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DOOR

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SUSTAINABILITY REPORT 2025

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Theme Explanation
Penjelasan Tema

Open the Door,
Open the Opportunity

Every building has a door. But at OCS Indonesia, a door is more than an entrance.
It is a choice.
A transition.
A possibility to create something better than before.

In 2025, we are not simply operating facilities. We are opening the door to a new generation of impact through **Regenerative Facility Management** — a model that goes beyond maintaining assets to restoring value for people, communities, workplaces, and the environment.

Because sustainability is no longer about reducing harm alone. The future belongs to organizations that can regenerate what they touch.

Setiap bangunan memiliki pintu. Namun di OCS Indonesia, pintu bukan sekadar akses masuk.
Pintu adalah sebuah pilihan.
Sebuah transisi.
Sebuah kemungkinan untuk menciptakan sesuatu yang lebih baik dari sebelumnya.

Di tahun 2025, kami tidak sekadar mengoperasikan fasilitas. Kami membuka pintu menuju generasi baru dampak melalui **Regenerative Facility Management** — sebuah model yang melampaui pemeliharaan aset, menuju peningkatan nilai bagi manusia, komunitas, tempat kerja, dan lingkungan.

Karena keberlanjutan bukan lagi hanya tentang mengurangi dampak negatif. Masa depan adalah milik organisasi yang mampu meregenerasi setiap hal yang mereka sentuh.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

OPEN THE DOOR TO PEOPLE
BUKA PINTU UNTUK MANUSIA

We believe facilities should help people thrive, not just work.

Behind every building are thousands of lives:
the cleaners who create comfort,
the technicians who ensure continuity,
the security officers who protect trust,
and the clients who depend on safe, healthy, and inspiring environments every day.

Regenerative Facility Management means investing in human potential:
* Safer workplaces,
* Meaningful development,
* Inclusive opportunities,
* Wellbeing and dignity for every individual.

When we open the door to people, we open the opportunity for growth, purpose, and shared success.

Kami percaya fasilitas harus membantu manusia berkembang, bukan sekadar bekerja.

Di balik setiap bangunan terdapat ribuan kehidupan:
petugas kebersihan yang menciptakan kenyamanan, teknisi yang menjaga keberlangsungan operasional, petugas keamanan yang melindungi kepercayaan, serta para klien yang bergantung pada lingkungan yang aman, sehat, dan inspiratif setiap hari.

Regenerative Facility Management berarti berinvestasi pada potensi manusia melalui:
* Tempat kerja yang lebih aman,
* Pengembangan yang bermakna,
* Kesempatan yang inklusif,
* Kesejahteraan dan martabat bagi setiap individu.

Ketika kita membuka pintu untuk manusia, kita membuka peluang untuk pertumbuhan, tujuan hidup, dan kesuksesan bersama.

OPEN THE DOOR TO COMMUNITY
BUKA PINTU UNTUK MASYARAKAT

A facility should not stand apart from society. It should contribute to it.

OCS Indonesia believes every operation has the power to strengthen local ecosystems through:
* Community empowerment,
* Local partnerships,
* Education initiatives,
* Social impact programs,
* And economic inclusion.

We do not measure success only by operational excellence, but by how many lives move forward because we are present.

When we open the door to community, we open the opportunity to create lasting social value.

Sebuah fasilitas tidak seharusnya berdiri terpisah dari masyarakat. Fasilitas harus memberikan kontribusi bagi masyarakat.

OCS Indonesia percaya bahwa setiap operasional memiliki kekuatan untuk memperkuat ekosistem lokal melalui:
* Pemberdayaan komunitas,
* Kemitraan lokal,
* Inisiatif pendidikan,
* Program sosial,
* Serta inklusi ekonomi.

Kami tidak mengukur keberhasilan hanya dari keunggulan operasional, tetapi dari seberapa banyak kehidupan yang bergerak maju karena kehadiran kami.

Ketika kita membuka pintu untuk komunitas, kita membuka peluang untuk menciptakan nilai sosial yang berkelanjutan.

OPEN THE DOOR TO WORKPLACE
BUKA PINTU UNTUK TEMPAT KERJA

The workplace of the future must do more than function. It must inspire performance, resilience, collaboration, and innovation. Through smart operations, integrated services, digital enablement, and sustainable workplace transformation, OCS Indonesia helps clients create environments where businesses and people perform at their best.

A regenerative workplace:
* Adapts,
* Learns,
* Improves continuously,
* And creates positive experiences every day.

When we open the door to workplace transformation, we open the opportunity for organizations to evolve beyond efficiency into long-term resilience.

Tempat kerja masa depan harus lebih dari sekadar berfungsi. Tempat kerja harus mampu menginspirasi kinerja, ketahanan, kolaborasi, dan inovasi. Melalui operasional cerdas, layanan terintegrasi, dukungan digital, dan transformasi tempat kerja berkelanjutan, OCS Indonesia membantu klien menciptakan lingkungan di mana bisnis dan manusia dapat memberikan performa terbaiknya.

Tempat kerja yang regeneratif:
* Mampu beradaptasi,
* Terus belajar,
* Terus berkembang,
* Dan menciptakan pengalaman positif setiap hari.

Ketika kita membuka pintu menuju transformasi tempat kerja, kita membuka peluang bagi organisasi untuk berkembang melampaui efisiensi menuju ketahanan jangka panjang.

OPEN THE DOOR TO ENVIRONMENT
BUKA PINTU UNTUK LINGKUNGAN

Nature is not external to business. It is the foundation of it.

Regenerative Facility Management challenges us to move beyond “less negative” toward “more positive”:
* Lower emissions,
* Smarter energy use,
* Circular resource management,
* Cleaner operations,
* Greener environments,
* And sustainable innovation.

Our ambition is not only to sustain buildings, but to help regenerate the ecosystems around them.

When we open the door to the environment, we open the opportunity for a more sustainable future for generations to come.

Alam bukan sesuatu yang terpisah dari bisnis. Alam adalah fondasi dari bisnis itu sendiri.

Regenerative Facility Management menantang kita untuk melampaui sekadar “lebih sedikit dampak negatif” menuju “lebih banyak dampak positif” melalui:
* Emisi yang lebih rendah,
* Penggunaan energi yang lebih cerdas,
* Pengelolaan sumber daya yang sirkular,
* Operasional yang lebih bersih,
* Lingkungan yang lebih hijau,
* Serta inovasi berkelanjutan.

Ambisi kami bukan hanya mempertahankan bangunan, tetapi membantu meregenerasi ekosistem di sekitarnya.

Ketika kita membuka pintu untuk lingkungan, kita membuka peluang menuju masa depan yang lebih berkelanjutan bagi generasi mendatang.

OPEN THE FUTURE
BUKA MASA DEPAN

At OCS Indonesia, sustainability is not a separate initiative. It is how we think, operate, lead, and grow.

“Open the Door. Open the Opportunity.” reflects our belief that every facility can become a catalyst for positive transformation. A door to better lives.
A door to stronger communities.
A door to smarter workplaces.
A door to a healthier planet.

This is the future we are opening together through Regenerative Facility Management.

Di OCS Indonesia, keberlanjutan bukanlah inisiatif yang terpisah. Keberlanjutan adalah cara kami berpikir, beroperasi, memimpin, dan bertumbuh.

“Open the Door. Open the Opportunity.” mencerminkan keyakinan kami bahwa setiap fasilitas dapat menjadi katalis bagi transformasi positif.
Sebuah pintu menuju kehidupan yang lebih baik.
Sebuah pintu menuju komunitas yang lebih kuat.
Sebuah pintu menuju tempat kerja yang lebih cerdas.
Sebuah pintu menuju planet yang lebih sehat.

Inilah masa depan yang sedang kita buka bersama melalui Regenerative Facility Management.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Contents
Daftar Isi

Theme Explanation
Penjelasan Tema 3

Contents
Daftar Isi 6

Message from the President and Managing Director
Sambutan Presiden dan Direktur Utama 8

Statement of Sustainability Reporting Accountability
Pernyataan Pertanggungjawaban Atas Pelaporan Keberlanjutan 18

Tracing Our Sustainability Journey Throughout 2025
Perjalanan Keberlanjutan Kami Sepanjang 2025

Environmental Performance
Kinerja Lingkungan 20

Social Performance
Kinerja Sosial 21

Governance Performance
Kinerja Tata Kelola 21

About OCS Indonesia and Our Core Values
Mengenai OCS Indonesia dan Nilai yang Kami Bangun

Company Overview
Sekilas Perusahaan 24

Company Information
Informasi Perusahaan 25

Our Products and Services
Produk dan Jasa Kami 27

Location Map
Peta Lokasi 40

2025 Awards and Certifications
Penghargaan dan Sertifikasi 2025 41

Sustainability Reporting
Pelaporan Keberlanjutan 43

Integrating Sustainability into Our Operations and Services
Mengintegrasikan Keberlanjutan dalam Operasional dan Layanan

Sustainability Vision and Mission
Visi dan Misi Keberlanjutan 46

Material Topics
Topik-Topik Material 48

Sustainability Risks and Opportunities
Risiko dan Peluang Keberlanjutan 59

Sustainability Strategy and Targets
Strategi dan Target Keberlanjutan 61

Unlocking Pathways to Inclusive Social Mobility
Membuka Jalan bagi Mobilitas Sosial yang Inklusif

Colleague Engagement, Training, and Development
Keterlibatan, Pelatihan, dan Pengembangan Karyawan 74

Diversity, Equity, and Inclusion
Keberagaman, Kesetaraan, dan Inklusi 92

Building Thriving and Resilient Local Communities
Membangun Komunitas Lokal yang Tumbuh dan Berdaya

Community Partnership and Social Impact
Kemitraan Masyarakat dan Dampak Sosial 108

Economic Contribution and Community Development
Kontribusi Ekonomi dan Pembangunan bagi Masyarakat 112

Social Risk Management
Manajemen Risiko di Bidang Sosial 120

Strategic Opportunities in Social Performance
Peluang Strategis di Bidang Sosial 124

Protecting Human Dignity across Our Work Practices

Menjaga Martabat Manusia dalam Setiap Praktik Kerja

Modern Slavery, Human Rights, and Labour Rights Perbudakan Modern, Hak Asasi Manusia, dan Hak Buruh	128
Occupational Health and Safety Kesehatan dan Keselamatan Kerja	131
Responsible and Ethical Procurement Pengadaan yang Bertanggung Jawab dan Etis	141

Accelerating the Journey to a Low-Carbon Future

Melangkah Menuju Masa Depan Rendah Karbon

Environmental Commitment and Policies Komitmen dan Kebijakan Lingkungan	148
Climate Change Perubahan Iklim	155
Energy Energi	164
Water Management Manajemen Air	168
Waste and Resource Management Manajemen Limbah dan Sumber Daya	170

Weaving Resilient Governance into Every Step

Merajut Tata Kelola yang Tangguh di Setiap Langkah

Sustainability Governance Structure Struktur Tata Kelola Keberlanjutan	176
Ethical Conduct and Behaviour Perilaku dan Etika	183
Cyber Security and Data Privacy Keamanan Siber dan Privasi Data	186

Appendices and Additional Information

Lampiran dan Informasi Tambahan

Independent Assurance Statement Pernyataan *Assurance* Independen	192
Sustainable Development Goals (SDGs) Mapping Tautan Tujuan Pembangunan Berkelanjutan (TPB)	198
GRI Standards Index Indeks Standar GRI	200
Feedback Form Lembar Umpan Balik	214



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Message from the President and Managing Director

Sambutan Presiden dan Direktur Utama

Open the Doors. Open the Opportunity.

In 2025, we made a deliberate choice at OCS Indonesia: *to open doors as a system*. When doors are opened with intent across education, work, governance, and the environment, opportunities do not trickle down. They circulate, compound, and regenerate. This is the foundation of what we define as a regenerative workplace, a system where value is not extracted from people and places but continuously reinvested into them.

In Indonesia's growth journey, the tension is clear. Economic expansion is accelerating, yet access to opportunity remains uneven. Efficiency is often rewarded, even when achieved at the expense of dignity. Sustainability is frequently discussed, but too often separated from how work is actually designed and delivered. Our response has been to close these gaps, not through isolated programs, but by embedding sustainability into the operating model of the business, implemented across more than 771 operational sites and a workforce of over 11,700 colleagues.

The work we undertook in 2025 reflects this integration. It spans local communities, social mobility, modern slavery, and carbon emission reduction, not as separate pillars, but as interconnected levers of long-term value. What follows is not a catalogue of activities, but a view of how these elements reinforce one another, and why they matter for the future we are building.

Rooted in Communities

Our engagement with local communities is not a recent evolution, nor a shift from presence to participation. It has long been embedded in how OCS Indonesia operates. For years, we have built our workforce by recruiting directly from the communities in which we serve, creating a model where our people are not external to the environment, but part of its social and economic fabric.

Pada tahun 2025, OCS Indonesia menetapkan sebuah keputusan strategis: membuka akses sebagai sebuah sistem terpadu (*to open doors as a system*), sehingga di seluruh aspek pendidikan, pekerjaan, tata kelola, dan lingkungan, peluang tidak lagi mengalir secara linear atau bertahap, tetapi bersirkulasi, berkembang, dan beregenerasi. Prinsip ini menjadi landasan dari apa yang kami definisikan sebagai *regenerative workplace*, sebuah sistem di mana nilai tidak diekstrak dari manusia dan lingkungan, melainkan diinvestasikan secara berkelanjutan kepada keduanya.

Dalam perjalanan pertumbuhan Indonesia, terlihat tantangan yang sangat nyata, Dimana ekspansi ekonomi melaju pesat, namun akses terhadap peluang belum merata. Efisiensi kerap menjadi prioritas utama, bahkan mengorbankan aspek martabat manusia. Keberlanjutan kerap dibahas, namun sering kali terpisah dari cara kerja operasional yang sebenarnya. Kami merespon hal ini dengan menjembatani kesenjangan tersebut melalui integrasikan prinsip keberlanjutan ke dalam model bisnis operasional, yang kini diterapkan di lebih dari 771 lokasi operasional dan didukung oleh lebih dari 11.700 karyawan.

Seluruh upaya kami sepanjang 2025 mencerminkan integrasi tersebut. Isu komunitas lokal, mobilitas sosial, pemberantasan perbudakan modern, hingga pengurangan emisi karbon, bukan menjadi pilar terpisah, melainkan pendorong nilai jangka panjang yang saling terhubung. Bukan sekadar daftar aktivitas, tapi menjadi gambaran bagaimana semua elemen saling memperkuat. Hal ini tentunya sangat krusial bagi masa depan yang tengah kami bangun.

Berakar pada Komunitas

Keterlibatan kami dengan komunitas lokal bukanlah tren baru, bukan pula sekadar peralihan dari kehadiran menjadi partisipasi. Hal ini telah lama mendarah daging dalam cara OCS Indonesia beroperasi. Selama bertahun-tahun, kami membangun kekuatan *workforce* dengan merekrut langsung dari masyarakat di sekitar wilayah operasional. Kami menciptakan model di mana karyawan bukan merupakan pihak asing, melainkan bagian dari struktur sosial dan ekonomi setempat.

Our journey is increasingly defined by how we scale impact without diluting intent, how we grow without losing discipline, and how we integrate purpose into performance in a way that is measurable and repeatable. It is within this context that we continue to shape OCS Indonesia as a hybrid enterprise model that combines commercial rigor with a system-level commitment to social and environmental outcomes.

Perjalanan kami kini ditentukan oleh bagaimana memperluas dampak tanpa mengurangi esensi tujuan, tumbuh tanpa kehilangan disiplin, dan mengintegrasikan tujuan ke dalam kinerja dengan cara yang terukur dan dapat diulang. Dalam konteks ini, kami terus membentuk OCS Indonesia sebagai model perusahaan hibrida yang menggabungkan ketegasan komersial dengan komitmen tersistem untuk sosial dan lingkungan.



Yohanes Jeffry Johary
President and Managing Director

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

In 2025, this approach was strengthened further, with approximately 85% of our workforce hired locally, including 2,743 individuals across key client sites, reinforcing both economic inclusion and operational stability. What has evolved is not the intent, but the depth of integration: from being locally present to becoming structurally interdependent with the communities around us. The central idea remains clear: communities are not beneficiaries of business, they are co-producers of long-term value.

This perspective shaped how we engaged across national and international platforms. Our involvement in the UK–Indonesia Strategic Partnership, in collaboration with the British Chamber of Commerce Indonesia and the UK Embassy in Jakarta, particularly within the "Planet" pillar, allowed us to translate operational realities from the ground into policy conversations that often remain abstract. Participation in national forums, from Special Economic Zones to investment summits, enabled us to position facility management not as a support function, but as an enabler of economic resilience and environmental performance.

We have taken a clear position on the social dimension of the energy transition. As industries decarbonize and infrastructure evolves, the impact is felt most directly at the local level, where jobs are reshaped, skills become obsolete, and new capabilities are required. Our responsibility is to ensure that communities are not displaced by this transition but prepared for it. This is where green skills become critical.

Through our commitment to vocational pathways, particularly within TVET (Technical and Vocational Education and Training), we are focused on equipping local workforces with the skills required for sustainable operations, from energy-efficient building management to resource optimization and low-carbon service delivery. This transition to a greener economy will only be just and inclusive if those closest to the change are given the capability to participate in it.

At the same time, we deepened our engagement with academic and social institutions to strengthen the link between knowledge and practice. Collaborations with universities and social sustainability platforms were designed to ensure that ideas do not remain theoretical, but are tested, adapted,

Pada tahun 2025, pendekatan ini diperkuat dengan perekrutan sekitar 85% tenaga kerja lokal, termasuk 2.743 individu di lokasi klien utama kami. Hal ini memperkuat inklusi ekonomi sekaligus menjaga stabilitas operasional. Transformasi yang terjadi bukan terletak pada niatnya, melainkan pada kedalaman integrasinya, dari sekadar hadir secara lokal menjadi saling bergantung secara struktural dengan masyarakat sekitar. Prinsip utamanya tetap tegas: masyarakat bukanlah sekadar penerima manfaat bisnis, melainkan mitra dalam menciptakan nilai jangka panjang.

Perspektif ini juga membentuk cara kami berpartisipasi dalam berbagai *platform* nasional dan internasional. Keterlibatan kami dalam *UK–Indonesia Strategic Partnership*, melalui kolaborasi dengan British Chamber of Commerce Indonesia dan Kedutaan Besar Inggris di Jakarta, khususnya pada pilar "*Planet*", memungkinkan kami untuk membawa realita operasional di lapangan ke dalam diskusi kebijakan yang sering kali bersifat abstrak. Partisipasi dalam forum nasional, mulai dari Kawasan Ekonomi Khusus hingga forum investasi, memungkinkan kami untuk memposisikan *facility management* tidak hanya sebagai fungsi pendukung, melainkan penggerak ketahanan ekonomi dan kinerja lingkungan.

Terkait dimensi sosial dalam transisi energi, kami juga mengambil posisi yang tegas. Saat industri mulai melakukan dekarbonisasi dan infrastruktur terus berkembang, dampaknya paling dirasakan di tingkat lokal melalui perubahan jenis pekerjaan dan kebutuhan akan kapabilitas baru. Tanggung jawab kami adalah memastikan masyarakat tidak terpinggirkan oleh transisi ini, melainkan dipersiapkan untuk menghadapinya. Di sinilah penguasaan *green skills* menjadi sangat penting.

Melalui komitmen pada jalur vokasi, khususnya dalam kerangka TVET (*Technical and Vocational Education and Training*), kami berfokus membekali tenaga kerja lokal dengan keterampilan yang dibutuhkan untuk operasional berkelanjutan, mulai dari pengelolaan bangunan hemat energi hingga optimalisasi sumber daya dan layanan rendah karbon. Transisi menuju ekonomi hijau hanya akan dianggap adil dan inklusif jika pihak yang paling terdampak oleh perubahan diberikan kemampuan untuk berpartisipasi.

Di saat yang sama, kami memperdalam kolaborasi dengan institusi akademik dan sosial untuk memperkuat sinergi antara teori dan praktik. Kemitraan dengan universitas dan *platform* keberlanjutan sosial dirancang agar gagasan inovatif tidak hanya berhenti di tataran teori, tetapi diuji dan diterapkan dalam

and scaled within real operational environments. When industry and academia converge, communities benefit from solutions that are both credible and implementable.

We also facilitated multi-stakeholder dialogues on circularity, resource efficiency, and sustainable procurement. These are not peripheral discussions. They address a structural issue: the fragmentation of responsibility across value chains. Bringing together corporations, policymakers, and local actors creates the conditions for alignment where incentives, standards, and execution begin to converge.

This integration of community into the operating model strengthens the foundation on which broader opportunity can be built. It leads directly to the question of access, who benefits, and how.

Pathways, Not Barriers

Social mobility is not constrained by a lack of ambition; it is constrained by the design of pathways. In Indonesia, the divide between education and employability remains one of the most persistent barriers, particularly for frontline workers whose potential is often underestimated.

Our response in 2025 was to redesign these pathways. The launch of the VOCIFY Green Skills Development and Apprenticeship Program marked a structural intervention that recognizes vocational capability as a primary route to success, not a secondary alternative. Endorsed by UK-accredited institutions and positioned within bilateral cooperation frameworks, VOCIFY connects education, industry, and certification into a single ecosystem. In its first phase, the program delivered 33 apprenticeships and scholarships, with plans to expand further in 2026.

This direction was reinforced through our engagement in national TVET discussions with policymakers and international partners. We have consistently advocated for a differentiated but equally respected pathway between cognitive development and productivity. These are not competing tracks. They are complementary systems that, when aligned, can unlock a broader base of national talent.

lingkungan operasional yang nyata. Ketika industri dan akademisi bersinergi, masyarakat akan mendapatkan manfaat langsung dari solusi yang kredibel sekaligus praktis.

Kami juga memfasilitasi dialog multipemangku kepentingan terkait ekonomi sirkular, efisiensi sumber daya, dan pengadaan berkelanjutan. Ini bukan sekadar diskusi semata, melainkan upaya menjawab isu struktural terkait fragmentasi tanggung jawab di sepanjang rantai nilai. Dengan mempertemukan korporasi, pembuat kebijakan, dan pemain lokal, kami menciptakan kondisi yang selaras di mana standar dan implementasi dapat berjalan beriringan.

Integrasi masyarakat ke dalam model operasional ini memperkuat fondasi untuk membangun peluang yang lebih luas, yang secara langsung berkaitan dengan isu akses, penerima manfaat, dan mekanisme pencapaiannya.

Jalur Keberhasilan, Bukan Hambatan

Mobilitas sosial tidak dibatasi oleh kurangnya ambisi, melainkan oleh desain jalur pencapaiannya. Di Indonesia, kesenjangan antara pendidikan dan ketersediaan lapangan kerja tetap menjadi salah satu hambatan yang paling nyata, terutama bagi pekerja garis depan (*frontline*) yang potensinya sering kali dipandang sebelah mata.

Respon kami di tahun 2025 adalah merancang ulang jalur-jalur tersebut. Peluncuran *VOCIFY Green Skills Development and Apprenticeship Program* menandai intervensi struktural yang mengakui kemampuan vokasional sebagai jalur utama menuju kesuksesan, bukan sekadar alternatif kedua. Diakreditasi oleh Lembaga asal Inggris dan diposisikan dalam kerangka kerja sama bilateral, VOCIFY menghubungkan pendidikan, industri, dan sertifikasi ke dalam satu ekosistem terpadu. Pada fase pertama, program ini telah memberikan 33 kesempatan magang dan beasiswa, dengan rencana ekspansi lebih lanjut pada tahun 2026.

Arah strategis ini diperkuat melalui keterlibatan kami dalam diskusi TVET nasional bersama pembuat kebijakan dan mitra internasional. Kami secara konsisten mengadvokasi jalur yang berbeda, namun setara antara pengembangan kognitif dan produktivitas. Keduanya bukanlah jalur yang saling bersaing, melainkan sistem yang saling melengkapi. Jika diselaraskan, keduanya mampu membuka potensi talenta nasional secara lebih luas.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Within the organization, we translated this philosophy into tangible action. Through the TRUE Champion Award, we sponsored frontline colleagues to pursue university education; ten individuals whose journeys represent more than personal achievement. They demonstrate that when opportunity is opened, capability follows.

Operational transformation also played a critical role. The enhancement of the Milky Way Project enabled us to complete financial close and payroll processing within 24 hours for a workforce of over 11,710 colleagues across 771 sites. This is not simply a matter of speed. It fundamentally changes how decisions are made. With timely and integrated visibility, we are able to review performance earlier, understand issues more clearly, and act with greater precision in planning and execution. In an industry where complexity is often cited as a constraint, this capability positions us to respond faster and serve both colleagues and customers with greater precision.

Our inclusivity agenda expanded further through the introduction of neuroinclusion, in partnership with organizations advancing this space. Importantly, we appointed STEPS to independently assess our readiness as an organization, recognizing that inclusion cannot be claimed. It must be built with honesty and evidence. This reflects a broader evolution from diversity as representation to inclusion as system design. The question is no longer who is present, but whether the system enables them to contribute fully, safely, and meaningfully.

Social mobility, therefore, is not achieved through isolated initiatives. It requires a redesign of systems (education, operations, and culture), so that opportunity becomes accessible, not exceptional. This raises a more difficult question: how do we ensure that opportunity is also fair?

Integrity of Work

Modern slavery is often perceived as distant, confined to extreme cases or hidden geographies. In reality, its roots are embedded in everyday business decisions: how contracts are priced, how supply chains are structured, and how labour is valued.

Di lingkup internal organisasi, kami menerjemahkan filosofi ini ke dalam tindakan nyata. Melalui TRUE Champion Award, kami memberikan beasiswa pendidikan universitas bagi karyawan garis depan; sepuluh individu yang perjalanannya mewakili lebih dari sekadar pencapaian pribadi. Mereka membuktikan bahwa ketika peluang terbuka, kapabilitas akan mengikuti.

Transformasi operasional juga memegang peranan krusial. Pengembangan *Milky Way Project* memungkinkan kami menyelesaikan penutupan keuangan dan pemrosesan penggajian dalam waktu 24 jam bagi lebih dari 11.710 karyawan di 771 lokasi. Ini bukan sekadar masalah kecepatan, melainkan perubahan mendasar dalam pengambilan keputusan. Dengan visibilitas data yang tepat waktu dan terintegrasi, kami mampu meninjau kinerja lebih awal, memahami masalah dengan lebih jelas, dan bertindak dengan presisi yang lebih tinggi dalam perencanaan maupun eksekusi. Di industri di mana kompleksitas sering dianggap sebagai kendala, kapabilitas ini memposisikan kami untuk merespons lebih cepat bagi karyawan maupun pelanggan.

Agenda inklusivitas kami berkembang lebih jauh melalui pengenalan *neuroinclusion*, bekerja sama dengan organisasi yang ahli di bidang tersebut. Secara khusus, kami menunjuk STEPS untuk menilai kesiapan organisasi kami secara independen. Kami menyadari bahwa inklusi tidak bisa sekadar diklaim, melainkan harus dibangun dengan kejujuran dan bukti nyata. Hal ini mencerminkan evolusi dari keragaman sebagai representasi menjadi inklusi sebagai desain sistem. Pertanyaannya bukan lagi tentang siapa yang terlibat, melainkan apakah sistem yang ada memungkinkan mereka untuk berkontribusi secara penuh, aman, dan bermakna.

Mobilitas sosial tidak dapat dicapai melalui inisiatif yang terisolasi. Hal ini memerlukan perancangan ulang sistem (pendidikan, operasional, dan budaya), sehingga peluang menjadi sesuatu yang dapat diakses, bukan sesuatu yang luar biasa. Maka, muncul pertanyaan yang lebih dalam: bagaimana kita memastikan peluang tersebut juga adil?

Integritas Kerja

Perbudakan modern sering kali dianggap isu yang jauh, terbatas pada kasus ekstrem atau wilayah tersembunyi. Namun kenyataannya, akarnya tertanam dalam keputusan bisnis sehari-hari: bagaimana kontrak ditetapkan, rantai pasok disusun, dan tenaga kerja dihargai.

In 2025, we chose to address this issue directly and measurably. Through our commitment to the Modern Slavery Pact and our contributions to public discourse, we aimed to shift the conversation from compliance to accountability. The challenge is not only to identify abuses, but to understand the systems that allow them to persist. We recorded zero modern slavery incidents, ensured full workforce access to whistleblowing mechanisms, and achieved complete supplier alignment with our Code of Conduct. At the same time, 91% of Tier-1 subcontractors were audited against labour standards, with further strengthening planned. We also maintained zero fatalities and a consistently low injury rate, reflecting our continued commitment to workforce safety and dignity.

One of the most critical drivers is the *race to the bottom* in pricing. When services are procured at levels that cannot sustain fair wages and protections, the pressure is transferred along the supply chain, often to the most vulnerable workers. Efficiency, in such cases, is achieved by externalizing human cost. This is not a market failure. It is a design failure.

In response, our focus has been on strengthening internal discipline around how work is priced, how contracts are structured, and how labour practices are monitored across operations. We have also taken a more deliberate role in contributing to industry awareness through Chambers of Commerce and national awareness by sharing perspectives through a live national broadcast on CNBC Indonesia, where the issue was positioned within the broader context of workforce competitiveness and ethical business conduct. This dialogue was further extended through a collaborative article with Dentons LLP published in the Jakarta Post, aimed at bridging legal frameworks with operational realities. These efforts are not positioned as solutions, but as steps toward making the issue more visible, more understood, and ultimately, more actionable across the ecosystem.

We have continued to integrate governance more deeply into our operating model. The strategic partnership with BAHARKAM POLRI (*National Security Maintenance Agency of Indonesia Police*), alongside alignment with international standards such as the UK Bribery Act and FCPA (*Foreign Corrupt Practices Act*), establishes a framework where ethical practices are enforceable and monitored. This position required deliberate trade-offs. For nearly two years, we placed

Pada tahun 2025, kami memilih menangani masalah ini secara langsung dan terukur. Melalui komitmen pada *Modern Slavery Pact*, kami bertujuan mengubah diskursus dari sekadar kepatuhan (*compliance*) menjadi akuntabilitas. Tantangannya bukan hanya mengidentifikasi pelanggaran, tetapi memahami sistem yang membiarkannya tetap terjadi. Kami mencatat nol insiden perbudakan modern, memastikan akses penuh tenaga kerja terhadap mekanisme pelaporan pelanggaran (*whistleblowing*), dan mencapai keselarasan pemasok sepenuhnya dengan Kode Etik kami. Sebanyak 91% subkontraktor *Tier-1* telah diaudit berdasarkan standar ketenagakerjaan. Kami juga mempertahankan nihil kecelakaan fatal dan tingkat cedera yang rendah, yang mencerminkan komitmen berkelanjutan terhadap keselamatan dan martabat tenaga kerja kami.

Salah satu pemicu utama perbudakan modern adalah persaingan harga yang tidak sehat (*race to the bottom*). Ketika layanan dibeli pada tingkat harga yang tidak mampu menopang upah layak dan melindungi pekerja, tekanan tersebut akan bergeser ke sepanjang rantai pasok, sering kali berdampak pada pekerja yang paling rentan. Dalam kasus seperti ini, efisiensi dicapai dengan mengabaikan biaya kemanusiaan. Ini bukanlah kegagalan pasar, melainkan kegagalan desain.

Merespon hal ini, kami berfokus pada penguatan disiplin internal terkait mekanisme penentuan harga kerja, penyusunan struktur kontrak, serta pengawasan praktik ketenagakerjaan di seluruh lini operasional. Kami juga mengambil peran yang lebih aktif dalam membangun kesadaran industri melalui Kamar Dagang, serta kesadaran nasional dengan berbagi perspektif dalam siaran langsung di CNBC Indonesia, dimana isu ini diposisikan dalam konteks yang lebih luas, yaitu daya saing tenaga kerja dan etika tata kelola bisnis. Dialog tersebut diperluas melalui artikel kolaborasi dengan Dentons LLP yang diterbitkan di The Jakarta Post, yang bertujuan untuk menjembatani celah antara kerangka hukum dengan realitas operasional di lapangan. Berbagai upaya ini bukanlah solusi akhir, melainkan langkah nyata untuk menjadikannya lebih transparan, lebih dipahami, dan pada akhirnya dapat ditindaklanjuti di seluruh ekosistem.

Kami terus mengintegrasikan tata kelola secara ke dalam model operasional Perusahaan. Kemitraan strategis dengan BAHARKAM POLRI, yang dibarengi dengan penyelarasan standar internasional seperti *UK Bribery Act* dan FCPA (*Foreign Corrupt Practices Act*), menetapkan sebuah kerangka kerja dimana praktik etis ditegakkan dan dipantau secara ketat. Posisi ini menuntut pengorbanan strategis. Selama hampir dua tahun, kami memutuskan

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

a controlled pause on the expansion of our related line of business to ensure that the foundation of governance, compliance, and institutional alignment was properly established. In doing so, we prioritized long-term integrity over short-term growth. The outcome is not only an expanded capability through formal collaboration with BAHARKAM POLRI, but also the establishment of a compliance-led model that remains uncommon in the market. This is complemented by our digital transformation efforts, which enable greater transparency across operations.

We also recognize that regulation alone cannot solve this issue. It must be supported by a shift in mindset within organizations, across industries, and at board level. Due diligence on labour practices, procurement structures, and subcontracting models must become a core agenda, not a peripheral concern.

What this reinforces is a broader principle: governance is a system that shapes how decisions are made, how risks are contained, and how standards are upheld across the value chain. When governance is weak or inconsistently applied, the consequences do not remain isolated. They surface in the form of compromised labour practices, opaque subcontracting, and diminished accountability. Strengthening governance, therefore, is not only about protecting the enterprise, but also about addressing the conditions under which more systemic risks, including those related to human rights, are allowed to persist.

Modern slavery is not an isolated risk. It is a reflection of how work is designed, priced, and governed. Addressing it requires a systemic response that aligns commercial discipline with human dignity. This alignment becomes equally critical as we confront the environmental dimension of our operations.

Decarbonizing Through Operations

The transition to a low-carbon economy is often framed as a technological challenge. Our experience suggests that it is, first and foremost, an operational one. Technology enables change, but it is through daily execution that change becomes real.

Our decarbonization journey reflects a deliberate progression rather than a single-year outcome. Since the publication of our first Sustainability Report

menghentikan sementara ekspansi lini bisnis terkait, guna memastikan bahwa fondasi tata kelola, kepatuhan, serta keselarasan institusional telah terbentuk dengan kokoh. Melalui langkah ini, kami memprioritaskan integritas jangka panjang di atas pertumbuhan jangka pendek. Hasilnya bukan sekadar perluasan kapabilitas melalui kolaborasi formal dengan BAHARKAM POLRI, tetapi juga terciptanya sebuah model bisnis berbasis kepatuhan (*compliance-led model*) yang masih jarang ditemukan di pasar saat ini. Hal ini semakin diperkuat oleh upaya transformasi digital yang memungkinkan transparansi yang lebih besar di seluruh lini operasional kami.

Kami juga menyadari bahwa regulasi semata tidak dapat menyelesaikan masalah ini. Regulasi harus didukung oleh perubahan pola pikir di dalam organisasi, di seluruh industri, hingga ke tingkat dewan direksi. Uji tuntas (*due diligence*) terhadap praktik ketenagakerjaan, struktur pengadaan, dan model subkontrak harus menjadi agenda utama, bukan sekadar perhatian sampingan.

Hal ini mempertegas prinsip yang lebih luas: tata kelola adalah sebuah sistem yang membentuk pengambilan keputusan, pengendalian risiko, dan penegakan standar di seluruh rantai nilai. Ketika tata kelola lemah atau diterapkan secara tidak konsisten, konsekuensinya tidak akan berdiri sendiri. Dampak tersebut akan muncul dalam bentuk praktik ketenagakerjaan yang terkompromi, subkontrak yang tidak transparan, serta penurunan akuntabilitas. Oleh karena itu, penguatan tata kelola bukan hanya melindungi Perusahaan, tetapi juga membenahi kondisi pemicu risiko sistemik, termasuk yang berkaitan dengan hak asasi manusia.

Perbudakan modern bukanlah risiko yang terisolasi, namun cerminan dari bagaimana pekerjaan dirancang, ditentukan harganya, dan dikelola. Menangani isu ini memerlukan respon sistemik yang menyelaraskan disiplin komersial dengan martabat manusia. Penyelarasan ini menjadi sama pentingnya saat kami menghadapi dimensi lingkungan dalam operasional kami.

Dekarbonisasi Dalam Operasional

Transisi menuju ekonomi rendah karbon sering dianggap sebagai tantangan teknologi. Namun, pengalaman kami menunjukkan bahwa ini adalah tantangan operasional. Teknologi memungkinkan perubahan, tetapi melalui eksekusi harianlah perubahan tersebut menjadi nyata.

Perjalanan dekarbonisasi Perusahaan mencerminkan suatu proses yang dilakukan secara bertahap dan terencana, bukan sekadar pencapaian dalam

2023 in 2024, we have focused on strengthening environmental governance, improving data quality, and embedding sustainability into operational decision-making. In 2025, these efforts enabled us to reduce Scope 1 and 2 emissions intensity by 2.31% from 830.74 in 2024 to 830.21 tCO_2e in 2025, while maintaining business growth. While the reduction was modest, it provided something equally important: greater visibility into where emissions are generated and where the most meaningful opportunities for improvement exist.

This improved visibility now provides the foundation for a more ambitious target in 2026. Through enhanced operational controls, stronger supplier alignment, and the systematic integration of sustainability considerations into service delivery, we have identified a clearer pathway toward reducing emissions to 700 tCO_2e and achieving a 17% reduction in emissions intensity. Our confidence in this target is not based on aspiration alone, but on the stronger measurement systems, operational disciplines, and implementation capabilities developed over the past three years.

Our engagement in data centre and energy forums highlighted the growing importance of digital infrastructure in shaping carbon trajectories. As Indonesia's digital economy expands, the efficiency of these facilities becomes a critical determinant of environmental performance. By bringing together stakeholders across the ecosystem, we contributed to shaping both design and operational standards.

At the same time, we introduced ESG rating mechanisms at site level, enabling real-time assessment and management of environmental performance. This represents a shift from reporting to accountability, where sustainability is not only measured, but actively managed. More importantly, it is designed as a bottom-up system. By embedding ESG metrics directly into daily operations across sites, we are enabling those closest to execution to take ownership of outcomes, rather than relying solely on top-down directives. This is how we intend to lead the market by example, by making responsible and sustainable growth not an aspiration, but a lived practice across our footprint.

satu tahun pelaporan. Sejak penerbitan Laporan Keberlanjutan perdana tahun 2023 pada tahun 2024, Perusahaan berfokus pada penguatan tata kelola lingkungan, peningkatan kualitas data, serta integrasi aspek keberlanjutan ke dalam proses pengambilan keputusan operasional. Pada tahun 2025, berbagai upaya tersebut memungkinkan Perusahaan menurunkan intensitas emisi Cakupan 1 dan 2 sebesar 2,31%, dari 830,74 tCO_2e pada tahun 2024 menjadi 830,21 tCO_2e pada tahun 2025, seiring dengan tetap terjaganya pertumbuhan bisnis. Meskipun penurunan yang dicapai masih relatif terbatas, capaian ini memberikan landasan yang sama pentingnya, yaitu meningkatnya visibilitas terhadap sumber-sumber emisi serta identifikasi area yang memiliki peluang paling signifikan untuk dilakukan perbaikan.

Peningkatan kualitas pemetaan emisi tersebut menjadi fondasi bagi penetapan target yang lebih ambisius pada tahun 2026. Melalui penguatan pengendalian operasional, peningkatan keselarasan dengan pemasok, serta integrasi yang lebih sistematis atas pertimbangan keberlanjutan dalam penyediaan layanan, Perusahaan telah mengidentifikasi jalur yang lebih jelas untuk menurunkan emisi hingga mencapai 700 tCO_2e atau setara dengan pengurangan intensitas emisi sebesar 17%. Keyakinan Perusahaan terhadap pencapaian target tersebut tidak semata-mata didasarkan pada aspirasi, melainkan pada sistem pengukuran yang semakin andal, disiplin operasional yang lebih kuat, serta kapabilitas implementasi yang telah dibangun dan diperkuat selama tiga tahun terakhir.

Keterlibatan kami dalam forum pusat data dan energi menyoroti pentingnya peran infrastruktur digital dalam trajektori karbon. Seiring ekspansi ekonomi digital Indonesia, efisiensi fasilitas-fasilitas ini menjadi faktor penentu kritis bagi kinerja lingkungan. Dengan mempertemukan para pemangku kepentingan di seluruh ekosistem, kami berkontribusi dalam membentuk standar desain dan operasional.

Pada saat yang sama, kami memperkenalkan mekanisme penilaian (*rating*) ESG di tingkat lokasi kerja, yang memungkinkan penilaian dan manajemen kinerja lingkungan secara *real-time*. Hal ini merepresentasikan peralihan dari sekadar pelaporan menjadi akuntabilitas. Keberlanjutan tidak hanya diukur, tetapi aktif dikelola. Sistem ini dirancang sebagai sistem *bottom-up* dengan menanamkan metrik ESG secara langsung ke dalam operasional harian di seluruh Lokasi. Kami memberdayakan mereka yang paling dekat dengan eksekusi untuk mengambil kepemilikan atas hasil yang dicapai, tak hanya bergantung pada arahan *top-down*. Inilah cara kami memimpin pasar melalui contoh nyata, melalui pertumbuhan yang bertanggung jawab dan berkelanjutan yang tak hanya sekadar aspirasi, melainkan praktik nyata di seluruh jejak operasional kami.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

The ESG rating framework translates principles into structure, ensuring that what we define at the corporate level is consistently operationalized at scale. In doing so, we are deliberately prioritizing structure over culture, not to diminish the importance of values, but to recognize that culture alone does not scale without systems. When sustainability is built into workflows, performance metrics, and accountability mechanisms, it becomes part of how work is done, not an additional layer of intent. This is how ESG moves from narrative to discipline, and from isolated initiatives to sustained impact.

In addition, our participation in clean energy discussions, circularity best practices, water security forums, and international trade dialogues reflects a broader strategy: to connect operational insight with policy direction. These platforms allow us to ensure that ambition is matched by feasibility, and that solutions can be implemented at scale.

Decarbonization, therefore, is not a separate agenda. It is embedded in how we design services, manage assets, engage with customers, and represent the industry. It requires alignment across technology, people, and process, an alignment that defines the next phase of our journey.

Beyond 2025

As we move into 2026, the focus shifts from building foundations to scaling impact. The priorities are clear: expand the reach of VOCIFY, deepen ESG integration across all sites, and strengthen governance frameworks that ensure consistency and accountability as we grow. These are not new directions, but deliberate continuations - designed to ensure that what has been established can operate with integrity at greater scale.

At the same time, we recognize that some of the most critical challenges require sustained attention beyond organizational boundaries. Modern slavery is one of them. While progress has been made in strengthening internal practices and governance, the next phase must focus on shaping broader market awareness. This includes contributing to public discourse, encouraging more responsible procurement practices, and working with industry, regulators, and business partners to elevate standards across the ecosystem. The objective is not only to mitigate risk within our own operations, but to influence how work is valued and structured across the ecosystem.

Kerangka kerja penilaian ESG menerjemahkan prinsip menjadi struktur, memastikan bahwa apa yang kami tetapkan di tingkat korporat dioperasionalkan secara konsisten pada skala luas. Kami secara strategis memprioritaskan struktur di atas budaya; bukan untuk mengecilkan pentingnya nilai-nilai, melainkan untuk mengakui bahwa budaya saja tidak dapat berkembang luas tanpa sistem. Ketika keberlanjutan dibangun ke dalam alur kerja, metrik kinerja, dan mekanisme akuntabilitas, hal tersebut menjadi bagian dari mekanisme pekerjaan, bukan niat tambahan. Inilah cara ESG berpindah dari narasi menjadi disiplin, dan dari inisiatif terisolasi menjadi dampak berkelanjutan.

Selain itu, partisipasi kami dalam diskusi energi bersih, praktik terbaik sirkularitas, forum keamanan air, dan perdagangan internasional, mencerminkan strategi yang lebih luas: untuk menghubungkan wawasan operasional dengan arah kebijakan. Platform ini memungkinkan kami memastikan bahwa ambisi disesuaikan dengan kelayakan, dan solusi dapat diimplementasikan dalam skala besar.

Oleh karena itu, dekarbonisasi bukanlah agenda yang terpisah. Hal ini tertanam dalam cara kami merancang layanan, mengelola aset, berinteraksi dengan pelanggan, dan merepresentasikan industri. Hal ini memerlukan penyelarasan di seluruh aspek teknologi, manusia, dan proses. Sebuah penyelarasan yang menentukan fase perjalanan kami selanjutnya.

Melewati Tahun 2025

Memasuki tahun 2026, fokus beralih dari membangun fondasi ke perluasan dampak. Prioritas kami jelas: memperluas jangkauan VOCIFY, memperdalam integrasi ESG di seluruh lokasi kerja, serta memperkuat kerangka tata kelola yang menjamin konsistensi dan akuntabilitas seiring pertumbuhan kami. Ini bukan arah baru, tapi keberlanjutan strategis yang dirancang untuk memastikan apa yang telah dibangun dapat beroperasi dengan integritas pada skala lebih besar.

Kami juga menyadari beberapa tantangan paling kritis memerlukan perhatian berkelanjutan di luar batasan organisasi. Perbudakan modern adalah salah satunya. Meskipun kemajuan telah dicapai dalam memperkuat praktik internal dan tata kelola, fase berikutnya harus berfokus pada pembentukan kesadaran pasar yang lebih luas. Hal ini mencakup kontribusi dalam diskursus publik, mendorong praktik pengadaan yang lebih bertanggung jawab, serta bekerja sama dengan industri, regulator, dan mitra bisnis untuk meningkatkan standar di seluruh ekosistem. Tujuannya bukan hanya memitigasi Risiko dalam operasional kami sendiri, tetapi juga mempengaruhi bagaimana pekerjaan dihargai dan disusun di seluruh ekosistem.

Looking back at 2025, the most significant outcome is not any individual initiative, but the coherence that has emerged across them. Communities, social mobility, human rights, and environmental performance are no longer parallel agendas, but integrated systems. They are interconnected components of a single operating system that defines how we operate, how we compete, and how we create long-term value.

This coherence sets the foundation for what comes next. Our journey is increasingly defined by how we scale impact without diluting intent, how we grow without losing discipline, and how we integrate purpose into performance in a way that is measurable and repeatable. It is within this context that we continue to shape OCS Indonesia as a hybrid enterprise model that combines commercial rigor with a system-level commitment to social and environmental outcomes. The recognition of this model by Harvard Business School Executive Education in February 2026 is meaningful, not as an endorsement to be celebrated but as a benchmark to be upheld. It affirms that a model rooted in both discipline and purpose can be credible, scalable, and relevant in a global context.

The question ahead is not whether businesses can balance performance and purpose. The question is whether we are prepared to redesign our systems so that the two are no longer in tension. Opening doors is only the beginning. What matters is whether we are willing to keep them open, build pathways through them, and ensure that those who walk through are not left behind.

Memandang tahun 2025, hasil paling signifikan bukanlah inisiatif individu, melainkan koherensi yang muncul di berbagai inisiatif tersebut. Masyarakat, mobilitas sosial, HAM, dan kinerja lingkungan, bukan lagi agenda paralel, melainkan sistem yang terintegrasi menjadi komponen yang saling terhubung dari satu sistem operasi tunggal, yang menentukan cara kami beroperasi, bersaing, dan menciptakan nilai jangka panjang.

Koherensi ini menjadi fondasi untuk langkah berikutnya. Perjalanan kami kini ditentukan oleh bagaimana kami memperluas dampak tanpa mengurangi esensi tujuan, tumbuh tanpa kehilangan disiplin, dan mengintegrasikan tujuan ke dalam kinerja dengan cara yang terukur dan dapat diulang. Dalam konteks ini, kami terus membentuk OCS Indonesia sebagai model perusahaan hibrida yang menggabungkan ketegasan komersial dengan komitmen tersistem untuk sosial dan lingkungan. Pengakuan atas model ini oleh Harvard Business School Executive Education pada Februari 2026 sangatlah berarti, bukan sebagai perayaan, melainkan tolok ukur yang harus dijaga. Hal ini menegaskan bahwa model yang berakar pada disiplin dan tujuan dapat menjadi kredibel, terukur, dan relevan dalam konteks global.

Pertanyaan selanjutnya bukanlah apakah bisnis dapat menyeimbangkan kinerja dan tujuan, tapi apakah kita siap untuk merancang ulang sistem sehingga keduanya tidak lagi berada dalam ketegangan. *Open the Doors* hanyalah permulaan, dan yang terpenting adalah apakah kita bersedia menjaganya tetap terbuka, membangun jalur akses, dan memastikan bahwa mereka yang melangkah masuk tidak tertinggal di belakang.

Jakarta, June 26, 2026
Jakarta, 26 Juni 2026



Yohanes Jeffry Johary
President and Managing Director

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Statement of Sustainability Reporting Accountability

Pernyataan Pertanggungjawaban Atas Pelaporan Keberlanjutan

We, the undersigned, hereby declare that:

1. All data presented in this report, particularly in relation to the disclosures under GRI 2021, have undergone a review process and received approval from the management.
2. Management warrants that such data have been presented completely and accurately, and possess valid traceability to the Company's data systems.
3. This report represents PT OCS Global Services' commitment to transparency and sustainable business practices.

Kami yang bertanda tangan di bawah ini menyatakan bahwa:

1. Seluruh data yang disajikan dalam laporan ini, khususnya terkait pengungkapan GRI 2021 telah melalui proses tinjauan (*review*) dan mendapatkan persetujuan manajemen.
2. Manajemen menjamin bahwa data tersebut disajikan dengan lengkap dan akurat, serta memiliki ketertelusuran (*traceability*) yang sah ke sistem data Perusahaan.
3. Laporan ini merupakan bentuk komitmen transparansi PT OCS Global Services terhadap praktik bisnis yang berkelanjutan.

Jakarta, 26 June 2026 | Juni 2026

Board of Directors | Direksi

President & Managing Director

Yohanes Jeffry Johary

Chief Financial Officer

Andi Saputra

Chief Operation Officer

Ricardo Purba

Chief Experience Officer

Erwin Bernhard

Human Resources Director

Meindi Firmansyah

Sales Director

Anna Miettinen

Sales Support and Marketing Director

Nina Arsih

Segments Director

Aries Indrayadi



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Tracing Our Sustainability Journey Throughout 2025

Perjalanan Keberlanjutan Kami Sepanjang 2025

Environmental Performance

Kinerja Lingkungan

Total of Energy Consumption
Total Konsumsi Energi

9,548 GJ

Energy Intensity per Revenue
Intensitas Energi per Pendapatan

0.01
GJ/Rp Million | GJ/Rp Juta

GHG Emissions | Emisi GRK

Scope 1
Cakupan 1

565.09
ton CO_2e

Scope 2
Cakupan 2

265.12
ton CO_2e

Scope 3
Cakupan 3

4,653.10
ton CO_2e

Total Waste
Total Limbah

1,021.83 kg

Recycled Waste
Limbah yang Didaur Ulang

174.55 kg

Landfill Volume Avoided
Volume TPA yang Dihindari

1.40 m³

CO_2 Emissions Prevented
Emisi CO_2 yang Dicegah

368.44 kg CO_2

Methane (CH_4) Emissions Prevented
Gas Metana (CH_4) yang Dicegah

11.47 kg CH_4

Reduction of Energy Consumption
Penurunan Konsumsi Energi

1.08%
from 2024
dari tahun 2024

Reduction of Water Withdrawal
Penurunan Pengambilan Air

16.87%
from 2024
dari tahun 2024

Reduction of Total Waste
Penurunan Total Limbah

38.03%
from 2024
dari tahun 2024



Social Performance
Kinerja Sosial

Revenue
Pendapatan
Rp 1.1
trillion | triliun

Assets
Aset
Rp 369
billion | miliar

Total Colleagues
Jumlah Karyawan
11,710
people | orang

45,278
training hours
jam pelatihan

3
average training hours per colleague
rata-rata jam pelatihan per karyawan

Commenced the program of
Menerapkan program

Salary on Demand

to support flexible wage access (Earned Wage Access/EWA) for
guna mendukung akses gaji secara fleksibel (Earned Wage Access/EWA) bagi

11,484
colleagues | karyawan

Governance Performance
Kinerja Tata Kelola

24%
of the total procurement expenditure was allocated to local suppliers.
dari total pengeluaran pengadaan dialokasikan kepada pemasok lokal.

Develop occupational health and safety management system through an
Mengembangkan sistem manajemen keselamatan dan kesehatan kerja melalui

Integrated Safety Approach
Pendekatan Keamanan Terintegrasi

Zero Case
Nihil Kasus

- **of Privacy Breaches** Pelanggaran Privasi
- **of Customer Data Loss** Kehilangan Data Pelanggan
- **of Noncompliance** Ketidakpatuhan
- **of Corruption** Korupsi
- **of Discrimination** Diskriminasi
- **of Fatality Incidents** Insiden Fatalitas
- **of Occupational Diseases** Penyakit Akibat Kerja

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information


FACILITIES MANAGEMENT
Making people and places
the best they can be
OCS
to be your best

OPEN THE DOOR, OPEN THE OPPORTUNITY

OCS
to be your best™

ABOUT OCS INDONESIA AND OUR CORE VALUES

MENGENAI OCS INDONESIA DAN NILAI YANG KAMI BANGUN



SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Company Overview
Sekilas Perusahaan

As the representative of the OCS Group in Indonesia, OCS Indonesia is dedicated to delivering comprehensive facilities management solutions across the country. With head office located in South Jakarta, our operational footprint has expanded to major cities, ranging from Medan, Pekanbaru, and Bandung to Surabaya, Bali, Balikpapan, and Makassar. [GRI 2-1]

Through a comprehensive service portfolio encompassing cleaning management, security and safety solutions, technical maintenance, front-of-house and concierge services, pest control, and landscaping, we are committed to providing efficient, reliable, and sustainable solutions. Our services are thoughtfully designed to address the specific needs of each client, creating clean, safe, and comfortable environments across all types of facilities.

As part of our commitment to sustainable growth, in 2025 OCS Indonesia introduced the concept of **Social Circularity**, integrating it across the entire colleague journey. Our focus includes empowering blue-collar workers through intensive training, character development, and structured career pathways. This synergy between Operations and Human Resources is realized through flagship programs such as **True STAR, True Champion**, and **VOCIFY**, which serve as key pillars in developing a competent and highly competitive workforce.

Sebagai representasi OCS Group di tanah air, OCS Indonesia berdedikasi untuk menghadirkan solusi manajemen fasilitas yang komprehensif di seluruh Indonesia. Dengan kantor pusat yang berlokasi di Jakarta Selatan, jangkauan operasional kami telah meluas ke berbagai kota besar, mulai dari Medan, Pekanbaru, dan Bandung, hingga Surabaya, Bali, Balikpapan, serta Makassar. [GRI 2-1]

Melalui portofolio layanan yang komprehensif mencakup manajemen kebersihan, solusi keamanan dan keselamatan, pemeliharaan teknis, hingga layanan *front-of-house* dan *concierge*, pengendalian hama, serta penataan lanskap kami berdedikasi untuk menghadirkan solusi yang efisien, andal, dan berkelanjutan. Layanan kami dirancang dengan sepenuh hati guna menjawab kebutuhan spesifik klien, mewujudkan lingkungan operasional yang bersih, aman, dan nyaman di setiap jenis fasilitas.

Sebagai bentuk komitmen terhadap pertumbuhan berkelanjutan, pada tahun 2025 OCS Indonesia menginisiasi konsep **Social Circularity** yang diintegrasikan ke dalam seluruh aspek *colleague journey*. Fokus kami mencakup pemberdayaan tenaga kerja *blue-collar* melalui pelatihan intensif, pembentukan karakter, hingga jenjang karier yang terstruktur. Sinergi antara Operasional dan HR ini diwujudkan melalui program unggulan **True STAR, True Champion,** dan **VOCIFY**, yang menjadi pilar utama dalam membangun sumber daya manusia yang kompeten dan berdaya saing tinggi.



Company Information
Informasi Perusahaan

Company Name:
Nama Perusahaan:

PT OCS Global Services (“OCS Indonesia”)

Ownership Structure:
Struktur Kepemilikan:

OCS APAC Holding 99% and OCS Group International Limited 1%
OCS APAC Holding 99% dan OCS Group International Limited 1%

Legal Form:
Bentuk Hukum:

Foreign Investment Limited Liability Company
Perseroan Terbatas Penanaman Modal Asing (PMA)

Business Sector:
Sektor Bisnis:

Services
Layanan

Brach Location:
Lokasi Cabang:

Medan, Pekanbaru, Bekasi, Bandung, Semarang, Surabaya, Bali, Yogyakarta, Balikpapan, and Makassar.
Medan, Pekanbaru, Bekasi, Bandung, Semarang, Surabaya, Bali, Yogyakarta, Balikpapan, dan Makassar.

Products/Services Offered:
Produk/Layanan yang Ditawarkan:

Facility Management, including:
Manajemen Fasilitas, mencakup:
- Advisory Facility Management
- Hard Service:
  - Maintenance
  - Project
  - Specialized Technical
  - Manpower-Based Technical
- Soft Service:
  - Cleaning Services
  - Specialized Cleaning Services
  - Security Services
  - Catering and Food Services
  - Support Services
  - Landscaping Services
  - Pest Management Services

Country and Regions of Operation: [GRI 2-4]
Negara dan Wilayah Operasi:

Indonesia

Entities Included in the Sustainability Report: [GRI 2-2]
Entitas yang Termasuk dalam Laporan Keberlanjutan:

PT OCS Facility Management

Contact Information Regarding Sustainability Report:
[GRI 2-3]
Kontak Informasi Terkait Laporan Keberlanjutan:

PMO & ESG Manager
Mr. | Bapak Beni Eka Irawan
Email | Surel: id.esg@ocs.com

Headquarters Address: [GRI 2-3]
Alamat Kantor Pusat:

Cibis Park Lot 411
Jl. TB. Simatupang No. 2 Cilandak Timur - Pasar Minggu
Jakarta Selatan 12560
Telepon: +62 21 4005 5025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

OCS Indonesia is connected to a trusted ecosystem of leading business and industry organisations, government bodies, and foundations. Together, we drive excellence, innovation, and positive impact for our clients, people, communities, and the environment.

OCS Indonesia terhubung dengan ekosistem terpercaya yang terdiri dari organisasi bisnis dan industri terkemuka, lembaga pemerintah, serta yayasan. Bersama-sama, kami mendorong keunggulan, inovasi, dan dampak positif bagi pelanggan, karyawan, masyarakat, dan lingkungan.

British Chamber of Commerce Indonesia

Strengthening trade, networks, & business collaboration between the UK and Indonesia.
Memperkuat perdagangan, jejaring, & kolaborasi bisnis antara Inggris dan Indonesia.

American Chamber of Commerce Indonesia

Advancing business excellence & investment between the US and Indonesia.
Mendorong keunggulan bisnis & investasi antara Amerika Serikat dan Indonesia.

UK-ASEAN Business Council

Promoting trade & investment opportunities between the UK and ASEAN.
Mempromosikan peluang perdagangan & investasi antara Inggris dan ASEAN.

International Facility Management Association

Connecting FM professionals globally to drive knowledge, standards, & innovation.
Menghubungkan profesional manajemen fasilitas secara global untuk mendorong pengetahuan, standar, & inovasi.

The Institute of Strategic Management (ISRM)

Advancing risk management capability & building resilience.
Meningkatkan kapabilitas manajemen risiko & membangun ketahanan.

CastleAsia

Knowledge partner for research, insights, & thought leadership.
Mitra pengetahuan untuk riset, wawasan, & kepemimpinan pemikiran.

Department for Business and Trade (UK)

Supporting UK-Indonesia trade relations & responsible business growth.
Mendukung hubungan perdagangan Inggris–Indonesia & pertumbuhan bisnis yang bertanggung jawab.

STEPS

Advancing inclusive education, employment, and community empowerment through social innovation.
Mendorong pendidikan yang inklusif, kesempatan kerja, dan pemberdayaan masyarakat melalui inovasi sosial.

Our strong ecosystem keeps us connected to global standards, emerging insights, & best practices, so we can deliver exceptional value locally, every day.

Ekosistem yang kuat menghubungkan kami dengan standar global, wawasan terkini, & praktik terbaik, sehingga kami dapat memberikan nilai unggul secara konsisten di tingkat lokal.

- Access to global insights & best practices
  Akses terhadap wawasan global & praktik terbaik
- Stronger standards, capability, & innovation
  Standar, kapabilitas, & inovasi yang lebih kuat
- Expanded networks & collaboration opportunities
  Jaringan & peluang kolaborasi yang lebih luas
- Driving sustainable impact for business & society
  Mendorong dampak berkelanjutan bagi bisnis & masyarakat

Association Membership: [GRI 2-28]

Keanggotaan Asosiasi:

Indonesian Chamber of Industry and Commerce (KADIN)
Kamar Dagang dan Industri Indonesia (KADIN)
Member | Anggota

Indonesian Security Services Business Association (ABUJAPI)
Asosiasi Badan Usaha Jasa Pengamanan Indonesia (ABUJAPI)
Member | Anggota

American Chamber of Commerce in Indonesia (AmCham)
Member | Anggota

Indonesian Pest Control Association (ASPPHAMI)
Asosiasi Perusahaan Pengendalian Hama Indonesia (ASPPHAMI)
Member | Anggota

British Chamber of Commerce in Indonesia (BritCham)
Member | Anggota

The Association of Indonesian Cleaning Service Enterprises (APKLINDO)
Asosiasi Perusahaan Klining Servis Indonesia (APKLINDO)
Member | Anggota

Indonesia Outsourcing Association | Asosiasi Bisnis Alih Daya Indonesia (ABADI)
Member | Anggota

Association of Mechanical and Electrical Engineering Companies (APTEK)
Asosiasi Perusahaan Teknik Mekanikal Elektrikal (APTEK)
Member | Anggota

Avetta
Member | Anggota

Our Products and Services [GRI 2-6]

Produk dan Jasa Kami

As a trusted partner in facilities management, OCS Indonesia delivers integrated solutions to address a wide range of clients' operational needs. Its services include professional cleaning tailored to client requirements, reliable security and safety solutions, and technical maintenance services to support operational efficiency.

Sebagai mitra terpercaya dalam pengelolaan fasilitas, OCS Indonesia menyediakan solusi terintegrasi untuk memenuhi beragam kebutuhan operasional pelanggan. Layanan yang diberikan mencakup jasa kebersihan profesional yang disesuaikan dengan kebutuhan pelanggan, solusi keamanan dan keselamatan yang andal, serta layanan pemeliharaan teknis untuk mendukung efisiensi operasional.

