

Nomor Surat	AB.PN.06.155.3.1
Nama Perusahaan	PT Jasa Marga Tbk
Kode Emiten	JSMR
Lampiran	2
Perihal	Penyampaian Laporan Keberlanjutan dan ESG (KOREKSI)

Mengoreksi surat kami nomor : AB.PN.06.155.3 tanggal 28 April 2026 perihal Penyampaian Laporan Keberlanjutan dan ESG, dengan ini perseroan menyampaikan hal sebagai berikut:

Merujuk pada pelaporan Laporan Tahunan Nomor AB.PN.06.155.3, Dengan ini Perseroan Menyampaikan Laporan 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 28 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link <https://investor.jasamarga.com/misc/GMS/2026/Pemanggilan-RUPST.pdf> pada tanggal 28 April 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

#### A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

<b>E-01 Laporan Emisi Gas Rumah Kaca (GRK)</b>	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO <sub>2</sub> e)
<b>Kategori 1: Emisi GRK langsung dan pembuangan</b>	
Emisi langsung dari pembakaran stasioner	18.321,37
Emisi langsung dari pembakaran bergerak	499,285
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0

<b>Total Emisi Langsung (Scope 1)</b>	18.820,655
<b>Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli</b>	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	52.485,79
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
<b>Total Emisi Tidak Langsung (Scope 2)</b>	52.485,79
<b>Kategori 3: Emisi GRK tidak langsung dari transportasi</b>	
Transportasi dan distribusi hulu	0
Perjalanan dinas	614,46
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
<b>Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan</b>	
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
<b>Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan</b>	
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
<b>Kategori 6: Emisi GRK tidak langsung dari sumber lainnya</b>	
Emisi atau pembuangan tidak langsung lainnya	0
<b>Total Emisi Tidak Langsung (Scope 3)</b>	614,46
<b>Total Emisi GRK (Scope 1 and 2)</b>	71.306,445
<b>Total Emisi GRK (Scope 1, 2 and 3)</b>	71.920,905
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	200.000

<b>E-02</b>	<b>Intensitas Emisi GRK</b>	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	2,39
<b>E-03</b>	<b>Konsumsi Energi listrik</b>	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	555.048,08
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)	66.451.575,61
		Total konsumsi energi (kWh or J)	67.006.623,69
<b>E-04</b>	<b>Konsumsi Air</b>	Total konsumsi air (m3)	609.300
<b>E-05</b>	<b>Limbah yang dihasilkan</b>	Total limbah yang dihasilkan (ton)	17.164,13

<b>E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission</b>	
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.	
Komitmen Perseroan dalam memitigasi perubahan iklim diwujudkan dengan penyusunan Roadmap Net Zero Emission. Jasa Marga telah melakukan perhitungan emisi baseline dan juga menyusun skenario NZE sebagai acuan dalam mencapai target perusahaan dan berkontribusi pada target nasional. Dengan ini, Jasa Marga berupaya untuk tidak hanya berkomitmen untuk mengurangi dampak lingkungan dari operasionalnya tetapi juga berperan aktif dalam mendukung upaya nasional untuk mencapai target pengurangan emisi sesuai dengan Perjanjian Paris. Melalui pendekatan ini, Jasa Marga berupaya memastikan untuk setiap langkah yang diambil selaras dengan tujuan global dalam menghadapi perubahan iklim, serta meningkatkan transparansi dan akuntabilitas dalam pengelolaan lingkungan.	

<b>E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)</b>	
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:

Perseroan memahami bahwa penggunaan energi dalam kegiatan operasional berpotensi meningkatkan emisi yang berdampak pada lingkungan. Meski demikian, Perseroan secara konsisten melakukan berbagai langkah untuk menurunkan emisi Gas Rumah Kaca (GRK) sebagai bagian dari kontribusi terhadap pencapaian target net zero emission nasional. Jasa Marga berkomitmen mengurangi emisi melalui pemanfaatan panel surya sebagai sumber energi baru terbarukan untuk memenuhi kebutuhan listrik di Kantor Pusat serta memperluas penggunaan energi surya dalam aktivitas operasional. Selain itu terdapat inisiatif penggunaan kendaraan listrik telah tertuang dalam Surat Keputusan Direksi Nomor: 48/KPTS/2021 tentang Kendaraan Dinas Perusahaan sebagaimana diubah terakhir dengan Surat Keputusan Direksi Nomor: 212/KPTS/2024 tentang Perubahan Ketiga Atas Keputusan Direksi Nomor: 48/KPTS/2021 tentang 228 Kendaraan Dinas Perusahaan. Upaya pengurangan emisi yang dihasilkan sejalan dengan upaya Perseroan dalam mengurangi penggunaan energi yang telah disampaikan pada bagian Aspek Energi. Perseroan juga menerapkan inisiatif pengurangan emisi di ruas jalan tol yaitu dengan melakukan penanaman pohon sebanyak 31.130 batang pohon.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

## B. Kinerja Sosial (Social Performance)

### S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	5.865	74,88 %	1.281	16,35 %
Mid-level	287	3,66 %	78	1 %
Senior-level	149	1,9 %	96	1,23 %
Executive-level	54	0,69 %	23	0,29 %
Total Pegawai	6.355	81,13 %	1.478	18,87 %

### 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	1.171	253	0	0	0	0	0	0	1.424
25-35	2.429	641	102	49	50	35	1	0	3.307
35-45	1.029	138	34	7	54	57	29	14	1.362
45-55	1.113	227	135	16	38	4	21	8	1.562
>55	123	22	16	6	7	0	3	1	178

**S-03 Tingkat Pergantian Pegawai**

	<b>Jumlah Pegawai (dalam tahun pelaporan)</b>	<b>Percentage Pegawai (dalam tahun pelaporan)</b>
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	133 Pegawai	1,7 %
Jumlah Pegawai Baru/pengganti	41 Pegawai	0,52 %

**S-04 Jumlah Pegawai Sementara**

	<b>Jumlah Pegawai (dalam tahun pelaporan)</b>	<b>Percentage Pegawai (dalam tahun pelaporan)</b>
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	3.313 Pegawai	42 %

