukung pengembangan hubungan bisnis yang lebih berkelanjutan.

To strengthen customer experience, each entity within IDSurvey Group may carry out customer service programs independently or jointly in accordance with applicable provisions. These programs include courtesy visits, customer visits, customer day, joint activities, training, customer satisfaction surveys, sponsorships, and customer gatherings. The implementation of these programs is directed at strengthening communication with customers, obtaining feedback, gaining a deeper understanding of customer needs, and supporting the development of more sustainable business relationships.

Pengelolaan Hubungan Pelanggan
Customer Relationship Management

IDSurvey Group mengelola hubungan pelanggan melalui pendekatan yang terkoordinasi di tingkat Grup, dengan dukungan kanal komunikasi yang memungkinkan pelanggan untuk memperoleh informasi, menyampaikan pertanyaan, serta memberikan masukan atau keluhan atas layanan yang diterima. Kanal komunikasi tersebut dapat dilakukan melalui laman website IDSurvey, formulir daring, email, nomor telepon, maupun pertemuan secara langsung. Selain itu, kanal berbasis AI chatbot tersedia pada masing-masing entitas anak untuk mendukung respons atas kebutuhan pelanggan yang berkaitan langsung dengan produk dan layanan yang dikelola oleh entitas terkait. Hal ini sejalan dengan peran IDSurvey sebagai *strategic holding* yang berfokus pada koordinasi, penyelarasan, dan penguatan tata kelola layanan di tingkat Grup.

IDSurvey Group manages customer relationships through a coordinated approach at the Group level, supported by communication channels that enable customers to obtain information, submit inquiries, and provide feedback or complaints regarding the services received. These communication channels include the IDSurvey website, online forms, email, telephone, and in-person meetings. In addition, AI chatbot-based channels are available at each subsidiary to support responses to customer needs that are directly related to the products and services managed by the respective entities. This is aligned with IDSurvey's role as a strategic holding company, which focuses on coordination, alignment, and strengthening service governance at the Group level.

Pengelolaan hubungan pelanggan didukung oleh Customer Relationship Management (CRM) dan basis data pelanggan yang mencakup data transaksi, data non-transaksi, kontak pelanggan, kontribusi pelanggan, kinerja pelanggan, serta data keluhan atau masukan dan tindak lanjutnya. Dukungan sistem dan basis data tersebut membantu Perusahaan dalam mengelola interaksi pelanggan secara lebih terstruktur, memahami kebutuhan pelanggan, serta memperkuat pengambilan keputusan berbasis data dalam peningkatan kualitas layanan.

Customer relationship management is supported by Customer Relationship Management (CRM) systems and customer databases that include transaction data, non-transaction data, customer contacts, customer contributions, customer performance, as well as complaint or feedback data and their follow-up actions. These systems and databases help the Company manage customer interactions in a more structured manner, understand customer needs, and strengthen data-driven decision-making in improving service quality.

Masukan dan keluhan pelanggan ditindaklanjuti melalui mekanisme yang melibatkan pencatatan, analisis, koordinasi dengan unit terkait, serta penyelesaian sesuai dengan standar waktu layanan yang berlaku.

Customer feedback and complaints are followed up through a mechanism that involves recording, analysis, coordination with relevant units, and resolution in accordance with the applicable service time standards.

Dalam proses tersebut, focal contact berperan sebagai penghubung yang memastikan komunikasi dengan pelanggan berjalan jelas dan responsif, baik pada aspek manajemen, komersial, operasional, maupun keuangan. Hasil masukan, keluhan, dan evaluasi pelanggan kemudian digunakan sebagai bagian dari proses monitoring dan evaluasi kinerja pelanggan, termasuk melalui customer profiling yang dilakukan secara berkala. Dengan demikian, umpan balik pelanggan dapat diintegrasikan ke dalam perbaikan proses layanan, pengembangan solusi, dan peningkatan kualitas produk serta layanan IDSurvey Group secara berkelanjutan.

In this process, focal contacts serve as liaison points to ensure clear and responsive communication with customers across management, commercial, operational, and financial aspects. Feedback, complaints, and customer evaluation results are then used as part of the customer performance monitoring and evaluation process, including through regular customer profiling. Accordingly, customer feedback can be integrated into service process improvements, solution development, and the continuous enhancement of IDSurvey Group's product and service quality.

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Mekanisme Penanganan Pengaduan Pelanggan

Customer Complaint Handling Mechanism

[GRI 2-25, GRI 417, GRI 418-1] [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 *strategic holding* dan tidak selalu 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.

IDSurvey views customer complaint handling as an important part of customer relationship management and continuous service quality improvement. Although IDSurvey acts as a strategic holding company and does not always interact directly with customers at the project operational 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.

Mekanisme pengelolaan umpan balik dan pengaduan pelanggan diatur melalui ketentuan internal Perusahaan, antara lain Pedoman Pengelolaan Pelanggan, Pedoman Pemasaran, dan Pedoman Survei Kepuasan Pelanggan. Melalui pedoman tersebut, IDSurvey Group mengatur prinsip, kanal komunikasi, peran unit terkait, serta proses monitoring dan evaluasi yang digunakan untuk memastikan bahwa setiap masukan dan keluhan pelanggan dapat dicatat, ditindaklanjuti, dan digunakan sebagai dasar perbaikan layanan.

The mechanism for managing customer feedback and complaints is governed by the Company's internal provisions, including the Customer Management Guidelines, Marketing Guidelines, and Customer Satisfaction Survey Guidelines. Through these guidelines, IDSurvey Group regulates the principles, communication channels, roles of relevant units, as well as monitoring and evaluation processes used to ensure that every customer feedback and complaint can be recorded, followed up, and used as a basis for service improvement.

