Go To English Page

Nomor Surat	JKON/DIRKHU/CORSEC/2-0010/04-2026
Nama Perusahaan	Jaya Konstruksi Manggala Pratama Tbk
Kode Emiten	JKON
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

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

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 12 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.jayakonstruksi.com pada tanggal 12 Mei 2026

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?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	6.791
Emisi langsung dari pembakaran bergerak	31.698
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)	38.489

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	5.621
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	5.621
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	33.952
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	0
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)	33.952
Total Emisi GRK (Scope 1 and 2)	44.110
Total Emisi GRK (Scope 1, 2 and 3)	78.062
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	6
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	5.825.451
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	5.825.451
E-04	**Konsumsi Air**	Total konsumsi air (m3)	65.765
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	81.435,91

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 telah menetapkan komitmen jangka panjang untuk mencapai Net Zero Emission pada tahun 2060, sejalan dengan target nasional Indonesia dan arah kebijakan transisi menuju ekonomi rendah karbon. Sebagai bagian dari peta jalan tersebut, Perseroan juga menetapkan target antara berupa pengurangan emisi gas rumah kaca sebesar 85% melalui implementasi bertahap dan terukur.Komitmen ini didukung oleh berbagai program strategis, antara lain peningkatan efisiensi energi, penggunaan teknologi yang lebih ramah lingkungan, pemanfaatan material rendah emisi seperti aspal daur ulang, optimalisasi rantai pasok dan logistik, digitalisasi proses kerja untuk mengurangi perjalanan dinas, penghijauan area operasional, serta peremajaan kendaraan dan alat kerja agar lebih efisien bahan bakar. Perseroan juga menerapkan pendekatan life cycle perspective untuk mengidentifikasi peluang penurunan emisi di seluruh rantai nilai, mulai dari pengadaan, pelaksanaan proyek, hingga tahap operasional.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	85 %
	28.620 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2060

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Perseroan memiliki komitmen yang kuat untuk mengurangi Emisi Gas Rumah Kaca sebagai bagian dari strategi keberlanjutan dan tanggung jawab terhadap perubahan iklim. Perseroan telah menegaskan target jangka panjang untuk mencapai Net Zero Emission pada tahun 2060, sejalan dengan target nasional Indonesia dan agenda keberlanjutan global. Sebagai langkah nyata, Perseroan menetapkan target antara berupa pengurangan emisi sebesar 85% melalui pendekatan bertahap dan terukur. Untuk mencapai komitmen tersebut, Perseroan melaksanakan berbagai inisiatif, antara lain peningkatan efisiensi energi, penggunaan teknologi dan material ramah lingkungan, optimalisasi logistik dan rantai pasok, digitalisasi proses kerja guna menekan perjalanan dinas, penghijauan area operasional, serta perawatan dan peremajaan kendaraan maupun alat operasional agar lebih hemat energi dan rendah emisi. Perseroan juga melakukan evaluasi berbasis life cycle perspective untuk mengidentifikasi peluang penurunan emisi di seluruh rantai nilai, mulai dari pengadaan, pelaksanaan proyek, hingga tahap operasional. Melalui upaya tersebut, Perseroan terus berkontribusi pada transisi menuju ekonomi rendah karbon yang berkelanjutan.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	659	56,23 %	162	13,82 %
Mid-level	228	19,45 %	30	2,56 %
Senior-level	55	4,69 %	24	2,05 %
Executive-level	13	1,11 %	1	2,05 %
Total Pegawai	955	81,48 %	217	18,52 %

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	64	28	0	0	0	0	0	0	92
25-35	257	83	61	9	6	4	0	0	420
35-45	211	35	110	11	19	8	1	0	395
45-55	124	14	39	5	16	7	6	0	211
>55	7	2	14	5	12	4	9	2	55

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	107 Pegawai	10 %
Jumlah Pegawai Baru/pengganti	117 Pegawai	9,1 %

