

Nomor Surat	026-6/CS/ANJ/2026
Nama Perusahaan	PT Austindo Nusantara Jaya Tbk.
Kode Emiten	ANJT
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

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

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

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 08 Juni 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link <https://www.anj-group.com/id> pada tanggal 08 Juni 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

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

Name	Total Emisi (tCO ₂ e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	2.897
Emisi langsung dari pembakaran bergerak	2.422
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	176.327
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	460.644
Total Emisi Langsung (Scope 1)	642.290

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli

Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	3.715
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	3.715

Kategori 3: Emisi GRK tidak langsung dari transportasi

Transportasi dan distribusi hulu	1.685
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	244.824
Capital equipment/goods	44
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)	246.553
Total Emisi GRK (Scope 1 and 2)	646.005
Total Emisi GRK (Scope 1, 2 and 3)	892.558
Offsets/Credits	430.270
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	Intensitas Emisi GRK	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	1,33
E-03	Konsumsi Energi listrik	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	784.723
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	784.723
E-04	Konsumsi Air	Total konsumsi air (m3)	1.187.359
E-05	Limbah yang dihasilkan	Total limbah yang dihasilkan (ton)	420.724,58

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perseroan belum menetapkan target pencapaian Net Zero Emission	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	42 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

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 berkomitmen untuk meningkatkan proporsi konsumsi energi terbarukan untuk kegiatan operasional sebesar 60% pada tahun 2030. Saat ini, 91,76% konsumsi energi Perseroan berasal dari sumber energi terbarukan berbasis biomassa. Dengan pengelolaan energi yang baik, Perseroan mencatatkan tren penurunan emisi GRK yang signifikan untuk periode 2022 - 2025. Total emisi GRK bruto Scope 1 dan Scope 2 non-FLAG menurun sebesar 35.048 ton CO2e, atau sebesar 15,90%. Emisi GRK Scope 1 FLAG menurun sebesar 186.469 ton CO2e, atau sebesar 28,82% dibandingkan dengan baseline tahun 2022.

B. Kinerja Sosial (Social Performance)

S-01 Kesenjangan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentase pegawai	Jumlah pegawai	Persentase pegawai
Entry-level	92	60,93 %	3	1,99 %
Mid-level	52	34,44 %	0	0 %
Senior-level	3	1,99 %	0	0 %
Executive-level	1	0,66 %	0	0 %
Total Pegawai	148	98,01 %	3	1,99 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	0 Pegawai	0 %
Jumlah Pegawai Baru/pengganti	0 Pegawai	0 %

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 (%)
0 jam/pegawai	0	0 %

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
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Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Praktik non diskriminasi telah tercermin dalam kebijakan dan praktik keberlanjutan Perseroan yang menempatkan keberagaman, kesetaraan gender, dan inklusivitas sebagai bagian penting dari budaya kerja.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Kebijakan penghormatan terhadap hak asasi manusia telah diatur dalam Kebijakan Keberlanjutan Perseroan, yang dapat diakses melalui tautan berikut: https://www.first-resources.com/sustainability/sustainability-policy/	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
ANJ menerapkan kebijakan ketenagakerjaan yang ketat untuk mencegah pekerja anak, kerja paksa, serta segala bentuk eksploitasi dan pelecehan. Usia minimum kerja ditetapkan 18 tahun, dengan proses verifikasi yang ketat dalam setiap tahapan rekrutmen.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perseroan menerapkan Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3) yang terintegrasi di seluruh unit operasional, mengacu pada regulasi nasional (PP No. 50 Tahun 2012) serta standar internasional seperti ISO 45001.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Pelaksanaan CSR Perseroan dapat di baca pada Laporan Tahunan dan Laporan Keberlanjutan Perseroan tahun 2025, halaman 227 - 228	