Dalam pelaksanaannya, pengaduan, masukan, maupun umpan balik pelanggan dapat diterima melalui berbagai kanal komunikasi yang tersedia pada IDSurvey maupun masing-masing entitas anak. Setiap masukan atau keluhan yang diterima ditindaklanjuti melalui proses pencatatan, analisis, koordinasi dengan unit terkait, serta penyelesaian sesuai dengan standar waktu layanan atau Service Level Agreement (SLA) yang berlaku. Koordinasi tindak lanjut dilakukan dengan melibatkan fungsi yang relevan, baik dari aspek manajemen, komersial, operasional, maupun keuangan, sehingga penyelesaian pengaduan dapat dilakukan secara lebih terarah dan responsif.

In practice, customer complaints, input, and feedback can be received through various communication channels available at IDSurvey and its subsidiaries. Every input or complaint received is followed up through a process involving recording, analysis, coordination with relevant units, and resolution in accordance with the applicable service time standards or Service Level Agreement (SLA). Follow-up coordination involves relevant functions, including management, commercial, operational, and financial aspects, to ensure that complaints are resolved in a more focused and responsive manner.

Sepanjang tahun 2025, tidak terdapat pengaduan yang terbukti terkait pelanggaran privasi pelanggan di lingkungan IDSurvey Group. Pada periode yang sama, tidak teridentifikasi kejadian kebocoran, pencurian, maupun kehilangan data pelanggan. Sebagai bagian dari komitmen dalam menjaga kepercayaan pelanggan, Perusahaan tetap melakukan pemantauan serta memperkuat mekanisme perlindungan data dan privasi pelanggan secara berkelanjutan.

Throughout 2025, there were no substantiated complaints concerning breaches of customer privacy within IDSurvey Group. During the same period, no incidents involving the leakage, theft, or loss of customer data were identified. As part of its commitment to maintaining customer trust, the Company continues to monitor and strengthen its customer data and privacy protection mechanisms on an ongoing basis.

Kepuasan dan Keterikatan Pelanggan

Customer Satisfaction and Engagement

[GRI 418-1] [OJK F.30]

IDSurvey juga mengoordinasikan pengumpulan data kepuasan pelanggan yang dilaksanakan oleh masing-masing entitas anak sebagai bagian dari mekanisme evaluasi layanan. Pengukuran kepuasan pelanggan menggunakan pendekatan Customer Journey untuk memastikan evaluasi yang komprehensif terhadap setiap tahap interaksi pelanggan dengan Perusahaan, mulai dari informasi produk dan kontak layanan, penawaran dan order, proses dan kualitas pekerjaan, pembayaran dan tagihan, hingga layanan pasca pekerjaan. Pendekatan ini membantu Perusahaan mengidentifikasi titik interaksi yang sudah berjalan baik maupun area yang masih memerlukan peningkatan.

IDSurvey also coordinates the collection of customer satisfaction data conducted by each subsidiary as part of the service evaluation mechanism. Customer satisfaction measurement applies the Customer Journey approach to ensure a comprehensive evaluation of each stage of customer interaction with the Company, from product information and service contact, quotation and order, work process and quality, payment and billing, to post-work services. This approach helps the Company identify interaction points that have performed well, as well as areas that still require improvement.

Pengumpulan data kepuasan pelanggan dapat dilakukan melalui wawancara tatap muka, phone survey, angket, maupun metode lain yang relevan. Survei Kepuasan Pelanggan dilakukan minimal satu kali dalam setahun dan dapat dilaksanakan oleh tim internal maupun pihak eksternal. Hasil survei dari masing-masing entitas anak dikonsolidasikan secara terpusat melalui Divisi Pemasaran Korporat untuk memastikan konsistensi dan keterpaduan data di tingkat Grup.

Customer satisfaction data may be collected through face-to-face interviews, phone surveys, questionnaires, or other relevant methods. The Customer Satisfaction Survey is conducted at least once a year and may be carried out by an internal team or an external party. Survey results from each subsidiary are consolidated centrally through the Corporate Marketing Division to ensure data consistency and integration at the Group level.

Metodologi penentuan jumlah responden survei mengacu pada pendekatan statistik yang lazim digunakan, seperti metode Slovin atau tabel Krejcie & Morgan. Pendekatan ini digunakan untuk memastikan bahwa pengumpulan data dilakukan secara lebih terukur dan representatif. Ke depan, IDSurvey berupaya memperkuat standardisasi penerapan metodologi survei kepuasan pelanggan di seluruh entitas anak agar hasil pengukuran dapat semakin konsisten, dapat dibandingkan, dan mendukung pengambilan keputusan berbasis data.

Hasil pengaduan, masukan, dan Survei Kepuasan Pelanggan digunakan untuk mengidentifikasi area layanan atau operasional yang memerlukan perbaikan, mengomunikasikan isu yang disampaikan pelanggan kepada unit terkait, serta menyusun inisiatif perbaikan berkelanjutan. Dengan mekanisme tersebut, IDSurvey Group berupaya memastikan bahwa suara pelanggan tidak hanya menjadi bagian dari proses evaluasi, tetapi juga diintegrasikan ke dalam peningkatan kualitas layanan, pengembangan solusi, dan penguatan pengalaman pelanggan secara berkelanjutan.

