



EBARA

HIGHLIGHTS OF THE LAST THREE MONTHS OCTOBER - DECEMBER ACTIVITIES

Welcome to the latest edition of PT EBARA Indonesia Magazine, where we proudly highlight the milestones and moments that make our journey special. In this issue, we recognize our exemplary employees in Q2 2024, celebrate the achievements of women at the EBARA Games 2024, and reflect on the unforgettable memories from our Family Gathering 2024. We also feature a visit from Mr. Varanasi Sravankumar Sasikumar, Sales Representative of EBARA Africa, who visited PT EBARA Indonesia, as well as our successful fire drill preparations and the comprehensive audit and factory tour with Deloitte and EBARA Corporation. Additionally, we take a look at our annual medical check-up program, reinforcing our commitment to the health and well-being of all employees. These moments reflect our ongoing dedication to excellence, safety, and a supportive work environment.



PT EBARA INDONESIA PROUDLY RECOGNIZES EXEMPLARY EMPLOYEES IN Q2 2024

PT EBARA Indonesia proudly acknowledged its exceptional employees who consistently demonstrated outstanding dedication and remarkable performance during the second quarter of 2024. The company celebrated individuals with perfect attendance and those who embraced the Kaizen philosophy, embodying the spirit of continuous improvement.

This program reflects PT EBARA Indonesia's unwavering commitment to cultivating a culture of excellence and innovation. By honoring exceptional employees, the company aims to inspire others to strive for growth and excellence in their professional roles.



Singgih Prabowo
Assistant Manager
Engineer



Musthofa Haris
Assistant Foreman
Maintenance Electric



Sunarwan
Assistant Foreman
Furan Moulding

In addition to recognizing the winners, certificates were also presented to all participants, symbolizing appreciation for their hard work and contributions.

CONGRATULATIONS TO ALL THE WINNERS AND PARTICIPANTS OF THE Q2 2024 EMPLOYEE EXEMPLARY PROGRAM! YOUR DEDICATION CONTINUES TO BE A DRIVING FORCE BEHIND PT EBARA INDONESIA'S GROWTH, SETTING A HIGH STANDARD IN THE INDUSTRY.

WOMAN GAMES AT EBARA GAMES 2024

Exciting Special Competition for Women Employees to Celebrate Indonesia's 79th Independence Day!

What is Woman Games?

Woman Games is a part of EBARA Games 2024, where female employees come together to compete in fun and spirited competitions inspired by the unity and energy of Indonesia's Independence Day celebrations!

Games Highlights

The Woman Games featured two traditional and exciting activities:

- **Tug of War**
- **Bakiak Relay (Traditional Wooden Clog Race)**



Congratulations to Office 1!

A double victory was achieved by the Office 1 team, securing first place in both competitions. A big thank you to all participants who brought life and enthusiasm to this memorable event!

Your participation and energy made this event a true celebration of teamwork and camaraderie. See you at the next EBARA Games!



FAMILY GATHERING 2024



PT Ebara Indonesia Family Gathering at Taman Safari Indonesia, Bogor
 On November 2, 2024, PT Ebara Indonesia held an exciting family gathering at Taman Safari Indonesia, Bogor. This event was a great opportunity for employees and their families to connect and enjoy a fun-filled day together. The gathering featured live music, fun activities, and an impressive lineup of 200 door prizes! Among the top prizes were a washing machine, refrigerator, smartphone, and TV, making the event even more thrilling for everyone.

After the opening ceremony and prize distribution, employees and their families had the chance to go on a safari journey, spotting animals from all over the world, and enjoying the rides and attractions at Taman Safari.

Hopes for This Family Gathering

Through this family gathering, PT Ebara Indonesia aims to strengthen the bond among employees and their families, foster a sense of togetherness, and boost morale across the team.

This event is also a way to show appreciation for the hard work and dedication of each employee, reminding everyone that they are a valued part of the PT Ebara Indonesia family. The hope is that these shared memories will inspire a renewed sense of teamwork, productivity, and motivation as we continue working toward our goals together in the future.



MR. VARANASI SRAVANKUMAR SASIKUMAR, SALES REPRESENTATIVE OF EBARA AFRICA VISITED PTEI

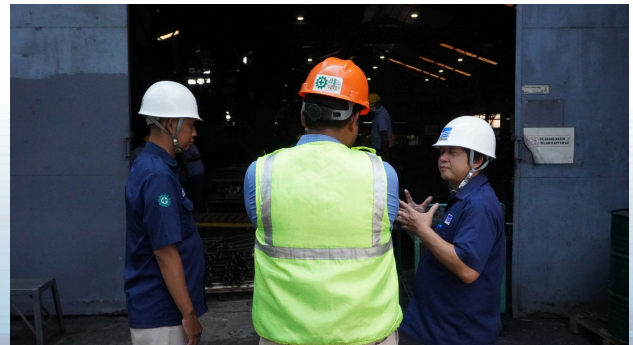
On October 29–30, PT EBARA Indonesia was delighted to host Mr. Varanasi Sravankumar Sasikumar, Sales Representative from EBARA Africa. His visit marked an important step in strengthening the collaboration between the two companies.