**S-05 Pelatihan dan Pengembangan Pegawai**

<b>Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan</b>	<b>Jumlah pegawai yang ikut serta dalam program pelatihan</b>	<b>Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)</b>
33 jam/pegawai	7.906	100 %

**S-06 Jumlah Kecelakaan Kerja**

<b>Frekuensi kecelakaan kerja dari total pegawai</b>	<b>Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)</b>
1,66	0,05 %

**S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia**

<b>Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan</b>	0
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**Kebijakan Perusahaan terkait Pekerja**

<b>S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?</b>	Ya
<p>Dalam lingkungan kerja, Perusahaan menjamin perilaku saling menghargai di tempat kerja sehingga tidak ada perilaku diskriminasi, pelecehan dan kekerasan baik dari rekan kerja maupun dari pihak manajemen. Hal tersebut sesuai dengan Surat Edaran Nomor 08/SE-DIR/2023 tanggal 9 Maret 2023 perihal Panduan Implementasi Berperilaku Saling Menghargai di Tempat Kerja (Respectful Workplace Policy) di Lingkungan Jasa Marga Group Karyawan diperlakukan secara setara dengan karyawan lain, diberi kesempatan yang sama untuk berkembang, dan mendapatkan hak-hak yang sama sesuai ketentuan perusahaan dan hukum ketenagakerjaan. Perusahaan juga telah memiliki akomodasi layak pada lingkungan dan bangunan fisik tempat kerja seperti fasilitas parkir disabilitas, ramp, lift, dan toilet disabilitas.</p> <p>Link Sustainability Report : <a href="https://investor.jasamarga.com/misc/SR/SR2025.pdf">https://investor.jasamarga.com/misc/SR/SR2025.pdf</a></p>	
<b>S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?</b>	Ya

Khususnya terkait penegakkan hak asasi manusia, Perseroan telah memiliki Respectful Workplace Policy yang tertuang dalam Surat Keputusan Direksi Nomor: 106/KPTS/2022 tentang Kebijakan Berprilaku Saling Menghargai di Tempat Kerja (Respectful Workplace Policy) dan Surat Keputusan Direksi Nomor: 82/KPTS/2025 tentang Kebijakan Hak Asasi Manusia (HAM) di Lingkungan PT Jasa Marga (Persero) Tbk. Melalui kebijakan ini, Perseroan juga memberikan kesempatan yang sama kepada seluruh karyawan Perseroan dalam menduduki seluruh tingkat jabatan di Perseroan terlepas dari karakteristik individu masing-masing karyawan baik latar belakang etnis, ras, kebangsaan, warna kulit, usia, agama, jenis kelamin, disabilitas, sudut pandang maupun karakteristik individu lainnya.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Ya

Perseroan secara konsisten berkomitmen untuk mematuhi ketentuan peraturan perundang-undangan yang berlaku, khususnya Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, dalam pengelolaan sumber daya manusia. Selain berpedoman pada undang-undang tersebut, Perseroan juga menegaskan komitmennya untuk tidak mempekerjakan anak, sejalan dengan Konvensi ILO No. 138 Tahun 1973 mengenai usia minimum untuk bekerja serta Konvensi ILO No. 182 Tahun 1999 tentang penghapusan bentuk-bentuk pekerjaan terburuk bagi anak. Komitmen Perseroan untuk menolak praktik kerja paksa juga selaras dengan Konvensi ILO No. 29 Tahun 1930 tentang kerja paksa atau kerja wajib serta Konvensi ILO No. 105 Tahun 1957 mengenai penghapusan kerja paksa.

Penerapan komitmen tersebut tercermin dalam pengaturan jam kerja yang telah disepakati, yaitu 8 (delapan) jam per hari dan 40 (empat puluh) jam per minggu untuk 5 (lima) hari kerja dalam satu minggu, sebagaimana diatur dalam Pasal 77 Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan. Ketentuan mengenai jam kerja ini telah dituangkan secara resmi dalam Perjanjian Kerja Bersama.

Komitmen Perseroan untuk tidak mempekerjakan pekerja anak diwujudkan melalui penetapan usia minimum karyawan, yaitu 18 tahun, sebagaimana diatur dalam Surat Keputusan Direksi Nomor 21/KPTS/2019 tentang Talent Acquisition yang terakhir diperbarui melalui Surat Keputusan Direksi Nomor 69/KPTS/2025. Sementara itu, komitmen Perseroan untuk tidak menerapkan kerja paksa tercermin dalam pengaturan jam kerja yang disepakati dalam Perjanjian Kerja Bersama, yaitu 8 jam per hari dan 40 jam per minggu untuk 5 hari kerja, sesuai dengan ketentuan Pasal 77 Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan yang telah diperbarui melalui Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Perppu Cipta Kerja menjadi Undang-Undang.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Ya

Dalam menciptakan lingkungan kerja yang aman, sehat dan produktif, Perseroan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sebagai bagian dari komitmen dalam melindungi pekerja, mitra kerja serta seluruh pihak yang berada di lingkungan Perseroan. Implementasi SMK3 di Jasa Marga Group mengacu pada sejumlah regulasi dan standar yang berlaku, antara lain Undang-Undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja, Peraturan Pemerintah Nomor 50 Tahun 2012 tentang Penerapan SMK3, serta Peraturan Menteri Ketenagakerjaan terkait kelembagaan keselamatan dan kesehatan kerja. Selain itu, Perseroan juga mengadopsi standar internasional ISO 45001:2018 sebagai acuan dalam penerapan sistem manajemen keselamatan dan kesehatan kerja.