In addition, OCS Indonesia provides professional front-of-house services, environmentally responsible pest control, and landscape management to enhance the quality of outdoor areas. By prioritizing sustainability and innovation, OCS Indonesia is committed to creating environments that are functional, safe, comfortable, and deliver added value for all facility users. OCS Indonesia's service portfolio is grouped into three main pillars, namely Hard Services, Soft Services, and Advisory Facility Management, to deliver end-to-end solutions ranging from infrastructure management and workplace comfort to strategic support for operational efficiency and sustainability.

Selain itu, OCS Indonesia juga menyediakan layanan *front-of-house* yang profesional, pengendalian hama dengan pendekatan yang ramah lingkungan, serta pengelolaan lanskap guna meningkatkan kualitas area luar bangunan. Dengan mengedepankan keberlanjutan dan inovasi, OCS Indonesia berkomitmen menciptakan lingkungan yang fungsional, aman, nyaman, dan bernilai tambah bagi seluruh pengguna fasilitas. Portofolio layanan OCS Indonesia dikelompokkan ke dalam tiga pilar utama, yaitu *Hard Services, Soft Services,* dan *Advisory Facility Management,* guna menghadirkan solusi menyeluruh mulai dari pengelolaan infrastruktur, kenyamanan lingkungan kerja, hingga dukungan strategis untuk efisiensi dan keberlanjutan operasional.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Advisory Facility Management

A. Advisory Facility Management





Description
Deskripsi

Strategic services to improve operational efficiency, user experience, compliance, and sustainability.
Layanan strategis untuk meningkatkan efisiensi operasional, pengalaman pengguna fasilitas, kepatuhan, dan keberlanjutan aset.

Service Segment
Segmen Layanan

- **Space & Occupancy Management:** | **Manajemen Ruang & Okupansi:**
  Optimize space utilization and occupancy.
  Optimalisasi penggunaan ruang dan okupansi.
- **Project & Fit-out Management:** | **Manajemen Proyek & *Fit-out:***
  Manage renovation, fit-out, and minor works.
  Pengelolaan renovasi, fit-out, dan pekerjaan minor.
- **Real Estate & Lease Management:** | **Manajemen Real Estat & Sewa:**
  Lease administration, renewals, and landlord liaison.
  Administrasi sewa, perpanjangan kontrak, dan koordinasi *landlord.*
- **Sustainability:** | **Keberlanjutan:**
  Energy audits, carbon tracking, ESG reporting, and sustainability initiatives.
  Audit energi, pelacakan karbon, pelaporan ESG, dan inisiatif keberlanjutan.
- **Emergency & Risk Management:** | **Manajemen Darurat & Risiko:**
  Preparedness planning, drills, and emergency response.
  Perencanaan kesiapsiagaan, *drill*, dan respons darurat.
- **Technology & Data:** | **Teknologi & Data:**
  Manage CMMS/IWMS, BIM, IoT, and analytics.
  Pengelolaan CMMS/IWMS, BIM, IoT, dan analitik.
- **Workplace Experience & Human Factors:** | **Pengalaman Tempat Kerja & Faktor Manusia:**
  Ergonomics, air quality, and comfort surveys.
  Ergonomi, kualitas udara, dan survei kenyamanan.
- **FM Governance & Compliance:** | **Tata Kelola & Kepatuhan FM:**
  Policies, contract audits, ISO/OSHA compliance.
  Kebijakan, audit kontrak, dan kepatuhan ISO/OSHA.
- **Vendor & Performance Management:** | **Manajemen Vendor & Kinerja:**
  SLA monitoring and vendor performance reviews.
  Monitoring SLA dan evaluasi kinerja vendor.
- **Capital Planning & Lifecycle Asset Management**: | **Perencanaan Modal & Manajemen Siklus Aset:**
  Asset replacement strategy and CapEx planning.
  Strategi penggantian aset dan anggaran CapEx.

Hard Services

A. Maintenance
Pemeliharaan





Description
Deskripsi

Ongoing activities to ensure building systems and assets operate efficiently, safely, and reliably throughout their lifecycle.
Aktivitas berkelanjutan untuk memastikan sistem bangunan dan aset beroperasi efisien, aman, dan andal sepanjang siklus hidupnya.

Service Segment
Segmen Layanan

- **Planned Preventive Maintenance/PPM: | Pemeliharaan Preventif Terencana:**
  Scheduled maintenance based on time or usage intervals to prevent failure.
  Pemeliharaan terjadwal berbasis waktu atau jam pakai untuk mencegah kerusakan.
- **Corrective/Reactive Maintenance: | Pemeliharaan Korektif/Reaktif:**
  Unplanned repairs in response to faults or breakdowns.
  Perbaikan tidak terencana akibat gangguan atau kerusakan.
- **Condition-Based Maintenance/ CBM: | Pemeliharaan Berbasis Kondisi:**
  Maintenance based on real-time asset condition monitoring.
  Pemeliharaan berdasarkan kondisi aset melalui pemantauan aktual.
- **Predictive Maintenance:| Pemeliharaan Prediktif:**
  Data-driven maintenance to predict failures before they occur.
  Pemeliharaan berbasis data untuk memprediksi potensi kerusakan.
- **Minor Repairs: | Perbaikan Minor:**
  Minor repairs and small component replacements.
  Perbaikan kecil dan penggantian komponen ringan.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Hard Services

B. Project
Proyek





Description
Deskripsi

Time-bound works focused on modifying, upgrading, or replacing infrastructure, systems, or spaces.
Pekerjaan berbatas waktu untuk memodifikasi, meningkatkan, atau mengganti infrastruktur, sistem, maupun ruang.

Service Segment
Segmen Layanan

- **Refurbishment & Renovation: | Rekondisi & Renovasi:**
  Comprehensive upgrades of physical spaces or internal systems.
  Peningkatan menyeluruh area fisik atau sistem internal.
- **Fit-Out Projects:| Proyek *Fit-Out:***
  Interior customization to meet functional or tenant needs.
  Penyesuaian interior sesuai kebutuhan fungsi atau tenant.
- **Capital Replacement Projects: | Proyek Penggantian Aset Modal:**
  Replacement of major assets reaching end of useful life.
  Penggantian aset besar yang telah mencapai akhir umur manfaat.
- **Energy Efficiency Projects: | Proyek Efisiensi Energi:**
  Projects to improve energy efficiency and reduce cost.
  Proyek untuk menurunkan konsumsi energi dan biaya operasional.
- **Compliance Upgrade Works: | Pekerjaan Peningkatan Kepatuhan:**
  Facility upgrades to meet regulatory or statutory requirements.
  Penyesuaian fasilitas agar memenuhi standar regulasi.



Hard Services

C. Specialized Technical
Teknis Khusus





Description
Deskripsi

Advanced technical services requiring specialized expertise, tools, or certification.
Layanan teknis lanjutan yang membutuhkan keahlian, peralatan, atau sertifikasi khusus.

Service Segment
Segmen Layanan

- **Vertical Transportation: | Transportasi Vertikal:**
  Operation, maintenance, and modernization of lifts and escalators.
  Operasi, pemeliharaan, dan modernisasi *lift* serta eskalator.

- **Building Management System / BMS: | Sistem Manajemen Gedung:**
  Management of building automation systems for HVAC, lighting, and energy.
  Pengelolaan sistem otomasi gedung untuk HVAC, pencahayaan, dan energi.

- **Critical Systems Maintenance: | Pemeliharaan Sistem Kritis:**
  Maintenance of critical infrastructure with near-zero downtime.
  Pemeliharaan sistem kritikal dengan toleransi *downtime* minimum.

- **HVAC & Refrigeration Technical Services:| Layanan Teknis HVAC & Refrigerasi:**
  Technical servicing of HVAC and refrigeration systems.
  Servis teknis sistem pendingin dan ventilasi.

- **Fire Protection & Life Safety Systems: | Sistem Proteksi Kebakaran & Keselamatan Jiwa:**
  Maintenance of fire protection and life safety systems.
  Pemeliharaan sistem proteksi kebakaran dan keselamatan jiwa.

- **Water Treatment Systems: | Sistem Pengolahan Air:**
  Management of water treatment systems for safety and efficiency.
  Pengelolaan sistem pengolahan air untuk keamanan dan efisiensi.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Hard Services

D. Manpower-Based Technical
Tenaga Teknis Penempatan





Description
Deskripsi

Provision of dedicated on-site technical manpower to support daily facility operations.
Penyediaan tenaga teknis khusus di lokasi untuk mendukung operasional fasilitas harian.

Service Segment
Segmen Layanan

- **Technical Service Team: | Tim Layanan Teknis:**
  Shift technicians, mechanical/electrical engineers, mobile handymen, and other technical personnel.
  Teknisi *shift, engineer* mekanikal/elektrikal, *mobile handyman*, dan personel teknis lainnya.



Soft Services

A. Cleaning Services
Layanan Kebersihan





Description
Deskripsi

Services aimed at maintaining a clean and hygienic environment within the facilities.
Layanan untuk menjaga kebersihan dan higienitas lingkungan fasilitas.

Service Segment
Segmen Layanan

- **Daily Cleaning:** | **Pembersihan Harian:**
  Routine cleaning activities to maintain cleanliness.
  Pembersihan rutin area fasilitas untuk menjaga kebersihan.
- **Waste Management:** | **Pengelolaan Limbah:**
  Collection, segregation, recycling, and disposal of waste.
  Pengumpulan, pemilahan, daur ulang, dan pembuangan limbah.
- **Event Cleaning:** | **Pembersihan Acara:**
  Cleaning services before, during, and after special events.
  Layanan kebersihan sebelum, selama, dan sesudah acara khusus.
- **Green Cleaning Initiatives:** | **Inisiatif Kebersihan Hijau:**
  Eco-friendly cleaning practices and materials.
  Praktik kebersihan ramah lingkungan dan penggunaan material berkelanjutan.
- **Hygiene Monitoring & Audits:** | **Monitoring & Audit Higienitas:**
  Assessing hygiene standards through testing and audits.
  Verifikasi standar higienitas melalui pengujian dan audit.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Soft Services

B. Specialized Cleaning Services
Layanan Kebersihan Khusus





Description
Deskripsi

Advanced cleaning services requiring specialized techniques, tools, training, or certification for unique environments.
Layanan kebersihan lanjutan dengan teknik, alat, atau sertifikasi khusus untuk area dengan kebutuhan spesifik.

Service Segment
Segmen Layanan

- **High-Rise & Facade Cleaning: | Pembersihan Gedung Tinggi & Fasad:**
  Exterior, window, and façade cleaning using specialized access methods.
  Pembersihan eksterior gedung, jendela, dan fasad dengan metode akses khusus.

- **Cleanroom & Controlled Environment Cleaning: | Pembersihan Ruang Bersih & Area Terkendali:**
  Precision cleaning for labs, pharmaceutical facilities, data centers, and sterile environments.
  Pembersihan presisi untuk laboratorium, fasilitas farmasi, *data center*, dan area steril.

- **Industrial Cleaning: | Pembersihan Industri:**
  Deep cleaning of industrial plants and heavy-duty equipment.
  Pembersihan mendalam area produksi, mesin, dan peralatan berat.

- **Floor & Carpet Treatment: | Perawatan Lantai & Karpet:**
  Specialized treatment for hard floors and carpets.
  Perawatan khusus lantai keras dan karpet.

- **HVAC & Duct Cleaning: | Pembersihan HVAC & *Ducting*:**
  Cleaning of HVAC systems and ducts for air quality and efficiency.
  Pembersihan sistem ventilasi dan *ducting* untuk kualitas udara dan efisiensi.

Soft Services

c. Security Services
Layanan Keamanan





Description
Deskripsi

Measures to protect people, property, and assets within a facility.
Langkah perlindungan untuk menjaga keselamatan manusia, properti, dan aset di fasilitas.

Service Segment
Segmen Layanan

- **Guarding Services:** | **Jasa Pengamanan:**
  Deployment of security personnel to safeguard property.
  Penempatan personel keamanan untuk menjaga area.
- **Access Control:** | **Kontrol Akses:**
  Managing physical and digital access to facilities.
  Pengelolaan akses fisik dan digital ke area gedung.
- **CCTV & Surveillance:** | **CCTV & Pengawasan:**
  Monitoring activities through cameras and surveillance tools.
  Pemantauan aktivitas melalui kamera dan sistem pengawasan.
- **Fire & Life Safety:** | **Sistem Kebakaran & Keselamatan Jiwa:**
  Systems to detect, respond, and evacuate in fire incidents.
  Sistem deteksi, respons, dan evakuasi kebakaran.
- **Emergency Preparedness:** | **Kesiapsiagaan Darurat:**
  Emergency simulations, planning, and drills.
  Simulasi dan perencanaan tanggap darurat.
- **Security Systems Maintenance:** | **Pemeliharaan Sistem Keamanan:**
  Maintenance of alarms, sensors, and security technologies.
  Perawatan alarm, sensor, dan perangkat keamanan.
- **Visitor & Contractor Security:** | **Keamanan Tamu & Kontraktor:**
  Managing identification and access for visitors and contractors.
  Pengelolaan identifikasi dan akses pihak eksternal.
- **Risk & Security Consulting:** | **Konsultasi Risiko & Keamanan:**
  Advisory services on threats and vulnerabilities.
  Kajian ancaman dan kerentanan keamanan.
- **Emergency & Crisis Management:** | **Manajemen Krisis & Darurat:**
  Development of business continuity and crisis response plans.
  Penyusunan rencana kesinambungan operasional saat krisis.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Soft Services

D. Catering and Food Services
Layanan Katering dan Makanan





Description
Deskripsi

Provision of food and beverage services within a facility.
Penyediaan layanan makanan dan minuman di dalam fasilitas.

Service Segment
Segmen Layanan

- **Cafeteria Operations: | Operasional Kafetaria:**
  Managing onsite food services and canteens.
  Pengelolaan kantin dan layanan makan di lokasi.
- **Pantry Services: | Layanan *Pantry:***
  Stocking and maintaining pantry services.
  Penyediaan dan pemeliharaan pantry.
- **Vending & Retail: | Mesin Penjual Otomatis & Ritel:**
  Operation of vending and retail food points.
  Operasional mesin penjual otomatis dan titik ritel makanan/minuman.
- **Hygiene Compliance: | Kepatuhan Higienitas:**
  Compliance with food safety and hygiene standards.
  Pemenuhan standar keamanan pangan dan kebersihan.
- **Menu Design & Nutrition:| Desain Menu & Nutrisi:**
  Planning healthy and diverse menu options.
  Perencanaan menu sehat dan beragam.
- **Inventory & Procurement: | Inventori & Pengadaan:**
  Managing kitchen inventory and supplier relationships.
  Pengelolaan stok dapur dan pemasok.
- **Waste & Surplus Management:| Pengelolaan Sisa Makanan:**
  Handling unused food and reducing waste sustainably.
  Penanganan surplus makanan dan pengurangan limbah.

Soft Services

E. Support Services
Layanan Pendukung





Description
Deskripsi

Administrative and ancillary services that support the overall operation of a facility.
Layanan administratif dan penunjang yang membantu kelancaran operasional fasilitas secara keseluruhan.

Service Segment
Segmen Layanan

- **Reception & Concierge:** | **Resepsionis & Concierge:**
  First point of contact for visitors and occupants.
  Titik kontak pertama bagi tamu dan penghuni gedung.
- **Mailroom & Logistics:** | ***Mailroom* & Logistik:**
  Handling internal and external mail and packages.
  Penanganan surat internal, eksternal, dan paket.
- **Meeting Room Management:** | **Manajemen Ruang Rapat:**
  Scheduling, setup, and servicing of meeting rooms.
  Penjadwalan, penyiapan, dan pelayanan ruang rapat.
- **Office Admin Services:** | **Layanan Administrasi Kantor:**
  Provision of general office support and related services.
  Dukungan administrasi umum dan kebutuhan kantor.
- **Transport & Fleet Management:** | **Manajemen Transportasi & Armada:**
  Managing vehicles and employee transportation services.
  Pengelolaan kendaraan operasional dan transportasi karyawan.
- **Document & Archiving Services:** | **Layanan Dokumen & Arsip:**
  Secure handling and storage of physical documents.
  Penyimpanan dan pengelolaan dokumen fisik secara aman.
- **Uniform & Laundry Services:** | **Layanan Seragam & *Laundry*:**
  Supplying and maintaining staff uniforms and laundry needs.
  Penyediaan dan perawatan seragam kerja serta *laundry*.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Soft Services

F. Landscaping Services
Layanan Lanskap





Description
Deskripsi

Services focused on planning, installation, and maintenance of outdoor and indoor green spaces to enhance the aesthetic, environmental, and functional value of a facility.
Layanan perencanaan, instalasi, dan perawatan area hijau luar maupun dalam ruangan untuk meningkatkan nilai estetika, lingkungan, dan fungsi fasilitas.

Service Segment
Segmen Layanan

- **Landscape Maintenance: | Pemeliharaan Lanskap:**
  Caring for lawns, trees, and outdoor green areas.
  Perawatan rumput, pohon, dan area hijau luar ruangan.
- **Indoor Plantscaping: | Tanaman Interior:**
  Maintenance of indoor decorative plants.
  Penataan dan perawatan tanaman dekoratif dalam ruangan.
- **Seasonal/Event Decor: | Dekorasi Musiman/Acara:**
  Decorative setup for holidays or events.
  Penataan dekoratif untuk hari besar atau acara khusus.
- **Seasonal Programs & Enhancements: | Program Musiman & Peningkatan Area:**
  Landscaping upgrades aligned with seasonal needs.
  Peningkatan lanskap sesuai kebutuhan musiman.
- **Water Management & Irrigation: | Manajemen Air & Irigasi:**
  Controlling irrigation systems for optimal water use.
  Pengelolaan sistem irigasi untuk efisiensi penggunaan air.

Soft Services

G. Pest Management Services
Layanan Pengendalian Hama





Description
Deskripsi

Services focused on the prevention, control, and elimination of pests within and around a facility to ensure health, safety, and compliance.
Layanan pencegahan, pengendalian, dan eliminasi hama di dalam maupun sekitar fasilitas guna menjaga kesehatan, keselamatan, dan kepatuhan

Service Segment
Segmen Layanan

- **Pest Control:** | **Pengendalian Hama:**
  Preventing and eliminating pests from facilities.
  Pencegahan dan penanganan hama di area fasilitas.

- **Eco Pest Control:** | **Pengendalian Hama Ramah Lingkungan:**
  Environmentally responsible pest control methods.
  Metode pengendalian hama yang bertanggung jawab terhadap lingkungan.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Location Map

Peta Lokasi

Head Office
Kantor Pusat

1. Jakarta

Branch
Cabang

2. Medan
3. Pekanbaru
4. Bandung
5. Semarang
6. Yogyakarta
7. Surabaya
8. Bali
9. Balikpapan
10. Makassar



OCS Indonesia is present in various strategic cities across Indonesia to deliver the best services and support client operations across the country.

OCS Indonesia hadir di berbagai kota strategis di Indonesia untuk memberikan layanan terbaik dan mendukung operasional klien di seluruh wilayah.

2025 Awards and Certifications

Penghargaan dan Sertifikasi 2025



Second Best Most Compliant Business Entity 2025

Badan Usaha Terpatuh 2025 Terbaik ke-2

Category | Kategori:
Contribution Payment
Pembayaran Iuran

Organizer | Penyelenggara:
BPJS Kesehatan

Date | Tanggal:
13 June | Juni 2025



11th Asia Sustainability Reporting Awards

Category | Kategori:
Asia's Best Sustainability Report

Organizer | Penyelenggara:
CSRWorks

Date | Tanggal:
24 October | Oktober 2025



Appreciation for CleanUp Day Participation

Organizer | Penyelenggara:
PT Indocement Tunggal Prakarsa Tbk.

Date | Tanggal:
13 July | Juli 2025



Green Level AHM Industrial Relation Management Control

Category | Kategori:
Compliance, Effective Communication & Labor Risk Management
Kepatuhan, Komunikasi Efektif & Manajemen Risiko Ketenagakerjaan

Organizer | Penyelenggara:
PT Astra Honda Motor

Date | Tanggal:
14 November 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information



OCS Indonesia Training Centre and Customer (Goodyear Indonesia/Lazada Logistic)

Organization | Lembaga: ABE Endorsed

Validity Periode | Masa Berlaku: 26 February | Februari 2025 - 25 February | Februari 2026



IMI Approved Centre for OCS Indonesia Training Centre

Organization | Lembaga: Institute of the Motor Industry

Validity Period | Masa Berlaku: 3 July | Juli 2025 – 31 July | Juli 2028



VOCIFY Green Apprenticeship Programme

Organization | Lembaga: The Chartered Institute of Logistics and Transport

Validity Period | Masa Berlaku: 7 August | Agustus 2025 – 31 March | Maret 2026



Anti-Bribery Management System – ISO 37001:2016

Organization | Lembaga: bsi

Validity Period | Masa Berlaku: 6 September 2025 – 10 September 2028



ISO 14644-1:2015 for Provision of Air Particle Count Test Services

ISO 14644-1:2015 untuk Layanan Pengujian Partikel Udara

Organization | Lembaga: EPI Certification Pte Ltd

Validity Period | Masa Berlaku: 30 October | Oktober 2025 – 29 October | Oktober 2028

Sustainability Reporting
Pelaporan Keberlanjutan

OCS Indonesia upholds the principles of transparency and accountability in the preparation of its Sustainability Report, in alignment with applicable international reporting standards. This is reflected through clear disclosures on compliance with reporting standards, reporting scope and boundaries, reporting period and frequency, mechanisms for restating information, as well as the external assurance process. Through this approach, we ensure that the information presented is reliable, credible, and relevant to all stakeholders.

OCS Indonesia menerapkan prinsip keterbukaan dan akuntabilitas dalam penyusunan Laporan Keberlanjutan dengan mengacu pada standar pelaporan internasional yang berlaku. Penerapan tersebut tercermin melalui pengungkapan yang jelas atas kepatuhan terhadap standar pelaporan, cakupan dan batasan pelaporan, periode serta frekuensi penerbitan, mekanisme penyajian kembali informasi, serta proses penjaminan eksternal. Melalui pendekatan ini, kami memastikan bahwa informasi yang disampaikan tersaji secara andal, kredibel, dan relevan bagi seluruh pemangku kepentingan.

Statement of Compliance [IFRS S1 par. 72]
Pernyataan Kepatuhan

The preparation of sustainability disclosures in this Report is based on IFRS S1, with an explicit and unreserved statement of compliance. Where certain provisions of the IFRS Sustainability Disclosure Standards have not yet been fully implemented, the reasons and scope of such non-compliance are transparently disclosed in this Report.

Penyusunan pengungkapan keberlanjutan dalam Laporan ini mengacu pada IFRS S1 dengan pernyataan penerapan secara eksplisit dan tanpa pengecualian. Apabila masih terdapat ketentuan dalam Standar Pengungkapan Keberlanjutan IFRS yang belum sepenuhnya diterapkan, alasan serta ruang lingkup ketidaksesuaian diungkapkan secara transparan dalam Laporan ini.

Reporting Boundaries [IFRS S1 par. 60-61]
Batasan Pelaporan

Sustainability-related disclosures in this Report consider the relevant reporting boundaries in accordance with IFRS S1 paragraphs 60–61. Each disclosure is presented with a clear explanation of its linkage to the financial statements and is supported by cross-references to other reports or relevant supporting documents where applicable.

Pengungkapan terkait keberlanjutan dalam Laporan ini mempertimbangkan batasan pelaporan yang relevan sesuai ketentuan IFRS S1 paragraf 60–61. Setiap pengungkapan disampaikan dengan menjelaskan keterkaitannya terhadap laporan keuangan serta dilengkapi referensi silang ke laporan atau dokumen pendukung lainnya apabila diperlukan.

Reporting Period, Frequency, and Contact Points [GRI 2-3]
Periode, Frekuensi, dan Titik Kontak Pelaporan

This Report is prepared for a specific reporting period and is issued on a regular basis as part of the Company's ongoing disclosure to stakeholders. For further information regarding the contents of this Report or requests for additional data, please contact:

Laporan ini disusun untuk periode pelaporan tertentu dan diterbitkan secara rutin sebagai bagian dari penyampaian informasi yang berkesinambungan kepada pemangku kepentingan. Informasi lebih lanjut mengenai isi Laporan maupun permintaan data tambahan dapat disampaikan melalui kontak berikut:

Name | Nama	: Beni Eka Irawan
Position/Division | Jabatan/Divisi	: PMO & ESG Manager
Contact Number | Nomor Telepon	: +62 813-5823-1265
Email | Surel	: id.esg@ocs.com

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Restatement of Information [GRI 2-4]

Penyajian Kembali Informasi

In the event of any changes or adjustments to data or information previously disclosed in prior reports, such information is restated in this Report, accompanied by a formal explanation of the reasons for the changes and their implications for the consistency and comparability of sustainability reporting data.

Apabila terdapat perubahan atau penyesuaian pada data atau informasi yang telah dipublikasikan pada laporan sebelumnya, penyajian kembali atas informasi tersebut diungkapkan dalam Laporan ini beserta penjelasan mengenai alasan perubahan dan dampaknya terhadap konsistensi serta keterbandingan data pelaporan keberlanjutan.

External Assurance [GRI 2-5]

Penjaminan Eksternal

To enhance the reliability of disclosures and maintain the independence of the verification process, the 2025 Sustainability Report has obtained external assurance from an independent third party. The assurance process was conducted by CBC Global Indonesia, which is certified to AA1000AS v3 (license 000-310) and was not involved in the preparation of the Report. The assurance statement is presented on page 192. In addition, the Board of Directors have ensured the completeness of material topic coverage and have provided their approval through the signing of the Report on page 18.

Untuk meningkatkan keandalan pengungkapan dan menjaga independensi proses verifikasi, Laporan Keberlanjutan 2025 memperoleh penjaminan eksternal dari pihak ketiga independen. Proses penjaminan dilaksanakan oleh CBC Global Indonesia yang tersertifikasi AA1000AS v3 (lisensi 000-310) dan tidak terlibat dalam penyusunan laporan. Laporan hasil penjaminan disajikan pada halaman 192. Selain itu, Direksi telah memastikan kelengkapan cakupan topik material serta memberikan persetujuan melalui penandatanganan laporan pada halaman 18.





INTEGRATING SUSTAINABILITY INTO OUR OPERATIONS AND SERVICES

MENGINTEGRASIKAN KEBERLANJUTAN DALAM OPERASIONAL DAN LAYANAN

SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Sustainability Vision and Mission
Visi dan Misi Keberlanjutan

Vision and Mission of OCS Indonesia:
Visi dan Misi OCS Indonesia:

To become the best facilities services business in the world, making people and places the best they can be.

Untuk menjadi bisnis layanan fasilitas terbaik di dunia, dengan tujuan menjadikan orang dan tempat sebaik mungkin.

Entering 2025, we continue to strengthen our commitment to conducting business with full integrity and responsibility, in line with our Vision and Mission as a leading global Facility Management service provider. OCS Indonesia's culture, rooted in firm principles, serves as the primary foundation for building trust, both as a business entity that respects local communities and as a partner that cares for environmental sustainability in our operational areas.

Our TRUE values, which are Trust, Respect, Unity, and Empowerment, remain at the heart of every step we take. These values not only represent our highest standards but also form the foundation for achieving sustainable growth and delivering positive impact.

Memasuki tahun 2025, kami terus memperkuat komitmen untuk menjalankan bisnis dengan penuh integritas dan tanggung jawab, selaras dengan Visi dan Misi kami sebagai penyedia layanan *Facility Management* terkemuka di tingkat global. Budaya OCS Indonesia yang berakar pada prinsip-prinsip kokoh menjadi fondasi utama dalam membangun kepercayaan, baik sebagai pelaku usaha yang menghormati masyarakat lokal, maupun sebagai mitra yang peduli terhadap kelestarian lingkungan di wilayah operasional kami.

Nilai-nilai TRUE kami, yaitu Kepercayaan (*Trust*), Rasa Hormat (*Respect*), Persatuan (*Unity*), dan Pemberdayaan (*Empowerment*) tetap menjadi inti dari setiap langkah yang kami ambil. Nilai-nilai ini tidak hanya merepresentasikan standar tertinggi kami, tetapi juga menjadi fondasi dalam mencapai pertumbuhan yang berkelanjutan dan berdampak positif.

OCS TRUE Values [GRI 2-23]

TRUE.Values.

Trust	Respect	Unity	Empowerment
Honesty, consistency, and excellence	People, planet, and purpose	Inclusive, diverse, and caring	Dynamic, driven, and agile

Honesty, consistency, and excellence.
Built and maintained through transparency and communication. Trust involves honesty and reliability, creating a secure environment for open communication and teamwork, which is crucial for long-term success.

Kejujuran, konsistensi, dan keunggulan.
Dibangun dan dipertahankan melalui transparansi dan komunikasi. Kepercayaan melibatkan kejujuran dan keandalan, menciptakan lingkungan yang aman untuk komunikasi terbuka dan kerja sama tim, yang sangat penting untuk kesuksesan jangka panjang.

Inclusive, diverse, and together.
One team working towards the betterment of each other. Unity means teamwork with a shared purpose, harnessing individual strengths for collective achievement, essential for reaching common goals.

Inklusif, beragam, dan bersama.
Satu tim yang bekerja untuk saling memperbaiki. Persatuan berarti kerja sama tim dengan tujuan bersama, memanfaatkan kekuatan individu untuk pencapaian kolektif, yang penting untuk mencapai tujuan bersama.

People, planet, and purpose.
The starting point and ongoing position for every interaction. Respect is treating everyone fairly, valuing contributions, and fostering an atmosphere where everyone can thrive personally and professionally.

Orang, planet, dan tujuan.
Titik awal dan posisi yang konsisten dalam setiap interaksi. Hormat berarti memperlakukan setiap orang dengan adil, menghargai kontribusi, dan menciptakan suasana di mana setiap orang dapat berkembang secara pribadi dan profesional.

Dynamic, driven, and agile.
Providing the tools and skills to do more, achieving great things together. Empowerment gives people the tools and confidence to succeed, encouraging Initiative and greater investment in work and community.

Dinamis, bersemangat, dan gesit.
Memberikan alat dan keterampilan untuk mencapai halhal besar bersama. Pemberdayaan memberikan orang alat dan kepercayaan diri untuk berhasil, mendorong inisiatif dan investasi yang lebih besar dalam pekerjaan dan komunitas.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Material Topics
Topik-Topik Material

The determination of material topics is a critical step in the preparation of the sustainability report, as it ensures that the information presented accurately reflects the most relevant and impactful issues for the continuity of the business and its stakeholders. Material topics are selected based on an evaluation of their significant economic, environmental, and social impacts, as well as their influence on the decision-making of the Company.

Penentuan topik material merupakan langkah krusial dalam penyusunan laporan keberlanjutan, karena memastikan bahwa informasi yang disampaikan benar-benar mencerminkan isu-isu yang paling relevan dan berdampak bagi keberlangsungan bisnis serta para pemangku kepentingan. Topik material dipilih berdasarkan evaluasi atas dampak ekonomi, lingkungan, dan sosial yang signifikan, serta pengaruhnya terhadap pengambilan keputusan Perusahaan.



Materiality Assessment Process [GRI 3-1, IFRS S1 par. 18, B25]

Proses Penilaian Materialitas

OCS Indonesia adopted a Double Materiality Assessment (DMA) approach in determining sustainability issues considered material. This approach considered two primary dimensions: first, the external impacts of sustainability issues on society and the environment (impact materiality); and second, the influence of such issues on the Company's financial position, performance, and long-term prospects (financial materiality), as required under IFRS S1.

The process began with the identification of relevant sustainability issues based on the characteristics of OCS Indonesia's business. Unlike previous years, which utilized a conventional ESG framework, in 2025 these topics were reviewed and regrouped into a more focused framework through four Core Pillars: **Social Mobility, Local Communities, Modern Slavery,** and **Carbon Improvement.** Under these new pillars, the Company refined its focus to encompass critical aspects such as employee engagement, training, and development (**Social Mobility**); community partnership and social impact (**Local Communities**); as well as the enforcement of human rights, labor rights, and responsible procurement practices (**Modern Slavery**). Meanwhile, the **Carbon Improvement** pillar served as the overarching framework for managing environmental impacts, encompassing climate change mitigation, energy efficiency, water management, and the sustainable management of waste and resources across all service lines.

To ensure the relevance and accuracy of the issues identified within this new pillar structure, OCS Indonesia actively engaged internal and external stakeholders through interviews, group discussions, and comprehensive feedback analysis. The process also included benchmarking against peer companies within the industry and alignment with global standards, including GRI, as well as strategic policies established by OCS Group as a whole.

OCS Indonesia menerapkan pendekatan Penilaian Materialitas Ganda (*Double Materiality Assessment* atau DMA) dalam menentukan isu-isu keberlanjutan yang dianggap material. Pendekatan ini mempertimbangkan dua dimensi utama: pertama, dampak eksternal dari isu keberlanjutan terhadap masyarakat dan lingkungan (*impact materiality*); dan kedua, pengaruh isu tersebut terhadap posisi keuangan, kinerja, dan prospek jangka panjang Perusahaan (*financial materiality*), sebagaimana disyaratkan dalam IFRS S1.

Proses ini diawali dengan mengidentifikasi isu-isu keberlanjutan yang relevan berdasarkan karakteristik bisnis OCS Indonesia. Berbeda dengan tahun-tahun sebelumnya yang menggunakan kerangka kerja ESG konvensional, pada tahun 2025 ini topik-topik tersebut dikaji dan dikelompokkan kembali ke dalam konsep yang lebih terfokus melalui 4 Pilar Utama: ***Social Mobility, Local Communities, Modern Slavery,*** dan ***Carbon Improvement***. Di bawah pilar-pilar baru ini, fokus Perusahaan dipertajam untuk mencakup aspek-aspek krusial seperti keterlibatan, pelatihan, dan pengembangan karyawan (***Social Mobility***); kemitraan masyarakat dan dampak sosial (***Local Communities***); serta penegakan hak asasi manusia, hak buruh, dan pengadaan yang bertanggung jawab (***Modern Slavery***). Sementara itu, pilar ***Carbon Improvement*** menjadi payung utama bagi pengelolaan dampak lingkungan, yang mencakup mitigasi perubahan iklim, efisiensi energi, manajemen air, hingga pengelolaan limbah dan sumber daya secara berkelanjutan di semua lini layanan.

Untuk memastikan relevansi dan akurasi dari isu-isu yang diidentifikasi dalam struktur pilar yang baru ini, OCS Indonesia melakukan keterlibatan aktif dengan pemangku kepentingan internal dan eksternal melalui wawancara, diskusi kelompok, serta analisis umpan balik yang komprehensif. Proses ini juga mencakup benchmarking terhadap perusahaan-perusahaan sejenis di industri serta penyelarasan dengan standar global, termasuk GRI dan kebijakan strategis dari OCS Group secara keseluruhan.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Stakeholders Engagement Approach [GRI 2-29]

Pendekatan Keterlibatan Pemangku Kepentingan

To gather input from stakeholders on sustainability issues, OCS Indonesia utilizes two types of questionnaires: an internal questionnaire directed at colleagues, and an external questionnaire developed by the OCS Group and distributed to OCS Indonesia as well as other OCS entities across various countries. These questionnaires are designed to capture diverse perspectives and priorities related to Environmental, Social, and Governance (ESG) issues.

Untuk mengumpulkan masukan dari para pemangku kepentingan mengenai isu-isu keberlanjutan, OCS Indonesia menggunakan dua jenis kuesioner: kuesioner internal yang ditujukan kepada karyawan, dan kuesioner eksternal yang disusun oleh OCS Group dan didistribusikan kepada OCS Indonesia serta entitas OCS lainnya di berbagai negara. Kuesioner tersebut dirancang untuk menjaring beragam pandangan dan prioritas terkait isu-isu Lingkungan, Sosial, dan Tata Kelola (ESG).

1 Criteria for Stakeholder Selection

Kriteria Pemilihan Pemangku Kepentingan

Stakeholders were selected based on their relevance to OCS Indonesia's operations and sustainability goals. This included:

- Influence and Interest: Stakeholders who have a significant impact on OCS Indonesia's sustainability initiatives.
- Diverse Perspectives: Including internal stakeholders such as colleagues and management, as well as external parties including suppliers, customers, and OCS Group's top management.
- Operational Impact: Those who are directly affected by or contribute to OCS Indonesia's business activities and sustainability efforts, including local communities and business partners.

Pemangku kepentingan dipilih berdasarkan relevansinya dengan operasi dan tujuan keberlanjutan OCS Indonesia. Kriteria ini meliputi:

- Pengaruh dan Kepentingan: Pemangku kepentingan yang memiliki dampak signifikan pada inisiatif keberlanjutan OCS Indonesia.
- Perspektif yang Beragam: Termasuk pemangku kepentingan internal seperti karyawan dan manajemen, serta pihak eksternal seperti pemasok, pelanggan, dan *top management* OCS Group.
- Dampak Operasional: Mereka yang langsung terpengaruh oleh atau berkontribusi pada kegiatan bisnis dan upaya keberlanjutan OCS Indonesia, termasuk komunitas lokal dan mitra bisnis.



2 Engagement Methods

Metode Keterlibatan

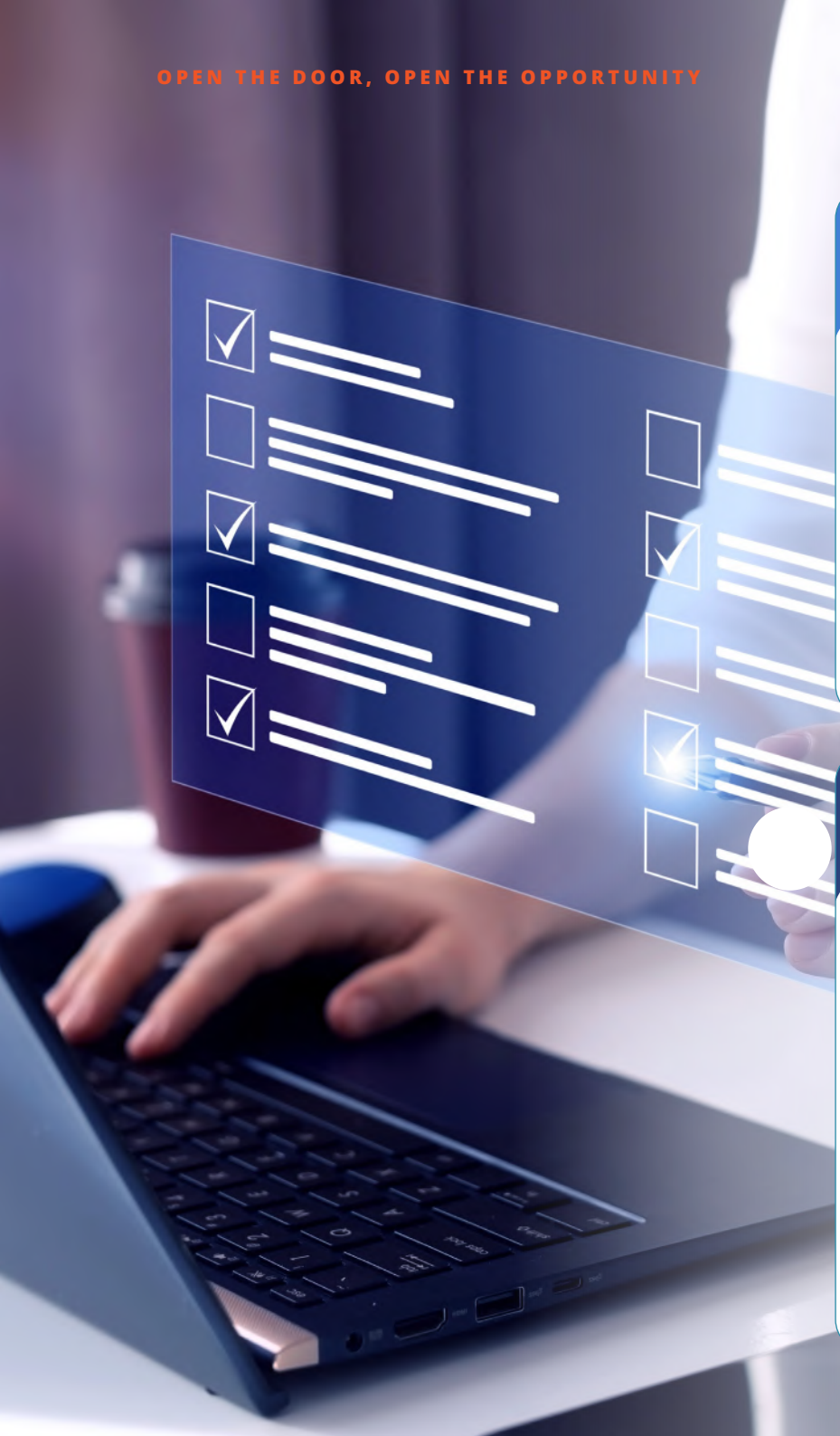
Stakeholders were engaged through the following methods:

- Materiality Questionnaires: These were distributed to internal (colleagues) and external stakeholders (suppliers, business partners, and other OCS companies) to evaluate performance on sustainability topics.
- Discussion and Evaluation: The evaluation from both questionnaires was analysed and integrated into OCS Indonesia's materiality matrix. This ensured that the identified material topics aligned with stakeholder priorities.

Pemangku kepentingan dilibatkan melalui metode berikut:

- Kuesioner Materialitas: Kuesioner ini didistribusikan kepada pemangku kepentingan internal (karyawan) dan eksternal (pemasok, mitra bisnis, dan perusahaan OCS lainnya) untuk evaluasi kinerja tentang topik keberlanjutan.
- Diskusi dan Evaluasi: Evaluasi atas dari kedua kuesioner dianalisis dan diintegrasikan ke matriks materialitas OCS Indonesia, memastikan bahwa topik material yang diidentifikasi sesuai dengan prioritas pemangku kepentingan.





3 Materiality Questionnaire
Kuesioner Materialitas

The Materiality Questionnaire was distributed online to capture views on the significance of various sustainability issues. The result was used to prioritise the 13 most critical sustainability issues for OCS Indonesia.
Kuesioner Materialitas didistribusikan secara online untuk menangkap pandangan mengenai pentingnya berbagai isu keberlanjutan. Hasilnya digunakan untuk memprioritaskan 13 isu keberlanjutan yang paling kritis bagi OCS Indonesia.

Online Distribution
Distribusi Online

13 **Most Critical Sustainability Issues**
Isu Keberlanjutan Paling Kritis

4 Number of Stakeholders Involved
Jumlah Pemangku Kepentingan yang Terlibat

In total, 151 stakeholders from various sectors participated in the engagement process, contributing to a comprehensive and diverse assessment of OCS Indonesia's sustainability performance.
Sebanyak 151 pemangku kepentingan dari berbagai sektor berpartisipasi dalam proses ini, yang berkontribusi pada penilaian komprehensif dan beragam mengenai kinerja keberlanjutan OCS Indonesia.

151 **Stakeholders from Various Sectors**
Pemangku Kepentingan dari Berbagai Sektor

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operations and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Process | Proses

Result | Hasil

1

Sustainability Issues Identification
Identifikasi Isu Keberlanjutan

OCS Indonesia collected and analysed extensive data in this phase to identify key social, environmental, and economic issues that may impact the Company and our stakeholders.

Pada tahap ini, OCS Indonesia mengumpulkan dan menganalisis data secara mendalam untuk mengidentifikasi isu-isu sosial, lingkungan, dan ekonomi utama yang dapat memengaruhi Perusahaan dan para pemangku kepentingan.

A total of 68 potential issues were identified through benchmarking with peer companies and the parent company.

Sebanyak 68 isu potensial diidentifikasi melalui benchmarking dengan sejumlah perusahaan sejenis dan induk perusahaan.

68
Potential Issues
Isu Potensial

2

Sustainability Issues Assessment using DMA
Penilaian Isu Keberlanjutan dengan DMA

- Environmental and Social Materiality (Inside-Out): This assessment focuses on the impact of the identified issues on external stakeholders, including the environment and communities.
- Financial Materiality (Outside- In): This step evaluates the risks and opportunities of sustainability issues on the Company's financial performance and business sustainability.

- Materialitas Lingkungan dan Sosial (*Inside-Out*): Penilaian ini berfokus pada dampak isu-isu yang teridentifikasi terhadap pemangku kepentingan eksternal, termasuk lingkungan dan masyarakat.
- Materialitas Finansial (*Outside- In*): Tahap ini mengevaluasi risiko dan peluang dari isu keberlanjutan terhadap kinerja finansial Perusahaan dan keberlangsungan bisnis.

Each material issue is further assessed through:
- Distribution of a materiality questionnaire to internal and external stakeholders (internal: 99 respondents; external: 52 respondents).
- Benchmarking against global standards and practices.

Setiap isu material dinilai lebih lanjut melalui:
- Penyebaran kuesioner materialitas kepada pemangku kepentingan internal dan eksternal (internal: 99 responden; eksternal: 52 responden).
- *Benchmarking* terhadap standar dan praktik global.

99
Internal Respondents
Responden Internal

52
External Respondents
Responden Eksternal

3

Material Topics Review and Selection
Tinjauan dan Pemilihan Topik Material

Following a thorough assessment, the results were reviewed by the ESG Committee and the Board of Directors.

Setelah penilaian menyeluruh, Komite ESG dan Direksi akan meninjau hasil penilaian tersebut.

Out of the 68 potential issues, 13 material topics were selected, which were incorporated into OCS Indonesia's strategic sustainability initiatives and long-term goals.

Dari 68 isu potensial, terpilih 13 topik material yang kemudian diintegrasikan ke dalam inisiatif strategis keberlanjutan dan tujuan jangka panjang OCS Indonesia.

13
Material Topics
Topik Material

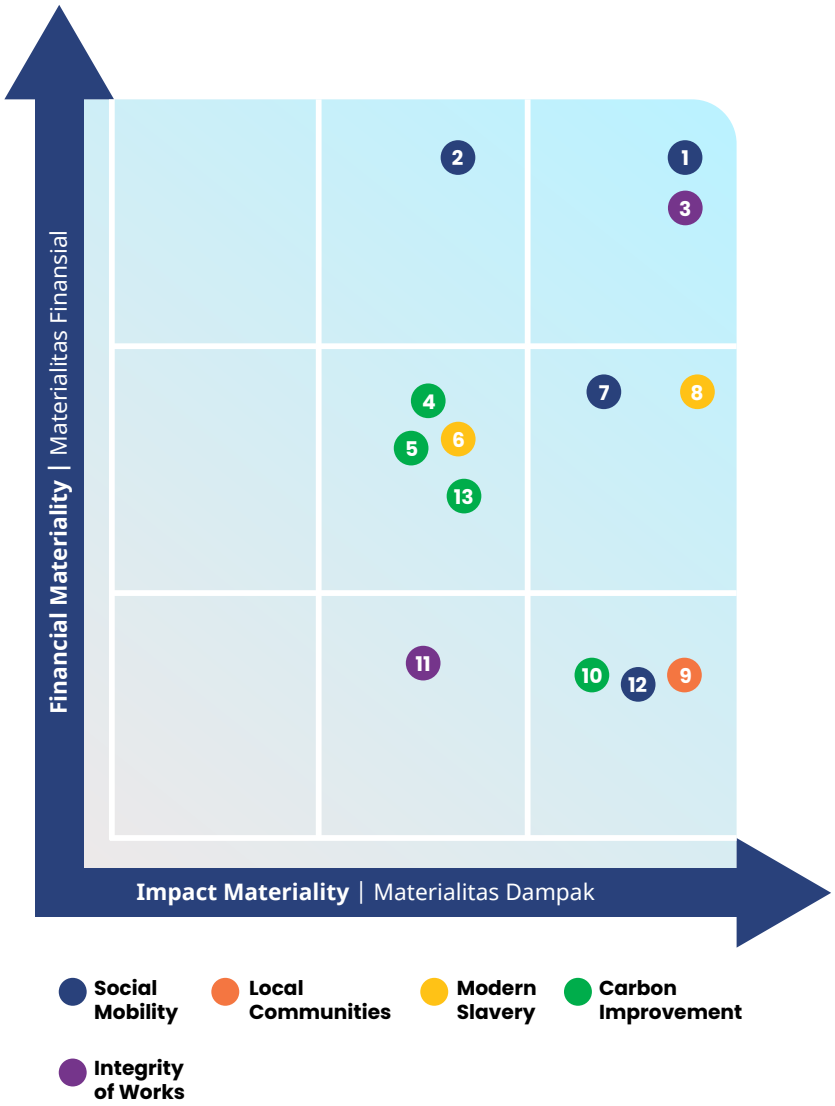
Materiality Topics Identification [GRI 3-2]

Identifikasi Topik Material

Based on a comprehensive materiality assessment process that has been continuously refined to reflect the latest developments in 2025, the Company has identified the material topics that serve as key focus areas in OCS Indonesia's sustainability strategy. These topics reflect the Company's commitment to responsible and sustainable business practices and are aligned with global sustainability agendas. All identified material topics are categorized into high, medium, and low priority levels in this materiality matrix:

Berdasarkan proses penilaian materialitas yang dilakukan secara komprehensif dan diperbarui dengan mempertimbangkan perkembangan pada tahun 2025, Perusahaan telah mengidentifikasi topik-topik material yang menjadi fokus utama dalam strategi keberlanjutan OCS Indonesia. Topik-topik tersebut mencerminkan komitmen Perusahaan terhadap praktik bisnis yang bertanggung jawab dan berkelanjutan, serta selaras dengan agenda keberlanjutan global. Seluruh topik material tersebut diklasifikasikan ke dalam tingkat prioritas tinggi, sedang, dan rendah dalam matriks materialitas yang disajikan berikut ini:

Materiality Matrix | Matriks Materialitas



1. **Colleague Engagement, Training, and Development**
   Keterlibatan, Pelatihan, dan Pengembangan Karyawan
2. **Health and Safety**
   Kesehatan dan Keselamatan
3. **Ethical Conduct and Behaviour**
   Perilaku dan Etika
4. **Climate Change**
   Perubahan Iklim
5. **Energy**
   Energi
6. **Responsible and Ethical Procurement**
   Pengadaan yang Bertanggung Jawab dan Etis
7. **Diversity, Equity, and Inclusion**
   Keberagaman, Kesetaraan, dan Inklusi
8. **Modern Slavery, Human and Labour Right**
   Perbudakan Modern, Hak Asasi Manusia, dan Hak Buruh
9. **Community Partnership and Social Impact**
   Kemitraan Masyarakat dan Dampak Sosial
10. **Water Management**
    Manajemen Air
11. **Cyber Security and Data Privacy**
    Keamanan Siber dan Privasi Data
12. **Talent Attraction and Retention**
    Daya Tarik dan Retensi Talenta
13. **Waste and Resource Management**
    Manajemen Limbah dan Sumber Daya

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Material Topics Mapping by ESG and SDGs

Pemetaan Topik Material Berdasarkan ESG dan SDGs

ESG	Priorities Prioritas	Material Topics Topik Material	Criteria Kriteria	GRI Standard Disclosure Pengungkapan Standar GRI	SDGs
Social Mobility	High Tinggi	Colleague Engagement, Training, and Development Keterlibatan, Pelatihan, dan Pengembangan Karyawan	Providing ongoing training and skills development programmes to enhance employee capabilities, engagement, and retention. Menyediakan program pelatihan dan pengembangan keterampilan secara berkelanjutan untuk meningkatkan kapabilitas karyawan, keterlibatan, dan retensi.	401-1, 401-2, 401-3, 404-1, 404-2, 404-3	
	High Tinggi	Health and Safety Kesehatan dan Keselamatan	Ensuring a safe and healthy work environment for all colleagues, contractors, and customers through occupational health and safety policies, regular training, and risk management. Memastikan lingkungan kerja yang aman dan sehat bagi semua karyawan, kontraktor, dan pelanggan melalui kebijakan kesehatan dan keselamatan kerja, pelatihan rutin, dan manajemen risiko.	403-1, 403-2. 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	
	High Tinggi	Diversity, Equity, and Inclusion Keberagaman, Kesetaraan, dan Inklusi	Promoting diversity, equity, and inclusion in the workplace by providing equal opportunities for all colleagues regardless of background. Mempromosikan keberagaman, kesetaraan, dan inklusi di tempat kerja dengan memberikan kesempatan yang sama bagi semua karyawan tanpa memandang latar belakang.	405-1, 405-2, 406-1	
	Medium Sedang	Talent Attraction and Retention Daya Tarik dan Retensi Talenta	Attracting and retaining top talent through an inclusive work environment, career development programmes, and employee well-being policy. Menarik dan mempertahankan talenta terbaik melalui lingkungan kerja yang inklusif, program pengembangan karir, dan kebijakan kesejahteraan karyawan.	401-1, 401-2, 401-3, 404-1, 404-2, 404-3	
Integrity of Works	Low Rendah	Cyber Security and Data Privacy Keamanan Siber dan Privasi Data	Maintaining data security and privacy by implementing robust cybersecurity systems and data protection policies aligned with industry standards. Menjaga keamanan data dan privasi informasi dengan menerapkan sistem keamanan siber yang kuat dan kebijakan perlindungan data yang sesuai dengan standar industri.	418-1	

ESG	Priorities Prioritas	Material Topics Topik Material	Criteria Kriteria	GRI Standard Disclosure Pengungkapan Standar GRI	SDGs
	High Tinggi	Ethical Conduct and Behaviour Perilaku dan Etika	Upholding ethical standards, transparency, and good governance across all operations and business interactions, including compliance with anti-corruption laws and regulations. Menjunjung tinggi standar etika, transparansi, dan tata kelola yang baik dalam seluruh operasi dan interaksi bisnis, termasuk kepatuhan terhadap undang-undang dan regulasi antikorupsi.	205-1, 205-2, 205-3, 406-1	
Local Communities	Medium Sedang	Community Partnership and Social Impact Kemitraan Masyarakat dan Dampak Sosial	Supporting community partnership through corporate social responsibility (CSR) programmes, volunteer activities, and contributions to social impact. Mendukung kemitraan dengan komunitas melalui program-program tanggung jawab sosial perusahaan (CSR), kegiatan sukarelawan, dan kontribusi terhadap dampak sosial.	413-1, 413-2	
Modern Slavery	High Tinggi	Modern Slavery, Human and Labour Rights Perbudakan Modern, Hak Asasi Manusia, dan Hak Buruh	Ensuring the protection of human rights and labour rights by eliminating practices of modern slavery, forced labour, and exploitation in the workplace, as well as guaranteeing safe and fair working conditions for all colleagues. Memastikan perlindungan terhadap hak asasi manusia dan hak buruh dengan menghapus praktik perbudakan modern, kerja paksa, dan eksploitasi di tempat kerja, serta menjamin kondisi kerja yang aman dan adil bagi semua pekerja.	407-1, 408-1, 409-1, 410-1	
	Medium Sedang	Responsible and Ethical Procurement Pengadaan yang Bertanggung Jawab dan Etis	Ensuring responsible and sustainable procurement practices by adhering to sustainability principles and fair labour standards in the supply chain. Memastikan praktik pengadaan yang bertanggung jawab dan berkelanjutan dengan mematuhi prinsip-prinsip keberlanjutan dan standar kerja yang adil dalam rantai pasokan.	204-1, 308-1, 308-2, 414-1, 414-2	

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

ESG	Priorities Prioritas	Material Topics Topik Material	Criteria Kriteria	GRI Standard Disclosure Pengungkapan Standar GRI	SDGs
Carbon Improvement	Medium Sedang	Energy Energi	Reducing energy consumption and enhancing energy efficiency by implementing energy-saving practices and technologies across business operations. Mengurangi konsumsi energi dan meningkatkan efisiensi energi dengan menerapkan praktik dan teknologi hemat energi di seluruh operasi bisnis.	302-1, 302-2, 302-3, 302-4, 302-5	7 AFFORDABLE AND CLEAN ENERGY
	Medium Sedang	Water Management Manajemen Air	Reducing water consumption and improving water use efficiency through responsible water management practices in operational activities. Mengurangi konsumsi air dan meningkatkan efisiensi penggunaan air melalui praktik pengelolaan air yang bertanggung jawab dalam kegiatan operasional.	303-1, 303-2, 303-3, 303-4, 303-5	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Medium Sedang	Waste and Resource Management Manajemen Limbah dan Sumber Daya	Managing waste and resources responsibly through reduction, recycling, and appropriate disposal, including hazardous waste management. Mengelola limbah dan sumber daya secara bertanggung jawab melalui pengurangan, daur ulang, dan pembuangan yang sesuai, termasuk pengelolaan limbah berbahaya.	303-1, 303-2, 303-3, 303-4, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	Medium Sedang	Climate Change Perubahan Iklim	Reducing greenhouse gas (GHG) emissions through effective management, renewable energy use, and other climate change mitigation initiatives. Mengurangi emisi gas rumah kaca (GRK) melalui pengelolaan yang efektif, penggunaan energi terbarukan, dan inisiatif mitigasi perubahan iklim lainnya.	302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION



OCS Indonesia reaffirms its commitment to integrating ethical labor principles and sustainable skills development into the Company's policies and operational practices. This commitment is conveyed through active participation in public forums, including the PROFIT program on CNBC Indonesia, as part of efforts to strengthen accountability and promote higher labor standards at the national level. The Company recognizes that workforce competitiveness is determined by productivity as well as the quality of systems that ensure worker protection, safety, and dignity. [GRI 2-24]

In line with this, the Company implements policies that position compliance with labor standards, occupational health and safety, and respect for human rights as fundamental pillars across all operations. The Company strictly prohibits modern slavery, forced labor, and any form of labor exploitation, while ensuring the implementation of fair wages, safe working conditions, and workforce protection throughout the supply chain. The Company also integrates skills development into its business strategy, particularly through strengthening green skills and competencies aligned with future industry needs. [GRI 2-24]



Strengthening Commitment to Ethical Labor Practices and Sustainable Skills Development

Penguatan Komitmen Ketenagakerjaan Etis dan Pengembangan Keterampilan Berkelanjutan

OCS Indonesia menegaskan komitmennya untuk mengintegrasikan prinsip ketenagakerjaan yang etis dan pengembangan keterampilan berkelanjutan ke dalam kebijakan serta praktik operasional Perusahaan. Komitmen ini disampaikan melalui partisipasi aktif dalam forum publik, termasuk program PROFIT di CNBC Indonesia, sebagai bagian dari upaya memperkuat akuntabilitas dan mendorong peningkatan standar ketenagakerjaan nasional. Perusahaan memandang bahwa daya saing tenaga kerja ditentukan produktivitas serta kualitas sistem yang menjamin perlindungan, keselamatan, dan martabat pekerja. [GRI 2-24]

Sejalan dengan hal tersebut, Perusahaan menerapkan kebijakan yang menempatkan kepatuhan terhadap standar ketenagakerjaan, keselamatan kerja, serta penghormatan terhadap hak asasi manusia sebagai fondasi utama dalam seluruh kegiatan operasional. Perusahaan melarang praktik perbudakan modern, kerja paksa, dan eksploitasi tenaga kerja, serta memastikan penerapan upah yang adil, kondisi kerja yang aman, dan perlindungan bagi tenaga kerja di seluruh rantai pasok. Perusahaan juga mengintegrasikan pengembangan keterampilan sebagai bagian dari strategi bisnis, khususnya melalui penguatan green skills dan kompetensi yang relevan dengan kebutuhan industri masa depan. [GRI 2-24]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information



Strengthening Disability and Neurodiversity Inclusion in Company Operations

Penguatan Inklusi Disabilitas dan Neurodiversitas dalam Operasional Perusahaan

OCS Indonesia reinforces its commitment to fostering an inclusive workplace through a strategic partnership with STEPS, an organization focused on advancing inclusion for individuals with disabilities and neurodiversity. This collaboration forms part of the Company's ongoing efforts to integrate diversity, equity, and inclusion principles into its policies and operational practices in a sustainable manner. [GRI 2-24]

The Company recognizes that equal access to employment opportunities remains a challenge, particularly for individuals who are neurodivergent. Therefore, the Company strives to build organizational readiness through adjustments to work systems, recruitment processes, and performance management to be more inclusive and adaptive to diverse workforce needs. As part of the implementation of this commitment, the Company integrates inclusion principles into its operational design, with the objective not only of opening access to employment, but also of creating an environment that enables every individual to grow and contribute optimally. [GRI 404-2, 413-1]

OCS Indonesia memperkuat komitmennya dalam menciptakan lingkungan kerja yang inklusif melalui kemitraan strategis dengan STEPS, organisasi yang berfokus pada pengembangan inklusi bagi individu neurodivergen, Kolaborasi ini merupakan bagian dari upaya Perusahaan untuk mengintegrasikan prinsip keberagaman, kesetaraan, dan inklusi ke dalam kebijakan serta praktik operasional secara berkelanjutan. [GRI 2-24]

Perusahaan menyadari bahwa akses terhadap kesempatan kerja yang setara masih menjadi tantangan, khususnya bagi individu neurodivergen. Oleh karena itu, Perusahaan berupaya membangun kesiapan organisasi melalui penyesuaian sistem kerja, proses rekrutmen, serta pengelolaan kinerja agar lebih inklusif dan adaptif terhadap beragam kebutuhan tenaga kerja. Sebagai bagian dari implementasi komitmen tersebut, Perusahaan mengintegrasikan prinsip inklusi ke dalam desain operasional, dengan tujuan tidak hanya membuka akses kerja, tetapi juga menciptakan lingkungan yang memungkinkan setiap individu berkembang dan berkontribusi secara optimal. [GRI 404-2, 413-1]

Sustainability Risks and Opportunities [IFRS S1 par. 2-3, 54-55]

Risiko dan Peluang Keberlanjutan

Objective
Tujuan

OCS Indonesia discloses material sustainability-related risks and opportunities that affect the Company's business strategy and resource allocation. This information aims to provide a comprehensive overview of operational resilience and short-, medium-, and long-term financial prospects for stakeholders.

OCS Indonesia mengungkapkan risiko dan peluang keberlanjutan material yang memengaruhi strategi bisnis dan alokasi sumber daya Perusahaan. Informasi ini bertujuan untuk memberikan gambaran komprehensif mengenai ketahanan operasional dan prospek keuangan jangka pendek hingga panjang bagi para pemangku kepentingan.

Disclosure Topics
Topik Pengungkapan

Governance
Senior management actively oversees ESG performance through integrated reporting systems, including the implementation of ESG Site Ratings across all operational sites to promote a green culture and deliver high-impact ESG outcomes.

Tata Kelola
Manajemen puncak aktif mengawasi kinerja ESG melalui sistem pelaporan yang terintegrasi, seperti implementasi ESG *Site Ratings* di seluruh lokasi operasional untuk mendorong budaya hijau dan penyampaian hasil ESG yang berdampak tinggi.

Strategy
OCS Indonesia integrates sustainability into the core of its business with a focus on four main pillars: local communities, social mobility, modern slavery, and carbon improvement.

