Go To English Page

Nomor Surat	060/YUP-FIN/IV/2026
Nama Perusahaan	PT Yupi Indo Jelly Gum Tbk
Kode Emiten	YUPI
Lampiran	1
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? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://yupi.co.id/investor-relation/annual-report pada tanggal 30 April 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?	Ya
Mohon Jelaskan: Anak perusahaan Perseroan tidak diikutsertakan dalam laporan ini.	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	20.348,05
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)	0

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	38.774,79
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	0
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
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)	0
Total Emisi GRK (Scope 1 and 2)	59.122,84
Total Emisi GRK (Scope 1, 2 and 3)	59.122,84
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	0,02
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	2.823
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	175.475
		Total konsumsi energi (kWh or J)	178.298
E-04	**Konsumsi Air**	Total konsumsi air (m3)	366.034
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	3.352,52

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.	
Menyadari pentingnya peran dunia industri dalam menjaga keberlanjutan bumi, Perseroan terus berupaya menekan emisi gas rumah kaca dan mendukung target net zero emission. Upaya ini diwujudkan melalui efisiensi energi, penggunaan bahan baku ramah lingkungan, serta kolaborasi dengan berbagai pihak untuk menciptakan dampak positif bagi lingkungan dan masyarakat. https://www.yupi.co.id/id/keberlanjutan/lingkungan#sc1	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	0 %
	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:

Menyadari pentingnya peran dunia industri dalam menjaga keberlanjutan bumi, Perseroan terus berupaya menekan emisi gas rumah kaca dan mendukung target net zero emission. Upaya ini diwujudkan melalui efisiensi energi, penggunaan bahan baku ramah lingkungan, serta kolaborasi dengan berbagai pihak untuk menciptakan dampak positif bagi lingkungan dan masyarakat.

https://www.yupi.co.id/id/keberlanjutan/lingkungan#sc1

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	936	64,91 %	226	15,67 %
Mid-level	174	12,07 %	45	3,12 %
Senior-level	35	2,43 %	18	3,12 %
Executive-level	4	0,28 %	4	0,28 %
Total Pegawai	1.149	79,68 %	293	20,32 %

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	206	44	1	2	0	0	0	0	253
25-35	445	127	73	18	1	2	0	0	666
35-45	160	28	45	9	15	6	1	0	264
45-55	125	27	52	16	13	6	2	1	242
>55	0	0	3	0	6	4	1	3	17

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	288 Pegawai	19,97 %
Jumlah Pegawai Baru/pengganti	302 Pegawai	20,94 %

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	0 Pegawai	0 %

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 (%)
9,1 jam/pegawai	285	19,75 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,69	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 menegakkan kebijakan anti-pelecehan dan non-diskriminasi untuk membangun lingkungan kerja yang inklusif, adil, dan menghormati hak setiap karyawan. Sosialisasi berkala dan sistem pelaporan yang terstruktur menjadi bagian dari upaya Perseroan dalam mencegah terjadinya pelanggaran dan menjaga profesionalisme.

https://www.yupi.co.id/id/keberlanjutan/sosial#sc2

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

Perseroan percaya bahwa keberhasilan bisnis berawal dari penghormatan terhadap manusia. Oleh karena itu, perlindungan hak asasi manusia (HAM) menjadi bagian tak terpisahkan dari kebijakan dan praktik kerja Perseroan. Melalui penerapan prinsip ketenagakerjaan yang adil dan evaluasi berkala terhadap kebijakan internal, Perseroan memastikan tidak adanya praktik kerja paksa maupun penggunaan tenaga kerja anak di seluruh lini operasional.

https://www.yupi.co.id/id/keberlanjutan/sosial#sc2

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

Dalam mengelola ketenagakerjaan, Perseroan berpedoman pada Undang-Undang No. 13 Tahun 2003 dengan menetapkan waktu kerja 40 jam per minggu dan 2 hari istirahat. Kompensasi lembur diberikan sesuai peraturan yang berlaku, sementara seluruh karyawan dipastikan memenuhi usia kerja minimal 18 tahun, sebagai bentuk tanggung jawab perusahaan dalam menciptakan lingkungan kerja yang aman.

https://www.yupi.co.id/id/tenaga-kerja#sc1

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

Perseroan menempatkan keselamatan dan kesehatan kerja (K3) sebagai prioritas utama dalam menjaga lingkungan kerja yang aman, sehat, dan produktif. Berbagai langkah diterapkan, antara lain pemberian asuransi kecelakaan dan kesehatan bagi seluruh karyawan, penyediaan alat pelindung diri (APD) sesuai jenis pekerjaan, serta pemeriksaan rutin terhadap peralatan kerja agar memenuhi standar keamanan dan kelayakan (SNI).

