

MENJAGA HARAPAN MENGUATKAN KETAHANAN

Maintaining Hope, Strengthening Resiliency





MENJAGA HARAPAN, MENGUATKAN KETAHANAN

Nurturing Hopes, Strengthening Resiliency

Tantangan perjalanan Ancol tahun 2025 ini adalah menghadapi ketidakpastian ekonomi dan minat pariwisata kota yang masih dalam proses pemulihan. Namun demikian, seiring dengan 65 tahun Ancol berkiprah di Indonesia menjadikan Perseroan untuk tetap menjaga harapan dan terus memperkokoh ketahanan bisnisnya dengan berfokus pada penguatan kinerja bisnis utama dibidang properti dan pariwisata melalui peningkatan kualitas lingkungan, konservasi keanekaragaman hayati, serta inovasi layanan wisata yang lebih bertanggung jawab dan relevan bagi kebutuhan saat ini. Pendekatan ini menegaskan bahwa meskipun tantangan masih terasa, upaya yang konsisten dan terarah akan memperkuat fondasi jangka panjang perusahaan, sekaligus memastikan bahwa Ancol tetap menjadi Perusahaan properti terkemuka di Indonesia dan juga menjadi ruang rekreasi yang bernilai bagi masyarakat dan lingkungan di masa depan.

The challenges faced by Ancol in 2025 include ongoing economic uncertainty and urban tourism demand that is under on-going recovery. Nevertheless, marking its 65 years of contribution in Indonesia, Ancol remains optimistic and committed to strengthening its business resilience by focusing on enhancing the performance of its core businesses in the property and tourism sectors. This is pursued through continuous improvements in environmental quality, biodiversity conservation, and the development of more responsible and relevant tourism service innovations aligned with current needs. This approach affirms that, despite persisting challenges, consistent and well-directed efforts will reinforce the Company's long-term foundation, while ensuring that Ancol continues to position itself as a leading property company in Indonesia and a valuable recreational destination that delivers lasting benefits for society and the environment in the future.





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IKHTISAR KINERJA KEBERLANJUTAN

Sustainability Performance Highlights



Kinerja Operasional

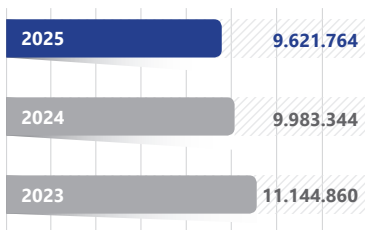
Operational Performance

JUMLAH PENGUNJUNG

Number of Visitors

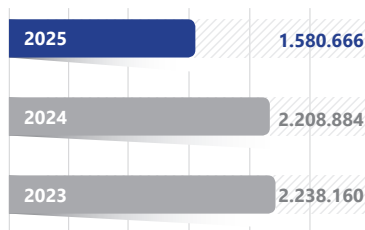


Ancol Taman Impian



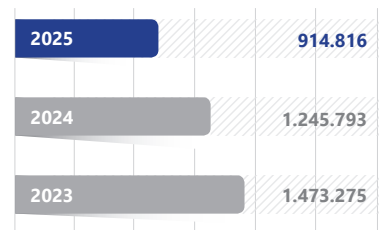
Orang
People

Dufan Ancol



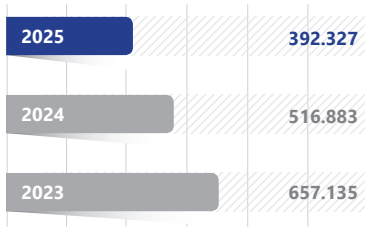
Orang
People

Samudra Ancol



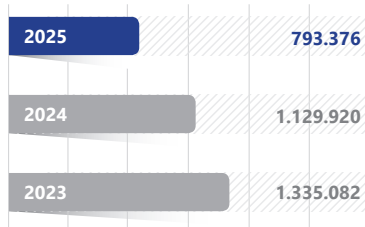
Orang
People

Atlantis Ancol



Orang
People

Sea World Ancol



Orang
People

Persentase Okupansi Putri Duyung Ancol

Occupancy Percentage of Putri Duyung Ancol



dalam Persen
in Percentage





Kinerja Keberlanjutan

Sustainability Performance

KINERJA EKONOMI [OJK B.1]

Economic Performance



Pendapatan atau Penjualan

Revenue or Sales



1.121.209
2025

1.265.897
2024

1.273.834
2023

Juta Rupiah
Million Rupiah

Laba/(Rugi) Bersih

Net Profit/(Loss)



179.964
2025

176.286
2024

241.306
2023

Juta Rupiah
Million Rupiah

Pelibatan Pemasok Lokal

Local Supplier Involvement



931
2025

1.510
2024

1.735
2023

Perusahaan/Mitra
Companies/Partners

Kuantitas Produk/Jasa

Products/Services Quantities

3 Segmen
Segments



Pariwisata
Tourism



Real Estat
Real Estate



Perdagangan dan Jasa
Trade and Services





KINERJA LINGKUNGAN [OJK B.2]

Environmental Performance

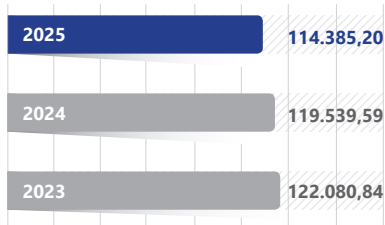


Penggunaan Energi

Energy Consumption

Energi Listrik

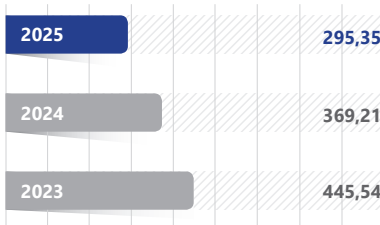
Electricity



Gigajoule

Energi Bahan Bakar Minyak

Fuel Energy Consumption



Gigajoule

Pengambilan Air

Water Withdrawal



Megaliter

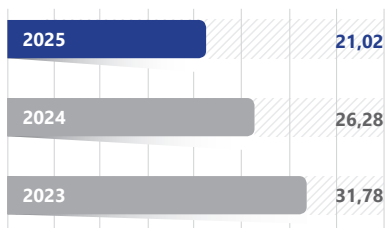
Emisi GRK

GHG Emissions

Cakupan-1

Scope-1

↓ 20,02%

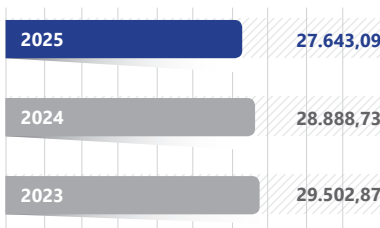


ton CO₂e

Cakupan-2

Scope-2

↓ 4,31%

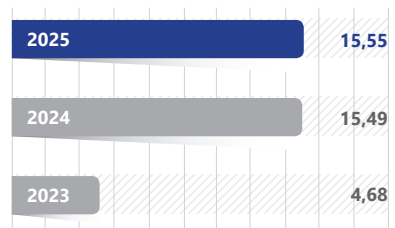


ton CO₂e

Cakupan-3

Scope-3

↑ 0,39%



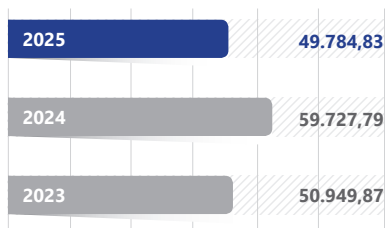
ton CO₂e

Penambahan/(Pengurangan) Limbah

Increase/(Decrease) in Waste

Limbah Non-B3 (Sampah Properti & Rekreasi)

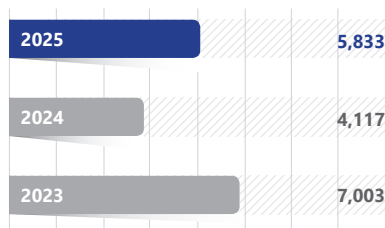
Non-hazardous waste
(Property & Recreation Waste)



m³

Limbah B3

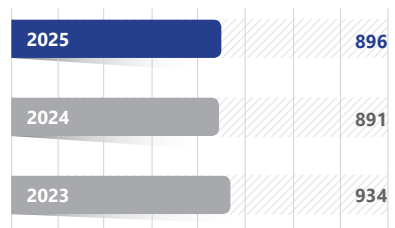
Hazardous Waste



ton

Penggunaan Kertas

Paper Consumption



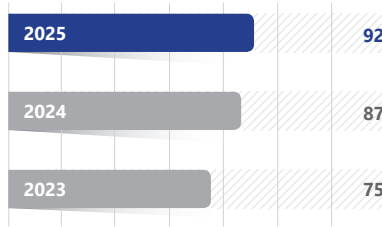
Rim Reams

Pelestarian Keanekaragaman Hayati

Biodiversity Conservation

Jenis Flora

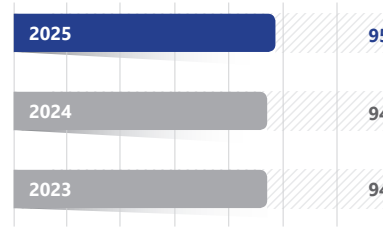
Flora species



Spesies
Species

Jenis Fauna (Mamalia laut, Mamalia darat, Aves)

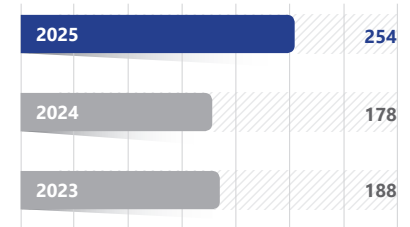
Fauna species (Marine & Terrestrial Mammals, Birds)



Spesies
Species

Jenis Fauna (Ikan)

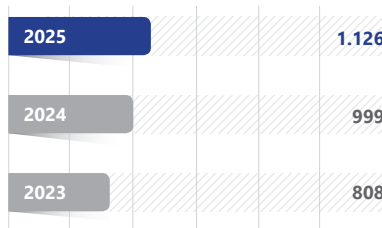
Fauna species (Fish)



Spesies
Species

Kelahiran Satwa Hasil Perkembangbiakan Terkontrol

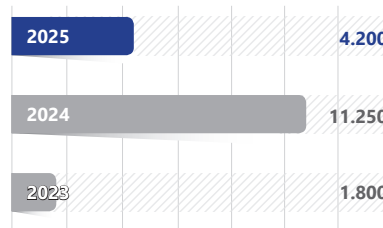
Births from Controlled Breeding Programs



Individu
Individuals

Kulit Kerang Hijau dari Kegiatan Restorasi Kerjang Hijau

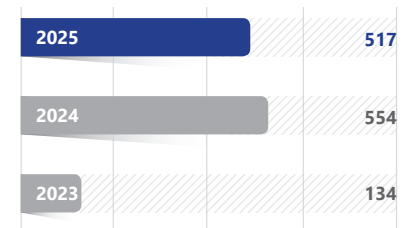
Green Mussel Shells Collected from Restoration Activities



kg

Relawan dari Sekolah, Instansi Pemerintah, dan Perusahaan Swasta

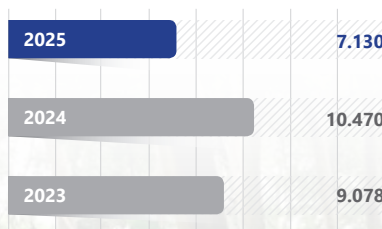
Volunteers Participating (Schools, Government Agencies, Private Companies)



Orang
People

Biaya Lingkungan

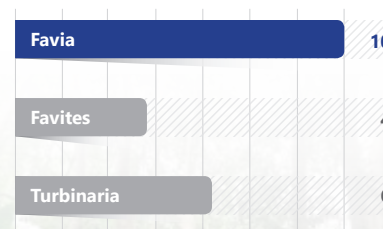
Environmental Costs



Juta Rupiah
Million Rupiah

Hasil Transplantasi Terumbu Karang (Jumlah Koloni) per Desember 2025

Coral Reef Transplantation Results (Number of Colonies) as of December 2025



koloni
Colonies

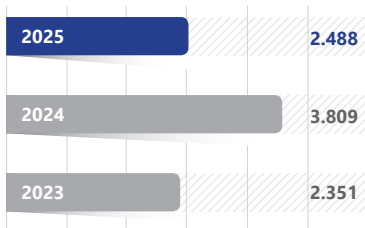




KINERJA SOSIAL [OJK B.3]
Social Performance

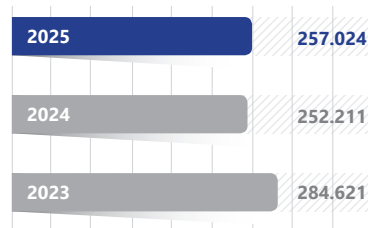


Penyaluran Dana CSR
CSR Funds Distribution



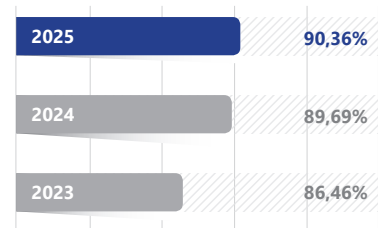
Juta Rupiah
Million Rupiah

Masyarakat Penerima Program CSR
Beneficiaries of CSR Programs



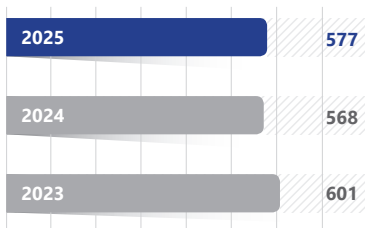
Orang
People

Rata-rata Kepuasan Konsumen
Customer Satisfaction



Persen
Percentage

Total Pegawai
Number of Employees



Orang
Person

Pegawai Wanita
Female Workers



Orang
Person

Jumlah Kecelakaan Kerja Fatal
Number of Fatal Occupational Accidents



Kasus Fatalitas
Fatality Cases





STRATEGI KEBERLANJUTAN [OJK A.1.]

Sustainability Strategy

Strategi keberlanjutan dapat membantu perusahaan mengelola dampak lingkungan, sosial, dan tata kelola (LST) secara lebih terarah, sehingga operasional dapat berjalan secara bertanggung jawab sekaligus berkelanjutan dalam jangka panjang. Dengan pendekatan yang terstruktur, perusahaan mampu memitigasi risiko, meningkatkan efisiensi operasional, dan membangun ketahanan bisnis menghadapi perubahan iklim, perkembangan regulasi, serta ekspektasi pemangku kepentingan.

Ancol telah menetapkan tiga strategi keberlanjutan, yaitu *Ancol Global Eco-Partnership*, *Ancol Urban Forest* dan *Eco Venture*, serta *Ancol Green Company* yang telah terintegrasi dalam seluruh operasional dan proses pengambilan keputusan. Melalui pendekatan ini, Ancol tidak hanya memenuhi tanggung jawab sosial dan lingkungannya, tetapi juga membuka peluang untuk inovasi, meningkatkan efisiensi, memperkuat daya saing jangka panjang, serta memberikan kontribusi terhadap pencapaian *Sustainable Development Goals* (SDGs).

INTEGRASI NILAI KEBERLANJUTAN DALAM OPERASIONAL PERUSAHAAN

[OJK F.1.]

Di tahun 2025, Ancol secara konsisten memperkuat komitmennya dalam mewujudkan kawasan rekreasi berkelas dunia yang berkontribusi pada agenda dan komitmen global. Strategi keberlanjutan Ancol berfokus pada peningkatan kualitas layanan, pengembangan kawasan, dan pengelolaan lingkungan yang bertanggung jawab untuk menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

A sustainability strategy enables the Company to manage Environmental, Social, and Governance (ESG) impacts more purposefully, ensuring that operations are conducted responsibly and remain sustainable over the long term. Through a structured approach, the Company is able to mitigate risks, enhance operational efficiency, and build business resilience against climate change, regulatory developments, and evolving stakeholder expectations.

Ancol has established three core sustainability strategies: Ancol Global Eco-Partnership, Ancol Urban Forest and Eco Venture, and Ancol Green Company, all of which are integrated into every operational aspect and decision-making process. Through this approach, Ancol not only fulfills its social and environmental responsibilities but also unlocks opportunities for innovation, improves efficiency, strengthens long-term competitiveness, and contributes to the achievement of the Sustainable Development Goals (SDGs).

INTEGRATING SUSTAINABILITY VALUES INTO COMPANY OPERATIONS [OJK F.1.]

Throughout 2025, Ancol has consistently reinforced its commitment to establishing a world-class recreational area that contributes to global agendas and commitments. Ancol's sustainability strategy is focused on enhancing service quality, regional development, and responsible environmental management to generate long-term value for all stakeholders.





LINGKUNGAN YANG TERJAGA

Environmental Preservation

- Restorasi kerang hijau yang berhasil memperkuat ekosistem pesisir;
Green mussel restoration that successfully strengthens the coastal ecosystem;
- Kampanye bebas plastik sekali pakai dan pengelolaan ruang terbuka hijau sebagai habitat flora dan fauna;
Single-use plastic-free campaigns and the management of green open spaces as habitats for flora and fauna;
- Pengurangan jejak karbon melalui kampanye "Satu Jam untuk Bumi" dan layanan uji emisi gratis;
Carbon footprint reduction through the "One Hour for Earth" campaign and the provision of free emission testing services;
- Uji coba transplantasi terumbu karang untuk mendukung pemulihan ekosistem laut dan meningkatkan keanekaragaman hayati perairan Ancol.
Coral reef transplantation pilot to support marine ecosystem recovery and enhance biodiversity in Ancol waters.



PENGALAMAN LEBIH BAIK DAN PENGEMBANGAN KAWASAN

Better Experience and Region Development

- Peningkatan standar layanan dan fasilitas pedagang di kawasan Ancol;
Enhancement of service standards and facilities for vendors within the Ancol area;
- Persetujuan reklamasi seluas 65 hektar untuk mendukung pertumbuhan bisnis di masa mendatang;
Approval of a 65-hectare reclamation project to support future business growth;
- Dukungan terhadap pembangunan Depo MRT untuk mempermudah akses masyarakat terhadap kawasan wisata Ancol di masa depan.
Support for the development of the MRT Depot to improve public accessibility to the Ancol recreational area in the future.





PENJELASAN DIREKSI [OJK D.1.] [GRI 2-22]

Message From The Board of Directors [OJK D.1.] [GRI 2-22]

PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG TERHORMAT,

Tahun 2025 berlangsung dalam situasi ekonomi yang masih berfluktuasi, disertai perubahan perilaku wisatawan serta meningkatnya perhatian publik terhadap kualitas lingkungan di Provinsi DKI Jakarta. Di tengah kondisi tersebut, kami bersyukur Ancol dapat menjaga kinerja operasional secara sehat dan tetap menjadi ruang rekreasi yang dekat dengan masyarakat. Pendapatan usaha tahun 2025 tercatat menurun 11,43% dibandingkan tahun sebelumnya. Dukungan para pemegang saham, pengunjung, mitra usaha, serta pemerintah menjadi faktor penting yang memungkinkan Perseroan terus beradaptasi dan mempertahankan daya saing.

ANCOL DAN PEMBANGUNAN BERKELANJUTAN

Ancol memandang keberlanjutan sebagai dasar pengelolaan kawasan dan arah pertumbuhan jangka panjang, sejalan dengan komitmen nasional terhadap Tujuan Pembangunan Berkelanjutan (TPB/SDGs). Dalam praktiknya, Perseroan berupaya menjaga kualitas lingkungan pesisir dan pemeliharaan ruang terbuka hijau, sambil memastikan kawasan tetap aman dan inklusif bagi seluruh pengunjung. Komitmen ini diwujudkan dengan menetapkan tiga strategi utama: *Ancol Global Eco-Partnership*, *Ancol Urban Forest* dan *Eco Venture*, serta *Ancol Green Company*. Penerapan prinsip-prinsip keberlanjutan ini diintegrasikan dalam seluruh aspek operasional dan pengambilan keputusan Perseroan.

Ancol juga terus memperkuat kontribusi sosial melalui berbagai inisiatif pemberdayaan masyarakat dan peningkatan layanan publik yang relevan dengan kebutuhan warga sekitar. Ancol berupaya memberikan nilai jangka panjang bagi lingkungan, masyarakat, dan perekonomian daerah, sekaligus mendukung pencapaian TPB secara berkesinambungan.

DEAR VALUED SHAREHOLDERS AND STAKEHOLDERS,

The year 2025 unfolded amidst a fluctuating economic landscape, characterized by evolving tourist behaviors and heightened public concern regarding environmental quality in the DKI Jakarta Province. In the face of these conditions, we are grateful that Ancol has maintained a resilient operational performance while remaining a preferred recreational space for the community. Our total revenue in 2025 recorded a decrease of 11.43% compared to the previous year. The unwavering support of our shareholders, visitors, business partners, and the government has been instrumental in enabling the Company to continuously adapt and sustain its competitive advantage.

ANCOL AND SUSTAINABLE DEVELOPMENT

Ancol views sustainability as the foundation of its regional management and the trajectory for long-term growth, aligned with the national commitment to the Sustainable Development Goals (SDGs). In practice, the Company strives to preserve coastal environmental quality and maintain green open spaces, while ensuring the area remains safe and inclusive for all visitors. This commitment is realized through three primary strategies: *Ancol Global Eco-Partnership*, *Ancol Urban Forest* and *Eco Venture*, and *Ancol Green Company*. The implementation of these sustainability principles is integrated into all operational aspects and the Company's decision-making processes.

Furthermore, Ancol continues to strengthen its social contribution through various community empowerment initiatives and the enhancement of public services relevant to the needs of local residents. Ancol is committed to delivering long-term value for the environment, society, and the regional economy, while supporting the continuous achievement of the SDGs.

KEBIJAKAN ANCOL UNTUK MERESPONS TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN

Dalam menjalankan operasional di kawasan wisata terbesar di Provinsi DKI Jakarta, Ancol dihadapkan pada berbagai tantangan keberlanjutan, mulai dari tekanan terhadap lingkungan pesisir, peningkatan volume pengunjung, hingga ekspektasi publik terhadap layanan yang aman, inklusif, dan berkualitas. Untuk menjawab tantangan tersebut, Perseroan menetapkan kebijakan keberlanjutan yang menjadi acuan dalam perencanaan dan pengambilan keputusan.

Kebijakan ini menekankan pentingnya menjaga keseimbangan antara pertumbuhan usaha dan pelestarian lingkungan. Ancol memperkuat pengelolaan limbah, pemantauan kualitas air, dan efisiensi energi untuk memastikan kawasan tetap nyaman dan memiliki daya dukung ekologis yang terjaga. Upaya ini juga dilengkapi dengan peningkatan kapasitas sistem pengelolaan lingkungan, termasuk pengawasan yang lebih terstruktur dan evaluasi berkala di seluruh area operasional. Selama tahun pelaporan, Ancol berhasil melanjutkan efisiensi energi dan menurunkan emisi GRK Cakupan-1 sebesar 5,26 ton CO₂e dan Cakupan-2 sebesar 1.245,64 ton CO₂e dibandingkan tahun sebelumnya.

Di aspek sosial, kebijakan keberlanjutan diarahkan untuk meningkatkan manfaat kawasan bagi masyarakat dan pengunjung. Ancol mendorong layanan yang lebih aman, ramah keluarga, dan inklusif, serta menjalankan program pemberdayaan masyarakat yang mendukung kesejahteraan warga sekitar. Pendekatan ini memastikan bahwa pertumbuhan kawasan membawa dampak positif yang dapat dirasakan langsung oleh masyarakat. Di tahun ini, rerata kepuasan konsumen mencapai 90,72%, meningkat dibandingkan capaian tahun sebelumnya.

ANCOL'S POLICY IN RESPONDING TO CHALLENGES IN ACHIEVING SUSTAINABILITY STRATEGIES

In managing operations within the largest tourism area in DKI Jakarta Province, Ancol faces various sustainability challenges, ranging from pressures on the coastal environment and increasing visitor volumes to public expectations for safe, inclusive, and high-quality services. To address these challenges, the Company has established a sustainability policy that serves as a benchmark for planning and decision-making.

This policy emphasizes the importance of maintaining a balance between business growth and environmental preservation. Ancol is strengthening waste management, water quality monitoring, and energy efficiency to ensure the area remains comfortable while maintaining its ecological carrying capacity. These efforts are further bolstered by enhancing environmental management system capacities, including more structured oversight and periodic evaluations across all operational areas. Throughout the reporting year, Ancol successfully continued its energy efficiency initiatives and reduced GHG emissions by 5.26 ton CO₂e for Scope 1 and 1,245.64 ton CO₂e for Scope 2 from the previous year's.

On the social front, the sustainability policy is directed toward maximizing the area's benefits for the community and visitors. Ancol promotes services that are safer, family-friendly, and inclusive, while implementing community empowerment programs that support the well-being of local residents. This approach ensures that regional growth delivers positive impacts felt directly by the community. This year, the average customer satisfaction score reached 90.72%, an increase from the previous year's achievement.

Dalam hal tata kelola, Ancol mengintegrasikan prinsip *Environment, Social, dan Governance* (ESG) ke dalam proses manajemen risiko, memastikan bahwa setiap proyek dan pengembangan memperhitungkan dampak lingkungan dan sosial secara menyeluruh. Perseroan juga memperkuat transparansi dan akurasi pelaporan sebagai bagian dari komitmen untuk memenuhi harapan pemangku kepentingan dan standar pelaporan keberlanjutan. Perseroan memiliki nilai-nilai keberlanjutan yang diintegrasikan ke dalam budaya Perseroan, meliputi Integritas, Belajar Terus-Menerus, Terpanggil, Peduli Sesama, Berpikir Kreatif, dan Bertanggung Jawab. Nilai-nilai ini menjadi pedoman bagi Insan Ancol dalam berinteraksi dengan segenap pemangku kepentingan, didukung oleh penerapan *Code of Conduct* (Kode Etik Perseroan).

Melalui kebijakan yang lebih terarah dan terintegrasi ini, Ancol memastikan bahwa seluruh aktivitas bisnis selaras dengan strategi keberlanjutan Perseroan, sekaligus membangun ketahanan kawasan dalam menghadapi tantangan masa kini maupun di masa mendatang.

Regarding governance, Ancol integrates Environmental, Social, and Governance (ESG) principles into its risk management processes, ensuring that every project and development comprehensively accounts for environmental and social impacts. The Company is also strengthening reporting transparency and accuracy as part of its commitment to meeting stakeholder expectations and sustainability reporting standards. The Company's sustainability values—comprising Integrity, Continuous Learning, Passionate Calling, Care for Others, Creative Thinking, and Responsibility—are integrated into the corporate culture. These values guide "Insan Ancol" (Ancol's employees) in interacting with all stakeholders, supported by the implementation of the Code of Conduct.

Through these more targeted and integrated policies, Ancol ensures that all business activities are aligned with the Company's sustainability strategy, while building regional resilience to face both current and future challenges.



PENERAPAN KEUANGAN/KEGIATAN BERKELANJUTAN [OJK D.2.]

Ancol mengadopsi Keuangan Berkelanjutan yang dimaknai sebagai kegiatan operasional Perseroan yang memperhatikan aspek ekonomi, lingkungan, dan sosial. Respons Ancol terhadap isu keberlanjutan berfokus pada pemantapan Ancol sebagai lembaga konservasi dan pusat edukasi berkelanjutan. Ancol terus memperkuat penerapan Keuangan Berkelanjutan sebagai bagian dari upaya memastikan bahwa setiap rencana kerja dan investasi selaras dengan prinsip keberlanjutan. Penerapan ini tidak hanya untuk memenuhi ketentuan OJK, tetapi juga sebagai respons terhadap kebutuhan operasional kawasan yang menuntut efisiensi, ketahanan lingkungan, dan manfaat sosial yang lebih luas.

Dalam praktiknya, Ancol mengarahkan sebagian anggaran dan sumber daya untuk mendukung program prioritas lingkungan, peningkatan kualitas kawasan, serta kegiatan sosial yang relevan bagi masyarakat sekitar. Pengelolaan anggaran dilakukan dengan mempertimbangkan risiko dan peluang terkait ESG, sehingga keputusan pembiayaan menjadi lebih terukur dan mampu memberikan nilai jangka panjang. Selain itu, Perseroan terus memperbaiki proses pelaporan dan pengawasan internal agar seluruh aktivitas keberlanjutan dapat dipantau secara transparan dan akuntabel.

Aspek Ekonomi

Per 31 Desember 2025, Perseroan mencatat pendapatan usaha sebesar Rp1.121.209 juta, atau setara dengan 96% dari target Rencana Kerja dan Anggaran Perusahaan Perubahan (RKAP-P) Tahun 2025 yang ditetapkan sebesar Rp1.165.602 juta. Capaian tersebut menunjukkan menurun dibandingkan realisasi pendapatan usaha pada tahun 2024 yang tercatat sebesar Rp1.265.897 juta. Perubahan kinerja pendapatan tersebut terutama dipengaruhi oleh dinamika kinerja pada segmen usaha utama, antara lain pendapatan dari hotel dan restoran, penjualan tiket wahana, serta kontribusi dari kegiatan dan event yang diselenggarakan sepanjang tahun pelaporan.

Sementara itu, laba tahun berjalan yang dapat diatribusikan kepada pemilik entitas induk pada tahun 2025 tercatat sebesar Rp180.194 atau 178,20% dari target RKAP Tahun 2025 sebesar Rp101.117 juta. Pencapaian laba tersebut menunjukkan meningkat dibandingkan tahun sebelumnya, yang antara lain dipengaruhi oleh efektivitas pengendalian biaya operasional, optimalisasi

IMPLEMENTATION OF SUSTAINABLE FINANCE AND ACTIVITIES [OJK D.2.]

Ancol adopts Sustainable Finance, defined as operational activities that integrate economic, environmental, and social aspects. Ancol's response to sustainability issues focuses on solidifying its position as a conservation institution and a center for sustainable education. The Company continues to strengthen the implementation of Sustainable Finance to ensure that every work plan and investment is aligned with sustainability principles. This implementation is not only to comply with OJK (Financial Services Authority) regulations but also to respond to operational needs that demand efficiency, environmental resilience, and broader social benefits.

In practice, Ancol allocates a portion of its budget and resources to support priority environmental programs, regional quality enhancements, and social activities relevant to the local community. Budget management is conducted by considering ESG-related risks and opportunities, ensuring that financing decisions are more measurable and capable of delivering long-term value. Furthermore, the Company continuously improves internal reporting and oversight processes to ensure all sustainability activities are monitored transparently and accountably.

Economic Aspect

As of December 31, 2025, the Company recorded total revenue of Rp1,121,209 million, representing 96% of the target set in the 2025 Revised Work Plan and Budget (RKAP-P) of Rp1,165,602 million. This achievement reflects a decrease compared to the 2024 revenue of Rp1,265,897 million. This performance was primarily driven by the dynamics of key business segments, including revenue from hotels and restaurants, attraction ticket sales, and contributions from events held throughout the reporting year.

Meanwhile, the profit for the year attributable to owners of the parent entity in 2025 was recorded at Rp180.194 or 178,20% of the 2025 RKAP target of Rp101,117 million. This profit achievement represents an increase compared to the previous year, influenced by effective operational cost controls, optimized asset utilization, and efficiency strategies implemented across the

pemanfaatan aset, serta strategi efisiensi yang diterapkan Perseroan dalam menjalankan kegiatan usahanya. Secara keseluruhan, kinerja ekonomi Perseroan pada tahun 2025 mencerminkan upaya berkelanjutan dalam menjaga keseimbangan antara pertumbuhan usaha, efisiensi operasional, dan penciptaan nilai bagi pemangku kepentingan.

Company's business activities. Overall, the Company's economic performance in 2025 reflects ongoing efforts to balance business growth, operational efficiency, and value creation for stakeholders.

Ancol berkomitmen menjaga keseimbangan ekosistem pesisir melalui pengelolaan lingkungan yang bertanggung jawab.”

Ancol is committed to maintaining the balance of coastal ecosystems through responsible environmental management.

Aspek Sosial

Pemenuhan aspek sosial dilakukan Perseroan melalui pelaksanaan tanggung jawab kepada seluruh pemangku kepentingan secara berimbang. Kepada karyawan, Perseroan menjunjung tinggi prinsip hak asasi manusia dengan memastikan tidak adanya praktik diskriminasi, memberikan kesempatan kerja yang setara, tidak mempekerjakan anak, serta meniadakan segala bentuk kerja paksa. Perseroan juga secara konsisten mendukung pengembangan kompetensi karyawan serta menciptakan lingkungan kerja yang sehat, aman, dan nyaman.

Dalam kaitannya dengan konsumen atau pengunjung, Perseroan terus berupaya meningkatkan kualitas layanan serta melakukan inovasi produk dan wahana guna memenuhi ekspektasi dan meningkatkan pengalaman pengunjung. Perseroan memandang keberlanjutan sebagai upaya penciptaan nilai jangka panjang, termasuk nilai tidak berwujud (*intangible value*) bagi masyarakat. Sepanjang tahun 2025, Ancol merealisasikan komitmen tersebut melalui pemberian akses masuk gratis pada momen tertentu, seperti Hari Buruh dan Hari TNI, serta fasilitasi kunjungan bagi yayasan yatim piatu dan pihak lain yang memenuhi persyaratan yang ditetapkan Perseroan. Secara keseluruhan, Ancol telah memberikan sebanyak 100.781 akses masuk gratis kepada masyarakat, dengan nilai ekonomi yang setara sebesar Rp13.431 juta. Sementara itu, terhadap pemasok, Perseroan menerapkan prinsip transparansi dan akuntabilitas dalam seluruh proses pengadaan barang dan jasa, termasuk melalui mekanisme tender yang adil dan terbuka.

Social Aspect

The fulfillment of social aspects is carried out through the balanced execution of responsibilities toward all stakeholders. For employees, the Company upholds human rights principles by ensuring zero-tolerance for discrimination, providing equal employment opportunities, prohibiting child labor, and eliminating all forms of forced labor. The Company consistently supports employee competency development and fosters a healthy, safe, and conducive working environment.

In relation to customers and visitors, the Company strives to enhance service quality and innovate products and attractions to meet expectations and elevate the visitor experience. The Company views sustainability as an effort to create long-term value, including intangible value for society. Throughout 2025, Ancol realized this commitment by providing free access on selected occasions, such as Labor Day and Indonesian National Armed Forces (TNI) Day, as well as facilitating visits for orphanages and other eligible parties in accordance with the Company's established criteria. Overall, Ancol provided a total of 100,781 free admissions to the public, representing an equivalent economic value of IDR13,431 million. Regarding suppliers, the Company applies principles of transparency and accountability across all procurement processes, including fair and open tender mechanisms.

Bagi masyarakat, Perseroan menjalankan tanggung jawab sosial melalui penyelenggaraan berbagai program tanggung jawab sosial (CSR) dengan total realisasi biaya sebesar Rp2,488 miliar. Adapun kepada negara, Perseroan memenuhi kewajiban perpajakan secara tepat waktu, antara lain melalui pembayaran pajak penghasilan sebesar Rp44.834 juta, pajak hiburan sebesar Rp74.212 juta, serta pajak bumi dan bangunan sebesar Rp65.017 juta. Terkhusus kepada pemegang saham, Perseroan membagikan dividen dengan total nilai sebesar Rp38.400 juta yang dibagi tahun 2025 atas laba tahun 2024 sebagai wujud komitmen dalam menciptakan nilai ekonomi yang berkelanjutan.

Aspek Lingkungan

Komitmen Perseroan terhadap aspek lingkungan diwujudkan melalui penerapan operasional yang ramah lingkungan dengan berpedoman pada prinsip 3R (*Reduce, Reuse, dan Recycle*). Prinsip tersebut diimplementasikan melalui penghematan penggunaan bahan bakar minyak dan energi listrik, yang sekaligus berkontribusi pada penurunan emisi gas rumah kaca sebagai salah satu penyebab perubahan iklim dan pemanasan global.

Sejalan dengan itu, Perseroan mengelola sumber daya air, air limbah, serta limbah bahan berbahaya dan beracun (B3) maupun non-B3 secara bertanggung jawab dan sesuai dengan ketentuan peraturan perundang-undangan. Selain pengelolaan operasional, Perseroan juga melaksanakan program konservasi keanekaragaman hayati secara berkelanjutan, baik *ex-situ* melalui kegiatan pembiakan (*breeding*) sebanyak 18 species dengan hasil 1.126 ekor pada tahun 2025, maupun *in-situ* melalui restorasi kerang hijau serta inisiatif uji coba transplantasi terumbu karang sebagai bagian dari upaya menjaga keseimbangan ekosistem pesisir.

Sepanjang tahun 2025, Perseroan mengalokasikan biaya lingkungan sebesar Rp7,13 miliar untuk mendukung pengelolaan taman dan ruang terbuka hijau, kebersihan kawasan wisata, pengelolaan limbah dan air limbah, serta pemantauan dan mitigasi dampak lingkungan.

STRATEGI PENCAPAIAN TARGET [OJK D.3.]

Untuk mencapai sasaran keberlanjutan yang telah ditetapkan, Ancol menerapkan strategi yang terintegrasi dengan rencana bisnis dan operasional Perseroan. Strategi ini berfokus pada peningkatan kinerja kawasan melalui optimalisasi aset, pengembangan layanan yang lebih responsif terhadap kebutuhan pengunjung, serta perbaikan proses kerja agar lebih efisien dan ramah lingkungan.

For the community, the Company fulfills its social responsibility through various Corporate Social Responsibility (CSR) programs with a total expenditure of Rp2.488 billion. To the State, the Company fulfills its tax obligations in a timely manner, including income tax payments of Rp44,834 billion, entertainment tax of Rp74,212 billion, and land and building tax of Rp65,017 billion. Specifically for shareholders, the Company distributed dividends totaling Rp38,400 billion as a testament to its commitment to creating sustainable economic value.

Environmental Aspect

The Company's commitment to environmental aspects is realized through eco-friendly operations guided by the 3R principles (Reduce, Reuse, and Recycle). These principles are implemented through fuel and electricity conservation, which contributes to the reduction of Greenhouse Gas (GHG) emissions—a primary driver of climate change and global warming.

Concurrently, the Company responsibly manages water resources, wastewater, as well as hazardous (B3) and non-hazardous waste in accordance with prevailing laws and regulations. Beyond operational management, the Company carries out continuous biodiversity conservation programs, both *ex-situ* through breeding activities—encompassing 18 species with 1,126 individuals born in 2025—and *in-situ* through green mussel restoration and coral reef transplantation pilot initiatives as part of efforts to maintain coastal ecosystem balance.

Throughout 2025, the Company allocated environmental expenditures amounting to IDR 7.13 billion to support the management of parks and green open spaces, cleanliness of tourist areas, wastewater and air emissions management, as well as environmental monitoring and impact mitigation.

TARGET ACHIEVEMENT STRATEGY [OJK D.3.]

To achieve the established sustainability goals, Ancol implements a strategy that is fully integrated with the Company's business and operational plans. This strategy focuses on enhancing regional performance through asset optimization, developing services that are more responsive to visitor needs, and refining business processes to be more efficient and environmentally friendly.

Dalam mengelola risiko keberlanjutan, Ancol menerapkan sistem manajemen risiko dengan merujuk pada Pedoman Manajemen Risiko Perseroan dan standar internasional seperti ISO 31000:2018. Pengelolaan risiko dilakukan secara periodik untuk mengidentifikasi, menganalisis, dan memitigasi risiko di aspek ekonomi, lingkungan, maupun sosial, yang berpotensi menghalangi pencapaian target.

Perseroan juga mendorong inovasi melalui pemanfaatan teknologi digital, baik untuk meningkatkan pengalaman pengunjung maupun untuk memastikan pengelolaan kawasan dilakukan secara lebih efektif. Di sisi lain, penguatan struktur permodalan dan pengelolaan sumber daya menjadi prioritas untuk mendukung pembiayaan program keberlanjutan yang bersifat jangka panjang.

Komitmen terhadap pengembangan organisasi turut menjadi bagian penting dari strategi ini. Ancol terus meningkatkan kapasitas dan kompetensi karyawan agar mampu menjalankan prinsip keberlanjutan dalam aktivitas sehari-hari, sehingga target-target Perseroan dapat dicapai dengan konsisten dan berkesinambungan.

Melalui strategi yang terarah dan eksekusi yang disiplin, Ancol berupaya memastikan bahwa tujuan keberlanjutan tidak hanya menjadi deklarasi, tetapi benar-benar tercermin dalam kinerja operasional dan nilai yang diberikan kepada pengunjung, pemangku kepentingan, dan lingkungan.

PROSPEK DAN PELUANG

Indonesia menargetkan pertumbuhan ekonomi yang solid dalam beberapa tahun ke depan, termasuk sektor pariwisata yang diproyeksikan terus membaik sejalan dengan peningkatan mobilitas masyarakat dan pemulihan daya beli. Untuk Ancol, tren ini membuka peluang pengembangan layanan rekreasi yang lebih ramah lingkungan, inovatif, dan berbasis pengalaman.

Prospek sektor pariwisata yang optimistik pada tahun 2026, menjadi peluang utama Ancol dengan memanfaatkan momentum ini melalui lima inisiatif strategis, termasuk *Organic Growth Enhancement*, *Diversification*, dan *Digital Transformation*, untuk memaksimalkan daya saing dan inovasi. Peluang lain muncul dari meningkatnya kesadaran publik terhadap lingkungan hidup, yang mendorong permintaan terhadap ruang terbuka hijau, edukasi lingkungan, dan destinasi wisata yang lebih berkelanjutan. Dengan aset kawasan yang luas dan posisinya sebagai ikon wisata Jakarta, Ancol berada pada posisi yang kuat untuk memanfaatkan peluang tersebut.

In managing sustainability risks, Ancol implements a risk management system guided by the Company's Risk Management Guidelines and international standards such as ISO 31000:2018. Risk management is conducted periodically to identify, analyze, and mitigate risks across economic, environmental, and social dimensions that could potentially impede the achievement of targets.

The Company also fosters innovation through the utilization of digital technology, both to elevate the visitor experience and to ensure more effective regional management. Furthermore, strengthening the capital structure and resource management remains a priority to support the financing of long-term sustainability programs.

A commitment to organizational development is also a vital component of this strategy. Ancol continuously enhances employee capacity and competency to ensure the practical application of sustainability principles in daily activities, enabling the consistent and continuous attainment of corporate targets.

Through a targeted strategy and disciplined execution, Ancol seeks to ensure that sustainability goals are not merely declarations but are genuinely reflected in operational performance and the value delivered to visitors, stakeholders, and the environment.

PROSPECTS AND OPPORTUNITIES

Indonesia targets solid economic growth in the coming years, with the tourism sector projected to continue its recovery in line with increased public mobility and the restoration of purchasing power. For Ancol, this trend presents an opportunity to develop recreational services that are more eco-friendly, innovative, and experience-based.

The optimistic outlook for the tourism sector in 2026 serves as a primary opportunity for Ancol. The Company aims to capitalize on this momentum through five strategic initiatives—including *Organic Growth Enhancement*, *Diversification*, and *Digital Transformation*—to maximize competitiveness and innovation. Further opportunities arise from heightened public environmental awareness, which has driven demand for green open spaces, environmental education, and more sustainable travel destinations. Given its extensive regional assets and its status as a tourism icon in Jakarta, Ancol is well-positioned to leverage these opportunities.

Ancol menyadari faktor eksternal seperti fluktuasi harga komoditas dan peningkatan biaya energi dapat memengaruhi keberlanjutan. Strategi diversifikasi portofolio produk dan *sustainability roadmap* jangka panjang diterapkan untuk mengubah faktor eksternal ini menjadi peluang. Ancol juga akan memperkuat kolaborasi dengan pemerintah daerah untuk mengatasi kendala akses dan infrastruktur.

PENUTUP

Direksi berkomitmen untuk menjadikan Ancol sebagai destinasi rekreasi publik yang aman, inklusif, dan berkelanjutan. Melalui strategi yang terarah, implementasi kebijakan yang disiplin, serta dukungan seluruh pemangku kepentingan, Perseroan akan terus menjaga kualitas kawasan dan meningkatkan kontribusi terhadap pembangunan berkelanjutan di DKI Jakarta.

Kami menyampaikan apresiasi kepada seluruh pihak yang turut memperkuat perjalanan Ancol di tahun 2025, dan berharap kolaborasi ini terus membawa dampak positif bagi masyarakat, lingkungan, dan pemegang saham.

Ancol acknowledges that external factors, such as commodity price fluctuations and rising energy costs, may impact sustainability. To address this, the Company has implemented a product portfolio diversification strategy and a long-term sustainability roadmap to transform these external challenges into opportunities. Furthermore, Ancol will strengthen its collaboration with the regional government to address accessibility and infrastructure constraints.

CLOSING

The Board of Directors is committed to establishing Ancol as a safe, inclusive, and sustainable public recreational destination. Through a well-defined strategy, disciplined policy implementation, and the unwavering support of all stakeholders, the Company will continue to preserve the quality of the area and enhance its contribution to sustainable development in DKI Jakarta.

We express our sincere appreciation to all parties who have strengthened Ancol's journey throughout 2025. We look forward to this ongoing collaboration, which continues to deliver positive impacts for society, the environment, and our shareholders.

Jakarta, 3 Maret 2026
Jakarta, March 3, 2026

Atas nama Direksi,
On behalf of the Board of Directors,
PT Pembangunan Jaya Ancol Tbk



Winarto
Direktur Utama
President Director



TENTANG LAPORAN KEBERLANJUTAN [2-2, 2-3, 2-4]

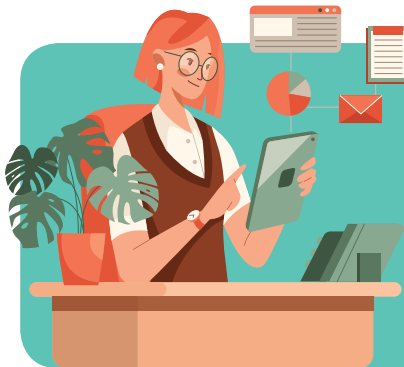
About the Sustainability Report

Ancol menerbitkan Laporan Keberlanjutan setiap tahun sebagai bentuk akuntabilitas dan transparansi atas dampak kegiatan usahanya terhadap aspek ekonomi, sosial, dan lingkungan. Laporan ini merupakan bagian yang tidak terpisahkan dari Laporan Tahunan dan mencakup kinerja Perseroan untuk periode 1 Januari hingga 31 Desember 2025. Pelaporan mencakup kinerja Perseroan dan sebagian Entitas Anak, yaitu PT Taman Impian Jaya Ancol (PT TIJA), PT Seabreez Indonesia (PT SI), PT Jaya Ancol (PT JA), dan PT Sarana Tirta Utama (PT STU). Terdapat informasi yang dinyatakan ulang dalam Laporan ini, antara lain data kinerja rata-rata jam pelatihan karyawan dan data emisi GRK. Perubahan pada keduanya disebabkan oleh penyesuaian metode penghitungan.

Perseroan menyambut baik kritik dan saran atas Laporan Keberlanjutan yang diterbitkan. Pemangku kepentingan dan menyampaikan masukannya melalui:

Ancol publishes its Sustainability Report annually as a manifestation of accountability and transparency regarding the impacts of its business activities on economic, social, and environmental aspects. This report is an integral part of the Annual Report and covers the Company's performance for the period from January 1 to December 31, 2025. The reporting scope encompasses the performance of the Company and several of its subsidiaries, namely PT Taman Impian Jaya Ancol (PT TIJA), PT Seabreez Indonesia (PT SI), PT Jaya Ancol (PT JA), and PT Sarana Tirta Utama (PT STU). There are certain disclosures that have been restated in this Report, including the data on the average employee training hours and greenhouse gas (GHG) emissions. The revisions to both sets of data were made due to adjustments in the calculation methodology.

The Company welcomes constructive feedback and suggestions regarding this Sustainability Report. Stakeholders may submit their inquiries through:



Sekretaris Perusahaan Corporate Secretary

PT Pembangunan Jaya Ancol Tbk
Gedung Ecovention
Jalan Lodan Timur No. 7 Ancol Taman Impian
Jakarta Utara 14430, Indonesia
Telepon : (+62-21) 6454567
E-mail : corsec@ancol.com

RUJUKAN LAPORAN

Laporan ini disusun mengacu pada POJK No.51/POJK.03/2017 dengan panduan SEOJK No.16/SEOJK.04/2021, serta sesuai dengan Standar GRI 2021. Untuk memudahkan pembaca dalam menemukan informasi yang diinginkan, Perseroan telah mencantumkan tabel indeks kesesuaian dengan standar pada bagian akhir laporan.

PENJAMINAN ISI LAPORAN [GRI 2-5] [OJK G.1.]

Saat ini Perseroan belum melakukan penjaminan laporan oleh pihak ketiga independen. Namun, seluruh data dan informasi yang disajikan dalam Laporan ini telah diperiksa dan divalidasi oleh unit kerja terkait di internal Perseroan.

REPORT REFERENCES

This report has been prepared in reference to POJK No. 51/POJK.03/2017, guided by SEOJK No. 16/SEOJK.04/2021, and in accordance with the GRI Standards 2021. To assist readers in locating specific information, the Company has included a compliance index table at the end of this report.

EXTERNAL ASSURANCE [GRI 2-5] [OJK G.1.]

At present, the Company has not sought external assurance from an independent third party for this report. However, all data and information presented herein have been thoroughly reviewed and validated by the relevant internal business units within the Company.

TOPIK DALAM LAPORAN KEBERLANJUTAN [GRI 3-1]

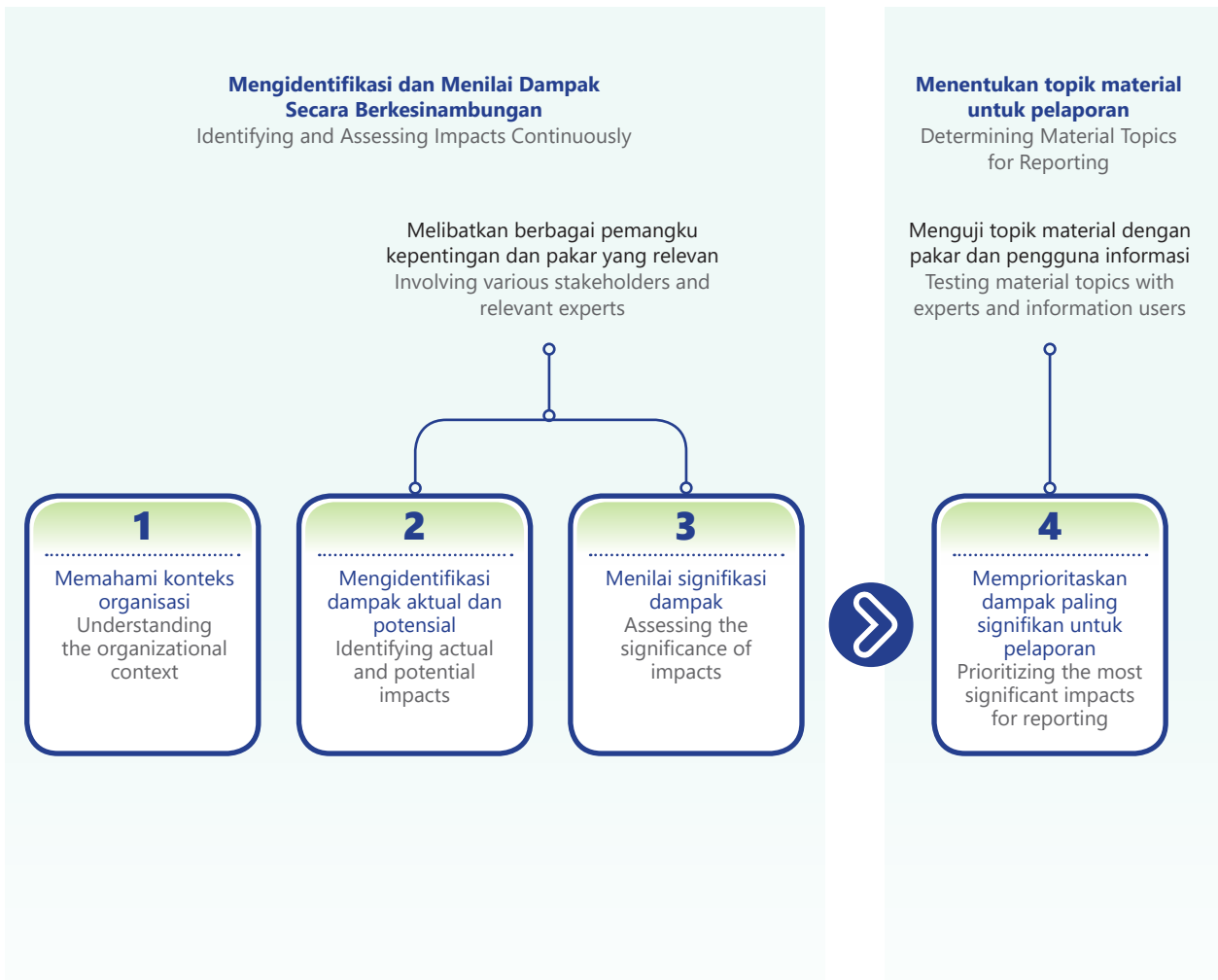
Material Topics

Ancol telah melaksanakan proses penilaian materialitas untuk mengidentifikasi topik-topik keberlanjutan yang paling relevan dan berdampak bagi Perseroan maupun pemangku kepentingan pada tahun 2024. Proses ini dilakukan dengan melibatkan pemangku kepentingan internal serta pemangku kepentingan eksternal. Melalui pelibatan ini, Ancol memastikan bahwa topik material Laporan Keberlanjutan mencerminkan prioritas bersama dan mendukung pengelolaan dampak secara lebih efektif.