Terkait dengan penerapan K3, perusahaan juga melaksanakan audit K3 secara berkala. Audit internal dilakukan setiap tahun untuk memastikan kesesuaian dengan standar ISO, sedangkan audit terkait penerapan PP No. 50 Tahun 2012 tentang SMK3 dilakukan setiap tiga tahun sekali. Perseroan juga menetapkan berbagai kebijakan internal sebagai pedoman penerapan K3 di lingkungan perusahaan yang merupakan penjabaran dari peraturan perundang-undangan yang berlaku serta standar internasional yang diadopsi oleh Perseroan. SMK3 wajib dipatuhi oleh seluruh karyawan (100%) di seluruh wilayah operasional baik Kantor Pusat, Regional, Representative Office, dan entitas anak. SMK3 juga wajib diterapkan oleh mitra kerja/pemasok yang berada di wilayah operasional Perseroan.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

**Corporate Social Responsibility (CSR)**

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

Ya

Perseroan senantiasa berupaya untuk menciptakan hubungan saling menguntungkan antara seluruh pemangku kepentingan, baik eksternal maupun internal, termasuk masyarakat di sekitar wilayah operasi Perseroan. Perseroan memiliki peran penting dalam pelaksanaan Tanggung Jawab Sosial dan Lingkungan (TJSL), sebagaimana diatur dalam Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. TJSL adalah komitmen Perseroan untuk berperan serta dalam pembangunan ekonomi berkelanjutan guna meningkatkan kualitas kehidupan dan lingkungan yang bermanfaat, baik bagi Perseroan sendiri, komunitas setempat, maupun masyarakat pada umumnya. Pelaksanaan Tanggung Jawab Sosial dan Lingkungan berpedoman pada ISO 26000 sebagai standard guidance on Social Responsibility yang mencakup Akuntabilitas, Transparansi, Perilaku Etis, Peduli pada Kepentingan Stakeholder, Patuh pada Aturan Hukum, Patuh pada Perilaku dan Norma Internasional, Menghargai HAM dan Konsisten dengan Pembangunan Berkelanjutan dan Kesejahteraan Masyarakat.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

### 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	6	0	3
Direksi	0	5	2	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	48	95 %
Jumlah kehadiran komisaris ke rapat dewan	17	99 %

Kebijakan mengenai manajemen lainnya

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

Ya

Merujuk pada Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, organ Perseroan terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Adapun Dewan Komisaris dan Direksi memiliki organ di bawahnya sebagai pendukung tugas dan fungsinya. Dalam menjalankan tugasnya, Dewan Komisaris dibantu oleh organ pendukung yang meliputi Komite Audit, Komite Nominasi dan Remunerasi, Komite Risiko dan Hukum, Komite Tata Kelola Terintegrasi, serta Sekretaris Dewan Komisaris. Sedangkan Direksi dibantu oleh komite di bawah Direksi, di antaranya Komite Manajemen Risiko, Komite Pengarah Teknologi Informasi, serta Komite Sustainability. Selain itu, Direksi juga dibantu oleh organ pendukung lainnya yang terdiri atas Corporate Secretary & Chief Administration Officer, Legal and Compliance Group, Internal Audit, Risk and Quality, Health, Safety and Environment Group, serta Corporate Finance and Investor Relations Group. Pada akhir tahun 2025, Dewan Komisaris terdiri dari 6 (enam) orang yang mencakup 3 (tiga) Komisaris Independen dan 3 (tiga) Komisaris. Sedangkan pada akhir tahun 2025, total anggota Direksi sebanyak 7 (tujuh) orang. Ketua badan tata kelola tertinggi Perseroan adalah Komisaris Utama dan Direktur Utama, serta bukan merupakan eksekutif senior di Perseroan.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Ya

"Perseroan telah menetapkan mekanisme penilaian kinerja bagi Dewan Komisaris dan Direksi, yang penilaiannya didasarkan pada Key Performance Indicator (KPI). Penilaian terhadap Dewan Komisaris dan Direksi merupakan tahap evaluasi atas kinerja Dewan Komisaris dan Direksi untuk periode tahun penilaian. Dalam KPI Direksi telah mencakup kinerja Direksi atas pengawasan serta pencapaian pengelolaan dampak Perseroan terhadap ESG di antaranya pengawasan terhadap pencapaian KPI ESG.

Hasil evaluasi terhadap kinerja Dewan Komisaris termasuk Komisaris Utama dan Direksi termasuk Direktur Utama secara keseluruhan merupakan bahan dalam skema kompensasi dan pemberian insentif bagi Anggota Dewan Komisaris dan Direksi. Hasil evaluasi kinerja masing-masing Anggota Dewan Komisaris dan Direksi secara individual merupakan salah satu dasar pertimbangan bagi pemegang saham untuk memberhentikan dan/atau menunjuk kembali Anggota Dewan Komisaris dan Direksi yang bersangkutan. Hasil evaluasi kinerja Dewan Komisaris dan Direksi menjadi sarana penilaian untuk peningkatan efektivitas Dewan Komisaris dan Direksi. Penilaian kinerja Dewan Komisaris dan Direksi telah disajikan secara lengkap pada Laporan Tahunan bagian Tata Kelola Perusahaan."

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

Ya

Perseroan memberikan kesempatan yang setara bagi seluruh karyawan untuk memperoleh pelatihan dan pendidikan sebagaimana tertuang dalam Kebijakan Learning and Development Nomor 155/KPTS/2023 tentang Penyelenggaraan Program Pembelajaran yang disahkan tanggal 6 Desember 2023 sebagai bagian dari pengelolaan talent management yang berkelanjutan. Pelaksanaan program pengembangan tersebut disesuaikan dengan kebutuhan kompetensi masing-masing karyawan serta selaras dengan kebutuhan dan prioritas strategis Perusahaan. Program pengembangan ini dirancang untuk meningkatkan daya saing karyawan secara berkelanjutan sehingga mampu mendorong pertumbuhan kinerja individu maupun Perseroan secara keseluruhan.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Ya

Proses nominasi dan seleksi Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Nominasi Dewan Komisaris dan Direksi dilaksanakan melalui proses penetapan bakal calon Dewan Komisaris dan Direksi, yang diusulkan melalui Dewan Komisaris yang dibantu oleh Komite Nominasi dan Remunerasi. Setiap bakal calon Dewan Komisaris dan Direksi merupakan seorang yang telah dinyatakan memenuhi persyaratan formal, persyaratan materil, maupun persyaratan lainnya, termasuk telah lulus Uji Kelayakan dan Kepatutan (UKK). Penetapan Dewan Komisaris dan Direksi dilakukan berdasarkan usulan Pemegang Saham Seri A Dwiwarna yang diusulkan dan disetujui dalam RUPS.

