



# BULLETIN

APRIL – JUNE HIGHLIGHTS

**STRENGTHENING FOUNDATIONS,  
SHAPING THE FUTURE**

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# Looking ahead, going beyond expectations

*Ahead* ➤ *Beyond*



## QUARTERLY INSIGHT – APRIL TO JUNE 2025 STRENGTHENING INTEGRITY, QUALITY, AND PEOPLE DEVELOPMENT

Welcome to the Q2 2025 edition of our internal magazine, where we proudly highlight the progress and initiatives that mark another step forward in PT EBARA Indonesia's journey of excellence.

This quarter was defined by our strong commitment to integrity, operational quality, and human capital development. We began with a comprehensive **Internal Control Audit** in collaboration with PT SCS Global Consulting to ensure that all business activities are aligned with robust governance and compliance standards.

In May, we actively engaged with Indonesia's future talents through our participation in the **Kemnaker Job Fair 2025**, while also supporting EBARA Corporation Japan's global recruitment initiative in partnership with top universities. These events reflect our ongoing dedication to diversity, equity, and inclusion in the workplace.

On the operational front, **Factory Acceptance Tests (F.A.T)** were conducted in June with clients from PT Arum Maya and MRT Jakarta witnessing the testing process demonstrating transparency and commitment to delivering pumps that meet international standards.

Additionally, our HSE Division reinforced a strong safety culture through targeted activities such as **Permit to Work Training and P2K3** Coordination Meetings, emphasizing the importance of health, safety, and environmental sustainability across all operations.

Additionally, our Sales Team hosted a product training session for PT Terada Teknika Indonesia, enhancing customer knowledge and technical capability.

This quarter not only highlights our continuous pursuit of quality and safety but also underlines our role in empowering people and building a sustainable future.

*Let's continue moving forward together.*

## PT EBARA INDONESIA CONDUCTS INTERNAL CONTROL AUDIT WITH PT SCS GLOBAL CONSULTING

Jakarta, April 24, 2025 – In an effort to enhance the effectiveness of its internal control system, PT EBARA Indonesia held an Internal Control Audit in collaboration with PT SCS Global Consulting. This audit reflects the company's commitment to maintaining operational quality and ensuring that all activities comply with applicable procedures and standards.

PT SCS Global Consulting is known as a trusted partner in the auditing field. Through this collaboration, the audit process is expected to deliver objective and beneficial results to support the company's continuous improvement.

### PURPOSE OF THE INTERNAL CONTROL AUDIT

The Internal Control Audit plays a vital role as an evaluation and internal monitoring tool. The general objectives of this audit are:

1. To serve as a company activity conducted by external auditors to supervise, evaluate, and provide recommendations for improvements to the design and implementation of the internal control system.
2. To function as a detection tool to assess whether there is any misalignment between established procedures and the actual operational implementation by the relevant departments or units.

### THOROUGH AND PARTICIPATORY AUDIT PROCESS

The audit was carried out in a participatory manner, involving various divisions to ensure a comprehensive and objective understanding of the current conditions. The audit recommendations will serve as a basis for management to enhance work processes and strengthen risk control across all operational lines.

### COMMITMENT TO GOOD GOVERNANCE

This activity underscores PT EBARA Indonesia's commitment to Good Corporate Governance (GCG) principles—transparency, accountability, and effective risk management. By strengthening its internal control system, the company not only safeguards the integrity of its processes but also enhances competitiveness and long-term sustainability.





## PT EBARA INDONESIA PARTICIPATES IN JOB FAIR KEMNAKER 2025

**Jakarta, May 22–23, 2025**

PT EBARA Indonesia participated in the 2025 Job Fair organized by the Ministry of Manpower of the Republic of Indonesia (Kemnaker RI). Held at the Kemnaker RI building in Jakarta, the event served as a key opportunity for the company to introduce its profile, work culture, and career opportunities to job seekers from various backgrounds.

This participation reflects PT EBARA Indonesia's commitment to supporting national talent development and providing broad career opportunities for competent and high-potential young professionals. Over the two-day event, HR representatives actively provided information about job openings, recruitment processes, and the core values of PT EBARA Indonesia as part of a global corporation.

The event also served as a strategic platform to enhance the company's image as an employer of choice, promoting professionalism, innovation, and sustainability in the workforce.



# EBARA CORPORATION JAPAN RECRUITS YOUNG INDONESIAN TALENTS

QUARTAL 2 April - June | 04

## VISIT FROM HR RECRUITMENT SECTION & DEI DEPARTMENT OF EBARA CORPORATION TO PT EBARA INDONESIA

The program involves strategic collaboration with three top Indonesian universities: Gadjah Mada University (UGM), Bandung Institute of Technology (ITB), and University of Indonesia (UI).

During the visit, the Japanese team coordinated directly with PT EBARA Indonesia's team to discuss recruitment strategies, administrative support, and the integration of DEI values into the selection process.



### OBJECTIVES OF THE VISIT

- To recruit the best Indonesian talents for EBARA Corporation's global recruitment program.
- To create a diverse, fair, and inclusive work environment in line with DEI values.
- To strengthen internal collaboration between PT EBARA Indonesia and the Japan head office in managing global human resources.