The visit featured a series of productive meetings and a comprehensive factory tour, allowing Mr. Sasikumar to gain firsthand insight into PT EBARA Indonesia's operations and manufacturing excellence. During the tour, he observed:

- **Material Management** in our warehouse, showcasing the efficiency of our logistics.
- **The Pump Production Process**, demonstrating our commitment to quality craftsmanship.
- **Performance Testing** in the testing area, ensuring the reliability of our products.

This visit reflects the mutual dedication of PT EBARA Indonesia and EBARA Africa to fostering innovation and delivering excellence in the manufacturing industry.

We extend our gratitude to Mr. Sasikumar for his time and valuable insights during this visit. Together, we continue to build a stronger future!



UNFORGETTABLE MOMENTS AT EBARA INDONESIA FAMILY GATHERING 2024

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FIRE DRILL: PREPARING FOR EMERGENCIES AT PT EBARA INDONESIA

A fire drill is a simulation exercise conducted by organizations, institutions, or public spaces to prepare for emergencies caused by fire. The primary objective of this drill is to train individuals on how to respond effectively during a fire and to raise awareness about the necessary actions to take in such critical situations.



PT Ebara Indonesia, supported by its HSE team, recently conducted a fire drill to ensure that all employees are well-versed in safety protocols. This exercise aimed to enhance preparedness and reinforce the company's commitment to maintaining a safe workplace.

We extend our gratitude to the HSE team and all employees who actively participated in this drill, contributing to the creation of a secure and safety-conscious working environment.



DELOITTE AND EBARA CORPORATION VISIT PT EBARA INDONESIA FOR AUDIT AND FACTORY TOUR



On November 25, 2024, PT EBARA Indonesia proudly hosted representatives from EBARA Corporation, Deloitte Japan, and Deloitte Indonesia for a comprehensive audit and factory tour.

This visit underscored our commitment to upholding the highest standards of compliance, financial transparency, and operational efficiency. The audit process included an in-depth review of our adherence to regulatory requirements and financial practices, reflecting our dedication to global accountability.



During the factory tour, our guests experienced firsthand the advanced manufacturing technologies and stringent quality control measures that define PT EBARA Indonesia. The visit was a testament to our pursuit of innovation, excellence, and sustainable practices in the manufacturing sector.



This collaboration with esteemed global partners highlights PT EBARA Indonesia's role as a key player in delivering world-class solutions, fostering trust, and driving forward our mission to achieve operational excellence on a global scale.

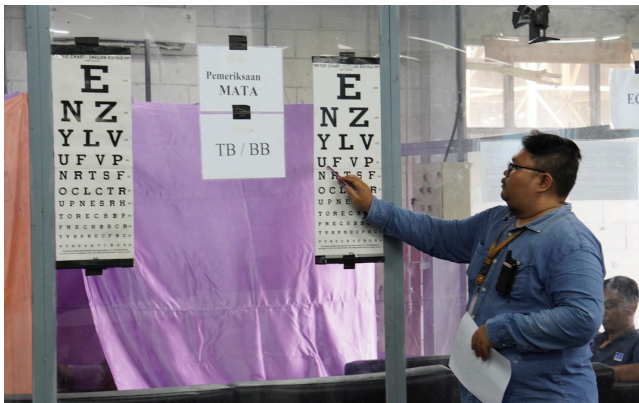


ANNUAL MEDICAL CHECK-UP FOR ALL EMPLOYEES AT PT EBARA INDONESIA

Every year in December, PT EBARA Indonesia conducts a medical check-up for all employees as part of the company's commitment to the health and well-being of our workforce.



This annual initiative aims to ensure that every employee receives a comprehensive health check-up, with the goal of detecting potential health issues early and promoting a healthy lifestyle. The program includes various health tests and consultations with medical professionals to provide a clear understanding of each individual's health condition.



Through this program, PT EBARA Indonesia strives to create a healthier and more productive work environment. A big thank you to all employees who participated and to the medical team who helped make this program a success. Together, we build a healthier and stronger future!



PT EBARA INDONESIA MAWLID CELEBRATION: GUIDANCE OF PROPHET MUHAMMAD SAW



PT EBARA Indonesia recently celebrated Mawlid, the birth of Prophet Muhammad SAW, as part of our commitment to fostering spiritual growth and promoting positive values within our workplace community. The event served as an opportunity to reflect on the teachings and guidance of Prophet Muhammad SAW, focusing on his values of compassion, integrity, and dedication to serving others.

The celebration included a special gathering, where employees came together to listen to insightful talks, prayers, and reflections on the life of Prophet Muhammad and his profound impact on humanity. This occasion also served as a reminder of the importance of kindness, humility, and responsibility in both our personal and professional lives.

In addition, as part of our social responsibility efforts, PT EBARA Indonesia also provided donations to orphaned children. By coming together to observe this meaningful occasion, PT EBARA Indonesia reinforced its commitment to creating a harmonious and supportive environment that nurtures the professional, spiritual, and social well-being of our employees.



Ahead  *Beyond*