Dalam pemilihan Dewan Komisaris dan Direksi, Perseroan wajib memperhatikan masukan dari pemegang saham dan pemangku kepentingan utama lainnya, keberagaman komposisi Dewan Komisaris dan Direksi sesuai dengan rekomendasi Otoritas Jasa Keuangan yang dituangkan dalam Lampiran Surat Edaran Otoritas Jasa Keuangan No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. Selain itu, Perseroan juga memperhatikan independensi serta kompetensi yang relevan (pengetahuan dan/atau keahlian di bidang yang dibutuhkan oleh Perseroan) dalam memilih calon Dewan Komisaris dan Direksi. Penetapan Dewan Komisaris dan Direksi dilakukan oleh Pemegang Saham melalui usulan Pemegang Saham Seri A Dwiwarna yang diusulkan dan disetujui dalam RUPS.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Ya

Perseroan memiliki kode etik yang bertujuan untuk mengatur etika Perseroan. Jasa Marga mengupayakan penerapan standar etika terbaik dalam menjalankan segenap aktivitas bisnisnya sesuai dengan Visi, Misi, dan budaya yang dimiliki melalui implementasi Etika Usaha dan Etika Kerja. Kebijakankebijakan Perseroan, termasuk Pedoman Perilaku (Code of Conduct) direview secara berkala dan dilakukan berbagai penyesuaian. Perseroan melakukan penyesuaian terhadap Pedoman Perilaku (Code of Conduct) dan telah dilakukan pengesahan melalui Keputusan Direksi No. 46.1/KPTS/2024 tentang Pedoman Perilaku (Code of

Conduct) PT Jasa Marga (Persero) Tbk. Pada tahun 2025, dilakukan penyesuaian pada soft structure Jasa Marga, yaitu Manual Sistem Manajemen Anti Penyuapan dan Kebijakan Anti Penyuapan.

Evaluasi efektivitas penerapan anti korupsi dilakukan dengan Penilaian Risiko Penilaian Risiko Anti Fraud (Fraud Risk Assessment/FRA) secara berkala pada setiap unit kerja di lingkungan Kantor Pusat, Regional, dan Representative Office dengan mengacu pada Keputusan Bersama Dewan Komisaris dan Direksi Nomor: KEP-153/IX/2025 dan 134/KPTS/2025 tentang Kebijakan Anti Penyuapan PT Jasa Marga (Persero) Tbk serta Keputusan Direksi Nomor: 164/KPTS/2025 tentang Manual Sistem Manajemen Anti Penyuapan PT Jasa Marga (Persero) Tbk. Perseroan memiliki target tidak adanya insiden korupsi dalam seluruh aktivitas operasional Perseroan. Sebagai realisasi Keputusan Direksi No. 248/KPTS/2024 tentang Pedoman Strategi Anti Fraud PT Jasa Marga (Persero) Tbk, Perseroan juga melaksanakan penilaian risiko fraud (Fraud Risk Assessment/FRA) yang terintegrasi dengan BRA, pada setiap unit kerja di lingkungan Kantor Pusat, Regional, dan Representative Office. Penerapan anti korupsi yang efektif juga tercermin melalui implementasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP)/ Anti-Bribery Management System secara bertahap yang telah dimulai sejak tahun 2020.

Link Sustainability Report : <https://investor.jasamarga.com/m>

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

Ya

PT Jasa Marga (Persero) Tbk berkomitmen untuk memberikan perlakuan adil dan setara kepada seluruh pemegang saham, baik mayoritas maupun minoritas. Komitmen ini tercermin dalam penyusunan dan pelaksanaan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Jangka Panjang Perusahaan

(RJPP), yang selalu melibatkan pemegang saham sebagai pemangku kepentingan utama dalam proses persetujuannya. Dengan memastikan keterlibatan aktif pemegang saham dalam pengambilan keputusan strategis, Perseroan menjunjung tinggi prinsip tata kelola yang baik (good corporate governance) dan transparansi, guna menciptakan nilai jangka panjang dan keberlanjutan perusahaan .

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Ya

Perseroan berupaya secara konsisten mencegah setiap tindakan, sikap, maupun aktivitas yang berpotensi menimbulkan benturan kepentingan di lingkungan perusahaan. Untuk itu, Perseroan telah menetapkan Pedoman Benturan Kepentingan (Conflict of Interest) yang berlaku bagi seluruh Insan Jasa Marga, termasuk Dewan Komisaris dan Direksi, sebagaimana diatur dalam Surat Keputusan Direksi Nomor 78/KPTS/2020 tentang Pedoman Benturan Kepentingan (Conflict of Interest) di PT Jasa Marga (Persero) Tbk. Berdasarkan pedoman tersebut, apabila terjadi benturan kepentingan yang tidak dapat dihindari, Insan Jasa Marga tidak diperkenankan melanjutkan kegiatan maupun menjalankan tugas dan tanggung jawab yang berkaitan dengan kondisi tersebut. Pihak yang bersangkutan wajib mengundurkan diri dari tugas yang berpotensi menimbulkan benturan kepentingan atau tidak terlibat dalam proses pengambilan keputusan terkait. Namun demikian, dalam kondisi tertentu yang semata-mata demi kepentingan perusahaan, Direksi dapat memberikan penugasan tertulis kepada pihak terkait untuk tetap melaksanakan tugas dan tanggung jawab dalam kegiatan tersebut.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

#### D. Lain-lain

Keselarasn Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	226-229
	E-02	Intensitas Emisi Gas Rumah Kaca	229
	E-03	Konsumsi Energi Listrik	212-213
	E-04	Konsumsi Air	217
	E-05	Limbah yang Dihasilkan	240
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	18
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	230
Sosial	S-01	Kesetaraan Gender	84
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	85
	S-03	Tingkat Pergantian Pegawai	253
	S-04	Jumlah Pegawai Sementara	83
	S-05	Pelatihan dan Pengembangan Pegawai	258
	S-06	Jumlah Kecelakaan Kerja	276
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	291
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	252
	S-09	Kebijakan Mengenai Hak Asasi Manusia	59-60
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	262
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	268-271
	S-12	Pencegahan Konflik Kepentingan	280

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	122-123
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	132
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	122
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	127
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	21
	G-06	Kriteria Khusus Pemilihan Dewan	126
	G-07	Kode Etik dan/atau Anti-Korupsi	204-205
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	16
	G-09	Pencegahan Konflik Kepentingan	124-126

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

Ya     Tidak

GRI

TCFD

CDP

IFRS S1

IFRS S2

SASB

Others, please specify

Assurance dan validasi pihak ketiga

Ya

Nama pihak ketiga	Lingkup pekerjaan
PT Kharisma Integrasi Manajemen (KIM Consult)	Assessment of Jasa Marga compliance with AA1000 AP (2018); and

Demikian untuk diketahui.