Strategi
OCS Indonesia mengintegrasikan keberlanjutan ke dalam inti bisnis dengan fokus pada empat pilar utama: komunitas lokal, mobilitas sosial, perbudakan modern, dan perbaikan emisi karbon.

Risks
The Company identifies transition risks related to compliance with global ESG standards and emissions regulations that may affect operating costs. Physical risks, such as operational disruptions in remote areas, are mitigated through the digitalization of training to ensure an ESG-aligned workforce depth.

Risiko
Perusahaan mengidentifikasi risiko transisi terkait kepatuhan standar ESG global dan regulasi emisi yang dapat memengaruhi biaya operasional. Risiko fisik seperti gangguan operasional di daerah terpencil juga dimitigasi melalui digitalisasi pelatihan untuk memastikan kedalaman tenaga kerja yang selaras dengan ESG.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Disclosure Topics
Topik Pengungkapan

Opportunities

The Company leverages strategic opportunities through:

- The development of an "ESG as a Service" business model to support customers in achieving energy efficiency and carbon emission targets.
- Service enhancement through advanced technologies, including the use of AI and IoT platforms for resource optimization.
- The adoption of circular economy practices and waste-to-value partnerships.

Peluang

Perusahaan memanfaatkan peluang strategis melalui:

- Pengembangan model bisnis "*ESG as a Service*" untuk membantu pelanggan mencapai efisiensi energi dan target emisi karbon.
- Peningkatan layanan melalui teknologi canggih, termasuk penggunaan *platform* AI dan IoT untuk optimalisasi sumber daya.
- Penerapan praktik ekonomi sirkular dan kemitraan *waste-to-value*.

Risk Management

The Company ensures supply chain integrity by requiring 100% of suppliers to sign the OCS Supplier Code of Conduct and conducting labor standards audits on Tier-1 subcontractors (targeting 95% by 2026). Financial risk mitigation for colleagues is implemented through the Earned Wage Access (EWA) program to protect them from informal lending practices.

Manajemen Risiko

Perusahaan memastikan integritas rantai pasok dengan mewajibkan 100% pemasok menandatangani Kode Etik Pemasok OCS dan melakukan audit standar tenaga kerja pada subkontraktor *Tier-1* (target 95% pada 2026). Mitigasi risiko keuangan bagi karyawan dilakukan melalui program *Earned Wage Access* (EWA) untuk melindungi mereka dari jeratan pinjaman tidak resmi.

Targets and Actions

OCS Indonesia monitors the effectiveness of its sustainability strategy through measurable KPIs, including:

Target dan Aksi

OCS Indonesia memantau efektivitas strategi keberlanjutan melalui KPI yang terukur, antara lain:

Environmental
Reduction in carbon emissions intensity (Scope 1 and 2 tCO_2e)
Lingkungan
Penurunan intensitas emisi karbon (tCO_2e Cakupan 1 dan 2)

Target delta intensity reduction by 2026
Target delta rasio intensitas sebesar pada 2026

-17.04%

Safety and Labor
Maintaining zero modern slavery incidents and zero workplace fatalities
Keselamatan dan Ketenagakerjaan
Mempertahankan nol insiden modern perbudakan dan nol fatalitas kerja

Target placement of colleagues with disabilities by 2026
Target penempatan tenaga kerja penyandang disabilitas pada 2026

30
people | orang

Social
Local hiring target
Sosial
Target penyerapan tenaga kerja lokal

Target by 2026
Target pada tahun 2026

90%

Social Uplift Benefits for workforce
Peningkatan Manfaat Sosial bagi tenaga kerja

67%

Training
Investment in workforce development training targeted to reach
Pelatihan
Investasi pelatihan pengembangan tenaga kerja yang ditargetkan mencapai

Target by 2026
Target pada tahun 2026

GPB 17,000

Sustainability Strategy and Targets

Strategi dan Target Keberlanjutan



In 2025 and toward 2026, OCS Indonesia strategically strengthened its sustainability commitment through the operationalization of an integrated ESG framework across four main pillars: Social Mobility, Local Communities, Modern Slavery, and Carbon Improvement.

Pada tahun 2025 dan menuju 2026, OCS Indonesia secara strategis memperkuat komitmen keberlanjutannya melalui operasionalisasi kerangka kerja ESG yang terintegrasi pada empat pilar utama: *Social Mobility, Local Communities, Modern Slavery,* dan *Carbon Improvement.*

Sustainable Development Strategy [GRI 2-22]

Strategi Pembangunan Berkelanjutan

OCS Indonesia integrates sustainability principles into the core of its business strategy and workplace culture through four main pillars to support inclusive and responsible growth. Material issues are managed within the following framework:

OCS Indonesia mengintegrasikan prinsip keberlanjutan ke dalam inti strategi bisnis dan budaya kerja melalui empat pilar utama guna mendukung pertumbuhan inklusif dan bertanggung jawab. Isu-isu material dikelola dalam kerangka kerja sebagai berikut:

Local Communities

Empowering local communities and creating sustainable social impact.
Memberdayakan komunitas dan menciptakan dampak sosial yang berkelanjutan.

Social Mobility

Promoting equal opportunities and fostering inclusive individual development.
Mendorong kesetaraan kesempatan dan pengembangan individu secara inklusif.

Modern Slavery

Upholding human dignity and ethical labor practices throughout the value chain.
Menegakkan martabat manusia dan praktik kerja yang etis di seluruh rantai nilai.

Carbon Improvement

Reducing carbon emissions and supporting the transition toward a low-carbon economy.
Mengurangi emisi karbon dan mendukung transisi menuju ekonomi rendah karbon.

With strong commitment and concrete actions, OCS Indonesia continues to move toward a sustainable future and delivers long-term value for all stakeholders.
Dengan komitmen dan aksi nyata, OCS Indonesia terus melangkah menuju masa depan yang berkelanjutan dan memberikan nilai jangka panjang bagi semua pemangku kepentingan.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Social Mobility

The Company creates pathways for colleagues to build skills and advance their economic position through structured development and education opportunities. These initiatives include VOCIFY Green apprenticeship programs, higher education scholarships, Earned Wage Access (EWA), and inclusive training for people with disabilities to build a more capable and stable workforce.

Mobilitas Sosial Perusahaan menciptakan jalur bagi karyawan untuk membangun keterampilan dan meningkatkan posisi ekonomi mereka melalui pengembangan terstruktur dan peluang pendidikan. Inisiatif ini mencakup program VOCIFY *Green Apprenticeship*, beasiswa pendidikan tinggi, akses upah instan (EWA), serta pelatihan inklusif bagi penyandang disabilitas untuk membangun tenaga kerja yang lebih mampu dan stabil.

Carbon Improvement

The Company is committed to reducing its carbon footprint and enhancing its sustainability credibility through accurate measurement, reporting, and improvement of emission performance. This strategy helps customers achieve their Scope 3 targets through decarbonization, energy efficiency, advanced technology (AI and IoT) for resource optimization, and waste-to-value partnerships.

Perusahaan berkomitmen untuk mengurangi jejak karbon dan memperkuat kredibilitas keberlanjutan melalui pengukuran, pelaporan, dan peningkatan kinerja emisi yang akurat. Strategi ini membantu pelanggan mencapai target *Scope 3* mereka melalui dekarbonisasi, efisiensi energi, teknologi canggih (AI dan IoT) untuk optimasi sumber daya, serta kemitraan *waste-to-value.*



Local Communities

The Company builds an ecosystem where communities see us as an essential part of daily life by prioritizing local hiring and sourcing. This strategy aims to create economic stability, empower MSMEs through supply chain partnerships, and strengthen customers' license to operate through tangible social contributions.

Komunitas Lokal Perusahaan membangun ekosistem di mana masyarakat melihat kami sebagai bagian penting dari kehidupan sehari-hari dengan memprioritaskan perekrutan dan pengadaan lokal. Strategi ini bertujuan menciptakan stabilitas ekonomi, memberdayakan UMKM melalui kemitraan rantai pasok, dan memperkuat lisensi operasional pelanggan melalui kontribusi sosial yang nyata.

Modern Slavery

The Company ensures no exploitation in operations or supply chains through proactive monitoring, labor standard audits, and enforcement of supplier codes of conduct. We protect worker welfare by providing safe whistleblowing channels, ethical wage compliance, and policy advocacy to integrate ethical standards into national frameworks.

Perbudakan Modern Perusahaan memastikan tidak ada eksploitasi dalam operasional maupun rantai pasok melalui pemantauan proaktif, audit standar tenaga kerja, dan penegakan kode etik pemasok. Kami melindungi kesejahteraan pekerja dengan menyediakan saluran *whistleblowing* yang aman, kepatuhan upah yang etis, serta advokasi kebijakan untuk mengintegrasikan standar etika ke dalam kerangka kerja nasional.

This strategy is driven by the Company's core values: Trust, Respect, Unity, and Empowerment. OCS Indonesia continues to align its sustainability goals with its business strategy while contributing meaningfully to the achievement of the Sustainable Development Goals (SDGs) at both local and global levels.

Strategi ini didorong oleh nilai-nilai inti Perusahaan, yaitu Kepercayaan, Rasa Hormat, Persatuan, dan Pemberdayaan. OCS Indonesia terus berupaya menyelaraskan tujuan keberlanjutan dengan strategi bisnis, sekaligus mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) secara nyata di tingkat lokal maupun global.

Sustainability Commitment and Policy [GRI 2-22, 2-23]

Komitmen dan Kebijakan Keberlanjutan

The commitment to sustainability is led directly by senior management and guided by the Company's core values (TRUE), which serve as the foundation for creating a positive impact on the environment, society, and governance. The Company's top leader is responsible for ensuring that the sustainability strategy is implemented comprehensively across all levels of the organization. Leadership's primary focus is to ensure that this strategy delivers tangible impact that can be measured and transparently reported. OCS Indonesia sustainability initiatives encompass a range of programs designed to reduce environmental impact, empower local communities, enhance employee social mobility, and ensure ethical labor practices throughout the value chain. This commitment is carried out through several initiatives, which include:

Komitmen terhadap keberlanjutan dipimpin langsung oleh manajemen puncak, dengan nilai-nilai inti Perusahaan (TRUE) sebagai landasan dalam mewujudkan dampak positif bagi lingkungan, masyarakat, dan tata kelola. Pimpinan Perusahaan bertanggung jawab memastikan bahwa strategi keberlanjutan dijalankan secara menyeluruh di seluruh tingkatan organisasi. Fokus utama pimpinan adalah memastikan strategi ini memberikan dampak nyata yang dapat diukur dan dilaporkan secara transparan. Inisiatif keberlanjutan OCS Indonesia mencakup berbagai program yang dirancang untuk mengurangi dampak lingkungan, memberdayakan komunitas lokal, meningkatkan mobilitas sosial karyawan, serta memastikan praktik kerja yang etis di seluruh rantai nilai. Komitmen tersebut dilakukan melalui beberapa inisiatif, yang meliputi:



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

1 Social Mobility

- **Education and Scholarships:** Providing higher education scholarships and accredited VOCIFY Green apprenticeship programs to advance our colleagues' economic positions.
  Pendidikan dan Beasiswa: Memberikan beasiswa pendidikan tinggi serta VOCIFY program magang terakreditasi untuk meningkatkan posisi ekonomi karyawan.
- **Earned Wage Access (EWA):** Providing instant wage access to break colleagues free from predatory debt traps and secure fair living standards.
  Akses Upah Instan (EWA): Menyediakan akses gaji instan untuk membebaskan karyawan dari jeratan utang predator dan mengamankan standar hidup yang layak.
- **Disability Inclusion:** Developing hiring pathways and specialized training facilities for people with disabilities (PWD) and who are neurodivergent (PND).
  Inklusi Disabilitas: Mengembangkan jalur perekrutan dan fasilitas pelatihan khusus bagi penyandang disabilitas (PWD) dan neurodivergen (PND).

2 Local Communities

- **Local Hiring:** Targeting 90% of the workforce to be hired from the local community to create direct social value and economic stability.
  Perekrutan Lokal: Menargetkan 90% tenaga kerja berasal dari komunitas lokal untuk menciptakan nilai sosial langsung dan stabilitas ekonomi.
- **MSME Empowerment:** Partnering with communities to launch supplier-ready micro-enterprises, such as Good Corporate Governance (GCG) and green business, to strengthen local economic resilience.
  Pemberdayaan UMKM: Bermitra dengan masyarakat untuk meluncurkan usaha mikro siap pasok, sseperti *Good Corporate Governance* (GCG) dan bisnis ramah lingkungan, guna memperkuat ketahanan ekonomi lokal.
- **Social Contributions:** Increasing formal engagement with schools and NGOs to strengthen goodwill and the license to operate within customer environments.
  Kontribusi Sosial: Meningkatkan keterlibatan formal dengan sekolah dan LSM untuk memperkuat hubungan baik dan lisensi operasional di lingkungan pelanggan.



3 Modern Slavery

- **Labor Standard Audits:** Ensuring 95% of Tier-1 subcontractors are audited for labor standard compliance to guarantee ethical practices.
  Audit Standar Tenaga Kerja: Memastikan 95% subkontraktor *Tier-1* diaudit kepatuhan standar tenaga kerjanya untuk menjamin praktik etis.
- **Whistleblowing Channels:** Guaranteeing 100% of the workforce has access to safe reporting channels (SafeCall) to report abuses without fear.
  Saluran Pengaduan (*Whistleblowing*): Menjamin 100% tenaga kerja memiliki akses ke saluran pengaduan yang aman *(SafeCall)* untuk melaporkan penyalahgunaan tanpa rasa takut.
- **Policy Advocacy:** Integrating fair wage standards and occupational safety into the national framework (National Socio-Economic Single Data/ DTSEN) to create international awareness.
  Advokasi Kebijakan: Mengintegrasikan standar upah yang adil dan keselamatan kerja ke dalam kerangka kerja nasional (Data Tunggal Sosial dan Ekonomi Nasional/ DTSEN) untuk menciptakan kesadaran internasional.

4 Carbon Improvement

- **Dekarbonisasi:** Menargetkan penurunan intensitas emisi karbon (tCO_2e) sebesar 17,04% pada tahun 2026 untuk membantu pelanggan mengurangi emisi *Scope 3* mereka.
  Decarbonization: Targeting a 17.04% reduction in carbon emissions intensity (tCO_2e) by 2026 to help customers reduce their Scope 3 emissions.
- **Kemitraan *Waste-to-Value:*** Menjalin kolaborasi pada program pemasok nol limbah dan prinsip ekonomi sirkular untuk meminimalkan emisi.
  Waste-to-Value Partnerships: Forging collaboration on zero-waste supplier programs and circular economy principles to minimize emissions.
- **Inovasi Teknologi:** Menggabungkan teknologi canggih (AI dan IoT) dengan bahan kimia ramah lingkungan untuk optimasi sumber daya, efisiensi energi, dan pengurangan penggunaan air.
  Technological Innovation: Combining advanced technology (AI and IoT) with green chemical substances for resource optimization, energy efficiency, and reduced water consumption.

Sustainability Targets and Implementation [GRI 2-23, 3-3, IFRS S1 par. 51]

Target dan Implementasi Keberlanjutan

Social Mobility



Target	Actions | Aksi	
Ensure full transparency, accountability, and ethical compliance across all operations. Menjamin transparansi penuh, akuntabilitas, dan kepatuhan etika di seluruh operasi.	**45,278** training hours jam pelatihan **3 jam** hours per colleague jam per karyawan	Provided a total of 45,278 training hours, averaging 3 hours per colleague in 2025. Menyediakan total 45.278 jam pelatihan dengan rata-rata 3 jam per karyawan pada tahun 2025.
	100% access to Green Apprenticeship Program akses pelatihan VOCIFY *Green Apprenticeship Program*	Provided access to skills development training through the VOCIFY Green Apprenticeship Program. Memberikan akses pelatihan keterampilan melalui program VOCIFY *Green Apprenticeship Program.*
	10 colleagues karyawan	Sponsored 10 frontline colleagues to pursue full university education through the TRUE Champion Award. Memberikan beasiswa pendidikan universitas penuh bagi 10 karyawan garis depan melalui TRUE Champion Award.
	11,484 colleagues karyawan	Implemented the Salary on Demand (Earned Wage Access/EWA) program for 11,484 colleagues to support flexible wage access. Menerapkan program Salary on Demand (*Earned Wage Access*/ EWA) bagi 11.484 karyawan untuk mendukung akses gaji secara fleksibel.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Local Communities

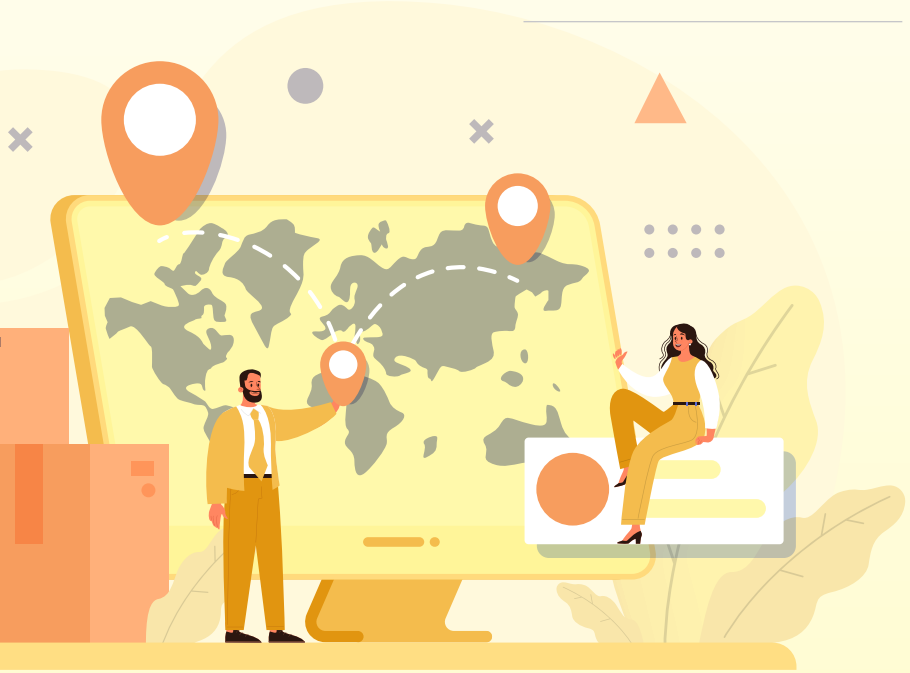
Target	Actions | Aksi
Develop an ecosystem where communities see the company as an essential part of daily life to strengthen customer reputation. Membangun ekosistem di mana masyarakat melihat perusahaan sebagai bagian penting dari kehidupan sehari-hari untuk memperkuat reputasi pelanggan.	Recruited approximately 85% of the local workforce from communities surrounding the operational area, including 2,743 individuals across key client sites. Merekrut sekitar 85% tenaga kerja lokal dari masyarakat di sekitar wilayah operasional, mencakup 2.743 individu di lokasi klien utama.
	Equipped local workforces with green skills through a commitment to vocational pathways (TVET). Membekali tenaga kerja lokal dengan *green skills* melalui komitmen pada jalur vokasi (*Technical and Vocational Education and Training*/TVET).
	Deepened collaboration with academic and social institutions to test and apply innovative solutions in real operational environments. Memperdalam kolaborasi dengan institusi akademik dan sosial untuk menguji dan menerapkan solusi inovatif dalam lingkungan operasional yang nyata.



Modern Slavery

Target

Ensure no exploitation in operations or supply chains to safeguard the brand and preserve contract eligibility.
Memastikan tidak ada eksploitasi dalam operasional maupun rantai pasok guna melindungi merek dan menjaga kelaikan kontrak.



Actions | Aksi

0 incidents insiden	Recorded zero incidents of modern slavery, child labor, or forced labor throughout 2025. Mencatat nol insiden perbudakan modern, pekerja anak, atau kerja paksa selama tahun 2025.
0 fatal incidents insiden fatal	Maintained zero fatal accidents since January 2021 and a consistently low injury rate. Mempertahankan nihil kecelakaan fatal sejak Januari 2021 dan tingkat cedera yang rendah.
91% tier-1 subcontractors audited subkontraktor *tier-1* diaudit	Audited 91% of Tier-1 subcontractors against labor standards. Mengaudit 91% subkontraktor *Tier-1* berdasarkan standar ketenagakerjaan.
100% suppliers aligned pemasok selaras	Achieved complete supplier alignment with the Company's Code of Conduct. Mencapai keselarasan pemasok sepenuhnya dengan Kode Etik Perusahaan.
100% workforce access akses tenaga kerja	Ensured full workforce access to whistleblowing mechanisms through the independent platform Safecall. Memastikan akses penuh tenaga kerja ke saluran pelaporan pelanggaran (*whistleblowing*) melalui *platform* independen Safecall.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Carbon Improvement

Target

Significantly reduce the carbon footprint to support customers' net zero agenda (Scope 3).
Mengurangi jejak karbon secara signifikan untuk mendukung agenda net zero pelanggan (Cakupan 3).



Actions | Aksi

2.31% Reduction in emissions intensity year-on-year. Penurunan intensitas emisi tahunan	Reduced Scope 1 and 2 emissions from 830.74 to 830.21 tCO_2e, achieving a 2.31% reduction in emissions intensity year-on-year. Mengurangi emisi Cakupan 1 dan 2 dari 830,74 menjadi 830,21 tCO_2e, mencapai penurunan intensitas tahunan sebesar 2,31%.
AI & IoT Advanced technologies adopted. Teknologi canggih yang diadopsi	Adopted advanced technologies such as AI and IoT to optimize energy and water usage. Mengadopsi teknologi canggih seperti AI dan IoT untuk mengoptimalkan penggunaan energi dan air.
16.87% Water withdrawal reduction. Penurunan pengambilan air **38.03%** Total waste reduction from 2024. Penurunan total limbah dari 2024	Achieved a 16.87% reduction in water withdrawal and a 38.03% reduction in total waste from 2024. Mencapai penurunan pengambilan air sebesar 16,87% dan penurunan total limbah sebesar 38,03% dari tahun 2024.
ESG rating mechanism at site level. Mekanisme penilaian ESG di tingkat lokasi kerja	Implemented an ESG rating mechanism at the site level to enable real-time management of environmental performance. Menerapkan mekanisme penilaian ESG di tingkat lokasi kerja untuk memungkinkan manajemen kinerja lingkungan secara real-time.
74% Key suppliers aligned to Science-Based Targets. Pemasok utama selaras dengan *Science-Based Targets*	Strengthened supply chain alignment, with 74% of key suppliers aligned to Science-Based Targets. Memperkuat penyelarasan rantai pasok, dengan 74% pemasok utama telah selaras dengan *Science-Based Targets.*
Transition to lower-emission alternatives. Transisi armada menuju alternatif rendah emisi	Continued to transition the vehicle fleet toward lower-emission alternatives. Terus mentransisikan armada kendaraan menuju alternatif yang rendah emisi.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Negative Impact Remediation Process [GRI 2-25]

Proses Perbaikan Dampak Negatif

OCS Indonesia is committed to mitigating and addressing adverse impacts arising from its operational activities through a systemic approach that integrates workforce empowerment with operational innovation. This approach is designed to deliver tangible and sustainable improvements across the value chain, ensuring that each intervention does not stand alone but is interconnected within a cohesive system.

In the area of environmental restoration and decarbonization, the Company consistently manages carbon emission impacts by strengthening operational efficiency and enhancing the accuracy of environmental performance measurement, allowing each improvement initiative to be planned and evaluated in a more structured manner.

In terms of empowerment and social mobility, OCS Indonesia seeks to mitigate economic risks faced by frontline workers by providing access to skills development through the VOCIFY Green Apprenticeship program, as well as higher education support through the True Champion program. These initiatives aim to transform workers' roles from purely operational executors into agents of change who contribute to advancing circular economy practices, including the implementation of reuse and recycling across various operational sites.

OCS Indonesia berkomitmen untuk memitigasi sekaligus memperbaiki dampak negatif yang timbul dari kegiatan operasional melalui pendekatan sistemik yang mengintegrasikan pemberdayaan tenaga kerja dengan inovasi operasional. Pendekatan ini dirancang untuk menghasilkan perbaikan yang nyata dan berkelanjutan di seluruh rantai nilai, dengan memastikan bahwa setiap intervensi tidak berdiri sendiri, melainkan saling terhubung dalam suatu sistem yang utuh.

Dalam aspek pemulihan lingkungan dan dekarbonisasi, Perusahaan secara konsisten mengelola dampak emisi karbon melalui penguatan efisiensi operasional dan peningkatan akurasi pengukuran kinerja lingkungan, sehingga setiap langkah perbaikan dapat direncanakan dan dievaluasi secara lebih terstruktur.

Pada aspek pemberdayaan dan mobilitas sosial, OCS Indonesia berupaya memitigasi risiko ekonomi yang dihadapi tenaga kerja lini depan dengan menyediakan akses terhadap pelatihan keterampilan melalui program VOCIFY *Green Apprenticeship* serta dukungan pendidikan tinggi melalui *True Champion*. Inisiatif ini bertujuan untuk mentransformasi peran pekerja dari sekadar pelaksana operasional menjadi agen perubahan yang berkontribusi dalam mendorong praktik ekonomi sirkular, termasuk penerapan penggunaan kembali dan pengolahan ulang di berbagai lokasi operasional.



In the area of financial and ethical remediation, the Company takes proactive measures to address financial vulnerability risks, including potential exposure to informal lending, through the implementation of the Earned Wage Access (EWA) program. At the same time, transparency and accountability continue to be strengthened through the provision of reporting channels such as SafeCall and the OCHA Chatbot, enabling early detection and rapid response to potential ethical violations and modern slavery practices.

In addition, OCS Indonesia promotes systemic collaboration through active participation in various high-level policy forums. This includes its role in the "PLANET" working group within British Chamber of Commerce Indonesia, which focuses on strengthening policies related to the green energy transition, water resource efficiency, and circularity principles implementation at the national level.

In line with its commitment to continuous improvement, the Company ensures that all impact mitigation processes are carried out transparently and accountably through the implementation of labor standards audits for key subcontractor partners, as well as the strengthening of strategic partnerships. Through this approach, OCS Indonesia aims to create sustainable shared value for communities, customers, and all stakeholders.

Dalam hal remediasi finansial dan etika, Perusahaan mengambil langkah proaktif untuk mengatasi risiko kerentanan finansial, termasuk potensi jeratan utang dari pinjaman ilegal, melalui implementasi program *Earned Wage Access* (EWA). Di sisi lain, transparansi dan akuntabilitas terus diperkuat melalui penyediaan saluran pelaporan seperti SafeCall dan OCHA Chatbot, yang memungkinkan deteksi dini serta penanganan cepat terhadap potensi pelanggaran etika maupun praktik perbudakan modern.

Selain itu, OCS Indonesia juga mendorong kolaborasi sistemik melalui keterlibatan aktif dalam berbagai forum kebijakan tingkat tinggi. Partisipasi ini mencakup peran dalam kelompok kerja "PLANET" di BritCham Indonesia, yang berfokus pada penguatan kebijakan terkait transisi energi hijau, efisiensi sumber daya air, serta penerapan prinsip sirkularitas pada tingkat nasional.

Sejalan dengan komitmen terhadap perbaikan berkelanjutan, Perusahaan memastikan bahwa seluruh proses mitigasi dampak dilakukan secara transparan dan akuntabel melalui pelaksanaan audit standar ketenagakerjaan pada mitra subkontraktor utama serta penguatan kemitraan strategis. Melalui pendekatan ini, OCS Indonesia berupaya menciptakan nilai bersama yang berkelanjutan bagi komunitas, pelanggan, dan seluruh pemangku kepentingan.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Contribution to the UN's Sustainable Development Goals

Kontribusi pada Tujuan Pembangunan Berkelanjutan PBB

The Company's strategy continues to be refined and updated to remain aligned with the United Nations Sustainable Development Goals (SDGs), taking into account the latest developments up to 2025. This approach ensures that the Company's contributions remain relevant, measurable, and impactful throughout the critical period leading up to 2030 and beyond. The implementation of this strategy is focused on the following SDGs:

Strategi Perusahaan terus disempurnakan dan diperbarui secara berkelanjutan agar selaras Tujuan Pembangunan Berkelanjutan (TPB) Perserikatan Bangsa-Bangsa, dengan mempertimbangkan perkembangan terkini hingga tahun 2025. Pendekatan ini memastikan bahwa kontribusi Perusahaan tetap relevan, terukur, dan memberikan dampak positif dalam periode krusial menuju tahun 2030 dan seterusnya. Fokus implementasi strategi ini diarahkan pada TPB berikut:





UNLOCKING PATHWAYS TO INCLUSIVE SOCIAL MOBILITY

MEMBUKA JALAN BAGI MOBILITAS SOSIAL YANG INKLUSIF

SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Colleague Engagement, Training, and Development

Keterlibatan, Pelatihan, dan Pengembangan Karyawan

Talent Attraction and Retention

Daya Tarik dan Retensi Talenta

OCS Indonesia considers talent attraction and retention as a material topic that plays a critical role in maintaining service quality and operational continuity. The management of this topic focuses on creating a supportive and fair work environment that is responsive to workforce needs across various service lines.

The Company implements competitive remuneration policies, provides benefits tailored to job characteristics, and adopts work arrangements that support a balance between professional and personal life. These policies apply to both permanent and contract colleagues in accordance with project requirements and applicable regulations.

Through this approach, OCS Indonesia aims to ensure employee well-being, recognize individual contributions, and support continuous talent development as part of its commitment to responsible employment practices. [GRI 3-3]

OCS Indonesia memandang daya tarik dan retensi talenta sebagai isu material yang berperan penting dalam menjaga kualitas layanan dan keberlanjutan operasional. Pengelolaan topik ini difokuskan pada penciptaan lingkungan kerja yang mendukung, adil, dan relevan dengan kebutuhan tenaga kerja di berbagai lini layanan.

Perusahaan menerapkan kebijakan remunerasi yang kompetitif, pemberian manfaat yang disesuaikan dengan karakteristik pekerjaan, serta pengaturan kerja yang memperhatikan keseimbangan antara kehidupan profesional dan pribadi. Kebijakan tersebut berlaku bagi karyawan tetap maupun karyawan kontrak sesuai dengan kebutuhan proyek dan ketentuan yang berlaku.

Melalui pendekatan ini, OCS Indonesia berupaya memastikan kesejahteraan karyawan, menghargai kontribusi individu, dan mendukung pengembangan talenta secara berkelanjutan sebagai bagian dari komitmen terhadap praktik ketenagakerjaan yang bertanggung jawab. [GRI 3-3]

New Hires and Employee Turnover

Perekrutan Karyawan Baru dan Pergantian Karyawan

OCS Indonesia manages recruitment and employee turnover as part of a strategic approach to maintaining operational continuity and service quality. This process is aligned with the Company's needs across its operational areas and the evolving nature of its services. In recruitment, the Company prioritizes alignment of competencies and experience, as well as upholding Diversity, Equity, and Inclusion (DEI) principles by providing equal opportunities to all candidates without discrimination. This approach supports the creation of an inclusive and collaborative work environment. [GRI 3-3]

OCS Indonesia mengelola perekrutan dan pergantian karyawan sebagai bagian dari pendekatan strategis dalam menjaga keberlanjutan operasional dan kualitas layanan. Proses ini disesuaikan dengan kebutuhan perusahaan di berbagai wilayah operasional serta dinamika layanan yang terus berkembang. Dalam pelaksanaan rekrutmen, kami mengedepankan kesesuaian kompetensi dan pengalaman, serta menerapkan prinsip keberagaman, kesetaraan, dan inklusi (*Diversity, Equity, and Inclusion*/DEI) dengan membuka kesempatan yang setara bagi seluruh kandidat tanpa diskriminasi. Pendekatan ini mendukung pembentukan lingkungan kerja yang inklusif dan kolaboratif. [GRI 3-3]

Employee turnover is managed as part of evaluating the effectiveness of human capital management, ensuring team stability, and supporting a fair, productive, and sustainable workplace. OCS Indonesia workforce movement reflects both organizational growth and the operational dynamics of customer-specific, project-based service delivery across multiple sites throughout Indonesia. This includes workforce transitions associated with contract mobilization, renewal, and service-provider changes, which are common features of labor-intensive facility management operations.

Pergantian karyawan dikelola sebagai bagian dari evaluasi efektivitas manajemen sumber daya manusia, untuk memastikan stabilitas tim, serta mendukung terciptanya lingkungan kerja yang adil, produktif, dan berkelanjutan. Pergerakan tenaga kerja OCS Indonesia mencerminkan pertumbuhan organisasi serta dinamika operasional dalam penyediaan layanan berbasis proyek yang disesuaikan dengan kebutuhan pelanggan di berbagai lokasi di seluruh Indonesia. Hal ini mencakup peralihan tenaga kerja yang terkait dengan mobilisasi kontrak, perpanjangan kontrak, dan pergantian penyedia layanan, yang merupakan hal umum dalam operasi manajemen fasilitas yang padat.

2025 Recruitment and Turnover Performance

Kinerja Rekrutmen dan *Turnover* 2025

New Hires

Rekrutmen

3,221

people | orang

Employee Exits

Pengakhiran Hubungan Kerja

2,890

people | orang

Employee Turnover

Tingkat Pergantian Karyawan

23.25%

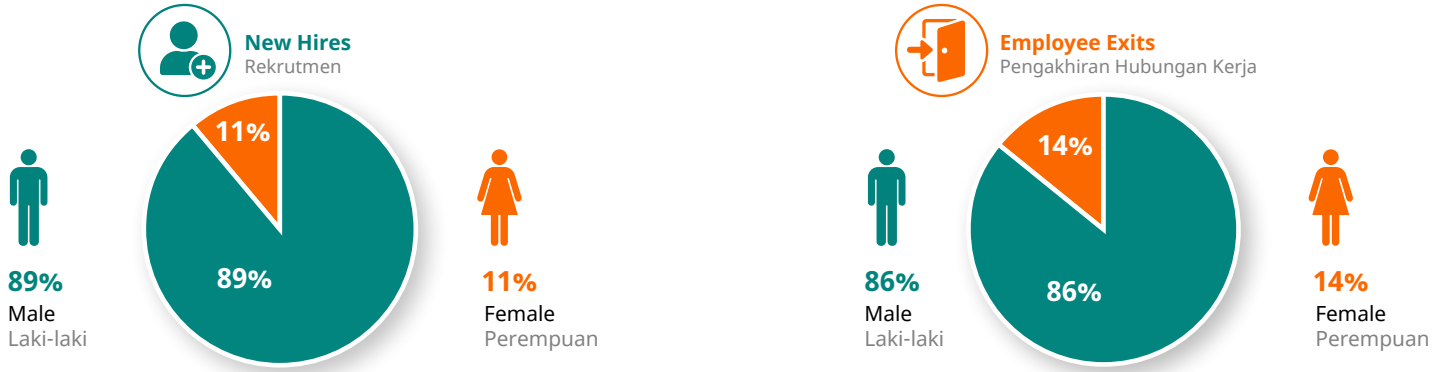
A significant proportion of OCS Indonesia's frontline workforce supports customer-specific service contracts delivered directly at customer sites. Consistent with the operating characteristics of Indonesia's facility management sector, many employees are recruited from areas surrounding the locations where services are performed. As service contracts commence, expand, conclude, or transition between providers, workforce requirements may change accordingly. Consequently, employee movements and turnover figures should be interpreted within the context of a labor-intensive, site-based service model, where changes are often driven by contract cycles and operational requirements rather than employee dissatisfaction or workforce instability. OCS Indonesia remains committed to fair employment practices, workforce development, and providing opportunities for continued employment and redeployment where operationally feasible. [GRI 401-1]

Sebagian besar tenaga kerja *frontline* OCS Indonesia mendukung pelaksanaan kontrak layanan khusus pelanggan yang diselenggarakan langsung di lokasi pelanggan. Sesuai dengan karakteristik operasional sektor manajemen fasilitas di Indonesia, banyak karyawan direkrut dari daerah-daerah di sekitar lokasi tempat layanan tersebut dilaksanakan. Seiring dimulainya, perluasan, berakhirnya, atau peralihan kontrak layanan antar penyedia, kebutuhan tenaga kerja dapat berubah sesuai dengan hal tersebut. Oleh karena itu, pergerakan karyawan dan angka pergantian karyawan harus ditafsirkan dalam konteks model layanan berbasis lokasi yang padat karya, di mana perubahan sering kali didorong oleh siklus kontrak dan persyaratan operasional, bukan oleh ketidakpuasan karyawan atau ketidakstabilan tenaga kerja. OCS Indonesia tetap berkomitmen terhadap praktik ketenagakerjaan yang adil, pengembangan tenaga kerja, serta penyediaan peluang untuk kelanjutan kerja dan penempatan kembali jika memungkinkan secara operasional. [GRI 401-1]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

2025 Gender Composition in Recruitment & Employee Turnover

Komposisi Gender Rekrutmen & Pengakhiran Hubungan Kerja 2025



Number of New Hires and Employee Turnover Based on Gender [GRI 401-1]

Jumlah Karyawan Baru dan Pergantian Karyawan Berdasarkan Gender

	2025		2024		2023	
	New Hires Karyawan Baru	Employee Turnover Pergantian Karyawan	New Hires Karyawan Baru	Employee Turnover Pergantian Karyawan	New Hires Karyawan Baru	Employee Turnover* Pergantian Karyawan*
Male Laki-laki	2,866 people | orang	2,475 people | orang	5,172 people | orang	4,405 people | orang	4,556 people | orang	2,678 people | orang
Female Perempuan	355 people | orang	415 people | orang	748 people | orang	410 people | orang	623 people | orang	342 people | orang
Total Jumlah	3,221 people | orang	2,890 people | orang	5,920 people | orang	4,815 people | orang	5,179 people | orang	3,020 people | orang

* There is restatement of data | Terdapat penyajian kembali data

Workforce composition reflects the operational characteristics of the facility management sector and the demographics of the available labor market across the services delivered by OCS Indonesia. Recruitment and employment decisions are based on role requirements, competencies, qualifications, and business needs, with equal opportunity provided to all candidates regardless of gender. The Company remains committed to fostering an inclusive workplace and supporting broader participation across all areas of its operations. OCS continues to assess workforce participation and retention patterns to better understand barriers and opportunities for broader inclusion.

Komposisi tenaga kerja mencerminkan karakteristik operasional sektor manajemen fasilitas serta demografi pasar tenaga kerja yang tersedia di seluruh layanan yang disediakan oleh OCS Indonesia. Keputusan perekrutan dan pengangkatan didasarkan pada persyaratan jabatan, kompetensi, kualifikasi, dan kebutuhan bisnis, dengan kesempatan yang setara diberikan kepada semua kandidat tanpa memandang jenis kelamin. Perusahaan tetap berkomitmen untuk menumbuhkan lingkungan kerja yang inklusif dan mendukung partisipasi yang lebih luas di seluruh bidang operasinya. OCS terus mengevaluasi pola partisipasi dan retensi tenaga kerja untuk lebih memahami hambatan dan peluang dalam mewujudkan inklusi yang lebih luas.

Based on operational regions, recruitment and employment terminations were distributed across various areas in accordance with ongoing service and project requirements. Regions with the highest and lowest contributions to recruitment and employee turnover are presented in summary form in the following table or diagram to illustrate variations in workforce requirements across the Company's operational regions. [GRI 401-1]

Berdasarkan wilayah operasional, rekrutmen dan pengakhiran hubungan kerja tersebar di berbagai daerah sesuai kebutuhan layanan dan proyek yang berjalan. Wilayah dengan kontribusi rekrutmen dan pergantian karyawan tertinggi maupun terendah disajikan secara ringkas dalam tabel atau diagram berikut untuk menggambarkan variasi kebutuhan tenaga kerja antarwilayah operasional Perusahaan. [GRI 401-1]

Number of New Hires and Employee Turnover Based on Region [GRI 401-1]
Jumlah Karyawan Baru dan Pergantian Karyawan Berdasarkan Wilayah

Region Wilayah	2025			2024			2023		
	New Hires Karyawan Baru	**Employee Turnover** Pergantian Karyawan	**Recruitment Percentage** Persentase Rekrutmen	**New Hires** Karyawan Baru	**Employee Turnover** Pergantian Karyawan	**Recruitment Percentage** Persentase Rekrutmen	**New Hires** Karyawan Baru	**Employee Turnover*** Pergantian Karyawan*	**Recruitment Percentage** Persentase Rekrutmen
Jawa Barat	1,021	1,060	31.70%	2,230	1,287	37.67%	1,761	709	34.00%
Jakarta	319	461	9.90%	1,109	1,867	18.73%	1,880	567	36.30%
Banten	315	223	9.78%	526	364	8.89%	242	128	4.67%
Kalimantan Timur	155	101	4.81%	371	256	4.83%	431	265	8.32%
Jawa Timur	278	201	8.63%	286	73	3.78%	143	195	2.76%
Bali	175	261	5.43%	261	374	6.27%	80	195	1.54%
Jawa Tengah	108	77	3.35%	224	185	3.60%	146	262	2.82%
DI Yogyakarta	74	114	2.30%	213	38	2.20%	127	99	2.45%
Sumatera Utara	241	129	7.48%	155	62	4.41%	64	116	1.24%
Sulawesi Selatan	106	65	3.29%	130	60	2.62%	74	247	1.43%
Sumatera Barat	5	41	0.16%	92	26	0.95%	32	21	0.62%
Riau	256	31	7.95%	56	115	0.84%	18	89	0.35%

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Region Wilayah	2025			2024			2023		
	New Hires Karyawan Baru	**Employee Turnover** Pergantian Karyawan	**Recruitment Percentage** Persentase Rekrutmen	**New Hires** Karyawan Baru	**Employee Turnover** Pergantian Karyawan	**Recruitment Percentage** Persentase Rekrutmen	**New Hires** Karyawan Baru	**Employee Turnover*** Pergantian Karyawan*	**Recruitment Percentage** Persentase Rekrutmen
Sumatera Selatan	7	39	0.22%	50	27	1.55%	7	17	0.14%
Lampung	3	19	0.09%	35	17	0.39%	48	2	0.93%
Kepulauan Riau	82	3	2.55%	27	16	0.59%	2	0	0.04%
Kalimantan Selatan	4	14	0.12%	24	10	0.41%	13	28	0.25%
Kalimantan Barat	49	18	1.52%	23	7	0.39%	22	6	0.42%
Sulawesi Utara	1	8	0.03%	23	5	0.46%	10	35	0.19%
Nusa Tenggara Barat	1	2	0.03%	15	9	0.25%	2	4	0.04%
Sulawesi Tenggara	0	11	0.00%	14	1	0.24%	22	0	0.42%
Nusa Tenggara Timur	0	0	0.00%	13	5	0.02%	32	0	0.62%
Jambi	7	5	0.22%	12	5	0.17%	23	0	0.44%
Kalimantan Tengah	1	1	0.03%	10	1	0.22%	0	28	0.00%
Sulawesi Tengah	8	3	0.25%	9	2	0.20%	0	0	0.00%
Papua Barat Daya	1	1	0.03%	7	0	0.15%	0	0	0.00%
Sulawesi Barat	3	1	0.09%	4	3	0.12%	0	0	0.00%
Maluku Utara	1	1	0.03%	1	0	0.07%	0	7	0.00%
Total Jumlah	**3,221**	**2,890**	**100%**	**5,920**	**4,815**	**100%**	**5,179**	**3,020**	**100%**

* There is restatement of data | Terdapat penyajian kembali data

In 2025, the distribution of new colleague recruitment at OCS Indonesia was dominated by the under-30 age group, which accounted for 53.28%, followed by the 30 to 50 age group at 43.99%, and the over-50 age group at 2.73%. This pattern reflects the Company's demand for a productive-age workforce with flexibility and long-term competency development potential.

In line with this composition, voluntary colleague turnover was also highest in the under-30 age group, accounting for 49.93%, followed by the 30 to 50 age group at 46.61%, and the over-50 age group at 3.46%. This trend is associated with the nature of project-based assignments and workforce mobility within certain age groups. Through managing the age composition of its workforce, the Company seeks to maintain a balance between talent regeneration and the continuity of competencies to support its operations. [GRI 401-1]

In terminating the employment of fixed-term contract employees (PKWT), OCS Indonesia adheres to the provisions set forth in Government Regulation No. 35 of 2021 on Labor. The company ensures that the entire process is conducted in accordance with applicable laws and regulations, while upholding the rights and obligations of all parties in a fair and transparent manner. [GRI 404-2]

Pada tahun 2025, distribusi rekrutmen karyawan baru OCS Indonesia didominasi oleh kelompok usia kurang dari 30 tahun dengan proporsi sebesar 53,28%, diikuti oleh kelompok usia 30 hingga 50 tahun sebesar 43,99%, dan kelompok usia lebih dari 50 tahun sebesar 2,73%. Pola ini mencerminkan kebutuhan Perusahaan terhadap tenaga kerja usia produktif yang memiliki fleksibilitas dan potensi pengembangan kompetensi jangka panjang.

Sejalan dengan komposisi tersebut, pengakhiran hubungan kerja secara sukarela juga paling banyak terjadi pada kelompok usia kurang dari 30 tahun, yaitu sebesar 49,93%%, disusul kelompok usia 30 hingga 50 tahun sebesar 46,61%, dan usia lebih dari 50 tahun sebesar 3,46%. Dinamika ini berkaitan dengan karakteristik penugasan proyek serta mobilitas tenaga kerja pada kelompok usia tertentu. Melalui pengelolaan komposisi usia karyawan, kami berupaya menjaga keseimbangan antara regenerasi talenta dan keberlanjutan kompetensi dalam mendukung operasional Perusahaan. [GRI 401-1]

Dalam pelaksanaan pengakhiran hubungan kerja bagi karyawan kontrak (PKWT), OCS Indonesia mengacu pada ketentuan yang berlaku dalam Peraturan Pemerintah Nomor 35 Tahun 2021 tentang Ketenagakerjaan. Perusahaan memastikan seluruh proses dilakukan sesuai ketentuan peraturan perundang-undangan yang berlaku dengan tetap memperhatikan hak dan kewajiban para pihak secara adil dan transparan. [GRI 404-2]

Number of New Hires and Employee Turnover Based on Age Group [GRI 401-1]
Jumlah Karyawan Baru dan Pergantian Karyawan Berdasarkan Kelompok Usia

Age Group Kelompok Usia	2025		2024		2023	
	New Hires Karyawan Baru	Employee Turnover Pergantian Karyawan	New Hires Karyawan Baru	Employee Turnover Pergantian Karyawan	New Hires Karyawan Baru	Employee Turnover* Pergantian Karyawan*
Under 30 Years Old <30 Tahun	1,716	1,443	3,465	3,563	2,876	1,542
30-50 Years Old 30-50 Tahun	1,417	1,347	2,295	1,189	2,172	62
Over 50 Years Old >50 Tahun	88	100	160	63	131	1,416
Total Jumlah	3,221	2,890	5,920	4,815	5,179	3,020

* There is restatement of data | Terdapat penyajian kembali data

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Performance Evaluation and Career Guidance

Evaluasi Kinerja dan Bimbingan Karier

Performance evaluation and career guidance are key elements in ensuring colleague capacity development and organizational sustainability. Through a structured assessment process, the Company provides constructive feedback and supports individual development planning in line with each Colleague's role and responsibilities.

In 2025, the performance evaluation process was conducted comprehensively and covered all colleagues of the Company, including those at the managerial level, field operational staff, and project-based personnel. This evaluation forms an integral part of the internal performance management system and serves as a basis for competency development, leadership readiness assessment, and career planning. The Company-wide implementation of performance evaluations reflects its commitment to ensuring fair, consistent, and sustainable performance management across all functions and organizational levels. [GRI 404-3]

Evaluasi kinerja dan bimbingan karier merupakan bagian penting dalam memastikan pengembangan kapasitas karyawan dan keberlanjutan organisasi. Melalui proses penilaian yang terstruktur, Perusahaan memberikan umpan balik yang konstruktif serta mendukung perencanaan pengembangan individu sesuai dengan peran dan tanggung jawab masing-masing karyawan.

Pada tahun 2025, proses evaluasi kinerja telah dilaksanakan secara menyeluruh dan mencakup seluruh karyawan Perusahaan, termasuk karyawan pada jenjang struktural, staf operasional lapangan, serta tenaga proyek. Evaluasi kinerja ini merupakan bagian integral dari sistem manajemen kinerja internal dan dimanfaatkan sebagai dasar pengembangan kompetensi, penilaian kesiapan kepemimpinan, serta perencanaan karier. Penerapan evaluasi secara menyeluruh mencerminkan komitmen Perusahaan dalam memastikan pengelolaan kinerja yang adil, konsisten, dan berkelanjutan di seluruh fungsi dan level organisasi. [GRI 404-3]

Colleagues Performance Evaluation Based on Position Group [GRI 404-3]

Evaluasi Kinerja Karyawan Berdasarkan Kelompok Jabatan

Position Group Kelompok Jabatan	Number of Colleagues (People) Jumlah Karyawan (Orang)
Directors Direksi	8
Head Manager	43
Assistant Manager	19
Supervisor	77
Staff Staf	79
Project Colleagues Tenaga Proyek	11,484
Total **Jumlah**	**11,710**



Colleague Training
Pelatihan Karyawan

The Company manages colleague training as part of its ongoing efforts to ensure workforce competency readiness across all levels of the organization. Training programs are designed to support operational needs, strengthen technical capabilities, and develop leadership capacity, in line with the evolving nature of services and the characteristics of the Company's projects.

In 2025, employee training was conducted through various structured learning programs organized by the Learning & Development department. This approach enabled the Company to enhance employee performance while supporting continuous professional development. Training evaluations were also conducted to assess the effectiveness of program implementation, the relevance of the material, and its contribution to improving employee competencies, as shown below: [GRI 3-3, 404-2]

Perusahaan mengelola pelatihan karyawan sebagai bagian dari upaya berkelanjutan untuk memastikan kesiapan kompetensi tenaga kerja di seluruh jenjang organisasi. Program pelatihan dirancang untuk mendukung kebutuhan operasional, penguatan keterampilan teknis, serta pengembangan kapasitas kepemimpinan, sejalan dengan dinamika layanan dan karakteristik proyek yang dijalankan Perusahaan.

Pada tahun 2025, pelatihan karyawan dilaksanakan melalui berbagai skema pembelajaran terstruktur yang diorganisir oleh fungsi Learning & Development. Pendekatan ini memungkinkan Perusahaan untuk meningkatkan efektivitas kinerja karyawan sekaligus mendukung pengembangan profesional secara berkelanjutan. Evaluasi pelatihan juga telah dilakukan untuk menilai efektivitas pelaksanaan program, relevansi materi, serta kontribusinya terhadap peningkatan kompetensi karyawan, yang dapat dilihat sebagai berikut: [GRI 3-3, 404-2]

Focus on Competency Development per Program [GRI 404-2]
Fokus Pengembangan Kompetensi per Program

Training Program Type Jenis Program Pelatihan	**Training Objectives** Tujuan Pelatihan	**Competency Focus** Fokus Kompetensi	**Certifications** Sertifikasi
Onsite Training Pelatihan *Onsite*	To support job competency at project sites Mendukung kompetensi kerja di lokasi proyek	Technical & Operational Teknis & Operasional	Unavailable Tidak Ada
Induction Training Pelatihan Induksi	Initial orientation and introduction to policies and work culture Orientasi awal dan pengenalan kebijakan serta budaya kerja	Operational Operasional	Unavailable Tidak Ada
Newcomer Class (NCC) Kelas Karyawan Baru (NCC)	Enhancement of standardized technical competencies Peningkatan kompetensi teknis yang terstandarisasi	Technical Teknis	Available Ada
Cadetship Program Program *Cadetship*	Development of talent for future leadership Pengembangan talenta untuk kepemimpinan masa depan	Leadership Kepemimpinan	Available Ada
Supervisor Training Pelatihan Pengawas	Strengthening managerial capacity at the operational level Penguatan kapasitas manajerial di tingkat operasional	Operational & Leadership Operasional & Kepemimpinan	Unavailable Tidak Ada

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

The cadetship program is one of the Company's initiatives to enhance employee competencies and work readiness, supporting career development and creating opportunities for improved remuneration in line with increased capacity, performance, and organizational needs. [GRI 404-2]

Based on the post-test results, participants achieved an average score of 78.3, with scores ranging from 20 to 100, indicating a generally good level of understanding of the training materials. In addition, feedback from 1,941 respondents reflected a very high level of satisfaction, with the majority rating the programme as "Very Good", particularly regarding the instructor's performance, which scored above 80% in appearance, attitude, expertise, and mastery of the subject matter. The training materials, venue, and facilities were also positively evaluated for supporting effective learning and enhancing employee competency development. [GRI 404-2]

Program *Cadetship* menjadi salah satu upaya Perusahaan dalam meningkatkan kompetensi dan kesiapan kerja karyawan, sehingga dapat mendukung pengembangan karier serta membuka peluang peningkatan remunerasi sejalan dengan peningkatan kapasitas, kinerja, dan kebutuhan organisasi. [GRI 404-2]

Berdasarkan hasil *post-test*, peserta memperoleh nilai rata-rata 78,3 dengan rentang skor 20–100 yang menunjukkan tingkat pemahaman materi yang secara umum baik. Selain itu, berdasarkan umpan balik dari 1.941 responden, program pelatihan mencatat tingkat kepuasan yang sangat tinggi, dengan mayoritas peserta memberikan penilaian "Sangat Baik", terutama terhadap kinerja instruktur yang meraih skor di atas 80% pada aspek penampilan, sikap, keahlian, dan penguasaan materi, serta terhadap kualitas materi, lokasi, dan perlengkapan pelatihan yang dinilai mendukung efektivitas pembelajaran dan pengembangan kompetensi karyawan. [GRI 404-2]

Average Training Hours by Gender in 2025 [GRI 404-1]
Rata-rata Jam Pelatihan Berdasarkan Gender pada Tahun 2025

Training Program Type Jenis Program Pelatihan	Total Participants (People) Jumlah Peserta (Orang)		Total Training Hours (Hours) Total Jam Pelatihan (Jam)		Average Training Hours per Colleague (Hours) Rata-rata Jam Pelatihan per Karyawan (Jam)	
	Male Laki-laki	Female Perempuan	Male Laki-laki	Female Perempuan	Male Laki-laki	Female Perempuan
Onsite Training Pelatihan *Onsite*	10,956	1,724	27,339	4,153	2	2
Induction Training Pelatihan Induksi	1,238	144	9,286	1,080	8	8
Newcomer Class (NCC) Kelas Karyawan Baru (NCC)	460	102	1,570	427	3	4
Cadetship Program Program *Cadetship*	71	7	602	33	8	5
Supervisor Training Pelatihan Pengawas	287	51	676	113	2	2
Total	**13,012**	**2,028**	**39,472**	**5,806**	**3**	**3**
Grand Total | Jumlah Keseluruhan	**15,040**		**45,278**		**3**	

In facility management, workforce movements arise from contract mobilization, renewals, service transitions, and the engagement of experienced personnel across customer sites. Accordingly, reported “new hires” include both individuals joining OCS Indonesia for the first time and experienced workers joining or rejoining the Company as part of customer contract transitions and renewals. All employees receive onboarding and site-specific orientation in accordance with Company policy, while the Newcomer Class (NCC) forms one component of the Company’s broader onboarding framework. Participation figures for individual training programmes should therefore not be interpreted as representing total onboarding coverage.

Dalam manajemen fasilitas, pergerakan tenaga kerja terjadi akibat mobilisasi kontrak, perpanjangan kontrak, transisi layanan, serta penugasan tenaga kerja berpengalaman di berbagai lokasi pelanggan. Oleh karena itu, angka “karyawan baru” yang dilaporkan mencakup baik individu yang bergabung dengan OCS Indonesia untuk pertama kalinya maupun pekerja berpengalaman yang bergabung atau kembali bergabung dengan Perusahaan sebagai bagian dari transisi dan perpanjangan kontrak pelanggan. Semua karyawan menerima program orientasi awal dan orientasi khusus lokasi sesuai dengan kebijakan Perusahaan, sementara *Newcomer Class* (NCC) merupakan salah satu komponen dari kerangka kerja orientasi awal Perusahaan yang lebih luas. Oleh karena itu, angka partisipasi dalam program pelatihan individu tidak boleh diartikan sebagai cakupan orientasi awal secara keseluruhan.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Competency Development and International Certification

Pengembangan Kompetensi dan Sertifikasi Internasional

VOCIFY Green Apprenticeship Programme [GRI 404-2]



As part of its efforts to enhance workforce competency and readiness, OCS Indonesia actively developed the VOCIFY Green Apprenticeship Programme, a vocational training initiative designed to address future skills needs, particularly green skills, across various support service and industrial operational sectors. The programme was introduced alongside the launch of a collaborative UK–Indonesia report on green skills development, which highlighted the importance of accelerating workforce capacity building in Indonesia to support the transition toward a low-carbon and sustainable economy. The launch event also brought together representatives from government institutions, the private sector, educational institutions, and international partners, reinforcing the national skills development ecosystem.

Sebagai bagian dari upaya peningkatan kompetensi dan kesiapan tenaga kerja, OCS Indonesia secara aktif mengembangkan VOCIFY Green Apprenticeship Programme, sebuah inisiatif pelatihan vokasi yang dirancang untuk menjawab kebutuhan keterampilan masa depan, khususnya keterampilan hijau (*green skills*), di berbagai sektor jasa pendukung dan operasional industri. Program ini diperkenalkan sejalan dengan peluncuran laporan kolaboratif UK–Indonesia mengenai pengembangan *green skills*, yang menyoroti pentingnya percepatan peningkatan kapasitas tenaga kerja Indonesia untuk mendukung transisi menuju ekonomi rendah karbon dan berkelanjutan. Acara peluncuran tersebut turut mempertemukan perwakilan pemerintah, sektor swasta, lembaga pendidikan, dan mitra internasional sebagai bentuk penguatan ekosistem pengembangan keterampilan nasional.

VOCIFY Green Apprenticeship Programme [GRI 404-2]

The VOCIFY Green Apprenticeship Programme was launched through a strategic partnership between OCS Indonesia with automotive manufacturing customer and Logistic Customer (LEX Indonesia) as a pilot project. The programme was designed using a work-based learning approach with a structured curriculum covering hands-on experience in sustainable logistics operations, the strengthening of technical knowledge aligned with industry needs and international standards, as well as leadership and technical skills training to support participants' career mobility. The VOCIFY curriculum has been certified and endorsed by UK institutions, including Association of Business Executives (ABE), Chartered Institute of Logistics & Transport (CILT) and The Institute of the Motor Industry (IMI), reflecting recognition of the programme's quality and relevance to global competency standards. The programme also provides participants with opportunities to obtain internationally recognized professional credentials, thereby enhancing future workforce competitiveness.

In addition to strengthening technical capabilities, VOCIFY broadens access to vocational education for operational workers and promotes competency-based career development. Through collaboration with national and international partners, the programme also supports the readiness of Indonesia's workforce to respond to the green economy and industrial transformation.

Although still at an early stage, the programme reflects a data-driven and internationally collaborative approach to competency development, while supporting the Company's long-term strategy to build an adaptive workforce prepared for evolving industry demands. VOCIFY also serves as a foundation for strengthening a culture of continuous learning across the Company.

VOCIFY Green Apprenticeship Programme diluncurkan melalui kemitraan strategis antara OCS Indonesia dengan *automotive manufacturing customer* dan Logistic Customer (LEX Indonesia) sebagai proyek percontohan (*pilot project*). Program ini dirancang menggunakan pendekatan *work-based learning* dengan kurikulum terstruktur yang mencakup pengalaman langsung dalam operasional logistik yang berkelanjutan, penguatan pengetahuan teknis yang relevan dengan kebutuhan industri dan selaras dengan standar internasional, serta pelatihan kepemimpinan dan keterampilan teknis untuk mendukung mobilitas karier peserta. Kurikulum VOCIFY telah disertifikasi dan disahkan oleh lembaga-lembaga Inggris, termasuk Association of Business Executives (ABE), Chartered Institute of Logistics & Transport (CILT) dan The Institute of the Motor Industry (IMI), sebagai bentuk pengakuan atas kualitas dan relevansi program terhadap standar kompetensi global. Program ini juga memberikan kesempatan bagi peserta untuk memperoleh kredensial profesional yang diakui secara internasional sehingga meningkatkan daya saing tenaga kerja di masa depan.

Selain berfokus pada peningkatan keterampilan teknis, VOCIFY juga memperluas akses pendidikan vokasi bagi tenaga kerja operasional serta mendorong pengembangan karier berbasis kompetensi. Melalui kolaborasi dengan mitra nasional dan internasional, program ini turut mendukung kesiapan tenaga kerja Indonesia dalam menghadapi ekonomi hijau dan transformasi industri.

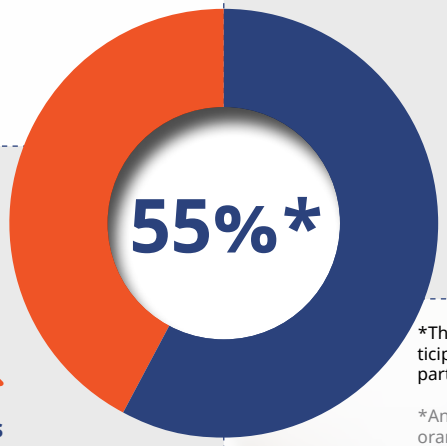
Meskipun masih berada pada tahap awal, program ini mencerminkan pendekatan berbasis data dan kolaborasi internasional dalam pengembangan kompetensi, serta mendukung strategi jangka panjang Perusahaan dalam membangun tenaga kerja yang adaptif dan siap menghadapi perubahan kebutuhan industri. VOCIFY juga menjadi fondasi bagi penguatan budaya pembelajaran berkelanjutan di lingkungan Perusahaan.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

In 2025, the VOCIFY Green Apprenticeship Programme reached:

Pada tahun 2025, Program VOCIFY Green Apprenticeship Programme berhasil menjangkau:



Completion rate
Tingkat kelulusan

*The figure represents the number of certified participants relative (18 people) to the total number of participants at the start of the program (33 people).

*Angka merupakan peserta yang disertifikasi (18 orang) terhadap jumlah peserta di awal program (33 orang).

Percentage of participants obtaining certification
Persentase peserta yang memperoleh sertifikasi

92 **hours|** jam
Total training hours
Total jam pelatihan

10 **people|** orang
Number of mentors/ instructors involved
Jumlah mentor/instruktur yang terlibat

33
Number of participants
Jumlah peserta

TRUE Champion [GRI 404-2]



Colleague competency development at OCS Indonesia is focused not only on enhancing technical skills, but also on building character, leadership, and access to continuous education. The Company believes that workforce quality plays an important role in driving social mobility and improving long-term well-being. Therefore, OCS Indonesia develops colleague capabilities through a combination of vocational training, learning based on global best practices, and access to formal education, reinforced through recognition and performance appreciation mechanisms, including the provision of higher education scholarships for colleagues and their family members.

