

Mengelola Sumber Daya Air
Melalui Peningkatan
Kualitas
Lingkungan
Secara Berkelanjutan



Mengelola Sumber Daya Air Melalui Peningkatan
Kualitas Lingkungan Secara Berkelanjutan

*Managing Water Resources Through Sustainable
Environmental Quality Enhancement*

TEMA DAN PENJELASAN TEMA THEME AND THEME EXPLANATION



Tema

Mengelola Sumber Daya Air Melalui Peningkatan Kualitas Lingkungan Secara Berkelanjutan.

Theme

Managing Water Resources Through Sustainable Environmental Quality Enhancement.

Penjelasan Tema

Tugas utama Perum Jasa Tirta II adalah melaksanakan pengusahaan dan pengelolaan sumber daya air (SDA) untuk kemanfaatan umum. Hal ini antara lain meliputi: pengelolaan SDA, penyediaan air baku, penyediaan energi, dan pengelolaan aset.

Dalam menjalankan tugas tersebut, hal signifikan yang perlu mendapat perhatian secara terus-menerus adalah keberadaan sumber daya air dan lingkungannya, sehingga kualitas pasokan kepada pemangku kepentingan dapat terjaga.

Pengelolaan kualitas lingkungan kami lakukan berkolaborasi dan bersama-sama dengan berbagai pihak, baik secara langsung maupun tidak langsung. Di antaranya, pemberdayaan masyarakat dan kebersihan lingkungan melalui optimalisasi limbah menjadi hal yang bermanfaat. Juga, secara bersamaan dilakukan penguatan-penguatan di internal Perusahaan, sehingga target pertumbuhan berkelanjutan dapat terjaga secara terukur.

Theme Explanation

The primary mandate of Perum Jasa Tirta II is to execute the commercial exploitation and management of water resources (SDA) for the public benefit. This encompasses, among other things: water resource management, raw water supply, energy provision, and asset management.

In carrying out this mandate, a critical aspect requiring continuous attention is the preservation of water resources and their surrounding environment, ensuring that the quality of supply delivered to stakeholders is maintained.

We manage environmental quality collaboratively alongside various stakeholders, both directly and indirectly. These efforts include community empowerment and environmental hygiene through the optimization of waste into beneficial products. Concurrently, internal strengthening within the Company are implemented to ensure that sustainable growth targets remain measurably maintained.

KESINAMBUNGAN TEMA THEME CONTINUITY



2024

Integrasi ESG untuk Ketahanan Air dan Tata Kelola Berkelanjutan
ESD Integration for Water Resilience and Sustainable Governance



2023

Terus Maju untuk Negeriku
Moving Forward for My Country



2022

Merajut Potensi untuk Keberlanjutan
Knitting The Potential for Sustainability



2021

Tumbuh dengan Menjunjung Kelestarian
Growing With Uphold Preservation



2020

Kontribusi Nyata di Tengah Pandemi Covid-19 untuk Sumber Daya Air Berkelanjutan
Real Contribution Amid the Covid 19 Pandemic For Sustainable Water Resource





Daftar Isi

Table of Content

1	TEMA DAN PENJELASAN TEMA <i>THEME AND THEME EXPLANATION</i>	
2	KESINAMBUNGAN TEMA <i>THEME CONTINUITY</i>	
4	DAFTAR ISI <i>TABLE OF CONTENT</i>	
9	PENJELASAN STRATEGI KEBERLANJUTAN <i>EXPLANATION OF SUSTAINABILITY STRATEGY</i>	
16	IKHTISAR PENCAPAIAN KINERJA KEBERLANJUTAN <i>SUMMARY OF SUSTAINABILITY PERFORMANCE ACHIEVEMENTS</i>	
SAMBUTAN DIREKTUR UTAMA <i>PRESIDENT DIRECTOR'S MESSAGE</i>		19
TENTANG LAPORAN KEBERLANJUTAN <i>ABOUT THE SUSTAINABILITY REPORT</i>		33
35	Acuan Penyusunan Laporan <i>Reporting Framework and Standards</i>	
36	Prinsip Penyusunan Laporan <i>Reporting Principles</i>	
37	Periode dan Siklus Laporan <i>Reporting Period and Cycle</i>	
37	Proses Penentuan Isi Laporan <i>Process for Determining Report Content</i>	
39	Verifikasi oleh Pihak Independen <i>Independent Verification</i>	
39	Aksesibilitas dan Umpan Balik <i>Accessibility and Feedback</i>	
PERNYATAAN DEWAN PENGAWAS DAN DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN 2025 PERUM JASA TIRTA II <i>RESPONSIBILITY STATEMENT OF SUPERVISORY BOARD AND BOARD OF DIRECTORS FOR 2025 ANNUAL REPORT OF PERUM JASA TIRTA II</i>		41
KERANGKA DAN STRATEGI PENCAPAIAN TUJUAN KEBERLANJUTAN <i>FRAMEWORK AND STRATEGY FOR ACHIEVING SUSTAINABILITY GOALS</i>		43
45	Memperkuat Budaya Keberlanjutan <i>Strengthening a Sustainability Culture</i>	
46	Strategi Keberlanjutan PJT II <i>Company Sustainability Strategy</i>	
53	PJT II dan Kontribusinya terhadap Tujuan Pembangunan Keberlanjutan <i>Company Contributions to the Sustainable Development Goals (SDGs)</i>	
54	Pencapaian Kinerja Keberlanjutan <i>Sustainability Performance Achievements</i>	
PROFIL PERUSAHAAN <i>COMPANY PROFILE</i>		57
59	Tentang Perum Jasa Tirta II <i>About Perum Jasa Tirta II</i>	
65	Profil Singkat Wilayah Operasi <i>Operational Area</i>	
69	Sekilas Perusahaan <i>Company at a Glance</i>	
70	Riwayat Perubahan Nama <i>History of Company's Name</i>	
72	Visi, Misi, Motto dan Kompetensi Inti Perusahaan <i>Company Vision, Mission, Tagline and Core Competencies</i>	
73	AKHLAK BUMN dan Nilai-Nilai Utama <i>AKHLAK BUMN and Core Values</i>	
74	Jejak Langkah <i>Milestones</i>	
76	Struktur Kepemilikan <i>Ownership Structure</i>	
78	Skala Usaha <i>Line of Business</i>	
79	Keanggotaan Dalam Asosiasi <i>Memberships in Associations</i>	
PENGHARGAAN DAN SERTIFIKASI <i>AWARDS AND CERTIFICATIONS</i>		81

**PENGUATAN FONDASI
TATA KELOLA PERUSAHAAN
STRENGTHENING
THE FOUNDATION OF
SUSTAINABILITY GOVERNANCE**

85

- 87** Dasar Penerapan Tata Kelola Perusahaan
Foundation of Corporate Governance Implementation
- 92** Prinsip-Prinsip Utama Penerapan GCG
Implements the principles of Good Corporate Governance (GCG)
- 95** Struktur Tata Kelola dan Mekanisme
Sustainability Governance Structure and Mechanism
- 98** Struktur Organisasi Komite TJSL dan ESG Perum Jasa Tirta II
Organizational Structure of the TJSL and ESG Committee of Perum Jasa Tirta II
- 104** Rapat Pembahasan Bersama (RPB)
Joint Discussion Meetings (RPB)
- 105** Pengawasan Dampak dan Pendelegasian Tanggung Jawab
Impact Supervision and Delegation of Responsibility
- 106** Dewan Pengawas
Board of Supervisors
- 117** Direksi
The Board of Directors
- 128** Penanggung Jawab Penerapan
Composition of the Board of Supervisors
- 128** Peran Badan Tata Kelola Tertinggi dalam Pelaporan Keberlanjutan
The Role of the Board of Directors in Sustainability Reporting
- 129** Mekanisme Nominasi Dewan Pengawas dan Direksi
Nomination Mechanism for the Board of Commissioners and the Board of Directors
- 130** Pengembangan Kompetensi Direksi dan Dewan Pengawas
Competency Development for the Board of Directors and the Board of Commissioners
- 130** Evaluasi Kinerja Dewan Pengawas dan Direksi
Performance Evaluation of the Board of Commissioners and the Board of Directors

- 135** Remunerasi Dewan Pengawas dan Direksi
Remuneration of the Board of Supervisors and the Board of Directors
- 137** Rasio Total Kompensasi
Total Compensation Ratio
- 138** Organ Pendukung Dewan Pengawas
Supporting Organs of the Supervisory Board
- 138** Komite Audit
Audit Committee
- 139** Komposisi dan susunan serta profil Komite Audit
Composition and Membership of the Audit Committee
- 141** Komite Pemantau Risiko
Risk Monitoring Committee
- 142** Komite Nominasi dan Remunerasi
Nomination and Remuneration Committee
- 143** Sekretaris Dewan Pengawas
Corporate Secretary
- 145** Organ Pendukung Direksi
Supporting Organs of the Board of Directors
- 146** Sekretaris Perusahaan
Corporate Secretary
- 149** Akses dan Keterbukaan Informasi
Access to and Disclosure of Information
- 149** Satuan Pengawas Internal
Internal Audit Unit
- 153** Audit Eksternal/Akuntan Publik
External Audit/Public Accountant
- 156** Sistem Pengendalian Internal
Internal Control System
- 157** Hubungan dengan Pemilik Modal
Relations with the Capital Owner
- 157** Manajemen Risiko
Risk Management
- 189** Kode Etik
Code of Ethics
- 190** Konflik/Benturan Kepentingan
Conflict of Interest
- 191** Kebijakan Anti Korupsi
Anti-Corruption Policy

- 191** Gratifikasi
Gratification
- 192** Komunikasi Isu Kritis dan
Whistleblowing System
Critical Issue Communication and
Whistleblowing System
- 196** Komunikasi Masalah Penting, serta
Mekanisme untuk Mencari Nasihat dan
Mengemukakan Masalah
Communication of Critical Issues, and
Mechanisms for Seeking Advice and Raising
Concerns
- 197** Proses untuk Memulihkan Dampak
Negatif
The Process for Mitigating Negative Impacts
- 198** Mekanisme untuk Saran dan Kekhawatiran
terkait Perilaku Bisnis
Mechanisms for Advice and Concerns
regarding Business Conduct
- 198** Kepatuhan terhadap Hukum dan
Peraturan
Supporting Organs of the Board of Directors

MEWUJUDKAN SUMBER DAYA MANUSIA YANG UNGGUL BUILDING A HIGH-PERFORMING HUMAN RESOURCE

203

- 206** Struktur Pengelola SDM
Risk Management
- 206** Tugas Pokok Divisi Sumber Daya Manusia
Main Duties Of The Human Resources
Division
- 207** Kebijakan Umum Rekrutmen
General Recruitment Policy
- 207** Bidang Pelayanan SDM dan Hubungan
Industrial
HR Administration and Industrial Relations
Department
- 209** Penilaian Tingkat Maturitas SDM
Human Capital Maturity Assessment
- 209** Pelaksanaan Human Capital Maturity
Assessment Tahun 2025
Implementation of the 2025 Human Capital
Maturity Assessment
- 210** Proses dan Hasil Pengukuran HC Maturity
Tahun 2025
Processes and Results of the 2025 HC
Maturity Measurement
- 211** Demografi Karyawan
Employee Demographics
- 217** Pekerja yang Bukan Pekerja Langsung
Non-Direct Employees

- 217** Persamaan Hak dan Non Diskriminasi
Equal Opportunity and Non-Discrimination
- 217** Pekerja Anak dan Kerja Paksa
Child Labor and Forced Labor
- 217** Pengembangan Kompetensi
Competence Development
- 230** Rencana Strategis Pengelolaan SDM Tahun
2025
2025 Strategic Human Resources
Management Plan
- 231** Target dan Indikator Keberhasilan
Targets and Success Indicators
- 231** Mekanisme Pengaduan Masalah
Ketenagakerjaan
Grievance Mechanism for Labor Issues
- 232** Pelatihan Masa Persiapan Pensiun
Retirement Preparation Training
- 232** Paket Kesejahteraan Remunerasi
Remuneration and Welfare Package
- 233** Pelayanan Kesehatan
Healthcare and Medical Benefits
- 238** Program Imbalan Pasca Kerja
Post-Employment Benefit Programs
- 238** Program Cuti Karyawan
Employee Leave Surveys
- 240** Penghargaan Karyawan
Employee Awards and Recognition
- 241** Keselamatan dan Kesehatan Kerja (K3)
Occupational Health and Safety (OHS/K3)
- 245** Penerapan Penghargaan dan Sanksi
Rewards and Sanctions Implementation
- 245** Internalisasi Budaya
Culture Internalization

KINERJA KEBERLANJUTAN SUSTAINABILITY PERFORMANCE

247

- 249** Membangun Budaya Keberlanjutan
Building a Culture of Sustainability
- 251** Kinerja Ekonomi
Economic Performance
- 254** Kinerja Lapangan Usaha Pengelolaan Air
Tahun 2025
Water Management Sector Performance in
2025
- 255** Inisiatif dan Kebijakan Strategis PJT II
Strategic Initiatives and Policies of Perum
Jasa Tirta II
- 258** Bidang Usaha Perusahaan
The Company's Business Sectors

- 258 Perbandingan Target dengan Realisasi Kinerja Keuangan dan Operasional
Comparison of Target vs. Realization of Financial and Operational Performance
- 262 Volume Produksi dan Penjualan Produk
Production Volume and Product Sales
- 266 Investasi Infrastruktur dan Dukungan Layanan
Infrastructure Investment and Service Support
- 266 Kepatuhan Sosial Ekonomi
Socio-Economic Compliance
- 267 Menjaga Kepercayaan Pelanggan
Maintaining Customer Trust
- 269 Nilai Ekonomi
Economic Value
- 271 Kontribusi Perusahaan terhadap Negara
The Company's Contribution to the State
- 271 Proyek/Investasi yang Sejalan dengan Kegiatan Berkelanjutan
Projects and Investments Aligned with Sustainable Activities
- 272 Implikasi Finansial serta Risiko dan Peluang Lain Akibat dari Perubahan Iklim
Financial Implications, Risks, and Other Opportunities Driven by Climate Change
- 273 Program Pensiun
Pension Program
- 274 Bantuan Finansial yang Diterima dari Pemerintah
Financial Assistance Received from the Government
- 274 Pengungkapan Kerangka Governansi, Pengelolaan dan Pengendalian Aspek Perpajakan
Disclosure of Governance Framework, Management, and Control of Tax Aspects

KINERJA SOSIAL SOCIAL PERFORMANCE

277

- 280 Landasan Kebijakan
Policy Framework
- 281 Pemberdayaan Masyarakat
Community Empowerment
- 281 Komitmen Pada Tanggung Jawab Sosial
Commitment to Social Responsibility
- 282 Dampak Operasi terhadap Masyarakat Sekitar
Operational Impacts on Surrounding Communities
- 282 Implementasi Program TJSL
Implementation of CSER (TJSL) Programs

- 292 Pengaduan Masyarakat
Public Complaints Handling
- 292 Tanggung Jawab Produk
Product Responsibility
- 293 Layanan Setara untuk Konsumen
Equitable Service for Consumers
- 294 Inovasi dan Pengembangan Produk dan/atau Jasa
Product, Service Innovation, and Development
- 295 Survei Kepuasan Pelanggan dan Produk yang Ditarik Kembali
Customer Satisfaction Survey and Recalled Product

KINERJA SOSIAL SOCIAL PERFORMANCE

297

- 300 Kepatuhan terhadap Regulasi dan Pengaduan terkait Lingkungan Hidup
Regulatory Compliance and Environmental Complaints
- 301 Biaya Lingkungan Hidup
Environmental Expenditures
- 302 Penggunaan Material Ramah Lingkungan
Use of Environmentally Friendly Materials
- 302 Pengelolaan Energi
Energy Management
- 303 Pengelolaan Emisi
Emissions Management
- 304 Pengelolaan Air
Water Management
- 306 Pengelolaan Limbah (pengelolaan sampah)
Waste Management
- 306 Keanekaragaman Hayati (penanaman pohon, penangkaran flora fauna)
Biodiversity (Tree Planting and Flora-Fauna Conservation)

309 LEMBAR UMPAN BALIK Feedback Form

- 312 TANGGAPAN TERHADAP UMPAN BALIK LAPORAN TAHUN SEBELUMNYA
Response to Feedback from the Previous Year's Report
- 312 VERIFIKASI TERTULIS DARI PIHAK INDEPENDEN
Written Verification from an Independent Party
- 313 DAFTAR PENGUNGKAPAN SESUAI POJK 51/POJK.03/2017
List of Disclosures in Accordance with POJK 51/POJK.03/2017
- 316 INDEKS KONTEN GRI STANDARD 2021
GRI STANDARD CONTENT INDEX 2021



PENJELASAN STRATEGI KEBERLANJUTAN KESINAMBUNGAN TEMA *EXPLANATION OF SUSTAINABILITY STRATEGY*



Perum Jasa Tirta II telah menetapkan Rencana Jangka Panjang Tahun 2025 – 2029, yang di dalamnya memuat sasaran strategis 5 (lima) tahun kedepan adalah menumbuhkan bisnis secara bertahap dengan *area focus* pada bidang Energi Baru dan Terbarukan (EBT), *Land and Property*, pariwisata/*water related eco-tourism*, Air Minum Dalam Kemasan (AMDK), pengembangan laboratorium air dan udara.

