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Nomor Surat	013/JAW/CORSEC/IV/2025
Nama Perusahaan	Jaya Agra Wattie Tbk
Kode Emiten	JAWA
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://jawattie.co.id/ pada tanggal 29 April 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan: PT. Agri Bumi Sentosa (ABS) PT. Anugerah Wattindo (AW)	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	1.910
Emisi langsung dari pembakaran bergerak	0
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	1.910

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	3.873
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	3.873
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	17,6
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	5,2
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	5.783
Total Emisi GRK (Scope 1, 2 and 3)	5.800,6
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0,0054
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	4.161.208
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	4.161.208
E-04	**Konsumsi Air**	Total konsumsi air (m3)	132.453,23
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	42.515,83

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2060
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perseroan mendukung komitmen nasional Indonesia dalam mencapai target Net Zero Emission (NZE) pada tahun 2060 dengan menerapkan berbagai inisiatif strategis pengurangan emisi gas rumah kaca (GRK). Langkah-langkah yang telah diimplementasikan antara lain penghitungan emisi GRK Cakupan 1, 2, dan 3, pemanfaatan limbah biomassa kelapa sawit sebagai sumber energi terbarukan (waste to energy), serta optimalisasi efisiensi operasional. Komitmen ini diperkuat melalui penerapan standar Indonesian Sustainable Palm Oil (ISPO) dan pedoman Intergovernmental Panel on Climate Change (IPCC). Perseroan akan terus melaporkan perkembangan serta tantangan dalam mendukung pencapaian target NZE 2060 secara transparan dan akuntabel melalui laporan keberlanjutan.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	5 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2060

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Perseroan mendukung komitmen nasional Indonesia dalam mencapai target Net Zero Emission (NZE) pada tahun 2060 dengan menerapkan berbagai inisiatif strategis pengurangan emisi gas rumah kaca (GRK). Langkah-langkah yang telah diimplementasikan antara lain penghitungan emisi GRK Cakupan 1, 2, dan 3, pemanfaatan limbah biomassa kelapa sawit sebagai sumber energi terbarukan (waste to energy), serta optimalisasi efisiensi operasional. Komitmen ini diperkuat melalui penerapan standar Indonesian Sustainable Palm Oil (ISPO) dan pedoman Intergovernmental Panel on Climate Change (IPCC). Perseroan akan terus melaporkan perkembangan serta tantangan dalam mendukung pencapaian target NZE 2060 secara transparan dan akuntabel melalui laporan keberlanjutan.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	5.423	73.08 %	1.730	23.31 %
Mid-level	211	2.84 %	14	0.19 %
Senior-level	35	0.47 %	3	0.04 %
Executive-level	4	0.05 %	1	0.01 %
Total Pegawai	5.673	76.45 %	1.748	23.55 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	542	173	21	1	0	0	0	0	737
25-35	2.169	692	84	6	0	0	0	0	2.951
35-45	1.627	519	63	4	12	0	0	0	2.225
45-55	814	260	32	2	11	1	1	0	1.121
>55	271	86	11	1	12	2	3	1	387

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	5.937 Pegawai	80 %
Jumlah Pegawai Baru/pengganti	1.484 Pegawai	20 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	5.361 Pegawai	72 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
17,04 jam/pegawai	100	1,35 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
10	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Perseroan memiliki kebijakan ini yang dapat diakses di : https://jawattie.co.id/en/sustainability	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan memiliki kebijakan ini yang dapat diakses di : https://jawattie.co.id/en/sustainability	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan memiliki kebijakan ini yang dapat diakses di : https://jawattie.co.id/en/sustainability	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Tidak
Perseroan memiliki kebijakan ini yang dapat diakses di : https://jawattie.co.id/en/sustainability	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Perseroan berkomitmen untuk mengembangkan komunitas masyarakat melalui program Corporate Social Responsibility (CSR) yang dilaksanakan secara rutin setiap tahun. Fokus kegiatan CSR Perseroan mencakup lima bidang utama, yaitu pendidikan, kesehatan, sosial, keagamaan, dan lingkungan. Pelaksanaan program CSR dilakukan di bawah koordinasi Sekretaris Perusahaan dengan dukungan dari Investor Relations, serta memastikan kepatuhan terhadap Analisis Mengenai Dampak Lingkungan (AMDAL) sebagai bagian dari upaya mitigasi risiko lingkungan. Pada tahun 2024, total realisasi anggaran CSR mencapai Rp373.808.947.