Hormat Kami,

**PT Jasa Marga Tbk**

Ari Wibowo

Corporate Secretary

PT Jasa Marga Tbk

Plaza Tol Taman Mini Indonesia Indah Jakarta 13550

Telepon : 021-8413630; 021-8413526, Fax : 021-8413540, www.jasamarga.com

Nama Pengirim	Ari Wibowo
Jabatan	Corporate Secretary
Tanggal dan Waktu	06-05-2026 10:27
Lampiran	1. SR 2025 _ JSMR (290426) HR_compressed.pdf
	2. AB.PN.06.155.pdf

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

Letter / Announcement No.	AB.PN.06.155.3.1
Issuer Name	PT Jasa Marga Tbk
Issuer Code	JSMR
Attachment	2
Subject	Submission of Sustainability Report (CORRECTION)

Correction to our previous announcement number : AB.PN.06.155.3 dated 28 April 2026 with the subject of Submission of Sustainability Report, the company hereby submit the following information:

Referring to the Annual Report Report Number AB.PN.06.155.3 , with this The Company hereby submit Sustainability Report 2025 for the period of 01 January 2025 to 31 December 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 28 April 2026

The information referred above has been published on the Company's website <https://investor.jasamarga.com/misc/GMS/2026/Pemanggilan-RUPST.pdf> 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:

<b>E-01 Greenhouse Gas (GHG) Emission Report</b>	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO <sub>2</sub> e)
<b>Category 1: Direct GHG emissions and removals</b>	
Direct emissions from stationary combustion	18.321,37
Direct emissions from mobile combustion	499,285
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)	18.820,655
<b>Category 2: Indirect GHG emissions from imported energy</b>	
Indirect emissions from imported/purchased electricity consumption	52.485,79
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	52.485,79
<b>Category 3: Indirect GHG emissions from transportation</b>	
Upstream transport and distribution	0
Business travels	614,46
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
<b>Category 4: Indirect GHG emissions from products used by Organization</b>	
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
<b>Category 5: Indirect GHG Emissions associated with the use of products from the Organization</b>	
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
<b>Category 6: Indirect GHG emissions from other sources</b>	
Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	614,46
Total GHG Emissions (Scope 1 and 2)	71.306,445
Total GHG Emissions (Scope 1, 2 and 3)	71.920,905
Offsets/Credits	0
REC Purchases (kWh)	200.000

<b>E-02</b>	<b>GHG Emissions Intensity</b>	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	2,39
<b>E-03</b>	<b>Electricity Consumption</b>	Total amount of energy directly consumed (kWh or J)	555.048,08
		Total amount of energy indirectly consumed (kWh or J)	66.451.575,61
		Total energy consumption (kWh or J)	67.006.623,69
<b>E-04</b>	<b>Water Consumption</b>	Total water consumed (m3)	609.300
<b>E-05</b>	<b>Waste Generation</b>	Total waste generated (ton)	17.164,13

<b>E-06 Company commitment to Net Zero Emission Target</b>	
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.	
<p>The Company commitment to mitigating climate change is demonstrated through the development of a Net Zero Emission Roadmap. Jasa Marga has conducted baseline emissions calculations and formulated NZE scenarios as a reference for achieving the Company targets and contributing to national goals. Through this initiative, Jasa Marga not only commits to reducing the environmental impact of its operations but also plays an active role in supporting national efforts to achieve emission reduction targets in line with the Paris Agreement. By adopting this approach, Jasa Marga seeks to ensure that every step taken is aligned with global objectives in addressing climate change, while also enhancing transparency and accountability in environmental management.</p>	
Link Sustainability Report : <a href="https://investor.jasamarga.com/misc/SR/SR2025.pdf">https://investor.jasamarga.com/misc/SR/SR2025.pdf</a>	

<b>E-07 Company Commitment to GHG Emission Reduction Target</b>	
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

The Company understands that the use of energy in operational activities has the potential to increase emissions that impact the environment. Nevertheless, the Company consistently implements various measures to reduce greenhouse gas (GHG) emissions as part of its contribution to achieving the national net zero emission target. Jasa Marga is committed to reducing emissions through the utilization of solar panels as a renewable energy source to meet electricity needs at the Head Office, and expanding the use of solar energy in operational activities. In addition, there were initiatives to utilize electric vehicles that regulated under Board of Directors Decree No. 48/KPTS/2021 concerning Company Official Vehicles, as most recently amended by Board of Directors Decree No. 212/ KPTS/2024 concerning the Third Amendment to Decree No. 48/KPTS/2021 on Company Official Vehicles. These emission reduction efforts are aligned with the Company initiatives to reduce energy consumption as described in the Energy Aspect section.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

## B. Kinerja Sosial (Social Performance)

### S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	5.865	74,88 %	1.281	16,35 %
Mid-level	287	3,66 %	78	1 %
Senior-level	149	1,9 %	96	1,23 %
Executive-level	54	0,69 %	23	0,29 %
Total Pegawai	6.355	81,13 %	1.478	18,87 %

### 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	1.171	253	0	0	0	0	0	0	1.424
25-35	2.429	641	102	49	50	35	1	0	3.307
35-45	1.029	138	34	16	54	57	29	14	1.362
45-55	1.113	227	135	16	38	4	21	8	1.562
>55	123	22	16	6	7	0	3	1	178

### S-03 Employees Turnover

	<b>Number of employees (in reporting year)</b>	<b>Percentage (in reporting year)</b>
Number of employees resigned	133 Employees	1,7 %
Number of newly appointed Employees	41 Employees	0,52 %