Selain itu, sebagai Perusahaan pengelola wilayah sungai, PJT II tetap berfokus pada kegiatan pengelolaan wilayah sungai dengan tetap memperhatikan kegiatan operasi dan pemeliharaan, perencanaan, pemantauan dan pemberdayaan masyarakat, sistem informasi dan konservasi.

Secara kuantitatif, sasaran strategis 5 (lima) tahun kedepan antara lain:

1. Peningkatan Laba Bersih setiap tahun.
2. Peningkatan Akuntabilitas Laporan Keuangan dengan Wajar Tanpa Pengecualian atau Wajar Dalam Semua Hal yang Material.
3. Pemenuhan peringkat Kesehatan Perusahaan pada posisi Sehat “AA”.
4. Peningkatan penyertaan modal bidang investasi dengan adanya ekspansi bidang usaha EBT, SPAM, dan Property.
5. Optimalisasi pengelolaan dan pengusahaan WS Cimanuk Cisanggarung, WS Cidanau Ciujung Cidurian, dan WS Seputih Sekampung serta penambahan jumlah EBT.
6. Penambahan 3 (tiga) wilayah kerja baru yaitu WS Musi Sugihan Banyuasin Lemau, WS Mahakam dan WS Barito.

Hal-hal tersebut diatas, demi mewujudkan Visi “Menjadi Perusahaan Terbaik Dalam

Perum Jasa Tirta II has established its Long-Term Plan for 2025–2029, which outlines strategic objectives for the next 5 (five) years aimed at achieving gradual business growth. The focus areas include New and Renewable Energy (NRE/EBT), Land and Property, water-related eco-tourism, Bottled Drinking Water (AMDK), and the development of air and water laboratories.

Furthermore, as a river basin management enterprise, PJT II maintains its focus on river basin management activities, with continuous emphasis on operations and maintenance, planning, monitoring, community empowerment, information systems, and conservation.

Quantitatively, the strategic objectives for the next 5 (five) years include:

1. *Annual Net Profit Growth.*
2. *Enhancement of Financial Report Accountability, maintaining an “Unqualified” or “Fairly Presented in All Material Respects” audit opinion.*
3. *Achievement and maintenance of the Corporate Health Rating at the “AA” (Healthy) level.*
4. *Increase in investment equity participation driven by business expansion in NRE, Water Supply Systems (SPAM), and Property.*
5. *Optimization of management and commercial exploitation of the Cimanuk Cisanggarung River Basin (WS), Cidanau Ciujung Cidurian WS, and Seputih Sekampung WS, along with the addition of NRE capacities.*
6. *Expansion into 3 (three) new operational areas, namely Musi Sugihan Banyuasin Lemau WS, Mahakam WS, and Barito WS.*

Pengelolaan dan Pengusahaan Sumber Daya Air yang Berkelanjutan di Indonesia”.

The aforementioned strategic initiatives are pursued to realize the Vision of “Becoming the Premier Company in Sustainable Water Resources Management and Commercial Exploitation in Indonesia.”

Visi ini akan dicapai melalui Misi Perusahaan, yaitu:

1. Pengoptimalan pengusahaan sumber daya air dengan cara yang efisien, efektif, inovatif dan berkelanjutan dengan tujuan menjaga kelestarian dan pengelolaan sumber daya air dan turunannya.
2. Peningkatan kapasitas dan kapabilitas SDM dalam mengoptimalkan pengelolaan dan pengusahaan SDA.
3. Digitalisasi sistem dan teknologi untuk mendukung proses dan operasional pengelolaan dan pengusahaan SDA.
4. Penguatan posisi dan peran Perusahaan sebagai BUMN pengelolaan dan pengusahaan SDA.

This Vision will be achieved through the Company's Mission, as follows:

1. *Optimizing the commercial exploitation of water resources in an efficient, effective, innovative, and sustainable manner to preserve and manage water resources and their derivatives.*
2. *Enhancing human resource capacity and capability to optimize water resources management and commercial exploitation.*
3. *Digitalizing systems and technology to support the operational processes and management of water resources commercial exploitation.*
4. *Strengthening the Company's position and role as a State-Owned Enterprise (SOE) in water resources management and commercial exploitation.*

Rencana aksi di tahun 2025 untuk melaksanakan pilar strategis diatas:

Action plan for 2025 to implement the strategic pillars above:

a. Menerapkan praktik berbasis <i>Integrated Smart Water Resources Management</i> untuk mendukung ketahanan air nasional, dengan action plan sebagai berikut: <i>Implementing practices based on Integrated Smart Water Resources Management to support national water security, with the following action plan:</i>	1. Memperbarui pengukuran indicator kinerja operasional agar sejalan dengan prinsip dan tujuan <i>Integrated Smart Water Resources Management</i>, didukung penyusunan sistem audit internal yang relevan. <i>Updating operational performance Key Performance Indicators (KPIs) to align with the principles and goals of Integrated Smart Water Resources Management, supported by the development of a relevant internal audit system.</i>	
---	--	--

	2. Optimalisasi fungsi pemanfaatan umum untuk pelestarian SDA dengan membantu Pemerintah melakukan konservasi SDA dan pengendalian daya rusak air, melalui kolaborasi dengan pemangku kepentingan pengelola Wilayah Sungai melalui kegiatan: <i>Optimizing public utility functions for water resources conservation by supporting the Government in carrying out water resources conservation and water destructive force control, through collaboration with river basin management stakeholders via the following activities:</i>	▶ Pemetaan dan kajian kebijakan dan <i>action plan</i> pemangku kepentingan yang diperlukan untuk konservasi dan pengendalian daya rusak air. <i>Mapping and reviewing stakeholder policies and action plans required for conservation and water destructive force control.</i> ▶ Mengeksekusi program <i>engagement</i> rutin dan <i>ad-hoc</i> Bersama pemangku kepentingan untuk mengimplementasikan program yang dipetakan. <i>Executing routine and ad-hoc stakeholder engagement programs to implement established initiatives.</i>
	3. Komitmen penyediaan air baku untuk kepentingan rakyat dalam mendukung ketahanan air 2045 melalui kegiatan: <i>Commitment to raw water supply for public interest in supporting 2045 water security through the following activities:</i>	
b. Menjadi stakeholder kunci dalam pengelolaan air dan penguatan hubungan dengan berbagai pemangku kepentingan pengelola SDA, dengan <i>action plan</i> sebagai berikut: <i>Becoming a key stakeholder in water management and strengthening relationships with various water resources management stakeholders, with the following action plan:</i>	1. Melakukan pemetaan dan penyusunan strategi pendekatan serta kolaborasi pemangku kepentingan dalam pengelolaan sumber daya air di Indonesia untuk menjaga posisi PJT II menjadi pemangku kepentingan utama melalui kegiatan: <i>Mapping and formulating strategic approaches and stakeholder collaboration in water resources management in Indonesia to maintain PJT II's position as a primary stakeholder through activities:</i>	▶ Melakukan pemetaan pemangku kepentingan dan menyusun strategi pendekatan pemangku kepentingan. ▶ Menyusun kajian advokasi kebijakan dan advokasi rencana aksi untuk diimplementasikan bersama pemangku kepentingan. ▶ Menginisiasi strategi <i>engagement</i> pemangku kepentingan secara berkala (misalnya forum tahunan pemangku kepentingan SDA) dan pertemuan <i>ad-hoc</i>.
	2. Sinkronisasi dan pembagian peran pada pengelolaan WS dari Hulu-Hilir dengan pemangku kepentingan lainnya untuk pengusahaan kualitas lingkungan WS dan sekitarnya melalui kegiatan: <i>Synchronizing and defining roles in upstream-to-downstream River Basin (WS) management with other stakeholders to enhance the environmental quality of the River Basin and its surrounding areas through activities:</i>	▶ Menyusun pemetaan advokasi dan <i>action plan</i> untuk dijalankan pemangku kepentingan dan rencana <i>engagement</i> pemangku kepentingan ▶ Melaksanakan <i>engagement</i> rutin dan <i>ad-hoc</i> dengan pemangku kepentingan untuk mempromosikan advokasi dan <i>action plan</i>.

	3. Mengadvokasikan peran sebagai Mitra Instansi Pengelola (MIP) Pemerintah untuk pemungutan BJPSDA dan pemanfaatan BMN pada Wilayah Kerja <i>Advocating for the Company's role as the Government's Management Agency Partner (MIP) for the collection of Water Resources Management Service Fees (BJPSDA) and the utilization of State-Owned Assets (BMN) within the Operational Area.</i>	▶ Pemetaan dan kajian kebijakan dan <i>action plan</i> pemangku kepentingan yang diperlukan untuk konservasi dan pengendalian daya rusak air. <i>Mapping and reviewing stakeholder policies and action plans required for conservation and water destructive force control.</i> ▶ Mengeksekusi program <i>engagement</i> rutin dan <i>ad-hoc</i> Bersama pemangku kepentingan untuk mengimplementasikan program yang ditetapkan. <i>Executing routine and ad-hoc stakeholder engagement programs to implement established initiatives.</i>
	4. Mengadvokasi struktur tarif yang lebih ideal – Biaya Jasa Pengelolaan SDA (BJPSDA) – secara berkala melalui komunikasi dan koordinasi dengan KPUPR. <i>Advocating for a more ideal tariff structure – Water Resources Management Service Fees (BJPSDA) – on a periodic basis through communication and coordination with the Ministry of Public Works and Housing (KPUPR).</i>	
c. Melaksanakan transformasi digital untuk mendukung peningkatan operational excellence di bisnis SDA, dengan <i>action plan</i> sebagai berikut: <i>Executing digital transformation to support operational excellence in the water resources (SDA) business, with the following action plan:</i>	1. Penyusunan <i>roadmap transformasi digital</i> (operasional/ lapangan dan <i>back-office</i>) PJT II yang melingkupi cakupan digitalisasi, prioritas, kajian terkait mitra pihak ketiga, kajian potensi penghematan dan peningkatan kinerja operasional serta strategi implementasi, transisi dan <i>sustainment</i>. <i>Formulating PJT II's digital transformation roadmap (operations/field and back-office) covering scope of digitalization, prioritization, third-party partner assessments, potential cost-saving and operational performance enhancement studies, as well as implementation, transition, and sustainment strategies.</i>	
	2. Merealisasikan <i>quick wins</i> dari transformasi digital berdasarkan analisis prioritas inisiatif. <i>Realizing quick wins from digital transformation based on initiative prioritization analysis.</i>	

	3. Merealisasikan transformasi digital (operasional/lapangan dan <i>back office</i>) diiringi dengan pengukuran dampak terhadap indikator kunci, seperti efisiensi biaya, peningkatan kepuasan pelanggan, perbaikan mutu pelayanan, dan lainnya. <i>Executing digital transformation (operations/field and back-office) accompanied by impact measurement on key indicators, such as cost efficiency, customer satisfaction enhancement, service quality improvement, and others.</i>	► Pemetaan dan kajian kebijakan dan <i>action plan</i> pemangku kepentingan yang diperlukan untuk konservasi dan pengendalian daya rusak air. <i>Mapping and reviewing stakeholder policies and action plans required for conservation and water destructive force control.</i> ► Mengeksekusi program <i>engagement</i> rutin dan <i>ad-hoc</i> Bersama pemangku kepentingan untuk mengimplementasikan program yang dipetakan. <i>Executing routine and ad-hoc stakeholder engagement programs to implement established initiatives.</i>
	4. Mengadvokasi struktur tarif yang lebih ideal – Biaya Jasa Pengelolaan SDA (BJPSDA) – secara berkala melalui komunikasi dan koordinasi dengan KPUPR. <i>Advocating for a more ideal tariff structure – Water Resources Management Service Fees (BJPSDA) – on a periodic basis through communication and coordination with the Ministry of Public Works and Housing (KPUPR).</i>	
d. Turnaround di lini bisnis Air Baku dan Air Bersih melalui inisiatif <i>operational excellence</i> yang meningkatkan produktivitas dan cakupan perluasan bisnis, dengan <i>action plan</i> sebagai berikut <i>Turnaround in the Raw Water and Clean Water lines of business through operational excellence initiatives that increase productivity and business coverage expansion, with the following action plan:</i>	1. Peningkatan kapasitas (<i>retrovit</i>) pada SPAM eksisting untuk peningkatan produksi air bersih (peningkatan produktivitas). <i>Capacity enhancement (retrovit) of existing Water Supply Systems (SPAM) to increase clean water production (productivity enhancement).</i>	
	2. Implementasi program-program <i>operational excellence</i> dalam hal perbaikan proses dan kebijakan, penerapan sistem dan prosedur untuk memperbaiki mutu operasional secara terukur dilengkapi sistem kontrol untuk memperbaiki indikator seperti kualitas air, waktu respons terhadap insiden, efisiensi energi dan lain sebagainya. <i>Implementing operational excellence programs regarding process and policy improvements, as well as system and procedure implementation to measurably improve operational quality, equipped with a control system to improve indicators such as water quality, incident response time, energy efficiency, and others.</i>	

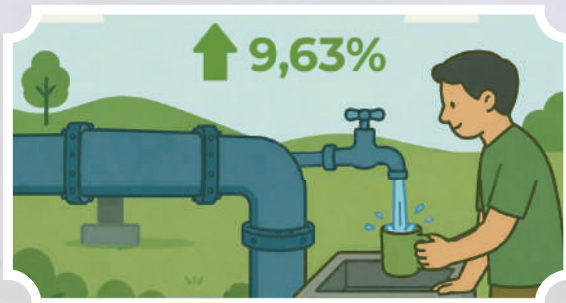
	3. Terlibat dalam inisiatif Danareksa Utilities Infrastructure and Technology (DUIT) untuk penyediaan utilitas yang mendukung pengembangan kawasan industri. <i>Engaging in Danareksa Utilities Infrastructure and Technology (DUIT) initiatives for utility provision that supports industrial estate development.</i>	▶ Pemetaan dan kajian kebijakan dan action plan pemangku kepentingan yang diperlukan untuk konservasi dan pengendalian daya rusak air. <i>Mapping and reviewing stakeholder policies and action plans required for conservation and water destructive force control.</i> ▶ Mengeksekusi program engagement rutin dan ad-hoc Bersama pemangku kepentingan untuk mengimplementasikan program yang ditetapkan. <i>Executing routine and ad-hoc stakeholder engagement programs to implement established initiatives.</i>
e. Mengeksplorasi dan memperluas bisnis EBT dengan <i>action plan</i> sebagai berikut: <i>Exploring and expanding the New and Renewable Energy (NRE/EBT) business, with the following action plan:</i>	1. Melaksanakan perluasan bisnis EBT melalui proyek baru serta bisnis karbon dan mengidentifikasi mitra potensial serta potensi skema kerja sama dengan rincian kegiatan: <i>Executing NRE business expansion through new projects and the carbon business, as well as identifying potential partners and cooperation schemes with detailed activities:</i>	▶ Melakukan kajian pasar dan feasibility perluasan EBT serta pemetaan calon investor maupun mitra. <i>Conducting market studies and feasibility assessments for NRE expansion, as well as mapping prospective investors and partners.</i> ▶ Realisasi perluasan bisnis EBT di proyek-proyek baru, khususnya PLTS Apung, PLTA (mikro hidro atau mini hidro) serta bisnis karbon untuk perluasan pendapatan. <i>Realizing NRE business expansion in new projects, particularly Floating Solar Power Plants (PLTS Apung), Hydroelectric Power Plants (PLTA - micro-hydro or mini-hydro), and carbon business to expand revenue.</i>
f. <i>Scale-up</i> lini bisnis non-SDA (AMDK, Laboratorium, Pariwisata, Pemanfaatan Lahan) melalui penguatan distribusi, pemasaran, <i>strategic partnership</i>, kapabilitas dan reformulasi model bisnis, dengan <i>action plan</i> sebagai berikut: <i>Scaling up non-SDA lines of business (AMDK, Laboratory, Tourism, Land Utilization) through the strengthening of distribution, marketing, strategic partnerships, capabilities, and business model reformulation, with the following action plan:</i>	1. Melakukan optimalisasi aset lahan dengan kajian <i>highest-best use</i> untuk pemanfaatan dengan skema <i>strategic partnership</i> dengan rincian kegiatan: <i>Optimizing land assets through highest-and-best-use studies for utilization under strategic partnership schemes with detailed activities:</i>	▶ Melakukan mapping atas aset, kajian <i>highest-best use</i> serta pemetaan calon mitra. <i>Mapping assets, conducting highest-and-best-use studies, and mapping prospective partners.</i>

	2. Perluasan keahlian dan kapasitas Laboratorium Lingkungan dengan sertifikasi ISO/KAN untuk menjadi pusat penelitian air dan lingkungan serta peningkatan kualitas penyediaan air baku dan melakukan perluasan layanan dan target pasar serta aliansi strategis. <i>Expanding expertise and capacity of the Environmental Laboratory with ISO/KAN certification to become a center for water and environmental research, enhancing raw water supply quality, expanding services and target markets, and forming strategic alliances.</i>	
	3. <i>Re-branding lini bisnis AMDK, optimalisasi sistem produksi dan perluasan pasar dengan skema B2B dimulai dari jaringan BUMN.</i> <i>Re-branding the Bottled Drinking Water (AMDK) line of business, optimizing production systems, and expanding the market through B2B schemes starting from the SOE (BUMN) network.</i>	
	3. Optimalisasi pengembangan bisnis pariwisata dengan <i>strategic partnership</i>, perluasan revenue stream, dan peningkatan pemasaran sesuai strategi segmentasi. <i>Optimizing tourism business development through strategic partnerships, revenue stream expansion, and marketing enhancements aligned with segmentation strategies.</i>	

