Go To English Page

| | |
|---|---|
| Nomor Surat | 025/KIJA-CS/IV/2026 |
| Nama Perusahaan | Kawasan Industri Jababeka Tbk |
| Kode Emiten | KIJA |
| 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? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 13 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.jababeka.com pada tanggal 28 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:

Terdapat entitas anak yang tidak diikutsertakan dalam laporan ini, yaitu entitas berbentuk joint venture (JV). Pengecualian tersebut dilakukan dengan mempertimbangkan bahwa kontribusi emisi gas rumah kaca (GRK) dari entitas tersebut dinilai tidak material terhadap total emisi GRK Perseroan, sehingga tidak berdampak signifikan terhadap keseluruhan kinerja keberlanjutan yang dilaporkan.

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 77.212,54 |
| Emisi langsung dari pembakaran bergerak | 782,87 |
| 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)** | 77.995,41 |
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 34.296,7 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 34.296,7 |
| **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)** | 112.292,11 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 112.292,11 |
| 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 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 38.788.042 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 38.788.042 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 898.971 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 6.056 |

| **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? | 2050 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Bagian dari grup Perseroan yang telah memiliki komitmen menuju net zero emission adalah PT Jababeka Infrastruktur. Komitmen tersebut dideklarasikan pada saat inaugurasi Jababeka Net Zero Industrial Cluster (NZICC) dalam rangkaian acara B20. Inisiatif ini juga telah memperoleh pengakuan global dari World Economic Forum (WEF) sebagai salah satu kawasan industri yang bertransisi menuju net zero emission. Informasi lebih lanjut dapat diakses melalui tautan berikut: https://initiatives.weforum.org/transitioning-industrial-clusters/community | |

| **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? | 2050 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

- Efisiensi energi melalui substitusi lampu konvensional menjadi LED di kawasan industri
- Optimalisasi sistem pengolahan air limbah melalui peningkatan teknologi menjadi Fixed Carrier Reactor (FCR)
- Pemanfaatan energi terbarukan melalui pemasangan PLTS atau
- Efisiensi operasional melalui perbaikan dan penggantian peralatan (pompa dan aerator
- Penerapan metode solar sludge drying untuk meningkatkan efisiensi energi
- Optimalisasi sistem distribusi air untuk mendukung efisiensi operasional
- Program penghijauan melalui penanaman pohon di area Green Zone dan penataan lansekap kawasan
- Penghematan bahan bakar pada kendaraan operasional serta penerapan standar uji emisi kendaraan

**B. Kinerja Sosial (Social Performance)**

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 522 | 41,07 % | 151 | 11,88 % |
| Mid-level | 351 | 27,62 % | 153 | 12,04 % |
| Senior-level | 59 | 4,64 % | 15 | 1,18 % |
| Executive-level | 18 | 1,42 % | 2 | 0,16 % |
| Total Pegawai | 950 | 74,74 % | 321 | 74,74 % |

**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 | 57 | 43 | 5 | 6 | 0 | 0 | 0 | 0 | 111 |
| 25-35 | 159 | 78 | 95 | 62 | 5 | 1 | 0 | 0 | 400 |
| 35-45 | 129 | 23 | 111 | 46 | 9 | 4 | 1 | 0 | 323 |
| 45-55 | 135 | 5 | 108 | 30 | 23 | 6 | 3 | 2 | 312 |
| >55 | 42 | 2 | 32 | 9 | 22 | 4 | 14 | 0 | 125 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 205 Pegawai | 16,12 % |
| Jumlah Pegawai Baru/pengganti | 163 Pegawai | 12,82 % |