Ancol has conducted a materiality assessment process to identify the sustainability topics most relevant and impactful to both the Company and its stakeholders in 2024. This process involved the engagement of both internal and external stakeholders. Through this involvement, Ancol ensures that the material topics of the Sustainability Report reflect shared priorities and support more effective impact management.

PROSES PENENTUAN TOPIK MATERIAL

Process to Determine Material Topics



Menentukan topik material untuk pelaporan

Determining Material Topics for Reporting

Menguji topik material dengan pakar dan pengguna informasi
Testing material topics with experts and information users



Perseroan telah melakukan tinjauan ulang terhadap topik material di tahun 2025 melalui *Focus Group Discussion* dengan melibatkan karyawan serta konsultan mitra. Berdasarkan hasil diskusi, Perseroan menetapkan perubahan terhadap topik material berdasarkan kesesuaian terhadap konteks bisnis Perseroan serta signifikansi dampaknya.

Topik-topik seperti Antikorupsi, Dampak Ekonomi Tidak Langsung, dan Pemasaran & Pelabelan tidak lagi dinyatakan sebagai topik material. Untuk Antikorupsi dan Dampak Ekonomi Tidak Langsung, keduanya dinilai memiliki tingkat dampak yang relatif lebih rendah serta telah tertangani melalui kebijakan dan mekanisme tata kelola yang sudah berjalan.

Sementara itu, Pemasaran & Pelabelan tidak lagi menjadi topik material karena sifat bisnis Ancol yang bergerak di sektor rekreasi dan pengelolaan kawasan wisata tidak bergantung pada pelabelan produk atau praktik pemasaran yang berisiko tinggi sebagaimana sektor manufaktur atau produk konsumen. Seluruh informasi kepada pengunjung telah ditangani melalui standar pelayanan, ketentuan tiket, dan pedoman komunikasi yang berlaku. [\[GRI 3-2\]](#)

The Company conducted a review of its material topics in 2025 through a Focus Group Discussion (FGD) involving employees and partner consultants. Based on the results of the discussion, the Company has determined changes to its material topics, aligned with the Company's business context and the significance of its impacts.

Topics such as Anti-corruption, Indirect Economic Impacts, and Marketing & Labeling are no longer designated as material topics. For Anti-corruption and Indirect Economic Impacts, both were assessed to have a relatively lower level of impact and are effectively managed through existing corporate governance policies and mechanisms.

Meanwhile, Marketing & Labeling is no longer a material topic due to the nature of Ancol's business in the recreation and tourism regional management sector. It does not rely on product labeling or high-risk marketing practices typical of the manufacturing or consumer goods sectors. All information provided to visitors is managed through applicable service standards, ticketing terms and conditions, and communication guidelines. [\[GRI 3-2\]](#)



DAFTAR TOPIK MATERIAL [GRI 3-2]

List of Material Topics

NO.	TOPIK MATERIAL Material Topics	PENJELASAN TOPIK Topic Description	PENGUNGKAPAN DALAM STANDAR GRI Disclosure according to GRI standard
TOPIK EKONOMI Economic Topics			
1.	Kinerja Ekonomi Economics Performance	Menggambarkan capaian dan kontribusi ekonomi Perseroan selama tahun pelaporan, termasuk pertumbuhan usaha, nilai ekonomi yang dihasilkan, serta manfaat bagi pemangku kepentingan. Describes the Company's economic achievements and contributions during the reporting year, including business growth, economic value generated, and benefits provided to stakeholders.	201-1
2.	Praktik Pengadaan Procurement Practice	Menjelaskan komitmen Perseroan dalam menerapkan pengadaan yang bertanggung jawab, termasuk pemberdayaan pemasok lokal dan peningkatan rantai pasok yang berkelanjutan. Outlines the Company's commitment to implementing responsible procurement, including the empowerment of local suppliers and the enhancement of a sustainable supply chain.	204-1
TOPIK LINGKUNGAN Environmental Topics			
3.	Keanekaragaman Hayati Biodiversity	Menguraikan upaya Perseroan dalam melindungi dan menjaga kelestarian lingkungan, khususnya konservasi flora dan fauna yang berada di area operasional. Outlines the Company's efforts to protect and preserve the environment, specifically the conservation of flora and fauna within its operational areas.	101-1, 101-2, 101-3, 101-4
4.	Energi Energy	Menyajikan langkah Perseroan dalam mengelola konsumsi energi secara efisien dan mendorong penggunaan energi yang lebih ramah lingkungan seiring dengan keterbatasan sumber daya energi. Presents the Company's steps in managing energy consumption efficiently and promoting the use of more environmentally friendly energy in response to limited energy resources.	302-1, 302-3
5.	Limbah Waste	Menjelaskan pengelolaan limbah yang dilakukan Perseroan untuk mencegah pencemaran dan meminimalkan dampak lingkungan, termasuk pengurangan, pemilahan, dan pemanfaatan kembali limbah. Explains the Company's waste management practices to prevent pollution and minimize environmental impacts, including waste reduction, segregation, and reuse.	306-3
6.	Emisi Emission	Menggambarkan strategi dan tindakan Perseroan untuk mengendalikan dan mengurangi emisi Gas Rumah Kaca (GRK) serta kontribusinya terhadap mitigasi perubahan iklim. Describes the Company's strategies and actions to control and reduce Greenhouse Gas (GHG) emissions, as well as its contribution to climate change mitigation.	305-1, 305-2, 305-3, 305-4
7.	Air Water	Menjelaskan upaya Perseroan dalam mengelola penggunaan air secara bertanggung jawab, menjaga kualitas air, serta mengolah limbah air agar tidak mencemari lingkungan. Explains the Company's efforts in managing water consumption responsibly, maintaining water quality, and treating wastewater to prevent environmental pollution.	303-3



NO.	TOPIK MATERIAL Material Topics	PENJELASAN TOPIK Topic Description	PENGUNGKAPAN DALAM STANDAR GRI Disclosure according to GRI standard
TOPIK SOSIAL Social Topics			
8.	Ketenagakerjaan Employment	Menggambarkan komitmen Perseroan dalam pengelolaan sumber daya manusia, termasuk pemenuhan hak-hak tenaga kerja dan peningkatan kesejahteraan pegawai. Describes the Company's commitment to human resource management, including the fulfillment of labor rights and the enhancement of employee well-being.	401-1, 401-2, 401-3
9.	Hubungan Ketenagakerjaan Labour/Management Relations	Menjelaskan bagaimana Perseroan membangun hubungan industrial yang harmonis, terbuka, dan konstruktif dengan seluruh tenaga kerja. Explains how the Company builds harmonious, transparent, and constructive industrial relations with the entire workforce.	402-1
10.	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Menguraikan komitmen Perseroan dalam menciptakan tempat kerja yang aman, sehat, dan nyaman melalui penerapan sistem K3 dan mitigasi risiko kecelakaan kerja. Outlines the Company's commitment to creating a safe, healthy, and comfortable workplace through the implementation of Occupational Health and Safety (OHS) systems and the mitigation of work-related accident risks.	403-9
11.	Pelatihan dan Pendidikan Training and Education	Menjelaskan upaya Perseroan dalam meningkatkan kompetensi karyawan melalui program pelatihan, pendidikan, dan pengembangan karier yang berkelanjutan. Explains the Company's efforts to enhance employee competencies through training programs, education, and sustainable career development.	404-1, 404-2, 404-3
12.	Keberagaman dan Kesempatan yang Setara Diversity and Equal Opportunity	Menggambarkan kebijakan dan komitmen Perseroan untuk menciptakan lingkungan kerja yang inklusif, menghargai perbedaan, dan memastikan kesetaraan kesempatan bagi seluruh pegawai. Describes the Company's policies and commitment to creating an inclusive work environment, respecting differences, and ensuring equal opportunities for all employees.	405-1, 405-2
13.	Non Diskriminasi Non-discrimination	Menjelaskan kebijakan dan tindakan Perseroan dalam mencegah praktik diskriminatif serta memastikan perlakuan yang adil bagi seluruh pegawai. Elaborates the Company's policies and actions in preventing discriminatory practices and ensuring fair treatment for all employees.	406-1
14.	Masyarakat Lokal Local Communities	Menggambarkan kontribusi Perseroan dalam memberdayakan masyarakat sekitar melalui program sosial, kolaborasi, dan keterlibatan komunitas secara berkelanjutan. Describes the Company's contribution to empowering local communities through social programs, collaboration, and sustainable community engagement.	413-1, 413-2
15.	Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	Menjelaskan komitmen Perseroan dalam menjaga keamanan dan kenyamanan pelanggan melalui standar layanan, fasilitas yang aman, serta manajemen risiko keselamatan pelanggan. Encompasses the Company's commitment to ensuring customer safety and comfort through service standards, secure facilities, and customer safety risk management.	416-1, 416-2







Profil Perusahaan

Company Overview

01

PROFIL PERUSAHAAN

Company Overview



SELINTAS PERSEROAN

COMPANY AT A GLANCE

IDENTITAS UMUM

GENERAL IDENTITY

	Nama Perusahaan [GRI 2-1] Company Name	PT Pembangunan Jaya Ancol Tbk
	Bidang Usaha [GRI 2-6] Line of Business	Real Estat (pembangunan, penjualan, dan penyewaan bangunan, serta penjualan tanah kavling) dan Pariwisata, termasuk mengelola taman bermain dan area rekreasi, pasar seni, dan dermaga. Real Estate (development, sale, and leasing of buildings, as well as the sale of land plots) and Tourism, including the management of amusement parks and recreational areas, art markets, and marinas.
	Tanggal Pendirian dan Beroperasi Date of Establishment and Operation	23 Desember 1960 23 December 1960
	Dasar Hukum Pendirian Legal Basis of Establishment	<p>Peraturan Pemerintah No. 51 Tahun 1960 tentang Peruntukan & Penggunaan Tanah Antjol, dan Keputusan Presiden No. 338 Tahun 1960 tentang Pembentukan Panitia Perencana Pembangunan Antjol.</p> <p>Akta Notaris No. 33 tanggal 10 Juli 1992 dibuat di hadapan Notaris Pengganti Achmad Abid, SH, notaris di Jakarta, yang telah diperbarui dengan Akta No. 98 tanggal 22 Agustus 1992 dan Akta No. 134 tanggal 8 September 1992 dibuat di hadapan Notaris Sutjipto, SH, notaris di Jakarta, dan telah disahkan oleh Menteri Kehakiman Republik Indonesia dengan Surat Keputusan No. C27514. HT.01.01. TH.92 tanggal 11 September 1992, serta diumumkan dalam Berita Negara Republik Indonesia No. 95 tanggal 27 November 1992, Tambahan No. 6071.</p> <p>Government Regulation No. 51 of 1960 concerning the Allocation and Use of Antjol Land, and Presidential Decree No. 338 of 1960 regarding the Establishment of the Antjol Development Planning Committee.</p> <p>Notarial Deed No. 33 dated 10 July 1992, executed before Achmad Abid, S.H., Substitute Notary in Jakarta, as subsequently amended by Deed No. 98 dated 22 August 1992 and Deed No. 134 dated 8 September 1992, executed before Sutjipto, S.H., Notary in Jakarta, and approved by the Minister of Justice of the Republic of Indonesia pursuant to Decree No. C2-7514.HT.01.01. TH.92 dated 11 September 1992, and published in the State Gazette of the Republic of Indonesia No. 95 dated 27 November 1992, Supplement No. 6071.</p>
	Tanggal Perubahan Nama Date of Name Change	10 Juli 1992, dari semula Badan Pelaksana Pembangunan Proyek Ancol (BPP Proyek Ancol) menjadi PT Pembangunan Jaya Ancol. 10 July 1992, from Badan Pelaksana Pembangunan Proyek Ancol (BPP Proyek Ancol) to PT Pembangunan Jaya Ancol.
	Dasar Hukum Perubahan Nama Legal Basis for Name Change	Akta Notaris No. 33 tanggal 10 Juli 1992. Notarial Deed No. 33 dated 10 July 1992.
	Alasan Perubahan Nama Reason for Name Change	Meningkatkan profesionalisme dan memantapkan status BPP Proyek Ancol secara legal formal. To enhance professionalism and to formally strengthen the legal status of BPP Proyek Ancol.
	NPWP Tax ID Number	01.300.238.1-054.000 NIB



	Total Karyawan [GRI 2-7] [OJK C.3] Operational Areas	577 Orang* 577 Employees* *Karyawan PJA & TIJA *Employees of PJA & TIJA	
	Kode Saham Shares Code	PJAA	
	Modal Dasar Authorized Capital	Rp1.440.000.000.000,-	
	Modal Ditempatkan dan Disetor Penuh Subscribed and Fully Paid Capital	Rp400.000.000.000,- atau 1.599.999.998 lembar saham Rp400.000.000.000 or Rp1.599.999.998 shares	
	Pencatatan Saham di Bursa Saham Share Listing in Stock Exchange	2 Juli 2004 di Bursa Efek Indonesia July 2, 2004 in Indonesian Stock Exchange (IDX)	
	Jaringan Usaha [GRI 2-1] [GRI 2-6] Business Network	<p>7 Entitas Anak 7 Subsidiaries</p> <ul style="list-style-type: none"> PT Taman Impian Jaya Ancol ("TIJA") PT Seabreez Indonesia ("SI") PT Jaya Ancol ("JA") PT Sarana Tirta Utama ("STU") PT Jaya Ancol Pratama Tol ("JAPT") PT Taman Impian ("TI") PT Genggam Anugerah Lumbung Kuliner ("GALK") <p>5 Entitas Asosiasi 5 Associated Entities</p> <ul style="list-style-type: none"> PT Jakarta Akses Tol Priok ("JATP") PT Fauna Land Ancol ("FLA") PT Philindo Sporting Amusement and Tourism Corporation ("PSATC") PT Jaya Kuliner Lestari ("JKL") PT Kawasan Ekonomi Khusus Marunda Jakarta ("KEKMJ") <p>2 Investasi Jangka Panjang Lainnya 2 Other Long-term Investments</p> <ul style="list-style-type: none"> PT Jakarta Tollroad Development ("JTD") PT Jaya Bowling Indonesia ("JBI") <p>2 Ventura Bersama 2 Joint Ventures</p> <ul style="list-style-type: none"> KSO Pembangunan Jaya Property KSO Ancol Batavia 	
	Alamat Kantor Pusat [GRI 2-1] [OJK C.2] Head Office Address	<p>Gedung Ecovention Jl. Lodan Timur No. 7 Ancol Taman Impian Jakarta Utara 14430, Indonesia Email: corsec@ancol.com WhatsApp: +62 877-8222-2422 Website: www.ancol.com</p> <p>Gedung Econvention Jl. Lodan Timur No. 7 Ancol Taman Impian North Jakarta 14430, Indonesia Email: corsec@ancol.com WhatsApp: +62 877-8222-2422 Website: www.ancol.com</p>	
	Media Sosial Social Media	Facebook: TamanImpianJayaAncol Twitter: @ancoltnimpian Instagram: Ancoltamanimpian YouTube: Ancoltamanimpian Whatapps: Ancol Customer Care (+62 877-8222-2422)	
	Kontak Perseroan Company Contacts	Sekretaris Perseroan Corporate Secretary Agung Praptono Telp: (+62-21) 645 4567 Email: corsec@ancol.com	
	Kepemilikan Saham [OJK C.3] Share Ownership	<ul style="list-style-type: none"> 72,00% Pemerintah Provinsi DKI Jakarta Provincial Government of DKI Jakarta 18,01% PT Pembangunan Jaya 9,99% Masyarakat Public 	



Selintas Perseroan [GRI 2-1] [OJK C.3]

PT Pembangunan Jaya Ancol Tbk (yang selanjutnya disebut "Ancol" atau "Perseroan") merupakan salah satu kawasan rekreasi dan hiburan terpadu terbesar di Indonesia yang berlokasi di Kecamatan Pademangan, Jakarta Utara. Perseroan mengelola Ancol Taman Impian dengan luas wilayah kurang lebih 500 hektare yang mencakup wahana rekreasi, kawasan pantai, fasilitas kuliner, area seni dan budaya, hingga pengembangan properti yang terintegrasi dengan pusat wisata. Seluruh pengelolaan dilakukan dengan berlandaskan prinsip keberlanjutan, demi menciptakan kawasan rekreasi yang aman, inklusif, dan membawa nilai manfaat bagi publik.

Sejarah Ancol bermula pada tahun 1960 melalui penerbitan Peraturan Pemerintah No. 51 Tahun 1960 tentang Peruntukan dan Penggunaan Tanah Antjol, serta Keputusan Presiden No. 338 Tahun 1960 mengenai pembentukan Panitia Perencanaan Pembangunan Antjol. Kemudian, pada 19 Oktober 1966, Gubernur DKI Jakarta Ali Sadikin membentuk Badan Pelaksana Pembangunan Proyek Ancol (BPP Proyek Ancol) yang menjadi tonggak pengembangan kawasan. Berbagai fasilitas mulai dibangun dan dioperasikan, seperti Putri Duyung Ancol, Pasar Seni Ancol, Marina Jaya Ancol, serta sejumlah wahana wisata lainnya yang menjadi ikon hiburan di Ibu Kota.

Dalam perjalanan selanjutnya, pada 10 Juli 1992, BPP Proyek Ancol ditingkatkan statusnya menjadi badan hukum Perseroan Terbatas dengan nama PT Pembangunan Jaya Ancol, dengan kepemilikan saham 80% Pemerintah Provinsi DKI Jakarta dan 20% PT Pembangunan Jaya. Untuk memperkuat struktur permodalan dan mendukung ekspansi usaha, pada 2 Juli 2004 Perseroan melakukan Penawaran Umum Perdana Saham (IPO/ *Initial Public Offering*) di Bursa Efek Indonesia. Setelah IPO, struktur kepemilikan saham berubah menjadi 72% Pemerintah Provinsi DKI Jakarta, 18,01% PT Pembangunan Jaya, dan 9,99% masyarakat.

Transformasi sebagai Perseroan terbuka mendorong Ancol untuk memperkuat identitas merek melalui peluncuran logo baru "Ancol Taman Impian". Pembaruan identitas merek kembali dilakukan pada 10 Juli 2022, yang menggambarkan kedekatan emosional dengan keluarga Indonesia, semangat pembaruan, serta optimisme untuk tumbuh berkelanjutan di masa mendatang. *Rebranding* ini mendapat sambutan positif dari publik, yang turut memperkuat posisi Ancol sebagai destinasi wisata unggulan.

Company Overview [GRI 2-1] [OJK C.3]

PT Pembangunan Jaya Ancol Tbk (hereinafter referred to as "Ancol" or the "Company") is one of the largest integrated recreational and entertainment destinations in Indonesia, located in Pademangan District, North Jakarta. The Company manages Ancol Taman Impian, covering an area of approximately 500 hectares, which comprises recreational attractions, coastal areas, culinary facilities, art and cultural zones, as well as property development integrated with a tourism hub. All operations are carried out based on sustainability principles, with the aim of creating a recreational area that is safe, inclusive, and delivers added value to the public.

The history of Ancol began in 1960 with the issuance of Government Regulation No. 51 of 1960 concerning the designation and use of Antjol land, as well as Presidential Decree No. 338 of 1960 on the establishment of the Antjol Development Planning Committee. Subsequently, on 19 October 1966, the Governor of DKI Jakarta, Ali Sadikin, established the Badan Pelaksana Pembangunan Proyek Ancol (BPP Proyek Ancol), which marked a milestone in the development of the area. Several facilities were subsequently developed and operated, including Putri Duyung Ancol, Pasar Seni Ancol, Marina Jaya Ancol, and other recreational attractions that have since become iconic entertainment destinations in the capital city.

In its subsequent development, on 10 July 1992, BPP Proyek Ancol was elevated to the status of a limited liability company under the name PT Pembangunan Jaya Ancol, with a shareholding composition of 80% held by the Provincial Government of DKI Jakarta and 20% by PT Pembangunan Jaya. To strengthen its capital structure and support business expansion, on 2 July 2004 the Company conducted an Initial Public Offering (IPO) on the Indonesia Stock Exchange. Following the IPO, the shareholding structure changed to 72% held by the Provincial Government of DKI Jakarta, 18.01% by PT Pembangunan Jaya, and 9.99% by the public.

The transformation into a publicly listed company prompted Ancol to strengthen its brand identity through the launch of a new logo, "Ancol Taman Impian." A further renewal of the brand identity was undertaken on 10 July 2022, reflecting a closer emotional connection with Indonesian families, a spirit of renewal, and optimism for sustainable growth in the future. This rebranding was positively received by the public and further strengthened Ancol's position as a leading tourism destination.

Sebagai ikon pariwisata nasional, Ancol secara konsisten meningkatkan kualitas hiburan melalui penyediaan berbagai wahana dan penyelenggaraan atraksi berskala besar. Sepanjang tahun 2025, Ancol menghadirkan beragam kegiatan dan event tematik yang mencakup unsur edukasi, budaya, sportainment, kemanusiaan, hingga pertunjukan berkelas internasional. Rangkaian acara tersebut antara lain Liburan Penuh Ceria di awal tahun, Ramadhan Jazz Night, Animal Parade dan Edukasi Satwa, Magical Night Special Fireworks, Merdekaria Ancol Beach Fest, Wonders of Jakarta, serta Semarak Nandak Ondel-Ondel Betawi dan Indonesia International Culture Festival sebagai bentuk pelestarian budaya.

Ancol juga menjadi tuan rumah berbagai ajang olahraga dan kompetisi seperti International Dragon Boat Festival, Jakarta Water Sport, Aquathlon, dan Iseka Run. Di sisi hiburan, sejumlah konser dan pertunjukan musik digelar, termasuk The Sound Project, Saosin Indonesia Tour, DJ Performance DJ T'Boonee & ARVN, serta konser internasional Muse & Foo Fighters Live in Concert. Selain itu, Ancol turut menyelenggarakan konser kemanusiaan Peduli Sumatra yang menghadirkan pertunjukan *drone light show* sekaligus mengajak pengunjung untuk berdonasi dan mendoakan masyarakat terdampak bencana di Sumatra.

Untuk memperingati momen-momen kebangsaan dan hari besar nasional, Ancol secara rutin menyelenggarakan atraksi dan kegiatan khusus yang melibatkan partisipasi masyarakat, seperti Pengibaran Bendera Merah Putih di Kolam Pelangi Atlantis dan rangkaian permainan tradisional dalam perayaan Hari Kemerdekaan. Seluruh kegiatan ini tidak hanya bertujuan memberikan hiburan, tetapi juga memperkuat peran Ancol sebagai ruang publik yang mendorong interaksi sosial dan pelestarian nilai budaya.

Konsistensi Ancol dalam menghadirkan pengalaman rekreasi terbaik serta komitmen terhadap tata kelola yang baik membuahkan apresiasi dari berbagai pemangku kepentingan. Pada tahun 2025, Ancol mendapatkan beberapa penghargaan yaitu:

- 1 Juara 2 Annual Report Award 2024 kategori BUMD klaster perusahaan dengan revenue Rp1-5 Triliun. Second Place in the Annual Report Award 2024, Regional-Owned Enterprises (BUMD) category, cluster of companies with revenue ranging from IDR 1–5 trillion
- 2 Disway Award 2025, Anugerah Brand Populer Indonesia untuk Kategori Privisata (Kawasan Wisata). Indonesia Popular Brand Award for the Tourism Category (Tourism Destination) at the Disway Award 2025
- 3 Penghargaan Derap Kerjasama Jakarta Award 2025 kategori Lingkungan. Derap Kerjasama Jakarta Award 2025, Environment Category.

As a national tourism icon, Ancol consistently enhances the quality of its entertainment offerings through the provision of a wide range of attractions and the organization of large-scale events. Throughout 2025, Ancol presented a diverse range of thematic events encompassing education, culture, sportainment, humanitarian initiatives, and international-class performances. The event lineup included Liburan Penuh Ceria at the beginning of the year, Ramadhan Jazz Night, Animal Parade and Wildlife Education programs, Magical Night Special Fireworks, Merdekaria Ancol Beach Fest, Wonders of Jakarta, as well as Semarak Nandak Ondel-Ondel Betawi and the Indonesia International Culture Festival as part of cultural preservation efforts.

Ancol also hosted various sporting events and competitions such as the International Dragon Boat Festival, Jakarta Water Sport, Aquathlon, and Iseka Run. In the entertainment segment, numerous concerts and music performances were held, including The Sound Project, Saosin Indonesia Tour, DJ performances by DJ T'Boonee & ARVN, and the international concert Muse & Foo Fighters Live in Concert. In addition, Ancol organized the Peduli Sumatra humanitarian concert featuring a drone light show, encouraging visitors to donate and pray for communities affected by disasters in Sumatra.

To commemorate national milestones and public holidays, Ancol regularly organizes special attractions and activities that encourage public participation, such as the raising of the Indonesian national flag (the Red and White) at the Atlantis Rainbow Pool and a series of traditional games as part of the Independence Day celebrations. These activities are not only intended to provide entertainment, but also to reinforce Ancol's role as a public space that fosters social interaction and the preservation of cultural values.

Ancol's consistency in delivering high-quality recreational experiences, together with its commitment to good corporate governance, has earned recognition from various stakeholders. In 2025, Ancol received several awards and acknowledgements, including:

- 4 Piagam Penghargaan Apresiasi Masyarakat Peduli Lingkungan tahun 2025 untuk kategori Pengelolaan Sampah di Kawasan dan Perusahaan Terbaik tingkat Provinsi DKI Jakarta. Certificate of Appreciation–Community Environmental Awareness Award 2025 (Piagam Penghargaan Apresiasi Masyarakat Peduli Lingkungan), Best Area and Corporate Waste Management Category, Provincial Level of DKI Jakarta.
- 5 Penghargaan Indonesia Best BUMD Award 2025 sebagai Top BUMD 2025 with Strong Support for Local Economy and Environmental Sustainability, Category Tourism Service Industry. Indonesia Best BUMD Award 2025 as Top BUMD 2025 with Strong Support for the Local Economy and Environmental Sustainability, Tourism Service Industry Category (July 30, 2025)

Saat ini, Ancol terus mengembangkan kawasan dengan memperhatikan keseimbangan antara pertumbuhan bisnis, kelestarian lingkungan, dan kesejahteraan sosial masyarakat. Pada tahun 2025, PT Pembangunan Jaya Ancol Tbk (PJA) menerima Sertifikat Perizinan Reklamasi dan PT Taman Impian Jaya Ancol (TIJA) menerima Surat Izin Pemanfaatan Jenis Ikan yang diserahkan oleh Kementerian Kelautan dan Perikanan Republik Indonesia. Perizinan ini memperkuat kepastian pelaksanaan proyek reklamasi tahun 2026 serta menegaskan komitmen Perseroan terhadap konservasi dan pengelolaan biota perairan secara berkelanjutan.

At present, Ancol continues to develop its area by maintaining a balance between business growth, environmental sustainability, and the social welfare of the surrounding community. In 2025, PT Pembangunan Jaya Ancol Tbk (PJA) received the Reclamation Permit Certificate, while PT Taman Impian Jaya Ancol (TIJA) obtained the Fish Species Utilization Permit issued by the Ministry of Marine Affairs and Fisheries of the Republic of Indonesia. These permits strengthen the legal certainty for the implementation of the 2026 reclamation project and reaffirm the Company's commitment to sustainable conservation and management of aquatic biodiversity.

**VISI, MISI, SIKAP DASAR DAN BUDAYA
PERSEROAN [GRI 2-23] [OJK C.1]**

**VISION, MISSION, CORE VALUES, AND
CORPORATE CULTURE [GRI 2-23] [OJK C.1]**

Visi | Vision

Menjadi Perseroan pengembang properti dengan kawasan wisata terpadu, terbesar di Asia Tenggara.

To become the largest integrated tourism destination-based property development company in Southeast Asia.



Misi | Mission

Sebagai komunitas pembaharuan kehidupan masyarakat yang menjadi kebanggaan bangsa. Senantiasa menciptakan lingkungan sosial yang lebih baik melalui sajian hiburan berkualitas yang berunsur seni, budaya dan pengetahuan.

To serve as a community that fosters the renewal of social life and represents a source of national pride, while consistently creating a better social environment by providing high-quality entertainment with elements of art, culture, and knowledge.

Sikap Dasar dan Budaya Perseroan | Core Values and Corporate Culture

Dalam mengelola Sumber Daya Manusia (SDM), Perseroan mewajibkan seluruh karyawannya untuk senantiasa mengimplementasikan sikap dasar dan nilai-nilai budaya kerja yang memiliki arti penting dalam merealisasikan visi dan misi Perseroan. Penjabaran sikap dasar dan budaya Perseroan adalah sebagai berikut:

In managing Human Resources (HR), the Company requires all employees to consistently implement its core values and work culture principles, which play a crucial role in realizing the Company's vision and mission. The Company's core values and cultural principles are as follows:



Integritas
Integrity



Belajar Terus Menerus
Continuous Learning



Terpanggil
Commitment



Peduli Sesama
Caring for Others



Berpikir Kreatif
Creative Thinking



Bertanggung Jawab
Responsibility

KEGIATAN, PRODUK, DAN JASA [GRI 2-6] [OJK C.4]

Sesuai dengan Pasal 3 Anggaran Dasar Perseroan sebagaimana dikukuhkan melalui Akta No. 90 tanggal 24 Agustus 2020, Perseroan memiliki maksud dan tujuan usaha di bidang konstruksi (termasuk real estat dan aktivitas penunjang angkutan), serta bidang jasa yang mencakup aktivitas profesional, ilmiah, dan teknis. Seluruh kegiatan usaha yang dijalankan merupakan bidang usaha yang legal dan tidak termasuk dalam kategori yang dilarang untuk beroperasi di Indonesia.

Dalam pelaksanaannya, Perseroan berfokus pada kegiatan usaha yang menjadi kompetensi utama, serta tidak menjalankan aktivitas konstruksi umum dan konstruksi khusus pekerjaan bangunan gedung dan bangunan sipil, termasuk aktivitas konsultasi manajemen yang tidak terkait dengan inti bisnis Perseroan.

Sejalan dengan strategi pertumbuhan jangka panjang, Perseroan akan terus melakukan inovasi dalam pengembangan jasa rekreasi dan properti yang ramah lingkungan, inklusif, dan berorientasi pada peningkatan kualitas pengalaman pengunjung, sehingga memastikan kontribusi yang berkelanjutan terhadap pariwisata nasional dan perekonomian daerah.

PASAR YANG DILAYANI [GRI 2-6]

Perseroan dan entitas anak membagi layanan produk dan jasa ke dalam beberapa segmen pasar utama, yaitu: segmen Pariwisata, segmen Properti, segmen Resor, segmen Kuliner, serta segmen *Meeting, Incentives, Conference and Exhibition* (MICE). Informasi selengkapnya mengenai Kegiatan, Produk, dan Jasa, serta Pasar yang Dilayani disampaikan pada Laporan Tahunan Perseroan tahun 2025 bagian Profil.

ACTIVITIES, PRODUCTS AND SERVICES [GRI 2-6] [OJK C.4]

In accordance with Article 3 of the Company's Articles of Association, as ratified by Notarial Deed No. 90 dated 24 August 2020, the Company's business objectives cover the construction sector (including real estate and supporting transportation activities) as well as the services sector, which encompasses professional, scientific, and technical activities. All business activities undertaken are legally permissible and do not fall under categories prohibited from operating in Indonesia.

In its operations, the Company focuses on business activities that constitute its core competencies and does not engage in general construction or specialized construction of buildings and civil structures, including management consulting activities unrelated to the Company's core business.

In alignment with its long-term growth strategies, the Company will continue to innovate in the development of recreation and property services that are environmentally friendly, inclusive, and focused on enhancing the quality of visitor experiences, thereby ensuring a sustainable contribution to national tourism and the regional economy.

SERVED MARKETS [GRI 2-6]

The Company and its subsidiaries segment their products and services into several main market segments, namely: Tourism, Property, Resort, Culinary, and Meeting, Incentives, Conferences, and Exhibitions (MICE). Detailed information regarding the Company's Activities, Products, and Services, as well as Served Markets, is presented in the Company Profile section of the 2025 Annual Report.





SKALA PERSEROAN [GRI 2-6] [OJK C.3]

COMPANY SCALE [GRI 2-6] [OJK C.3]

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Jumlah Karyawan Number of Employees	Orang Person	577	575	601
Jumlah Segmen Usaha Number of Business Segments	Segmen Segment	Pariwisata Real Estat Perdagangan & Jasa Tourism Real Estate Trade & Services	Pariwisata Real Estat Perdagangan & Jasa Tourism Real Estate Trade & Services	Pariwisata Real Estat Perdagangan & Jasa Tourism Real Estate Trade & Services
Liabilitas Liabilities	Juta Rupiah Million Rupiah	1.773.590	1.857.852	2.075.180
Ekuitas Equity	Juta Rupiah Million Rupiah	1.860.064	1.733.877	1.668.240
Aset Assets	Juta Rupiah Million Rupiah	3.633.654	3.591.729	3.743.420
Pendapatan Revenue	Juta Rupiah Million Rupiah	1.121.209	1.265.897	1.273.834
Laba (Rugi) Bersih Tahun Berjalan yang Dapat Diatribusikan kepada Pemilik Entitas Induk Net Profit (Loss) for the Year Attributable to Owners of the Parent Entity	Juta Rupiah Million Rupiah	180.194	177.791	235.173

INFORMASI TENTANG KARYAWAN [GRI 2-7] [OJK C.3]

Per 31 Desember 2025, Perseroan mempekerjakan 577 karyawan yang seluruhnya beroperasi di wilayah Jakarta. Jumlah tersebut terdiri dari karyawan berstatus PKWTT, PKWT, serta jajaran manajemen. Penyesuaian jumlah tenaga kerja dibandingkan tahun sebelumnya dilakukan sebagai upaya efisiensi serta optimalisasi produktivitas operasional. Rincian komposisi tenaga kerja berdasarkan status, jenis kelamin, jabatan, usia, pendidikan, dan masa kerja ditampilkan dalam bagian Profil pada Laporan Tahunan Perseroan.

EMPLOYEES INFORMATION [GRI 2-7] [OJK C.3]

As of 31 December 2025, the Company employed 577 employees, all of whom operate in the Jakarta area. This total comprises permanent employees (PKWTT), contract employees (PKWT), and members of management. Adjustments to the workforce compared to the previous year were carried out as part of efforts to improve efficiency and optimize operational productivity. A detailed breakdown of employees by employment status, gender, position, age, education, and length of service is presented in the Profile section of the Company's Annual Report.

KOMPOSISI KARYAWAN [S-03]

Composition of Employees

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Jumlah karyawan berdasarkan jenis kelamin Number of employees by gender				
Laki-laki Male	Orang People	459	463	483
Perempuan Female	Orang People	118	112	116
Jumlah Total	Orang People	577	575	599
Jumlah karyawan berdasarkan status ketenagakerjaan Number of employees by employment status				
Karyawan tetap Permanent employees	Laki-laki Male	393	411	425
	Perempuan Female	98	100	102
Jumlah Total	Orang People	491	511	527
Karyawan kontrak Contract employees	Laki-laki Male	66	52	58
	Perempuan Female	20	12	14
Jumlah Total	Orang People	86	64	72
Total		577	575	599
Jumlah karyawan berdasarkan status ketenagakerjaan Number of employees by age				
<30 tahun <30 years old	Laki-laki Male	41	24	21
	Perempuan Female	19	13	11
Jumlah Total	Orang People	60	37	32
30 - 50 tahun 30 - 50 years old	Laki-laki Male	315	321	329
	Perempuan Female	89	88	91
Jumlah Total	Orang People	404	409	420
>50 tahun >50 years old	Laki-laki Male	103	118	133
	Perempuan Female	10	11	14
Jumlah Total	Orang People	113	129	147
Total		577	575	599
Jumlah karyawan berdasarkan jenjang jabatan Number of employees by position level				
Operator	Laki-laki Male	66	70	71
	Perempuan Female	11	10	12
Jumlah Total	Orang People	77	80	83
Officer	Laki-laki Male	151	166	178
	Perempuan Female	25	23	21
Jumlah Total	Orang People	176	189	199



DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Supervisor	Laki-laki Male	161	146	150
	Perempuan Female	44	47	47
Jumlah Total	Orang People	205	193	197
Manager	Laki-laki Male	57	57	63
	Perempuan Female	29	25	25
Jumlah Total	Orang People	86	82	88
Vice President	Laki-laki Male	19	16	17
	Perempuan Female	9	8	9
Jumlah Total	Orang People	28	24	26
Senior Vice President	Laki-laki Male	5	4	4
	Perempuan Female	0	0	0
Jumlah Total	Orang People	5	4	4
Jumlah • Total		577	572	597

PEKERJA BUKAN KARYAWAN [GRI 2-8] [OJK C.3] [IDX S-04]

Selain tenaga kerja langsung, Perseroan juga didukung oleh pekerja bukan karyawan yang berkontribusi dalam mendukung kelancaran operasional kawasan wisata dan bisnis terkait. Pekerja bukan karyawan tersebut merupakan individu yang bekerja untuk Perseroan namun tidak berada dalam hubungan kerja langsung, melainkan melalui Perseroan penyedia jasa tenaga kerja (alih daya), program pemagangan, atau penugasan kerja lainnya.

Pengelolaan pekerja bukan karyawan tetap dilakukan dengan memperhatikan prinsip keberlanjutan dan kepatuhan pada peraturan ketenagakerjaan di Indonesia, termasuk pemenuhan aspek keselamatan dan kesehatan kerja, jam kerja yang wajar, serta standar perlindungan hak-hak tenaga kerja yang diatur melalui perjanjian kerja sama dengan penyedia jasa. Perseroan juga memastikan bahwa vendor atau mitra ketenagakerjaan menjalankan praktik yang bertanggung jawab dan tidak melakukan tindakan diskriminatif.

Pada tahun 2025, Perseroan berpartisipasi untuk pertama kalinya dalam Program MagangHub, sebuah program pemagangan nasional yang diinisiasi oleh Kementerian Ketenagakerjaan. Dari ratusan pendaftar, sebanyak 131 peserta terpilih dan ditempatkan di berbagai unit kerja di lingkungan Ancol, termasuk Taman Impian, Dufan, Sea World, Samudra, Atlantis, dan Putri Duyung.

NON-EMPLOYEE WORKERS [GRI 2-8] [OJK C.3] [IDX S-04]

In addition to direct employees, the Company is supported by non-employee workers who contribute to the smooth operation of the recreational area and related businesses. These non-employee workers are individuals who perform work for the Company but are not in a direct employment relationship; instead, they are engaged through third-party labor providers (outsourcing), internship programs, or other work assignments.

The management of non-employee workers is carried out in accordance with sustainability principles and compliance with labor regulations in Indonesia, including compliance with occupational health and safety standards, reasonable working hours, and protection of workers' rights as stipulated in agreements with service providers. The Company also ensures that vendors or labor partners implement responsible practices and do not engage in discriminatory actions.

In 2025, the Company participated for the first time in the MagangHub Program, a national internship initiative initiated by the Ministry of Manpower. From hundreds of applicants, a total of 131 participants were selected and placed across various work units within the Ancol area, including Taman Impian, Dufan, Sea World, Samudra, Atlantis, and Putri Duyung.



KOMPOSISI PEKERJA BUKAN KARYAWAN [S-04]

Composition of Non-Employee Workers

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Tenaga alih daya Outsourced workers	Orang People	751	1.032	1.062
Tenaga magang/relawan Interns/Volunteers	Orang People	207*	183	135
Jumlah Total	Orang People	958	1.215	1.197

Catatan | Note:

*Angka termasuk peserta MagangHub.

The figures include participants of the MagangHub internship program.

RANTAI PASOK [GRI 2-6, 204-1]

Sebagai perusahaan yang bergerak di sektor pariwisata, rekreasi, dan layanan pendukungnya, Perseroan mengelola rantai pasok yang beragam untuk memastikan keberlangsungan operasional dan kualitas layanan terbaik bagi pengunjung. Perseroan meyakini bahwa rantai pasok yang dikelola secara bertanggung jawab merupakan bagian penting dalam mewujudkan keberlanjutan bisnis sekaligus memberikan manfaat ekonomi bagi masyarakat sekitar.

Perseroan memiliki kebijakan dalam menjalin kerja sama dengan pemasok barang dan jasa, yang mencakup standar kompetensi, kepatuhan hukum, serta integritas yang sejalan dengan tata kelola Perseroan yang baik. Sebagian besar kebutuhan pengadaan dipenuhi melalui pemasok nasional yang berdomisili dan menjalankan usaha di Indonesia, termasuk pelaku usaha lokal dan Usaha Mikro, Kecil, dan

SUPPLY CHAIN [GRI 2-6, 204-1]

As a company operating in the tourism, recreation, and supporting services sectors, the Company manages a diverse supply chain to ensure operational continuity and the highest quality of services for visitors. The Company believes that a responsibly managed supply chain is a key component in achieving business sustainability while also providing economic benefits to the surrounding communities.

The Company has a policy for engaging with suppliers of goods and services, covering competency standards, legal compliance, and integrity in line with the Company's good governance principles. The majority of procurement needs are met through domestic suppliers based and operating in Indonesia, including local businesses and Micro, Small, and Medium Enterprises



Menengah (UMKM) di wilayah DKI Jakarta. Pendekatan ini bertujuan mendukung pemberdayaan ekonomi daerah, mendorong pertumbuhan bisnis lokal, serta mengurangi jejak karbon dari aktivitas pengadaan melalui pemangkasan jarak distribusi. Apabila kebutuhan tertentu tidak dapat dipenuhi oleh pemasok nasional, Perseroan akan bekerja sama dengan pemasok internasional dengan tetap mengutamakan efisiensi, kualitas, dan kepatuhan terhadap ketentuan yang berlaku. [GRI 3-3]

Untuk meningkatkan transparansi, akuntabilitas, serta efektivitas proses pengadaan, Perseroan menerapkan sistem pengadaan elektronik (*e-Procurement*) sejak tahun 2014. Sistem ini terus dikembangkan untuk memastikan proses yang lebih terstandar dan terdokumentasi dengan baik. Melalui penerapan *e-Procurement*, Perseroan mewujudkan berbagai tujuan strategis, antara lain:

- 1 Mengedepankan proses yang transparan dan akuntabel sehingga dapat diaudit dan dimonitor secara *real-time*; Prioritizing transparent and accountable process that can be audited and monitored in real-time;
- 2 Meningkatkan partisipasi dan kompetisi usaha yang adil dan terbuka; Increasing participation and fair, open business competition;
- 3 Pelayanan dan pengendalian yang lebih baik, cepat, efisien dan efektif; Providing better, faster, more efficient, and effective services and control;
- 4 Penghematan anggaran dan peningkatan produktivitas; Achieving cost savings and enhanced productivity;
- 5 Pembuatan surat perjanjian dan Surat Perintah Kerja (SPK)/ *Purchase Order* (PO) sesuai alur dan batas kewenangan pengembangan dan penyesuaian sistem *e-Procurement* sejalan dengan kebijakan Perseroan. Generating agreements and Work Orders (SPK)/ Purchase Orders (PO) in accordance with the workflow and authority limits, as well as adjustments of the *e-Procurement* system that aligned with the Company's policies.

Sistem *e-Procurement* juga dilengkapi dengan fitur-fitur pendukung yang mempermudah administrasi serta seleksi pemasok, seperti filter PKP/Non-PKP, mekanisme penawaran digital, dan integrasi dengan dokumen pendukung untuk memudahkan proses evaluasi.

(MSMEs) in the DKI Jakarta area. This approach aims to support regional economic empowerment, promote local business growth, and reduce the carbon footprint of procurement activities by minimizing distribution distances. If certain needs cannot be fulfilled by domestic suppliers, the Company will engage with international suppliers while maintaining a focus on efficiency, quality, and compliance with applicable regulations. [GRI 3-3]

To enhance transparency, accountability, and the effectiveness of the procurement process, the Company has implemented an electronic procurement system (*e-Procurement*) since 2014. This system is continuously developed to ensure a more standardized and well-documented process. Through the implementation of *e-Procurement*, the Company achieves several strategic objectives, including:

The *e-Procurement* system is also equipped with supporting features that facilitate administration and supplier selection, such as Taxable Entrepreneur or Non-Taxable Entrepreneur (PKP/Non-PKP) filtering, digital bidding mechanisms, and integration with supporting documents to streamline the evaluation process.

JUMLAH PEMASOK BARANG [GRI 204-1]

Number of Goods Suppliers

PEMASOK Supplier	JUMLAH PEMASOK BARANG Number of Service Suppliers			NILAI KONTRAK PEKERJAAN (JUTA RUPIAH) Contract Value (Million Rupiah)		
	2025	2024	2023	2025	2024	2023
Indonesia Domestic	396	620	825	18.160	34.841	46.327
Luar Negeri Foreign	0	0	0	0	0	0
Jumlah Total	396	620	825	18.160	34.841	46.327

JUMLAH PEMASOK JASA

Number of Service Suppliers

PEMASOK Supplier	JUMLAH PEMASOK BARANG Number of Service Suppliers			NILAI KONTRAK PEKERJAAN (JUTA RUPIAH) Contract Value (Million Rupiah)		
	2025	2024	2023	2025	2024	2023
Indonesia Domestic	535	890	910	153.938	230.156	212.512
Luar Negeri Foreign	0	0	0	0	0	0
Jumlah Total	535	890	910	153.938	230.156	212.512

PERUBAHAN SIGNIFIKAN PADA ORGANISASI DAN RANTAI PASOKAN

[GRI 2-6] [OJK C.6]

Sepanjang tahun 2025, Perseroan memastikan pengelolaan usaha dan struktur organisasi tetap berjalan secara stabil dan terkendali. Tidak terdapat perubahan yang bersifat signifikan terkait kepemilikan saham, struktur manajemen, maupun model operasional yang dapat mempengaruhi keberlanjutan bisnis secara material. Namun demikian, Perseroan terus melakukan penyesuaian dan optimalisasi dalam proses kerja dan tata kelola rantai pasokan sebagai bagian dari upaya peningkatan efisiensi dan keandalan layanan.

Perubahan dalam rantai pasokan terutama dilakukan melalui evaluasi pemilihan mitra kerja dan pemasok secara lebih selektif untuk memastikan kualitas, kepatuhan terhadap standar keberlanjutan, serta kesesuaian dengan kebutuhan operasional di seluruh unit usaha. Kebijakan ini mendorong Perseroan untuk bekerja sama dengan pemasok yang mampu memenuhi prinsip tanggung jawab sosial, lingkungan, dan etika bisnis, sehingga tercipta kemitraan yang saling mendukung dalam jangka panjang.

SIGNIFICANT CHANGES IN ORGANIZATION AND SUPPLY CHAIN

[GRI 2-6] [OJK C.6]

Throughout 2025, the Company ensured that business operations and organizational structure remained stable and well-controlled. There were no material changes in share ownership, management structure, or operational model that could materially affect business sustainability. Nonetheless, the Company continued to make adjustments and optimizations in work processes and supply chain management as part of efforts to enhance efficiency and service reliability.

Changes in the supply chain were primarily carried out through more selective evaluation of partners and suppliers to ensure quality, compliance with sustainability standards, and alignment with operational needs across all business units. This policy encourages the Company to collaborate with suppliers capable of upholding social, environmental, and business ethics principles, thereby fostering long-term, mutually supportive partnerships.

PENDEKATAN ATAU PRINSIP PENCEGAHAN [GRI 2-23]

Perseroan menerapkan prinsip pencegahan sebagai landasan utama dalam memastikan keberlanjutan operasional dan pencapaian sasaran strategis. Setiap potensi risiko yang dapat memengaruhi kinerja ekonomi, sosial, maupun lingkungan diidentifikasi dan dikendalikan sejak tahap perencanaan, baik dalam penyusunan Rencana Kerja dan Anggaran Perseroan (RKAP) maupun dalam pelaksanaan kegiatan operasional harian.

Melalui penerapan sistem manajemen risiko yang terstruktur, Perseroan menilai tingkat kemungkinan dan dampak risiko, serta merancang langkah mitigasi yang komprehensif untuk mencegah terjadinya gangguan terhadap keandalan layanan, keselamatan pengunjung dan pekerja, serta kualitas lingkungan kawasan Ancol. Pendekatan ini diterapkan secara konsisten melalui penguatan pengawasan internal, kepatuhan pada peraturan yang berlaku, dan peningkatan kesiapsiagaan terhadap kondisi darurat atau ketidakpastian eksternal.

PREVENTIVE APPROACH OR PRINCIPLE [GRI 2-23]

The Company implements a preventive principle as the main foundation to ensure operational sustainability and the achievement of strategic objectives. Every potential risk that could affect economic, social, or environmental performance is identified and managed from the planning stage, both in the preparation of the Company's Work Plan and Budget (RKAP) and in the execution of daily operational activities.

Through the implementation of a structured risk management system, the Company assesses the likelihood and impact of risks, and designs comprehensive mitigation measures to prevent disruptions to service reliability, visitor and employee safety, as well as the environmental quality of the Ancol area. This approach is applied consistently through strengthened internal supervision, compliance with applicable regulations, and enhanced preparedness for emergencies or external uncertainties.