IKHTISAR PENCAPAIAN KINERJA KEBERLANJUTAN SUMMARY OF SUSTAINABILITY PERFORMANCE ACHIEVEMENTS



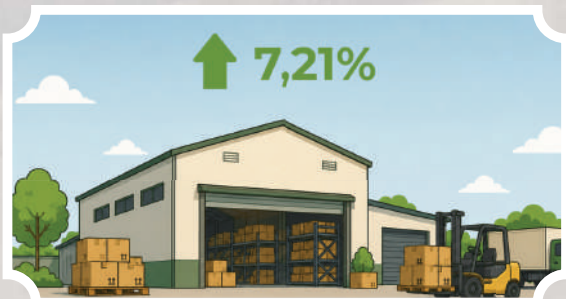
Pencapaian Kinerja Aspek Ekonomi Economic Performance Achievements



Pasok Air Baku untuk PDAM & Industri:
 1.297 juta m³ ↑ 9,63%
Raw Water Supply for PDAM & Industry:
 1,297 million m³ ↑ 9.63%



Pendapatan Usaha Rp1.128.786,00 juta
 ↑ 5,74%
Revenues: IDR 1,128,786.00 million ↑ 5.74%



Jumlah Aset Rp2.301.862 juta
 ↑ 7,21%
Total Assets: IDR 2,301,862 million ↑ 7.21%

Pencapaian Kinerja Lingkungan Environmental Performance Achievements



Piagam/Penghargaan/Sertifikat yang diperoleh
 terkait Keberlanjutan
Charters / Awards / Certificate
related to Sustainability



Pengolahan Eceng Gondok: Pengolahan Eceng
Gondok di Desa Sukahaji, Kecamatan Ciasem,
Kabupaten Subang dan Desa Galumpit, Kecamatan
Tegalwaru, Kabupaten Purwakarta
Water Hyacinth Processing: Water Hyacinth
Processing in Sukahaji Village, Ciasem District,
Subang Regency and Galumpit Village, Tegalwaru
District, Purwakarta Regency



Pengolahan Sampah di Desa Batujaya, Kecamatan
Batujaya, Kabupaten Karawang dan Desa
Jatimekar, Kecamatan Jatiluhur, Kabupaten
Purwakarta
Waste Processing: Waste Processing in Batujaya
Village, Batujaya District, Karawang Regency and
Jatimekar Village, Jatiluhur District,
Purwakarta Regency

Pencapaian Kinerja Sosial Social Performance Achievements



Skor Survei AKHLAK AKHLAK Survey Score

Target 252
Target 252

Realisasi 254,11
Realization 254.11



Skor Survei Persepsi Karyawan Employee Perception Survey Score

81,35 (2024)

85,05 (2025)



Penyaluran Dana TJSL TJSL Funds Realization

Rp6,5miliar
IDR 6.5 billion
(2024)

Rp6,8miliar
IDR 6.8 billion
(2025)

Pencapaian Kinerja Tata Kelola Keberlanjutan Sustainability Governance Achievements



2021: Implementasi ISO 37001: 2016
Sistem Manajemen
Anti Penyuapan (SMAP)
Implementation of ISO 37001:2016
Anti- Bribery Management System
(ABMS / SMAP)



2025: Resertifikasi SMAP ISO 37001:2016
Recertification of ISO 37001:2016
Anti- Bribery Management System
(ABMS / SMAP)



Whistleblowing System:
0 (nol) Pengaduan Pelanggaran
Whistleblowing System:
0 (Zero) Violation Complaints



Jasa Tirta II
Air Untuk Menghidupi Negeri



01

**SAMBUTAN
DIREKTUR UTAMA**
*PRESIDENT
DIRECTOR'S
MESSAGE*



SAMBUTAN DIREKTUR UTAMA **PRESIDENT DIRECTOR'S MESSAGE**



“

Sebagai bagian dari upaya mewujudkan visi menjadi perusahaan terbaik dalam pengelolaan dan pengusahaan sumber daya air yang berkelanjutan di Indonesia, kami terus melakukan berbagai inisiatif untuk memastikan kualitas produk yang kami berikan kepada pemangku kepentingan.

As part of our journey to realize the vision of becoming Indonesia's premier company in sustainable water resources management and commercialization, we remain fully committed to driving various sustainability initiatives. For us, this is not just about operations—it is about consistently delivering the highest quality of service and value that our stakeholders truly deserve.

”

Imam Santoso

Direktur Utama

President Director



Pemegang Saham dan Pemangku Kepentingan yang terhormat,

Puji syukur ke hadirat Tuhan Yang Maha Esa, berkat rahmat dan karunia-Nya kita senantiasa diberikan kesehatan, kekuatan, serta kesempatan untuk mengembangkan dan meningkatkan potensi-potensi yang dimiliki Perusahaan bersama-sama dengan lingkungan sekitar. Mewakili Direksi dan seluruh insan Perum Jasa Tirta II, izinkan saya menyampaikan Laporan Keberlanjutan Tahun 2025 yang merupakan salah satu media komunikasi untuk menyampaikan kinerja upaya keberlanjutan Perusahaan serta salah satu bentuk komitmen transparansi dan dukungan PJT II terhadap Tujuan Pembangunan Berkelanjutan (SDGs).

Dalam Laporan Keberlanjutan ini, kami mengangkat tema “Mengelola Sumber Daya Air Melalui Peningkatan Kualitas Lingkungan Secara Berkelanjutan”. Merupakan suatu penjabaran dari upaya Perusahaan dalam menjalankan penugasan yang diberikan, di mana pengelolaan kualitas lingkungan kami lakukan secara terus-menerus. Hal ini kami jalankan melalui kolaborasi dan kerja sama dengan berbagai pihak, baik secara langsung maupun tidak langsung. Selain itu, kami juga terus melakukan penguatan-penguatan internal, sehingga target pertumbuhan berkelanjutan dapat terjaga secara terukur.

Sekilas Ekonomi Global dan Nasional

Kondisi perekonomian dunia di tahun 2025 masih diwarnai dengan ketidakpastian. Amerika Serikat (AS) menerapkan kebijakan proteksionis serta berlanjutnya ketegangan geopolitik di Eropa dan Timur Tengah. Kondisi ini memberi dampak pada melambatnya ekonomi di banyak negara. Turunnya volume dan nilai perdagangan global memperparah dampak gangguan rantai pasokan dunia. Akibatnya, beberapa negara mengalami perlambatan pertumbuhan ekonomi bahkan ada

Our respected Capital Owners and stakeholders,

Praise be to God Almighty. It is by His grace and blessings that we are continually granted health, strength, and the opportunity to develop and maximize the Company's potential, hand in hand with our surrounding environment. On behalf of the Board of Directors and the entire team at Perum Jasa Tirta II, allow me to present our 2025 Sustainability Report. This report serves as a core communication channel to share the performance of our sustainability initiatives, reflecting PJT II's deep commitment to operational transparency and our active support for the Sustainable Development Goals (SDGs).

In this Sustainability Report, we have chosen the theme “Managing Water Resources Through Sustainable Environmental Quality Enhancement.” This theme embodies our ongoing efforts to execute our public mandate, where environmental quality management is carried out continuously. We drive these efforts through close collaboration and partnership with various stakeholders, both directly and indirectly. Furthermore, we continue to reinforce our internal capabilities, ensuring that our sustainable growth targets remain highly measurable and firmly on track.

A Glance at The Global and National Economy

The global economic landscape in 2025 remained clouded by uncertainty, driven by protectionist policies implemented by the United States (US) and ongoing geopolitical tensions across Europe and the Middle East. These conditions ultimately led to an economic slowdown in numerous countries. A contraction in both the volume and value of global trade further exacerbated disruptions in global supply chains.

yang stagnan. Berdasarkan data World Economic Outlook-IMF dan Bank Indonesia, Amerika Serikat mengalami penurunan pertumbuhan dari 2,8% menjadi 2,1%, ASEAN 5 dari 4,6% menjadi 4,4%, sementara Tiongkok bertahan di angka 5,0%.

Indonesia tercatat pertumbuhan ekonominya sebesar 5,03% di tahun 2024 menjadi 4,7% – 5,5% di tahun 2025, menurut Biro Pusat Statistik dan Bank Indonesia. Perekonomian Indonesia dapat tumbuh dengan stabil karena adanya koordinasi yang kuat dan hati-hati antara Pemerintah untuk menjaga kebijakan fiskal dan Bank Indonesia untuk menjaga kebijakan moneter, sehingga mampu mendorong permintaan domestik.

Di dalam negeri, pertumbuhan ekonomi Indonesia didukung oleh sektor lapangan usaha padat modal. Sektor-sektor yang berorientasi ekspor serta sektor hilirisasi sumber daya alam seperti industri pengolahan mencatat pertumbuhan yang relatif tinggi selama periode dimaksud. Pertumbuhan yang semakin tinggi juga dialami sektor-sektor yang sejalan dengan peningkatan konsumsi masyarakat dan akselerasi digitalisasi. Antara lain, perdagangan besar dan eceran, akomodasi dan makan minum, serta informasi dan komunikasi.

Di sisi lain, sektor padat karya masih memerlukan dorongan lebih lanjut untuk meningkatkan kontribusinya terhadap perekonomian nasional. Menjadi tantangan bagi kami mengenai kondisi volatilitas perekonomian dunia dan pertumbuhan ekonomi nasional, namun tidak berpengaruh langsung kepada Perusahaan. Kondisi cuaca yang masih anomali di tahun 2025, sebagai kelanjutan dari kondisi beberapa tahun terakhir, juga dapat dikelola dengan baik oleh Perusahaan.

Consequently, several nations experienced slowing or even stagnant economic growth. Based on data from the IMF's World Economic Outlook and Bank Indonesia, economic growth in the United States slowed from 2.8% to 2.1%, and the ASEAN-5 nations eased from 4.6% to 4.4%, while China held steady at 5.0%.

On the domestic front, Indonesia's economic growth shifted from 5.03% in 2024 to a range of 4.7% – 5.5% in 2025, according to the Central Bureau of Statistics (BPS) and Bank Indonesia. Indonesia's economy maintained stable growth due to strong and prudent coordination between the Government, in managing fiscal policy, and Bank Indonesia, in managing monetary policy, which successfully stimulated domestic demand.

Internally, national economic growth was heavily driven by capital-intensive sectors. Export-oriented industries and natural resource downstream sectors, such as manufacturing, recorded relatively strong growth during this period. Accelerated growth was also seen in sectors aligned with rising public consumption and rapid digitalization, including wholesale and retail trade, accommodation, food and beverage, as well as information and communication.

Conversely, labor-intensive sectors still require further stimulus to boost their contribution to the national economy. While global economic volatility and shifting national growth trajectories present a challenging backdrop, they do not exert a direct impact on the Company. Furthermore, the persistent weather anomalies encountered throughout 2025, extending the trends observed in recent years, were successfully managed and mitigated through the Company's robust operational strategies.

Strategi Menghadapi Tantangan dan Memenuhi Tujuan Keberlanjutan

Ke depan, pengelolaan sumber daya air (SDA) yang terjaga kualitasnya akan terus diperlukan oleh banyak pihak. Begitu pula dengan inisiatif mengembangkan energi baru terbarukan (EBT), di mana keduanya dimaksudkan menghadapi tantangan perubahan iklim dan mengurangi dampak negatif terhadap lingkungan. Sebagai Perusahaan yang selalu bersentuhan dengan alam, Perum Jasa Tirta II menyadari bahwa keberlanjutan selain menjadi kebutuhan juga merupakan kewajiban untuk mewujudkan masa depan yang lebih hijau. Dalam mengelola keberlanjutan, kami dihadapkan pada berbagai tantangan global dan domestik, di antaranya perubahan iklim, dorongan penggunaan energi bersih, serta optimalisasi pemanfaatan teknologi digital.

Langkah-langkah strategis untuk menghadapi tantangan ini, Perum Jasa Tirta II merumuskan arah pengembangan Perusahaan yang dituangkan dalam Rencana Jangka Panjang Perusahaan (RJPP) 2025 – 2029, yakni:

1. Arah pengembangan induk, yang terdiri dari:
 - a. Pengelolaan sumber daya air melalui optimalisasi aset untuk menciptakan *new revenue engine* dengan melakukan inovasi dan ekspansi bisnis turunan SDA (EBT dan SPAM);
 - b. Pengelolaan non-SDA melalui optimalisasi *business process* dengan melakukan inovasi dan ekspansi bisnis unusual untuk meningkatkan *revenue* bisnis, dalam rangka memperbesar kontribusi bagi negara untuk ketahanan pangan dan energi nasional.
2. Pondasi arahan pengembangan, yang terdiri dari:

Strategies to Face Challenges and Meet Sustainability Goals

Moving forward, well-maintained and high-quality water resources management (SDA) will continue to be a vital necessity for various stakeholders. The same holds true for initiatives focused on developing new and renewable energy (NRE/EBT), both of which are designed to address climate change challenges and mitigate negative environmental impacts. As a Company whose operations are deeply intertwined with nature, Perum Jasa Tirta II recognizes that sustainability is not just a strategic necessity, but a fundamental obligation to build a greener future. In managing sustainability, we face various global and domestic challenges, including climate change, the push for clean energy adoption, and the optimization of digital technology utilization.

To proactively address these challenges, Perum Jasa Tirta II has formulated the Company's strategic development direction, which is detailed in the 2025–2029 Corporate Long-Term Plan (RJPP), comprising:

1. *Core Development Directives:*
 - a. *Water Resources Management: Optimizing land and infrastructure assets to establish a new revenue engine by driving innovation and expanding water-derived business lines (NRE/EBT and Water Supply Systems/SPAM);*
 - b. *Non-SDA Management: Optimizing business processes by introducing innovation and expanding unusual business lines to boost business revenue, thereby maximizing the Company's contribution to national food and energy security.*
2. *Strategic Development Foundations:*
 - a. *Internal Improvement Programs: Delivered through: (i) Human Capital (HC) transformation to*

- a. Program internal *improvement*, dalam bentuk: (i) transformasi *Human Capital* (HC) untuk pengembangan kapasitas dan kapabilitas SDM; (ii) transformasi Digital dan Teknologi sebagai upaya optimalisasi proses bisnis; dan (iii) penguatan praktik Tata Kelola;
- b. Business development, dalam bentuk: (i) pengembangan horizontal yakni pengembangan WK eksisting dan WK baru yang lain; (ii) pengembangan bisnis SPAM, EBT, WWTP, *Carbon Trading*, dan *Green Data Center*; dan (iii) optimalisasi aset.

enhance human resource capacity and capability; (ii) Digital and Technology transformation to optimize business processes; and (iii) the reinforcement of Corporate Governance practices;

- b. *Business Development: Delivered through: (i) horizontal expansion, specifically developing existing and new Operational Areas (WK); (ii) commercial expansion into SPAM, NRE/EBT, Wastewater Treatment Plants (WWTP), Carbon Trading, and Green Data Centers; and (iii) asset optimization.*

Hal-hal di atas dimaksudkan untuk mencapai sasaran strategis 5 (lima) tahun ke depan secara kuantitatif, antara lain: peningkatan laba bersih setiap tahun; peningkatan akuntabilitas laporan keuangan dengan wajar tanpa pengecualian atau wajar dalam semua hal yang material; pemenuhan peringkat kesehatan Perusahaan pada posisi Sehat "AA"; peningkatan penyertaan modal bidang investasi dengan adanya ekspansi bidang usaha EBT, SPAM, dan properti; optimalisasi pengelolaan dan pengusahaan WS Cimancis, WS 3Ci dan WS Seputih-Sekampung serta penambahan jumlah EBT; dan penambahan 3 (tiga) wilayah kerja baru yaitu WS Musi Sugihan Banyuasin Lemau, WS Mahakam, dan WS Barito.

These comprehensive initiatives are designed to achieve the quantitative strategic objectives set for the next 5 (five) years, including: Annual net profit growth; Enhancement of financial report accountability to maintain an "Unqualified" or "Fairly Presented in All Material Respects" audit opinion; Attainment and maintenance of the Corporate Health Rating at the "AA" (Healthy) level; An increase in investment equity participation driven by business expansion in NRE/EBT, SPAM, and property; Optimization of the management and commercial exploitation of the Cimancis River Basin (WS), 3Ci WS, and Seputih-Sekampung WS, along with the expansion of NRE capacities; and The addition of 3 (three) new Operational Areas, namely the Musi Sugihan Banyuasin Lemau WS, Mahakam WS, and Barito WS.

Penerapan Keuangan Berkelanjutan dan Kinerja Keberlanjutan Tahun 2025

Di tahun 2025, Perum Jasa Tirta II terus memperkuat fungsi dan tugasnya dalam mengelola dan mengusahakan sumber daya air untuk berbagai kebutuhan. Berlandaskan visi "menjadi perusahaan terbaik dalam pengelolaan dan pengusahaan sumber daya air yang berkelanjutan di Indonesia", Perusahaan berkomitmen mengintegrasikan prinsip keberlanjutan dalam setiap aspek operasional. Selain fokus pada penciptaan

Sustainable Finance Implementation and 2025 Sustainability Performance

Throughout 2025, Perum Jasa Tirta II steadily reinforced its functions and mandates in managing and commercially exploiting water resources to satisfy diverse strategic demands. Guided by our vision of "becoming Indonesia's premier company in sustainable water resources management and commercialization," the Company remains fully committed to embedding sustainability principles into every facet of our operations. Beyond our

nilai ekonomi, juga pada perlindungan lingkungan dan peningkatan kualitas pembangunan sosial.