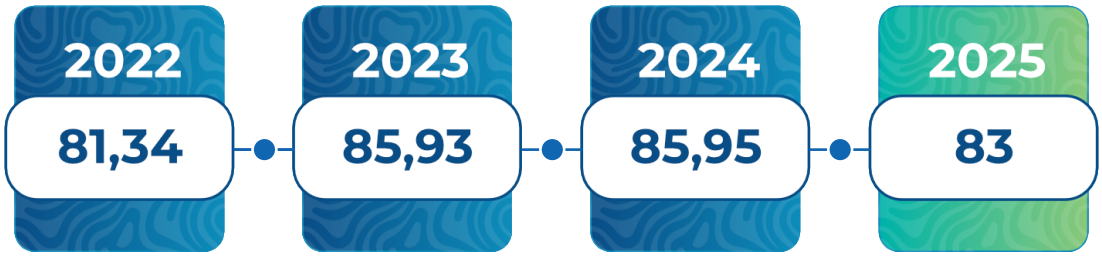
Pada tahun 2025, IDSurvey Group menetapkan target Survei Kepuasan Pelanggan sebesar 85 sebagai acuan dalam mengukur efektivitas layanan dan keterikatan pelanggan selama tahun pelaporan.

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. This approach is used to ensure that data collection is conducted in a more measurable and representative manner. Going forward, IDSurvey seeks to strengthen the standardization of the customer satisfaction survey methodology across all subsidiaries so that measurement results become more consistent, comparable, and supportive of data-driven decision-making.

The results of complaints, feedback, and the Customer Satisfaction Survey are used to identify service or operational areas that require improvement, communicate customer issues to the relevant units, and develop continuous improvement initiatives. Through this mechanism, IDSurvey Group seeks to ensure that the voice of the customer is not only part of the evaluation process, but is also integrated into service quality enhancement, solution development, and the continuous strengthening of customer experience.

In 2025, IDSurvey Group set a Customer Satisfaction Survey target of 85 as a reference for measuring service effectiveness and customer engagement during the reporting year

Indeks Kepuasan Pelanggan
Customer Satisfaction Index



Pada tahun 2025, IDSurvey Group memperkuat pengukuran Survei Kepuasan Pelanggan melalui pendekatan yang lebih terstandar dan komprehensif di tingkat Grup. Penguatan ini dilakukan sejalan dengan transisi kelembagaan, ketika fungsi *holding* yang sebelumnya dijalankan oleh PT BKI beralih kepada IDSurvey sebagai entitas induk strategis yang berdiri sendiri. Dalam proses tersebut, standardisasi pengukuran kepuasan pelanggan menjadi bagian dari upaya memperkuat tata kelola, koordinasi, dan integrasi layanan di seluruh entitas IDSurvey Group.

In 2025, IDSurvey Group strengthened its Customer Satisfaction Survey measurement through a more standardized and comprehensive approach at the Group level. This enhancement was undertaken in line with the institutional transition, during which the holding function previously carried out by PT BKI was transferred to IDSurvey as a standalone strategic holding entity. As part of this process, the standardization of customer satisfaction measurement became an important element in strengthening governance, coordination, and service integration across all entities within IDSurvey Group.

Nilai Survei Kepuasan Pelanggan tahun 2025 sebesar 83 merupakan hasil konsolidasi dari seluruh entitas dalam IDSurvey Group. Sementara itu, nilai tahun 2022–2024 mencerminkan hasil pengukuran PT BKI, yang pada periode tersebut masih menjalankan fungsi sebagai operational *holding* IDSurvey. Dengan adanya perubahan cakupan pelaporan tersebut, perbandingan antarperiode perlu dipahami secara proporsional karena mencakup basis responden, karakteristik layanan, dan ruang lingkup entitas yang berbeda.

Pengukuran tahun 2025 juga mulai mempertimbangkan pendekatan customer journey, sehingga penilaian tidak hanya berfokus pada hasil akhir layanan, tetapi mencakup pengalaman pelanggan sejak memperoleh informasi produk dan layanan, proses penawaran dan pemesanan, pelaksanaan dan kualitas pekerjaan, pembayaran dan penagihan, hingga layanan pascapekerjaan. Perluasan cakupan dan harmonisasi metodologi tersebut menghasilkan gambaran yang lebih menyeluruh mengenai persepsi pelanggan di tingkat Grup. Skor 83 menempatkan mutu layanan IDSurvey Group dalam kategori sangat baik sekaligus menjadi baseline konsolidasi untuk memperkuat evaluasi, penyelarasan, dan peningkatan kualitas layanan secara berkelanjutan.

The 2025 Customer Satisfaction Survey score of 83 represents the consolidated result of all entities within IDSurvey Group. Meanwhile, the scores reported for 2022–2024 reflect the measurement results of PT BKI, which during that period continued to perform the role of IDSurvey's operational holding. Given this change in reporting scope, year-on-year comparisons should be interpreted proportionately, as they involve different respondent bases, service characteristics, and entity coverage.

The 2025 measurement also began incorporating a customer journey approach, whereby the assessment did not focus solely on final service outcomes, but also covered the customer experience across each stage of interaction with the Company, from obtaining product and service information, quotation and ordering processes, work implementation and quality, payment and billing, to post-service support. The expanded scope and harmonized methodology provide a more comprehensive view of customer perceptions at the Group level. The score of 83 places IDSurvey Group's service quality in the very good category and serves as a consolidated baseline for strengthening the continuous evaluation, alignment, and improvement of service quality.