C. Kinerja Tata Kelola (Governance Performance)

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

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

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	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
Perseroan memiliki kebijakan mengenai pemisahan Chairman of the Board dan CEO, yaitu sebagai berikut: Perseroan menerapkan two-tier-board type system. Badan tata kelola tertinggi dibagi menjadi dua tingkatan: Direksi yang berfungsi sebagai dewan eksekutif dan Dewan Komisaris yang berfungsi sebagai dewan pengawas. Dalam sistem tata kelola dua tingkat ini, Komisaris Utama (Chairman of the Board) merupakan anggota Dewan Komisaris (posisi non-eksekutif), sedangkan Direktur Utama (CEO) merupakan anggota Direksi (posisi eksekutif) yang bertindak sebagai pimpinan. Kebijakan ini dapat diakses pada tautan berikut: https://www.anj-group.com/id/annual-report-1	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Perseroan memiliki Kebijakan Penilaian Dewan Komisaris dan Direksi Perseroan, yaitu sebagai berikut: Kinerja Dewan Komisaris dan Direksi dalam menjalankan fungsi, tugas dan tanggung jawabnya dievaluasi secara berkala dan dilaporkan kepada pemegang saham Perseroan dalam Rapat Umum Pemegang Saham Tahunan setiap tahun, berdasarkan laporan pertanggungjawaban tahunan. Penilaian kinerja Dewan Komisaris dan Direksi dilakukan setiap tahun dan meliputi: 1. Penilaian kinerja kolektif; 2. Penilaian kinerja individu. Kinerja Dewan Komisaris dan Direksi dievaluasi oleh: a. Masing-masing anggota Dewan Komisaris dan Direksi sendiri melalui proses penilaian mandiri; b. Komisaris Utama, Direktur Utama dan Komite Nominasi dan Remunerasi, melalui verifikasi hasil penilaian mandiri; c. Para pemegang saham dalam RUPST Kebijakan mengenai penilaian Dewan Direksi dan Komisaris dapat dibaca pada Laporan Tahunan dan Laporan Keberlanjutan Perseroan tahun 2025, halaman 132-133 dan dapat diakses melalui tautan berikut: https://www.anj-group.com/id/annual-report-1	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Kebijakan pelatihan Dewan Direksi dan Komisaris telah diatur dalam Kebijakan Pelatihan Direksi dan Kebijakan Pelatihan Dewan Komisaris, yaitu Direksi dan Dewan Komisaris mengikuti pelatihan dan program	

setidaknya satu kali dalam satu tahun, yang dapat diakses melalui tautan berikut: https://www.anj-group.com/id/bod-1 https://www.anj-group.com/id/boc-1	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Kriteria untuk pemilihan anggota Dewan Direksi dan Komisaris Perseroan mengikuti peraturan Otoritas Jasa Keuangan No.33/POJK/04/2014 dan dapat diakses melalui tautan berikut: https://www.anj-group.com/id/bod-1 https://www.anj-group.com/id/boc-1	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Kebijakan mengenai Kode Etik Perseroan dapat diakses melalui tautan berikut: https://www.anj-group.com/id/code-of-conduct-1 Kebijakan mengenai Anti Korupsi dapat diakses melalui tautan berikut: https://www.anj-group.com/id/komitmen-anj-terhadap-tata-kelola-perusahaan-yang-baik	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan memiliki kebijakan yang melarang Direksi, Dewan Komisaris dan karyawan Perseroan untuk mendapatkan keuntungan dari informasi yang umumnya tidak tersedia di pasar. Kebijakan ini terdapat pada Kode Etik Perilaku Bisnis Perseroan bagian J yang dapat diakses pada link sebagai berikut: https://www.anjgroup.com/id/corporate-governance-policies-system-1	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Kebijakan mengenai kewajiban Direksi dan Komisaris untuk mencegah adanya konflik kepentingan terdapat pada Kode Etik Perseroan, yang dapat diakses melalui tautan berikut: https://www.anj-group.com/id/code-of-conduct-1	

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	200
	E-02	Intensitas Emisi Gas Rumah Kaca	200
	E-03	Konsumsi Energi Listrik	196
	E-04	Konsumsi Air	211
	E-05	Limbah yang Dihasilkan	203
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	189
Sosial	S-01	Kesetaraan Gender	220
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	63-64
	S-03	Tingkat Pergantian Pegawai	-
	S-04	Jumlah Pegawai Sementara	64
	S-05	Pelatihan dan Pengembangan Pegawai	218
	S-06	Jumlah Kecelakaan Kerja	217
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	222
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	220
	S-09	Kebijakan Mengenai Hak Asasi Manusia	184
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	221
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	215
	S-12	Pencegahan Konflik Kepentingan	227

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	118-128
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	120-129-130
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	132
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	118-127
	G-06	Kriteria Khusus Pemilihan Dewan	114-117-125-126
	G-07	Kode Etik dan/atau Anti-Korupsi	168-173
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	-
	G-09	Pencegahan Konflik Kepentingan	82

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

☒ Tidak

Demikian untuk diketahui.

Hormat Kami,

PT Austindo Nusantara Jaya Tbk.

