

2026

Layanan Informasi Publik
PT Hutama Karya (Persero)

Daftar Dokumen Profil Pimpinan & Pegawai

PT Hutama Karya (Persero)



► Profil Direksi

Profile of The Board of Directors



Koentjoro

Direktur Utama
President Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Grobogan pada tahun 1970.
Usia 55 tahun Per Desember 2025.
Born in Grobogan in 1970.
Age 55 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Teknik Sipil dari Universitas Diponegoro, Semarang (1993).
- Magister Administrasi Bisnis dari Institut Teknologi Bandung (2022).
- Bachelor of Civil Engineering from Diponegoro University, Semarang (1993).
- Master of Business Management from Bandung Institute of Technology (2022).

Sertifikasi

Certification

- Insinyur Profesional Utama (2024).
- ASEAN Chartered Professional Engineer.
- Professional Engineer (2024).
- ASEAN Chartered Professional Engineer.

Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat menjadi Direktur Operasi III untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-51/MBU/02/2021 tentang Pemberhentian dan Pengangkatan Anggota-anggota Direksi Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 25 Februari 2021. Kemudian diangkat menjadi Direktur Utama berdasarkan Surat Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 31 Oktober 2025 Nomor: 31 Tahun 2025 dan Nomor: SK.073/DI-DAM/DO/2025 tentang Pemberhentian, Pengalihan Tugas dan Pengangkatan Anggota-Anggota Direksi Perusahaan Perseroan (Persero) PT Hutama Karya.

Appointed as Operations Director III for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-51/MBU/02/2021 concerning the Dismissal and Appointment of Members of the Board of Directors of PT Hutama Karya (Persero) on February 25, 2021. Subsequently, appointed as President Director based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Hutama Karya (Persero) on October 31, 2025, Number: 31 of 2025 and Number: SK.073/DI-DAM/DO/2025 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap

Concurrent Position

- Ketua Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Ketua Komite Sanksi Tingkat I Hutama Karya.
- Ketua Komite Talenta Tingkat Jabatan Profesional III Hutama Karya.
- Penasihat Komite Pengarah TI Hutama Karya.
- Chairman of the Sustainability Committee Steering Team of Hutama Karya.
- Chairman of the Level I Sanctions Committee of Hutama Karya.
- Chairman of the Professional Level III Talent Committee of Hutama Karya.
- Advisor of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja

Work Experience

- Kepala Divisi Pengembangan Bisnis Konstruksi PT Hutama Karya (Persero) (2018–2019).
- Kepala Divisi Pengendalian Operasi & Anak Perusahaan PT Hutama Karya (Persero) (2019–2020).
- Executive Vice President Divisi Manajemen Risiko PT Hutama Karya (Persero) (2020–2021).
- Direktur Operasi III PT Hutama Karya (Persero) (2022–2025).
- Direktur Utama PT Hutama Karya (Persero) (2025–sekarang).
- Head of Construction Business Development Division, PT Hutama Karya (Persero) (2018–2019).
- Head of Operations Control & Subsidiaries Division, PT Hutama Karya (Persero) (2019–2020).
- Executive Vice President of Risk Management Division, PT Hutama Karya (Persero) (2020–2021).
- Operations Director III, PT Hutama Karya (Persero) (2022–2025).
- President Director of PT Hutama Karya (Persero) (2025–present).

Periode Menjabat

Term of Office

2021–2026, Periode Pertama.
2021–2026, First Period.

Kepemilikan Saham di Hutama Karya

Share Ownership
in Hutama Karya

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Sugeng Rochadi

Wakil Direktur Utama
Vice President Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Tuban pada tahun 1966.
Usia 59 tahun Per Desember 2025.
Born in Tuban in 1966.
Age 59 years old as of December 2025.

Riwayat Pendidikan
Educational Background

- Sarjana Teknik Sipil dari Universitas Merdeka, Malang (1990).
- Magister Manajemen dari Universitas Negeri Jakarta (2016).
- Bachelor of Civil Engineering from Merdeka University, Malang (1990).
- Master of Management from State University of Jakarta (2016).

Sertifikasi
Certification

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Riwayat Jabatan
Employment History

**Dasar Hukum
Pengangkatan**
Legal Basis of
Appointment

Diangkat pertama kali menjadi Wakil Direktur Utama berdasarkan Keputusan Para Pemegang Saham PT Utama Karya Nomor 124 Tahun 2026 dan No. SK-053/DI-DAM/DO/2026 tanggal 13 Februari 2026 tentang Pemberhentian, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Utama Karya.

Appointed for the first time as Vice President Director based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 124 of 2026 and Number SK-053/DI-DAM/DO/2026 dated February 13, 2026 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap
Concurrent Position

- Wakil Ketua Tim Pengarah Komite Keberlanjutan Utama Karya.
- Anggota Komite Sanksi Tingkat I Utama Karya.
- Anggota Komite Talenta Jabatan Profesional III Utama Karya.
- Ketua Komite Talenta Jabatan Profesional II Utama Karya.
- Penasihat Komite Pengarah TI Utama Karya.
- Vice Chairman of the Sustainability Committee Steering Team of Utama Karya.
- Member of the Level I Sanctions Committee of Utama Karya.
- Member of the Professional Level III Talent Committee of Utama Karya.
- Chairman of the Professional Level II Talent Committee of Utama Karya.
- Advisor of the IT Steering Committee of Utama Karya.

Pengalaman Kerja
Work Experience

- General Manager Produksi PT Brantas Abipraya (Persero) (2012–2014).
- Direktur Wilayah Timur PT Utama Karya (Persero) (2014–2018).
- Direktur Operasi III PT Utama Karya (Persero) (2018–2020).
- Direktur Operasi III PT Wijaya Karya (Persero) Tbk (2020–2021).
- Direktur Utama PT Brantas Abipraya (Persero) (2021–2026).
- Wakil Direktur Utama PT Utama Karya (Persero) (2026–sekarang).
- General Manager of Production at PT Brantas Abipraya (Persero) (2012–2014).
- Eastern Region Director at PT Utama Karya (Persero) (2014–2018).
- Operations Director III at PT Utama Karya (Persero) (2018–2020).
- Operations Director III at PT Wijaya Karya (Persero) Tbk (2020–2021).
- President Director at PT Brantas Abipraya (Persero) (2021–2026).
- Vice President Director at PT Utama Karya (Persero) (2026–present).

Periode Menjabat
Term of Office

2026–2031, Periode Pertama.
2026–2031, First Period.

**Kepemilikan Saham
di Utama Karya**
Share Ownership
in Utama Karya

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Eka Setya Adrianto

Direktur Keuangan
Finance Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Bandung pada tahun 1984.
Usia 41 tahun Per Desember 2025.
Born in Bandung in 1984.
Age 41 years old as of December 2025.

Riwayat Pendidikan Educational Background

- Sarjana Akuntansi dari Universitas Gadjah Mada, Yogyakarta (2008).
- Magister Manajemen dari Universitas Indonesia (2024).
- Bachelor of Accounting from Gadjah Mada University, Yogyakarta (2008).
- Master of Management from University of Indonesia (2024).

Sertifikasi Certification

- Qualified Risk Governance Professional (2023).
- Chartered Accountant.
- Qualified Risk Governance Professional (2023).
- Chartered Accountant.

Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Direktur Keuangan & Manajemen Risiko untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-92/MBU/04/2022 tanggal 4 April 2022. Kemudian diangkat kembali sebagai Direktur Keuangan berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara Nomor: SK-66/MBU/03/2024 tentang Pemberhentian dan Pengangkatan Anggota-anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Hutama Karya tanggal 15 Maret 2024.

Appointed as Finance & Risk Management Director for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-92/MBU/04/2022 dated April 4, 2022. Subsequently, reappointed as Finance Director based on the Decree of the Minister of State-Owned Enterprises Number SK-66/MBU/03/2024 concerning the Dismissal and Appointment of Members of the Board of Directors of PT Hutama Karya (Persero) dated March 15, 2024.

Jabatan Rangkap Concurrent Position

- Pembina Komite Risiko Investasi Hutama Karya.
- Anggota Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Anggota Komite Talenta Jabatan Profesional III Hutama Karya.
- Wakil Ketua Komite Pengarah TI Hutama Karya.
- Advisor of the Investment Risk Committee of Hutama Karya.
- Member of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Member of the Professional Level III Talent Committee of Hutama Karya.
- Vice Chairman of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja Work Experience

- Business Strategy Manager PT Jasa Marga (Persero) Tbk (2012–2015).
- Assistant Vice President Strategic Planning PT Jasa Marga (Persero) Tbk (2016–2017).
- Corporate Finance Group Head PT Jasa Marga (Persero) Tbk (2017–2022).
- Direktur Keuangan & Manajemen Risiko PT Hutama Karya (Persero) (2022–2024).
- Direktur Keuangan PT Hutama Karya (Persero) (2024–sekarang).
- Business Strategy Manager PT Jasa Marga (Persero) Tbk (2012–2015)
- Assistant Vice President Strategic Planning, PT Jasa Marga (Persero) Tbk (2016–2017).
- Corporate Finance Group Head PT Jasa Marga (Persero) Tbk (2017–2022).
- Finance and Risk Management Director PT Hutama Karya (Persero) (2022–2024).
- Finance Director PT Hutama Karya (Persero) (2024–present).

Periode Menjabat Term of Office

2022–2027, Periode Pertama.
2022–2027, First Period.

Kepemilikan Saham di Hutama Karya Share Ownership in Hutama Karya

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Muhammad Fauzan

Direktur Human Capital & Legal
Human Capital and Legal Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Bengkalis pada tahun 1973.
Usia 52 tahun Per Desember 2025.
Born in Bengkalis in 1973.
Age 52 years old as of December 2025.

Riwayat Pendidikan Educational Background

- Sarjana Teknik Sipil dari Institut Teknologi Sepuluh November, Surabaya (1998).
- Magister Manajemen Keuangan dari Universitas Riau (2009).
- Doktor Manajemen Teknologi, Sekolah Interdisiplin Manajemen dan Teknologi, Institut Teknologi Sepuluh November (2024).
- Bachelor of Civil Engineering from Institut Teknologi Sepuluh November, Surabaya (1998).
- Master of Financial Management from Universitas Riau (2009).
- Doctor of Technology Management, Interdisciplinary School of Management and Technology, Institut Teknologi Sepuluh November (2024).

Sertifikasi Certification

- Insinyur Profesional Utama (2023).
- Certified Risk Executive Leader (CREL) (2023)
- ASEAN Chartered Professional Engineer (2023).
- Certified HR Director (2024).
- Penilai Ahli Kegagalan Bangunan (2024).
- Sertifikasi Ahli Utama Bidang Pelaksanaan Gedung Jenjang 9 (2025)
- Ahli Teknik Bangunan Gedung (2025)
- Professional Engineer (2023).
- Certified Risk Executive Leader (CREL)(2023).
- ASEAN Chartered Professional Engineer (2023).
- Certified HR Director (2024).
- Certified Expert in Building Failure Assessment (2024).
- Main Expert Certification in Building Construction Implementation, Level 9 (2025)
- Building Engineering Expert (2025)

Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Direktur Human Capital & Legal untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-51/MBU/02/2021 tentang Pemberhentian dan Pengangkatan Anggota-anggota Direksi Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 25 Februari 2021.
Appointed as Human Capital & Legal Director for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-51/MBU/02/2021 concerning the Dismissal and Appointment of Members of the Board of Directors of PT Hutama Karya (Persero) dated February 25, 2021.

Jabatan Rangkap Concurrent Position

- Anggota Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Ketua Komite Sanksi Tingkat II Hutama Karya.
- Sekretaris Komite Talenta Jabatan Profesional III Hutama Karya.
- Wakil Ketua Komite Talenta Jabatan Profesional II Hutama Karya.
- Ketua Komite Talenta Jabatan Profesional I Hutama Karya.
- Pengarah Komite Perlindungan Data Pribadi Hutama Karya.
- Penasihat Komite Pengarah TI Hutama Karya.
- Member of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Chairman of the Level II Sanctions Committee of Hutama Karya.
- Secretary of the Professional Level III Talent Committee of Hutama Karya.
- Vice Chairman of the Professional Level II Talent Committee of Hutama Karya.
- Chairman of the Professional Level I Talent Committee of Hutama Karya.
- Steering Member of the Personal Data Protection Committee of Hutama Karya.
- Advisor of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja Work Experience

- Berbagai posisi dari Project Manager hingga Vice Direktur Pemasaran Divisi Pengembangan Bisnis Konstruksi PT Hutama Karya (Persero) (1999–2011).
- General Manager Divisi Pemasaran Kantor Pusat PT Hutama Karya (Persero) di Jakarta (2012–2013).
- General Manager Divisi Gedung pada Direktorat Operasi I PT Hutama Karya (Persero) (2013–2014).
- Direksi HK Realtindo, entitas anak dari PT Hutama Karya (Persero) (2014–2016).
- Kepala Divisi Pengembangan Bisnis dan Investasi Kantor Pusat pada Direktorat Pengembangan PT Hutama Karya (Persero) (2016–2018).
- Executive Vice President Divisi Sekretaris Perusahaan PT Hutama Karya (Persero) (2018–2021).
- Direktur Human Capital & Legal PT Hutama Karya (Persero) (2021–sekarang).
- Various positions from Project Manager to Vice Director of Marketing of Construction Business Development Division, PT Hutama Karya (Persero) (1999–2011).
- General Manager of Marketing Division of PT Hutama Karya (Persero) Head Office in Jakarta (2012–2013).
- General Manager of Building Division at Operations Directorate I PT Hutama Karya (Persero) (2013–2014).
- Board of Directors of PT HK Realtindo, a subsidiary of PT Hutama Karya (Persero) (2014–2016).
- Head of Business Development and Investment Division of Head Office at Development Directorate, PT Hutama Karya (Persero) (2016–2018).
- Executive Vice President of Corporate Secretary Division of PT Hutama Karya (Persero) (2018–2021).
- Human Capital & Legal Director at Hutama Karya (2021–present).

Periode Menjabat Term of Office

2021–2026, Periode Pertama.
2021–2026, First Period.

Kepemilikan Saham di Hutama Karya Share Ownership in Hutama Karya

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Gunadi

Direktur Operasi I
Operations Director I



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Purworejo pada tahun 1968.
Usia 57 tahun Per Desember 2025.
Born in Purworejo in 1968.
Age 57 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Teknik Sipil dari Universitas Sebelas Maret, Surakarta (1993).
- Magister Manajemen dari Institut Bisnis Nusantara Jakarta Timur (2019).
- Bachelor of Civil Engineering from Sebelas Maret University, Surakarta (1993).
- Master of Management from Nusantara Business Institute, East Jakarta (2019).

Sertifikasi

Certification

Qualified Risk Governance Professional (2023).
Qualified Risk Governance Professional (2023).

Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat pertama kali menjadi Direktur Operasi I berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara Nomor SK-145/MBU/07/2022 tanggal 11 Juli 2022 *Jis*. Pengalihan tugas dari semula Direktur Operasi I menjadi Direktur Operasi II berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara Nomor SK-224/MBU/09/2022 tanggal 30 September 2022. Pengalihan tugas menjadi Direktur Operasi I berdasarkan Keputusan Para Pemegang Saham PT Hutama Karya Nomor 124 Tahun 2026 dan Nomor SK-053/DI-DAM/DO/2026 tanggal 13 Februari 2026 tentang Pemberhentian, Pengalihan Tugas dan Pengangkatan Anggota-anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Hutama Karya.

Appointed for the first time as Operations Director I based on the Decree of the Minister of State-Owned Enterprises Number SK-145/MBU/07/2022 dated July 11, 2022. Subsequently, reassigned from Operations Director I to Operations Director II based on the Decree of the Minister of State-Owned Enterprises Number SK-224/MBU/09/2022 dated September 30, 2022. Further reassigned as Operations Director I based on the Resolution of the Shareholders of PT Hutama Karya (Persero) Number 124 of 2026 and Number SK-053/DI-DAM/DO/2026 dated February 13, 2026 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap

Concurrent Position

- Anggota Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Anggota Komite Talenta Jabatan Profesional III Hutama Karya.
- Pengarah Komite Perlindungan Data Pribadi Hutama Karya.
- Ketua Komite Pengarah TI Hutama Karya.
- Member of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Member of the Professional Level III Talent Committee of Hutama Karya.
- Steering Member of the Personal Data Protection Committee of Hutama Karya.
- Chairman of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja

Work Experience

- Berbagai posisi dari Staf Adkon hingga Kepala Divisi dari PT Waskita Karya (Persero) Tbk Divisi VI (1995–2018).
- Senior Vice President - Division VI PT Waskita Karya (Persero) Tbk (2018–2019).
- Direktur Utama PT Waskita Infrastruktur (2019–2019).
- Direktur Operasi III PT Waskita Karya (Persero) Tbk (2019–2022).
- Direktur Operasi I PT Hutama Karya (Persero) (2022–2022).
- Direktur Operasi II PT Hutama Karya (Persero) (2022–2026).
- Direktur Operasi I PT Hutama Karya (Persero) (2026–sekarang).
- Various positions from Adkon Staff to Division Head of PT Waskita Karya (Persero) Tbk Division VI (1995–2018).
- Senior Vice President - Division VI, PT Waskita Karya (Persero) Tbk (2018–2019).
- President Director of PT Waskita Karya Infrastruktur (2019–2019).
- Operations Director III, PT Waskita Karya (Persero) Tbk (2019–2022).
- Operations Director I, PT Hutama Karya (Persero) (2022–2022).
- Operations Director II, PT Hutama Karya (Persero) (2022–2026).
- Operations Director I, PT Hutama Karya (Persero) (2026–present).

Periode Menjabat

Term of Office

2022–2027, Periode Pertama.
2022–2027, First Period.

Kepemilikan Saham di Hutama Karya

Share Ownership
in Hutama Karya

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Mardiansyah

Direktur Operasi II
Operations Director II



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Bandung pada tahun 1978.
Usia 47 tahun Per Desember 2025.
Born in Bandung in 1978.
Age 47 years old as of December 2025.

Riwayat Pendidikan
Educational Background

- Sarjana Teknik Sipil Universitas Bung Hatta (2002).
- Magister di Bidang Proyek Manajemen dari Universitas Indonesia (2019).
- Master of Business Administration dari Institut Teknologi Bandung (2025).
- Bachelor of Civil Engineering, Bung Hatta University (2002).
- Master of Project Management, University of Indonesia (2019).
- Master of Business Administration from Bandung Institute of Technology (2025).

Sertifikasi
Certification

- Certified Human Resources Manager (2022).
- Qualified Risk Management Professional (2023).
- Insinyur Profesional Utama (2026).
- Certified Human Resources Manager (2022).
- Qualified Risk Management Professional (2023).
- Professional Engineer (2026).

Riwayat Jabatan
Employment History

**Dasar Hukum
Pengangkatan**
Legal Basis of
Appointment

Diangkat pertama kali menjadi Direktur Operasi II berdasarkan Keputusan Para Pemegang Saham PT Hutama Karya Nomor 124 Tahun 2026 dan Nomor SK-053/DI-DAM/DO/2026 tanggal 13 Februari 2026 tentang Pemberhentian, Pengalihan Tugas dan Pengangkatan Anggota-anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Hutama Karya.

Appointed for the first time as Operations Director II based on the Resolution of the Shareholders of PT Hutama Karya (Persero) Number 124 of 2026 and Number SK-053/DI-DAM/DO/2026 dated February 13, 2026 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap
Concurrent Position

- Ketua Dewan Pengawas Dana Pensiun PT Hutama Karya (Persero).
- Anggota Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Anggota Komite Talenta Jabatan Profesional III Hutama Karya.
- Chairman of the Supervisory Board of the Pension Fund of PT Hutama Karya (Persero).
- Member of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Member of the Professional Level III Talent Committee of Hutama Karya.

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja
Work Experience

- Kepala Dept. Infrastruktur PT HK Infrastruktur (2020–2021).
- Kepala Satuan Pengawasan Intern PT HK Infrastruktur (2021–2022).
- EVP Divisi Human Capital PT Hutama Karya (Persero) (2022–2025).
- EVP Sekretaris Perusahaan PT Hutama Karya (Persero) (2025–2026).
- Direktur Operasi II PT Hutama Karya (Persero) (2026–sekarang).
- Head of Infrastructure Department at PT HK Infrastruktur (2020–2021).
- Head of Internal Audit Unit at PT HK Infrastruktur (2021–2022).
- EVP of Human Capital Division at PT Hutama Karya (Persero) (2022–2025).
- EVP of Corporate Secretary at PT Hutama Karya (Persero) (2025–2026).
- Operations Director II at PT Hutama Karya (Persero) (2026–present).

Periode Menjabat
Term of Office

2026–2031, Periode Pertama.
2026–2031, First Period.

**Kepemilikan Saham
di Hutama Karya**
Share Ownership
in Hutama Karya

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Iwan Hermawan

Direktur Operasi III
Operations Director III



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Karawang pada tahun 1980.
Usia 45 tahun Per Desember 2025.
Born in Karawang in 1980.
Age 45 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Teknik Sipil Universitas Gadjah Mada (2004).
- Magister Teknik Sipil Universitas Trisakti (2022).
- Magister Manajemen, Universitas Indonesia (2023).
- Bachelor of Civil Engineering, Gadjah Mada University (2004).
- Master of Civil Engineering, Trisakti University (2022).
- Master of Management Indonesian University (2023).

Sertifikasi

Certification

- Insinyur Profesional Utama (2024).
- ASEAN Federation of Engineering Organisations (2024).
- Insinyur Profesional Utama (2024).
- Asean Federation of Engineering Organisations (2024).

Riwayat Jabatan

Employment History

Dasar Hukum Pangkat/Pengangkatan

Legal Basis of
Appointment

Diangkat pertama kali menjadi Direktur Operasi III berdasarkan Keputusan Para Pemegang Saham PT Utama Karya (Persero) Nomor 124 Tahun 2026 dan Nomor SK-053/DI-DAM/DO/2026 tanggal 13 Februari 2026 tentang Pemberhentian, Pengalihan Tugas dan Pengangkatan Anggota-anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Utama Karya.

Appointed for the first time as Operations Director III based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 124 of 2026 and Number SK-053/DI-DAM/DO/2026 dated February 13, 2026 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap

Concurrent Position

- Anggota Tim Pengarah Komite Keberlanjutan Utama Karya.
- Anggota Komite Sanksi Tingkat I Utama Karya.
- Anggota Komite Talenta Jabatan Profesional III Utama Karya.
- Member of the Sustainability Committee Steering Team of Utama Karya.
- Member of the Level I Sanctions Committee of Utama Karya.
- Member of the Professional Level III Talent Committee of Utama Karya.

Pengalaman Kerja

Work Experience

- Vice President Bagian Teknik pada Divisi Pengembangan Jalan Tol (2018–2020).
- Vice President Bagian Perencanaan dan Engineering pada Divisi Perencanaan Jalan Tol (2020–2021).
- EVP Divisi Perencanaan Jalan Tol (2021–2026).
- Direktur Operasi III PT Utama Karya (Persero) (2026–sekarang).
- Vice President of Engineering at Toll Road Development Division (2018–2020).
- Vice President of Planning and Engineering at Toll Road Planning Division (2020–2021).
- EVP of Toll Road Planning Division (2021–2026).
- Operation Director III of PT Utama Karya (Persero) (2026–present).

Periode Menjabat

Term of Office

2026–2031, Periode Pertama.
2026–2031, First Period.

Kepemilikan Saham di Utama Karya

Share Ownership
in Utama Karya

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Fatma Dewi Setyowati

Direktur Manajemen Risiko
Risk Management Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Bekasi, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Grobogan pada tahun 1972.
Usia 53 tahun Per Desember 2025.
Born in Grobogan in 1972.
Age 53 years old as of December 2025.