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	349 Pegawai	29,8 %

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 (%)
30.886 jam/pegawai	2.677	54,53 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	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 terkait non diskriminasi serta pencegahan pelecehan seksual yang terintegrasi dalam Kode Etik Perseroan dan berlaku bagi seluruh karyawan di seluruh Grup. Kode Etik tersebut menjadi pedoman perilaku bagi seluruh insan Perseroan dalam menjalankan kegiatan usaha secara etis, profesional, dan saling menghormati. Kode Etik Perseroan menegaskan larangan terhadap segala bentuk diskriminasi dan perilaku tidak pantas, baik secara verbal maupun fisik, termasuk tindakan yang dapat merugikan individu atau menciptakan lingkungan kerja yang tidak aman dan tidak inklusif. Kebijakan ini mencakup larangan diskriminasi berdasarkan etnis, jenis kelamin, agama, usia, status perkawinan, maupun latar belakang lainnya. Perseroan juga mendorong kesempatan yang setara dalam proses rekrutmen, pelatihan, pengembangan karier, dan hubungan kerja, serta membangun budaya kerja yang menghormati keberagaman, kesetaraan, dan inklusi di seluruh area operasional. Pelaksanaan kebijakan tersebut didukung oleh komunikasi internal, program keterlibatan karyawan, serta mekanisme pengaduan yang memungkinkan setiap laporan atau keluhan disampaikan dan ditindaklanjuti secara terstruktur, objektif, dan akuntabel. Sepanjang periode pelaporan, tidak terdapat kasus yang dilaporkan terkait pelecehan seksual, diskriminasi, pelanggaran hak asasi manusia, maupun perilaku tidak pantas di lingkungan kerja.

S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya

Perseroan memiliki kebijakan mengenai hak asasi manusia yang terintegrasi dalam Kode Etik Perseroan dan berlaku bagi seluruh karyawan di seluruh Grup. Kode Etik tersebut menjadi pedoman utama dalam memastikan setiap kegiatan usaha dijalankan dengan menjunjung tinggi etika, penghormatan terhadap hak dan martabat setiap individu, serta kepatuhan terhadap peraturan perundang undangan yang berlaku.

Perseroan berkomitmen untuk menciptakan lingkungan kerja yang aman, adil, dan saling menghormati dengan melarang segala bentuk pelanggaran hak asasi manusia, diskriminasi, intimidasi, maupun perilaku tidak pantas baik secara verbal maupun fisik.

Sebagai bagian dari implementasi kebijakan tersebut, Perseroan menerapkan praktik ketenagakerjaan yang mendukung kesempatan yang setara dalam rekrutmen, pelatihan, pengembangan karier, dan hubungan kerja tanpa membedakan etnis, jenis kelamin, agama, usia, status perkawinan, maupun latar belakang lainnya.

Penerapan kebijakan hak asasi manusia didukung oleh komunikasi internal, program keterlibatan karyawan, serta mekanisme pengaduan yang memungkinkan setiap laporan atau keluhan disampaikan dan ditindaklanjuti secara objektif, terstruktur, dan akuntabel.

Sepanjang periode pelaporan, tidak terdapat kasus yang dilaporkan terkait pelanggaran hak asasi manusia baik melalui saluran pengaduan internal maupun proses hukum eksternal.

S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya

Perseroan memiliki kebijakan mengenai pekerja anak dan pekerja paksa yang berlaku di seluruh kegiatan operasional Perseroan dan Grup. Kebijakan tersebut menerapkan prinsip nol toleransi terhadap pekerja anak dan kerja paksa, serta dilaksanakan sesuai dengan peraturan ketenagakerjaan Indonesia yang berlaku dan konvensi Organisasi Perburuhan Internasional.

Seluruh unit usaha memastikan bahwa setiap pekerja telah memenuhi batas usia minimum kerja, memiliki dokumen identitas yang sah, serta memenuhi persyaratan administratif dan kualifikasi yang ditetapkan. Sebelum hubungan kerja dimulai, setiap calon karyawan dan pekerja proyek diberikan informasi secara jelas dan transparan mengenai remunerasi, jam kerja, masa kontrak, hak, dan kewajiban.

Perjanjian kerja hanya dilakukan setelah pekerja menyatakan pemahaman dan persetujuan atas seluruh ketentuan kerja secara sukarela tanpa adanya paksaan.

Sebagai bagian dari implementasi kebijakan tersebut, Perseroan melakukan pelaporan ketenagakerjaan secara berkala kepada instansi berwenang, menerapkan mekanisme pelaporan pelanggaran yang dapat diakses oleh karyawan maupun pemangku kepentingan eksternal, serta memastikan kepatuhan terhadap praktik ketenagakerjaan yang etis di seluruh area operasional.

Sepanjang periode pelaporan, tidak terdapat kasus yang dilaporkan terkait pekerja anak maupun pekerja paksa.

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Perseroan memiliki kebijakan mengenai kesehatan dan keselamatan kerja serta penyediaan lingkungan kerja yang aman dan layak bagi seluruh karyawan. Kebijakan tersebut terintegrasi dalam Kebijakan Mutu, Keselamatan dan Kesehatan Kerja, Lingkungan, Risiko, dan Anti Penyuapan Perseroan sebagai pedoman utama dalam pelaksanaan kegiatan operasional.