09

Lampiran

Attachment




bki
SURVEYOR INDONESIA
SUCOFINDO

INDEPENDENT ASSURANCE STATEMENT

Number	: JKT 0011 CO
Date	: September 2, 2026
Assurance Type	: Type 1
Assurance Level	: Moderate
Reporting Standards	: GRI Sustainability Reporting Standards 2021 (In Accordance); Otoritas Jasa Keuangan (OJK) Regulation No. 51/POJK.03/2017 with reference to OJK Circular Letter (SEOJK) 2022 No. 16/SEOJK.04/2021

NATURE OF ASSURANCE

Dear Stakeholders,
PT Surveyor Carbon Consulting Indonesia (referred to as "SCCI" or "we") has been engaged by PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) (referred to as "ID Survey" or "the reporting company") to provide independent assurance for ID Survey's Sustainability Report 2025 (referred to as "the report"). The Report presents ID Survey's commitment and performance in managing its environmental, social, and governance (ESG) impacts and responsibilities as a provider of inspection, certification, testing, and survey services. SCCI's role is to assess the report based on the data and content from the reporting year.

INTENDED USERS OF THIS ASSURANCE STATEMENT

The purpose of this statement is to communicate to the Company's stakeholders our opinion, as well as our findings and recommendations, based on the results of our assurance work. This assurance statement applies only to the relevant information included in the scope of assurance. The entire content and information of this assurance engagement is in the responsibility of ID Survey.

RESPONSIBILITIES

Our responsibility to management involves assessing the report's content, formulating findings and recommendations, and delivering an opinion. We are also responsible for offering conclusions and recommendations within the scope of assurance standards, methods, and approaches. The directors, governing body, and management of ID Survey hold responsibility for the information and presentation in the Report, with SCCI having no role in its preparation. SCCI's evaluation is based solely on the most recent editorial and data provided in the final draft as of August 31, 2026. In addition, SCCI was not involved in the preparation or compilation of the reported data.

INDEPENDENCE, IMPARTIALITY, AND COMPETENCY

PT Surveyor Carbon Consulting Indonesia (SCCI) discloses that it is a subsidiary of PT Surveyor Indonesia (Persero) and forms part of the ID Survey group of which the reporting company is the holding entity. To safeguard objectivity, the assurance engagement was performed by a team that is operationally and functionally separate from the reporting company, with no involvement in the preparation of the Report and no personal or financial interest in its outcome. Safeguards applied include segregation of the assurance team from group management, independent internal

technical review of the assurance conclusions, and adherence to SCCI's conflict-of-interest procedures. In addition, SCCI applies a Whistleblowing System (WBS) policy and an Integrity Pact that are in force for this engagement.

The assurance team maintains impartiality throughout their evaluation, ensuring their findings are unbiased and based solely on evidence. SCCI's procedures safeguard against any undue influence or favouritism.

The team is highly skilled in sustainability reporting and ESG data analysis, holding certifications in GRI Standards, TCFD, and ISO 14064. These qualifications highlight their expertise and ability to accurately assess and validate ID Survey's sustainability report.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance process was carried out according to the AA1000 Assurance Standard (AA1000AS v3), providing Type 1 assurance on the report content. This included a moderate level of assurance on the procedures and evidence, reducing the risk of errors in the report's information and conclusions, though not to a very low level.

SCOPE OF ASSURANCE SERVICE

1. The report covers data and information for the period from January 1st, 2025, to December 31st, 2025.
2. The report addresses the nine priority material topics determined by the Company: Data Protection and Information Security, Business Ethics, Customer Satisfaction, Service Innovation, Human Resources Management, Occupational Health and Safety (OHS), Diversity, Equality and Inclusion, Economic Performance, and Environmental Compliance. The corresponding reporting standards are GRI 205, 206 and 418 (Governance and Ethics); GRI 203, 416 and 417 (Customer and Innovation); GRI 401, 403, 404 and 405 (People and Wellbeing); GRI 201 (Economic Performance); and GRI 2-27 (Environmental Compliance).
3. Publicly disclosed information by ID Survey was reviewed to ensure that the report content adheres to reporting principles.
4. SCCI does not include financial data, information, or figures in the report content.
5. The quality and reliability of specific performance information were evaluated, along with adherence to the following reporting criteria:
   - GRI Sustainability Reporting Standards 2021 (In Accordance)
   - Otoritas Jasa Keuangan (OJK) Regulation No. 51/POJK.03/2017 with reference to OJK Circular Letter (SEOJK) 2022 No. 16/SEOJK.04/2021
   - AA1000 Accountability Principles (2018)

LIMITATION OF ASSURANCE SERVICE

This assurance was conducted as a Type 1 Limited Assurance, which inherently has certain limitations. Specifically, our assurance did not include any financial-linked information, and we did not perform an in-depth accuracy check of the reported data. Additionally, we encountered limitations related to data access, the scope of assurance, time constraints, and geographical coverage.

To mitigate these limitations, we employed a data triangulation method, focusing on material issues identified through stakeholder engagement, and engaged closely with management to clarify discrepancies. A sample-based approach was used where full access was not possible, and feedback was provided to the company for continuous improvement in future reports. These measures were taken to enhance the reliability and robustness of our assurance within the context of the identified limitations. The assurer is not responsible for any data inaccuracies arising from incorrect information provided by the reporting organization.

METHODOLOGY

We carried out the assurance process following these procedures and activities:

1. Interviews with staff responsible for sustainability management, report preparation, and information provision.
2. Review of significant organizational developments.
3. Examination of supporting evidence for claims made in the reports.
4. Evaluation of the report's content, disclosures, and presentation against the principles and indicators of AA1000AS (2008) with the 2018 addendum, AA1000AP (2018), GRI Standards, and POJK51.

ASSURANCE OPINION

As part of our independent assurance engagement, we have ID Survey's sustainability report in relation to the AA1000 Assurance Standard. Our assessment covered the company's approach to identifying, monitoring, and managing its environmental, social, and governance impacts. ID Survey has identified key sustainability impacts associated with its operations and implemented systems to monitor and measure these impacts regularly.