Riwayat Pendidikan
Educational Background Sarjana Teknik Sipil dari Universitas Diponegoro Semarang (1996).
Bachelor of Civil Engineering from Diponegoro University, Semarang (1996).

Sertifikasi
Certification

- Qualified Risk Governance Professional (QRGP) (2024).
- Insinyur Profesional Utama (2024).
- Qualified Risk Governance Professional (QRGP) (2024).
- Professional Engineer (2024).

Riwayat Jabatan
Employment History

**Dasar Hukum
Pengangkatan**
Legal Basis of
Appointment

Diangkat menjadi Direktur Manajemen Risiko untuk pertama kalinya berdasarkan Keputusan Para Pemegang Saham PT Utama Karya Nomor 124 Tahun 2026 dan Nomor SK-053/DI-DAM/DO/2026 tanggal 13 Februari 2026 tentang Pemberhentian, Pengalihan Tugas dan Pengangkatan Anggota-anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Utama Karya.
Appointed as Risk Management Director for the first time based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 124 of 2026 and Number SK-053/DI-DAM/DO/2026 dated February 13, 2026 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap
Concurrent Position

- Anggota Tim Pengarah Komite Keberlanjutan Utama Karya.
- Anggota Komite Sanksi Tingkat I Utama Karya.
- Anggota Komite Talenta Jabatan Profesional III Utama Karya.
- Wakil Ketua Komite Pengarah TI Utama Karya.
- Member of the Sustainability Committee Steering Team of Utama Karya.
- Member of the Level I Sanctions Committee of Utama Karya.
- Member of the Professional Level III Talent Committee of Utama Karya.
- Vice Chairman of the IT Steering Committee of Utama Karya.

Pengalaman Kerja
Work Experience

- Manajer Senior pada Wilayah II PT Utama Karya (Persero) (2016–2017).
- Manajer Senior Divisi Infrastruktur PT Utama Karya (Persero) (2017–2018).
- Kepala Divisi Pengendalian & Operasi PT Utama Karya (Persero) (2019).
- Direktur Operasi I PT Utama Karya Infrastruktur (2019–2025).
- Direktur Operasi II PT Utama Karya Infrastruktur (2025–2026).
- Direktur Manajemen Risiko PT Utama Karya (Persero) (2026–sekarang).
- Senior Manager, Region II at PT Utama Karya (Persero) (2016–2017).
- Senior Manager, Infrastructure Division at PT Utama Karya (Persero) (2017–2018).
- Head of Control & Operations Division at PT Utama Karya (Persero) (2019).
- Operations Director I at PT Utama Karya Infrastruktur (2019–2025).
- Operations Director II at PT Utama Karya Infrastruktur (2025–2026).
- Risk Management Director at PT Utama Karya (Persero) (2026–present).

Periode Menjabat
Term of Office 2026–2031, Periode Pertama.
2026–2031, First Period.

**Kepemilikan Saham
di Utama Karya**
Share Ownership
in Utama Karya –



Moeharmein Zein Chaniago*

Wakil Direktur Utama
Vice President Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Palembang pada tahun 1965.
Usia 60 tahun Per Desember 2025.
Born in Palembang in 1965.
Age 60 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Teknik Sipil dari Universitas Muhammadiyah Sumatera Utara (1996).
- Master of Engineering and Construction dari Griffith University (2004).
- Bachelor of Civil Engineering from North Sumatera Muhammadiyah University (1996).
- Master of Engineering and Construction from Griffith University (2004).

Sertifikasi

Certification

Certified Governance Oversight Professional.
Certified Governance Oversight Professional.

Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat menjadi Wakil Direktur Utama untuk pertama kalinya berdasarkan Surat Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 31 Oktober 2025 Nomor 31 Tahun 2025 dan Nomor: SK.073/DI-DAM/DO/2025 tentang Pemberhentian, Pengalihan Tugas dan Pengangkatan Anggota-Anggota Direksi Perusahaan Perseroan (Persero) PT Hutama Karya.

Appointed as Vice President Director for the first time based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Hutama Karya (Persero) dated October 31, 2025, Number 31 of 2025 and Number SK.073/DI-DAM/DO/2025 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company.

Jabatan Rangkap

Concurrent Position

- Wakil Ketua Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Anggota Komite Talenta Jabatan Profesional III Hutama Karya.
- Ketua Komite Talenta Jabatan Profesional II Hutama Karya.
- Penasihat Komite Pengarah TI Hutama Karya.
- Vice Chairman of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Member of the Professional Level III Talent Committee of Hutama Karya.
- Chairman of the Professional Level II Talent Committee of Hutama Karya.
- Advisor of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja

Work Experience

- Senior Vice President of Infrastructure Division PT Nindya Karya (Persero) (2017–2020).
- Direktur Pemasaran dan Pengembangan PT Nindya Karya (Persero) (2020–2023).
- Direktur Utama PT Nindya Karya (Persero) (2023–2025).
- Wakil Direktur Utama PT Hutama Karya (Persero) (2025).
- Senior Vice President of Infrastructure Division at PT Nindya Karya (Persero) (2017–2020).
- Marketing and Development Director at PT Nindya Karya (Persero) (2020–2023).
- President Director at PT Nindya Karya (Persero) (2023–2025).
- Vice President Director at PT Hutama Karya (Persero) (2025).

Periode Menjabat

Term of Office

2025, Periode Pertama.
2025, First Period.

Kepemilikan Saham di Hutama Karya

Share Ownership
in Hutama Karya

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* Berhenti menjabat sejak 16 Desember 2025.
Stopped serving since December 16, 2025.



Agung Fajarwanto*

Direktur Operasi I
Operations Director I



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Surabaya pada tahun 1973.
Usia 52 tahun Per Desember 2025.
Born in Surabaya in 1973.
Age 52 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Teknik Sipil dari Universitas Diponegoro, Semarang (1996).
- Magister Administrasi Bisnis Institut Teknologi Bandung (2022).
- Bachelor of Civil Engineering from Diponegoro University, Semarang (1996).
- Master of Business Administration Bandung Institute of Technology (2022)

Sertifikasi

Certification

Certified Risk Governance Professional (CRGP), LSPMR (2024).
Certified Risk Governance Professional (CRGP), LSPMR (2024).

Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat menjadi Direktur Operasi I untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-224/MBU/09/2022 tentang Pemberhentian dan Pengangkatan Anggota-anggota Direksi Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 30 September 2022.

Appointed as Operations Director I for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-224/MBU/09/2022 concerning the Dismissal and Appointment of Members of the Board of Directors of PT Hutama Karya (Persero) dated September 30, 2022.

Jabatan Rangkap

Concurrent Position

- Anggota Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Anggota Komite Talenta Jabatan Profesional III Hutama Karya.
- Pengarah Komite Perlindungan Data Pribadi Hutama Karya.
- Ketua Komite Pengarah TI Hutama Karya.
- Member of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Member of the Professional Level III Talent Committee of Hutama Karya.
- Steering Member of the Personal Data Protection Committee of Hutama Karya.
- Chairman of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja

Work Experience

- Senior Manager II Bagian Teknik pada Div. Jalan & Jembatan, PT Hutama Karya (Persero) (2009–2013).
- Senior Manager II Bagian Pemasaran pada Div. Jalan & Jembatan, PT Hutama Karya (Persero) (2013–2014).
- Kepala Wilayah V PT Hutama Karya (Persero) (2014–2017).
- Kepala Wilayah IV PT Hutama Karya (Persero) (2017–2018).
- Kepala atau SEVP Divisi Pengembangan Jalan Tol PT Hutama Karya (Persero) (2018–2020).
- Kepala atau EVP Divisi Pembangunan Jalan Tol PT Hutama Karya (Persero) (2020–2022).
- Direktur Operasi I PT Hutama Karya (Persero) (2022–2026).
- Senior Manager II of Engineering Division at Road & Bridge Division, PT Hutama Karya (Persero) (2009–2013).
- Senior Manager II of Marketing Division at Road & Bridge Division, PT Hutama Karya (Persero) (2013–2014).
- Head of Region V PT Hutama Karya (Persero) (2014–2017).
- Head of Region IV PT Hutama Karya (Persero) (2017–2018).
- Head or SEVP of Toll Road Development Division PT Hutama Karya (Persero) (2018–2020).
- Head or EVP of PT Hutama Karya (Persero) Toll Road Development Division (2020–2022).
- Operations Director I in PT Hutama Karya (Persero) (2022–2026).

Periode Menjabat

Term of Office

2022–2026, Periode Pertama.
2022–2026, First Period.

Kepemilikan Saham di Hutama Karya

Share Ownership
in Hutama Karya

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* Berhenti menjabat sejak 13 Februari 2026.
Stopped serving since February 13, 2026.



Sugianti*

Direktur Manajemen Risiko
Risk Management Director



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Semarang pada tahun 1965.
Usia 61 tahun Per Desember 2025.
Born in Semarang in 1965.
Age 61 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Ekonomi Manajemen dari Universitas Diponegoro Semarang (1987).
- Magister Manajemen dari Universitas Diponegoro, Semarang (2021).
- Bachelor of Economics Management from Diponegoro University Semarang (1987).
- Master of Management from Diponegoro University (2021).

Sertifikasi

Certification

Qualified Risk Governance Professional (QRGP) (2024).
Qualified Risk Governance Professional (QRGP) (2024).

Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat menjadi Direktur Manajemen Risiko untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara Nomor: SK-66/MBU/03/2024 tentang Pemberhentian dan Pengangkatan Anggota-anggota Dewan Direksi Perusahaan Perseroan (Persero) PT Hutama Karya tanggal 15 Maret 2024.

Appointed as Risk Management Director for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-66/MBU/03/2024 concerning the Dismissal and Appointment of Members of the Board of Directors of PT Hutama Karya (Persero) dated March 15, 2024.

Jabatan Rangkap

Concurrent Position

- Anggota Tim Pengarah Komite Keberlanjutan Hutama Karya.
- Anggota Komite Sanksi Tingkat I Hutama Karya.
- Anggota Komite Talenta Jabatan Profesional III Hutama Karya.
- Wakil Ketua Komite Pengarah TI Hutama Karya.
- Member of the Sustainability Committee Steering Team of Hutama Karya.
- Member of the Level I Sanctions Committee of Hutama Karya.
- Member of the Professional Level III Talent Committee of Hutama Karya.
- Vice Chairman of the IT Steering Committee of Hutama Karya.

Pengalaman Kerja

Work Experience

- EVP Mass Banking Division di PT Bank Rakyat Indonesia (Persero) Tbk (2014–2016).
- Direktur Keuangan Perum Perhutani (2016–2019).
- Direktur Keuangan PT Hutama Karya (Persero) (2019–2020).
- Direktur Utama HK Realtindo (2020–2024).
- Direktur Manajemen Risiko PT Hutama Karya (Persero) (2024–2026).
- EVP Mass Banking Division at PT Bank Rakyat Indonesia (Persero) Tbk (2015–2016).
- Finance Director of Perum Perhutani (2016–2019).
- Finance Director of PT Hutama Karya (Persero) (2019–2020).
- President Director of PT HK Realtindo (2020–2024).
- Risk Management Director at PT Hutama Karya (Persero) (2024–2026).

Periode Menjabat

Term of Office

2024–2026, Periode Pertama.
2024–2026, First Period.

Kepemilikan Saham di Hutama Karya

Share Ownership
in Hutama Karya

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* Berhenti menjabat sejak 13 Februari 2026.
Stopped serving since February 13, 2026.

Hubungan Afiliasi Anggota Direksi

Affiliation Relationships of The Board of Directors

Tabel Hubungan Afiliasi Direksi

Table of the Affiliation Relationship of the Board of Directors

Hubungan Keuangan, Keluarga dan Kepengurusan Direksi Financial, Familial, and Management Relationships of the Board of Directors															
Nama Name	Jabatan Position	Hubungan Keuangan Dengan Financial Relationship With						Hubungan Keluarga Dengan Familial Relationship With						Hubungan Kepengurusan* Management Relations*	
		Dewan Komisaris* Board of Commissioners*		Direksi* Board of Directors*		Pemegang Saham Pengendali* Controlling Shareholder*		Dewan Komisaris* Board of Commissioners*		Direksi* Board of Directors*		Pemegang Saham Pengendali* Controlling Shareholder*			
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Koentjoro	Direktur Utama President Director		✓		✓		✓		✓		✓		✓		✓
Sugeng Rochadi	Wakil Direktur Utama Vice President Director		✓		✓		✓		✓		✓		✓		✓
Eka Setya Adrianto	Direktur Keuangan Finance Director		✓		✓		✓		✓		✓		✓		✓
Muhammad Fauzan	Direktur Human Capital & Legal Human Capital & Legal Director		✓		✓		✓		✓		✓		✓		✓
Gunadi	Direktur Operasi I Operations Director I		✓		✓		✓		✓		✓		✓		✓
Mardiansyah	Direktur Operasi II Operations Director II		✓		✓		✓		✓		✓		✓		✓
Iwan Hermawan	Direktur Operasi III Operations Director III		✓		✓		✓		✓		✓		✓		✓
Fatma Dewi Setyowati	Direktur Manajemen Risiko Risk Management Director		✓		✓		✓		✓		✓		✓		✓
Agung Fajarwanto**	Direktur Operasi I Operations Director I		✓		✓		✓		✓		✓		✓		✓
Sugiarti**	Direktur Manajemen Risiko Risk Management Director		✓		✓		✓		✓		✓		✓		✓

* Langsung maupun Tidak Langsung / Directly or Indirectly.

** Berhenti menjabat sejak 13 Februari 2026 / Stopped serving since February 13, 2026.

Perubahan Komposisi Anggota Direksi dan Alasan Perubahannya

Selama tahun 2025, telah terjadi perubahan komposisi anggota Direksi. Perubahan komposisi anggota Direksi dilakukan berdasarkan kebutuhan Perseroan. Perubahan komposisi anggota Direksi adalah sebagai berikut:

Komposisi Direksi Periode 1 Januari 2025 – 30 Oktober 2025

Komposisi Direksi periode 1 Januari 2025 sampai dengan 30 Oktober 2025 yaitu sebanyak 7 (tujuh) orang yang terdiri dari 1 (satu) orang Direktur Utama merangkap Plt. Wakil Direktur Utama dan 6 (enam) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini.

Changes in The Composition of The Board of Directors and The Reasons

During 2025, there have been changes in the composition of the Board of Directors. This change was made in accordance with the Company's needs. The changes in the composition of the Board of Directors are as follows:

Board of Directors' Composition Period of January 1 2025 – October 30, 2025

The composition of the Board of Directors for the period January 1, 2025 to October 30, 2025 consisted of 7 (seven) members, comprising 1 (one) President Director concurrently serving as Acting Vice President Director and 6 (six) Directors. The composition and basis of appointment of the Board of Directors are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Direksi Periode 1 Januari 2025 – 30 Oktober 2025

Table of the Composition and Basis of Appointment of the Board of Directors for the Period January 1, 2025 – October 30, 2025

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Budi Harto*	Direktur Utama merangkap Plt. Wakil Direktur Utama President Director concurrently serving as Acting Vice President Director	SK Menteri BUMN No. SK-182/MBU/06/2020 Decree of the Minister of State-Owned Enterprises No. SK-182/MBU/06/2020	5 Juni 2020 June 5, 2020
Eka Setya Adrianto	Direktur Keuangan Finance Director	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-92/MBU/04/2022 SK Menteri BUMN No. SK-66/MBU/03/2024 Decree of the Minister of State-Owned Enterprises No. SK-92/MBU/04/2022 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024 	4 April 2022 April 4, 2022
Muhammad Fauzan	Direktur Human Capital & Legal Human Capital and Legal Director	SK Menteri BUMN No. SK-51/MBU/02/2021 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021	25 Februari 2021 February 25, 2021
Agung Fajarwanto	Direktur Operasi I Operations Director I	SK Menteri BUMN No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022	30 September 2022 September 30, 2022
Gunadi	Direktur Operasi II Operations Director II	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-145/MBU/07/2022 SK Menteri BUMN No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-145/MBU/07/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022 	11 Juli 2022 July 11, 2022
Koentjoro	Direktur Operasi III Operations Director III	SK Menteri BUMN No. SK-51/MBU/02/2021 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021	25 Februari 2021 February 25, 2021
Sugiarti	Direktur Manajemen Risiko Risk Management Director	SK Menteri BUMN No. SK-66/MBU/03/2024 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024	15 Maret 2024 March 15, 2024

* Pada tanggal 5 Juni 2025, sehubungan dengan berakhirnya masa jabatan Budi Harto sebagai Direktur Utama merangkap Plt. Wakil Direktur Utama, maka Dewan Komisaris menunjuk Koentjoro sebagai Plt. Direktur Utama dan Eka Setya Adrianto sebagai Plt. Wakil Direktur Utama.

On June 5, 2025, following the end of Budi Harto's term of office as President Director, concurrently serving as Acting Vice President Director, the Board of Commissioners appointed Koentjoro as Acting President Director and Eka Setya Adrianto as Acting Vice President Director.

Komposisi Direksi Periode 31 Oktober 2025 – 31 Desember 2025

Berdasarkan Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara Dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Hutama Karya Nomor 31 Tahun 2025 dan Nomor: SK.073/DI-DAM/DO/2025 Tentang Pemberhentian, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi Perusahaan Perseroan (Persero) PT Hutama Karya tanggal 31 Oktober 2025 telah memutuskan:

1. Mengukuhkan pemberhentian dengan hormat Budi Harto sebagai Direktur Utama dan Aloysius Kiik Ro sebagai Wakil Direktur Utama.
2. Mengalihkan penugasan Koentjoro semula sebagai Direktur Operasi III menjadi Direktur Utama.
3. Mengangkat Moeharmein Zein Chaniago sebagai Wakil Direktur Utama.

Dengan demikian, komposisi Direksi periode 31 Oktober 2025 sampai dengan 31 Desember 2025 yaitu sebanyak 7 (tujuh) orang yang terdiri dari 1 (satu) orang Direktur Utama, 1 (satu) orang Wakil Direktur Utama, dan 5 (lima) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini.

Composition of The Board of Directors for The Period October 31, 2025 – December 31, 2025

Based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Hutama Karya (Persero) Number 31 of 2025 and Number SK.073/DI-DAM/DO/2025 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company dated October 31, 2025, it was resolved as follows:

1. Ratify the honorable dismissal of Budi Harto as President Director and Aloysius Kiik Ro as Vice President Director.
2. Reassign Koentjoro from his previous position as Operations Director III to President Director.
3. Appoint Moeharmein Zein Chaniago as Vice President Director.

Accordingly, the composition of the Board of Directors for the period October 31, 2025 to December 31, 2025 consisted of 7 (seven) members, comprising 1 (one) President Director, 1 (one) Vice President Director, and 5 (five) Directors. The composition and basis of appointment of the Board of Directors are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Direksi Periode 31 Oktober 2025 – 31 Desember 2025

Table of the Composition and Basis of Appointment of the Board of Directors for the Period October 31, 2025 – December 31, 2025

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Koentjoro	Direktur Utama President Director	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-51/MBU/02/2021 Keputusan BP BUMN dan PT Danantara Asset Management (Persero) No. 31 Tahun 2025 dan No. SK.073/DI-DAM/DO/2025 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021 Resolution of the State-Owned Enterprises Regulatory Agency and PT Danantara Asset Management (Persero) No. 31 of 2025 and No. SK.073/DI-DAM/DO/2025 	25 Februari 2021 February 25, 2021
Moeharmein Zein Chaniago*	Wakil Direktur Utama Vice President Director	Keputusan BP BUMN dan PT Danantara Asset Management (Persero) No. 31 Tahun 2025 dan No. SK.073/DI-DAM/DO/2025 Resolution of the State-Owned Enterprises Regulatory Agency and PT Danantara Asset Management (Persero) No. 31 of 2025 and No. SK.073/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Eka Setya Adrianto	Direktur Keuangan Finance Director	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-92/MBU/04/2022 SK Menteri BUMN No. SK-66/MBU/03/2024 Decree of the Minister of State-Owned Enterprises No. SK-92/MBU/04/2022 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024 	4 April 2022 April 4, 2022
Muhammad Fauzan	Direktur Human Capital & Legal Human Capital and Legal Director	SK Menteri BUMN No. SK-51/MBU/02/2021 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021	25 Februari 2021 February 25, 2021
Agung Fajarwanto**	Direktur Operasi I Operations Director I	SK Menteri BUMN No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022	30 September 2022 September 30, 2022
Gunadi	Direktur Operasi II Operations Director II	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-145/MBU/07/2022 SK Menteri BUMN No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-145/MBU/07/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022 	11 Juli 2022 July 11, 2022
Sugiarti	Direktur Manajemen Risiko Risk Management Director	SK Menteri BUMN No. SK-66/MBU/03/2024 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024	15 Maret 2024 March 15, 2024

* Pada tanggal 19 Desember 2025, sehubungan dengan berakhirnya tugas Moeharmein Zein Chaniago sebagai Wakil Direktur Utama, maka Dewan Komisaris menunjuk Koentjoro sebagai Plt. Wakil Direktur Utama.

** Pada tanggal 11 November 2025, sehubungan dengan pengalihan tugas Koentjoro sebagai semula Direktur Operasi III menjadi Direktur Utama, maka Dewan Komisaris menunjuk Agung Fajarwanto sebagai Plt. Direktur Operasi III.

* On December 19, 2025, in connection with the completion of Moeharmein Zein Chaniago's term of office as Vice President Director, the Board of Commissioners appointed Koentjoro as Acting Vice President Director.

** On November 11, 2025, in connection with the reassignment of Koentjoro from his previous position as Operations Director III to President Director, the Board of Commissioners appointed Agung Fajarwanto as Acting Operations Director III.