Penerapan kebijakan dilakukan melalui sistem manajemen keselamatan dan kesehatan kerja yang terstruktur, selaras dengan standar internasional ISO 45001:2018 serta memenuhi ketentuan peraturan perundang undangan yang berlaku di Indonesia. Perseroan juga terus memperkuat tata kelola keselamatan kerja melalui pendekatan berbasis risiko, pemantauan digital, dan peningkatan berkelanjutan.

Untuk memastikan lingkungan kerja yang aman dan layak, Perseroan secara konsisten melaksanakan berbagai langkah, antara lain menjaga kebersihan dan ketertiban area kerja, memastikan pencahayaan, ventilasi, suhu, dan sirkulasi udara yang memadai, menyediakan air bersih dan fasilitas sanitasi, menyiapkan sistem proteksi kebakaran, jalur evakuasi, titik kumpul darurat, serta menyediakan Alat

Pelindung Diri sesuai risiko pekerjaan.

Selain itu, seluruh karyawan memperoleh perlindungan jaminan sosial melalui BPJS Ketenagakerjaan dan BPJS Kesehatan yang mencakup perlindungan kecelakaan kerja, layanan kesehatan, manfaat pensiun, dan manfaat ketenagakerjaan lainnya.

Sepanjang periode pelaporan, Perseroan terus menjaga kinerja keselamatan kerja melalui pelatihan rutin, inspeksi, audit, pengawasan, serta penguatan mitigasi risiko di seluruh proyek dan area operasional.

Corporate Social Responsibility (CSR)

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

Perseroan memiliki aktivitas Corporate Social Responsibility (CSR), investasi sosial, dan pemberian bantuan kepada komunitas serta lembaga sosial yang terdaftar sebagai bagian dari komitmen keberlanjutan Perseroan. Program CSR dilaksanakan secara berkelanjutan untuk menciptakan nilai sosial jangka panjang serta mendukung pembangunan ekonomi yang inklusif di wilayah operasional Perseroan.

Setiap unit usaha merancang dan menjalankan program CSR yang disesuaikan dengan kebutuhan masyarakat setempat, dengan fokus pada bantuan sosial langsung dan pemberdayaan masyarakat secara berkelanjutan. Kegiatan tersebut meliputi bantuan kemanusiaan, dukungan infrastruktur, pendidikan, kesehatan, serta pengembangan masyarakat.

Pada tahun 2025, Perseroan melaksanakan program yang lebih responsif dan berorientasi pada dampak, termasuk bantuan penanggulangan bencana bagi masyarakat terdampak banjir di Aceh melalui dukungan keuangan dan bantuan kebutuhan dasar.

Pelaksanaan program CSR dilakukan melalui kerja sama dengan berbagai pemangku kepentingan, termasuk komunitas lokal, lembaga sosial, organisasi masyarakat, dan pemerintah daerah, guna memastikan program tepat sasaran, relevan, dan memberikan manfaat yang terukur.

Program CSR Perseroan juga selaras dengan Tujuan Pembangunan Berkelanjutan, khususnya pengentasan kemiskinan, kesehatan, pendidikan, infrastruktur, dan pengurangan kesenjangan.

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	4	0	2
Direksi	0	3	1	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	7	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

Tidak Ada

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

Perseroan memiliki kebijakan penilaian kinerja Dewan Komisaris dan Direksi yang dilaksanakan secara tahunan sesuai ketentuan dalam Pedoman Dewan Komisaris dan Direksi. Kebijakan ini bertujuan untuk memastikan efektivitas fungsi pengawasan dan pengurusan Perseroan serta mendukung penerapan tata kelola perusahaan yang baik.

Penilaian dilakukan melalui mekanisme self assessment oleh masing masing anggota Dewan Komisaris dan Direksi dengan menggunakan kuesioner berdasarkan tugas, tanggung jawab, dan kewenangan yang diatur dalam pedoman kerja masing masing organ perusahaan. Hasil penilaian digunakan untuk menilai kinerja Dewan secara kolektif serta mengidentifikasi area peningkatan kinerja.

Kriteria penilaian Dewan Komisaris meliputi pelaksanaan fungsi pengawasan, kepatuhan terhadap nilai dan etika Perseroan, pemenuhan tanggung jawab kepada pemegang saham dan pemangku kepentingan, serta tingkat kehadiran dalam rapat.

Kriteria penilaian Direksi meliputi pelaksanaan fungsi pengurusan Perseroan sesuai pedoman kerja serta tingkat kehadiran dalam rapat Direksi.