**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 | 905 Pegawai | 71,2 % |

**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 (%) |
|---|---|---|
| 5,94 jam/pegawai | 996 | 78 % |

**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 |
| Ketentuan Perseroan adalah untuk selalu memperlakukan seluruh Karyawan secara adil, tanpa memihak dan menjunjung tinggi harkat dan hak Karyawan tanpa membedakan latar belakang Karyawan (suku bangsa, agama, ras dan antar golongan). | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Setiap Karyawan didorong untuk berani melaporkan penyimpangan atau dugaan. penyimpangan yang dilakukan oleh sesama Karyawan, Atasan Karyawan atau Pimpinan Perseroan tanpa merasa khawatir atau takut atau terancam akan kehilangan jabatan dan/atau pekerjaannya. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perusahaan menetapkan kebijakan terkait usia dan jam kerja karyawan yang sesuai dengan ketentuan dalam Pasal 77, Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan. Usia minimal untuk diterima sebagai karyawan adalah 18 tahun, dengan jam kerja standar yang berlangsung dari Senin hingga Jumat selama 8 (delapan) jam sehari. | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Di bidang ini, Perseroan telah mengembangkan kebijakan dan prosedur keselamatan dan kesehatan kerja yang komprehensif, serta telah diakui secara internasional melalui sertifikasi OHSAS 18001:2007 mengenai Kesehatan dan Keselamatan Kerja. Perseroan sendiri sedang melakukan proses upgrade sertifikasi OHSAS 18001:2007 menjadi sertifikasi ISO 45001:2018 perihal Kesehatan dan Keselamatan Kerja. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| CSR telah dilaksanakan secara langsung dan memiliki 3 pilar: Ekonomi, Lingkungan, dan Sosial | |

**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 | 0 | 2 |
| Direksi | 0 | 4 | 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 | 6 | 100 % |
| Jumlah kehadiran komisaris ke rapat dewan | 6 | 100 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Ya |
| Sebagai bentuk komitmen terhadap tata kelola yang baik, Perseroan memisahkan peran Dewan Komisaris dan Direksi untuk menciptakan keseimbangan dalam operasional. Dewan Komisaris bertugas mengawasi, sedangkan Direksi fokus pada pengelolaan perusahaan, memastikan kedua fungsi berjalan secara independen. | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Tidak |
| Kebijakan penilaian kinerja anggota Direksi dan Dewan Komisaris berdasarkan pada Peraturan OJK No. 34/POJK.04/2014 tentang Komite Nominasi, dimana Komite Nominasi dan Remunerasi Perseroan melakukan evaluasi atas Key Performance Indicators (KPI) dari Direksi dan Dewan Komisaris. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
| Perseroan tidak memiliki kebijakan khusus untuk pelatihan dan/atau peningkatan kompetensi anggota Direksi. Namun Perseroan memfasilitasi Direksi untuk berpartisipasi dalam pengembangan kompetensi melalui beragam pelatihan, pendidikan, seminar, dan/atau workshop sebagai upaya peningkatan kapabilitas serta pembaruan informasi mengenai perkembangan terkini dari industri dan bisnis Perseroan maupun perubahan peraturan perundang-undangan yang berlaku. | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |

| | |
|---|---|
| Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi diangkat dan diberhentikan oleh RUPS sesuai dengan ketentuan Anggaran Dasar Perseroan. Usulan pengangkatan, pemberhentian, dan/atau penggantian anggota Dewan Komisaris dan anggota Direksi kepada RUPS harus memperhatikan rekomendasi dari Dewan Komisaris yang menjalankan fungsi nominasi dan remunerasi Perseroan. | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Perseroan memiliki kebijakan anti korupsi serta gratifikasi yang tercantum di dalam code of conduct Perseroan, yang telah disosialisasikan dan ditandatangani oleh seluruh karyawan. | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Perseroan telah secara tegas mengatur tentang pencegahan insider trading dalam Pedoman Perilaku. | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Setiap Karyawan wajib menghindan situasi dimana kepentingan pribadinyal mempunyai benturan kepentingan atau kemungkinan benturan kepentingan dengan jabatan dan/atau pekerjaannya. pada Perseroan. | |

**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 | 348 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 348 |
| | E-03 | Konsumsi Energi Listrik | 299 |
| | E-04 | Konsumsi Air | 325 |
| | E-05 | Limbah yang Dihasilkan | 341 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 250 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 274 |
| Sosial | S-01 | Kesetaraan Gender | 364 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 367 |
| | S-03 | Tingkat Pergantian Pegawai | 371 |
| | S-04 | Jumlah Pegawai Sementara | 367 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 374 |
| | S-06 | Jumlah Kecelakaan Kerja | 0 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 0 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 0 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 0 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 380 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 272 |
| | S-12 | Pencegahan Konflik Kepentingan | 383 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 181 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 173 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 0 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 182 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 448 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 0 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 225 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 0 |
| | G-09 | Pencegahan Konflik Kepentingan | 0 |