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	2	1	1
Direksi	0	3	0	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	7	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak

Sampai dengan saat ini, Perseroan belum memiliki kebijakan khusus mengenai pemisahan posisi Chairman of the Board dan CEO. Namun demikian, Direktur Utama bersama jajaran Direksi lainnya menjalankan tugas dan tanggung jawabnya secara kolektif, dengan menjalin kerja sama yang erat dalam pengambilan keputusan strategis maupun operasional, guna memastikan tata kelola perusahaan yang efektif.

G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya

Perseroan memiliki kebijakan terkait penilaian kinerja Dewan Komisaris dan Direksi yang dilakukan satu kali setiap tahun. Penilaian terhadap Dewan Komisaris dilakukan oleh Pemegang Saham Pengendali dengan mengacu pada indikator dan pencapaian kinerja Perseroan, termasuk efektivitas fungsi pengawasan dan pemberian nasihat atas kebijakan Direksi. Penilaian terhadap Direksi dilakukan oleh Dewan Komisaris, mengacu pada indikator kinerja Perseroan dan hasil capaian tahunan, dengan dasar kriteria meliputi pencapaian rencana Perseroan, implementasi tata kelola perusahaan, serta pencapaian visi dan misi Perseroan.

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya

Perseroan memiliki kebijakan untuk mendorong pelatihan dan pengembangan bagi seluruh anggota Dewan Komisaris dan Direksi sebagai bagian dari komitmen terhadap peningkatan kapasitas dan kompetensi dalam penerapan tata kelola perusahaan yang baik. Program pelatihan bertujuan memastikan bahwa seluruh anggota memiliki pemahaman yang memadai terhadap dinamika pasar, perubahan regulasi, serta praktik terbaik tata kelola. Selama tahun pelaporan, anggota Dewan Komisaris dan Direksi mengikuti berbagai pelatihan yang diselenggarakan oleh Asosiasi Emiten Indonesia (AEI), Otoritas Jasa Keuangan (OJK), dan Bursa Efek Indonesia (BEI).