Perseroan juga rutin melakukan sosialisasi dan pelatihan K3 bagi karyawan dan kontraktor untuk menumbuhkan budaya kerja yang aman dan disiplin terhadap prosedur keselamatan. Selain itu, fasilitas pertolongan pertama seperti kotak pertolongan pertama pada kecelakaan (P3K) dan obat-obatan ringan tersedia di area pabrik dan gudang sebagai bentuk kesiapsiagaan terhadap risiko kerja.

https://www.yupi.co.id/id/kesehatan-keselamatan-kerja#sc1

Corporate Social Responsibility (CSR)

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

Perseroan secara aktif melaksanakan program CSR berupa santunan anak yatim, pembagian sembako Idul Fitri, dukungan kegiatan keagamaan, penyerahan hewan kurban, fogging lingkungan, bantuan Posyandu, serta donasi pada peringatan Hari Pahlawan dan HKS. Kegiatan ini mencerminkan komitmen Perseroan dalam mendukung kesejahteraan masyarakat dan organisasi nirlaba.

https://www.yupi.co.id/id/komunitas#sc1

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	3	2	2
Direksi	0	4	4	8

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	3	100 %
Jumlah kehadiran komisaris ke rapat dewan	3	100 %

Kebijakan mengenai manajemen lainnya

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

Struktur GCG Perseroan dirancang untuk memperkuat tata kelola sekaligus menjabarkan peran dan tanggung jawab setiap organ sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Struktur tersebut mencakup Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, Direksi, Komite Audit, Sekretaris Perusahaan, dan Unit Audit Internal. Perseroan juga memastikan adanya

pemisahan peran antara Dewan Komisaris (Chairman of the Board) dan Direktur Utama (Chief Executive Officer/ CEO) guna menjaga independensi, memperjelas fungsi pengawasan dan pengelolaan, serta memastikan proses pengambilan keputusan berlangsung secara transparan, objektif, dan akuntabel.

https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1

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

Penilaian kinerja Dewan Komisaris dilakukan oleh Pemegang Saham melalui RUPS sebagai bentuk evaluasi atas pelaksanaan tugas dan tanggung jawabnya selama 1 tahun buku. Selain itu, untuk mengoptimalkan efektivitas pengawasan dan meningkatkan kinerja individu, Dewan Komisaris juga melaksanakan penilaian mandiri (self-assessment). Hasil penilaian ini menjadi dasar dalam melakukan perbaikan berkelanjutan serta dilaporkan kepada Pemegang Saham pada RUPS Tahunan.

Penilaian kinerja Direksi dilakukan setiap tahun oleh Dewan Komisaris berdasarkan evaluasi atas pelaksanaan tugas dan tanggung jawab Direksi. Selain itu, Pemegang Saham juga menilai kinerja Direksi melalui pembahasan Laporan Pengelolaan dan Pengurusan Perseroan dalam RUPS Tahunan.

https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1

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

Sepanjang tahun 2025, Dewan Komisaris dan Direksi telah mengikuti berbagai kegiatan pengembangan untuk memperluas wawasan dan memperkuat fungsi pengawasan, baik melalui media daring maupun luring, antara lain seminar, forum diskusi, literatur, dan kegiatan sejenis lainnya.

https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1

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

Kriteria calon anggota Dewan Komisaris dan Direksi Perseroan disesuaikan dengan Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014.

https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1

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

Dalam menjalankan kegiatan usahanya, Perseroan menekankan pentingnya perilaku etis dan profesional bagi seluruh insan perusahaan. Kode Etik berperan sebagai panduan untuk memastikan setiap tindakan, termasuk oleh Dewan Komisaris, Direksi, dan Pemegang Saham, mencerminkan integritas dan standar moral yang tinggi. Kode Etik berlaku bagi seluruh karyawan dan mitra bisnis Perseroan. Apabila terdapat keraguan terkait sikap atau tindakan yang tidak sesuai Kode Etik, karyawan dapat berkonsultasi dengan atasan atau Departemen Human Resources dan Legal.