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,

**Kawasan Industri Jababeka Tbk**

T. Budianto Liman

Corporate Secretary

Kawasan Industri Jababeka Tbk

Menara Batavia Lt. 25

Telepon : 5727337, Fax : 5727279, www.jababeka.com

| | |
|---|---|
| Nama Pengirim | T. Budianto Liman |
| Jabatan | Corporate Secretary |
| Tanggal dan Waktu | 30-04-2026 21:40 |
| Lampiran | 1. AR 2025 KIJA - IDX.pdf |

Dokumen ini merupakan dokumen resmi Kawasan Industri Jababeka Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Kawasan Industri Jababeka Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

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| | |
|---|---|
| Letter / Announcement No. | 025/KIJA-CS/IV/2026 |
| Issuer Name | Kawasan Industri Jababeka Tbk |
| Issuer Code | KIJA |
| 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? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 13 Mei 2026

The information referred above has been published on the Company's website www.jababeka.com at 28 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:<br>Terdapat entitas anak yang tidak diikutsertakan dalam laporan ini, yaitu entitas berbentuk joint venture (JV). Pengecualian tersebut dilakukan dengan mempertimbangkan bahwa kontribusi emisi gas rumah kaca (GRK) dari entitas tersebut dinilai tidak material terhadap total emisi GRK Perseroan, sehingga tidak berdampak signifikan terhadap keseluruhan kinerja keberlanjutan yang dilaporkan. | |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 77.212,54 |
| Direct emissions from mobile combustion | 782,87 |
| 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) | 77.995,41 |

| | |
|---|---|
| **Category 2: Indirect GHG emissions from imported energy** | |
| Indirect emissions from imported/purchased electricity consumption | 34.296,7 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 34.296,7 |
| **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) | 112.292,11 |
| Total GHG Emissions (Scope 1, 2 and 3) | 112.292,11 |
| 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 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 38.788.042 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 38.788.042 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 898.971 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 6.056 |

| 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? | 2050 |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| A part of the Company s group that has established a commitment toward achieving net zero emissions is PT Jababeka Infrastruktur. This commitment was declared during the inauguration of the Jababeka Net Zero Industrial Cluster (NZICC) at the B20 event. The initiative has also received global recognition from the World Economic Forum (WEF) as one of the industrial clusters transitioning toward net zero emissions. Further information can be accessed at the following link: https://initiatives.weforum.org/transitioning-industrial-clusters/community | |

| 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? | 2050 |

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

- Energy efficiency through replacement of conventional lighting with LED accross the industrial estate
- Optimalization of wastewater treatment systemes through technology with LED across the industrial estate
- Utilization of renewable energy through rooftop solar PV installation
- Operational efficiency through repair and replacement of equipment (pumps and aerators)
- Implementation of solar sludge drying method to improve energy efficiency
- Optimization of water distribution systems to support operational efficiency
- Greening program through tree planting in Green Zone areas and landscape arrangement
- Fuel consumption reduction in operational vehicles and enforcement of vehicle emission standards

**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 | 522 | 41,07 % | 151 | 11,88 % |
| Mid-level | 351 | 27,62 % | 153 | 12,04 % |
| Senior-level | 59 | 4,64 % | 15 | 1,18 % |
| Executive-level | 18 | 1,42 % | 2 | 0,16 % |
| Total Pegawai | 950 | 74,74 % | 321 | 74,74 % |

**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 | 57 | 43 | 5 | 6 | 0 | 0 | 0 | 0 | 111 |
| 25-35 | 159 | 78 | 95 | 62 | 5 | 1 | 0 | 0 | 400 |
| 35-45 | 129 | 23 | 111 | 30 | 9 | 4 | 1 | 0 | 323 |
| 45-55 | 135 | 5 | 108 | 30 | 23 | 6 | 3 | 2 | 312 |
| >55 | 42 | 2 | 32 | 9 | 22 | 4 | 14 | 0 | 125 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 205 Employees | 16,12 % |

| | | |
|---|---|---|
| Number of newly appointed Employees | 163 Employees | 12,82 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 905 Employees | 71,2 % |