In 2025, this commitment was reflected in the implementation of the TRUE Star, TRUE Champion & MD Awards to recognizes frontline colleagues who demonstrate leadership, innovation, and meaningful contributions in their daily roles, aligned with the TRUE values (Trust, Respect, Unity, and Empowerment). TRUE Champion award recipients are granted higher education scholarships, representing a tangible commitment to strengthening individual capacity and expanding intergenerational access to education. [GRI 404-2]

Pengembangan kompetensi karyawan di OCS Indonesia tidak hanya difokuskan pada peningkatan keterampilan teknis, tetapi juga pada pembentukan karakter, kepemimpinan, dan akses terhadap pendidikan berkelanjutan. Perusahaan meyakini bahwa kualitas SDM berperan penting dalam mendorong mobilitas sosial dan peningkatan kesejahteraan jangka panjang. Oleh karena itu, OCS Indonesia mengembangkan kapasitas karyawan melalui kombinasi pelatihan vokasional, pembelajaran berbasis praktik terbaik global, serta akses terhadap pendidikan formal, yang diperkuat melalui mekanisme apresiasi dan pengakuan kinerja, termasuk pemberian beasiswa pendidikan tinggi bagi karyawan maupun anggota keluarganya.

Pada tahun 2025, komitmen ini tercermin melalui pelaksanaan TRUE Star, TRUE Champion & MD Awards untuk memberikan pengakuan kepada karyawan *frontliner* yang menunjukkan kepemimpinan, inovasi, dan kontribusi nyata dalam pekerjaan sehari-hari, selaras dengan nilai TRUE (Trust, Respect, Unity, dan Empowerment). Penerima penghargaan TRUE Champion memperoleh kesempatan beasiswa pendidikan tinggi, sebagai bentuk dukungan konkret terhadap peningkatan kapasitas individu dan perluasan akses pendidikan lintas generasi. [GRI 404-2]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

In addition to the annual awards, OCS Indonesia also promotes career mobility through the True Star Monthly Awards, a recognition program that serves as a key pathway for colleagues to access further career development opportunities. Award recipients are given the opportunity to participate in both soft skills and technical training as part of a structured development pathway toward higher career levels, including readiness for promotion.

Thomas, one of the recipients of the TRUE Champion Award, demonstrated initiative and an innovative spirit in his daily life. He repurposed an unused drum into a mini pond for cultivating goldfish and tilapia. This simple yet meaningful initiative reflects creativity, resourcefulness, and a solution-oriented mindset that aligns with OCS Indonesia's culture of continuous improvement. In 2025, this initiative also generated economic value for the local community through the utilization of fish farming products, while serving as a simple practice that supports community empowerment and strengthens positive relationships between the Company and the surrounding community. In recognition of his dedication and potential, Thomas was awarded formal education scholarship support as part of his long-term career development within the Company. [GRI 203-2, 413-1]

OCS Indonesia also supports individual development through broader learning opportunities, including scholarship programs that provide access to formal education for colleagues with strong potential and commitment. Stories of colleagues who have benefited from these opportunities reflect the tangible impact of a long-term and inclusive approach to competency development.

Selain penghargaan tahunan, OCS Indonesia juga mendorong mobilitas karier melalui True Star Monthly Awards, program apresiasi bulanan yang menjadi prasyarat utama bagi karyawan untuk mengakses peluang pengembangan karier lanjutan. Penerima penghargaan ini memperoleh kesempatan mengikuti pelatihan *soft skills* dan *hard skills* sebagai bagian dari jalur pengembangan menuju jenjang karier yang lebih tinggi, hingga kesiapan untuk promosi.

Thomas, salah satu penerima TRUE Champion Award, menunjukkan inisiatif dan semangat inovasi dalam kesehariannya. Thomas memanfaatkan tong bekas yang tidak terpakai dengan mengubahnya menjadi kolam mini untuk memelihara ikan mas dan mujair. Inisiatif sederhana namun bernilai tersebut mencerminkan kreativitas, kepedulian terhadap pemanfaatan sumber daya, serta pola pikir solutif yang sejalan dengan budaya perbaikan berkelanjutan di OCS indonesia. Pada tahun 2025, inisiatif ini turut memberikan nilai tambah ekonomi bagi masyarakat setempat melalui pemanfaatan hasil budidaya ikan, sekaligus menjadi contoh praktik sederhana yang mendukung pemberdayaan komunitas dan penguatan hubungan positif antara Perusahaan dan lingkungan sekitar. Atas dedikasi dan potensi yang ditunjukkan, Thomas memperoleh dukungan beasiswa pendidikan formal sebagai bagian dari pengembangan karier jangka panjang di Perusahaan. [GRI 203-2, 413-1]

Selain itu, OCS Indonesia juga mendukung pengembangan individu melalui kesempatan pembelajaran yang lebih luas, termasuk program beasiswa yang membuka akses pendidikan formal bagi karyawan yang memiliki potensi dan komitmen tinggi. Kisah-kisah karyawan yang berhasil memanfaatkan kesempatan ini mencerminkan dampak nyata dari pendekatan pengembangan kompetensi yang berorientasi jangka panjang dan inklusif.

In 2025, the TRUE Champion Program has reached:
Pada tahun 2025, Program TRUE Champion berhasil menjangkau:

Number of Awardees & Scholarship Recipients:
Jumlah Pemenang & Penerima Beasiswa:

10 **people**
orang

Impact & Benefits
Dampak & Manfaat

- Enhancing individual capacity
  Meningkatkan kapasitas individu
- Driving career mobility
  Mendorong mobilitas karier
- Expanding intergenerational access to higher education
  Memperluas akses pendidikan tinggi antar generasi





TRUE ™ CHAMPION AWARD

Trust. Award

Respect. Award

Unity. Award

Empowerment. Award

Scholarship | Beasiswa

Award recipients may be eligible for one of the following scholarship benefits:

1. Undergraduate programs for colleagues;
2. Educational support for colleagues' children (grades 1–12); and
3. Certified training programs for colleagues.

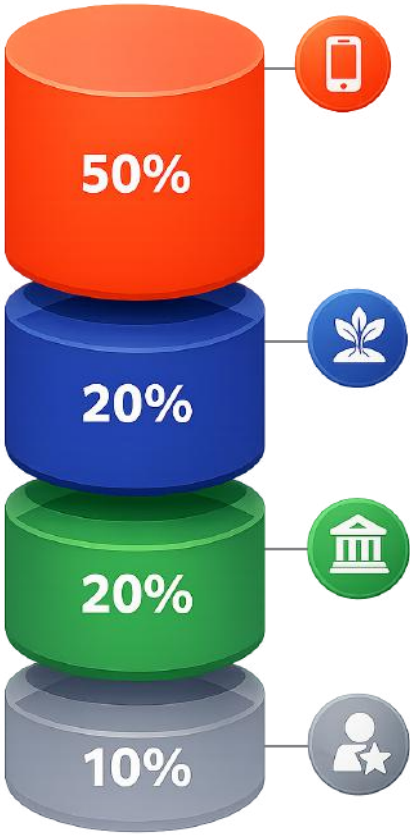
Penerima penghargaan berkesempatan memperoleh salah satu manfaat beasiswa berikut:

1. Program Sarjana bagi karyawan;
2. Dukungan pendidikan bagi anak karyawan (kelas 1–12); dan
3. Program pelatihan bersertifikat untuk karyawan.



*terms and conditions apply
*syarat dan ketentuan berlaku

TRUE™ Champion Award Terms: Ketentuan Penghargaan TRUE™ Champion:



Digital Attendance (50%)
Kehadiran Digital (50%)
- No absences and no late arrivals
- Accurate location and appropriate attire
- Attendance validated via the GreatDay platform
- Tidak ada ketidakhadiran dan keterlambatan
- Lokasi sesuai dan berpakaian rapi
- Kehadiran divalidasi melalui platform Great Day

Environmental Sustainability Initiatives (20%)
Inisiatif Lingkungan Berkelanjutan (20%)

Institutional Customer Recognition (20%)
Pengakuan dari Pelanggan Institusional (20%)

Supervisor Recommendation (10%)
Rekomendasi dari Atasan (10%)

Note: | Catatan:
ESG initiatives may be conducted in teams of up to 3 colleagues.
Inisiatif ESG dapat dilakukan secara berkelompok, maksimum 3 orang.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Leadership Compass: Developing Resilient and Purpose-Driven Leaders

Leadership Compass: Mengembangkan Pemimpin yang Tangguh dan Berorientasi Tujuan



As part of its talent development commitment, OCS Indonesia organized the Leadership Compass: Navigating with Purpose leadership training programme for its middle management team. The programme featured practitioners from Executives' Global Network Indonesia and was supported by the participation of the Company's Board of Directors as facilitators, with the aim of strengthening leadership capabilities that are relevant to evolving business dynamics and organizational needs.

The training adopted a holistic approach covering physical and mental health, emotional well-being, personal resilience, and professional responsibility. Participants were encouraged to understand their values, motivations, and personal purpose in order to lead authentically, adaptively, and collaboratively. Through this initiative, OCS Indonesia continues to foster a culture of continuous learning while preparing future leaders who demonstrate integrity and strong performance orientation.

Sebagai bagian dari komitmen pengembangan talenta, OCS Indonesia menyelenggarakan program pelatihan kepemimpinan Leadership Compass: Navigating with Purpose bagi jajaran *middle managers.* Program ini menghadirkan praktisi dari Executives' Global Network (EGN) Indonesia serta didukung partisipasi Direksi Perusahaan sebagai fasilitator, guna memperkuat kapasitas kepemimpinan yang relevan dengan dinamika bisnis dan kebutuhan organisasi.

Pelatihan ini mengusung pendekatan holistik yang mencakup kesehatan fisik dan mental, kesejahteraan emosional, ketahanan diri, serta tanggung jawab profesional. Peserta didorong untuk memahami nilai, motivasi, dan tujuan pribadi agar mampu memimpin secara autentik, adaptif, dan kolaboratif. Melalui inisiatif ini, OCS Indonesia terus membangun budaya pembelajaran berkelanjutan sekaligus menyiapkan pemimpin masa depan yang berintegritas dan berorientasi kinerja.

Strategic Partnership to Drive Social Impact

Kemitraan Strategis untuk Mendorong Dampak Sosial



OCS Indonesia strengthened its commitment to social responsibility through collaboration with ASA Foundation, a non-profit organization that uses sports as a platform to create sustainable social impact. Through the Social Impact Approach to OCS Customers workshop attended by dozens of colleagues, the Company promoted the understanding that social value can be integrated into customer service, business development, and community empowerment. This initiative reflects OCS Indonesia's efforts to expand access, support social mobility, and develop more inclusive solutions with long-term impact.

OCS Indonesia memperkuat komitmennya terhadap tanggung jawab sosial melalui kolaborasi dengan ASA Foundation, organisasi nirlaba yang memanfaatkan olahraga sebagai sarana menciptakan dampak sosial berkelanjutan. Melalui *workshop* Social Impact Approach to OCS Customers yang diikuti puluhan karyawan, Perusahaan mendorong pemahaman bahwa nilai sosial dapat diintegrasikan ke dalam cara melayani pelanggan, mengembangkan bisnis, dan memberdayakan komunitas. Inisiatif ini mencerminkan upaya OCS Indonesia dalam memperluas akses, mendukung mobilitas sosial, serta membangun solusi yang lebih inklusif dan berdampak jangka panjang.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Diversity, Equity, and Inclusion
Keberagaman, Kesetaraan, dan Inklusi

Diversity, equality, and inclusion are managed as integral elements of human capital management at OCS Indonesia. These principles form the foundation for fostering a fair and respectful workplace that supports the participation of all colleagues across various levels and operational functions, as outlined in the Company's ESG Policy and Code of Conduct. In managing employment relations, the Company ensures equal treatment, including in remuneration policies between female and male colleagues, as well as in development opportunities, regardless of gender, race, or other status.

Although no specific quantitative targets have been set for diversity, OCS Indonesia continues to strengthen colleague awareness and understanding through training and internal communication. This approach aims to foster an inclusive and equitable workplace culture as part of the Company's commitment to responsible employment practices. [GRI 3-3]

Keberagaman, kesetaraan, dan inklusi dikelola sebagai bagian penting dari pengelolaan SDM di OCS Indonesia. Prinsip-prinsip ini menjadi landasan dalam membangun lingkungan kerja yang adil, saling menghargai, dan mendukung partisipasi seluruh karyawan di berbagai jenjang dan fungsi operasional, sebagaimana tertuang dalam *ESG Policy* dan *Code of Conduct* Perusahaan. Dalam pengelolaan hubungan kerja, Perusahaan memastikan penerapan perlakuan yang setara, termasuk dalam kebijakan remunerasi antara karyawan perempuan dan laki-laki, serta kesempatan pengembangan, tanpa membedakan latar belakang gender, ras, maupun kondisi lainnya.

Meskipun belum menetapkan target kuantitatif khusus terkait keberagaman, OCS Indonesia secara berkelanjutan memperkuat pemahaman dan kesadaran karyawan melalui pelatihan serta komunikasi internal. Pendekatan ini bertujuan membangun budaya kerja yang inklusif dan berkeadilan sebagai bagian dari komitmen Perusahaan terhadap praktik ketenagakerjaan yang bertanggung jawab. [GRI 3-3]

Diversity of Governance Bodies and Colleagues
Keberagaman Badan Tata Kelola dan Karyawan

As part of its commitment to diversity and equality, OCS Indonesia periodically reviews the composition of its colleagues and management across all levels of the organization. This monitoring is conducted to understand workforce representation and to ensure the effective implementation of diversity principles in human capital management. [GRI 3-3]

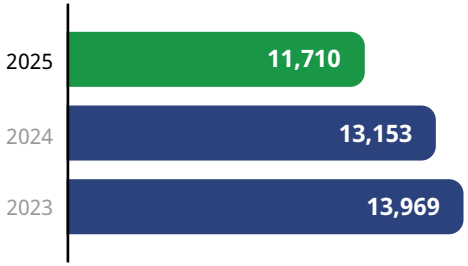
The following data presents the colleague composition based on relevant diversity categories during the 2025 reporting period, serving as a basis for evaluating and strengthening the Company's diversity management practices.

Sebagai bagian dari komitmen terhadap keberagaman dan kesetaraan, OCS Indonesia secara berkala meninjau komposisi karyawan dan manajemen di seluruh jenjang organisasi. Pemantauan ini dilakukan untuk memahami representasi tenaga kerja serta memastikan penerapan prinsip keberagaman dalam pengelolaan SDM. [GRI 3-3]

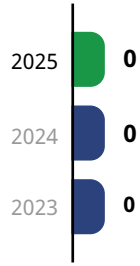
Data berikut menyajikan komposisi karyawan berdasarkan kategori keberagaman yang relevan selama periode pelaporan tahun 2025, yang menjadi dasar evaluasi dan penguatan praktik pengelolaan keberagaman di Perusahaan.

Number of Colleagues Based on Work Origin [GRI 2-7, 2-8]
Jumlah Karyawan Berdasarkan Asal Pekerjaan

Number of Internal Colleagues
Jumlah Karyawan Sendiri



Number of Contractors/ Outsourced Colleagues
Jumlah Kontraktor/ *Outsource*



Number of Colleagues Based on Employment Status [GRI 2-7, 405-1]
Jumlah Karyawan Berdasarkan Status Ketenagakerjaan

Permanent Colleagues
Karyawan Tetap

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	404 / 90	472 / 86	403 / 97
Colleagues Percentage (%) Persentase Karyawan (%)	3.5% / 0.8%	3.6% / 0.7%	2.5% / 0.6%

Contract Colleagues
Karyawan Kontrak

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	9,844 / 1,372	11,059 / 1,536	13,765 / 1,831
Colleagues Percentage (%) Persentase Karyawan (%)	84.1% / 11.7%	84.1% / 11.7%	85.5% / 11.4%

Grand Total Jumlah Keseluruhan	2025	2024	2023
	11,710 | 100%	13,153 | 100%	16,087 | 100%

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Number of Colleagues Based on Employment Category [GRI 2-7, 405-1]
Jumlah Karyawan Berdasarkan Kategori Ketenagakerjaan

	2025	2024	2023
Full-Time Colleagues Karyawan Purnawaktu ● Male Laki-laki ● Female Perempuan			
Total Colleagues (People) Jumlah Karyawan (Orang)	9,128 / 1,386	9,767 / 1,501	10,308 / 1,822
Colleagues Percentage (%) Persentase Karyawan (%)	78.0% / 11.8%	74.3% / 11.4%	64.1% / 11.3%
Part-Time Colleagues (PKHL) Karyawan Paruh Waktu (PKHL) ● Male Laki-laki ● Female Perempuan			
Total Colleagues (People) Jumlah Karyawan (Orang)	1,120 / 76	1,764 / 121	3,851 / 106
Colleagues Percentage (%) Persentase Karyawan (%)	9.6% / 0.6%	13.4% / 0.9%	23.9% / 0.7%
Grand Total Jumlah Keseluruhan	11,710 | 100%	13,153 | 100%	16,087 | 100%

Number of Colleagues Based on Work Region [GRI 2-7, 405-1]
Jumlah Karyawan Berdasarkan Wilayah Kerja

Work Region (Province) Wilayah Kerja (Provinsi)	2025 Male Laki-laki	2025 Female Perempuan	2024 Male Laki-laki	2024 Female Perempuan	2023 Male Laki-laki	2023 Female Perempuan
Jawa Barat	4,124	336	4,870	369	4,350	322
DKI Jakarta	1,647	393	2,358	482	4,777	523
Banten	763	69	874	78	1,229	95

Work Region (Province) Wilayah Kerja (Provinsi)	2025		2024		2023	
	Male Laki-laki	Female Perempuan	Male Laki-laki	Female Perempuan	Male Laki-laki	Female Perempuan
Jawa Timur	580	60	805	69	781	58
Jawa Tengah	547	108	437	114	483	118
Kalimantan Timur	348	151	343	145	354	42
DI Yogyakarta	549	16	463	14	495	23
Sulawesi Selatan	220	92	256	90	571	143
Bali	372	80	292	44	208	68
Sumatera Utara	231	57	184	59	155	38
Riau	65	26	101	36	289	396
Sumatera Selatan	348	16	113	18	95	17
Sumatera Barat	64	13	81	16	20	4
Kalimantan Barat	25	6	46	24	26	23
Lampung	151	5	55	3	44	0
Kalimantan Selatan	35	1	44	2	49	1
Sulawesi Utara	56	11	40	5	45	4
Kepulauan Riau	26	6	35	6	16	4
Nusa Tenggara Barat	13	0	34	1	54	5
Sulawesi Tenggara	0	0	19	16	15	13
Maluku Utara	0	0	15	18	14	16
Kalimantan Tengah	28	14	21	11	84	12
Nusa Tenggara Timur	15	0	13	1	0	1

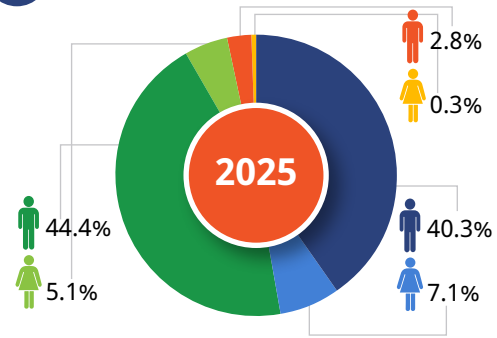
About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Work Region (Province) Wilayah Kerja (Provinsi)	2025 Male Laki-laki	2025 Female Perempuan	2024 Male Laki-laki	2024 Female Perempuan	2023 Male Laki-laki	2023 Female Perempuan
Jambi	19	1	12	0	2	0
Sulawesi Tengah	8	1	8	1	1	0
Papua Barat Daya	10	0	7	0	2	2
Sulawesi Barat	4	0	5	0	0	0
Total | Jumlah	**10,248**	**1,462**	**11,531**	**1,622**	**14,159**	**1,928**
Grand Total | Jumlah Keseluruhan	**11,710**		**13,153**		**16,087**	

Number of Colleagues Based on Age Group [GRI 2-7, 405-1]
Jumlah Karyawan Berdasarkan Kelompok Usia

Colleagues Percentage (%)
Persentase Karyawan (%)

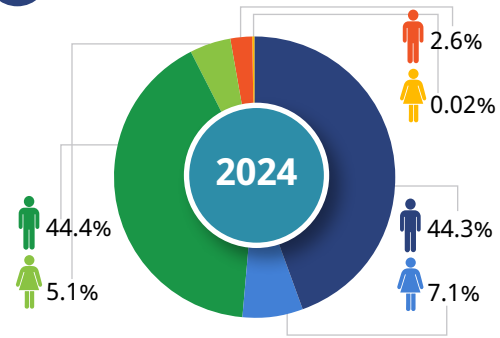


Total Colleagues (People)
Jumlah Karyawan (Orang)

11,710

< 30 Years | Tahun	30 - 50 Years | Tahun	> 50 Years | Tahun
4,718	5,201	329
834	593	35

Colleagues Percentage (%)
Persentase Karyawan (%)

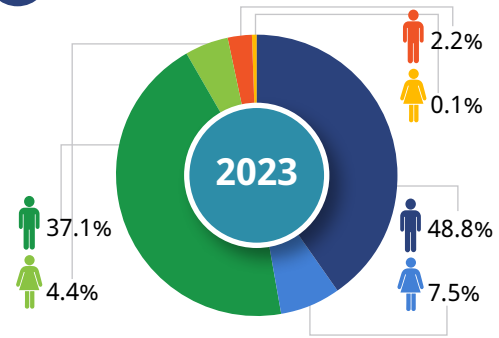


Total Colleagues (People)
Jumlah Karyawan (Orang)

13,153

< 30 Years | Tahun	30 - 50 Years | Tahun	> 50 Years | Tahun
5,830	5,354	347
941	643	38

Colleagues Percentage (%)
Persentase Karyawan (%)



Total Colleagues (People)
Jumlah Karyawan (Orang)

16,087

< 30 Years | Tahun	30 - 50 Years | Tahun	> 50 Years | Tahun
7.848	5,962	349
1.199	710	19

Number of Colleagues Based on Position Group [GRI 2-7, 405-1]

Jumlah Karyawan Berdasarkan Kelompok Jabatan

Directors | Direksi

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	6 (Male) / 2 (Female)	6 (Male) / 1 (Female)	7 (Male) / 1 (Female)
Colleagues Percentage (%) Persentase Karyawan (%)	0.05% / 0.02%	0.05% / 0.01%	0.04% / 0.01%

Head Manager

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	31 (Male) / 12 (Female)	33 (Male) / 9 (Female)	32 (Male) / 9 (Female)
Colleagues Percentage (%) Persentase Karyawan (%)	0.26% / 0.10%	0.25% / 0.07%	0.20% / 0.06%

Assistant Manager

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	13 (Male) / 6 (Female)	16 (Male) / 6 (Female)	25 (Male) / 6 (Female)
Colleagues Percentage (%) Persentase Karyawan (%)	0.11% / 0.05%	0.12% / 0.05%	0.16% / 0.04%

Supervisor

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	60 (Male) / 17 (Female)	54 (Male) / 15 (Female)	56 (Male) / 17 (Female)
Colleagues Percentage (%) Persentase Karyawan (%)	0.51% / 0.15%	0.41% / 0.11%	0.35% / 0.11%

Staff | Staf

- Male
  Laki-laki
- Female
  Perempuan

	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	50 (Male) / 29 (Female)	52 (Male) / 30 (Female)	45 (Male) / 28 (Female)
Colleagues Percentage (%) Persentase Karyawan (%)	0.43% / 0.25%	0.40% / 0.23%	0.28% / 0.17%

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Project Colleagues
Tenaga Proyek

- Male
  Laki-laki
- Female
  Perempuan

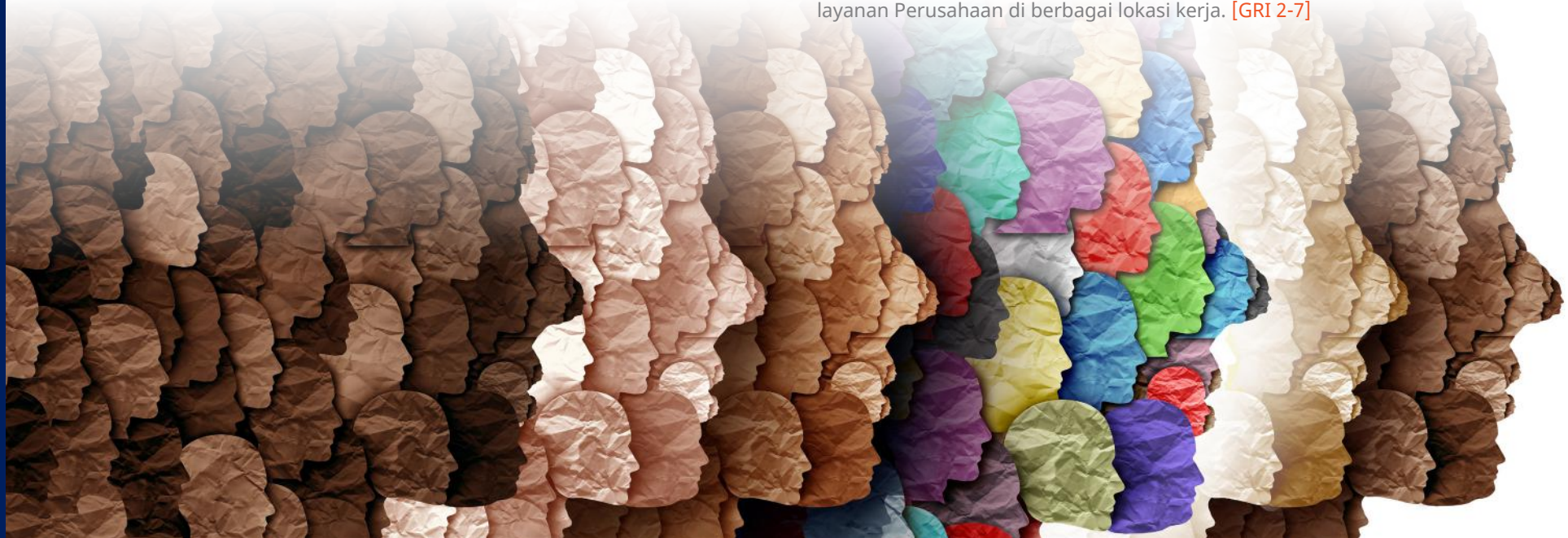
	2025	2024	2023
Total Colleagues (People) Jumlah Karyawan (Orang)	10,088 1,396	11,370 1,561	13,994 1,867
Colleagues Percentage (%) Persentase Karyawan (%)	86.15% / 11.92%	86.44% / 11.87%	86.99% / 11.61%
Grand Total Jumlah Keseluruhan	**11,710** | 100%	**13,153** | 100%	**16,087** | 100%

Throughout 2025, more than 90% of OCS Indonesia's workforce consist of contract employees, in accordance with the Company's operational characteristics and service needs in various regions. [GRI 401-2]

Full-time employees consist of employees under Fixed-Term Employment Agreements (PKWT) and Indefinite-Term Employment Agreements (PKWTT), while part-time employees comprise Daily Casual Workers (PKHL). Based on the classification applied in the Company's reporting, permanent employees consist of PKWT employees, while non-permanent employees include PKWTT and PKHL employees, with their deployment adjusted to the Company's operational requirements and service characteristics across various work locations. [GRI 2-7]

Sepanjang tahun 2025, lebih dari 90% komposisi karyawan OCS Indonesia merupakan karyawan dengan status karyawan kontrak, yang disesuaikan dengan karakteristik operasional dan kebutuhan layanan Perusahaan di berbagai wilayah kerja. [GRI 401-2]

Karyawan purna waktu (*full-time*) terdiri atas karyawan dengan status Perjanjian Kerja Waktu Tertentu (PKWT) dan Perjanjian Kerja Waktu Tidak Tertentu (PKWTT), sedangkan karyawan paruh waktu (*part-time*) merupakan pekerja Perjanjian Kerja Harian Lepas (PKHL). Berdasarkan klasifikasi yang digunakan dalam pelaporan Perusahaan, karyawan tetap terdiri atas karyawan PKWT, sementara karyawan tidak tetap mencakup karyawan PKWTT dan PKHL, yang penempatannya disesuaikan dengan kebutuhan operasional dan karakteristik layanan Perusahaan di berbagai lokasi kerja. [GRI 2-7]



Salary and Remuneration

Gaji dan Remunerasi

OCS Indonesia applies a remuneration policy based on the principles of equality and fairness. The Company ensures that base salaries and remuneration are provided without disparity based on gender. The remuneration structure is applied consistently across colleagues in formal employment with the Company, and there is no significant proportion of non-colleague workers that affects the implementation of this policy.

OCS Indonesia's salary and remuneration policies are aligned with OCS Group's commitment to upholding fair, inclusive, and non-discriminatory labor practices, as part of its efforts to foster a workplace that values each individual's contribution equally. [GRI 405-2]

To support the implementation of this policy, OCS Indonesia continues to strengthen remuneration governance through the transformation of payroll processes that are faster, more accurate, and more transparent. These improvements are supported by process digitalization, the development of operational dashboards, the application of Quality Control Circle (QCC) principles, as well as machine learning-based payroll verification. In addition to enhancing the efficiency and reliability of the remuneration system, these initiatives also contribute to reducing paper usage and emissions in line with the Company's sustainability commitments.

In determining colleague wage standards, OCS Indonesia adheres to prevailing labor regulations in Indonesia. The Company ensures that all provisions related to minimum wages, working hours, and other colleague rights are fully complied with as part of its commitment to maintaining fair and constructive industrial relations. This compliance reflects the Company's responsibility in providing a decent working environment in line with national labor standards. [GRI 3-3]

In line with this, entry-level wage standards across all operational areas are set with reference to the applicable Regional Minimum Wage (UMR) and are at or above the required minimum levels. The ratio of entry-level wages to the UMR is equal across gender, reflecting the application of equal pay principles within the compensation system. [GRI 202-1, 405-2]

OCS Indonesia menerapkan kebijakan remunerasi yang didasarkan pada prinsip kesetaraan dan keadilan. Perusahaan memastikan bahwa pemberian gaji pokok dan remunerasi dilakukan tanpa perbedaan berdasarkan gender. Struktur remunerasi juga dikelola secara konsisten bagi karyawan yang berada dalam hubungan kerja dengan Perusahaan, dan tidak terdapat proporsi signifikan pekerja non-karyawan yang memengaruhi penerapan kebijakan tersebut.

Kebijakan gaji dan remunerasi OCS Indonesia selaras dengan komitmen OCS Group dalam menjunjung tinggi praktik ketenagakerjaan yang adil, inklusif, dan bebas dari diskriminasi, sebagai bagian dari upaya membangun lingkungan kerja yang menghargai kontribusi setiap individu secara setara. [GRI 405-2]

Untuk mendukung penerapan kebijakan tersebut, OCS Indonesia terus memperkuat tata kelola remunerasi melalui transformasi proses *payroll* yang lebih cepat, akurat, dan transparan. Peningkatan ini didukung oleh digitalisasi proses, pengembangan *dashboard* operasional, penerapan prinsip *Quality Control Circle* (QCC), serta verifikasi *payroll* berbasis *machine learning.* Selain meningkatkan efisiensi dan keandalan sistem remunerasi, inisiatif ini juga berkontribusi pada pengurangan penggunaan kertas dan emisi sejalan dengan komitmen keberlanjutan Perusahaan.

Dalam menetapkan standar upah karyawan, OCS Indonesia berpedoman pada ketentuan ketenagakerjaan yang berlaku di Indonesia. Perusahaan memastikan bahwa seluruh ketentuan terkait upah minimum, jam kerja, dan hak-hak pekerja lainnya dipatuhi sebagai bagian dari komitmen untuk menjaga hubungan industrial yang sehat dan berkeadilan. Kepatuhan terhadap regulasi mencerminkan tanggung jawab dalam menciptakan lingkungan kerja yang layak sesuai standar ketenagakerjaan nasional. [GRI 3-3]

Sejalan dengan hal tersebut, standar upah karyawan pemula di setiap wilayah operasional ditetapkan dengan mengacu pada Upah Minimum Regional (UMR) yang berlaku, dan berada pada atau di atas ketentuan minimum tersebut. Rasio standar upah karyawan pemula terhadap UMR tidak dibedakan berdasarkan jenis kelamin, sehingga mencerminkan penerapan prinsip kesetaraan dalam sistem pengupahan. [GRI 202-1, 405-2]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

For workers who are not classified as colleagues, the Company ensures that remuneration and fundamental labor rights are implemented in accordance with applicable regulations, including compliance with minimum wage standards and relevant social protection provisions. [GRI 201-1]

Bagi pekerja yang tidak termasuk dalam kategori karyawan, Perusahaan tetap memastikan bahwa ketentuan remunerasi dan hak-hak dasar ketenagakerjaan dijalankan sesuai regulasi yang berlaku, termasuk pemenuhan standar upah minimum dan perlindungan sosial yang relevan. [GRI 201-1]

Colleague Wage Ratio by Region and Job Category [GRI 202-1]
Rasio Upah Karyawan Berdasarkan Wilayah dan Kelompok Jabatan

Region Wilayah	2025				2024				2023			
	Entry-Level Wage Ratio Rasio Upah Karyawan *Entry-level*		Total Applicable UMR Jumlah UMR yang Berlaku		Entry-Level Wage Ratio Rasio Upah Karyawan *Entry-level*		Total Applicable UMR Jumlah UMR yang Berlaku		Entry-Level Wage Ratio Rasio Upah Karyawan *Entry-level*		Total Applicable UMR Jumlah UMR yang Berlaku	
	M	F	M	F	M	F	M	F	M	F	M	F
Jawa Barat	1	1	2,191,232	2,191,232	1	1	2,057,495	2,057,495	1	1	1,986,670	1,986,670
Jakarta	1	1	5,396,761	5,396,761	1	1	5,067,381	5,067,381	1	1	4,900,798	4,900,798
Banten	1	1	2,905,119	2,905,119	1	1	2,727,812	2,727,812	1	1	2,661,280	2,661,280
Jawa Timur	1	1	2,305,985	2,305,985	1	1	2,165,244	2,165,244	1	1	2,040,244	2,040,244
Jawa Tengah	1	1	2,169,349	2,169,349	1	1	2,036,947	2,036,947	1	1	1,958,169	1,958,169
Kalimantan Timur	1	1	3,579,313	3,579,313	1	1	3,360,858	3,360,858	1	1	3,201,396	3,201,396
DI Yogyakarta	1	1	2,264,080	2,264,080	1	1	2,125,897	2,125,897	1	1	1,981,782	1,981,782
Sulawesi Selatan	1	1	3,500,000	3,500,000	1	1	3,434,298	3,434,298	1	1	3,385,145	3,385,145
Bali	1	1	2,996,561	2,996,561	1	1	2,813,672	2,813,672	1	1	2,713,672	2,713,672
Sumatera Utara	1	1	2,992,559	2,992,559	1	1	2,809,915	2,809,915	1	1	2,710,493	2,710,493
Riau	1	1	3,508,776	3,508,776	1	1	3,294,625	3,294,625	1	1	3,191,662	3,191,662
Sumatera Selatan	1	1	3,681,571	3,681,571	1	1	3,456,874	3,456,874	1	1	3,404,177	3,404,177
Sumatera Barat	1	1	2,994,193	2,994,193	1	1	2,811,449	2,811,449	1	1	2,742,476	2,742,476
Kalimantan Barat	1	1	2,878,286	2,878,286	1	1	2,702,616	2,702,616	1	1	2,608,601	2,608,601

Region Wilayah	2025				2024				2023			
	Entry-Level Wage Ratio Rasio Upah Karyawan *Entry-level*		Total Applicable UMR Jumlah UMR yang Berlaku		Entry-Level Wage Ratio Rasio Upah Karyawan *Entry-level*		Total Applicable UMR Jumlah UMR yang Berlaku		Entry-Level Wage Ratio Rasio Upah Karyawan *Entry-level*		Total Applicable UMR Jumlah UMR yang Berlaku	
	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	1	1	2,893,070	2,893,070	1	1	2,716,497	2,716,497	1	1	2,633,284	2,633,284
Kalimantan Selatan	1	1	3,496,194	3,496,194	1	1	3,282,812	3,282,812	1	1	3,149,977	3,149,977
Sulawesi Utara	1	1	3,775,425	3,775,425	1	1	3,545,000	3,545,000	1	1	3,485,000	3,485,000
Kepulauan Riau	1	1	3,623,654	3,623,654	1	1	3,402,492	3,402,492	1	1	3,279,194	3,279,194
Nusa Tenggara Barat	1	1	2,602,931	2,602,931	1	1	2,444,067	2,444,067	1	1	2,371,407	2,371,407
Sulawesi Tenggara	1	1	2,900,000	2,900,000	1	1	2,885,964	2,885,964	1	1	2,758,984	2,758,984
Maluku Utara	1	1	3,408,000	3,408,000	1	1	3,200,000	3,200,000	1	1	2,976,720	2,976,720
Kalimantan Tengah	1	1	3,473,621	3,473,621	1	1	3,261,616	3,261,616	1	1	3,181,013	3,181,013
Nusa Tenggara Timur	1	1	2,328,969	2,328,969	1	1	2,186,826	2,186,826	1	1	2,123,994	2,123,994
Jambi	1	1	3,234,535	3,234,535	1	1	3,037,121	3,037,121	1	1	2,943,000	2,943,000
Sulawesi Tengah	1	1	2,914,580	2,914,580	1	1	2,736,698	2,736,698	1	1	2,599,546	2,599,546
Papua Barat Daya	1	1	4,285,850	4,285,850	1	1	4,024,270	4,024,270	1	1	3,864,696	3,864,696
Sulawesi Barat	1	1	3,104,430	3,104,430	1	1	2,914,958	2,914,958	1	1	2,871,794	2,871,794

M= Male
Laki-laki

F= Female
Perempuan

Wage Ratio Entry Level
Rasio Upah *Entry-level*

Comparison of entry-level wage to the applicable regional minimum wage.
Perbandingan upah *entry-level* terhadap upah minimum regional yang berlaku.

Total Applicable UMR
Jumlah UMR yang Berlaku

Applicable UMR used as the reference.
UMR yang menjadi acuan perhitungan rasio upah.

≥ 1 Ratio
Rasio ≥ 1

Indicates compliance with minimum wage standards.
Menunjukkan kepatuhan terhadap standar upah minimum.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Colleagues Benefits
Tunjangan Karyawan

OCS Indonesia provides remuneration and benefits packages tailored to colleagues' employment status and job characteristics. For full-time colleagues, the Company offers a range of benefits, including healthcare services, employment and work accident insurance coverage, as well as allowances such as meal allowances, annual leave, and Religious Holiday Allowance (THR). For certain positions, additional benefits such as bonuses and transportation or vehicle allowances are also provided in accordance with applicable provisions. [GRI 401-2]

Meanwhile, part-time colleagues receive benefits that are aligned with the scope and duration of their assignments, including employment and accident insurance coverage, leave entitlements, and maternity leave in accordance with applicable regulations. Through this benefits structure, the Company aims to ensure fair treatment while supporting colleague well-being across various types of employment arrangements. [GRI 401-2]

OCS Indonesia menyediakan paket remunerasi dan tunjangan yang disesuaikan dengan status dan karakteristik pekerjaan karyawan. Bagi karyawan purnawaktu, Perusahaan memberikan berbagai manfaat yang mencakup layanan kesehatan, perlindungan asuransi ketenagakerjaan dan kecelakaan kerja, serta tunjangan seperti uang makan, cuti tahunan, dan Tunjangan Hari Raya (THR). Untuk posisi tertentu, fasilitas tambahan berupa bonus serta tunjangan transportasi atau kendaraan juga diberikan sesuai ketentuan yang berlaku. [GRI 401-2]

Sementara itu, karyawan paruh waktu memperoleh manfaat yang relevan dengan lingkup dan durasi penugasan proyek, termasuk perlindungan asuransi ketenagakerjaan dan kecelakaan, hak cuti, serta cuti melahirkan sesuai dengan peraturan yang berlaku. Melalui pengaturan tunjangan ini, kami berupaya memastikan perlakuan yang adil serta mendukung kesejahteraan karyawan dalam berbagai bentuk hubungan kerja. [GRI 401-2]



Earned Wage Access (EWA)

OCS Indonesia has continued the implementation of its Salary on Demand program since 2024, in collaboration with Wagely, to provide flexible access to earned wages (EWA) as part of its efforts to support colleagues' financial well-being. In 2025, the program was expanded to more than 771 work locations, enabling colleagues to access a portion of their earned income prior to the regular payroll schedule, in accordance with applicable provisions.

EWA is designed to help colleagues manage short-term financial needs more responsibly, while reducing reliance on high-interest informal financing schemes. By providing fair and timely access to earned income, the program supports a decent standard of living for colleagues and aligns with the Company's commitment to ESG principles.

OCS Indonesia melanjutkan penerapan program *Salary on Demand*, sejak tahun 2024 melalui kolaborasi dengan Wagely dalam menyediakan akses gaji secara fleksibel (EWA) sebagai bagian dari upaya mendukung kesejahteraan finansial karyawan. Pada tahun 2025, program ini diperluas penerapannya di lebih dari 771 lokasi kerja yang memungkinkan karyawan mengakses sebagian hak penghasilannya sebelum jadwal pembayaran reguler, sesuai dengan ketentuan yang berlaku.

EWA dirancang untuk membantu karyawan mengelola kebutuhan keuangan jangka pendek secara lebih sehat, sekaligus mengurangi risiko ketergantungan pada skema pembiayaan informal berbunga tinggi. Melalui akses pendapatan yang lebih adil dan tepat waktu, program ini mendukung terciptanya standar hidup yang layak bagi karyawan serta sejalan dengan komitmen Perusahaan terhadap prinsip ESG.

Number of EWA-eligible colleagues
Jumlah karyawan yang memenuhi syarat EWA

11,484
people | orang

Number of EWA-eligible colleagues
Jumlah karyawan yang memenuhi syarat EWA

3,790
people | orang

EWA's Benefits | Manfaat EWA

Faster access to earned income
Akses pendapatan lebih cepat

Supports short-term financial needs
Mendukung kebutuhan jangka pendek

Reduces reliance on high-interest debt
Mengurangi risiko utang berbunga tinggi

Improves colleagues' financial well-being
Meningkatkan kesejahteraan finansial karyawan



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Parental Leave
Cuti Melahirkan

OCS Indonesia implements a parental leave policy as part of its efforts to support colleague well-being and work-life balance. The Company provides maternity leave of three (3) months for female colleagues to support postnatal recovery and childcare. For male colleagues, the Company grants two (2) days of paternity leave in accordance with applicable regulations. [GRI 401-3]

Throughout 2025, OCS Indonesia monitored the utilization of parental leave and colleagues' return-to-work rates as part of evaluating the effectiveness of its work-life balance policies. This monitoring covers the number of eligible colleagues, those who took leave, those who returned to work after leave, and retention rates within 12 months of returning to work.

OCS Indonesia menerapkan kebijakan cuti orang tua sebagai bagian dari upaya mendukung kesejahteraan karyawan dan keseimbangan antara kehidupan kerja dan keluarga. Perusahaan menyediakan hak cuti melahirkan bagi karyawan perempuan selama tiga (3) bulan, guna mendukung proses pemulihan pascapersalinan dan perawatan anak. Bagi karyawan laki-laki, kami memberikan hak cuti ayah selama dua (2) hari sesuai dengan ketentuan yang berlaku. [GRI 401-3]

Sepanjang tahun 2025, OCS Indonesia meninjau pengambilan cuti orang tua serta tingkat kembalinya karyawan ke tempat kerja sebagai bagian dari evaluasi efektivitas kebijakan keseimbangan kerja dan kehidupan keluarga. Pemantauan ini mencakup jumlah karyawan yang memenuhi syarat, yang mengambil cuti, kembali bekerja setelah cuti, serta tingkat retensi dalam periode 12 bulan pascakembali bekerja.

Parental Leave and Colleague Retention [GRI 401-3]
Cuti Orang Tua dan Retensi Karyawan

Description Keterangan	2025		2024	
	Female Perempuan	Male Laki-laki	Female Perempuan	Male Laki-laki
Colleagues eligible for parental leave Karyawan memenuhi syarat cuti orang tua	463	3,600	1,181	9,380
Colleagues taking leave Karyawan yang mengambil cuti	27	98	43	104
Colleagues returning to work after leave Karyawan yang kembali bekerja setelah cuti	27	98	39	104
Colleagues active 12 months after return Karyawan aktif 12 bulan setelah kembali	25	87	17	89
Return-to-work rate after leave Tingkat kembali bekerja setelah cuti	96%	100%	91%	100%
Retention rate after parental leave Tingkat retensi pascacuti orang tua	93%	89%	86%	40%

Retirement Program
Program Pensiun

As part of its long-term commitment to employee well-being, OCS Indonesia manages all post-employment benefit obligations in accordance with applicable regulations. The company recognizes that a responsibly managed retirement plan is a fundamental right of employees and a key pillar in fostering harmonious labor relations. The retirement plan is available only to permanent employees.

Sebagai bentuk tanggung jawab jangka panjang terhadap kesejahteraan karyawan, OCS Indonesia mengelola seluruh kewajiban program imbalan pasca-kerja sesuai dengan regulasi yang berlaku. Perusahaan memahami bahwa jaminan hari tua yang dikelola secara akuntabel merupakan hak fundamental tenaga kerja sekaligus pilar penting dalam membangun hubungan industrial yang harmonis. Program pensiun ditujukan hanya kepada karyawan tetap.

Employee Retirement Program [GRI 201-3]
Program Pensiun Karyawan

Programs Program	**Description** Keterangan	**Employee Contribution** Iuran Karyawan	**Company Contribution** Iuran Perusahaan
Old-Age Security Program of BPJS Employment Program Jaminan Hari Tua BPJS Ketenagakerjaan	A mandatory labor savings scheme funded jointly by the company and employees, to be disbursed in a lump-sum cash payment upon retirement. Tabungan wajib tenaga kerja yang dibayarkan bersama oleh perusahaan dan karyawan untuk dicairkan secara tunai saat memasuki masa pensiun.	**2%** of basic salary dari gaji pokok	**3.7%**
Pension Security Program of BPJS Employment Program Jaminan Pensiun BPJS Ketenagakerjaan	A government social security program providing monthly cash payments to employees who have retired or suffered permanent total disability. Jaminan sosial pemerintah berupa pemberian uang tunai bulanan bagi karyawan yang telah pensiun atau mengalami cacat total tetap.	**1%** of the wage as determined by BPJS dari upah yang ditetapkan BPJS	**2%**

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Incidents of Discrimination and Corrective Actions Taken

Insiden Diskriminasi dan Tindakan Perbaikannya

The prevention and handling of discrimination are managed as part of employment governance at OCS Indonesia. The Company implements anti-discrimination principles across all operational activities and provides a whistleblowing system through internal OCHA channels as well as independent parties. This mechanism is designed to ensure that all reports can be submitted safely, confidentially, and followed up in accordance with applicable procedure. [GRI 3-3]

During the 2025 reporting period, the Company received no reports of discrimination incidents. This reflects the consistent implementation of its policies and the strengthening of a workplace culture grounded in equality and mutual respect. Nevertheless, OCS Indonesia continues to maintain the readiness of its reporting and response mechanisms as part of its ongoing commitment to a fair and inclusive work environment. [GRI 406-1]

To further reinforce prevention, OCS Indonesia conducts regular communication forums between management and colleagues. Throughout 2025, the Company held 16–24 Frontline Townhall sessions for field colleagues, alongside periodic meetings for office-based staff, providing open platforms for dialogue to capture aspirations and identify potential workplace issues.

Pencegahan dan penanganan diskriminasi dikelola sebagai bagian dari tata kelola ketenagakerjaan di OCS Indonesia. Perusahaan menerapkan prinsip antidiskriminasi dalam seluruh aktivitas operasional dan menyediakan mekanisme pelaporan pelanggaran (*whistleblowing system*) melalui saluran internal OCHA maupun pihak independen. Mekanisme ini dirancang untuk memastikan setiap laporan dapat disampaikan secara aman, rahasia, dan ditindaklanjuti sesuai prosedur yang berlaku. [GRI 3-3]

Selama periode pelaporan tahun 2025, Perusahaan tidak menerima laporan terkait insiden diskriminasi. Kondisi ini mencerminkan penerapan kebijakan yang konsisten serta penguatan nilai kesetaraan dan saling menghormati di lingkungan kerja. Meskipun demikian, OCS Indonesia tetap menjaga kesiapan sistem pelaporan dan penanganan sebagai bagian dari komitmen berkelanjutan terhadap lingkungan kerja yang adil dan inklusif. [GRI 406-1]

Sebagai penguatan pencegahan, OCS Indonesia melaksanakan forum komunikasi rutin antara manajemen dan karyawan. Sepanjang tahun 2025, Perusahaan menyelenggarakan 16–24 sesi *Frontline Townhall* bagi pekerja lapangan serta pertemuan berkala bagi karyawan kantor sebagai ruang dialog terbuka untuk menyampaikan aspirasi dan mengidentifikasi potensi isu di lingkungan kerja.







BUILDING THRIVING AND RESILIENT LOCAL COMMUNITIES

MEMBANGUN KOMUNITAS LOKAL YANG TUMBUH DAN BERDAYA

SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Community Partnership and Social Impact

Kemitraan Masyarakat dan Dampak Sosial

OCS Indonesia views communities as stakeholders in long-term value creation rather than recipients of corporate assistance. The sustainability of our business is closely linked to the wellbeing, resilience, and economic vitality of the communities where we operate. Our approach therefore focuses on creating positive social outcomes through responsible employment, local workforce participation, skills development, ethical business practices, and partnerships that strengthen community capability over time.

In 2025, OCS Indonesia continued to support local economic participation by recruiting operational colleagues from communities surrounding customer sites wherever practical and appropriate. This reflects the realities of Indonesia's labor market and helps create employment opportunities close to where people live. Alongside workforce participation, the Company invested in workplace safety, capability development, and skills enhancement programmes that strengthen both individual employability and operational performance. These efforts contribute to more resilient local communities while supporting sustainable service delivery for customers. More than 85% of the operational workforce was recruited from areas surrounding customer operations, supporting local employment opportunities, and enabling economic benefits to remain within the communities where services are delivered. [GRI 3-3, 202-2, 203-1]

The Company increasingly views social impact through a systems perspective. Rather than treating community development as a standalone programme, OCS Indonesia seeks to integrate social outcomes into everyday operations. This includes supporting workforce development through vocational pathways, contributing to discussions on social mobility and future skills, promoting inclusive employment practices, and encouraging responsible business conduct across the value chain. Through this approach, community impact becomes part of how the business operates rather than an activity conducted alongside it.

OCS Indonesia memandang komunitas sebagai pemangku kepentingan dalam penciptaan nilai jangka panjang, bukan sekadar penerima bantuan perusahaan. Keberlanjutan bisnis kami sangat erat kaitannya dengan kesejahteraan, ketahanan, dan vitalitas ekonomi komunitas di wilayah tempat kami beroperasi. Oleh karena itu, pendekatan kami berfokus pada penciptaan dampak sosial yang positif melalui penciptaan lapangan kerja yang bertanggung jawab, keterlibatan tenaga kerja lokal, pengembangan keterampilan, praktik bisnis yang etis, serta kemitraan yang memperkuat kapasitas masyarakat dari waktu ke waktu.

Pada tahun 2025, OCS Indonesia terus mendukung partisipasi ekonomi lokal dengan merekrut rekan kerja operasional dari komunitas di sekitar lokasi pelanggan, sejauh hal tersebut praktis dan sesuai. Hal ini mencerminkan realitas pasar tenaga kerja Indonesia dan membantu menciptakan peluang kerja di dekat tempat tinggal masyarakat. Seiring dengan partisipasi tenaga kerja, Perusahaan berinvestasi dalam program keselamatan kerja, pengembangan kapabilitas, dan peningkatan keterampilan yang memperkuat daya saing individu di pasar kerja serta kinerja operasional. Upaya-upaya ini berkontribusi pada ketahanan komunitas lokal yang lebih baik sekaligus mendukung penyediaan layanan yang berkelanjutan bagi pelanggan. Lebih dari 85% tenaga kerja operasional direkrut dari daerah-daerah di sekitar lokasi operasi pelanggan, sehingga mendukung peluang kerja lokal dan memungkinkan manfaat ekonomi tetap berada di dalam komunitas tempat layanan diberikan. [GRI 3-3, 202-2, 203-1]

Perusahaan semakin memandang dampak sosial dari sudut pandang sistemik. Alih-alih memperlakukan pengembangan masyarakat sebagai program yang berdiri sendiri, OCS Indonesia berupaya mengintegrasikan hasil-hasil sosial ke dalam operasional sehari-hari. Hal ini mencakup mendukung pengembangan tenaga kerja melalui jalur vokasi, berkontribusi dalam diskusi mengenai mobilitas sosial dan keterampilan masa depan, mempromosikan praktik ketenagakerjaan yang inklusif, serta mendorong perilaku bisnis yang bertanggung jawab di seluruh rantai nilai. Melalui pendekatan ini, dampak terhadap masyarakat menjadi bagian dari cara bisnis beroperasi, bukan sekadar kegiatan yang dijalankan secara terpisah.

Local Employment and Community Participation

Pekerja Lokal dan Partisipasi Masyarakat

The sustainability of OCS Indonesia's operations is closely linked to the relationships it builds with communities surrounding its operational areas. Through a participatory and long-term approach, the Company manages community engagement to ensure that its operations deliver social benefits aligned with local needs. OCS Indonesia conducts periodic social impact assessments, including the identification of potential impacts when acquiring new project sites, evaluation of industrial and social relations with surrounding communities, and the implementation of grievance mechanisms for both communities and workers. The outcomes of these assessments are utilized to prevent potential social conflicts, maintain harmonious relationships with communities, and adjust operational strategies where necessary. [GRI 413-1]

In 2025, OCS Indonesia implemented circular economy practices integrated with local community empowerment through the reuse of operational materials, upcycling activities, and inclusive employment schemes at service locations. These initiatives not only support operational efficiency and waste reduction but also create employment opportunities and promote economic participation within local communities, thereby generating shared value for both the Company and the communities it serves.

Throughout 2025, this commitment was reflected, among others, through the VOCIFY Green Apprenticeship Project, a community capacity-building program designed to be inclusive by providing access to training for individuals from local communities, including those with limited employment opportunities. The program was implemented in collaboration with various stakeholders and reinforced through local hiring practices. This approach is supported by continuous skills development efforts, enhancing workforce readiness while contributing to the creation of decent and sustainable employment opportunities within the Company's operational areas. [GRI 413-1]

OCS Indonesia's approach to community engagement is increasingly focused on creating shared value through everyday operations. This includes responsible employment practices, workforce capability development, local economic participation, environmental stewardship, and collaboration with customers, suppliers, and community partners. Through this approach, community impact becomes an outcome of how the Company operates rather than a standalone activity. [GRI 413-1]

Keberlanjutan operasional OCS Indonesia tidak terlepas dari hubungan yang dibangun dengan masyarakat di sekitar wilayah kerja. Melalui pendekatan yang partisipatif dan berorientasi jangka panjang, Perusahaan mengelola keterlibatan komunitas agar kegiatan operasional memberikan manfaat sosial yang relevan dengan kebutuhan masyarakat setempat. OCS Indonesia melakukan penilaian dampak sosial secara berkala, termasuk identifikasi potensi dampak pada saat memperoleh *project site* baru, evaluasi hubungan industrial dan sosial dengan masyarakat sekitar, serta penerapan mekanisme pengaduan (*grievance mechanism*) bagi masyarakat dan pekerja. Hasil penilaian ini dimanfaatkan untuk mencegah potensi konflik sosial, menjaga hubungan yang harmonis dengan komunitas, serta menyesuaikan strategi operasional apabila diperlukan. [GRI 413-1]

Pada tahun 2025, OCS Indonesia menerapkan praktik ekonomi sirkular yang terintegrasi dengan pemberdayaan masyarakat setempat melalui pemanfaatan kembali material operasional, kegiatan upcycling, serta skema pekerjaan yang inklusif di lokasi layanan. Inisiatif ini tidak hanya mendukung efisiensi operasional dan pengurangan limbah, tetapi juga membuka peluang kerja dan partisipasi ekonomi bagi masyarakat, sehingga menciptakan nilai bersama bagi Perusahaan dan masyarakat setempat.

Sepanjang tahun 2025, komitmen tersebut diwujudkan antara lain melalui VOCIFY *Green Apprenticeship Project*, sebuah program pengembangan kapasitas masyarakat yang dirancang secara inklusif dengan membuka akses pelatihan bagi individu dari komunitas setempat, termasuk kelompok dengan keterbatasan peluang kerja. Program ini dilaksanakan melalui kolaborasi dengan berbagai pemangku kepentingan dan diperkuat dengan praktik penyerapan tenaga kerja lokal. Pendekatan ini didukung oleh upaya peningkatan keterampilan, sehingga tidak hanya meningkatkan kesiapan kerja masyarakat tetapi juga mendukung terciptanya kesempatan kerja yang layak dan berkelanjutan di wilayah operasional Perusahaan. [GRI 413-1]

Pendekatan OCS Indonesia dalam keterlibatan masyarakat semakin berfokus pada penciptaan nilai bersama melalui kegiatan operasional sehari-hari. Hal ini mencakup praktik ketenagakerjaan yang bertanggung jawab, pengembangan kompetensi tenaga kerja, partisipasi dalam perekonomian lokal, pengelolaan lingkungan yang berkelanjutan, serta kolaborasi dengan pelanggan, pemasok, dan mitra masyarakat. Melalui pendekatan ini, dampak terhadap masyarakat menjadi hasil dari cara Perusahaan beroperasi, bukan sekadar kegiatan yang berdiri sendiri. [GRI 413-1]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Where ESG Meets Community: Nanda's Initiative that Inspires Unity [GRI 203-1, 413-1, 413-2]





A small idea can create meaningful change when people come together. In Pasuruan, East Java, Ananda Yoga Prananta ("Nanda"), an OCS colleague, led a community engagement programme aimed at revitalising a neglected village park near a customer's operational area. Starting with discussions with local residents, the initiative focused on creating lasting environmental and social benefits.

Working alongside OCS colleagues, customer representatives, and community members, more than 100 participants joined a clean-up campaign, planted Cavendish banana trees, and donated ornamental plants to improve the public space. The programme not only enhanced the local environment but also strengthened relationships among stakeholders and fostered a sense of pride and ownership within the community.

The initiative reflects OCS Indonesia's commitment to integrating Environmental, Social, and Governance (ESG) principles into everyday actions. Through collaboration, environmental stewardship, and community participation, the programme demonstrates how small local initiatives can contribute to sustainable and inclusive development.

Ketika ESG Bertemu Komunitas: Inisiatif Nanda yang Menginspirasi Persatuan [GRI 203-1, 413-1, 413-2]



Sebuah ide sederhana dapat menciptakan perubahan yang berarti ketika masyarakat bekerja bersama. Di Pasuruan, Jawa Timur, Ananda Yoga Prananta ("Nanda"), salah satu rekan kerja OCS, memimpin program pemberdayaan masyarakat untuk merevitalisasi taman desa yang sebelumnya kurang terawat di sekitar area operasional pelanggan. Program ini diawali dengan mendengarkan kebutuhan masyarakat guna memastikan manfaat sosial dan lingkungan yang berkelanjutan.

Bersama rekan kerja OCS, perwakilan pelanggan, dan warga setempat, lebih dari 100 peserta berpartisipasi dalam kegiatan bersih-bersih lingkungan, penanaman pohon pisang Cavendish, serta penghijauan melalui donasi tanaman hias. Selain memperbaiki kualitas lingkungan, kegiatan ini juga memperkuat hubungan antar pemangku kepentingan serta menumbuhkan rasa memiliki dan kebanggaan masyarakat terhadap ruang publik tersebut.

Inisiatif ini mencerminkan komitmen OCS Indonesia dalam mengimplementasikan prinsip *Environmental, Social, and Governance* (ESG) melalui tindakan nyata sehari-hari. Melalui kolaborasi, kepedulian lingkungan, dan partisipasi masyarakat, program ini menunjukkan bahwa langkah kecil dapat menghasilkan dampak yang berkelanjutan dan inklusif.

Proportion of Spending on Local Suppliers
Proporsi Pengeluaran Untuk Pemasok Lokal

The implementation of stringent compliance standards across the supply chain forms the foundation of OCS Indonesia's efforts to ensure consistent service quality and occupational safety. The Company's procurement policy emphasizes partnerships with domestic suppliers, defined as business entities fully owned by Indonesian citizens and registered under the Domestic Investment framework, rather than Foreign Investment. [GRI 3-3, 204-1]

Penerapan standar kepatuhan yang ketat di seluruh rantai pasok menjadi landasan OCS Indonesia dalam menjamin kualitas layanan dan keselamatan kerja yang konsisten. Kebijakan pengadaan Perusahaan menekankan pada kemitraan dengan pemasok domestik, yaitu entitas bisnis dengan kepemilikan penuh oleh Warga Negara Indonesia (WNI) dan terdaftar di bawah rangka Penanaman Modal Dalam Negeri (PMDN), bukan Penanaman Modal Asing (PMA). [GRI 3-3, 204-1]

All strategic operational units, including facilities management across factories, warehouses, offices, hospitals, and shopping centers, have been designated as significant locations of operation and serve as key centers for local procurement spending. These activities are distributed across the Company's operational areas in Indonesia, including Jakarta, Banten, Bogor, Bandung, West Java, Central Java, East Java, as well as regions outside Java such as Sumatra, Kalimantan, Sulawesi, and Bali, which consistently serve as primary areas for engaging local suppliers. During the reporting year, expenditure on local suppliers accounted for 24% of total procurement spending, of which 69% was allocated to seven key local suppliers. [GRI 204-1]

Seluruh unit operasional strategis, termasuk manajemen fasilitas pada sektor pabrik, gudang, perkantoran, rumah sakit, hingga pusat perbelanjaan, telah ditetapkan sebagai lokasi operasi signifikan yang menjadi pusat penyerapan anggaran pengadaan lokal. Aktivitas ini tersebar di berbagai wilayah operasional Perusahaan di Indonesia, meliputi Jakarta, Banten, Bogor, Bandung, Jawa Barat, Jawa Tengah, Jawa Timur, serta wilayah di luar Jawa seperti Sumatra, Kalimantan, Sulawesi, dan Bali, yang secara konsisten menjadi area utama dalam pelibatan pemasok lokal. Pada tahun pelaporan, pengeluaran untuk pemasok lokal mencapai 24% dari total pengeluaran pengadaan, dengan 69% dari nilai tersebut dialokasikan kepada tujuh pemasok lokal utama. [GRI 204-1]

EMPOWERING LOCAL SUPPLIERS
BERDAYA BERSAMA PEMASOK LOKAL



Throughout 2025, OCS Indonesia recorded [GRI 204-1]
Sepanjang tahun 2025, OCS Indonesia mencatatkan

24%
of the Company's total procurement expenditure allocated to local suppliers.
dari total pengeluaran pengadaan dialokasikan kepada pemasok lokal.