Selain itu, pemegang saham juga melakukan penilaian terhadap kinerja Dewan Komisaris dan Direksi melalui Rapat Umum Pemegang Saham Tahunan dengan mempertimbangkan pencapaian kinerja Perseroan dan pelaksanaan keputusan rapat.

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

Setelah dilantik, setiap Direktur baru akan diberikan orientasi mengenai peran dan tanggung jawabnya, struktur bisnis dan organisasi Perseroan serta visi, misi, nilai-nilai, dan Kode Etik, dan hukum serta peraturan yang mengatur operasional Perseroan.

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya

Perseroan memiliki kriteria khusus dalam pemilihan anggota Direksi dan Dewan Komisaris yang diatur dalam Pedoman Dewan Komisaris dan Direksi serta dilaksanakan melalui keputusan Rapat Umum Pemegang Saham sesuai ketentuan peraturan perundang undangan yang berlaku.

Dalam proses seleksi, Perseroan mempertimbangkan integritas, kompetensi, pengalaman profesional, kemampuan kepemimpinan, rekam jejak, independensi sesuai jabatan yang dipersyaratkan, serta kemampuan menjalankan tugas dan tanggung jawab sesuai kebutuhan Perseroan.

Selain itu, calon anggota Direksi dan Dewan Komisaris juga mempertimbangkan pemahaman terhadap tata kelola perusahaan yang baik, manajemen risiko, kepatuhan terhadap regulasi, serta kemampuan mendukung arah strategis dan keberlanjutan usaha Perseroan.

Setiap anggota Direksi dan Dewan Komisaris diangkat oleh Rapat Umum Pemegang Saham untuk masa jabatan tertentu sesuai Anggaran Dasar Perseroan dan dapat diangkat kembali berdasarkan hasil evaluasi kinerja serta keputusan pemegang saham.

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Perseroan memiliki kebijakan mengenai kode etik dan anti korupsi yang berlaku bagi seluruh karyawan, manajemen, dan mitra bisnis. Kebijakan tersebut menjadi bagian dari komitmen Perseroan dalam menerapkan tata kelola perusahaan yang baik serta mencegah fraud, penyuapan, gratifikasi, dan benturan kepentingan.

Prinsip prinsip anti korupsi tercantum dalam Kode Etik Perseroan yang mengatur antara lain benturan kepentingan, larangan penyuapan, pemberian hadiah dan jamuan, pencatatan yang benar, praktik pelaporan dan akuntansi yang wajar, serta perlindungan aset Perseroan.

Selain itu, Perseroan memiliki kebijakan khusus anti penyuapan yang didukung oleh Sistem Manajemen Anti Penyuapan dan telah memperoleh sertifikasi ISO 37001. Implementasi kebijakan dilakukan melalui prosedur operasional standar, pengendalian internal, proses uji kelayakan, pengendalian keuangan dan non keuangan, serta mekanisme pelaporan pelanggaran.

Seluruh karyawan dan personel proyek diwajibkan memperbarui komitmen terhadap Kode Etik melalui penandatanganan Pakta Integritas secara berkala. Perseroan juga menyelenggarakan pelatihan kesadaran anti penyuapan dan etika bisnis secara rutin melalui program pelatihan internal serta media digital perusahaan.

Melalui kebijakan tersebut, Perseroan terus memperkuat budaya integritas, transparansi, dan akuntabilitas di seluruh kegiatan usaha.

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya

Perseroan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham sebagai bagian dari penerapan tata kelola perusahaan yang baik. Perseroan berkomitmen untuk memastikan seluruh Pemegang Saham memperoleh perlakuan yang setara, akses informasi yang wajar, serta perlindungan atas hak haknya sesuai ketentuan peraturan perundang undangan yang berlaku.

Sebagai bentuk implementasi komitmen tersebut, Perseroan memiliki kebijakan pencegahan insider trading untuk mencegah penyalahgunaan informasi material yang belum tersedia untuk publik dan mencegah praktik perdagangan efek yang tidak wajar. Kebijakan ini bertujuan menjaga integritas pasar modal serta memastikan tidak terdapat pihak yang memperoleh keuntungan tidak adil atas informasi internal Perseroan.

Perseroan juga menyediakan keterbukaan informasi secara tepat waktu, akurat, dan transparan melalui situs web Perseroan, keterbukaan informasi kepada otoritas pasar modal, serta pelaksanaan Rapat Umum Pemegang Saham sesuai ketentuan yang berlaku.

Melalui kebijakan tersebut, Perseroan berupaya menjaga kepercayaan investor dan menjamin perlakuan yang adil bagi seluruh Pemegang Saham, termasuk pemegang saham minoritas.