Komitmen kami terhadap keberlanjutan tercermin dalam capaian kinerja Perusahaan pada 3 (tiga) pilar utama, yakni ekonomi, lingkungan, dan sosial.

focus on generating economic value, we place equal priority on environmental protection and elevating social development outcomes.

Our commitment to sustainability is clearly reflected in the Company's robust performance achievements across 3 (three) core pillars: economic, environmental, and social.

Kinerja Aspek Ekonomi

Tahun 2025 menjadi tahun penuh tantangan bagi kami. Perusahaan berhasil menjaga kinerja finansial yang solid di tengah kondisi pasar yang dinamis. Di tengah tuntutan untuk terus menjaga kualitas pengelolaan sumber daya air, PJT II tetap fokus pada efisiensi operasional dan mempercepat peningkatan fungsi SPAM maupun energi baru terbarukan. Hal ini ditujukan untuk memastikan ketersediaan sumber daya air yang berkualitas dan berkelanjutan.

Di tahun 2025, Perum Jasa Tirta II dapat mencatatkan kinerja ekonomi yang positif, tercermin dari keberhasilan di aspek operasional dan keuangan. Di sisi operasional, realisasi jasa listrik mencapai 97,70% dari target RKAP dan penyaluran air baku tercatat sebesar 97,31% dari target RKAP.

Pencapaian dari aspek operasional tersebut, memberikan dampak positif terhadap kinerja keuangan. Perusahaan mencatatkan pertumbuhan pendapatan usaha sebesar 5,7% dari Rp1,067 triliun di tahun 2024 menjadi Rp1,128 triliun di tahun 2025, sementara pencapaian pendapatan usaha dari target RKAP adalah sebesar 96,72%. Laba tahun berjalan tercatat mencapai 133,92% dari target RKAP. Pencapaian ini menunjukkan bahwa Perusahaan tetap dapat menjaga pertumbuhan yang positif dan berkelanjutan, dengan penerapan strategi yang tepat.

Economic Performance

The year 2025 proved to be highly challenging for us. However, the Company successfully maintained a solid financial performance amid dynamic market conditions. Despite the continuous demands to preserve the quality of water resources management, PJT II remained steadfastly focused on operational efficiency while accelerating the development of both Water Supply Systems (SPAM) and new and renewable energy (NRE/EBT). These initiatives were designed to guarantee the availability of high-quality and sustainable water resources.

In 2025, Perum Jasa Tirta II recorded positive economic performance, clearly reflected in both our operational and financial achievements. On the operational front, electricity services realization reached 97.70% of the Corporate Budget (RKAP) target, while raw water distribution was recorded at 97.31% of the RKAP target.

These operational successes directly yielded a positive impact on our financial performance. The Company recorded a 5.7% growth in operating revenue, rising from Rp1.067 trillion in 2024 to Rp1.128 trillion in 2025, representing 96.72% achievement of the RKAP operating revenue target. Concurrently, profit for the year soared to 133.92% of the RKAP target. This milestone demonstrates that through the execution of well-calibrated strategies, the Company consistently sustains positive and sustainable growth.

Kinerja Aspek Lingkungan

Dalam usaha pengelolaan sumber daya air, isu lingkungan dan keberlanjutan menjadi fokus perhatian yang signifikan. Menjawab tantangan ini, Perum Jasa Tirta II sebagai badan usaha yang mendapat penugasan di bidang pengelolaan sumber daya air di wilayah kerjanya, termasuk di dalamnya pembangunan, pengoperasian, dan pemeliharaan, telah merumuskan 3 (tiga) pilar strategis untuk periode 2025 – 2029. Pertama, meningkatkan fungsi penugasan dengan *Integrated Smart Water Resources Management* untuk mendukung ketahanan air nasional. Kedua, peningkatan *operational excellence* menuju Perusahaan utilitas *world class* yang didukung dengan transformasi digital. Ketiga, *scale-up* pengusahaan bisnis turunan SDA.

Saat ini, kami terus-menerus berupaya meningkatkan pengelolaan sumber daya air yang berkualitas demi memenuhi kebutuhan pemangku kepentingan. Perum Jasa Tirta II juga melakukan pengembangan energi baru terbarukan (EBT), melalui implementasi Pembangkit Listrik Tenaga Surya (PLTS) Terapung.

Dalam hal pengelolaan lingkungan utamanya di wilayah kerja, Perusahaan telah menerapkan kebijakan perlindungan lingkungan yang berkelanjutan. Kami fokus pada memastikan kualitas sumber daya air, pengelolaan area irigasi sehingga dapat memenuhi kebutuhan pelanggan, maupun aspek-aspek yang dinilai dapat mencemari pasokan air seperti pengelolaan tanaman eceng gondok maupun sampah atau limbah. Dalam mengantisipasi masuknya kotoran hewan ke area sumber daya air, Perusahaan melakukan pengembangan biogas melalui pembangunan digester di berbagai wilayah kerja. Selain itu, penanaman berbagai pohon dilakukan demi meningkatkan konservasi keanekaragaman hayati.

Environmental Performance

In the commercial exploitation and management of water resources, environmental and sustainability issues demand significant focus. To effectively address these challenges, Perum Jasa Tirta II—as a state-owned entity mandated with the development, operation, and maintenance of water resources management within its Operational Area—has formulated 3 (three) strategic pillars for the 2025–2029 period. First, enhancing public mandate functions through Sustainable Integrated Smart Water Resources Management to support national water security. Second, promoting operational excellence towards a world-class utility company supported by digital transformation. Third, scaling up water-derived commercial businesses.

We are continuously striving to elevate the management of high-quality water resources to satisfy the strategic needs of our stakeholders. Furthermore, Perum Jasa Tirta II actively drives the development of new and renewable energy (NRE/EBT) through the implementation of Floating Solar Power Plants (PLTS Terapung).

Regarding environmental management across our operational footprint, the Company has implemented sustainable environmental protection policies. We focus heavily on safeguarding water resources quality, managing irrigation areas to seamlessly meet customer demands, and mitigating elements that could contaminate the water supply—such as water hyacinth control and solid waste or effluent management. To prevent livestock waste from infiltrating our water sources, the Company has spearheaded biogas development by constructing digester facilities across various operational areas. Additionally, extensive tree-planting initiatives have been carried out to strengthen biodiversity conservation.

Kinerja Aspek Sosial

Pengembangan aspek sosial kami lakukan dengan mengupayakan lingkungan kerja yang aman, nyaman, inklusif, dan adil bagi seluruh karyawan. Kami menjunjung tinggi dan menghormati hak asasi manusia. Di tahun 2025, tidak terdapat laporan terkait kasus diskriminasi, maupun kekerasan di lingkungan Perusahaan. Survei kepada karyawan maupun masyarakat dan pelanggan kami lakukan secara periodik. Di tahun 2025, hasil survei persepsi karyawan tercatat 85,05 dengan kriteria "Sangat Puas". Pencapaian ini lebih dibanding periode sebelumnya yaitu 81,11 di tahun 2023 dan 81,35 di tahun 2024.

Pengembangan kompetensi sumber daya manusia juga menjadi prioritas Perum Jasa Tirta II. Perusahaan telah melaksanakan program pelatihan dan pengembangan karyawan dengan total jam pelatihan mencapai 23.636 jam. Rata-rata jam pelatihan per karyawan tercatat sebesar 25,55 jam per orang. Untuk mendukung program pengembangan SDM ini, Perusahaan mengalokasikan dana sebesar Rp4.837.284.834,00, yang digunakan untuk berbagai program pelatihan dan pengembangan kompetensi karyawan.

Di sisi aspek Kesehatan dan Keselamatan Kerja (K3), PJT II mengedepankan budaya kerja yang mengutamakan keselamatan melalui penerapan "zero accident". Hal ini difokuskan pada upaya pencegahan dan penanganan kecelakaan kerja.

Perusahaan juga berkomitmen meningkatkan pelayanan kepada pelanggan, melalui penyediaan pasokan air baku yang berkualitas. Penilaian, uji kualitas, serta evaluasi atas pasokan air dilakukan secara berkala untuk memastikan kelayakan sesuai kebutuhannya. Hal ini dimaksudkan dapat mendukung pelaksanaan proses kerja di masing-masing pelanggan.

Program pemberdayaan masyarakat yang PJT II lakukan secara berkelanjutan difokuskan pada peningkatan kapasitas

Social Performance

We drive social development by fostering a safe, comfortable, inclusive, and equitable work environment for all employees, deeply rooted in our utmost respect for human rights. In 2025, the Company recorded zero reports regarding cases of discrimination or harassment within the corporate environment. Furthermore, we conduct periodic surveys targeting our employees, the broader community, and our customers. In 2025, our Employee Perception Survey recorded a score of 85.05, falling under the "Highly Satisfied" category. This achievement represents a steady increase compared to previous periods, which stood at 81.11 in 2023 and 81.35 in 2024.

Human resource competency development also remains a top priority for Perum Jasa Tirta II. The Company successfully executed various employee training and development programs, accumulating a total of 23,636 training hours, which translates to an average of 25.55 training hours per employee. To robustly support these HR development initiatives, the Company allocated a budget of Rp4,837,284,834.00 dedicated to various employee training and competency building programs.

In terms of Occupational Health and Safety (OHS/K3), PJT II champions a workplace culture that prioritizes safety through the strict implementation of a "zero accident" framework, heavily focusing on proactive prevention and swift mitigation of workplace incidents.

The Company is equally committed to elevating customer service through the continuous provision of high-quality raw water supply. Rigorous testing, quality assessments, and evaluations of the water supply are carried out periodically to guarantee feasibility according to dynamic customer needs, thereby seamlessly supporting operational processes across our client network.

UMK maupun masyarakat sekitar wilayah kerja. Perusahaan terus memperkuat kemitraan dengan masyarakat serta menyalurkan kontribusi yang berdampak nyata bagi peningkatan kesejahteraan sosial, pemberdayaan ekonomi, pendidikan dan lingkungan di berbagai wilayah kerja. Program-program ini dilaksanakan sesuai dengan nilai-nilai Perusahaan, serta mengacu kepada ketentuan Pemerintah, pencapaian SDGs, dan kebutuhan masyarakat setempat. Hingga akhir tahun 2025, Perum Jasa Tirta II telah menyalurkan dana pada Program TJSL sebesar Rp6.858.394.600,00 atau mencapai 89,36% dari RKA dan mencapai 105,50% dari realisasi tahun 2024.

Our sustainable community empowerment programs are strategically focused on capacity building for both MSEs and local communities across our operational footprint. The Company steadily reinforces its partnership with the community, delivering tangible contributions that drive social welfare, economic empowerment, education, and environmental enhancement. These initiatives are executed in complete alignment with corporate values, Government regulations, SDG achievements, and local community needs. By the end of 2025, Perum Jasa Tirta II had disbursed Rp6,858,394,600.00 for Corporate Social and Environmental Responsibility (CSER/TJSL) programs, reaching 89.36% of the budgeted target and achieving 105.50% compared to the 2024 realization.

Prospek Usaha dan Komitmen ke Depan

Di tengah dinamika pertumbuhan ekonomi global dan nasional, Perusahaan menargetkan pertumbuhan kinerja usaha yang berkelanjutan dengan proyeksi pendapatan sebesar Rp1,248 triliun dan laba bersih sebesar Rp163,850 miliar. Untuk mencapai target ini, akan dilakukan optimalisasi sumber pendapatan utama serta pengembangan sumber pendapatan baru, antara lain dari penambahan penyaluran produksi Listrik ke PLN, penambahan air baku PAM Jaya ke IPA Buaran III, beroperasinya SPAM Regional Jatiluhur I, pendapatan BJPSDA PLTA Jatigede dan BJPSDA PLTA Batutegi, beroperasinya SPAM Kota Baru Parahyangan; penambahan pemanfaatan lahan non petani, serta kerja sama pariwisata, sewa aset AMDK, dan fee paying agent SPAM Regional Jatiluhur I. Untuk aspek strategis, Perusahaan akan melanjutkan pengembangan bisnis penguatan entitas anak, PT Jasa Tirta Luhur, optimalisasi kerja sama kawasan wisata Jatiluhur dengan pihak eksternal, serta pengembangan usaha di bidang

Business Prospect and Future Commitment

Amidst the dynamics of global and national economic growth, the Company targets sustainable business performance growth with a projected revenue of Rp1.248 trillion and a net profit of Rp163.850 billion. To achieve these targets, the Company will optimize its core revenue streams and develop new revenue engines. These initiatives include increasing electricity supply to PLN, expanding raw water distribution for PAM Jaya to the Buaran III Water Treatment Plant (IPA), commencing operations of the Jatiluhur I Regional SPAM, and securing Water Resources Management Service Fees (BJPSDA) from the Jatigede and Batutegi Hydroelectric Power Plants (PLTA). Additionally, revenue will be driven by the operational launch of the Kota Baru Parahyangan SPAM, increasing land utilization for non-agricultural sectors, as well as joint operations in tourism, commercial asset leasing for Bottled Drinking Water (AMDK), and acting as the fee-paying agent for the Jatiluhur I Regional SPAM.

Sistem Penyediaan Air Minum (SPAM) IKN, Karawang, dan Cikampek, serta pengembangan Pembangkit Listrik Tenaga Surya (PLTS) Jatiluhur dan Jatigede. Aspek teknologi informasi akan difokuskan pada implementasi *roadmap IT Master Plan*, percepatan digitalisasi operasional, dan penguatan sistem integrasi.

From a strategic standpoint, the Company will continue to drive business development by reinforcing its subsidiary entity, PT Jasa Tirta Luhur. Furthermore, the Company will optimize partnerships with external parties for the Jatiluhur tourism area, expand commercial operations in the Water Supply Systems (SPAM) for the New Capital City (IKN), Karawang, and Cikampek, and advance the development of Floating Solar Power Plants (PLTS) in Jatiluhur and Jatigede. In the field of information technology, focus will be placed on implementing the IT Master Plan roadmap, accelerating operational digitalization, and strengthening system integration.

Pengelolaan dan Pengembangan Sumber Daya Manusia

Di bidang pengembangan sumber daya manusia, Perusahaan terus menunjukkan komitmennya terhadap peningkatan kompetensi karyawan. Total jam kerja di tahun 2025 adalah 1.904 jam. Realisasi biaya pendidikan dan pelatihan mencapai Rp4.837.284.834,00 atau 97,72% dari target, di mana rata-rata karyawan menjalankan pelatihan selama 25,55 jam di tahun 2025. Hal ini menjadi pondasi penting dalam menciptakan SDM yang mampu menjawab tantangan ke depan demi pertumbuhan berkelanjutan.

Di tahun 2025, terdapat 117 Karyawan yang memperoleh kenaikan jabatan 1 (satu) level lebih tinggi, 440 Karyawan memperoleh kenaikan person grade, dan 19 Karyawan mendapatkan sukses jabatan.

Human Resources Management and Development

In human resources development, the Company consistently demonstrates its commitment to elevating employee competencies. The total working hours in 2025 accumulated to 1,904 hours. The realization of education and training expenses reached Rp4,837,284,834.00, representing 97.72% of the budgeted target, with employees averaging 25.55 training hours throughout 2025. This achievement serves as a vital foundation for fostering human capital capable of addressing future challenges to support sustainable growth.

In 2025, career progression milestones were achieved across the organization, with 117 employees promoted one level higher, 440 employees receiving a person grade advancement, and 19 employees successfully appointed to key succession positions.

Penerapan Tata Kelola Keberlanjutan

Perusahaan memposisikan praktik Tata Kelola Perusahaan yang Baik (GCG) sebagai pondasi strategis untuk

Sustainability Governance Implementation

The Company positions Good Corporate Governance (GCG) practices as a strategic foundation to support sustainability

mendukung keberlanjutan dan kinerja operasional. Penerapan GCG diperkuat dengan keberadaan *hard structure* dan *soft structure*, serta diintegrasikan dengan prinsip *Environmental, Social, and Governance (ESG)* untuk menciptakan tata kelola perusahaan yang adaptif dan berkelanjutan.

Dalam memperkuat budaya anti korupsi, sejak tahun 2021 Perusahaan telah mengimplementasikan dan sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP). Di tahun 2025 Perusahaan telah mengomunikasikan kebijakan dan prosedur anti korupsi sebanyak empat kali melalui kegiatan “Sosialisasi/Executive Briefing Pengelolaan Kepatuhan Perusahaan (SMAP, Gratifikasi)” kepada anggota badan tata kelola dan seluruh karyawan. Perusahaan juga telah melakukan Resertifikasi SMAP ISO 37001:2016 oleh pihak eksternal.

Sebagai wujud transparansi, akuntabilitas, dan integritas dalam setiap aspek operasional, Perusahaan juga telah menerapkan *Whistleblowing System (WBS)* yang dikelola sesuai prosedur. Hingga 31 Desember 2025, tidak terdapat laporan pengaduan yang harus ditindaklanjuti oleh Tim Pengelola WBS Perusahaan.

Apresiasi

Kami memiliki kesempatan untuk menyampaikan pencapaian-pencapaian di tahun 2025 dan memetakan arah strategis Perum Jasa Tirta II ke depan. Perjalanan keberlanjutan di masa depan merupakan proses berkelanjutan yang perlu dukungan inovasi, efisien, dan kolaborasi yang semakin kuat. Oleh karenanya, kami akan terus memperkuat peran dalam menjalankan penugasan sebagai pengelola dan pengusaha sumber daya air yang efisien, ramah lingkungan, inovatif, dan berorientasi pada ekspektasi para pemangku kepentingan.