KEANGGOTAAN DALAM ASOSIASI

[GRI 2-28] [OJK C.5]

Perseroan menyadari pentingnya kolaborasi dan sinergi dengan berbagai pemangku kepentingan industri. Sepanjang tahun pelaporan, Perseroan menjadi anggota aktif sejumlah asosiasi dan perhimpunan yang relevan dengan bidang usaha, baik di tingkat nasional maupun internasional. Keikutsertaan dalam asosiasi bertujuan untuk memperkuat jejaring kerja, bertukar wawasan terkait praktik terbaik, serta mengikuti perkembangan kebijakan, regulasi, dan isu strategis terbaru di sektor pariwisata, rekreasi, lingkungan, dan tata kelola.

MEMBERSHIP IN ASSOCIATIONS [GRI

2-28] [OJK C.5]

The Company recognizes the importance of collaboration and synergy with various industry stakeholders. Throughout the reporting year, the Company was an active member of several associations and organizations relevant to its business, both at the national and international levels. Participation in these associations aims to strengthen networking, exchange insights on best practices, and stay updated on policy developments, regulations, and the latest strategic issues in the tourism, recreation, environmental, and governance sectors.



**Perhimpunan Kebun Binatang
Seluruh Indonesia**

Nasional | National

Anggota | Member



**Perhimpunan Usaha Tempat
Rekreasi Indonesia (PUTRI)**

Nasional | National

Anggota | Member



**Indonesia Corporate Secretary
Association (ICSA)**

Nasional | National

Anggota | Member



Asosiasi Emiten Indonesia (AEI)

Nasional | National

Anggota | Member



**The International Association of
Amusement Park and Attraction (IAAPA)**

Internasional | International

Anggota | Member





Tata Kelola Keberlanjutan

Sustainability Governance



02

TATA KELOLA KEBERLANJUTAN Sustainability Governance

• • •



Dengan skala operasi yang luas dan keragaman layanan, tata kelola yang kuat menjadi fondasi untuk menjaga kepercayaan publik, memastikan keberlanjutan usaha, dan meningkatkan daya saing Ancol ”

With its broad operational scale, diverse services, and daily interactions with the public, strong governance serves as the foundation for maintaining public trust, ensuring business sustainability, and enhancing the Company’s competitiveness.

Penerapan tata kelola yang baik dapat meningkatkan efisiensi, transparansi, dan akuntabilitas sebuah perusahaan, sekaligus membangun kepercayaan pemangku kepentingan. Ancol secara konsisten menerapkan tata kelola perusahaan yang baik untuk memastikan usaha yang dijalankan terus tumbuh dan berkembang.

The implementation of good governance can enhance efficiency, transparency, and accountability within a company, while also building stakeholder trust. Accordingly, Ancol consistently applies good corporate governance to ensure that its business continues to grow and develop.

Penerapan tata kelola yang baik sangat penting bagi Ancol sebagai salah satu destinasi wisata terbesar dan paling berpengaruh di Indonesia. Dengan skala operasi yang luas, keragaman layanan, serta interaksi harian dengan masyarakat, tata kelola yang kuat menjadi fondasi untuk menjaga kepercayaan publik, memastikan keberlanjutan usaha, dan meningkatkan daya saing perusahaan.

As one of the largest and most influential tourism destinations in Indonesia, the implementation of good governance is essential for Ancol. With its broad operational scale, diverse services, and daily interactions with the public, strong governance serves as the foundation for maintaining public trust, ensuring business sustainability, and enhancing the Company’s competitiveness.

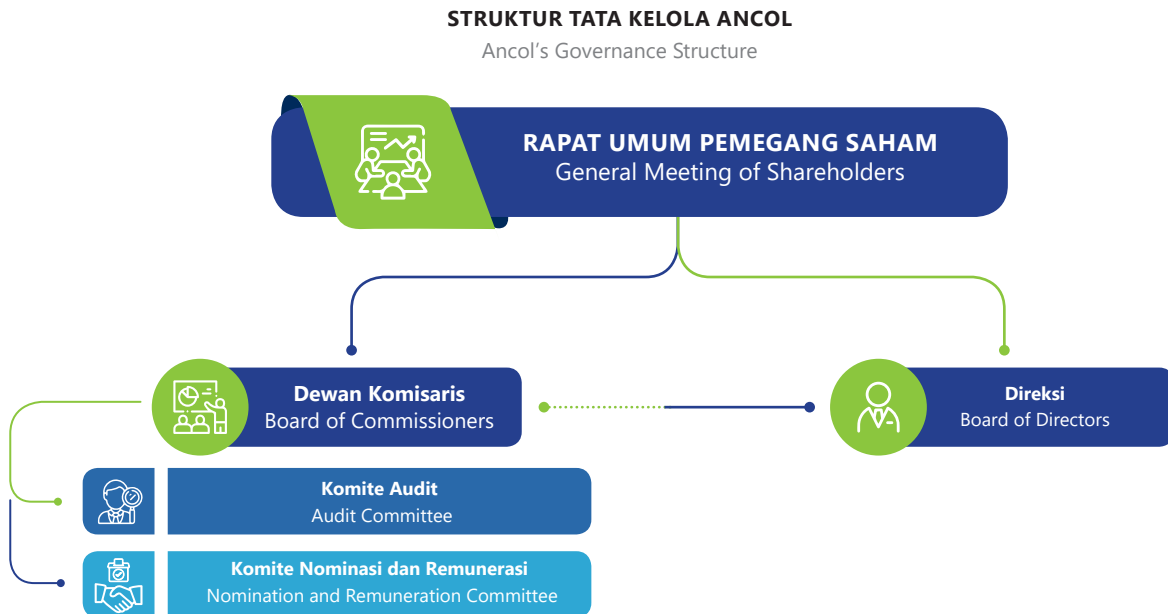


STRUKTUR DAN KOMPOSISI TATA KELOLA [GRI 2-9]

Ancol telah memiliki struktur tata kelola sebagaimana diatur dalam Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, yang terdiri dari Rapat Umum Pemegang Saham, Dewan Komisaris, serta Direksi.

GOVERNANCE STRUCTURE AND COMPOSITION [GRI 2-9]

Ancol has established a governance structure in accordance with Law No. 40 of 2007 on Limited Liability Companies, comprising the General Meeting of Shareholders, the Board of Commissioners, and the Board of Directors.



Rapat Umum Pemegang Saham

Rapat Umum Pemegang Saham (RUPS) merupakan forum dimana para pemegang saham Perseroan memiliki kewenangan untuk meminta pertanggungjawaban kepada Dewan Komisaris dan Direksi atas pengelolaan perusahaan, serta kewenangan lainnya yang tidak dapat didelegasikan kepada Dewan Komisaris maupun Direksi.

Ancol dapat melaksanakan dua jenis RUPS, yaitu (1) RUPS Tahunan yang wajib diselenggarakan satu kali dalam setahun, paling lambat enam bulan setelah berakhirnya tahun buku, serta (2) RUPS Luar Biasa yang dapat dilaksanakan sesuai kebutuhan Perseroan.

Sepanjang tahun 2025, Ancol telah melaksanakan satu kali RUPS Tahunan sesuai kewajiban pada April 2025 serta satu kali RUPS Luar Biasa pada September 2025.

General Meeting of Shareholders

The General Meeting of Shareholders (GMS) is the forum in which shareholders have the authority to hold the Board of Commissioners and the Board of Directors accountable for the management of the company, and to exercise other powers that cannot be delegated to either the Board of Commissioners or the Board of Directors.

Ancol may convene two types of GMS: (1) the Annual GMS, which must be held once a year, no later than six months after the end of the fiscal year; and (2) the Extraordinary GMS, which may be held as required by the Company.

Throughout 2025, Ancol held one Annual GMS in accordance with its statutory obligations in April 2025, and one Extraordinary GMS in September 2025.



Dewan Komisaris

Dewan Komisaris memiliki peranan untuk melakukan pengawasan serta memberikan nasihat kepada Direksi terkait pengurusan, kepentingan, serta tujuan Perseroan. Dewan Komisaris dibantu oleh Komite Audit dan serta Komite Nominasi dan Remunerasi dalam melaksanakan perannya.

Terdapat perubahan pada susunan Dewan Komisaris Ancol di tahun 2025 sehubungan dengan dilaksanakannya RUPS Tahunan dan RUPS Luar Biasa. Perubahan komposisi Dewan Komisaris per 31 Desember 2025 disajikan dalam tabel berikut:

KOMPOSISI DEWAN KOMISARIS
Composition of the Board of Commissioners

NAMA Name	JABATAN Title	JENIS KELAMIN Gender	MASA JABATAN Term of Office
Irfan Setiaputra*	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner	Laki-laki Male	2025 – 2029
Sutiyoso**	Komisaris Commissioner	Laki-laki Male	2025 – 2029
Lies Hartono**	Komisaris Commissioner	Laki-laki Male	2025 – 2029
Suharini Eliawati***	Komisaris Commissioner	Perempuan Female	2025 – 2029
Trisni Puspitaningtyas***	Komisaris Independen Independent Commissioner	Perempuan Female	2025 – 2029

***Menjabat sebagai Komisaris Utama dan Independen Perseroan sejak 25 April 2025 berdasarkan hasil keputusan RUPS Tahunan**

*Appointed as President Commissioner and Independent Commissioner of the Company as of 25 April 2025 pursuant to the resolutions of the Annual GMS

**** Menjabat sebagai Komisaris Perseroan sejak 25 April 2025 berdasarkan hasil keputusan RUPS Tahunan**

**Appointed as Commissioner of the Company as of 25 April 2025 pursuant to the resolutions of the Annual GMS

*****Menjabat sejak 19 September 2025 berdasarkan hasil keputusan RUPS Luar Biasa**

***Appointed as of 19 September 2025 pursuant to the resolutions of the Extraordinary GMS

Board of Commissioners

The Board of Commissioners is responsible for supervising and providing advice to the Board of Directors with respect to the management, interests, and objectives of the Company. In carrying out its duties, the Board of Commissioners is assisted by the Audit Committee and the Nomination and Remuneration Committee.

In connection with the Annual GMS and the Extraordinary GMS held in 2025, there were changes to the composition of Ancol's Board of Commissioners. The composition of the Board of Commissioners as of 31 December 2025 is presented in the following table:

Direksi

Direksi bertanggung jawab penuh atas pengelolaan Perseroan dan dipimpin oleh Direktur Utama sebagai pimpinan tertinggi dalam manajemen. [\[GRI 2-11\]](#)

Board of Directors

The Board of Directors is fully responsible for the management of the Company and is led by the President Director as the highest authority within management. [\[GRI 2-11\]](#)

Terdapat perubahan pada susunan Direksi Ancol di tahun 2025 sehubungan dengan dilaksanakannya RUPS Luar Biasa pada September 2025. Perubahan komposisi Direksi per 31 Desember 2025 disajikan dalam tabel berikut:

In connection with the Extraordinary GMS held in September 2025, there were changes to the composition of Ancol's Board of Directors. The composition of the Board of Directors as of 31 December 2025 is presented in the following table:

KOMPOSISI DIREKSI

Composition of the Board of Directors

NAMA Name	JABATAN Title	JENIS KELAMIN Gender	MASA JABATAN Term of Office
Winarto	Direktur Utama President Director	Laki-laki Male	2022 – saat ini 2022 - present
Daniel Nainggolan	Direktur Director	Laki-laki Male	2022 – saat ini 2022 - present
Cahyo Satrio Prakoso	Direktur Director	Laki-laki Male	2022 – saat ini 2022 - present
Eddy Prastiyo	Direktur Director	Laki-laki Male	2022 – saat ini 2022 - present
Syahmudrian Lubis*	Direktur Director	Laki-laki Male	2025 – saat ini 2022 - present

*Menjabat sebagai Direktur Perseroan sejak 19 September 2025 berdasarkan hasil keputusan RUPS Luar Biasa

*Appointed as the Director of the Company as of 19 September 2025 pursuant to the resolutions of the Extraordinary GMS

Profil lengkap anggota Dewan Komisaris dan Direksi dapat dilihat pada bab Profil Perusahaan dalam Laporan Tahunan Ancol tahun 2025.

The complete profiles of the Board of Commissioners and the Board of Directors' member are presented in the Company Profile chapter of Ancol's 2025 Annual Report.

NOMINASI DAN SELEKSI [GRI 2-10]

NOMINATION AND SELECTION [GRI 2-10]

Proses nominasi dan seleksi Dewan Komisaris dan Direksi Ancol dilakukan melalui RUPS. Pemegang saham Seri A berhak mencalonkan hingga empat anggota Dewan Komisaris yang memiliki kompetensi yang relevan dengan kebutuhan Perseroan, termasuk Komisaris Utama, sedangkan pemegang saham Seri B dapat mencalonkan satu anggota. Setiap anggota Dewan Komisaris diangkat oleh RUPS untuk masa jabatan hingga penutupan RUPS Tahunan keempat, tanpa mengurangi kewenangan RUPS untuk memberhentikannya sewaktu-waktu.

Ancol's Board of Commissioners and Board of Directors are nominated and appointed through the GMS. Series A Shareholders are entitled to nominate up to four members of the Board of Commissioners who passes relevant competence aligned with the Company's interest, including the President Commissioner, while Series B Shareholders may nominate one member. Each member of the Board of Commissioners is appointed by the GMS for a term of office until the closing of the fourth Annual GMS, without prejudice to the authority of the GMS to dismiss such member at any time.

Pengangkatan dan pemberhentian anggota Direksi juga ditetapkan melalui RUPS. Kandidat Direksi dapat berasal dari Warga Negara Indonesia maupun Warga Negara Asing dengan kompetensi yang relevan dengan kebutuhan Perseroan, serta sesuai dengan ketentuan perundang-undangan. Sama seperti Dewan Komisaris, anggota Direksi menjabat hingga RUPS Tahunan kelima, kecuali diberhentikan melalui RUPS.

The appointment and dismissal of the Board of Directors' member are also determined by the GMS. Both Indonesian and foreign citizens may be candidates for the Board of Directors, provided they possess competencies relevant to the Company's needs and in accordance with the provisions of the law. Similar to the Board of Commissioners, members of the Board of Directors serve until the closing of the fifth Annual GMS, unless dismissed through a GMS resolution.



PERAN BADAN TATA KELOLA DALAM PENGELOLAAN ASPEK KEBERLANJUTAN [GRI 2-12, 2-14]

Dewan Komisaris dan Direksi berperan dalam menyetujui kebijakan dan strategi keberlanjutan Perseroan, serta mengawasi pelaksanaannya. Keduanya memberikan arahan serta rekomendasi kepada tim pelaksana inisiatif keberlanjutan dan memastikan implementasinya berjalan selaras dengan prinsip tata kelola yang baik.

Dewan Komisaris dan Direksi juga terlibat dalam pelaksanaan *due diligence* untuk mengelola dampak Ancol terhadap aspek ekonomi, lingkungan, dan sosial. Pembahasan mengenai isu keberlanjutan dilakukan dalam rapat Dewan Komisaris yang dilaksanakan satu kali dalam satu bulan; serta dalam rapat Direksi sebanyak satu kali dalam satu minggu dengan pembahasan yang menekankan pada mitigasi dan adaptasi perubahan iklim serta efisiensi energi.

Dalam praktik pelaporan keberlanjutan, Direksi melalui Sekretaris Perusahaan berperan dalam menyetujui topik material yang dipilih serta mengesahkan Laporan Keberlanjutan yang disampaikan kepada regulator setiap tahun sesuai ketentuan.

THE ROLE OF THE GOVERNANCE BODY IN MANAGING SUSTAINABILITY ASPECTS [GRI 2-12, 2-14]

The Board of Commissioners and the Board of Directors play a role in approving the Company's sustainability policies and strategies, as well as supervising their implementation. Both boards provide guidance and recommendations to the sustainability implementation team and ensure that the implementation aligns with the principles of good governance.

The Board of Commissioners and the Board of Directors are also involved in conducting due diligence to manage Ancol's impacts on economic, environmental, and social aspects. Sustainability issues are discussed in the Board of Commissioners' meetings, held once a month, and in the Board of Directors' meetings, held once a week, with discussions focusing on climate change mitigation and adaptation as well as energy efficiency.

In sustainability reporting practices, the Board of Directors, through the Corporate Secretary, plays a role in approving the selected material topics and endorsing the Sustainability Report submitted to regulators each year in accordance with the applicable regulations.



DELEGASI PENGELOLAAN ASPEK KEBERLANJUTAN [OJK E.1.] [GRI 2-13]

Tanggung jawab pengelolaan aspek keberlanjutan Perseroan didelegasikan kepada Departemen Corporate Social Responsibility, Departemen Sustainability & HSSE, Departemen Energy Efficiency dan Departemen Conservation. Tugas dan tanggung jawab masing-masing departemen diuraikan dalam tabel berikut:

DELEGATION OF SUSTAINABILITY MANAGEMENT [OJK E.1.] [GRI 2-13]

The responsibility for managing the Company's sustainability aspects is delegated to the Corporate Social Responsibility Department, the Sustainability & HSSE Department, the Energy Efficiency Department, and the Conservation Department. The duties and responsibilities of each department are outlined in the following table:

TUGAS DAN TANGGUNG JAWAB PENGELOLA KEBERLANJUTAN

Duties and Responsibilities of Sustainability Management

NAMA DEPARTEMEN Department	TUGAS DAN TANGGUNG JAWAB Duties and Responsibilities
Departemen Corporate Social Responsibility (di bawah Divisi Corporate Affairs) Corporate Social Responsibility Department (under the Corporate Affairs Division)	<ul style="list-style-type: none"> Merancang dan mengelola program-program <i>Corporate Social Responsibility</i> yang mengacu kepada tiga pilar keberlanjutan yaitu sosial, lingkungan serta pemberdayaan masyarakat sekitar Design and manage Corporate Social Responsibility programs based on the three pillars of sustainability; social, environmental, and community empowerment. Melaksanakan pembinaan komunitas serta membangun jejaring dengan lembaga dan institusi yang berkaitan dengan sosial dan lingkungan. Conduct community development and build networks with institutions and organizations related to social and environmental issues.
Departemen Sustainability & HSSE (di bawah Divisi Sustainability & Energy Efficiency) Sustainability & HSSE Department (under Sustainability & Energy Efficiency Division)	<ul style="list-style-type: none"> Memonitor pelaksanaan program pengelolaan sampah dan limbah di Kawasan Ancol, Implement waste and effluent management programs in the Ancol area, Memantau dan menguji kualitas air laut, udara, dan lingkungan kerja secara rutin melalui koordinasi dengan instansi terkait, Monitor and regularly test the quality of seawater, air, and workplace environment through coordination with relevant agencies, Pemantauan higiene dan sanitasi, serta sarana dan prasarana K3, Hygiene & sanitation and Occupational Health and Safety (OHS) facilities and infrastructure, Pendataan pengelolaan sampah rekreasi dan pengelolaan limbah B3, Data collection on the management of recreational waste and the management of hazardous and toxic waste (B3), Mencari peluang program lingkungan kolaboratif yang menghasilkan dampak ekonomi berkelanjutan. Design collaborative environmental program impacting to sustainable economy.
Departemen Energy Efficiency (dibawah Divisi Sustainability & Energy Efficiency) Energy Efficiency Department (under the Sustainability & Energy Efficiency Division)	<ul style="list-style-type: none"> Melaksanakan upaya efisiensi energi serta membuka peluang kolaborasi dengan berbagai pihak yang menghasilkan nilai ekonomi bagi Perseroan secara berkelanjutan. Implement energy efficiency initiatives and develop collaboration opportunities with several parties that generate sustainable economic value for the Company.
Departemen Conservation (bagian dari Divisi Conservation & Landscape) Conservation Department (part of the Conservation & Landscape Division)	<ul style="list-style-type: none"> Melaksanakan program konservasi fauna di lingkungan Taman Impian Jaya Ancol, Implement fauna conservation programs within Taman Impian Jaya Ancol. Melaksanakan perawatan fauna serta pengembangbiakannya, Maintain, take care, and breed fauna. Melaksanakan edukasi konservasi yang berkelanjutan seperti program restorasi kerang hijau. Conduct sustainable conservation education programs, such as green mussel restoration.

BENTURAN KEPENTINGAN [IDX G-09] [GRI 2-15]

Ancol telah menetapkan kebijakan internal untuk mencegah dan mengelola benturan kepentingan sebagai bagian dari penerapan GCG. Direksi dan Dewan Komisaris wajib mematuhi ketentuan terkait benturan kepentingan sebagaimana diatur dalam Kode Tata Laku.

CONFLICT OF INTEREST [IDX G-09] [GRI 2-15]

Ancol has established internal policies to prevent and manage conflicts of interest as part of the implementation of Good Corporate Governance (GCG). The Board of Directors and the Board of Commissioners are required to comply with provisions related to conflicts of interest as stipulated in the Code of Conduct.



Selain itu, benturan kepentingan yang berkaitan dengan transaksi telah diatur melalui Surat Keputusan Direksi tentang *Insider Trading* serta kebijakan Transaksi dengan Pihak Berelasi dan Afiliasi. Kebijakan tersebut menjadi pedoman dalam memastikan seluruh transaksi dilakukan secara transparan, wajar, dan sesuai dengan ketentuan yang berlaku.

KOMUNIKASI MASALAH PENTING

[GRI 2-16]

Perseroan menyediakan mekanisme pengaduan melalui *Whistleblowing System* (WBS) sebagai sarana bagi pemangku kepentingan untuk menyampaikan isu terkait dampak negatif yang mungkin timbul dari operasional perusahaan. Setiap laporan yang diterima ditindaklanjuti oleh Tim WBS (Internal Audit), dan direncanakan untuk tahun berikutnya dilakukan oleh Dewan Komisaris/Komisaris Utama. Masalah yang bersifat kritis akan dibahas lebih lanjut bersama Direksi dan Dewan Komisaris melalui rapat Direksi, rapat Dewan Komisaris, atau rapat gabungan.

Ancol juga memperkuat peran Departemen CSR, Departemen Konservasi, dan Departemen Sustainability & Energy Efficiency yang berfungsi sebagai pendukung tata kelola yang bertanggung jawab dalam pengambilan keputusan terkait aspek keberlanjutan.

Selama tahun pelaporan, tidak terdapat isu kritis terkait keberlanjutan yang dibahas hingga level rapat gabungan bersama Dewan Komisaris dan Direksi.

PENGEMBANGAN KOMPETENSI TERKAIT KEUANGAN BERKELANJUTAN

[OJK E.2., F.1.] [IDX G-05] [GRI 2-17]

Ancol mendukung Dewan Komisaris, Direksi, serta pimpinan dan staf Departemen CSR, Departemen Konservasi, dan Health Safety and Environment (HSE) serta Departemen Sustainability & Energy Efficiency untuk meningkatkan kompetensi mereka sebagai penanggung jawab pelaksanaan keuangan dan kegiatan berkelanjutan. Pengembangan kompetensi tersebut dapat dilakukan melalui pelatihan, *workshop*, seminar, sertifikasi, dan bentuk peningkatan kapasitas lainnya.

Beberapa program pelatihan terkait keberlanjutan yang telah dilaksanakan di tahun 2025, disajikan dalam tabel berikut.

In addition, conflicts of interest related to transactions are regulated through a Board of Directors' Decree on Insider Trading as well as the policy on Related Party and Affiliated Transactions. These policies serve as guidelines to ensure that all transactions are conducted in a transparent and fair manner and in compliance with applicable regulations.

COMMUNICATION OF MATERIAL MATTERS

[GRI 2-16]

The Company provides a complaint mechanism through the Whistleblowing System (WBS) as a channel for stakeholders to report issues related to potential negative impacts arising from the Company's operations. Each report received is followed up by the WBS Team (Internal Audit). Starting next year, oversight of the mechanism is planned to be carried out by the Board of Commissioners, including the President Commissioner. Critical issues are further discussed with the Board of Directors and the Board of Commissioners through Board of Directors' meetings, Board of Commissioners' meetings, or joint meetings.

Ancol also strengthens the roles of the CSR Department, the Conservation Department, and the Sustainability & Energy Efficiency Department as governance support units responsible for making decisions related to sustainability aspects.

During the reporting year, there were no critical sustainability issues discussed at the level of joint meetings involving the Board of Commissioners and the Board of Directors.

SUSTAINABLE FINANCE COMPETENCY DEVELOPMENT

[OJK E.2., F.1.] [IDX G-05] [GRI 2-17]

Ancol supports the Board of Commissioners, the Board of Directors, as well as the leaders and staff of the CSR Department, the Conservation Department, the Health, Safety, and Environment (HSE) Department, and the Sustainability & Energy Efficiency Department in enhancing their competencies as responsible parties for the implementation of sustainable finance and activities. Competency development can be conducted through training, workshops, seminars, certification programs, and other capacity-building initiatives.

Several sustainability-related training programs conducted in 2025 are presented in the following table.

PENGEMBANGAN KOMPETENSI TERKAIT KEBERLANJUTAN DI 2025

Sustainability Competency Development in 2025

NAMA DAN JABATAN Name and Title	JENIS PELATIHAN Type of Training	TEMA/JUDUL PELATIHAN Training theme/title	WAKTU PELAKSANAAN Time Conducted	PENYELENGGARA Organizer
DIREKSI Board of Directors				
<ul style="list-style-type: none"> • Winarto - President Director • Cahyo Satriyo Prakoso - Director of Property • Daniel Nainggolan - Finance Director • Eddy Prastiyo - Operations Director 	ESG	Pelatihan BUMD Leaders Forum 2025 - "Transformasi BUMD dalam Mengakselerasi Jakarta Top #50 Global City: Tantangan & Peluang Ekonomi Global"	22 April 2025	Badan Pembinaan Badan Usaha Milik Daerah
DEPARTEMEN CORPORATE SOCIAL RESPONSIBILITY, KONSERVASI, DAN HSE CSR, Conservation, and HSE Departments				
<ul style="list-style-type: none"> • Sofia Cakti - Energy Efficiency Department Head • Husin Alatas - CSR Program & Community Development Unit Head 	ESG	Webinar "Greenhouse Gases (GHG) Emissions Introduction"	14 Mei 2025	Karisman Consulting
<ul style="list-style-type: none"> • Winna Amanda Oktaviani - Recruitment Officer • Annida Yuliza Akmal - Career & Performance Unit Head 	ESG	Webinar "Mewujudkan Kesetaraan Gender di Lingkungan Kerja"	28 Mei 2025	Dinas Pemberdayaan, Perlindungan Anak dan Pengendalian Penduduk Pemerintahan Provinsi DKI Jakarta
<ul style="list-style-type: none"> • Adi Bahar Mizarrdi - Conservation, Education & Research Department Head (Plt) 	Conservation	Conservation Gathering "Mendukung Keberlanjutan Spesies Ex-Situ"	22 Mei 2025	Perhimpunan Kebun Binatang se Indonesia
<ul style="list-style-type: none"> • Winna Amanda Oktaviani - Recruitment Officer • Annida Yuliza Akmal - Career & Performance Unit Head 	ESG	Bimtek "Sensitivitas Disabilitas"	22 Mei 2025	Dinas Tenaga Kerja, Transmigrasi dan Energi Pemerintah Provinsi DKI Jakarta
<ul style="list-style-type: none"> • Eko Kustanto - Industrial Relation & Outsource Management Unit Head 	HSSE	Peningkatan Pelaksanaan Norma K3 Tentang HIV/AIDS dan TBC	28 Agustus 2025	Dinas Tenaga Kerja, Transmigrasi dan Energi Pemerintah Provinsi DKI Jakarta
<ul style="list-style-type: none"> • Eko Kustanto - Industrial Relation & Outsource Management Unit Head 	ESG	Penguatan Layanan Ketenagakerjaan Inklusif Melalui Sistem Digital Layanan Unit Layanan Disabilitas Bidang Ketenagakerjaan	5 Agustus 2025	Dinas Tenaga Kerja, Transmigrasi dan Energi Pemerintah Provinsi DKI Jakarta
<ul style="list-style-type: none"> • Bambang Yundari Asyhar - Tenant Management Unit Head • Arif Rahman - Sponsorship Operation Officer 	ESG	CCEP Tour "Customer Sustainability Day"	21 Agustus 2025	Coca Cola Europacific Partners (CCEP)
<ul style="list-style-type: none"> • Marjoko - Building Management Department Head • Istihar Fadli - Maintenance & Controlling Office 	ESG	Bimtek Industri Pariwisata "Kegiatan Peran Pelaku Usaha Pariwisata pada Penanggulangan Bencana serta Bahaya Kebakaran"	18 September 2025	Suku Dinas Pariwisata dan Ekonomi Kreatif Pemerintahan Provinsi DKI Jakarta



PENGEMBANGAN KOMPETENSI TERKAIT KEBERLANJUTAN DI 2025

Sustainability Competency Development in 2025

NAMA DAN JABATAN Name and Title	JENIS PELATIHAN Type of Training	TEMA/JUDUL PELATIHAN Training theme/title	WAKTU PELAKSANAAN Time Conducted	PENYELENGGARA Organizer
DEPARTEMEN CORPORATE SOCIAL RESPONSIBILITY, KONSERVASI, DAN HSE CSR, Conservation, and HSE Departments				
• Eko Harianto - Utility & Electrical Officer	HSSE	Pembinaan Norma K3 Angkatan IV "Norma K3 Listrik dan Instalasi Penyalur Petir"	11 September 2025	Dinas Tenaga Kerja, Transmigrasi dan Energi Pemerintah Provinsi DKI Jakarta
• Indah Furnamasari - HSSE System Management Unit Head	HSSE	Pembinaan Norma K3 Angkatan III "Norma K3 Lingkungan Kerja"	18 September 2025	Dinas Tenaga Kerja, Transmigrasi dan Energi Pemerintah Provinsi DKI Jakarta
• Moch. Wicaksono W. S. - Conservation & HSSE Unit Head	HSSE	Pelatihan Ahli Keselamatan dan Kesehatan Kerja (AK3) Umum Angkatan 3	3-15 November 2025	Dinas Tenaga Kerja, Transmigrasi

EVALUASI KINERJA DEWAN KOMISARIS DAN DIREKSI [GRI 2-18]

Penilaian kinerja Dewan Komisaris dan Direksi, termasuk Komisaris Utama dan Direktur Utama, dilakukan setiap tahun atau sesuai kebutuhan. Evaluasi kinerja dilakukan mengacu kepada KPI dalam Perjanjian Kinerja, dengan kriteria yang mencakup aspek keuangan, pelanggan, proses bisnis internal, serta pembelajaran dan pertumbuhan. Penilaian dilakukan oleh Badan Pembinaan Badan Usaha Milik Daerah (BPBUMD), dan hasilnya disampaikan kepada Gubernur.

REMUNERASI [GRI 2-19, 2-20]

Remunerasi Dewan Komisaris dan Direksi ditetapkan dengan mengacu pada Peraturan Gubernur Provinsi DKI No. 79 Tahun 2019 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Pengawas, dan Dewan Komisaris Badan Usaha Milik Daerah (BUMD); serta mempertimbangkan kinerja perusahaan, pencapaian KPI, dan remunerasi yang berlaku dalam industri. Besaran remunerasi yang telah ditetapkan telah ditelaah oleh Dewan Komisaris dan disetujui oleh pemegang saham melalui RUPS.

PERFORMANCE EVALUATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS [GRI 2-18]

The performance evaluation of the Board of Commissioners and the Board of Directors, including the President Commissioner and the President Director, is conducted annually or as needed. The evaluation refers to the KPIs set out in the Performance Agreement, with criteria covering financial aspects, customers, internal business processes, as well as learning and growth. The assessment is carried out by the Regional-Owned Enterprises Development Agency (BPBUMD), and the results are submitted to the Governor.

REMUNERATION [GRI 2-19, 2-20]

The remuneration of the Board of Commissioners and the Board of Directors is determined with reference to the Governor of DKI Jakarta Regulation No. 79 of 2019 concerning Guidelines for Determining the Remuneration of the Directors, Supervisory Board, and Board of Commissioners of Regional-Owned Enterprises (BUMD); and takes into account the Company's performance, achievement of KPIs, and prevailing industry remuneration. The remuneration amounts set have been reviewed by the Board of Commissioners and approved by the shareholders through the General Meeting of Shareholders (GMS).

Komponen remunerasi Dewan Komisaris dan Direksi Perseroan terdiri dari:

1. Honorarium (untuk Dewan Komisaris) dan gaji (untuk Direksi),
2. Tunjangan,
3. Fasilitas, dan
4. Tantiem/insentif kerja.

MANAJEMEN RISIKO [OJK E.3.]

Ancol menerapkan mekanisme pengelolaan dan pengendalian risiko berdasarkan Pedoman Manajemen Risiko, yang mencakup prosedur identifikasi, pengukuran, pemantauan, dan pengendalian risiko. Informasi lengkap mengenai Pedoman ini dapat diakses melalui situs resmi Perseroan atau melalui tautan <https://korporat.ancol.com/kebijakan-manajemen-risiko--42>.

Dokumen tersebut disusun dengan mengacu pada sejumlah standar dan regulasi, termasuk ISO 31000:2018 *Risk Management Guidelines*, Keputusan Gubernur DKI Jakarta No. 96 Tahun 2004 tentang penerapan GCG di BUMD, serta Pedoman *Good Corporate Governance* perusahaan.

Proses manajemen risiko di Ancol melibatkan berbagai pihak, seperti Dewan Komisaris, Direksi, Unit Manajemen Risiko, pemilik risiko di setiap departemen, dan pemangku kepentingan eksternal. Dalam implementasinya, Direktur Utama meninjau dan/atau menyetujui Laporan Manajemen Risiko Perseroan sebelum menyampaikannya kepada Dewan Komisaris bersama langkah penanganan yang diperlukan.

The components of the remuneration for the Company's Board of Commissioners and Board of Directors consist of:

1. Honorarium (for the Board of Commissioners) and salaries (for the Board of Directors),
2. Allowances
3. Facilities, and
4. Tantiem/work incentives

RISK MANAGEMENT [OJK E.3.]

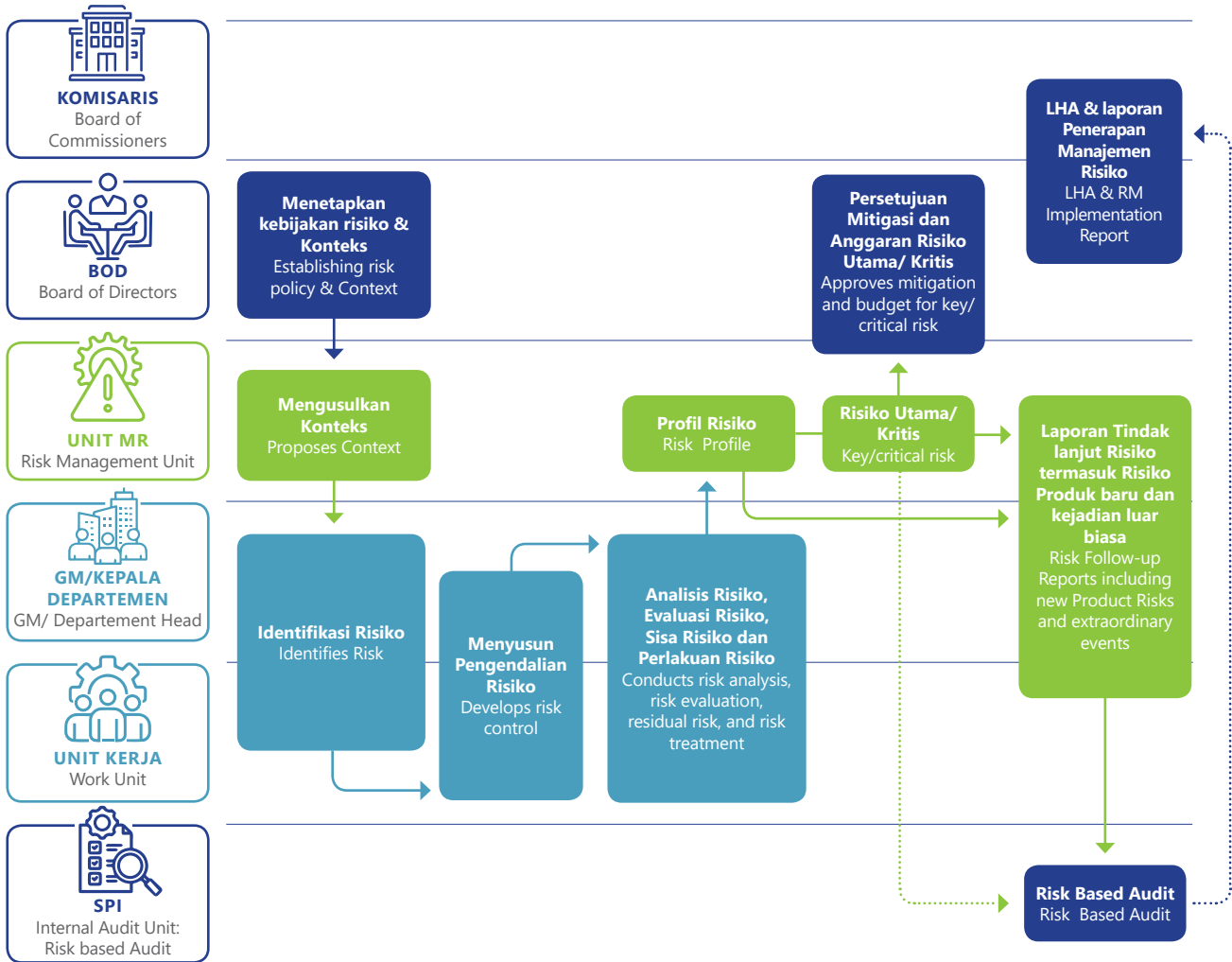
Ancol implements a risk management and control mechanism based on the Risk Management Guidelines, which include risk identification, assessment, monitoring, and control. Further information about these Guidelines can be accessed via the Company's official website or through the following <https://korporat.ancol.com/kebijakan-manajemen-risiko--42>.

The document was prepared with reference to a number of standards and regulations, including ISO 31000:2018 Risk Management Guidelines, the Governor of DKI Decree No. 96 of 2004 concerning the implementation of GCG in Regional-Owned Enterprise (BUMD), as well as the Company's Good Corporate Governance Guidelines.

Ancol's risk management process involves several parties, including the Board of Commissioners, the Board of Directors, the Risk Management Unit, risk owners in each department, and external stakeholders. In its implementation, the President Director reviews and/or approves the Company's Risk Management Report before submitting it to the Board of Commissioners along with the necessary mitigation measures.



MEKANISME MANAJEMEN RISIKO Risk Management Mechanism



Untuk menyesuaikan dengan perkembangan terkini, Ancol sedang melakukan finalisasi draft Pedoman *Risk Management* yang disusun dengan mengacu pada ISO 31000 : 2018 *Risk Management Guidelines*.

Update pedoman manajemen risiko perlu dilakukan karena Ancol menjadikan proses manajemen risiko (hasil identifikasi, analisis, evaluasi, dan penanganan terhadap risiko) sebagai dasar pemikiran untuk melakukan adaptasi risiko strategis dalam pengambilan keputusan. Selain itu, pembaruan juga perlu dilakukan karena manajemen risiko signifikan untuk meningkatkan efektivitas dan efisiensi proses bisnis berdasarkan pemikiran risiko strategis untuk mencapai hasil kerja yang optimal.

To adapt to current developments, Ancol is finalizing a draft Risk Management Guideline, which is based on the ISO 31000:2018 Risk Management Guideline described in the previous SR.

Updating the risk management guideline is necessary because Ancol uses the risk management process (including risk identification, analysis, evaluation, and treatment) as the basis for managing and adjusting strategic risks in decision-making. Furthermore, this update is necessary because effective risk management is crucial for improving the effectiveness and efficiency of business processes based on strategic risk thinking to achieve optimal performance results.

KODE ETIK [GRI 2-23, 2-24] [IDX G-07]

Ancol telah menetapkan Kode Tata Laku sebagai pedoman untuk menjaga integritas dan profesionalisme Perseroan sebagai perusahaan yang berinteraksi langsung dengan masyarakat di sektor pariwisata dan *real estate*. Dokumen Kode Tata Laku tersebut dapat diakses melalui situs resmi Perseroan.

Pedoman ini berlaku bagi seluruh karyawan, termasuk Dewan Komisaris dan Direksi, serta ditegaskan melalui penandatanganan pernyataan komitmen kepatuhan setiap tahun. Kode Tata Laku juga memuat ketentuan mengenai pelanggaran, sanksi, serta mekanisme penegakannya.

Ancol mengkomunikasikan Kode Tata Laku kepada karyawan dan mitra usaha melalui sosialisasi dan *refreshment* secara berkala, termasuk dalam orientasi karyawan, media komunikasi internal, serta edaran kebijakan perusahaan, sehingga dapat dipahami dan dipenuhi secara konsisten. Lebih lanjut, Ancol juga mempublikasikan kebijakan Kode Tata Laku di situs resmi Perseroan sebagai upaya dalam menjalankan prinsip GCG, yaitu transparansi.

Sepanjang tahun 2025, terdapat satu kasus pelanggaran Kode Tata Laku, dengan tindak lanjut yang dijelaskan dalam tabel berikut.

CODE OF ETHICS [GRI 2-23, 2-24] [IDX G-07]

Ancol has established a Code of Conduct as a guideline to uphold the Company's integrity and professionalism as a company that directly interacts with the public in the tourism and real estate sectors. The Code of Conduct document can be accessed through the Company's official website.

This Code of Conduct applies to all employees, including members of the Board of Commissioners and the Board of Directors, and is reinforced through the annual signing of a compliance commitment statement. The Code of Conduct also stipulates provisions on violations, sanctions, and enforcement mechanisms.

Ancol communicates its Code of Conduct to employees and business partners through regular socialization and refresher activities, including employee onboarding programs, internal communication channels, and corporate policy circulars, to ensure consistent understanding and compliance. In addition, Ancol publishes the Code of Conduct policy on the Company's official website as part of its commitment to Good Corporate Governance (GCG), particularly the principle of transparency.

Throughout 2025, there were one case of violations of the Code of Conduct, with the follow-up actions presented in the following table.

KASUS PELANGGARAN KODE TATA LAKU DAN TINDAK LANJUTNYA

Code of Conduct Violation Cases and Follow-Up Actions

BOBOT PELANGGARAN Breach Severity	JENIS SANKSI Type of Sanction				
	TEGURAN LISAN Verbal Warning	SURAT PERINGATAN PERTAMA First Written Warning	SURAT PERINGATAN KEDUA Second Written Warning	SURAT PERINGATAN KETIGA BERUPA SANKSI Third Written Warning with Disciplinary Sanction	SURAT PERINGATAN KETIGA BERUPA PENGUNDURAN DIRI Third Written Warning Resulting in Resignation
Ringan Minor	0	1	0	0	0
Sedang Moderate	0	0	0	0	0
Berat Severe	0	0	0	0	0

Penentuan bobot pelanggaran dan pengenaan sanksi merupakan kewenangan Perseroan dengan mempertimbangkan secara objektif faktor, kondisi, dan situasi yang melatarbelakangi pelanggaran, serta norma yang berlaku di Perseroan dan masyarakat.

Perseroan menetapkan sanksi secara berjenjang berdasarkan tingkat pelanggaran dan frekuensi kejadian. Pelanggaran ringan dan sedang dikenakan sanksi yang meningkat pada setiap pengulangan, mulai dari teguran lisan hingga Surat Peringatan Ketiga/ Terakhir, sedangkan pelanggaran berat dikenakan sanksi langsung berupa Surat Peringatan Ketiga/Terakhir. Surat Peringatan Ketiga/Terakhir dapat disertai sanksi lanjutan berupa pemutusan hubungan kerja, demosi, maupun keterbatasan pengembangan karier.

SISTEM PELAPORAN PELANGGARAN

[GRI 2-25, 2-26] [IDX S-07, S-08]

Ancol telah memiliki Sistem Pelaporan Pelanggaran (*Whistleblowing System/WBS*) untuk mendeteksi, mencegah, dan menangani pelanggaran, sekaligus memperkuat budaya integritas dan transparansi. WBS dikelola oleh Divisi Internal Audit yang sekaligus bertanggung jawab untuk menentukan langkah tindak lanjut dari seluruh laporan yang diterima. Informasi lengkap mengenai Pedoman Sistem Pelaporan Pelanggaran telah tersedia di situs resmi Perseroan atau dapat diakses melalui tautan <https://korporat.ancol.com/mekanisme-sistem-pelaporan-pelanggaran--43>.

Pemangku kepentingan didorong untuk dapat memanfaatkan saluran pelaporan pelanggaran yang disediakan apabila menemukan dugaan pelanggaran hukum maupun perbuatan tidak etis lainnya. Perseroan menjamin kerahasiaan dan perlindungan identitas pelapor.

The determination of the severity of violations and the imposition of sanctions are under the Company's authority, taking into account objective considerations of the factors, conditions, and circumstances underlying the violation, as well as the norms applicable within the Company and society.

The Company applies a graduated sanction system based on the level of violation and the frequency of occurrence. Minor and moderate violations are subject to progressively increased sanctions for each recurrence, ranging from verbal warnings to a Third/Final Warning Letter. Severe violations result in the immediate issuance of a Third/Final Warning Letter. The Third/Final Warning Letter may be accompanied by further sanctions, including termination of employment, demotion, or limitations on career development opportunities.

WHISTLEBLOWING SYSTEM

[GRI 2-25, 2-26] [IDX S-07, S-08]

Ancol has established a Whistleblowing System (WBS) to detect, prevent, and address violations, while strengthening a culture of integrity and transparency. The WBS is managed by the Internal Audit Division, which is also responsible for determining follow-up actions on all reports received. Comprehensive information regarding the Whistleblowing System Guidelines is available on the Company's official website or can be accessed through the following <https://korporat.ancol.com/mekanisme-sistem-pelaporan-pelanggaran--43>.

Stakeholders are encouraged to utilize the whistleblowing reporting channels provided should they identify any suspected violations of laws or other unethical conduct. The Company ensures the confidentiality and protection of the whistleblower's identity.

SALURAN PELAPORAN PELANGGARAN

Whistleblowing Reporting Channels



Telepon : +62 21 645 4567
Phone



Email : ancol.spp@ancol.com



Website : www.ancol.com



Mengirimkan langsung laporan ke alamat:
Submitting reports directly to the following address



PT Pembangunan Jaya Ancol Tbk
Ecovention Building, Jl. Lodan Timur
No. 7 Ancol Taman Impian Jakarta
14430 – Indonesia

PELAPORAN PELANGGARAN 2025 DAN TINDAK LANJUT

Violation Reporting and Follow-up in 2025

JUMLAH PELAPORAN Reporting Counts	STATUS TINDAK LANJUT PELAPORAN Reporting Follow-up Status	
	SELESAI Resolved	BELUM SELESAI Not Resolved
6	6	0

Ancol terus meningkatkan kemudahan akses terhadap sistem pelaporan pelanggaran, termasuk memastikan fitur pelaporan melalui situs resmi dapat diakses dengan lebih cepat dan mudah ditemukan.

Ancol continues to enhance the accessibility of its whistleblowing system, including ensuring the reporting feature on its website can be accessed more quickly and is easier to locate.

KEPATUHAN TERHADAP HUKUM

[GRI 2-27]

Ancol berkomitmen untuk mengelola kegiatan usaha secara bertanggung jawab dan mematuhi seluruh peraturan perundang-undangan yang berlaku. Sepanjang tahun 2025, tidak terdapat kasus ketidakpatuhan yang mengakibatkan denda maupun sanksi terhadap Perseroan.

COMPLIANCE WITH LAWS AND REGULATIONS [GRI 2-27]

Ancol is committed to managing its business activities responsibly and in compliance with all applicable laws and regulations. Throughout 2025, there were no cases of non-compliance that resulted in fines or sanctions imposed on the Company.

PELIBATAN PEMANGKU

KEPENTINGAN [OJK E.4.] [GRI 2-29]

Perseroan senantiasa membangun hubungan yang harmonis dengan pemangku kepentingan untuk membangun kepercayaan dan kerja sama jangka panjang yang dapat mendukung keberlanjutan bisnis. Ancol mendefinisikan pemangku kepentingan sebagai kelompok atau individu yang dapat terpengaruh atau memengaruhi kegiatan usaha, produk, serta jasa Perseroan. Identifikasi kelompok pemangku kepentingan dilakukan dengan merujuk pada AA1000 *Stakeholder Engagement Standard* 2015.

STAKEHOLDER ENGAGEMENT

[OJK E.4.] [GRI 2-29]

The Company consistently builds harmonious relationships with its stakeholders to foster trust and long-term cooperation that support business sustainability. Ancol defines stakeholders as groups or individuals who may be affected by, or may influence, the Company's business activities, products, and services. The identification of stakeholder groups is conducted with reference to the AA1000 Stakeholder Engagement Standard 2015.

Daftar kelompok pemangku kepentingan beserta metode pelibatannya disajikan dalam tabel berikut.

The stakeholder groups and their respective engagement methods are presented in the following table.



DAFTAR KELOMPOK PEMANGKU KEPENTINGAN DAN METODE PELIBATANNYA

List of Stakeholder Groups and Engagement Methods

KELOMPOK PEMANGKU KEPENTINGAN Stakeholder Classification	TUJUAN PELIBATAN Engagement Objectives	METODE PELIBATAN Engagement Methods
Pemegang Saham Shareholders	Dividen/ pengembangan usaha/ tata kelola/ manajemen Dividends/business development/ governance/ management	RUPS dan RUPSLB General Meeting of Shareholders (GMS) and Extraordinary GMS
Pelanggan Customers	Hubungan komersial/ <i>customer retention/</i> kualitas layanan Commercial relationships/ <i>customer retention/ service quality</i>	<ul style="list-style-type: none"> • Situs web Website • Media sosial Social media • Kunjungan langsung Direct visits • Customer Care Customer Care • Pengukuran kepuasan Satisfaction surveys
Karyawan Employees	Ketenagakerjaan/ kesejahteraan Employment matters/ Welfare	Rapat kerja dengan serikat pegawai Working meetings with employee unions
Pemerintah dan Pembuat Kebijakan Government and Policymakers	Pembangunan/ pengembangan usaha/ Investasi Development/ business expansion/ Investment	<ul style="list-style-type: none"> • Dengar pendapat DPRD Hearings with the Regional House of Representatives (DPRD) • Pelaporan kerja yang teratur kepada regulator dan pemerintah Regular reporting to regulators and government authorities
Mitra Kerja dan Pemasok Business Partners and Suppliers	Hubungan komersial Commercial relationships	<ul style="list-style-type: none"> • Kontrak kerja Contracts • Mitra investasi Investment partners • Koordinasi operasional Operational coordination
Media Massa Mass Media	Pelaksanaan program keberlanjutan maupun inisiatif lainnya Implementation of sustainability programs and other initiatives	<ul style="list-style-type: none"> • Press release • Media visit • Press Gathering • Press conference
Masyarakat Communities	Rencana dan aktualisasi kegiatan-kegiatan CSR Planning and implementation of CSR activities	Pertemuan forum CSR dan PKBL CSR and Partnership and Community Development Program (PKBL) forum meetings

TANTANGAN DAN PELUANG PENERAPAN KEBERLANJUTAN

[OJK E.5.]

Sebagai perusahaan yang bergerak di sektor pariwisata, rekreasi, dan pengelolaan kawasan pesisir, Ancol menghadapi dinamika operasional yang kompleks. Penerapan prinsip keberlanjutan menjadi aspek penting untuk memastikan operasional yang bertanggung jawab sekaligus mempertahankan daya saing jangka panjang. Dalam implementasinya, Ancol mengidentifikasi sejumlah tantangan maupun peluang strategis yang mempengaruhi kinerja keberlanjutan Perseroan.

CHALLENGES AND OPPORTUNITIES IN THE IMPLEMENTATION OF SUSTAINABILITY [OJK E.5.]