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

Perseroan memiliki kebijakan mengenai kewajiban Direksi dan Dewan Komisaris untuk mencegah adanya konflik kepentingan sebagai bagian dari penerapan tata kelola perusahaan yang baik. Ketentuan tersebut diatur dalam Kode Etik Perseroan, kebijakan anti korupsi, kebijakan anti penyuapan, serta prosedur pengendalian internal yang berlaku di seluruh Perseroan.

Kebijakan tersebut mewajibkan Direksi dan Dewan Komisaris untuk bertindak independen, mengutamakan kepentingan Perseroan, menghindari benturan kepentingan dalam setiap pengambilan keputusan, serta tidak memanfaatkan jabatan, informasi internal, maupun aset Perseroan untuk kepentingan pribadi atau pihak lain.

Sebagai bagian dari pengendalian, Perseroan juga menerapkan ketentuan mengenai pelaporan afiliasi, rangkap jabatan, hubungan keuangan, hubungan kepemilikan saham, dan hubungan keluarga yang berpotensi menimbulkan konflik kepentingan. Informasi tersebut diungkapkan secara transparan dalam Laporan Tahunan sesuai ketentuan yang berlaku.

Selain itu, seluruh insan Perseroan diwajibkan menandatangani Pakta Integritas secara berkala serta mengikuti program pelatihan etika, kepatuhan, dan anti penyuapan guna memperkuat budaya integritas.

Per 31 Desember 2025, tidak terdapat hubungan keuangan, kepemilikan saham, maupun hubungan keluarga antara anggota Direksi, Dewan Komisaris, dan pemegang saham pengendali yang berpotensi menimbulkan konflik 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	202
	E-02	Intensitas Emisi Gas Rumah Kaca	202
	E-03	Konsumsi Energi Listrik	185
	E-04	Konsumsi Air	193
	E-05	Limbah yang Dihasilkan	209
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	202
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	202
Sosial	S-01	Kesetaraan Gender	217
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	52
	S-03	Tingkat Pergantian Pegawai	51
	S-04	Jumlah Pegawai Sementara	52
	S-05	Pelatihan dan Pengembangan Pegawai	228
	S-06	Jumlah Kecelakaan Kerja	221
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	220
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	220
	S-09	Kebijakan Mengenai Hak Asasi Manusia	220
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	217
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	221
	S-12	Pencegahan Konflik Kepentingan	242

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	25
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	116
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	118
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	111
	G-06	Kriteria Khusus Pemilihan Dewan	110
	G-07	Kode Etik dan/atau Anti-Korupsi	154
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	158
	G-09	Pencegahan Konflik Kepentingan	154

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☐ Ya ☒ Tidak

Assurance dan validasi pihak ketiga

☒ Tidak

Demikian untuk diketahui.

Hormat Kami,

Jaya Konstruksi Manggala Pratama Tbk

Indrajanti

Direktur

Jaya Konstruksi Manggala Pratama Tbk

Kantor Taman Bintaro Jaya, Gedung B

Telepon : 7363939; 7340260, Fax : 7363959, www.jayakonstruksi.com

Nama Pengirim	Indrajanti
Jabatan	Direktur
Tanggal dan Waktu	30-04-2026 18:59
Lampiran	1. 2904206_OJK_Pengantar ARSR.pdf
	2. Annual Report and Sustainability Report JKON.pdf

Dokumen ini merupakan dokumen resmi Jaya Konstruksi Manggala Pratama Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Jaya Konstruksi Manggala Pratama Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	JKON/DIRKHU/CORSEC/2-0010/04-2026
Issuer Name	Jaya Konstruksi Manggala Pratama Tbk
Issuer Code	JKON
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 12 Mei 2026

The information referred above has been published on the Company's website www.jayakonstruksi.com at 12 Mei 2026

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?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	6.791
Direct emissions from mobile combustion	31.698
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)	38.489
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	5.621
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	5.621
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	33.952
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	0
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)	33.952
Total GHG Emissions (Scope 1 and 2)	44.110
Total GHG Emissions (Scope 1, 2 and 3)	78.062
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)	6
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	5.825.451
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	5.825.451
E-04	**Water Consumption**	Total water consumed (m3)	65.765
E-05	**Waste Generation**	Total waste generated (ton)	81.435,91

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 has established a long term commitment to achieve Net Zero Emissions by 2060, in line with Indonesia's national targets and the transition toward a low carbon economy. As part of this roadmap, the Company has set an interim target to reduce greenhouse gas emissions by 85% compared to the baseline year, through a structured and gradual implementation.