Atas nama Direksi, kami menyampaikan

and operational performance. The implementation of GCG is reinforced by the presence of both hard and soft structures, seamlessly integrated with Environmental, Social, and Governance (ESG) principles to cultivate an adaptive and sustainable corporate governance framework.

To fortify our anti-corruption culture, the Company has implemented and maintained the ISO 37001:2016 Anti-Bribery Management System (ABMS/SMAP) certification since 2021. In 2025, the Company communicated its anti-corruption policies and procedures through an executive session titled “Socialization/Executive Briefing on Corporate Compliance Management (ABMS, Gratification)” delivered to members of the governance bodies and all employees. Furthermore, the Company successfully completed the external recertification process for the ISO 37001:2016 ABMS.

As a reflection of our transparency, accountability, and integrity across all operational facets, the Company continues to enforce a rigorously managed Whistleblowing System (WBS). As of December 31, 2025, there were zero grievance reports requiring follow-up action by the Company’s WBS Management Team.

Acknowledgements

We are privileged to present our 2025 achievements while mapping out Perum Jasa Tirta II’s strategic trajectory for the future. Our sustainability journey moving forward is an ongoing process that demands continuous innovation, operational efficiency, and ever-stronger collaboration. Consequently, we will steadily reinforce our role in executing our public mandate as an efficient, environmentally responsible, innovative, and stakeholder-oriented manager and commercial operator of water resources.

On behalf of the Board of Directors, we

terima kasih dan penghargaan setinggi-tingginya kepada para pemangku kepentingan, Dewan Pengawas, Pemilik Modal, Pimpinan Senior, serta seluruh insan Perum Jasa Tirta II atas kerja keras, dedikasi, dan kontribusi yang telah diberikan dalam mendukung kelangsungan pertumbuhan usaha Perusahaan di tahun 2025. Kami juga menyampaikan apresiasi khusus kepada Pemilik Modal atas kepercayaan dan dukungan yang terus-menerus diberikan terhadap masa depan PJT II, serta kepada seluruh mitra dan pemangku kepentingan yang telah berperan aktif dalam mendukung kinerja dan pencapaian Perusahaan.

Kami harapkan, seluruh insan Perusahaan terus melakukan perbaikan berkelanjutan, meningkatkan kompetensi, serta mengoptimalkan berbagai peluang dan menjawab tantangan yang ada.

express our profound gratitude and highest appreciation to our stakeholders, the Board of Commissioners, our Capital Owners, Senior Leaders, and the entire team at Perum Jasa Tirta II for their hard work, dedication, and contributions in supporting the Company's business continuity and growth throughout 2025. We extend a special note of appreciation to our Capital Owners for their enduring trust and continuous support toward PJT II's future, as well as to all partners and stakeholders who played an active role in enabling our performance and achievements.

Moving forward, we expect the entire corporate team to constantly strive for continuous improvement, elevate their competencies, optimize emerging opportunities, and decisively address future challenges.

Purwakarta, 26 Juni 2026

Atas nama Direksi

On behalf of the Board of Directors

Imam Santoso

Direktur Utama

President Director



Jasa Tirta II

Air Untuk Menghidupi Negeri



02

TENTANG LAPORAN KEBERLANJUTAN *ABOUT THE SUSTAINABILITY REPORT*





TENTANG LAPORAN KEBERLANJUTAN ABOUT THE SUSTAINABILITY REPORT



Perum Jasa Tirta II kembali menerbitkan Laporan Keberlanjutan untuk tahun buku 2025. Hal ini merupakan bagian dari komitmen terhadap prinsip keberlanjutan. Secara periodik, Perum Jasa Tirta II menerbitkan Laporan Keberlanjutan. Laporan ini disusun sebagai wujud transparansi Perusahaan dalam mengelola inisiatif keberlanjutan dan dampaknya, untuk disampaikan kepada pemangku kepentingan.

Perum Jasa Tirta II once again publishes its Sustainability Report for the 2025 financial year. This publication reflects the Company's ongoing commitment to sustainability principles. Perum Jasa Tirta II periodically issues a Sustainability Report, which is prepared as a manifestation of the Company's transparency in managing sustainability initiatives and their impacts for distribution to stakeholders.

Acuan Penyusunan Laporan

Penyusunan Laporan Keberlanjutan PJT II mengacu kepada berbagai peraturan dan standar pelaporan yang berlaku, sebagai berikut:

Undang-Undang RI No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik; Undang-Undang No. 17 Tahun 2019 tentang Sumber Daya Air, sebagaimana telah diubah dengan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja;

- ▶ Undang-Undang RI No. 19 Tahun 2023 tentang Badan Usaha Milik Negara (BUMN);
- ▶ Peraturan Pemerintah No. 25 Tahun 2022 tentang Perum Jasa Tirta II;
- ▶ Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara;
- ▶ Peraturan Menteri Badan Usaha Milik Negara No. PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
- ▶ Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017, Surat Edaran

Reporting Framework and Standards

The preparation of PJT II's Sustainability Report refers to applicable regulations and reporting standards, as follows:

*Law of the Republic of Indonesia No. 14 of 2008 concerning Public Information Openness;
Law No. 17 of 2019 concerning Water Resources, as amended by Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation;*

- ▶ *Law of the Republic of Indonesia No. 19 of 2023 concerning State-Owned Enterprises (SOEs);*
- ▶ *Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II;*
- ▶ *Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance (GCG) in State-Owned Enterprises;*
- ▶ *Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises;*
- ▶ *Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 and Financial Services Authority Circular*

Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten Atau Perusahaan Publik;

- GRI *Standards Universal* 2021.

Letter (SEOJK) No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies;

- *GRI Universal Standards 2021.*

Data keuangan dalam laporan ini menggunakan mata uang Rupiah, kecuali diindikasikan lain. Dalam melaporkan data keuangan, kami menggunakan teknik berdasarkan Pernyataan Standar Akuntansi Keuangan (PSAK) Indonesia. Sementara untuk data keberlanjutan, kami menggunakan teknik pengukuran data sesuai industri yang berlaku dan kami jalankan. Dalam beberapa hal, data kuantitatif dalam laporan ini disajikan dengan menggunakan daya banding dalam 3 (tiga) tahun berturut-turut.

Financial data in this report is presented in Indonesian Rupiah, unless indicated otherwise. In reporting financial data, we apply measurement techniques based on the Indonesian Financial Accounting Standards (PSAK). Meanwhile, sustainability data is measured using prevailing industry-standard techniques applicable to our operations. Where appropriate, quantitative data in this report is presented with a 3 (three) consecutive year comparative baseline.

Prinsip Penyusunan Laporan

Laporan Keberlanjutan ini kami susun dengan merujuk kepada 8 (delapan) prinsip pelaporan sebagaimana ditentukan dalam GRI 1: Landasan 2021 sebagai berikut:

1. Akurasi. Pengungkapan informasi yang benar dan cukup terperinci melalui verifikasi internal demi memastikan keakuratan.
2. Keseimbangan. Pengungkapan informasi yang berimbang tentang dampak positif dan negatif dari kegiatan Perusahaan.
3. Kejelasan. Laporan ini menyajikan informasi dengan cara yang dapat diakses dan dapat dipahami pemangku kepentingan.
4. Keterbandingan. Laporan menyajikan informasi untuk 3 (tiga) periode agar publik dapat melakukan analisis mengenai perubahan dalam dampak organisasi seiring waktu.
5. Kelengkapan. Laporan menyediakan informasi yang memadai sesuai pedoman acuan, sehingga dapat menggambarkan pengelolaan dampak

Reporting Principles

This Sustainability Report has been prepared with reference to the 8 (eight) reporting principles as specified in GRI 1: Foundation 2021, as follows:

1. *Accuracy: Disclosing information that is correct and sufficiently detailed through internal verification to ensure precision.*
2. *Balance: Disclosing information in a balanced manner regarding both positive and negative impacts of the Company's operations.*
3. *Clarity: Presenting information in a manner that is accessible and understandable to stakeholders.*
4. *Comparability: Presenting information spanning 3 (three) consecutive periods to enable stakeholders to analyze changes in the organization's impacts over time.*
5. *Completeness: Providing sufficient information in accordance with reporting guidelines to accurately depict the management of the Company's impacts.*

- Perusahaan.
6. Konteks keberlanjutan. Perusahaan melaporkan informasi tentang dampak dalam konteks yang lebih luas dari pembangunan berkelanjutan.
 7. Ketepatan waktu. Perusahaan melaporkan informasi secara rutin dan menyediakan informasi secara tepat waktu bagi pengguna informasi untuk mengambil keputusan.
 8. Keterverifikasian. Perusahaan mengumpulkan, mencatat, menyusun, dan menganalisis informasi sehingga informasi tersebut dapat diteliti untuk menentukan kualitasnya.

Periode dan Siklus Laporan

Informasi yang disajikan dalam Laporan ini mencakup periode pelaporan sejak 1 Januari hingga 31 Desember 2025, termasuk pembahasan komparatif dengan periode sebelumnya maupun target dalam Rencana Kerja dan Anggaran Perusahaan (RKAP), serta strategi keberlanjutan yang direncanakan.

Proses Penentuan Isi Laporan

Penentuan isi laporan ini mengacu kepada 4 (empat) prinsip sesuai Standar GRI, yaitu:

1. Inklusivitas Pemangku Kepentingan.
2. Konteks Keberlanjutan.
3. Materialitas.
4. Kelengkapan.

Tahap Pertama, Perusahaan mengumpulkan data dan informasi terkait aspek material. Tahap Kedua, penentuan prioritas aspek material untuk menetapkan aspek mana saja yang akan dilaporkan. Tahap Ketiga, melakukan validasi data dan informasi serta kelengkapan data pendukung lainnya. Tahap Keempat, melakukan review atas Laporan setelah diterbitkan guna meningkatkan kualitas Laporan periode berikutnya.

6. *Sustainability Context: Reporting information about impacts within the broader context of sustainable development.*
7. *Timeliness: Reporting information on a regular basis and making it available in a timely manner for information users to make informed decisions.*
8. *Verifiability: Gathering, recording, compiling, and analyzing information in a way that allows it to be examined to establish its quality.*

Reporting Period and Cycle

The information presented in this Report covers the reporting period from January 1 to December 31, 2025, including comparative analyses with previous periods, targets established in the Corporate Work Plan and Budget (RKAP), and planned sustainability strategies.

Process for Determining Report Content

The determination of the contents of this report references 4 (four) core principles in accordance with GRI Standards, namely:

1. *Stakeholder Inclusiveness*
2. *Sustainability Context*
3. *Materiality*
4. *Completeness*

Phase 1: The Company collects data and information relevant to material topics. Phase 2: Prioritizing material topics to determine which specific aspects will be reported. Phase 3: Validating data, information, and the completeness of supporting documentation. Phase 4: Reviewing the Report post-publication to enhance the quality of subsequent reporting cycles.

Kami melaksanakan *Focus Group Discussion* (FGD) secara berkala untuk mendapatkan Topik Material Laporan. FGD dimaksud diikuti oleh para penanggung jawab penyusunan laporan keberlanjutan lintas divisi sebagai pemangku kepentingan. Tahap selanjutnya, topik-topik material yang telah disepakati dilakukan pengujian melalui survei uji materialitas dengan melibatkan pemilik modal internal maupun eksternal. Pelibatan perwakilan pemilik modal tersebut dimaksudkan untuk memperjelas makna topik material sebagaimana ditetapkan oleh GRI *Standard*.

We conduct periodic Focus Group Discussions (FGDs) to identify and refine the Report's Material Topics. These FGDs are attended by cross-divisional representatives responsible for preparing the sustainability report in their capacity as internal stakeholders. Subsequently, the agreed-upon material topics undergo testing via materiality assessment surveys engaging both internal and external stakeholders. The involvement of stakeholder representatives aims to clarify the significance and context of each material topic as defined by the GRI Standards.

No.	Topik Materialitas Material Topic	Skala Penilaian Rating Scale
1.	Corporate Governance	Sangat Penting / <i>Very Important</i>
2.	Business Ethics & Anti-Corruption	Sangat Penting / <i>Very Important</i>
3.	Risk & Crisis Management	Sangat Penting / <i>Very Important</i>
4.	Information Security & Cyber-Security	Sangat Penting / <i>Very Important</i>
5.	Supply Chain Management	Sangat Penting / <i>Very Important</i>
6.	Kinerja Ekonomi dan Distribusi Nilai	Sangat Penting / <i>Very Important</i>
7.	Innovation Management	Sangat Penting / <i>Very Important</i>
8.	Climate Strategy (TCFD/IFRS S2)	Sangat Penting / <i>Very Important</i>
9.	Operational Eco-Efficiency (Energi)	Sangat Penting / <i>Very Important</i>
10.	Water-Related Risks	Sangat Penting / <i>Very Important</i>
11.	Hazardous & Non-Hazardous Waste	Sangat Penting / <i>Very Important</i>
12.	Air Pollutants (Non-GHG)	Sangat Penting / <i>Very Important</i>
13.	Product Stewardship	Sangat Penting / <i>Very Important</i>
14.	Biodiversity	Sangat Penting / <i>Very Important</i>
15.	Occupational Health & Safety	Sangat Penting / <i>Very Important</i>
16.	Human Capital Development	Sangat Penting / <i>Very Important</i>
17.	Labor Practice & Diversity	Sangat Penting / <i>Very Important</i>
18.	Human Rights	Sangat Penting / <i>Very Important</i>
19.	Corporate Citizenship & TSJL	Sangat Penting / <i>Very Important</i>
20.	Access & Affordability	Sangat Penting / <i>Very Important</i>
21.	PSO Penyaluran Air Baku Irigasi	Sangat Penting / <i>Very Important</i>
22.	Customer Health & Safety	Sangat Penting / <i>Very Important</i>
23.	Stakeholder Engagement	Sangat Penting / <i>Very Important</i>

Verifikasi oleh Pihak Independen

GRI merekomendasikan penggunaan pihak ketiga yang independen sebagai *external assurance* untuk memastikan kualitas dan keandalan informasi yang disampaikan dalam laporan ini. Di tahun 2025, Perusahaan belum melakukan penjaminan oleh pihak ketiga tersebut, namun kami menjamin keabsahan dan kebenaran seluruh pengungkapan informasi dalam laporan ini.

Independent Verification

GRI recommends the use of an independent third party as external assurance to ensure the quality and reliability of the information presented in this report. In 2025, the Company has not conducted third-party assurance; however, we guarantee the validity and accuracy of all information disclosures in this report.

Aksesibilitas dan Umpan Balik

Mohon kesediaan pemilik modal dan pemangku kepentingan untuk memberikan umpan balik dengan mengirimkan email atau mengirim formulir ini melalui faksimili atau pos.

Accessibility and Feedback

We kindly request shareholders and stakeholders to provide feedback by sending an email or submitting this form via facsimile or post

Pertanyaan Question	Tidak Setuju Agree	Setuju Disagree
Laporan ini telah memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial, dan lingkungan. <i>This report has provided useful information regarding economic, social, and environmental performance.</i>		
Data dan informasi yang digunakan mudah dipahami, lengkap, transparan, dan berimbang. <i>The data and information provided are easy to understand, complete, transparent, and balanced.</i>		
Data dan informasi yang disajikan berguna dalam pengambilan keputusan. <i>The presented data and information are useful for decision-making purposes.</i>		
Laporan ini menarik dan mudah dibaca. <i>This report is engaging and easy to read.</i>		

Kami mengundang para pembaca dan pemangku kepentingan untuk memberikan masukan berupa komentar, ide, kritik, dan saran pada lembar umpan balik yang dilekatkan di halaman terakhir dari laporan ini. Hal ini menjadi salah satu landasan kami untuk meningkatkan kualitas Laporan Keberlanjutan Perum Jasa Tirta II berikutnya.

Laporan Keberlanjutan dan informasi publik lainnya dapat diakses serta diunduh pada *website* kami, dengan alamat www.jasatirta2.co.id dan aplikasi SIPPID yang dapat diunduh di *google play store* dan *apps store*.

Tanggapan, masukan, dan umpan balik mohon disampaikan kepada kami melalui:

Sekretaris Perusahaan

Perum Jasa Tirta II
Jalan Lurah Kawi Nomor 1, Jatiluhur,
Kabupaten Purwakarta, Jawa Barat
Telepon: (0264) 201972
Email: sekper@jasatirta2.co.id
Website: www.jasatirta2.co.id

We invite readers and stakeholders to provide input in the form of comments, ideas, criticisms, and suggestions on the feedback sheet attached to the final page of this report. This feedback serves as one of our foundations to continually enhance the quality of Perum Jasa Tirta II's future Sustainability Reports.

The Sustainability Report and other public information can be accessed and downloaded on our website at www.jasatirta2.co.id and via the SIPPID application, available for download on the Google Play Store and App Store.

Please submit any responses, input, and feedback to us via:

Corporate Secretary

Perum Jasa Tirta II
Jalan Lurah Kawi No. 1, Jatiluhur,
Purwakarta Regency, West Java
Telephone: (0264) 201972
Email: sekper@jasatirta2.co.id
Website: www.jasatirta2.co.id

Pernyataan Dewan Pengawas dan Direksi tentang Tanggung Jawab Atas Laporan Keberlanjutan Perum Jasa Tirta II Tahun 2025

Responsibility Statement of Supervisory Board and Board of Directors for 2025 Annual Report of Perum Jasa Tirta II

Kami yang bertanda tangan di bawah ini, telah melakukan evaluasi atas konten Laporan Keberlanjutan ini serta menyatakan bahwa laporan telah mencakup seluruh topik keberlanjutan yang material bagi Perusahaan dan pemangku kepentingan Perusahaan. Kami bertanggung jawab atas kebenaran isi Laporan Keberlanjutan ini.