Allocation to 7 key local suppliers
Alokasi kepada 7 pemasok lokal utama



69%
proportion of spending on local suppliers.
proporsi pengeluaran untuk pemasok lokal.

The optimization of logistics efficiency and the reduction of foreign exchange volatility risks through this strategy deliver positive impacts on OCS Indonesia's operations. Sustainable performance is achieved through efficiencies gained from engaging local partners that meet the applicable minimum standards. [IFRS S1.35]

Optimalisasi efisiensi logistik dan reduksi risiko volatilitas nilai tukar mata uang asing melalui strategi ini memberikan dampak positif terhadap operasional OCS Indonesia. Performa yang berkelanjutan tercipta seiring efisiensi dari penggunaan mitra lokal yang telah memenuhi standar minimum yang berlaku. [IFRS S1.35]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Economic Contribution and Community Development

Kontribusi Ekonomi dan Pembangunan bagi Masyarakat

Creating Positive Impact Across Our Operational Areas

In disclosing financial and non-financial information, OCS Indonesia consistently upholds the principle of transparency. The Company regularly communicates the latest information regarding its condition and performance through various media channels, both print and digital, including the Company's website. The Company's significant operational activities are spread across various regions in Indonesia, which serve as the primary areas for service delivery and the management of the Company's economic, environmental, and social impacts. [GRI 3-3, 201-1]

Menciptakan Dampak Positif di Setiap Wilayah Operasional

Dalam pengungkapan informasi keuangan dan nonkeuangan, OCS Indonesia senantiasa mengedepankan prinsip transparansi. Perusahaan secara rutin menyampaikan informasi terkini mengenai kondisi dan kinerja melalui berbagai media, baik cetak maupun daring, termasuk melalui situs web Perseroan. Aktivitas operasional signifikan Perusahaan tersebar di berbagai wilayah Indonesia yang menjadi area utama pelaksanaan layanan dan pengelolaan dampak ekonomi, lingkungan, dan sosial Perusahaan. [GRI 3-3, 201-1]

Long-Term Commitment to Improving Quality of Life

OCS Indonesia was committed to creating long-term value through the integration of sustainability, innovation, and human-based transformation. This commitment was rooted in the global heritage of the OCS Group for more than 125 years, with the mission to deliver services that supported continuous improvements in environmental and human quality in a sustainable manner. This approach was realized through the management of the Company's material impacts on economic, environmental, and social aspects, as well as the implementation of measurable and ongoing sustainability programs. During the reporting period, OCS Indonesia did not receive any financial assistance from the government. [GRI 3-3, 201-4]

Komitmen Jangka Panjang untuk Peningkatan Kualitas Hidup

OCS Indonesia berkomitmen menciptakan nilai jangka panjang melalui integrasi keberlanjutan, inovasi, dan transformasi berbasis manusia. Komitmen ini berakar pada warisan global OCS Group selama lebih dari 125 tahun, dengan misi untuk menghadirkan layanan yang mendukung peningkatan kualitas lingkungan dan manusia secara berkelanjutan. Pendekatan ini diwujudkan melalui pengelolaan dampak material Perusahaan terhadap ekonomi, lingkungan, dan sosial, serta pelaksanaan program keberlanjutan yang terukur dan berkelanjutan. Selama periode pelaporan, OCS Indonesia tidak menerima bantuan finansial dari pemerintah. [GRI 3-3, 201-4]

125 Years of Heritage, Trust and Commitment to Indonesia

125 Tahun Warisan, Kepercayaan dan Komitmen untuk Indonesia

Infrastructure Investments and Supporting Services

OCS Indonesia also carried out sustainable investments in system infrastructure, digital platforms, and operational capabilities to strengthen the quality of integrated facility management. These investments included the development of the ESG Rating for Sites platform, a data-driven operational dashboard, and the Milky Way Project as part of the Company's digital transformation. All initiatives were designed to enhance transparency, ensure consistency in performance measurement, and improve data-driven decision-making effectiveness across all operational sites.

Investasi Infrastruktur dan Dukungan Layanan

OCS Indonesia juga melakukan investasi berkelanjutan pada infrastruktur sistem, *platform* digital, dan kapabilitas operasional untuk memperkuat kualitas manajemen fasilitas terintegrasi. Investasi ini mencakup pengembangan *platform ESG Rating for Sites, dashboard* operasional berbasis data, serta *Milky Way Project* sebagai bagian dari transformasi digital Perusahaan. Seluruh inisiatif ini dirancang untuk meningkatkan transparansi, konsistensi pengukuran kinerja, serta efektivitas pengambilan keputusan berbasis data di seluruh lokasi operasional.



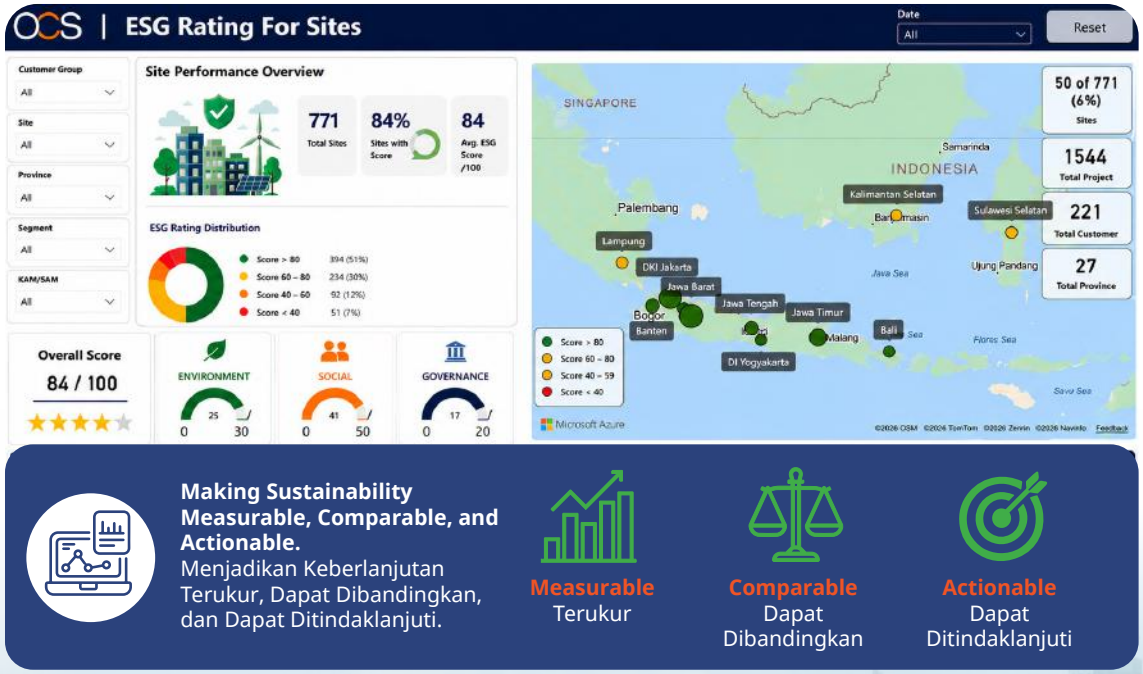
About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

ESG Rating for Sites

In September 2025, OCS Indonesia took a significant step forward by soft launching the OCS ESG Rating for Sites platform, a dashboard designed to make sustainability measurable, comparable, and actionable across customer sites throughout Indonesia. The platform reflects the Company's commitment to embedding ESG principles into daily operations, translating them into practical actions that can be consistently applied, observed, and sustained across all operational sites. [GRI 2-23, 2-24]

Pada September 2025, OCS Indonesia mengambil langkah signifikan dengan meluncurkan secara *soft launching platform OCS ESG Rating for Sites*, sebuah *dashboard* yang dirancang untuk menjadikan keberlanjutan terukur, dapat dibandingkan, dan dapat ditindaklanjuti di seluruh lokasi pelanggan di Indonesia. *Platform* ini mencerminkan komitmen Perusahaan dalam mengintegrasikan prinsip ESG ke dalam operasional sehari-hari, dengan menerjemahkannya menjadi tindakan praktis yang dapat diterapkan secara konsisten, dipantau, dan dipertahankan di seluruh lokasi operasional. [GRI 2-23, 2-24]





This initiative reinforced ESG as both a way of working and a way of life, embedded within site-level routines to enhance a sense of ownership and engagement among colleagues and partners. To accelerate adoption, the Company introduced a national internal competition over a quarterly period, utilising the ESG Rating as a key performance indicator. This approach strengthened accountability, standardised implementation, and reinforced ESG practices across all operations. [GRI 2-18]

Inisiatif ini memperkuat ESG sebagai cara bekerja dan cara hidup, yang tertanam dalam rutinitas di *site* guna meningkatkan rasa kepemilikan dan keterlibatan di antara karyawan dan mitra. Untuk mempercepat adopsi, Perusahaan memperkenalkan kompetisi internal nasional selama satu periode triwulanan, dengan menggunakan ESG Rating sebagai indikator kinerja utama. Pendekatan ini memperkuat akuntabilitas, standar implementasi, serta praktik ESG di seluruh operasional. [GRI 2-18]

This initiative strenghtens transparency, ensures consistency in performance measurement, and improves data-driven decision-making across all operational sites.

Inisiatif ini dirancang untuk meningkatkan transparansi, konsistensi, pengukuran kinerja, serta efektivitas pengambilan keputusan berbasis data di seluruh lokasi operasional.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Creating Impact Through Digital Transformation

Menciptakan Dampak Melalui Transformasi Digital



Alongside sustainability, OCS Indonesia has embedded digital transformation at the heart of operations. The Milky Way Project has redefined our finance and human-resources systems, delivering Day-1 operational dashboards and Day-3 integrated reporting, strengthening decision-making and transparency. [GRI 2-12]

In parallel, frontend technology platforms are being deployed to manage workforce productivity, energy efficiency, integrated security solutions, and safety performance. These digital capabilities ensure that our customer commitments are measurable, traceable, and continuously improved. They also demonstrate how FM in Indonesia is evolving into a data-driven industry, aligned with global standards but responsive to local operational realities with Operational ESG Dashboards and OCS Chatbot Assistant (OCHA). [GRI 3-3]

Seiring dengan keberlanjutan, OCS Indonesia telah menempatkan transformasi digital sebagai inti dari operasional. Proyek *Milky Way* telah mendefinisikan ulang sistem keuangan dan sumber daya manusia kami, dengan menghadirkan dasbor operasional *Day-1* serta pelaporan terintegrasi *Day-3*, yang memperkuat pengambilan keputusan dan transparansi. [GRI 2-12]

Secara paralel, *platform* teknologi *frontend* terus diimplementasikan untuk mengelola produktivitas tenaga kerja, efisiensi energi, solusi keamanan terintegrasi, serta kinerja keselamatan. Kapabilitas digital ini memastikan bahwa komitmen kepada pelanggan dapat diukur, ditelusuri, dan terus ditingkatkan secara berkelanjutan. Hal ini juga menunjukkan bagaimana industri *facility management* di Indonesia berkembang menjadi industri berbasis data, selaras dengan standar global namun tetap responsif terhadap realitas operasional lokal melalui *Operational ESG Dashboards* dan *OCS Chatbot Assistant* (OCHA). [GRI 3-3]





Advancing Sustainable Growth

Mendorong Pertumbuhan Berkelanjutan

To ensure consistent, measurable, and sustainability-oriented implementation, OCS Indonesia implemented ESG benchmarking programs at site level, along with a national recognition system that encouraged standardization, accountability, and continuous performance improvement. The Company also expanded its contribution through active involvement in the Special Economic Zones (SEZ) ecosystem.

In April 2025, the Company's leadership held a strategic dialogue with the National Council for Special Economic Zones to discuss policy directions, investment incentives, and the role of SEZs in supporting Indonesia's long-term economic transformation toward the 2045 vision. [GRI 203-1]

Untuk memastikan implementasi yang konsisten, terukur, dan berorientasi keberlanjutan, Perusahaan menerapkan program *benchmarking* ESG di tingkat lokasi serta sistem penghargaan nasional yang mendorong standardisasi, akuntabilitas, dan peningkatan kinerja secara berkelanjutan. Perusahaan juga memperluas kontribusinya melalui keterlibatan aktif dalam ekosistem Kawasan Ekonomi Khusus (KEK).

Pada April 2025, jajaran pimpinan telah melakukan dialog strategis dengan Dewan Nasional Kawasan Ekonomi Khusus (DENAS KEK) untuk membahas arah kebijakan, insentif investasi, serta peran KEK dalam mendukung transformasi ekonomi Indonesia menuju visi jangka panjang tahun 2045. [GRI 203-1]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Economic Value Generated and Distributed (Rp) [GRI 201-1]

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Rp)

	2024	2025	2026 Target Target 2026
1 Economic Value Generated Nilai Ekonomi yang Dihasilkan			
Net Revenue Pendapatan Neto	1,043,585,100,265	1,067,533,502,217	1,237,856,289,054
Total Economic Value Generated Total Nilai Ekonomi yang Dihasilkan	**1,043,585,100,265**	**1,067,533,502,217**	**1,237,856,289,054**
2 Economic Value Distributed Nilai Ekonomi yang Didistribusikan			
Operating Cost Beban Operasional	104,048,896,637	151,691,557,990	170,988,318,307
Employee Salaries and Remuneration Gaji dan Remunerasi Karyawan	898,974,534,052	889,043,854,343	994,487,060,969
Payments to Government Pembayaran ke Pemerintah	5,800,708,760	19,706,090,448	15,923,800,151
Corporate Social Responsibility (CSR) Fund Dana *Corporate Social Responsibility* (CSR)	-	-	-
Total Economic Value Distributed Total Nilai Ekonomi yang Didistribusikan	**1,008,824,139,449**	**1,060,441,502,781**	**1,181,399,179,427**
Total Economic Value Retained Total Nilai Ekonomi yang Ditahan	**34,760,960,816**	**7,091,999,436**	**56,457,109,627**

Throughout 2025, OCS Indonesia did not receive any financial assistance from the government, whether in the form of tax amnesties, subsidies, royalty relief, or other financial incentives. [GRI 201-4]

Sepanjang tahun 2025, OCS Indonesia tidak menerima dana bantuan finansial dari pemerintah, baik dalam bentuk pajak pengampunan, subsidi, keringanan royalti, ataupun insentif finansial lainnya. [GRI 201-4]

The absence of a dedicated CSR Fund should not be interpreted as an absence of social investment. OCS Indonesia's approach is based on the belief that social impact is most sustainable when it is embedded within core business operations rather than delivered primarily through separate charitable programmes. As a mission-driven hybrid enterprise, the Company seeks to create social value through the way it operates, employs, develops, and supports people across its business ecosystem. This approach reflects a commitment to integrating economic performance and social outcomes into a single operating model rather than treating them as parallel activities.

This philosophy is reflected in the distribution of economic value during 2025. Nearly 90% of the economic value distributed by OCS Indonesia was returned directly to employees through wages and remuneration. For a labor-intensive organization employing more than 11,710 colleagues across Indonesia, this represents a significant contribution to household income, local economic participation, workforce dignity, and social mobility. Rather than concentrating social investment in a separate fund, the Company prioritizes fair employment, workforce capability development, skills enhancement, responsible labor practices, and opportunities for long-term career progression.

This approach is further reinforced through initiatives such as vocational skills development, apprenticeship pathways, workforce upskilling, local employment participation, neuroinclusion readiness, and responsible supply chain practices. Together, these efforts demonstrate that social value creation is embedded throughout the Company's operations and decision-making processes. In this context, economic value distributed to employees is not viewed solely as a business cost; it is also one of the most direct and measurable ways in which the Company contributes to inclusive economic growth and shared prosperity.

The projected increase in Economic Value Retained for 2026 reflects the ongoing evolution of OCS Indonesia's go-to-market strategy toward higher-value services, including Enterprise Security Solutions, Hard Services, Specialized Cleaning, and Integrated Facility Management delivered through a Regenerative FM approach. These capabilities enable the Company to create greater value through technical expertise, operational integration, and outcome-based solutions rather than labor deployment alone.

Tidak adanya Dana CSR khusus bukan berarti tidak adanya investasi sosial. Pendekatan OCS Indonesia didasarkan pada keyakinan bahwa dampak sosial akan semakin berkelanjutan jika tertanam dalam operasi bisnis inti, bukan hanya disampaikan melalui program amal terpisah. Sebagai perusahaan hibrid yang berorientasi pada misi, Perusahaan berupaya menciptakan nilai sosial melalui operasionalnya, mempekerjakan, mengembangkan, dan mendukung orang di seluruh ekosistem bisnisnya. Pendekatan ini mencerminkan komitmen untuk mengintegrasikan kinerja ekonomi dan hasil sosial ke dalam satu model operasional, bukan memperlakukannya sebagai kegiatan yang terpisah.

Filosofi ini tercermin dalam distribusi nilai ekonomi pada tahun 2025. Hampir 90% dari nilai ekonomi yang didistribusikan oleh OCS Indonesia dikembalikan secara langsung kepada karyawan melalui gaji dan tunjangan. Bagi organisasi padat karya yang mempekerjakan lebih dari 11.710 rekan kerja di seluruh Indonesia, hal ini merupakan kontribusi yang signifikan terhadap pendapatan rumah tangga, partisipasi ekonomi lokal, martabat tenaga kerja, dan mobilitas sosial. Alih-alih memusatkan investasi sosial dalam dana terpisah, Perusahaan memprioritaskan ketenagakerjaan yang adil, pengembangan kapabilitas tenaga kerja, peningkatan keterampilan, praktik ketenagakerjaan yang bertanggung jawab, serta peluang untuk kemajuan karier jangka panjang.

Pendekatan ini semakin diperkuat melalui berbagai inisiatif seperti pengembangan keterampilan kejuruan, jalur magang, peningkatan keterampilan tenaga kerja, partisipasi tenaga kerja lokal, kesiapan dalam inklusi neurologis, serta praktik rantai pasok yang bertanggung jawab. Secara keseluruhan, upaya-upaya ini menunjukkan bahwa penciptaan nilai sosial telah terintegrasi secara menyeluruh dalam seluruh operasi dan proses pengambilan keputusan Perusahaan. Dalam konteks ini, nilai ekonomi yang didistribusikan kepada karyawan tidak dipandang semata sebagai biaya bisnis; hal ini juga merupakan salah satu cara paling langsung dan terukur yaitu Perusahaan berkontribusi terhadap pertumbuhan ekonomi inklusif dan kemakmuran bersama.

Proyeksi kenaikan Nilai Ekonomi yang Diperoleh pada tahun 2026 mencerminkan evolusi berkelanjutan dari strategi pemasaran OCS Indonesia menuju layanan bernilai tambah yang lebih tinggi, termasuk *Enterprise Security Solutions, Hard Services, Specialized Cleaning,* dan *Integrated Facility Management* yang diselenggarakan melalui pendekatan Manajemen Fasilitas Regeneratif. Kemampuan-kemampuan ini memungkinkan Perusahaan untuk menciptakan nilai yang lebih besar melalui keahlian teknis, integrasi operasional, dan solusi berbasis hasil, bukan sekadar penempatan tenaga kerja.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

This progression is particularly significant given the Company's deliberate choices in 2025. OCS Indonesia continued to prioritize employee dignity, fair employment practices, and responsible service delivery, even where doing so limited certain growth opportunities. Rather than pursuing growth through unsustainable pricing or practices that compromise its values, the Company chose to strengthen capabilities, governance, and differentiation. The anticipated increase in retained economic value therefore reflects not only business growth, but the benefits of a strategy built on long-term value creation, operational discipline, and principled leadership.

Perkembangan ini sangatlah penting mengingat langkah-langkah strategis yang diambil Perusahaan pada tahun 2025. OCS Indonesia terus memprioritaskan martabat karyawan, praktik ketenagakerjaan yang adil, dan penyampaian layanan yang bertanggung jawab, bahkan ketika hal tersebut membatasi peluang pertumbuhan tertentu. Alih-alih mengejar pertumbuhan melalui penetapan harga yang tidak berkelanjutan atau praktik yang mengorbankan nilai, Perusahaan memilih untuk memperkuat kapabilitas, tata kelola, dan diferensiasi. Oleh sebab itu, antisipasi peningkatan nilai ekonomi yang ditahan tidak hanya mencerminkan pertumbuhan bisnis, tetapi juga manfaat dari strategi yang dibangun di atas penciptaan nilai jangka panjang, disiplin operasional, dan kepemimpinan yang berprinsip.

Social Risk Management

Manajemen Risiko di Bidang Sosial

The Company recognised that social dynamics constituted a material factor that could affect reputation and operational continuity; accordingly, social risk management was focused on safeguarding workers' rights, including the provision of fair wages, occupational health and safety, and respect for human dignity across more than 771 operational sites. To strengthen the management of these risks, the Company integrated resilience principles into all aspects of its operations through an approach to integrated management that is secure, sustainable, and inclusive for all stakeholders. [GRI 3-3]

Perusahaan menyadari bahwa dinamika sosial merupakan faktor material yang dapat mempengaruhi reputasi dan keberlangsungan operasional, sehingga manajemen risiko di bidang sosial difokuskan pada perlindungan hak-hak pekerja, termasuk pemenuhan upah yang layak, keselamatan dan kesehatan kerja, serta penghormatan terhadap martabat manusia di lebih dari 771 lokasi operasional. Untuk memperkuat pengelolaan risiko tersebut, Perusahaan mengintegrasikan prinsip ketahanan (*resilience*) ke seluruh aspek operasional melalui pengelolaan terpadu yang aman, berkelanjutan, dan inklusif bagi seluruh pemangku kepentingan. [GRI 3-3]

Through its participation as a platinum sponsor in the ISRM Indonesia Conference & Training 2025, the Company proactively mapped operational risks associated with human rights, diversity, and inclusivity. The event, held on August 20–21 at Oakwood Premier Cozmo Jakarta and organised in collaboration with The Institute of Strategic Risk Management and CastleAsia, served as a strategic forum that brought together policymakers, academics, and industry practitioners to address critical challenges in risk and crisis management. [GRI 2-28, 2-29]

Melalui partisipasi sebagai platinum sponsor dalam penyelenggaraan ISRM Indonesia Conference & Training 2025, Perusahaan secara proaktif memetakan risiko operasional yang berkaitan dengan hak asasi manusia, keberagaman, dan inklusivitas. Kegiatan yang diselenggarakan bersama The Institute of Strategic Risk Management dan CastleAsia pada 20–21 Agustus di Oakwood Premier Cozmo Jakarta, ini menjadi forum strategis yang mempertemukan pembuat kebijakan, akademisi, dan pelaku industri untuk membahas tantangan krusial dalam manajemen risiko dan krisis. [GRI 2-28, 2-29]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information



During the forum, OCS Indonesia led a dedicated session entitled "The Role of Facilities Management & Integrated Security Solutions in Corporate Resilience," highlighting the strategic importance of facilities management in safeguarding operational continuity and asset protection. The session examined technology-driven approaches, including IoT-based monitoring systems, predictive maintenance enabled by data analytics, and the integration of physical and digital security.

In addition, OCS Indonesia participated in the "Women in Risk Management and Security" discussion as part of its commitment to inclusive leadership and the empowerment of women within the risk and security sectors. Through this engagement, OCS Indonesia reaffirmed that diversity in leadership and cross-sector collaboration are fundamental pillars in building long-term resilience. [GRI 405-1]

The Company also committed to mitigating skills gaps through the VOCIFY programme, while ensuring accessibility for neurodivergent individuals. This commitment was demonstrated through the Company's participation in the International Day of Persons with Disabilities in Bangkok in November 2025 and an education investment forum at Hotel The Dharmawangsa in April 2025. Through these initiatives, the Company sought to minimise operational disruption risks while maximising opportunities for inclusive economic growth for its workforce of more than 11,000 colleagues. [IFRS S1 par. 3]

Dalam forum tersebut, OCS Indonesia turut memimpin sesi khusus bertajuk "*The Role of Facilities Management & Integrated Security Solutions in Corporate Resilience*" yang menyoroti peran strategis manajemen fasilitas dalam menjaga keberlangsungan operasional dan perlindungan aset. Sesi ini mengulas pendekatan berbasis teknologi seperti sistem pemantauan berbasis IoT, pemeliharaan prediktif berbasis analitik data, serta integrasi keamanan fisik dan digital.

Selain itu, OCS Indonesia juga berpartisipasi dalam diskusi "*Women in Risk Management and Security*" sebagai bentuk dukungan terhadap kepemimpinan inklusif dan pemberdayaan perempuan dalam sektor risiko dan keamanan. Melalui keterlibatan ini, OCS Indonesia menegaskan bahwa keberagaman dalam kepemimpinan dan kolaborasi lintas sektor merupakan fondasi penting dalam membangun ketahanan jangka panjang. [GRI 405-1]

Perusahaan juga berkomitmen untuk memitigasi kesenjangan keterampilan melalui program VOCIFY serta memastikan aksesibilitas bagi individu neurodivergen. Hal ini diwujudkan melalui komitmen perusahaan pada acara *International Day of Persons with Disabilities* di Bangkok pada November 2025 dan forum investasi pendidikan di Hotel The Dharmawangsa pada April 2025. Melalui upaya tersebut, Perusahaan hendak meminimalkan risiko gangguan operasional sekaligus memaksimalkan peluang pertumbuhan ekonomi yang inklusif bagi lebih dari 11.000 karyawannya. [IFRS S1 par. 3]

The Company's social risk management efforts were further advanced through a strategic collaboration focused on sustainable leadership. In response to this agenda, OCS Indonesia participated in an event organised by the School of Social Sustainability & Innovation (SSSI), Faculty of Social and Political Sciences of University of Indonesia, in collaboration with Kiroyan Partners and with the support of British Chamber of Commerce in Indonesia, which introduced a research-based platform integrating social sustainability dimensions into organisational strategy. [GRI 413-1]

For OCS Indonesia, this agenda reflected a tangible commitment to implementing social sustainability at the operational level. During the discussion session scheduled to take place on December 5, 2025, cross-sector leaders were invited to explore the role of culture, values, and partnerships in strengthening trust, empowerment, and positioning social sustainability as a strategic investment for workforce resilience and long-term business continuity. This initiative aligned with the four strategic pillars of the U.K Government: Prosperity, People, Planet, and Peace, which emphasise the importance of strengthening human capacity, fostering cross-sector collaboration, and promoting responsible business practices in support of Indonesia Vision 2045. [GRI 413-2]

Upaya pengelolaan risiko sosial Perusahaan dilanjutkan dengan kolaborasi strategis untuk kepemimpinan berkelanjutan. Menyikapi hal tersebut, OCS Indonesia turut berpartisipasi dalam acara yang digelar oleh School of Social Sustainability & Innovation (SSSI) Fakultas Ilmu Sosial dan Ilmu Politik Universitas Indonesia bersama Kiroyan Partners, dengan dukungan BritCham Indonesia, yang menghadirkan sebuah *platform* berbasis riset yang mengintegrasikan dimensi keberlanjutan sosial ke dalam strategi organisasi. [GRI 413-1]

Bagi OCS Indonesia, agenda ini merefleksikan komitmen nyata dalam menjalankan keberlanjutan sosial di tingkat operasional. Dalam sesi diskusi yang berlangsung pada 5 Desember 2025, para pemimpin lintas sektor diundang untuk mengeksplorasi peran budaya, nilai, dan kemitraan dalam memperkuat kepercayaan, pemberdayaan, serta menjadikan keberlanjutan sosial sebagai investasi strategis bagi ketahanan tenaga kerja dan keberlanjutan bisnis jangka panjang. Inisiatif ini sejalan dengan empat pilar strategis Pemerintah Inggris: *Prosperity, People, Planet,* dan *Peace*, yang menekankan pentingnya penguatan kapasitas manusia, kolaborasi lintas sektor, serta praktik bisnis yang bertanggung jawab dalam mendukung visi Indonesia 2045. [GRI 413-2]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Strategic Opportunities in Social Performance

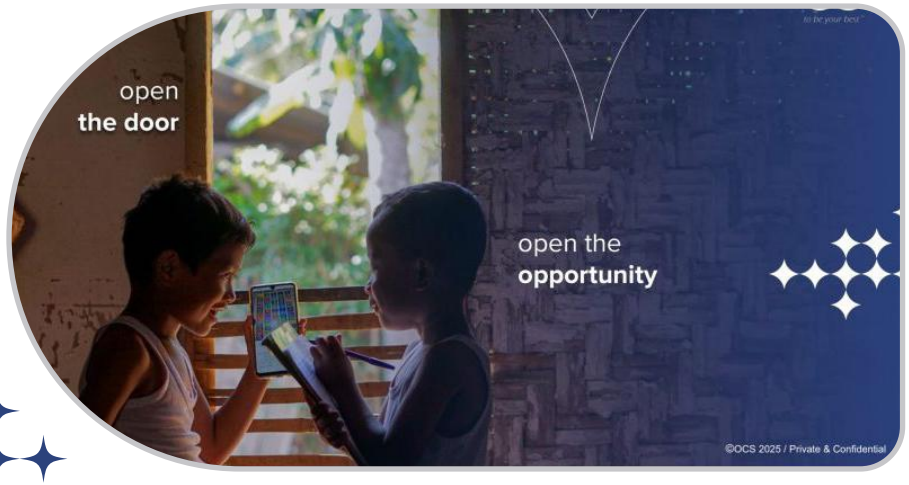
Peluang Strategis di Bidang Sosial

In managing various material impacts on the economy, environment, and people, OCS Indonesia is committed to a systematic management approach that fosters synergy between technological innovation, human capital development, and community empowerment. Through active participation in regional and global strategic forums, the Company has proactively identified and managed sustainability-related risks and opportunities that prioritise inclusivity and deliver tangible societal impact, particularly across the social, education, and future facilities management sectors. [GRI 3-3] [IFRS S1 par. 3]

Dalam mengelola berbagai dampak material terhadap ekonomi, lingkungan, dan manusia, OCS Indonesia berkomitmen pada pendekatan manajemen yang sistematis untuk menciptakan sinergi antara inovasi teknologi, pengembangan sumber daya manusia, dan pemberdayaan komunitas. Melalui partisipasi aktif dalam forum strategis regional dan global, Perusahaan secara proaktif mengidentifikasi serta mengelola risiko dan peluang terkait keberlanjutan yang mengutamakan inklusivitas dan dampak nyata bagi masyarakat, khususnya pada sektor sosial, pendidikan, dan tata kelola fasilitas masa depan. [GRI 3-3] [IFRS S1 par. 3]



The VOCIFY Project



Open the Door, Open the Opportunity

At the 4th Education Investment Forum 2025, themed "Catalysing Growth: Innovation and Impact in Education", the Company contributed to a panel discussion alongside leaders from leading educational institutions and innovation organisations, addressing the topic "Transforming Education Through Innovation and Impact." The forum, held on April 23, 2025, brought together key stakeholders to advance an inclusive, future-oriented transformation of education, reflecting the Company's commitment to fostering cross-sector collaboration in strengthening the role of education.

Dalam *4th Education Investment Forum 2025* yang bertema "*Catalyzing Growth: Innovation and Impact in Education*", Perusahaan turut berkontribusi dalam diskusi panel bersama para pemimpin institusi pendidikan dan inovasi terkemuka, dengan mengangkat topik "*Transforming Education Through Innovation and Impact*." Forum yang digelar pada 23 April 2025 tersebut tersebut mempertemukan para pemangku kepentingan untuk mendorong transformasi pendidikan yang inklusif dan berorientasi masa depan, yang mencerminkan komitmen Perusahaan dalam mendorong kolaborasi lintas sektor untuk memperkuat peran pendidikan.

The Company presented various initiatives grounded in operational experience, particularly through the Green Skills Development (VOCIFY Project), developed in collaboration with internationally accredited vocational institutions. This programme was designed to address the challenge of educational access gaps in Indonesia, where millions of individuals have not yet received adequate formal education. Through an approach that integrates vocational training with structured job placement, and supported by the Human Capital Productivity Improvement Programme and the "Open the Door, Open the Opportunity" campaign, the Company has sought to create inclusive pathways for social mobility, enhance workforce productivity, and strengthen community economic resilience, including for vulnerable groups. [GRI 404-2, 413-1] [IFRS S1 par. 3]

Perusahaan menyampaikan berbagai inisiatif berbasis pengalaman operasional, khususnya melalui program *Green Skills Development (VOCIFY Project)* yang dikembangkan bersama lembaga vokasi terakreditasi internasional. Program ini dirancang untuk menjawab tantangan kesenjangan akses pendidikan di Indonesia, di mana jutaan masyarakat belum memperoleh pendidikan formal yang memadai. Melalui pendekatan yang mengintegrasikan pelatihan vokasi dengan penempatan kerja terstruktur, serta didukung oleh Human Capital Productivity Improvement Program dan kampanye "*Open the Door, Open the Opportunity*," Perusahaan berupaya menciptakan jalur mobilitas sosial yang inklusif, meningkatkan produktivitas tenaga kerja, serta memperkuat ketahanan ekonomi masyarakat, termasuk bagi kelompok rentan. [GRI 404-2, 413-1] [IFRS S1 par. 3]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

The Company also expressed its appreciation for the appointment of Yohanes Jeffry Johary, President & Managing Director of OCS Indonesia, as one of the judges at the Facilities Management Experts Summit (FMES) Awards 2025, held on August 15, 2025, organised by the Singapore International Facility Management Association (SIFMA) in Singapore. This engagement reaffirmed the Company's active role within the ASEAN facilities management ecosystem, while also reflecting its contribution to advancing standards of excellence, innovation, and sustainable transformation within the industry. [GRI 2-28]

FMES 2025 served as a strategic forum bringing together industry leaders to share insights, innovations, and best practices shaping the future of a smarter, greener, and more resilient facilities management sector. The Company contributed practical perspectives drawn from large-scale operational experience, encompassing digitalisation, automation, operational innovation, and sustainability-driven talent development through the VOCIFY Programme. [GRI 404-2]

Perusahaan juga menyampaikan apresiasi atas penunjukan Yohanes Jeffry Johary, President & Managing Director OCS Indonesia, sebagai salah satu juri dalam *Facilities Management Experts Summit Awards* (FMES) 2025 yang diselenggarakan pada 15 Agustus 2025 oleh Singapore International Facility Management Association (SIFMA) di Singapura. Keterlibatan ini menegaskan peran aktif Perusahaan dalam ekosistem fasilitas manajemen tingkat regional ASEAN, sekaligus mencerminkan kontribusi dalam mendorong standar keunggulan, inovasi, dan transformasi berkelanjutan di industri. [GRI 2-28]

FMES 2025 sendiri menjadi forum strategis yang mempertemukan para pemimpin industri untuk berbagi wawasan, inovasi, serta praktik terbaik yang membentuk masa depan industri facility management yang lebih cerdas, hijau, dan resilien. Perusahaan menghadirkan perspektif praktis berbasis pengalaman operasional berskala besar, yang mencakup digitalisasi, otomasi, inovasi operasional, serta pengembangan talenta berbasis keberlanjutan melalui VOCIFY Program. [GRI 404-2]





PROTECTING HUMAN DIGNITY ACROSS OUR WORK PRACTICES

MENJAGA MARTABAT MANUSIA DALAM SETIAP PRAKTIK KERJA

SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Modern Slavery, Human Rights, and Labour Rights

Perbudakan Modern, Hak Asasi Manusia, dan Hak Buruh

The management of human rights and labor rights issues is an integral part of OCS Indonesia's sustainability approach in conducting its operations. The Company views the prevention of modern slavery as a fundamental responsibility within responsible employment practices, including ensuring that all workers are treated fairly and with dignity.

Through structured policies and operational management, the Company seeks to minimize the risk of violations of workers' fundamental rights, both in direct employment relationships and across its broader operational scope. This approach reflects a commitment to a safe working environment, free from exploitation, discrimination, and inhumane labor practices. In line with the Modern Slavery Policy of OCS Group, the Company implements preventive measures through adequate worker recruitment and verification processes, enhanced supply chain transparency, due diligence in high-risk areas, and supplier compliance requirements relating to ethical standards, human rights, and responsible labor practices.

In addition, OCS Indonesia supports the implementation of mandatory training on modern slavery, the provision of safe and confidential reporting mechanisms for colleagues and stakeholders, as well as periodic evaluations to strengthen the effectiveness of controls and drive continuous improvement. [GRI 3-3]

OCS Indonesia recognizes that the protection of human rights and labor rights extends beyond employment policies alone. The conditions that support fair treatment, safe working environments, and worker dignity are often influenced by commercial decisions made long before services are delivered. How contracts are priced, how obligations are allocated, and how performance expectations are established can shape the environment in which workers operate throughout the value chain.

For this reason, the Company seeks to ensure that commercial arrangements remain aligned with responsible employment practices and sustainable service delivery. OCS Indonesia does not pursue growth through commercial models that depend on the erosion of worker protections, unsustainable labor practices, or the transfer of excessive cost pressures to employees, subcontractors, or other vulnerable groups. The Company believes that long-term business success is strengthened when commercial discipline, operational performance, and human dignity are treated as mutually reinforcing elements of the same system.

Pengelolaan isu hak asasi manusia (HAM) dan hak buruh menjadi bagian penting dari pendekatan keberlanjutan OCS Indonesia dalam menjalankan kegiatan operasional. Perusahaan memandang pencegahan praktik perbudakan modern sebagai tanggung jawab yang tidak terpisahkan dari praktik ketenagakerjaan yang bertanggung jawab, termasuk dalam memastikan bahwa seluruh tenaga kerja diperlakukan secara adil dan bermartabat.

Melalui kebijakan dan pengelolaan operasional yang terstruktur, kami berupaya meminimalkan risiko terjadinya pelanggaran hak dasar pekerja, baik dalam hubungan kerja langsung maupun dalam lingkup operasional yang lebih luas. Pendekatan ini mencakup komitmen terhadap lingkungan kerja yang aman, bebas dari eksploitasi, diskriminasi, dan praktik kerja yang tidak manusiawi. Sejalan dengan kebijakan *Modern Slavery Policy* OCS Group, Perusahaan menerapkan langkah pencegahan melalui proses rekrutmen dan verifikasi pekerja yang memadai, peningkatan transparansi rantai pasok, uji tuntas pada area berisiko tinggi, serta persyaratan kepatuhan bagi pemasok terhadap standar etika, HAM, dan praktik ketenagakerjaan yang bertanggung jawab.

Selain itu, OCS Indonesia juga mendukung pelaksanaan pelatihan wajib terkait perbudakan modern, penyediaan mekanisme pelaporan yang aman dan rahasia bagi karyawan maupun pemangku kepentingan, serta evaluasi berkala untuk memperkuat efektivitas pengendalian dan perbaikan berkelanjutan. [GRI 3-3]

OCS Indonesia menyadari bahwa perlindungan hak asasi manusia dan hak-hak tenaga kerja tidak hanya terbatas pada kebijakan ketenagakerjaan semata. Kondisi yang mendukung perlakuan adil, lingkungan kerja yang aman, dan martabat pekerja sering kali dipengaruhi oleh keputusan komersial yang diambil jauh sebelum layanan diberikan. Cara penetapan harga kontrak, pembagian kewajiban, dan penetapan ekspektasi kinerja dapat membentuk lingkungan tempat para pekerja beroperasi di seluruh rantai nilai.

Oleh karena itu, Perusahaan berupaya memastikan bahwa kesepakatan komersial tetap selaras dengan praktik ketenagakerjaan yang bertanggung jawab dan penyediaan layanan yang berkelanjutan. OCS Indonesia tidak mengejar pertumbuhan melalui model bisnis yang bergantung pada pengikisan perlindungan pekerja, praktik ketenagakerjaan yang tidak berkelanjutan, atau pengalihan beban biaya yang berlebihan kepada karyawan, subkontraktor, atau kelompok rentan lainnya. Perusahaan meyakini bahwa kesuksesan bisnis jangka panjang akan semakin kokoh apabila disiplin komersial, kinerja operasional, dan martabat manusia diperlakukan sebagai unsur-unsur yang saling memperkuat dalam sistem yang sama.

Collective Bargaining Agreements and Freedom of Association

Perjanjian Perundingan Kolektif dan Kebebasan Berserikat

Employment relations at OCS Indonesia in 2025 were governed by a Company Regulation approved by the relevant labor authority. All colleagues are covered under this framework, and as of the end of the reporting period, none were covered by a Collective Labor Agreement (CLA). The Company's operational structure and supply chain also do not indicate any material risk related to violations of workers' rights to freedom of association or collective bargaining. [GRI 2-30, 3-3, 407-1]

Hubungan kerja di OCS Indonesia pada tahun 2025 dikelola berdasarkan Peraturan Perusahaan (PP) yang telah disahkan oleh instansi ketenagakerjaan yang berwenang. Seluruh karyawan berada dalam cakupan ketentuan tersebut, dan hingga akhir periode pelaporan belum terdapat karyawan yang tercakup dalam Perjanjian Kerja Bersama (PKB). Struktur operasional dan rantai pasokan Perusahaan juga tidak menunjukkan adanya risiko material terhadap pelanggaran hak pekerja untuk berserikat atau melakukan perundingan kolektif. [GRI 2-30, 3-3, 407-1]

Despite not having a CLA in place, OCS Indonesia continues to respect fundamental labor rights and applies fair and open industrial relations practices. The Company maintains open channels for dialogue and regularly reviews its policies as part of its commitment to supporting freedom of association and harmonious labor relations. [GRI 407-1]

Meskipun belum memiliki PKB, OCS Indonesia tetap menghormati hak dasar pekerja serta menerapkan prinsip hubungan industrial yang adil dan terbuka. Perusahaan terus membuka ruang dialog dan melakukan evaluasi kebijakan secara berkelanjutan sebagai bagian dari komitmen untuk mendukung kebebasan berserikat dan praktik hubungan kerja yang harmonis. [GRI 407-1]

In managing operational changes, the Company applies internal communication mechanisms by notifying colleagues and their representatives prior to implementing changes that may have a significant impact. In practices, every notifications are provided and socialized through Great Day within a period of 2 to 4 weeks, although no specific provisions on consultation and negotiation periods are currently defined in a collective bargaining agreement. [GRI 3-3, 402-1, 407-1]

Dalam hal pengelolaan perubahan operasional, kami menerapkan mekanisme komunikasi internal dengan memberikan pemberitahuan kepada karyawan dan perwakilan mereka sebelum diberlakukannya perubahan yang berpotensi berdampak signifikan. Dalam pelaksanaannya, setiap pemberitahuan disampaikan dan disosialisasikan melalui *Great Day* dalam jangka waktu 2 hingga 4 minggu, meskipun saat ini belum terdapat pengaturan khusus mengenai periode konsultasi dan negosiasi yang dituangkan dalam perjanjian perundingan kolektif. [GRI 3-3, 402-1, 407-1]

Grievance Mechanisms and Legal Compliance

Mekanisme Pengaduan dan Kepatuhan Hukum

OCS Indonesia implements the Group Code of Conduct and provides an independent Safecall platform for individuals to seek advice or report suspected legal violations and professional misconduct. This whistleblowing mechanism ensures that each report is thoroughly reviewed, with objective corrective actions taken as appropriate. All processes are carried out with due regard to confidentiality, fairness, and the non-retaliation policy for whistleblowers, to ensure accountability. [GRI 2-26]

OCS Indonesia menerapkan Kode Etik Grup serta menyediakan platform independen Safecall bagi individu untuk mencari nasihat maupun melaporkan dugaan pelanggaran hukum dan perilaku bisnis secara profesional. Mekanisme pengaduan (*whistleblowing*) ini menjamin tinjauan menyeluruh terhadap setiap laporan dengan tindakan korektif yang objektif. Seluruh proses dilakukan dengan memperhatikan prinsip kerahasiaan, keadilan, serta kebijakan perlindungan pelapor (*non-retaliation*) guna memastikan akuntabilitas. [GRI 2-26]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Throughout 2025,
OCS Indonesia recorded
Sepanjang tahun 2025, OCS Indonesia mencatatkan

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significant incidents of non-compliance with laws and regulations.
peristiwa penting ketidakpatuhan terhadap hukum dan peraturan.
[GRI 2-27]

As a result, no monetary fines or non-monetary sanctions were incurred. OCS Indonesia determines the significance of non-compliance based on financial impact, legal exposure, and potential reputational risk that may affect business operations. The Company maintains this commitment to full compliance through regular monitoring to ensure that all business practices remain aligned with applicable regulations. [GRI 2-27]

Sehingga tidak terdapat denda moneter maupun sanksi non-moneter yang dibayarkan. OCS Indonesia menentukan signifikansi ketidakpatuhan berdasarkan dampak finansial, tuntutan hukum, serta potensi kerugian reputasi yang memengaruhi operasional bisnis. Komitmen terhadap kepatuhan total ini terus dijaga melalui pemantauan rutin guna memastikan seluruh praktik bisnis selaras dengan regulasi yang berlaku. [GRI 2-27]

Child Labor and Forced Labor
Pekerja Anak dan Pekerja Paksa

In conducting its operations, OCS Indonesia upholds labor standards based on legal compliance and ethical business principles. The Company has established internal policies, including a Code of Conduct and a Modern Slavery Statement, which explicitly prohibit the use of child labor across all business activities. Throughout 2025, no operational activities or suppliers were identified as having significant risk related to child labor or young workers. [GRI 408-1]

Dalam menjalankan kegiatan operasional, OCS Indonesia menerapkan standar ketenagakerjaan yang berlandaskan kepatuhan hukum dan prinsip etika bisnis. Perusahaan memiliki kebijakan internal, termasuk *Code of Conduct* dan *Modern Slavery Statement*, yang secara tegas melarang keterlibatan pekerja anak dalam seluruh aktivitas usaha. Selama tahun 2025, tidak terdapat kegiatan operasional maupun pemasok yang teridentifikasi memiliki risiko signifikan terkait praktik pekerja anak atau pekerja muda. [GRI 408-1]

In line with this, OCS Indonesia also rejects all forms of forced or compulsory labor, both within direct employment relationships and across its supply chain. During the reporting period, no indications of significant risk, violations, or disputes related to forced or compulsory labor were identified. [GRI 409-1]

Sejalan dengan itu, OCS Indonesia juga menolak segala bentuk kerja paksa atau kerja wajib, baik dalam hubungan kerja langsung maupun dalam lingkup rantai pasokan. Sepanjang periode pelaporan, tidak ditemukan indikasi risiko signifikan, pelanggaran, maupun konflik yang berkaitan dengan praktik kerja paksa atau wajib kerja. [GRI 409-1]

Through the consistent implementation of policies and oversight, the Company seeks to maintain a safe, fair, and exploitation-free work environment, while strengthening ethical and sustainable labor practices.

Melalui penerapan kebijakan dan pengawasan yang berkelanjutan, kami berupaya menjaga lingkungan kerja yang aman, adil, dan bebas dari eksploitasi, serta memperkuat praktik ketenagakerjaan yang etis dan berkelanjutan.

Occupational Health and Safety

Kesehatan dan Keselamatan Kerja

Occupational health and safety (OHS) for colleagues is a key priority in OCS Indonesia's operations. The Company manages OHS through the implementation of policies, procedures, and programs designed to identify and mitigate workplace risks across various operational environments.

OHS management is implemented in accordance with applicable laws and regulations, as well as safety practices relevant to the characteristics of facility services. The Company has established an integrated OHS policy within its Quality, Health and Safety, and Environmental Maintenance framework, reaffirming its commitment to regulatory compliance, risk prevention, and continuous improvement of OHS performance. The implementation of this policy is supported through various initiatives, including the provision of HSE training to all colleagues and regular workplace inspections conducted by management to ensure compliance with procedures and early identification of potential hazards. [GRI 3-3]

OHS management is evaluated through monthly reviews, while OHS training is evaluated through pre-tests and post-tests. [GRI 3-3]

Perlindungan kesehatan dan keselamatan kerja (K3) bagi para tenaga kerja menjadi salah satu prioritas dalam operasional OCS Indonesia. Perusahaan mengelola aspek K3 melalui penerapan kebijakan, prosedur, dan program yang dirancang untuk mengidentifikasi serta mengurangi risiko kerja di berbagai lingkungan operasional.

Pengelolaan K3 dilaksanakan dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku serta praktik keselamatan yang relevan dengan karakteristik layanan jasa fasilitas. Perusahaan telah memiliki kebijakan kesehatan dan keselamatan kerja yang terintegrasi dalam kebijakan Mutu, Keselamatan dan Kesehatan Kerja, serta Pemeliharaan Lingkungan, yang menegaskan komitmen terhadap kepatuhan regulasi, pencegahan risiko, dan peningkatan kinerja K3 secara berkelanjutan. Implementasi kebijakan tersebut didukung melalui berbagai inisiatif, antara lain pemberian pelatihan K3L kepada seluruh pekerja serta pelaksanaan inspeksi area kerja secara berkala oleh level manajemen guna memastikan kepatuhan terhadap prosedur dan identifikasi potensi bahaya sejak dini. [GRI 3-3]

Pengelolaan K3 tersebut di evaluasi melalui monthly review, sedangkan pelatihan K3 dievaluasi melalui *pre-test* dan *post-test*. [GRI 3-3]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Occupational Health and Safety Management System

Sistem Manajemen Kesehatan dan Keselamatan Kerja

OCS Indonesia applies its occupational health and safety management system using a risk-based approach to ensure systematic control of potential hazards across all operational activities. OHS management is aligned with other international standards implemented by the Company, including ISO 9001:2015 (Quality Management System) and ISO 14001:2015 (Environmental Management System), to support consistency in standards implementation and the effectiveness of risk control. [GRI 403-1]

Sistem manajemen kesehatan dan keselamatan kerja di OCS Indonesia diterapkan dengan pendekatan berbasis risiko untuk memastikan pengendalian potensi bahaya secara sistematis di seluruh aktivitas operasional. Pengelolaan K3 diselaraskan dengan standar internasional lainnya yang telah diterapkan Perusahaan, yaitu ISO 9001:2015 (Sistem Manajemen Mutu) dan ISO 14001:2015 (Sistem Manajemen Lingkungan), guna mendukung konsistensi penerapan standar dan efektivitas pengendalian risiko. [GRI 403-1]

Implementation of OHS System & Certification

Throughout the 2025 reporting period, OCS Indonesia maintained its nationally and internationally certified OHS management system. ISO 45001:2018 and the Occupational Health and Safety Management System (OHSMS) remain the foundation for OHS implementation, reflecting the Company's commitment to structured, documented, and continuous safety practices. [GRI 403-1]

Penerapan Sistem & Sertifikasi K3

Sepanjang periode pelaporan tahun 2025, OCS Indonesia mempertahankan penerapan sistem manajemen K3 yang telah tersertifikasi secara nasional dan internasional. Sertifikasi ISO 45001:2018 dan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) tetap menjadi landasan dalam pelaksanaan pengelolaan K3, sebagai bentuk komitmen Perusahaan terhadap praktik keselamatan kerja yang terstruktur, terdokumentasi, dan berkelanjutan. [GRI 403-1]

Compliance with Applicable Laws and Regulations

In addition to these certifications, OHS implementation is carried out in compliance with applicable laws and regulations in Indonesia, including: [GRI 403-1]

- Law No. 1 of 1970 on Work Safety;
- Government Regulation No. 88 of 2019 on Occupational Health;
- Government Regulation No. 50 of 2012 on the Implementation of OHSMS;
- Presidential Regulation No. 7 of 2019 on Occupational Diseases; and
- Various ministerial regulations related to confined space safety, working at height, workplace environment, electrical safety, personal protective equipment, and first aid in the workplace.

Kepatuhan Terhadap Hukum dan Peraturan

Selain mengacu pada standar sertifikasi tersebut, penerapan sistem K3 juga dilaksanakan dengan mematuhi ketentuan peraturan perundang-undangan yang berlaku di Indonesia, yang meliputi: [GRI 403-1]

- Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja;
- Peraturan Pemerintah No. 88 Tahun 2019 tentang Kesehatan Kerja;
- Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan SMK3;
- Peraturan Presiden No. 7 Tahun 2019 tentang Penyakit Akibat Kerja; dan
- Berbagai peraturan menteri yang relevan dalam pengelolaan keselamatan ruang terbatas, pekerjaan ketinggian, lingkungan kerja, kelistrikan, alat pelindung diri, hingga pertolongan pertama di tempat kerja.

To strengthen the implementation of its occupational health and safety management system, OCS Indonesia promotes a strong safety culture through active colleague participation and continuous risk management. Throughout 2025, various control and participation mechanisms were implemented to ensure that OHS aspects are integrated into daily operations across all work locations. [GRI 403-1]

Dalam rangka memperkuat penerapan sistem manajemen kesehatan dan keselamatan kerja, OCS Indonesia mendorong penguatan budaya keselamatan melalui keterlibatan aktif pekerja dan pengelolaan risiko yang berkelanjutan. Sepanjang tahun 2025, berbagai mekanisme pengendalian dan partisipasi diterapkan untuk memastikan bahwa aspek K3 terintegrasi dalam kegiatan operasional sehari-hari di seluruh wilayah kerja. [GRI 403-1]

HSE Training:
Pelatihan K3L:

Mandatory health, safety, and environmental training for all colleagues.
Pelatihan kesehatan, keselamatan kerja, dan lingkungan yang wajib diikuti oleh seluruh karyawan.

Workplace Inspections:
Inspeksi Area Kerja:

Routine inspections conducted by management to identify potential risks and drive improvements in working conditions.
Inspeksi rutin oleh manajemen untuk mengidentifikasi potensi risiko dan mendorong perbaikan kondisi kerja.

Consultation and Reporting:
Konsultasi dan Pelaporan:

Mechanisms for colleagues to provide input, report incidents, and participate in OHS management.
Mekanisme bagi pekerja untuk menyampaikan masukan, melaporkan insiden, dan berpartisipasi dalam pengelolaan K3.

OHS System Audits:
Audit Sistem K3:

Internal and external audits to assess system effectiveness and support continuous improvement.
Audit internal dan eksternal untuk menilai efektivitas sistem dan mendukung perbaikan berkelanjutan.

All OCS Indonesia colleagues are covered under the Company's OHS management system. There are no exclusions based on job type, location, or workforce category, ensuring consistent protection of health and safety across all operational areas during the reporting period. [GRI 403-1]

Seluruh pekerja OCS Indonesia tercakup dalam sistem manajemen K3 yang diterapkan Perusahaan. Tidak terdapat pengecualian berdasarkan jenis pekerjaan, lokasi, maupun kelompok tenaga kerja, sehingga perlindungan terhadap kesehatan dan keselamatan kerja berlaku secara konsisten di seluruh area operasional selama periode pelaporan.
[GRI 403-1]

The implementation of the OHS management system covers all operational activities and work locations. All colleagues have equal access to OHS training, incident reporting mechanisms, and the provision of personal protective equipment (PPE) tailored to the characteristics of their respective roles.

Penerapan sistem manajemen K3 di OCS Indonesia mencakup seluruh aktivitas operasional dan lokasi kerja. Seluruh pekerja berada dalam cakupan sistem ini dan memperoleh akses yang setara terhadap pembekalan K3, mekanisme pelaporan insiden, serta penyediaan alat pelindung diri (APD) yang disesuaikan dengan karakteristik pekerjaan masing-masing.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

As part of its OHS management system, OCS Indonesia established key safety performance indicators to monitor the effectiveness of risk control and accident prevention. These indicators serve as tools for evaluating safety performance and guiding continuous improvement actions throughout the 2025 reporting period. [GRI 3-3, 403-1, 403-2, 403-9]

Sebagai bagian dari penerapan sistem manajemen kesehatan dan keselamatan kerja, OCS Indonesia menetapkan indikator kinerja K3 untuk memantau efektivitas pengendalian risiko dan pencegahan kecelakaan kerja. Indikator ini digunakan sebagai alat evaluasi kinerja keselamatan serta dasar pengambilan tindakan perbaikan secara berkelanjutan selama periode pelaporan tahun 2025. [GRI 3-3, 403-1, 403-2, 403-9]

Total Recordable Injury Frequency Rate/TRIFR
Frekuensi Kecelakaan Kerja yang Dapat Dicatat

Target:	Achievement | Capaian:
<0.75	0.04

Absenteeism Rate
Tingkat Kasus Absen Kerja

Target:	Achievement | Capaian:
<40%	9%

Workplace Fatalities
Fatalitas Kerja

Target:	Achievement | Capaian:
Zero Nihil	Zero Nihil

Hazard Identification, Risk Assessment, and Incident Investigation

Identifikasi Bahaya, Penilaian Risiko, dan Investigasi Insiden

OCS Indonesia manages workplace safety risks through hazard identification and risk assessment processes applied across all work activities, both routine and non-routine. Assessments are conducted at the site level, involving site leaders and the HSE team to ensure that potential hazards are identified early and controlled appropriately. [GRI 403-2]

Pengelolaan risiko keselamatan kerja di OCS Indonesia dilakukan melalui proses identifikasi bahaya dan penilaian risiko yang diterapkan pada seluruh aktivitas kerja, baik yang bersifat rutin maupun insidental. Penilaian dilakukan di tingkat lokasi kerja dengan melibatkan pimpinan lokasi (*site leader*) dan fungsi tim HSE untuk memastikan setiap potensi bahaya dikenali sejak awal dan dikendalikan secara tepat. [GRI 403-2]

Risk controls are determined based on the level of identified hazards, with reference to the hierarchy of controls. Colleagues are encouraged to actively report unsafe conditions or behaviors through available reporting channels, including the submission of supporting evidence, without fear of consequences or retaliation. According to the Code of Conduct, if an colleagues identifies a safety hazard, they may stop work. [GRI 403-2]

Pengendalian risiko ditetapkan berdasarkan tingkat bahaya yang teridentifikasi, dengan mengacu pada hierarki pengendalian. Pekerja didorong untuk berperan aktif dalam melaporkan kondisi atau perilaku tidak aman melalui jalur pelaporan yang tersedia, termasuk penyampaian bukti pendukung, tanpa adanya konsekuensi atau tindakan pembalasan. Berdasarkan *Code of Conduct,* ketika karyawan menenukan risiko bahaya, maka karyawan dapat melakukan penghentian pekerja. [GRI 403-2]

Incident Reporting and Investigation Process [GRI 403-2]
Alur Pelaporan dan Investigasi Insiden Kerja

Initial Reporting:
Pelaporan Awal:

Incidents are reported by witnesses, supervisors, or relevant parties to the Key Account Manager (KAM) or Segment Account Manager (GM), along with HSE representatives /the Country QHSE Manager.
Insiden dilaporkan oleh saksi, pengawas, atau pihak terkait kepada Key Account Manager (KAM) atau Segment Account Manager (GM) dan perwakilan HSE/ Country QHSE Manager.

Incident Classification:
Klasifikasi Insiden:

Determination of incident severity, including impacts on personnel, assets, and operations.
Penentuan tingkat keparahan insiden, termasuk dampak terhadap pekerja, aset, dan operasional.

Incident Investigation
Investigasi Insiden:

Conducted by the HSE team and supervisors, together with the relevant KAM/GM, based on the level of severity.
Investigasi dilakukan oleh fungsi tim HSE dan pengawas, dan KAM/ GM terkait, sesuai dengan tingkat keparahan insiden.

Root Cause Identification:
Identifikasi Penyebab:

Analysis of incident causes and reassessment of risks associated with the related activities.
Analisis penyebab kejadian dan evaluasi ulang risiko terhadap aktivitas yang terkait.

Corrective Actions:
Tindakan Korektif dan Perbaikan:

Establishment and implementation of corrective measures to prevent recurrence of similar incidents.
Penetapan serta pelaksanaan tindakan perbaikan untuk mencegah terulangnya insiden serupa.

Evaluation and Learning:
Evaluasi dan Pembelajaran:

Investigation results are used as lessons learned to drive continuous improvement in the OHS management system.
Investigasi dilakukan oleh fungsi tim HSE dan pengawas, dan KAM/ GM terkait, sesuai dengan tingkat keparahan insiden.

The implementation of the OHS system is carried out in accordance with applicable laws and regulations, as well as relevant safety practices. This approach supports consistent risk control across all operational areas and reinforces a workplace culture that prioritizes colleague health and safety throughout the 2025 reporting period. [GRI 403-8]

Pelaksanaan sistem K3 dilakukan dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku serta praktik keselamatan yang relevan. Pendekatan ini mendukung konsistensi penerapan pengendalian risiko di seluruh wilayah operasional dan memperkuat budaya kerja yang mengutamakan keselamatan dan kesehatan tenaga kerja selama periode pelaporan tahun 2025. [GRI 403-8]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Occupational Health Services and Worker Participation

Layanan Kesehatan Kerja dan Partisipasi Pekerja

Access to Occupational Health and Safety Services

To support colleague health and safety, OCS Indonesia provides access to occupational health services for all colleagues through medical check-ups (MCU) and health insurance coverage. These services are intended to support early detection of health conditions that may affect workplace safety and are managed in a coordinated manner to ensure effective and continuous access. [GRI 403-3, 403-6]

Akses terhadap Layanan Kesehatan dan Keselamatan Kerja

Untuk mendukung kesehatan dan keselamatan tenaga kerja, OCS Indonesia menyediakan akses terhadap layanan kesehatan kerja bagi seluruh karyawan melalui pemeriksaan kesehatan (*Medical Check-Up*/MCU) dan fasilitas asuransi kesehatan. Layanan ini bertujuan mendukung deteksi dini kondisi kesehatan yang berpotensi memengaruhi keselamatan kerja, serta dikelola secara terkoordinasi agar dapat diakses secara efektif dan berkelanjutan. [GRI 403-3, 403-6]

Communication and Consultation on Occupational Health and Safety

OCS Indonesia encourages colleague participation in OHS management through regular safety briefings conducted prior to work as a platform for information sharing and risk identification. In addition, the Company has established an Occupational Health and Safety Committee (P2K3), involving representatives from both management and colleagues, to monitor and evaluate OHS implementation on an ongoing basis throughout the 2025 reporting period. The P2K3 is chaired by a Director and supported by a certified OHS professional/ QHSE Manager serving as Secretary, supported by the General Occupational Health and Safety (OHS) Expert/QHSE Manager as Secretary, and comprising 5 directors and 3 employee representatives as members of P2K3. [GRI 403-4]

Komunikasi dan Konsultasi terkait Kesehatan dan Keselamatan Kerja

OCS Indonesia mendorong partisipasi pekerja dalam pengelolaan sistem K3 melalui *safety briefing* yang dilakukan secara rutin sebelum bekerja sebagai sarana berbagi informasi dan identifikasi risiko. Selain itu, Perusahaan membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang melibatkan perwakilan dari manajemen dan pekerja untuk memantau serta mengevaluasi penerapan K3 secara berkelanjutan selama periode pelaporan tahun 2025. P2K3 dipimpin oleh Direktur sebagai Ketua, didukung oleh Ahli K3 Umum/QHSE Manager sebagai Sekretaris, serta melibatkan 5 direktur dan 3 perwakilan pekerja sebagai anggota P2K3. [GRI 403-4]

Occupational Health and Safety Training and Education

Pelatihan dan Pendidikan Kesehatan dan Keselamatan Kerja

Throughout the 2025 reporting period, OCS Indonesia conducted occupational health and safety training programs for colleagues, both permanent and contract, across various operational locations. The training content focused on enhancing awareness of workplace hazards and strengthening safe work behaviors in line with the risk characteristics of each activity.