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perseroan memiliki kriteria khusus dalam pemilihan Dewan Komisaris dan Direksi. Kriteria tersebut mencakup integritas yang baik, kemampuan hukum, dan rekam jejak yang bebas dari kebangkrutan, pelanggaran hukum, atau kegagalan dalam memenuhi kewajiban peraturan di masa lalu. Calon anggota harus memiliki komitmen terhadap peraturan perundang-undangan, pengetahuan atau keahlian di bidang yang relevan, bertindak jujur dan profesional, mendahulukan kepentingan Perseroan, serta mampu membuat keputusan secara independen dan objektif. Selain itu, calon anggota harus mampu menghindari konflik kepentingan dan menjaga kepercayaan pemangku kepentingan.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perseroan memiliki kebijakan Kode Etik dan Etika Bisnis serta Kebijakan Antikorupsi yang diterapkan di seluruh organisasi. Kode Etik Perseroan mengatur standar perilaku nilai-nilai perusahaan, etika kerja, dan kepatuhan terhadap hukum. Sementara itu, Kebijakan Antikorupsi menegaskan komitmen untuk menolak segala bentuk korupsi, kolusi, nepotisme, gratifikasi, dan pencucian uang. Program dan prosedur yang diterapkan meliputi: 1. Larangan tegas atas korupsi, gratifikasi, kolusi, dan nepotisme. 2. Sosialisasi rutin kepada seluruh karyawan tentang prinsip antikorupsi. 3. Survei untuk mengidentifikasi area berisiko korupsi. 4. Penerapan sanksi tegas bagi pelanggaran, termasuk pemutusan hubungan kerja dan tindakan hukum. 5. Larangan memberikan kontribusi kepada partai politik mana pun. Kebijakan ini berlaku untuk seluruh karyawan, mitra bisnis, serta pihak terkait lainnya	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan memiliki kebijakan untuk memperlakukan seluruh Pemegang Saham secara adil dan setara, serta berkomitmen menjaga transparansi, akuntabilitas, dan kepercayaan dalam penerapan tata kelola perusahaan yang baik. Perseroan menerapkan kebijakan untuk menjaga kerahasiaan informasi internal, terutama informasi yang tidak dapat diungkapkan kepada publik, guna mencegah penyalahgunaan informasi tersebut untuk kepentingan pribadi. Selain itu, dalam penerapan prinsip tata kelola perusahaan yang baik, seluruh anggota Dewan Komisaris dan Direksi dilarang melakukan transaksi yang berpotensi menimbulkan benturan kepentingan dengan kegiatan Perseroan. Hal ini diatur dalam pedoman perilaku yang bertujuan memastikan bahwa setiap keputusan diambil dengan objektivitas penuh dan mencerminkan kepentingan terbaik bagi Perseroan dan seluruh pemangku kepentingan.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan memiliki kebijakan untuk mencegah konflik kepentingan dengan mewajibkan setiap organ perusahaan, termasuk Dewan Komisaris dan Direksi, menjalankan peran mereka secara profesional dan independen. Anggota Dewan Komisaris dan Direksi dilarang melakukan transaksi yang berpotensi menimbulkan benturan kepentingan dengan kegiatan Perseroan. Setiap keputusan harus berlandaskan integritas, objektivitas, serta mengutamakan kepentingan terbaik bagi perusahaan dan seluruh pemangku kepentingan.	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	58
	E-02	Intensitas Emisi Gas Rumah Kaca	59
	E-03	Konsumsi Energi Listrik	62
	E-04	Konsumsi Air	66-67
	E-05	Limbah yang Dihasilkan	64
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	56
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	56
Sosial	S-01	Kesetaraan Gender	78
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	78
	S-03	Tingkat Pergantian Pegawai	79
	S-04	Jumlah Pegawai Sementara	77
	S-05	Pelatihan dan Pengembangan Pegawai	90
	S-06	Jumlah Kecelakaan Kerja	86
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	83
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	18-19
	S-09	Kebijakan Mengenai Hak Asasi Manusia	18-19
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	18-19
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	18-19
	S-12	Pencegahan Konflik Kepentingan	96-103

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	109
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	120
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	118
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	117-119
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	117-119
	G-06	Kriteria Khusus Pemilihan Dewan	115-117
	G-07	Kode Etik dan/atau Anti-Korupsi	124-126
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	114-115
	G-09	Pencegahan Konflik Kepentingan	109

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

Jaya Agra Wattie Tbk

Harli Wijayadi

corporate secretary

Jaya Agra Wattie Tbk

Gedung Graha Dinamika Lantai 2 Jalan Tanah Abang II No 49-51 Jakarta 10160

Telepon : 021-3505906 , 021-65867525, Fax : -, www.jawattie.co.id

Nama Pengirim	Harli Wijayadi
Jabatan	corporate secretary
Tanggal dan Waktu	28-04-2025 16:35
Lampiran	1. AR JAWA 2024-compressed.pdf
	2. SR JAWA 2024-compressed.pdf
	3. 013-JAW-CORSEC-IV-2025.pdf

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Letter / Announcement No.	013/JAW/CORSEC/IV/2025
Issuer Name	Jaya Agra Wattie Tbk
Issuer Code	JAWA
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (No)

The information referred above has been published on the Company's website https://jawattie.co.id/ at 29 April 2025

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: PT. Agri Bumi Sentosa (ABS) PT. Anugerah Wattindo (AW)	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	1.910
Direct emissions from mobile combustion	0
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	1.910
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	3.873
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	3.873
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	17,6
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	5,2
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	5.783
Total GHG Emissions (Scope 1, 2 and 3)	5.800,6
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0,0054
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	4.161.208
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	4.161.208
E-04	**Water Consumption**	Total water consumed (m3)	132.453,23
E-05	**Waste Generation**	Total waste generated (ton)	42.515,83