We, the undersigned, have reviewed the content of this Sustainability Report and confirm that it covers all sustainability topics that are material to the Company and its stakeholders. We are responsible for the accuracy of the content of this Sustainability Report.

Purwakarta, 26 June 2026

Dewan Pengawas, Supervisory Board



Fatkhurohman Taufik
Anggota Dewan Pengawas
Member Supervisory Board

Direksi, Directors



Imam Santoso
Direktur Utama
President Directors



Imam Santoso
Plt. Direktur Operasi dan
Pemeliharaan
Acting Directors of
Operations and
Maintenance



**Dikdik Permadi
Yoffana**
Direktur Pengembangan
Usaha
Director of Business
Development



**Dikdik Permadi
Yoffana**
Plt. Direktur Keuangan,
SDM dan Manajemen
Risiko
Acting Directors of
Finance, Human
Resources, and Risk
Management



Jasa Tirta II

Air Untuk Menghidupi Negeri



03

KERANGKA DAN STRATEGI PENCAPAIAN TUJUAN KEBERLANJUTAN FRAMEWORK AND STRATEGY FOR ACHIEVING SUSTAINABILITY GOALS





KERANGKA DAN STRATEGI PENCAPAIAN TUJUAN KEBERLANJUTAN FRAMEWORK AND STRATEGY FOR ACHIEVING SUSTAINABILITY GOALS



Target keberlanjutan Perum Jasa Tirta II berfokus pada ketahanan air, ketahanan pangan nasional, dan penerapan *Environmental Social and Governance* (ESG). Komitmen utama Perusahaan mencakup:

- ▶ Ketahanan Air dan Pangan. Memastikan pasokan air baku dan irigasi tetap andal untuk mendukung aktivitas pertanian nasional, serta penyesuaian operasional sumber daya air dalam mengantisipasi ancaman puncak musim kemarau.
- ▶ Keberlanjutan Lingkungan. Melaksanakan program konservasi seperti penghijauan lahan kritis di hulu Citarum dalam penanaman ribuan pohon untuk menjaga kualitas air.
- ▶ Tanggung Jawab Sosial. Menjaga kesejahteraan masyarakat di wilayah air sungai dan memastikan pencapaian *zero accident* di lingkungan kerja.
- ▶ Tata Kelola (*Governance*). Komitmen terhadap transparansi dan digitalisasi operasional, untuk memperoleh pengakuan dalam penerapan ESG.

Memperkuat Budaya Keberlanjutan

Dalam memperkuat budaya keberlanjutan, upaya yang dilakukan Perum Jasa Tirta II berpusat pada pengelolaan sumber daya air yang efektif, optimalisasi aset, dan pelestarian lingkungan. Hal ini diwujudkan melalui aksi kolaboratif, transparansi operasional, dan pemanfaatan infrastruktur strategis berskala nasional.

Pilar-pilar utama yang diterapkan PJT II dalam memperkuat budaya keberlanjutan:

- ▶ Pengelolaan Sumber Daya Air (SDA). Menjaga ekosistem di wilayah strategis

Perum Jasa Tirta II's sustainability targets focus on water security, national food security, and the implementation of Environmental, Social, and Governance (ESG) principles. The Company's primary commitments include:

- ▶ *Water and Food Security: Ensuring a reliable supply of raw water and irrigation to support national agricultural activities, alongside operational adjustments in water resources management to anticipate the threats of peak dry seasons.*
- ▶ *Environmental Sustainability: Implementing conservation programs, such as greening critical land in the upper Citarum basin through the planting of thousands of trees, to preserve water quality.*
- ▶ *Social Responsibility: Safeguarding community welfare within the river basin area and ensuring the achievement of zero accidents in the workplace.*
- ▶ *Governance: Committing to operational transparency and digitalization to attain recognition in ESG implementation.*

Strengthening a Sustainability Culture

In strengthening a culture of sustainability, Perum Jasa Tirta II's efforts focus on effective water resources management, asset optimization, and environmental conservation. This is realized through collaborative action, operational transparency, and the strategic utilization of national-scale infrastructure.

The main pillars implemented by PJT II

seperti WS Citarum, Ciliwung-Cisadane, hingga Seputih-Sekampung untuk menjamin ketahanan air dan energi.

- ▶ Optimalisasi Aset Berkelanjutan. Memanfaatkan lahan dan infrastruktur secara kolaboratif, seperti optimalisasi aset di Karawang, untuk menciptakan nilai tambah ekonomi.
- ▶ Pelestarian Lingkungan. Melakukan aksi nyata seperti aksi bersih sungai untuk memperbaiki kualitas ekosistem perairan.
- ▶ Transparansi dan Budaya Kerja. Mengedepankan prinsip transparansi dan akuntabilitas.
- ▶ Sinergi Penyediaan Air Bersih. Memperkuat kolaborasi BUMN, termasuk kunjungan ke instalasi pengolahan air.

to strengthen its sustainability culture comprise:

- ▶ *Water Resources Management (SDA): Preserving ecosystems in strategic areas such as the Citarum, Ciliwung-Cisadane, and Seputih-Sekampung River Basins (WS) to ensure water and energy security.*
- ▶ *Sustainable Asset Optimization: Collaboratively utilizing land and infrastructure, such as asset optimization in Karawang, to generate economic added value.*
- ▶ *Environmental Conservation: Taking concrete action, such as river clean-up initiatives, to improve the quality of aquatic ecosystems.*
- ▶ *Transparency and Work Culture: Upholding the principles of transparency and corporate accountability.*
- ▶ *Synergy in Clean Water Supply: Strengthening SOE collaboration, including benchmark visits to water treatment facilities.*

Strategi Keberlanjutan PJT II

Secara kuantitatif, sasaran strategis yang hendak dicapai dalam 5 (lima) tahun ke depan sebagaimana tertuang dalam Rencana Jangka Panjang 2025-2029, antara lain:

1. Peningkatan laba bersih setiap tahun;
2. Peningkatan akuntabilitas laporan keuangan dengan wajar tanpa pengecualian atau wajar dalam semua hal yang material;
3. Pemenuhan peringkat Kesehatan Perusahaan pada posisi Sehat "AA";
4. Peningkatan penyertaan modal bidang investasi dengan adanya ekspansi bidang usaha EBT, SPAM, dan Properti;
5. Optimalisasi pengelolaan dan perusahaan WS Cimanuk Cisanggarung, WS Cidanau Ciujung Cidurian dan WS Seputih Sekampung serta penambahan jumlah Energi Baru Terbarukan (EBT).

Company Sustainability Strategy

Quantitatively, the strategic objectives to be achieved over the next 5 (five) years, as outlined in the 2025–2029 Long-Term Plan, include:

1. *Annual Net Profit Growth;*
2. *Enhancement of Financial Report Accountability, maintaining an "Unqualified" or "Fairly Presented in All Material Respects" audit opinion;*
3. *Achievement and maintenance of the Corporate Health Rating at the "AA" (Healthy) level;*
4. *Increase in investment equity participation driven by business expansion in New and Renewable Energy (NRE/EBT), Water Supply Systems (SPAM), and Property;*
5. *Optimization of management and*

Kelima sasaran strategis tersebut di atas akan dicapai dengan mengelola 3 (tiga) pilar strategis sebagai berikut:

1. Meningkatkan fungsi penugasan dengan *Integrated Smart Water Resources Management* yang berkelanjutan dengan menerapkan praktik berbasis *Integrated Smart Water Resources Management* untuk mendukung ketahanan air nasional dan menjadi stakeholder kunci dalam pengelolaan air dan penguatan hubungan dengan berbagai pemangku kepentingan pengelola SDA.
2. Peningkatan *Operational Excellence* menuju Perusahaan *utilities world class* yang didukung oleh *Transformasi Digital* dengan melaksanakan transformasi digital mendukung peningkatan *operational excellence* di lintas bisnis serta *back-office* dan *turn around* untuk lini bisnis SDA melalui inisiatif *operational excellence* yang meningkatkan produktivitas dan perluasan cakupan bisnis.
3. *Scale-Up* pengusahaan bisnis turunan SDA dengan mengeksplorasi dan memperluas bisnis EBT, *Scale-Up* lini bisnis non-SDA (Laboratorium, Pariwisata, pemanfaatan lahan dan AMDK) melalui penguatan distribusi, pemasaran, *strategic partnership*, kapabilitas dan reformulasi model bisnis.

Dalam mencapai sasaran strategis sesuai pilar strategis di atas, diperlukan pondasi strategis sebagai berikut:

1. *People Development*; melalui peningkatan kapasitas dan kapabilitas SDM dalam penugasan, pengusahaan dan pengembangan inovasi strategi bisnis.
2. *Leveraging Center of Excellence*; dengan mengembangkan unit yang mendorong eksplorasi *engine of growth* berbasis R&D melalui kemitraan

commercial exploitation of the Cimanuk Cisanggarung River Basin (WS), Cidanau Ciujung Cidurian WS, and Seputih Sekampung WS, along with the addition of New and Renewable Energy (NRE) capacities.

The five strategic objectives above will be realized through the management of 3 (three) strategic pillars, as follows:

1. *Enhancing Public Mandate Functions through Sustainable Integrated Smart Water Resources Management by implementing practices based on Integrated Smart Water Resources Management to support national water security and becoming a key stakeholder in water management, as well as strengthening relationships with various water resources management stakeholders.*
2. *Promoting Operational Excellence towards a World-Class Utility Company Supported by Digital Transformation by executing digital transformation to drive operational excellence across business lines and back-office operations, as well as achieving a turnaround in the water resources (SDA) line of business through operational excellence initiatives that increase productivity and expand business coverage.*
3. *Scaling Up Water-Derived Commercial Businesses by exploring and expanding the NRE business, as well as scaling up non-SDA business lines (Laboratory, Tourism, Land Utilization, and Bottled Drinking Water/AMDK) through the strengthening of distribution, marketing, strategic partnerships, organizational capabilities, and business model reformulations.*

To achieve the strategic objectives in line with the pillars above, the following strategic foundations are required:

dan *benchmarking* dari lembaga kelas dunia.

3. *External Relations Management*; melalui sinergi dengan berbagai pemangku kepentingan dalam penugasan dan perusahaan SDA.
4. *Active Regulatory Management*, melalui penyelarasan kepentingan dan aspirasi internal dengan arahan dan kebijakan Pemerintah.

Di tahun 2025, tahapan rencana sebagai upaya strategis dalam mencapai visi misi dan tujuan Perusahaan adalah sebagai berikut:

- A. Menerapkan praktik berbasis *Integrated Smart Water Resources Management* untuk mendukung ketahanan air nasional, dengan *action plan* sebagai berikut:
 - a. Memperbarui pengukuran indikator kinerja operasional agar sejalan dengan prinsip dan tujuan *Integrated Smart Water Resources Management*, didukung penyusunan sistem audit internal yang relevan.
 - b. Optimalisasi fungsi pemanfaatan umum untuk pelestarian SDA dengan membantu Pemerintah melakukan konservasi SDA dan pengendalian daya rusak air, melalui kolaborasi dengan pemangku kepentingan pengelola Wilayah Sungai melalui kegiatan:
 - Pemetaan dan kajian kebijakan dan *action plan* pemangku kepentingan yang diperlukan untuk konservasi dan pengendalian daya rusak air.
 - Mengeksekusi program *engagement* rutin dan *ad-hoc* bersama pemangku kepentingan yang diperlukan untuk mengimplementasikan program yang dipetakan.
 - c. Komitmen penyediaan air baku

1. *People Development: Enhancing human resource capacity and capability in executing public mandates, commercial exploitation, and business strategy innovation development.*
2. *Leveraging Center of Excellence: Developing units that drive R&D-based engines of growth through partnerships and benchmarking against world-class institutions.*
3. *External Relations Management: Synergizing with various stakeholders in water resources public mandates and commercial exploitation.*
4. *Active Regulatory Management: Aligning internal interests and aspirations with Government directives and policies.*

In 2025, the strategic action plans aimed at achieving the Company's vision, mission, and objectives are structured as follows:

- A. *Implementing practices based on Integrated Smart Water Resources Management to support national water security, with the following action plan:*
 - a. *Updating operational performance Key Performance Indicators (KPIs) to align with the principles and goals of Integrated Smart Water Resources Management, supported by the development of a relevant internal audit system.*
 - b. *Optimizing public utility functions for water resources conservation by supporting the Government in executing water resources conservation and water destructive force control through collaboration with river basin management stakeholders, via the following activities:*
 - *Mapping and reviewing stakeholder policies and action*

untuk kepentingan rakyat dalam mendukung ketahanan air 2045 melalui kegiatan:

- ▶ Identifikasi permasalahan dan gap kinerja saat ini untuk penyediaan air baku untuk kepentingan rakyat.
- ▶ Eksekusi perbaikan dari gap yang ditemukan untuk penyediaan air baku untuk kepentingan rakyat.

B. Menjadi stakeholder kunci dalam pengelolaan air dan penguatan hubungan dengan berbagai pemangku kepentingan pengelola SDA, dengan *action plan* sebagai berikut:

a. Melakukan pemetaan dan penyusunan strategi pendekatan serta kolaborasi pemangku kepentingan dalam pengelolaan sumber daya air di Indonesia untuk menjaga posisi PJT II menjadi pemangku kepentingan utama melalui kegiatan:

- ▶ Melakukan pemetaan pemangku kepentingan dan menyusun strategi pendekatan pemangku kepentingan.
- ▶ Menyusun kajian advokasi kebijakan dan advokasi rencana aksi untuk diimplementasikan bersama pemangku kepentingan.
- ▶ Menginisiasi strategi *engagement* pemangku kepentingan secara berkala (misalnya forum tahunan pemangku kepentingan SDA) dan pertemuan *ad-hoc*.

b. Sinkronisasi dan pembagian peran pada pengelolaan WS dari Hulu-Hilir dengan pemangku kepentingan lainnya untuk pengusahaan kualitas lingkungan WS dan sekitarnya melalui kegiatan:

- ▶ Menyusun pemetaan

plans required for conservation and water destructive force control.

- ▶ *Executing routine and ad-hoc stakeholder engagement programs to implement the mapped initiatives.*

c. *Commitment to raw water supply for public interest in supporting 2045 water security through the following activities:*

- ▶ *Identifying current issues and performance gaps in raw water supply for public interest.*
- ▶ *Executing corrective measures to address identified gaps in raw water supply for public interest.*

B. *Becoming a key stakeholder in water management and strengthening relationships with various water resources management stakeholders, with the following action plan:*

a. *Mapping and formulating strategic approaches and stakeholder collaboration in water resources management in Indonesia to maintain PJT II's position as a primary stakeholder, via the following activities:*

- ▶ *Mapping stakeholders and formulating stakeholder engagement strategies.*
- ▶ *Preparing policy advocacy studies and action plans for joint implementation with stakeholders.*
- ▶ *Initiating periodic stakeholder engagement strategies (e.g., annual water resources stakeholder forums) and ad-hoc meetings.*

b. *Synchronizing and defining roles in upstream-to-downstream River Basin (WS) management with other stakeholders to enhance the*

advokasi dan *action plan* untuk dijalankan pemangku kepentingan dan rencana *engagement* pemangku kepentingan.

- ▶ Melaksanakan *engagement* rutin dan *ad-hoc* dengan pemangku kepentingan untuk mempromosikan advokasi dan *action plan*.

c. Mengadvokasi peran sebagai Mitra Instansi Pengelola (MIP) Pemerintah untuk pemungutan BJPSDA dan pemanfaatan BMN pada Wilayah Kerja.

d. Mengadvokasi struktur tarif yang lebih ideal – Biaya Jasa Pengelolaan SDA (BJPSDA) – secara berkala melalui komunikasi dan koordinasi dengan KPUPR.

C. Melaksanakan transformasi digital untuk mendukung peningkatan *operational excellence* di bisnis SDA, dengan *action plan* sebagai berikut:

- a. Penyusunan *roadmap* transformasi digital (operasional/lapangan dan back-office) PJT II yang melingkupi cakupan digitalisasi, prioritas, kajian terkait mitra pihak ketiga, kajian potensi penghematan dan peningkatan kinerja operasional serta strategi implementasi, transisi dan *sustainment*.
- b. Merealisasikan *quick wins* dari transformasi digital berdasarkan analisis prioritas inisiatif.
- c. Merealisasikan transformasi digital (operasional/lapangan dan back-office) diiringi dengan pengukuran dampak terhadap indikator kunci, seperti efisiensi biaya, peningkatan kepuasan pelanggan, perbaikan mutu pelayanan, dan lainnya.