In our opinion, the sustainability report of ID Survey presents a fair and accurate representation of the company's sustainability practices and performance. The report adheres to the GRI Standards 2021 (In Accordance) and complies with POJK 51, reflecting the company's dedication to sustainability and responsible business practices.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES STANDARD (2018)

INCLUSIVITY

ID Survey engaged a broad range of internal and external stakeholders in its sustainability reporting process, including employees, investors, regulators, local communities, business partners, and industry stakeholders. Stakeholder engagement was conducted through consultations, surveys, and discussions that informed the identification of material sustainability topics. This approach demonstrates the Company's commitment to maintaining open dialogue and incorporating stakeholder perspectives into its sustainability strategy and reporting.

MATERIALITY

The Company identified its material sustainability topics through a structured double materiality assessment that considers both the Company's impacts on the environment and society and the financial risks and opportunities related to ESG issues. The assessment incorporated stakeholder expectations, regulatory developments, and the relevance of sustainability topics to ID Survey's service portfolio and operating context. The assessment resulted in nine priority material topics.

RESPONSIVENESS

ID Survey responds to its material sustainability topics by integrating ESG considerations into its strategic direction and operational decisions. Key initiatives include the development of sustainability-related assurance, verification, and certification services, strengthening of governance and risk management systems, improvement of operational environmental performance, and continuous investment in workforce capability and technical competency across its subsidiaries. ID Survey also communicates its progress through sustainability disclosures aligned with applicable reporting standards and regulatory requirements.

IMPACTS

The Sustainability Report describes the Company's significant environmental, social, and economic impacts arising from its service delivery and operational activities. These include impacts related to environmental compliance and resource management, data protection and information security, business ethics and governance, human resources management, diversity and inclusion, occupational health and safety, and economic performance. Performance metrics and qualitative disclosures are supported by internal systems and external reporting references.

GLOBAL REPORTING INITIATIVES REPORTING STANDARDS CONCLUSIONS, FINDINGS, AND RECOMMENDATION

Based on our review, we found that the sustainability report of ID Survey aligns to the GRI Standards 2021 (In Accordance). The report provides a thorough overview of the company's sustainability practices, performance, and contributions towards environmental and social governance goals.

Furthermore, the report complies with the requirements stipulated in POJK 51, demonstrating the company's commitment to sustainable business practices and transparent reporting.

Based on the assurance procedures performed, we recommend that the Company continue strengthening its sustainability management and reporting by periodically reviewing and updating its ESG targets and performance indicators for each priority material topic.

PT Surveyor Carbon Consulting Indonesia

Jakarta, September 2, 2026

SURVEYOR CARBON CONSULTING INDONESIA
JAKARTA

Yusuf Setyabudhi
Director of Finance and Risk Management

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PT Surveyor Carbon Consulting Indonesia specializing in independent assurance services in Indonesia for over 21 years. The company is equipped to offer independent verification, validation, or testing for various business activities, supported by its AA1000 Assurance license (Assurance Provider number 000-737). Moreover, the company's assurance team has a deep understanding of the AA1000 Accountability Principles and extensive experience in drafting and reviewing sustainability and integrated reports. The company adheres to a robust quality control system, including documented policies and procedures, and complies with ethical, professional, legal, and regulatory standards. This is evidenced by its adherence to SNI ISO/IEC 17020:2012, SNI ISO/IEC 17025:2017, SNI ISO/IEC 27001:2022, ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications. PT Surveyor Carbon Consulting Indonesia upholds a Code of Ethics throughout its operations, ensuring that all staff maintain integrity, objectivity, professional competence, due diligence, confidentiality, and adhere to high standards of professional and ethical conduct in their daily activities. Additionally, the company's assurance team is not involved in any projects beyond the scope of independent assurance services and does not face any conflicts of interest with other services offered by PT Surveyor Carbon Consulting Indonesia or its assurance team.

Indeks SEOJK No. 16/SEOJK.04/2021

SEOJK No. 16/SEOJK.04/2021 Index

[OJK G.4]