As a company operating in the tourism, recreation, and coastal area management sectors, Ancol faces complex operational dynamics. The implementation of sustainability principles is a critical aspect in ensuring responsible operations while maintaining long-term competitiveness. In this regard, Ancol has identified a number of strategic challenges and opportunities that influence the Company's sustainability performance.

TANTANGAN DAN PELUANG KEBERLANJUTAN

Sustainability Challenges and Opportunities

 TANTANGAN Challenges	 PELUANG Opportunities
<p>Tingginya volume sampah dan tekanan lingkungan akibat aktivitas wisata dan aliran sampah dari hulu High volumes of waste and environmental pressure resulting from tourism activities and upstream waste flows</p>	<p>Pengembangan program pengelolaan sampah, ekonomi sirkular, serta edukasi lingkungan bagi pengunjung Development of waste management programs, circular economy initiatives, and environmental education for visitors</p>
<p>Risiko perubahan iklim dan kondisi pesisir Jakarta (banjir rob, abrasi, kenaikan permukaan laut) Climate change risks and Jakarta's coastal conditions (tidal flooding, coastal erosion, sea level rise)</p>	<p>Kolaborasi dalam program restorasi pesisir, konservasi mangrove, dan peningkatan ketahanan iklim kawasan Collaboration in coastal restoration programs, mangrove conservation, and enhancement of the area's climate resilience</p>
<p>Keseimbangan antara pengembangan bisnis rekreasi dengan upaya konservasi lingkungan Balancing recreational business development with environmental conservation efforts</p>	<p>Menjadi destinasi wisata berkelanjutan yang mengintegrasikan ekowisata, konservasi, dan ruang hijau sebagai nilai tambah Positioning as a sustainable tourism destination that integrates ecotourism, conservation, and green spaces as value-added offerings</p>
<p>Ekspektasi regulator, masyarakat, dan pemangku kepentingan yang semakin meningkat terhadap praktik GCG dan keberlanjutan Increasing expectations from regulators, communities, and stakeholders regarding GCG and sustainability practices</p>	<p>Penguatan transparansi, tata kelola, dan reputasi perusahaan sebagai BUMD yang akuntabel dan berorientasi keberlanjutan Strengthening transparency, governance, and corporate reputation as an accountable and sustainability-oriented regional-owned enterprise</p>
<p>Kebutuhan modernisasi fasilitas untuk meningkatkan efisiensi energi, keselamatan, dan kenyamanan pengunjung Need for facility modernization to improve energy efficiency, safety, and visitor comfort</p>	<p>Penerapan teknologi energi terbarukan, sistem efisiensi energi, dan peningkatan fasilitas ramah lingkungan Adoption of renewable energy technologies, energy efficiency systems, and environmentally friendly facility upgrades</p>
<p>Koordinasi lintas unit dalam implementasi program keberlanjutan Cross-unit coordination challenges in the implementation of sustainability programs</p>	<p>Pengembangan sistem manajemen keberlanjutan yang terintegrasi, termasuk peningkatan kapasitas seluruh unit Development of an integrated sustainability management system, including capacity building across all units</p>
<p>Kebutuhan penguatan budaya keberlanjutan di internal perusahaan Need to strengthen an internal sustainability culture</p>	<p>Program pelatihan, sertifikasi, dan keterlibatan karyawan untuk mendorong budaya kerja yang pro-keberlanjutan Training programs, certifications, and employee engagement initiatives to foster a pro-sustainability work culture</p>
<p>Tekanan operasional pada area hijau, ekosistem, dan satwa akibat kegiatan pariwisata massal Operational pressure on green areas, ecosystems, and wildlife due to mass tourism activities</p>	<p>Perluasan dan optimalisasi Taman, <i>Nursery</i>, <i>Ecopark</i>, dan program konservasi berbasis edukasi pengunjung Expansion and optimization of Parks, Nurseries, Ecoparks, and conservation programs supported by visitor education</p>
<p>Ketergantungan pada operasional intensif energi dan air Dependence on energy- and water-intensive operations</p>	<p>Peluang efisiensi biaya melalui manajemen energi, energi terbarukan, dan konservasi air Cost efficiency opportunities through energy management, renewable energy adoption, and water conservation</p>
<p>Kompleksitas tuntutan pengunjung terhadap keamanan, kebersihan, dan kenyamanan Complexity of visitor demands related to safety, cleanliness, and comfort</p>	<p>Inovasi layanan berbasis digital dan <i>smart tourism</i> untuk meningkatkan kualitas pengalaman pengunjung Digital service innovation and smart tourism solutions to enhance the overall visitor experience</p>





KINERJA EKONOMI BERKELANJUTAN

Sustainable Economic Performance



03

KINERJA EKONOMI BERKELANJUTAN Sustainable Economic Performance



SEKILAS PEREKONOMIAN INDONESIA DAN DKI JAKARTA TAHUN 2025

Tahun 2025 menunjukkan dinamika perekonomian yang tetap positif meskipun menghadapi tantangan global dan ketidakpastian eksternal. Data dari Badan Pusat Statistik (BPS) menunjukkan bahwa perekonomian Indonesia terus mencatatkan pertumbuhan yang stabil sepanjang tahun ini. Pada triwulan I-2025, ekonomi Indonesia tumbuh sebesar 4,87% *year-on-year* (yoy), mencerminkan ketahanan ekonomi nasional di tengah tekanan global sekaligus fundamental perekonomian yang kuat. Pertumbuhan ini terutama didukung oleh konsumsi rumah tangga yang tetap solid serta kinerja sektor pertanian dan jasa.

Memasuki triwulan II-2025, momentum pertumbuhan nasional semakin menguat dengan pencapaian 5,12% (yoy), menunjukkan bahwa indikator pertumbuhan mampu kembali menyentuh level di atas lima persen di tengah kondisi global yang kurang kondusif. Sektor jasa dan ekspor barang serta jasa menjadi kontributor penting dalam memperkuat kinerja ekonomi pada periode ini. Selanjutnya, pertumbuhan ekonomi Indonesia pada triwulan III-2025 juga menunjukkan tren positif dengan angka 5,04% (yoy), menegaskan fundamental perekonomian nasional yang tangguh dan kapasitas pertumbuhan berkelanjutan dalam berbagai kondisi.

Di tingkat regional, perekonomian Provinsi DKI Jakarta tetap menjadi salah satu motor utama pertumbuhan ekonomi nasional. Menurut data BPS Provinsi DKI Jakarta, ekonomi Jakarta pada triwulan III-2025 tumbuh sebesar 4,96% (yoy) dibandingkan periode yang sama tahun lalu, dengan

OVERVIEW OF INDONESIA'S AND JAKARTA'S ECONOMY IN 2025

In 2025, Indonesia's economic conditions remained resilient amid global challenges and external uncertainties. Based on data published by Statistics Indonesia (BPS), the national economy recorded stable and consistent growth throughout the year. In the first quarter of 2025, Indonesia's economy grew by 4.87% year-on-year (yoy), indicating the strength of underlying economic fundamentals despite ongoing global pressures. Economic growth during this period was primarily supported by household consumption, as well as the performance of the agricultural and services sectors.

Economic momentum strengthened further in the second quarter of 2025, with growth reaching 5.12% (yoy). This development reflects the economy's capacity to maintain growth above five percent in a less favorable global environment. The services sector, together with exports of goods and services, contributed significantly to overall economic performance during the period. In the third quarter of 2025, economic growth remained positive at 5.04% (yoy), demonstrating the sustainability of national economic growth and its resilience across varying economic conditions.

At the regional level, the economy of the Special Capital Region of Jakarta (DKI Jakarta) continued to play a strategic role in supporting national economic growth. According to data from Statistics Indonesia of DKI Jakarta Province, the regional economy grew by 4.96% (yoy) in the third quarter



kontribusi signifikan dari lapangan usaha seperti akomodasi dan penyediaan makanan, konstruksi, serta konsumsi pemerintah. Pertumbuhan ini menunjukkan peran Jakarta sebagai pusat kegiatan ekonomi, perdagangan, jasa keuangan, dan sektor transportasi yang dinamis.

Secara keseluruhan, perekonomian Indonesia dan DKI Jakarta pada tahun 2025 menunjukkan tren pertumbuhan yang solid di tengah tantangan global, didukung oleh konsumsi rumah tangga, ekspor, investasi, serta kinerja sektor jasa. Kondisi ini mencerminkan ketahanan ekonomi nasional sekaligus peluang pemulihan berkelanjutan yang berdampak positif terhadap kegiatan ekonomi domestik maupun regional.

KINERJA SEKTOR PARIWISATA INDONESIA DAN DKI JAKARTA TAHUN 2025

Sektor pariwisata Indonesia pada tahun 2025 terus menunjukkan penguatan sebagai salah satu motor pemulihan ekonomi nasional. Berdasarkan data Badan Pusat Statistik (BPS), jumlah kunjungan wisatawan mancanegara (wisman) hingga Juli 2025 mencapai 8,53 juta kunjungan, meningkat 10,04% dibandingkan capaian pada periode yang sama tahun 2024. Tren kenaikan ini berlanjut hingga September 2025, dengan total kunjungan mencapai 11,43 juta wisman, yang mencerminkan semakin pulihnya minat wisata global terhadap destinasi Indonesia. Pergerakan wisatawan nusantara (wisnus) turut memperkuat kinerja sektor pariwisata, dengan BPS mencatat 100,20 juta perjalanan wisnus hingga Juli 2025 atau naik sekitar 29,72% secara tahunan. Peningkatan mobilitas ini berkontribusi pada tumbuhnya permintaan terhadap layanan transportasi, akomodasi, dan rekreasi di berbagai daerah.

Kinerja positif tersebut juga terlihat di DKI Jakarta. Berdasarkan laporan BPS Provinsi DKI Jakarta, jumlah perjalanan wisnus di Jakarta pada Triwulan I-2025 mencapai lebih dari 23 juta perjalanan, tumbuh 17,74% dibandingkan tahun sebelumnya. Lonjakan ini mencerminkan semakin kuatnya posisi Jakarta sebagai salah satu tujuan wisata utama, baik untuk rekreasi, bisnis, maupun kegiatan budaya. Secara keseluruhan, perkembangan pariwisata nasional dan regional tersebut memberikan landasan yang kokoh bagi peningkatan aktivitas ekonomi wisata serta mendukung penciptaan nilai tambah bagi berbagai sektor pendukung pariwisata.

of 2025 compared to the same period in the previous year. This growth was supported by several key sectors, including accommodation and food and beverage services, construction, and government consumption. These sectors reflect Jakarta's function as a major center for economic activity, trade, financial services, and transportation.

Overall, economic performance at both the national and regional levels in 2025 reflects a stable and resilient economic environment. Growth was supported by household consumption, exports, investment activities, and the services sector, contributing to broader indirect economic impacts and providing a foundation for sustainable economic development at the national and regional levels.

PERFORMANCE OF TOURISM SECTOR IN INDONESIA AND JAKARTA IN 2025

Indonesia's tourism sector demonstrated a significant strengthening in performance throughout 2025, solidifying its role as a key driver of national economic recovery. According to data from Statistics Indonesia, international tourist arrivals reached 8.53 million visits by July 2025, marking a notable 10.04% increase compared to the same period in 2024. This positive trend continued, with total international tourist arrivals climbing to 11.43 million visits by September 2025, reflecting a consistent recovery in global travel demand for Indonesian destinations. The domestic tourism market also provided substantial support to the sector's robust performance. Statistics Indonesia reported 100.20 million domestic tourist trips by July 2025, an approximate 29.72% increase year-on-year. This heightened mobility among domestic travelers significantly boosted demand for essential services such as transportation, accommodation, and recreational activities across various regions of the country.

Positive developments were particularly evident in the Special Capital Region of Jakarta. Data published by Statistics Indonesia of DKI Jakarta Province indicates that domestic tourist trips within Jakarta surpassed 23 million during the first quarter of 2025. This represents a 17.74% growth compared to the previous year, reinforcing Jakarta's strategic position as a prominent destination for leisure, business, and cultural engagements. Overall, these favorable trends in both national and regional tourism performance have established a strong foundation for increased tourism-related economic activity and fostered significant value creation across associated sectors.



KEBIJAKAN STRATEGIS ANCOL TAHUN 2025 [GRI 3-3]

Ancol menyadari bahwa kinerja ekonomi yang berkelanjutan hanya dapat dicapai melalui keseimbangan antara pertumbuhan usaha, pengelolaan risiko, serta penciptaan nilai bagi seluruh pemangku kepentingan. Perseroan menetapkan berbagai kebijakan dan inisiatif strategis yang diarahkan untuk menjaga pertumbuhan pendapatan, meningkatkan efisiensi operasional, dan memastikan kesinambungan bisnis jangka panjang.

Sepanjang tahun 2025, Perseroan menjalankan strategi penguatan kinerja ekonomi dengan berfokus pada peningkatan jumlah kunjungan dan kualitas pengalaman pengunjung di seluruh unit usaha. Program promosi dan penyelenggaraan *event* sepanjang tahun 2025 dirancang secara adaptif dengan mempertimbangkan tren pasar, segmentasi pengunjung, serta kalender nasional dan internasional, guna mendorong peningkatan jumlah kunjungan dan pendapatan usaha secara berkelanjutan. Berbagai inisiatif promosi dilaksanakan secara terpadu di seluruh unit usaha, antara lain melalui paket *bundling* dan promo keluarga, program harga khusus pada periode

STRATEGIC INITIATIVES FOR ANCOL IN 2025 [GRI 3-3]

Ancol recognizes that achieving sustainable economic performance necessitates a balanced integration of business growth, robust risk management, and comprehensive value creation for all stakeholders. In alignment with this philosophy, the Company has proactively developed a range of policies and strategic initiatives. These are specifically designed to ensure consistent revenue growth, enhance operational efficiency, and secure long-term business sustainability.

Throughout 2025, the Company strategically reinforced its economic performance by prioritizing increased visitor numbers and significantly elevating the quality of visitor experiences across all its business units. Promotional programs and event initiatives throughout 2025 were designed adaptively by taking into account market trends, visitor segmentation, as well as national and international calendars, with the aim of sustainably increasing visitor traffic and business revenue. Various promotional initiatives were implemented in an integrated manner across all business units, including bundling packages and family promotions, special pricing programs during certain periods such as



tertentu seperti Ramadhan, skema *flash sale* dan *early bird*, serta menghadirkan promo tematik dan berbasis komunitas, termasuk harga khusus bagi anggota Ancol, rombongan, RT/RW, pengguna transportasi publik, serta kolaborasi *event* dan aktivitas gaya hidup seperti nobar, *work from Ancol*, dan paket perayaan maupun pernikahan.

Selain penguatan aktivitas pemasaran konvensional, Perseroan juga terus mengoptimalkan pemasaran digital sebagai bagian dari strategi pertumbuhan ekonomi melalui pemanfaatan platform digital, media sosial, serta kolaborasi dengan agen perjalanan, komunitas kreator, dan pelaku industri pariwisata.

Seluruh program dan kebijakan yang dijalankan pada tahun 2025 merupakan implementasi dari inisiatif strategis Perseroan sebagaimana direncanakan dalam RKAP Tahun 2025. Inisiatif strategis tersebut diarahkan untuk mendukung pencapaian kinerja ekonomi yang berkelanjutan melalui penguatan bisnis inti (*organic growth*), diversifikasi sumber pendapatan guna meningkatkan *recurring income*, percepatan

Ramadan, flash sale and early bird schemes, as well as thematic and community-based promotions. These initiatives included special offers for Ancol members, group visitors, neighborhood communities (RT/RW), public transportation users, and collaborations through events and lifestyle activities such as public screenings, work-from-Ancol programs, and celebration or wedding packages.

Beyond enhancing traditional marketing efforts, Ancol continued to strategically optimize its digital marketing presence. This involved leveraging various digital platforms and social media channels, alongside fostering collaborations with travel agents, creator communities, and key stakeholders within the tourism industry. This comprehensive approach forms an integral part of the Company's economic growth strategy.

All programs and policies implemented throughout 2025 directly reflect the execution of the Company's strategic initiatives, as formally outlined in the 2025 RKAP. These strategic initiatives are meticulously designed to support the achievement of sustainable economic performance through several core pillars: strengthening fundamental business activities (organic growth), diversifying revenue streams to cultivate



transformasi digital untuk meningkatkan produktivitas dan kualitas layanan, penguatan struktur permodalan, serta pengembangan organisasi dan kapabilitas sumber daya manusia.

Dalam mendukung realisasi inisiatif strategis tersebut, Perseroan mengalokasikan belanja modal (CAPEX) tahun 2025 sebesar Rp123,14 miliar, yang difokuskan pada pengembangan dan revitalisasi aset, peningkatan kualitas fasilitas, serta proyek-proyek strategis yang diharapkan mampu mendorong pertumbuhan pendapatan dan efisiensi biaya operasional. Program dan kegiatan prioritas pada tahun 2025 mencakup pengembangan properti di Tugu Permai dan penerbitan Izin Pelaksanaan Reklamasi, yang disusun dengan mempertimbangkan potensi pasar, kontribusi terhadap kinerja keuangan, serta keselarasan dengan visi jangka panjang Perseroan.

Perseroan menyadari bahwa kinerja ekonomi tidak terlepas dari pengaruh faktor eksternal, seperti kondisi perekonomian nasional dan regional, daya beli masyarakat, serta perkembangan industri pariwisata. Oleh karena itu, kebijakan strategis tahun 2025 juga diarahkan untuk meningkatkan ketahanan bisnis melalui pengelolaan risiko yang *prudent*, efisiensi operasional, serta fleksibilitas strategi dalam merespons perubahan lingkungan usaha.

PERBANDINGAN TARGET DAN KINERJA PENDAPATAN DAN LABA/RUGI TAHUN 2025

Pada tahun 2025, Perseroan menetapkan target pendapatan usaha sebesar Rp1,17 triliun sebagaimana tercantum dalam RKAP-P Tahun 2025. Hingga akhir periode pelaporan, Perseroan membukukan realisasi pendapatan usaha sebesar Rp1,12 triliun atau mencapai 96% dari target yang telah ditetapkan. Capaian tersebut menunjukkan penurunan dibandingkan dengan realisasi tahun sebelumnya.

Realisasi pendapatan tahun 2025 dipengaruhi oleh beberapa faktor utama, antara lain dinamika jumlah kunjungan wisatawan, perubahan pola belanja pengunjung, serta kondisi eksternal yang berdampak pada aksesibilitas dan aktivitas operasional kawasan Ancol. Di sisi lain, berbagai program pemasaran,

recurring income, accelerating digital transformation to enhance productivity and service quality, fortifying the capital structure, and continuously developing organizational capabilities and human capital.

To effectively support the implementation of these strategic initiatives, Ancol allocated a capital expenditure of Rp123.14 billion for 2025. This significant investment was primarily directed towards asset development and revitalization, enhancing the quality of existing facilities, and executing strategic projects specifically designed to stimulate revenue growth and optimize operational cost efficiency. Key priority programs and activities for 2025 were carefully formulated, including property development at Tugu Permai and the issuance of the Reclamation Implementation Permit, taking into account prevailing market potential, their projected contribution to financial performance, and their alignment with the Company's overarching long-term vision.

The Company acknowledges that its economic performance is intrinsically influenced by various external factors. These include the broader national and regional economic conditions, the purchasing power of the public, and dynamic developments within the tourism industry itself. Consequently, Ancol's strategic policies for 2025 were also proactively oriented towards bolstering business resilience. This was achieved through diligent risk management practices, a continuous focus on operational efficiency, and cultivating strategic flexibility to effectively adapt to evolving conditions within the business environment.

COMPARISON OF TARGETS AND REVENUE AND PROFIT/LOSS PERFORMANCE IN 2025

In 2025, the Company set a revenue target of Rp1.17 trillion as stipulated in the 2025 RKAP-P. As of the end of the reporting period, the Company recorded realized operating revenue of Rp1.12 trillion representing 96% of the established target. This achievement reflects a decrease compared to the revenue realized in the previous year.

Revenue realization in 2025 was influenced by several key factors, including fluctuations in visitor numbers, changes in visitor spending patterns, and external conditions affecting accessibility and operational activities within the Ancol area. At the same time, various marketing programs, the organization of events,

penyelenggaraan acara, serta peningkatan kualitas layanan turut berkontribusi dalam menjaga kinerja pendapatan Perseroan sepanjang tahun pelaporan.

Sejalan dengan pencapaian pendapatan tersebut, laba tahun berjalan yang dapat diatribusikan kepada pemilik entitas induk pada tahun 2025 tercatat sebesar Rp180,19 miliar atau sebesar 178,20% dari target laba dalam RKAP 2025 sebesar Rp101,12 miliar. Realisasi laba ini mencerminkan efektivitas pengelolaan biaya operasional, optimalisasi portofolio usaha, serta langkah efisiensi yang diterapkan secara konsisten oleh Manajemen.

Apabila dibandingkan dengan tahun sebelumnya, kinerja laba tahun 2025 mengalami peningkatan yang terutama dipengaruhi oleh perubahan struktur pendapatan, beban operasional, serta kebijakan strategis yang diambil Perseroan untuk menjaga keberlanjutan usaha di tengah kondisi yang dinamis. Secara keseluruhan, perbandingan antara target dan realisasi pendapatan serta laba/rugi tahun 2025 menjadi bahan evaluasi penting bagi Perseroan dalam menyempurnakan strategi bisnis, meningkatkan daya saing, serta memastikan pencapaian kinerja ekonomi yang berkelanjutan pada periode mendatang. [\[OJK F.2\]](#)

and improvements in service quality contributed to maintaining the Company's revenue performance throughout the reporting year.

In line with the revenue performance, profit for the year attributable to the owners of the parent entity in 2025 amounted to Rp180.19 billion representing 178,20% of the profit target set in the 2025 RKAP of Rp101.12 billion showing an. This profit realization reflects the effectiveness of operational cost management, optimization of the business portfolio, and efficiency measures implemented consistently by Management.

Compared to the previous year, profit performance in 2025 recorded an increase primarily driven by changes in the revenue structure, operating expenses, and strategic policies adopted by the Company to maintain business sustainability amid a dynamic environment. Overall, the comparison between target and realized revenue and profit/loss for 2025 serves as an important evaluation basis for the Company in refining its business strategy, enhancing competitiveness, and ensuring the achievement of sustainable economic performance in future periods. [\[OJK F.2\]](#)

PERBANDINGAN TARGET DAN KINERJA (JUTA RUPIAH)

Comparison of Target and Performance (in million Rupiah)

INDIKATOR Indicator	2025			2024			2023		
	TARGET DALAM RKAP Target mentioned in CWPB (RKAP)	REALISASI Realization	%	TARGET DALAM RKAP Target mentioned in CWPB (RKAP)	REALISASI Realization	%	TARGET DALAM RKAP Target mentioned in CWPB (RKAP)	REALISASI Realization	%
Pendapatan Usaha Operating revenue	1.165.602	1.121.209	96,19	1.260.884	1.265.897	100,40	1.218.536	1.273.834	104,54
Laba Bersih Tahun Berjalan yang dapat Diatribusikan kepada Pemilik Entitas Induk Net Profit for the Year Attributable to Owners of the Parent Entity	101.117	180.194	178,20	128.986	177.791	137,84	196.312	235.173	119,80
Aset Asset	3.692.074	3.633.654	82,82	4.110.398	3.591.729	87,38	4.389.599	3.743.420	85,28



PERBANDINGAN TARGET DAN REALISASI PEMBIAYAAN/ INVESTASI PADA PROYEK YANG SEJALAN DENGAN KEUANGAN BERKELANJUTAN [OJK F.3]

Sebagai perusahaan terbuka yang bergerak di sektor pariwisata, real estat, dan perhotelan, Ancol memiliki komitmen untuk menerapkan prinsip keuangan berkelanjutan sebagaimana diatur dalam Peraturan Otoritas Jasa Keuangan mengenai Keuangan Berkelanjutan. Komitmen tersebut diwujudkan melalui pengalokasian pembiayaan dan investasi pada proyek-proyek yang tidak hanya mendukung kinerja ekonomi, tetapi juga memberikan manfaat lingkungan dan sosial secara berkelanjutan.

Kriteria proyek keuangan berkelanjutan Perseroan ialah:

1

Mengutamakan upaya efisiensi dan efektivitas penggunaan sumber daya alam secara berkelanjutan;
Prioritizing efforts to improve efficiency and effectiveness in the sustainable use of natural resources;

2

Mencegah/membatasi/ mengurangi/memperbaiki kerusakan lingkungan hidup, peningkatan polusi, limbah, kerusakan ekosistem, dan ketidakadilan/kesenjangan sosial; atau
Preventing, limiting, reducing, and/or remediating environmental damage, increased pollution, waste generation, ecosystem degradation, and social inequality or disparity; or

3

Memberikan solusi bagi masyarakat yang menghadapi dampak perubahan iklim.
Providing solutions for communities affected by climate change.

Pembiayaan dan investasi berkelanjutan pada tahun 2025 antara lain dialokasikan untuk pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang diimplementasikan melalui berbagai program *Corporate Social Responsibility* (CSR), termasuk program pemberdayaan masyarakat, pengurangan kesenjangan sosial, serta peningkatan akses masyarakat dan literasi lingkungan. Selain itu, Perseroan juga mengembangkan proyek-proyek operasional yang selaras dengan prinsip keberlanjutan di bidang pariwisata dan rekreasi, real estat, serta perhotelan, seperti program konservasi lingkungan, edukasi dan kampanye lingkungan bersama masyarakat, serta inisiatif pemberdayaan ekonomi masyarakat di sekitar kawasan Ancol.

COMPARISON OF TARGETS AND REALIZATION OF FINANCING/ INVESTMENT IN PROJECTS ALIGNED WITH SUSTAINABLE FINANCE [OJK F.3]

As a publicly listed company operating in the tourism, real estate, and hospitality sectors, Ancol is committed to implementing sustainable finance principles as stipulated in the Financial Services Authority (Otoritas Jasa Keuangan/OJK) regulations on Sustainable Finance. This commitment is realized through the allocation of financing and investment to projects that not only support economic performance but also deliver sustainable environmental and social benefits.

The Company's sustainable finance project criteria include:

Sustainable financing and investment in 2025 were allocated, among others, to the implementation of Social and Environmental Responsibility (Tanggung Jawab Sosial dan Lingkungan – TJSL) programs, which were carried out through various *Corporate Social Responsibility* (CSR) initiatives. These initiatives included community empowerment programs, efforts to reduce social disparities, and activities aimed at improving public access and environmental literacy. In addition, the Company developed operational projects aligned with sustainability principles across the tourism and recreation, real estate, and hospitality sectors, such as environmental conservation programs, community-based environmental education and campaigns, and initiatives to strengthen the economic empowerment of communities surrounding the Ancol area.

PROGRAM PEMBIAYAAN

Funding Programs

DESKRIPSI Description	SATUAN Unit	2025	
		TARGET Target	REALISASI Realization
Pembiayaan pembelian/penyewaan kendaraan listrik untuk operasional (mobil listrik wara wiri) Financing for the purchase/lease of electric vehicles for operational use (electric shuttle vehicles)	Unit	2	2
Kerja sama penyediaan Stasiun Pemantauan Kualitas Udara (SPKU) dengan DLH Collaboration for the provision of Air Quality Monitoring Stations (AQMS) with the Environmental Agency (DLH)	Unit	1	1

DISTRIBUSI NILAI EKONOMI

[GRI 3-3] [GRI 201-1]

Sejalan dengan capaian kinerja ekonomi Perseroan sepanjang tahun 2025, Ancol menghitung dan mengungkapkan distribusi nilai ekonomi sebagai bagian dari komitmen terhadap transparansi dan akuntabilitas kepada seluruh pemangku kepentingan. Distribusi nilai ekonomi tersebut mencerminkan bagaimana nilai yang dihasilkan dari aktivitas usaha Perseroan dikelola dan didistribusikan secara bertanggung jawab untuk mendukung keberlanjutan bisnis serta memberikan manfaat ekonomi yang lebih luas.

Nilai ekonomi langsung yang dihasilkan merupakan total pendapatan yang diperoleh Perseroan dari kegiatan operasional utamanya di bidang pariwisata, rekreasi, real estat, dan perhotelan. Nilai ini menjadi dasar utama dalam menciptakan kontribusi ekonomi bagi berbagai pemangku kepentingan serta mendukung kelangsungan dan pengembangan usaha Perseroan.

Selanjutnya, nilai ekonomi yang didistribusikan mencerminkan kontribusi nyata Perseroan kepada para pemangku kepentingan melalui berbagai pengeluaran, antara lain pembayaran gaji dan tunjangan karyawan, pembayaran pajak kepada negara dan pemerintah daerah, pembayaran dividen kepada pemegang saham, pembayaran kepada pemasok dan mitra usaha, serta penyaluran dana kepada masyarakat melalui pelaksanaan TJSL yang diimplementasikan dalam berbagai program CSR. Distribusi nilai ekonomi ini merupakan wujud peran Perseroan dalam mendorong pertumbuhan ekonomi, menciptakan nilai tambah, serta meningkatkan kesejahteraan sosial secara berkelanjutan.

DISTRIBUTION OF ECONOMIC VALUE

[GRI 3-3] [GRI 201-1]

In line with the Company's economic performance throughout 2025, Ancol calculated and disclosed the distribution of economic value as part of its commitment to transparency and accountability to all stakeholders. This distribution reflects how the economic value generated from the Company's business activities is managed and responsibly distributed to support business sustainability while delivering broader economic benefits.

The direct economic value generated represents the total operating revenue earned by the Company from its core business activities in the tourism, recreation, real estate, and hospitality sectors. This value serves as the primary basis for creating economic contributions to various stakeholders and for supporting the continuity and development of the Company's business.

Furthermore, the economic value distributed reflects the Company's tangible contributions to stakeholders through various expenditures, including payments of employee wages and benefits, tax payments to the central and regional governments, dividend distributions to shareholders, payments to suppliers and business partners, as well as the distribution of funds to communities through the implementation of Social and Environmental Responsibility programs carried out under various CSR initiatives. This distribution of economic value represents the Company's role in promoting economic growth, creating added value, and enhancing social welfare in a sustainable manner.

Adapun nilai ekonomi yang disimpan merupakan selisih antara nilai ekonomi langsung yang dihasilkan dengan nilai ekonomi yang didistribusikan. Nilai ini digunakan oleh Perseroan untuk memperkuat struktur keuangan, mendukung pengembangan dan ekspansi usaha, meningkatkan kualitas layanan, serta memastikan keberlanjutan operasional Ancol dalam jangka panjang. Melalui pengelolaan distribusi nilai ekonomi yang seimbang, Perseroan berupaya menciptakan pertumbuhan yang inklusif dan berkelanjutan bagi seluruh pemangku kepentingan.

Economic value retained represents the difference between direct economic value generated and economic value distributed. This value is utilized by the Company to strengthen its financial structure, support business development and expansion, improve service quality, and ensure the long-term operational sustainability of Ancol. Through balanced management of economic value distribution, the Company seeks to foster inclusive and sustainable growth for all stakeholders.

DISTRIBUSI NILAI EKONOMI
Economic Value Distribution

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
NILAI EKONOMI YANG DIHASILKAN Direct Economic Value Generated				
Pendapatan Usaha Operating Revenue	Rp Juta Million Rp	1.121.209	1.265.897	1.273.834
Penghasilan Bunga Interest Income	Rp Juta Million Rp	9.364	17.747	23.775
Penghasilan Lainnya Other Income	Rp Juta Million Rp	224.658	23.242	103.841
Bagian Laba (Rugi) Bersih Entitas Asosiasi Share of Net Profit (Loss) of Associates	Rp Juta Million Rp	1.161	(155)	24.016
Bagian Laba (Rugi) Bersih Investasi Ventura Bersama Share of Net Profit (Loss) of Joint Ventures	Rp Juta Million Rp	(995)	983	(763)
Total Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	Rp Juta Million Rp	1.355.397	1.307.714	1.424.703
NILAI EKONOMI YANG DISTRIBUSIKAN Economic Value Distributed				
Beban Pokok Pendapatan dan Beban Langsung (Termasuk beban sub kontrak tenaga kerja, gaji, dan upah karyawan) Cost of Revenue and Direct Expenses (including subcontracted labor costs, employee salaries, and wages)	Rp Juta Million Rp	(609.546)	(599.124)	(576.883)
Keuntungan (Kerugian) Penjualan Aset Tetap – Bersih Gain (Loss) on Disposal of Fixed Assets – Net	Rp Juta Million Rp	(428)	(470)	33
Keuntungan (Kerugian) Selisih Kurs – Bersih Gain (Loss) on Foreign Exchange Differences – Net	Rp Juta Million Rp	(2)	(22)	(551)
Beban Penjualan (dan Promosi) Selling (and Promotion) Expenses	Rp Juta Million Rp	(31.506)	(31.231)	(28.331)
Beban Umum dan Administrasi (Termasuk imbalan pasca kerja dan penghargaan kerja lainnya) General and Administrative Expenses (Including post-employment benefits and other employee benefits)	Rp Juta Million Rp	(274.159)	(261.678)	(250.260)
Beban Lain-lain Other Expenses	Rp Juta Million Rp	(114.738)	(41.999)	(98.246)

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Beban Keuangan Operating Revenue	Rp Juta Million Rp	(72.066)	(95.656)	(96.369)
Beban Pajak Final Final Tax Expenses	Rp Juta Million Rp	(28.070)	(28.272)	(16.981)
Beban Pajak Penghasilan Income Tax Expenses	Rp Juta Million Rp	(44.918)	(72.976)	(115.809)
Pengeluaran kepada Masyarakat: CSR Payments to Communities: CSR	Rp Juta Million Rp	2.488	3.809	(2.351)
Total Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	Rp Juta Million Rp	1.177.921	(1.135.237)	(1.185.748)
Nilai Ekonomi yang Disimpan Economic Value Retained	Rp Juta Million Rp	177.476	172.477	238.955





Sesuai tabel di atas, nilai ekonomi langsung yang dihasilkan Perseroan per 31 Desember 2025 tercatat sebesar Rp1.355.397 juta, mengalami kenaikan sebesar Rp47.683 juta atau 3,65% dibandingkan tahun 2024 yang mencapai Rp1.307.714 juta. Perubahan tersebut terutama dipengaruhi oleh dinamika pendapatan usaha Perseroan, termasuk kinerja unit bisnis pariwisata dan perhotelan, serta fluktuasi penghasilan bunga dan penghasilan lainnya seiring dengan kondisi ekonomi dan operasional sepanjang tahun pelaporan.

Adapun nilai ekonomi langsung yang didistribusikan hingga akhir tahun 2025 tercatat sebesar Rp1.177.921 juta, meningkat sebesar Rp42.684 juta atau 3,76% dibandingkan tahun sebelumnya. Nilai ekonomi yang didistribusikan tersebut mencerminkan kontribusi Perseroan kepada para pemangku kepentingan, antara lain melalui pembayaran gaji dan tunjangan karyawan, pajak kepada negara dan pemerintah daerah, pembayaran kepada pemasok, dividen kepada pemegang saham, serta pendanaan berbagai kegiatan TJSJ atau CSR. Penyaluran nilai ekonomi ini merupakan bagian dari komitmen Perseroan untuk mendukung kesejahteraan sosial dan pembangunan ekonomi yang berkelanjutan di sekitar wilayah operasional.

Sementara itu, nilai ekonomi yang disimpan dan dimanfaatkan untuk pengembangan usaha Perseroan per 31 Desember 2025 tercatat sebesar Rp177.476 juta, lebih tinggi dibandingkan tahun 2024. Perubahan nilai ekonomi yang disimpan tersebut dipengaruhi oleh kinerja pendapatan usaha, pengelolaan beban operasional, serta kebijakan Perseroan dalam mengalokasikan sumber daya keuangan untuk memperkuat struktur permodalan, meningkatkan kualitas layanan, dan mendukung keberlanjutan serta pertumbuhan usaha Ancol dalam jangka panjang.

KEWAJIBAN PERUSAHAAN ATAS PROGRAM IMBALAN PASTI [GRI 201-3]

Perseroan berkomitmen untuk memenuhi hak-hak karyawan secara bertanggung jawab sebagai bagian dari upaya menjaga hubungan kerja yang berkelanjutan. Komitmen tersebut diwujudkan melalui pengelolaan program imbalan kerja yang memberikan perlindungan dan kepastian manfaat bagi karyawan, baik selama masa kerja aktif maupun setelah memasuki masa pensiun.

Skema imbalan kerja yang diterapkan Perseroan mencakup imbalan kerja jangka pendek, imbalan pasca kerja, serta manfaat pemutusan hubungan kerja. Pengelolannya mengacu pada ketentuan peraturan perundang-undangan ketenagakerjaan yang berlaku, termasuk Undang-Undang

In accordance with the table above, the economic value directly generated by the Company as of 31 December 2025 amounted to Rp1,355,397 million, representing an increase of Rp47,683 million or 3,65% compared to 2024, which stood at Rp1,307,714 million. This change was primarily driven by fluctuations in the Company's operating revenues, including the performance of the tourism and hospitality business units, as well as variations in interest income and other income in line with economic and operational conditions throughout the reporting year.

Meanwhile, the economic value distributed by the end of 2025 amounted to Rp1,177,921 million, increasing by Rp42,684 million or 3,76% compared to the previous year. The distributed economic value reflects the Company's tangible contribution to its stakeholders, including payments of employee salaries and benefits, taxes to the central and regional governments, payments to suppliers, dividends to shareholders, as well as funding for various Social and Environmental Responsibility or CSR programs. The distribution of economic value forms part of the Company's commitment to supporting social welfare and sustainable economic development in communities surrounding its operational areas.

Furthermore, the economic value retained and utilized for the Company's business development as of 31 December 2025 amounted to Rp177,476 million, higher than in 2024. Changes in economic value retained were influenced by operating revenue performance, management of operating expenses, and the Company's policies in allocating financial resources to strengthen its capital structure, enhance service quality, and support the long-term sustainability and growth of Ancol's business.

COMPANY'S OBLIGATIONS UNDER THE DEFINED BENEFIT PROGRAM [GRI 201-3]

The Company is committed to fulfilling employees' rights in a responsible manner as part of its efforts to maintain sustainable employment relationships. This commitment is realized through the management of employee benefit programs that provide protection and certainty of benefits for employees, both during active service and after entering retirement.

The employee benefit schemes implemented by the Company include short-term employee benefits, post-employment benefits, and termination benefits. These schemes are managed in accordance with prevailing labor laws and regulations, including Undang-Undang

Nomor 13 Tahun 2003 tentang Ketenagakerjaan sebagaimana telah disempurnakan melalui Undang-Undang Nomor 6 Tahun 2023 tentang Cipta Kerja. Dengan berpedoman pada regulasi tersebut, Perseroan memastikan pemenuhan hak karyawan dilakukan secara adil, transparan, dan konsisten.

Perseroan menetapkan usia pensiun karyawan pada 55 tahun. Pada saat memasuki masa purnabakti, karyawan berhak menerima manfaat berupa uang pesangon dan uang penghargaan masa kerja. Untuk mendukung kesiapan finansial menjelang pensiun, Perseroan memberikan fasilitas Uang Muka Pesangon, yaitu pencairan sebagian hak pesangon hingga sebesar 50% satu tahun sebelum masa pensiun. Selama tahun 2025, tercatat sebanyak 17 karyawan memasuki masa pensiun.

Selain kewajiban imbalan pasca kerja sesuai ketentuan ketenagakerjaan, Perseroan juga menyelenggarakan program pensiun iuran pasti yang dikelola melalui dana pensiun lembaga keuangan. Program ini dilaksanakan sesuai dengan Undang-Undang Nomor 11 Tahun 1992 tentang Dana Pensiun dan Peraturan Otoritas Jasa Keuangan Nomor 5/POJK.05/2017. Besaran iuran ditetapkan berdasarkan persentase dari gaji pokok, dengan kontribusi sebesar 5% dari karyawan dan 10% dari Perseroan, yang seluruhnya dibebankan pada laporan laba rugi pada saat terutang.

Dalam rangka memastikan keberlanjutan kewajiban jangka panjang, Perseroan secara berkala melakukan pencatatan dan pengukuran liabilitas imbalan kerja sesuai standar akuntansi yang berlaku. Per 31 Desember 2025, total liabilitas imbalan kerja Perseroan tercatat sebesar Rp186,58 miliar, yang terdiri atas liabilitas program imbalan pasti sebesar Rp180,25 miliar, cuti panjang sebesar Rp4,10 miliar, dan penghargaan masa kerja sebesar Rp2,27 miliar. Pengelolaan kewajiban ini mencerminkan komitmen Perseroan dalam menjaga kesejahteraan karyawan sekaligus mendukung keberlanjutan usaha.

No. 13 of 2003 tentang Ketenagakerjaan, as amended by Undang-Undang No. 6 of 2023 tentang Cipta Kerja. By adhering to these regulations, the Company ensures that the fulfillment of employees' rights is carried out in a fair, transparent, and consistent manner.

The Company has set the retirement age for employees at 55 years. Upon entering retirement, employees are entitled to receive benefits in the form of severance pay and long-service awards. To support employees' financial preparedness prior to retirement, the Company provides a Severance Pay Advance Facility, which allows employees to withdraw up to 50% of their severance entitlement one year prior to retirement. During 2025, a total of 17 employees reached retirement age.

In addition to post-employment benefits in accordance with labor regulations, the Company also operates a defined contribution pension program managed through a financial institution pension fund. This program is implemented in compliance with Undang-Undang No. 11 of 1992 tentang Dana Pensiun dan Peraturan Otoritas Jasa Keuangan No. 5/POJK.05/2017. Contribution amounts are determined as a percentage of basic salary, with contributions of 5% from employees and 10% from the Company. All contributions are recognized as expenses in the statement of profit or loss when incurred.

To ensure the sustainability of its long-term obligations, the Company periodically records and measures employee benefit liabilities in accordance with applicable accounting standards. As of 31 December 2025, the Company's total employee benefit liabilities amounted to Rp186.58 billion, consisting of defined benefit liabilities of Rp180.25 billion, long-service leave liabilities of Rp4.10 billion, and long-service award liabilities of Rp2.27 billion. The management of these obligations reflects the Company's commitment to safeguarding employee welfare while supporting long-term business sustainability.

LIABILITAS IMBALAN KERJA

Employee Benefit Liabilities

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Entitas Induk Parent Entity	Rp Juta Million Rp	86.263	75.263	72.425
Entitas Anak Subsidiaries	Rp Juta Million Rp	100.312	87.010	76.404
Jumlah Liabilitas Imbalan Pasca Kerja Total Post-Employment Benefit Liabilitie	Rp Juta Million Rp	186.575	162.273	148.829



IMPLIKASI FINANSIAL SERTA RISIKO DAN PELUANG LAIN AKIBAT PERUBAHAN IKLIM [GRI 201-2]

Perubahan iklim sebagai dampak dari pemanasan global merupakan tantangan global yang semakin nyata dan berpotensi memengaruhi keberlanjutan berbagai sektor usaha, termasuk sektor pariwisata. Berbagai fenomena iklim ekstrem yang terjadi dalam beberapa tahun terakhir, seperti anomali cuaca, perubahan pola curah hujan, peningkatan frekuensi banjir dan rob, gelombang panas, kekeringan, serta kenaikan suhu dan tinggi muka air laut, berpotensi menimbulkan risiko operasional, lingkungan, maupun finansial bagi Perseroan. Sebagai kawasan wisata pesisir, Ancol menghadapi risiko fisik perubahan iklim yang relatif lebih tinggi, khususnya yang berkaitan dengan dinamika wilayah pesisir dan perairan laut.

Dari sisi operasional, dampak perubahan iklim dapat memengaruhi kenyamanan dan keselamatan pengunjung, keberlangsungan operasional wahana dan fasilitas, serta ketahanan infrastruktur kawasan. Salah satu risiko utama

FINANCIAL IMPLICATIONS, RISKS, AND OPPORTUNITIES DUE TO CLIMATE CHANGE [GRI 201-2]

Climate change as a result of global warming represents an increasingly tangible global challenge and has the potential to affect the sustainability of various business sectors, including tourism. Extreme climate phenomena observed in recent years—such as weather anomalies, changes in rainfall patterns, increased frequency of coastal flooding and tidal inundation, heatwaves, droughts, as well as rising temperatures and sea levels—pose potential operational, environmental, and financial risks to the Company. As a coastal tourism destination, Ancol faces relatively higher physical climate change risks, particularly those related to coastal and marine dynamics.

From an operational perspective, the impacts of climate change may affect visitor comfort and safety, the continuity of operations of attractions and facilities, and the resilience of area infrastructure.

yang dihadapi Perseroan adalah terjadinya banjir rob dan sedimentasi di area pesisir dan dermaga, yang berpotensi mengganggu aktivitas pelayaran wisata, operasional dermaga Marina, serta aksesibilitas kawasan. Selain itu, cuaca ekstrem juga dapat berdampak pada fluktuasi jumlah kunjungan, peningkatan biaya pemeliharaan aset, serta kebutuhan adaptasi infrastruktur agar tetap andal dalam jangka panjang.

Untuk memitigasi risiko tersebut, Perseroan secara berkelanjutan melakukan pengerukan sedimentasi di dermaga Marina, peninggian dan penguatan tanggul, serta perbaikan sistem drainase di area-area rawan terdampak. Di sisi lain, perubahan iklim juga mendorong Perseroan untuk memperkuat ketahanan bisnis melalui penerapan langkah-langkah adaptasi dan operasional yang lebih berkelanjutan, seperti peningkatan efisiensi energi, pengelolaan sumber daya yang bertanggung jawab, serta penguatan infrastruktur ramah lingkungan. Inisiatif ini tidak hanya bertujuan untuk mengurangi risiko, tetapi juga menciptakan peluang peningkatan efisiensi dan nilai jangka panjang bagi Perseroan. Hingga tahun pelaporan 2025, Perseroan belum melakukan penghitungan kuantitatif atas implikasi finansial yang secara langsung diakibatkan oleh perubahan iklim.

BANTUAN FINANSIAL YANG DITERIMA DARI PEMERINTAH

[GRI 201-4]

Pada tahun 2025, Perseroan memperoleh manfaat dari pembangunan infrastruktur yang didukung oleh Pemerintah melalui Program National Capital Integrated Coastal Development (NCICD), khususnya pembangunan tanggul laut Ancol Barat. Berdasarkan informasi resmi Pemerintah Provinsi DKI Jakarta, hingga periode pelaporan, progres pembangunan tanggul NCICD Ancol Barat telah mencapai 95,32%. Pembangunan tanggul tersebut merupakan bagian dari upaya strategis Pemerintah dalam mengendalikan risiko banjir rob serta melindungi kawasan pesisir Jakarta, termasuk kawasan pariwisata Ancol.

Pembangunan tanggul NCICD tersebut dilaksanakan dan dibiayai oleh Pemerintah sebagai infrastruktur publik dan tidak merupakan bantuan finansial langsung kepada Perseroan. Namun demikian, keberadaan infrastruktur tersebut memberikan manfaat tidak langsung bagi Perseroan, antara lain dalam meningkatkan ketahanan lingkungan kawasan operasional, menjaga keberlangsungan aktivitas usaha, serta mendukung keberlanjutan jangka panjang pengelolaan destinasi wisata.

One of the main risks faced by the Company is coastal flooding and sedimentation in coastal and marina areas, which may disrupt marine tourism activities, the operations of Marina, and overall site accessibility. In addition, extreme weather conditions may lead to fluctuations in visitor numbers, increased asset maintenance costs, and the need for infrastructure adaptation to ensure long-term reliability.

To mitigate these risks, the Company continuously undertakes sediment dredging activities at the Marina, elevates and reinforces coastal embankments, and improves drainage systems in vulnerable areas. At the same time, climate change has encouraged the Company to strengthen business resilience through the implementation of more sustainable adaptation and operational measures, including improvements in energy efficiency, responsible resource management, and the enhancement of environmentally friendly infrastructure. These initiatives are aimed not only at risk mitigation, but also at creating opportunities for efficiency improvements and long-term value creation for the Company. As of the 2025 reporting year, the Company has not yet conducted a quantitative assessment of the financial implications directly attributable to climate change.

FINANCIAL ASSISTANCE FROM THE GOVERNMENT

[GRI 201-4]

In 2025, the Company benefited from government-supported infrastructure development through the National Capital Integrated Coastal Development (NCICD) Program, particularly the construction of the Ancol West sea wall. Based on official information from the Provincial Government of DKI Jakarta, as of the reporting period, the construction progress of the Ancol West NCICD sea wall had reached 95.32%. This development forms part of the Government's strategic efforts to mitigate tidal flooding (rob) risks and to protect Jakarta's coastal areas, including the Ancol tourism area.

The construction of the NCICD sea wall was implemented and fully financed by the Government as a public infrastructure project and does not constitute direct financial assistance to the Company. Nevertheless, the infrastructure provides indirect benefits to the Company, particularly in enhancing environmental resilience, supporting business continuity, and strengthening the long-term sustainability of the Company's operations.





KINERJA LINGKUNGAN BERKELANJUTAN

Sustainable Environmental Performance



04

KINERJA LINGKUNGAN BERKELANJUTAN Sustainable Environmental Performance



KINERJA LINGKUNGAN BERKELANJUTAN

Sebagai pengelola kawasan pariwisata terpadu di pesisir Jakarta, Perseroan memahami bahwa keberlangsungan usaha sangat bergantung pada kelestarian lingkungan hidup. Ekosistem pesisir, ruang terbuka hijau, serta kualitas udara dan air merupakan aset penting yang harus dikelola secara bertanggung jawab agar dapat terus memberi manfaat bagi pengunjung, masyarakat, dan seluruh pemangku kepentingan.

Selaras dengan pelaksanaan operasional ramah lingkungan, Perseroan konsisten menerapkan kebijakan yang bertujuan meningkatkan daya dukung lingkungan. Di setiap pembangunan dan pengelolaan wahana, Perseroan memastikan pemenuhan aspek Analisis Mengenai Dampak Lingkungan (AMDAL) dan melakukan Upaya Pengelolaan Lingkungan Hidup serta Upaya Pemantauan Lingkungan Hidup (UKL-UPL). Selain itu, Perseroan berkomitmen memenuhi seluruh baku mutu lingkungan sesuai regulasi yang berlaku. Sebagai bentuk kepatuhan, Laporan UKL-UPL secara rutin disampaikan kepada Dinas Lingkungan Hidup Provinsi DKI Jakarta setiap enam bulan sekali.

Perseroan juga berupaya meminimalkan dampak lingkungan pada setiap proses bisnis, termasuk efisiensi energi, pengelolaan emisi, konservasi air, dan penanganan limbah yang bertanggung jawab. Di sisi lain, Perseroan terus memperkuat kolaborasi dengan pemerintah, komunitas, dan mitra usaha untuk memperluas dampak positif bagi lingkungan pesisir dan keanekaragaman hayati.

SUSTAINABLE ENVIRONMENTAL PERFORMANCE

As the operator of an integrated tourism area on the Jakarta coastline, the Company recognizes that the sustainability of its business is closely linked to environmental preservation. Coastal ecosystem, green open space, and the quality of air and water are vital assets that must be managed responsibly to continue providing benefits for visitors, community, and all stakeholders.

In line with its environmentally friendly operational practices, the Company consistently implements policies aimed at enhancing the environmental carrying capacity. In its construction and management of recreational attractions, the Company ensures compliance with Environmental Impact Assessment (AMDAL) requirements, as well as Environmental Management and Monitoring Efforts (UKL-UPL). Furthermore, the Company is committed to meeting all environmental quality standards in accordance with applicable regulations. As a demonstration of compliance, the Company submits UKL-UPL reports regularly to the DKI Jakarta Provincial Environment Agency every six months.