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2060
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
The Company supports Indonesia's national commitment to achieving the Net Zero Emission (NZE) target by 2060 by implementing various strategic initiatives to reduce greenhouse gas (GHG) emissions. These initiatives include the calculation of GHG emissions across Scope 1, 2, and 3, the use of palm oil biomass waste as a renewable energy source (waste to energy), and the optimization of operational efficiency. This commitment is further reinforced through the adoption of the Indonesian Sustainable Palm Oil (ISPO) standards and the guidelines of the Intergovernmental Panel on Climate Change (IPCC). The Company remains committed to transparently and accountably reporting its progress and challenges in supporting the achievement of the NZE 2060 target through its sustainability reports.	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	5 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2060

Does the Listed Company has measures on monitoring in enacting climate policy?

No

Steps that have been taken and emission reductions that have been achieved compared to the previous year

As a part of its support for Indonesia's Net Zero Emission (NZE) 2060 target, the Company actively implements various greenhouse gas (GHG) emission reduction strategies. These efforts include the calculation of Scope 1,2, and 3 emissions, as well as the utilization of palm oil biomass waste as a renewable energy source through a waste to energy approach. In addition, operational efficiency is continuously optimized across all subsidiaries and the head office. The Company monitors the implementation of climate related initiatives and applies ISPO standards and IPCC guidelines throughout its business processes. This commitment is demonstrated through regular reporting on progress and challenges in reducing emissions, as part of the Company's responsibility to sustainable development.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	5.423	73.08 %	1.730	23.31 %
Mid-level	211	2.84 %	14	0.19 %
Senior-level	35	0.47 %	3	0.04 %
Executive-level	4	0.05 %	1	0.01 %
Total Pegawai	5.673	76.45 %	1.748	23.55 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	542	173	21	1	0	0	0	0	737
25-35	2.169	692	84	6	0	0	0	0	2.951
35-45	1.627	519	63	2	12	0	0	0	2.225
45-55	814	260	32	2	11	1	1	0	1.121
>55	271	86	11	1	12	2	3	1	387

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	5.937 Employees	80 %
Number of newly appointed Employees	1.484 Employees	20 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	5.361 Employees	72 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
17,04 hours/employee	100	1,35 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
10	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees	
S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
The Company has this policy which can be accessed at : https://jawattie.co.id/en/sustainability	
S-09 Does the company has a policy regarding human rights?	Yes
The Company has this policy which can be accessed at : https://jawattie.co.id/en/sustainability	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company has this policy which can be accessed at : https://jawattie.co.id/en/sustainability	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	No
The Company has this policy which can be accessed at : https://jawattie.co.id/en/sustainability	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
The company is committed to developing community engagement through its Corporate Social Responsibility (CSR) Programs, which are implemented regularly every year. The Company's CSR activities focus on five key areas : education, health, social welfare, religious activities, and the environment.CSR initiatives are coordinated by the Corporate Secretary with support from Investor Relations, ensuring compliance with Environmental Impact Analysis (AMDAL) as part of environmental risk mitigation efforts. In 2024, the total CSR budget realization amounted to Rp373.808.947	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	2	1	1
Directors	0	3	0	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	12	100 %
Comissioner Attendance to Board Meetings	7	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
To date, the Company has not established a specific policy regarding the separation of the roles of Chairman of the Board and Chief Executive Officer (CEO). Nevertheless, the President Director, together with the other members of the Board of Directors, carries out duties and responsibilities collectively, fostering close collaboration in both strategic and operational decision-making to ensure effective corporate governance.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has a policy for the annual performance evaluation of the Board of Commissioners and the Board of Directors. The performance of the Board of Commissioners is evaluated once a year by the Controlling Shareholder, based on indicators and the Company's performance achievements, including the effectiveness of supervisory functions and the provision of advice to the Board of Directors. The performance of the Board of Directors is evaluated annually by the Board of Commissioners, based on performances indicators and achievements results, including the Company's strategic plan execution, corporate governance practices, and achievement of the Company's vision and mission.	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company has a policy to encourage training and development for all members of the Board of Commissioners and Board of Directors as part of its commitment to enhancing capacity and competence in implementing good corporate governance. The training programs aim to ensure that all members possess sufficient understanding of market dynamics, regulatory changes, and governance best practices. During the reporting year, members of the Board of Commissioners and Board of Directors participated in various	