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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.
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GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
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GRI 2 Pengungkapan Umum 2021 General Disclosures 2021	2-9	Struktur tata kelola dan komposisi Governance structure and composition	109, 112			
	2-10	Nominasi dan seleksi untuk badan tata kelola tertinggi Nomination and selection of the highest governance body	121, 125, 130			
	2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body	113, 149			
	2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	84, 114, 151			
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	296			
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	89, 90			
	2-15	Konflik kepentingan Conflicts of interest	149			
	2-16	Komunikasi terkait perhatian yang bersifat kritis Communication of critical concerns	151			
	2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	137			
	2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	130			
	2-19	Kebijakan Remunerasi Remuneration policies	136			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 2 Pengungkapan Umum 2021 General Disclosures 2021	2-20	Proses penentuan remunerasi Process to determine remuneration	136			
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	-			
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	143	2-21 Rasio total kompensasi tahunan Annual total compensation ratio	Batasan kerahasiaan Confidentiality constraints	Informasi bersifat rahasia karena dapat memengaruhi posisi kompetitif perusahaan di pasar tenaga kerja The information is confidential because it could affect the company's competitive position in the labor market.
	2-23	Komitmen kebijakan Policy commitments	143			
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	148			
	2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impacts	396, 408			
	2-26	Mekanisme untuk mencari nasihat dan menyampaikan kekhawatiran Mechanisms for seeking advice and raising concerns	184			
	2-27	Kepatuhan terhadap peraturan perundang-undangan Compliance with laws and regulations	329			
	2-28	Keanggotaan asosiasi Membership associations	71			
	2-29	Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	192, 298			
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	254			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
Topik Material Material Topic						
GRI 3 Topik material 2021 Material topics 2021	3-1	Proses penentuan topik material Process to determine material topics	84			
	3-2	Daftar topik material List of material topics	91			
Ketersediaan Pasar Market Presence						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics				
GRI 202 Kehadiran Pasar 2016 Market Presence 2016	202-1	Rasio standar gaji karyawan tingkat masuk berdasarkan jenis kelamin dibandingkan dengan upah minimum lokal Ratios of standard entry level wage by gender compared to local minimum wage	-	202-1 Rasio standar gaji karyawan tingkat masuk berdasarkan jenis kelamin dibandingkan dengan upah minimum lokal Ratios of standard entry level wage by gender compared to local minimum wage	Batasan kerahasiaan Confidentiality constraints	Informasi bersifat rahasia karena dapat memengaruhi posisi kompetitif perusahaan di pasar tenaga kerja The information is confidential because it could affect the company's competitive position in the labor market.
	202-2	Proporsi perekrutan pengelolaan senior dari komunitas lokal Proportion of senior management hired from the local community	245			
Dampak Ekonomi Tidak Langsung Indirect economic impacts						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	340			
GRI 203 Dampak Ekonomi Tidak Langsung 2016 Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan jasa-jasa yang diberikan Infrastructure investments and services supported	340			
	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	340			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
Praktik Pengadaan Procurement Practices						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	219			
GRI 204 Praktik Pengadaan 2016 Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	219			
Anti Korupsi Anti Corruption						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	180			
GRI 205 Anti Korupsi 2016 Anti Corruption 2016	205-1	Operasi penilaian untuk risiko yang berkaitan dengan korupsi Operations assessed for risks related to corruption	180			
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi Communication and training about anti-corruption policies and procedures	181-182			
	205-3	Insiden korupsi yang terkonfirmasi & tindak lanjut diambil Confirmed incidents of corruption & actions taken	181			
Perilaku Anti Kompetitif Anti-Competitive Behavior						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	192			
GRI 206 Perilaku anti kompetitif 2016 Anti-competitive Behavior 2016	206-1	Tindakan hukum untuk perilaku anti kompetitif, anti-monopoli, dan praktik monopoli Legal actions for anti-competitive behavior, antitrust, and monopoly practices	192			
Pajak Tax						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	200			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 207 Pajak 2019 Tax 2019	207-1	Pendekatan untuk pajak Approach to tax	200			
	207-2	Tata kelola pajak, kontrol, dan resiko manajemen Tax governance, control, and risk management	200			
	207-3	Keterlibatan pemangku kepentingan & manajemen perhatian yang berkaitan dengan pajak Stakeholder engagement & management of concerns related to tax	200			
GRI 207 Pajak 2019 Tax 2019	207-4	Pelaporan per-negara Country-by-country reporting	200			
Material Materials						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	303			
	301-1	Penggunaan bahan per berat atau volume Materials used by weight or volume	303			
GRI 301 Material 2016 Materials 2016	301-2	Penggunaan bahan masukan yang dapat didaur ulang Recycled input materials used		301-2 Penggunaan bahan masukan yang dapat didaur ulang Recycled input materials used	Tidak berlaku Not applicable	IDSurvey Group bergerak di sektor jasa pengujian, inspeksi, sertifikasi, dan konsultansi (TICCC), sehingga tidak menggunakan bahan baku manufaktur atau bahan baku fisik yang didaur ulang dalam proses pemberian jasanya IDSurvey Group operates in the testing, inspection, certification, and consultancy (TICCC) services sector, and therefore does not use raw manufacturing materials or recycled physical input materials in its service delivery

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 301 Material 2016 Materials 2016	301-3	Produk yang dibangun kembali dan bahan kemasan Reclaimed products and their packaging materials		301-3 Produk yang dibangun kembali dan bahan kemasan Reclaimed products and their packaging materials	Tidak berlaku Not applicable	Sebagai perusahaan penyedia jasa, Perusahaan tidak memproduksi barang fisik komersial maupun menghasilkan produk yang memerlukan kemasan atau mekanisme penarikan/ pemulihan kembali (reclaimed products/ packaging) As a service provider, the Company does not manufacture physical commercial goods nor produce items requiring packaging or reclamation mechanisms
Energi Energy						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	306			
GRI 302 Energi 2016 Energy 2016	302-1	Konsumsi energi di dalam organisasi Energy consumption within the organization	306			
	302-2	Konsumsi Energi di luar organisasi Energy consumption outside of the organization		302-2 Konsumsi Energi di luar organisasi Energy consumption outside of the organization	Informasi tidak tersedia Information unavailable	Perusahaan dan anak perusahaan belum melakukan perhitungan energi di luar organisasi The company and its subsidiaries have not yet conducted energy calculations outside the organization.
	302-3	Intensitas Energi Energy intensity	309			
GRI 302 Energi 2016 Energy 2016	302-4	Reduksi konsumsi energi Reduction of energy consumption	310	302-4 Reduksi konsumsi energi Reduction of energy consumptio	Informasi tidak tersedia Information unavailable	Perusahaan belum melakukan perhitungan reduksi konsumsi energi The company has not yet calculated the reduction in energy consumption