Corporate Secretary

Corporate Secretary

PT Austindo Nusantara Jaya Tbk.

APL Tower Lantai 28, Jalan Letnan Jenderal Siswondo Parman Kaveling 28,

Telepon : (62-21) 2929 8888, Fax : (62-21) 2929 8878, www.anj-group.com

Nama Pengirim	Corporate Secretary
Jabatan	Corporate Secretary
Tanggal dan Waktu	08-06-2026 20:48
Lampiran	1. AR-SR ANJ_2026_080626_lowres.pdf
	2. 2026-06-08_Cover Letter AR SR 2025.pdf

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

Letter / Announcement No.	026-6/CS/ANJ/2026
Issuer Name	PT Austindo Nusantara Jaya Tbk.
Issuer Code	ANJT
Attachment	2
Subject	Submission of Annual And Sustainability Report

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

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

The Company made invitations to the Annual General Meeting of Shareholders on 08 Juni 2026

The information referred above has been published on the Company's website <https://www.anj-group.com/id> at 08 Juni 2026

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

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

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

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	2.897
Direct emissions from mobile combustion	2.422
Direct emissions from processes	0
Direct fugitive emissions	176.327
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	460.644
Total Direct Emissions (Scope 1)	642.290
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	3.715
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	3.715
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	1.685
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	244.824
Capital equipment/goods	44
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)	246.553
Total GHG Emissions (Scope 1 and 2)	646.005
Total GHG Emissions (Scope 1, 2 and 3)	892.558
Offsets/Credits	430.270
REC Purchases (kWh)	0

E-02	GHG Emissions Intensity	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	1,33
E-03	Electricity Consumption	Total amount of energy directly consumed (kWh or J)	784.723
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	784.723
E-04	Water Consumption	Total water consumed (m3)	1.187.359
E-05	Waste Generation	Total waste generated (ton)	420.724,58

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
The Company has not yet established a formal Net Zero Emission target	

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?	42 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

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 is committed to increasing the share of renewable energy consumption in its operations to 60% by 2030. As of the reporting year, 91.76% of the Company's total energy consumption was derived from biomass-based renewable energy sources. Supported by effective energy management practices, the Company recorded a significant reduction in greenhouse gas (GHG) emissions over the 2022-2025 period. Gross non-FLAG Scope 1 and Scope 2 GHG emissions decreased by 35,048 tCO₂e, representing a 15.90% reduction, while FLAG Scope 1 GHG emissions declined by 186,469 tCO₂e, or 28.82%, compared to the 2022 baseline.

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	92	60,93 %	3	1,99 %
Mid-level	52	34,44 %	0	0 %
Senior-level	3	1,99 %	0	0 %
Executive-level	1	0,66 %	0	0 %
Total Pegawai	148	98,01 %	3	1,99 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	0 Employees	0 %
Number of newly appointed Employees	0 Employees	0 %

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 (%)
0 hours/employee	0	0 %

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
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Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
The Company's commitment to non-discrimination is reflected in its sustainability policies and practices, which recognise diversity, gender equality, and inclusivity as integral elements of its workplace culture.	
S-09 Does the company has a policy regarding human rights?	Yes
The Company's commitment to respecting human rights is embedded within its Sustainability Policy, which is available at the following link: https://www.first-resources.com/sustainability/sustainability-policy/	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
ANJ enforces strict labour policies to prevent child labor, forced labor, and all forms of exploitation and harassment. The minimum working age is set at 18 years, supported by rigorous age verification procedures throughout the recruitment process.	
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 implements an integrated Occupational Health and Safety (OHS) Management System across all operational units, in compliance with national regulations (Government Regulation No. 50 of 2012) and international standards such as ISO 45001.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Information on the Company s CSR implementation can be found in the Company s 2025 Annual and Sustainability Report, pages 227-228.	