Komposisi Direksi Periode 1 Januari 2026 – 12 Februari 2026

Pada tanggal 19 Desember 2025, sehubungan dengan berakhirnya tugas Moeharmein Zein Chaniago sebagai Wakil Direktur Utama, maka Dewan Komisaris menunjuk Koentjoro sebagai Plt. Wakil Direktur Utama. Kemudian, pada tanggal 11 November 2025, sehubungan dengan pengalihan tugas Koentjoro sebagai semula Direktur Operasi III menjadi Direktur Utama, maka Dewan Komisaris menunjuk Agung Fajarwanto sebagai Plt. Direktur Operasi III. Sehingga, komposisi Direksi periode 1 Januari 2026 sampai dengan 12 Februari 2026 yaitu sebanyak 6 (enam) orang yang terdiri dari 1 (satu) orang Direktur Utama merangkap Plt. Wakil Direktur Utama,

Composition of The Board of Directors for The Period Januari 1, 2026 – February 12, 2026

On December 19, 2025, in relation to the completion of the term of office of Moeharmein Zein Chaniago as Vice President Director, the Board of Commissioners appointed Koentjoro as Acting Vice President Director. Subsequently, on November 11, 2025, in relation to the reassignment of Koentjoro from previously serving as Operations Director III to President Director, the Board of Commissioners appointed Agung Fajarwanto as Acting Operations Director III. Accordingly, the composition of the Board of Directors for the period of January 1, 2026 to February 12, 2026 consisted of 6 (six) members, comprising 1 (one) President Director concurrently



dan 5 (lima) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini.

serving as Acting Vice President Director and 5 (five) Directors. The composition and basis of appointment of the Board of Directors are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Direksi Periode 1 Januari 2026 – 12 Februari 2026

Table of the Composition and Basis of Appointment of the Board of Directors for the Period January 1, 2026 – February 12, 2026

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Koentjoro	Direktur Utama merangkap Plt. Wakil Direktur Utama President Director concurrently serving as Acting Vice President Director	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-51/MBU/02/2021 Keputusan BP BUMN dan PT Danantara Asset Management (Persero) No. 31 Tahun 2025 dan No. SK.073/DI-DAM/DO/2025 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021 Resolution of the State-Owned Enterprises Regulatory Agency and PT Danantara Asset Management (Persero) No. 31 of 2025 and No. SK.073/DI-DAM/DO/2025 	25 Februari 2021 February 25, 2021
Eka Setya Adrianto	Direktur Keuangan Finance Director	SK Menteri BUMN No. SK-92/MBU/04/2022 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024	4 April 2022 April 4, 2022
Muhammad Fauzan	Direktur Human Capital & Legal Human Capital and Legal Director	SK Menteri BUMN No. SK-51/MBU/02/2021 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021	25 Februari 2021 February 25, 2021
Agung Fajarwanto	Direktur Operasi I merangkap Plt. Direktur Operasi III Operations Director I concurrently serving as Acting Operations Director III	SK Menteri BUMN No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022	30 September 2022 September 30, 2022
Gunadi	Direktur Operasi II Operations Director II	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-145/MBU/07/2022 SK Menteri BUMN No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-145/MBU/07/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022 	11 Juli 2022 July 11, 2022
Sugiarti	Direktur Manajemen Risiko Risk Management Director	SK Menteri BUMN No. SK-66/MBU/03/2024 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024	15 Maret 2024 March 15, 2024

Komposisi Direksi Periode 13 Februari 2026 – Saat Ini

Berdasarkan Keputusan Para Pemegang Saham Perusahaan Perseroan (Persero) PT Utama Karya Nomor 124 Tahun 2026, Nomor SK.053/DI-DAM/DO/2026 Tentang Pemberhentian, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi Perusahaan Perseroan (Persero) PT Utama Karya tanggal 13 Februari 2026 telah memutuskan:

- Mengukuhkan pemberhentian dengan hormat Moeharmein Zein Chaniago sebagai Wakil Direktur Utama.
- Memberhentikan dengan hormat Agung Fajarwanto sebagai Direktur Operasi I dan Sugiarti sebagai Direktur Manajemen Risiko.
- Mengalihkan penugasan Gunadi semula sebagai Direktur Operasi II menjadi Direktur Operasi I.
- Mengangkat nama-nama tersebut di bawah ini sebagai anggota Direksi:

Composition of The Board of Directors for The Period February 13, 2026 – Present

Based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 124 of 2026 and Number SK.053/DI-DAM/DO/2026 concerning the Dismissal, Reassignment of Duties, and Appointment of Members of the Board of Directors of the Company dated February 13, 2026, it was resolved as follows:

- Ratify the honorable dismissal of Moeharmein Zein Chaniago as Vice President Director.
- Honorably dismiss Agung Fajarwanto as Operations Director I and Sugiarti as Risk Management Director.
- Reassign Gunadi from his previous position as Operations Director II to Operations Director I.
- Appoint the following individuals as members of the Board of Directors:

Nama Name	Jabatan Position
Sugeng Rochadi	Wakil Direktur Utama Vice President Director
Mardiansyah	Direktur Operasi II Operations Director II
Fatma Dewi Setyowati	Direktur Manajemen Risiko Risk Management Director
Iwan Hermawan	Direktur Operasi III Operations Director III

Dengan demikian, komposisi Direksi periode 13 Februari 2026 sampai saat ini yaitu sebanyak 8 (delapan) orang yang terdiri dari 1 (satu) orang Direktur Utama, 1 (satu) orang Wakil Direktur Utama, dan 6 (enam) orang Direktur. Komposisi dan dasar pengangkatan Direksi dapat dilihat pada tabel di bawah ini.

Accordingly, the composition of the Board of Directors for the period February 13, 2026 to present consists of 8 (eight) members, comprising 1 (one) President Director, 1 (one) Vice President Director and 6 (six) Directors. The composition and basis of appointment of the Board of Directors are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Direksi Periode 13 Februari 2026 – Saat ini

Table of the Composition and Basis of Appointment of the Board of Directors for the Period February 13, 2026 – Present

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Koentjoro	Direktur Utama President Director	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-51/MBU/02/2021 Keputusan BP BUMN dan PT Danantara Asset Management (Persero) No. 31 Tahun 2025 dan No. SK.073/DI-DAM/DO/2025 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021 Resolution of the State-Owned Enterprises Regulatory Agency and PT Danantara Asset Management (Persero) No. 31 of 2025 and No. SK.073/DI-DAM/DO/2025 	25 Februari 2021 February 25, 2021
Sugeng Rochadi	Wakil Direktur Utama Vice President Director	Keputusan Pemegang Saham No. SK.053/DI-DAM/DO/2026 Resolution of the Shareholders No. SK.053/DI-DAM/DO/2026	13 Februari 2026 February 13, 2026
Eka Setya Adrianto	Direktur Keuangan Finance Director	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-92/MBU/04/2022 SK Menteri BUMN No. SK-66/MBU/03/2024 Decree of the Minister of State-Owned Enterprises No. SK-92/MBU/04/2022 Decree of the Minister of State-Owned Enterprises No. SK-66/MBU/03/2024 	4 April 2022 April 4, 2022
Muhammad Fauzan	Direktur Human Capital & Legal Human Capital and Legal Director	SK Menteri BUMN No. SK-51/MBU/02/2021 Decree of the Minister of State-Owned Enterprises No. SK-51/MBU/02/2021	25 Februari 2021 February 25, 2021
Gunadi	Direktur Operasi I Operations Director I	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-145/MBU/07/2022 SK Menteri BUMN No. SK-224/MBU/09/2022 SK Menteri BUMN No. SK-053/DI-DAM/DO/2026 Decree of the Minister of State-Owned Enterprises No. SK-145/MBU/07/2022 Decree of the Minister of State-Owned Enterprises No. SK-224/MBU/09/2022 Decree of the Minister of State-Owned Enterprises No. SK-053/DI-DAM/DO/2026 	11 Juli 2022 July 11, 2022
Mardiansyah	Direktur Operasi II Operations Director II	Keputusan Pemegang Saham No. SK.053/DI-DAM/DO/2026 Resolution of the Shareholders No. SK.053/DI-DAM/DO/2026	13 Februari 2026 February 13, 2026
Fatma Dewi Setyowati	Direktur Manajemen Risiko Risk Management Director	Keputusan Pemegang Saham No. SK.053/DI-DAM/DO/2026 Resolution of the Shareholders No. SK.053/DI-DAM/DO/2026	13 Februari 2026 February 13, 2026
Iwan Hermawan	Direktur Operasi III Operations Director III	Keputusan Pemegang Saham No. SK.053/DI-DAM/DO/2026 Resolution of the Shareholders No. SK.053/DI-DAM/DO/2026	13 Februari 2026 February 13, 2026

► Profil Dewan Komisaris

Profile of The Board of Commissioners



Denny Abdi

Komisaris Utama
President Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Sungai Penuh pada tahun 1970.
Usia 55 tahun Per Desember 2025.
Born in Sungai Penuh in 1970.
Age 55 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Ekonomi dari Universitas Andalas, Padang (1995).
- Magister Hubungan Internasional dari Universitas Indonesia, Depok (1999).
- Bachelor of Economics from Andalas University, Padang (1995).
- Master of International Relations from University of Indonesia, Depok (1999).

Sertifikasi

Certification

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Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat menjadi Komisaris Utama untuk pertama kalinya berdasarkan Keputusan Para Pemegang Saham PT Utama Karya Nomor 126 Tahun 2026 dan Nomor SK.054/DI-DAM/DO/2026 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Utama Karya tanggal 13 Februari 2026.

Appointed as President Commissioner for the first time based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 126 of 2026 and Number SK.054/DI-DAM/DO/2026 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company dated February 13, 2026.

Jabatan Rangkap

Concurrent Position

- Ketua Komite Tata Kelola Terintegrasi Utama Karya.
- Komite Nominasi dan Remunerasi Utama Karya.
- Chairman of the Integrated Governance Committee of Utama Karya.
- Chairman of the Nomination and Remuneration Committee of Utama Karya.

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja

Work Experience

- Direktur Urusan Asia Tenggara, Kementerian Luar Negeri Republik Indonesia (2017–2021).
- Duta Besar Republik Indonesia untuk Republik Sosialis Vietnam (2021–2025).
- Sekretaris Jenderal Kementerian Luar Negeri Republik Indonesia (2025–sekarang).
- Director for Southeast Asian Affairs at the Ministry of Foreign Affairs of the Republic of Indonesia (2017–2021).
- Ambassador of the Republic of Indonesia to the Socialist Republic of Vietnam (2021–2025).
- Secretary-General of the Ministry of Foreign Affairs of the Republic of Indonesia (2025–present).

Periode Menjabat

Term of Office

2026–2031, Periode Pertama.
2026–2031, First Period

Kepemilikan Saham di Utama Karya

Share Ownership
in Utama Karya

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R. Wahyu Muryadi

Komisaris Independen
Independent Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Surabaya pada tahun 1964.
Usia 61 tahun Per Desember 2025.
Born in Surabaya in 1964.
Age 61 years old as of December 2025.

Riwayat Pendidikan Educational Background

- Sarjana Ekonomi dari Universitas Airlangga, Surabaya (1988).
- Sarjana Ekonomi dari Universitas As-Syafi'iyah, Bekasi (2014).
- Magister Management dari Universitas Bina Nusantara, Jakarta (2016).
- Bachelor of Economics from Airlangga University, Surabaya (1988).
- Bachelor of Economics from As-Syafi'iyah University, Bekasi (2014).
- Master of Management from Bina Nusantara University, Jakarta (2016)

Sertifikasi Certification

Qualified Risk Governance Professional (QRGP).
Qualified Risk Governance Professional (QRGP).

Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Komisaris Independen untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-107/MBU/05/2019 tentang Pemberhentian dan Pengangkatan Anggota-anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Hutama Karya 28 Mei 2019. Kemudian diangkat kembali berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK Menteri BUMN No. SK-121/MBU/05/2024.

Appointed as Independent Commissioner for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-107/MBU/05/2019 concerning the Dismissal and Appointment of Members of the Board of Commissioners of PT Hutama Karya (Persero) dated May 28, 2019. Subsequently, reappointed based on the Decree of the Minister of State-Owned Enterprises Number SK-121/MBU/05/2024.

Jabatan Rangkap Concurrent Position

- Ketua Komite Manajemen Risiko dan GCG Hutama Karya.
- Anggota Komite Tata Kelola Terintegrasi Hutama Karya.
- Anggota Komite Nominasi dan Remunerasi Hutama Karya.
- Chairman of the Risk Management and GCG Committee at Hutama Karya.
- Member of the Integrated Governance Committee at Hutama Karya.
- Member of the Nomination and Remuneration Committee at Hutama Karya.

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja Work Experience

- Kepala Biro Protokol Istana Presiden (1999–2001).
- Managing Editor Desk Nasional di Majalah Tempo (2001–2003).
- Executive Editor di Majalah Tempo (2004–2010).
- Chief Editor di Majalah Tempo (2010–2013).
- Chief Editor di Tempo TV dan Tempo Channel (2013–2016).
- CCO PT Tempo Inti Media, Tbk. (2016–2019).
- Komisaris Independen PT Hutama Karya (Persero) (2019–sekarang).
- Head of the Presidential Palace Protocol Bureau (1999–2001).
- Managing Editor of the National Desk at Tempo Magazine (2001–2003).
- Executive Editor at Tempo Magazine (2004–2010).
- Chief Editor at Tempo Magazine (2010–2013).
- Chief Editor at Tempo TV and Tempo Channel (2013–2016).
- CCO of PT Tempo Inti Media, Tbk. (2016–2019).
- Independent Commissioner of PT Hutama Karya (Persero) (2019–present).

Periode Menjabat Term of Office

2019–2024, Periode Pertama.
2024–2029, Periode Kedua.
2019–2024, First Period.
2024–2029, Second Period.

Kepemilikan Saham di Hutama Karya Share Ownership in Hutama Karya

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Siti Jamaliah Lubis

Komisaris Independen
Independent Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Asahan pada tahun 1960.
Usia 65 tahun Per Desember 2025.
Born in Asahan in 1960.
Age 65 years old as of December 2025.

Riwayat Pendidikan

Educational Background

- Sarjana Hukum dari Universitas Borobudur, Jakarta (2000).
- Magister Hukum dari Universitas Islam Sumatera Utara, Medan (2025).
- Bachelor of Law from Universitas Borobudur, Jakarta (2000).
- Master of Law from Universitas Islam Sumatera Utara, Medan (2025).

Sertifikasi

Certification

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Riwayat Jabatan

Employment History

Dasar Hukum Pengangkatan

Legal Basis of
Appointment

Diangkat menjadi Komisaris Independen untuk pertama kalinya berdasarkan Surat Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 31 Oktober 2025 Nomor 30 Tahun 2025 dan Nomor: SK.074/DI-DAM/DO/2025 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Hutama Karya.

Appointed as Independent Commissioner for the first time based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Hutama Karya (Persero) dated October 31, 2025, Number 30 of 2025 and Number SK.074/DI-DAM/DO/2025 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company.

Jabatan Rangkap

Concurrent Position

- Ketua Komite Audit Hutama Karya.
- Anggota Komite Nominasi dan Remunerasi Hutama Karya.
- Anggota Komite Tata Kelola Terintegrasi Hutama Karya.
- Chairman of the Audit Committee at Hutama Karya.
- Member of the Nomination and Remuneration Committee at Hutama Karya.
- Member of the Integrated Governance Committee at Hutama Karya.

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja

Work Experience

- Pelaksana Presiden Kongres Advokat Indonesia (2018–2019).
- Beberapa posisi penting lainnya dalam Kongres Advokat Indonesia dan organisasi advokat di Indonesia Ketua Umum Dewan Pimpinan Pusat Kongres Advokat Indonesia (KAI) (2025–sekarang).
- Komisaris Independen PT Hutama Karya (Persero) (2025–sekarang).
- Acting President of the Kongres Advokat Indonesia (2018–2019).
- Held various key positions within the Kongres Advokat Indonesia and other advocate organizations in Indonesia, including as Chairman of the Central Executive Board of the Kongres Advokat Indonesia (KAI) (2025–present).
- Independent Commissioner at PT Hutama Karya (Persero) (2025–present).

Periode Menjabat

Term of Office

2025–2030, Periode Pertama.
2025–2030, First Period.

Kepemilikan Saham di Hutama Karya

Share Ownership
in Hutama Karya

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Mudanto Hatta

Komisaris Independen
Independent Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Jakarta pada tahun 1968.
Usia 57 tahun Per Desember 2025.
Born in Jakarta in 1968.
Age 57 years old as of December 2025.

Riwayat Pendidikan Educational Background

Sarjana Ilmu Sosial dan Ilmu Politik dari Universitas Katolik Parahyangan, Bandung (1994).
Bachelor's Degree in Social and Political Sciences from Parahyangan Catholic University, Bandung (1994).

Sertifikasi Certification

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Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Komisaris Independen untuk pertama kalinya berdasarkan Surat Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management (Persero) selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Utama Karya pada tanggal 31 Oktober 2025 Nomor 30 Tahun 2025 dan Nomor: SK.074/DI-DAM/DO/2025 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Utama Karya.

Appointed as Independent Commissioner for the first time based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Utama Karya (Persero) dated October 31, 2025, Number 30 of 2025 and Number SK.074/DI-DAM/DO/2025 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company.

Jabatan Rangkap Concurrent Position

- Wakil Ketua Komite Audit Utama Karya.
- Anggota Komite Nominasi dan Remunerasi Utama Karya.
- Anggota Komite Tata Kelola Terintegrasi Utama Karya.
- Komisaris PT Lumina Persada Mandiri.
- Komisaris PT Agro Sumber Pertiwi.
- Vice Chairman of the Audit Committee of Utama Karya.
- Member of the Nomination and Remuneration Committee at Utama Karya.
- Member of the Integrated Governance Committee at Utama Karya.
- Commissioner at PT Lumina Persada Mandiri.
- Commissioner at PT Agro Sumber Pertiwi.

Pengalaman Kerja Work Experience

- Account Director di PT Multimedia Prasetyakarya (1994–2004).
- Komisaris PT Maserati Sriwijaya (2002–2006).
- Direktur Utama PT Adovelin Raharja Logistik (2005–2015).
- Direktur di PT Studio Enam Desain (2020–2025).
- Direktur Utama PT Valentina Mandiri Indonesia (2015–2025).
- Komisaris Independen PT Utama Karya (Persero) (2025–sekarang).
- Account Director at PT Multimedia Prasetyakarya (1994–2004).
- Commissioner at PT Maserati Sriwijaya (2002–2006).
- President Director at PT Adovelin Raharja Logistik (2005–2015).
- Director at PT Studio Enam Desain (2020–2025).
- President Director at PT Valentina Mandiri Indonesia (2015–2025).
- Independent Commissioner at PT Utama Karya (Persero) (2025–present).

Periode Menjabat Term of Office

2025–2030, Periode Pertama.
2025–2030, First Period.

Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya

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Essy Asiah

Komisaris
Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Jakarta pada tahun 1966.
Usia 59 tahun Per Desember 2025.
Born in Jakarta in 1966.
Age 59 years old as of December 2025.

Riwayat Pendidikan Educational Background

- Sarjana Teknik Lingkungan dari Institut Teknologi Bandung (1990).
- Magister Teknik Sipil dari Universitas Indonesia, Depok (2004).
- Bachelor of Environmental Engineering from Bandung Institute of Technology (1990).
- Master of Civil Engineering from University of Indonesia, Depok (2004).

Sertifikasi Certification

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Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Komisaris untuk pertama kalinya berdasarkan Surat Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Hutama Karya pada tanggal 31 Oktober 2025 Nomor 30 Tahun 2025 dan Nomor: SK.074/DI-DAM/DO/2025 tentang Pemberhentian dan Pengangkatan Anggota - Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Hutama Karya.

Appointed as Commissioner for the first time based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Hutama Karya (Persero) dated October 31, 2025, Number 30 of 2025 and Number SK.074/DI-DAM/DO/2025 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company.

Jabatan Rangkap Concurrent Position

- Wakil Ketua Komite Manajemen Risiko dan GCG Hutama Karya.
- Anggota Komite Nominasi dan Remunerasi Hutama Karya.
- Anggota Komite Tata Kelola Terintegrasi Hutama Karya.
- Vice Chairman of the Risk Management and GCG Committee at Hutama Karya.
- Member of the Nomination and Remuneration Committee at Hutama Karya.
- Member of the Integrated Governance Committee at Hutama Karya.

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja Work Experience

- Kepala Subdirektorat Perencanaan Teknis Prasarana Strategis, Direktorat Prasarana Strategis, Direktorat Jenderal Cipta Karya, Kementerian Pekerjaan Umum dan Perumahan Rakyat (2020–2022).
- Direktur Prasarana Strategis, Direktorat Jenderal Cipta Karya, Kementerian Pekerjaan Umum dan Perumahan Rakyat (2022–2025).
- Sekretaris Direktorat Jenderal Prasarana Strategis, Direktorat Jenderal Prasarana Strategis, Kementerian Pekerjaan Umum (2025–sekarang).
- Komisaris PT Hutama Karya (Persero) (2025–sekarang).
- Head of Sub-Directorate of Strategic Infrastructure Technical Planning, Directorate of Strategic Infrastructure, Directorate General of Human Settlements, Ministry of Public Works and Housing (2020–2022).
- Director of Strategic Infrastructure, Directorate General of Human Settlements, Ministry of Public Works and Housing (2022–2025).
- Secretary of the Directorate General of Strategic Infrastructure, Directorate General of Strategic Infrastructure, Ministry of Public Works (2025–present).
- Commissioner at PT Hutama Karya (Persero) (2025–present).

Periode Menjabat Term of Office

2025–2030, Periode Pertama.
2025–2030, First Period.

Kepemilikan Saham di Hutama Karya Share Ownership in Hutama Karya

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Mukris

Komisaris
Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Jakarta pada tahun 1965.
Usia 60 tahun Per Desember 2025.
Born in Jakarta in 1965.
Age 60 years old as of December 2025.

Riwayat Pendidikan
Educational Background

- Sarjana Ilmu Hukum dari Universitas 17 Agustus 1945, Jakarta (1987).
- Magister Ilmu Hukum dari Sekolah Tinggi Ilmu Hukum “IBLAM”, Jakarta (2004).
- Doktor Ilmu Hukum dari Universitas Airlangga, Surabaya (2015)
- Bachelor of Law from University of 17 August 1945, Jakarta (1987).
- Master of Law from IBLAM School of Law, Jakarta (2004).
- Doctor of Law from Airlangga University, Surabaya (2015).

Sertifikasi
Certification

Certified Government Chief Audit Executive (CGCAE) (2022).
Certified Government Chief Audit Executive (CGCAE) (2022).

Riwayat Jabatan
Employment History

Dasar Hukum
Pengangkatan
Legal Basis of
Appointment

Diangkat menjadi Komisaris untuk pertama kalinya berdasarkan Keputusan Para Pemegang Saham PT Utama Karya Nomor 126 Tahun 2026 dan Nomor SK.054/DI-DAM/DO/2026 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Utama Karya tanggal 13 Februari 2026.
Appointed as Commissioner for the first time based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 126 of 2026 and Number SK.054/DI-DAM/DO/2026 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company dated February 13, 2026.

Jabatan Rangkap
Concurrent Position

- Wakil Ketua Komite Audit Utama Karya.
- Wakil Ketua Komite Manajemen Risiko dan GCG Utama Karya.
- Anggota Komite Nominasi dan Remunerasi Utama Karya.
- Anggota Komite Tata Kelola Terintegrasi Utama Karya.
- Vice Chairman of the Audit Committee of Utama Karya.
- Vice Chairman of the Risk Management and GCG Committee of Utama Karya.
- Member of the Nomination and Remuneration Committee of Utama Karya.
- Member of the Integrated Governance Committee of Utama Karya.

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja
Work Experience

- Inspektur IV Jaksa Agung Muda Pengawasan (2021–2022).
- Kepala Kejaksaan Tinggi Kalimantan Selatan (2022–2024).
- Sekretaris Jaksa Agung Muda Tindak Pidana Umum (2024–2025)
- Jaksa Ahli Utama pada Badan Diklat Kejaksaan Republik Indonesia (2025–sekarang).
- Komisaris PT Utama Karya (Persero) (2026–sekarang).
- Inspector IV at the Deputy Attorney General for Supervision (2021–2022).
- Head of the High Prosecutor’s Office of South Kalimantan (2022–2024).
- Secretary to the Deputy Attorney General for General Crimes (2024–2025).
- Principal Prosecutor at the Education and Training Agency of the Attorney General’s Office of the Republic of Indonesia (2025–present).
- Commissioner at PT Utama Karya (Persero) (2026–present).

Periode Menjabat
Term of Office

2026–2031, Periode Pertama.
2026–2031, First Period.

Kepemilikan Saham
di Utama Karya
Share Ownership
in Utama Karya

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Yudo Margono*

Komisaris Utama merangkap Komisaris Independen

President Commissioner concurrently serving as Independent Commissioner



Kewarganegaraan | Citizenship

Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile

Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Madiun pada tahun 1965.

Usia 60 tahun Per Desember 2025.

Born in Madiun in 1965.

Age 60 years old as of December 2025.

Riwayat Pendidikan Educational Background

- Sarjana Manajemen dari Universitas Krisnadwipayana, Bekasi (2014).
- Magister Manajemen dari Universitas Krisnadwipayana, Bekasi (2016).
- Magister Terapan Operasi Laut dari Sekolah Staf dan Komando Angkatan Laut (Seskoal) (2020).
- Bachelor of Management from Krisnadwipayana University, Bekasi (2014).
- Master of Management from Krisnadwipayana University, Bekasi (2016).
- Applied Master's Degree in Naval Operations from the Naval Command and Staff College (Seskoal) (2020).

Sertifikasi Certification

Sertifikasi Manajemen Risiko (QRGP).
Risk Management Certification (QRGP).

Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Komisaris Utama merangkap Komisaris Independen untuk pertama kalinya berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara SK-28/MBU/01/2024 tentang Pemberhentian dan Pengangkatan Komisaris Utama Perusahaan Perseroan (Persero) PT Hutama Karya tanggal 31 Januari 2024.