The Company also strives to minimize environmental impacts across all business processes, including energy efficiency, emission management, water conservation, and responsible waste management. In addition, the Company continues to strengthen collaboration with government agencies, communities, and business partners to expand positive impacts on coastal environments and biodiversity.



LANDASAN KEBIJAKAN [GRI 3-3]

Perseroan menjalankan operasional dan program keberlanjutan dengan berlandaskan pada kepatuhan terhadap peraturan perundang-undangan yang berlaku di Indonesia. Seluruh kebijakan lingkungan yang diterapkan mengacu pada kerangka regulasi nasional, termasuk Undang-Undang No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup, Undang-Undang No. 30 Tahun 2007 tentang Energi, serta Undang-Undang No. 18 Tahun 2008 tentang Pengelolaan Sampah. Perseroan juga merujuk Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang, yang memberikan arah kebijakan dalam perizinan dan pengelolaan lingkungan.

Selain itu, Perseroan mengadopsi ketentuan pada tingkat peraturan pemerintah, seperti Peraturan Pemerintah No. 70 Tahun 2009 tentang Konservasi Energi, Peraturan Pemerintah No. 101 Tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun, serta Peraturan Pemerintah No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup yang menjadi pedoman teknis pengendalian dampak lingkungan.

Dalam mendukung tata kelola lingkungan yang efektif dan efisien, Perseroan juga memperhatikan kebijakan nasional terkait konservasi sumber daya, termasuk Instruksi Presiden No. 13 Tahun 2011 tentang Penghematan Energi dan Air. Di samping itu, sebagai emiten di pasar modal, Perseroan menerapkan prinsip keuangan berkelanjutan sesuai Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017.

Dengan landasan kebijakan yang komprehensif tersebut, Perseroan memastikan bahwa setiap aktivitas usaha dan pengembangan kawasan tidak hanya memberikan nilai ekonomi, tetapi juga selaras dengan upaya perlindungan lingkungan serta pemenuhan ekspektasi pemangku kepentingan.

PENGGUNAAN MATERIAL YANG RAMAH LINGKUNGAN

Perseroan menyadari bahwa pemanfaatan material ramah lingkungan merupakan bagian penting dalam mengurangi dampak ekologis. Dalam aktivitas operasionalnya, Perseroan memanfaatkan material yang lebih berkelanjutan, seperti kertas dan air daur ulang hasil pengolahan *grey water* (air limbah non-kakus dari kegiatan sehari-hari seperti mandi dan mencuci). Kertas

POLICY BASIS [GRI 3-3]

The Company conducts its operations and sustainability programs based on compliance with the applicable laws and regulations in Indonesia. All environmental policies implemented refer to the national regulatory framework, including Undang-Undang No. 32 of 2009 on Environmental Protection and Management, Undang-Undang No. 30 of 2007 on Energy, and Undang-Undang No. 18 of 2008 on Waste Management. The Company also refers to Undang-Undang No. 6 of 2003 concerning the Ratification of Government Regulation in Lieu of Undang-Undang No. 2 of 2022 on Job Creation into Law, which provides policy direction for environmental permitting and management.

The Company also adopts provisions at the government regulation level, such as Government Regulation No. 70 of 2009 on Energy Conservation, Government Regulation No. 101 of 2014 on the Management of Hazardous and Toxic Waste, and Government Regulation No. 22 of 2021 on the Implementation of Environmental Protection and Management, which serves as technical guidelines for controlling environmental impacts.

In support of effective and efficient environmental governance, the Company also considers national policies on resource conservation, including Presidential Instruction No. 13 of 2011 concerning Energy and Water Conservation. In addition, as a publicly listed company, the Company implements sustainable finance principles in accordance with the Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017.

With this comprehensive policy foundation, the Company ensures that all business activities and area development not only deliver economic value but also align with environmental protection efforts and meet stakeholder expectations.

USE OF ENVIRONMENTALLY FRIENDLY MATERIALS

The Company recognizes that the use of environmentally friendly materials is essential to reducing ecological impacts. In its operations, the Company utilizes more sustainable materials, such as recycled paper and treated greywater (wastewater not from toilets, originating from daily activities such as bathing and washing). Paper is widely used for

digunakan secara luas untuk administrasi pada seluruh segmen usaha, sedangkan pemanfaatan air daur ulang diterapkan secara khusus pada segmen properti.

Sebagai bentuk komitmen terhadap keberlanjutan, Perseroan terus melakukan efisiensi penggunaan kertas yang dalam proses produksinya membutuhkan sumber daya alam, energi, dan menghasilkan emisi. Upaya ini sekaligus mendukung pengurangan penebangan pohon, penggunaan air, energi listrik, serta bahan bakar fosil.

Digitalisasi menjadi strategi utama dalam menekan kebutuhan kertas, melalui penerapan *online ticketing*, *e-document*, surat elektronik, dan aplikasi pendukung kerja berbasis teknologi informasi. Selain itu, Perseroan menerapkan kebijakan *paperless office* dengan mekanisme pengendalian penggunaan kertas secara ketat, termasuk proses persetujuan kebutuhan kertas sebelum digunakan, pencetakan bolak-balik, dan optimalisasi penggunaan kertas bekas untuk kebutuhan sementara.

Per 31 Desember 2025, volume penggunaan kertas tercatat sebesar 896 rim, meningkat dibandingkan tahun 2024 yang mencapai 891 rim. Peningkatan ini mencerminkan kebutuhan operasional Perseroan yang sedikit lebih tinggi dibanding tahun sebelumnya. Meskipun demikian, Perseroan tetap menjalankan komitmen kebijakan *paperless office* untuk mengurangi penggunaan kertas dan mendukung efisiensi operasional. [OJK F.5]

Di sisi lain, langkah penghematan air diwujudkan melalui pemanfaatan *grey water* sebagai sumber air daur ulang. Penggunaan air daur ulang ini mendukung konservasi sumber daya air, khususnya dalam pengelolaan fasilitas properti. Berdasarkan dokumen Perencanaan Sistem Perpipaan Daur Ulang Air Kotor pada Condominium Ancol Sea Front, pemanfaatan *grey water* tersebut berpotensi menurunkan kebutuhan air bersih hingga sekitar 12% atau setara dengan 64,95 m³ per hari / 1.945,5 m³ per bulan, sehingga berkontribusi pada pengurangan tekanan terhadap ketersediaan air bersih wilayah. [OJK F.5]

administrative purposes across all business segments, while the use of recycled water is specifically applied in the property segment.

As a demonstration of its commitment to sustainability, the Company continues to improve efficiency in paper usage, which in its production consumes natural resources, energy, and generates emissions. This effort also supports the reduction of tree cutting, water and electricity consumption, as well as the use of fossil fuels.

Digitalization has become a key strategy to reduce paper demand through the implementation of online ticketing, e-documents, electronic mail, and work-supporting applications based on information technology. In addition, the Company implements a paperless office policy with strict control mechanisms over paper usage, including approval processes before paper is used, double-sided printing, and the optimization of used paper for temporary needs.

As of 31 December 2025, the volume of paper used was recorded at 896 reams, an increase compared to 891 reams in 2024. This increase reflects the Company's slightly higher operational requirements compared to the previous year. Nevertheless, the Company remains committed to its paperless office policy to reduce paper consumption and enhance operational efficiency. [OJK F.5]

On the other hand, water-saving measures are implemented through the use of greywater as a source of recycled water. The use of this recycled water supports the conservation of water resources, particularly in the management of property facilities. Based on the Wastewater Recycling Piping System Planning document for Ancol Sea Front Condominium, the utilization of greywater has the potential to reduce clean water demand by approximately 12%, equivalent to 64.95 m³ per day / 1,945.5 m³ per month, thereby contributing to alleviating pressure on the availability of clean water in the area. [OJK F.5]

Penggunaan Kertas
Paper Usage



896

Rim
Reams
2025

891

Rim
Reams
2024

934

Rim
Reams
2023



PENGELOLAAN ENERGI

Operasional Perseroan memerlukan dukungan energi dari dua sumber utama, yaitu listrik dan bahan bakar minyak (BBM) yang dipasok oleh pihak ketiga. Listrik digunakan untuk mendukung penyediaan penerangan, pengoperasian sarana dan prasarana elektronik perkantoran, kawasan properti, resor, kuliner, serta berbagai wahana rekreasi. Sementara itu, BBM seperti bensin dan solar dimanfaatkan sebagai sumber energi kendaraan operasional, genset, dan peralatan pendukung lainnya. [\[GRI 3-3\]](#)

Sebagai pelaku usaha di sektor rekreasi dan pariwisata yang intensif dalam penggunaan energi, Perseroan menyadari bahwa keberlanjutan pasokan energi fosil semakin terbatas dan pemanfaatannya berdampak signifikan terhadap peningkatan emisi gas rumah kaca. Oleh karena itu, Perseroan secara konsisten menerapkan strategi efisiensi energi untuk menurunkan konsumsi listrik dan BBM sekaligus mendukung upaya pengurangan emisi. [\[GRI 302-5\]](#) [\[GRI 305-5\]](#)

Langkah penghematan listrik dilakukan melalui berbagai kebijakan, antara lain penggunaan lampu LED yang lebih hemat energi di area publik maupun wahana, pengaturan suhu *air conditioner* pada kisaran 20–24°C, serta pengelolaan operasional peralatan listrik sesuai kebutuhan. Penerapan digitalisasi dalam layanan dan proses internal juga berkontribusi mengurangi intensitas penggunaan peralatan yang membutuhkan energi tinggi.

ENERGY MANAGEMENT

The Company's operations require energy support from two main sources, namely electricity and fuel oil, which are supplied by third parties. Electricity is used to support lighting provision and the operation of electronic office facilities and infrastructure, property areas, resorts, culinary facilities, and various recreational attractions. Meanwhile, fuel oil, such as gasoline and diesel, is utilized as an energy source for operational vehicles, generators, and other supporting equipment. [\[GRI 3-3\]](#)

As an energy-intensive business operating in the recreation and tourism sector, the Company recognizes that the availability of fossil energy is increasingly limited and that its utilization has a significant impact on the increase in greenhouse gas emissions. Therefore, the Company consistently implements energy efficiency strategies to reduce electricity and fuel consumption while supporting efforts to reduce emissions. [\[GRI 302-5\]](#) [\[GRI 305-5\]](#)

Electricity-saving measures are implemented through various policies, including the use of more energy-efficient LED lighting in public areas and recreational attractions, the regulation of air conditioner temperature settings within the range of 20–24°C, and the operation of electrical equipment based on actual needs. The implementation of digitalization in services and internal processes also contributes to reducing the intensity of use of high energy-consuming equipment.

Di sisi lain, efisiensi pemanfaatan BBM dilakukan dengan pengendalian ketat terhadap penggunaan kendaraan operasional, termasuk seleksi dan otorisasi permintaan BBM pada setiap unit. Selain itu, Perseroan melanjutkan kebijakan penyelenggaraan rapat secara daring, yang terbukti efektif mengurangi mobilitas dan penggunaan kendaraan yang berdampak pada konsumsi energi fosil. **[GRI 302-4] [GRI 302-5] [OJK F.7] [OJK F.12]**

Untuk konsumsi energi di luar organisasi (rantai nilai), Perseroan masih menghadapi keterbatasan data karena belum terdapat ketentuan pencatatan energi oleh pemasok dalam perjanjian kerja sama. Per 31 Desember 2025, total konsumsi listrik Perseroan tercatat sebesar 31.773.667,38 kWh dan konsumsi BBM tercatat sebesar 8.925 liter. Perseroan akan terus meningkatkan kinerja efisiensi energi melalui adopsi teknologi yang lebih rendah emisi serta optimalisasi operasional di seluruh lini usaha.

On the other hand, fuel efficiency is achieved through strict control over the use of operational vehicles, including the selection and authorization of fuel requests for each unit. In addition, the Company continues to implement a policy of conducting meetings virtually, which has proven effective in reducing mobility and vehicle use that contribute to fossil fuel consumption. **[GRI 302-4] [GRI 302-5] [OJK F.7] [OJK F.12]**

For energy consumption outside the organization (value chain), the Company continues to face data limitations, as there are currently no provisions requiring suppliers to record energy consumption within cooperation agreements. As of 31 December 2025, the Company's total electricity consumption was recorded at 31,773,667.38 kWh, while fuel consumption amounted to 8,925 liters. The Company will continue to enhance its energy efficiency performance through the adoption of lower-emission technologies and the optimization of operations across all business lines.

TOTAL KONSUMSI ENERGI PERSEROAN [GRI 302-1] [OJK F.6] [IDX E-03]

Total Energy Consumption of the Company

JENIS ENERGI Type of Energy	SATUAN Unit	2025		2024		2023	
		PJA	TIJA	PJA	TIJA	PJA	TIJA
Bensin Gasoline	Gigajoule	44,38	250,97	59,60	307,49	96,86	326,59
Energi tidak terbarukan Non-renewable energy	Diesel Diesel	0	0	0	2,12	22,09	0
	Listrik (PLN) Electricity (PLN)	12.355,89	102.029,31	12.947,63	106.591,96	8.742,50*	113.338,34*
Total	Gigajoule	12.400,27	102.280,28	13.007,23	106.901,57	8.861,45*	113.664,93*
Total konsumsi energi dalam Perseroan*	Gigajoule	114.680,55		119.908,80		122.526,38*	
Total energy consumption within the Company*							

Catatan | Notes:

Unit Bisnis | Business Units
 -Pembangunan Jaya Ancol (PJA)
 -Taman Impian Jaya Ancol (TIJA)

Konversi Faktor | Factor Conversion

- Net Calorific Values (NCV) Bensin: 44,3 TJ/Gg; dan Diesel 43,0 TJ/Gg (IPCC Sektor Energi 2006 - Pendahuluan)
- Densitas RON 90: 747,0 kg/m³; dan Solar CN 51: 836,7 kg/m³ (Laporan Nilai Faktor Emisi CO² Nasional BBM. Badan Penelitian dan Pengembangan Energi dan Sumber Daya Mineral, Kementerian ESDM 2021)
- Net Calorific Values (NCV) Gasoline: 44,3 TJ/Gg; dan Diesel 43,0 TJ/Gg (IPCC Sector Energy 2006 - Introduction)
- Density RON 90: 747,0 kg/m³; dan Solar CN51: 836,7 kg/m³ (Laporan Nilai Faktor Emisi CO² Nasional BBM - Badan Penelitian dan Pengembangan Energi dan Sumber Daya Mineral, Kementerian ESDM 2021)

*Angka telah dinyatakan kembali karena perubahan metodologi perhitungan.
 Number has been restated due to changes in the calculation methodology.

Asumsi | Assumption

Penggunaan bahan bakar bensin jenis RON 90 dan diesel jenis CN 51.
 Type of gasoline used in RON 90 and diesel used is CN 51.

Dari hasil rekapitulasi tabel di atas, konsumsi energi BBM dan listrik mengalami penurunan dibandingkan tahun sebelumnya. Hal ini dikarenakan adanya upaya efisiensi energi yang diterapkan oleh Perseroan. [GRI 302-4]

Dalam rangka memantau intensitas konsumsi listrik serta mengevaluasi efektivitas praktik efisiensi energi yang diterapkan, Ancol melakukan penghitungan intensitas pemanfaatan energi dengan menggunakan formula perhitungan yang sesuai ketentuan. Hasil penghitungan tersebut kemudian dibandingkan dengan Indeks Konsumsi Energi (IKE) gedung kantor pemerintah yang dikeluarkan oleh Kementerian Energi dan Sumber Daya Mineral sebagai acuan penilaian kinerja pemanfaatan energi listrik. Saat ini, Ancol belum melaksanakan audit energi listrik secara menyeluruh sehingga perbandingan dengan standar IKE digunakan sebagai langkah alternatif dalam mengukur capaian efisiensi energi secara objektif dan terukur.

Based on the recapitulation of the table above, fuel and electricity consumption decreased compared to the previous year, as a result of energy efficiency measures implemented by the Company. [GRI 302-4]

In order to control the intensity of electricity consumption and evaluate the effectiveness of the energy efficiency practices implemented, Ancol calculates energy use intensity using a formula in accordance with applicable provisions. The results of this calculation are then compared with the Energy Consumption Index (ECI) for government office buildings issued by the Ministry of Energy and Mineral Resources as a benchmark for assessing electricity energy performance. At present, Ancol has not yet conducted a comprehensive electricity energy audit; therefore, comparison with the ECI standard is used as an alternative approach to objectively and measurably assess the achievement of energy efficiency.



INTENSITAS KONSUMSI ENERGI (IKE) GEDUNG KANTOR
Energy Consumption Intensity (ECI) for Office Buildings

KRITERIA Criteria	RUANGAN BER-AC Air-Conditioned Rooms		RUANGAN TANPA AC Non-Air-Conditioned Rooms	
	KWH/M ² /BULAN kWh/m ² /month	KWH/M ² /TAHUN* kWh/m ² /year*	KWH/M ² /BULAN kWh/m ² /month	KWH/M ² /TAHUN* kWh/m ² /year*
Sangat Efisien Very Efficient	<8,5	<102	<3,4	<40,8
Efisien Efficient	8,5 – 14	102 – 144	3,4 – 5,6	40,8 – 67,2
Cukup Efisien Moderately Efficient	14 – 18,5	168 – 222	5,6 – 7,4	67,2 – 88,8
Boros Inefficient	>18,5	>222	>7,4	>88,8

Catatan

Notes:

Rujukan IKE berdasarkan Peraturan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 13 Tahun 2012 tentang Penghematan Pemakaian Tenaga Listrik

*Konversi dalam Setahun

ECI benchmarks refer to the Regulation of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 13 of 2012 on Electricity Conservation.

* Annualized conversion.

UNIT BISNIS Business Unit	2025	2024	2023	INTENSITAS ENERGI LISTRIK (KWH/M ² /BULAN) Electricity Energy Intensity (kWh/m ² /month)			KATEGORI INTENSITAS Intensity Category		
				2025	2024	2023	2025	2024	2023
				PJA (PEMBANGUNAN JAYA ANCOL)					
Konsumsi Listrik (kWh) Electricity Consumption (kWh)	3.432.191,74	3.596.564	2.428.472*	3,48	3,65	2,47*	Sangat Efisien Very Efficient	Sangat Efisien Very Efficient	Sangat Efisien Very Efficient
Luas Bangunan (m ²) Total Floor Area (m ²)	985.000	985.000	985.000						
TIJA (TAMAN IMPIAN JAYA ANCOL)									
Konsumsi Listrik (kWh) Electricity Consumption (kWh)	28.341.475,75	29.608.877	31.482.872*	16,89	17,64	18,76	Cukup Efisien Moderately Efficient	Cukup Efisien Moderately Efficient	Boros Inefficient
Luas Bangunan (m ²) Total Floor Area (m ²)	1.678.400	1.678.400	1.678.400						
TOTAL									
Konsumsi Listrik (kWh) Electricity Consumption (kWh)	31.773.667,38	33.205.441*	33.911.344*	11,93	12,47	12,73*	Efisien Efficient	Efisien Efficient	Sangat Efisien Very Efficient
Luas Bangunan (m ²) Total Floor Area (m ²)	2.663.400	2.663.400	2.663.400						

*Angka telah dinyatakan kembali karena perubahan metodologi perhitungan.
Figures have been restated due to changes in the calculation methodology.

Hasil perhitungan IKE tahun 2025 menurun dibandingkan tahun 2024 dan termasuk ke dalam kategori 'efisien'.

The results of the 2025 Energy Consumption Intensity (ECI) calculation has decreased compared to 2024 and fall into the 'efficient' category.

Selanjutnya, intensitas energi secara keseluruhan mengalami peningkatan dibandingkan tahun sebelumnya, dapat dilihat pada tabel berikut.

Furthermore, overall energy intensity increased compared to the previous year, as presented in the table below.

INTENSITAS ENERGI PERSEROAN [GRI 302-3] [OJK F.6]

Energy Intensity of the Company

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Total Konsumsi Energi Perseroan Total Company Energy Consumption	Gigajoule	114.680,55	119.908,80	132.967,39
Jumlah Pendapatan Total Revenue	Juta Rupiah Million Rupiah	1.121.209	1.265.897	1.273.834
Intensitas Energi Energy Intensity	Gigajoule/ Juta Rupiah Gigajoule/ Million Rupiah	0,10	0,09	0,10

Catatan | Notes:

*Angka tahun 2024 dan 2023 telah dinyatakan kembali karena perubahan metodologi perhitungan.
Figures for 2024 and 2023 have been restated due to changes in the calculation methodology.



PENGELOLAAN EMISI [IDX E-07]

Ancol memahami bahwa emisi gas rumah kaca (GRK) yang dihasilkan dari operasional Perseroan turut berkontribusi terhadap pemanasan global dan perubahan iklim. Fenomena tersebut berpotensi meningkatkan frekuensi cuaca ekstrem, banjir pesisir, hingga menurunkan kualitas lingkungan yang menjadi bagian penting ekosistem kawasan pariwisata. Atas dasar itu, pengendalian dan penurunan emisi ditetapkan sebagai bagian strategis dari komitmen keberlanjutan Ancol.

EMISSION MANAGEMENT [IDX E-07]

Ancol recognizes that greenhouse gas (GHG) emissions generated from the Company's operations can contribute to global warming and climate change. These phenomenon have the potential to increase the frequency of extreme weather events, coastal flooding, and the degradation of environmental quality, which plays an essential role in the tourism area ecosystem. Accordingly, controlling and reducing emissions have been established as a strategic component of Ancol's sustainability commitment.

Dalam pelaksanaannya, Perseroan menjadikan kebijakan efisiensi energi sebagai pendekatan utama dalam mitigasi emisi, mengingat mayoritas emisi GRK bersumber dari konsumsi listrik dan bahan bakar fosil. Ancol berupaya mengoptimalkan penggunaan energi melalui penerapan sarana hemat energi seperti lampu LED, pengaturan suhu AC secara terukur, perawatan berkala peralatan operasional, serta digitalisasi proses kegiatan internal sehingga dapat meminimalkan kebutuhan perjalanan dinas dan penggunaan kendaraan.

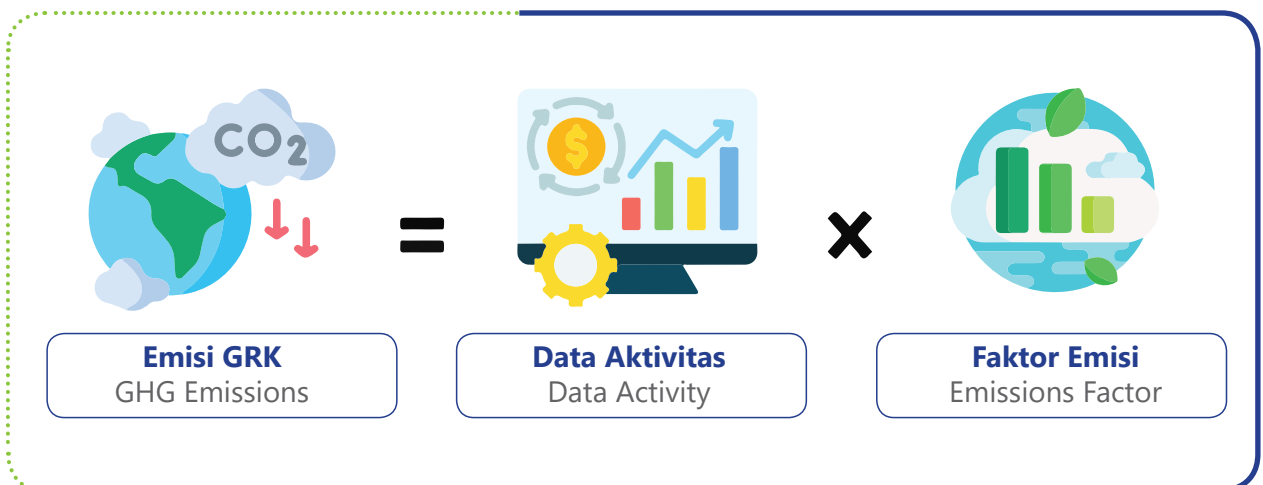
Pengelolaan emisi dilakukan secara terukur menggunakan pendekatan kontrol operasional di unit bisnis Pembangunan Jaya Ancol (PJA) dan Taman Impian Jaya Ancol (TIJA), dengan mengidentifikasi tiga kategori sumber emisi, yaitu emisi langsung dari penggunaan bahan bakar untuk kendaraan dan genset (Cakupan-1), emisi tidak langsung dari pemanfaatan listrik yang disuplai PLN (Cakupan-2), serta emisi tidak langsung lainnya yang berasal dari perjalanan dinas menggunakan pesawat (Cakupan-3). Metodologi perhitungan emisi GRK menggunakan *Greenhouse Gas (GHG) Protocol*, sehingga hasil pelaporan dapat dipertanggungjawabkan dan sejalan dengan standar internasional.

Setiap tahun, Perseroan memantau hasil pengelolaan emisi dengan mencermati tren konsumsi energi dan realisasi efisiensi yang sudah diterapkan. Pemantauan ini tidak hanya bertujuan untuk menilai kinerja, tetapi juga sebagai masukan dalam meningkatkan inisiatif penurunan emisi pada tahun berikutnya. Evaluasi berkelanjutan mendorong penguatan tata kelola lingkungan, termasuk pengembangan metode pencatatan yang lebih baik serta perluasan cakupan data emisi hingga ke rantai pasokan di masa mendatang. **[GRI 3-3]**

In its implementation, the Company adopts energy efficiency policies as the primary approach to emissions mitigation, considering that GHG emissions mainly originate from electricity consumption and the use of fossil fuels. Ancol strives to optimize energy use through the implementation of energy-efficient measures, including the use of LED lighting, regulated air-conditioning temperature settings, regular maintenance of operational equipment, and the digitalization of internal processes to minimize the need for business travel and the use of vehicles.

Emissions management is conducted in a measured manner through an operational control approach at the Pembangunan Jaya Ancol (PJA) and Taman Impian Jaya Ancol (TIJA) business units by identifying three categories of emission sources, namely direct emissions from fuel consumption for vehicles and generators (Scope 1), indirect emissions from electricity consumption supplied by the state-owned utility PLN (Scope 2), and other indirect emissions arising from business travel by air (Scope 3). The calculation methodology for GHG emissions utilizes the Greenhouse Gas (GHG) Protocol, ensuring that the reported results are accountable and aligned with international standards.

Each year, the Company monitors emissions management outcomes by observing trends in energy consumption and the implementation of efficiency measures. This monitoring is not only intended to assess performance, but also to serve as input for enhancing emissions reduction initiatives in subsequent years. Continuous evaluation supports the strengthening of environmental governance, including the development of more robust data recording methods and the future expansion of emissions data coverage across the supply chain. **[GRI 3-3]**



EMISI GAS RUMAH KACA PERSEROAN [GRI 305-1] [GRI 305-2] [GRI 305-3] [OJK F.11] [IDX E-01]

Company GHG Emissions

DESKRIPSI Description	TOTAL EMISI YANG DIHASILKAN (TON CO ₂ E) Total Emissions (ton CO ₂ e)			KENAIKAN/(PENURUNAN) 2025:2023 Increase/(Decrease) 2025:2023
	2025	2024	2023	
EMISI GRK LANGSUNG (CAKUPAN-1) Direct GHG Emissions (Scope 1)				
Bensin (RON 90) Gasoline (RON 90)	21,02	26,12*	30,13*	(30,24%)
Solar (CN 51) Diesel Fuel (CN 51)	0	0,16	1,65*	(100,00%)
Total Emisi GRK Cakupan-1 Total Scope 1 GHG Emissions	21,02	26,28*	31,78*	(33,86%)
EMISI GRK TIDAK LANGSUNG (CAKUPAN-2) Indirect GHG Emissions (Scope 2)				
Listrik Electricity	27.643,09	28.888,73*	29.502,87*	(6,30%)
Total Emisi GRK Cakupan-2 Total Scope 2 GHG Emissions	27.643,09	28.888,73*	29.502,87*	(6,30%)
EMISI GRK TIDAK LANGSUNG LAINNYA (CAKUPAN-3) Other Indirect GHG Emissions (Scope 3)				
Perjalanan Dinas dengan Pesawat Business Travel by Air	15,55	15,49	4,68	232,26%
Total Emisi GRK Cakupan-3 Total Scope 3 GHG Emissions	15,55	15,49	4,68	232,26%
Total Emisi GRK Cakupan-1 dan Cakupan-2 Total GHG Emissions Scope-1, Scope-2	27.664,11	28.915,01*	29.534,65*	(6,34%)
Total Emisi GRK Cakupan-1, Cakupan-2, dan Cakupan-3 Total GHG Emissions Scope-1, Scope-2, Scope-3	27.679,66	28.930,50*	29.539,33*	(6,30%)

Catatan:

- Batasan organisasi menggunakan pendekatan kontrol operasional (PJA dan TIJA)
- Gas yang termasuk dalam perhitungan ialah CO₂, CH₄, N₂O untuk Cakupan-1, dan CO₂ untuk Cakupan-2 serta Cakupan-3
- Tahun dasar perhitungan emisi GRK ialah tahun 2023
- Faktor emisi menggunakan Tier-1 dari IPCC 2006 untuk bensin (CO₂= 69.300 kg/TJ, CH₄= 33 kg/TJ, N₂O= 3,2 kg/TJ) dan solar (CO₂= 74.100 Kg/TJ, CH₄= 10 kg/TJ, N₂O= 0,6 kg/TJ)
- Faktor emisi menggunakan GATRIK ESDM 2019 wilayah Jamali (0,87 kg CO₂/MWh) untuk energi listrik, karena area operasional Ancol berada di Jakarta
- Perhitungan emisi perjalanan dinas menggunakan International Civil Aviation Organization (ICAO) berdasarkan kelas kabin ekonomi dan bisnis
- Perhitungan emisi perjalanan dinas 2024 dilakukan oleh Dewan Komisaris dan Direksi, sedangkan tahun 2023 hanya Direksi saja
- Nilai *Global Warming Potential* mengacu pada *Sixth Assessment Report* (Nilai GWP CO₂= 1, CH_{4 Fossil}= 29,8, N₂O= 273)
- *Hasil perhitungan emisi telah disampaikan kembali karena perubahan metodologi perhitungan

Notes:

- The organizational boundary is determined using the operational control approach (PJA and TIJA)
- The gases included in the emissions calculation comprises of CO₂, CH₄, and N₂O for Scope 1, and CO₂ for Scope 2 and Scope 3
- The base year for GHG emissions calculation is 2023
- Emission factors for gasoline and diesel fuel are based on Tier 1 IPCC 2006, amounting to (CO₂= 69.300 kg/TJ, CH₄= 33 kg/TJ, N₂O= 3,2 kg/TJ) and (CO₂= 74.100 Kg/TJ, CH₄= 10 kg/TJ, N₂O= 0,6 kg/TJ), respectively.
- Emission factors for electricity consumption refers to ESDM GATRIK 2019 for the Jamali grid (0.87 kg CO₂/MWh), as Ancol's operational area is located in Jakarta
- Emissions from business travel are calculated using the International Civil Aviation Organization (ICAO) Carbon Emissions Calculator, based on economy and business class
- Business travel emissions for 2024 include travel by the Board of Commissioners, Board of Directors, and employees, while 2023 calculations include Board of Directors only
- Global Warming Potential (GWP) values refer to the GHG Protocol (CO₂ GWP = 1, CH_{4 Fossil}= 29,8, N₂O= 273)
- *The emissions calculation results have been restated due to changes in the calculation methodology.

Berdasarkan tabel di atas, total emisi GRK Perseroan Cakupan-1 mengalami penurunan dibandingkan tahun sebelumnya. Adapun total emisi GRK Perseroan Cakupan-2 yang berasal dari penggunaan energi listrik yang dibeli menjadi sumber emisi GRK terbesar di Ancol. Di tahun 2025, emisi GRK Cakupan-1 dan Cakupan-2 mengalami penurunan dibanding tahun sebelumnya, hal ini sejalan dengan kebijakan efisiensi milik Ancol. Sedangkan total emisi GRK Perseroan Cakupan-3 dari perjalanan dinas menggunakan pesawat terbang mengalami sedikit peningkatan dibanding tahun sebelumnya dikarenakan perhitungan emisi GRK diklasifikasikan antara kelas ekonomi dan bisnis, yang menyebabkan perbedaan angka faktor emisi di setiap perjalanannya. Saat ini, perjalanan dinas yang termasuk dalam perhitungan yaitu perjalanan yang dilakukan oleh Direksi.

Perseroan juga menghitung intensitas emisi GRK setiap tahunnya. Di tahun 2025, intensitas emisi GRK tercatat sebesar 0,025 ton CO₂e/Juta Rupiah, lebih tinggi dibandingkan tahun sebelumnya yaitu 0,023 ton CO₂e/Juta Rupiah.

Based on the table above, the Company's Scope 1 GHG emissions decreased compared to the previous year. In addition, the Company's Scope 2 GHG emissions, which are derived from the consumption of purchased electricity, come up as the largest source of GHG emissions at Ancol. In 2025, Scope 1 and Scope 2 emissions recorded a decrease compared to the previous year, in line with the Company's electricity efficiency policies and optimization measures. The Company's Scope 3 GHG emissions from business travel by air shows a slight increased compared to the previous year, primarily due to GHG emission calculations are classified between economy and business class, resulting in different emission factor values for each trip. Currently, business travel included in the emissions calculation covers trips undertaken by the Board of Directors.

The Company also calculates its GHG emissions intensity on an annual basis. In 2025, the GHG emissions intensity was recorded at 0.025 tons CO₂e/Million Rupiah, higher than the previous year, which stood at 0.023 tons CO₂e/Million Rupiah.

INTENSITAS EMISI GAS RUMAH KACA PERSEROAN [GRI 305-4] [IDX E-02]

GHG Emissions Intensity of the Company

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Total Emisi GRK (Cakupan-1, Cakupan-2, dan Cakupan-3) Total GHG Emissions (Scope 1, Scope 2, and Scope 3)	ton CO ₂ e tons CO ₂ e	27.679,66	28.930,50*	29.539,33*
Jumlah Pendapatan Total Revenue	Juta Rupiah Million Rupiah	1.121.209	1.265.897	1.273.834
Intensitas Emisi GRK GHG Emissions Intensity	ton CO ₂ e/Juta Rupiah tons CO ₂ e/ Million Rupiah	0,025	0,023*	0,023*

Catatan | Notes:

*Hasil perhitungan telah disampaikan kembali karena perubahan metodologi perhitungan
The emissions calculation results have been restated due to changes in the calculation methodology.

Selain melalui upaya efisiensi energi, Ancol juga melakukan berbagai langkah mitigasi berbasis alam untuk mendukung pengurangan emisi gas rumah kaca. Salah satu bentuk komitmen tersebut diwujudkan melalui peningkatan tutupan hijau di kawasan operasional Perseroan, terutama pada area publik yang menjadi bagian integral dari destinasi pariwisata Ancol.

Perseroan telah melanjutkan pelaksanaan penanaman pohon sebagai strategi penyerapan karbon alami (*carbon sequestration*), di mana pohon berperan menyerap emisi

In addition to energy efficiency efforts, Ancol also undertakes various nature-based mitigation measures to support the reduction of greenhouse gas emissions. One manifestation of this commitment is reflected in the enhancement of green coverage across the Company's operational areas, particularly within public spaces that constitute an integral part of Ancol's tourism destinations.

The Company continued the implementation of tree-planting activities as a natural carbon sequestration strategy, whereby trees absorb CO₂ emissions from the

CO₂ dari atmosfer dan sekaligus menghasilkan oksigen yang bermanfaat bagi kualitas udara. Pada tahun pelaporan 2025, kegiatan penanaman pohon kembali dilanjutkan sebagai program berkelanjutan yang mencerminkan upaya nyata Ancol dalam mendukung ketahanan iklim kawasan pesisir dengan sebanyak 188 batang pohon di area taman dan pantai Ancol Taman Impian. [GRI 305-5]

Sebagai bentuk pendekatan ilmiah dalam pengelolaan lingkungan, pada tahun 2022 telah dilaksanakan Pengukuran Stok Karbon (*Carbon Stock Measurement*) di Ecopark Ancol. Kegiatan ini dilakukan untuk mengetahui potensi serapan karbon yang dimiliki oleh vegetasi di area tersebut sebagai salah satu indikator kontribusi terhadap mitigasi perubahan iklim. Hasil pengukuran menunjukkan sebanyak 2.368 pohon berhasil diidentifikasi dan dipetakan, di mana 1.076 pohon menjadi sampel pengukuran lengkap serta 25 spesies dianalisis stok karbonnya. Dari kegiatan tersebut, diperoleh estimasi stok karbon sebesar 83,5 ton CO₂ yang tersimpan dalam biomassa vegetasi Ecopark. Pada tahun 2025, telah dilakukan penghitungan pohon yang berada di sisi timur kawasan Taman Impian, tercatat 4.094 batang pohon dengan 90 jenis variasi tumbuhan tersebar mulai dari Gerbang Timur sampai dengan Gerbang Carnaval Ancol.

PENGELOLAAN AIR [GRI 3-3] [GRI 303-1] [GRI 303-2]

Sebagai kawasan rekreasi terpadu di wilayah pesisir Jakarta Utara, Perseroan beroperasi dalam kondisi lingkungan air yang rentan terhadap abrasi, intrusi air laut, serta kualitas air permukaan yang terpengaruh oleh aktivitas perkotaan. Kondisi ini memunculkan tantangan dalam memastikan ketersediaan air bersih bagi kegiatan rekreasi dan kebutuhan masyarakat yang beraktivitas di kawasan Ancol. Pemahaman atas kondisi air sekitar menjadi dasar pengelolaan Perseroan dalam menjaga keberlanjutan operasional dan lingkungan.

Kegiatan rekreasi, fasilitas publik, serta aktivitas *tenant* berpotensi meningkatkan beban air limbah domestik apabila tidak dikelola secara memadai. Dampak negatif yang dapat timbul meliputi penurunan kualitas badan air, peningkatan risiko pencemaran lingkungan pesisir, serta potensi keluhan dari masyarakat dan pemangku kepentingan. Sementara itu, dampak positif yang dihasilkan dari pengelolaan air yang baik meliputi meningkatnya kesehatan lingkungan wisata,

atmosphere while simultaneously producing oxygen that supports air quality. In the 2025 reporting year, the tree-planting initiative was further carried out as part of a sustainable program, reflecting Ancol's tangible efforts to support climate resilience in coastal areas, through the planting of 188 trees in Ancol Taman Impian parks and beach areas. [GRI 305-5]

As part of a science-based approach to environmental management, a Carbon Stock Measurement was conducted at Ecopark Ancol in 2022. This activity was carried out to assess the carbon sequestration potential of vegetation within the area as an indicator of its contribution to climate change mitigation. The results of the assessment identified and mapped a total of 2,368 trees, of which 1,076 trees were selected as complete measurement samples, with 25 species analyzed for their carbon stocks. Based on the measurement, the estimated carbon stock stored in the vegetation biomass of Ecopark Ancol amounted to 83.5 tons of CO₂. In 2025, the Company conducted an inventory of trees located on the eastern side of the Taman Impian area. A total of 4,094 trees, representing 90 different plant species, were recorded, distributed from the East Gate to the Carnaval Ancol Gate.

WATER MANAGEMENT [GRI 3-3] [GRI 303-1] [GRI 303-2]

As an integrated recreational area located on the coast of North Jakarta, the Company operates in a water environment that is vulnerable to coastal erosion, seawater intrusion, and surface water quality degradation resulting from urban activities. These conditions pose challenges in ensuring the availability of clean water for recreational activities as well as for the needs of communities within the Ancol area. Accordingly, an understanding of the surrounding water conditions serves as a fundamental basis for the Company's management in maintaining operational and environmental sustainability.

Recreational activities, public facilities, and tenant operations have the potential to increase the domestic wastewater load if not managed adequately. The negative impacts of such inadequacy may include the degradation of water body quality, heightened risks of coastal environmental pollution, and potential complaints from communities and stakeholders. Conversely, effective water management generates positive impacts, including improved environmental



kenyamanan pengunjung, serta terjaganya ekosistem kawasan pesisir yang menjadi nilai utama destinasi Ancol.

Untuk mengidentifikasi dan mengelola dampak tersebut, Perseroan menerapkan pemantauan kualitas air secara berkala pada titik buangan air limbah di fasilitas rekreasi, restoran, gedung, serta kawasan tenant. Pemantauan juga dilakukan terhadap kualitas air permukaan di badan air penerima, yaitu sungai di sekitar Ancol. Pemantauan dilakukan mengacu pada standar baku mutu yang ditetapkan pemerintah yang pelaksanaan pengujiannya dilakukan oleh laboratorium terakreditasi. Perseroan juga menjalin koordinasi dan pertukaran informasi dengan instansi pemerintah terkait dalam pengawasan kondisi perairan Teluk Jakarta sebagai bagian dari pelestarian sumber daya bersama.

Untuk memenuhi kebutuhan operasional kawasan, Perseroan memanfaatkan beragam sumber air, yaitu air laut yang diolah menjadi air bersih, serta pasokan dari PDAM. Penggunaan air bersih atau air tawar mencakup kebutuhan domestik perkantoran, sarana mandi, cuci, dan kakus (MCK) di seluruh fasilitas rekreasi dan properti Perseroan, baik untuk pengunjung, *tenant*, instansi pemerintah, maupun pelaku usaha lainnya di kawasan Ancol.

Berdasarkan Aqueduct Water Risk Atlas yang diterbitkan oleh World Resources Institute (WRI) yang diakses pada 9 Desember 2025, kawasan Ancol berada pada zona *water stress* kategori tinggi (40–80%), yang menandakan keterbatasan dan tekanan signifikan terhadap sumber daya air tawar di wilayah tersebut. Dengan mempertimbangkan kondisi tersebut, Perseroan tidak menggunakan air tanah dalam kegiatan operasionalnya dan mengutamakan pemenuhan kebutuhan air melalui sumber lain.

Perseroan membuat sarana pengolahan air limbah pada setiap outlet buangan restoran dan gedung untuk memastikan kualitas buangan tetap sesuai standar sebelum dialirkan ke badan air atau saluran tersier. Untuk mengurangi pemborosan penggunaan air, kran dengan sensor otomatis dipasang di area bilas pantai serta di beberapa wastafel di unit rekreasi, seperti Dufan dan unit lainnya. Upaya-upaya ini memperlihatkan komitmen Perseroan dalam melakukan pencegahan pencemaran serta efisiensi pemanfaatan air secara berkelanjutan.

health in tourist areas, enhanced visitor comfort, and the preservation of coastal ecosystems, which constitute a core value of the Ancol destination.

To identify and manage these impacts, the Company conducts regular water quality monitoring at wastewater discharge points across recreational facilities, buildings, and tenant areas. Monitoring is also carried out on surface water quality in receiving water bodies, namely rivers surrounding the Ancol area. All monitoring activities are conducted in accordance with government-established water quality standards, with testing performed by accredited laboratories. The Company also maintains coordination and exchanges information with relevant government authorities in monitoring the water conditions of Jakarta Bay as part of the preservation of shared natural resources.

To meet the operational needs of the area, the Company utilizes various water sources, including seawater that is treated into clean water, as well as supplies from the Regional Water Utility (PDAM). The use of clean water or freshwater, covers domestic office needs and sanitation facilities (bathing, washing, and toilets) across recreational facilities and Company properties, serving visitors, tenants, government authorities, and other business operators within the Ancol area.

According to the Aqueduct Water Risk Atlas published by the World Resources Institute (WRI), accessed on 9 December 2025, the Ancol area is classified as being in a high water stress zone (40–80%), indicating significant limitations and pressure on freshwater resources in the region. In light of these conditions, the Company does not utilize groundwater for its operations and prioritizes the use of alternative sources to meet its water needs.

The Company has installed wastewater treatment systems at each discharge outlet of restaurants and buildings to ensure that effluent quality complies with applicable standards prior to being discharged into water bodies or tertiary drainage channels. To reduce water wastage, automatic sensor faucets have been installed at beach rinse areas as well as at selected washbasins in Dufan. These initiatives demonstrate the Company's commitment to pollution prevention and the sustainable and efficient use of water resources.

Di sisi lain, Perseroan juga melakukan upaya optimalisasi *Seawater Reverse Osmosis* (SWRO) yang mampu mengubah air laut menjadi air bersih, termasuk pemanfaatan air limbah sebagai bahan baku dengan proses *mixing* sebagai bentuk penyempurnaan sistem sejak 2022. Dalam menjaga keberlanjutan sumber daya air sebagai aset bersama, Perseroan melakukan komunikasi dan sosialisasi kepada *tenant*, mitra usaha, serta pengunjung untuk meningkatkan kepatuhan dalam pengolahan awal air limbah serta mendorong perilaku hemat air. Kolaborasi ini turut mendukung pengurangan potensi pencemaran dan meningkatkan kualitas lingkungan pesisir yang merupakan daya tarik utama kawasan wisata Ancol.

Perseroan berkomitmen untuk memperkuat kapasitas pengolahan air limbah dan meningkatkan efisiensi penggunaan air setiap tahun. Penguatan sistem pemantauan kualitas air dan perluasan titik-titik pengawasan juga terus dilakukan agar upaya perbaikan dapat berjalan lebih terarah dan menghasilkan dampak positif yang terukur bagi lingkungan dan keberlanjutan bisnis.

Selama tahun 2025, pengambilan air bersih mengalami penurunan dibanding tahun sebelumnya. Penurunan ini sejalan dengan program penghematan yang dijalankan Ancol.

The Company has also undertaken efforts to optimize its *Seawater Reverse Osmosis* (SWRO) facilities, which are capable of converting seawater into clean water, including the use of wastewater as feedwater through a *mixing* process as part of system enhancements implemented since 2022. To maintain the sustainability of water resources as a shared asset, the Company conducts communication and awareness programs for tenants, business partners, and visitors to improve compliance with preliminary wastewater treatment requirements and to encourage water-saving behavior. This collaboration contributes to reducing potential pollution and enhancing the quality of the coastal environment, which constitutes a key attraction of the Ancol tourism area.

The Company is committed to strengthening its wastewater treatment capacity and increasing the water usage efficiency on an annual basis. The enhancement of water quality monitoring systems and the expansion of monitoring points are also being undertaken to ensure that improvement efforts are more targeted and deliver measurable positive impacts on the environment and the sustainability of the Company's business.

Throughout 2025, the Company's clean water withdrawal decreased compared to the previous year. This reduction was in line with the water conservation programs implemented by Ancol.

VOLUME PENGAMBILAN AIR [GRI 303-3] [OJK F.8] [IDX E-04]

Water Withdrawal

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
PJA & TIJA				
Air Laut Seawater	Megaliter Megaliters	1.057,85	939,29	622,96
Air yang Berasal dari Pihak Ketiga Water Sourced from Third Parties	Megaliter Megaliters	909,78	1.150,46	1.152,14
Jumlah Pengambilan Air Total Water Withdrawal	Megaliter Megaliters	1.967,63	1.989,69*	1.683,71*

Catatan | Notes:

*Data telah dinyatakan kembali karena koreksi angka dari laporan keberlanjutan tahun 2024.

The data has been restated due to corrections to the figures reported in the 2024 Sustainability Report.



PENGELOLAAN LIMBAH DAN AIR LIMBAH [GRI 3-3] [GRI 303-1] [GRI 303-2]

Perseroan memahami bahwa kegiatan operasional kawasan rekreasi menghasilkan berbagai tipe limbah, mulai dari limbah padat organik dan anorganik, limbah cair/domestik (efluen), hingga limbah Bahan Berbahaya dan Beracun (B3) yang jika tidak dikelola dengan tepat berpotensi menimbulkan dampak negatif terhadap tanah, badan air, dan kesehatan publik. Sebagai respons, Perseroan mengutamakan pengelolaan limbah dengan pencegahan pencemaran, pemisahan sumber, pemrosesan yang sesuai kategori, serta kepatuhan terhadap peraturan lingkungan.

Untuk mengidentifikasi dan memahami dampak operasional terhadap lingkungan, Perseroan melakukan pemantauan berkala yang mencakup pengujian kualitas air limbah sebelum dibuang ke badan air yang mengacu pada baku mutu lingkungan peraturan terkait melalui laboratorium terakreditasi untuk parameter efluen, misalnya pH, *Total Suspended Solid* (TSS), minyak dan lemak, *Biological Oxygen Demand* (BOD), dan *Chemical Oxygen Demand* (COD) sesuai kebutuhan, serta pencatatan timbulan limbah padat berdasarkan kategori. Frekuensi pemantauan dan sampling dilakukan secara rutin sesuai persyaratan perizinan dan pedoman teknis yang berlaku. Data hasil survei dan pemantauan dianalisis untuk mengidentifikasi tren, titik kritis, dan kebutuhan perbaikan teknis atau manajerial.

Perseroan juga bermitra dengan Perumda PALJAYA untuk pengembangan Instalasi Pengolahan Air Limbah (IPAL) Komunal yang menerapkan konsep *edutainment* sehingga fasilitas pengolahan juga menjadi sarana edukasi publik. IPAL dioperasikan untuk memastikan

WASTE AND WASTEWATER MANAGEMENT [GRI 3-3] [GRI 303-1] [GRI 303-2]

The Company recognizes that the operational activities of a recreational area can generate various types of waste, ranging from organic and inorganic solid waste, liquid or domestic waste (effluent), to hazardous and toxic waste (B3), which, if not properly managed, may result in adverse impacts on soil, water bodies, and public health. In response, the Company prioritizes waste management practices that emphasize pollution prevention, source segregation, category-appropriate treatment, and compliance with applicable environmental regulations.

To identify and understand its operational impacts on the environment, the Company conducts regular monitoring, which includes wastewater quality testing prior to discharge into water bodies in accordance with applicable environmental quality standards and regulations, using accredited laboratories to analyze effluent parameters, such as pH, Total Suspended Solids (TSS), oil and grease, Biological Oxygen Demand (BOD), and (COD), as required. The monitoring also includes the recording of solid waste generation by category. The frequency of monitoring and sampling is carried out routinely in compliance with permitting requirements and applicable technical guidelines. Data obtained from surveys and monitoring activities are analyzed to identify trends, critical points, and the need for technical or managerial improvements

The Company also partners with Perumda PALJAYA in the development of a communal Wastewater Treatment Plant (IPAL), which adopts an *edutainment* concept whereby the facility also serves as a public education platform. The IPAL is operated to ensure that effluent meets applicable

bahwa effluen memenuhi baku mutu sebelum dialirkan ke badan air atau saluran tersier. Hasil uji laboratorium eksternal selama periode pelaporan menunjukkan bahwa parameter utama berada di bawah ambang batas yang ditetapkan, yang mencerminkan efektivitas proses pengolahan yang diterapkan.

Untuk limbah padat, Perseroan menerapkan pemilahan di sumber, penyimpanan sementara yang memenuhi standar, pemberian label, dan pengangkutan terjadwal ke fasilitas pembuangan yang berizin, sedangkan limbah B3 ditangani hanya oleh mitra berizin dengan prosedur penyimpanan, pengangkutan, dan pemusnahan yang sesuai regulasi, disertai dokumentasi dan pelaporan lengkap. Sistem pencatatan internal dan audit kontraktor dilakukan untuk memastikan rantai pengelolaan limbah tertutup secara aman.