This commitment is implemented through various initiatives, including energy efficiency measures, adoption of more efficient technologies, utilization of lower emission materials such as recycled asphalt, optimization of supply chain and logistics, digitalization of work processes to reduce business travel, development of green areas and tree planting programs, as well as renewal of vehicles and operational equipment to improve fuel efficiency.

The Company also applies a life cycle approach to identify emission reduction opportunities across its value chain, covering procurement, project execution, and operational activities.

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?	85 %
	28.620 (tCO2e)
Targeted year in achieving GHG reduction target?	2060

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

Yes

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

The Company has a strong commitment to reducing Greenhouse Gas Emissions as part of its sustainability strategy and responsibility toward climate change mitigation. The Company has reaffirmed its long term target to achieve Net Zero Emissions by 2060, in line with Indonesias national targets and global sustainability agendas. As a concrete step, the Company has established an interim target to reduce emissions by 85%, through a gradual and measurable approach. To achieve this commitment, the Company has implemented various initiatives, including energy efficiency improvements, adoption of environmentally friendly technologies and materials, optimization of logistics and supply chains, digitalization of work processes to reduce business travel, greening of operational areas, as well as maintenance and rejuvenation of vehicles and operational equipment to improve efficiency and lower emissions. The Company also conducts assessments using a life cycle perspective to identify emission reduction opportunities across the value chain, from procurement and project execution to operational stages. Through these efforts, the Company continues to contribute to the transition toward a sustainable low carbon economy.

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	659	56,23 %	162	13,82 %
Mid-level	228	19,45 %	30	2,56 %
Senior-level	55	4,69 %	24	2,05 %
Executive-level	13	1,11 %	1	2,05 %
Total Pegawai	955	81,48 %	217	18,52 %

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	64	28	0	0	0	0	0	0	92
25-35	257	83	61	9	6	4	0	0	420
35-45	211	35	110	5	19	8	1	0	395
45-55	124	14	39	5	16	7	6	0	211
>55	7	2	14	5	12	4	9	2	55

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	107 Employees	10 %
Number of newly appointed Employees	117 Employees	9,1 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	349 Employees	29,8 %

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 (%)
30.886 hours/employee	2.677	54,53 %

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 (%)
0	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 policies related to non discrimination and prevention of sexual harassment, which are integrated into the Company's Code of Conduct and apply to all employees across the Group. The Code of Conduct serves as a behavioral guideline for all personnel in conducting business activities ethically, professionally, and respectfully. The Company's Code of Conduct affirms the prohibition of all forms of discrimination and misconduct, whether verbal or physical, including actions that may harm individuals or create an unsafe and non inclusive working environment. This policy includes prohibition of discrimination based on ethnicity, gender, religion, age, marital status, or other backgrounds. The Company also promotes equal opportunity in recruitment, training, career development, and employment practices, while fostering a workplace culture that values diversity, equity, and inclusion across all operational areas. Implementation of these policies is supported by internal communication, employee engagement programs, and grievance mechanisms that allow reports or concerns to be submitted and addressed in a structured, objective, and accountable manner. Throughout the reporting period, there were no reported cases related to sexual harassment, discrimination, human rights violations, or workplace misconduct.

S-09 Does the company has a policy regarding human rights?	Yes

The Company has a policy regarding human rights which is integrated into the Company's Code of Conduct and applies to all employees across the Group. The Code of Conduct serves as the main guideline to ensure that business activities are conducted with high ethical standards, respect for the rights and dignity of every individual, and compliance with applicable laws and regulations.

The Company is committed to creating a safe, fair, and respectful working environment by prohibiting all forms of human rights violations, discrimination, intimidation, and misconduct, whether verbal or physical.

As part of the implementation of this policy, the Company applies employment practices that support equal opportunity in recruitment, training, career development, and employment relations without discrimination based on ethnicity, gender, religion, age, marital status, or other backgrounds.

Implementation of the human rights policy is supported by internal communication, employee engagement programs, and grievance mechanisms that allow reports or concerns to be submitted and addressed in an objective, structured, and accountable manner.

Throughout the reporting period, there were no reported cases related to human rights violations through either internal complaint channels or external legal processes.

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

The Company has policies regarding child labor and forced labor that apply across all Company and Group operations. These policies adopt a zero tolerance principle toward child labor and forced labor and are implemented in accordance with applicable Indonesian labor regulations and the conventions of the International Labour Organization.

All business units ensure that every worker meets the minimum working age requirement, possesses valid identification documents, and fulfills the required administrative and qualification standards. Prior to employment, all prospective employees and project workers are provided with clear and transparent information regarding remuneration, working hours, contract period, rights, and obligations.