C. Governance Performance

G-01 Board Diversity and Independence

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

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	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 has a policy regarding the separation of the roles of the Chairman of the Board and the Chief Executive Officer (CEO), as follows: The Company adopts a two-tier board system. The highest governance body is divided into two tiers: the Board of Directors, which serves as the executive board, and the Board of Commissioners, which serves as the supervisory board. Under this two-tier governance structure, the President Commissioner (Chairman of the Board) is a member of the Board of Commissioners (a non-executive position), while the President Director (CEO) is a member of the Board of Directors (an executive position) and serves as the head of management. This policy can be accessed via the following link: https://www.anj-group.com/id/annual-report-1	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has established a Policy on the Performance Assessment of the Board of Commissioners and the Board of Directors, as follows: The performance of the Board of Commissioners and the Board of Directors in carrying out their functions, duties, and responsibilities is evaluated periodically and reported to the Company s shareholders at the Annual General Meeting of Shareholders each year based on the annual accountability report. The performance assessment of the Board of Commissioners and the Board of Directors is conducted annually and includes: 1. Collective performance assessment; and 2. Individual performance assessment. The performance of the Board of Commissioners and the Board of Directors is evaluated by: a. Each member of the Board of Commissioners and the Board of Directors through a self assessment process; b. The President Commissioner, the President Director, and the Nomination and Remuneration Committee through verification of the self-assessment results; and c. The shareholders at the Annual General Meeting of Shareholders. The policy governing the performance assessment of the Board of Commissioners and the Board of Directors can be found in the Company s 2025 Annual Report and Sustainability Report on pages 132 133	

and may be accessed through the following link: https://www.anj-group.com/id/annual-report-1	
G-05 Does the company has a policy regarding board training and development?	Yes
The training policies for the Board of Directors and the Board of Commissioners are set out in the Board of Directors Training Policy and the Board of Commissioners Training Policy, respectively. Under these policies, members of the Board of Directors and the Board of Commissioners are required to participate in training and development programmes at least once each year. The policies can be accessed via the following links: https://www.anj-group.com/id/bod-1 https://www.anj-group.com/id/boc-1	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The criteria for the selection of members of the Board of Directors and the Board of Commissioners are in accordance with Financial Services Authority Regulation No. 33/POJK.04/2014 and can be accessed via the following links: https://www.anj-group.com/id/bod-1 https://www.anj-group.com/id/boc-1	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Information regarding the Company's Code of Conduct Policy is available at the following link: https://www.anj-group.com/id/code-of-conduct-1 Information regarding the Company's Anti-Corruption Policy is available at the following link: https://www.anj-group.com/id/komitmen-anj-terhadap-tata-kelola-perusahaan-yang-baik	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has a policy prohibiting members of the Board of Directors, the Board of Commissioners, and employees from obtaining personal benefit from information that is not generally available to the market. This policy is set out in Section J of the Company s Code of Ethics on Business Conduct and may be accessed through the following link: https://www.anjgroup.com/id/corporate-governance-policies-system-1	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The policy requiring members of the Board of Directors and the Board of Commissioners to prevent conflicts of interest is set out in the Company's Code of Conduct, which can be accessed via the following link: https://www.anj-group.com/id/code-of-conduct-1	

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	200
	E-02	Greenhouse Gas Emission Intensity	200
	E-03	Electricity Consumption	196
	E-04	Water Consumption	211
	E-05	Waste Generated	203
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	189
Social	S-01	Gender Equality	220
	S-02	Employees by Gender and Age Group	63-64
	S-03	Employee Turnover Rate	-
	S-04	Number of Temporary Officers	64
	S-05	Employee Training and Development	218
	S-06	Number of Work Accidents	217
	S-07	Human Rights Violation Incidents	222
	S-08	Sexual Harassment and/or Non-Discrimination Policy	220
	S-09	Policy on Human Rights	184
	S-10	Child Labor and/or Forced Labor Policy	221
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	215
	S-12	Corporate Social Responsibility	227

Governance	G-01	Management Diversity and Independence	118-128
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	120-129-130
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	132
	G-05	Board of Directors and Commissioners Training Policy	118-127
	G-06	Special Criteria for Election of the Board	114-117-125-126
	G-07	Code of Ethics and/or Anti-Corruption	168-173
	G-08	Fair Treatment Policy for Shareholders	-
	G-09	Conflict of Interest Prevention Policy	82

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework ☒ Yes ☐ No ☒ GRI ☐ TCFD ☐ CDP ☐ IFRS S1 ☐ IFRS S2 ☐ SASB ☐ Others, please specify
null
Third-party assurance and/or validation ☒ No

Thus to be informed accordingly.

Respectfully,

PT Austindo Nusantara Jaya Tbk.

Corporate Secretary

Corporate Secretary

PT Austindo Nusantara Jaya Tbk.

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Sender Name	Corporate Secretary
Function	Corporate Secretary
Date and Time	08-06-2026 20:48
Attachment	1. AR-SR ANJ_2026_080626_lowres.pdf
	2. 2026-06-08_Cover Letter AR SR 2025.pdf

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