Appointed as President Commissioner concurrently serving as Independent Commissioner for the first time based on the Decree of the Minister of State-Owned Enterprises Number SK-28/MBU/01/2024 concerning the Dismissal and Appointment of the President Commissioner of PT Hutama Karya (Persero) dated January 31, 2024.

Jabatan Rangkap Concurrent Position

Tidak memiliki rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar Emiten atau Perusahaan Publik.

Does not hold concurrent positions as a member of the Board of Commissioners, member of the Board of Directors, and/or member of committees or other positions, whether within or outside the Issuer or Public Company.

Pengalaman Kerja Work Experience

- Pangkogabwilhan I (2019–2020).
- Kepala Staf Angkatan Laut (KSAL) (2020–2022).
- Panglima TNI (2022–2023).
- Komisaris Utama merangkap Komisaris Independen PT Hutama Karya (Persero) (2026–sekarang).
- Commander of Joint Regional Defense Command I (2019–2020).
- Chief of Naval Staff (KSAL) (2020–2022).
- Commander of the Indonesian National Armed Forces (TNI) (2022–2023).
- President Commissioner concurrently serving as Independent Commissioner at PT Hutama Karya (Persero) (2026–present).

Periode Menjabat Term of Office

2024–2026, Periode Pertama.
2024–2026, First Period.

Kepemilikan Saham di Hutama Karya Share Ownership in Hutama Karya

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* Berhenti menjabat sejak 13 Februari 2026.
Stopped serving since February 13, 2026.



Andus Winarno*

Komisaris
Commissioner



Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen



Domisili | Domicile
Jakarta, Indonesia



Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age

Lahir di Gombong pada tahun 1971.
Usia 54 tahun Per Desember 2025.
Born in Gombong in 1971.
Age 54 years old as of December 2025.

Riwayat Pendidikan Educational Background

- Sarjana Ilmu Ekonomi dari Universitas Merdeka, Malang (1994).
- Magister Ilmu Hukum dari Universitas Indonesia, Jakarta (2012).
- Bachelor of Economics from Merdeka University, Malang (1994).
- Master of Law from Universitas Indonesia, Jakarta (2012).

Sertifikasi Certification

- Certification in Audit Committee Practices - IKAI (2024).
- Qualified Risk Governance Professional - Lembaga Sertifikasi Profesi-Mitra Kalyana Sejahtera (2024).
- Certification in Audit Committee Practices - IKAI (2024).
- Qualified Risk Governance Professional - Professional Certification Institute Mitra Kalyana Sejahtera (2024).

Riwayat Jabatan Employment History

Dasar Hukum Pengangkatan Legal Basis of Appointment

Diangkat menjadi Komisaris untuk pertama kalinya berdasarkan Surat Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Utama Karya pada tanggal 31 Oktober 2025 Nomor 30 Tahun 2025 dan Nomor: SK.074/DI-DAM/DO/2025 tentang Pemberhentian dan Pengangkatan Anggota - Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Utama Karya.

Appointed as Commissioner for the first time based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Utama Karya (Persero) dated October 31, 2025, Number 30 of 2025 and Number SK.074/DI-DAM/DO/2025 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company.

Jabatan Rangkap Concurrent Position

- Staf Ahli Bidang Industri Kementerian BUMN (2023–sekarang).
- Expert Staff for Industrial Affairs at the Ministry of State-Owned Enterprises (2023–present).

Tidak memiliki rangkap jabatan pada emiten lain.
Does not hold concurrent positions in other issuers.

Pengalaman Kerja Work Experience

- Komisaris PT Kereta Api Indonesia (Persero) (2017–2019).
- Komisaris PT Angkasa Pura II (Persero) (2019–2023).
- Staf Ahli Bidang Industri Kementerian BUMN (2023–sekarang).
- Komisaris PT Pelabuhan Indonesia (Persero) (2024–2025).
- Komisaris PT Utama Karya (Persero) (2025–2026).
- Commissioner at PT Kereta Api Indonesia (Persero) (2017–2019).
- Commissioner at PT Angkasa Pura II (Persero) (2019–2023).
- Expert Staff for Industrial Affairs at the Ministry of State-Owned Enterprises (2023–present).
- Commissioner at PT Pelabuhan Indonesia (Persero) (2024–2025).
- Commissioner at PT Utama Karya (Persero) (2025–2026).

Periode Menjabat Term of Office

2025–2026, Periode Pertama.
2025–2026, First Period.

Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya

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* Berhenti menjabat sejak 13 Februari 2026.
Stopped serving since February 13, 2026.

Hubungan Afiliasi Anggota Dewan Komisaris

Affiliation Relationships of The Board of Commissioners

Tabel Hubungan Afiliasi Dewa Komisaris

Table of the Affiliation Relationship of the Board of Commissioners

Hubungan Keuangan, Keluarga dan Kepengurusan Komisaris Financial, Familial, and Management Relationships of the Board of Commissioners															
Nama Name	Jabatan Position	Hubungan Keuangan Dengan Financial Relationship With						Hubungan Keluarga Dengan Familial Relationship With						Hubungan Kepengurusan* Management Relations*	
		Dewan Komisaris* Board of Commissioners*		Direksi* Board of Directors*		Pemegang Saham Pengendali* Controlling Shareholder*		Dewan Komisaris* Board of Commissioners*		Direksi* Board of Directors*		Pemegang Saham Pengendali* Controlling Shareholder*			
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Denny Abdi	Komisaris Utama President Commissioner		✓		✓		✓		✓		✓		✓		✓
R. Wahyu Muryadi	Komisaris Independen Independent Commissioner		✓		✓		✓		✓		✓		✓		✓
Siti Jamaliah Lubis	Komisaris Independen Independent Commissioner		✓		✓		✓		✓		✓		✓		✓
Mudanto Hatta	Komisaris Independen Independent Commissioner		✓		✓		✓		✓		✓		✓		✓
Essy Asiah	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓
Mukri	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓
Yudo Margono**	Komisaris Utama merangkap Komisaris Independen President Commissioner concurrently serving as Independent Commissioner		✓		✓		✓		✓		✓		✓		✓
Andus Winarno**	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓

* Langsung maupun Tidak Langsung/Directly or indirectly.

** Berhenti menjabat sejak 13 Februari 2026/Stopped serving since February 13, 2026.

Perubahan Komposisi Anggota Dewan Komisaris dan Alasan Perubahannya

Changes in The Composition of The Board of Commissioners and The Reasons for The Changes

Selama tahun 2025, telah terjadi perubahan komposisi anggota Dewan Komisaris. Perubahan komposisi anggota Dewan Komisaris dilakukan berdasarkan kebutuhan Perseroan. Perubahan komposisi anggota Dewan Komisaris adalah sebagai berikut:

Throughout 2025, there have been changes in the composition of the Board of Commissioners. These changes were made based on the needs of the Company. The details of the changes in the composition of the Board of Commissioners are as follows:

Komposisi Dewan Komisaris Periode 1 Januari 2025 – 30 Oktober 2025

Komposisi Dewan Komisaris periode 1 Januari 2025 sampai dengan 30 Oktober 2025 yaitu sebanyak 7 (tujuh) orang yang terdiri dari 1 (satu) orang Komisaris Utama merangkap sebagai Komisaris Independen, 1 (satu) orang Wakil Komisaris Utama merangkap sebagai Komisaris Independen, 2 (dua) orang Komisaris Independen, dan 3 (tiga) orang Komisaris. Komposisi dan dasar pengangkatan Dewan Komisaris dapat dilihat pada tabel di bawah ini.

Composition of The Board of Commissioners for The Period January 1, 2025 – October 30, 2025

The composition of the Board of Commissioners for the period January 1, 2025 to October 30, 2025 consisted of 7 (seven) members, comprising 1 (one) President Commissioner concurrently serving as Independent Commissioner, 1 (one) Vice President Commissioner concurrently serving as Independent Commissioner, 2 (two) Independent Commissioners, and 3 (three) Commissioners. The composition and basis of appointment of the Board of Commissioners are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Dewan Komisaris Periode 1 Januari 2025 – 30 Oktober 2025

Table of the Composition and Basis of Appointment of the Board of Commissioners for the Period January 1, 2025 – October 30, 2025

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Yudo Margono	Komisaris Utama merangkap Komisaris Independen President Commissioner concurrently serving as Independent Commissioner	SK Menteri BUMN No. SK-28/MBU/01/2024 Decree of the Minister of State-Owned Enterprises No. SK-28/MBU/01/2024	31 Januari 2024 January 31, 2024
Muhamad Lukman Edy*	Wakil Komisaris Utama merangkap Komisaris Independen Vice President Commissioner concurrently serving as Independent Commissioner	SK Menteri BUMN No. SK-146/MBU/05/2020 Decree of the Minister of State-Owned Enterprises No. SK-146/MBU/05/2020	14 Mei 2020 May 14, 2020
Agung Sabar Santoso	Komisaris Independen Independent Commissioner	SK Menteri BUMN No. SK-316/MBU/09/2021 Decree of the Minister of State-Owned Enterprises No. SK-316/MBU/09/2021	27 September 2021 September 27, 2021
R. Wahyu Muryadi	Komisaris Independen Independent Commissioner	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-107/MBU/05/2019 SK Menteri BUMN No. SK-121/MBU/05/2024 Decree of the Minister of State-Owned Enterprises No. SK-107/MBU/05/2019 Decree of the Minister of State-Owned Enterprises No. SK-121/MBU/05/2024 	28 Mei 2019 May 28, 2019
Chairiah	Komisaris Commissioner	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-107/MBU/05/2019 SK Menteri BUMN No. SK-121/MBU/05/2024 Decree of the Minister of State-Owned Enterprises No. SK-107/MBU/05/2019 Decree of the Minister of State-Owned Enterprises No. SK-121/MBU/05/2024 	28 Mei 2019 May 28, 2019
Susdiyarto Agus Praptono**	Komisaris Commissioner	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-45/MBU/02/2020 SK Menteri BUMN No. SK-146/MBU/05/2020 Decree of the Minister of State-Owned Enterprises No. SK-45/MBU/02/2020 Decree of the Minister of State-Owned Enterprises No. SK-146/MBU/05/2020 	7 Februari 2020 February 7, 2020
Iwan Suprijanto	Komisaris Commissioner	SK Menteri BUMN No. SK-61/MBU/03/2023 Decree of the Minister of State-Owned Enterprises No. SK-61/MBU/03/2023	30 Maret 2023 March 30, 2023

* Berhenti menjabat sejak 14 Mei 2025/ Stopped serving since May 14, 2025.

** Berhenti menjabat sejak 7 Februari 2025/ Stopped serving since February 7, 2025.

Komposisi Dewan Komisaris Periode 31 Oktober 2025 – 31 Desember 2025

Berdasarkan Keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara dan Direktur Utama Perusahaan Perseroan (Persero) PT Danantara Asset Management Selaku Para Pemegang Saham Perusahaan Perseroan (Persero) PT Hutama Karya Nomor 30 Tahun 2025 dan No. SK.074/DI-DAM/DO/2025 Tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Hutama Karya tanggal 31 Oktober 2025 telah memutuskan:

1. Mengukuhkan pemberhentian dengan hormat Muhammad Lukman Edy sebagai Wakil Komisaris Utama merangkap Komisaris Independen dan Susdiyarto Agus Praptono sebagai Komisaris.
2. Memberhentikan dengan hormat Agung Sabar Santoso sebagai Komisaris Independen, Iwan Suprijanto sebagai Komisaris dan Chairiah sebagai Komisaris.
3. Mengangkat nama-nama tersebut di bawah ini sebagai anggota Dewan Komisaris:

Nama Name	Jabatan Position
Siti Jamaliah Lubis	Komisaris Independen Independent Commissioner
Essy Asiah	Komisaris Commissioner
Andus Winarno	Komisaris Commissioner
Mudanto Hatta	Komisaris Independen Independent Commissioner

Sehingga komposisi Dewan Komisaris periode 31 Oktober 2025 sampai dengan 31 Desember 2026 yaitu sebanyak 6 (enam) orang yang terdiri dari 1 (satu) orang Komisaris Utama merangkap sebagai Komisaris Independen, 3 (tiga) orang Komisaris Independen dan 2 (dua) orang Komisaris. Komposisi dan dasar pengangkatan Dewan Komisaris dapat dilihat pada tabel di bawah ini.

Composition of The Board of Commissioners for The Period October 31, 2025 – December 31, 2025

Based on the Joint Resolution of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) acting as the Shareholders of PT Hutama Karya (Persero) Number 30 of 2025 and No. SK.074/DI-DAM/DO/2025 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company dated October 31, 2025, it was resolved as follows:

1. Ratify the honorable dismissal of Muhammad Lukman Edy as Vice President Commissioner concurrently serving as Independent Commissioner and Susdiyarto Agus Praptono as Commissioner.
2. Honorably dismiss Agung Sabar Santoso as Independent Commissioner, Iwan Suprijanto as Commissioner, and Chairiah as Commissioner.
3. Appoint the following individuals as members of the Board of Commissioners:

Accordingly, the composition of the Board of Commissioners for the period October 31, 2025 to December 31, 2026 consisted of 6 (six) members, comprising 1 (one) President Commissioner concurrently serving as Independent Commissioner, 3 (three) Independent Commissioners, and 2 (two) Commissioners. The composition and basis of appointment of the Board of Commissioners are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Dewan Komisaris Periode 31 Oktober 2025 – 31 Desember 2025

Table of the Composition and Basis of Appointment of the Board of Commissioners for the Period October 31, 2025 – December 31, 2025

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Yudo Margono	Komisaris Utama merangkap Komisaris Independen President Commissioner concurrently serving as Independent Commissioner	SK Menteri BUMN No. SK-28/MBU/01/2024 Decree of the Minister of State-Owned Enterprises No. SK-28/MBU/01/2024	31 Januari 2024 January 31, 2024
R. Wahyu Muryadi	Komisaris Independen Independent Commissioner	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-107/MBU/05/2019 SK Menteri BUMN No. SK-121/MBU/05/2024 Decree of the Minister of State-Owned Enterprises No. SK-107/MBU/05/2019 Decree of the Minister of State-Owned Enterprises No. SK-121/MBU/05/2024 	28 Mei 2019 May 28, 2019

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Siti Jamaliah Lubis	Komisaris Independen Independent Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Mudanto Hatta	Komisaris Independen Independent Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Essy Asiah	Komisaris Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Andus Winarno	Komisaris Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025

Komposisi Dewan Komisaris Periode 1 Januari 2026 – 12 Februari 2026

Komposisi Dewan Komisaris periode 1 Januari 2026 sampai dengan 12 Februari 2026 yaitu sebanyak 6 (enam) orang yang terdiri dari 1 (satu) orang Komisaris Utama merangkap sebagai Komisaris Independen, 3 (tiga) orang Komisaris Independen dan 2 (dua) orang Komisaris. Komposisi dan dasar pengangkatan Dewan Komisaris dapat dilihat pada tabel di bawah ini.

Composition of The Board of Commissioners for The Period January 1, 2026 – February 12, 2026

The composition of the Board of Commissioners for the period of January 1, 2026 to February 12, 2026 consisted of 6 (six) members, comprising 1 (one) President Commissioner concurrently serving as Independent Commissioner, 3 (three) Independent Commissioners, and 2 (two) Commissioners. The composition and basis of appointment of the Board of Commissioners are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Dewan Komisaris Periode 1 Januari 2026 – 12 Februari 2026

Table of the Composition and Basis of Appointment of the Board of Commissioners for the Period January 1, 2026 – February 12, 2026

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Yudo Margono	Komisaris Utama merangkap Komisaris Independen President Commissioner concurrently serving as Independent Commissioner	SK Menteri BUMN No. SK-28/MBU/01/2024 Decree of the Minister of State-Owned Enterprises No. SK-28/MBU/01/2024	31 Januari 2024 January 31, 2024
R. Wahyu Muryadi	Komisaris Independen Independent Commissioner	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-107/ MBU/05/2019 SK Menteri BUMN No. SK-121/MBU/05/2024 Decree of the Minister of State-Owned Enterprises No. SK-107/MBU/05/2019 Decree of the Minister of State-Owned Enterprises No. SK-121/MBU/05/2024 	28 Mei 2019 May 28, 2019

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Siti Jamaliah Lubis	Komisaris Independen Independent Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Mudanto Hatta	Komisaris Independen Independent Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Essy Asiah	Komisaris Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Andus Winarno	Komisaris Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No.SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025

Komposisi Dewan Komisaris Periode 13 Februari 2026 – Saat Ini

Berdasarkan Keputusan Para Pemegang Saham Perusahaan Perseroan (Persero) PT Utama Karya Nomor: 126 Tahun 2026 dan Nomor: SK.054/DI-DAM/DO/2026 Tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Utama Karya tanggal 13 Februari 2026 telah memutuskan:

1. Memberhentikan dengan hormat Yudo Margono sebagai Komisaris Utama merangkap Komisaris Independen.
2. Mengangkat nama-nama tersebut di bawah ini sebagai anggota Dewan Komisaris.

Nama Name	Jabatan Position
Denny Abdi	Komisaris Utama President Commissioner
Mukri	Komisaris Commissioner

Sehingga komposisi Dewan Komisaris periode 13 Februari 2026 sampai saat ini yaitu sebanyak 6 (enam) orang yang terdiri dari 1 (satu) orang Komisaris Utama, 3 (tiga) orang Komisaris Independen, dan 2 (dua) orang Komisaris. Komposisi dan dasar pengangkatan Dewan Komisaris dapat dilihat pada tabel di bawah ini.

Composition of The Board of Commissioners for The Period February 13, 2026 – Present

Based on the Resolution of the Shareholders of PT Utama Karya (Persero) Number 126 of 2026 and Number SK.054/DI-DAM/DO/2026 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company dated February 13, 2026, it was resolved as follows:

1. Honorably dismiss Yudo Margono as President Commissioner concurrently serving as Independent Commissioner.
2. Appoint the following individuals as members of the Board of Commissioners.

Accordingly, the composition of the Board of Commissioners for the period February 13, 2026 to present consists of 6 (six) members, comprising 1 (one) President Commissioner, 3 (three) Independent Commissioners, and 2 (two) Commissioners. The composition and basis of appointment of the Board of Commissioners are presented in the table below.

Tabel Komposisi dan Dasar Pengangkatan Dewan Komisaris Periode 13 Februari 2026 – Saat Ini

Table of the Composition and Basis of Appointment of the Board of Commissioners
for the Period February 13, 2026 – Present

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Tanggal Efektif Effective Date
Denny Abdi	Komisaris Utama President Commissioner	Keputusan Pemegang Saham No. SK.054/DI-DAM/DO/2026 Resolution of the Shareholders No. SK.054/DI-DAM/DO/2026	13 Februari 2026 February 13, 2026
R. Wahyu Muryadi	Komisaris Independen Independent Commissioner	<ul style="list-style-type: none"> SK Menteri BUMN No. SK-107/MBU/05/2019 SK Menteri BUMN No. SK-121/MBU/05/2024 Decree of the Minister of State-Owned Enterprises No. SK-107/MBU/05/2019 Decree of the Minister of State-Owned Enterprises No. SK-121/MBU/05/2024 	28 Mei 2019 May 28, 2019
Siti Jamaliah Lubis	Komisaris Independen Independent Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No. SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Mudanto Hatta	Komisaris Independen Independent Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No. SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Essy Asiah	Komisaris Commissioner	SK Kepala BP BUMN dan Direktur Utama PT Danantara Asset Management (Persero) No. 30 Tahun 2025 dan No. SK.074/DI-DAM/DO/2025 Decree of the Head of the State-Owned Enterprises Regulatory Agency and the President Director of PT Danantara Asset Management (Persero) No. 30 of 2025 and No. SK.074/DI-DAM/DO/2025	31 Oktober 2025 October 31, 2025
Mukri	Komisaris Commissioner	Keputusan Pemegang Saham No. SK.054/DI-DAM/DO/2026 Resolution of the Shareholders No. SK.054/DI-DAM/DO/2026	13 Februari 2026 February 13, 2026

► Profil Pejabat Eksekutif

Executive Officer Profile

Hamdani

Plt. EVP Sekretaris Perusahaan
Acting EVP of Corporate Secretary

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Magelang pada tahun 1974. Usia 51 tahun Per Desember 2025.
Born in Magelang in 1974. Age 51 years old as of December 2025.



Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Teknik Sipil, Universitas Diponegoro (1999). Magister Manajemen, Universitas Indonesia (2023). Bachelor's Degree in Civil Engineering, Diponegoro University (1999). Master of Management, University of Indonesia (2023).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> VP Pengembangan Bisnis Konstruksi (2020–2023). SVP Pengembangan Bisnis, Konstruksi dan Engineering (2023–2026). Senior Expert Sekretaris Perusahaan (2026). Plt. EVP Sekretaris Perusahaan (2026–sekarang). VP of Construction Business Development (2020–2023). SVP of Business Development, Construction and Engineering (2023–2026). Senior Expert of Corporate Secretary (2026). Acting EVP of Corporate Secretary (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Pertama kali diangkat pada 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-53/HK/III/2026. First appointed in 2026 based on the Board of Directors' Decree of PT Utama Karya (Persero) Number SK-53/HK/III/2026.</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Muhroni

Plt. EVP Satuan Pengawasan Intern
Acting EVP of Internal Audit Unit



Kewarganegaraan Citizenship Warga Negara Indonesia Indonesian Citizen	Domisili Domicile Jakarta, Indonesia
Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age Lahir di Boyolali pada tahun 1970. Usia 55 tahun Per Desember 2025. Born in Boyolali in 1970. Age 55 years old as of December 2025.	

Riwayat Pendidikan Educational Background	<ul style="list-style-type: none">Sarjana Manajemen STIE STIKUBANK (2004).Master of Business Administration SBM-ITB (2022).Bachelor of Management from STIE STIKUBANK (2004).Master of Business Administration from SBM ITB (2022).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none">Site Administration Manager Proyek Utama 1 (2011–2014).Manajer Senior Keuangan pada Wilayah I (Medan) (2014–2017).Manajer Senior Bagian Keuangan pada Wilayah IV (Jatim, Jateng, DIY, Bali, NTB) (2017–2018).Manager Senior Keuangan Kantor Pusat (2018).EVP Divisi Akuntansi & Keuangan (2019–2026).Plt. EVP Satuan Pengawasan Intern (2026–sekarang)Site Administration Manager, Main Project 1 (2011–2014).Senior Finance Manager, Region I (Medan) (2014–2017).Senior Finance Manager, Region IV (East Java, Central Java, Yogyakarta, Bali, NTB) (2017–2018).Senior Finance Manager, Head Office (2018).EVP of Accounting & Finance Division (2019–2026).Acting EVP of Internal Audit Unit (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-34/HK/II/2026 tanggal 27 Februari 2026. Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-34/HK/II/2026 dated February 27, 2026.
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Nyoman Endi Mahendra

EVP Divisi QHSSE
EVP QHSSE Division



Kewarganegaraan Citizenship Warga Negara Indonesia Indonesian Citizen	Domisili Domicile Jakarta, Indonesia
Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age Lahir di Singaraja pada tahun 1971. Usia 54 tahun Per Desember 2025. Born in Singaraja in 1971. Age 54 years old as of December 2025.	

Riwayat Pendidikan Educational Background	<ul style="list-style-type: none">Sarjana Teknik Sipil dari Universitas Udayana (1997).Master of Business Administration SBM-ITB (2022).Bachelor of Civil Engineering from Udayana University (1997).Master of Business Administration from SBM ITB (2022).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none">VP Divisi Engineering Divisi Gedung (2020–2022).VP Engineering Merangkap Plt. VP Procurement Divisi Gedung (2022).EVP Divisi Gedung (2022–2026).EVP Divisi QHSSE (2026–sekarang).VP of Engineering Division, Building Division (2020–2022).VP of Engineering concurrently serving as Acting VP of Procurement, Building Division (2022).EVP of Building Division (2022–2026).EVP of QHSSE Division (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026. Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Juni Iranto

Plt. EVP Divisi Akuntansi & Keuangan
Acting EVP Accounting & Finance Division

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Bandung, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Salatiga pada tahun 1983. Usia 42 tahun Per Desember 2025.
Born in Salatiga in 1983. Age 42 years old as of December 2025.

Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Akuntansi dari Universitas Mercubuana, Jakarta (2022). Master of Business Administration dari Institut Teknologi Bandung, Bandung (2026). Bachelor of Accounting from Mercu Buana University, Jakarta (2022). Master of Business Administration from Bandung Institute of Technology, Bandung (2026).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> Direktur Keuangan dan Manajemen Risiko PT Utama Marga Waskita (2021–2023). Direktur Keuangan dan Manajemen Risiko PT HK Realtindo (2023–2024). Plt. Direktur Utama merangkap Direktur Keuangan dan Manajemen Risiko PT HK Realtindo (2023–2026). Sr. Expert Divisi Akuntansi & Keuangan PT Utama Karya (Persero) (2026). Plt. EVP Divisi Akuntansi & Keuangan PT Utama Karya (Persero) (2026–sekarang). Finance and Risk Management Director at PT Utama Marga Waskita (2021–2023). Finance and Risk Management Director at PT HK Realtindo (2023–2024). Acting President Director concurrently serving as Finance and Risk Management Director at PT HK Realtindo (2023–2026). Senior Expert, Accounting & Finance Division at PT Utama Karya (Persero) (2026). Acting EVP of Accounting & Finance Division at PT Utama Karya (Persero) (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026.</p> <p>Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Muhammad Rifqy

Plt. EVP Divisi Corporate Planning
Acting EVP Corporate Planning Division

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Surabaya pada tahun 1989. Usia 36 tahun Per Desember 2025.
Born in Surabaya in 1989. Age 36 years old as of December 2025.

Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Teknik Sipil dari Institut Teknologi Sepuluh Nopember (2012). Magister Manajemen dari Universitas Indonesia (2023). Bachelor of Civil Engineering from Sepuluh Nopember Institute of Technology (2012). Master of Management from Universitas Indonesia (2023).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> VP Corporate Monitoring & Evaluation (2021–2022). VP Corporate Banking & IR (2022–2026). Plt. EVP Divisi Corporate Planning (2026–sekarang). VP of Corporate Monitoring & Evaluation (2021–2022). VP of Corporate Banking & Investor Relations (IR) (2022–2026). Acting EVP of Corporate Planning Division (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026.</p> <p>Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Heru Ermadi

EVP Divisi Pengembangan Bisnis & Manajemen Portofolio
EVP Business Development & Portfolio Management Division



Kewarganegaraan Citizenship Warga Negara Indonesia Indonesian Citizen		Domisili Domicile Jakarta, Indonesia	
Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age Lahir di Magelang pada tahun 1970. Usia 55 tahun Per Desember 2025. Born in Magelang in 1970. Age 55 years old as of December 2025.			
Riwayat Pendidikan Educational Background		<ul style="list-style-type: none">• Sarjana Teknik Sipil dari Universitas Sebelas Maret (1993).• Magister Teknik Sipil dari Universitas Roorke (2001).• Magister Manajemen dari Universitas Gadjah Mada (2024).• Bachelor of Civil Engineering from Sebelas Maret University (1993).• Master of Civil Engineering from Roorke University (2001).• Master of Management from Gadjah Mada University (2024).	
Pengalaman Kerja Work Experience		<ul style="list-style-type: none">• Manajer Senior Pengembangan Jalan Tol (2018–2019).• EVP Divisi Corporate Planning (2018–2026).• EVP Divisi Pengembangan Bisnis & Manajemen Portofolio (2026–sekarang)• Senior Manager, Toll Road Development (2018–2019).• EVP of Corporate Planning Division (2018–2026).• EVP of Business Development & Portfolio Management Division (2026–present).	
Dasar Hukum Pengangkatan Legal Basis of Appointment		Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026. Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.	
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya		-	

Eko Nurmaryadi

EVP Divisi Pengelolaan Risiko, Sistem & Kepatuhan
EVP of Risk Management, Systems & Compliance Division



Kewarganegaraan Citizenship Warga Negara Indonesia Indonesian Citizen		Domisili Domicile Tangerang, Indonesia	
Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age Lahir di Sukoharjo pada tahun 1979. Usia 46 tahun Per Desember 2025. Born in Sukoharjo in 1979. Age 46 years old as of December 2025.			
Riwayat Pendidikan Educational Background		Sarjana Teknik Sipil dari Universitas Gadjah Mada (2003) Bachelor of Civil Engineering from Gadjah Mada University (2003)	
Pengalaman Kerja Work Experience		<ul style="list-style-type: none">• Auditor pada Satuan Pengawasan Intern PT Utama Karya (Persero) (2018–2020).• VP Risiko Operasional Pada Divisi Manajemen Risiko (2020–2024).• EVP Divisi Sistem & Kepatuhan (2024–2026).• EVP Divisi Pengelolaan Risiko, Sistem & Kepatuhan (2026–sekarang)• Auditor at the Internal Audit Unit of PT Utama Karya (Persero) (2018–2020).• VP of Operational Risk, Risk Management Division (2020–2024).• EVP of Systems & Compliance Division (2024–2026).• EVP of Risk Management, Systems & Compliance Division (2026–present).	
Dasar Hukum Pengangkatan Legal Basis of Appointment		Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026. Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.	
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya		-	

Paryanto

EVP Divisi Pengendalian Operasi
EVP of Operations Control Division

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Boyolali pada tahun 1972. Usia 53 tahun Per Desember 2025.
Born in Boyolali in 1972. Age 53 years old as of December 2025.



Riwayat Pendidikan
Educational Background

- Sarjana Teknik Sipil dari Universitas Cendrawasih (1996).
- Magister Ilmu Ekonomi dari Universitas Sebelas Maret (2009).
- Doktor Teknik Sipil dari Universitas Gadjah Mada (2021).
- Bachelor of Civil Engineering from Cendrawasih University (1996).
- Master of Economics from Sebelas Maret University (2009).
- Doctor of Civil Engineering from Gadjah Mada University (2021).

Pengalaman Kerja
Work Experience

- Direktur Operasi PT Utama Karya Infrastruktur (2020–2021).
- EVP Divisi Manajemen Risiko (2021–2024).
- EVP Divisi Pengelolaan Risiko (2024–2026).
- EVP Divisi Pengendalian Operasi (2026–sekarang)
- Operations Director at PT Utama Karya Infrastruktur (2020–2021).
- EVP of Risk Management Division (2021–2024).
- EVP of Risk Management Division (2024–2026).
- EVP of Operations Control Division (2026–present).

Dasar Hukum Pengangkatan
Legal Basis of Appointment

Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026.
Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.

Kepemilikan Saham di Utama Karya
Share Ownership in Utama Karya

-

Alfa Haga Rachmady

EVP Divisi Human Capital
EVP Human Capital Division

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Bandung pada tahun 1985. Usia 40 tahun Per Desember 2025.
Born in Bandung in 1985. Age 40 years old as of December 2025.



Riwayat Pendidikan
Educational Background

- Sarjana Ilmu Komunikasi Universitas Padjajaran (2009).
- Magister Keuangan Sunderland University (2014).
- Bachelor of Communication Science from Padjadjaran University (2009).
- Master of Finance from Sunderland University (2014).

Pengalaman Kerja
Work Experience

- VP Bagian Perencanaan Strategi (2021–2025).
- EVP Divisi Human Capital (2025–sekarang).
- VP of Strategic Planning Division (2021–2025).
- EVP of Human Capital Division (2025–present).

Dasar Hukum Pengangkatan
Legal Basis of Appointment

Diangkat pertama kali pada tahun 2025 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-90/HK/X/2025.
Appointed for the first time in 2025 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-90/HK/X/2025.

Kepemilikan Saham di Utama Karya
Share Ownership in Utama Karya

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Sarastuti Laksmi Wardhani

Plt. EVP Divisi Legal
Acting EVP Legal Division

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Yogyakarta pada tahun 1961. Usia 62 tahun Per Desember 2025.
Born in Yogyakarta in 1961. Age 62 years old as of December 2025.



Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Hukum Universitas Indonesia (1987). Program Hukum Kenotariatan Universitas Indonesia (2002). Bachelor of Law from Universitas Indonesia (1987). Notarial Law Program from Universitas Indonesia (2002).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> Kepala Kejaksaan Negeri Kulon Progo, Yogyakarta (2010–2013). KABAG. SUNPROGLAPNIL Sekretariat Jaksa Agung Muda Perdata dan Tata Usaha Negara (2013–2021). Plt. EVP Divisi Legal (2021–sekarang). Head of the District Prosecutor's Office of Kulon Progo, Yogyakarta (2010–2013). Head of SUNPROGLAPNIL Division, Secretariat of the Deputy Attorney General for Civil and State Administrative Affairs (2013–2021). Acting EVP of Legal Division (2021–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2021 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) No. DHCL/HC.66/UDP/3/I/2021.</p> <p>Appointed for the first time in 2021 based on the Board of Directors Decree of PT Utama Karya (Persero) No. DHCL/HC.66/UDP/3/I/2021</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Aji Prasetyanti

EVP Divisi Supply Chain Management
EVP of Supply Chain Management Division

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Pati pada tahun 1971. Usia 54 tahun Per Desember 2025.
Born in Pati in 1971. Age 54 years old as of December 2025.



Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Teknik Sipil, Universitas Diponegoro (1995). Magister Teknik Sipil, Transportasi, Institut Teknologi Bandung (1998). Magister Ilmu Hukum, Universitas Gadjah Mada (2014). Bachelor of Civil Engineering, Diponegoro University (1995). Master of Civil Engineering (Transportation), Bandung Institute of Technology (1998). Master of Law, Gadjah Mada University (2014).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> Kepala Wilayah II PT Utama Karya (Persero) (2017–2018). Kepala Divisi Infrastruktur PT Utama Karya (Persero) (2018–2019). Direktur Utama PT Utama Karya Infrastruktur (2019–2026). EVP Divisi Supply Chain Management Utama Karya (2026–sekarang). Head of Region II, PT Utama Karya (Persero) (2017–2018). Head of Infrastructure Division, PT Utama Karya (Persero) (2018–2019). President Director, PT Utama Karya Infrastruktur (2019–2026). EVP of Supply Chain Management Division, Utama Karya (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-59/HK/IV/2026 tanggal 24 April 2026.</p> <p>Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-59/HK/IV/2026 dated April 24, 2026</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Arif Rahman

Plt. EVP Divisi Infrastruktur I
Acting EVP of Infrastructure Division I

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Bima pada tahun 1981. Usia 44 tahun Per Desember 2025.
Born in Bima in 1981. Age 44 years old as of December 2025.

Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Teknik Sipil dari Universitas Mataram (2005). Magister Teknik Sipil dari Universitas Islam Indonesia (2019). Bachelor of Civil Engineering from Mataram University (2005). Master of Civil Engineering from Islamic University of Indonesia (2019).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> Kepala Proyek, Proyek Pembangunan Bendungan Meninting (2019–2022). Kepala Proyek The Construction of Core Infrastructure, Package 2-East Side, Mandalika Urban & Tourism Infrastructure Project (2021–2022). Sr. VP Divisi EPC (2022–2026). Plt. EVP Divisi Infrastruktur I (2026–sekarang). Project Head, Meninting Dam Construction Project (2019–2022). Project Head, Construction of Core Infrastructure, Package 2 – East Side, Mandalika Urban & Tourism Infrastructure Project (2021–2022). Senior Vice President, EPC Division (2022–2026). Acting EVP, Infrastructure Division I (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026.</p> <p>Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Andung Damar Sasongko

Plt. EVP Divisi Infrastruktur II
Acting EVP of Infrastructure Division II

Kewarganegaraan | Citizenship
Warga Negara Indonesia | Indonesian Citizen

Domisili | Domicile
Jakarta, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Pacitan pada tahun 1970. Usia 55 tahun Per Desember 2025.
Born in Pacitan in 1970. Age 55 years old as of December 2025.

Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Teknik Arsitektur dari Universitas Diponegoro, Semarang (1996). Magister Teknik Arsitektur dari Universitas Diponegoro, Semarang (2007). Bachelor of Architecture Engineering from Diponegoro University, Semarang (1996). Master of Architecture Engineering from Diponegoro University, Semarang (2007).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> General Manager Departemen Konstruksi II, Direktorat Operasi PT Utama Karya (Persero) (2018–2020). Sr. Vice President Depkon II pada Divisi Sipil Umum PT Utama Karya (Persero) (2020–2023). EVP Divisi QHSSE (2023–2026). Plt. EVP Divisi Infrastruktur II (2026–sekarang). General Manager, Construction Department II, Operations Directorate at PT Utama Karya (Persero) (2018–2020). Senior Vice President, Depkon II, Civil Engineering Division at PT Utama Karya (Persero) (2020–2023). EVP of QHSSE Division (2023–2026). Acting EVP of Infrastructure Division II (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026.</p> <p>Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.</p>
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Amy Rachmadhani Widyastuti

Plt. EVP Divisi Engineering, Riset, & Teknologi Informasi
Acting EVP of Engineering, Research & Information Technology Division



Kewarganegaraan Citizenship Warga Negara Indonesia Indonesian Citizen	Domisili Domicile Jakarta, Indonesia
Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age Lahir di Ujung Pandang pada tahun 1985. Usia 40 tahun Per Desember 2025. Born in Ujung Pandang in 1985. Age 40 years old as of December 2025.	
Riwayat Pendidikan Educational Background	<ul style="list-style-type: none">• Sarjana Teknik Arsitektur dari Universitas Sebelas Maret.• Magister BIM IL3 University of Barcelona dari Zigurat Global Institute of Technology.• Bachelor of Architecture Engineering from Sebelas Maret University.• Master in BIM (IL3 University of Barcelona) from Zigurat Global Institute of Technology.
Pengalaman Kerja Work Experience	<ul style="list-style-type: none">• VP Bagian <i>Digital Construction</i> (2024–2025).• Plt. EVP Divisi <i>Engineering & TI</i> (2025–2026).• Plt. EVP Divisi <i>Engineering, Riset, & Teknologi Informasi</i> (2026–sekarang).• VP of Digital Construction Division (2024 –2025).• Acting EVP of Engineering & IT Division (2025–2026).• Acting EVP of Engineering, Research & Information Technology Division (2026–present).
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-37/HK/II/2026 tanggal 27 Februari 2026. Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) Number SK-37/HK/II/2026 dated February 27, 2026.
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Ni Putu Oki Wirastuti

Plt. EVP Divisi Operasi dan Pemeliharaan Jalan Tol
Acting Executive Vice President of the Toll Road Operations and Maintenance Division



Kewarganegaraan Citizenship Warga Negara Indonesia Indonesian Citizen	Domisili Domicile Jakarta, Indonesia
Tempat dan Tahun Lahir/Usia Place and Year of Birth/Age Lahir di Kudus pada tahun 1989. Usia 36 tahun Per Desember 2025. Born in Kudus in 1989. Age 36 years old as of December 2025.	
Riwayat Pendidikan Educational Background	<ul style="list-style-type: none">• Sarjana Teknik Sipil dari Universitas Udayana (2012).• Master of Business Administration dari Institut Teknologi Bandung (2022).• Bachelor of Civil Engineering from Udayana University (2012).• Master of Business Administration from Bandung Institute of Technology (2022).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none">• Manajer Pengendalian II Bagian Pembangunan Divisi Pembangunan Jalan Tol (2018–2021)• VP Manajemen Risiko dan Kontrak Divisi Pembangunan Jalan Tol (2021–2025)• SVP Departemen Operasi Divisi Operasi dan Pemeliharaan Jalan Tol (2025–2026)• Plt. EVP Divisi Operasi dan Pemeliharaan Jalan Tol (2026–sekarang)• Manager of Control II, Development Section, Toll Road Development Division (2018–2021)• Vice President of Risk Management and Contracts, Toll Road Development Division (2021–2025)• Senior Vice President of Operations Department, Toll Road Operations and Maintenance Division (2025–2026)• Acting Executive Vice President of Toll Road Operations and Maintenance Division (2026–present)
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Utama Karya (Persero) Nomor SK-59/HK/IV/2026 tanggal 24 April 2026. Appointed for the first time in 2026 based on the Board of Directors Decree of PT Utama Karya (Persero) NumberSK-59/HK/IV/2026 dated April 24, 2026.
Kepemilikan Saham di Utama Karya Share Ownership in Utama Karya	-

Dwi Aryono Bayuaji

Plt. EVP Divisi Pembangunan Jalan Tol
Acting of EVP of Toll Road Development Division

Kewarganegaraan | Citizenship **Domisili** | Domicile
Warga Negara Indonesia | Indonesian Citizen Depok, Indonesia

Tempat dan Tahun Lahir/Usia | Place and Year of Birth/Age
Lahir di Solo pada tahun 1976. Usia 49 tahun Per Desember 2025.
Born in Solo in 1976. Age 49 years old as of December 2025.



Riwayat Pendidikan Educational Background	<ul style="list-style-type: none"> Sarjana Teknik Sipil dari UNIKA Atmajaya (2000). Magister Manajemen Konstruksi dari UNIKA Atmajaya (2002). Bachelor of Civil Engineering from Atma Jaya Catholic University of Indonesia (2000). Master in Construction Management from Atma Jaya Catholic University of Indonesia (2002).
Pengalaman Kerja Work Experience	<ul style="list-style-type: none"> Vice President Bagian Pemeliharaan pada Divisi Pengusahaan Jalan Tol (2019–2021). EVP Divisi Operasi dan Pemeliharaan Jalan Tol (2021–2024). Executive Vice President merangkap Plt. SVP Departemen Operasi Jalan Tol (2024–2026). Plt. EVP Divisi Pembangunan Jalan Tol (2026–sekarang) Vice President of Maintenance Unit, Toll Road Concession Division (2019–2021). EVP of Toll Road Operation and Maintenance Division (2021–2024). Executive Vice President concurrently serving as Acting Senior Vice President of Toll Road Operations Department (2024–2026). Acting of EVP of Toll Road Development Division (2026–present)
Dasar Hukum Pengangkatan Legal Basis of Appointment	<p>Diangkat pertama kali pada tahun 2026 berdasarkan Surat Keputusan Direksi PT Hutama Karya (Persero) Nomor SK-59/HK/IV/2026 tanggal 24 April 2026.</p> <p>Appointed for the first time in 2026 based on the Board of Directors Decree of PT Hutama Karya (Persero) Number SK-59/HK/IV/2026 tanggal 24 April 2026.</p>
Kepemilikan Saham di Hutama Karya Share Ownership in Hutama Karya	<p>-</p>

► Profil Pegawai

Employee Profile

Jumlah Pegawai Berdasarkan Jenis Kelamin

Number of Employees by Gender

Tabel Jumlah Pegawai Berdasarkan Jenis Kelamin
Table of Number of Employees by Gender

(dalam satuan orang / in number of persons)

Jenis Kelamin	2025	2024	Gender
Pria	1,619	1,659	Male
Wanita	478	482	Female
Jumlah	2,097	2,141	Total

Jumlah Pegawai Berdasarkan Level Jabatan

Number of Employees by Position Level

Tabel Jumlah Pegawai Berdasarkan Level Jabatan
Table of Number of Employees by Position Level

(dalam satuan orang / in number of persons)

Level Jabatan	2025			2024			Position Level
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
EVP & Setingkat	56	7	63	54	4	58	EVP & Equivalent
VP & Setingkat	126	13	139	105	18	123	VP & Equivalent
Manajer & Setingkat	332	29	361	258	27	285	Manager & Equivalent
Asisten Manajer & Setingkat	506	122	628	663	125	788	Assistant Manager & Equivalent
Officer	599	307	906	579	308	887	Officer
Jumlah	1,619	478	2,097	1,659	482	2,141	Total

Jumlah Pegawai Berdasarkan Tingkat Pendidikan

Number of Employees by Education Level

Tabel Jumlah Pegawai Berdasarkan Tingkat Pendidikan
Table of Number of Employees by Education Level

(dalam satuan orang / in number of persons)

Tingkat Pendidikan	2025			2024			Education Level
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
Pasca Sarjana	380	72	452	243	42	285	Postgraduate
Sarjana	1,099	374	1,473	1,170	384	1,554	Bachelor
Diploma	68	25	93	144	49	193	Diploma
Non akademik	72	7	79	102	7	109	Non-academic
Jumlah	1,619	478	2,097	1,659	482	2,141	Total

Jumlah Pegawai Berdasarkan Rentang Usia

Number of Employees by Age Range

Tabel Jumlah Pegawai Berdasarkan Rentang Usia
Table of Number of Employees by Age Range

(dalam satuan orang / in number of persons)

Rentang Usia	2025			2024			Age Range
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
> 55	95	9	104	109	12	121	>55
50–54	142	21	163	157	24	181	50–54
45–49	133	14	147	126	14	140	45–49
40–44	123	27	150	145	21	166	40–44
35–39	246	45	291	195	37	232	35–39
30–34	551	153	704	452	121	573	30–34
25–29	277	172	449	406	213	619	25–29
20–24	52	37	89	69	40	109	20–24
Jumlah	1,619	478	2,097	1,659	482	2,141	Total

Jumlah Pegawai Berdasarkan Status Kepegawaian

Number of Employees by Employee Status

Tabel Jumlah Pegawai Berdasarkan Status Kepegawaian
Table of Number of Employees by Employee Status

(dalam satuan orang / in number of persons)

Status Kepegawaian	2025			2024			Employee Status
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
Karyawan Tetap	1,120	263	1,383	1,114	260	1,374	Permanent Employee
Kontrak	499	215	714	545	222	767	Contract
Jumlah	1,619	478	2,097	1,659	482	2,141	Total

Jumlah Pegawai Berdasarkan Wilayah Kerja

Number of Employees by Work Area

Tabel Jumlah Pegawai Berdasarkan Wilayah Kerja
Table of Number of Employees by Work Area

(dalam satuan orang / in number of persons)

Wilayah Kerja	2025			2024			Work Area
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
Kantor	838	396	1,234	818	389	1,207	Office
Proyek	609	70	679	687	77	764	Project
Regional	96	4	84	65	7	72	Regional
Ruas Jalan Tol	76	8	100	89	9	98	Toll Road Section
Jumlah	1,619	478	2,097	1,659	482	2,141	Total

Pengembangan Kompetensi Pegawai

Kebijakan Pengembangan Kompetensi

Perseroan memberikan kesempatan yang sama kepada seluruh karyawan untuk dapat mengikuti program pengembangan kompetensi yang diadakan Perseroan. Sejalan dengan prinsip tersebut, Perseroan mengimplementasikan program pengembangan kompetensi pekerja secara intensif dan berkesinambungan.

Pelaksanaan Pengembangan Kompetensi

Pelaksanaan pengembangan kompetensi yang dilaksanakan Perseroan adalah sebagai berikut:

1. Program Beasiswa Pendidikan Lanjutan (Pasca Sarjana)
Bahwa untuk mendukung upaya peningkatan kualitas dan kompetensi serta mendukung kesediaan *Human Capital* sesuai dengan Rencana Jangka Panjang Perusahaan (RJPP) terkait lini bisnis di masa yang akan datang, maka PT Utama Karya (Persero) mengadakan Program Beasiswa Pendidikan Lanjutan (Pasca Sarjana) bagi karyawan yang berprestasi dan berdedikasi bagi Perusahaan. Berikut Program Beasiswa Pendidikan Lanjutan Dalam Negeri maupun Luar Negeri yang dilaksanakan Perusahaan yang masih berlangsung di Tahun 2025, antara lain:
 - a. Program Beasiswa Pendidikan Lanjutan Luar Negeri



- b. Program Beasiswa Pendidikan Lanjutan Dalam Negeri
Sampai dengan tahun 2025, Karyawan yang mendapatkan beasiswa Pendidikan Lanjutan Strata 2 (S-2) Dalam Negeri sejumlah 365 orang dengan Karyasiswa yang telah lulus sejumlah 214 orang.