Employment agreements are only executed after workers confirm their understanding and voluntary acceptance of all employment terms without any coercion.

As part of the implementation of these policies, the Company submits regular workforce reports to the relevant authorities, implements reporting mechanisms accessible to employees and external stakeholders, and ensures compliance with ethical labor practices across all operational areas.

Throughout the reporting period, there were no reported cases related to child labor or forced labor.

S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes

The Company has policies regarding occupational health and safety as well as the provision of a safe and decent working environment for all employees. These policies are integrated into the Company's Quality, Occupational Health and Safety, Environment, Risk, and Anti Bribery Policy, which serves as the main guideline for operational activities.

The policies are implemented through a structured occupational health and safety management system aligned with the international standard ISO 45001:2018 and in compliance with applicable Indonesian laws and regulations. The Company also continues to strengthen safety governance through risk based approaches, digital monitoring, and continuous improvement.

To ensure a safe and decent working environment, the Company consistently implements various measures, including maintaining cleanliness and orderliness of work areas, ensuring adequate lighting, ventilation, temperature, and air circulation, providing clean water and sanitation facilities, preparing fire protection systems, evacuation routes, emergency assembly points, and providing Personal Protective Equipment based on job related risks.

In addition, all employees receive social protection coverage through BPJS Ketenagakerjaan and BPJS

Kesehatan, including workplace accident protection, healthcare services, pension benefits, and other employment related benefits.

Throughout the reporting period, the Company continued to maintain occupational safety performance through regular training, inspections, audits, supervision, and strengthened risk mitigation across all projects and operational areas.

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 has Corporate Social Responsibility activities, social investments, and contributions to communities as well as registered nonprofit organizations as part of its sustainability commitment. CSR programs are implemented on an ongoing basis to create long term social value and support inclusive economic development in the Company's operational areas.

Each business unit designs and implements CSR programs tailored to local community needs, focusing on direct social assistance and sustainable community empowerment. These activities include humanitarian aid, infrastructure support, education, healthcare, and community development.

In 2025, the Company carried out more responsive and impact oriented programs, including disaster relief assistance for communities affected by flooding in Aceh through financial support and basic needs assistance.

CSR implementation is carried out in collaboration with various stakeholders, including local communities, social institutions, community organizations, and regional governments, to ensure that programs are relevant, well targeted, and generate measurable benefits.

The Company's CSR programs are also aligned with the Sustainable Development Goals, particularly poverty alleviation, health, education, infrastructure, and reduced inequalities.

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	4	0	2
Directors	0	3	1	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	7	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
Tidak Ada	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has a policy for the performance assessment of the Board of Commissioners and the Board of Directors, which is conducted annually in accordance with the Board of Commissioners and Board of Directors Manual. This policy is intended to ensure the effectiveness of the supervisory and management functions of the Company and to support the implementation of good corporate governance. The assessment is carried out through a self assessment mechanism by each member of the Board of Commissioners and the Board of Directors using questionnaires based on the duties, responsibilities, and authorities set out in the respective governing manuals. The results are used to evaluate collective Board performance and to identify areas for improvement. The assessment criteria for the Board of Commissioners include the implementation of supervisory functions, compliance with the Company's values and ethical standards, fulfillment of responsibilities to shareholders and stakeholders, and attendance at meetings. The assessment criteria for the Board of Directors include the implementation of management functions in accordance with the governing manual and attendance at Board meetings. In addition, shareholders also assess the performance of the Board of Commissioners and the Board of Directors through the Annual General Meeting of Shareholders by considering the Company's performance achievements and implementation of meeting resolutions.	
G-05 Does the company has a policy regarding board training and development?	Yes
Following appointment, each new Director is provided with an orientation on their roles and responsibilities, the Companys business activities and organizational structure as well as its vision, mission, values and code of conduct, and the laws and regulations applicable to the Companys operations.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company has specific criteria for the selection of members of the Board of Directors and the Board of Commissioners as set out in the Board of Commissioners and Board of Directors Manual and implemented through resolutions of the General Meeting of Shareholders in accordance with applicable laws and regulations. In the selection process, the Company considers integrity, competence, professional experience, leadership capability, track record, independence according to the required position, and the ability to perform duties and responsibilities in line with the needs of the Company. In addition, prospective members of the Board of Directors and the Board of Commissioners are also assessed based on their understanding of good corporate governance, risk management, regulatory compliance, and their ability to support the Company's strategic direction and business sustainability. Each member of the Board of Directors and the Board of Commissioners is appointed by the General Meeting of Shareholders for a specific term in accordance with the Company's Articles of Association and may be reappointed based on performance evaluation and shareholders' approval.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has policies regarding code of conduct and anti corruption that apply to all employees, management, and business partners. These policies form part of the Company's commitment to implementing good corporate governance and preventing fraud, bribery, gratification, and conflicts of interest. The Company's anti corruption principles are set out in the Code of Conduct, which regulates conflicts of interest, prohibition of bribery, gifts and hospitality, proper record keeping, fair reporting and accounting practices, and protection of Company assets.	