**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 (%) |
|---|---|---|
| 5,94 hours/employee | 996 | 78 % |

**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 |
| It is the Company's policy to always treat all Employees fairly, impartially and uphold the dignity and rights of the Employees regardless of the background of Employees (ethnic, religion, race and group). | |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| Each Employee is encouraged to report any misconduct or alleged misconduct committed by other Employee, Supervisor or Management of the Company without being worried or afraid or being threatened of losing his/her position and/or works. | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| The company establishes policies regarding the age and working hours of employees in accordance with the provisions of Article 77 of Law No. 13 of 2003 on Manpower. The minimum age for employment is 18 years, with standard working hours from Monday to Friday, totaling 8 (eight) hours per day. | |
| **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 |

| |
|---|
| "In this area, the Company has developed a rigorous occupational safety and health policies and procedures, which has been internationally recognized with OHSAS 18001: 2007 certification on occupational health and safety. The Company is currently in the process on upgrading OHSAS 18001:2007 certification to ISO 45001:2018 certification on occupational health and safety." |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?** | Yes |
| CSR has been implemented directly and has 3 pillars: Economic, Environmental, and Social | |

**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 | 0 | 2 |
| Directors | 0 | 4 | 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 | 6 | 100 % |
| Comissioner Attendance to Board Meetings | 6 | 100 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | Yes |
| As a commitment to good governance, the Company separates the roles of the Board of Commissioners and the Board of Directors to create operational balance. The Board of Commissioners is responsible for oversight, while the Board of Directors focuses on company management, ensuring the independence of both functions. | |
| **G-04 Does the company has a policy regarding board appraisal?** | No |
| The policy of performance assessment for members of the Board of Directors and Board of Commissioners refers to OJK Regulation to No. 34/POJK.04/2014 on Nomination Committee, wherein the Companys Nomination and Remuneration Committee does the evaluation of the Board of Directors and Board of Commissioners Key Performance Indicators | |
| **G-05 Does the company has a policy regarding board training and development?** | No |
| The Company does not have a specific policy regarding training and/or competency enhancement for members of the Board of Directors. However, the Company facilitates the Directors to develop their competencies through various training programs, education, seminars, and/or workshops as an effort to improve capabilities and update knowledge on the latest developments in the Companys industry and business, as well as changes in applicable laws and regulations. | |

| | |
|---|---|
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| the appointment and dismissal of members of the Board of Commissioners and the Board of Directors are carried out by the General Meeting of Shareholders (GMS) in accordance with the provisions of the Companys Articles of Association. Proposals for the appointment, dismissal, and/or replacement of members of the Board of Commissioners and the Board of Directors submitted to the GMS must take into account the recommendations of the Board of Commissioners, which performs the nomination and remuneration functions of the Company. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company has implemented an anti-corruption and gratuity policy outlined in its Code of Conduct, which has been socialized and signed by all employees. | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| The Company has expressly regulated the prevention of insider trading in the Code of Conduct. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| Each Employee shall avoid situations where his/her personal interest has conflict of potential conflict with his/her position and/or works at the Company. | |

**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 | 348 |
| | E-02 | Greenhouse Gas Emission Intensity | 348 |
| | E-03 | Electricity Consumption | 299 |
| | E-04 | Water Consumption | 325 |
| | E-05 | Waste Generated | 341 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 250 |
| | E-07 | Company Commitment to Reduce Emission | 274 |
| Social | S-01 | Gender Equality | 364 |
| | S-02 | Employees by Gender and Age Group | 367 |
| | S-03 | Employee Turnover Rate | 371 |
| | S-04 | Number of Temporary Officers | 367 |
| | S-05 | Employee Training and Development | 374 |
| | S-06 | Number of Work Accidents | 0 |
| | S-07 | Human Rights Violation Incidents | 0 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 0 |
| | S-09 | Policy on Human Rights | 0 |
| | S-10 | Child Labor and/or Forced Labor Policy | 380 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 272 |
| | S-12 | Corporate Social Responsibility | 383 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 181 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 173 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 0 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 182 |
| | G-05 | Board of Directors and Commissioners Training Policy | 448 |
| | G-06 | Special Criteria for Election of the Board | 0 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 225 |
| | G-08 | Fair Treatment Policy for Shareholders | 0 |
| | G-09 | Conflict of Interest Prevention Policy | 0 |

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,

**Kawasan Industri Jababeka Tbk**

T. Budianto Liman

Corporate Secretary

Kawasan Industri Jababeka Tbk

Menara Batavia Lt. 25

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| | |
|---|---|
| Sender Name | T. Budianto Liman |
| Function | Corporate Secretary |
| Date and Time | 30-04-2026 21:40 |
| Attachment | 1. AR 2025 KIJA - IDX.pdf |

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