Sepanjang periode pelaporan tahun 2025, OCS Indonesia melaksanakan program pembelajaran kesehatan dan keselamatan kerja bagi karyawan, baik karyawan tetap maupun kontrak, di berbagai lokasi operasional. Materi pelatihan difokuskan pada peningkatan pemahaman terhadap potensi bahaya di tempat kerja serta penguatan perilaku kerja yang aman sesuai dengan karakteristik risiko masing-masing aktivitas.

The training programs included HSE Awareness, Safety Riding/Driving, and Chemical Safety. All programs were designed to be relevant to operational needs and were delivered by qualified trainers with expertise in workplace safety, supporting the consistent implementation of a strong OHS culture. [GRI 403-5]

Jenis pelatihan yang diselenggarakan mencakup *HSE Awareness*, *Safety Riding/ Driving*, dan *Chemical Safety*. Seluruh program dirancang agar relevan dengan kebutuhan operasional dan disampaikan oleh tenaga pelatih yang memiliki kompetensi di bidang keselamatan kerja, guna mendukung penerapan budaya K3 secara konsisten di lingkungan kerja. [GRI 403-5]



Prevention of OHS Impacts [GRI 403-7]

Pencegahan Dampak K3

OCS Indonesia manages the prevention of occupational health and safety impacts arising from operational activities and business relationships through a structured risk control approach. Preventive measures are implemented from the outset of assignments, including safety induction for new colleagues, job risk assessments through Job Safety Analysis (JSA) or Hazard Identification, Risk Assessment, and Determining Control (HIRADC) in line with client site requirements, as well as the implementation of standard operating procedures (SOPs) tailored to the characteristics of each operational area. Basic and job-specific OHS training is also provided to support safe work practices, complemented by routine monitoring by management at work locations.

In addition to safety risk control, the Company also addresses colleagues' overall health. Colleagues have access to periodic Medical Check-Ups (MCU), health and employment insurance coverage, and general healthcare services through participation in the national health insurance program (BPJS). This approach aims to mitigate potential health impacts, both work-related and general health conditions.

OCS Indonesia mengelola upaya pencegahan dampak kesehatan dan keselamatan kerja yang timbul dari aktivitas operasional dan hubungan bisnis melalui pendekatan pengendalian risiko yang terstruktur. Langkah-langkah pencegahan dilakukan sejak awal penugasan, termasuk *safety induction* bagi karyawan baru, penilaian risiko pekerjaan melalui *Job Safety Analysis* (JSA) atau *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC) sesuai ketentuan lokasi kerja klien, serta penerapan prosedur kerja (SOP) yang disesuaikan dengan karakteristik masing-masing area operasional. Pelatihan K3 dasar maupun spesifik juga diberikan untuk mendukung penerapan praktik kerja yang aman, didukung dengan pemantauan rutin oleh manajemen di lokasi kerja.

Selain pengendalian risiko keselamatan, Perusahaan turut memperhatikan aspek kesehatan karyawan secara menyeluruh. Karyawan memperoleh akses terhadap pemeriksaan kesehatan berkala (*Medical Check-Up*/MCU), perlindungan asuransi kesehatan dan ketenagakerjaan, serta layanan kesehatan umum melalui kepesertaan dalam program jaminan kesehatan nasional (BPJS). Pendekatan ini bertujuan untuk memitigasi potensi dampak kesehatan, baik yang terkait langsung dengan pekerjaan maupun kondisi kesehatan secara umum.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Work-related Injuries and Illness

Kecelakaan dan Penyakit Akibat Kerja

Throughout 2025, OCS Indonesia maintained strong occupational health and safety performance, with zero fatalities and consistently low injury rates year over year. Since January 2021, the Company has recorded no fatality cases, reflecting its sustained commitment to safeguarding colleague safety across all operational activities.

This performance is supported by the implementation of strict operational protocols and risk control measures to protect colleague health and safety. Incident data includes minor, moderate, and major injuries occurring during operational activities, with no fatal incidents involving colleagues. Information on the number of incidents, severity levels, and lost working hours due to workplace accidents in 2025 is presented in the following table. [GRI 403-9]

Sepanjang tahun 2025, OCS Indonesia mempertahankan kinerja kesehatan dan keselamatan kerja yang kuat dengan nihil fatalitas serta tingkat cedera kerja yang rendah secara konsisten dari tahun ke tahun. Sejak Januari 2021, Perusahaan tidak mencatat adanya kasus fatalitas, yang mencerminkan komitmen berkelanjutan dalam menjaga keselamatan tenaga kerja di seluruh lini operasional.

Pencapaian tersebut didukung oleh penerapan protokol operasional dan pengendalian risiko yang ketat untuk melindungi kesehatan dan keselamatan tenaga kerja. Data insiden mencakup kejadian cedera ringan, cedera sedang, dan cedera berat yang terjadi selama aktivitas operasional, tanpa adanya insiden fatalitas yang melibatkan karyawan. Informasi mengenai jumlah insiden, tingkat keparahan, serta jam kerja yang hilang akibat kecelakaan kerja selama tahun 2025 disajikan dalam tabel berikut. [GRI 403-9]

Information on Work Accidents and Number of Lost Working Hours [GRI 403-9]

Informasi Kecelakaan Kerja dan Jumlah Jam Kerja yang Hilang

Description Keterangan	2025		2024	
	Number of Incidents Jumlah Insiden	Lost Hours (Hours) Jam Kerja Hilang (Jam)	Number of Incidents Jumlah Insiden	Lost Hours (Hours) Jam Kerja Hilang (Jam)
Minor Injury Cedera Ringan	14	0	13	128
Moderate Injury Cedera Sedang	0	0	0	0
Serious Injury Cedera Berat	2	152	2	32
Fatality Meninggal Dunia	0	0	0	0
Total **Jumlah**	**16** **Total Incidents** Jumlah Insiden	**152** **Total Lost Hours (Hours)** Total Jam Kerja Hilang (Jam)	**15** **Total Incidents** Jumlah Insiden	**160** **Total Lost Hours (Hours)** Total Jam Kerja Hilang (Jam)

The reported incident levels occurred across a workforce of more than 11,710 colleagues operating at approximately 771 customer locations throughout Indonesia. Given the diversity of operational environments and service activities, OCS Indonesia continues to emphasize risk-based safety management practices designed to identify hazards early, strengthen preventive controls, and promote shared accountability for workplace safety.

Tingkat insiden yang dilaporkan tersebut terjadi di kalangan lebih dari 11.710 karyawan yang bekerja di sekitar 771 lokasi pelanggan di seluruh Indonesia. Mengingat keragaman lingkungan operasional dan kegiatan layanan, OCS Indonesia terus menekankan praktik manajemen keselamatan berbasis risiko yang dirancang untuk mengidentifikasi bahaya sejak dini, memperkuat pengendalian preventif, serta mendorong tanggung jawab bersama dalam hal keselamatan di tempat kerja.

All serious injury incidents are subject to formal investigation, root-cause analysis, and corrective action processes. Lessons learned are communicated across relevant operations to strengthen risk controls, improve operational procedures, and reduce the likelihood of recurrence. This continuous learning approach supports the Company's objective of building a stronger and more resilient safety culture throughout its operations.

Semua insiden cedera serius wajib melalui proses penyelidikan formal, analisis akar masalah, dan tindakan perbaikan. Pelajaran yang diambil disosialisasikan ke seluruh unit operasional terkait guna memperkuat pengendalian risiko, meningkatkan prosedur operasional, dan mengurangi kemungkinan terulangnya insiden serupa. Pendekatan pembelajaran berkelanjutan ini mendukung tujuan Perusahaan dalam membangun budaya keselamatan yang lebih kuat dan tangguh di seluruh operasinya.

Protecting health and safety is fundamental to OCS Indonesia's commitment to human dignity. Every colleague has the right to work in a safe environment and return home safely at the end of each working day. This principle continues to guide operational decision-making, workforce development, and risk management practices across all service lines and customer locations.

Mengutamakan kesehatan dan keselamatan merupakan landasan komitmen OCS Indonesia terhadap martabat manusia. Setiap karyawan berhak bekerja di lingkungan yang aman dan pulang ke rumah dengan selamat di akhir setiap hari kerja. Prinsip ini terus menjadi pedoman dalam pengambilan keputusan operasional, pengembangan sumber daya manusia, serta praktik manajemen risiko di seluruh lini layanan dan lokasi pelanggan.

High-risk workplace accidents are primarily associated with specific operational activities, particularly cleaning and maintenance work in high-rise buildings. These activities involve working at height using methods such as gondolas, rope access, and scaffolding, which require strict safety controls.

Risiko kecelakaan kerja dengan tingkat bahaya tinggi terutama berkaitan dengan aktivitas operasional tertentu, khususnya pekerjaan pembersihan dan pemeliharaan pada bangunan bertingkat tinggi (*high-rise building*). Kegiatan tersebut mencakup penggunaan metode kerja di ketinggian seperti *gondola, rope access*, dan *scaffolding*, yang memerlukan pengendalian keselamatan yang ketat.

Potential hazards are identified prior to the start of work through on-site assessments and the preparation of JSA. Based on these assessments, risk control measures are defined and consistently monitored troughout the execution of work. The Company ensures that all personnel involved are equipped with appropriate safety procedures, adequate personal protective equipment, and specialized training for high-risk tasks. [GRI 403-9]

Identifikasi potensi bahaya dilakukan sebelum pekerjaan dimulai melalui asesmen langsung di lokasi kerja dan penyusunan JSA. Berdasarkan hasil asesmen tersebut, langkah pengendalian risiko ditetapkan dan diawasi secara konsisten selama pelaksanaan pekerjaan. Perusahaan memastikan bahwa seluruh personel yang terlibat dibekali dengan prosedur keselamatan yang sesuai, penggunaan alat pelindung diri yang memadai, serta pelatihan khusus untuk pekerjaan berisiko tinggi. [GRI 403-9]

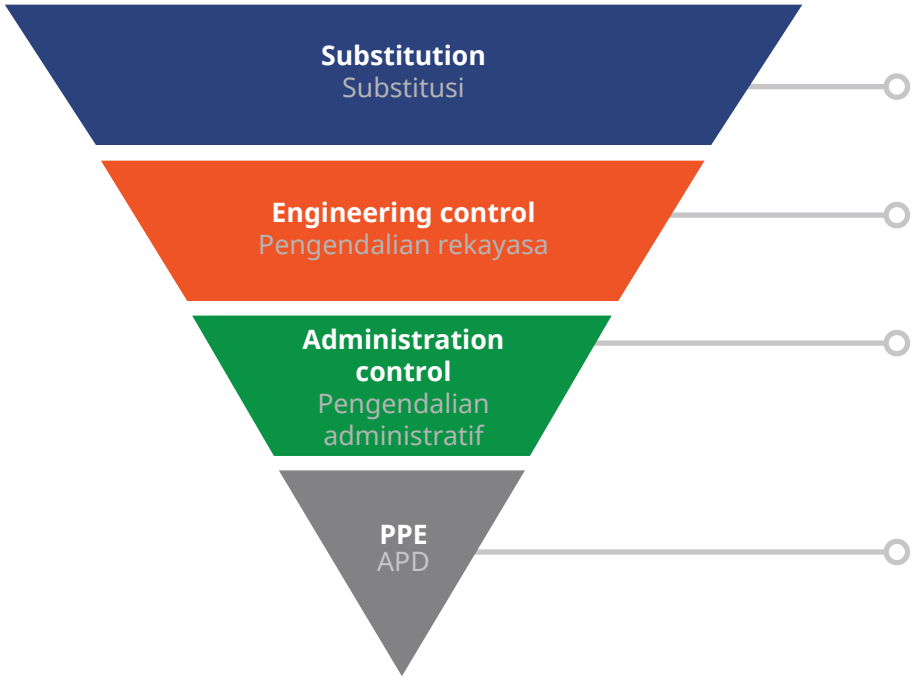
Hazard control is implemented in accordance with the hierarchy of risk controls as part of efforts to prevent workplace accidents and occupational diseases. This approach aims to minimize potential incidents and safeguard colleagues throughout all stages of operational activities during the 2025 reporting period. [GRI 403-10]

Pengendalian bahaya dilaksanakan dengan mengacu pada hierarki pengendalian risiko, sebagai bagian dari upaya pencegahan kecelakaan kerja dan penyakit akibat kerja. Pendekatan ini bertujuan meminimalkan potensi insiden serta menjaga keselamatan pekerja dalam seluruh tahapan aktivitas operasional selama periode pelaporan tahun 2025. [GRI 403-10]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Hierarchy of Risk Controls [GRI 403-10]
Hirarki Pengendalian Risiko



Replacing high-risk work methods with safer alternatives.
Mengganti metode kerja yang berisiko tinggi dengan metode yang lebih aman.

Introducing tools such as telescopic poles to reduce the need for working at height.
Menambahkan alat bantu seperti telescopic pole untuk mengurangi kebutuhan bekerja di ketinggian.

Establishing SOPs, checklists, OHS training, and safety signage.
Menyusun SOP, checklist, pelatihan K3, dan pemasangan rambu keselamatan.

Providing personal protective equipment appropriate to the type of work. Although no cases were recorded, the Company continues to identify potential occupational health hazards, such as biohazards in toilet cleaning and waste handling activities that may lead to skin diseases or respiratory infections. Hazard identification is based on job risk mapping and field observations.
Menyediakan APD yang sesuai jenis pekerjaan. Meskipun tidak terdapat kasus, Perusahaan tetap melakukan identifikasi potensi bahaya kesehatan kerja, seperti biohazard pada proses pembersihan toilet dan pengangkutan sampah yang dapat menyebabkan penyakit kulit atau ISPA. Penetapan bahaya dilakukan berdasarkan pemetaan risiko pekerjaan dan hasil observasi lapangan.

During the 2025 reporting period, OCS Indonesia recorded no cases of occupational diseases, whether recordable or resulting in fatalities. Accordingly, the incidence rate of occupational diseases during the reporting period was zero. [GRI 403-10]

Selama periode pelaporan tahun 2025, OCS Indonesia tidak mencatat adanya kasus penyakit akibat kerja, baik yang bersifat dapat dicatat maupun yang mengakibatkan fatalitas. Dengan demikian, tingkat kejadian penyakit akibat kerja selama periode pelaporan tercatat nihil. [GRI 403-10]

Despite the absence of identified cases, the Company continues to implement preventive measures as part of occupational health management, including:

- Provision of PPE appropriate to identified risks;
- Training on workplace hygiene and sanitation; and
- Routine monitoring of activities with potential exposure to health hazards, including biohazards.

Meskipun tidak terdapat kasus yang teridentifikasi, Perusahaan tetap menerapkan langkah-langkah pencegahan sebagai bagian dari pengelolaan kesehatan kerja. Upaya tersebut mencakup:

- Penyediaan APD yang sesuai dengan potensi risiko;
- Pelaksanaan pelatihan terkait higienitas dan sanitasi kerja; dan
- Pemantauan rutin terhadap aktivitas yang memiliki potensi paparan bahaya kesehatan (*biohazard*).

Responsible and Ethical Procurement

Pengadaan yang Bertanggung Jawab dan Etis

OCS Indonesia implements a structured, documented, and ethical procurement system to ensure transparency, efficiency, and compliance with internal policies and applicable regulations. The Procurement Unit, as the responsible party, verifies and documents each operational request, including specifications of goods or services, quantities, and fulfillment schedules, before advancing to the next stage of the process.

The tendering or selection of service/product providers is conducted through either open or restricted mechanisms, depending on the value and complexity of the procurement. Each contract includes ESG clauses and provisions covering legal compliance, occupational health and safety, and environmental standards. Vendors selected through this process are closely monitored by the Legal and Procurement Units, including regular performance checks on schedules, quality, and reporting.

The implementation of responsible procurement practices serves as a key strategy for OCS Indonesia to build a resilient supply chain and generate added value for both financial performance and corporate reputation. This commitment is realized through oversight of partner compliance with environmental standards, human rights protection, and operational transparency, while supporting the creation of a fair, inclusive, and sustainable business ecosystem. [GRI 3-3, 204-1]

OCS Indonesia menerapkan sistem pengadaan yang terstruktur, terdokumentasi, dan beretika untuk memastikan transparansi, efisiensi, serta kepatuhan terhadap kebijakan internal dan regulasi yang berlaku. Penanggung jawab pengadaan, yaitu Unit Procurement, memastikan setiap permintaan operasional diverifikasi dan didokumentasikan, termasuk spesifikasi barang atau jasa, volume, dan jadwal pemenuhan, sebelum diteruskan ke tahap berikutnya.

Proses tender atau pemilihan penyedia jasa/produk dilakukan melalui mekanisme terbuka atau terbatas, sesuai nilai dan kompleksitas pengadaan. Setiap kontrak disertai klausul ESG dan ketentuan kepatuhan hukum, kesehatan, keselamatan, serta lingkungan kerja. Vendor yang terpilih melalui proses ini dikawal secara ketat oleh unit legal dan procurement, termasuk pemantauan kinerja rutin terkait jadwal, kualitas, dan pelaporan kegiatan.

Penerapan praktik pengadaan yang bertanggung jawab ini menjadi strategi utama OCS Indonesia dalam membangun rantai pasok yang tangguh dan memberikan nilai tambah bagi kinerja finansial maupun reputasi perusahaan. Komitmen ini diwujudkan melalui pengawasan terhadap kepatuhan mitra kerja pada aspek lingkungan, perlindungan hak asasi manusia, dan transparansi operasional, sekaligus mendukung terciptanya ekosistem bisnis yang adil, inklusif, dan berkelanjutan. [GRI 3-3, 204-1]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Activities, Value Chain, and Other Business Relationships

Aktivitas, Rantai Nilai, dan Hubungan Bisnis Lainnya

Throughout 2025, OCS Indonesia maintained stable operations with no significant additions or reductions in business locations. The Company continued to operate its network of offices and service locations across various regions in Indonesia to support client needs and ensure consistent service quality. The current operational structure reflects adjustments and strengthening efforts undertaken in previous years, including the optimization of branch office functions and enhanced readiness of supporting service facilities. This approach enables OCS Indonesia to maintain operational efficiency while responding effectively responding to project requirements and customer needs. [GRI 2-6]

In delivering facility management services, OCS Indonesia engages various parties within its value chain, including suppliers of goods and supporting services, subcontracting partners, and operational personnel at client sites. OCS Indonesia manages its supply chain consistently to support operational sustainability. In 2025, there were no material changes to the supply chain structure, supplier locations, or supplier relationship mechanisms. The management and oversight of supply chain-related impacts are carried out through clearly defined responsibilities at the management level, aligned with respective functions. The Company's capital and ownership structure also remained stable throughout the reporting period, supporting continuity in decision-making and impact management. [GRI 2-9, 2-13]

Sepanjang tahun 2025, OCS Indonesia menjalankan kegiatan operasional secara stabil tanpa penambahan maupun pengurangan lokasi usaha yang signifikan. Perusahaan tetap mengoperasikan jaringan kantor dan lokasi layanan yang tersebar di berbagai wilayah di Indonesia untuk mendukung kebutuhan klien dan memastikan kualitas layanan yang konsisten. Struktur lokasi operasional yang ada merupakan hasil dari penyesuaian dan penguatan operasional yang telah dilakukan pada tahun-tahun sebelumnya, termasuk optimalisasi fungsi kantor cabang dan peningkatan kesiapan fasilitas pendukung layanan. Pendekatan ini memungkinkan OCS Indonesia untuk menjaga efisiensi operasional sekaligus merespons kebutuhan proyek dan pelanggan secara efektif. [GRI 2-6]

Dalam menjalankan layanan manajemen fasilitas, OCS Indonesia melibatkan berbagai pihak dalam rantai nilainya, termasuk pemasok barang dan jasa pendukung, mitra subkontraktor, serta tenaga kerja operasional di lokasi pelanggan. OCS Indonesia mengelola rantai pasokan secara konsisten untuk mendukung keberlanjutan operasional. Di tahun 2025, tidak terdapat perubahan material pada struktur rantai pasokan, lokasi pemasok, maupun mekanisme hubungan dengan pemasok. Pengelolaan dan pengawasan dampak yang terkait dengan rantai pasokan dilaksanakan melalui pembagian tanggung jawab yang jelas di tingkat manajemen sesuai fungsi masing-masing. Struktur permodalan dan kepemilikan OCS Indonesia juga tetap stabil sepanjang periode pelaporan, sehingga mendukung kesinambungan pengambilan keputusan dan pengelolaan dampak perusahaan. [GRI 2-9, 2-13]



To support a more structured supply chain management approach, OCS Indonesia classifies its suppliers into three main categories: [GRI 3-3, 204-1]

Foreign suppliers
are entities that are legally established outside the Republic of Indonesia and engage in transactions with OCS Indonesia through cross-border mechanisms or international contracts.

Domestic suppliers
are entities that are registered and operate within Indonesia, providing goods or services at the national level, regardless of ownership structure, including both locally owned companies (PT PMDN) and foreign investment companies (PT PMA) established in Indonesia.

Local suppliers
are entities that primarily operate within the same city, regency, or province as OCS Indonesia's site or project location, and typically support location-specific needs and small-scale operational activities.

Untuk mendukung pengelolaan rantai pasokan yang lebih terstruktur, OCS Indonesia mengelompokkan pemasok ke dalam tiga kategori utama, yaitu: [GRI 3-3, 204-1]

Pemasok asing
merupakan entitas yang didirikan secara hukum di luar Republik Indonesia dan bertransaksi dengan OCS Indonesia melalui mekanisme lintas negara atau kontrak luar negeri.

Pemasok domestik
merupakan entitas yang terdaftar dan beroperasi di Indonesia, menyediakan barang atau jasa pada tingkat nasional, baik dengan struktur kepemilikan lokal maupun asing, termasuk PT PMDN dan PT PMA yang didirikan di Indonesia.

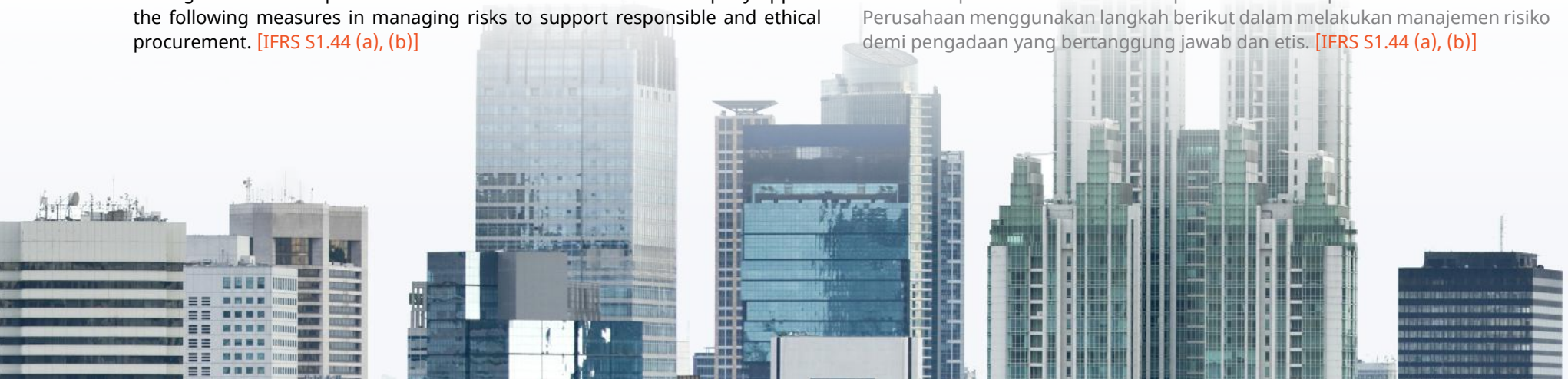
Pemasok lokal
merupakan entitas yang beroperasi terutama di kota, kabupaten, atau provinsi yang sama dengan lokasi *site* atau proyek OCS Indonesia, serta umumnya mendukung kebutuhan spesifik lokasi dan aktivitas pendukung berskala kecil.

Ethical and Supply Chain Risk Management

Manajemen Risiko Etika dan Rantai Pasokan

Oversight of sustainability risks, particularly in business ethics and supply chain aspects, is the responsibility of the OCS Group ESG Steering Committee. At the local level, the Country ESG Committee, led by the Country ExCom Sponsor, is fully responsible for ensuring the effective implementation of risk mitigation strategies across all operational lines of OCS Indonesia. The Company applies the following measures in managing risks to support responsible and ethical procurement. [IFRS S1.44 (a), (b)]

Pengawasan terhadap risiko keberlanjutan, khususnya pada aspek etika bisnis dan rantai pasok, berada dalam tanggung jawab Komite Pengarah ESG OCS Group. Di tingkat lokal, Country ESG Committee yang dipimpin oleh Country ExCom Sponsor bertanggung jawab penuh dalam memastikan strategi mitigasi risiko terimplementasi secara efektif pada seluruh lini operasional OCS Indonesia. Perusahaan menggunakan langkah berikut dalam melakukan manajemen risiko demi pengadaan yang bertanggung jawab dan etis. [IFRS S1.44 (a), (b)]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Risk Identification | Identifikasi Risiko

Covers the entire operational scope to ensure data accuracy and depth of analysis.
Mencakup seluruh lingkup operasional guna memastikan akurasi data dan kedalaman analisis.

Risk Assessment | Penilaian Risiko

Applies risk analysis to map potential future sustainability risks.
Menerapkan analisis risiko untuk pemetaan potensi risiko keberlanjutan di masa depan.

Risk Prioritization | Penentuan Prioritas Risiko

Evaluation of the nature, likelihood of occurrence, and magnitude of impacts on operations, financial performance, and reputation through a risk mapping approach based on a probability and impact matrix (risk matrix). OCS Indonesia ensures appropriate resource allocation for each identified risk.
Evaluasi terhadap sifat, probabilitas keterjadian, serta besaran dampak terhadap operasional, finansial, maupun reputasi melalui pendekatan pemetaan risiko berbasis matriks probabilitas dan dampak (*risk matrix*). OCS Indonesia memastikan penempatan sumber daya yang tepat untuk setiap risiko.

Risk Monitoring | Pemantauan Risiko

Monitoring is conducted through periodic reporting to the Company's oversight functions, ensuring that monitoring extends across the entire supply chain.
Pemantauan melalui mekanisme pelaporan berkala kepada fungsi pengawasan Perusahaan guna memastikan cakupan pemantauan hingga setiap rantai pasokan.

The implementation of this governance structure enables OCS Indonesia to ensure that monitoring and supervision of ethics and supply chain risks are carried out in a systematic and comprehensive manner, aligned with OCS Group's global sustainability framework. All processes, from identification through monitoring, are integrated into the Company's risk management to ensure alignment between sustainability strategies and long-term business objectives. [IFRS S1.44 (b), (c)]

Implementasi struktur tata kelola tersebut memungkinkan OCS Indonesia untuk menjamin bahwa mekanisme pemantauan serta supervisi terhadap risiko etika dan rantai pasok terlaksana secara sistematis dan komprehensif, selaras dengan kerangka keberlanjutan global OCS Group. Seluruh proses identifikasi hingga pemantauan ini diintegrasikan ke dalam manajemen risiko perusahaan untuk memastikan keselarasan antara strategi keberlanjutan dengan tujuan bisnis jangka panjang. [IFRS S1.44 (b), (c)]

New Suppliers Screened Using Social Criteria [GRI 3-3, 308-1, 414-1]

Seleksi Pemasok Baru dengan Kriteria Sosial

OCS Indonesia manages its supply chain with consideration of the social impacts that may arise from its business relationships with suppliers. As of the end of the 2025 reporting period, the Company had engaged 159 suppliers providing various operational needs, including subcontracting services, work equipment, consumables, and chemicals, with coverage predominantly in Java.

In its procurement processes, OCS Indonesia applies supplier selection mechanisms that integrate social considerations and sustainability principles. Each new supplier undergoes an assessment covering labor rights, occupational health and safety (OHS), fair labor practices, as well as data protection and privacy. In 2025, 100% of new suppliers successfully passed the evaluation process in accordance with the established qualification criteria and were appointed as vendors, all of whom were local suppliers. This assessment is reinforced through the implementation of the OCS Supplier Code of Conduct, which is mandatory for all supplier partners as the foundation of responsible partnerships during the 2025 reporting period. [GRI 3-3, 204-1]

2025 New Supplier Selection
Seleksi Pemasok Baru Tahun 2025

New suppliers evaluated
Pemasok baru dievaluasi

159
Suppliers
Pemasok

New suppliers passed evaluation
Pemasok baru yang lolos evaluasi

100%
(159 suppliers | pemasok)

100%
New suppliers are local suppliers
Pemasok baru merupakan pemasok lokal

Supplier Selection Evaluation Criteria
Aspek Penilaian Seleksi Pemasok

- Labor Rights — Hak Tenaga Kerja
- OHS — K3
- Fair Labor Practice — Praktik Kerja yang Adil
- Data Protection and Privacy — Perlindungan Data dan Privasi

Pengelolaan rantai pasok OCS Indonesia dilakukan dengan memperhatikan dampak sosial yang berpotensi timbul dari hubungan bisnis dengan para pemasok. Hingga akhir periode pelaporan 2025, Perusahaan telah bekerja sama dengan 159 pemasok yang menyediakan berbagai kebutuhan operasional, termasuk jasa subkontraktor, peralatan kerja, bahan habis pakai, dan bahan kimia, dengan cakupan wilayah yang didominasi oleh Pulau Jawa.

Dalam proses pengadaan, OCS Indonesia menerapkan mekanisme seleksi pemasok yang mengintegrasikan pertimbangan sosial dan prinsip keberlanjutan. Setiap pemasok baru menjalani proses penilaian yang mencakup aspek hak tenaga kerja, keselamatan dan kesehatan kerja (K3), praktik kerja yang adil, serta perlindungan data dan privasi. Pada tahun 2025, 100% pemasok baru telah lolos proses evaluasi sesuai kualifikasi yang ditetapkan dan ditetapkan sebagai vendor, serta seluruh pemasok baru tersebut merupakan pemasok lokal. Penilaian tersebut diperkuat melalui penerapan *Supplier Code of Conduct* OCS yang wajib dipatuhi oleh seluruh mitra pemasok sebagai dasar kemitraan yang bertanggung jawab selama periode pelaporan tahun 2025. [GRI 3-3, 204-1]

Management of Social Impacts in the Supply Chain and Actions Taken [GRI 3-3, 308-2]

Pengelolaan Dampak Sosial dalam Rantai Pasokan dan Tindak Lanjut yang Diambil

OCS Indonesia manages supplier relationships with consideration of potential social risks arising from procurement activities and business partnerships. To ensure compliance with social standards and ESG principles, the Company conducts both routine and ad hoc audits of key suppliers. These activities focus on strategic suppliers that collectively represent more than 90% of procurement value.

Supplier Selection Evaluation Criteria | Capaian Pengelolaan Dampak Sosial 2025

Strategic suppliers account for more than
Pemasok strategis mewakili lebih dari

90%
Procurement value
Nilai pengadaan

Suppliers are evaluated based on
Pemasok dievaluasi berdasarkan

3
ISO Standards
Standar ISO

Suppliers were given recommendations for improvement
Pemasok diberikan rekomendasi perbaikan

100%
Fairly
Secara adil

Material's negative social impacts
Dampak sosial negatif yang bersifat material

0
Identified
Teridentifikasi

Pengelolaan hubungan dengan pemasok dilakukan OCS Indonesia dengan mempertimbangkan potensi risiko sosial yang dapat timbul dari kegiatan pengadaan dan kemitraan bisnis. Dalam rangka memastikan pemenuhan standar sosial dan prinsip ESG, Perusahaan melaksanakan audit rutin maupun insidental terhadap pemasok utama. Kegiatan ini difokuskan pada pemasok strategis yang secara kumulatif mewakili lebih dari 90% nilai pengadaan.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

In 2025, there were no supplier contract terminations and no material negative social impacts were identified. Nevertheless, the Company continues to strengthen its monitoring mechanisms to anticipate and address potential social risks on an ongoing basis.

Pada tahun 2025, tidak terdapat pemutusan kerja sama dengan pemasok dan tidak teridentifikasi dampak sosial negatif yang bersifat material. Meski demikian, Perusahaan terus memperkuat mekanisme pemantauan guna mengantisipasi dan menangani potensi risiko sosial secara berkelanjutan.

All suppliers are evaluated based on ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards, and are provided with fair improvement recommendations based on the assessment results, as part of the Company's efforts to uphold social impact evaluation principles within the supply chain. [GRI 3-3, 408-1, 410-1, 414-1, 414-2]

Seluruh pemasok dievaluasi berdasarkan ISO 9001:2015, 14001:2015, 45001:2018 dan diberikan rekomendasi perbaikan secara adil berdasarkan hasil penilaian, sebagai bagian dari upaya pemenuhan prinsip evaluasi dampak sosial dalam rantai pasok. [GRI 3-3, 408-1, 410-1, 414-2]

OCS Indonesia continues to enhance its supply chain management through ongoing communication with suppliers and the implementation of behavioral standards. This approach is intended to anticipate potential social risks and ensure responsible partnership practices going forward. Key initiatives include: [GRI 414-2]

- Implement ESG clauses across all ongoing third-party contracts to ensure comprehensive compliance with social standards.
- Expanding the scope of social and ESG audits to suppliers.

OCS Indonesia terus memperkuat pengelolaan rantai pasok melalui komunikasi berkelanjutan dengan pemasok serta penerapan standar perilaku. Pendekatan ini bertujuan untuk mengantisipasi potensi risiko sosial dan memastikan praktik kemitraan yang bertanggung jawab ke depan. Beberapa langkah yang diambil meliputi: [GRI 414-2]

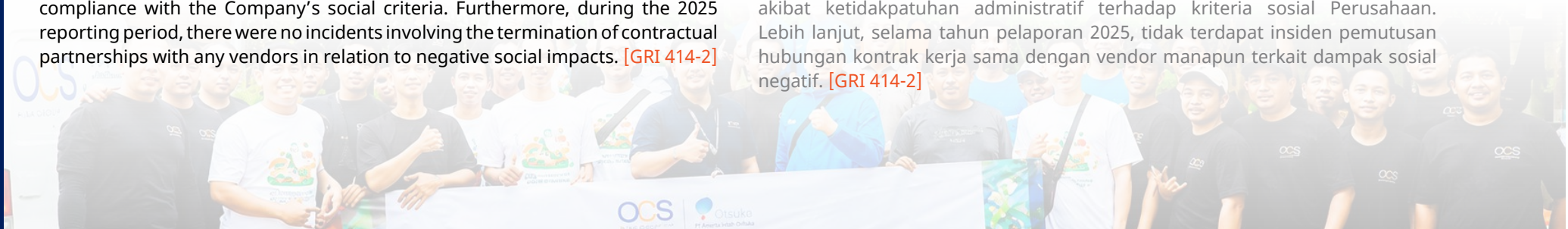
- Menerapkan klausul ESG dalam seluruh kontrak pihak ketiga yang masih berjalan guna memastikan kepatuhan terhadap standar sosial secara menyeluruh.
- Memperluas cakupan audit sosial dan ESG ke pemasok.

The strategic plan outlined above has been developed upon the foundation of an already rigorous supplier governance framework. Throughout 2025, OCS Indonesia implemented a stringent vendor selection and appointment process to ensure that all business partners met the administrative and ethical standards established by the Company. [GRI 414-1]

Rencana strategis di atas dibangun berdasarkan fondasi tata kelola pemasok yang telah berjalan dengan ketat. Sepanjang tahun 2025, OCS Indonesia menerapkan proses seleksi dan penetapan vendor secara ketat guna memastikan seluruh mitra memenuhi standar administratif serta etika yang ditetapkan Perusahaan. [GRI 414-1]

As part of its ongoing development efforts, the Company also provided periodic feedback to vendors based on their performance evaluations throughout 2025. Through this rigorous yet collaborative approach, OCS Indonesia recorded that no vendors had their partnerships terminated due to administrative non-compliance with the Company's social criteria. Furthermore, during the 2025 reporting period, there were no incidents involving the termination of contractual partnerships with any vendors in relation to negative social impacts. [GRI 414-2]

Sebagai bentuk pembinaan berkelanjutan, Perusahaan juga memberikan umpan balik berkala kepada para vendor berdasarkan evaluasi kinerja mereka sepanjang tahun 2025. Melalui pendekatan yang ketat namun kolaboratif ini, OCS Indonesia mencatatkan bahwa tidak ada vendor yang dihentikan kerja samanya akibat ketidakpatuhan administratif terhadap kriteria sosial Perusahaan. Lebih lanjut, selama tahun pelaporan 2025, tidak terdapat insiden pemutusan hubungan kontrak kerja sama dengan vendor manapun terkait dampak sosial negatif. [GRI 414-2]





ACCELERATING THE JOURNEY TO A LOW-CARBON FUTURE

MELANGKAH MENUJU MASA DEPAN RENDAH KARBON

SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Environmental Commitment and Policies

Komitmen dan Kebijakan Terhadap Lingkungan

Environmental sustainability lies at the core of OCS Indonesia's approach to responsible facility management practices, supporting the progressive achievement of national and global net zero emission targets by 2050. Through the implementation of structured ESG policies under the OCS Group ESG Policy, the Company is committed to prioritizing environmental stewardship across all operational activities, from colleagues to business partners and suppliers, to ensure a sustainable future. [GRI 3-3]

Keberlanjutan lingkungan menjadi esensi OCS Indonesia dalam penerapan praktik manajemen fasilitas yang bertanggung jawab demi mencapai target nasional dan global net zero emission secara bertahap hingga tahun 2050. Melalui implementasi kebijakan ESG yang terencana dalam ESG Policy OCS Group, Perusahaan berkomitmen memprioritaskan kelestarian lingkungan pada setiap aktivitas operasional mulai dari karyawan hingga mitra bisnis dan pemasok guna menjamin masa depan yang berkelanjutan. [GRI 3-3]

OCS Group ESG Policy: Commitment to the Environment

ESG Policy OCS Group: Komitmen terhadap Lingkungan

1. Reduce our reliance on natural resources by leveraging technologies to drive energy efficiencies, transition to electric and hybrid vehicles, and embed sustainable practices within our operations.
   Mengurangi ketergantungan kami terhadap sumber daya alam dengan memanfaatkan teknologi untuk mendorong efisiensi energi, beralih ke kendaraan listrik dan hibrida, serta menerapkan praktik berkelanjutan dalam seluruh operasional kami.
2. We work in partnership with our customers to support and influence their sustainability objectives through effective energy, chemical, and waste management systems.
   Bekerja sama dengan pelanggan untuk mendukung dan mempengaruhi pencapaian tujuan keberlanjutan mereka melalui sistem manajemen energi, bahan kimia, dan limbah yang efektif.
3. Develop strong partnerships with suppliers that share our sustainability goals through responsible and sustainable procurement to drive positive change through our supply chain.
   Membangun kemitraan yang kuat dengan pemasok yang memiliki tujuan keberlanjutan sejalan dengan kami melalui pengadaan yang bertanggung jawab dan berkelanjutan, guna mendorong perubahan positif di seluruh rantai pasok.
4. Embed sustainable behaviours into everything we do, through education training, enhanced policies, and targeted campaigns, to motivate all our colleagues to take steps big and small to minimise the environmental cost.
   Menanamkan perilaku berkelanjutan dalam setiap aspek pekerjaan kami melalui pelatihan dan edukasi, penguatan kebijakan, serta kampanye yang terarah, guna memotivasi seluruh rekan kerja kami untuk mengambil langkah-langkah, besar maupun kecil, demi meminimalkan dampak terhadap lingkungan.
5. Expand our partnerships with change-makers, such as governments, NGOs, or our customers, to add value, drive sustainable best practices, and bring about positive change in the communities we operate in.
   Memperluas kemitraan dengan para penggerak perubahan, seperti pemerintah, LSM, dan pelanggan kami, untuk menciptakan nilai tambah, mendorong praktik terbaik yang berkelanjutan, serta membawa perubahan positif bagi komunitas tempat kami beroperasi.

This commitment has been realised through the implementation of an integrated Quality, Occupational Health, Safety, and Environment (QHSE) Policy, certified in accordance with ISO standards, as well as the Occupational Health and Safety Management System (OHSMS), to ensure that all aspects of environmental protection are managed comprehensively. Through this approach, all Company activities are directed towards achieving resource efficiency in alignment with its long-term sustainability vision. [IFRS S1.32]

Komitmen tersebut diwujudkan melalui penerapan Kebijakan Mutu, Keselamatan, Kesehatan Kerja, dan Lingkungan (MK3L) yang terintegrasi dan tersertifikasi dengan standar ISO serta Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) untuk memastikan seluruh aspek perlindungan lingkungan dikelola secara menyeluruh. Melalui pendekatan tersebut, setiap aktivitas perusahaan diarahkan untuk mencapai efisiensi sumber daya yang selaras dengan visi keberlanjutan jangka panjang. [IFRS S1.32]

Minimizing Ecological Footprint, Maximizing Positive Impact

Meminimalkan Jejak Ekologis, Memaksimalkan Dampak Positif

Reduce Chemical Material

Reducing the use of chemicals in cleaning processes and implementing the use of deionized water.

Mengurangi penggunaan bahan kimia melalui dalam pembersihan dan penggunaan air deionisasi.

Improve Waste Management

Enhancing waste management systems to minimize the volume of waste sent to landfills.

Meningkatkan sistem pengelolaan sampah untuk mengurangi volume yang masuk ke Tempat Pembuangan Akhir (TPA).

Active Customer Participation

Collaborating with customers to drive energy efficiency improvements.

Bekerja sama dengan pelanggan untuk meningkatkan efisiensi energi.

Collaborative Supplier Relations

Partnering with suppliers through sustainable procurement policies and eliminating single-use plastics within the supply chain.

Bekerja sama dengan pemasok melalui kebijakan pengadaan berkelanjutan serta menghapuskan penggunaan plastik sekali pakai dalam rantai pasokan.

Expanding Strategic Alliance

Expanding partnerships with the government, NGOs, and customers to develop effective sustainability strategies.

Memperluas kemitraan kami dengan pemerintah, LSM dan pelanggan, untuk mengembangkan strategi keberlanjutan yang efektif.

Sustainability Culture

Embedding sustainable behavior into every aspect of our operations.

Menanamkan perilaku keberlanjutan dalam setiap hal yang kami lakukan.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Environmental Commitment Milestones
Capaian Komitmen Lingkungan

Topic | Topik	2025 Performance Kinerja 2025	2026 Target Target 2026
Scope 1 and 2 greenhouse gas emissions Emisi gas rumah kaca Cakupan 1 dan 2	830 tCO_2e	700 tCO_2e
Reduction in intensity of Scope 1 and 2 greenhouse gas emissions Pengurangan intensitas emisi gas rumah kaca Cakupan 1 dan 2	2.31 percent | persen	17.04 percent | persen
Use of renewable energy Penggunaan energi terbarukan	0 percent | persen	0 percent | persen
Suppliers with SBTi commitments Pemasok dengan komitmen SBTi	74 percent | persen	80 percent | persen
Use of electric or hybrid vehicles Penggunaan kendaraan listrik atau *hybrid*	5.6 percent | persen	6.7 percent | persen

Throughout 2025, OCS Indonesia achieved several strategic milestones, including an 2.31% reduction in emissions intensity and the launch of an ESG Dashboard as an accurate carbon monitoring tool.

OCS Indonesia's sustainability initiatives are being strengthened through the launch of the ESG Rating for Sites platform and the Nawasena Sustainability Award in September 2025, aimed at integrating ESG principles while recognizing the achievements of operational units across all customer locations. The company also actively participates in various energy and data center forums with the aim of formulating more efficient and sustainable operational standards to support national carbon emission control.

Sepanjang tahun 2025, OCS Indonesia berhasil mencatatkan pencapaian strategis melalui pemangkasan intensitas emisi sebesar 2,31% dan peluncuran *Dashboard* ESG sebagai instrumen pemantauan karbon yang akurat.

Inovasi keberlanjutan OCS Indonesia diperkuat melalui peluncuran platform *ESG Rating for Sites* dan *Nawasena Sustainability Award* pada September 2025 guna mengintegrasikan prinsip ESG sekaligus mengapresiasi pencapaian unit kerja di seluruh lokasi pelanggan. Perusahaan juga aktif berpartisipasi di berbagai forum energi dan pusat data bertujuan dalam merumuskan standar operasional yang lebih efisien dan berkelanjutan demi mendukung pengendalian emisi karbon nasional.

In addition to pioneering the development of an ESG Playbook at the Sanur Health Special Economic Zone (SEZ), the Company actively led green policy reform through international collaboration with UK institutions and the British Chamber of Commerce in Indonesia (BritCham Indonesia) to advance the renewable energy transition and circular economy. This leadership role is further strengthened by the Company's position as co-chair of The Sustainability and Environment HUB in BritCham Indonesia and co-chair of The Corporate Citizenship Committee in American Chamber of Commerce in Indonesia (AmCham Indonesia), enabling the company to provide strategic advisory and advocacy to the broader business community, including the Indonesian Chamber of Commerce and Industry (KADIN).

The 2026 targets are based on capabilities and measurement systems established over the past three years rather than assumptions of transformational change within a single year. Since the publication of its first Sustainability Report 2023 in 2024, OCS Indonesia has progressively strengthened governance, data visibility, and operational sustainability integration. The launch of the ESG Rating for Sites platform in 2025 provides greater transparency into environmental performance across customer and OCS office locations, enabling more targeted interventions and continuous improvement. The anticipated reduction in emissions intensity is therefore expected to be driven by the scaling of its initiatives already identified and measured, including operational efficiency improvements, broader adoption of low-emission technologies, increased supplier alignment with science-based targets, and gradual transition of the Company's fleet toward lower-emission alternatives.

Selain menjadi pelopor dalam pengembangan ESG Playbook di Kawasan Ekonomi Khusus (KEK) Kesehatan Sanur, Perusahaan secara aktif memimpin reformasi kebijakan ramah lingkungan melalui kerja sama internasional dengan lembaga-lembaga Inggris dan Kamar Dagang Inggris di Indonesia (BritCham Indonesia) guna mendorong transisi energi terbarukan dan ekonomi sirkular. Peran kepemimpinan ini semakin diperkuat oleh posisi Perusahaan sebagai wakil ketua The Sustainability and Environment HUB di BritCham Indonesia dan wakil ketua The Corporate Citizenship Committee di Kamar Dagang Amerika di Indonesia (AmCham Indonesia), yang memungkinkan Perusahaan untuk memberikan nasihat strategis dan advokasi kepada komunitas bisnis yang lebih luas, termasuk Kamar Dagang dan Industri Indonesia (KADIN).

Target tahun 2026 didasarkan pada kemampuan dan sistem pengukuran yang telah dibangun selama tiga tahun terakhir, bukan pada asumsi perubahan transformasional dalam waktu satu tahun. Sejak penerbitan Laporan Keberlanjutan 2023 pertamanya pada tahun 2024, OCS Indonesia telah secara bertahap memperkuat tata kelola, transparansi data, dan integrasi keberlanjutan operasional. Peluncuran platform ESG *Rating for Sites* pada tahun 2025 memberikan transparansi yang lebih besar terhadap kinerja lingkungan di seluruh lokasi pelanggan dan kantor OCS, sehingga memungkinkan intervensi yang lebih terarah dan perbaikan berkelanjutan. Oleh karena itu, pengurangan intensitas emisi yang diantisipasi diharapkan didorong oleh perluasan inisiatif yang telah diidentifikasi dan diukur, termasuk peningkatan efisiensi operasional, adopsi teknologi rendah emisi yang lebih luas, peningkatan keselarasan pemasok dengan target berbasis ilmu pengetahuan, serta transisi bertahap armada Perusahaan ke alternatif yang lebih rendah emisi.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Stand Up, Take Action!

Ayo, Berdiri Beraksi!

In line with the Company's sustainability commitments as outlined in its values and policies, OCS Indonesia integrates circular economy principles into its 2025 operations through integrated reuse and recycling programs to enhance resource efficiency across both internal operations and client sites. Product safety and sustainability are ensured through mandatory Material Safety Data Sheets (MSDS) and Technical Data Sheets (TDS), as well as relevant certifications such as Halal, Food Grade, and Green Product. [GRI 2-23, 3-3]

Throughout 2025, the Company recorded the use of renewable materials as follows.

Selaras dengan komitmen keberlanjutan Perusahaan yang tercantum dalam nilai dan kebijakan, OCS Indonesia mengintegrasikan prinsip ekonomi sirkular ke dalam operasional tahun 2025 melalui program *reuse* dan *recycle* yang terpadu guna meningkatkan efisiensi sumber daya baik di lingkungan internal maupun area klien. Aspek keamanan dan keberlanjutan produk dipastikan melalui kewajiban *Material Safety Data Sheet* (MSDS) dan *Technical Data Sheet* (TDS) serta sertifikasi terkait seperti Halal, *Food Grade*, dan *Green Product*. [GRI 2-23, 3-3]

Sepanjang 2025, Perusahaan mencatat penggunaan sejumlah materi terbarukan sebagai berikut.

558

Powklin Tablets
Tablet Powkin

Water-soluble cleaning tablets designed to reduce plastic packaging waste
Pembersih berbentuk tablet larut air untuk mengurangi limbah kemasan plastik



The implementation of the circular economy is further strengthened through the "VOCIFY Green Apprenticeship" project, which transforms used materials into value-added products, alongside the integration of circularity principles into daily facility management practices. The synergy between comprehensive staff training and strategic partnerships with government and industry serves as a key enabler in advancing more inclusive and sustainable operations in Indonesia. [GRI 301-2, 301-3]

Implementasi ekonomi sirkular diperkuat melalui proyek "VOCIFY Green Apprenticeship" yang mengubah barang bekas menjadi produk bernilai tambah serta integrasi prinsip sirkularitas dalam manajemen fasilitas harian. Sinergi antara pelatihan staf yang komprehensif dan kemitraan strategis dengan pemerintah serta industri menjadi kunci utama dalam mewujudkan operasional yang lebih inklusif dan berkelanjutan di Indonesia. [GRI 301-2, 301-3]

Stand up, take action, and create real change!

Ayo, berdiri beraksi, dan ciptakan perubahan nyata!

Embrace ESG values and let's play our part in creating a legacy that leaves a positive impact for future generations.

Rangkul nilai-nilai ESG dan mari berperan dalam menciptakan warisan yang berdampak positif bagi generasi mendatang.

Create real change
Ciptakan perubahan nyata

Our Story
Kisah Kami



Safri Akmaludin
General Service Officer
OCS Indonesia

Safri Akmaludin initiated a program to recycle 15–30 kg of office cardboard waste per month to assist flood victims, demonstrating the proactive role of colleagues in environmental preservation. OCS Indonesia fully supports this initiative as part of their ESG commitment, proving that responsible waste management not only reduces the office's environmental footprint but also creates a significant social impact for the community.

Safri Akmaludin menginisiasi program daur ulang limbah kardus kantor seberat 15-30 kg per bulan untuk membantu korban banjir, yang menunjukkan peran nyata karyawan dalam menjaga kelestarian lingkungan. OCS Indonesia mendukung penuh inisiatif ini sebagai bagian dari komitmen ESG mereka, membuktikan bahwa pengelolaan limbah yang bertanggung jawab tidak hanya mengurangi beban lingkungan kantor tetapi juga mampu menciptakan dampak sosial yang signifikan bagi masyarakat.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information



Suhadi
General Service Officer
OCS Indonesia

Suhadi plays an active role in educating students and managing school gardens to create beautiful and sustainable green areas within the educational environment. This initiative reflects OCS Indonesia's role in supporting environmental sustainability through facility management services oriented towards eco-friendly practices.

Suhadi berperan aktif mengedukasi siswa dan menata taman sekolah guna menciptakan area hijau yang asri dan berkelanjutan di lingkungan pendidikan. Inisiatif ini mencerminkan peran OCS Indonesia dalam mendukung kelestarian lingkungan melalui layanan pengelolaan fasilitas yang berorientasi pada praktik ramah lingkungan.



Abdul
Supervisor OCS
Indonesia

Abdul transforms manufacturing areas by cultivating and planting hundreds of teak seedlings to prevent erosion and flooding in the surrounding environment. This individual initiative serves as clear evidence of OCS Indonesia's support for ecosystem preservation and the company's commitment to fostering an eco-friendly work culture.

Abdul menghijaukan area manufaktur melalui budidaya dan penanaman ratusan bibit pohon jati untuk mencegah erosi serta banjir di lingkungan sekitarnya. Inisiatif individu ini menjadi bukti nyata dukungan OCS Indonesia terhadap pelestarian ekosistem dan komitmen perusahaan dalam mendorong budaya kerja yang ramah lingkungan.

Climate Change
Perubahan Iklim

Climate change represents a critical factor in the operations of global facility management companies such as OCS Indonesia, specifically regarding risks related to operational vulnerability against extreme weather and the need for resource efficiency in the workplace. The Company is committed to taking concrete actions in addressing climate-related risks and opportunities. The Managing Director directly oversees these risks and opportunities, including integrating them into strategic decision-making, executive remuneration policies until evaluations of decarbonization targets, while ensuring that the leadership team possesses the necessary competencies to respond to the dynamics of the low-carbon transition. [IFRS S2.6 (a)]

The Managing Director delegates daily responsibilities to the Chief Financial Officer (CFO), who serves as the ESG Ambassador, to lead the management committee in monitoring and managing climate-related risks across all business units. This process is supported by internal control procedures integrated with financial reporting functions to ensure that climate risk monitoring is conducted in a systematic and measurable manner. [IFRS S2.6 (b)]

As OCS Indonesia continues to strengthen its sustainability journey, climate-related risk management increasingly extend beyond governance and reporting into operational decision making. The Company recognizes that climate change may affect workforce wellbeing, operational continuity, energy consumption, resource efficiency, and customer resilience across more than 771 operational sites. In addition to physical climate risks, the Company monitors transition risks associated with evolving regulations, customer sustainability requirements, and the growing demand for lower-carbon services. Since publishing its Sustainability Report 2023 in 2024, OCS Indonesia has progressively enhanced its climate management capabilities through improved measurement, emissions monitoring, supplier engagement, ESG Rating for Sites Implementation, and fleet transition initiatives. These efforts provide the foundation for the Company's target to reduce Scope 1 and Scope 2 emissions intensity by 17.04% by 2026. Consistent with its Regenerative Facility Management approach, OCS Indonesia views climate action as an opportunity to improve operational performance, resource productivity, workforce wellbeing, and long-term value creation for customers, communities, and the wider economy.

Perubahan iklim menjadi faktor vital dalam operasional manajemen fasilitas global seperti OCS Indonesia, seperti khususnya terkait risiko kerentanan operasional terhadap cuaca ekstrem dan tuntutan efisiensi sumber daya di lingkungan kerja. Perusahaan berkomitmen mengambil aksi nyata dalam menghadapi risiko dan peluang akibat perubahan iklim. Managing Director memimpin langsung pengawasan terhadap risiko dan peluang terkait iklim, termasuk mengintegrasikannya ke dalam keputusan strategis dan kebijakan remunerasi eksekutif hingga evaluasi terhadap target dekarbonisasi serta memastikan jajaran kepemimpinan memiliki kompetensi yang memadai untuk merespons dinamika transisi rendah karbon. [IFRS S2.6 (a)]

Managing Director mendelegasikan tanggung jawab harian kepada Chief Financial Officer (CFO) selaku *ESG Ambassador* untuk memimpin komite manajemen dalam memantau dan mengelola risiko iklim di seluruh unit bisnis. Proses ini didukung oleh prosedur kontrol internal yang terintegrasi dengan fungsi pelaporan keuangan guna memastikan bahwa pemantauan risiko iklim dilakukan secara sistematis dan terukur. [IFRS S2.6 (b)]

Seiring dengan upaya OCS Indonesia untuk terus memperkuat perjalanan keberlanjutannya, pengelolaan risiko terkait iklim semakin meluas melampaui tata kelola dan pelaporan, hingga mencakup pengambilan keputusan operasional. Perusahaan menyadari bahwa perubahan iklim dapat memengaruhi kesejahteraan tenaga kerja, kelangsungan operasional, konsumsi energi, efisiensi sumber daya, serta ketahanan pelanggan di lebih dari 771 lokasi operasional. Selain risiko iklim fisik, Perusahaan juga memantau risiko transisi yang terkait dengan perkembangan regulasi, persyaratan keberlanjutan pelanggan, serta meningkatnya permintaan akan layanan rendah karbon. Sejak menerbitkan Laporan Keberlanjutan 2023 pada tahun 2024, OCS Indonesia secara bertahap telah meningkatkan kemampuan manajemen iklimnya melalui pengukuran yang lebih baik, pemantauan emisi, keterlibatan pemasok, implementasi Peringkat ESG untuk Lokasi, dan inisiatif transisi armada. Upaya-upaya ini menjadi landasan bagi target Perusahaan untuk mengurangi intensitas emisi Lingkup 1 dan Lingkup 2 sebesar 17,04% pada tahun 2026. Sejalan dengan pendekatan Regenerative Facility Management, OCS Indonesia memandang aksi iklim sebagai peluang untuk meningkatkan kinerja operasional, produktivitas sumber daya, kesejahteraan tenaga kerja, serta penciptaan nilai jangka panjang bagi pelanggan, masyarakat, dan perekonomian secara luas.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Identification of Climate-Related Risks and Opportunities

Identifikasi Risiko dan Peluang Perubahan Iklim

The facility services and building management sector in which OCS Indonesia operates is influenced by climate change. In response, the Company has assessed the resilience of its transition strategy using scenario analysis aligned with international climate pathways. [GRI 3-3]

Sektor jasa layanan fasilitas dan pengelolaan gedung yang ditekuni OCS Indonesia dipengaruhi perubahan iklim. Dalam menghadapi hal tersebut, OCS Indonesia telah mengevaluasi ketahanan strategi transisi menggunakan analisis skenario yang selaras dengan jalur iklim internasional. [GRI 3-3]

Scenario Skenario	**Accelerated Decarbonization** Dekarbonisasi Dipercepat (1.5°C)	**Delayed Transition** Transisi Tertunda (≥ 2°C)
Condition Kondisi	Regulatory frameworks supporting renewable energy adoption and carbon pricing are expected to strengthen rapidly. Kerangka regulasi yang mendukung adopsi energi terbarukan dan penetapan harga karbon diperkirakan akan menguat dengan cepat.	Regulatory changes may occur gradually while physical climate impacts intensify. Perubahan regulasi mungkin terjadi secara bertahap sementara dampak iklim fisik semakin intensif.
OCS Indonesia's Strategy Langkah OCS Indonesia	Early investments in fleet electrification, energy optimization, and digital building systems are expected to enhance operational competitiveness. Investasi dini pada elektrifikasi armada, optimasi energi, dan sistem bangunan digital diharapkan dapat meningkatkan daya saing operasional.	Operational resilience, adaptive maintenance strategies, and infrastructure reliability will remain critical capabilities. Ketahanan operasional, strategi pemeliharaan adaptif, dan keandalan infrastruktur akan tetap menjadi kapabilitas yang krusial.

Based on the climate scenario analysis, OCS Indonesia integrates the identification of physical and transition risks into its risk management system to support mitigation efforts and ensure the continuity of future operations.

Berdasarkan analisis skenario perubahan iklim tersebut, OCS Indonesia mengintegrasikan identifikasi risiko fisik dan transisi ke dalam sistem manajemen risiko untuk mitigasi dan kepastian keberlanjutan operasional di masa depan.

Transitional Risk Risiko Transisi	**Policy & Legal** Kebijakan & Hukum	Compliance with national and global climate-related policies and regulations Kepatuhan terhadap kebijakan dan regulasi terkait risiko iklim di nasional dan global	**Risk Drivers** Pemicu Risiko	Introduction of carbon tax policies by the government Pengenalan pajak karbon oleh pemerintah
	Technology Teknologi	Technological transition supporting emissions reduction and efficiency Peralihan teknologi mendukung penurunan emisi dan efisiensi		Increasing climate-related regulations and shifts in consumer preferences Peningkatan regulasi terkait iklim dan pergeseran nilai konsumen
	Market Pasar	Increasing demand for low-carbon products and services Meningkatnya permintaan produk dan jasa rendah karbon		Risk of non-compliance with evolving local and global ESG regulations Risiko ketidakpatuhan terhadap peraturan ESG lokal dan global yang berkembang
	Reputation Reputasi	Shifts in stakeholder preferences Perubahan preferensi pemangku kepentingan		Rising stakeholder expectations for sustainability Harapan pemangku kepentingan yang lebih tinggi untuk keberlanjutan
Physical Risk Risiko Fisik	**Acute** Akut	Extreme weather Cuaca ekstrem		Prolonged heavy rainfall and increased flood occurrences Curah hujan tinggi berkepanjangan, peningkatan kejadian banjir
	Chronic Kronis	Rising temperatures and sea levels Kenaikan suhu dan permukaan air laut		Rising temperatures and extreme heat, prolonged droughts Peningkatan suhu dan panas ekstrim, kekeringan berkepanjangan

The identification of transition risks, physical risks, and their key drivers forms the primary basis for mapping the Company's climate risk profile. These aspects serve as a foundation for OCS Indonesia's strategy in managing climate-related risks and opportunities in a measurable manner to ensure operational continuity, as outlined below.