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	**Alasan** Reason	**Penjelasan** Explanation
GRI 302 Energi 2016 Energy 2016	302-5	Reduksi kebutuhan energi untuk produk dan pelayanan/jasa-jasa Reductions in energy requirements of products and services		302-5 Reduksi kebutuhan energi untuk produk dan pelayanan/jasa-jasa Reductions in energy requirements of products and services	Informasi tidak tersedia Information unavailable	Perusahaan dan anak perusahaan belum melakukan perhitungan terhadap kebutuhan konsumsi dalam produk jasa The company and its subsidiaries have not yet calculated the consumption requirements for service products.
Air dan Limbah Water and effluents						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	317			
GRI 303 Air dan Limbah 2018 Water and effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	317			
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	318			
	303-3	Pengambilan air Water withdrawal	318			
	303-4	Pembuangan air Water discharge	318			
	303-5	Konsumsi air Water consumption	318	303-5 Konsumsi air Water consumption	Informasi tidak tersedia Information unavailable	Perusahaan belum melakukan pemetaan water stress area pada kantor cabang The company has not yet mapped water-stressed areas for its branch offices.
Emisi Emission						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	312			
GRI 305 Emisi 2016 Emissions 2016	305-1	Emisi GHG langsung (Lingkup 1) Direct (Scope 1) GHG emissions	312			
	305-2	Emisi GHG energi tidak langsung (Lingkup 2) Energy indirect (Scope 2) GHG emissions	312			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 305 Emisi 2016 Emissions 2016	305-3	Emisi GHG tidak langsung lainnya (Lingkup 3) Other indirect (Scope 3) GHG emissions	312			
	305-4	Intensitas emisi GHG GHG emissions intensity	313			
	305-5	Reduksi emisi GHG Reduction of GHG emissions	316	305-5 Reduksi emisi GHG Reduction of GHG emissions	Informasi tidak tersedia Information unavailable	Kuantifikasi reduksi emisi GRK belum dapat disajikan karena baseline, metodologi perhitungan, dan verifikasi dampak reduksi emisi masih dalam tahap pengembangan The quantification of GHG emission reductions cannot yet be presented because the baseline, calculation methodology, and verification of emission reduction impacts are still under development.
	305-6	Emisi bahan perusak ozon Emissions of ozone-depleting substances (ODS)	316			
	305-7	Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara yang signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7 Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara yang signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Informasi tidak tersedia Information unavailable	Informasi belum tersedia secara lengkap karena proses pengumpulan dan konsolidasi data antarentitas masih dalam tahap penguatan. Complete information is not yet available because the process of collecting and consolidating data across entities is still being strengthened.
Limbah Waste						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	321			
GRI 306 Limbah 2020 Waste 2020	306-1	Timbulan sampah dan dampak signifikan terkait sampah Waste generation and significant waste-related impacts	321			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 306 Limbah 2020 Waste 2020	306-2	Pengelolaan dampak penting terkait limbah Management of significant waste-related impacts	321			
	306-3	Limbah yang dihasilkan Waste generated	321			
	306-4	Limbah dialihkan dari pembuangan Waste diverted from disposal	323			
	306-5	Limbah diarahkan ke pembuangan akhir Waste directed to disposal	323			
Penilaian Lingkungan Pemasok Supplier Environmental Assessment						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	219			
GRI 308 Penilaian lingkungan pemasok 2016 Supplier Environmental Assessment 2016	308-1	Pemasok baru yang disaring menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria	219			
	308-2	Dampak negatif lingkungan di dalam rantai pasok dan tindak lanjut yang diambil Negative environmental impacts in the supply chain and actions taken	219			
Ketenagakerjaan Employment						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	236			
GRI 401 Karyawan 2016 Employment 2016	401-1	Karyawan baru yang direkrut dan pergantian karyawan New employee hires and employee turnover	251			
	401-2	Penyediaan keuntungan karyawan penuh waktu yang tidak disediakan untuk karyawan kontrak dan setengah waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	251			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 401 Karyawan 2016 Employment 2016	401-3	Cuti orang tua Parental leave	253			
Kesehatan dan Keselamatan Kerja Occupational Health and Safety						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	270			
GRI 403 Kelengkapan Kesehatan dan Keselamatan 2018 Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	270			
	403-2	Identifikasi bahaya, penilaian resiko, dan investigasi kecelakaan Hazard identification, risk assessment, and incident investigation	276			
	403-3	Layanan kesehatan kerja Occupational health services	272			
	403-4	Partisipasi pekerja, konsultasi, dan komunikasi dalam kesehatan dan keselamatan kerja Worker participation, consultation, and communication on occupational health and safety	276			
	403-5	Pelatihan pekerja dalam Kesehatan dan Keselamatan Kerja Worker training on occupational health and safety	290			
	403-6	Promosi kesehatan pekerja Promotion of worker health	272			
	403-7	Pencegahan dan mitigasi atas dampak dari kesehatan dan keselamatan kerja secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	272			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 403 Kelengkapan Kesehatan dan Keselamatan 2018 Occupational Health and Safety 2018	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	270			
	403-9	Kecelakaan kerja Work-related injuries	273			
	403-10	Penyakit akibat kerja Work-related ill health	288			
Pelatihan dan Edukasi Training and Education						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	259			
GRI 404 Pelatihan dan Edukasi 2016 Training and Education 2016	404-1	Rata-rata jam pelatihan setiap tahun untuk setiap karyawan Average hours of training per year per employee	259			
	404-2	Program untuk peningkatan kemampuan karyawan dan program bantuan transisi Programs for upgrading employee skills and transition assistance programs	258			
	404-3	Persentase karyawan menerima performa reguler dan review pengembangan karir Percentage of employees receiving regular performance and career development reviews	265			
Keberagaman dan Peluang yang Sama Diversity and Equal Opportunity						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	244			
GRI 405 Keberagaman dan peluang yang sama 2016 Diversity and Equal Opportunity 2016	405-1	Keberagaman atas badan tata kelola dan karyawan Diversity of governance bodies and employees	244, 245			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	**Alasan** Reason	**Penjelasan** Explanation