#### S-04 Temporary Worker

	<b>Number of employees (in reporting year)</b>	<b>Percentage (in reporting year)</b>
Total company headcount held by contractors and/or consultants	3.313 Employees	42 %

#### S-05 Employee Training and Development

<b>Average training hour per employee (in reporting year)</b>	<b>Total employee attending company training program</b>	<b>Percentage of employee attending company training program (%)</b>
33 hours/employee	7.906	100 %

#### S-06 Injury Rate

<b>Frequency of work-related accidents of total Employees (in reporting year)</b>	<b>Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)</b>
1,66	0,05 %

#### S-07 Incidents Regarding Human Rights Abuse

<b>Number of incidents regarding human rights abuse (in reporting year)</b>	0
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#### Company Policy Regarding Employees

<b>S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?</b>	Yes
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Within the workplace, the Company ensures a culture of mutual respect, preventing any form of discrimination, harassment, or violence, whether from colleagues or management. This is in accordance with Circular Letter No. 08/SE-DIR/2023 dated March 9, 2023, regarding the Guidelines for Implementing Respectful Workplace Behavior within the Jasa Marga Group. Employees are treated equally, provided with equal opportunities for development, and granted the same rights in accordance with company policies and labor regulations. The Company has also provided reasonable accommodations within the workplace environment and physical facilities, such as designated parking spaces for persons with disabilities, ramps, elevators, and accessible restrooms.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

<b>S-09 Does the company has a policy regarding human rights?</b>	Yes
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Specifically with regard to the enforcement of human rights, the Company has established a Respectful Workplace Policy as stipulated in the Board of Directors Decree No. 106/KPTS/2022 concerning the Respectful Workplace Policy and Board of Directors Decree No. 82/KPTS/2025 concerning the Human Rights Policy within PT Jasa Marga (Persero) Tbk; through these policies, the Company ensures equal opportunities for all employees to occupy positions at all levels within the organization, regardless of individual characteristics such as ethnicity, race, nationality, skin color, age, religion, gender, disability, perspectives, or other personal attributes. Within the Respectful Workplace Policy, the Company has also introduced the Roadster Assertiveness Counseling Program (Rosela), designed as a counseling platform to assist Jasa Marga Roadsters in adopting more effective and constructive approaches to addressing challenges, both in the workplace and in their personal lives; this program reflects the Company commitment to implementing the Respectful Workplace Policy in alignment with the Ministry of State-Owned Enterprises commitment to fostering a work environment that is safe, comfortable, respectful, and free from discrimination, harassment, and all forms of violence.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

<b>S-10 Does the company have a policy regarding child labor and/or forced labor?</b>	Yes
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The Company consistently demonstrates its commitment to complying with applicable laws and regulations, particularly Law No. 13 of 2003 on Manpower, in managing its human resources. In addition to adhering to this law, the Company affirms its commitment to prohibiting child labor, in line with ILO Convention No. 138 of 1973 on Minimum Age and ILO Convention No. 182 of 1999 on the Elimination of the Worst Forms of Child Labour. The Company commitment to rejecting forced labor is also aligned with ILO Convention No. 29 of 1930 on Forced or Compulsory Labour and ILO Convention No. 105 of 1957 on the Abolition of Forced Labour. The implementation of these commitments is reflected in the agreed working hours arrangement of 8 hours per day and 40 hours per week for a five-day workweek, as stipulated in Article 77 of Law No. 13 of 2003 on Manpower. These provisions are formally outlined in the Collective Labor Agreement.

The Company commitment to not employing child labor is realized through the establishment of a minimum employee age of 18 years, as regulated in Board of Directors Decree No. 21/KPTS/2019 on Talent Acquisition, last amended through Board of Directors Decree No. 69/KPTS/2025. Meanwhile, the Company commitment to preventing forced labor is reflected in the agreed working hours stipulated in the Collective Labor Agreement, in accordance with Article 77 of Law No. 13 of 2003 on Manpower, as amended by Law No. 6 of 2023 concerning the enactment of the Job Creation Law. With the implementation of these policies, no cases of child labor or forced labor were identified within the Company during the reporting period.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

<b>S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?</b>	Yes
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In creating a safe, healthy, and productive working environment, the Company implements an Occupational Health and Safety Management System (SMK3) as part of its commitment to protecting employees, business partners, and all parties within the Company environment. The implementation of SMK3 within the Jasa Marga Group refers to various applicable regulations and standards, including Law No. 1 of 1970 on Occupational Safety, Government Regulation No. 50 of 2012 on the Implementation of SMK3, as well as Minister of Manpower regulations related to occupational health and safety institutions. In addition, the Company adopts the international standard ISO 45001:2018 as a reference in implementing its occupational health and safety management system.

In relation to the implementation of Occupational Health and Safety (OHS), the Company also conducts periodic OHS audits. Internal audits are carried out annually to ensure compliance with ISO standards, while audits related to Government Regulation No. 50 of 2012 on SMK3 are conducted every three years. The Company has also established various internal policies as guidelines for OHS implementation, derived from applicable laws and regulations as well as adopted international standards. SMK3 is mandatory for all employees (100%) across all operational areas, including the Head Office, Regional Offices, Representative Offices, and subsidiaries, and is also required to be implemented by business partners and suppliers operating within the Company environment.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

### Corporate Social Responsibility (CSR)

<b>S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?</b>	Yes
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The Company always strives to create mutually beneficial relationships between all stakeholders, both external and internal, including the community around the Company operational areas. The Company has an important role in implementing Social and Environmental Responsibility (CSR), as stipulated in Law No. 40 of 2007 concerning Limited Liability Companies. TJSI is the Company commitment to participate in sustainable economic development in order to improve the quality of life and the environment that is beneficial, both for the Company itself, the local community, and society in general. The implementation of Social and Environmental Responsibility is guided by ISO 26000 as the standard guidance on Social Responsibility which includes Accountability, Transparency, Ethical Behaviour, Concern for Stakeholder Interests, Compliance with the Rule of Law, Compliance with International Behaviour and Norms, Respect for Human Rights and Consistency with Sustainable Development and Community Welfare