https://www.yupi.co.id/id/tata-kelola-perusahaan/kode-etik#sc1

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

Perseroan menekankan kepatuhan terhadap peraturan perundang-undangan sebagai bagian dari upaya menjaga kepercayaan publik dan transparansi di pasar modal. Dalam hal ini, Perseroan menjalankan kebijakan insider trading sesuai Peraturan Otoritas Jasa Keuangan No. 78/POJK.04/2017 dan Pasal 104 Undang-Undang No. 8 Tahun 1995 tentang Pasar Modal. Pengelolaan dan akses terhadap informasi material hanya dilakukan oleh individu yang bertanggung jawab dan memiliki integritas tinggi, dan setiap pelanggaran akan ditindak sesuai hukum yang berlaku.

https://www.yupi.co.id/id/tata-kelola-perusahaan/kode-etik#sc1

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

Pengelolaan benturan kepentingan merupakan bagian penting dari penerapan tata kelola perusahaan yang baik. Perseroan menerapkan prinsip transparansi, akuntabilitas, dan integritas untuk memastikan setiap keputusan diambil secara objektif dan adil. Organ utama Perseroan diwajibkan mengutamakan kepentingan perusahaan, menghindari pengambilan keputusan saat terjadi benturan kepentingan, serta melakukan pengungkapan terkait hubungan kekeluargaan, keuangan, kepengurusan, kepemilikan, atau pihak lain yang terkait dengan bisnis Perseroan.

https://www.yupi.co.id/id/tata-kelola-perusahaan/kode-etik#sc1

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	138
	E-02	Intensitas Emisi Gas Rumah Kaca	139
	E-03	Konsumsi Energi Listrik	137
	E-04	Konsumsi Air	138
	E-05	Limbah yang Dihasilkan	139
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	139
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	138
Sosial	S-01	Kesetaraan Gender	140
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	55
	S-03	Tingkat Pergantian Pegawai	56
	S-04	Jumlah Pegawai Sementara	56
	S-05	Pelatihan dan Pengembangan Pegawai	143
	S-06	Jumlah Kecelakaan Kerja	143
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	141
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	142
	S-09	Kebijakan Mengenai Hak Asasi Manusia	141
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	142
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	142
	S-12	Pencegahan Konflik Kepentingan	144

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	90
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	91
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	83
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	92
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	91
	G-06	Kriteria Khusus Pemilihan Dewan	98
	G-07	Kode Etik dan/atau Anti-Korupsi	121
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	59
	G-09	Pencegahan Konflik Kepentingan	97

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,

PT Yupi Indo Jelly Gum Tbk

Rusman Apandi

Direktur Keuangan

PT Yupi Indo Jelly Gum Tbk

Jl. Pancasila IV, Desa Cicadas, Kecamatan Gunung Putri, Kabupaten Bogor, 16964,

Telepon : (021) 8672450, Fax : (021) 8672455, www.yupi.co.id

Nama Pengirim	Rusman Apandi
Jabatan	Direktur Keuangan
Tanggal dan Waktu	30-04-2026 09:30
Lampiran	1. AR SR YUPI 2025 Final.pdf

Dokumen ini merupakan dokumen resmi PT Yupi Indo Jelly Gum Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT Yupi Indo Jelly Gum Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	060/YUP-FIN/IV/2026
Issuer Name	PT Yupi Indo Jelly Gum Tbk
Issuer Code	YUPI
Attachment	1
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? (No)

The information referred above has been published on the Company's website https://yupi.co.id/investor-relation/annual-report at 30 April 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?	Yes
Please Explain: Anak perusahaan Perseroan tidak diikutsertakan dalam laporan ini.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	20.348,05
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)	0
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	38.774,79
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	0
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
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)	0
Total GHG Emissions (Scope 1 and 2)	59.122,84
Total GHG Emissions (Scope 1, 2 and 3)	59.122,84
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)	0,02
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	2.823
		Total amount of energy indirectly consumed (kWh or J)	175.475
		Total energy consumption (kWh or J)	178.298
E-04	**Water Consumption**	Total water consumed (m3)	366.034
E-05	**Waste Generation**	Total waste generated (ton)	3.352,52

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.	
Recognizing the important role of the industrial sector in preserving the planet's sustainability, the Company continues to strive to reduce greenhouse gas emissions and support the net zero emission target. These efforts are realized through energy efficiency, the use of environmentally friendly raw materials, and collaboration with various stakeholders to create positive impacts for both the environment and society. https://www.yupi.co.id/id/keberlanjutan/lingkungan#sc1	

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?	0 %
	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

Maintaining air quality and controlling emissions are among the Company's main focuses, in line with its awareness of the environmental impact of confectionery and candy production processes. The Company recognizes that production activities, the use of raw materials, and product distribution have the potential to generate greenhouse gas emissions that may affect air quality. To address this, various measures have been implemented, including adopting more efficient technologies, optimizing production processes, using environmentally friendly raw materials, monitoring generated emissions, improving fuel efficiency, and conducting tree planting activities around office and factory areas as part of the Company's contribution to reducing its carbon footprint.