Identifikasi terhadap risiko transisi, risiko fisik, beserta pemicunya menjadi landasan utama dalam memetakan profil risiko perubahan iklim Perseroan. Seluruh aspek tersebut menjadi panduan strategi OCS dalam mitigasi risiko dan peluang perubahan iklim yang terukur untuk menjaga keberlanjutan operasional sebagai berikut.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Table of Climate Risk and OCS's Strategies [GRI 201-2] [IFRS S2.10]

Tabel Risiko Perubahan Iklim dan Strategi OCS

Risk Risiko	**Potential Financial Impact** Potensi Dampak Finansial	**Strategies to Respond to Risk** Strategi untuk Merespon Risiko
Transitional Risks | Risiko Transisi		
Carbon Tax - Likely | Pajak Karbon - Mungkin Terjadi		
Increase in costs due to the imposition of carbon tax. Peningkatan biaya karena pajak karbon yang dikenakan.	Higher operational costs and service pricing. Peningkatan biaya operasional dan harga layanan.	• Reducing carbon emissions through investment in environmentally friendly technologies. • Improve energy efficiency. • Mengurangi emisi karbon melalui investasi dalam teknologi ramah lingkungan. • Meningkatkan efisiensi energi.
Low Emission Technology - Likely | Teknologi Rendah Emisi - Mungkin Terjadi		
Requirement for investment in low-emission technologies (solar panels, LED lighting, and energy-efficient Heating, ventilation, and air conditioning (HVAC) systems), as well as increased compliance costs associated with stringent regulations. Kebutuhan investasi dalam teknologi rendah emisi (solar panel, lampu LED, sistem pemanas, ventilasi, dan pendingin udara (HVAC) hemat energi) maupun biaya kepatuhan terhadap regulasi yang lebih ketat.	Increase in operational and capital expenditures associated with transitioning to low-emission technologies and ensuring compliance with stringent regulations. Peningkatan biaya operasional dan modal untuk beralih ke teknologi rendah emisi dan memastikan kepatuhan terhadap regulasi yang ketat.	• Developing a transition plan, • Strengthening value positioning, and • Leveraging the Company's global presence to mitigate risks. • Membuat rencana transisi, • Mengembangkan posisi nilai, dan • Memanfaatkan jejak global perusahaan untuk mengurangi risiko.
Increasing Stakeholder Expectations - Likely | Meningkatnya Ekspektasi Pemangku Kepentingan - Mungkin Terjadi		
Not being selected by stakeholders due to the inability to meet sustainability expectations, which may affect the ability to attract and retain colleagues, customers, and capital. Tidak terpilih oleh pemangku kepentingan karena ketidakmampuan untuk memenuhi harapan keberlanjutan, yang dapat mempengaruhi kemampuan untuk menarik atau mempertahankan karyawan, pelanggan, dan modal.	Loss of revenue and enterprise value. Kehilangan pendapatan dan nilai Perusahaan.	• Developing a robust sustainability strategy. • Enhancing stakeholder engagement and investing in sustainability initiatives. • Mengembangkan strategi keberlanjutan yang kuat. • Meningkatkan keterlibatan pemangku kepentingan, dan berinvestasi dalam inisiatif keberlanjutan.
Compliance with ESG Standards - Likely | Kepatuhan terhadap Standar ESG - Mungkin Terjadi		
Non-compliance with regulations that may result in penalties and reputational damage. Ketidakpatuhan terhadap peraturan yang dapat mengakibatkan denda dan pencemaran reputasi.	Fines, legal consequences, and reputational damage. Denda, konsekuensi hukum, dan pencemaran reputasi.	• Regularly updating compliance protocols and strengthening. • Secara berkala memperbarui protokol kepatuhan dan memperkuat struktur tata kelola.

Risk Risiko	**Potential Financial Impact** Potensi Dampak Finansial	**Strategies to Respond to Risk** Strategi untuk Merespon Risiko
Physical Risks | Risiko Fisik		
Extreme Weather - Most Likely | Cuaca Ekstrem - Sangat Mungkin Terjadi		
• Damage to facilities and assets due to strong winds or heavy rainfall. • Disruptions to operational schedules, logistics, and colleague mobility. • Health impacts on colleagues. • Kerusakan fasilitas dan aset akibat angin kencang atau hujan deras. • Gangguan jadwal operasional dan logistik serta mobilitas karyawan. • Dampak kesehatan bagi karyawan.	• Repair or replacement costs for facilities and assets. • Increased operational costs for emergency response measures. • Loss of revenue due to service delays. • Biaya perbaikan atau penggantian fasilitas dan aset. • Kenaikan biaya operasional untuk tindakan darurat. • Kehilangan pendapatan dari penundaan layanan.	• Enhancing infrastructure resilience to withstand extreme weather conditions. • Establishing early warning systems and emergency procedures. • Conducting disaster preparedness training for colleagues. • Melakukan perbaikan infrastruktur untuk tahan terhadap cuaca ekstrem. • Membangun sistem peringatan dini dan prosedur darurat. • Mengadakan pelatihan kesiapsiagaan bencana bagi karyawan.
Flooding - Likely | Banjir - Mungkin Terjadi		
• Damage to infrastructure and equipment. • Operational disruptions at service locations. • Health risks to colleagues. • Kerusakan infrastruktur dan peralatan. • Gangguan operasional di lokasi layanan. • Risiko kesehatan bagi karyawan.	• Repair and replacement costs for assets. • Decline in revenue due to service disruptions. • Additional costs to ensure colleagues safety. • Biaya perbaikan dan penggantian aset. • Penurunan pendapatan karena gangguan layanan. • Biaya tambahan untuk memastikan keselamatan karyawan.	• Conducting flood risk mapping at operational locations. • Ensuring adequate drainage systems. • Arranging insurance coverage for asset protection. • Conducting disaster preparedness training for colleagues. • Melakukan pemetaan risiko banjir di lokasi operasional. • Memastikan sistem drainase yang baik. • Mempersiapkan asuransi untuk perlindungan aset. • Mengadakan pelatihan kesiapsiagaan bencana bagi karyawan.
Forest and Land Fires - Likely | Kebakaran Hutan dan Lahan - Mungkin Terjadi		
• Damage to facilities in operational areas near forests. • Deterioration in air quality affecting colleagues health. • Operational disruptions due to evacuation. • Kerusakan fasilitas di area operasional dekat hutan. • Gangguan kualitas udara yang mempengaruhi kesehatan karyawan. • Gangguan operasional akibat evakuasi.	• Recovery and replacement costs for damaged assets. • Colleagues healthcare and compensation costs. • Loss of revenue due to operational disruptions. • Biaya pemulihan dan penggantian aset yang rusak. • Biaya kesehatan dan kompensasi karyawan. • Kehilangan pendapatan karena gangguan operasional.	• Actively monitoring fire-prone areas. • Collaborating with local stakeholders on fire prevention efforts. • Providing firefighting equipment and training for emergency response teams. • Secara aktif turut memantau area rawan kebakaran. • Melakukan kerja sama dengan pemangku kepentingan lokal untuk pencegahan kebakaran. • Menyediakan peralatan pemadam kebakaran dan pelatihan untuk tim tanggap darurat.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Tabel Peluang Perubahan Iklim dan Strategi OCS [GRI 201-2] [IFRS S2.10]

Table of Climate Change Opportunities and OCS Strategy

Opportunity Driver Pendorong Peluang	**Potential Financial Opportunity** Potensi Peluang Finansial	**Strategies to Respond to Opportunity** Strategi untuk Merespon Peluang
Energy Efficiency Requirements - Likely | Persyaratan Efisiensi Energi - Mungkin Terjadi		
Regulations requiring buildings to meet energy efficiency standards. Regulasi yang mewajibkan bangunan untuk memenuhi standar efisiensi energi.	Provision of energy efficiency enhancement services, including technical maintenance to optimize energy use in buildings. Penyediaan layanan peningkatan efisiensi energi, termasuk pemeliharaan teknis untuk mengoptimalkan penggunaan energi di bangunan.	• Developing and delivering energy efficiency solutions and services. • Integrating energy efficiency practices into technical maintenance and other service offerings. • Mengembangkan dan menyediakan solusi serta layanan peningkatan efisiensi energi. • Mengintegrasikan praktik efisiensi energi ke dalam pemeliharaan teknis dan layanan lainnya.
Development of Sustainable Cleaning Services - Likely | Pengembangan Layanan Kebersihan Berkelanjutan - Mungkin Terjadi		
Increasing demand for environmentally friendly cleaning solutions. Permintaan meningkat untuk solusi kebersihan yang ramah lingkungan.	Attracting environmentally conscious customers while reducing the environmental impact of cleaning services. Menarik pelanggan yang peduli lingkungan dan mengurangi dampak lingkungan dari layanan kebersihan.	• Integrating environmentally friendly cleaning products and sustainable cleaning practices. • Mengintegrasikan produk pembersih ramah lingkungan dan teknik pembersihan yang berkelanjutan.
Implementation of Technology in Security Services - Likely | Penerapan Teknologi untuk Layanan Keamanan - Mungkin Terjadi		
Technology advancements in monitoring and access control systems. Kemajuan teknologi dalam sistem pemantauan dan kontrol akses.	Enhancing the efficiency of security services and offering innovative solutions to clients. Meningkatkan efisiensi layanan keamanan dan menawarkan solusi inovatif kepada klien.	• Adopting the latest technologies in CCTV and access control systems. • Mengadopsi teknologi terbaru dalam sistem CCTV dan kontrol akses.
Frequency and Intensity of Extreme Weather Events - Likely | Frekuensi dan Intensitas Peristiwa Cuaca Ekstrem - Mungkin Terjadi		
Increasing frequency and intensity of extreme weather events. Peningkatan frekuensi dan intensitas peristiwa cuaca ekstrem.	Provision of disaster prevention and emergency response services, including cleaning, emergency response, and security solutions. Penyediaan layanan pencegahan dan tanggap darurat bencana seperti pembersihan, respons darurat, dan solusi keamanan.	• Expanding service offerings to include comprehensive cleaning, security solutions, and emergency response services for affected customers. • Memperluas penawaran layanan untuk mencakup pembersihan komprehensif, solusi keamanan, dan layanan tanggap darurat untuk pelanggan yang terdampak.



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Decarbonization Roadmap
Roadmap Dekarbonisasi

In an effort to mitigate climate change risks and enhance long-term competitiveness, the Company has established a decarbonization roadmap through 2040. This strategy reflects the Company's commitment to aligning business growth with global emissions pathways through continuous innovation and responsible resource management.

Dalam upaya memitigasi risiko perubahan iklim dan meningkatkan daya saing jangka panjang, perusahaan menetapkan peta jalan dekarbonisasi hingga tahun 2040. Strategi ini merefleksikan komitmen kami untuk menyelaraskan pertumbuhan bisnis dengan lintasan emisi global melalui inovasi berkelanjutan dan pengelolaan sumber daya yang bertanggungjawab.

Phase 1
Fase 1

Operational Efficiency
Efisiensi Operasional

2024

Establishment of the decarbonization roadmap baseline
Penetapan *baseline* peta jalan dekarbonisasi

2025

Performance:
- Reduction of Scope 1 and 2 GHG emissions by 0.1%
- Expansion of the scope of GHG emissions accounting Scope 3
- Reduction in energy consumption by 1.1%
- Reduction in energy intensity by 2.31%

Kinerja:
- Reduksi emisi GRK Cakupan 1 dan 2 sebesar 0,1%
- Penambahan cakupan perhitungan dalam emisi GRK Cakupan 3
- Reduksi konsumsi energi sebesar 1,1%
- Reduksi intensitas energi sebesar 2,31%

Investment Measures:
- Fleet electrification
- Procurement of renewable electricity
- Digital energy monitoring

Langkah Investasi:
- Elektrifikasi armada
- Pengadaan listrik terbarukan
- Pemantauan energi secara dgital

2027

Targets:
- Reduction of Scope 1 and 2 GHG emissions by 20%
- Reduction of Scope 3 GHG emissions by 18%
- Reduction in energy consumption by 20%
- Reduction in energy intensity by 20%

Target:
- Reduksi emisi GRK Cakupan 1 dan 2 sebesar 20%
- Reduksi emisi GRK Cakupan 3 sebesar 18%
- Reduksi konsumsi energi sebesar 20%
- Reduksi intensitas energi sebesar 20%

Investment Measures:
- Fleet electrification
- Procurement of renewable electricity
- Digital energy monitoring
- Supplier decarbonization program

Langkah Investasi:
- Elektrifikasi armada
- Pengadaan listrik terbarukan
- Pemantauan energi secara digital
- Program dekarbonisasi pemasok

Phase 2
Fase 2

Structural Transformation
Transformasi Struktural

2030

Targets:
- Reduction of Scope 1 and 2 GHG emissions by 45%
- Reduction of Scope 3 GHG emissions by 40%
- Reduction in energy consumption by 35%
- Reduction in energy intensity by 30%

Target:
- Reduksi emisi GRK Cakupan 1 dan 2 sebesar 45%
- Reduksi emisi GRK Cakupan 3 sebesar 40%
- Reduksi konsumsi energi sebesar 35%
- Reduksi intensitas energi sebesar 30%

Investment Measures:
- Fleet electrification
- Supplier decarbonization program

Langkah Investasi:
- Elektrifikasi armada
- Program dekarbonisasi pemasok

Phase 3
Fase 3

Net Zero Operations
Operasi Net Zero

2040

Targets:
- Net zero Scope 1 and 2 GHG emissions
- ≥70% reduction in Scope 3 GHG emissions and 100% supply chain mapping
- ≥90% renewable electricity usage

Target:
- *Net Zero* emisi GRK Cakupan 1 dan 2
- Reduksi emisi GRK Cakupan 3 sebesar ≥70% dan 100% pemetaan rantai pasok
- Penggunaan listrik dari energi terbarukan mencapai ≥90%

In addition to focusing on internal operations, the Company has also established a strategic roadmap for managing Scope 3 emissions. This initiative reflects a tangible effort to extend the positive impact of decarbonization across OCS Indonesia's entire business ecosystem.

Selain fokus pada operasional internal, perusahaan juga menetapkan peta jalan strategis untuk pengelolaan emisi Cakupan 3. Langkah ini merupakan upaya nyata dalam memperluas dampak positif dekarbonisasi ke seluruh ekosistem bisnis OCS Indonesia.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Energy
Energi

As an entity operating in the facility and property management sector OCS Indonesia recognizes that energy use and greenhouse gas (GHG) emissions are critical aspects that must be managed responsibly across all operations. The Company remains committed to advancing energy efficiency through regular energy monitoring and the adoption of energy-efficient technologies. As part of its environmental responsibility, the Company conducts periodic, systematic emissions measurements to support performance evaluation and inform the development of forward-looking strategic actions. [GRI 3-3]

Sebagai entitas yang beroperasi di sektor fasilitas dan manajemen properti, OCS Indonesia menyadari bahwa penggunaan energi dan pengolahan emisi gas rumah kaca (GRK) merupakan aspek yang yang harus dikelola secara bertanggung jawab dalam setiap operasional. Perusahaan berkomitmen terus mendorong efisiensi energi melalui pemantauan energi secara berkala serta inisiatif pemanfaatan teknologi hemat energi. Sebagai bentuk komitmen terhadap tanggungjawab lingkungan, Perusahaan melaksanakan pengukuran emisi sistematis secara berkala sebagai dasar evaluasi kinerja dan penyusunan langkah strategis kedepannya. [GRI 3-3]

The monitoring and evaluation process is carried out by reviewing energy consumption data at each operational site to detect and ensure the effectiveness of the implemented energy efficiency programs. [GRI 3-3]

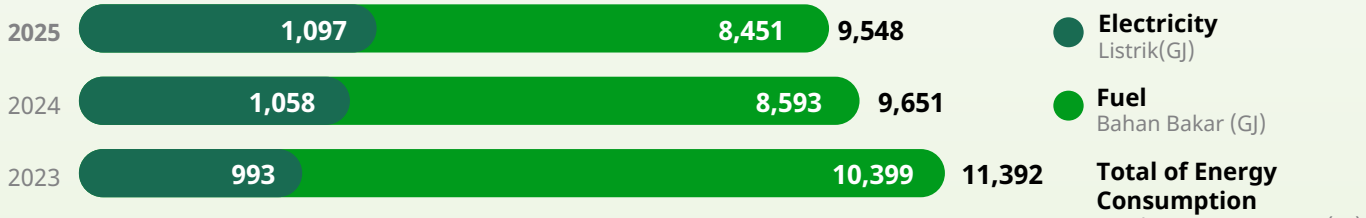
Proses monitoring dan evaluasi dijalankan melalui peninjauan data konsumsi energi di setiap lokasi operasional guna mendeteksi dan memastikan efektivitas implementasi program efisiensi energi yang diterapkan. [GRI 3-3]

Energy Consumption and Intensity
Konsumsi dan Intensitas Energi

The Company utilizes two primary energy sources to support its operations, namely electricity and fuel in the form of petrol and diesel for vehicle operations, as well as electricity supplied by third parties (PLN) for office activities and operational units. OCS Indonesia consistently records and monitors energy consumption by source, covering all core activities of the Company, including both the head office and other operational units. [GRI 302-1]

Perusahaan menggunakan dua sumber energi utama untuk menunjang kegiatan operasionalnya, yaitu listrik dan bahan bakar minyak (BBM) berupa bensin dan solar untuk operasional kendaraan dan listrik dari pihak ketiga (PLN) untuk aktivitas perkantoran dan unit kerja. OCS Indonesia konsisten mencatat dan memantau konsumsi energi berdasarkan sumbernya mencakup seluruh aktivitas utama perusahaan, baik kantor pusat maupun unit operasional lainnya. [GRI 302-1]

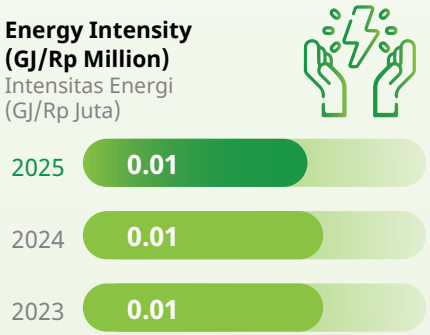
Total Energy Consumption [GRI 302-1, 302-3, 302-4]
Total Konsumsi Energi



Notes | Keterangan:
* Energy consumption from fuel is calculated based on the volume purchased and converted to GJ using a conversion factor of 0.0342 GJ/liter.
* Konsumsi energi dari bahan bakar dihitung melalui volume pembelian lalu dikonversi ke GJ menggunakan faktor konversi sebesar 0,0342 GJ/liter.

* Energy consumption from electricity usage is calculated based on the electricity meter and converted to GJ using a conversion factor of 0.0036 GJ/kWh.
* Konsumsi energi dari pemakaian listrik dihitung melalui meteran listrik kemudian di konversi ke GJ menggunakan faktor konversi sebesar 0,0036 GJ/Kwh.

Energy Intensity (GJ/Rp Million)
Intensitas Energi (GJ/Rp Juta)



* Intensity is calculated using revenue as the denominator.
* Intensitas dihitung menggunakan pendapatan sebagai denominator.

Reduction of energy consumption

Penurunan konsumsi energi

1.08

Percent from 2024
Persen dari tahun 2024

Throughout 2025, OCS Indonesia achieved a 1.08% reduction in energy consumption. [GRI 302-4]

Sepanjang tahun 2025, OCS Indonesia berhasil menurunkan penggunaan energi sebesar 1,08%. [GRI 302-4]

This reduction in energy consumption was achieved through the following measures:[302-4]
Pencapaian penurunan konsumsi energi tersebut dicapai melalui upaya-upaya berikut:

Utilization of energy-efficient technology
Pemanfaatan teknologi hemat energi

- Use of LED lighting.
  Penggunaan lampu LED.
- Replacement of HVAC (Heating, Ventilation, and Air Conditioning) systems with energy-efficient ones.
  Pergantian sistem HVAC (*Heating, Ventilation*, dan *Air Conditioning*) hemat energi.

Increased colleagues awareness
Peningkatan kesadaran karyawan

- Efforts to reduce energy consumption without compromising comfort, through education and behavioral changes (such as turning off electrical appliances when not in use and adjusting air conditioning temperatures wisely).
  Upaya untuk mengurangi konsumsi energi tanpa mengurangi kenyamanan, melalui edukasi dan perubahan perilaku (seperti mematikan alat listrik saat tidak digunakan dan mengatur suhu AC bijak).

OCS Indonesia recognizes that operational activities within the facility management ecosystem involve significant energy consumption, both within and beyond the organization. However, as of the 2025 reporting period, the Company has not yet conducted identification and tracking of energy consumption outside the Company, as well as the reduction of energy requirements for products and services due to limitations in data collection outside the Company's scope. In addressing the challenges of climate change ahead, OCS Indonesia is currently focused on developing an energy data mapping mechanism to obtain a more accurate and comprehensive picture of its carbon footprint. [GRI 302-2, 302-5]

We are expanding these mitigation efforts through active participation in the UK Clean Energy Trade Mission Roundtable to explore various opportunities for energy transition and bilateral collaboration. We are deepening this perspective

OCS Indonesia menyadari bahwa aktivitas operasional dalam ekosistem manajemen fasilitas melibatkan konsumsi energi yang signifikan, baik di dalam maupun di luar organisasi. Namun, hingga periode pelaporan tahun 2025, Perusahaan belum melakukan identifikasi, pendataan konsumsi energi di luar Perusahaan, serta pengurangan kebutuhan energi pada produk dan jasa akibat keterbatasan pengumpulan data di luar lingkup Perusahaan. Dalam menghadapi tantangan perubahan iklim ke depan, OCS Indonesia kini tengah fokus menyusun mekanisme pemetaan data energi guna mendapatkan gambaran jejak karbon yang lebih akurat dan komprehensif. [GRI 302-2, 302-5]

Langkah mitigasi ini kami perluas melalui keterlibatan aktif dalam *UK Clean Energy Trade Mission Roundtable* untuk menjajaki berbagai peluang transisi energi dan kolaborasi bilateral. Perspektif tersebut kami perdalam melalui *Energy Trilemma*

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

through the Energy Trilemma Dialogue, which specifically examines the balance between energy security, sustainability, and affordability to promote environmentally friendly infrastructure.

Dialogue yang secara khusus membedah keseimbangan antara keamanan, keberlanjutan, serta keterjangkauan energi guna mendorong infrastruktur yang ramah lingkungan.

Greenhouse Gas (GHG) Emissions Management

Pengelolaan Emisi Gas Rumah Kaca (GRK)

The Company's operational activities contribute to GHG emissions both directly and indirectly through the assets it manages. As part of its environmental responsibility, the Company conducts periodic measurements of Scope 1, 2, and 3 GHG emissions to support performance evaluation and the development of forward-looking, adaptive strategic moving forward. The calculation of Scope 1 and 2 emissions is taking into account CO_2, CH_4, and N_2O to improve accuracy. [GRI 3-3]

Aktivitas operasional Perusahaan berkontribusi terhadap emisi GRK secara langsung maupun tidak langsung melalui aset yang dikelola. Sebagai perwujudan komitmen tanggung jawab terhadap lingkungan, Perusahaan melakukan pengukuran emisi GRK Cakupan 1, 2, dan 3 secara berkala untuk evaluasi kinerja serta penyusunan langkah strategis adaptif ke depannya. Adapun perhitungan emisi Cakupan 1 dan 2 mempertimbangkan gas CO_2, CH_4, dan N_2O guna meningkatkan akurasi. [GRI 3-3]

Scope Cakupan **01**

Fuel
Bahan bakar

Direct emissions from sources owned or controlled by the company.
Emisi langsung dari sumber yang dimiliki atau dikendalikan oleh perusahaan.

Scope Cakupan **02**

Electricity
Listrik

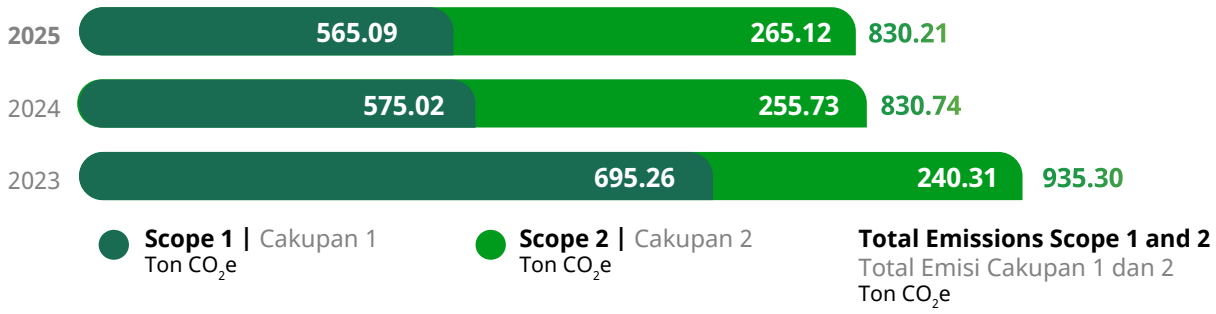
Indirect emissions from the consumption of purchased energy, used by the company but produced by third parties.
Emisi tidak langsung dari konsumsi energi yang dibeli, yang digunakan oleh perusahaan tetapi diproduksi oleh pihak ketiga.

Scope Cakupan **03**

Business travel, colleague commuting, and goods and services purchased
Perjalanan dinas, komuter karyawan, dan barang & jasa yang dibeli

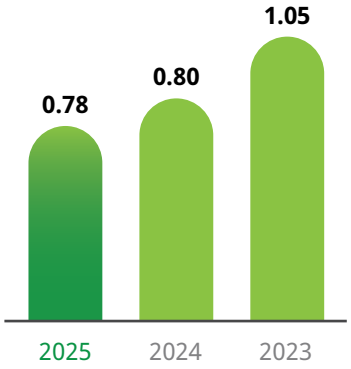
Other indirect emissions that occur within the company's value chain.
Emisi tidak langsung lainnya yang terjadi dalam rantai nilai perusahaan.

GHG Emissions Scope 1 and 2 [GRI 305-1, 305-2, 305-4, 305-5] [IFRS S2.29 (a)]
Emisi GRK Cakupan 1 dan 2



Reduction of GHG emissions
Penurunan emisi GRK

0.06
Percent from 2024
Persen dari tahun 2024

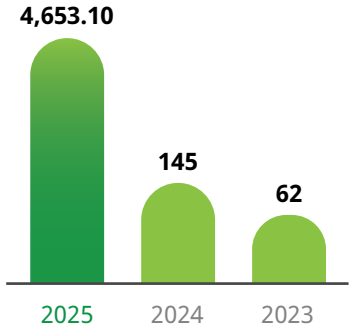


Emission Intensity
Intensitas Emisi
Ton CO_2e/Rp Billion
Ton CO_2e/Rp Miliar

Total Scope 1 and 2 GHG emissions in 2025 decreased by 0.06% compared to 2024, from 830.74 ton CO_2e. Meanwhile, Scope 3 emissions from colleagues business travel are calculated based on the modes of transportation used, as follows:

Total emisi GRK Cakupan 1 dan 2 pada tahun 2025 berhasil turun sebesar 0,06% dari pada tahun 2024 sebesar 830,74 ton CO_2e. Sementara itu, Emisi Cakupan 3 dari perjalanan dinas karyawan dihitung berdasarkan moda transportasi yang digunakan sebagai berikut:

GHG Emissions Scope 3 [GRI 305-3]
Emisi GRK Cakupan 3 (Ton CO_2e)



Notes | Keterangan:
- The calculation of Scope 1 and 2 GHG emissions is based on the operational control approach using the Intergovernmental Panel on Climate Change Guidelines (2019).
- Emission factors for electricity consumption are calculated using data published by the Directorate General of Electricity, Ministry of Energy and Mineral Resources (DJK-ESDM), 2020.
- Emission factors for fuel (BBM) are calculated using data published by Lemigas (ESDM), 2021.
- Perhitungan emisi GRK Cakupan 1 dan 2 didasarkan pada pendekatan kontrol operasional dengan metodologi dari Pedoman IPCC, 2019.
- Faktor emisi dari penggunaan listrik dihitung menggunakan data faktor emisi oleh Direktorat Jenderal Ketenagakerjaan, Kementerian Energi dan Sumber Daya Mineral (DJK-ESDM), 2020.
- Faktor emisi dari bahan bakar minyak (BBM) dihitung menggunakan data faktor emisi oleh Lembaga Minyak dan Gas Bumi (Lemigas) ESDM, 2021.

Notes | Keterangan:
- The increase in Scope 3 GHG emissions in 2025 is due to an expansion of the data scope, which now includes business travel (via air, land, rail, and sea transportation), the purchase of goods and services, and colleagues commuting.
- The increase in Scope 3 GHG emissions in 2024 was driven by the expansion of data coverage, which previously included only colleagues business travel by air and now also covers land, sea, and rail transportation.
- Scope 3 GHG emissions calculations are based on a mode-specific approach: for air travel, the International Civil Aviation Organization (ICAO) calculator is used, taking into account cabin class and the distance between the origin and destination airports; for rail travel, the type of service, distance traveled, and number of passengers are considered; road transport uses a calculator from Sustainable Travel International, taking into account vehicle type or travel distance; and maritime transport uses a calculator from Zona EBT, taking into account distance traveled, number of passengers, and frequency.
- Peningkatan emisi GRK Cakupan 3 pada tahun 2025 disebabkan oleh perluasan cakupan data, kini mencakup perjanan dinas melalui trasportasi udara, pembelian barang dan jasa, dan komute karyawan.
- Peningkatan emisi GRK Cakupan 3 pada tahun 2024 disebabkan oleh perluasan cakupan data yang sebelumnya hanya mencakup perjalanan dinas karyawan melalui transportasi udara, kini juga mencakup transportasi darat, laut, dan kereta api.
- Perhitungan emisi GRK Cakupan 3 didasarkan pada pendekatan moda transportasi dengan transportasi udara menggunakan kalkulator *International Civil Aviation Organization* (ICAO) mempertimbangkan kelas kabin dan jarak antar bantara asal dan tujuan; transportasi kereta api mempertimbangkan jenis layanan, jarak tempuh, dan jumlah penumpang; transportasi darat menggunakan kalkulator dari *Sustainable Travel International* mempertimbangkan jenis kendaraan atau jarak perjalanan; transportasi laut menggunakan kalkulator dari Zona EBT mempertimbangkan jarak tempuh, jumlah penumpang, dan frekuensi.

OCS Indonesia continues to work toward reducing emissions in order to achieve its net-zero target through its Low-Carbon Operations program, which involves the use of environmentally friendly, low-emission chemicals, equipment, and machinery. [GRI 305-5]

Throughout 2025, OCS Indonesia has not collected data on Ozone-Depleting Substance (ODS) emissions or other significant air emissions such as NO_x, SO_x, and particulate matter. Nevertheless, as a demonstration of its commitment to high operational quality standards, the Company has obtained ISO 14644-1:2015 certification to ensure the integrity and quality of the workplace air environment across all operational areas. [GRI 305-6, 305-7]

OCS Indonesia terus berupaya mereduksi emisi yang dihasilkan dalam mencapai target *net zero* melalui program *Low-Carbon Operations* yaitu penggunaan bahan kimia, peralatan dan mesin operasional ramah lingkungan rendah emisi. [GRI 305-5]

Sepanjang tahun 2025, OCS Indonesia belum melakukan pengumpulan data terkait Zat Perusak Ozon (ODS) serta emisi udara signifikan lainnya seperti NO_x, SO_x, dan materi partikulat. Meskipun demikian, sebagai wujud komitmen terhadap standar kualitas operasional yang tinggi, Perusahaan telah memperoleh sertifikasi ISO 14644-1:2015 untuk menjamin integritas dan kualitas udara lingkungan kerja di seluruh area operasional. [GRI 305-6, 305-7]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Water Management
Manajemen Air

OCS Indonesia recognizes that water and waste management are critical aspects of facility management operations as the use of these resources directly impacts the sustainability of local ecosystems. Management efforts are carried out through the implementation of water usage monitoring systems at the operational unit level, as well as integrated waste management practices that prioritize segregation at source. The Company remains committed to continuously improving water efficiency and ensuring that all operational waste is managed in accordance with regulatory standards to minimize environmental risks in the future. [GRI 3-3]

OCS Indonesia menyadari bahwa pengelolaan air dan limbah menjadi krusial dalam operasional manajemen fasilitas, sebab penggunaan sumber daya tersebut berdampak langsung pada kelestarian ekosistem lokal. Upaya manajemen dilakukan melalui penerapan sistem pemantauan penggunaan air secara di unit kerja serta pengelolaan limbah terintegrasi yang mengedepankan prinsip pemilahan dari sumbernya. Perusahaan berkomitmen untuk terus meningkatkan efisiensi pemakaian air serta memastikan seluruh limbah operasional dikelola sesuai standar regulasi guna meminimalkan risiko lingkungan di masa depan. [GRI 3-3]

Water Usage
Pemanfaatan Air

Water resources are essential to the Company's operations, particularly for cleaning and sanitation activities at the head office and across operational units. The Company relies on third-party water supply from the municipal water utility to support all operational activities. To manage its impact on this resource, the Company implements water efficiency policies across all service areas to ensure that water consumption does not disrupt ecosystem balance, particularly in regions experiencing water stress. [GRI 303-1] [IFRS S1.45]

Sumber daya air sangat penting dalam operasional Perusahaan terutama untuk aktivitas pembersihan dan sanitasi di kantor pusat maupun unit kerja. Perusahaan menggunakan air dari pihak ketiga berupa Perusahaan Air Minum (PAM) sebagai penunjang seluruh aktivitas. Untuk mengelola dampak terhadap sumber daya ini, Perusahaan menerapkan kebijakan efisiensi air di seluruh area layanan guna memastikan konsumsi air tidak mengganggu keseimbangan ekosistem di wilayah yang mengalami kelangkaan air (*water stress*). [GRI 303-1] [IFRS S1.45]



Total Water Usage [GRI 303-3,303-4, 303-5]
Total Pemanfaatan Air

Total Water Withdrawal (m^3)
Total Pengambilan Air



Reduction of water withdraw
Penurunan pengambilan air

16.87

Percent from 2024
Persen dari tahun 2024

The calculation of total water withdrawal is based on PDAM billing data. In 2025, the Company succeeded in reducing water withdrawal by 16.87% compared to the previous year. This achievement was supported by water efficiency efforts carried out through internal water conservation campaigns and the optimization of water use in operational areas. [GRI 303-1, 303-3]

Perhitungan total pengambilan air didasarkan pada data tagihan PDAM. Pada tahun 2025, Perusahaan berhasil menurunkan pengambilan air sebesar 16,87% dibandingkan tahun sebelumnya. Pencapaian ini didukung oleh upaya efisiensi air yang dilakukan melalui kampanye internal hemat air serta optimalisasi penggunaan air di area operasional. [GRI 303-1, 303-3]

In addition to water usage, OCS Indonesia ensures that all operational effluents are managed responsibly. Given that OCS Indonesia operates as a service provider, the Company does not directly manage wastewater; the entire effluent treatment process is managed by the building owner (landlord) through an integrated Wastewater Treatment Plant (WWTP). [GRI 303-4]

Nevertheless, OCS Indonesia plays an active role in ensuring compliance with applicable discharge standards by using biodegradable chemicals so that liquid waste can break down naturally and does not contain hazardous contaminants. The Company also conducts routine monitoring of operational effluent parameters to ensure compliance with environmental regulations and support environmental sustainability in clients' operational areas. [GRI 303-2]

These technical efforts are underpinned by the conviction that technology in water resource management is key to addressing global climate challenges. In line with this, OCS Indonesia continues to strive to optimize water infrastructure through monitoring and the implementation of high-efficiency standards, to ensure that facilities not only provide operational efficiency but also contribute to the conservation of aquatic ecosystems.

Selain penggunaan air, OCS Indonesia memastikan seluruh efluen hasil operasional dikelola dengan penuh tanggung jawab. Mengingat lingkup bisnis OCS Indonesia adalah sebagai penyedia jasa, Perusahaan tidak melakukan pengelolaan air limbah secara langsung; seluruh proses pengolahan efluen dikelola oleh pihak pengelola gedung (*landlord*) melalui fasilitas Instalasi Pengolahan Air Limbah (IPAL) yang terintegrasi. [GRI 303-4]

Meskipun demikian, OCS Indonesia turut berperan aktif dalam memastikan standar pembuangan yang berlaku terpenuhi dengan menggunakan bahan kimia *biodegradable* agar limbah cair dapat terurai secara alami dan tidak mengandung kontaminan berbahaya. Perusahaan juga tetap melakukan pemantauan rutin terhadap parameter efluen hasil kerja guna memastikan kepatuhan terhadap regulasi lingkungan serta mendukung keberlanjutan lingkungan di area operasional klien. [GRI 303-2]

Upaya teknis tersebut diperkuat dengan keyakinan bahwa teknologi dalam pengelolaan sumber daya air merupakan kunci dalam menghadapi tantangan iklim global. Sejalan dengan hal ini, OCS Indonesia terus berusaha mengoptimalkan infrastruktur air melalui pemantauan dan penerapan standar efisiensi tinggi, guna memastikan fasilitas tidak hanya memberikan kenyamanan operasional, tetapi juga berkontribusi pada konservasi ekosistem air.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Waste and Resource Management
Manajemen Limbah dan Sumber Daya

Waste management and resource efficiency are implemented as part of efforts to minimize the environmental impact of operations. These practices refer to Government Regulation No. 22 of 2021 on the Implementation of Environmental Protection and Management. The application of the 3R principles (Reduce, Reuse, Recycle) and circular economy aims to reduce the volume of waste sent to landfills. [GRI 3-3]

Pengelolaan limbah dan efisiensi sumber daya dijalankan sebagai bagian dari upaya meminimalkan dampak lingkungan operasional. Praktik ini mengacu pada PP No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. Implementasi prinsip 3R (*Reduce, Reuse, Recycle*) dan ekonomi sirkular bertujuan untuk mengurangi volume limbah yang berakhir di TPA. [GRI 3-3]

Waste Management
Pengelolaan Limbah

In delivering facility management services, OCS Indonesia recognizes that operational activities such as cleaning, facility maintenance, and building management may generate non-hazardous waste (including food waste, plastic packaging, paper, and glass). Meanwhile, hazardous waste, such as printer ink and electronic waste, is generated in insignificant quantities, as chemical usage has been carefully selected to comply with environmental safety standards. The Company acknowledges that improperly managed waste may lead to environmental pollution; therefore, OCS Indonesia is committed to fostering a clean and sustainable working environment through the implementation of efficient and adaptive waste management practices. [GRI 306-1]

Dalam menjalankan layanan di bidang jasa manajemen fasilitas, OCS Indonesia menyadari bahwa aktivitas operasional seperti pembersihan, pemeliharaan fasilitas, dan pengelolaan gedung berpotensi menghasilkan limbah non-B3 (sisa makanan, kemasan plastik, kertas, dan kaca), sementara limbah B3 (bahan berbahaya dan beracun) berupa tinta printer dan limbah elektronik yang dihasilkan dalam jumlah tidak signifikan karena penggunaan bahan kimia telah diseleksi untuk mematuhi standar keselamatan lingkungan. Perusahaan menyadari bahwa dampak yang ditimbulkan dari limbah tidak dikelola dapat mencemari lingkungan, oleh sebab itu OCS Indonesia berkomitmen menciptakan lingkungan kerja yang bersih dan berkelanjutan melalui penerapan pengelolaan limbah efisien dan adaptif. [GRI 306-1]

The systematic recording of waste data since 2024 represents a critical initial step toward more measurable and sustainable waste management in the future. [IFRS S1.45]

Pencatatan data secara sistematis sejak tahun 2024 menjadi langkah awal krusial dalam pengelolaan limbah agar lebih terukur dan berkelanjutan di masa depan. [IFRS S1.45]

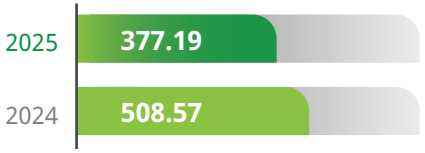


Total Energy Consumption [GRI 306-3, 306-4, 306-5]

Total Timbulan dan Pengelolaan Limbah

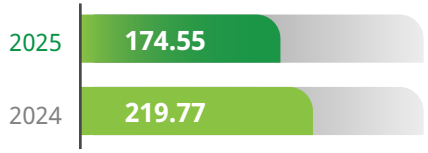
Organic Waste (Kg)
Timbulan Limbah Organik





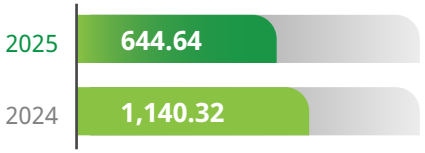
Recycled Waste (Kg)
Limbah yang Didaur Ulang





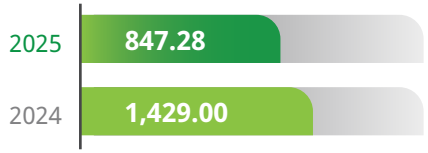
Inorganic Waste (Kg)
Timbulan Limbah Anorganik





Waste send to Landfill (Kg)
Limbah yang diserahkan ke TPA





Total Waste (Kg)
Total Limbah







Reduction of total waste
Penurunan total limbah

38.03
Percent from 2024
Persen dari tahun 2024

Throughout the reporting year, OCS Indonesia successfully reduced total waste generated by 38.03% compared to 2024. This achievement was supported by the implementation of waste management through a sorting system, recycling education for employees, and the return of hazardous waste (such as printer ink and electronics) to vendors for further handling. Meanwhile, all non-hazardous waste is managed off-site through recycling and disposal at a landfill by a licensed third party, in compliance with applicable regulatory standards and contracts. [GRI 306-2, 306-4, 306-5]

Sepanjang tahun pelaporan, OCS Indonesia telah berhasil mereduksi total limbah yang dihasilkan sebesar 38,03% dibandingkan tahun 2024. Pencapaian ini didukung oleh penerapan manajemen limbah melalui sistem pemilahan, edukasi daur ulang bagi karyawan, serta pengembalian limbah B3 (seperti tinta printer dan elektronik) kepada vendor untuk penanganan lebih lanjut. Sementara itu, seluruh limbah non-B3 dikelola secara *offsite* melalui pemrosesan daur ulang serta penyerahan ke TPA oleh pihak ketiga yang telah berizin, sesuai dengan pemenuhan standar regulasi dan kontrak yang berlaku. [GRI 306-2, 306-4, 306-5]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

OCS Indonesia Waste Management Initiatives
Inisiatif Pengelolaan Limbah OCS Indonesia



Waste-Free Design
Desain Tanpa Limbah

Developing products designed to produce minimal or zero waste.
Mengembangkan produk yang dirancang untuk menghasilkan limbah seminimal mungkin atau tanpa limbah.



Sustainable Use of Products and Materials
Pemanfaatan Produk dan Bahan Secara Berkelanjutan

Ensuring that products and materials can be reused or recycled to extend their lifespan.
Menjamin produk dan bahan tetap dapat digunakan kembali atau didaur ulang agar umur pakainya lebih panjang.



Natural System Regeneration
Regenerasi Sistem Alami

Returning resources to the ecosystem to support environmental balance.
Mengembalikan sumber daya ke dalam ekosistem untuk mendukung keseimbangan lingkungan.

As part of its transition toward more sustainable waste management, OCS Indonesia has established a strategic collaboration with Duitin, a technology-based recycling platform, to give waste a “second life” and support more sustainable waste management practices. This approach enables a reduction in the volume of waste sent to landfills while ensuring that environmental impacts can be directly monitored through an integrated process of segregation, collection, and recycling. [GRI 306-2]

Sebagai langkah menuju pengelolaan limbah yang lebih berkelanjutan, OCS Indonesia melakukan kolaborasi strategis dengan Duitin sebagai platform daur ulang berbasis teknologi dilakukan untuk memberikan "kehidupan kedua" pada sampah sebagai bagian dari langkah menuju pengelolaan limbah yang lebih berkelanjutan. Pendekatan ini memungkinkan pengurangan beban sampah ke TPA sekaligus memastikan dampak lingkungan dapat dimonitor secara langsung melalui proses pemilahan, pengumpulan, hingga daur ulang yang terintegrasi. [GRI 306-2]

Waste Management through Circular Economy

Manajemen Limbah Melalui Ekonomi Sirkular



Waste successfully recycled
Limbah yang berhasil didaur ulang

174.55 kg

equal to
setara dengan

17.08%

of total waste
dari total limbah

Through this collaboration, OCS Indonesia has successfully reduced its environmental impact by an equivalent of:
Melalui kolaborasi tersebut, OCS Indonesia berhasil mengurangi dampak lingkungan setara dengan:

Trees from deforestation Pohon dari penebangan	**1.87** tress pohon	
CO_2 emissions prevented Emisi CO_2 yang dicegah	**368.44** kg CO_2	
Oil saved Minyak yang dihemat	**352.05** liter	
Water saved Air yang dihemat	**13,460** liter	
Energy saved Energi yang dihemat	**647** kWh	
Landfill volume avoided Volume TPA yang dihindari	**1.40** m^3	
Methane (CH_4) emissions prevented Gas Metana (CH_4) yang dicegah	**11.47** kg CH_4	

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information





WEAVING RESILIENT GOVERNANCE INTO EVERY STEPS

MERAJUT TATA KELOLA YANG TANGGUH DI SETIAP LANGKAH

SUSTAINABILITY
REPORT 2025

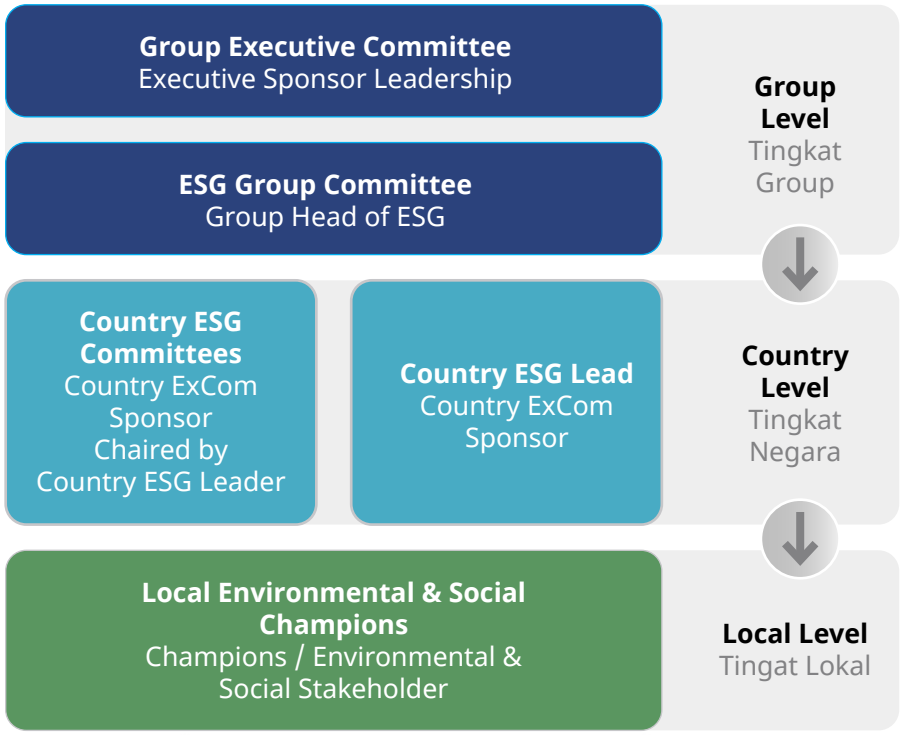
About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Sustainability Governance Structure

Struktur Tata Kelola Keberlanjutan

The sustainability governance structure is established as a fundamental foundation through the implementation of oversight mechanisms to ensure the effective integration of ESG principles across all operational lines. OCS Indonesia undertakes strategic decision-making supported by transparent and accountable systems, with responsibility for managing material impacts delegated in a structured manner to ensure compliance and the achievement of long-term sustainability targets. [GRI 3-3]

Struktur tata kelola keberlanjutan ditegakkan sebagai fondasi utama melalui pembentukan mekanisme pengawasan untuk memastikan integrasi prinsip ESG yang efektif di seluruh lini operasional. OCS Indonesia melakukan pengambilan keputusan strategis melalui dukungan oleh sistem yang transparan dan akuntabel, dengan tanggung jawab pengelolaan dampak material didelegasikan secara terstruktur guna menjamin kepatuhan serta pencapaian target keberlanjutan jangka panjang. [GRI 3-3]



Governance Structure and Composition

Struktur dan Komposisi Tata Kelola

OCS Group's sustainability governance structure is integrated from the Group level down to operational units across each country, ensuring that sustainability values are firmly embedded in every strategic decision-making process throughout the organization. OCS Group's sustainability governance structure comprises four main tiers, as follows. [GRI 2-9] [IFRS S1.27 (a)]

Struktur tata kelola keberlanjutan OCS Group terintegrasi dari tingkat grup hingga unit operasional di setiap negara memastikan nilai-nilai keberlanjutan melekat kuat dalam setiap pengambilan keputusan strategis di seluruh organisasi. Struktur tata kelola keberlanjutan OCS Group terdiri dari empat tingkatan utama sebagai berikut. [GRI 2-9] [IFRS S1.27 (a)]



Group Executive Committee

The highest structure in OCS Group's sustainability governance is the Group Executive Committee, which is chaired by the Executive Sponsor Leadership and responsible for providing strategic direction and comprehensive oversight of the ESG agenda.
Struktur tertinggi dalam tata kelola keberlanjutan OCS Group adalah Group Executive Committee, yang memiliki peran memberikan arahan strategis dan pengawasan menyeluruh terhadap agenda ESG. Komite ini dipimpin oleh Executive Sponsor Leadership.



ESG Group Committee

This committee, led by the group head of ESG, coordinates and supervises the implementation of ESG strategies across all operational regions of OCS Group. [IFRS S1.27 (b)]
Komite ini bertanggung jawab untuk mengkoordinasikan dan mengawasi penerapan strategi ESG di seluruh wilayah operasional OCS Group. Komite ini dipimpin Group Head of ESG. [IFRS S1.27 (b)]



Country ESG Committees & Country ESG Lead

In each country where the Group operates, a Country ESG Committee is established, chaired by the Country ExCom Sponsor, who also acts as the Country ESG Leader. This structure ensures that group-level ESG policies and strategies are effectively translated and implemented within each operational region.
Di setiap negara operasional, dibentuk Country ESG Committee yang diketuai oleh Country ExCom Sponsor yang juga merupakan Country ESG Leader di negara tersebut. Struktur ini memastikan bahwa kebijakan dan strategi ESG di tingkat grup dapat diterjemahkan dan diterapkan secara efektif di masing-masing wilayah operasional.



Local Environmental & Social Champions

At the local level, sustainability initiatives are strengthened by environmental and social champions who are responsible for executing ESG programmes on the ground and ensuring active team engagement.
Pada tingkat lokal, inisiatif keberlanjutan diperkuat oleh para champions atau pemangku kepentingan lingkungan dan sosial yang bertugas mengimplementasikan program-program ESG di lapangan dan memastikan keterlibatan langsung dari seluruh tim.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

All strategic decision-making related to economic, environmental, and social impacts is subject to robust oversight mechanisms to ensure accountability to stakeholders. Each champion and stakeholder is also required to maintain sufficient time commitment, with limitations on concurrent positions in other entities in accordance with internal policies and applicable regulations. [GRI 2-9]

The structure is established to ensure that oversight of sustainability strategy falls under the authority of OCS Indonesia's highest governance body, namely the President and Managing Director (who also serves as the Country ESG Committee) and the Chief Financial Officer (CFO), supported by Local Environmental and Social Champions. [GRI 2-9]

Seluruh pengambilan keputusan strategis mengenai dampak ekonomi, lingkungan, dan masyarakat dipastikan melewati mekanisme pengawasan yang ketat guna menjamin akuntabilitas terhadap pemangku kepentingan. Setiap champions atau pemangku kepentingan juga dipastikan memiliki komitmen waktu yang memadai dengan batasan jumlah posisi jabatan di entitas lain sesuai dengan kebijakan internal dan regulasi yang berlaku. [GRI 2-9]

Struktur tersebut dibentuk untuk memastikan pengawasan strategi keberlanjutan berada di bawah otoritas badan tata kelola tertinggi OCS Indonesia yaitu President dan Managing Director (yang juga menjadi Country ESG Committee) dan Chief Financial Officer (CFO) yang didukung oleh Local Environmental and Social Champions. [GRI 2-9]



Yohanes Jeffry Johary
President, Managing Director, & Country ESG Committee

Gender
Jenis Kelamin

Male | Pria

Term of Office
Masa Jabatan

5 years | tahun

Does not hold any position at the Company or any other institution.
Tidak memegang jabatan di Perusahaan atau Institusi lain.

Competency: | **Kompetensi:**
Finance | Keuangan
Business Psychology | Psikologi Bisnis
Strategic Leadership | Kepemimpinan Strategis
Brand Strategy | Strategi Merek
Change Management | Manajemen Perubahan
Social Enterprise | Kewirausahaan Sosial
Social Sciences | Ilmu Sosial



Andi Saputra
Chief Financial Officer

Gender
Jenis Kelamin

Male | Pria

Term of Office
Masa Jabatan

5 years | tahun

Does not hold any position at the Company or any other institution.
Tidak memegang jabatan di Perusahaan atau Institusi lain.

Competency: | **Kompetensi:**
Finance & Business Administration | Keuangan & Administrasi Bisnis
ESG Governance & Accountability | Tata Kelola & Akuntabilitas ESG
Risk Management & Organizational Resilience | Manajemen Risiko & Ketahanan Organisasi
Human Capital Development & Leadership | Pengembangan Modal Manusia & Kepemimpinan
Business Transformation & Change Management | Transformasi Bisnis & Manajemen Perubahan

Sustainability Risk Management

Manajemen Risiko Keberlanjutan



The sustainability risk management system has been fully integrated into the Company's overall risk management framework to provide a comprehensive understanding of processes ranging from risk identification to the periodic monitoring of sustainability risk indicators. The Managing Director, who also serves as the Country ESG Leader, holds responsibility for the identification, evaluation, and follow-up of risks and opportunities related to economic, environmental, and social issues, as well as for strategic decision-making. [IFRS S1.43, S1.44]

Sistem manajemen risiko keberlanjutan telah diintegrasikan secara penuh ke dalam kerangka manajemen risiko Perusahaan guna memberikan pemahaman mendalam mengenai proses identifikasi hingga pemantauan berkala terhadap indikator risiko keberlanjutan. Managing Director sekaligus Country ESG Leader memegang tanggungjawab dalam identifikasi, evaluasi, dan tindak lanjut risiko dan peluang berkaitan dengan isu-isu ekonomi, lingkungan, dan sosial serta pengambilan keputusan strategis. [IFRS S1.43, S1.44]



The assessment of the nature, likelihood, and magnitude of risks is conducted through analytical processes to strengthen long-term risk identification and enhance understanding of potential future impacts. Sustainability risks are then prioritized based on their scale of impact on business continuity and are monitored regularly through the active involvement of the Country ESG Committee, which aligns findings with the internal audit function. [IFRS S1.44 (a), (b)]

Penilaian sifat, kemungkinan, dan besaran dampak risiko dilakukan melalui analisis guna meningkatkan identifikasi risiko jangka panjang, dan memahami potensi dampak di masa depan. Risiko keberlanjutan kemudian diprioritaskan berdasarkan skala dampaknya terhadap kelangsungan bisnis dan dimonitor secara rutin melalui keterlibatan aktif Country ESG Committee yang menyelaraskan hasil temuan dengan fungsi audit internal. [IFRS S1.44 (a), (b)]



This alignment ensures that significant ESG risks are incorporated into the core risk management system and strengthens the Company's ability to anticipate changes related to climate, regulation, and stakeholder expectations. All identified risks and opportunities are reported quarterly to the Group Executive Committee, UK Executive Committee, and Asia Pacific Executive Committee to ensure the process remains relevant and adaptive to external dynamics. [IFRS S1.44 (c)]

Penyelarasan dilakukan untuk memastikan risiko ESG yang signifikan tercakup dalam sistem manajemen risiko utama dan memastikan kemampuan Perusahaan dalam mengantisipasi perubahan iklim, regulasi, dan ekspektasi pemangku kepentingan. Seluruh identifikasi risiko dan peluang tersebut dilaporkan secara rutin setiap kuartal kepada Group Executive Committee, UK Executive Committee, dan Asia Pacific Executive Committee guna memastikan prosesnya tetap relevan dan adaptif terhadap dinamika eksternal. [IFRS S1.44 (c)]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Nomination, Selection, Role, and Diversity of the Governance Body

Pencalonan, Pemilihan, Peran, dan Keberagaman Badan Tata Kelola

Candidates for the highest governance body of OCS Indonesia are directly appointed by OCS Group through internal mechanisms as part of the global OCS structure, based on competency, professional experience, and an understanding of sustainability issues relevant to the sector and operating regions. Although not conducted through an open nomination process at the local level, appointments take into account diversity of backgrounds, adherence to ethical values, and the organization's strategic needs. [GRI 2-10]

Calon anggota badan tata kelola tertinggi OCS Indonesia ditunjuk langsung oleh OCS Group melalui mekanisme internal sebagai bagian dari struktur global OCS didasarkan pada kriteria kompetensi, pengalaman profesional, serta pemahaman isu keberlanjutan di sektor dan wilayah operasional. Meskipun tidak melalui proses nominasi terbuka di tingkat lokal, penunjukkan calon dilakukan memperhatikan keragaman latar belakang, kepatuhan nilai etika, dan kebutuhan strategi organisasi. [GRI 2-10]

The position of Chairman of the highest governance body of OCS Indonesia is held by the Country ESG Leader. Through the implementation of the Code of Conduct and global integration policies, potential conflicts of interest are mitigated by requiring transparent disclosure. [GRI 2-11]

Posisi ketua badan tata kelola tertinggi OCS Indonesia dipegang oleh Country ESG Leader. Melalui penerapan Kode Etik dan kebijakan integrasi global, potensi konflik kepentingan dimitigasi dengan mewajibkan pengungkapan benturan kepentingan secara transparan. [GRI 2-11]

The highest governance body plays an active role in the development and approval of sustainability strategies, including setting policy directions aligned with the Company's vision, mission, and objectives. Oversight of due diligence processes related to economic, environmental, and community impacts is conducted through reviews with stakeholders to ensure that strategies remain relevant to evolving market dynamics. [GRI 2-12, 2-13]

Badan tata kelola tertinggi memiliki peran aktif dalam pengembangan dan persetujuan strategi keberlanjutan, termasuk penetapan arah kebijakan yang sejalan dengan visi, misi, dan tujuan Perusahaan. Pengawasan terhadap proses uji tuntas dampak ekonomi, lingkungan, dan masyarakat dilakukan melalui peninjauan dengan pemangku kepentingan untuk memastikan strategi tetap relevan dengan dinamika pasar. [GRI 2-12, 2-13]

Responsibility for reviewing and approving the presentation of information in the sustainability report rests with the highest governance body to ensure data accountability. Through this process, the Company ensures that oversight and evaluation of risks and opportunities encompass both sustainability and financial aspects, aligned with applicable standards, OCS Indonesia's objectives, and stakeholder expectations. [GRI 2-12, 2-14] [IFRS S1.27 (a)]

Tanggung jawab dalam peninjauan dan penyetujuan penyajian informasi dalam laporan keberlanjutan berada pada badan tata kelola tertinggi guna menjamin akuntabilitas data. Melalui proses ini, perusahaan memastikan pengawasan hingga evaluasi risiko dan peluang mencakup keberlanjutan serta keuangan selaras dengan standar, tujuan OCS Indonesia, dan ekspektasi pemangku kepentingan. [GRI 2-12, 2-14] [IFRS S1.27 (a)]

Governance Body Knowledge and Performance Evaluation

Pengetahuan dan Evaluasi Kinerja Badan Tata Kelola

OCS Indonesia consistently ensures that its governance bodies possess adequate knowledge and understanding in line with their responsibilities through internal briefings and periodic training. [GRI 2-17]

OCS Indonesia kerap memastikan badan tata kelolanya memiliki pengetahuan dan pemahaman yang memadai sejalan dengan tanggung jawab yang diemban melalui pembekalan internal serta pelatihan berkala. [GRI 2-17]

Throughout 2025, our President and Managing Director Yohanes Jeffry Johary, participated in “The Alchemist” program at the Graduate School of Business - University of Cape Town. This program challenged his learning agility to further strengthen his leadership agility in navigating the complexities of a VUCA (Volatility, Uncertainty, Complexity, Ambiguity) and BANI (Brittle, Anxious, Nonlinear, Incomprehensible) world.

Periodic evaluations of the performance of management and the highest governance body are conducted through internal assessment mechanisms at the Executive Committee (ExComm) level by OCS Group. These evaluations focus on the effectiveness of oversight, ethical compliance, and strategic contributions in managing ESG-related topics to ensure organizational sustainability.

Sepanjang tahun 2025, President dan Managing Director Yohanes Jeffry Johary, berpartisipasi dalam program “The Alchemist” di Graduate School of Business - University of Cape Town. Program ini dirancang untuk mengasah kelincahan belajar (*learning agility)* guna memperkuat ketangkasan kepemimpinan (*leadership agility*) beliau dalam menghadapi dinamika dunia yang bersifat VUCA (*Volatility, Uncertainty, Complexity, Ambiguity*) dan BANI (*Brittle, Anxious, Nonlinear, Incomprehensible*).

Evaluasi berkala terhadap kinerja jajaran manajemen dan badan tata kelola tertinggi dilakukan melalui mekanisme penilaian internal di tingkat Executive Committee (ExComm) oleh OCS Group. Penilaian ini berfokus pada efektivitas pengawasan, kepatuhan etika, serta kontribusi strategis dalam pengelolaan topik-topik ESG guna memastikan keberlanjutan organisasi.



Evaluation
Evaluasi

Individual and collective to support performance improvement, role improvement, and sustainable leadership development planning.

Individual maupun kolektif untuk mendukung peningkatan kinerja, perbaikan peran,dan perencanaan pengembangan kepemimpinan yang berkelanjutan.

Follow-up Action
Tindak Lanjut

Important decisions related to evaluation results are made at the Extraordinary General Meeting of Shareholders (EGMS).

Pengambilan keputusan penting terkait hasil evaluasi dilakukan pada Rapat Umum Pemegang Saham Luar Biasa (RUPSLB).

Adjustment
Penyesuaian

Changes to the membership structure are based on the results of the EGMS.

Perubahan struktur keanggotaan didasarkan hasil RUPSLB.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Policies and Remuneration Determination Process

Kebijakan dan Proses Penentuan Remunerasi

The remuneration policy for members of the highest governance body and senior executives at OCS Indonesia comprises fixed salaries, variable incentives in the form of bonuses, and pension benefits, which are determined by the Board of Directors through internal meetings based on the mandate of OCS Group. This compensation structure is strategically linked to the achievement of organizational performance targets, including effectiveness in managing economic, environmental, and social impacts, to ensure alignment with long-term sustainability objectives. [GRI 2-19, 2-21]

The design and determination of remuneration are carried out entirely through internal Group-level mechanisms, without the involvement of external consultants or an independent remuneration committee at the local level. The Company ensures that the remuneration policy and structure remain competitive, transparent, aligned with Good Corporate Governance (GCG) principles, and supportive of sustainable performance achievement. [GRI 2-20]

Kebijakan remunerasi bagi jajaran badan tata kelola tertinggi dan eksekutif senior di OCS Indonesia mencakup komponen gaji tetap, insentif variabel berupa bonus, serta tunjangan pensiun yang ditetapkan oleh Direksi melalui rapat internal berdasarkan mandat dari OCS Group. Struktur imbalan ini dikaitkan secara strategis dengan pencapaian target kinerja organisasi, termasuk efektivitas dalam pengelolaan dampak ekonomi, lingkungan, dan sosial guna memastikan keselarasan dengan tujuan keberlanjutan jangka panjang. [GRI 2-19, 2-21]

Proses perancangan dan penetapan nilai remunerasi dilakukan sepenuhnya melalui mekanisme internal tingkat grup tanpa melibatkan konsultan eksternal maupun komite remunerasi independen di tingkat lokal. Perusahaan senantiasa memastikan bahwa kebijakan dan struktur remunerasi yang ditentukan tetap kompetitif, transparan, sesuai dengan prinsip *Good Corporate Governance* (GCG) dan mendukung pencapaian kinerja berkelanjutan. [GRI 2-20]



Ethical Conduct and Behaviour

Perilaku dan Etika

Conducting all aspects of operations with honesty, integrity, and transparency serves as the fundamental standard of behaviour underlying all business interactions. OCS Indonesia manages impacts related to business ethics through the implementation of a code of conduct and the provision of credible and accessible reporting channels to mitigate the risk of legal violations.