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

### 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	6	0	3
Directors	0	5	2	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	48	95 %
Comissioner Attendance to Board Meetings	17	99 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
<p>The Company has established a Code of Conduct to govern corporate ethics. Jasa Marga consistently upholds high ethical standards in conducting business activities in alignment with its Vision, Mission, and corporate culture through the implementation of Business Ethics and Work Ethics. Company policies, including the Code of Conduct, are reviewed periodically and adjusted as necessary. The latest update to the Code of Conduct was formalized through Board of Directors Decree No. 46.1/KPTS/2024 concerning the Code of Conduct of PT Jasa Marga (Persero) Tbk. In 2025, further adjustments were made to Jasa Marga soft structure, including the Anti-Bribery Management System Manual and the Anti-Bribery Policy.</p> <p>The effectiveness of anti-corruption measures is evaluated through periodic Bribery Risk Assessments (BRA) conducted in each work unit across the Head Office, Regional Offices, and Representative Offices, in accordance with the Joint Decree of the Board of Commissioners and the Board of Directors No. KEP-153/IX/2025 and No. 134/KPTS/2025 concerning the Anti-Bribery Policy of PT Jasa Marga (Persero) Tbk, as well as Board of Directors Decree No. 164/KPTS/2025 concerning the Manual of the Anti-Bribery Management System of PT Jasa Marga (Persero) Tbk. The Company aims to maintain zero corruption incidents across all operational activities. As part of the implementation of Board of Directors Decree No. 248/KPTS/2024 concerning the Anti-Fraud Strategy Guidelines of PT Jasa Marga (Persero) Tbk, the Company also conducts Fraud Risk Assessments (FRA) integrated with BRA in each work unit at the Head</p>	

<p>Office, Regional Offices, and Representative Offices. The effectiveness of anti-corruption practices is further demonstrated through the gradual implementation of ISO 37001:2016 Anti-Bribery Management System (ABMS), which has been underway since 2020.</p> <p>Link Sustainability Report : <a href="https://investor.jasamarga.com/misc/SR/SR2025.pdf">https://investor.jasamarga.com/misc/SR/SR2025.pdf</a></p>	
<p><b>G-04 Does the company has a policy regarding board appraisal?</b></p>	<p>Yes</p>
<p>The Company has established a performance assessment mechanism for the Board of Commissioners, including the President Commissioner, and the Board of Directors, including the President Director. The assessment is based on Key Performance Indicators (KPIs) and a GCG Assessment. The assessment of the Board of Directors is a stage in evaluating the performance of the Board of Directors for the assessment year. The KPIs for the Board of Commissioners and Directors cover the Board performance in overseeing and achieving the Company ESG impact management, including oversight of ESG KPI achievement.</p> <p>The evaluation results of the performance of the Board of Commissioners, including the President Commissioner, and the Board of Directors, including the President Director, as a whole, serve as input into the compensation and incentive scheme for members of the Board of Commissioners and Board of Directors. The performance evaluation results of each individual member of the Board of Commissioners and Board of Directors serve as a basis for shareholders considerations regarding dismissal and/or reappointment of the relevant members of the Board of Commissioners and Board of Directors. The results of the performance evaluation of the Board of Commissioners and the Board of Directors serve as a means of assessing the effectiveness of the Board of Commissioners and the Board of Directors. The performance evaluation of the Board of Commissioners and the Board of Directors is presented in full in the Corporate Governance section of the Annual Report.</p> <p>Link Sustainability Report : <a href="https://investor.jasamarga.com/misc/SR/SR2025.pdf">https://investor.jasamarga.com/misc/SR/SR2025.pdf</a></p>	
<p><b>G-05 Does the company has a policy regarding board training and development?</b></p>	<p>Yes</p>
<p>The Company provides equal opportunities for all employees to access training and education, as stipulated in the Learning and Development Policy No. 155/KPTS/2023 concerning the Implementation of Learning Programs, enacted on December 6, 2023, as part of sustainable talent management practices. The implementation of these development programs is tailored to each employee competency needs and aligned with the Company strategic priorities and requirements. These programs are designed to continuously enhance employee competitiveness, enabling them to contribute to both individual performance growth and the overall performance of the Company.</p> <p>Link Sustainability Report : <a href="https://investor.jasamarga.com/misc/SR/SR2025.pdf">https://investor.jasamarga.com/misc/SR/SR2025.pdf</a></p>	
<p><b>G-06 Does the company has a criteria regarding board appointment and re-election?</b></p>	<p>Yes</p>
<p>The nomination and selection process for the Board of Commissioners and Board of Directors refers to the Regulation of the Minister of SOEs No. PER-3/MBU/03/2023 dated March 3, 2023 concerning Organs and Human Resources of State- Owned Enterprises. The nomination process is conducted through the identification and recommendation of prospective candidates, facilitated by the Board of Commissioners with the assistance of the Nomination and Remuneration Committee. Each prospective candidate for the Board of Commissioners and Board of Directors is a person who has been declared to have met the formal requirements, material requirements, and other requirements, including having passed the Fit and Proper Test. The stipulation of the Board of Directors is conducted based on proposal fo the Series A Dwiwarna Share, proposed and approved in the GMS.</p> <p>Link Sustainability Report : <a href="https://investor.jasamarga.com/misc/SR/SR2025.pdf">https://investor.jasamarga.com/misc/SR/SR2025.pdf</a></p>	
<p><b>G-07 Does the company has a policy regarding ethics and/or anti-corruption?</b></p>	<p>Yes</p>
<p>The Company has established a code of conduct aimed at governing corporate ethics. Jasa Marga has consistently strived to implement the highest ethical standards in conducting all business activities in alignment with its Vision, Mission, and corporate culture through the application of Business Ethics and Work Ethics. The Company policies, including the Code of Conduct, are reviewed periodically and adjusted as necessary. The Company updated its Code of Conduct, which was formalized through Board of Directors Decree No. 46.1/KPTS/2024 concerning the Code of Conduct of PT Jasa Marga (Persero) Tbk. In 2025, further adjustments were made to Jasa Marga soft structure, including the Anti-Bribery Management System Manual and the Anti-Bribery Policy.</p>	