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	936	64,91 %	226	15,67 %
Mid-level	174	12,07 %	45	3,12 %
Senior-level	35	2,43 %	18	3,12 %
Executive-level	4	0,28 %	4	0,28 %
Total Pegawai	1.149	79,68 %	293	20,32 %

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	206	44	1	2	0	0	0	0	253
25-35	445	127	73	18	1	2	0	0	666
35-45	160	28	45	16	15	6	1	0	264
45-55	125	27	52	16	13	6	2	1	242
>55	0	0	3	0	6	4	1	3	17

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	288 Employees	19,97 %
Number of newly appointed Employees	302 Employees	20,94 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	0 Employees	0 %

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 (%)
9,1 hours/employee	285	19,75 %

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 (%)
0,69	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 enforces anti-harassment and non-discrimination policies to foster an inclusive, fair work environment that respects the rights of every employee. Regular awareness programs and a structured reporting system are party of the Company's efforts to prevent violations and maintain professionalism. https://www.yupi.co.id/id/keberlanjutan/sosial#sc2	
S-09 Does the company has a policy regarding human rights?	Yes
The Company believes that business success begins with respect for people. Therefore, the protection of human rights (HR) is an integral part of the Company's policies and work practices. Through the implementation of fair employment principles and regular evaluations of internal policies, the Company ensures that there are no instances of forced labor or child labor across all operational lines. https://www.yupi.co.id/id/keberlanjutan/sosial#sc2	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
In managing its workforce, the Company adheres to Law No. 13 of 2003 by establishing a 40-hour workweek and providing 2 days of rest. Overtime compensation is granted in accordance with applicable regulations, while all employees are ensured to meet the minimum working age requirement of 18 years, reflecting the Company's responsibility in creating a safe and secure working environment. https://www.yupi.co.id/id/tenaga-kerja#sc1	
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 places Occupational Health and Safety (OHS) as a top priority in maintaining a safe, healthy, and productive work environment. Various measures have been implemented including providing accident and health insurance for all employees, supplying personal protective equipment (PPE) according to job types, and conducting regular inspections or work equipment to ensure compliance with safety and quality standards.

The Company also regularly conducts OHS socialization and training sessions for employees and contractors to foster a safety-oriented culture and discipline in adhering to safety procedures. In addition, first aid facilities such as first and basic medications are available in factory and warehouse areas as part of the Company's preparedness for workplace risks.

https://www.yupi.co.id/id/kesehatan-keselamatan-kerja#sc1

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 actively implements Corporate Social Responsibility (CSR) programs, including charitable support for orphans, distribution of staple food packages during Eid al-Fitr, support for religious activities, donation of sacrificial animals, community fogging initiatives, assistance to community health posts (Posyandu), as well as donations in commemoration of Heroes' Day and National Health Day (HKS). These initiatives reflect the Company's commitment to supporting community welfare and non-profit organizations.

https://www.yupi.co.id/id/komunitas#sc1

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	3	2	2
Directors	0	4	4	8

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	3	100 %
Comissioner Attendance to Board Meetings	3	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes

The Company's GCG structure is designed to strengthen governance while delineating the roles and responsibilities of each corporate organ in accordance with Law No. 40 of 2007 on Limited Liability Companies. The structure comprises the General Meeting of Shareholders (GMS), the Board of Commissioners, the Board of Directors, the Audit Committee, the Corporate Secretary, and the Internal Audit Unit. The Company also ensures a clear separation of roles between the Board of Commissioners (Chairman of the Board) and the President Director (Chief Executive Officer/CEO) to maintain