In addition, the Company has a specific anti bribery policy supported by an Anti Bribery Management System and has obtained ISO 37001 certification. Implementation of the policy is carried out through standard operating procedures, internal controls, due diligence processes, financial and non financial controls, and whistleblowing mechanisms.

All employees and project personnel are required to renew their commitment to the Code of Conduct through periodic signing of an Integrity Pact. The Company also conducts regular anti bribery awareness and business ethics training through internal training programs and corporate digital platforms.

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

The Company has policies regarding fair treatment of Shareholders as part of the implementation of good corporate governance. The Company is committed to ensuring that all Shareholders receive equal treatment, fair access to information, and protection of their rights in accordance with applicable laws and regulations.

As part of this commitment, the Company has an insider trading prevention policy to prevent misuse of material non public information and improper securities trading practices. This policy is intended to maintain capital market integrity and ensure that no party gains unfair advantage from internal Company information.

The Company also provides timely, accurate, and transparent disclosures through the Company's website, public disclosures to capital market authorities, and the implementation of the General Meeting of Shareholders in accordance with prevailing regulations.

Through these policies, the Company seeks to maintain investor confidence and ensure fair treatment for all Shareholders, including minority shareholders.

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

The Company has policies regarding the obligations of the Board of Directors and the Board of Commissioners to prevent conflicts of interest as part of the implementation of good corporate governance. These provisions are regulated in the Company's Code of Conduct, anti corruption policy, anti bribery policy, and internal control procedures applicable throughout the Company.

These policies require members of the Board of Directors and the Board of Commissioners to act independently, prioritize the interests of the Company, avoid conflicts of interest in decision making, and refrain from using their positions, internal information, or Company assets for personal benefit or for other parties.

As part of its controls, the Company also implements requirements regarding disclosure of affiliations, concurrent positions, financial relationships, share ownership relationships, and family relationships that may create conflicts of interest. Such information is transparently disclosed in the Annual Report in accordance with applicable regulations.

In addition, all Company personnel are required to periodically sign an Integrity Pact and participate in ethics, compliance, and anti bribery training programs to strengthen the culture of integrity.

As of December 31, 2025, there were no financial, share ownership, or family relationships between members of the Board of Directors, Board of Commissioners, and controlling shareholders that could create conflicts of interest.

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	202
	E-02	Greenhouse Gas Emission Intensity	202
	E-03	Electricity Consumption	185
	E-04	Water Consumption	193
	E-05	Waste Generated	209
	E-06	Company Commitment to Achieving Net Zero Emission Target	202
	E-07	Company Commitment to Reduce Emission	202
Social	S-01	Gender Equality	217
	S-02	Employees by Gender and Age Group	52
	S-03	Employee Turnover Rate	51
	S-04	Number of Temporary Officers	52
	S-05	Employee Training and Development	228
	S-06	Number of Work Accidents	221
	S-07	Human Rights Violation Incidents	220
	S-08	Sexual Harassment and/or Non-Discrimination Policy	220
	S-09	Policy on Human Rights	220
	S-10	Child Labor and/or Forced Labor Policy	217
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	221
	S-12	Corporate Social Responsibility	242

Governance	G-01	Management Diversity and Independence	25
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	116
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	118
	G-05	Board of Directors and Commissioners Training Policy	111
	G-06	Special Criteria for Election of the Board	110
	G-07	Code of Ethics and/or Anti-Corruption	154
	G-08	Fair Treatment Policy for Shareholders	158
	G-09	Conflict of Interest Prevention Policy	154

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☐ Yes ☒ No

null

Third-party assurance and/or validation

☒ No

Thus to be informed accordingly.

Respectfully,

Jaya Konstruksi Manggala Pratama Tbk

Indrajanti

Direktur

Jaya Konstruksi Manggala Pratama Tbk

Kantor Taman Bintaro Jaya, Gedung B

Phone : 7363939; 7340260, Fax : 7363959, www.jayakonstruksi.com

Sender Name	Indrajanti
Function	Direktur
Date and Time	30-04-2026 18:59
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