D. *Turn around* untuk lini bisnis Air Baku dan Air Baku melalui inisiatif *operational excellence* yang meningkatkan produktivitas dan cakupan perluasan

environmental quality of the River Basin and its surrounding areas, via the following activities:

- ▶ *Developing advocacy mapping and action plans to be executed by stakeholders, alongside stakeholder engagement plans.*
- ▶ *Conducting routine and ad-hoc engagements with stakeholders to promote advocacy and action plans.*

c. *Advocating for the Company's role as the Government's Management Agency Partner (MIP) for the collection of Water Resources Management Service Fees (BJPSDA) and the utilization of State-Owned Assets (BMN) within the Operational Area.*

d. *Advocating for a more ideal tariff structure – Water Resources Management Service Fees (BJPSDA) – on a periodic basis through communication and coordination with the Ministry of Public Works and Housing (KPUPR).*

C. *Executing digital transformation to support operational excellence in the water resources (SDA) business, with the following action plan:*

- a. *Formulating PJT II's digital transformation roadmap (operations/field and back-office) covering scope of digitalization, prioritization, third-party partner assessments, potential cost-saving and operational performance enhancement studies, as well as implementation, transition, and sustainment strategies.*
- b. *Realizing quick wins from digital transformation based on initiative prioritization analysis.*

c. *Executing digital transformation (operations/field and back-office) accompanied by impact*

- bisnis, dengan *action plan* sebagai berikut:
- a. Peningkatan kapasitas (*retrofit*) pada Sistem Penyediaan Air Minum (SPAM) eksisting untuk peningkatan produksi air bersih (peningkatan produktivitas).
 - b. Implementasi program-program *operational excellence* dalam hal perbaikan proses dan kebijakan, penerapan sistem dan prosedur untuk memperbaiki mutu operasional secara terukur dilengkapi sistem kontrol untuk memperbaiki indikator seperti kualitas air, waktu respon terhadap insiden, efisiensi energi dan lain sebagainya.
 - c. Terlibat dalam inisiatif Danareksa Utilities Infrastructure and Technology (DUIT) untuk penyediaan utilitas yang mendukung pengembangan Kawasan industri.
- E. Mengeksplorasi dan memperluas bisnis EBT dengan *action plan* sebagai berikut:
- a. Melaksanakan perluasan bisnis EBT melalui proyek baru serta bisnis karbon dan mengidentifikasi mitra potensial serta potensi skema kerja sama dengan rincian kegiatan:
 - ▶ Melakukan kajian pasar dan *feasibility* perluasan bisnis EBT serta pemetaan calon investor maupun mitra.
 - ▶ Realisasi perluasan bisnis EBT di proyek-proyek baru, khususnya PLTS Apung, PLTA (mikro hidro atau mini hidro) serta bisnis karbon untuk perluasan pendapatan.
- F. *Scale-up* lini bisnis non-SDA (AMDK, Laboratorium, Pariwisata, Pemanfaatan Lahan) melalui penguatan distribusi, pemasaran, *strategic partnership*, kapabilitas dan reformulasi model *measurement on key indicators, such as cost efficiency, customer satisfaction enhancement, service quality improvement, and others.*
- D. *Achieving turnaround for the Raw Water and Clean Water lines of business through operational excellence initiatives that increase productivity and business coverage expansion, with the following action plan:*
- a. *Capacity enhancement (retrofit) of existing Water Supply Systems (SPAM) to increase clean water production (productivity enhancement).*
 - b. *Implementing operational excellence programs regarding process and policy improvements, as well as system and procedure implementation to measurably improve operational quality, equipped with a control system to improve indicators such as water quality, incident response time, energy efficiency, and others.*
 - c. *Engaging in Danareksa Utilities Infrastructure and Technology (DUIT) initiatives for utility provision that supports industrial estate development.*
- E. *Exploring and expanding the New and Renewable Energy (NRE/EBT) business, with the following action plan:*
- a. *Executing NRE business expansion through new projects and the carbon business, as well as identifying potential partners and cooperation schemes, with detailed activities including:*
 - ▶ *Conducting market studies and feasibility assessments for NRE expansion, as well as mapping prospective investors and partners.*
 - ▶ *Realizing NRE business expansion in new projects, particularly Floating Solar*

bisnis, dengan *action plan* sebagai berikut:

- a. Melakukan optimalisasi aset lahan dengan kajian *highest-best use* untuk pemanfaatan dengan skema *strategic partnership* dengan rincian kegiatan:
 - Melakukan mapping atas aset, kajian *highest-best use* serta pemetaan calon mitra.
- b. Perluasan keahlian dan kapabilitas Laboratorium Lingkungan dengan sertifikasi ISO/KAN untuk menjadi pusat penelitian air dan lingkungan serta peningkatan kualitas penyediaan air baku dan melakukan perluasan layanan dan target pasar serta aliansi strategis.
- c. *Re-branding* lini bisnis AMDK, optimalisasi sistem produksi dan perluasan pasar dengan skema B2B dimulai dari jaringan BUMN.
- d. Optimalisasi pengembangan bisnis pariwisata dengan *strategic partnership*, perluasan revenue stream, dan peningkatan pemasaran sesuai strategi segmentasi.

Program kerja bidang pelestarian lingkungan yang dilakukan Perusahaan dalam 5 (lima) tahun ke depan di antaranya:

1. Menyusun rencana ketetapan dalam pelaksanaan pengendalian pelestarian lingkungan keairan.
2. Pengumpulan dan penyusunan database dan informasi teknis kualitas air dan sumber air.
3. Pemantauan kualitas air Sungai Citarum, Sungai Bekasi, Sungai lainnya, Saluran Tarum Barat, Saluran Tarum Timur dan Saluran Tarum Utara serta Waduk Djuanda secara optimal.
4. Sosialisasi dan penyuluhan lingkungan

Power Plants (PLTS Apung), Hydroelectric Power Plants (PLTA - micro-hydro or mini-hydro), and the carbon business for revenue expansion.

F. *Scaling up non-SDA lines of business (Bottled Drinking Water/AMDK, Laboratory, Tourism, Land Utilization) through the strengthening of distribution, marketing, strategic partnerships, organizational capabilities, and business model reformulations, with the following action plan:*

- a. *Optimizing land assets through highest-and-best-use studies for utilization under strategic partnership schemes, with detailed activities including:*
 - *Mapping assets, conducting highest-and-best-use studies, and mapping prospective partners.*
- b. *Expanding expertise and capacity of the Environmental Laboratory with ISO/KAN certification to become a center for water and environmental research, enhancing raw water supply quality, expanding services and target markets, and forming strategic alliances.*
- c. *Re-branding the Bottled Drinking Water (AMDK) line of business, optimizing production systems, and expanding the market through B2B schemes starting from the SOE (BUMN) network.*
- d. *Optimizing tourism business development through strategic partnerships, revenue stream expansion, and marketing enhancements aligned with segmentation strategies.*

The Company's environmental conservation work programs planned for

kepada masyarakat, dunia pendidikan, dan industri.

5. Mendukung program Pemerintah dalam pembangunan infrastruktur dalam upaya peningkatan kualitas air.
6. Pelaksanaan program Citarum Harum.

the next 5 (five) years include:

1. *Formulating regulatory plans and guidelines for the implementation of aquatic environment conservation controls.*
2. *Collecting and compiling database and technical information on water quality and water sources.*
3. *Optimally monitoring the water quality of the Citarum River, Bekasi River, other rivers, the West Tarum Canal, East Tarum Canal, North Tarum Canal, and the Djuanda Reservoir.*
4. *Conducting environmental socializations and educational outreach for local communities, educational institutions, and industrial sectors.*
5. *Supporting Government infrastructure development programs aimed at enhancing water quality.*
6. *Executing the Citarum Harum Program.*

PJT II dan Kontribusinya terhadap Tujuan Pembangunan Keberlanjutan (TPB)

Tujuan Pembangunan Berkelanjutan (TPB/SDGs) di Indonesia adalah agenda global Perserikatan Bangsa-Bangsa (PBB) untuk menyejahterakan masyarakat dan melestarikan lingkungan.

Berdasarkan Peraturan Presiden No. 111 Tahun 2022, Indonesia berkomitmen mencapai 17 tujuan pada tahun 2030, yang dikelompokkan ke dalam 4 (empat) pilar utama sebagai berikut:

Company Contributions to the Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs / TPB) in Indonesia represent a global United Nations (UN) agenda aimed at promoting societal well-being and preserving the environment.

Based on Presidential Regulation No. 111 of 2022, Indonesia is committed to achieving 17 goals by 2030, which are categorized into 4 (four) main pillars as follows:

No	Pilar Utama Main Pillar	Tujuan Goals (SDGs)
1.	Pilar Pembangunan Sosial <i>Social Development Pillar</i>	▶ Tanpa Kemiskinan / <i>No Poverty</i> ▶ Tanpa Kelaparan / <i>Zero Hunger</i> ▶ Kehidupan Sehat dan Sejahtera / <i>Good health and Well Being</i> ▶ Pendidikan Berkualitas / <i>Quality Education</i> ▶ Kesetaraan Gender / <i>Gender Equality</i>
2.	Pilar Pembangunan Ekonomi <i>Economic Development Pillar</i>	▶ Pekerjaan Layak dan Pertumbuhan Ekonomi / <i>Decent Work and Economic Growth</i> ▶ Industri, Inovasi, dan Infrastruktur / <i>Industry, Innovation, and Infrastructure</i> ▶ Mengurangi Kesenjangan / <i>Reduced Inequalities</i> ▶ Kota dan Permukiman yang Berkelanjutan / <i>Sustainable Cities and Communities</i>
3.	Pilar Pembangunan Lingkungan <i>Environmental Development Pillar</i>	▶ Air Bersih dan Sanitasi Layak / <i>Clean Water and Sanitation</i> ▶ Energi Bersih dan Terjangkau / <i>Affordable and Clean Energy</i> ▶ Konsumsi dan Produksi yang Bertanggung Jawab / <i>Responsible Consumption and Production</i> ▶ Penanganan Perubahan Iklim / <i>Climate Action</i> ▶ Ekosistem Lautan / <i>Life Below Water</i> ▶ Ekosistem Daratan / <i>Life on Land</i>
4.	Pilar Pembangunan Hukum dan Tata Kelola <i>Law and Governance Development Pillar</i>	▶ Perdamaian, Keadilan, dan Kelembagaan yang Kuat / <i>Peace, Justice and Strong Institutions</i> ▶ Kemitraan untuk Mencapai Tujuan / <i>Partnership for the Goals</i>

Perum Jasa Tirta menetapkan beberapa tujuan dari TPB sesuai dengan kondisi Perusahaan dan lingkungan industri yang dijalankan.

Perum Jasa Tirta II has established several Sustainable Development Goals (SDGs / TPB) alignments, tailored to the Company's operational context and industry environment.

Pencapaian Kinerja Keberlanjutan

Di tahun 2025, beberapa inisiatif telah dilakukan Perusahaan untuk merealisasikan TPB sebagai berikut:

Sustainability Performance Achievements

In 2025, the Company executed several initiatives to achieve the SDGs, outlined as follows:

Pilar Pillar	Tujuan Goals (SGDs)	Program/Kegiatan Program/Activity
Pilar Pembangunan Sosial Social Development Pillar	Tanpa Kemiskinan No Poverty	Bantuan Bencana Alam <i>Natural Disaster Relief</i>
		Santunan anak Yatim dan Masyarakat Tidak Mampu <i>Assistance for Orphans and Unprivileged Communities</i>
	Tanpa Kelaparan Zero Hunger	Bantuan Sosial Kemasyarakatan Akses Pangan Murah dan Terjangkau bagi Masyarakat Tidak Mampu <i>Community Social Assistance for Affordable and Accessible Food Access for Underprivileged Communities</i>
		Bantuan Sumbangan Qurban <i>Qurban Donation Assistance</i>
	Kehidupan Sehat & Sejahtera <i>Good health and Well Being</i>	Program Nikah Massal <i>Mass Wedding Program</i>
		Khitanan Massal <i>Mass Circumcision</i>
		Bantuan Kesehatan Masyarakat & Pencegahan Stunting <i>Community Healthcare & Stunting Prevention Assistance</i>
	Pendidikan Berkualitas Quality Education	Bantuan Sarana dan Prasarana Pendidikan <i>Educational Infrastructure & Facilities Assistance</i>
		Sertifikasi Guru <i>Teacher Certification Program</i>
		Beasiswa untuk Atlet Olahraga Air yang Berprestasi <i>Scholarship for High-Achieving Water Sports Athletes</i>
Pilar Pembangunan Ekonomi Economic Development Pillar	Energi Bersih & Terjangkau <i>Affordable and Clean Energy</i>	Bantuan Elektrifikasi <i>Electrification Assistance</i>
		Biogas di Kawasan Citarum Hulu <i>Biogas Development in the Upper Citarum Area</i>
	Pekerjaan Layak & Pertumbuhan Ekonomi <i>Decent Work and Economic Growth</i>	Pendanaan UMK <i>MSE (Micro and Small Enterprise) Funding</i>
		Pelatihan Biogas & Budidaya Kandang Cacing <i>Training on Biogas & Worm Farming Infrastructure</i>
		Pembuatan Kandang Cacing <i>Construction of Worm Farming Facilities</i>
		Program Burayak Konservasi Budidaya Ikan Air Tawar Non-KJA <i>Fish Fry Conservation Program for Non-KJA (Non-Floating Net Cage) Freshwater Fish Farming</i>

Pilar Pillar	Tujuan Goals (SGDs)	Program/Kegiatan Program/Activity
Pilar Pembangunan Lingkungan <i>Environmental Development Pillar</i>		Pembinaan UMK <i>MSE Mentorship and Capacity Building</i>
		Bantuan Pengembangan UMK <i>MSE Development Assistance</i>
	Air Bersih & Sanitasi Layak <i>Clean Water and Sanitation</i>	Akses Air Bersih Komunal <i>Communal Clean Water Access</i>
		Konservasi di Wilayah Kerja Perusahaan <i>Conservation in the Company's Operational Area</i>
		Bantuan Sosial Kemasyarakatan MCK <i>Community Social Assistance for Sanitation Facilities (MCK)</i>
		Pemanfaatan Limbah Eceng Gondok <i>Water Hyacinth Waste Utilization</i>
		Pengolahan Sampah <i>Waste Management</i>
	Kota & Permukiman yang Berkelanjutan <i>Sustainable Cities and Communities</i>	Bantuan Rumah Tidak Layak Huni <i>Uninhabitable Housing Renovation Assistance (RUTILAHU)</i>
		Kegiatan Mudik Gratis <i>Mudik Gratis Program</i>
		Bantuan Pengembangan Sarana Umum <i>Public Infrastructure Development Assistance</i>
	Konsumsi & Produksi yang Bertanggung Jawab <i>Responsible Consumption and Production</i>	Bantuan Sarana Ibadah <i>Worship Facilities Assistance</i>
		Partisipasi Kegiatan <i>Participation in Event Activities</i>
	Penanganan Perubahan Iklim <i>Climate Action</i>	Penanganan Perubahan Iklim <i>Climate Change Mitigation and Adaptation</i>
	Ekosistem Daratan <i>Life on Land</i>	Pelestarian Satwa yang Ada di Lingkungan Wilayah Sungai <i>Wildlife Conservation in the River Basin Area</i>
Pilar Pembangunan Hukum dan Tata Kelola <i>Law and Governance Development Pillar</i>	Perdamaian, Keadilan & Kelembagaan yang Tangguh <i>Peace, Justice, and Strong Institutions</i>	Program Alat Kerja untuk Eks Napiter dan Beasiswa untuk Anak Eks Napiter Melalui BNPT <i>Work Equipment Assistance for Former Terrorist Convicts (Eks Napiter) and Scholarships for Their Children via BNPT</i>

04

PROFIL PERUSAHAAN COMPANY PROFILE





TENTANG PERUM JASA TIRTA II ABOUT PERUM JASA TIRTA II



Informasi Umum dan Identitas Perusahaan General Information and Company Identity



NAMA PERUSAHAAN *Company Name*

Perum Jasa Tirta II



TANGGAL PENDIRIAN *Date of Establishment*

26 Agustus 1967/
August 26, 1967



BENTUK BADAN HUKUM *Legal Basis of Establishment*

Badan Usaha Milik Negara
(BUMN) yang berbentuk
Perusahaan Umum
*State Owned Enterprise (SOE) in the
form of Public Utility Company*



DASAR HUKUM PENDIRIAN *Legal Entity*

Peraturan Pemerintah
No. 25 Tahun 2022
*Government Regulation
Number 25 of 2022*



NPWP *Tax Identification Number*

010000552-409.003



ENTITAS ANAK *Subsidiary Entity*

PT Jasa Tirta Luhur



KEPEMILIKAN *Ownership*

100% milik Negara
Republik Indonesia
*100% Indonesia owned by
the Republic of Indonesia*



STATUS PERUSAHAAN *Company Status*

Perusahaan Umum (Perum)
Public Utility Company



BIDANG USAHA *Line of Business*

Pengelolaan dan Pengusahaan
Sumber Daya Air (SDA)
*Management and Exploitation
of Water Resources (SDA)*



MODAL DASAR *Authorized Capital*

Rp164.547.635.935,00



JUMLAH KARYAWAN *Total Employee*

1.001 Karyawan
(tidak termasuk karyawan
anak Perusahaan,
Pegawai Waktu Tertentu,
dan Outsourcer)
*1.001 employees
(Excluding subsidiary employees,
Specific Time Employees,
and Outsourcers)*



ALAMAT KANTOR PUSAT
Head Office Address

Jalan Lurah Kawi No. 1,
Jatiluhur, Kab. Purwakarta,
Jawa Barat



KANTOR LAYANAN
Service Offices

Jalan Lurah Kawi No. 1,
Jatiluhur, Kab. Purwakarta,
Jawa Barat

1. Kantor Pusat
Head Office
2. Kantor Perwakilan
Representative Office
3. Kantor Unit Wilayah
Region Unit Offices
4. Kantor Unit
Unit Offices



