



EBARA

HIGHLIGHTS OF THE LAST THREE MONTHS JANUARY - MARCH ACTIVITIES

PT EBARA Indonesia begins 2025 with a reflection on 2024's achievements and a look ahead to the year's goals. Key highlights include the recognition of the Employee of the Quarter for Q3 2024, celebrating employees who demonstrated outstanding performance and innovative contributions. Additionally, the Ramadhan Safety Patrol Team ensured the company's safety and security during the Idul Fitri holiday. These efforts underscore the company's commitment to excellence and a safe, productive work environment.



EMPLOYEE SESSION 2025: A MEANINGFUL START TO THE NEW YEAR

On Tuesday, January 2, 2025, PT EBARA Indonesia held its Annual Employee Session, a key event to reflect on the company's 2024 achievements and outline plans for 2025. The session opened with a speech by HR-GA Manager Ms. Dewi Anggraeni S., followed by the singing of the national anthem "Indonesia Raya," building a sense of unity among employees.

President Director Mr. Eisaku Onisi then delivered an inspiring presentation, highlighting the company's accomplishments and strategic goals for the year ahead.

Adding excitement to the event was a lively door prize session, bringing joy to lucky winners and boosting overall enthusiasm. The session closed with a prayer led by Engineering Manager Mr. Imam Pribadi, who encouraged employees to stay motivated and continue contributing to the company's growth. The event left everyone energized and ready to face 2025 with renewed commitment to EBARA Indonesia's shared vision.



BEST EMPLOYEE OF THE MONTH: INSPIRING BETTER PERFORMANCE AND INNOVATION

The Employee of the Quarter program is an important company initiative aimed at recognizing outstanding employees. This program is designed to motivate all staff to continuously improve their performance while also encouraging innovative ideas through Kaizen contributions. Through this recognition, the company hopes to find role models who can inspire others.

Employee of the Quarter Criteria

To be selected as Employee of the Quarter, employees must meet several key criteria. One important factor is Zero Absenteeism, which shows a strong commitment to their work. Additionally, they need to demonstrate consistently high performance across various areas, including productivity, responsibility, and teamwork.

One of the most exciting aspects of this program is the evaluation of Kaizen contributions. Kaizen, which means continuous improvement in Japanese, refers to ideas employees come up with to enhance work efficiency, product quality, or operational processes. Every employee's Kaizen idea is assessed by the Steering Committee, which chooses the best ones.

This quarter, nine candidates participated in the program, and three employees with the best Kaizen projects were awarded Employee of the Quarter for Q3 2024.



Rahmat Dermawan
Quality Assurance – Staff 1



Parji
Machine 4 – Foreman



Mumu Munir
Grinding – Operator

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 Q3 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.**

RAMADHAN SAFETY PATROL: ENSURING WORKPLACE SAFETY DURING THE HOLIDAYS



As the long Idul Fitri holiday approaches, PT EBARA Indonesia continues to prioritize workplace safety and security. To ensure everything remains in order during the break, PT EI has formed a Ramadhan Safety Patrol Team as a preventive measure.

Several groups were assigned to check different areas of the facility, with each team responsible for specific zones. Their role is to ensure no potential hazards or risks are left unattended. A big thank you to all team members for their contribution in keeping the company safe during the Idul Fitri holiday!



Ahead  *Beyond*