Selama periode pelaporan tidak tercatat insiden tumpahan limbah B3 maupun peristiwa pembuangan yang mengakibatkan pencemaran signifikan atau ancaman kesehatan bagi tenaga kerja dan masyarakat. [\[OJK F.15\]](#)

quality standards prior to discharge into water bodies or tertiary drainage channels. External laboratory test results during the reporting period indicate that key parameters remained below the prescribed thresholds, reflecting the effectiveness of the treatment processes implemented.

For solid waste, the Company implements source segregation, standard-compliant temporary storage, proper labeling, and scheduled transportation to licensed disposal facilities. B3 waste, meanwhile, is handled exclusively by licensed partners in accordance with regulatory requirements for storage, transportation, and final disposal, supported by comprehensive documentation and reporting. Internal record-keeping systems and contractor audits are conducted to ensure a secure and closed waste management chain.

During the reporting period, there were no recorded incidents of B3 waste spills or disposal events that resulted in significant pollution or posed health risks to employees and the community. [\[OJK F.15\]](#).

VOLUME TIMBULAN LIMBAH [GRI 306-3] [OJK F.13] [IDX E-05]

Waste Generation Volume

JENIS LIMBAH Waste Category	UNIT USAHA Business Unit	JENIS LIMBAH Type of Waste	SATUAN Unit	2025	2024	2023
Limbah B3 B3 Waste	PJA (Pembangunan Jaya Ancol) dan TIJA (Taman Impian Jaya Ancol)	e-Waste	ton	0,487	0,855	1,209
		Filter bekas Used filters	ton	0,039	0,007	0,003
		Kemasan terkontaminasi Contaminated packaging	ton	0,532	0,682	0,730
		Air terkontaminasi Contaminated water	ton	1,221	0,600	1,065
		Majun terkontaminasi Contaminated textile waste	ton	0,309	0,248	0,230
		Limbah medis Medical waste	ton	0,270	0,242	0,400
		Minyak kotor Oil sludge	ton	-	-	-
		Aki bekas Used batteries	ton	2,775	0,326	0,180
		Oli bekas Used lubricating oil	ton	0,200	0,400	1,675
		Pelumas/gemuk Grease/lubricants	ton	-	0,044	0,069
		Bahan kimia kadaluwarsa Expired chemicals	ton	-	0,713	1,442
		Total	ton	5,833	4,117*	7,003
		Limbah Non-B3 Non-B3 Waste	PJA (Pembangunan Jaya Ancol) dan TIJA (Taman Impian Jaya Ancol)	Sampah domestik TIJA Domestic waste-TIJA	m ³	35.561,71
Sampah domestik PJA Domestic waste-PJA	m ³			14.223,12	19.242	18.250*

METODE PENGELOLAAN LIMBAH [GRI 306-4] [GRI 306-5] [OJK F.14]

Waste Management Methods

JENIS LIMBAH Waste Category	UNIT USAHA Business Unit	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Limbah B3 B3 Waste	PJA (Pembangunan Jaya Ancol)	Dipergunakan kembali Reused	ton	0	0	0
		Daur ulang Recycled	ton	0	0	0
	dan TIJA (Taman Impian Jaya Ancol)	Diserahkan kepada pihak ketiga Handed Over to Third Parties	ton	5,833	4,117*	7,003
		Landfill Landfilled	ton	0	0	0
	Total	ton	5,833	4,117*	7,003	
Limbah Non-B3 Non-B3 Waste	PJA (Pembangunan Jaya Ancol)	Dipergunakan kembali Reused	m ³	0	0	0
		Daur ulang Recycled	m ³	0	0	0
	dan TIJA (Taman Impian Jaya Ancol)	Diserahkan kepada pihak ketiga Handed Over to Third Parties	m ³	49.784,83	59,728	50.949,87*
		Landfill Landfilled	m ³	0	0	0
	Total	m³	49.784,83	59,728	50.949,87*	

Catatan | Notes:

*Data telah dinyatakan kembali karena koreksi angka dari laporan keberlanjutan tahun 2024.
The data has been restated due to corrections to the figures reported in the 2024 Sustainability Report.

KEANEKARAGAMAN HAYATI

[GRI 101-1, 101-2, 101-3, 101-4] [OJK F.9.]

Perseroan menyadari bahwa keberadaan dan kualitas keanekaragaman hayati, khususnya ekosistem pesisir dan laut, memiliki keterkaitan erat dengan keberlanjutan operasional kawasan wisata terpadu yang dikelola Perseroan. Aktivitas operasional, pengembangan kawasan, serta intensitas kunjungan berpotensi memberikan dampak terhadap ekosistem laut, dan ruang terbuka hijau. Oleh karena itu, pengelolaan keanekaragaman hayati menjadi bagian penting dari strategi keberlanjutan Ancol dalam menjaga keseimbangan antara pertumbuhan usaha dan perlindungan lingkungan.

Komitmen Ancol terhadap pelestarian keanekaragaman hayati telah ditetapkan secara formal melalui peran Perseroan sebagai lembaga konservasi, sebagaimana tercantum dalam Keputusan Menteri Kehutanan Republik Indonesia No. SK.405/Menhut-II/2004. Komitmen ini diwujudkan melalui penerapan kebijakan, prosedur, dan program konservasi lingkungan yang dijalankan secara konsisten oleh Perseroan dan entitas anak.

BIODIVERSITY

[GRI 101-1, 101-2, 101-3, 101-4] [OJK F.9.]

The Company recognizes that the existence and quality of biodiversity, particularly coastal and marine ecosystems, are closely linked to the sustainability of operations within the integrated tourism area managed by the Company. Operational activities, area development, and visitor intensity may potentially affect marine ecosystems and green open spaces. Therefore, biodiversity management forms an integral part of Ancol's sustainability strategy to maintain a balance between business growth and environmental protection.

The Company's commitment to biodiversity conservation has been formally established through its role as a conservation institution, as stipulated in the Decree of the Minister of Forestry of the Republic of Indonesia No. SK.405/Menhut-II/2004. This commitment is implemented through the consistent application of environmental conservation policies, procedures, and programs by the Company and its subsidiaries.

Dalam mendukung pengelolaan yang efektif, Ancol secara berkala melakukan pemetaan dan identifikasi potensi dampak terhadap keanekaragaman hayati, termasuk di area yang berdekatan dengan kawasan bernilai keanekaragaman hayati tinggi di luar kawasan hutan lindung. Beberapa lokasi yang menjadi perhatian utama meliputi ruang terbuka hijau Ecopark, Samudra Ancol, kawasan resort Putri Duyung Ancol dan Pulau Bidadari serta kawasan properti yang dikembangkan oleh Perseroan.

Pendekatan manajemen keanekaragaman hayati Ancol dimulai dari identifikasi dan pemetaan potensi dampak terhadap ekosistem di area operasional dan sekitarnya, termasuk wilayah pesisir, perairan laut, dan kawasan hijau. Proses ini dilakukan melalui kajian lingkungan, pemantauan kondisi ekosistem, serta koordinasi dengan pemangku kepentingan terkait, seperti pemerintah daerah, otoritas lingkungan, akademisi, dan komunitas lokal. Hasil identifikasi tersebut menjadi dasar dalam penyusunan kebijakan, rencana pengelolaan, dan program konservasi yang terintegrasi dengan pengelolaan kawasan.

To support effective management, Ancol periodically conducts mapping and identification of potential impacts on biodiversity, including in areas located near sites with high biodiversity value outside protected forest areas. Key areas of focus include the Ecopark green open space, Samudra Ancol, the Putri Duyung Ancol resort area, Bidadari Island, and property areas developed by the Company.

Ancol's biodiversity management approach begins with the identification and mapping of potential impacts on ecosystems within and surrounding its operational areas, including coastal zones, marine waters, and green areas. This process is carried out through environmental assessments, ecosystem condition monitoring, and coordination with relevant stakeholders, such as local governments, environmental authorities, academics, and local communities. The outcomes of this identification process serve as the basis for the formulation of policies, management plans, and conservation programs that are integrated into area management.





Perseroan menjalankan kegiatan usaha berbasis rekreasi dan edukasi dengan memanfaatkan jenis ikan hidup melalui kegiatan aquaria yang dikelola pada media terkontrol sebagai habitat buatan. Hingga saat ini, Perseroan belum memiliki kebijakan Perseroan yang secara khusus mengatur *Access and Benefit Sharing* (ABS) sebagaimana diatur dalam Protokol Nagoya yang telah diratifikasi oleh Pemerintah Indonesia melalui Undang-Undang Nomor 11 Tahun 2013. Meskipun demikian, pemanfaatan jenis ikan oleh Perseroan dilakukan secara terbatas dan terkendali, serta hanya ditujukan untuk kegiatan koleksi dan peragaan ikan hidup sebagai sarana edukasi publik. Kegiatan tersebut tidak mencakup aktivitas penelitian, pengembangan, maupun komersialisasi sumber daya genetik. [GRI 101-3]

Pengelolaan dan pemanfaatan keanekaragaman hayati oleh Perseroan dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku melalui kepemilikan perizinan yang relevan. Perseroan telah ditetapkan sebagai Lembaga Konservasi berdasarkan Keputusan Menteri Kehutanan Republik Indonesia Nomor SK.405/Menhut-II/2004. Selain itu, Perseroan juga memiliki Surat Izin Pemanfaatan Jenis Ikan (SIPJI) untuk kegiatan aquaria dengan Nomor I-202506022013017142101, yang mengatur pemanfaatan jenis ikan secara terbatas dan terkendali untuk tujuan edukasi dan konservasi. Dalam mendukung pengendalian kesehatan ikan dan pencegahan risiko penyebaran penyakit, Perseroan turut memiliki Izin Karantina Ikan dengan Nomor 2634/KI.600/A7/2025.

Seluruh kegiatan pemanfaatan jenis ikan dilaksanakan berdasarkan perizinan resmi Pemerintah Republik Indonesia melalui mekanisme Perizinan Berusaha Berbasis Risiko. Kepemilikan SIPJI memastikan bahwa jenis ikan yang dimanfaatkan, termasuk yang dilindungi dan/atau tercantum pada Appendix CITES, berasal dari sumber yang sah serta dikelola sesuai ketentuan peraturan perundang-undangan yang berlaku.

Penerapan prinsip akses yang bertanggung jawab diwujudkan melalui kepatuhan terhadap seluruh persyaratan perizinan sebagai bentuk persetujuan resmi negara atas pemanfaatan sumber daya hayati. Manfaat yang dihasilkan dari kegiatan tersebut bersifat non-finansial, antara lain berupa peningkatan edukasi dan kesadaran masyarakat mengenai keanekaragaman hayati laut, dukungan terhadap upaya konservasi ex-situ, serta penyediaan wahana pembelajaran yang mendorong perlindungan spesies dan pemanfaatan keanekaragaman hayati secara berkelanjutan.

The Company conducts recreation- and education-based business activities that utilize live fish species through aquarium operations managed within controlled environments as artificial habitats. To date, the Company has not established a specific corporate policy governing Access and Benefit Sharing (ABS) as stipulated under the Nagoya Protocol, which has been ratified by the Government of Indonesia through Law Number 11 of 2013. Nevertheless, the utilization of fish species by the Company is carried out in a limited and controlled manner and is solely intended for the collection and exhibition of live fish as a means of public education. These activities do not include research, development, or commercialization of genetic resources. [GRI 101-3]

The management and utilization of biodiversity by the Company are conducted in accordance with prevailing laws and regulations through the possession of relevant permits and licenses. The Company has been designated as a Conservation Institution based on the Decree of the Minister of Forestry of the Republic of Indonesia Number SK.405/Menhut-II/2004. In addition, the Company holds a Fish Species Utilization Permit Surat Izin Pemanfaatan Jenis Ikan (SIPJI) for aquarium activities under Permit Number I-202506022013017142101, which regulates the limited and controlled use of fish species for educational and conservation purposes. To support fish health control and prevent the risk of disease transmission, the Company also holds a Fish Quarantine Permit under Number 2634/KI.600/A7/2025.

All activities related to the utilization of fish species are conducted based on official permits issued by the Government of the Republic of Indonesia through the Risk-Based Business Licensing mechanism. The possession of a SIPJI ensures that the fish species utilized, including protected species and/or those listed under the CITES Appendices, originate from legitimate sources and are managed in accordance with applicable laws and regulations.

The application of responsible access principles is reflected through full compliance with all licensing requirements as a form of official state consent for the utilization of biological resources. The benefits derived from these activities are non-financial in nature, including increased public education and awareness of marine biodiversity, support for ex-situ conservation efforts, and the provision of educational facilities that promote species protection and the sustainable use of biodiversity.

KONSERVASI SECARA EX-SITU [OJK F.10.]

Ancol secara berkelanjutan melaksanakan program pengembangbiakan satwa secara *ex-situ* sebagai bagian dari komitmen pelestarian keanekaragaman hayati. Program ini difokuskan pada spesies terancam punah dan dilindungi, dengan tujuan mendukung keberlangsungan populasi serta mengurangi pengambilan satwa dari alam.

Kegiatan konservasi *ex-situ* dikelola oleh Lembaga Konservasi Ancol sesuai dengan ketentuan perizinan dan prinsip kesejahteraan satwa. Hingga 31 Desember 2025, Ancol telah berhasil melakukan pengembangbiakan *ex-situ* terhadap sejumlah spesies, yang mencerminkan kontribusi Perseroan dalam mendukung upaya konservasi dan edukasi keanekaragaman hayati secara berkelanjutan.

EX-SITU CONSERVATION [OJK F.10.]

Ancol continuously implements *ex-situ* wildlife breeding programs as a part of its commitment to biodiversity conservation. These programs focus on endangered and protected species, with the objective of supporting population sustainability and reducing the extraction of wildlife from natural habitats.

Ex-situ conservation activities are managed by the Ancol Conservation Institution in accordance with applicable licensing requirements and animal welfare principles. As of 31 December 2025, Ancol has successfully carried out *ex-situ* breeding of several species, reflecting the Company's contribution to supporting sustainable biodiversity conservation and environmental education efforts.

HASIL BREEDING PT TAMAN IMPIAN JAYA ANCOL 2025

Breeding Results of PT Taman Impian Jaya Ancol in 2025

NO	NAMA SPESIES Species name	NAMA LOKAL Local name	JUMLAH (INDIVIDU) Counts (individual)
1	<i>Sturnus melanopterus</i>	Jalak Putih	6
2	<i>Psittacula alexandri</i>	Betet Jawa	1
3	<i>Cervus timorensis</i>	Rusa Timor	7
4	<i>Axis axis</i>	Rusa Totos	1
5	<i>Spheniscus humboldti</i>	Penguin Humboldt	6
6	<i>Leucopsar rothschildi</i>	Jalak Bali	1
7	<i>Garrulax laucolophus</i>	Poksay Mandarin	1
8	<i>Mollucan ecleetus</i>	Nuri Bayan	2
9	<i>Symphalagus syndactylus</i>	Siamang	1
10	<i>Porphyrio porphyrio</i>	Mandar Biru	1
11	<i>Aonix cinereus</i>	Berang-berang Cakar Kecil	3
12	<i>Tursiops aduncus</i>	Lumba-lumba Hidung Botol Indo-pasifik	1
13	<i>Chiloscyllium plagiosum</i>	Hiu Bambu Batik	43
14	<i>Atelomycterus marmoratus</i>	Hiu Tokek Karang	11
15	<i>Cacatua galerita triton</i>	Kakatua Triton	2
16	<i>Lorius lory</i>	Nuri Kepala hitam	1
17	<i>Aix galericulata</i>	Bebek Mandarin	3
18	<i>Aurelia aurita</i>	Ubur-Ubur Bulan	1.035
Jumlah Total			1.126

Sejalan dengan komitmen terhadap konservasi lingkungan, Ancol secara berkala melakukan identifikasi dan pendataan spesies yang dikelola, serta mengklasifikasikannya berdasarkan International Union for Conservation of Nature (IUCN) Red List. Klasifikasi ini digunakan sebagai dasar pemantauan status konservasi dan pengelolaan spesies secara bertanggung jawab. Sebagai bagian dari kepatuhan terhadap ketentuan perizinan, Perseroan juga menyampaikan laporan pengelolaan dan pendataan spesies secara triwulanan kepada Balai Konservasi Sumber Daya Alam (BKSDA) Jakarta. Tabel berikut menyajikan daftar spesies yang dikelola Ancol berdasarkan klasifikasi IUCN Red List tahun 2025.

In line with its commitment to environmental conservation, Ancol periodically conducts the identification and inventory of species under its management and classifies them in accordance with the International Union for Conservation of Nature (IUCN) Red List. This classification is used as a basis for monitoring conservation status and implementing responsible species management. As part of its compliance with applicable licensing requirements, the Company also submits quarterly reports on species management and inventory to the Jakarta Natural Resources Conservation Agency (Balai Konservasi Sumber Daya Alam, BKSDA) Jakarta. The following table presents a list of species managed by Ancol based on the 2025 IUCN Red List classification.

HASIL BREEDING PT TAMAN IMPIAN JAYA ANCOL 2025

Breeding Results of PT Taman Impian Jaya Ancol in 2025

No	NAMA SPESIES Species name	NAMA LOKAL Local name	STATUS KONSERVASI BERDASARKAN IUCN RED LIST IUCN Red List Conservation Status
1	<i>Chelonia mydas</i>	Penyu Hijau	Least Concern
2	<i>Haliastur indus</i>	Elang Bondol	Least Concern
3	<i>Nisaetus cirrhatus</i>	Elang Brontok	Least Concern
4	<i>Haliaeetus leucogaster</i>	Elang laut Dada Putih	Least Concern
5	<i>Pernis ptilorhynchus</i>	Elang Sikep Madu Asia	Least Concern
6	<i>Cacatua galerita triton</i>	Kakatua Besar Jambul Kuning	Least Concern
7	<i>Cacatua sanguinea</i>	Kakatua Rawa	Least Concern
8	<i>Trichoglossus haematodus</i>	Nuri Pelangi	Least Concern
9	<i>Trichoglossus ornatus</i>	Perkici Dora	Least Concern
10	<i>Anthracoceros albirostris</i>	Kangkareng Perut Putih	Least Concern
11	<i>Chalcopsitta scintillata</i>	Nuri Aru	Least Concern
12	<i>Lorius lory</i>	Nuri Kepala Hitam	Least Concern
13	<i>Chalcopsitta atra</i>	Nuri Hitam	Least Concern
14	<i>Eos bornea</i>	Nuri Merah	Least Concern
15	<i>Electus roratus</i>	Nuri Bayan	Least Concern
16	<i>Pseudeos fuscata</i>	Dusky Lory	Least Concern
17	<i>Otaria byronia</i>	Singa Laut	Least Concern
18	<i>Arctocephalus australis</i>	Fur Seal Amerika Selatan	Least Concern
19	<i>Trachemys scripta elegans</i>	Kura-kura Brazil	Least Concern
20	<i>Axis axis</i>	Rusa totol	Least Concern
21	<i>Ara chloropterus</i>	Green Winged Macaw	Least Concern
22	<i>Ara ararauna</i>	Blue and Gold Macaw	Least Concern
23	<i>Ducula pinon</i>	Pergam Pinon	Least Concern
24	<i>Psittacula eupatria</i>	Parkit Alexandrine	Least Concern
25	<i>Sturnia pagodarum</i>	Jalak Brahmana	Least Concern
26	<i>Turdoides striata</i>	Jungle Babbler	Least Concern
27	<i>Taeniura lymma</i>	Pari Totol Biru	Least Concern
28	<i>Enteractopus dofleini</i>	Gurita Pasifik Raksasa	Least Concern
29	<i>Tursiops aduncus</i>	Lumba-Lumba Hidung Botol	Near Threatened
30	<i>Cacatua goffiniana</i>	Kakatua Tanimbar	Near Threatened
31	<i>Probosciger aterrimus</i>	Kakatua Raja	Near Threatened
32	<i>Psittacula alexandri</i>	Betet Jawa	Near Threatened
33	<i>Chiloscyllium plagiosum</i>	Hiu Bambu	Near Threatened

No	NAMA SPESIES Species name	NAMA LOKAL Local name	STATUS KONSERVASI BERDASARKAN IUCN RED LIST IUCN Red List Conservation Status
34	<i>Atelomycterus marmoratus</i>	Hiu Tokek	Near Threatened
35	<i>Hemiscyllium halmahera</i>	Hiu Berjalan Halmahera	Near Threatened
36	<i>Helarctos malayanus</i>	Beruang Madu	Vulnerable
37	<i>Arctictis binturong</i>	Binturong	Vulnerable
38	<i>Amyda cartilaginea</i>	Labi-Labi	Vulnerable
39	<i>Trachypithecus auratus</i>	Lutung Jawa	Vulnerable
40	<i>Cervus timorensis</i>	Rusa timor	Vulnerable
41	<i>Rhyticeros undulatus</i>	Julang Emas	Vulnerable
42	<i>Lorius garrulus</i>	Nuri Maluku	Vulnerable
43	<i>Centropus nigrorufus</i>	Bubut Jawa	Vulnerable
44	<i>Aonyx cinereus</i>	Berang-berang Cakar Kecil	Vulnerable
45	<i>Spheniscus humboldti</i>	Penguin Humboldt	Vulnerable
46	<i>Nebrius ferrugineus</i>	Hiu Buto	Vulnerable
47	<i>Carcharhinus melanopterus</i>	Hiu Sirip Hitam	Vulnerable
48	<i>Symphalangus syndactylus</i>	Siamang	Endangered
49	<i>Pavo muticus</i>	Merak Hijau	Endangered
50	<i>Cacatua alba</i>	Kakatua Besar Jambul Putih	Endangered
51	<i>Cacatua moluccensis</i>	Kakatua Seram	Endangered
52	<i>Acridotheres melanopterus</i>	Jalak Putih	Endangered
53	<i>Psittacus erithacus</i>	African Grey	Endangered
54	<i>Aratinga solstitialis</i>	Sun Conure	Endangered
55	<i>Himantura undulata</i>	Pari Macan	Endangered
56	<i>Rhinopetera javanica</i>	Pari Hidung Pesek	Endangered
57	<i>Cheilinus undulatus</i>	Ikan Napoleon	Endangered
58	<i>Eretmochelys imbricata</i>	Penyu Sisik	Critically Endangered
59	<i>Orlitia borneensis</i>	Kura-kura Biuku	Critically Endangered
60	<i>Leucopsar rothschildi</i>	Jalak Bali	Critically Endangered
61	<i>Cacatua sulphurea</i>	Kakatua Jambul Kuning Kecil	Critically Endangered

DAFTAR NAMA FLORA

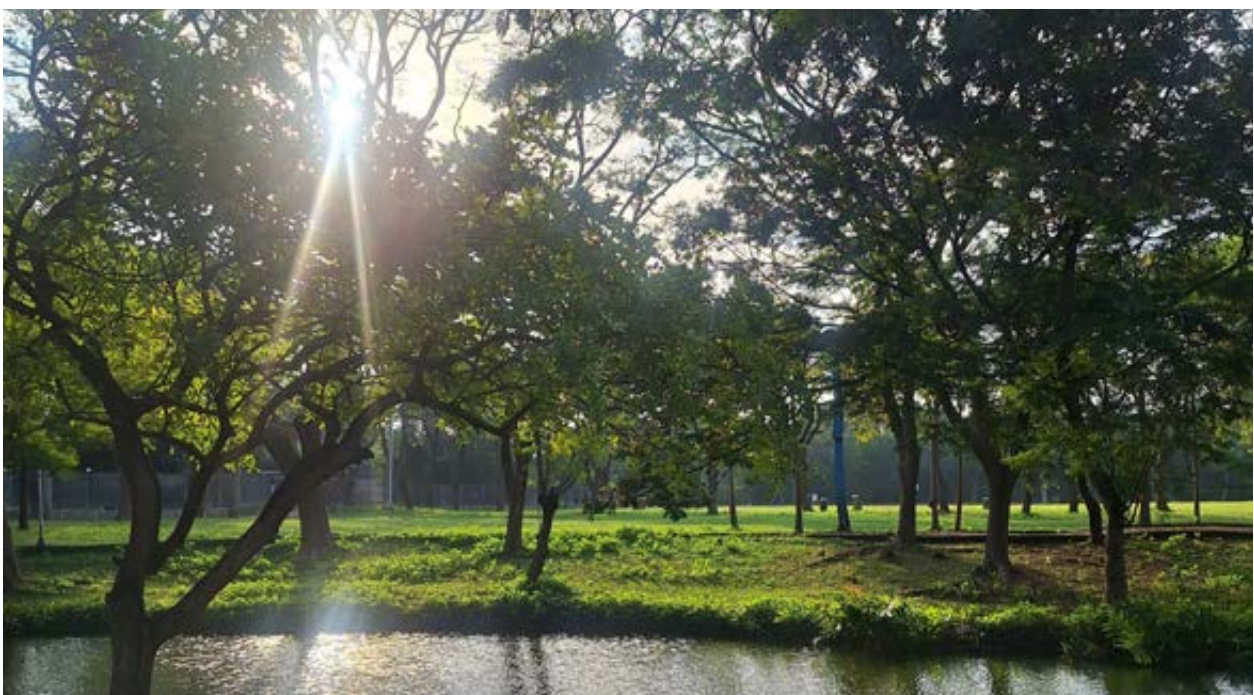
List of Flora

No	NAMA SPESIES Species name	NAMA LOKAL Local name	JUMLAH Total
1	Akasia	<i>Acacia mangium</i>	4
2	Alpukat	<i>Persea americana</i>	1
3	Angsana	<i>Pterocarpus indicus</i>	66
4	Api Api	<i>Avicennia alba</i>	8
5	Asem Jawa	<i>Tamarindus indica</i>	5
6	Atamimi	<i>Kigelia sp</i>	79
7	Baobab	<i>Adansonia digitata</i>	10
8	Belimbing	<i>Averrhoa carambola L</i>	1
9	Beringin	<i>Ficus benjamina</i>	73
10	Beringin Sabre	<i>Ficus Maclellandii</i>	9
11	Bintaro	<i>Cerbera manghas L.</i>	6
12	Biola Cantik	<i>Ficus lyrata</i>	22
13	Bisbul	<i>Diospyros discolor</i>	3
14	Bismarkia Silver	<i>Bismarckia nobilis</i>	2
15	Palem Bismarkia	<i>Bismarckia nobilis</i>	104
16	Bodhi	<i>Ficus religiosa</i>	8
17	Buni Keraton	<i>Antidesma bunius L.</i>	12
18	Bunut	<i>Ficus virens</i>	1
19	Buttercup	<i>Cochlospermum vitifolium</i>	1
20	Butun	<i>Barringtonia asiatica</i>	28
21	Cemara Angin	<i>Casuarina junghuhniana</i>	2
22	Cemara Laut	<i>Casuarina equisetifolia L.</i>	1
23	Cermai	<i>Phyllanthus acidus (L.) Skeels</i>	2
24	Cordia Kendal Sari	<i>Cordia dichotoma</i>	1
25	Flamboyan	<i>Delonix regia</i>	48
26	Glodogan Tiang	<i>Polyalthia longifolia</i>	33
27	Jambu	<i>Psidium guajava L.</i>	4
28	Jambu Air	<i>Syzygium aqueum</i>	5
29	Jambu Klutuk	<i>Psidium guajava</i>	1
30	Jaranan	<i>Lannea coromandelica</i>	2
31	Jati Mas	<i>Tectona grandis L.</i>	1
32	Jeruk	<i>Citrus sinensis (L.)</i>	1
33	Jeruk Purut	<i>Citrus hystrix DC.</i>	1
34	Kamboja	<i>Plumeria alba</i>	57

No	NAMA SPESIES Species name	NAMA LOKAL Local name	JUMLAH Total
35	Kamboja Kuning	—	22
36	Kamboja Merah	—	3
37	Kamboja Pink	—	33
38	Kamboja Pink Cendana	—	4
39	Kamboja Pink Putih	—	2
40	Kamboja Putih	—	33
41	Kamboja Tricolor	—	22
42	Kamboja Tricolor Cendana	—	18
43	Kapuk Randu	<i>Ceiba pentandra</i>	5
44	Karet Munding	<i>Ficus elastica</i>	118
45	Kayu Hitam	<i>Diospyros celebica</i>	97
46	Keben	<i>Barringtonia asiatica</i>	3
47	Kelapa	<i>Cocos nucifera</i>	536
48	Kelapa Sawit	<i>Elaeis guineensis</i>	1
49	Kelengkeng	<i>Dimocarpus longan</i>	3
50	Ketapang	<i>Terminalia catappa</i>	35
51	Ketapang Kencana/Mini	<i>Terminalia mantaly</i>	45
52	Kol Banda	<i>Pisonia alba</i>	2
53	Kupu Kupu	<i>Bauhinia purpurea</i>	43
54	Lohansung	<i>Podocarpus macrophyllus</i>	22
55	Mahoni	<i>Swietenia mahagoni</i>	13
56	Mangga	<i>Mangifera indica</i>	32
57	Mindi	<i>Melia azedarach</i>	17
58	Nangka	<i>Artocarpus heterophyllus</i>	2
59	Nyamplung	<i>Calophyllum inophyllum</i>	23
60	Palem Dop/Palem Botol	<i>Hyophorbe lagenicaulis</i>	11
61	Palem Ekor Tupai	<i>Wodyetia bifurcata</i>	2
62	Palem Jepang	<i>Ptychosperma macarthurii</i>	12
63	Palem Kenari	<i>Phoenix canariensis</i>	44
64	Palem Kurma	<i>Phoenix dactylifera</i>	3
65	Palem Putri	<i>Adonidia merrillii</i>	410
66	Palem Raja	<i>Roystonea regia</i>	59
67	Palem Sadeng	<i>Saribus rotundifolius</i>	1.172
68	Palem Segitiga	<i>Dypsis decaryi</i>	5
69	Pandan Laut	<i>Pandanus odorifer</i>	2
70	Parahiba	<i>Schizolobium parahyba</i>	14



No	NAMA SPESIES Species name	NAMA LOKAL Local name	JUMLAH Total
71	Patah Tulang	<i>Euphorbia tirucalli</i>	1
72	Pilang	<i>Vachellia leucophloea</i>	1
73	Pohon Buas Buas	<i>Premna serratifolia</i>	1
74	Pohon Roda	<i>Hura crepitans</i>	6
75	Polongan	<i>Pongamia pinnata</i>	61
76	Pulai	<i>Alstonia scholaris</i>	19
77	Sawo	<i>Manilkara zapota</i>	1
78	Sawo Kecil	<i>Manilkara kauki</i>	1
79	Sengon	<i>Paraserianthes falcataria</i>	13
80	Spathodea	<i>Spathodea campanulata</i>	1
81	Srikaya	<i>Annona squamosa L.</i>	2
82	Sukun	<i>Artocarpus altilis</i>	6
83	Tabebuia	<i>Tabebuia rosea</i>	19
84	Tabebuia Kuning	<i>Handroanthus chrysotrichus</i>	14
85	Tanjung	<i>Mimusops elengi</i>	23
86	Trembesi	<i>Samanea saman</i>	299
87	Walisongo	<i>Schefflera arboricola</i>	1
88	Waru	<i>Hibiscus tiliaceus</i>	143
89	Waru Maroon	<i>Hibiscus tiliaceus</i>	7
90	Waru Varigata	<i>Hibiscus tiliaceus</i>	5
Jumlah Total			4.094



PENGELOLAAN HABITAT PENYU SISIK DI PULAU BIDADARI

Sebagai bagian dari komitmen Perseroan dalam menjaga keanekaragaman hayati pesisir dan laut, Ancol bersama BKSDA Jakarta melakukan kajian ilmiah terhadap area operasional yang memiliki nilai ekologis penting. Salah satu kajian tersebut adalah Kajian Kesesuaian Pulau Bidadari, Kepulauan Seribu, sebagai Habitat Peneluran Penyu Sisik (*Eretmochelys imbricata*) yang dilaksanakan pada tahun 2025. Kajian ini menjadi dasar ilmiah bagi pelaksanaan kegiatan konservasi *in-situ* di kawasan Pulau Bidadari.

Hasil kajian menunjukkan bahwa Pulau Bidadari secara umum masih memiliki karakteristik biofisik pantai yang sesuai untuk mendukung aktivitas peneluran Penyu Sisik. Berdasarkan pengukuran lapangan, pantai Pulau Bidadari memiliki lebar rata-rata sekitar 18,46 meter dengan kemiringan pantai landai berkisar 5,48°–6,39°, kondisi yang dinilai ideal bagi penyu untuk mengakses lokasi peneluran. Tekstur sedimen pantai didominasi oleh pasir sedang hingga kasar dengan proporsi lebih dari 90%, yang mendukung kestabilan sarang, pertukaran gas, serta tingkat kelembapan yang sesuai bagi proses inkubasi telur penyu.

Dari sisi kualitas mikrohabitat, kadar air pasir Pulau Bidadari berada pada kisaran 2–12% dengan rata-rata sekitar 7,8%, yang masih berada dalam rentang optimal bagi perkembangan embrio penyu. Uji kelembutan pasir menunjukkan bahwa sebagian area pantai masih mudah digali hingga kedalaman sarang alami penyu, meskipun terdapat beberapa titik yang mengalami penurunan kualitas akibat abrasi, struktur bangunan, serta perakaran vegetasi yang rapat. Kondisi ini menjadi salah satu faktor pembatas yang perlu dikelola secara adaptif dalam pengelolaan kawasan.

Kajian juga mengidentifikasi bahwa Pulau Bidadari masih memiliki sejarah aktivitas peneluran Penyu Sisik dalam lima tahun terakhir, dengan rata-rata ditemukan sekitar 4–5 sarang per tahun. Keberadaan predator alami seperti biawak masih berada dalam tingkat kepadatan yang relatif normal dibandingkan pulau-pulau lain di Kepulauan Seribu. Sementara itu, pengelolaan sampah anorganik di kawasan pantai dinilai cukup baik, sehingga tidak menjadi hambatan utama bagi aktivitas peneluran penyu.

HAWKSBILL SEA TURTLE HABITAT MANAGEMENT ON BIDADARI ISLAND

As part of the Company's commitment to conserving coastal and marine biodiversity, Ancol, in collaboration with BKSDA Jakarta, conducted a scientific assessment of operational areas with significant ecological value. One such assessment was the Suitability Study of Bidadari Island, Kepulauan Seribu, as a Hawksbill Turtle (*Eretmochelys imbricata*) nesting habitat, which was carried out in 2025. This study serves as the scientific basis for the implementation of *in-situ* conservation activities on Bidadari Island.

The results of the study indicate that Bidadari Island generally still possesses coastal biophysical characteristics suitable for supporting Hawksbill Turtle nesting activities. Based on field measurements, the beach of Bidadari Island has an average width of approximately 18.46 meters with a gentle slope ranging from 5.48° to 6.39°, conditions considered ideal for turtle access to nesting sites. The beach sediment texture is dominated by medium to coarse sand, accounting for more than 90% of the composition, which supports nest stability, gas exchange, and appropriate moisture levels for turtle egg incubation.

In terms of microhabitat quality, the sand moisture content on Bidadari Island ranges from 2% to 12%, with an average of approximately 7.8%, remaining within the optimal range for turtle embryo development. Sand softness tests indicate that several beach areas are still easily excavated to the natural nesting depth of turtles. However, certain locations have experienced a decline in quality due to abrasion, built structures, and dense vegetation root systems. These conditions represent limiting factors that require adaptive management in the overall area management approach.

The study also identified that Bidadari Island has recorded Hawksbill Turtle nesting activity within the past five years, with an average of approximately 4–5 nests per year. The presence of natural predators, such as monitor lizards, remains at relatively normal population densities compared to other islands in the Kepulauan Seribu. Meanwhile, the management of inorganic waste along the beach area is considered adequate and does not constitute a major barrier to turtle nesting activities.



Dari hasil perhitungan Indeks Kesesuaian Habitat (IKH), Pulau Bidadari memperoleh nilai sebesar 2,83 yang mengindikasikan kategori sesuai sebagai habitat peneluran Penyu Sisik. Faktor pembatas utama yang perlu mendapatkan perhatian lebih lanjut adalah tingginya tutupan vegetasi tajuk dan gangguan cahaya buatan dari fasilitas wisata serta aktivitas perairan di sekitar pulau. Kajian merekomendasikan pengelolaan pencahayaan ramah satwa, pengendalian vegetasi secara selektif, serta penguatan upaya perlindungan sarang sebagai langkah peningkatan daya dukung habitat.

Kajian ini menjadi landasan ilmiah bagi Ancol dalam melaksanakan program konservasi Penyu Sisik secara berkelanjutan di Pulau Bidadari, termasuk kegiatan pelepasliaran tukik, perlindungan sarang alami, serta edukasi publik.

Based on the calculation of the Habitat Suitability Index (HSI), Bidadari Island obtained a score of 2.83, indicating that the island falls within the "suitable" category as a Hawksbill Turtle nesting habitat. The main limiting factors requiring further attention include high canopy vegetation cover and artificial light disturbance from tourism facilities and surrounding marine activities. The study recommends the implementation of wildlife-friendly lighting management, selective vegetation control, and strengthened nest protection measures to enhance habitat carrying capacity.

This study serves as a scientific foundation for Ancol in implementing sustainable Hawksbill Turtle conservation programs on Bidadari Island, including hatchling release activities, protection of natural nests, and public education initiatives.





RESTORASI KERANG HIJAU, KEANEKARAGAMAN HAYATI LAUT ANCOL KINI DAN NANTI

Sebagai kawasan wisata pesisir yang berlokasi di Teluk Jakarta, Ancol menghadapi tantangan kualitas perairan laut yang dipengaruhi oleh aktivitas perkotaan, termasuk limpasan limbah domestik dan industri dari wilayah sekitarnya. Kondisi ini berpotensi menurunkan kualitas air laut, serta memengaruhi kesehatan ekosistem pesisir. Paparan pencemar, termasuk logam berat seperti merkuri (Hg), kadmium (Cd), timbal (Pb), kromium (Cr), dan timah (Sn), telah teridentifikasi pada biota laut di wilayah Teluk Jakarta dan menjadi perhatian dalam pengelolaan lingkungan pesisir.

Menanggapi tantangan tersebut, sejak tahun 2018 Perseroan menginisiasi Program Jernih Laut Jakarta yang berfokus pada restorasi kerang hijau sebagai salah satu solusi berbasis alam untuk mendukung pemulihan kualitas air laut dan keanekaragaman hayati pesisir. Kerang hijau (*Perna viridis*) memiliki peran ekologis sebagai organisme penyaring alami (*filter feeder*) yang mampu membantu mengurangi beban partikel dan zat pencemar di perairan laut, sehingga keberadaannya berkontribusi terhadap peningkatan kualitas perairan dan stabilitas ekosistem.

GREEN MUSSEL RESTORATION: ANCOL'S MARINE BIODIVERSITY TODAY AND TOMORROW

As a coastal tourism destination located in Jakarta Bay, Ancol faces marine water quality challenges influenced by urban activities, including domestic and industrial wastewater runoff from surrounding areas. These conditions have the potential to degrade seawater quality and adversely affect the health of coastal ecosystems. Exposure to pollutants, including heavy metals such as mercury (Hg), cadmium (Cd), lead (Pb), chromium (Cr), and tin (Sn), has been identified in marine biota in Jakarta Bay and remains a key concern in coastal environmental management.

In response to these challenges, since 2018 the Company has initiated the Jakarta Clear Sea Program, which focuses on green mussel restoration as a nature-based solution to support the recovery of marine water quality and coastal biodiversity. Green mussels (*Perna viridis*) play an important ecological role as natural filter feeders capable of reducing particulate matter and pollutants in seawater. Their presence contributes to improved water quality and enhanced ecosystem stability.

Berdasarkan hasil penelitian dan eksperimen yang dilakukan oleh tim konservasi Ancol, diketahui bahwa setiap 1 kilogram kerang hijau mampu menyaring sekitar 3 liter air laut per jam. Sepanjang tahun 2025, kegiatan restorasi kerang hijau telah mencapai total 4.200 kilogram dan melibatkan partisipasi 517 orang dari berbagai komunitas yang secara keseluruhan turut mendukung upaya perbaikan kualitas perairan di kawasan Ancol.

Selain aspek restorasi, Program Jernih Laut Jakarta juga diperkuat melalui kegiatan edukasi dan kolaborasi. Dalam rangka memperingati Hari Lingkungan Hidup dan Hari Laut Sedunia pada 8 Juni 2025, Perseroan berkolaborasi dengan Komunitas Karya Pelajar Mengabdikan Bangsa Indonesia (KOMIB) dalam penyelenggaraan Side Event Youth Water Forum. Kegiatan ini menjadi sarana peningkatan kesadaran generasi muda terhadap pentingnya perlindungan ekosistem laut dan peran langsung dalam menjaga keberlanjutan lingkungan pesisir.

Based on research and experimental activities conducted by Ancol's conservation team, it was found that every 1 kilogram of green mussels is capable of filtering approximately 3 liters of seawater per hour. Throughout 2025, green mussel restoration activities reached a total of 4,200 kilograms and involved the participation of 517 individuals from various communities, collectively supporting efforts to improve water quality in the Ancol area.

Beyond restoration activities, the Jakarta Clear Sea Program is also strengthened through education and collaboration initiatives. In commemoration of World Environment Day and World Oceans Day on 8 June 2025, the Company collaborated with the Komunitas Karya Pelajar Mengabdikan Bangsa Indonesia (KOMIB) to organize the Youth Water Forum Side Event. This activity served as a platform to raise awareness among young people regarding the importance of protecting marine ecosystems and their direct role in supporting the sustainability of coastal environments.



Pada tahun 2025, Perseroan mengembangkan video animasi edukasi mengenai Program Restorasi Kerang Hijau yang dipublikasikan melalui kanal YouTube resmi Ancol sebagai sarana peningkatan edukasi publik, dan dapat diakses melalui QR code berikut :

In 2025, the Company also developed an educational animated video on the Green Mussel Restoration Program, which was published through Ancol's official YouTube channel as part of its public education efforts. The video can be accessed via the following QR code:



Ruang Keajaiban

PROGRAM UJI COBA TRANSPLANTASI TERUMBU KARANG

Sejak tahun 2023, terumbu karang mulai ditemukan di beberapa titik perairan Ancol, khususnya di area gugusan restorasi kerang hijau, dan menunjukkan perkembangan pada tahun-tahun berikutnya. Temuan ini memberikan indikasi adanya potensi pertumbuhan dan pemulihan terumbu karang di perairan Ancol, terutama dari jenis *Favia*. Berdasarkan temuan tersebut, Perseroan menginisiasi uji coba transplantasi terumbu karang di perairan Ancol melalui kerja sama dengan Lembaga Pengembangan Potensi Pariwisata dan Konservasi Kelautan (LP3K2) Kepulauan Seribu.

Sebagai pengembang dan pengelola kawasan wisata pesisir yang berada di Teluk Jakarta, PJAA mengambil peran aktif dalam upaya pemulihan kualitas perairan laut melalui program penjernihan air laut yang terintegrasi dengan restorasi kerang hijau dan terumbu karang. Program ini dijalankan secara berkelanjutan dan telah memberikan dampak positif terhadap keanekaragaman hayati perairan Ancol, sekaligus berfungsi sebagai wahana edukasi lingkungan bagi masyarakat dan pengunjung.

Pelaksanaan program dilakukan secara bertahap, diawali dengan pemetaan dasar laut pada tahun 2018, dilanjutkan dengan pelibatan komunitas dan masyarakat sejak tahun 2019 hingga saat ini, serta perhitungan area terdampak dan pemantauan keanekaragaman hayati laut yang dilakukan secara berkelanjutan. Berdasarkan hasil pengamatan pada tahun 2025, tercatat keberadaan 20 individu terumbu karang dari jenis *Favia*, *Favites*, dan *Turbinaria* di area uji coba transplantasi.

Selain kegiatan di kawasan Ancol, Perseroan juga berpartisipasi dalam aksi peduli terumbu karang di Kepulauan Seribu, tepatnya di Pulau Tidung Kecil dan Pulau Pramuka, melalui kegiatan Coral Triangle Day yang diselenggarakan pada 25–26 Juni 2025 sebagai bagian dari komitmen Perseroan dalam mendukung upaya pelestarian terumbu karang dan ekosistem laut secara lebih luas di wilayah Kepulauan Seribu.



CORAL REEF TRANSPLANTATION PILOT PROGRAM

Since 2023, coral reefs have begun to be observed at several locations in Ancol waters, particularly within the green mussel restoration clusters, and have continued to show development in subsequent years. These findings indicate the potential for coral reef growth and recovery in Ancol waters, especially for coral species from the *Favia* genus. Based on these observations, Perseroan initiated a pilot coral transplantation program in Ancol waters in collaboration with the Institute for Tourism Potential Development and Marine Conservation (LP3K2) of the Thousand Islands.

As the developer and operator of a coastal tourism area located in Jakarta Bay, PJAA plays an active role in restoring marine water quality through a seawater purification program integrated with green mussel and coral reef restoration. This program is implemented on a continuous basis and has generated positive impacts on marine biodiversity in Ancol waters, while also serving as a platform for environmental education for the public and visitors.

The program has been implemented in stages, beginning with seabed mapping conducted in 2018, followed by community and public engagement initiatives starting in 2019 and continuing to the present, as well as the calculation of affected areas and ongoing monitoring of marine biodiversity. Based on observations conducted in 2025, a total of 20 coral individuals from the genera *Favia*, *Favites*, and *Turbinaria* were recorded in the coral transplantation pilot area.

In addition to activities carried out within the Ancol area, Perseroan also participated in coral reef conservation actions in the Thousand Islands, specifically on Tidung Kecil Island and Pramuka Island, through Coral Triangle Day activities held on 25–26 June 2025. This participation forms part of the Company's commitment to supporting broader coral reef conservation and marine ecosystem protection efforts throughout the Thousand Islands region.





PELEPASLIARAN TUKIK PENYU SISIK DI PULAU BIDADARI - SERIBU TUKIK SEJUTA HARAPAN

Release of Hawksbill Turtle Hatchlings on Bidadari Island - A Thousand Hatchlings, A Million Hopes

Sebagai bentuk komitmen dalam pelestarian keanekaragaman hayati laut, Perseroan tidak hanya berfokus pada upaya konservasi *ex-situ*, tetapi juga secara aktif mendukung konservasi ekosistem pesisir melalui pendekatan *in-situ*. Salah satu wujud nyata dari komitmen tersebut adalah pelaksanaan kegiatan pelepasliaran tukik Penyu Sisik (*Eretmochelys imbricata*) di Pulau Bidadari, Kepulauan Seribu, sebagai bagian dari upaya berkelanjutan Perseroan dalam melindungi spesies laut yang terancam punah.

Penyu sisik merupakan salah satu dari enam spesies penyu yang terdapat di Indonesia dan dikategorikan berstatus kritis oleh IUCN. Berdasarkan kajian kesesuaian habitat yang dilakukan oleh BKSDA Jakarta, Pulau Bidadari dinilai masih mendukung sebagai habitat peneluran dan pertumbuhan penyu sisik. Karakteristik pantai yang memadai, kualitas pasir yang sesuai, serta tingkat predasi yang masih dalam batas normal menjadikan kawasan ini penting dalam mendukung kelangsungan hidup spesies tersebut.

As a form of commitment to marine biodiversity conservation, the Company does not only focus on *ex-situ* conservation efforts but also actively supports coastal ecosystem conservation through an *in-situ* approach. One concrete manifestation of this commitment is the release of Hawksbill turtle hatchlings (*Eretmochelys imbricata*) on Bidadari Island, Thousand Islands, as part of the Company's ongoing efforts to protect endangered marine species.

The Hawksbill turtle is one of six turtle species found in Indonesia and is categorized as critically endangered by the IUCN. Based on a habitat suitability study conducted by BKSDA Jakarta, Bidadari Island is considered supportive as a nesting and growth habitat for Hawksbill turtles. The adequate beach characteristics, suitable sand quality, and predation levels that remain within normal limits make this area vital in supporting the survival of the species.



Pada 15 Desember 2025, sebanyak 150 tukik penyu sisik berhasil menetas secara alami di Pulau Bidadari. Keberhasilan penetasan ini menunjukkan bahwa Pulau Bidadari masih berfungsi sebagai habitat penting dan alami bagi penyu sisik untuk bertelur dan berkembang biak. Selanjutnya, pada 16 Desember 2025, seluruh tukik tersebut dilepasliarkan ke laut lepas. kegiatan pelepasliaran dilakukan oleh Tim Konservasi Ancol dengan asistensi dari Kementerian Kelautan dan Perikanan (KKP) sebagai bagian dari upaya pelestarian populasi penyu dan perlindungan keanekaragaman hayati laut.

Subsequently, on December 16, 2025, all 150 hatchlings were released into the open sea. The release was carried out by the Ancol Conservation Team with facilitation from the Ministry of Marine Affairs and Fisheries as part of ongoing efforts to support turtle population recovery and safeguard marine biodiversity. This initiative reinforces the Company's long-term commitment to protecting endangered marine species while maintaining the ecological integrity of coastal and marine ecosystems.

“**Selain Konservasi *ex situ*, Perseroan juga mendorong konservasi *in-situ* diantaranya melakukan pelepasliaran tukik penyu sisik serta menjaga keaslian habitat penyu sisik di Pulau Bidadari.**”

“In addition to ex-situ conservation efforts, the Company also promotes in-situ conservation, including the release to wildlife for Small-spotted catshark, as well as preservation of the natural habitat for hawksbill sea turtle in Bidadari Island. In December 2025.”



TIGA PULUH TIGA TAHUN SEA WORLD ANCOL: INISIATIF KONSERVASI IKAN HIU BERJALAN SEBAGAI BIOTA LAUT ENDEMIK

Thirty-Three Years of Sea World Ancol: Walking Shark Conservation Initiative as Endemic Marine Biota



Dalam rangka memperingati 33 tahun operasionalnya pada 2 Oktober 2025, Sea World Ancol menegaskan kembali perannya sebagai destinasi eduwisata kelautan yang mengedepankan edukasi, konservasi, dan riset. Sejak beroperasi pada tahun 1992, Sea World Ancol tidak hanya menghadirkan sarana rekreasi, tetapi juga secara konsisten berkontribusi dalam peningkatan kesadaran publik serta pelestarian ekosistem laut Indonesia.

Momentum perayaan ulang tahun ke-33 ini ditandai dengan kehadiran biota baru, yaitu Hiu Berjalan Halmahera (*Hemiscyllium halmahera*), spesies hiu endemik dari Maluku Utara yang berstatus Hampir Terancam menurut International Union for Conservation of Nature. Kehadiran spesies ini merupakan hasil

In commemoration of its 33rd anniversary of operations on October 2, 2025, Sea World Ancol reaffirms its role as a marine edutourism destination that prioritizes education, conservation, and research. Since starting operations in 1992, Sea World Ancol has not only provided recreational facilities but has also consistently contributed to increasing public awareness and preserving Indonesia's marine ecosystems.

The momentum of this 33rd-anniversary celebration is marked by the introduction of a new biota, the Halmahera Walking Shark (*Hemiscyllium halmahera*), an endemic shark species from North Maluku listed as Near Threatened by the International Union for Conservation of Nature. The presence of this species is the result of a

“ Hiu Berjalan Halmahera ini adalah salah satu bukti nyata kekayaan laut Indonesia yang unik di dunia. Di usia ke-33 tahun, kami ingin menegaskan bahwa Sea World Ancol tidak hanya menghadirkan hiburan, tetapi juga menjadi pusat pembelajaran dan konservasi yang berkelanjutan.”