The effectiveness of anti-corruption implementation is evaluated through periodic Bribery Risk Assessments (BRA) conducted in each work unit across the Head Office, Regional Offices, and Representative Offices, in accordance with the Joint Decree of the Board of Commissioners and the Board of Directors No. KEP-153/IX/2025 and 134/KPTS/2025 concerning the Anti-Bribery Policy of PT Jasa Marga (Persero) Tbk, as well as Board of Directors Decree No. 164/KPTS/2025 concerning the Manual of the Anti-Bribery Management System of PT Jasa Marga (Persero) Tbk. The Company targets the absence of corruption incidents across all operational activities. As part of the implementation of Board of Directors Decree No. 248/KPTS/2024 concerning the Anti-Fraud Strategy Guidelines of PT Jasa Marga (Persero) Tbk, the Company also conducts Fraud Risk Assessments (FRA) integrated with BRA in each work unit at the Head Office, Regional Offices, and Representative Offices. The effective implementation of anti-corruption practices is further reflected in the gradual implementation of ISO 37001:2016 Anti-Bribery Management System (ABMS), which has been initiated since 2020.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Yes

PT Jasa Marga (Persero) Tbk is committed to ensuring fair and equal treatment for all shareholders, both majority and minority. This commitment is reflected in the preparation and implementation of the Company Work Plan and Budget (RKAP) as well as the Long-Term Plan (RJPP), both of which involve shareholders as key stakeholders in the approval process. By actively involving shareholders in strategic decision-making, the Company upholds the principles of good corporate governance and transparency, aiming to create long-term value and ensure business sustainability.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

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

Yes

The Company consistently strives to prevent any actions, attitudes, or activities that have the potential to create conflicts of interest within the Company. To support this effort, the Company has established Conflict of Interest Guidelines that apply to all Jasa Marga personnel, including the Board of Commissioners and Board of Directors, as stipulated in Board of Directors Decree No. 78/KPTS/2020 concerning Conflict of Interest Guidelines at PT Jasa Marga (Persero) Tbk.

Based on these guidelines, in the event of an unavoidable conflict of interest, Jasa Marga personnel are prohibited from continuing activities or carrying out duties and responsibilities related to the situation. The relevant party is required to withdraw from tasks that may lead to a conflict of interest and must not participate in the related decision-making process. However, under certain conditions and solely in the interest of the Company, the Board of Directors may issue a written assignment authorizing the relevant party to continue performing duties and responsibilities related to the activity.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

The Company consistently strives to prevent any actions, attitudes, or activities that have the potential to create conflicts of interest within the Company. To support this effort, the Company has established Conflict of Interest Guidelines that apply to all Jasa Marga personnel, including the Board of Commissioners and Board of Directors, as stipulated in Board of Directors Decree No. 78/KPTS/2020 concerning Conflict of Interest Guidelines at PT Jasa Marga (Persero) Tbk.

Link Sustainability Report : <https://investor.jasamarga.com/misc/SR/SR2025.pdf>

**D. Other**

## Alignment of Sustainability/Annual Reports with ESG Metrics

<b>Kinerja</b>	<b>Kode</b>	<b>Metric Name</b>	<b>Pages in the Sustainability/Annual Report</b>
Environment	E-01	Greenhouse Gas Emission Report	226-229
	E-02	Greenhouse Gas Emission Intensity	229
	E-03	Electricity Consumption	212-213
	E-04	Water Consumption	217
	E-05	Waste Generated	240
	E-06	Company Commitment to Achieving Net Zero Emission Target	18
	E-07	Company Commitment to Reduce Emission	230
Social	S-01	Gender Equality	84
	S-02	Employees by Gender and Age Group	85
	S-03	Employee Turnover Rate	253
	S-04	Number of Temporary Officers	83
	S-05	Employee Training and Development	258
	S-06	Number of Work Accidents	276
	S-07	Human Rights Violation Incidents	291
	S-08	Sexual Harassment and/or Non-Discrimination Policy	252
	S-09	Policy on Human Rights	59-60
	S-10	Child Labor and/or Forced Labor Policy	262
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	268-271
	S-12	Corporate Social Responsibility	280

Governance	G-01	Management Diversity and Independence	122-123
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	132
	G-03	Chairman of the Board and CEO Separation Policy	122
	G-04	Board of Directors and Commissioners Assessment Policy	127
	G-05	Board of Directors and Commissioners Training Policy	21
	G-06	Special Criteria for Election of the Board	126
	G-07	Code of Ethics and/or Anti-Corruption	204-205
	G-08	Fair Treatment Policy for Shareholders	16
	G-09	Conflict of Interest Prevention Policy	124-126

Referenced International Standards and Third Party Verification

<p>Alignment with sustainability reporting framework</p> <p><input checked="" type="checkbox"/> Yes   <input type="checkbox"/> No</p> <p><input checked="" type="checkbox"/> GRI</p> <p><input type="checkbox"/> TCFD</p> <p><input type="checkbox"/> CDP</p> <p><input type="checkbox"/> IFRS S1</p> <p><input type="checkbox"/> IFRS S2</p> <p><input type="checkbox"/> SASB</p> <p><input type="checkbox"/> Others, please specify</p>					
<p>null</p>					
<p>Third-party assurance and/or validation</p> <p><input checked="" type="checkbox"/> Yes</p>					
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%;">Name of third-party service provider</th> <th>Scope of Work</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">PT Kharisma Integrasi Manajemen (KIM Consult)</td> <td style="text-align: center;">Assessment of Jasa Marga compliance with AA1000 AP (2018); and</td> </tr> </tbody> </table>		Name of third-party service provider	Scope of Work	PT Kharisma Integrasi Manajemen (KIM Consult)	Assessment of Jasa Marga compliance with AA1000 AP (2018); and
Name of third-party service provider	Scope of Work				
PT Kharisma Integrasi Manajemen (KIM Consult)	Assessment of Jasa Marga compliance with AA1000 AP (2018); and				

Thus to be informed accordingly.

Respectfully,

**PT Jasa Marga Tbk**

Ari Wibowo

Corporate Secretary

PT Jasa Marga Tbk

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Date and Time	06-05-2026 10:27
Attachment	1. SR 2025 _ JSMR (290426) HR_compressed.pdf
	2. AB.PN.06.155.pdf

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