training programs organized by the Indonesian Public Listed Companies Association (AEI), Financial Services Authority (OJK), and Indonesia Stock Exchange (IDX).	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company has established specific criteria for the selection of members of the Board of Commissioners and Board of Directors. These criteria include possessing good morals, integrity, and legal competence, with a clean track record free from bankruptcy, legal violations, or regulatory non-compliance. Candidates must demonstrate a commitment to complying with applicable laws, possess relevant knowledge or expertise, act honesty and professionally, prioritize the Company's interests, and make independent and objective decisions. Additionally, candidates must be able to avoid conflicts of interest and uphold stakeholder trust.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has implemented a Code of Ethics and Business Ethics as well as an Anti-Corruption Policy across all organizational levels. The Code of Ethics sets standards for behavior, corporate values, work ethics, and legal compliance, while the Anti-Corruption Policy reinforces the Company's commitment rejecting all forms of corruption, collusion, nepotism, gratification, and money laundry. The programs and procedures applied include : 1. Strict prohibition of corruption, gratification, collusion, and nepotism. 2. Regular socialization sessions for employees on anti-corruption principles. 3. Risk surveys to identify business units vulnerable to corruption. 4. Strict sanctions for violations, including dismissal and legal prosecution. 5. Prohibition of contributions to any political party. These policies apply to all employees, business partners, and relevant stakeholders.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has a policy to treat all Shareholders fairly and equally, and is committed to maintaining transparency, accountability, and trust in the implementation of good corporate governance. The Company enforces a policy to safeguard the confidentiality of internal information, particularly information that cannot be disclosed to the public, in order to prevent the misuse of such information for personal gain. In addition, as part of its commitment to good corporate governance principles, all members of the Board of Commissioners and the Board of Directors are prohibited from engaging in transactions that could create a conflict of interest with the Company's activities. This is regulated under the Code of Conduct, which aims to ensure that all decisions are made with full objectivity and reflect the best interests of the Company and all stakeholders.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has a policy to prevent conflicts of interest by requiring all corporate organs, including the Board of Commissioners and the Board of Directors, to perform their roles professionally and independently. Members of the Board of Commissioners and the Board of Directors are prohibited from engaging in transactions that may lead to conflicts of interest with the Company's activities.All decisions must be based on integrity, objectivity, and prioritizing the best interests of the Company and all stakeholder	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	58
	E-02	Greenhouse Gas Emission Intensity	59
	E-03	Electricity Consumption	62
	E-04	Water Consumption	66-67
	E-05	Waste Generated	64
	E-06	Company Commitment to Achieving Net Zero Emission Target	56
	E-07	Company Commitment to Reduce Emission	56
Social	S-01	Gender Equality	78
	S-02	Employees by Gender and Age Group	78
	S-03	Employee Turnover Rate	79
	S-04	Number of Temporary Officers	77
	S-05	Employee Training and Development	90
	S-06	Number of Work Accidents	86
	S-07	Human Rights Violation Incidents	83
	S-08	Sexual Harassment and/or Non-Discrimination Policy	18-19
	S-09	Policy on Human Rights	18-19
	S-10	Child Labor and/or Forced Labor Policy	18-19
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	18-19
	S-12	Corporate Social Responsibility	96-103

Governance	G-01	Management Diversity and Independence	109
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	120
	G-03	Chairman of the Board and CEO Separation Policy	118
	G-04	Board of Directors and Commissioners Assessment Policy	117-119
	G-05	Board of Directors and Commissioners Training Policy	117-119
	G-06	Special Criteria for Election of the Board	115-117
	G-07	Code of Ethics and/or Anti-Corruption	124-126
	G-08	Fair Treatment Policy for Shareholders	114-115
	G-09	Conflict of Interest Prevention Policy	109

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

Jaya Agra Wattie Tbk

Harli Wijayadi

corporate secretary

Jaya Agra Wattie Tbk

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Sender Name	Harli Wijayadi
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Date and Time	28-04-2025 16:35
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	2. SR JAWA 2024-compressed.pdf
	3. 013-JAW-CORSEC-IV-2025.pdf

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