“This Halmahera Walking Shark is concrete evidence of Indonesia’s marine wealth, which is unique in the world. In this 33rd anniversary, we want to emphasize that Sea World Ancol does not only provide entertainment but also serves as a center for sustainable learning and conservation,”

kolaborasi program riset dan konservasi bersama Badan Riset dan Inovasi Nasional sebagai bagian dari upaya pelestarian spesies laut endemik Indonesia.

Melalui program pengembangbiakan terkontrol dan penyediaan sarana edukasi bagi pengunjung, Sea World Ancol memperkuat kontribusinya dalam konservasi keanekaragaman hayati laut serta peningkatan literasi lingkungan.

“Hiu Berjalan Halmahera ini adalah salah satu bukti nyata kekayaan laut Indonesia yang unik di dunia. Di usia ke-33 tahun, kami ingin menegaskan bahwa Sea World Ancol tidak hanya menghadirkan hiburan, tetapi juga menjadi pusat pembelajaran dan konservasi yang berkelanjutan.” ujar Eddy Prastiyo – Direktur Operasional PT Pembangunan Jaya Ancol Tbk.

collaborative research and conservation program with the National Research and Innovation Agency (BRIN) as part of efforts to preserve Indonesia’s endemic marine species.

Through controlled breeding programs and the provision of educational facilities for visitors, Sea World Ancol strengthens its contribution to marine biodiversity conservation and the enhancement of environmental literacy.

“This Halmahera Walking Shark is concrete evidence of Indonesia’s marine wealth, which is unique in the world. In this 33rd anniversary, we want to emphasize that Sea World Ancol does not only provide entertainment but also serves as a center for sustainable learning and conservation,” said Eddy Prastiyo – Director of Operations of PT Pembangunan Jaya Ancol Tbk.





PENGADUAN TERKAIT LINGKUNGAN HIDUP [GRI 2-27] [OJK F.16]

Perseroan berkomitmen untuk menjalankan operasional secara bertanggung jawab dan mematuhi seluruh regulasi lingkungan hidup yang berlaku sebagai bagian dari penerapan prinsip keberlanjutan. Komitmen tersebut tercermin dalam berbagai praktik pengelolaan lingkungan, mulai dari pengelolaan limbah dan air limbah yang sesuai ketentuan, penerapan efisiensi sumber daya, hingga upaya konservasi kawasan hijau dan ekosistem pesisir di lingkungan Ancol. Perseroan juga secara berkelanjutan melaksanakan rehabilitasi lingkungan, seperti penanaman mangrove, pelestarian ekosistem pantai, dan perlindungan biota laut sebagai kontribusi nyata terhadap keberlanjutan keanekaragaman hayati.

Meskipun Perseroan terus meminimalkan dampak lingkungan melalui berbagai program mitigasi, Perseroan tetap menjaga prinsip keterbukaan dan akuntabilitas dengan menyediakan mekanisme pengaduan bagi masyarakat maupun pemangku kepentingan lainnya. Setiap pihak yang merasa terdampak oleh kegiatan operasional Perseroan dapat menyampaikan pengaduan melalui saluran resmi yang tersedia, yaitu chat melalui aplikasi WhatsApp, situs web, maupun surat elektronik (email) yang dikelola oleh unit terkait. Setiap laporan atau pengaduan yang diterima akan dicatat, diverifikasi, dan ditindaklanjuti sesuai prosedur internal, termasuk koordinasi lintas-unit jika diperlukan, guna memastikan penanganan yang cepat, objektif, dan sesuai ketentuan perundang-undangan.

Sepanjang periode pelaporan hingga 31 Desember 2025, Perseroan tidak menerima pengaduan terkait lingkungan hidup dari masyarakat maupun pemangku kepentingan lainnya. Tidak adanya pengaduan ini sejalan dengan kinerja pengelolaan lingkungan yang efektif, serta menunjukkan bahwa implementasi kebijakan dan prosedur kepatuhan lingkungan berjalan dengan baik. Selain itu, pada tahun pelaporan, Perseroan tidak dikenakan sanksi, denda, ataupun tindakan administratif lainnya atas ketidakpatuhan terhadap peraturan lingkungan hidup, sehingga mengukuhkan komitmen Perseroan dalam mematuhi seluruh ketentuan dan menjaga harmoni antara kegiatan operasional dan kelestarian lingkungan.

ENVIRONMENTAL-RELATED COMPLAINTS [GRI 2-27] [OJK F.16]

The Company is committed to conducting its operations responsibly and in full compliance with applicable environmental regulations as part of its sustainability principles. This commitment is reflected in various environmental management practices, ranging from compliant waste and wastewater management, the implementation of resource efficiency measures, to conservation efforts for green areas and coastal ecosystems within the Ancol area. The Company also continuously undertakes environmental rehabilitation initiatives, such as mangrove planting, coastal ecosystem preservation, and marine biodiversity protection, as a tangible contribution to biodiversity sustainability.

Although the Company continuously strives to minimize environmental impacts through various mitigation programs, it upholds the principles of transparency and accountability by providing grievance mechanisms for the public and other stakeholders. Any party affected by the Company's operational activities may submit complaints through the available official channels, including WhatsApp chat, the Company's website, and electronic mail (email), which are managed by the relevant units. All reports or complaints received are recorded, verified, and followed up in accordance with internal procedures, including cross-unit coordination where necessary, to ensure prompt, objective, and compliant handling in line with applicable laws and regulations.

Throughout the reporting period up to 31 December 2025, the Company did not receive any environmental-related complaints from the public or other stakeholders. The absence of complaints is consistent with the Company's effective environmental management performance and indicates that the implementation of environmental compliance policies and procedures has been carried out properly. Furthermore, during the reporting year, the Company was not subject to any sanctions, fines, or other administrative actions related to non-compliance with environmental regulations, thereby reinforcing the Company's commitment to regulatory compliance and to maintaining harmony between its operations and environmental sustainability.



Catatan | Notes:

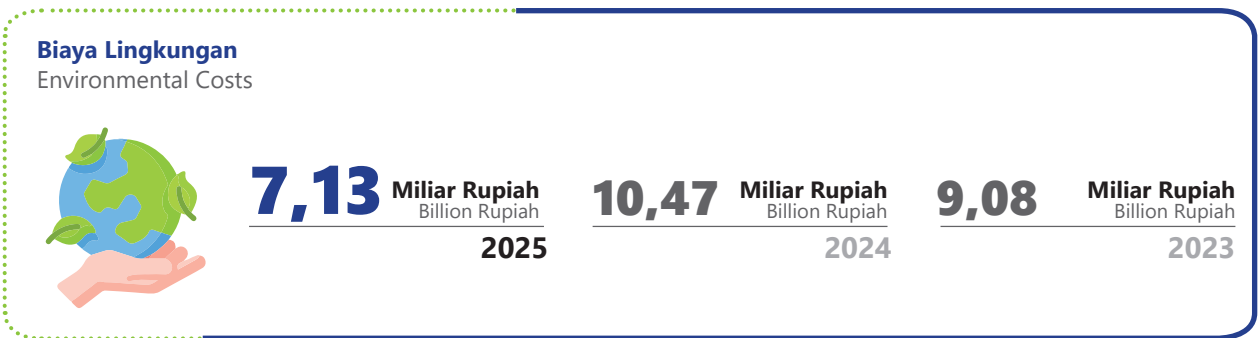
Pohon Paku kapal yang merupakan Pohon tertua dengan usia lebih dari 100 tahun di kawasan Ancol
 The ship fern tree is believed to be the oldest tree in the Ancol area, with an estimated age of over 100 years

BIAYA LINGKUNGAN [OJK F.4]

Perseroan secara konsisten mengalokasikan anggaran khusus untuk mendukung program-program pengelolaan lingkungan sebagai bagian dari komitmen terhadap operasional yang bertanggung jawab dan berkelanjutan. Biaya lingkungan tersebut mencakup berbagai aktivitas yang bertujuan meminimalkan potensi dampak negatif terhadap lingkungan sekaligus memastikan bahwa seluruh kegiatan operasional memenuhi ketentuan peraturan perundang-undangan yang berlaku. Sepanjang tahun 2025, Perseroan mengeluarkan biaya lingkungan sebesar Rp 7,13 miliar untuk mendukung kegiatan pengelolaan taman dan ruang terbuka hijau, pemeliharaan kebersihan area wisata, pengelolaan limbah dan air limbah, serta pemantauan kualitas lingkungan dan mitigasi lingkungan lainnya.

ENVIRONMENTAL COSTS [OJK F.4]

The Company consistently allocates a dedicated budget to support environmental management programs as part of its commitment to responsible and sustainable operations. These environmental expenditures cover a range of activities aimed at minimizing potential negative environmental impacts while ensuring that all operational activities comply with applicable laws and regulations. Throughout 2025, the Company incurred total environmental costs of IDR 7.13 billion to support the management of parks and green open spaces, maintenance of cleanliness across tourist areas, waste and wastewater management, environmental quality monitoring, and other environmental mitigation initiatives.







Kinerja Sosial Berkelanjutan

Sustainable Social Performance



05

KINERJA SOSIAL BERKELANJUTAN

Sustainable Social Performance

...

“Ancol mengelola karyawan secara menyeluruh melalui proses rekrutmen, pengembangan kompetensi, pengelolaan kinerja, serta pemenuhan kesejahteraan sesuai regulasi ketenagakerjaan. Perseroan memastikan lingkungan kerja yang inklusif, adil, dan bebas diskriminasi, serta menyediakan berbagai program pelatihan untuk mendukung peningkatan kompetensi karyawan.”

“Ancol manages its workforce comprehensively through structured recruitment processes, competency development, performance management, and the fulfillment of employee welfare in accordance with applicable labor regulations. The Company ensures an inclusive, fair, and non-discriminatory work environment, while providing various training and development programs to continuously enhance employee competencies.”

Karyawan merupakan aset yang berharga bagi sebuah perusahaan karena mereka memiliki peran penting dalam menjalankan strategi, menjaga kualitas layanan, dan mendorong inovasi. Pengelolaan karyawan yang baik dapat menciptakan operasional yang efisien, pengalaman pelanggan yang unggul, serta budaya kerja yang positif.

Employees are valuable assets to a company, as they play a crucial role in executing business strategies, maintaining service quality, and driving innovation. Effective employee management contributes to operational efficiency, superior customer experience, and the development of a positive and productive work culture.



PENGLOLAAN KARYAWAN [GRI 3-3]

Ancol mengelola karyawan secara komprehensif mulai dari proses rekrutmen, pengembangan kompetensi, pengembangan karier, kesejahteraan, dan evaluasi kinerja. Pengelolaan karyawan menjadi tanggung jawab Human Capital Division. Per Desember 2025, Ancol mengelola sebanyak 577 orang karyawan. Jumlah tersebut mencakup karyawan PJA dan TIJA.

REKRUTMEN

Perseroan menjunjung tinggi prinsip kesetaraan dalam kesempatan bekerja dan melarang keras penggunaan tenaga kerja paksa maupun tenaga kerja anak di seluruh rantai bisnisnya. Di tahun 2025, Ancol merekrut karyawan baru sebanyak 34 orang. *Hire rate* karyawan baru berdasarkan gender mengalami peningkatan jika dibandingkan dengan tahun sebelumnya, dengan *hire rate* karyawan baru laki-laki sebesar 5,7% dan karyawan baru perempuan sebesar 6,8%.

Berdasarkan kelompok usia, *hire rate* juga menunjukkan peningkatan pada seluruh kelompok usia, kecuali kelompok usia di bawah 30 tahun yang mengalami penurunan menjadi 10,5% dibandingkan tahun sebelumnya. [OJK F.19]

EMPLOYEE MANAGEMENT [GRI 3-3]

Ancol manages its employees comprehensively, covering recruitment, competency development, career development, employee welfare, and performance evaluation. Employee management is the responsibility of the Human Capital Department. As of December 2025, Ancol employed a total of 577 employees. This figure includes employees of PJA and TIJA.

RECRUITMENT

The Company upholds the principle of equal employment opportunity and strictly prohibits the use of forced labor and child labor throughout its entire business operations. In 2025, Ancol recruited a total of 34 new employees. The hire rate by gender increased compared to the previous year, with a hire rate of 5.7% for male employees and 6.8% for female employees.

By age group, the hire rate increased across all categories, except for employees under the age of 30, for which the hire rate declined to 10.5% compared to the previous reporting year. [OJK F.19]

TENAGA KERJA BARU (ORANG) [GRI 401-1]

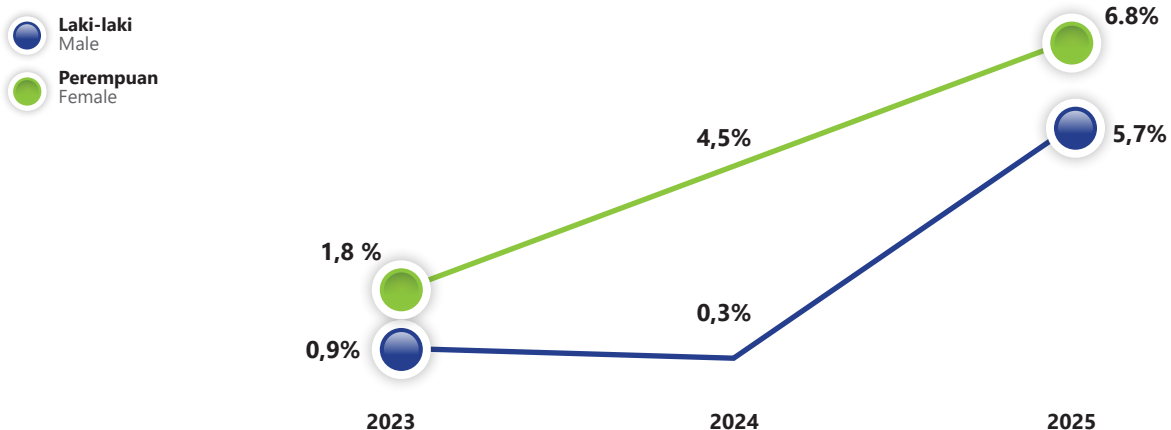
New Employee Hires (People)

BERDASARKAN GENDER

By Gender

DESKRIPSI Description	2025	2024	2023
Laki-laki Male	26	3	4
Perempuan Female	8	5	2
TOTAL	34	8	6

HIRE RATE BERDASARKAN GENDER



TENAGA KERJA BARU (ORANG) [GRI 401-1]

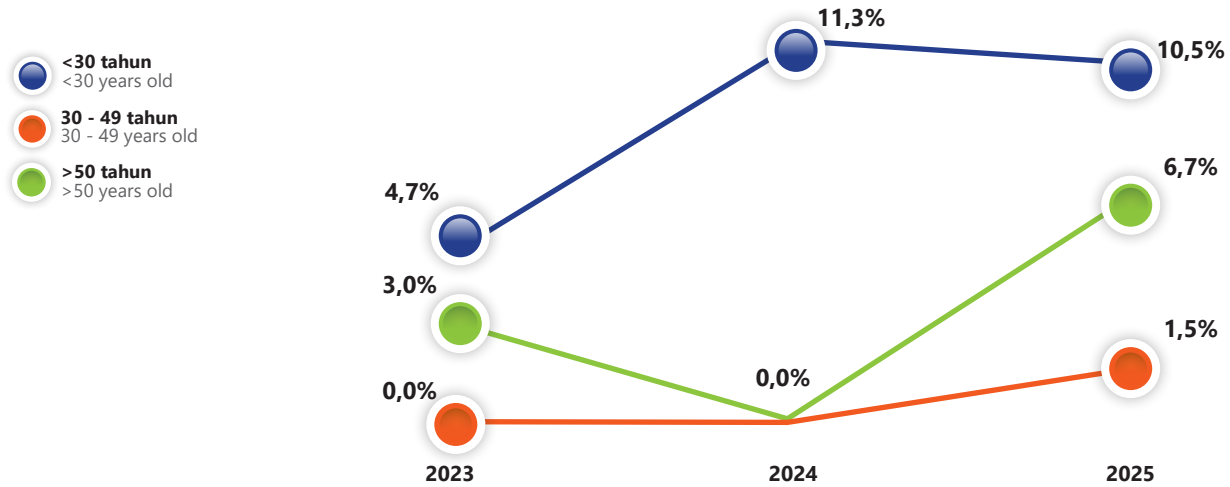
New Employee Hires (People)

BERDASARKAN KELOMPOK UMUR

By Age Group

DESKRIPSI Description	2025	2024	2023
<30 tahun <30 years old	25	8	3
30 - 49 tahun 30 - 49 years old	4	0	0
>50 tahun >50 years old	5	0	3
TOTAL	34	8	6

HIRE RATE BERDASARKAN KELOMPOK UMUR



PERPUTARAN KARYAWAN

Ancol terus berupaya menciptakan lingkungan kerja yang positif agar menjadi pilihan terbaik bagi karyawan maupun calon talenta. Meski demikian, perputaran karyawan merupakan dinamika yang tidak dapat dihindari. Pada tahun 2025, terdapat 26 orang karyawan yang meninggalkan Perseroan.

Alasan karyawan meninggalkan Perseroan meliputi pengunduran diri, berakhirnya masa kontrak, memasuki masa pensiun, dan alasan pribadi lainnya. Untuk menjaga tingkat *turnover* tetap terkendali, Perseroan mengambil sejumlah langkah strategis, antara lain menerapkan struktur kompensasi yang kompetitif berdasarkan standar pasar industri sejenis, menyediakan *benefit* yang menarik, serta membuka peluang pengembangan karier melalui mekanisme lelang jabatan dan berbagai program pelatihan yang relevan dengan profesi dan kompetensi masing-masing karyawan.

EMPLOYEE TURNOVER

Ancol continuously strives to create a positive and supportive working environment in order to remain an employer of choice for both existing employees and prospective talent. Nevertheless, employee turnover is an inherent part of workforce dynamics. In 2025, a total of 26 employees left the Company.

The reasons for employee departures included voluntary resignations, expiration of employment contracts, retirement, and other personal reasons. To maintain a manageable turnover rate, the Company implemented several strategic measures, including offering competitive compensation structures aligned with industry benchmarks, providing attractive employee benefits, and expanding career development opportunities through internal job postings and various training programs tailored to employees' respective roles and competencies.

PERPUTARAN KARYAWAN (ORANG) [GRI 401-1] [S-03]

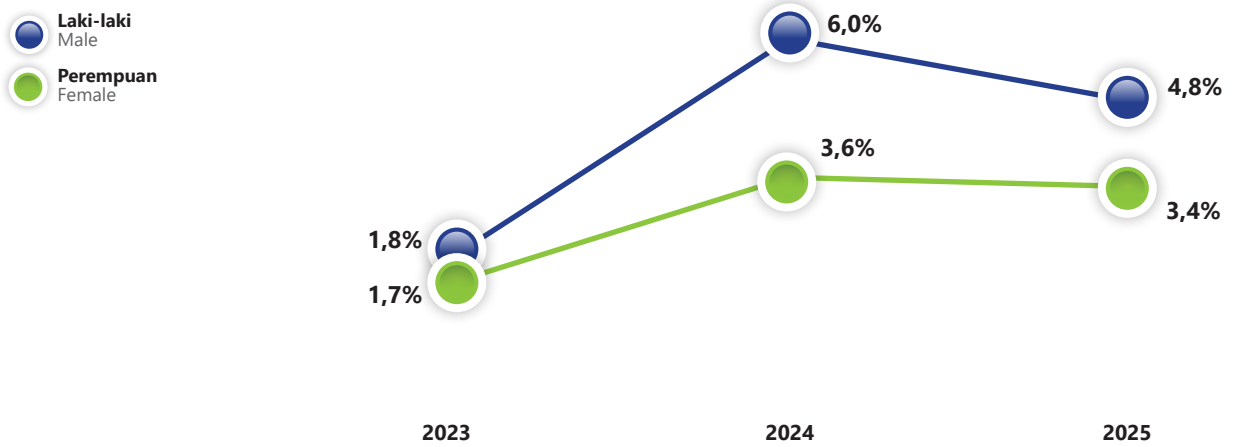
Employee Turnover (People)

BERDASARKAN GENDER

By Gender

DESKRIPSI Description	2025	2024	2023
Laki-laki Male	22	29	8
Perempuan Female	4	4	2
TOTAL	26	33	10

TURNOVER RATE BEDASARKAN GENDER

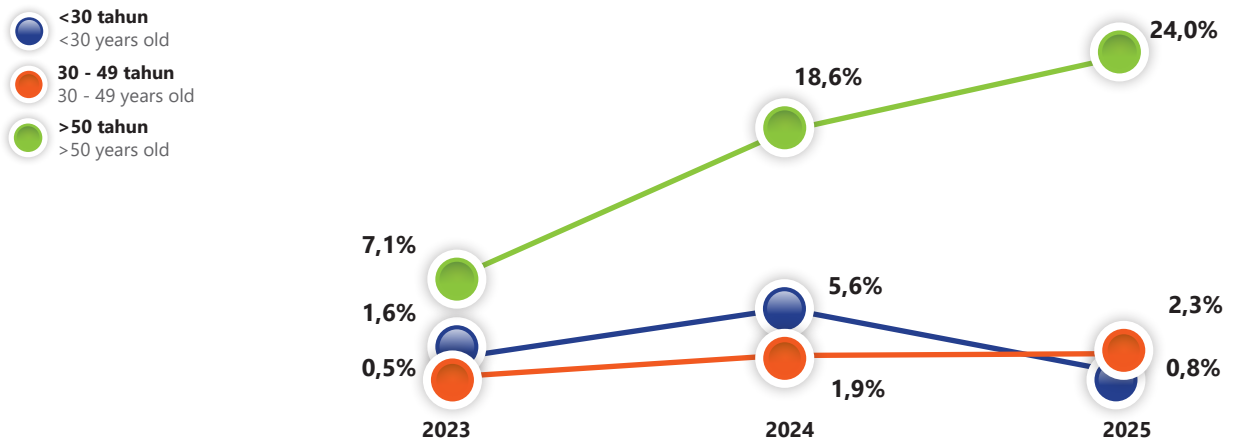


BERDASARKAN KELOMPOK UMUR

By Age Group

DESKRIPSI Description	2025	2024	2023
<30 tahun <30 years old	2	4	1
30 - 49 tahun 30 - 49 years old	6	8	2
>50 tahun >50 years old	18	21	7
TOTAL	26	33	10

TURNOVER RATE BERDASARKAN KELOMPOK UMUR



KESEJAHTERAAN KARYAWAN [IDX S-09, S-10]

Ancol memastikan bahwa seluruh kebijakan dan praktik ketenagakerjaan dijalankan sesuai dengan peraturan perundang-undangan yang berlaku. Perseroan berkomitmen untuk memenuhi hak dan kesejahteraan karyawan melalui pemenuhan upah minimum, pemberian jaminan sosial ketenagakerjaan dan kesehatan, pengaturan waktu kerja dan waktu istirahat, serta penyediaan fasilitas kerja yang aman dan layak.

Selain itu, Ancol secara berkala meninjau kebijakan internal agar tetap sejalan dengan regulasi terbaru dan kebutuhan karyawan. Dengan demikian, Perseroan tidak hanya memenuhi kepatuhan hukum, tetapi juga memastikan terciptanya lingkungan kerja yang adil, aman, dan mendukung kesejahteraan seluruh karyawan.

Berdasarkan status ketenagakerjaan, Ancol mempekerjakan dua jenis karyawan, yaitu karyawan tetap dan tidak tetap. Status ketenagakerjaan tersebut memengaruhi jenis tunjangan yang diterima karyawan.

EMPLOYEE WELFARE [IDX S-09, S-10]

Ancol ensures that all employment policies and labor practices are implemented in compliance with applicable laws and regulations. The Company is committed to fulfilling employees' rights and welfare through the provision of at least the minimum wage, participation in mandatory employment and health social security programs, regulated working and rest hours, and the availability of safe and decent working facilities.

In addition, Ancol periodically reviews its internal policies to ensure alignment with the latest regulations and the evolving needs of employees. Through this approach, the Company not only ensures legal compliance but also fosters a fair, safe, and supportive working environment that promotes employee well-being.

Based on employment status, Ancol employs two categories of employees, namely permanent and non-permanent employees. These employment statuses determine the types of benefits and entitlements received by employees.

JENIS TUNJANGAN YANG DITERIMA KARYAWAN [GRI 401-2]

Types of Benefits Received by Employees

Karyawan Tetap Permanent Employee	Jenis Tunjangan Type of Benefits	Karyawan Tidak Tetap Non Permanent Employee
✓	 BONUS KINERJA Performance Bonus	✗
✓	 BANTUAN GRADE Grade Allowance	✗
✓	 TUNJANGAN HARI RAYA Religious Holiday Allowance (THR)	✓
✓	 TUNJANGAN AKHIR TAHUN Year-End Allowance	✗
✓	 FASILITAS REKREASI DAN KESEHATAN Recreation and Health Facilities	✓

UPAH MINIMUM REGIONAL

Ancol memastikan struktur dan skala upah diberikan secara adil, kompetitif dengan industri sejenis, serta bebas dari diskriminasi. Setiap perbedaan besaran upah didasarkan pada kinerja dan pencapaian individu.

REGIONAL MINIMUM WAGE

Ancol ensures that its wage structure and scale are implemented in a fair manner, competitive with comparable industries, and free from any discrimination. Any differences in wage levels are based on individual performance and achievement.

Sistem pengupahan Perseroan dirancang untuk memenuhi kebutuhan hidup layak, dengan mempertimbangkan harga kebutuhan pokok, inflasi, standar kelayakan hidup, serta ketentuan upah minimum yang berlaku di Provinsi DKI Jakarta. Sesuai regulasi, Ancol memberikan upah bagi karyawan tetap level terendah setara Upah Minimum Provinsi.

The Company's remuneration system is designed to support a decent standard of living by considering basic living costs, inflation, living wage standards, and the applicable minimum wage regulations. In accordance with prevailing regulations, Ancol provides wages for permanent employees at the lowest level that are at least equal to the Provincial Minimum Wage of DKI Jakarta.

RASIO UPAH PEGAWAI TINGKAT TERENDAH TERHADAP UPAH MINIMUM [OJK F.20]

Ratio of the Lowest-Level Employee Wage to the Minimum Wage



100,6%

LAKI-LAKI
Male



100,6%

PEREMPUAN
Female

CUTI MELAHIRKAN

Ancol memastikan pemenuhan hak-hak normatif karyawan, termasuk fasilitas cuti melahirkan. Sesuai Perjanjian Kerja Bersama (PKB), karyawan perempuan berhak atas 1,5 bulan cuti sebelum melahirkan dan 2 bulan setelah melahirkan, sehingga mereka dapat mempersiapkan proses persalinan dengan optimal. Setelah masa cuti berakhir, karyawan kembali menempati posisi semula. Sementara itu, karyawan laki-laki memperoleh cuti selama dua hari kerja saat istrinya melahirkan.

MATERNITY LEAVE

Ancol ensures the fulfillment of employees' statutory rights, including maternity leave entitlements. In accordance with the Collective Labor Agreement, female employees are entitled to 1.5 months of maternity leave prior to childbirth and 2 months after childbirth, enabling them to adequately prepare for and recover from the delivery process. Upon completion of the maternity leave period, employees return to their previous positions. Meanwhile, male employees are entitled to two working days of leave upon the birth of their spouse's child.

Pada tahun 2025, seluruh karyawan (100%) yang mengambil cuti orang tua (*parental leave*) telah kembali bekerja dan tetap menjadi bagian dari Perseroan hingga 12 bulan setelah masa cuti berakhir.

In 2025, all employees (100%) who took parental leave returned to work and remained employed by the Company for at least 12 months following the end of their parental leave period.



CUTI ORANG TUA [GRI 401-3]

Parental Leave

DESKRIPSI Description		2025
Jumlah karyawan yang berhak mengambil cuti orang tua Number of employees eligible for parental leave	Perempuan Female	118
	Laki-laki Male	459
Jumlah karyawan yang mengambil cuti orang tua Number of employees taking parental leave	Perempuan Female	3
	Laki-laki Male	10
Jumlah karyawan yang kembali bekerja setelah mengambil cuti orang tua Number of employees returning to work after parental leave	Perempuan Female	3
	Laki-laki Male	10
Jumlah karyawan yang kembali dari cuti orang tua dan masih bekerja setelah 12 bulan Number of employees remaining employed 12 months after returning from parental leave	Perempuan Female	3
	Laki-laki Male	10

HUBUNGAN INDUSTRIAL

Terciptanya hubungan industrial yang baik sangat penting dalam menjaga kelancaran operasional dan menciptakan lingkungan kerja yang nyaman. Perseroan memastikan adanya komunikasi yang transparan dan setara antara manajemen dan karyawan, dengan menghormati hak serta kewajiban sesuai ketentuan Anggaran Dasar.

Ancol juga menjamin kebebasan karyawan untuk berserikat melalui Serikat Pekerja (SP) yang telah berdiri sejak 1999, sebagai sarana penyampaian aspirasi dan perlindungan hak karyawan. SP secara berkala berkomunikasi dengan manajemen dan berperan sebagai mediator apabila terjadi perselisihan. Tidak terdapat sengketa perburuhan yang terjadi di lingkungan Perseroan sepanjang periode pelaporan.

Komitmen terhadap hubungan industrial yang adil diwujudkan melalui Perjanjian Kerja Bersama (PKB), yang menetapkan hak dan kewajiban para pihak, ketentuan kerja, serta prosedur penyelesaian sengketa. Di lingkungan Ancol, PKB telah ditetapkan pada lingkup PJA dengan cakupan 100% karyawan. Sementara itu, pengaturan mengenai hak dan kewajiban perusahaan serta karyawan pada lingkup TIJA diatur melalui Peraturan Perusahaan. [GRI 2-30]

INDUSTRIAL RELATIONSHIP

Maintaining harmonious industrial relations is essential to ensuring smooth operations and fostering a conducive working environment. The Company ensures transparent and equitable communication between management and employees, while upholding the rights and obligations of both parties in accordance with the provisions of the Articles of Association.

Ancol also guarantees employees' freedom of association through the Labor Union, which has been established since 1999 as a platform for channeling aspirations and protecting employee rights. The Labor Union regularly engages in dialogue with management and acts as a mediator in the event of industrial disputes. Throughout the reporting period, there were no labor disputes within the Company.

The Company's commitment to fair and constructive industrial relations is further formalized through the Collective Bargaining Agreement (CBA), which sets out the rights and obligations of the parties, employment terms and conditions, as well as dispute resolution mechanisms. Within the Ancol Group, the CBA has been established and implemented at PJA, covering 100% of its employees. Meanwhile, the rights and obligations of the company and employees at TIJA are governed by the Company Regulation. [GRI 2-30]

Pemberitahuan Perubahan Operasional

[GRI 3-3, 402-1]

Ancol menetapkan masa pemberitahuan minimum selama satu hingga dua bulan kepada karyawan sebelum diberlakukannya perubahan operasional yang masif, yang dapat diperpanjang sesuai kebutuhan Perseroan.

Pemberitahuan perubahan akan disampaikan melalui memo internal yang disampaikan secara virtual melalui surat elektronik (*email*) dan aplikasi *Whatsapp*. Bagi karyawan yang tercakup dalam PKB, ketentuan mengenai masa pemberitahuan, serta proses konsultasi dan perundingan dengan perwakilan pekerja, telah diatur secara jelas dalam PKB. Melalui pengaturan ini, perusahaan memastikan bahwa setiap perubahan operasional signifikan dikelola secara transparan dan menghormati hak-hak pekerja sesuai perjanjian yang berlaku.

PENGEMBANGAN KOMPETENSI

[GRI 3-3] [OJK F.22.]

Ancol mempekerjakan 577 orang karyawan yang seluruhnya memegang peranan penting dalam mencapai target-target kinerja Perseroan. Untuk mengembangkan kompetensi serta potensi masing-masing karyawan, Ancol menyusun perencanaan serta melaksanakan berbagai program pelatihan sesuai dengan kebutuhan agar karyawan dapat tumbuh dan berkembang bersama Perseroan.

Pelaksanaan program pengembangan kompetensi terbagi dalam empat kategori, yaitu *Leadership & Managerial Excellence*, *Culture & System Excellence*, *Business & Functional Excellence*, dan *Personal Excellence*. Masing-masing kategori memiliki topik pelatihan yang beragam, termasuk sertifikasi, in-house training yang menasar pada *service excellence*, peningkatan kompetensi teknis sesuai dengan posisi karyawan, *leadership*, *communication skills*, dan *decision making*.

Pemetaan kebutuhan pelatihan dilakukan dengan mempertimbangkan *priority job family & business process*, kebutuhan pemenuhan regulasi, serta pemenuhan kompetensi sesuai dengan fungsi jabatan yang telah direncanakan melalui pelatihan rutin maupun pelatihan yang diusulkan oleh masing-masing unit kerja. Selain itu, Ancol juga memastikan kesiapan karyawan baru melalui proses *onboarding* yang dilaksanakan dalam bentuk *in-house training* melalui program Ancol Executive Development Program (AEDP).

Di tahun pelaporan, Ancol mengeluarkan biaya sebesar Rp524,09 juta untuk kegiatan pelatihan dan pengembangan kompetensi karyawan.

Operational Changes Notification

[GRI 3-3, 402-1]

Ancol stipulates a minimum notice period of one to two months for employees prior to the implementation of significant operational changes, which may be extended as required by the Company.

Notification of such changes is communicated through an internal memo delivered virtually via email and Whatsapp. For employees covered under the Collective Bargaining Agreement (CBA), provisions regarding the notice period, as well as consultation and negotiation processes with employee representatives, are clearly stipulated in the CBA. Through these arrangements, the Company ensures that any significant operational changes are managed transparently and with due respect for employees' rights in accordance with the applicable agreements.

COMPETENCE DEVELOPMENT

[GRI 3-3] [OJK F.22.]

Ancol employs 577 employees, all of whom play an important role in achieving the Company's performance targets. To enhance employee competencies and unlock individual potential, Ancol develops structured plans and implements various training and development programs tailored to organizational and employee needs, enabling employees to grow and develop together with the Company.

The implementation of competency development programs is classified into four categories: Leadership & Managerial Excellence, Culture & System Excellence, Business & Functional Excellence, and Personal Excellence. Each category features diverse training topics, including certification, in-house training focused on service excellence, technical competency enhancement tailored to employee positions, leadership, communication skills, and decision-making.

Training needs assessment is conducted by considering priority job families & business processes, regulatory compliance requirements, & competency fulfillment based on job functions, and planned through both routine training & sessions proposed by respective work units. Additionally, Ancol ensures the readiness of new employees through an onboarding process conducted as in-house training via the Ancol Executive Development Program (AEDP).

During the reporting year, Ancol allocated Rp524.09 million for employee training and competency development programs.

PELATIHAN DAN PENGEMBANGAN [GRI 404-1] [IDX S-05]

Training and Development

DESKRIPSI Description	JUMLAH KARYAWAN YANG MEMPEROLEH PELATIHAN Number of Employees Receiving Training			JAM PELATIHAN Training Hours			RATA-RATA JAM PELATIHAN SETIAP PEKERJA Average Training Hours Per Employee		
	2025	2024*	2023	2025	2024*	2023	2025	2024*	2023
Keseluruhan Total	582	361	561	11.561	10.703	894.158	20	30	3,37
Berdasarkan Gender By Gender									
Laki-laki Male	463	264	362	8.484	7.420	2.792	18,3	28	2,37
Perempuan Female	119	83	199	3.076	3.283	1.600	25,8	39	2,12
Berdasarkan Jenjang Jabatan By Job Level									
Manajemen Management	109	124	258	3.723	4.594	1.856	34	37	2,87
Staf Staff	473	237	277	7.838	6.109	2.648	16,5	25,8	1,87

*Data 2024 dinyatakan ulang dikarenakan terdapat penyesuaian metode penghitungan

*The 2024 data has been restated following adjustments to the calculation methodology

PROGRAM PENSIUN [GRI 404-2]

Selain memfasilitasi pelatihan untuk karyawan aktif, Ancol juga menyediakan program pelatihan untuk karyawan yang akan memasuki masa pensiun. Melalui program-program yang tersedia, Ancol membantu karyawan mempersiapkan diri dengan pengetahuan dan keterampilan untuk menjalani masa purna tugas secara mandiri dan tetap produktif.

RETIREMENT PROGRAM [GRI 404-2]

In addition to providing training for active employees, Ancol also facilitates training programs for employees approaching retirement. Through these programs, Ancol supports employees in preparing for their post-employment phase by equipping them with relevant knowledge and skills, enabling them to transition into retirement independently and remain productive.

PELATIHAN PERSIAPAN MASA PENSIUN

Pre-Retirement Training Program

NO.	NAMA PELATIHAN Training Title	WAKTU PELAKSANAAN Implementation Time	JUMLAH PESERTA Number of Participants
1.	Pelatihan Pengembangan Skill Karyawan Masa Persiapan Pensiun Pre-Retirement Skills Development Training	3 September 2025	32
2.	Pelatihan Pengembangan Skill Karyawan Masa Persiapan Pensiun Pre-Retirement Skills Development Training	12 Desember 2025	42

EVALUASI KINERJA KARYAWAN DAN PENGEMBANGAN KARIER [GRI 404-3]

Penilaian kinerja karyawan dapat memperkuat komunikasi antara atasan dan karyawan, sehingga mendorong kinerja yang lebih baik dan peningkatan produktivitas organisasi secara keseluruhan. Melalui proses ini, Perseroan dapat mengidentifikasi kekuatan dan area pengembangan karyawan, merencanakan program peningkatan kompetensi, serta memberikan penghargaan atau tindak lanjut yang lebih adil dan objektif.

EMPLOYEE PERFORMANCE EVALUATION AND CAREER DEVELOPMENT [GRI 404-3]

Employee performance evaluation plays a key role in strengthening communication between supervisors and employees, thereby fostering improved performance and enhancing overall organizational productivity. Through this process, the Company is able to identify employees' strengths and development areas, design targeted competency development programs, and provide recognition or follow-up actions in a fair and objective manner.

Ancol melakukan penilaian kinerja karyawan berdasarkan pencapaian terhadap *Key Performance Indicator* (KPI) untuk level jabatan Manager ke atas; dan berdasarkan *Key Behaviour Indicator* (KBI) untuk level Staff.

Karyawan dengan penilaian kinerja baik dan kompetensi yang memadai dapat diajukan untuk mengisi posisi manajerial yang sesuai dengan kemampuan mereka dan kebutuhan perusahaan. Sementara itu, bagi karyawan yang kompetensinya dinilai belum mencukupi, perusahaan akan memberikan rekomendasi untuk mengikuti program pengembangan diri pada tahun berikutnya. Selain itu, jika hasil evaluasi menunjukkan adanya *gap* kompetensi antara karyawan dan jabatan yang dituju, temuan tersebut akan digunakan sebagai dasar dalam penyusunan program pengembangan kompetensi yang diperlukan.

Ancol telah melaksanakan evaluasi kinerja kepada seluruh karyawannya (100%) di tahun 2025. Berdasarkan hasil penilaian, sebanyak 23 karyawan mendapatkan promosi, 477 karyawan menjalani mutasi, dan tidak ada karyawan yang didemosi.

KESETARAAN PELUANG

[GRI 3-3] [IDX S-01] [OJK F.18.]

Ancol berkomitmen menciptakan lingkungan kerja yang inklusif, setara, dan bebas dari segala bentuk diskriminasi. Perseroan meyakini bahwa keberagaman, baik dari sisi gender, usia, latar belakang pendidikan, maupun pengalaman, merupakan kekuatan strategis yang mendorong inovasi, meningkatkan kualitas layanan, serta memperkuat daya saing perusahaan.

Dalam menjalankan praktik ketenagakerjaan, Ancol memastikan bahwa seluruh proses rekrutmen, pengembangan karier, penilaian kinerja, hingga remunerasi dilaksanakan berdasarkan kompetensi, kinerja, dan profesionalisme. Perseroan secara tegas melarang diskriminasi dalam bentuk apa pun, termasuk diskriminasi gender, suku, agama, status pernikahan, maupun kondisi fisik. Tidak terdapat insiden diskriminasi yang terjadi di lingkungan kerja Perseroan sepanjang tahun 2025. [GRI 406-1]

Komitmen Ancol terhadap kesetaraan peluang dan nondiskriminasi juga tercermin dalam kebijakan internal yang menjamin setiap karyawan mendapatkan kesempatan yang setara untuk berkembang dan berkontribusi. Perseroan juga menetapkan gaji pokok dan remunerasi yang sama antara karyawan perempuan dan laki-laki di level jabatan apa pun. [GRI 405-2]

Ancol conducts employee performance evaluations based on the achievement of Key Performance Indicators (KPI) for managerial-level positions and above, and Key Behaviour Indicators (KBI) for staff-level employees.

Employees who demonstrate strong performance results and adequate competencies may be proposed to fill managerial positions in line with their capabilities and the Company's needs. Meanwhile, employees whose competencies are assessed as not yet sufficient will be recommended to participate in relevant development programs in the following year. Where performance evaluations identify competency gaps between employees and the targeted positions, the findings are used as the basis for designing appropriate competency development initiatives.

In 2025, Ancol conducted performance evaluations for all employees (100%). Based on the evaluation results, 23 employees were promoted, 477 employees were reassigned through internal rotation, and no employees were demoted during the reporting period.

EQUAL OPPORTUNITY

[GRI 3-3] [IDX S-01] [OJK F.18.]

Ancol is committed to fostering an inclusive, equitable, and non-discriminatory working environment. The Company believes that diversity—across gender, age, educational background, and professional experience—constitutes a strategic strength that drives innovation, enhances service quality, and strengthens overall competitiveness.

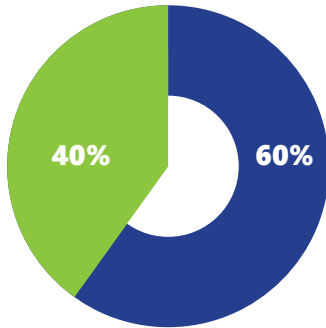
In implementing its employment practices, Ancol ensures that all processes related to recruitment, career development, performance evaluation, and remuneration are carried out based on competence, performance, and professionalism. The Company strictly prohibits any form of discrimination, including discrimination based on gender, ethnicity, religion, marital status, or physical condition. During the 2025 reporting period, no incidents of discrimination were reported within the Company's working environment. [GRI 406-1]

Ancol's commitment to equal opportunity and non-discrimination is further reflected in its internal policies, which guarantee equal opportunities for all employees to develop and contribute to the organization. Ancol also applies equal basic salary and remuneration for female and male employees at the same job level. [GRI 405-2]

KEBERAGAMAN [GRI 405-1] [IDX G-01]

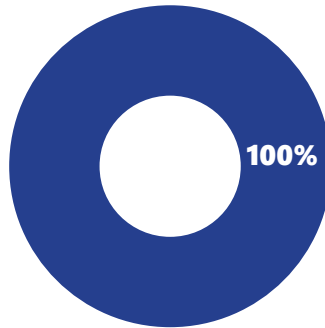
Diversity

Dewan Komisaris
Board of Commissioner



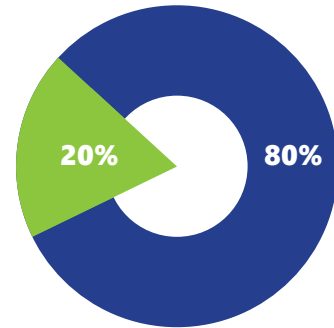
● Laki-laki Male ● Perempuan Female

Direksi
Directors



● Laki-laki Male ● Perempuan Female

Karyawan
Employee



● Laki-laki Male ● Perempuan Female

LINGKUNGAN KERJA YANG LAYAK DAN AMAN [GRI 3-3] [IDX S-11] [OJK F.21.]

Keselamatan dan Kesehatan Kerja (K3) merupakan prioritas utama bagi Ancol karena berkaitan langsung dengan perlindungan karyawan, pengunjung, mitra kerja, dan seluruh pihak yang beraktivitas di kawasan wisata Ancol. Sebagai destinasi rekreasi terbesar di Jakarta yang melibatkan beragam aktivitas operasional serta interaksi intensif dengan jutaan pengunjung setiap tahun, potensi risiko keselamatan relatif tinggi jika tidak dikelola dengan baik.

Untuk memastikan standar keselamatan yang tinggi, Ancol mengelola aspek K3 dengan mengacu pada praktik terbaik serta pedoman nasional dan internasional. Meskipun belum memperoleh sertifikasi formal, penerapan prosedur K3 dilakukan secara konsisten dan terus ditingkatkan untuk memastikan lingkungan kerja dan kawasan wisata yang aman bagi seluruh pemangku kepentingan. [GRI 403-1]

DECENT AND SAFE WORKING ENVIRONMENT [GRI 3-3] [IDX S-11] [OJK F.21.]

Occupational Health and Safety (OHS) is a top priority for Ancol, as it is directly related to the protection of employees, visitors, business partners, and all of the parties operating within the Ancol tourism area. As Jakarta’s largest recreational destination, which involves a wide range of operational activities and intensive interaction with millions of visitors each year, the potential for safety risks remains relatively high if not properly managed.

To ensure high safety standards, Ancol manages OHS aspects by referring to best practices as well as national and international guidelines. Although the Company has not yet obtained formal certification, OHS procedures are implemented consistently and continuously enhanced to ensure a safe working environment and tourism area for all stakeholders. [GRI 403-1]

“ Dengan skala operasional yang luas dan interaksi pengunjung yang tinggi, pengelolaan K3 yang efektif menjadi fondasi penting bagi keberlanjutan bisnis dan mutu layanan Ancol.”

“With extensive operational scale and high levels of visitor interaction, effective OHS management serves as a critical foundation for Ancol’s business sustainability and service quality.”

IDENTIFIKASI BAHAYA DAN PENILAIAN RISIKO [GRI 403-2]

Proses identifikasi bahaya dan penilaian risiko telah dilaksanakan di Dunia Fantasi dengan menggunakan metode *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC). Proses ini dilaksanakan oleh personel yang kompeten dan telah tersertifikasi K3. Hasil penilaian risiko tersebut digunakan sebagai dasar penyempurnaan sistem pengelolaan K3, termasuk penerapan *hierarchy of controls* untuk menghilangkan atau meminimalkan risiko.

Perseroan menerapkan mekanisme pelaporan kondisi bahaya sebagai bagian dari komitmen terhadap penerapan keselamatan dan kesehatan kerja. Mekanisme ini dapat dimanfaatkan oleh karyawan maupun mitra kerja/vendor untuk melaporkan potensi kondisi dan tindakan tidak aman melalui atasan langsung, penanggung jawab area/unit terkait, serta kanal pelaporan HSE yang telah ditetapkan. Setiap laporan diverifikasi dan ditindaklanjuti oleh unit terkait dengan mengedepankan prinsip *no blame culture* dan perlindungan kerahasiaan pelapor, serta menjadi dasar dalam pengendalian risiko dan peningkatan kinerja K3 secara berkelanjutan.

Ancol mengakui hak karyawan dan mitra usaha untuk memprioritaskan keselamatan di tempat kerja. Dalam kondisi ditemukannya potensi bahaya yang serius, karyawan dan mitra didorong untuk segera melaporkan kondisi tersebut serta dapat menghentikan pekerjaan sementara hingga langkah pengendalian yang tepat telah diterapkan sesuai dengan prosedur K3.

Perseroan menerapkan prosedur penyelidikan dan analisis insiden/kecelakaan K3 yang dilakukan secara sistematis dan terstruktur. Setiap insiden atau kecelakaan kerja wajib segera dilaporkan kepada atasan langsung dan ditindaklanjuti dengan pengisian laporan awal (*preliminary accident/incident report*) yang disampaikan kepada tim HSE maksimal 24 jam setelah kejadian.

Selanjutnya, laporan awal ditinjau untuk memastikan kelengkapan dan akurasi data, sebelum dilakukan penyelidikan lanjutan guna mengidentifikasi penyebab insiden dan menyusun rekomendasi perbaikan. Hasil penyelidikan dituangkan dalam laporan final dan ditindaklanjuti melalui pemantauan pelaksanaan tindakan perbaikan dan pencegahan. Sebagai bagian dari upaya

HAZARD IDENTIFICATION AND RISK ASSESSMENT [GRI 404-2]

The hazard identification and risk assessment process has been implemented at Dunia Fantasi using the Hazard Identification, Risk Assessment, and Determining Control (HIRADC) method. This process is carried out by competent personnel who hold certified occupational health and safety (OHS) qualifications. The results of the risk assessment serve as the basis for continuous improvement of the OHS management system, including the application of the hierarchy of controls to eliminate or minimize identified risks.

As part of its commitment to occupational health and safety, the Company has established a hazard reporting mechanism that can be utilized by both employees and business partners/vendors. This mechanism enables the reporting of potential hazardous conditions and unsafe acts through direct supervisors, designated area or unit representatives, as well as established HSE reporting channels. All reports received are verified and followed up by the relevant units, with due regard to the principles of a no-blame culture and the protection of whistleblower confidentiality. The reported information is used as an input for risk control measures and continuous improvement of OHS performance.

The Company also recognizes the right of employees and vendors to prioritize safety in the workplace. In situations where a serious and imminent hazard is identified, employees and vendors are encouraged to immediately report the condition and may temporarily halt work activities until appropriate control measures are implemented, in accordance with internal OHS procedures.

To ensure effective incident management, the Company implements a systematic and structured OHS incident and accident investigation procedure. Every occupational incident or accident must be reported promptly to the direct supervisor and followed up through the completion of a preliminary accident/incident report, which is submitted to the HSE team no later than 24 hours after the incident occurs.

The preliminary report is reviewed to ensure data completeness and accuracy, followed by a detailed investigation to identify root causes and develop corrective and preventive actions. The investigation outcomes are documented in a final report and monitored to ensure effective implementation. As part of organizational learning and prevention of recurring

pembelajaran dan pencegahan kejadian berulang, hasil penyelidikan disosialisasikan kepada seluruh karyawan melalui media komunikasi internal Perseroan.

Sebagai wujud komitmen dalam menciptakan lingkungan kerja yang aman dan nyaman, Ancol menyediakan berbagai sarana dan prasarana K3, termasuk untuk menghadapi situasi darurat. Fasilitas tersebut mencakup Alat Pelindung Diri (APD) seperti masker, sarung tangan, *safety shoes*, helm, pelampung, *safety belt*, serta perlengkapan P3K.

Selain itu, Perseroan juga melengkapi area kerja dengan fasilitas pendukung, antara lain laboratorium, poliklinik, tabung oksigen, sistem proteksi kebakaran, APAR, *heat detector*, *smoke detector*, penangkal petir, *sprinkler*, perangkat komunikasi, perlengkapan selam, hingga ambulans.

LAYANAN KESEHATAN [GRI 403-3, 403-6]

Ancol menyediakan layanan kesehatan kerja yang ditujukan untuk meminimalkan risiko kesehatan dan keselamatan di lingkungan kerja. Layanan ini mencakup pemeriksaan kesehatan berkala, pemantauan kondisi kesehatan pekerja yang terpapar potensi bahaya tertentu, surveilans lingkungan kerja, serta pendampingan medis dalam proses identifikasi risiko dan evaluasi kelayakan kerja.

Untuk memastikan kualitas layanan tetap terjaga, Ancol menempatkan tenaga medis dan profesional K3 yang kompeten dan menerapkan standar pelayanan sesuai regulasi yang berlaku. Ancol juga memfasilitasi akses pekerja terhadap layanan kesehatan kerja melalui penyediaan klinik di lokasi kerja. Dengan demikian, seluruh pekerja, baik karyawan maupun pekerja yang aktivitasnya berada di bawah kendali perusahaan, dapat memperoleh layanan kesehatan kerja yang aman dan mudah diakses.