OCS Indonesia is committed to responsible labor practices and the modern slavery pact. This initiative represents the company's concrete commitment to ensuring a responsible supply chain and enhancing the competitiveness of the national workforce through dignified and sustainable labor standards.

These measures are integrated across all operational lines to ensure regulatory compliance, protection of whistleblowers, and the strengthening of long-term stakeholder trust. [GRI 3-3]

Menjalankan setiap aspek operasional dengan kejujuran, integritas, dan transparansi merupakan standar perilaku utama yang mendasari seluruh interaksi bisnis. OCS Indonesia menjalankan manajemen dampak terkait etika bisnis melalui penerapan kode etik serta penyediaan saluran pengaduan kredibel dan mudah diakses untuk memitigasi risiko pelanggaran hukum.

OCS Indonesia berkomitmen terhadap praktik ketenagakerjaan dan *modern slavery pact.* Langkah ini menjadi wujud nyata perusahaan dalam menjamin rantai pasok yang bertanggung jawab dan meningkatkan daya saing tenaga kerja nasional melalui standar kerja yang bermartabat serta berkelanjutan.

Langkah ini diintegrasikan ke dalam seluruh lini operasional Perusahaan guna menjamin kepatuhan regulasi, perlindungan pelapor, dan peningkatan kepercayaan pemangku kepentingan jangka panjang. [GRI 3-3]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Conflict of Interest and Communication of Critical Concerns

Konflik Kepentingan dan Komunikasi Masalah Penting

OCS Indonesia has established a robust ethics policy to ensure that conflicts of interest are identified and minimized through mandatory compliance with the code of conduct by all colleagues, including the highest governance body. This policy encompasses guidelines on conduct in professional and business relationships, transaction transparency, and the management of potential conflicts that may influence decision-making processes. [GRI 2-15]

The communication of critical concerns to the highest governance body is facilitated through routine reporting mechanisms in the monthly Country Executive Committee (ExCom) meetings, serving as the primary channel for discussing strategic issues. [GRI 2-16]

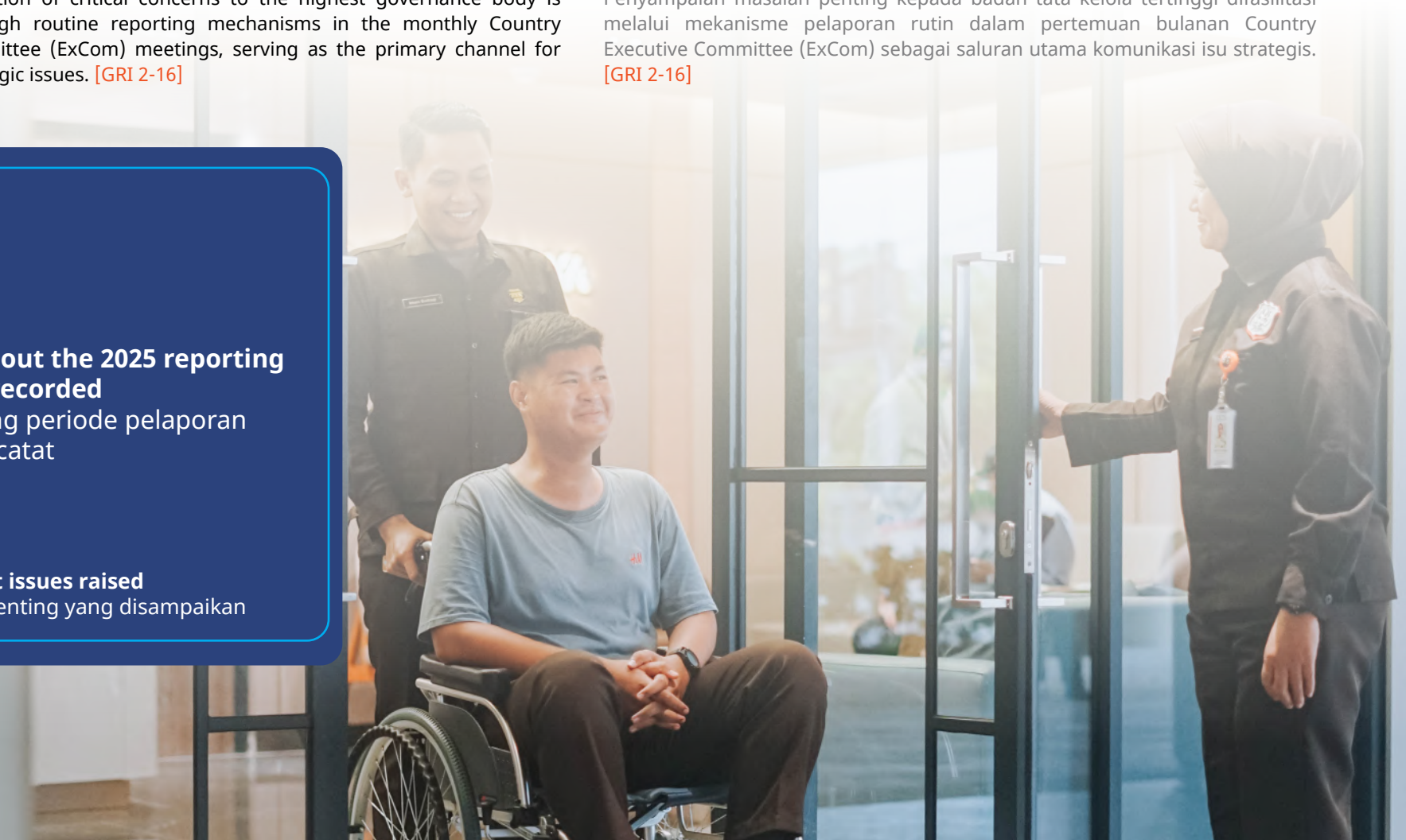
Kebijakan etika yang tegas telah OCS Indonesia diterapkan untuk memastikan konflik kepentingan diidentifikasi dan diminimalkan melalui kewajiban pematuhan kode etik seluruh karyawan tanpa terkecuali badan tata kelola tertinggi mencakup pedoman perilaku dalam hubungan kerja dan bisnis, transparansi transaksi, serta potensi benturan kepentingan yang dapat mempengaruhi proses pengambilan keputusan. [GRI 2-15]

Penyampaian masalah penting kepada badan tata kelola tertinggi difasilitasi melalui mekanisme pelaporan rutin dalam pertemuan bulanan Country Executive Committee (ExCom) sebagai saluran utama komunikasi isu strategis. [GRI 2-16]

Throughout the 2025 reporting period, recorded
Sepanjang periode pelaporan 2025, tercatat

0

Important issues raised
Masalah penting yang disampaikan



Anti-Corruption Risk and Compliance

Risiko dan Kepatuhan Terkait Antikorupsi

OCS Indonesia's risk management system has been integrated with processes for identifying, assessing, and monitoring sustainability risks, including corruption risks, which are evaluated across all (100%) operations covering both colleagues and business partners through the Compliance function. This integration includes due diligence in the recruitment of agents, intermediaries, and business partners, as well as internal oversight to ensure that all operational risks are effectively mitigated. [GRI 205-1] [IFRS S1.43]

OCS Indonesia maintains zero tolerance for corruption, bribery, kickbacks, gratifications, and other fraudulent practices, as reflected in its Anti-Corruption and Anti-Bribery policies. The company has obtained ISO 37001:2016 certification as a demonstration of its commitment to anti-bribery. All (100%) members of the governance body, colleagues across operations, and business partners have been provided with awareness programs through various official channels and training via the internal Great Day system to ensure understanding of the policy, individual responsibilities, and procedures for reporting violations. [GRI 205-2]

Throughout 2025, OCS Indonesia recorded
Sepanjang tahun 2025, OCS Indonesia mencatatkan



0

Legal action for violations or alleged violations of anti-corruption policies. [GRI 205-3]
Tindakan hukum atas pelanggaran atau dugaan pelanggaran kebijakan antikorupsi.

Sistem manajemen risiko OCS Indonesia telah terintegrasi dengan proses identifikasi, penilaian, dan pemantauan risiko keberlanjutan, termasuk risiko korupsi yang dinilai terhadap seluruh (100%) operasi baik karyawan maupun mitra usaha melalui fungsi *Compliance*. Integrasi ini mencakup uji tuntas pada perekrutan agen, perantara, serta mitra bisnis dan pengawasan internal untuk memastikan seluruh risiko pada operasional dapat dimitigasi. [GRI 205-1] [IFRS S1.43]

OCS Indonesia tidak mentoleransi tindakan korupsi, suap, balas jasa, gratifikasi, dan tindakan kecurangan lainnya yang diwujudkan dalam kebijakan Anti Korupsi dan Anti Suap. Perusahaan telah memperoleh sertifikasi ISO 37001:2016 sebagai bentuk perwujudan komitmen terhadap anti suap. Seluruh (100%) anggota badan tata kelola dan karyawan di seluruh operasional, serta mitra bisnis telah diberikan sosialisasi melalui berbagai saluran resmi dan pelatihan melalui sistem internal *Great Day* mengenai kebijakan Anti Korupsi dan Anti Suap untuk memastikan pemahaman kebijakan, tanggung jawab individu, dan prosedur pelaporan pelanggaran. [GRI 205-2]

No cases of anti-corruption violations were recorded over the past two years, whether in the form of ongoing legal proceedings or concluded cases. Accordingly, there were no terminations of employment or discontinuations of contracts with business partners due to such violations. The achievement of zero (0%) violation cases has been consistently maintained, reflecting the effective and consistent implementation of anti-corruption principles at OCS Indonesia. [GRI 205-3]

Tidak terdapat kasus pelanggaran antikorupsi yang tercatat dalam dua tahun terakhir, baik dalam bentuk proses hukum yang sedang berlangsung maupun yang telah mendapatkan putusan. Sehingga, tidak ada pemutusan hubungan kerja maupun pengakhiran kontrak dengan mitra bisnis akibat pelanggaran terkait. Capaian target nol (0%) kasus pelanggaran ini berhasil dipertahankan secara konsisten mencerminkan efektivitas penerapan prinsip antikorupsi secara konsisten di OCS Indonesia. [GRI 205-3]

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Cyber Security and Data Privacy

Keamanan Siber dan Privasi Data

The protection of personal data and information security constitutes a fundamental responsibility of OCS Indonesia in safeguarding operational integrity, business resilience, and stakeholder trust. The Company is committed to protecting privacy and ensuring the security of information and personal data belonging to colleagues, job applicants, customers, suppliers, and other business partners through ethical management practices in accordance with the OCS Group, applicable regulations, and the implementation of an information security management system certified to ISO 27001 standards. [GRI 3-3, 418-1]

OCS Indonesia implements personal data protection and information security management in accordance with OCS Global policies through a Data Breach Response Plan mechanism applicable to all personal data processed by the Company. Incident management is carried out through stages of identification, containment and recovery, risk assessment, notification, as well as evaluation and response, coordinated by the Data Protection Officer (DPO) and Chief Legal & Risk Officer, including reporting to relevant authorities and affected parties when necessary. This mechanism is implemented to maintain the confidentiality, integrity, and availability of personal data, while mitigating legal, operational, financial, and reputational risks that may arise from information security incidents. [GRI 418-1]

Perlindungan data pribadi dan keamanan informasi menjadi tanggung jawab fundamental OCS Indonesia dalam menjaga integritas operasional, ketahanan bisnis, dan kepercayaan pemangku kepentingan. Perusahaan berkomitmen untuk melindungi privasi serta menjaga keamanan informasi dan data pribadi milik karyawan, pelamar kerja, pelanggan, pemasok, dan mitra bisnis lainnya melalui pengelolaan etis sesuai kebijakan OCS Group, regulasi yang berlaku, serta penerapan sistem manajemen keamanan informasi yang telah tersertifikasi ISO 27001. [GRI 3-3, 418-1]

OCS Indonesia menerapkan pengelolaan perlindungan data pribadi dan keamanan informasi sesuai kebijakan OCS Global melalui mekanisme *Data Breach Response Plan* yang berlaku untuk seluruh data pribadi yang diproses Perusahaan. Pengelolaan insiden dilakukan melalui tahapan identifikasi, *containment and recovery, risk assessment, notification, serta evaluation and response* yang dikoordinasikan oleh Data Protection Officer (DPO) dan Chief Legal & Risk Officer, termasuk pelaporan kepada otoritas terkait dan pihak terdampak apabila diperlukan. Mekanisme ini diterapkan untuk menjaga kerahasiaan, integritas, dan ketersediaan data pribadi serta memitigasi risiko hukum, operasional, finansial, dan reputasi yang dapat timbul akibat insiden keamanan informasi. [GRI 418-1]



Integrated Security Solutions

Solusi Keamanan Terintegrasi

OCS Indonesia integrates security technology with facilities management to mitigate operational risks for each client. This approach is designed to provide long-term protection amid market dynamics. [IFRS S1.28]

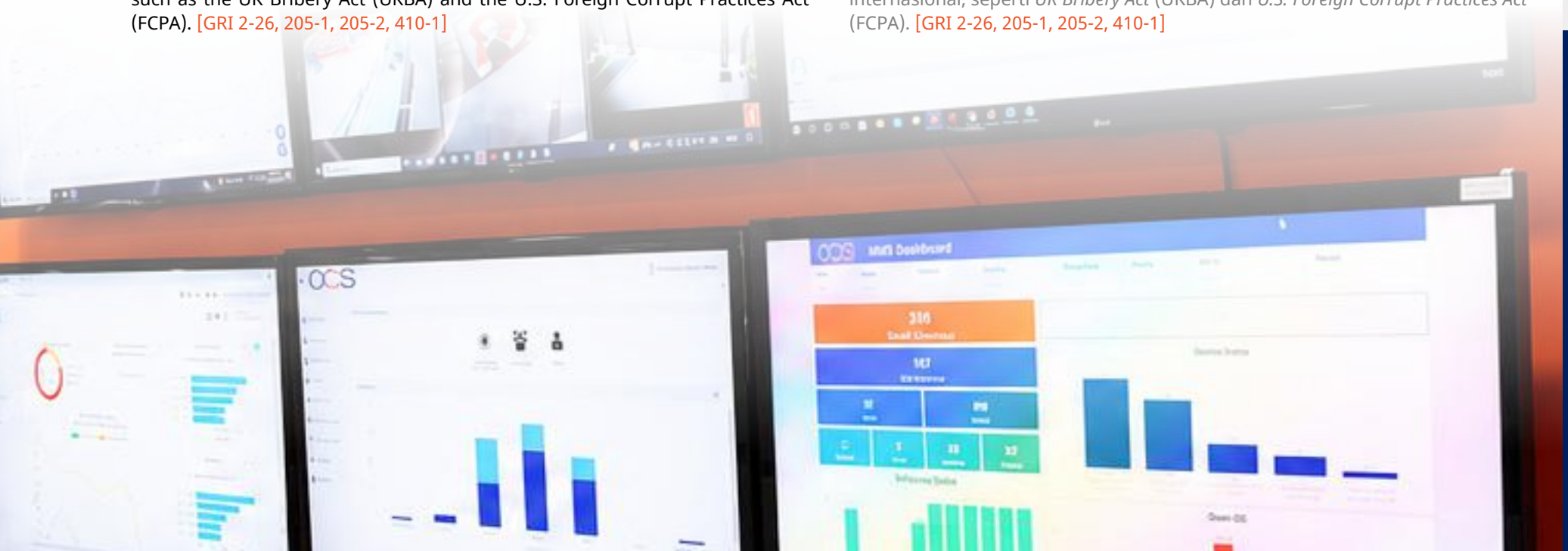
This synergy is further reinforced through a partnership with the Security Maintenance Agency of the Indonesian National Police (Baharkam POLRI) on July 16, 2025. This collaboration serves as a key instrument in combining integrated facilities management expertise with the law enforcement capabilities of POLRI to create a safer working environment across all operational areas. [GRI 418-1]

This strategic initiative marks a significant advancement in knowledge transfer and strengthened synergy to address security challenges, while reinforcing OCS Indonesia's commitment to business integrity through the implementation of anti-bribery and anti-corruption practices aligned with international standards, such as the UK Bribery Act (UKBA) and the U.S. Foreign Corrupt Practices Act (FCPA). [GRI 2-26, 205-1, 205-2, 410-1]

OCS Indonesia mengintegrasikan teknologi keamanan dengan manajemen fasilitas guna memitigasi risiko operasional bagi setiap klien. Pendekatan ini dirancang untuk melindungi secara jangka panjang di tengah dinamika pasar. [IFRS S1.28]

Sinergi ini dipertegas melalui kemitraan dengan Badan Pemeliharaan Keamanan Kepolisian Negara Republik Indonesia (Baharkam POLRI) pada 16 Juli 2025. Kolaborasi ini menjadi instrumen penting dalam pemaduan keahlian manajemen fasilitas terintegrasi dengan kapabilitas penegakan hukum POLRI demi menciptakan lingkungan kerja yang lebih aman di seluruh wilayah operasional. [GRI 418-1]

Langkah strategis ini menandai kemajuan signifikan dalam transfer pengetahuan dan penguatan sinergi guna memitigasi tantangan keamanan dan memperkokoh dedikasi OCS Indonesia terhadap integritas bisnis melalui penerapan praktik anti-penyuapan dan antikorupsi yang merujuk pada standar internasional, seperti *UK Bribery Act* (UKBA) dan *U.S. Foreign Corrupt Practices Act* (FCPA). [GRI 2-26, 205-1, 205-2, 410-1]



About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information



Building a Digital Foundation Through Integrated System
Membangun Fondasi Digital Melalui Sistem Terintegrasi

Open the Door, Open the Opportunity

The Company participated in The GenAI Fund & Google Cloud Open Innovation Kick-Off, held on 20 October 2025 at Google Jakarta. The event brought together more than 400 startup founders, investors, and corporate leaders in an effort to advance the development of a responsible artificial intelligence ecosystem. During this occasion, the Company shared its experience in building a digital foundation through a data-driven operational systems integration initiative that connects finance, human resources, and operations functions. [GRI 2-6]

The Company also emphasised the importance of developing Proof-of-Concept (PoC) initiatives that are outcome-oriented, with a focus on addressing recurring operational challenges and creating measurable value addition. Furthermore, the Company reaffirmed that the success of technological innovation is strongly determined by the alignment of success metrics, cross-stakeholder collaboration, and an approach that integrates empathy, operational understanding, and sustainability as core principles in driving impactful digital transformation.

Perusahaan berpartisipasi dalam *The GenAI Fund & Google Cloud Open Innovation Kick-Off* yang diselenggarakan pada 20 Oktober 2025 di Google Jakarta. Acara ini mempertemukan lebih dari 400 pendiri *startup*, investor, serta pemimpin perusahaan dalam upaya mendorong pengembangan ekosistem kecerdasan buatan yang bertanggung jawab. Dalam kesempatan ini, Perusahaan berbagi pengalaman dalam membangun fondasi digital melalui inisiatif integrasi sistem operasional berbasis data yang menghubungkan fungsi keuangan, sumber daya manusia, dan operasional. [GRI 2-6]

Perusahaan juga menekankan pentingnya pengembangan *Proof-of-Concept* (PoC) yang berorientasi pada hasil nyata, dengan fokus pada penyelesaian permasalahan operasional yang berulang serta penciptaan nilai tambah yang terukur. Selain itu, Perusahaan menegaskan bahwa keberhasilan inovasi teknologi sangat ditentukan oleh keselarasan metrik keberhasilan, kolaborasi lintas pemangku kepentingan, serta pendekatan yang menggabungkan empati, pemahaman operasional, dan keberlanjutan sebagai prinsip utama dalam mendorong transformasi digital yang berdampak.

The Company also provides human resources and infrastructure for a sustainable data protection system as a strategic measure to mitigate risks and demonstrate its commitment to the protection of personal data.

Perusahaan juga memfasilitasi sumber daya manusia dan infrastruktur sistem proteksi data berkelanjutan sebagai langkah strategis mitigasi risiko dan perwujudan komitmen akan perlindungan data pribadi.

Throughout 2025, OCS Indonesia recorded [GRI 418-1]
Sepanjang tahun 2025, OCS Indonesia mencatatkan

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Complaints related to customer privacy violations, both complaints from external parties and reports from regulatory agencies.
Keluhan terkait pelanggaran privasi pelanggan baik pengaduan dari pihak eksternal maupun laporan dari badan regulasi.

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Cases of data leaks, theft, or loss managed by the Company.
Kasus kebocoran, pencurian, maupun kehilangan data yang dikelola oleh Perusahaan.

In the event of an incident, OCS Indonesia will take action in accordance with the Data Breach Response Plan established by OCS Group. [GRI 418-1]

Jika terdapat kasus, maka OCS Indonesia akan melakukan tindakan mengikuti ketentuan *Data Breach Response Plan* yang ditetapkan oleh OCS Group. [GRI 418-1]

1 Early Mitigation
Mitigasi Awal

This is done by signing a Non-Disclosure Agreement (NDA).
Dilakukan melalui penandatanganan *Non-Disclosure Agreement* (NDA).

2 Incident Report
Pelaporan Insiden

Any employee who is aware of or suspects a violation may report it immediately.
Setiap karyawan yang mengetahui atau mencurigai adanya pelanggaran dapat segera melapor.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

3 Handling Process
Proses Penanganan

Managed by the Data Protection Officer (DPO) and the Global Chief Legal & Risk Officer
Dikelola oleh Data Protection Officer (DPO) dan Chief Legal & Risk Officer Global

Identification & Initial Assessment
Identifikasi & Asesmen Awal

Assessing the severity of the incident.
Menilai tingkat keparahan insiden.

Containment & Recovery
Pengamanan & Pemulihan

Taking swift action to minimize the impact of data breaches and mitigate ongoing risks.
Mengambil tindakan cepat untuk meminimalkan dampak penyebaran data dan memitigasi risiko lanjutan.

Risk Assessment
Analisis Risiko

A thorough assessment of the impact of the violation on operations.
Evaluasi mendalam mengenai dampak pelanggaran terhadap operasional.

Violation Notification
Notifikasi Pelanggaran

Notify the affected individuals directly and report the matter to the authorities within 72 hours if there are criminal elements involved.
Mengabari langsung individu yang terdampak dan melapor ke otoritas dalam waktu maksimal 72 jam jika terdapat unsur pidana.

Final Evaluation & Response
Evaluasi & Respons Akhir

A review to assess the effectiveness of the measures taken and improve the data protection system.
Tinjauan ulang untuk evaluasi efektivitas langkah yang diambil dan memperbaiki sistem pertahanan data.

4 Monitoring System
Sistem Pengawasan

The entire oversight process and control functions related to data privacy enforcement are centrally monitored by OCS Group (Global) to ensure consistent compliance across all operational regions.
Seluruh proses pengawasan dan fungsi kontrol terhadap penegakan privasi data ini dipantau secara terpusat oleh OCS Group (Global) untuk memastikan kepatuhan yang konsisten di seluruh wilayah operasional.



APPENDICES AND ADDITIONAL INFORMATION

LAMPIRAN DAN INFORMASI TAMBAHAN

SUSTAINABILITY
REPORT 2025

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Independent Assurance Statement [GRI 2-5]

Pernyataan *Assurance* Independen

CBC GLOBAL Indonesia AA1000 Licensed Report 000-310/V3-LWEQX

INDEPENDENT ASSURANCE STATEMENT

PT OCS Global Services (OCS Indonesia)
Sustainability Report 2025
Statement No: 08/IAS/CBC/V/2026
Type 2, Moderate Level

Scope of Engagement in Assurance

CBC Global Indonesia ("CBC Global Indonesia", "us" or "we") were commissioned by PT OCS Global Services ("**OCS Indonesia**") with the objective to provide assurance of **OCS Indonesia**'s 2025 Sustainability Report (the "Report") with reference to GRI Sustainability Reporting Universal Standard and the adherence to AA1000 Accountability Principles (2018) with assurance over the Subject Matter presented in the Report, for the reporting year ended 31st December 2025. **This statement is intended to be used by stakeholders & management of OCS Indonesia.**

The **scope and limitation** of our work is restricted to the following areas:

1. **Subject Matters**

   Colleague Engagement, Training, and Development; Health and Safety; Ethical Conduct and Behavior; Climate Change; Energy; Responsible and Ethical Procurement; Diversity, Equity, and Inclusion; Modern Slavery, Human and Labor Right; Community Partnership and Social Impact; Water Management; Cyber Security and Data Privacy; Talent Attraction and Retention; Waste and Resource Management

2. **AA1000 Principles (2018)**

   Our assurance engagement was planned and performed to meet the requirements of a **Type 2 "Moderate Level"** of assurance as defined by AA1000 Assurance Standard v3 (2020) to evaluate the nature and extent of **OCS Indonesia**'s adherence to all four AA1000 AccountAbility Principles (2018): Inclusivity, Materiality, Responsiveness and Impact, where sufficient evidence has been obtained to support our statement such that the risk of our conclusion being in error is reduced, but not reduced to very low, but not zero.

   We have not performed any work, and do not express any conclusions, on any other information outside of the Subject Matter that may be published in the Report or on **OCS Indonesia**'s website for the current reporting period or for previous periods and assumed that the financial data and figures provided by **OCS Indonesia** has been audited by independent parties therefore, presentation of financial data and figures in the report NOT within the scope of assurance.

AA1000
Licensed Report
000-310/V3-LWEQX

Responsibilities of the Management of OCS Indonesia

Management of **OCS Indonesia** is responsible for preparing the Subject Matter with reference to the Reporting Criteria, including establishing internal controls to ensure information is free from material misstatement. This report, prepared using the GRI-referenced approach, aligns fully with the GRI Standards (2021) requirements, ensuring reliable and relevant disclosures for stakeholder decision-making.

Responsibilities, Competencies and Independency of CBC Global Indonesia

Our responsibility is to plan and perform our work to obtain assurance over whether the Subject Matter information has been prepared in accordance with the GRI Universal Standard and to report to **OCS Indonesia** in the form of an independent assurance conclusion, based on the work performed and the review progress. We must also express a conclusion over whether the Report adheres to the AA1000 Principles (2018) and comment on the nature and extent of each Principle individually. All this engagement was carried out by an independent team of sustainability assurance professionals whose already obtained the **Certified Sustainability Report Assurer (CSRA) or Associate Certified Sustainability Assurance Practitioner (ACSAP) and any other relevant certifications.**

CBC Global Indonesia is bounded by rules of conduct and professional practice relating to independence and quality overseen by AccountAbility (www.accountability.org/standards/licensing/ AA1000 as licensed-providers) and has established policies and procedures that are designed to ensure that our team maintain independence and integrity. We had no financial interest in the operation of **OCS Indonesia** other than for the assessment and assurance of this report. We don't accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

Methodology

We conduct the following assurance procedures and activities:

- Pre-engagement to ensure the independence and impartiality of the assurance team.
- Kick-off meeting and initial analysis of the report draft.
- Review, assess and evidence the reliability and quality of sustainability performance and disclosed information as specified in the Report content for the reporting period of 1st of January up to 31st of December 2025.
- Evaluate the adherence of report content, disclosure and presentation against the criteria of standard, principles, and indicators using references from AA1000AS v3 (2020), AA1000AP (2018) (AccountAbility Principles), GRI Universal Standards.
- Conduct in-depth on documents compliance, governance, risk management, business continuity management topics with the representatives of the relevant functions/divisions of the **OCS Indonesia** concerning sustainability strategy and policies for material issues and the implementation of these across the **OCS Indonesia**'s business.
- Performed limited substantive testing, on a sample basis, of the sustainability information identified, to verify the assumptions, estimations and computations **OCS Indonesia** made and to check that data had been appropriately measured, recorded, collated and reported.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

CBC GLOBAL Indonesia AA1000 Licensed Report 000-310/V3-LWEQX

- Discuss and analysis data and reports with management of **OCS Indonesia** and data contributor to determine whether there are any material misstatement of fact or material inconsistencies based on our understanding obtained as part of our assurance engagement.

Finding and Conclusions

From the assurance program and the evidence, we have obtained, a detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact, the GRI Universal Standards is set out below:

INCLUSIVITY

Based on the assurance procedures performed, **OCS Indonesia** has demonstrated its commitment to the principle of Inclusivity through engagement with various stakeholder groups, including employees, local communities, regulators, industry associations, and business partners. The Sustainability Report further reflects the Company's efforts to integrate stakeholder interests into its sustainability approach through workforce empowerment initiatives, social mobility programs, and collaborative sustainability initiatives.

Based on the evidence obtained during the assurance process, nothing has come to our attention that causes us to believe that **OCS Indonesia** has not applied the AA1000 AccountAbility Principle of Inclusivity in all material respects. Nevertheless, the Company is encouraged to further strengthen the formalization and disclosure of its stakeholder engagement processes, including stakeholder identification, prioritization methodology, engagement frequency, and mechanisms for incorporating stakeholder feedback into strategic sustainability decision-making.

MATERIALITY

Based on our review, the Sustainability Report has identified and disclosed material sustainability topics relevant to the Company's operational activities and stakeholder expectations, including climate change, governance, occupational health and safety, human rights, and responsible supply chain practices. The disclosed topics generally reflect the significant economic, environmental, and social impacts associated with the Company's operations.

Based on the assurance evidence obtained, we conclude that **OCS Indonesia** has applied the AA1000 AccountAbility Principle of Materiality in all material respects. However, the Company would benefit from providing more comprehensive disclosure regarding the methodology used to determine material topics, including stakeholder involvement, prioritization criteria, assessment boundaries, and the integration of materiality outcomes into the Company's strategic sustainability management processes.

RESPONSIVENESS

OCS Indonesia has demonstrated responsiveness to material sustainability matters through the implementation of initiatives related to ESG integration, emissions reduction, workforce development, governance strengthening, and ethical business conduct. The Sustainability Report also outlines several sustainability targets and operational measures intended to address stakeholder expectations and long-term sustainability challenges.

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Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that **OCS Indonesia** has not applied the AA1000 AccountAbility Principle of Responsiveness in all material respects. Nonetheless, further enhancement of disclosures regarding the linkage between stakeholder concerns, management responses, measurable targets, monitoring mechanisms, and performance evaluations would strengthen transparency and accountability within the Company's sustainability reporting practices.

IMPACT
The Sustainability Report includes disclosures relating to the Company's environmental, social, and governance performance, including greenhouse gas emissions, energy consumption, workforce development, occupational health and safety, and responsible procurement practices. The Company has also communicated several sustainability initiatives and targets aimed at generating long-term positive impacts across its operations and value chain.

Based on the assurance work performed and the evidence obtained, we conclude that **OCS Indonesia** has applied the AA1000 AccountAbility Principle of Impact in all material respects. However, the Company is encouraged to further strengthen its impact measurement and reporting practices through clearer baseline disclosures, expanded multi-year performance trend analysis, and broader reporting on value chain impacts, particularly in relation to Scope 3 emissions and supply chain sustainability.

GRI STANDARDS PRINCIPLES
The Report has prepared in accordance with GRI Universal Standards**,** where all disclosure of each material topic is presented in the Report. The disclosures of management approach for each material topic in general is fairly disclosed. The Management of **OCS Indonesia** has applied the principles for defining the report's quality (balance, comparability, accuracy, timeliness, clarity, and reliability) and the principles for defining the report's content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and supporting documents were adequately presented during the assurance program.

Opinion Statement
Our professional and certified team of sustainability report assurer has assured this report in accordance with the AA1000AP (2018), AA1000AS v3 (2020) and GRI Standards. From the review progress, we conclude that the **OCS Indonesia**'s Sustainability Report 2025 provides a fair view of the all the **OCS Indonesia**'s programs and performances during 2025. Nothing has come to our attention that causes us to believe that the **OCS Indonesia**'s 2025 Sustainability Report does not comply with the AA1000 AccountAbility Principles (AA1000AP) or presents information that is materially unreliable.

Although this report, prepared using the GRI-referenced approach, we assess that its contents have been fully prepared in alignment with the structure and requirements of the GRI Standards 2021 – "in accordance," and its disclosures are deemed reliable for stakeholder decision-making purposes.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

AA1000
Licensed Report
000-310/V3-LWEQX

Conclusion & Recommendation

OCS Indonesia has demonstrated a strong commitment to integrating sustainability considerations into its business strategy and operational activities, particularly in relation to social mobility, human rights, governance, and operational decarbonization initiatives. The Sustainability Report has presented a range of relevant disclosures concerning environmental, social, and governance performance, supported by management's commitment to data validity and traceability. Nevertheless, the Company is encouraged to further strengthen its materiality assessment process through a more structured methodology, enhance the clarity of stakeholder engagement processes, and improve transparency regarding ESG targets, baselines, and performance achievements in order to provide disclosures that are more comprehensive, measurable, and decision-useful.

Furthermore, the Company is recommended to strengthen its internal control systems over ESG data, including the standardization of data collection methodologies, enhancement of audit trail mechanisms, and integration of reporting systems across operational sites to improve data consistency and reliability. Disclosures relating to supply chain due diligence, community impact measurement, and sustainability monitoring and evaluation systems should also be further enhanced. Strengthening these areas would provide OCS Indonesia with a more robust foundation to enhance the credibility of its sustainability reporting, improve assurance readiness in future reporting periods, and support long-term value creation-oriented decision-making.

For and on behalf of:
Jakarta, May 28th, 2026

Dr. Ari Purwanti, Ak. CA. CSRA CPMA., CRMP., CERA., CIBA
Engagement Leader

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About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Sustainable Development Goals (SDGs) Mapping

Tautan Tujuan Pembangunan Berkelanjutan (TPB)

Through the Environmental, Social, and Governance (ESG) framework, OCS Indonesia continues to reinforce its commitment to supporting the Sustainable Development Goals (SDGs). Our focus encompasses not only the reduction of our carbon footprint but also social empowerment and the strengthening of corporate governance. Throughout 2025, various initiatives were executed to deliver tangible positive impacts for the environment, the community, and all relevant stakeholders.

Melalui kerangka kerja ESG, OCS Indonesia senantiasa memperkuat komitmennya dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB). Fokus kami tidak hanya pada pengurangan jejak karbon, tetapi juga pada pemberdayaan sosial dan penguatan tata kelola. Di sepanjang tahun 2025, berbagai inisiatif telah dijalankan guna memberikan dampak positif yang nyata bagi lingkungan, masyarakat, serta seluruh pemangku kepentingan.

Environment
Lingkungan



Total energy consumption reached 9.548 GJ, with an energy intensity of 0.01 GJ per Rp million.	Total konsumsi energi sebesar 9,548 GJ dengan intensitas energi terhadap pendapatan sebesar 0,01 GJ per Rp juta.
GHG emissions recorded as: Scope 1: 565.09 ton CO_2e Scope 2: 265.12 ton CO_2e Scope 3: 4,653.10 ton CO_2e	Emisi GRK dicatat sebesar: Cakupan 1: 565,09 ton CO_2e Cakupan 2: 265,12 ton CO_2e Cakupan 3: 4.653,10 ton CO_2e
Waste management avoided 1.40 m³ of landfill volume and recycled 174.55 kg of waste.	Manajemen limbah menghasilkan pengurangan volume ke TPA sebesar 1,40 m³ dan daur ulang 174,55 kg limbah.
Recycling efforts prevented 368.44 tons of CO_2 and 11.47 tons of CH_4 emissions.	Pencegahan emisi CO_2 sebesar 368,44 ton dan gas metana (CH_4) sebesar 11,47 ton melalui upaya daur ulang.

The environmental SDGs highlighted in this section represent the goal most directly influenced by OCS Indonesia's operational activities and environmental performance. Through its Regenerative Facility Management approach, the Company seeks to improve resource efficiency, reduce emissions, and strengthen environmental outcomes across both its own operations and customer sites. As a service-based organization, a significant proportion of emissions arise within the value-chain, reinforcing the importance of supplier engagement, responsible procurement, and collaborative action. Building on the governance, measurement, and operational capabilities established since its first Sustainability Report 2023 in 2024, OCS Indonesia continues to strengthen its environmental performance while supporting broader decarbonization and circular economy objectives.

Tujuan Pembangunan Berkelanjutan (SDGs) di bidang lingkungan yang disoroti dalam bagian ini merupakan tujuan yang paling langsung dipengaruhi oleh kegiatan operasional dan kinerja lingkungan OCS Indonesia. Melalui pendekatan *Regenerative Facility Management*, Perusahaan berupaya meningkatkan efisiensi sumber daya, mengurangi emisi, dan memperkuat hasil lingkungan baik di lokasi operasionalnya sendiri maupun di lokasi pelanggan. Sebagai organisasi berbasis layanan, sebagian besar emisi berasal dari rantai nilai, sehingga semakin memperkuat pentingnya keterlibatan pemasok, pengadaan yang bertanggung jawab, dan tindakan kolaboratif. Berdasarkan pengukuran tata kelola dan kemampuan operasional yang telah ditetapkan sejak Laporan Keberlanjutan 2023 pertamanya pada tahun 2024, OCS Indonesia terus memperkuat kinerja lingkungannya sambil mendukung tujuan dekarbonisasi dan ekonomi sirkular yang lebih luas.

Social
Sosial

Enhanced the Milky Way Project to provide financial information within 24 hours of the new month, enabling faster review, planning, and decision-making for over 11,710 colleagues and customers.	Meningkatkan proyek *Milky Way* agar dapat menyediakan informasi keuangan dalam waktu 24 jam setelah awal bulan, sehingga memungkinkan proses peninjauan, perencanaan, dan pengambilan keputusan yang lebih cepat bagi lebih dari 11.710 rekan kerja dan pelanggan.
Launched Salary on Demand and EWA to provide fair and flexible wage access for 11,484 colleagues.	Meluncurkan program *Salary on Demand* dan EWA bagi 11.484 karyawan untuk akses keuangan yang lebih adil dan fleksibel.
Expanded pathways to social mobility through VOCIFY Green Skills and Apprenticeship Programme, connecting workforce development, industry demand, and internationally recognized vocational standards.	Memperluas jalur mobilitas sosial melalui program VOCIFY *Green Apprenticeship*, yang menghubungkan pengembangan tenaga kerja, kebutuhan industri, dan standar kejuruan internasional.
Sponsored 10 frontline colleagues to pursue full university education through the TRUE Champion Award.	Memberikan beasiswa pendidikan universitas penuh bagi 10 karyawan garis depan melalui TRUE Champion Award.
Commenced neuroinclusion readiness assessment in partnership with STEPS to strengthen the Company's journey toward a more inclusive workplace.	Memulai penilaian kesiapan neuroinklusi bekerja sama dengan STEPS untuk memperkuat upaya Perusahaan dalam mewujudkan tempat kerja yang lebih inklusif.
Continued to create employment opportunities across local communities, with the majority of operational colleagues recruited from communities surrounding customer locations.	Terus menciptakan peluang kerja di berbagai komunitas lokal, dengan sebagian besar karyawan operasional direkrut dari komunitas di lokasi sekitar pelanggan.

Governance
Tata Kelola

Strengthened governance through strategic partnership with Baharkam POLRI and alignment with internationally recognized anti-corruption and ethical business standards.	Peningkatan tata kelola melalui kemitraan strategis dengan Baharkam POLRI serta keselarasan dengan standar antikorupsi dan etika bisnis internasional.
Allocated 24% of the total procurement expenditure to local suppliers.	Mengalokasikan 24% dari total pengeluaran pengadaan untuk dialokasikan kepada pemasok lokal.
Developing an integrated OHS management system to ensure workplace safety.	Mengembangkan sistem manajemen K3 yang terintegrasi untuk memastikan keselamatan kerja.
No substantiated cases of privacy breaches, customer data loss, corruption, discrimination, forced labour, child labour, fatalities, or occupational diseases were reported during the reporting period.	Selama periode pelaporan, tidak ada laporan terbukti mengenai kasus pelanggaran privasi, kehilangan data pelanggan, korupsi, diskriminasi, kerja paksa, pekerja anak, kecelakaan fatal, atau penyakit akibat kerja.
Reinforced responsible business practices through commitment to the Modern Slavery Pact and strengthen ethical labour and supply chain governance.	Memperkuat praktik bisnis yang bertanggung jawab melalui komitmen terhadap *Modern Slavery Pact* serta memperkuat tata kelola tenaga kerja dan rantai pasok yang etis.

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

GRI Standard Index
Indeks Standar GRI

Statement of Use Pernyataan Penggunaan	PT OCS Global Services has reported the information cited in this GRI content index for the period January 1 to 31 December, 2025, in accordance to the GRI Standard. PT OCS Global Services telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari hingga 31 Desember 2025 disusun sesuai dengan standar GRI.
GRI 1 Used GRI 1 yang Digunakan	GRI 1: Foundation 2021 GRI 1: Landasan 2021

GRI Standard Standar GRI		**Disclosures** Pengungkapan	**Page** Halaman	**Omission** Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	**Reason** Alasan	**Explanation** Penjelasan
General Disclosures Pengungkapan Umum						
GRI 2: General Disclosure 2021 GRI 2: Pengungkapan Umum 2021	2-1	Organizational details Rincian organisasi	24			
	2-2	Entities included in the organization's sustainability reporting Entitas yang termasuk dalam pelaporan keberlanjutan organisasi	25			
	2-3	Reporting period, frequency and contact point Periode, frekuensi, dan titik kontak pelaporan	25, 43			
	2-4	Restatement of information Penyajian kembali informasi	25, 44			
	2-5	External assurance Penjaminan eksternal	44, 192-196			
	2-6	Activities, value chain, and other business relationship Aktivitas, rantai nilai, dan hubungan bisnis lainnya	27-39, 142, 188			
	2-7	Colleagues Tenaga kerja	93-98			
	2-8	Workers who are not colleagues Pekerja yang bukan pekerja langsung	93			

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
	2-9	Governance structure and composition Struktur tata kelola dan komposisi	142, 176-178			
	2-10	Nomination and selection of the highest governance body Nominasi dan pemilihan badan tata kelola tertinggi	180			
	2-11	Chair of the highest governance body Pejabat badan tata kelola tertinggi	180			
	2-12	Role of the highest governance body in overseeing the management of impacts Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak	116, 180			
	2-13	Delegation of responsibility for managing impacts Pendelegasian tanggung jawab untuk mengelola dampak	142, 180			
	2-14	Role of the highest governance body in sustainability reporting Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan	180			
	2-15	Conflict of interest Konflik kepentingan	184			
	2-16	Communication of critical concerns Komunikasi mengenai perilaku etis	184			
	2-17	Collective knowledge of the highest governance body Perjanjian perundingan kolektif	180-181			
	2-18	Evaluation of the performance of the highest governance body Evaluasi kinerja badan tata kelola tertinggi	114-115			
	2-19	Remuneration policies of the highest governance body Remunerasi badan tata kelola tertinggi	182			
	2-20	Process to determine remuneration Proses untuk menentukan remunerasi	182			

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
	2-21	Annual total compensation ratio Rasio kompensasi total tahunan	182	Annual total compensation ratio Rasio kompensasi total tahunan	Confidentiality constraints Kendala kerahasiaan	The total annual compensation ratio is calculated internally and considered confidential to protect individual privacy. Rasio total kompensasi dihitung secara internal dan bersifat rahasia untuk melindungi privasi individu.
	2-22	Statement on sustainable development strategy Pernyataan tentang strategi pembangunan berkelanjutan	61-64			
	2-23	Policy commitments Komitmen kebijakan	47, 63-68, 114-115, 152			
	2-24	Embedding policy commitments Menanamkan komitmen kebijakan	57-58, 114-115			
	2-25	Processes to remediate negative impacts Proses remediasi dampak	70-71			
	2-26	Mechanisms for seeking advice and raising concerns Mekanisme untuk mendapatkan saran dan meningkatkan isu	129, 187			
	2-27	Compliance with laws and regulations Kepatuhan terhadap hukum dan peraturan	130			
	2-28	Membership in associations Keanggotaan asosiasi	26, 120, 126			
	2-29	Stakeholder engagement Keterlibatan pemangku kepentingan	50, 120			
	2-30	Collective bargaining agreements Perjanjian kerja bersama	129			
Material Topics Topik Material						

GRI Standard Standar GRI		Disclosures Pengungkapan	Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-1	Process to determine material topics Proses untuk menentukan topik material	49			
	3-2	List of material topics Daftar topik material	53			
Economic Performance Kinerja Ekonomi						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	99, 112			
GRI 201: Economic Presence 2016 GRI 201: Kinerja Ekonomi 2016	201-1	Direct economic value generated and distributed Nilai ekonomi langsung yang dihasilkan dan didistribusikan	100, 112, 118			
	201-2	Financial implications and other risks and opportunities due to climate change Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim	158-160			
	201-3	Defined benefit plan obligations and other retirement plans Kewajiban program pensiun manfaat pasti dan program pensiun lainnya	105			
	201-4	Financial assistance received from government Bantuan finansial yang diterima dari pemerintah	112, 118			
Market Presence Keberadaan Pasar						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	99			
GRI 202: Market and Presence 2016 GRI 202: Keberadaan Pasar 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional	99-101			
	202-2	Proportion of senior management hired from the local community Proporsi manajemen senior yang berasal dari masyarakat lokal	108			
Indirect Economic Impact Dampak Ekonomi Tidak Langsung						

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

GRI Standard Standar GRI		Disclosures Pengungkapan	Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	108			
GRI 203: Indirect Economic Impact 2016 GRI 203: Dampak Ekonomi Tidak Langsung 2016	203-1	Infrastructure investments and services supported Investasi infrastruktur dan dukungan layanan	108, 110, 117			
	203-2	Significant indirect economic impacts Dampak ekonomi tidak langsung yang signifikan	88			
Procurement Practices Praktik Pengadaan						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	111, 141, 143, 145			
GRI 204: Procurement Practices 2016 GRI 204: Praktik Pengadaan 2016	204-1	Proportion of spending on local suppliers Proporsi pengeluaran untuk pemasok lokal	111, 141, 143, 145			
Anti-corruption Antikorupsi						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	183			
GRI 205: Anti-Corruption 2016 GRI 205: Antikorupsi 2016	205-1	Operations assessed for risks related to corruption Operasi-operasi yang dinilai memiliki risiko terkait korupsi	185, 187			
	205-2	Communication and training about anti-corruption policies and procedures Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi	185, 187			
	205-3	Confirmed incidents of corruption and actions taken Insiden korupsi yang terbukti dan tindakan yang diambil	185			
Energy Energi						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	164			

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
GRI 302: Energy 2016 GRI 302: Energi 2016	302-1	Direct (Scope 1) GHG emissions Emisi GRK (Cakupan 1) langsung	164			
	302-2	Energy indirect (Scope 2) GHG emissions Emisi energi GRK (Cakupan 2) tidak langsung	165			
	302-3	Other indirect (Scope 3) GHG emissions Emisi GRK (Cakupan 3) tidak langsung lainnya	164			
	302-4	Reduction of energy consumption Pengurangan konsumsi energi	164-165			
	302-5	Reductions in energy requirements of products and services Pengurangan pada energi yang dibutuhkan untuk produk dan jasa	165			
Water and Effluents Air dan Efluen						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	168			
GRI 303: Water and Effluents 2016 GRI 303: Air dan Efluen 2018	303-1	Interactions with water as a shared resources Interaksi dengan air sebagai sumber daya bersama	168-169			
	303-2	Management of water discharge-related impacts Manajemen dampak yang berkaitan dengan pembuangan air	169			
	303-3	Water withdrawal Pengambilan air	169			
	303-4	Water discharge Pembuangan air	169	Water discharge Pembuangan air	Information unavailable / incomplete Informasi tidak tersedia / tidak lengkap	The Company is still in the process of developing the required methodology and data collection systems. Perseroan masih dalam proses mengembangkan metodologi dan sistem pengumpulan data yang diperlukan.

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
	303-5	Water consumption Konsumsi air	169	Water Consumption Konsumsi air	Information unavailable / incomplete Informasi tidak tersedia / tidak lengkap	The Company is still in the process of developing the required methodology and data collection systems. Perseroan masih dalam proses mengembangkan metodologi dan sistem pengumpulan data yang diperlukan.
Emissions Emisi						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	166			
GRI 305: Emissions 2016 GRI 305: Emisi 2016	305-1	Direct (Scope 1) GHG emissions Emisi GRK (Cakupan 1) langsung	166			
	305-2	Energy indirect (Scope 2) GHG emissions Emisi energi GRK (Cakupan 2) tidak langsung	166			
	305-3	Other indirect (Scope 3) GHG emissions Emisi GRK (Cakupan 3) tidak langsung lainnya	167			
	305-4	GHG emissions intensity Intensitas emisi GRK	166			
	305-5	Reduction of GHG emissions Pengurangan Emisi GRK	166-167			

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
	305-6	Emissions of ozone-depleting substances (ODS) Emisi zat perusak ozon (ODS)	167	Emissions of ozone-depleting substances (ODS) Emisi zat perusak ozon (ODS)	Information unavailable / incomplete Informasi tidak tersedia / tidak lengkap	The Company is still in the process of developing the required methodology and data collection systems. Perusahaan masih dalam proses mengembangkan metodologi dan sistem pengumpulan data yang diperlukan.
	305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions Nitrogen oksida (NO_x), sulfur oksida (SO_x), dan emisi udara signifikan lainnya	167	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya	Information unavailable / incomplete Informasi tidak tersedia / tidak lengkap	The Company is still in the process of developing the required methodology and data collection systems. Perusahaan masih dalam proses mengembangkan metodologi dan sistem pengumpulan data yang diperlukan.
Waste Limbah						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	170			
GRI 306: Waste 2020 GRI 306: Limbah 2020	306-1	Waste generation and significant waste-related impacts Timbulan limbah dan dampak signifikan terkait limbah	170			
	306-2	Management of significant waste-related impacts Pengelolaan dampak yang signifikan terkait limbah	171-172			
	306-3	Waste generated Timbulan limbah	171			
	306-4	Waste directed from disposal Limbah yang dialihkan dari pembuangan akhir	171			
	306-5	Waste directed to disposal Limbah yang dikirimkan ke pembuangan akhir	171			

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

GRI Standard Standar GRI		**Disclosures** Pengungkapan	**Page** Halaman	**Omission** Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	**Reason** Alasan	**Explanation** Penjelasan
Supplier Environmental Assessment Penilaian Lingkungan Pemasok						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	145			
GRI 308: Supplier Environmental Assessment 2016 GRI 308: Penilaian Lingkungan Pemasok 2016	308-1	New suppliers that were screened using environmental criteria Seleksi pemasok baru dengan menggunakan kriteria lingkungan Rincian organisasi	145			
	308-2	Negative environmental impacts in the supply chain and actions taken Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil	145			
Employment Kepegawaian						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	74			
GRI 401: Employment 2016 GRI 401: Kepegawaian 2016	401-1	New colleague hires and colleague turnover Perekrutan karyawan baru dan pergantian karyawan	75-79			
	401-2	Benefits provided to full-time colleagues that are not provided to temporary or part-time colleagues Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu	98, 102			
	401-3	Parental leave Cuti melahirkan	104			
Labor/ Management Relations Hubungan Tenaga Kerja/Manajemen						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	129			
GRI 402: Labor/Management relations 2016 GRI 402: Hubungan Tenaga Kerja/Manajemen 2016	402-1	Minimum notice periods regarding operational changes Pemberitahuan minimum mengenai perubahan operasional	129			

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
Occupational Health and Safety Keselamatan dan Kesehatan Kerja						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	131			
GRI 403: Occupational Health and Safety 2018 GRI 403: Keselamatan dan Kesehatan Kerja 2018	403-1	Occupational health and safety management system Sistem manajemen kesehatan dan keselamatan kerja	132-134			
	403-2	Hazard identification, risk assessment, and incident investigatio Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden	134-135			
	403-3	Occupational health services Layanan kesehatan kerja	136			
	403-4	Worker participation, consultation, and communication on occupational health and safety Partisipasi, konsultasi, dan komunikasi pekerja tentang kesehatan dan keselamatan kerja	136			
	403-5	Worker training on occupational health and safety Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja	136			
	403-6	Promotion of worker health Peningkatan kualitas kesehatan pekerja	136			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis	137			
	403-8	Workers covered by an occupational health and safety Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja	135			
	403-9	Work-related injurie Kecelakaan kerja	134, 138-139			
	403-10	Work-related ill health Penyakit akibat kerja	139-140			

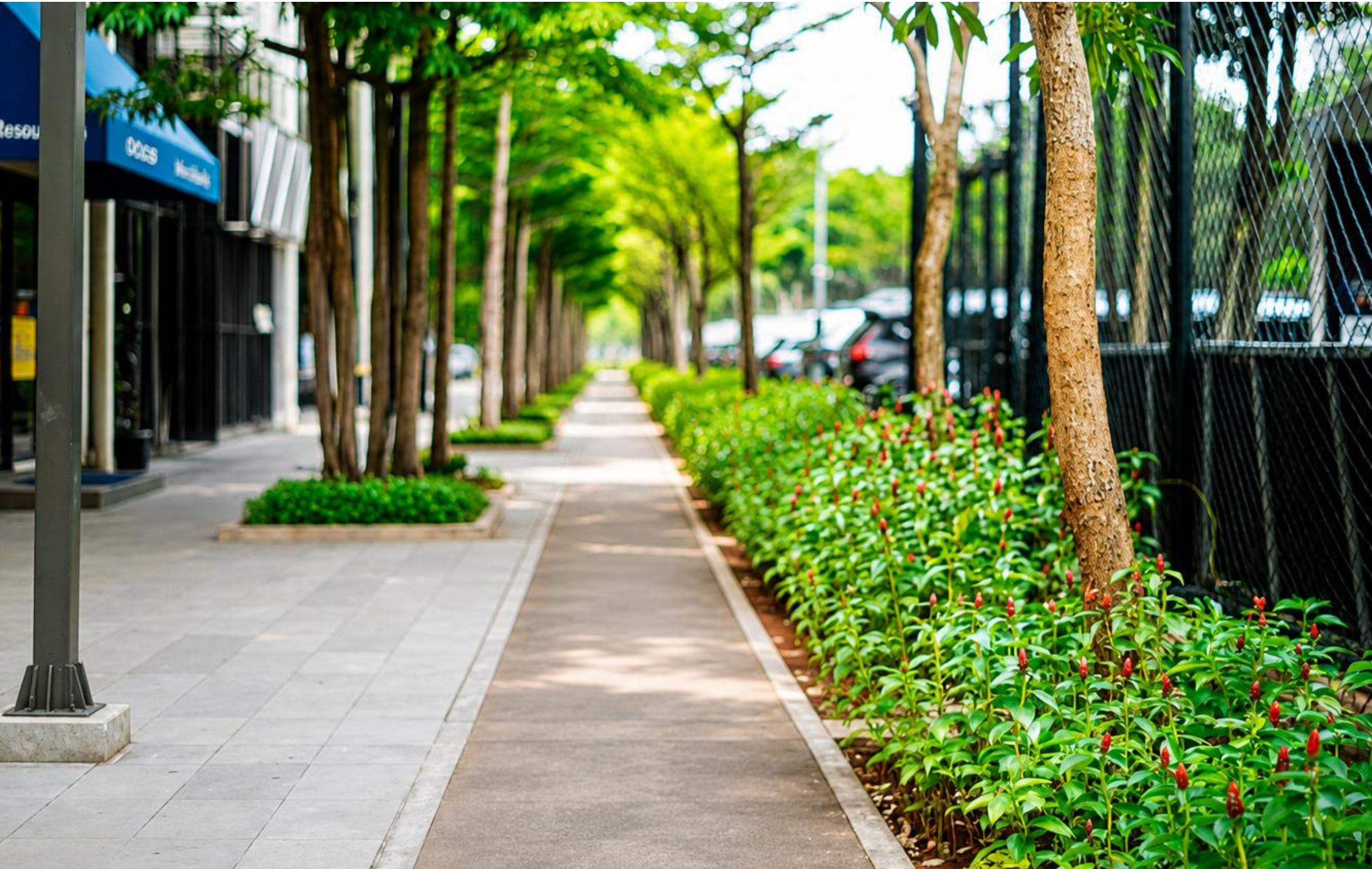
About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

GRI Standard Standar GRI	**Disclosures** Pengungkapan		**Page** Halaman	**Omission** Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	**Reason** Alasan	**Explanation** Penjelasan
Training and Education Pendidikan dan Pelatihan						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	74, 81			
GRI 404: Training and Education 2016 GRI 404: Pendidikan dan Pelatihan 2016	404-1	Average hours of training per year per colleague Rata-rata jam pelatihan per tahun per pegawai	82			
	404-2	Programs for upgrading colleague skills and transition assistance programs Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan	58, 79, 81-82, 84-89, 125-126			
	404-3	Percentage of colleagues receiving regular performance and career development reviews Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier	80			
Diversity and Equal Opportunity Keanekaragaman dan Kesempatan Kerja						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	92			
GRI 405: Diversity and Equal Opportunity 2016 GRI 405: Keanekaragaman dan Kesempatan Kerja 2016	405-1	Diversity of governance bodies and colleagues Keanekaragaman badan tata kelola dan karyawan	93-98 , 122			
	405-2	Ratio of basic salary and remuneration of women to men Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki	99			
Non-discrimination Non Diskriminasi						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	106			
GRI 406: Non-discrimination 2016 GRI 406: Non Diskriminasi 2016	406-1	Incidents of discrimination and corrective actions taken Insiden diskriminasi dan tindakan perbaikan yang dilakukan	106			

GRI Standard Standar GRI	Disclosures Pengungkapan		Page Halaman	Omission Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	Reason Alasan	Explanation Penjelasan
Freedom of Association and Collective Bargaining Kebebasan Berserikat dan Perundingan Kolektif						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	129			
GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko	129			
Child Labor Pekerja Anak						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	128			
GRI 408: Child Labor 2016 GRI 408: Pekerja Anak 2016	408-1	Operations and suppliers at significant risk for incidents of child labor Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak	130, 146			
Forced or Compulsory Labor Kerja Paksa atau Wajib Kerja						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	128			
GRI 409: Forced or Compulsory Labor 2016 GRI 409: Kerja Paksa atau Wajib Kerja 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja	130			
Security Practices Praktik Keamanan						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	146			
GRI 410: Security Practices 2016 GRI 410: Praktik Keamanan 2016	410-1	Security personnel trained in human rights policies or procedures Petugas keamanan yang dilatih mengenai kebijakan atau prosedur hak asasi manusia	146, 187			

About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

GRI Standard Standar GRI		**Disclosures** Pengungkapan	**Page** Halaman	**Omission** Yang Tidak Dicantumkan		
				Requirements Omitted Persyaratan yang Tidak Dicantumkan	**Reason** Alasan	**Explanation** Penjelasan
Local Communities Masyarakat Lokal						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	108			
GRI 413: Local Communities 2016 GRI 413: Masyarakat Lokal 2016	413-1	Operations with local community engagement, impact assessments, and development programs Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan	58, 88, 109-110, 123, 125			
	413-2	Operations with significant actual and potential negative impacts on local communities Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal	110, 123			
Supplier Social Assessment Penilaian Sosial Pemasok						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	145-146			
GRI 414: Supplier Social Assessment 2016 GRI 414: Penilaian Sosial Pemasok 2016	414-1	New suppliers that were screened using social criteria Pemasok baru yang disaring menggunakan kriteria sosial	145-146			
	414-2	Negative social impacts in the supply chain and actions taken Dampak sosial negatif dalam rantai pasokan dan tindakan yang diambil	146			
Customer Privacy Privasi Pelanggan						
GRI 3: Material Topics 2021 GRI 3: Topik Material 2021	3-3	Management of material topics Pengelolaan terhadap topik material	186			
GRI 418: Customer Privacy 2016 GRI 418: Privasi Pelanggan 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data Keluhan yang berdasar terkait pelanggaran privasi pelanggan dan hilangnya data pelanggan	186-187, 189-190			


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About OCS Indonesia and Our Core Values
Integrating Sustainability into Our Operatiosn and Services
Unlocking Pathways to Inclusive Social Mobility
Building Thriving and Resilient Local Communities
Protecting Human Dignity across Our Work Practices
Accelerating the Journey to a Low-Carbon Future
Weaving Resilient Governance into Every Step
Appendices and Additional Information

Feedback Form

Lembar Umpan Balik

The 2025 Sustainability Report of PT OCS Global Services provides an overview of the Company's sustainability performance. We welcome constructive feedback, input, and suggestions from readers and users through this form, which can be submitted by email or post.

Laporan Keberlanjutan PT OCS Global Services Tahun 2025 menyajikan gambaran tentang kinerja keberlanjutan Perusahaan. Kami mengharapkan umpan balik, masukan, dan saran yang membangun dari para pembaca dan pengguna melalui formulir ini yang dapat dikirimkan melalui surel atau pos.

Your Profile | Profil Anda

Name | Nama : .....

Institution/Company | Institusi/Perusahaan : .....

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Stakeholder Group | Golongan Pemangku Kepentingan

- ☐ Customers and Tenants | Pelanggan dan Penyewa
- ☐ Business partners | Mitra kerja
- ☐ Community organizations/NGOs | Organisasi masyarakat/LSM
- ☐ Shareholders | Pemegang saham
- ☐ Mass Media | Media massa
- ☐ Government | Pemerintah
- ☐ Colleagues | Karyawan
- ☐ Suppliers | Pemasok
- ☐ Business organizations | Organisasi bisnis
- ☐ Others | Lain-lain :

How would you rate the content of this report? | Bagaimana penilaian Anda mengenai penulisan laporan ini?

Statement | Pernyataan	**Yes**/Ya	**No**/Tidak
This report is easy to understand. Laporan ini mudah dimengerti.	☐	☐
This report is useful. Laporan ini bermanfaat.	☐	☐
This report describes OCS Indonesia's performance in sustainable development. Laporan ini sudah menggambarkan kinerja OCS Indonesia dalam pembangunan berkelanjutan.	☐	☐
Does this report develop your trust in the Company's sustainability? Apakah laporan ini meningkatkan kepercayaan Anda terhadap keberlanjutan Perusahaan?	☐	☐

Please write the answer based on your opinion.
Mohon tuliskan jawaban sesuai dengan pendapat Anda.

Which part of the information is the most useful and interesting to you?
Bagian informasi mana yang paling berguna dan menarik?

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Which part of the information is less useful and needs to be improved?
Bagian informasi mana yang kurang berguna sehingga perlu perbaikan?

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Is the data presented transparent, reliable, and balanced?
Apakah data yang disajikan telah transparan, dapat dipercaya, dan berimbang?

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Saran/usul/komentar untuk perbaikan laporan ke depan:

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