### COMMITMENT TO DIVERSITY AND INCLUSION

Through the synergy of the HR Recruitment and DEI departments, EBARA Corporation reaffirms its commitment to:

- Creating an inclusive and diversity-oriented workplace
- Providing equal opportunities for talents from various backgrounds
- Supporting the career development of Indonesian talents at the international level
- This activity also highlights PT EBARA Indonesia's active role in supporting the company's global initiatives and contributing to national human resource development.



## HSE ACTIVITIES – MAY 2025: ENHANCING SAFETY CULTURE AND AWARENESS AT WORK

Throughout May 2025, the Health, Safety, and Environment (HSE) Division of PT EBARA Indonesia conducted key activities aimed at improving awareness, competence, and concern for occupational safety and health within the company.

### PERMIT TO WORK TRAINING

This training was conducted to educate and strengthen understanding of the Permit to Work (PTW) system a formal authorization procedure required before starting high-risk work, such as hot work, working at heights, or in confined spaces.

Participants gained insights into:

- Types of work permits
- Procedures for permit application and supervision
- Hazard identification and risk control
- Real case studies from industrial workplaces
- The main objective was to ensure that every job is carried out with the highest safety standards, preventing accidents that could harm both workers and company facilities.



### P2K3 MEETING

The Occupational Safety and Health Committee (P2K3) held its regular coordination meeting involving management and employee representatives. This forum served to:

- Present monthly reports on incidents, near misses, and field findings
- Evaluate the effectiveness of existing safety programs
- Discuss feedback and suggestions from operational teams
- Plan future HSE agendas

These activities are integral to an active, participatory, and sustainable OHS Management System.

Through both initiatives, PT EBARA Indonesia reaffirms its commitment to creating a safe, healthy, and safety-conscious work environment. The goal is for all employees to work optimally without compromising safety, while jointly safeguarding the company's operational sustainability. In addition to workplace safety, the company also emphasizes its commitment to environmental sustainability by promoting eco-friendly work practices, energy efficiency, and responsible waste management.





## WITNESS TEST JUNE 2025: PT EBARA INDONESIA DEMONSTRATES QUALITY COMMITMENT THROUGH PUMP PERFORMANCE TESTING

Jakarta, June 2025 – PT EBARA Indonesia once again conducted a **Pump Factory Acceptance Test (F.A.T)** at its in-house testing facility, reaffirming the company's commitment to quality and transparency in its production processes. This June, the test was witnessed directly by representatives from two key institutions, PT Arum Maya and MRT Jakarta, as valued customers of PT EBARA Indonesia.

This testing phase plays a vital role in ensuring that each pump unit complies with the agreed technical specifications and performance standards before being delivered to the end-user project.

### OBJECTIVES AND SCOPE OF TESTING

The Factory Acceptance Test is conducted to validate the pump's performance prior to shipment. Testing is carried out directly by the customer or their appointed representatives at PT EBARA Indonesia's factory test facility.

The key performance parameters tested include:

- Flow Rate
- Pressure
- Electrical Data (Voltage, Current, Power)
- Motor Speed (RPM)
- Vibration

All tests are conducted in accordance with international standards **ISO 9906 Grade 2B & 3B**, ensuring precision and consistency in performance measurement.



### PT EBARA INDONESIA'S COMMITMENT TO QUALITY

Through this activity, PT EBARA Indonesia reaffirms its commitment to:

- Delivering high-quality products that meet both national and international standards
- Ensuring transparency and accuracy in every testing process
- Supporting national infrastructure development through reliable and efficient equipment

The presence of customer representatives during the Factory Acceptance Test reflects their trust in EBARA's product quality and further strengthens the company's role as a strategic partner in advancing key projects across Indonesia.



## PT EBARA INDONESIA CONDUCTS PRODUCT TRAINING FOR PT TERADA TEKNIKA INDONESIA

### Strengthening Product Knowledge with Direct Support from the Sales Team

Jakarta, June 2025 – As part of its commitment to enhancing technical understanding and supporting its partners, PT EBARA Indonesia conducted a product training session for PT Terada Teknika Indonesia. The training was held on-site at PT EBARA Indonesia's facility and delivered directly by the company's Sales Team.

This session served as a valuable opportunity to equip PT Terada Teknika Indonesia's team with in-depth knowledge of EBARA's pump products—from technical specifications to practical applications in the field.

### TRAINING HIGHLIGHTS

The one-day training session covered several key topics tailored to the technical needs of the partner, including:

- Introduction to EBARA Pump Products and Their Applications
- Technical Specifications and Product Advantages
- Efficient Installation and Operational Tips
- Basic Maintenance and Troubleshooting Overview
- Interactive Q&A and Field Case Discussions

### COLLABORATION FOR BETTER TECHNICAL SERVICE

This activity also reflects the strong synergy between PT EBARA Indonesia and its partners in delivering reliable, high-standard technical services. Moving forward, the company hopes to build even stronger and more sustainable collaboration as national project demands continue to grow in terms of quality and efficiency.



*Ahead  Beyond*