Ancol berupaya melakukan mitigasi kesehatan karyawan melalui kegiatan olahraga bersama secara terjadwal, serta mengadakan kegiatan Pekan Olahraga karyawan setidaknya dua tahun sekali yang melibatkan seluruh karyawan. Selain itu, Ancol juga aktif mengikuti kompetisi olahraga yang diselenggarakan oleh Badan Pembinaan Badan Usaha Milik Daerah (BPBUMD).

incidents, investigation results are communicated to all employees through the Company's internal communication channels.

As a manifestation of its commitment to creating a safe and comfortable working environment, Ancol provides various OHS facilities and infrastructure, including emergency response equipment. These facilities include personal protective equipment (PPE) such as masks, gloves, safety shoes, helmets, life jackets, safety belts, and first aid kits.

In addition, the Company equips its work areas with supporting facilities, including laboratories, clinics, oxygen cylinders, fire protection systems, fire extinguishers (APAR), heat detectors, smoke detectors, lightning protection systems, sprinklers, communication devices, diving equipment, and ambulances.

HEALTH SERVICES [GRI 403-3, 403-6]

Ancol provides comprehensive occupational health services to minimize health and safety risks in the workplace. These services include regular medical check-ups, monitoring of employees exposed to specific hazards, workplace environment surveillance, and medical support during risk assessment and fitness-for-work evaluations.

To maintain high-quality care, Ancol employs qualified medical staff and certified Occupational Health and Safety (OHS) professionals, ensuring compliance with applicable regulations. The Company also facilitates access to occupational health services through on-site clinics, ensuring that all workers—including employees and contractors under the Company's supervision—can access safe and reliable health services.

Ancol strives to mitigate employee health risks through scheduled group exercise activities and by holding an Employee Sports Week at least once every two years involving all of the staff. In addition, Ancol also actively participates in sports competitions organized by the Regional-Owned Enterprises Development Agency (BPBUMD).



PARTISIPASI, KONSULTASI, DAN KOMUNIKASI [GRI 403-3] [403-4]

Perseroan memiliki Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang bertugas untuk mengelola aspek K3 yang dimulai dari perencanaan, pengawasan, pemantauan, serta evaluasi. P2K3 Ancol melakukan pertemuan rutin setiap tiga bulan sekali.

Sementara itu, kegiatan partisipasi, konsultasi, dan komunikasi K3 dilakukan melalui berbagai forum dan media internal, antara lain rapat K3, *safety briefing*, HSE induction, sosialisasi dan pelatihan K3, serta penyampaian informasi melalui media komunikasi internal.

PARTICIPATION, CONSULTATION, AND COMMUNICATION [GRI 403-3] [403-4]

The Company has an Occupational Health and Safety Committee (P2K3) responsible for managing OHS aspects, including planning, supervision, monitoring, and evaluation. The Ancol P2K3 holds regular meetings quarterly.

Meanwhile, OHS participation, consultation, and communication activities are conducted through various internal forums and channels, including OHS meetings, safety briefings, HSE inductions, OHS socialization and training, as well as information dissemination via internal communication media.



PELATIHAN K3 [GRI 403-5]

Ancol melaksanakan pelatihan K3 secara internal maupun eksternal bekerja sama dengan pihak ketiga yang kompeten. Pelatihan K3 yang dilaksanakan di tahun 2025 telah disajikan di halaman 55 dalam Laporan ini.

PENCEGAHAN DAMPAK K3 DARI PIHAK KETIGA [GRI 403-7]

Ancol mengelola dampak K3 yang timbul dari aktivitas pihak ketiga melalui mekanisme pengendalian yang terstruktur. Pengelolaan dimulai dari evaluasi pra-kualifikasi vendor, termasuk penilaian sistem dan rekam jejak K3, kompetensi tenaga kerja, serta kelengkapan prosedur dan peralatan kerja. Vendor yang tidak memenuhi persyaratan K3 tidak diperkenankan melaksanakan pekerjaan.

Selama pelaksanaan pekerjaan, Ancol menerapkan persetujuan rencana kerja K3, inspeksi lapangan, dan pengawasan kepatuhan terhadap prosedur keselamatan. Setelah pekerjaan selesai, dilakukan evaluasi hasil pekerjaan dan kinerja K3 vendor sebagai dasar perbaikan berkelanjutan dan pertimbangan kerja sama di masa mendatang.

OHS TRAINING [GRI 403-5]

Ancol conducted occupational health and safety (OHS) training both internally and externally in collaboration with competent third parties. The OHS training implemented in 2025 is presented on page 55 of this Report.

PREVENTION OF OHS IMPACTS FROM THIRD PARTIES [GRI 403-7]

Ancol manages OHS impacts arising from third-party activities through a structured control mechanism. This process begins with vendor pre-qualification, which includes the assessment of the vendor's OHS management system, safety performance record, workforce competency, and compliance with safety procedures and equipment requirements. Vendors that do not meet OHS standards are not permitted to perform the work.

During the execution phase, Ancol implements approval of OHS work plans, on-site inspections, and continuous monitoring to ensure compliance with established safety procedures. Upon completion of the work, Ancol conducts an evaluation of both work results and the vendor's OHS performance as part of continuous improvement and as a consideration for future engagements.



KINERJA K3 [GRI 403-8, 403-9], [IDX S-06]

Dengan pengelolaan K3 yang baik, Ancol tidak mencatat kecelakaan kerja yang mengakibatkan kematian pada tahun 2025. Perseroan belum melakukan pencatatan kinerja K3 oleh pihak ketiga, sehingga informasi mengenai kinerja K3 vendor belum dapat disajikan. Kinerja pengelolaan K3 Perseroan pada tahun 2025 diuraikan dalam tabel berikut.

OHS PERFORMANCE [GRI 403-8, 403-9], [IDX S-06]

With effective occupational health and safety (OHS) management, Ancol recorded no work-related fatalities in 2025. The Company has not yet tracked OHS performance for third parties; therefore, information on vendors' OHS performance is not yet available. The Company's OHS management performance in 2025 is presented in the following table.

KINERJA K3 OHS Performance

DESKRIPSI Types of Training	SATUAN Unit	2025	2024	2023
Karyawan Employees				
Jumlah jam kerja Total working hours	Jam kerja Manhours	1.148.000	1.148.576	1.189.224
Kematian Fatalities	Jumlah kasus Case(s)	0	0	0
	Rate Rate	0	0	0
Kecelakaan kerja berat (tidak termasuk kematian) Severe Work-Related Injuries (excluding fatalities)	Jumlah kasus Case(s)	1	3*	0
	Rate Rate	0,174	0,522	0
Recordable work-related injury	Jumlah kasus Case(s)	2	0	0
	Rate Rate	0,348	0	0

Catatan | Notes:

Tingkat Kecelakaan kerja berat (tidak termasuk kematian) dan Recordable work-related injury dihitung per 200.000 jam kerja, Severe Work-Related Injuries (excluding fatalities) and total recordable work-related injuries rate are calculated per 200,000 working hours.

“Melalui pengawasan yang terstruktur dan mekanisme evaluasi berkelanjutan, Ancol terus meningkatkan mutu layanan guna memastikan pengalaman yang aman dan terpercaya bagi seluruh pengunjung.”

“Through structured oversight and continuous evaluation mechanisms, Ancol continuously enhances service quality to ensure a safe and reliable experience for all visitors.”

TANGGUNG JAWAB PRODUK DAN LAYANAN

Tanggung jawab atas produk dan jasa merupakan aspek yang sangat penting bagi Ancol karena langsung berkaitan dengan keselamatan, kenyamanan, dan kepuasan seluruh pengunjung. Sebagai kawasan rekreasi terpadu yang melayani jutaan pengunjung setiap tahun, setiap wahana, fasilitas, dan layanan yang disediakan Ancol harus memenuhi standar kualitas dan keamanan yang tinggi.

Ancol menerapkan prosedur keselamatan yang ketat dan konsisten, termasuk melalui sistem manajemen mutu ISO 9001:2015, untuk memastikan setiap atraksi beroperasi dengan aman dan meminimalkan risiko kesehatan maupun keselamatan. Pendekatan ini menjaga kepercayaan publik sekaligus memastikan pengalaman rekreasi yang aman dan andal.

DAMPAK PRODUK DAN JASA [OJK F.28.]

Produk dan jasa Ancol memberikan dampak langsung terhadap keselamatan, kenyamanan, serta pengalaman pengunjung dan pengguna kawasan. Selain unit rekreasi seperti wahana permainan, area pantai, pertunjukan, dan fasilitas publik, Ancol juga mengelola bisnis properti yang mencakup penyediaan lahan, hunian, komersial, dan fasilitas penunjang kawasan. Seluruh layanan ini memberikan manfaat berupa ruang rekreasi dan properti yang aman, layak, serta bernilai bagi masyarakat.

Di sisi lain, setiap aktivitas tersebut membawa potensi risiko, termasuk risiko keselamatan pada wahana, kepadatan pengunjung, kualitas layanan, hingga risiko

PRODUCT AND SERVICES RESPONSIBILITIES

Responsibility for products and services is a critical aspect for Ancol, as it is directly related to the safety, comfort, and satisfaction of all visitors. As an integrated recreational destination serving millions of visitors each year, all rides, facilities, and services provided by Ancol are required to meet high standards of quality and safety.

Ancol implements stringent and consistent safety procedures, including the application of the ISO 9001:2015 quality management system, to ensure that all attractions operate safely and to minimize potential health and safety risks. This approach helps maintain public trust while ensuring a safe and reliable recreational experience.

PRODUCT AND SERVICE IMPACTS [OJK F.28.]

Ancol’s products and services have a direct impact on the safety, comfort, and overall experience of visitors and area users. In addition to recreational business units—such as amusement rides, beach areas, performances, and public facilities—Ancol also manages property businesses, including the provision of land, residential, commercial, and supporting facilities within the area. All of these services deliver benefits in the form of safe, decent, and value-added recreational spaces and property offerings for the community.

At the same time, these activities entail potential risks, including safety risks related to rides, visitor crowd density, service quality, as well as technical

teknis terkait pembangunan, pemanfaatan lahan, dan penggunaan fasilitas properti. Untuk meminimalkan dampak ini, Ancol menerapkan standar keselamatan dan kualitas yang ketat, melakukan inspeksi dan pemeliharaan rutin, memastikan kepatuhan teknis pada pembangunan dan operasional properti, serta menyediakan fasilitas kesehatan dan pertolongan pertama di kawasan wisata.

Perseroan juga memastikan informasi keselamatan dan panduan penggunaan fasilitas disampaikan secara jelas, serta menyediakan saluran pengaduan bagi pengunjung dan pengguna properti untuk memastikan penanganan cepat dan peningkatan layanan. Melalui pendekatan ini, Ancol memastikan bahwa seluruh produk dan jasa, baik rekreasi maupun properti, memberikan pengalaman yang aman, nyaman, dan bertanggung jawab bagi seluruh pemangku kepentingan.

Dengan pengelolaan yang baik, tidak terdapat produk dan/atau jasa Perseroan yang ditarik kembali selama periode pelaporan. [\[OJK F.29.\]](#)

KESEHATAN DAN KESELAMATAN PELANGGAN [\[OJK F.27\]](#) [\[GRI 3-3\]](#)

Ancol mengelola dampak kesehatan dan keselamatan pengunjung melalui serangkaian prosedur pengawasan dan pengendalian risiko yang ketat. Setiap wahana dan fasilitas operasional menjalani inspeksi dan pengujian rutin sebelum mulai beroperasi, serta *overhaul* rutin setiap *low season* untuk memastikan seluruh sistem berfungsi dengan aman, serta untuk mendeteksi potensi bahaya sejak dini. Tindakan preventif segera dilakukan apabila ditemukan indikasi risiko, sehingga kemungkinan terjadinya kecelakaan dapat diminimalkan. [\[GRI 416-1\]](#)

Per Desember 2025, Perseroan mencatat total kunjungan sebesar 9.621.764 orang. Selama periode tersebut, terdapat sejumlah kasus medis seperti pingsan, mual, pusing, yang umumnya dipicu oleh karakteristik wahana yang bersifat menantang. Tidak terdapat insiden keselamatan pelanggan yang disebabkan oleh ketidakpatuhan perusahaan, maupun kejadian yang berujung pada sanksi atau denda sepanjang tahun pelaporan. [\[GRI 416-2\]](#)

risks associated with construction, land utilization, and the use of property facilities. To mitigate these potential impacts, Ancol implements stringent safety and quality standards, conducts regular inspections and maintenance, ensures technical compliance in property development and operations, and provides health and first aid facilities across the tourism area.

The Company also ensures that safety information and facility usage guidelines are clearly communicated, and that complaint handling channels are available for visitors and property users to enable prompt response and continuous service improvement. Through this approach, Ancol ensures that all products and services—both recreational and property-related—deliver a safe, comfortable, and responsible experience for all stakeholders.

With effective management in place, there were no Company products and/or services subject to recall during the reporting period. [\[OJK F.29.\]](#)

CUSTOMER HEALTH AND SAFETY [\[OJK F.27\]](#) [\[GRI 3-3\]](#)

Ancol manages customer health and safety impacts through a series of stringent monitoring procedures and risk control measures. Each ride and operational facility undergoes routine inspections and testing prior to commencing operations, as well as regular overhauls during the low season, to ensure that all systems operate safely and to enable the early detection of potential hazards. Preventive actions are promptly implemented whenever risk indicators are identified, thereby minimizing the potential of accidents. [\[GRI 416-1\]](#)

As of December 2025, the Company recorded a total of 9,621,764 visitors. During the reporting period, several medical cases were reported, such as fainted, nausea, and dizziness, which were generally associated with the challenging nature of certain attractions. There were no customer safety incidents resulting from the Company's non-compliance, nor were there any cases that led to sanctions or penalties throughout the reporting year. [\[GRI 416-2\]](#)

PENANGANAN MEDIS

Medical Treatment

NO.	DIAGNOSA Diagnosis	TAMAN IMPIAN			ATLANTIS WATER ADVENTURES			OCEAN DREAM SAMUDRA		
		2025	2024	2023	2025	2024	2023	2025	2024	2023
1	Pingsan Fainted	73	112	56	4	3	39	4	3	2
2	Pusing, mual, panas, demam Dizzines, nausea, fever	469	821	525	96	126	20	427	207	275
3	Maag, diare, sakit perut Maag, diarrhea, stomachache	544	692	34	5	16	11	131	94	10
4	Keseleo/memar Sprains/bruises	5	24	17	23	14	2	22	40	28
5	Luka robek, lecet, fraktur Open wound, scratch, fractures	1.389	1.080	482	136	172	279	277	120	36
6	Perawatan sampai ke rumah sakit (luka robek besar) Treatment to hospital (lacerations)	21	16	15	1	17	15	1	5	2
7	Lain-lain Others	1.122	820	15	56	73	7	454	129	178
8	Jumlah yang disebabkan oleh wahana Number caused by ride	19	13	15	68	87	0	30	3	4
Total		3.642	3.578	1.159	389	508	373	1.346	601	785

NO.	DIAGNOSA Diagnosis	DUFAN			ECOPARK			SEA WORLD			JAKARTA BIRDLAND		
		2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
1	Pingsan Fainted	18	37	39	1	2	3	4	2	3	1	0	0
2	Pusing, mual, panas, demam Dizzines, nausea, fever	3.367	3.493	2.806	0	2	1	301	234	178	55	4	5
3	Maag, diare, sakit perut Maag, diarrhea, stomachache	198	284	309	0	0	0	427	140	49	36	1	0
4	Keseleo/memar Sprains/bruises	192	138	102	2	1	1	13	14	1	8	3	5
5	Luka robek, lecet, fraktur Open wound, scratch, fractures	838	1.081	846	8	6	7	358	127	67	26	11	8
6	Perawatan sampai ke rumah sakit (luka robek besar) Treatment to hospital (lacerations)	22	39	27	0	0	0	2	4	0	0	0	0
7	Lain-lain Others	588	869	817	1	0	0	43	63	43	0	5	0
8	Jumlah yang disebabkan oleh wahana Number caused by ride	14	6	2	0	0	5	0	0	0	0	0	0
Total		5.121	5.947	4.948	12	11	17	1.148	584	341	126	24	19



KEPUASAN PELANGGAN [OJK F.30.]

Ancol melaksanakan survei kepuasan pelanggan secara rutin untuk memahami kebutuhan, preferensi, dan tingkat kepuasan mereka terhadap layanan dan fasilitas yang tersedia. Survei ini membantu Perseroan mengidentifikasi area yang perlu ditingkatkan serta merespons masukan dan keluhan secara cepat dan tepat. Temuan survei juga menjadi dasar penting dalam merumuskan strategi pengembangan dan inovasi yang lebih relevan.

Di tahun 2025, tingkat kepuasan rata-rata pelanggan mencapai 90,72% meningkat dari tahun sebelumnya yang sebesar 88,56%.

CUSTOMER SATISFACTION [OJK F.30.]

Ancol conducts regular customer satisfaction surveys to understand visitors' needs, preferences, and levels of satisfaction with the services and facilities provided. These surveys enable the Company to identify areas for improvement and to respond to feedback and complaints in a timely and effective manner. The survey results also serve as an important basis for formulating more relevant development and innovation strategies.

In 2025, the average customer satisfaction level reached 90.72%, representing an increase compared to the previous year's level of 88.56%.

INDEKS KEPUASAN PELANGGAN TAHUN 2025

2025 Customer Satisfaction Index

UNIT REKREASI Recreation Units	2025	2024	2023
Taman dan pantai Parks and beaches	85,11	85,90	83,07
Dufan	89,15	89,42	85,60
Atlantis	90,92	90,24	87,18
Samudra	91,08	92,13	86,54
Sea World	91,03	84,42	80,67
Jakarta Birdland	94,87	93,81	85,37
Ecopark	N/A	N/A	89,91
FnB	92,20	N/A	N/A
Merchandise	95,92	84,00	90,91
Putri Duyung Anco	N/A	80,00	86,18
Rata-rata Average	90,72	89,32	84,74



LAYANAN SETARA UNTUK PENGUNJUNG

[OJK F.17.]

Ancol berkomitmen untuk memberikan layanan yang setara, aman, dan berkualitas bagi seluruh pengunjung tanpa membedakan latar belakang, usia, gender, kondisi fisik, maupun status sosial. Fasilitas di lingkungan Ancol telah dilengkapi dengan infrastruktur yang memastikan kemudahan akses untuk pengunjung, termasuk individu dengan kebutuhan khusus.

Komitmen ini sekaligus menjadi bentuk kepatuhan Ancol terhadap Undang-Undang Perlindungan Konsumen, yang mewajibkan pelaku usaha untuk menyediakan layanan secara jujur, transparan, aman, dan tidak diskriminatif. Dengan memastikan bahwa setiap pengunjung mendapatkan akses layanan yang layak dan perlindungan yang memadai, Ancol berupaya memberikan pengalaman rekreasi yang positif, bertanggung jawab, dan sesuai dengan hak-hak konsumen

INOVASI PENGEMBANGAN PRODUK ATAU JASA [OJK F.26.]

Dengan visi untuk menjadi perusahaan pengembang properti dengan kawasan wisata terpadu terbesar di Asia Tenggara, Ancol telah menyiapkan peta jalan pengembangan jangka panjang yang tidak hanya meningkatkan daya tarik kawasan, tetapi juga memperkuat kontribusi Perseroan terhadap keberlanjutan lingkungan, sosial, dan ekonomi.

Di tengah meningkatnya persaingan destinasi wisata, Ancol berkomitmen menjaga daya saing melalui revitalisasi kawasan eksisting, pengembangan *waterfront* dan pantai, serta penyelenggaraan festival, *event* olahraga, dan berbagai kegiatan berskala besar. Area Ancol Timur juga mulai dimaksimalkan kembali sebagai ruang event *outdoor* yang mampu menarik segmen pengunjung baru.

Pengembangan infrastruktur juga menjadi bagian penting dari transformasi kawasan. Ancol menargetkan hadirnya fasilitas F&B baru dan Masjid Apung sebagai magnet pariwisata religi. Selain itu, pembangunan koneksi menuju Jakarta International Stadium (JIS) akan meningkatkan integrasi kawasan sekaligus membuka potensi pendapatan baru melalui kerja sama operasional.

Melalui rangkaian inovasi ini, Ancol menegaskan komitmennya untuk terus bertumbuh, memperluas manfaat bagi masyarakat, serta menghadirkan pengalaman rekreasi dan kawasan hunian yang lebih aman, hijau, dan berkualitas untuk generasi mendatang.

EQUAL ACCESS TO SERVICES FOR VISITORS

[OJK F.17.]

Ancol is committed to provide equal, safe, and high-quality services to all visitors without discrimination based on background, age, gender, physical condition, or social status. Facilities across the Ancol area are equipped with infrastructure designed to ensure accessibility for all visitors, including individuals with special needs.

This commitment also reflects Ancol's compliance with Consumer Protection regulations, which require business actors to deliver services in an honest, transparent, safe, and non-discriminatory manner. By ensuring that every visitor has equitable access to services and adequate protection, Ancol strives to deliver a positive, responsible recreational experience in line with consumers' rights.

PRODUCT OR SERVICE DEVELOPMENT INNOVATION [OJK F.26.]

Equipped with a vision to become the largest integrated tourism-area property developer in Southeast Asia, Ancol has established a long-term development roadmap that not only enhances the attractiveness of the area, but also strengthens the Company's contribution to environmental, social, and economic sustainability.

Amid increasing competition among tourism destinations, Ancol remains committed to maintaining its competitiveness through the revitalization of existing areas, the development of waterfront and beach zones, and the organization of festivals, sporting events, and other large-scale activities. The Ancol East area has also begun to be reactivated as an outdoor event space aimed at attracting new visitor segments.

Infrastructure development is an integral part of the area's transformation. Ancol is planning the introduction of new food and beverage facilities and the development of a Floating Mosque as a religious tourism attraction. In addition, the construction of connectivity to Jakarta International Stadium (JIS) is expected to enhance area integration while opening new revenue opportunities through operational partnerships.

Through these innovations, Ancol reaffirms its commitment to sustainable growth, expanding shared value for society, and delivering safer, greener, and higher-quality recreational and residential environments for future generations.



“Melalui program pendidikan, kesehatan, perlindungan lingkungan, dan kegiatan filantropi, Ancol berkomitmen mendukung pembangunan yang inklusif dan sejalan dengan pencapaian Tujuan Pembangunan Berkelanjutan (SDGs).”

“Through education, health, environmental protection, and philanthropic programs, Ancol is committed to support inclusive development and contribute to the achievement of the Sustainable Development Goals (SDGs).”

TANGGUNG JAWAB TERHADAP MASYARAKAT [IDX S-12]

Tanggung jawab sosial dan lingkungan (TJSL/CSR) merupakan hal yang tidak terpisahkan dari strategi bisnis yang berkelanjutan. Melalui CSR, perusahaan tidak hanya berfokus pada penciptaan nilai ekonomi, tetapi juga berperan aktif dalam memberikan dampak positif bagi masyarakat dan lingkungan di sekitar wilayah operasionalnya. Pendekatan ini membantu membangun hubungan yang saling menguntungkan antara perusahaan dan para pemangku kepentingan.

DAMPAK OPERASI TERHADAP MASYARAKAT SEKITAR [OJK F.23.]

Kegiatan operasional Ancol memberikan dampak sosial dan ekonomi yang signifikan bagi masyarakat sekitar, khususnya di wilayah Jakarta Utara. Operasional Perseroan berkontribusi pada penciptaan lapangan kerja, peningkatan aktivitas ekonomi lokal, serta pengembangan usaha mikro dan kecil melalui kemitraan dengan pelaku usaha di sekitar kawasan wisata.

Di sisi lain, Perseroan menyadari bahwa aktivitas operasional juga berpotensi menimbulkan dampak sosial dan lingkungan, seperti peningkatan kepadatan lalu lintas, kebisingan, serta timbulan sampah pada periode kunjungan tinggi. Untuk memitigasi potensi dampak tersebut, Ancol menerapkan berbagai upaya pengelolaan, antara lain pengaturan operasional kawasan, pengelolaan sampah dan kebersihan secara terpadu, penerapan standar keselamatan dan kenyamanan pengunjung, serta kolaborasi dengan pemangku kepentingan.

RESPONSIBILITY TO THE COMMUNITY [IDX S-12]

Social and environmental responsibility (TJSL/CSR) is an integral part of a sustainable business strategy. Through its CSR initiatives, the Company not only focuses on creating economic value, but also actively contributes positive impacts to the communities and the environment surrounding its areas of operation. This approach supports the development of mutually beneficial relationships between the Company and its stakeholders.

OPERATIONAL IMPACT TO THE TIGER [OJK F.23.]

Ancol’s operational activities generate significant social and economic impacts on surrounding communities, particularly in North Jakarta. The Company’s operations contribute to job creation, increased local economic activity, and the development of micro and small enterprises through partnerships with local business actors in and around the tourism area.

At the same time, the Company recognizes that its operations may also give rise to potential social and environmental impacts, such as increased traffic congestion, noise, and waste generation during peak visitor periods. To mitigate these potential impacts, Ancol implements various management measures, including regulated area operations, integrated waste management and cleanliness programs, the application of visitor safety and comfort standards, as well as collaboration with relevant stakeholders.

Melalui pengelolaan dampak yang bertanggung jawab, Ancol memastikan bahwa keberadaan dan aktivitas Ancol tidak hanya memberikan manfaat ekonomi, tetapi juga mendukung kesejahteraan sosial, keharmonisan dengan masyarakat sekitar, serta kualitas lingkungan hidup yang lebih baik.

KEGIATAN TANGGUNG JAWAB SOSIAL

[OJK F.25.] [GRI 3-3. 413-1, 413-2]

Ancol melaksanakan program CSR setiap tahun sebagai bentuk kontribusi positif terhadap kehidupan masyarakat sekitar sekaligus kepatuhan terhadap Undang-Undang Perseroan Terbatas (PT) yang mewajibkan PT untuk melaksanakan CSR. Pengelolaan CSR diarahkan untuk memaksimalkan dampak positif kegiatan usaha terhadap masyarakat, sekaligus meminimalkan potensi dampak sosial yang timbul dari aktivitas operasional kawasan wisata terpadu Ancol.

Pendekatan pengelolaan CSR Ancol dilaksanakan melalui kebijakan, program, dan inisiatif yang terstruktur, dengan fokus pada pemberdayaan masyarakat sekitar, peningkatan kualitas hidup, serta dukungan terhadap pelestarian lingkungan dan budaya lokal. Sesuai dengan kebijakan perusahaan, program CSR diprioritaskan untuk dialokasikan kepada masyarakat yang berada di wilayah Ring 1 perusahaan, yaitu Kecamatan Pademangan, serta Ring 2 yang mencakup wilayah Jakarta Utara. Seluruh program dirancang dengan mempertimbangkan kebutuhan masyarakat sekitar, sehingga pelaksanaannya relevan, inklusif, dan sesuai dengan prinsip keberlanjutan.

Pengelolaan CSR Ancol berada di bawah koordinasi Departemen CSR dengan tanggung jawab yang meliputi perencanaan, pelaksanaan, pemantauan, dan evaluasi program. Ancol juga menjalin kolaborasi dengan pemerintah daerah, komunitas lokal, serta mitra strategis lainnya untuk memperkuat efektivitas dan jangkauan dampak program CSR.

Melalui pengelolaan CSR yang berorientasi pada dampak jangka panjang, Ancol berupaya berkontribusi secara nyata terhadap pembangunan yang inklusif yang sejalan dengan pencapaian SDGs.

Through responsible impact management, Ancol ensures that its presence and activities not only deliver economic benefits, but also support social well-being, harmonious relations with surrounding communities, and improved environmental quality.

SOCIAL RESPONSIBILITY ACTIVITIES

[OJK F.25.] [GRI 3-3. 413-1, 413-2]

Ancol implements Corporate Social Responsibility (CSR) programs on an annual basis as a form of positive contribution to surrounding communities, as well as to comply with the Indonesian Limited Liability Company Law, which requires companies to carry out CSR activities. CSR management is directed toward maximizing the positive impacts of business activities on society, while at the same time minimizing potential social impacts arising from the operations of Ancol's integrated tourism area.

Ancol's CSR management approach is carried out through structured policies, programs, and initiatives, with a focus on community empowerment, improvement of quality of life, and support for environmental conservation and local cultural preservation. In line with the Company's policy, CSR programs are prioritized for communities located within the Company's Ring 1 area, namely Pademangan District, as well as Ring 2, which covers the North Jakarta area. All programs are designed by taking into account the needs of surrounding communities, ensuring that their implementation is relevant, inclusive, and aligned with sustainability principles.

CSR management at Ancol is coordinated by the CSR Department, which is responsible for program planning, implementation, monitoring, and evaluation. Ancol also collaborates with local governments, local communities, and other strategic partners to enhance the effectiveness and reach of its CSR programs.

Through impact-oriented CSR management with a long-term perspective, Ancol seeks to make a tangible contribution to inclusive development in line with the achievement of the Sustainable Development Goals (SDGs).



SEKOLAH RAKYAT ANCOL

Sekolah Rakyat Ancol (SRA) didirikan pada Juni 2004, berawal dari inisiatif Bapak Bambang Sasongko bersama rekan-rekan melalui program Tempat Kegiatan Belajar Mandiri Harapan Mulya (TKBM HM). Program ini bertujuan memberikan akses dan kesempatan pendidikan bagi anak-anak dari keluarga kurang mampu di wilayah Pademangan, Jakarta Utara, dan sekitarnya, yang menghadapi keterbatasan ekonomi untuk melanjutkan pendidikan ke jenjang Sekolah Menengah Pertama (SMP). Ancol memberikan dukungan intensif terhadap pengembangan SRA sejak tahun kedua operasional.

SRA berlokasi di kawasan Ancol Barat dan didukung oleh fasilitas pembelajaran yang memanfaatkan bangunan berbasis kontainer yang telah dimodifikasi. Fasilitas tersebut meliputi tiga ruang belajar, ruang guru, ruang kelas multifungsi untuk praktik komputer dan

Sekolah Rakyat Ancol (SRA) was established in June 2004, originating from an initiative led by Mr. Bambang Sasongko together with his colleagues through the Harapan Mulya Independent Learning Activity Center (Tempat Kegiatan Belajar Mandiri Harapan Mulya/TKBM HM). The program aims to provide access to and opportunities for education for children from underprivileged families in Pademangan, North Jakarta, and surrounding areas who face economic constraints in continuing their education to the junior secondary school (SMP) level. Ancol has provided intensive support for the development of SRA since its second year of operation.

SRA is located in the Ancol Barat area and is supported by learning facilities utilizing modified container-based buildings. These facilities include three classrooms, a teachers' room, a multifunctional classroom for computer practice and music arts activities, futsal and

kegiatan seni musik, lapangan futsal dan basket, serta tempat ibadah. Untuk mendukung peningkatan literasi masyarakat sekitar, Perseroan juga menyediakan Mobil Pintar yang berfungsi sebagai perpustakaan keliling, dengan pengelolaan operasional yang melibatkan siswa dan alumni SRA.

Keberadaan SRA memberikan manfaat nyata bagi masyarakat, khususnya anak-anak di sekitar kawasan Ancol, karena seluruh kegiatan pembelajaran diselenggarakan tanpa dipungut biaya. Tingginya antusiasme masyarakat tercermin dari jumlah pendaftar yang dapat mencapai sekitar 80 orang setiap periode, sementara daya tampung sekolah mitra terbatas pada 36 siswa, sehingga proses seleksi dilakukan secara adil dan transparan.

Hingga saat ini, SRA telah meluluskan lebih dari 646 siswa, dengan sebagian besar alumni berhasil melanjutkan pendidikan ke jenjang SMA/SMK, serta meraih beasiswa untuk melanjutkan ke jenjang perguruan tinggi pada tahun 2025, SRA memiliki 109 siswa dan didukung oleh 13 tenaga pengajar. Atas kontribusinya dalam bidang pendidikan, pada Januari 2025 SRA memperoleh Padmamitra Award 2024 dari Pemerintah Provinsi DKI Jakarta untuk kategori Pendidikan.

basketball courts, and a place of worship. To further support literacy improvement within the surrounding community, the Company also provides a "Mobil Pintar" (Smart Mobile Library) that functions as a mobile library, with its operational management involving SRA students and alumni.

The presence of SRA delivers tangible benefits to the community, particularly children living around the Ancol area, as all educational activities are provided free of charge. Strong community interest is reflected in the number of applicants, which can reach approximately 80 candidates per intake period, while partner schools have a limited capacity of 36 students. Accordingly, the selection process is conducted in a fair and transparent manner.

To date, SRA has graduated a total of 646 students, the majority of whom have successfully continued their education to senior secondary schools (SMA/SMK), with some alumni also receiving scholarships to pursue higher education. In 2025, SRA had 109 students and was supported by 13 teaching staff. In recognition of its contribution to education, SRA received the Padmamitra Award 2024 from the Provincial Government of DKI Jakarta in January 2025 in the Education category.

Pencapaian Sekolah Rakyat Ancol Sekolah Rakyat Ancol's Achievements

646 siswa
students



Alumni Sekolah Rakyat Ancol hingga tahun 2025
Alumni Sekolah Rakyat Ancol up to 2025

109 siswa
students




Siswa baru yang diterima di tahun 2025
New students admissiomed in 2025

Memenangkan Padmamitra Award 2024 untuk kategori pendidikan



Awarded Padmamitra Award 2024 for education category

Kesesuaian dengan SDGs* Alignment with the SDGs*



TARGET 4.1
Menjamin semua anak perempuan dan laki-laki menyelesaikan pendidikan dasar dan menengah tanpa dipungut biaya
Ensuring all children complete free, equitable, and quality primary and secondary education

*Target SDGs disunting untuk keperluan penyajian
*SDG Target edited for presentation purpose



MEMBANGUN GENERASI SEHAT MELALUI PENCEGAHAN STUNTING

Building a Healthy Generation through Stunting Prevention

Sebagai bagian dari komitmen untuk meningkatkan kualitas hidup masyarakat sekitar, Ancol melaksanakan program penanganan stunting guna mendukung upaya penurunan angka stunting di Provinsi DKI Jakarta menuju target 14%. Fokus intervensi diarahkan ke wilayah Kecamatan Pademangan, Jakarta Utara, yang merupakan kawasan sekitar operasional Perseroan. Program ini telah dijalankan sejak tahun 2022 melalui kolaborasi dengan Pemerintah Kota Jakarta Utara dan Puskesmas Pademangan.

Ancol berpartisipasi aktif dalam Program Klenting Puspa (Kolaborasi Intervensi Penanganan Stunting Puskesmas Pademangan) melalui dukungan pemenuhan gizi balita stunting dengan menyediakan susu, telur, serta paket makanan bergizi seimbang. Seluruh paket intervensi disusun berdasarkan rekomendasi tenaga kesehatan untuk memenuhi kebutuhan gizi esensial balita.

Sejak pelaksanaannya, Program Klenting Puspa menunjukkan tingkat keberhasilan dalam membantu perbaikan gizi balita peserta program, dengan capaian sebagai berikut:

As part of its commitment to improving the quality of life of surrounding communities, Ancol implements a stunting intervention program to support efforts to reduce the stunting prevalence rate in DKI Jakarta Province toward the 14% target. The intervention focuses on Pademangan Sub-district, North Jakarta, which is located near the Company's operational area. The program has been implemented since 2022 through collaboration with the North Jakarta Municipal Government and Pademangan Community Health Center (Puskesmas).

Ancol actively participates in the Klenting Puspa Program (Collaborative Intervention for Stunting Management of Pademangan Community Health Center) by supporting nutritional fulfillment for stunted toddlers through the provision of milk, eggs, and balanced nutritious food packages. All intervention packages are prepared based on recommendations from health professionals to meet the essential nutritional needs of toddlers.




Since its implementation, the Klenting Puspa Program has demonstrated a consistent level of effectiveness in supporting improvements in the nutritional status of participating toddlers, with the following outcomes:

- Klenting Puspa 1 (2022): tingkat keberhasilan sebesar 22,22%, dengan 36 dari 162 balita peserta program tidak lagi dikategorikan sebagai balita stunting,
- Klenting Puspa 2 (2023): tingkat keberhasilan sebesar 20,83% dengan 10 dari 48 balita peserta program tidak lagi dikategorikan sebagai balita stunting,
- Klenting Puspa 3 (2024): tingkat keberhasilan sebesar 20,58% dengan 49 dari 238 balita peserta program tidak lagi dikategorikan sebagai balita stunting,
- Klenting Puspa 4 (2025): tingkat keberhasilan sebesar 21% dengan 40 dari 190 balita peserta program tidak lagi dikategorikan sebagai balita stunting.

Pada tahun 2025, bentuk kolaborasi difokuskan melalui kegiatan Kedai Gizi Balita, yang menyediakan paket makan siang sehat dan bergizi sebagai bagian dari upaya peningkatan status gizi balita peserta program. Melalui program CSR penanganan stunting ini, Ancol berupaya memberikan kontribusi berkelanjutan dalam meningkatkan kualitas kesehatan anak sejak usia dini dan mendukung upaya pemerintah dalam mewujudkan generasi yang sehat, kuat, dan berdaya saing.

In 2025, the collaboration was focused on the Kedai Gizi Balita initiative, which provided healthy and nutritious lunch packages as part of efforts to improve the nutritional status of participating toddlers. Through this stunting prevention CSR program, Ancol seeks to deliver a sustainable contribution to improving child health from an early age and to support government efforts in developing a healthy, resilient, and competitive future generation.

Pencapaian program Klenting Puspa Klenting Puspa program Achievements

<p>638 balita toddler(s) </p> <p>Menerima intervensi gizi dari tahun 2022 hingga 2025 Receiving nutrition intervention</p>	<p>190 balita toddler(s) </p> <p>Menerima intervensi gizi di tahun 2025 Receiving nutrition intervention in 2025</p>	<p>40 balita toddler(s) </p> <p>Peserta program di tahun 2025 tidak lagi dikategorikan sebagai balita stunting Program participants in 2025 were no longer classified as stunting toddlers</p>
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Kolaborasi multipihak antara PT Pembangunan Jaya Ancol Tbk, Puskesmas Pademangan, dan Bubur Onic

Multi-stakeholder collaboration between PT Pembangunan Jaya Ancol Tbk, Puskesmas Pademangan, and Bubur Onic



Kesesuaian dengan SDGs* Alignment with the SDGs*

<p>2 ZERO HUNGER</p> <p>TARGET 2.2 Menghilangkan segala bentuk kekurangan gizi End all forms of malnutrition</p>	<p>3 GOOD HEALTH AND WELL-BEING</p> <p>TARGET 3.2 Mengakhiri kematian balita yang dapat dicegah End preventable deaths of newborns and children under five</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p> <p>TARGET 17.17 Mendorong dan meningkatkan kerja sama pemerintah, swasta, dan masyarakat sipil yang efektif Encourage and promote effective public, public-private, and civil society partnerships.</p>
--	--	--

*Target SDGs disunting untuk keperluan penyajian
*SDG Target edited for presentation purpose



PROGRAM CSR LAINNYA

Ancol mendukung pemberdayaan ekonomi masyarakat sekitar dengan memberikan akses usaha yang terkelola di kawasan rekreasi Ancol. Melalui skema ini, masyarakat setempat diberikan kesempatan untuk menjalankan kegiatan usaha guna memenuhi kebutuhan pengunjung, sekaligus mendukung keberlanjutan mata pencaharian lokal.

Hingga saat ini, terdapat 253 pelaku usaha mikro yang menyediakan berbagai kebutuhan pengunjung, 149 nelayan lokal yang melayani wisata bahari di Pantai Ancol, serta 10 ibu rumah tangga yang terlibat dalam penyediaan layanan kantin karyawan.

Perseroan juga melaksanakan program konservasi flora dan fauna di sepanjang tahun 2025. Penjelasan lengkap mengenai program konservasi Ancol dapat dilihat pada bagian Keanekaragaman Hayati dalam laporan ini.

OTHER CSR PROGRAMS

Ancol supports the economic empowerment of surrounding communities by providing managed business access within the Ancol recreational area. Through this scheme, local communities are given opportunities to conduct business activities that meet visitor needs, while simultaneously supporting the sustainability of local livelihoods.

As of the reporting period, this initiative has engaged 253 micro-entrepreneurs providing various services and products for visitors, 149 local fishermen supporting marine tourism activities at Ancol Beach, and 10 local housewives involved in the provision of employee canteen services.

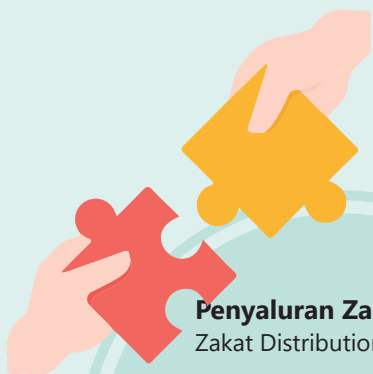
The Company also implemented flora and fauna conservation programs throughout 2025. A comprehensive description of Ancol's conservation initiatives is presented in the Biodiversity section of this report.



KEGIATAN FILANTROPI Philanthropy Activities

Selain pelaksanaan program CSR yang dilaksanakan sesuai dengan kebutuhan masyarakat dan agenda pembangunan berkelanjutan, Ancol juga menjalankan berbagai kegiatan filantropi sebagai bentuk kepedulian sosial terhadap masyarakat. Kegiatan filantropi yang dilaksanakan di tahun 2025 dijelaskan sebagai berikut.

In addition to implementing the CSR programs aligned with community needs and the sustainable development agenda, Ancol also carries out various philanthropic activities as a form of social responsibility toward the community. The philanthropic initiatives implemented in 2025 are described as follows.



Penyaluran Zakat Zakat Distribution

Penyaluran sebesar Rp120 juta melalui Baznas DKI Jakarta.
IDR120 million disbursed through Baznas DKI Jakarta.

PROGRAM FILANTROPI DAN AKTIVITAS LAINNYA DI 2025

Philanthropy Programs and Other Engagement Activities in 2025



Bantuan Korban Banjir Cililitan

Disaster Relief for Victims of the Cililitan Flood

100 paket sembako untuk warga terdampak.
Distribution of 100 basic food packages to affected communities.

Santunan Anak Yatim & Dhuafa

Support for Orphans & Pooors

1.000 penerima manfaat (kolaborasi Baznas DKI, YBJA, Pemuda Berjamaah, Yayasan Skema).
Provided support to 1,000 beneficiaries through collaboration with BAZNAS DKI Jakarta, YBJA, Pemuda Berjamaah, and Yayasan Skema.



Bantuan Korban Kebakaran di Penjaringan

Assistance for Fire Victims in Penjaringan

Serah terima bantuan korban kebakaran di Penjaringan bersama komunitas dan anggota DPRD DKI Jakarta.

Handover of humanitarian assistance to fire victims in Penjaringan was carried out in collaboration with community groups and members of the DKI Jakarta Regional House of Representatives (DPRD).



PROGRAM FILANTROPI DAN AKTIVITAS LAINNYA DI 2025

Philanthropy Programs and Other Engagement Activities in 2025



Bantuan Bencana Sumatera
Disaster Relief for Sumatra

Penyerahan bantuan bencana Sumatera berupa 500 buah selimut dan 500 buah kain sarung.
Provision of disaster relief at Sumatra in the form of 500 blankets and 500 sarongs.



Penanaman Mangrove
Mangrove Planting

Penanaman Mangrove bersama Kementerian Kelautan dan Perikanan (KKP) di Kamal Muara.
Mangrove Planting in Collaboration with the Ministry of Marine Affairs and Fisheries (KKP) at Kamal Muara.



Pendataan Pohon
Tree Inventory

Kolaborasi bersama komunitas Teens Go Green Indonesia (TGGI) untuk pendataan jenis, tinggi, dan lingkaran pohon di area pantai bagian timur pada Mei hingga Agustus 2025. Hasil kegiatan ini akan menjadi dasar penghitungan serapan emisi karbon Perseroan.

The Company collaborated with the Teens Go Green Indonesia (TGGI) community to conduct a tree inventory covering species identification, tree height, and trunk circumference in the eastern coastal area from May to August 2025. The results of this activity will serve as the basis for calculating the Company's carbon emission sequestration.



PENGADUAN MASYARAKAT [OJK F.24.] [GRI 3-3]

Ancol membuka ruang partisipasi publik dengan menyediakan mekanisme pengaduan bagi masyarakat dan pihak lain yang terdampak oleh kegiatan operasional Perseroan. Pengaduan dapat disampaikan secara langsung maupun melalui saluran resmi, yaitu:

COMMUNITY COMPLAINTS [OJK F.24.] [GRI 3-3]

Ancol provides channels for public participation by establishing a grievance mechanism for communities and other parties affected by the Company's operational activities. Complaints may be submitted directly or through the following official channels:



SALURAN PENGADUAN Complaint Channel

 WhatsApp WhatsApp	 Situs web Website
+62 877 8222 2422	http://www.ancol.com/

Setiap pengaduan yang diterima akan dicatat dan ditindaklanjuti oleh unit kerja terkait sesuai dengan prosedur dan standar layanan yang berlaku, guna memastikan penyelesaian yang tepat dan responsif. Sepanjang tahun 2025, Ancol menerima sebanyak 890 pengaduan dari masyarakat, dimana seluruhnya telah ditangani dan diselesaikan dengan baik.

Each complaint received is recorded and followed up by the relevant work unit in accordance with applicable procedures and service standards, to ensure timely and responsive resolution. Throughout 2025, Ancol received a total of 890 community complaints, all of which were properly addressed and resolved.





Lampiran

Appendix



06

LEMBAR UMPAN BALIK [OJK G.2.]

Feedback Sheet



Terima kasih kepada Bapak/Ibu/Saudara yang telah membaca Laporan Keberlanjutan PT Pembangunan Jaya Ancol Tbk Tahun 2025. Untuk meningkatkan kualitas isi Laporan Keberlanjutan pada tahun-tahun mendatang, kami berharap Bapak/Ibu/Saudara bersedia mengisi Lembar Umpan Balik ini dengan melingkari salah satu jawaban dan mengisi titik-titik yang tersedia

Thank you for taking the time to read the 2025 Sustainability Report of PT Pembangunan Jaya Ancol Tbk. To continuously improve the quality and relevance of our Sustainability Report in the coming years, we kindly invite you to complete this Feedback Form by circling the appropriate responses and filling in the spaces provided.

1. Laporan Keberlanjutan ini sudah memberikan informasi yang jelas mengenai kinerja ekonomi, sosial dan lingkungan yang dilakukan oleh Ancol
This Sustainability Report has provided clear information regarding Ancol's economic, social, and environmental performance
a. Setuju b. Tidak setuju c. Tidak tahu
Agree Disagree I don't know
2. Laporan Keberlanjutan ini sudah memberikan informasi yang jelas mengenai pemenuhan tanggung jawab sosial dan lingkungan Ancol
This Sustainability Report has provided clear information regarding the fulfillment of Ancol's social and environmental responsibilities
a. Setuju b. Tidak setuju c. Tidak tahu
Agree Disagree I don't know
3. Materi dan data dalam Laporan Keberlanjutan ini mudah dimengerti dan dipahami
The materials and data in this Sustainability Report are easy to understand and comprehend.
a. Setuju b. Tidak setuju c. Tidak tahu
Agree Disagree I don't know
4. Materi dan data dalam Laporan Keberlanjutan ini sudah cukup lengkap
The materials and data in this Sustainability Report are sufficiently complete.
a. Setuju b. Tidak setuju c. Tidak tahu
Agree Disagree I don't know
5. Desain, tata letak, grafis dan foto-foto dalam Laporan Keberlanjutan ini sudah bagus.
The design, layout, graphics, and photos in this Sustainability Report are properly presented
a. Setuju b. Tidak setuju c. Tidak tahu
Agree Disagree I don't know



- 6. Informasi apa yang paling bermanfaat dari Laporan Keberlanjutan ini?
What is the most useful information could be drawn from this Sustainability Report?
.....
- 7. Informasi apa yang dinilai kurang bermanfaat dari Laporan Keberlanjutan ini?
What information are remarked as less-useful could be drawn from this Sustainability Report?
.....
- 8. Informasi apa yang dinilai masih kurang dari Laporan Keberlanjutan ini dan perlu ditambahkan pada Laporan Keberlanjutan mendatang?
What information are considered as need to be improved from this Sustainability Report and required to include in the next Sustainability Report?
.....

9. Informasi Anda
Your details

Nama :
Name

Email :
Email

Identifikasi menurut kategori pemangku kepentingan (beri tanda ✓ yang sesuai)
Identification by stakeholders category (check all that apply):

<input type="checkbox"/> Pemegang saham Share holders	<input type="checkbox"/> Pegawai Staff
<input type="checkbox"/> Pemerintah dan Pembuat Kebijakan Government and Policy Makers	<input type="checkbox"/> Mitra Kerja, Pemasok Business Partners, Suppliers
<input type="checkbox"/> Media massa Mass media	<input type="checkbox"/> Masyarakat, Komunitas Lokal Communities, Local Communities
<input type="checkbox"/> Lain-lain, sebutkan..... Other, please specify	

Mohon lembar umpan balik ini dikirimkan kepada kami melalui:
Please send back this feedback sheet to

Sekretaris Perusahaan
Corporate Secretary
PT PEMBANGUNAN JAYA ANCOL TBK
Gedung Ecovention
Jalan Lodan Timur No. 7 Ancol Taman Impian, Jakarta Utara, Indonesia 14430
Telepon : (+62-21) 6454567
Faksimile : (+62-21) +62 21 647 10502
E-mail : investor@ancol.com

TANGGAPAN TERHADAP UMPAN BALIK LAPORAN SEBELUMNYA [OJK G.3.]

PT Pembangunan Jaya Ancol Tbk senantiasa menghargai setiap masukan, kritik, dan saran yang disampaikan oleh para pemangku kepentingan sebagai bagian dari upaya berkelanjutan dalam meningkatkan kualitas dan relevansi laporan ini di masa mendatang. Pada periode pelaporan sebelumnya, Perseroan tidak menerima umpan balik formal atas laporan yang telah diterbitkan. Meskipun demikian, Perseroan tetap berkomitmen untuk terbuka terhadap setiap bentuk masukan dari pemangku kepentingan guna mendukung peningkatan transparansi dan kinerja keberlanjutan.

RESPONSE TO PREVIOUS YEAR'S REPORT FEEDBACK [OJK G.3.]

PT Pembangunan Jaya Ancol Tbk continuously values every input, criticism, and suggestion provided by stakeholders as part of its ongoing efforts to improve the quality and relevance of this report in the future. In the previous reporting period, the Company did not receive formal feedback on the published report. Nevertheless, the Company remains committed to being open to all forms of stakeholder input to support the enhancement of transparency and sustainability performance.



**DAFTAR PENGUNGKAPAN SESUAI
PERATURAN OTORITAS JASA
KEUANGAN NOMOR 51/POJK.03/2017**

[OJK G.4.]

**LIST OF DISCLOSURES IN ACCORDANCE
WITH FINANCIAL SERVICES AUTHORITY
REGULATION NUMBER 51/POJK.03/2017**

[OJK G.4.]

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STANDAR GRI GRI Standards	PENGUNGKAPAN Disclosure	LOKASI Location	TIDAK MENCANTUMKAN Omission		
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STANDAR GRI GRI Standards	PENGUNGKAPAN Disclosure	LOKASI Location	TIDAK MENCANTUMKAN Omission		
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			PERSYARATAN YANG TIDAK DICANTUMKAN Requirement(S) Omitted	ALASAN Reason	PENJELASAN Explanation
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