GRI 405 Keberagaman dan peluang yang sama 2016 Diversity and Equal Opportunity 2016	405-2	Rasio gaji pokok dan pemberian upah terhadap laki-laki / perempuan Ratio of basic salary and remuneration of women to men		405-2 Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki berdasarkan kategori karyawan dan lokasi operasi signifikan. The ratio of base salary and remuneration for women compared to men is significant across employee categories and locations of operation.	Batasan kerahasiaan Confidentiality constraints	Data gaji dan remunerasi bersifat rahasia. Pengungkapan rasio secara rinci per kategori dan lokasi dapat mengarah pada perkiraan gaji pegawai atau kelompok jabatan tertentu, terutama jika jumlah pegawai dalam kelompok tersebut terbatas. IDSurvey Group tetap menerapkan prinsip kesetaraan remunerasi tanpa membedakan gender. *Salary and remuneration data are confidential. Disclosing detailed ratios by employee category and location may allow estimates of the salary or remuneration of individual employees or specific job groups, particularly where the number of employees in the group is limited. IDSurvey Group continues to apply the principle of remuneration equality without differentiating based on gender.*
Tidak Diskriminasi Non-Discrimination						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	256			
GRI 406 Tidak diskriminasi 2016 Non-discrimination 2016	406-1	Insiden diskriminasi dan perbaikan tindakan yang diambil Incidents of discrimination and corrective actions taken	256			
Kebebasan Berserikat dan Perundingan Bersama Freedom of Association and Collective Bargaining						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	254			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 407 Kebebasan berserikat dan perundingan bersama 2016 Freedom of Association and Collective Bargaining 2016	407-1	Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan bersama mungkin terancam Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	254, 255			
Pekerja Anak Child Labor						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	256			
GRI 408 Tenaga Kerja Muda/ Anak 2016 Child Labor 2016	408-1	Operasional dan pemasok mempunyai risiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	256			
Kerja Paksa dan Wajib Kerja Forced or Compulsory Labor						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	256			
GRI 409 Kerja paksa dan wajib kerja 2016 Forced or Compulsory Labor 2016	409-1	Operasi dan pemasok mempunyai risiko signifikan terhadap kerja paksa dan wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	256			
Praktik Keamanan Security Practices						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	256			
GRI 410 Praktik Keamanan 2016 Security Practices 2016	410-1	Personel keamanan terlatih dalam kebijakan dan prosedur hak asasi Security personnel trained in human rights policies or procedures	256			
Hak Masyarakat Adat Rights of Indigenous Peoples						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	396			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
GRI 411 Hak Masyarakat Adat 2016 Rights of Indigenous Peoples 2016	411-1	Insiden kekerasan terhadap hak asasi masyarakat adat Incidents of violations involving rights of indigenous peoples	396			
Masyarakat Lokal Local Communities						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	338			
GRI 413 Masyarakat Lokal 2016 Local Communities 2016	413-1	Operasi dengan masyarakat lokal, keterlibatan, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	338			
	413-2	Operasi yang memiliki dampak negatif yang aktual dan potensial dalam masyarakat lokal Operations with significant actual and potential negative impacts on local communities	396			
Penilaian Sosial Pemasok Supplier Social Assessment						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	219			
GRI 414 Penilaian Sosial Pemasok 2016 Supplier Social Assessment 2016	414-1	Pemasok baru yang disaring menggunakan kriteria sosial New suppliers that were screened using social criteria	219			
	414-2	Dampak sosial negatif rantai pasok dan tindakan yang diambil Negative social impacts in the supply chain and actions taken	219			
Kebijakan Publik Public Policy						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	191			
GRI 415 Kebijakan Publik 2016 Public Policy 2016	415-1	Kontribusi Politik Political contributions	191			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
Kesehatan dan Keselamatan Konsumen Customer health and safety						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	400			
GRI 416 Kesehatan dan Keselamatan Konsumen 2016 Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan berdasarkan kategori produk dan layanan Assessment of the health and safety impacts of product and service categories	400			
	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	406			
Pemasaran dan pelabelan Marketing and Labelling						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	400			
GRI 417 Pemasaran dan pelabelan 2016 Marketing and Labeling 2016	417-1	Kelengkapan informasi dan penamaan produk dan layanan Requirements for product and service information and labeling	400			
	417-2	Insiden ketidakpatuhan mengenai informasi dan pelabelan produk dan layanan Incidents of non-compliance concerning product and service information and labeling	406			
	417-3	Insiden ketidakpatuhan mengenai yang komunikasi pemasaran Incidents of non-compliance concerning marketing communications	406			

GRI Standard Standar GRI	No	Pengungkapan Disclosure	Hal Page	Pengecualian Exception		
				Dikecualikan Omitted	Alasan Reason	Penjelasan Explanation
Privasi Konsumen Customer Privacy						
GRI 3 Topik material 2021 Material topics 2021	3-3	Manajemen topik material Management of material topics	408			
GRI 418 Kerahasiaan Konsumen 2016 Customer Privacy 2016	418-1	Substansi komplain yang berfokus pada cabang kerahasiaan konsumen dan kehilangan data konsumen Substantiated complaints concerning breaches of customer privacy and losses of customer data	408			

Lembar Umpan Balik

Feedback Sheet

[OJK G.2]

Terima kasih atas kesediaan Bapak/Ibu/Saudara untuk membaca Laporan Keberlanjutan IDSurvey Tahun Buku 2025. 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 2025 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 : _____
Institution/Company Name

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:

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Mohon kirimkan kembali lembar umpan balik ini kepada:
Please send this feedback form to:

PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)

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2025

Laporan Keberlanjutan

Sustainability Report



Danantara Indonesia

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