independence, clarify supervisory and management functions, and ensure that decision-making processes are conducted in a transparent, objective, and accountable manner. https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1	
G-04 Does the company has a policy regarding board appraisal?	Yes
The performance evaluation of the Board of Commissioners is conducted by the Shareholders through the GMS as an assessment of the execution of their duties and responsibilities throughout the financial year. In addition, to further enhance the effectiveness of its supervisory function and improve individual performance, the Board of Commissioners also conducts a self-assessment. The results of this evaluation serve as a basis for continuous improvement and are reported to the Shareholders during the Annual GMS. The performance of the Board of Directors is evaluated annually by the Board of Commissioners based on an assessment of the execution of their duties and responsibilities. In addition, the Shareholders also assess the performance of the Board of Directors through the discussions of the Company's Management Report at the Annual GMS. https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1	
G-05 Does the company has a policy regarding board training and development?	Yes
Throughout 2025, the Board of Commissioners and Board of Directors participated in various development programs to broaden its insights and strengthen its supervisory function, through both online and offline platforms, including seminars, discussion forums, literature, and other similar activities. https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The qualifications for candidates for the Company's Board of Commissioners and Board of Directors are established in accordance with Otoritas Jasa Keuangan Regulation No. 33/POJK.04/2014. https://www.yupi.co.id/id/keberlanjutan/tata-kelola#sc1	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
In conducting its business activities, the Company emphasizes the importance of ethical and professional behavior for all members of the organization. The Code of Ethics serves as a guide to ensure that every action, including those of the Board of Commissioners, the Board of Directors, and Shareholders, reflects integrity and high moral standards. The Code of Ethics applies to all employees and the Company's business partners. In cases of uncertainty regarding behavior or actions that may not comply with the Code of Ethics, employees may consult their supervisors or the Human Resources and Legal Departments. https://www.yupi.co.id/id/tata-kelola-perusahaan/kode-etik#sc1	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company emphasizes compliance with laws and regulations as part of its efforts to maintain public trust and transparency in the capital market. In this regard, the Company implements an insider trading policy in accordance with Financial Services Authority Regulation No. 78/POJK/04/2017 and Article 104 of Law No. 8 of 1995 concerning the Capital Market. The management and access to material information are restricted to responsible individuals with high integrity, and any violations will be subject to applicable legal sanctions. https://www.yupi.co.id/id/tata-kelola-perusahaan/kode-etik#sc1	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
Managing conflicts of interests is a crucial aspect of implementing good corporate governance. The Company adheres to the principles of transparency, accountability, and integrity to ensure that all decisions are made objectively and fairly. Key organs of the Company are required to prioritize the Company's interests, refrain from decision making when a conflict of interest arises, and disclose any relationships whether familial, financial, managerial, ownership-related, or involving other parties connected to the Company's business. https://www.yupi.co.id/id/tata-kelola-perusahaan/kode-etik#sc1	

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	138
	E-02	Greenhouse Gas Emission Intensity	139
	E-03	Electricity Consumption	137
	E-04	Water Consumption	138
	E-05	Waste Generated	139
	E-06	Company Commitment to Achieving Net Zero Emission Target	139
	E-07	Company Commitment to Reduce Emission	138
Social	S-01	Gender Equality	140
	S-02	Employees by Gender and Age Group	55
	S-03	Employee Turnover Rate	56
	S-04	Number of Temporary Officers	56
	S-05	Employee Training and Development	143
	S-06	Number of Work Accidents	143
	S-07	Human Rights Violation Incidents	141
	S-08	Sexual Harassment and/or Non-Discrimination Policy	142
	S-09	Policy on Human Rights	141
	S-10	Child Labor and/or Forced Labor Policy	142
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	142
	S-12	Corporate Social Responsibility	144

Governance	G-01	Management Diversity and Independence	90
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	91
	G-03	Chairman of the Board and CEO Separation Policy	83
	G-04	Board of Directors and Commissioners Assessment Policy	92
	G-05	Board of Directors and Commissioners Training Policy	91
	G-06	Special Criteria for Election of the Board	98
	G-07	Code of Ethics and/or Anti-Corruption	121
	G-08	Fair Treatment Policy for Shareholders	59
	G-09	Conflict of Interest Prevention Policy	97

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,

PT Yupi Indo Jelly Gum Tbk

Rusman Apandi

Direktur Keuangan

PT Yupi Indo Jelly Gum Tbk

Jl. Pancasila IV, Desa Cicadas, Kecamatan Gunung Putri, Kabupaten Bogor, 16964,

Phone : (021) 8672450, Fax : (021) 8672455, www.yupi.co.id

Sender Name	Rusman Apandi
Function	Direktur Keuangan
Date and Time	30-04-2026 09:30
Attachment	1. AR SR YUPI 2025 Final.pdf

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