Employee Competency Development

Competency Development Policy

The Company provides equal opportunities to all employees to participate in competency development programs organized by the Company. In line with this principle, the Company implements intensive and continuous employee competency development programs.

Implementation Of Competency Development

The competency development initiatives carried out by the company were as follows:

1. Postgraduate Education Scholarship Program
To support efforts of quality improvement and competencies as well as to ensure the availability of Human Capital in line with the Company's Long-Term Plan (RJPP) regarding future business lines, PT Utama Karya (Persero) provides a Postgraduate Education Scholarship Program for employees who are high-performing and dedicated to the Company. The following domestic and international postgraduate scholarship programs implemented by the Company are still on going in 2025, among others:

- a. International Postgraduate Education Scholarship Program

- b. Domestic Postgraduate Education Scholarship Program
As of 2025, there are 365 employees who have received domestic Master's (S-2) scholarships, with 214 scholarship recipients having graduated.

No.	S2 Dalam Negeri Domestic Master's (S-2)		Jumlah Pegawai Number of Employees
1.	Program Master of Business Administration Master of Business Administration Program	Institut Teknologi Bandung Bandung Institute of Technology	53
		Universitas Indonesia University of Indonesia	30
		Universitas Gadjah Mada Gadjah Mada University	55
2.	Program Magister Superspesialis Master of Super-Specialization Program	Institut Teknologi Bandung Bandung Institute of Technology	13
		Universitas Gadjah Mada Gadjah Mada University	12
		Institut Teknologi Sepuluh Nopember Sepuluh Nopember Institute of Technology	12

No.	S2 Dalam Negeri Domestic Master's (S-2)	Jumlah Pegawai Number of Employees
3.	Program Magister Geoteknik Master of Geotechnical Engineering Program	Universitas Indonesia University of Indonesia
		Institut Teknologi Bandung Bandung Institute of Technology
		Institut Teknologi Sepuluh November Sepuluh Nopember Institute of Technology
4.	Program Magister Manajemen Rekayasa Konstruksi & Manajemen Proyek Master of Construction Engineering Management & Project Management Program	Universitas Indonesia University of Indonesia
		Universitas Diponegoro Diponegoro University
		Institut Teknologi Bandung Bandung Institute of Technology
		Universitas Gadjah Mada Gadjah Mada University
		Institut Teknologi Sepuluh November Sepuluh Nopember Institute of Technology
5.	Program Magister Ilmu Hukum Master of Law Program	Universitas Al Azhar Indonesia Al Azhar University Indonesia
		Universitas Gadjah Mada Gadjah Mada University
6.	Program Magister Teknologi Informasi Master of Information Technology Program	Institut Teknologi Sepuluh November Sepuluh Nopember Institute of Technology
7.	Program Magister Psikologi Industri dan Organisasi Master of Industrial and Organizational Psychology Program	Universitas Indonesia University of Indonesia

2. Program Kepemimpinan Lapangan & Bela Negara
- Sebagai bentuk dukungan terhadap visi pemerintah dalam pengembangan Sumber Daya Manusia (SDM) unggul menuju Indonesia Maju, PT Utama Karya (Persero) berkomitmen untuk meningkatkan kapasitas dan kapabilitas talenta perusahaan. Talenta yang berkualitas tidak hanya dibutuhkan dalam hal keahlian teknis, tetapi juga dalam sikap, perilaku, dan kebugaran fisik. Oleh karena itu, wawasan kebangsaan dan bela negara menjadi aspek penting yang perlu dimiliki oleh setiap Insan Utama. Program Pelatihan Kepemimpinan Lapangan dan Bela Negara bertujuan untuk membentuk karyawan yang tidak hanya disiplin dan berpengetahuan, tetapi juga terampil, memiliki kebugaran jasmani, serta berintegritas tinggi. Beberapa kompetensi inti yang dikembangkan dalam program ini meliputi:
- Kepemimpinan: Meningkatkan kemampuan kepemimpinan baik dalam memimpin diri sendiri maupun dalam mengelola tim secara efektif.
 - Kesadaran Bela Negara: Menumbuhkan rasa cinta tanah air, pemahaman tentang nilai-nilai Pancasila, dan tanggung jawab terhadap negara.
 - Kedisiplinan: Membangun sikap disiplin tinggi dalam pekerjaan dan kehidupan sehari-hari.
 - Kerja Sama Tim: Meningkatkan kemampuan bekerja sama dalam tim untuk mencapai tujuan bersama.

2. The Leadership and State Defense Program
- As part of its support for the government's vision to develop superior human resources towards a progressive Indonesia, PT Utama Karya (Persero) is committed to enhancing the capacity and capability of its talent. High-quality talent is not only required in terms of technical expertise but also in attitude, behavior, and physical fitness. Therefore, national insight and state defense awareness are essential aspects that every Utama Karya employee should possess. The Leadership and State Defense Training Program aims to shape employees who are not only disciplined and knowledgeable but also skilled, physically fit, and highly dedicated. Some of the core competencies developed in this program include various essential skills necessary for professional and personal growth:
- Leadership: Enhancing leadership skills in both self-management and team management.
 - State Defense Awareness: Fostering patriotism, understanding of Pancasila values, and responsibility towards the nation.
 - Discipline: Building a high level of discipline in work and daily life.
 - Teamwork: Strengthening the ability to collaborate effectively to achieve common goals.

- e. Keterampilan Komunikasi: Mengembangkan kemampuan berkomunikasi secara efektif dan menyelesaikan konflik dengan cara yang konstruktif.
- f. Ketahanan Fisik dan Mental: Meningkatkan daya tahan fisik dan ketangguhan mental untuk menghadapi tantangan dalam pekerjaan dan kehidupan.
- g. Pemecahan Masalah: Mengasah kemampuan analisis dan pemecahan masalah secara cepat dan tepat.
- h. Etika dan Integritas: Menanamkan pentingnya bertindak dengan integritas dan kejujuran dalam setiap aspek pekerjaan.
- i. Manajemen Sumber Daya: Meningkatkan kemampuan untuk mengelola sumber daya, termasuk waktu, peralatan, dan tenaga manusia, dengan efisien.
- j. Perencanaan dan Strategi: Mengembangkan kemampuan untuk merencanakan dan mengimplementasikan strategi yang tepat dalam menghadapi tantangan di lapangan.

Melalui pengembangan kompetensi-kompetensi tersebut, diharapkan karyawan PT Utama Karya (Persero) dapat menjadi pemimpin yang tangguh, profesional, dan siap menghadapi tantangan dalam rangka mendukung visi Indonesia Maju. Program ini telah dilaksanakan sepanjang tahun 2025 dengan berbagai kegiatan yang melibatkan pelatihan lapangan, simulasi kepemimpinan, serta latihan fisik dan mental untuk mempersiapkan talenta unggul yang siap berkontribusi maksimal.

- 1) Pelatihan Kepemimpinan Lapangan & Bela Negara (Tingkat Lanjut) bagi Personel Inti Proyek (PIP) Program Pelatihan ini merupakan salah satu inisiatif pengembangan kepemimpinan yang diselenggarakan oleh PT Utama Karya (Persero) bekerjasama dengan Pusat Pendidikan dan Latihan Khusus (PUSDIKLATPASSUS) KOPASSUS. Program ini bertujuan untuk mencetak pemimpin yang kompeten serta meningkatkan loyalitas terhadap bangsa, negara, dan Perusahaan. Pelatihan ini dikhususkan bagi Personil Inti Proyek, yang diselenggarakan pada tanggal 3-18 November 2025 dengan 67 peserta.

- e. Communication Skills: Developing effective communication skills and constructive conflict resolution.
- f. Physical and Mental Resilience: Improving physical endurance and mental toughness to face challenges in work and life.
- g. Problem-Solving: Sharpening analytical and problem-solving abilities for quick and accurate decision-making.
- h. Ethics and Integrity: Instilling the importance of acting with integrity and honesty in all aspects of work.
- i. Resource Management: Enhancing the ability to manage resources, including time, equipment, and manpower efficiently.
- j. Planning and Strategy: Developing the ability to plan and implement appropriate strategies to tackle challenges in the field.

Through the development of these competencies, employees of PT Utama Karya (Persero) are expected to become resilient and professional leaders who are prepared to face challenges in support of the Indonesia Maju vision. This program has been implemented throughout 2025 through various activities, including field training, leadership simulations, as well as physical and mental exercises, to prepare outstanding talents capable of making maximum contributions.

- 1) Advanced Field Leadership & National Defense Training for Core Project Personnel (PIP) Program This training program is one of the leadership development initiatives organized by PT Utama Karya (Persero) in collaboration with the Special Education and Training Center (PUSDIKLATPASSUS) of KOPASSUS. The program aims to develop competent leaders and enhance loyalty to the nation, the state, and the Company. The training is specifically designed for Core Project Personnel and was held from November 3–18, 2025, with 67 participants.





2) Pelatihan Kepemimpinan Lapangan & Bela Negara Tingkat Dasar

Pelatihan Kepemimpinan Lapangan dan Bela Negara diselenggarakan dengan tujuan utama untuk membekali karyawan dengan sikap dan perilaku disiplin sebagai warga negara yang bertanggung jawab, serta meningkatkan pengetahuan dan keterampilan dasar kemiliteran yang mendukung kesiapan mereka dalam menghadapi tantangan di lapangan. Selain itu, program ini juga bertujuan untuk memastikan kondisi jasmani peserta berada dalam keadaan prima, guna mendukung kinerja yang optimal dalam berbagai tugas perusahaan dan negara.

Pelatihan ini diselenggarakan pada tanggal 26 November - 09 Desember 2025 dengan 87 peserta yang terdiri dari karyawan *Future Leaders Program* dan karyawan yang baru ditetapkan sebagai Karyawan Tetap. Pelatihan ini bertujuan untuk menghasilkan karyawan yang tidak hanya memiliki kemampuan teknis yang mumpuni, tetapi juga memiliki mentalitas kepemimpinan yang kuat, disiplin tinggi, dan komitmen terhadap nilai-nilai kebangsaan, yang dapat mendukung kesuksesan Hutama Karya dalam mewujudkan visi perusahaan serta berkontribusi pada kemajuan negara.

2) Basic Field Leadership & National Defense Training

The Field Leadership and National Defense Training was conducted with the primary objective of equipping employees with disciplined attitudes and behaviors as responsible citizens, as well as enhancing basic military knowledge and skills to support their readiness in facing field challenges. In addition, this program also aims to ensure that participants are in prime physical condition to support optimal performance in various company and national assignments.

The training was held from November 26 to December 9, 2025, with 87 participants consisting of Future Leaders Program employees and newly appointed permanent employees. The program aims to produce employees who not only possess strong technical capabilities but also demonstrate strong leadership mentality, high discipline, and commitment to national values, supporting the success of PT Hutama Karya (Persero) in achieving its vision and contributing to national development.



3. Program Pelatihan dan Sertifikasi Tahun 2025

Bahwa dalam rangka mengembangkan dan meningkatkan kompetensi kerja, produktivitas, disiplin, sikap, dan etos kerja pada tingkat keterampilan dan keahlian di bidangnya, serta mengurangi atau menghilangkan terjadinya kesenjangan antara kemampuan karyawan yang dikehendaki, maka Perusahaan mengadakan Program Pelatihan dan Sertifikasi sesuai dengan jenjang dan kualifikasi jabatan dan pekerjaan. Berikut adalah beberapa pelatihan yang telah dilakukan pada Tahun 2025, antara lain:

3. Training and Certification Program 2025

In order to develop and enhance work competencies, productivity, discipline, attitude, and work ethic at the skill and expertise level in their respective fields, as well as to reduce or eliminate gaps between required and actual employee capabilities, the Company conducts a Training and Certification Program in accordance with job levels and qualifications. The following are some of the training programs conducted in 2025, among others:

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
1.	Officer - Analyst	51	Leadership	Leadership Development Program (LDP) - First Line Manager Development Program (FLMDP)	Lembaga Pengembangan Perbankan Indonesia (LPPI) Indonesian Banking Development Institute (LPPI)	Jakarta, Januari - Februari 2025 Jakarta, January - February 2025
2.	Analyst - Manager	64	Leadership	Leadership Development Program (LDP) - Middle Manager Development Program (MMDP)	Lembaga Pengembangan Perbankan Indonesia (LPPI) Indonesian Banking Development Institute (LPPI)	Jakarta, Januari - Februari 2025 Jakarta, January - February 2025
3.	Direktur Keuangan dan Manajemen Risiko Anak Perusahaan Subsidiary Director of Finance and Risk Management	1	Leadership	Chief Risk Officer (CRO) School Tahun 2025	Kementerian BUMN Ministry of State-Owned Enterprises	Bali, 02 Mei - 16 Juli 2025 Bali, May 02 - July 16, 2025
4.	Personil Inti Proyek Core Project Personnel	68	Leadership	Pelatihan Kepemimpinan Lapangan & Bela Negara (Tingkat Lanjut) bagi Personel Inti Proyek (PIP) Tahun 2025 Advanced Field Leadership & National Defense Training for Core Project Personnel (PIP) 2025	PUSDIKLATPASSUS KOPASSUS KOPASSUS Special Forces Education and Training Center (PUSDIKLATPASSUS)	Bandung, 03 - 18 November 2025 Bandung, November 03 - 18, 2025
5.	BOD-1	21	Leadership	Executive Leadership Development Program (ELDP)	Divisi Human Capital Human Capital Division	Jakarta, 06 & 26 November 2025 Jakarta, November 06 & 26, 2025
6.	Executive Vice President	1	Leadership	Program IMPACT Executive Education - BUMN Series IMPACT Executive Education Program - SOE Series	IMPACT	Online, November 2025 Online, November 2025
7.	Officer - Manager	72	Leadership	Pelatihan Kepemimpinan Lapangan & Bela Negara Tingkat Dasar Basic Field Leadership & National Defense Training	PUSDIKLATPASSUS KOPASSUS KOPASSUS Special Forces Education and Training Center (PUSDIKLATPASSUS)	Bandung, 26 November - 09 Desember 2025 Bandung, 26 November - 09 December 2025
8.	Analyst - Vice President	2	Managerial & Business	Public Relation and Communications Association (PRCA) APAC Conference 2025 PRCA APAC Conference 2025	Public Relation and Communications Association (PRCA) Asia Pacific	Virtual class, 22 Januari 2025 Virtual class, January 22, 2025
9.	Senior Analyst - EVP	5	Managerial & Business	Double Certification Program: GRCE & ESG Certification	INTRINSICS	Bandung, 23-24 Januari 2025 Bandung, January 23-24, 2025
10.	Officer - EVP	26	Managerial & Business	Focus Group Discussion Divisi PBI & Workshop Design Thinking	Divisi PBI & Design Thinking Academy PBI Division & Design Thinking Academy	Cianjur, 06 - 08 Februari 2025 Cianjur, February 06-08, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
11.	Vice President setingkat Vice President level equivalent	12	Managerial & Business	Pelatihan Qualified Chief Risk Officer (QCRO) Qualified Chief Risk Officer (QCRO) Training	PT Cipta Raya Mekar Sahitya (CRMS Indonesia)	Jakarta, 10-12 Februari 2025 Jakarta, February 10-12, 2025
12.	Senior Analyst - Vice President setingkat Senior Analyst - Vice President level equivalent	23	Managerial & Business	Pelatihan Certified Compliance Professional (CCP) Certified Compliance Professional (CCP) Training	PT Cipta Raya Mekar Sahitya (CRMS Indonesia)	Jakarta, 25-28 Februari 2025 Jakarta, February 25-28, 2025
13.	Analyst - Senior Analyst	4	Managerial & Business	Strategic Discussion Forum & Critical Business Insight "Business Growth Through Merger, Acquisition & Strategic Alliances"	The Indonesia Capital Market Institute (TICMI)	Jakarta, 21 Maret 2025 Jakarta, March 21, 2025
14.	Vice President & Analyst	2	Managerial & Business	Leadership & Business Management Certification	Global Business Symposium	Amerika Serikat, 24 - 27 Maret 2025 United States of America, March 24 - 27, 2025
15.	Executive Vice President	1	Managerial & Business	The 5 th Last Planner System Conference	The Lean Construction Blog	Virtual class, 16 - 18 April 2025 Virtual class, April 16 - 18, 2025
16.	Vice President & EVP	4	Managerial & Business	Workshop "Pengelolaan BUMN Pasca Pendirian BPI Danantara (Suatu Kajian atas Dampak Pemberlakuan UU BUMN Baru terhadap Pengelolaan BUMN)" Workshop: SOE Management Post Establishment of BPI Danantara (Study on Impact of New SOE Law on SOE Management)	YAKASPI (Koran BUMN) YAKASPI (BUMN Newspaper)	Virtual class, 25 April 2025 Virtual class, April 25, 2025
17.	Officer	1	Managerial & Business	Knowledge Management Masterclass Bootcamp 2025	PT Knoco Indonesia	Virtual class, 28 April - 22 Mei 2025 Virtual class, April 28 - May 22, 2025
18.	Executive Vice President	1	Managerial & Business	Strategic Thinking and Decision Making	Forum Human Capital Indonesia (FHCI)	Jakarta, 05 - 06 Mei 2025 Jakarta, May 05 - 06, 2025
19.	Analyst - EVP	8	Managerial & Business	Workshop "Workshop Beberapa Isu Penting dalam Penerapan ICOFR Pasca Pemberlakuan UU BUMN Baru" Workshop: Key Issues in ICOFR Implementation Post New SOE Law	YAKASPI (Koran BUMN) YAKASPI (BUMN Newspaper)	Virtual class, 09 Mei & 11 Juli 2025 Virtual class, May 09 & July 11, 2025
20.	Officer & Site Engineering Manager	8	Managerial & Business	FGD - Pelaksanaan Kontrak Jasa Konstruksi FGD - Construction Services Contract Implementation	Asosiasi Kontraktor Indonesia Indonesian Contractors Association	Balikpapan, 03 Juni 2025 Balikpapan, June 03, 2025
21.	Senior Analyst	3	Managerial & Business	Konferensi Auditor Internal "Shifting Horizon for Internal Auditors: Navigating Emerging Risks, Governance and Opportunities in 2025" Internal Audit Conference: Shifting Horizon for Internal Auditors: Navigating Emerging Risks, Governance and Opportunities in 2025	Yayasan Pendidikan Internal Auditor Indonesian Internal Auditor Education Foundation	Yogyakarta, 01 - 03 Juli 2025 Yogyakarta, July 01 - 03, 2025
22.	Executive Vice President	1	Managerial & Business	Masterclass Program Series XXIV "Mitigasi Risiko dalam Transformasi Digital" Masterclass Program Series XXIV: Risk Mitigation in Digital Transformation	LSP Manajemen Risiko Risk Management Professional Certification Agency (LSP Manajemen Risiko)	Virtual class, 03 - 04 Juli 2025 Virtual class, July 03 - 04, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
23.	Officer - Manager	35	Managerial & Business	Pelatihan <i>Awareness</i> 37001:2016 dan 37001:2025 Sistem Manajemen Anti Penyuapan (SMAP) Awareness Training ISO 37001:2016 and 37001:2025 Anti-Bribery Management System (ABMS)	PT Cakra Biwa Consultant	Virtual class, 16 Juli 2025 Virtual class, July 16, 2025
24.	Vice President - EVP	30	Managerial & Business	Pelatihan Executive Briefing Awareness 37001:2025 Sistem Manajemen Anti Penyuapan (SMAP) Executive Briefing Awareness ISO 37001:2025 Anti-Bribery Management System (ABMS)	PT Sucofindo	Virtual class, 17 Juli 2025 Virtual class, July 17, 2025
25.	Manager - Kepala Unit Manager - Unit Head	2	Managerial & Business	ATD Southeast Asia Summit 2025 "Transforming Talent, Driving Innovation"	ATD Southeast Asia	Malaysia, 22 - 26 Juli 2025 Malaysia, July 22 - 26, 2025
26.	Vice President	1	Managerial & Business	ASEAN OSH Summit 2025	ASEAN OSH Workers	Jakarta, 04 - 05 Agustus 2025 Jakarta, August 04 - 05, 2025
27.	Vice President - EVP	13	Managerial & Business	GRC Summit 2025 - Seminar & Masterclass	Asosiasi GRC, Perkumpulan Profesional Governansi Indonesia (PaGI), IRMAPA, ICoPI, dan IPACA GRC Association, Indonesian Governance Professionals Association (PaGI), IRMAPA, ICoPI, and IPACA	Yogyakarta, 21 - 22 Agustus 2025 Yogyakarta, August 21 - 22, 2025
28.	Direktur Anak Perusahaan Subsidiary Director	1	Managerial & Business	Pre-Class Top Gun 2025	PT Danantara Asset Management (Persero)	Virtual class, 08 Agustus 2025 Virtual class, August 08, 2025
29.	Analyst - EVP	40	Managerial & Business	Seminar "Reinforcing Internal Capabilities for Strategizing HK Group's Business"	MarkPlus Institute	Jakarta, 19 Agustus 2025 Jakarta, August 19, 2025
30.	Senior Analyst - EVP	4	Managerial & Business	Pelatihan Manajemen Umum Dana Pensiun (MUDP) Pension Fund General Management Training (MUDP)	Asosiasi Dana Pensiun Indonesia (ADPI) Indonesian Pension Fund Association (ADPI)	Virtual class, 19 - 20 Agustus 2025 Virtual class, August 19 - 20, 2025
31.	Senior Analyst - EVP	2	Managerial & Business	Pelatihan Persiapan Sertifikasi Pengawasan Dana Pensiun Pension Fund Supervision Certification Preparation Training	Asosiasi Dana Pensiun Indonesia (ADPI) Indonesian Pension Fund Association (ADPI)	Jakarta, 21 - 22 Agustus 2025 Jakarta, August 21 - 22, 2025
32.	Executive Vice President	1	Managerial & Business	IBEW Expert Series Singapore	Ikatan Ahli Manajemen Konstruksi Ramping Indonesia (IAMKRI) Lean Construction Management Expert Association of Indonesia (IAMKRI)	Singapura, 01 - 02 September 2025 Singapore, September 01 - 02, 2025
33.	Officer - Senior Analyst	4	Managerial & Business	Monash Impact Network Series (MINS) "Envisioning Indonesia's Urban Future: Creating Change in and Beyond Cities"	Monash University	Jakarta, 02 Oktober 2025 Jakarta, October 02, 2025
34.	Project Manager	1	Managerial & Business	United States of America (USA) Project Visit 2025	Ikatan Ahli Manajemen Konstruksi Ramping Indonesia (IAMKRI) Lean Construction Management Expert Association of Indonesia (IAMKRI)	San Fransisco (USA), 07 - 10 Oktober 2025 San Francisco (USA), October 07 - 10, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
35.	Analyst	1	Managerial & Business	Pelatihan, Studi Komparatif/ Diskusi, dan Kunjungan Lapangan dengan tema “Bangunan Hijau untuk Optimalisasi Aset Negara” Training, Comparative Study/ Discussion, and Field Visit: Green Building for State Asset Optimization	Lembaga Manajemen Aset Negara Kementerian Keuangan Republik Indonesia State Asset Management Agency, Ministry of Finance of the Republic of Indonesia	Brisbane, 12 - 18 Oktober 2025 Brisbane, October 12 - 18, 2025
36.	Vice President - EVP	26	Managerial & Business	Pelatihan Executive Briefing Awareness 37001:2025 Sistem Manajemen Anti Penyuapan (SMAP) Executive Briefing Awareness ISO 37001:2025 Anti-Bribery Management System (ABMS)	PT Sucofindo	Virtual class, 22 Oktober 2025 Virtual class, October 22, 2025
37.	Analyst - EVP	4	Managerial & Business	The 17 th International Conference on Road Engineering Association of Asia and Australia (REAAA) 2025	Himpunan Pengembangan Jalan Indonesia (HPJI) Indonesian Road Development Association (HPJI)	Korea Selatan, 28 - 30 Oktober 2025 South Korea, October 28 - 30, 2025
38.	Board of Directors & Board of Commissioners (BOD & BOC)	5	Managerial & Business	The New Special Directorship Program “Governance Strategies – Managing Corporate Risk in a Volatile World”	Indonesian Institute for Corporate Directorship (IICD) Indonesian Institute for Corporate Directorship (IICD)	Bandung, 29 - 30 Oktober 2025 Bandung, October 29 - 30, 2025
39.	Analyst - Vice President	4	Managerial & Business	The PAVE Third Action Plan Check-In Session	Kemitraan Indonesia Australia untuk Infrastruktur (KIAT) Indonesia-Australia Infrastructure Partnership (KIAT)	Jakarta, 25 November 2025 Jakarta, November 25, 2025
40.	Kepala Unit Unit Head	1	Managerial & Business	Pelatihan Human Resource Management Human Resource Management Training	PPM Manajemen PPM Management	Jakarta, 25 - 28 Desember 2025 Jakarta, December 25 - 28, 2025
41.	Analyst - Vice President	8	Managerial & Business	Risk Beyond 2025 dengan tema “Risk Odyssey: Engineering Momentum, Building a Resilient Risk DNA” Risk Beyond 2025: Risk Odyssey - Engineering Momentum, Building a Resilient Risk DNA	Enterprise Risk Management Academy (ERMA) & IRMAPA	Bali, 04 - 05 Desember 2025 Bali, December 04 - 05, 2025
42.	Senior Analyst - EVP	4	Managerial & Business	Pelatihan Regulatory Compliance & Fraud Risk dalam Aksi Korporasi Regulatory Compliance & Fraud Risk in Corporate Actions Training	Indonesia Training Institute & Consulting Services (INTRINSICS)	Jakarta, 11 - 12 Desember 2025 Jakarta, December 11 - 12, 2025
43.	Officer - Vice President	29	Technical	Pelatihan dan Refreshment Pembuatan Laporan Inventarisasi Emisi Gas Rumah Kaca Training and Refreshment on Greenhouse Gas Emission Inventory Reporting	PT Dekarbon Nusantara Unggul	Jakarta, 10 Januari 2025 Jakarta, January 10, 2025
44.	Officer - Vice President	53	Technical	E-Learning Peningkatan Pemahaman Gratifikasi E-Learning on Gratification Awareness Enhancement	Komisi Pemberantasan Korupsi (KPK) Corruption Eradication Commission (KPK)	Virtual class, 13 - 15 Januari 2025 Virtual class, January 13 - 15, 2025
45.	Officer	1	Technical & Certification	Pelatihan & Sertifikasi <i>Lifting Engineer</i> Lifting Engineer Certification & Training	LPK Lintas Kajima	Virtual class, 21 - 23 Januari 2025 Virtual class, January 21 - 23, 2025
46.	Officer - Vice President	3	Technical	Workshop “Memahami Konsep Governance, Risk, and Compliance (GRC) Terintegrasi di Era Kepatuhan Modern” Workshop: Understanding Integrated Governance, Risk, and Compliance (GRC) in the Modern Compliance Era	Hukumonline	Jakarta, 23 Januari 2025 Jakarta, January 23, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
47.	Sr. Analyst	1	Technical	Legal Training Program BUMN School of Excellence SOE School of Excellence Legal Training Program	BUMN School of Excellence	Jakarta, 05 - 14 Februari 2025 Jakarta, February 05 - 14, 2025
48.	Officer	21	Technical	Pelatihan <i>Remote Pilot Drone</i> Remote Pilot Drone Training	Terra Drone Academy	Virtual class, 10 - 13 Februari 2025 Virtual class, February 10 - 13, 2025
49.	Vice President	1	Technical	Digital Leaders Insight Series #6 – How to Build HR Analytics Roadmap Using AI	Linxbrian Indonesia	Virtual class, 13 - 15 Februari 2025 Virtual class, February 13 - 15, 2025
50.	Sr. Analyst - Vice President	6	Technical	Pelatihan Certified Indonesia Personal Data Protection Officer (CIPDPO) Certified Indonesia Personal Data Protection Officer (CIPDPO) Training	PT Sentra Proteksi Data Teknologi Indonesia (Privasimu)	Virtual class, 17 - 18 Februari 2025 Virtual class, February 17 - 18, 2025
51.	Officer - Manager	30	Technical	Pelatihan ISO 9001, ISO 14001, ISO 45001 & ISO 39001 (Refreshment) ISO 9001, ISO 14001, ISO 45001 & ISO 39001 (Refreshment Training)	PT BSI Group Indonesia	Virtual class, 18 Februari 2025 Virtual class, February 18, 2025
52.	Officer - Vice President	6	Technical & Certification	Pelatihan Internal Control Over Financial Reporting (ICOFR) Internal Control Over Financial Reporting (ICOFR) Training	Pelindo Corpu (PT Pendidikan Maritim & Logistik Indonesia/ PT PMLI) Pelindo Corporate University (PT Pendidikan Maritim & Logistik Indonesia/PT PMLI)	Bogor, 18 - 19 Februari 2025 Bogor, February 18 - 19, 2025
53.	Executive Vice President	1	Technical	Workshop & Seminar Business Judgement Rule (BJR) & ESGRC UU BUMN 2025 for Corporate Competitiveness & Sustainability	PT Media Madani Ultima Forum Manajemen Risiko BUMN (FMR BUMN)	Jakarta, 21 - 22 Februari 2025 Jakarta, February 21 - 22, 2025
54.	Officer - Analyst	30	Technical	Bootcamp Infrabuddies Infrabuddies Bootcamp	PT Quindo Indonesia Cemerlang	Virtual class, 26 Februari 2025 Virtual class, February 26, 2025
55.	Analyst	5	Technical & Certification	Pelatihan <i>Legislative Drafter</i> (Angkatan VIII) Legislative Drafter Training (Batch VIII)	Justitia Training Center	Virtual class, 26 Februari - 02 Maret 2025 Virtual class, February 26 - March 02, 2025
56.	Officer - Vice President	30	Technical	Pelatihan ISO 140641-1, ISO 14064-2, ISO 14068-1 (Refreshment) ISO 14064-1, ISO 14064-2, ISO 14068-1 (Refreshment Training)	PT BSI Group Indonesia	Jakarta, 03 Maret - 04 April 2025 Jakarta, March 03 - April 04, 2025
57.	Officer - Sr. Analyst	10	Technical	Pelatihan Oracle Primavera Cloud Oracle Primavera Cloud Training	PT EDPMedia Multimitra Primanusa	Jakarta, 06 Maret 2025 Jakarta, March 06, 2025
58.	Officer - EVP	25	Technical	Pelatihan Awareness & Auditor Internal ISO 37001:2016 (Sistem Manajemen Anti Penyuapan) Awareness & Internal Auditor Training ISO 37001:2016 Anti-Bribery Management System	PT Sucofindo	Jakarta, 09 - 11 April 2025 Jakarta, April 09 - 11, 2025
59.	Analyst - EVP	5	Technical	Google Cloud Next 2025	Google Cloud Indonesia & PT Data Labs Analytics	Los Angeles (USA), 06 - 14 April 2025 Los Angeles (USA), April 06 - 14, 2025
60.	Officer & Vice President	3	Technical	47 th IFAWPCA Convention “Embracing Construction of Tomorrow”	International Federation of Asian and Western Pacific Constructors Association (IFAWPCA)	Singapura, 08 - 11 April 2025 Singapore, April 08 - 11, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
61.	Sr. Analyst & Vice President	2	Technical	Digital Construction Asia 2025	Geo Connect Asia	Singapura, 09 - 10 April 2025 Singapore, April 09 - 10, 2025
62.	Officer - Analyst	4	Technical	Online Workshop PR from Crisis to Opportunity/Majalah PR Indonesia	PR Indonesia	Virtual class, 07 Mei 2025 Virtual class, May 07, 2025
63.	Officer - Analyst	3	Technical	Konferensi IC Prime "Digital Transformation and Innovative Practices for Enterprise Success" IC Prime Conference: Digital Transformation and Innovative Practices for Enterprise Success	IC Prime	Bandung, 14 Mei 2025 Bandung, May 14, 2025
64.	Officer - Jr. Manager	20	Technical	Pelatihan <i>Building Information Modelling (BIM) - Aspek Infrastructure</i> Building Information Modelling (BIM) Training - Infrastructure Aspect	PT EDPMedia Multimitra Primanusa	Virtual class, 19 - 23 Mei 2025 Virtual class, May 19 - 23, 2025
65.	Analyst - Vice President	6	Technical	Pelatihan ISO 30414:2018 (Manajemen Sumber Daya Manusia) ISO 30414:2018 Human Resource Management Training	Proxis HR	Jakarta, 22 - 23 Mei 2025 Jakarta, May 22 - 23, 2025
66.	Officer - Jr. Manager	12	Technical	Pelatihan ArcGIS Pro: Essential Workflow (Batch 1 - Tahun 2025) ArcGIS Pro Essential Workflow Training (Batch 1 - 2025)	PT Esri Indonesia	Jakarta, 23 - 25 Juni 2025 Jakarta, June 23 - 25, 2025
67.	Officer - Jr. Manager	12	Technical	Pelatihan ArcGIS Pro: Essential Workflow (Batch 2 - Tahun 2025) ArcGIS Pro Essential Workflow Training (Batch 2 - 2025)	PT Esri Indonesia	Jakarta, 30 Juni - 02 Juli 2025 Jakarta, June 30 - July 02, 2025
68.	Executive Vice President	1	Technical	<i>Certified Internal Audit Executive (CIAE) Tahun 2025 - Sesi Self Learning</i> Certified Internal Audit Executive (CIAE) 2025 - Self Learning Session	Badan Pengawasan Keuangan dan Pembangunan (BPKP) Financial and Development Supervisory Agency (BPKP)	Bogor, 30 Juni - 11 Juli 2025 & 17 - 18 Juli 2025 Bogor, June 30 - July 11, 2025 & July 17 - 18, 2025
69.	Officer - Vice President	10	Technical	Pelatihan Komunikasi Korporat Corporate Communication Training	Politeknik Tempo Tempo Polytechnic	Jakarta, 07 - 08 Juli 2025 Jakarta, July 07 - 08, 2025
70.	Officer - Vice President	40	Technical	Pelatihan Platform Digital Compliance System Digital Compliance System Platform Training	Tim HukumOnline HukumOnline Team	Virtual class, 09 Juli 2025 Virtual class, July 09, 2025
71.	Personil Inti Proyek Core Project Personnel	22	Technical	Workshop ISO 19650 Kitemark Part 1-6	Divisi Engineering & TI Engineering & IT Division	Virtual class, 17 Juli 2025 Virtual class, July 17, 2025
72.	Officer - Vice President	35	Technical	Training Program Learning Center Quality Assurance (QA) Learning Center Quality Assurance (QA) Training Program	Divisi QHSSE & PT Mektan Babakan Tujuh Konsultan QHSSE Division & PT Mektan Babakan Tujuh Consultant	Virtual class, 17 Juli - 21 Oktober 2025 Virtual class, July 17 - October 21, 2025
73.	Officer - Vice President	65	Technical	Pelatihan dan Simulasi Tanggap Darurat Ancaman Bom Emergency Response Simulation Training (Bomb Threat)	Divisi QHSSE QHSSE Division	Jakarta, 11 - 22 Juli 2025 Jakarta, July 11 - 22, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
74.	Analyst - Sr. Analyst	4	Technical	Seminar SAP Now AI Tour SAP Now AI Tour Seminar	SAP Southeast Asia	Singapura, 24 - 25 Juli 2025 Singapore, July 24 - 25, 2025
75.	Analyst - EVP	7	Technical & Certification	Pelatihan Ahli (Pratama) Kerjasama Pemerintah dan Badan Usaha (Certified Public Private Partnership Jr. Specialist) Public Private Partnership (PPP) Junior Specialist Certification Training	Perkumpulan Ahli Profesional Kerjasama Pemerintah dengan Badan Usaha (KPBUI) Indonesia Association of Professional Experts in Public-Private Partnership (PPP) Indonesia	Virtual class, 25 Juli - 09 Agustus 2025 Virtual class, July 25 - August 09, 2025
76.	Vice President setingkat Vice President level equivalent	4	Technical	PAVE Women's Leadership Training for Infrastructure BUMNs	Kemitraan Indonesia Australia Untuk Infrastruktur (KIAT) Indonesia-Australia Infrastructure Partnership (KIAT)	Virtual class, 29 - 30 Juli 2025 Virtual class, July 29 - 30, 2025
77.	Vice President	1	Technical	Pelatihan Pengelolaan Aset dan Barang Milik Negara (BMN) State Property (BMN) Management Training	Ikatan Akuntan Indonesia Indonesian Institute of Accountants	Virtual class, 06 - 08 Agustus 2025 Virtual class, August 06 - 08, 2025
78.	Analyst - Vice President setingkat	10	Technical	Perkumpulan Ahli Dewan Sengketa Indonesia (PADSK) Society of Construction Law Indonesia (SCLI) International Conference 2025 Indonesian Society of Arbitration Experts (PADSK) & Society of Construction Law Indonesia (SCLI) International Conference 2025	Perkumpulan Ahli Dewan Sengketa Indonesia (PADSK) Indonesian Association of Arbitration Experts (PADSK)	Virtual class, 07 - 08 Agustus 2025 Virtual class, August 07 - 08, 2025
79.	Officer - EVP	7	Technical	NUCLEUS LIVE – Energy & Infrastructure”	Peepl Tech	Jakarta, 06 Agustus 2025 Jakarta, August 06, 2025
80.	Officer - Sr. Analyst	20	Technical	Pelatihan <i>Microsoft SharePoint</i> (Batch 1 - Tahun 2025) Microsoft SharePoint Training (Batch 1 - 2025)	PT Sarana Solusindo Informatika	Jakarta, 12 - 14 Agustus 2025 Jakarta, August 12 - 14, 2025
81.	Vice President setingkat Vice President level equivalent	7	Technical	AKI Connect & 57 th ACF Council Meeting	Asosiasi Kontraktor Indonesia (AKI) Indonesian Contractors Association (AKI)	Jakarta, 14 Agustus 2025 Jakarta, August 14, 2025
82.	Officer	1	Technical	Pelatihan Perpajakan “Strategi dan Teknik Menghadapi Sengketa Pajak: SP2DK, Pemeriksaan, dan Litigasi Pajak” Taxation Training: Strategies and Techniques for Handling Tax Disputes - SP2DK, Tax Audit, and Tax Litigation	Ortax Media Komunitas Perpajakan Indonesia Ortax Media – Indonesian Tax Community	Jakarta, 21 Agustus 2025 Jakarta, August 21, 2025
83.	Officer - Site Manager	10	Technical	<i>Enrichment (Reroute) Program</i> Enrichment (Reroute) Program	Divisi Human Capital Human Capital Division	Jakarta, 19 Agustus 2025 Jakarta, August 19, 2025
84.	Officer	5	Technical	Pelatihan <i>Unlock Your Leadership Potential - The Power of Effective Followership</i> Leadership Potential Unlock Training - The Power of Effective Followership	Prasetya Mulya ELI Prasetya Mulya Executive Learning Institute (ELI)	Jakarta, 19 - 20 Agustus 2025 Jakarta, August 19 - 20, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
85.	Officer - Analyst	20	Technical	Pelatihan <i>Microsoft SharePoint (Batch 2 - Tahun 2025)</i> Microsoft SharePoint Training (Batch 2 - 2025)	PT Sarana Solusindo Informatika	Jakarta, 19 - 21 Agustus 2025 Jakarta, August 19 - 21, 2025
86.	Officer - Manager	6	Technical	Pelatihan <i>Tollroad Business Management</i> Tollroad Business Management Training	Kementerian PU dan Himpunan Pengembangan Jalan Indonesia (HPJI) Ministry of Public Works and Housing & Indonesian Road Development Association (HPJI)	Jakarta, 20 - 21 Agustus 2025 Jakarta, August 20 - 21, 2025
87.	Officer - Manager	26	Technical	<i>Workshop Shop Drawing Building Information Modelling (BIM)</i> Workshop: Shop Drawing Building Information Modelling (BIM)	Divisi Engineering & TI dan Divisi Gedung Engineering & IT Division and Building Division	Virtual class, 21 Agustus 2025 Virtual class, August 21, 2025
88.	Officer	2	Technical	<i>Young Engineers Capacity Building - Civil and Transportation Engineering</i> Young Engineers Capacity Building - Civil and Transportation Engineering	Forum Insinyur Muda Persatuan Insinyur Indonesia (FIM PII) Young Engineers Forum - Institution of Engineers Indonesia (FIM PII)	Tiongkok, 23 - 29 Agustus 2025 China, August 23 - 29, 2025
89.	Officer - Sr. Analyst	20	Technical	Pelatihan <i>Microsoft PowerBI</i> Microsoft PowerBI Training	PT Sarana Solusindo Informatika	Jakarta, 26 - 28 Agustus 2025 Jakarta, August 26 - 28, 2025
90.	Officer - Manager	22	Technical	Webinar – Ikatan Psikolog Klinis Indonesia Webinar – Indonesian Clinical Psychologists Association	Ikatan Psikolog Klinis Indonesia Indonesian Clinical Psychologists Association	Virtual class, 30 Agustus - 04 Oktober 2025 Virtual class, August 30 - October 04, 2025
91.	Officer - Sr. Analyst	7	Technical	Sharing Session Kerampingan - Seminar IAMKRI 2025 Sharing Session Kerampingan - IAMKRI Seminar 2025	Ikatan Ahli Manajemen Konstruksi Ramping Indonesia (IAMKRI) Lean Construction Management Expert Association of Indonesia (IAMKRI)	Jakarta, 09 September 2025 Jakarta, September 09, 2025
92.	Officer - Sr. Analyst	21	Technical	Seminar IAMKRI 2025 dan Kompetensi Konstruksi Ramping (K2R) Neo 3.0 IAMKRI 2025 Seminar and Lean Construction Competency (K2R) Neo 3.0	Ikatan Ahli Manajemen Konstruksi Ramping Indonesia (IAMKRI) Lean Construction Management Expert Association of Indonesia (IAMKRI)	Jakarta, 10 September 2025 Jakarta, September 10, 2025
93.	Analyst - Jr. Site Engineering Manager	9	Technical	<i>Future Talent Marketing Development Program (Sesi In-Class Training 1 dan 2)</i> Future Talent Marketing Development Program (In-Class Training Sessions 1 & 2)	PT Utama Karya Infrastruktur dan MarkPlus Institute	Jakarta, 11 - 12 September 2025 Jakarta, September 11 - 12, 2025
94.	Analyst	1	Technical	<i>Young Engineers Capacity Building - Smart Manufacturing & Industrial Automation</i> Young Engineers Capacity Building - Smart Manufacturing & Industrial Automation	Forum Insinyur Muda Persatuan Insinyur Indonesia (FIM PII) Young Engineers Forum - Institution of Engineers Indonesia (FIM PII)	Tiongkok, 13 - 19 September 2025 China, September 13 - 19, 2025
95.	Analyst - Vice President	2	Technical & Certification	Pelatihan Fraud Risk Management Professional (FRMP) Fraud Risk Management Professional (FRMP) Training	Pusdiklatwas BPKP Public Works Training Center (BPKP Training Center)	Jakarta, 15 - 19 September 2025 Jakarta, September 15 - 19, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
96.	Officer - Manager	10	Technical	Pelatihan Claim & Change Management Claim & Change Management Training	Indonesia Infrastructure Learning Institute (I2LI)	Jakarta & Virtual class, 15 - 25 September 2025 Jakarta & Virtual class, September 15 - 25, 2025
97.	Officer - Analyst	25	Technical	Kegiatan Forum Edukasi Peningkatan Pemahaman Literasi serta Kemampuan Pelaksanaan Keterbukaan Informasi Publik Public Information Disclosure Literacy & Implementation Awareness Forum	Komisi Informasi Pusat Republik Indonesia Central Information Commission of the Republic of Indonesia	Jakarta, 16 September 2025 Jakarta, September 16, 2025
98.	Officer - Analyst	48	Technical	Bimbingan Teknis (Bimtek) Penciptaan dan Pengelolaan Arsip Technical Guidance on Records Creation and Management	Sekretaris Perusahaan & Kemendikbudristek (Kemendikdasmen) Corporate Secretary & Ministry of Education, Culture, Research and Technology (Kemendikbudristek)	Jakarta, 19 September 2025 Jakarta, September 19, 2025
99.	Analyst - Manager	4	Technical	Project Management Batch 10 - I2LI	Indonesia Infrastructure Learning Institute (I2LI)	Virtual class, 19 September - 05 November 2025 Virtual class, September 19 - November 05, 2025
100.	Officer - Sr. Analyst	9	Technical & Certification	Pelatihan Petugas Investigasi Insiden Incident Investigation Officer Training	PT Hanosen Pratama (HSP Academy)	Virtual class, 22 - 24 September 2025 Virtual class, September 22 - 24, 2025
101.	Officer - Vice President	35	Technical	<i>Respectful Workplace: First Responder Trainer</i> Respectful Workplace: First Responder Trainer	Indonesia Business Coalition for Woman Empowerment (IBCWE)	Jakarta, 24 - 25 September 2025 Jakarta, September 24 - 25, 2025
102.	Analyst - Manager setingkat	9	Technical	<i>Future Talent Marketing Development Program (Sesi In-Class Training 3 dan 4)</i> Future Talent Marketing Development Program (In-Class Training Sessions 3 & 4)	PT Hutama Karya Infrastruktur & MarkPlus Institute	Hybrid, 25 - 26 September 2025 Hybrid, September 25 - 26, 2025
103.	Officer - Vice President	4	Technical	The 6 th JKR BIM Day 2025 "BIM Bridging Design to Sustainable Public Assets with AI and Digital Twins"	Jabatan Kerja Raya (JKR), Kementerian Pekerjaan Malaysia Public Works Department (JKR), Ministry of Works Malaysia	Malaysia, 29 September - 02 Oktober 2025 Malaysia, September 29 - October 02, 2025
104.	Officer - Vice President setingkat Officer - Vice President level equivalent	29	Technical	Pelatihan Masa Persiapan Pensiun (MPP) Tahun 2025 Pre-Retirement Preparation Training (MPP) 2025	PT Wijaya Karya (Persero) Tbk/ WIKASATRIAN	Bogor, 30 September - 02 Oktober 2025 Bogor, September 30 - October 02, 2025
105.	Personil Inti Proyek Core Project Personnel	6	Technical	Pelatihan Persiapan Sertifikasi STRA (Surat Tanda Registrasi Arsitek) & SKK Ahli Arsitektur Architect Registration Certificate (STRA) & Professional Architect Competency (SKK) Preparation Training	Pakar Utama Bangunan Nusantara Senior Expert - Nusantara Building Specialist	Virtual class, 30 September - 20 Oktober 2025 Virtual class, September 30 - October 20, 2025
106.	Officer - Manager setingkat Officer - Manager level equivalent	15	Technical	Pelatihan BIM Fundamental ISO 19650 BIM Fundamental Training ISO 19650	PT BSI Group Indonesia	Jakarta, 02 - 03 Oktober 2025 Jakarta, October 02 - 03, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
107.	Officer	2	Technical	Bimbingan Teknis Program Sertifikasi Kompetensi Public Relations Public Relations Competency Certification Technical Guidance	Forum Humas BUMN (FH BUMN) BUMN Public Relations Forum (FH BUMN)	Virtual class, 02 Oktober 2025 Virtual class, October 02, 2025
108.	Officer - Vice President	8	Technical	Pelatihan ISO 27001:2022 (Sistem Manajemen Keamanan Informasi) Internal Auditor ISO 27001:2022 Information Security Management System Internal Auditor Training	PT BSI Group Indonesia	Jakarta, 06 - 07 Oktober 2025 Jakarta, October 06 - 07, 2025
109.	Officer - Manager	15	Technical	Enhancing Professionalism in Protocol Services	PT Pertamina Training & Consulting	Jakarta, 08 Oktober 2025 Jakarta, October 08, 2025
110.	Analyst - Manager	9	Technical	<i>Future Talent Marketing Development Program</i> (Sesi <i>In-Class Training</i> 5 dan 6) Future Talent Marketing Development Program (In-Class Training Sessions 5 & 6)	PT Utama Karya Infrastruktur & MarkPlus Institute	Jakarta, 09 - 10 Oktober 2025 Jakarta, October 09 - 10, 2025
111.	Officer - Sr. Analyst	5	Technical	Pelatihan Assessment Center Assessor Certification (ACAC) Assessment Center Assessor Certification (ACAC) Training	PT Pustaka Binaman Pressindo (PPM Manajemen) PPM Management (PT Pustaka Binama Pressindo)	Jakarta, 13 - 17 Oktober 2025 & 17 - 21 November 2025 Jakarta, October 13 - 17, 2025 & November 17 - 21, 2025
112.	Officer - Analyst setingkat Officer - Analyst level equivalent	8	Technical & Certification	Pelatihan Certified Human Resource Manager (CHRM) Certified Human Resource Manager (CHRM) Training	PT Pustaka Binaman Pressindo (PPM Manajemen) PPM Management (PT Pustaka Binama Pressindo)	Virtual class & Jakarta, 14 - 24 Oktober & 21 November 2025 Virtual class & Jakarta, October 14 - 24 & November 21, 2025
113.	Officer - Analyst	3	Technical	Pelatihan Pemodelan Analisa Geoteknik dengan Aplikasi Geostudio Release 25.1 Geotechnical Analysis Modeling using GeoStudio Release 25.1 Training	PT EDPMedia Consulting	Jakarta, 14 - 16 Oktober 2025 Jakarta, October 14 - 16, 2025
114.	Officer - Analyst setingkat Officer - Analyst level equivalent	29	Technical	Pelatihan Cost Control Mastery: Pendalaman (Intensif) Kompetensi Pengendalian Biaya Proyek Cost Control Mastery: Intensive Project Cost Control Competency Training	Divisi Gedung - Pembicara Internal: Samsuddin, Fadilah Nuryunita, Agusta Dicky Ferlanda, Martinus Kesowo Utomo, Biyan Widyawan, Hanri Surya Wardan Building Division - Internal Speakers: Samsuddin, Fadilah Nuryunita, Agusta Dicky Ferlanda, Martinus Kesowo Utomo, Biyan Widyawan, Hanri Surya Wardan	Jakarta, 14 - 17 Oktober 2025 Jakarta, October 14 - 17, 2025
115.	Officer - Analyst	8	Technical	Pelatihan Ahli (Pratama) Kerjasama Pemerintah dan Badan Usaha (Certified Public Private Partnership Jr. Specialist) (Batch 11) Public Private Partnership (PPP) Junior Specialist Certification Training (Batch 11)	Perkumpulan Ahli Profesional Kerjasama Pemerintah dengan Badan Usaha (KPBU) Indonesia Association of Professional Experts in Public-Private Partnership (PPP) Indonesia	Hybrid class, 17 Oktober - 07 November 2025 Hybrid class, October 17 - November 07, 2025
116.	Analyst	2	Technical	Pelatihan dan Sertifikasi IT Service Management - ITIL v4 Foundation IT Service Management & ITIL v4 Foundation Certification Training	Multimatics	Jakarta, 20 - 22 Oktober 2025 Jakarta, October 20 - 22, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
117.	Executive Vice President & Direktur Anak Perusahaan Executive Vice President & Subsidiary Director	21	Technical	Executive Leadership Development Program (ELDP) - Kick Off Meeting Executive Leadership Development Program (ELDP) - Kick Off Meeting	Divisi Human Capital Human Capital Division	Jakarta, 22 Oktober 2025 Jakarta, October 22, 2025
118.	Officer	1	Technical	Pelatihan Manajemen Risiko Pajak atas Penerapan Core Tax sesuai Per-11/PJ/2025 Tax Risk Management Training on Core Tax Implementation (Per-11/PJ/2025)	Ikatan Akuntan Indonesia (IAI) Indonesian Institute of Accountants (IAI)	Virtual class, 28 - 29 Oktober 2025 Virtual class, October 28 - 29, 2025
119.	Officer - Analyst	11	Technical & Certification	Pelatihan Certified Human Resource Supervisor (CHRS) Certified Human Resource Supervisor (CHRS) Training	PT Pustaka Binaman Pressindo (PPM Manajemen) PPM Management (PT Pustaka Binama Pressindo)	Jakarta, 29 - 30 Oktober 2025 & 10 - 18 Desember 2025 Jakarta, October 29 - 30, 2025 & December 10 - 18, 2025
120.	Vice President	4	Technical	Pelatihan Certified Internal Audit Professional (CIAP) Certified Internal Audit Professional (CIAP) Training	PT Cipta Raya Mekar Sahitya (CRMS Indonesia)	Jakarta, 28 - 30 Oktober 2025 Jakarta, October 28 - 30, 2025
121.	Officer & Cost Control	25	Technical	Workshop BIM 5D Cubicost BIM 5D Cubicost Workshop	Divisi Gedung - Pembicara Internal: Ruseva Zulfikar Alifnur (Cost Control Proyek IKN) Building Division - Internal Speaker: Ruseva Zulfikar Alifnur (Cost Control Project IKN)	Virtual class, 23 - 24 Oktober 2025 Virtual class, October 23 - 24, 2025
122.	Analyst - Vice President setingkat Analyst - Vice President level equivalent	7	Technical	Seminar Nasional AAI "Collaborative Corruption: Eradication Strategy and Challenges Roles of Internal Auditors" National Seminar AAI: Collaborative Corruption - Eradication Strategy and Challenges Roles of Internal Auditors	Asosiasi Auditor Internal Internal Audit Association	Jakarta, 04 - 05 November 2025 Jakarta, November 04 - 05, 2025
123.	Vice President setingkat Vice President level equivalent	10	Technical	Sosialisasi Spesifikasi Umum 2025 untuk Pekerjaan Konstruksi Jalan dan Jembatan Socialization of General Specifications 2025 for Road and Bridge Construction Works	Himpunan Pengembangan Jalan Indonesia (HPJI) Indonesian Road Development Association (HPJI)	Virtual class, 19 - 20 November 2025 Virtual class, November 19 - 20, 2025
124.	Analyst - Sr. Analyst	4	Technical	Strategic Discussion Forum & Critical Business Insight "Investment Strategies and Portfolio Management - Optimizing Capital, Managing Risk, Delivering Value" Strategic Discussion Forum & Critical Business Insight: Investment Strategies and Portfolio Management - Optimizing Capital, Managing Risk, Delivering Value	The Indonesia Capital Market Institute (TICMI)	Jakarta, 24 - 25 November 2025 Jakarta, November 24 - 25, 2025
125.	Officer - Analyst	4	Technical	Bimtek Nasional "Best Practice Manajemen Aset Berbasis Teknologi" National Technical Guidance: Best Practice for Technology-Based Asset Management	Lembaga Pusat Institut Manajemen Nasional National Management Institute Center	Yogyakarta, 27 - 28 November 2025 Yogyakarta, November 27 - 28, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
126.	Office boy, Driver, Security HK Tower	99	Technical	Pelatihan Service Excellent Service Excellence Training	VSB Corporation	Jakarta, 08 November 2025 Jakarta, November 08, 2025
127.	Analyst - Vice President	3	Technical	Seminar Amandemen UU BUMN: Danantara BUMN Law Amendment Seminar: Danantara	Indonesia Training Institute & Consulting Services (INTRINSICS)	Bandung, 10 - 11 November 2025 Bandung, November 10 - 11, 2025
128.	Sr. Analyst - Executive Vice President	14	Technical	Training of Trainer (TOT) Level 4 Sertifikasi BNSP	PT Hanosen Pratama (HSP Academy) HSP Academy (PT Hanosen Pratama)	Jakarta, 10 - 13 November 2025 Jakarta, November 10 - 13, 2025
129.	Analyst - Sr. Analyst	2	Technical & Certification	Pelatihan Certified Practitioner of Internal Audit (CPIA) Certified Practitioner of Internal Audit (CPIA) Training	Yayasan Pendidikan Internal Audit (YPIA) Indonesian Internal Audit Foundation (YPIA)	Jakarta, 19 - 23 Mei 2025 & 17 - 20 November 2025 Jakarta, May 19 - 23, 2025 & November 17 - 20, 2025
130.	Officer - Site Engineering Manager	2	Technical	Pelatihan Finance for Non-Finance Professional Finance for Non-Finance Professionals Training	PPM Manajemen PPM Management	Jakarta, 11 - 12 November 2025 Jakarta, November 11 - 12, 2025
131.	Officer	2	Technical	Braze Connections Jakarta 2025 for CRM	Braze Connections Jakarta 2025	Jakarta, 13 November 2025 Jakarta, November 13, 2025
132.	Kepala Unit Head Unit	30	Technical	Pelatihan HCM - Organizational Development HCM - Organizational Development Training	Divisi Human Capital PT Hutama Karya (Persero) Human Capital Division of PT Hutama Karya (Persero)	Jakarta, 25 November 2025 Jakarta, November 25, 2025
133.	Officer	1	Technical	Triangulasi Disagregat Belanja Kesehatan LNPRT dan Korporasi Triangulation of Disaggregated Health Expenditure for Non-Profit Institutions Serving Households (NPISH) and Corporations	Kementerian Kesehatan RI Ministry of Health of the Republic of Indonesia	Jakarta, 01 Desember 2025 Jakarta, December 01, 2025
134.	Site Engineering Manager	3	Technical	Pelatihan BIM Fundamental ISO 19650 BIM Fundamental Training ISO 19650	British Standard Institute Malaysia (BSI) & Pertubuhan BIM Malaysia (PBM) British Standards Institute Malaysia (BSI) & Malaysian BIM Association (PBM)	Virtual class, 01 Desember 2025 Virtual class, December 01, 2025
135.	Officer	2	Technical & Certification	Pelatihan Certified Human Resource Staff (CHR Staff) Certified Human Resource Staff (CHR Staff) Training	PT Pustaka Binaman Pressindo (PPM Manajemen) PPM Management (PT Pustaka Binama Pressindo)	Virtual class, 03 - 04 & 18 Desember 2025 Virtual class, December 03 - 04 & December 18, 2025
136.	Officer - Jr. Manager	3	Technical	The 13 th Indonesian Plaxis Course 2025	PT Delta Sigma Nusantara	Bali, 07 - 12 Desember 2025 Bali, December 07 - 12, 2025
137.	Officer - Sr. Analyst	5	Technical & Certification	Pelatihan Certified Anti Fraud Officer (Level 1) Certified Anti-Fraud Officer Training (Level 1)	GRC Management	Virtual class, 08 - 12 Desember 2025 Virtual class, December 08 - 12, 2025
138.	Officer - Analyst setingkat Officer - Analyst level equivalent	21	Technical & Certification	Pelatihan Qualified Risk Management Officer (QRMO) Qualified Risk Management Officer (QRMO) Training	CRMS Indonesia	Jakarta, 08 - 10 Desember 2025 Jakarta, December 08 - 10, 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
139.	Analyst - Vice President	3	Technical	Internal Control over Financial Reporting (ICoFR)	Ikatan Akuntan Indonesia (IAI) Indonesian Institute of Accountants (IAI)	Virtual class, 10 - 12 Desember 2025 Virtual class, December 10 - 12, 2025
140.	Analyst - Vice President setingkat Analyst - Vice President level equivalent	25	Technical	Pelatihan Qualified Risk Management Professional (QRMP) Qualified Risk Management Professional (QRMP) Training	CRMS Indonesia & PPM Manajemen CRMS Indonesia & PPM Management	Jakarta, 14 - 17 Juli 2025 & 16 - 19 Desember 2025 Jakarta, July 14 - 17, 2025 & December 16 - 19, 2025
141.	Analyst	1	Technical	Pelatihan Integration of Key Performance Indicators (KPI), Key Risk Indicators (KRI), Key Control Indicators (KCI) Integration of KPI, KRI, and KCI Training	CRMS Indonesia	Virtual class, 22 - 23 Desember 2025 Virtual class, December 22 - 23, 2025
142.	Vice President setingkat Vice President level equivalent	45	Technical	Sosialisasi dan Awareness P3DN (Peningkatan Penggunaan Produk Dalam Negeri) PT Hutama Karya (Persero) Socialization and Awareness of Domestic Product Utilization Improvement (P3DN) - PT Hutama Karya (Persero)	Divisi Sistem & Kepatuhan PT Hutama Karya (Persero) Compliance & Systems Division of PT Hutama Karya (Persero)	Jakarta, 17 Desember 2025 Jakarta, December 17, 2025
143.	Officer - Vice President setingkat Officer - Vice President level equivalent	10	Technical	FHCI Connect 2025 "Workforce Foresight: Winning Practices for Strategic Workforce Planning with AI"	Forum Human Capital Indonesia	Jakarta, 18 Desember 2025 Jakarta, December 18, 2025
144.	Officer - Analyst	17	Technical	Human Capital People Development Program (HCPDP) Sharing Session - Modul Competency & Culture Management	Divisi <i>Human Capital</i> (Sdri. Adelia Murti Septyaningtyas) Human Capital Division (Ms. Adelia Murti Septyaningtyas)	Virtual class, 23 Desember 2025 Virtual class, December 23, 2025
145.	Officer - Analyst	17	Technical	Human Capital People Development Program (HCPDP) Sharing Session - Modul Individual Performance Management	Divisi <i>Human Capital</i> (Sdr. Ichsan Ahmadi dan Sdri. Mahandena Tifanda Luhzan) Human Capital Division (Mr. Ichsan Ahmadi and Ms. Mahandena Tifanda Luhzan)	Virtual class, 24 Desember 2025 Virtual class, December 24, 2025
146.	Officer - Analyst	18	Technical	Human Capital People Development Program (HCPDP) Sharing Session - Modul Industrial	Divisi <i>Human Capital</i> (Sdr. M. Agung Rahmat Dianto) Human Capital Division (Mr. M. Agung Rahmat Dianto)	Virtual class, 24 Desember 2025 Virtual class, December 24, 2025
147.	Officer - Analyst	12	Technical	Human Capital People Development Program (HCPDP) Sharing Session - Modul Learning & Development & Knowledge Management	Divisi <i>Human Capital</i> (Sdr. M. Andy Hakim dan Sdri. Aufa Salimah) Human Capital Division (Mr. M. Andy Hakim and Ms. Aufa Salimah)	Virtual class, 24 Desember 2025 Virtual class, December 24, 2025
148.	Personil Inti Proyek Core Project Personnel	39	Certification	Project Management Professional	PT Avenew Indonesia & Project Management Institute	Virtual assessment, Januari, Maret, Agustus 2025 Virtual assessment, January, March, August 2025
149.	Personil Inti Proyek Core Project Personnel	134	Certification	Sertifikasi Kompetensi Kerja (SKK) Konstruksi Construction Competency Certification (SKK)	Pakar Utama Bangunan Nusantara (PU BANGUN) Senior Expert - Nusantara Building Specialist (PU BANGUN)	Hybrid, Februari, Maret, Juni, September 2025 Hybrid, February, March, June, September 2025

No.	Level Jabatan Position Level	Jumlah Peserta Number of Participants	Jenis Pelatihan Types of Training	Judul Pelatihan Training Title	Penyelenggara Organizer	Kota & Waktu Pelaksanaan City & Time of Implementation
150.	Analyst	1	Certification	Pelatihan dan Sertifikasi Certified Sustainability Reporting Specialist (CSRS) Certified Sustainability Reporting Specialist (CSRS) Training & Certification	Forum TJSL BUMN BUMN TJSL Forum	Bali, 21 - 23 Januari 2025 Bali, January 21 - 23, 2025
151.	Officer	1	Certification	Program Professional Leadership Certification Professional Leadership Certification Program	Global Peace Chain & Oxford University	Inggris, 26 - 31 Januari 2025 England, January 26 - 31, 2025
152.	Officer	1	Certification	Certified Pernyataan Standar Akuntansi Keuangan (CPSAK) Course Certified Financial Accounting Standards (CPSAK) Course	PPA FEB Universitas Indonesia Faculty of Economics and Business, University of Indonesia (PPA FEB UI)	Virtual class, 08 Februari - 31 Mei 2025 Virtual class, February 08 - May 31, 2025
153.	Officer - Analyst	5	Certification	Pelatihan Diklat & Sertifikasi Paralegal Paralegal Training & Certification Program	KAMSELINDO	Jakarta, 10 - 12 Februari 2025 Jakarta, February 10 - 12, 2025
154.	Officer	21	Certification	Uji Sertifikasi Remote Pilot Drone Remote Pilot Drone Certification Examination	Terra Drone Academy	Jakarta, 22 - 23 Februari 2025 Jakarta, February 22 - 23, 2025
155.	Officer - Analyst	3	Technical & Certification	Pelatihan & Sertifikasi CIArb Course Entry Level – International Arbitration Certification CIArb Entry Level Course – International Arbitration Certification	PT Justitia Global Mandiri	Jakarta, 24 - 25 Februari 2025 Jakarta, February 24 - 25, 2025
156.	Officer - Analyst	4	Technical & Certification	Pelatihan Sertifikasi Qualified Internal Auditor (QIA) Tingkat Lanjutan Advanced Qualified Internal Auditor (QIA) Certification Training	Yayasan Pendidikan Internal Auditor Indonesian Internal Audit Foundation (YPIA)	Virtual class, 03 - 15 Maret 2025 Virtual class, March 03 - 15, 2025
157.	Officer	1	Certification	Junior Public Relations Officer	Forum Humas BUMN (FH BUMN) & BNSP BUMN Public Relations Forum (FH BUMN) & BNSP	Online test, 09 Oktober 2025 Online test, October 09, 2025
158.	Officer	1	Certification	Multimedia Content Visual Specialist	Forum Humas BUMN (FH BUMN) & BNSP BUMN Public Relations Forum (FH BUMN) & BNSP	Online test, 09 Oktober 2025 Online test, October 09, 2025
159.	Analyst - Vice President	9	Certification	Certified Business Management (CBM) Business Strategy	PT Prasetya Mulya ELI Prasetya Mulya Executive Learning Institute (ELI)	Jakarta, 09 Oktober - 09 Desember 2025 Jakarta, October 09 - December 09, 2025
160.	Analyst - Manager setingkat Analyst - Manager level equivalent	10	Certification	Certified Business Management (CBM) Financial Management	PT Prasetya Mulya ELI Prasetya Mulya Executive Learning Institute (ELI)	Virtual class, 10 Oktober - 10 Desember 2025 Virtual class, October 10 - December 10, 2025
161.	Analyst	1	Certification	Public Relations - Skema Strategic Public Relations Advisor dan Managerial Public Relations Public Relations Scheme - Strategic PR Advisor and Managerial PR	Perhimpunan Hubungan Masyarakat (PERHUMAS) Indonesian Public Relations Association (PERHUMAS)	Jakarta, 30 Oktober 2025 Jakarta, October 30, 2025

Evaluasi Pelaksanaan Pengembangan Kompetensi

Program Pelatihan dan Pengembangan dilakukan berdasarkan pemetaan *Training Need Analysis* (TNA) pada level Divisi dan *Individual Development Plan* (IDP) dari setiap Karyawan. Dari hasil pelaksanaan Pelatihan dan Pengembangan Karyawan yang sudah dilaksanakan pada tahun 2025 sejumlah 161 program pelatihan dengan diikuti sebanyak 5.423 peserta pelatihan, serta 2.836 peserta *sharing session* melalui *platform* HK Academy. Hasil dari pelaksanaan pelatihan dan pengembangan diraih bahwa lebih dari 90% peserta atau karyawan menunjukkan kemampuan dari hasil akuisisi pengetahuan baru dari dilaksanakannya program pelatihan dan pengembangan. Hal ini ditunjukkan dengan meningkatnya jumlah karyawan yang tersertifikasi sesuai dengan keahlian dan peningkatan nilai dari hasil *pre* dan *pre-test* setelah dilakukannya pembelajaran. Dalam rangka evaluasi peningkatan program pelatihan dan pengembangan kompetensi, terdapat beberapa hal yang perlu ditingkatkan, meliputi:

1. Penyusunan program yang lebih tepat kompetensi sesuai dengan kebutuhan bisnis Perusahaan;
2. Pemetaan kompetensi karyawan yang sesuai dengan jabatan saat ini dan mendukung rencana karir karyawan ke depan;
3. Komitmen dari karyawan dalam mengikuti program pembelajaran (*learning path*);
4. Peningkatan dukungan dari atasan karyawan yang telah mengikuti program pelatihan dan pengembangan sebagaimana tertuang dalam Evaluasi Level 3 (*Behavior*) program pelatihan yang dilakukan oleh para atasan; dan
5. Optimalisasi *Learning Platform* sebagai media pembelajaran mandiri Karyawan.

Biaya Pengembangan Kompetensi

Pada tahun 2025, Perseroan telah melaksanakan pengembangan kompetensi bagi karyawan dengan mengikutsertakan 8.259 karyawan. Biaya yang telah dikeluarkan Perseroan pada tahun 2025 dalam rangka pengembangan kompetensi adalah Rp27.741.529.522 menurun dari biaya yang dikeluarkan pada 2024 sebesar Rp32.938.000.000. Penurunan biaya pengembangan kompetensi dikarenakan oleh pemanfaatan *platform* pembelajaran *online* yang dapat mendukung proses pembelajaran secara mandiri oleh masing-masing karyawan di mana pun dan kapan pun, disertai adanya penurunan rencana biaya pendidikan dan pelatihan dimana anggaran program difokuskan pada bidang *Engineering*.

Tabel Biaya Pengembangan Kompetensi Tahun 2024-2025
Table of Competency Development Cost 2024-2025

Keterangan	2025	2024	Description
Total Biaya (Rp)	Rp27,741,529,522	Rp32,938,000,000	Total Cost (IDR)

Evaluation of Competency Development Implementation

The Training and Development Program is conducted based on Training Need Analysis (TNA) mapping at the Division level and the Individual Development Plan (IDP) of each employee. From the implementation of employee training and development activities carried out in 2025, there were 161 training programs attended by 5,423 participants, as well as 2,836 participants in sharing sessions through the HK Academy platform. The results of the training and development implementation show that more than 90% of participants or employees demonstrated improved capabilities through the acquisition of new knowledge from the training and development programs. This is indicated by the increasing number of employees certified in accordance with their areas of expertise and the improvement in pre-test and post-test scores after the learning process. In order to evaluate the improvement of training and competency development programs, there are several areas that need to be enhanced, including:

1. Developing more targeted competency programs that align with the company's business needs;
2. Mapping employee competencies to their current positions while also supporting their future career development;
3. Strengthening employee commitment to following their designated learning path;
4. Increasing managerial support for employees who have completed training and development programs, as reflected in Level 3 (Behavior) Evaluation conducted by their supervisors; and
5. Optimizing the Learning Platform as a medium for employees' self-directed learning.

Competency Development Costs

In 2025, the Company implemented competency development programs for employees involving 8,259 employees. The total expenses incurred by the Company in 2025 for competency development amounted to IDR 27,741,529,522, a decrease from IDR 32,938,000,000 in 2024. The reduction in competency development costs was due to the utilization of online learning platforms that support independent learning for each employee anytime and anywhere, as well as a decrease in the planned education and training budget, where program allocation was focused on the Engineering function.