LAYANAN INFORMASI
Information Service

✉ pjt2@jasatirta2.co.id

f Perum Jasa Tirta II

X [jasatirta_2](#)

☎ (0264) 201972

📷 [jasatirta.2](#)

🌐 www.jasatirta2.co.id

📠 (0264) 201971

▶ Perum Jasa Tirta II



Kantor Pusat

Head Office



Jalan Lurah Kawi No. 1 Jatiluhur
Purwakarta – Jawa Barat
Telp. & Faks. (0264) 201 971-72





Kantor Perwakilan
Representative Office

📍 Jalan H. Agus Salim No. 69
Jakarta Pusat, DKI Jakarta

☎️ (021) 314 5827



Kantor Unit Wilayah I
Regional Unit Offices I

📍 Jalan Ir. Djuanda No. 124D
Bekasi – Jawa Barat

☎️ (021) 880 1884 📠 (021) 880 1884



Kantor Unit Wilayah II
Regional Unit Offices II

📍 Jalan Curug Klari,
Karawang Jawa Barat

☎️ (0264) 200 487 📠 (0264) 203 580



Kantor Unit Wilayah III
Regional Unit Offices III

📍 Jalan Arief Rahman Hakim
No. 16, Subang – Jawa Barat

☎️ (0260) 411 510 📠 (0260) 415 684



Kantor Unit Wilayah IV
Regional Unit Offices IV

📍 Jalan Rasamala Raya, Bendungan
Jatiluhur, Purwakarta – Jawa Barat
☎️ (0264) 822 2537 📠 (0264) 822 2537



Kantor Unit Wilayah V
Regional Unit Offices V

📍 Komplek Perumahan Cimanuk No.
105 Karyamulya – Kec. Kosambi Kota
Cirebon



Kantor Unit Wilayah VI
Regional Unit Offices VI

📍 Jalan Jayadiningrat No.16 Lingkungan
Kaujon Kel. Serang Kota Serang-
Provinsi Banten
☎️ (021) 880 1884 📠 (021) 880 1884



Kantor Unit Wilayah VII
Regional Unit Offices VII

📍 Jalan Way Sekampung No. 32
Pahoman Kec. Teluk Betung Utara Kota
Bandar Lampung, Lampung



Kantor Unit PLTA
Hydropower Unit Office

📍 Jalan Rasamala Raya, Bendungan
Jatiluhur, Purwakarta – Jawa Barat
☎️ (0264) 200 565 📠 (0264) 200 060



Kantor Jatiluhur Valley Resort
Hotel Business Unit Office

📍 Jatiluhur Valley & Resort
Jalan Rasamala No. 1 Jatiluhur –
Purwakarta, Jawa Barat



Kantor Unit Layanan Laboratorium
Laboratory Service Unit

📍 Jalan Curug Klari, Karawang
Jawa Barat
☎️ 0877 4934 7170

PROFIL SINGKAT WILAYAH OPERASI OPERATIONAL AREA



Indonesia



Pulau
Sumatra

1

1

Seputih - Sekampung River Basin
Lampung Province

2

Cidanau - Ciujung - Cidurian River Basin
Banten Province

3

Ciliwung - Cisadane River Basin
West Java Province & Jakarta Global City

4

Citarum River Basin
West Java Province

5

Cimanuk - Cisanggarung River Basin
West Java Province

2

3

4

5

Pulau Jawa

Deskripsi Wilayah Sungai Citarum

Sungai Citarum mengalir dari hulu di daerah Gunung Wayang, di sebelah Selatan Kota Bandung, menuju ke Utara dan bermuara di Laut Jawa. Panjang Sungai sekitar 297 km. Ini merupakan Sungai terpanjang dan terbesar di Provinsi Jawa Barat. Memiliki peran yang sangat penting bagi kehidupan sosial ekonomi masyarakat, khususnya di Jawa Barat dan DKI Jakarta. Air Sungai Citarum digunakan sebagai sumber air baku, irigasi pertanian, perikanan, sumber pembangkit tenaga listrik tenaga air untuk pasokan Pulau Jawa dan Bali, serta sebagai pemasok air untuk kegiatan industri.

Sungai Citarum mengalir dari hulu di daerah Gunung Wayang, di sebelah Selatan Kota Bandung, menuju ke Utara dan bermuara di Laut Jawa. Panjang Sungai sekitar 297 km. Ini merupakan Sungai terpanjang dan terbesar di Provinsi Jawa Barat. Memiliki peran yang sangat penting bagi kehidupan sosial ekonomi masyarakat, khususnya di Jawa Barat dan DKI Jakarta. Air Sungai Citarum digunakan sebagai sumber air baku, irigasi pertanian, perikanan, sumber pembangkit tenaga listrik tenaga air untuk pasokan Pulau Jawa dan Bali, serta sebagai pemasok air untuk kegiatan industri.

Sungai Citarum merupakan sungai yang memiliki Daerah Aliran Sungai (DAS) terbesar di Provinsi Jawa Barat. Wilayah Sungai (WS) Citarum seluas kurang lebih 12.000 km², mencakup 12 wilayah administrasi kabupaten/kota di lingkungan Provinsi Jawa Barat, yaitu: Kabupaten Bandung, Kabupaten Bandung Barat, Kabupaten Bekasi, Kabupaten Cianjur, Kabupaten Indramayu, Kabupaten Karawang, Kabupaten Purwakarta, Kabupaten Subang, Kabupaten Sumedang, Kota Bandung, Kota Bekasi, dan Kota Cimahi.

Citarum River Basin Description

The Citarum River flows from its headwaters in the Mount Wayang area, south of Bandung City, heading northward and empties into the Java Sea. Stretching approximately 297 km, it stands as the longest and largest river in West Java Province. The river plays a highly critical role in supporting the socioeconomic well-being of the surrounding communities, particularly across West Java and the Special Capital Region (DKI) of Jakarta. The waters of the Citarum River are strategically utilized as a vital source of raw water, agricultural irrigation, fisheries, and hydroelectric power generation supplying the Java-Bali grid, as well as a key water source for industrial activities.

The Citarum River flows from its headwaters in the Mount Wayang area, south of Bandung City, heading northward and empties into the Java Sea. Stretching approximately 297 km, it stands as the longest and largest river in West Java Province. The river plays a highly critical role in supporting the socioeconomic well-being of the surrounding communities, particularly across West Java and the Special Capital Region (DKI) of Jakarta. The waters of the Citarum River are strategically utilized as a vital source of raw water, agricultural irrigation, fisheries, and hydroelectric power generation supplying the Java-Bali grid, as well as a key water source for industrial activities.

Furthermore, the Citarum River holds the largest River Basin (DAS) in West Java Province. The Citarum River Basin (WS) spans an area of approximately 12,000 km², encompassing 12 administrative regencies and cities within West Java Province, namely: Bandung Regency, West Bandung Regency, Bekasi Regency, Cianjur Regency, Indramayu Regency, Karawang Regency, Purwakarta Regency, Subang Regency, Sumedang Regency, Bandung City, Bekasi City, and Cimahi City.

Deskripsi Wilayah Sungai Ciliwung – Cisadane

Wilayah Sungai Ciliwung-Cisadane secara geografis terletak pada posisi 106°20' BT sampai 106°40' BT dan 6°00' LS sampai 6°20' LS. Luas WS Ciliwung-Cisadane kurang lebih 5.293,01 km², mencakup 14 wilayah administrasi kabupaten/kota di lingkungan Provinsi Banten. Sungai utama yang melintasi WS Ciliwung-Cisadane adalah Sungai Ciliwung dan Sungai Cisadane yang berhulu di Jakarta Utara.

WS Ciliwung-Cisadane terdiri atas 15 DAS, namun yang menjadi kewenangan Perum Jasa Tirta II berdasarkan PP No. 25 Tahun 2022 meliputi DAS Bekasi seluas 1.447,35 km².

Deskripsi Wilayah Sungai Cimanuk – Cisanggarung

Wilayah Sungai Cimanuk-Cisanggarung secara administrasi terletak di Provinsi Jawa Barat dan 7,40% berada di wilayah Provinsi Jawa Tengah. Secara astronomis terletak pada 107°42'51.02" BT - 108°54'31.38" BT dan 6°14'43.96" " LS - 7°23'56.03" LS, dengan luas wilayah sungai sebesar 7.775,83 km².

Kewenangan Perum Jasa Tirta II berdasarkan PP No. 25 Tahun 2022 meliputi DAS Cimanuk seluas 3,773 km², DAS Cisanggarung seluas 1.003,99 km², dan DAS Kalicilet seluas 419,93 km².

Deskripsi Wilayah Sungai Cidanau – Ciujung – Cidurian

Wilayah Sungai Cidanau-Ciujung-Cidurian yang selanjutnya disebut WS 3Ci dengan luas 4.170,85 km², terbagi menjadi 37 DAS besar dan kecil. Secara administratif meliputi 5 wilayah Kabupaten dan 2 Kota, yang terdiri dari 4 Kabupaten dan 2 Kota di Provinsi Banten serta 1 Kabupaten di Provinsi Jawa Barat.

Ciliwung – Cisadane River Basin Description

The Ciliwung Cisadane River Basin is geographically located at 106°20' East to 106°40' East and 6°00' LS to 6°20' LS. The area of WS Ciliwung Cisadane is approximately 5,293.01 km², covering 14 district/city administrative areas within

While the Ciliwung-Cisadane WS comprises 15 river basins, Perum Jasa Tirta II's jurisdiction under Government Regulation (PP) No. 25 of 2022 specifically covers the Bekasi River Basin (DAS), which spans an area of 1,447.35 km².

Cimanuk – Cisanggarung River Basin Description

Administratively, the Cimanuk-Cisanggarung River Basin (WS) is situated in West Java Province, with 7.40% of its area extending into Central Java Province. Astronomically, it lies between 107°42'51.02" E - 108°54'31.38" E longitude and 6°14'43.96" S - 7°23'56.03" S latitude, covering a total river basin area of 7,775.83 km².

Based on Government Regulation (PP) No. 25 of 2022, Perum Jasa Tirta II's authorized jurisdiction within this region includes the Cimanuk River Basin (DAS) covering 3,773 km² the Cisanggarung DAS covering 1,003.99 km², and the Kalicilet DAS covering 419.93 km².

Cidanau – Ciujung – Cidurian River Basin Description

The Cidanau-Ciujung-Cidurian River Basin, hereinafter referred to as the 3Ci WS, spans an area of 4,170.85 km² and is divided into 37 large and small river basins. Administratively, it encompasses 5 regencies and 2 cities, consisting of 4 regencies and 2 cities in Banten Province and 1 regency in West Java Province.

The water potential within the 3Ci

Potensi air yang ada di WS 3Ci terutama berasal dari 3 sungai besar yaitu Sungai Cidanau, Sungai Ciujung, dan Sungai Cidurian. Sedang secara geografis, WS 3Ci terletak pada posisi antara 5°52'24.7" LS sampai 6°43'55.5" LS dan antara 105°51'01.2" BT sampai 106°03'58.0"BT, dan berada dalam wilayah kerja Balai Besar Wilayah Sungai Cidanau-Ciujung-Cidurian.

WS 3Ci memiliki 37 DAS, dengan DAS terbesar adalah DAS Cidanau, DAS Ciujung, dan DAS Cidurian. Kewenangan Perum Jasa Tirta II berdasarkan PP No. 25 Tahun 2022 meliputi DAS Cidanau seluas 204,74 km², DAS Ciujung seluas 432,km², DAS Cidurian seluas 148 km², dan Cibanten seluas 126,21 km².

WS is primarily sourced from 3 major rivers, namely the Cidanau River, the Ciujung River, and the Cidurian River. Geographically, the 3Ci WS is situated between 5°52'24.7" S to 6°43'55.5" S latitude and 105°51'01.2" E to 106°03'58.0" E longitude, falling under the operational territory of the Cidanau-Ciujung-Cidurian River Basin Center (BBWS).

Out of the 37 river basins within the 3Ci WS, the largest are the Cidanau DAS, the Ciujung DAS, and the Cidurian DAS. Pursuant to Government Regulation (PP) No. 25 of 2022, Perum Jasa Tirta II's authorized jurisdiction in this region includes the Cidanau DAS covering 204.74 km², the Ciujung DAS covering 432 km², the Cidurian DAS covering 148 km², and the Cibanten DAS covering 126.21 km².

Deskripsi Wilayah Sungai Seputih – Sekampung

Wilayah Sungai Seputih-Sekampung secara administratif berada di Kabupaten Lampung Selatan, Kabupaten Lampung Timur, Kabupaten Lampung Tengah, Kabupaten Pringsewu, Kabupaten Pesawaran, Kabupaten Tanggamus, Kabupaten Lampung Barat, Kabupaten Lampung Utara, Kabupaten Tulang Bawang Barat, Kota Bandar Lampung, dan Kota Metro. WS Seputih-Sekampung memiliki luas wilayah sebesar 14.637 km², terdiri dari 42 DAS. Kewenangan Perum Jasa Tirta II berdasarkan PP No. 25 Tahun 2022 meliputi DAS Seputih seluas 7.259 km² dan DAS Sekampung seluas 4.928 km².

Seputih – Sekampung River Basin Description

Administratively, the Seputih-Sekampung River Basin (WS) is situated across several regions, including South Lampung Regency, East Lampung Regency, Central Lampung Regency, Pringsewu Regency, Pesawaran Regency, Tanggamus Regency, West Lampung Regency, North Lampung Regency, West Tulang Bawang Regency, Bandar Lampung City, and Metro City. The Seputih-Sekampung WS covers a total area of 14,637 km² and comprises 42 river basins. Pursuant to Government Regulation (PP) No. 25 of 2022, Perum Jasa Tirta II's authorized jurisdiction within this territory covers the Seputih DAS spanning an area of 7,259 km² and the Sekampung DAS spanning 4,928 km².

SEKILAS PERUSAHAAN COMPANY AT A GLANCE



Sejarah Perusahaan bermula dari proyek nasional Pemerintah Republik Indonesia untuk pembangunan Bendungan Ir. H. Djuanda di tahun 1957 dan selesai di tahun 1967. Pembangunan Bendungan Ir. H. Djuanda merupakan bagian dari tahap Pengembangan Sumber Daya Air di Wilayah Sungai Citarum dan berfungsi sebagai pendukung ketahanan pangan nasional melalui penyediaan air irigasi pertanian di sebagian wilayah Jawa Barat, penyediaan air baku untuk PDAM, industri, dan pembangkit Listrik. Bendungan Ir. H. Djuanda juga berfungsi untuk pengendalian banjir di sebagian wilayah Karawang, Bekasi, dan daerah subur di sekitarnya, serta sebagai salah satu tujuan wisata dan olahraga air di wilayah Jawa Barat.

Berdasarkan PP No. 8 tanggal 24 Juli 1967, setelah selesainya pembangunan tersebut, Pemerintah Republik Indonesia membentuk Badan Pengeloladan Pembina Danau Jatiluhur dengan nama Perusahaan Negara Jatiluhur yang selanjutnya disebut PN Jatiluhur, berkedudukan di Jatiluhur. Badan ini bertugas menyelenggarakan Eksploitasi dan Pemeliharaan Sarana dan Prasarana Bendungan/Waduk dan PLTA Ir. H. Djuanda serta merintis pengembangan proyek-proyek selanjutnya.

Bertambah luasnya ruang lingkup tugas Perusahaan serta sejalan dengan usainya Sebagian besar pembangunan Proyek Nasional Serbaguna Jatiluhur yang meliputi Waduk, Bendungan Utama, Stasiun PLTA, serta sarana-sarana Sistem Pengairan dan Irigasi, menjadi dasar pertimbangan Pemerintah untuk membentuk Perum Otoritas Jatiluhur (POJ) yang didirikan berdasarkan PP No. 20 tanggal 23 Mei 1970, yang kemudian disesuaikan dengan PP No. 35 Tahun 1980, PP No. 42 Tahun 1990, serta PP No. 13 Tahun 1998. POJ diberi

The history of the Company began with a national project of the Government of the Republic of Indonesia for the construction of the Ir. H. Djuanda Dam in 1957 and was completed in 1967. The construction of the Ir. H. Djuanda Dam was part of the Water Resources Development phase in the Citarum River Basin, serving as a support for national food security through the provision of agricultural irrigation water in parts of West Java, raw water supply for PDAM, industries, and electricity generation. The Ir. H. Djuanda Dam also serves to control flooding in parts of Karawang, Bekasi, and the surrounding fertile areas, as well as a tourist and water sports destination in the West Java region.

Based on Government Regulation (PP) No. 8 dated July 24, 1967, following the completion of the construction, the Government of the Republic of Indonesia established the Jatiluhur Lake Management and Development Agency under the name Jatiluhur State Enterprise, hereinafter referred to as PN Jatiluhur, domiciled in Jatiluhur. This entity was mandated to manage the Operations and Maintenance (O&M) of the infrastructure and facilities of the Ir. H. Djuanda Dam/Reservoir and Hydroelectric Power Plant (PLTA), as well as to pioneer the development of subsequent projects.

The expansion of the Company's scope of work, in line with the completion of most of the construction of the Jatiluhur Multipurpose National Project—which includes the Reservoir, the Main Dam, the Hydroelectric Station, as well as the Irrigation System facilities—became the basis of the Government's consideration to form the Jatiluhur Public Authority (Perum Otorita Jatiluhur/POJ). It was established based on Government Regulation No. 20 dated May 23, 1970, which was

mandat oleh Pemerintah untuk mengelola sumber-sumber pendapatan Otorita, dan harus diusahakan pemasukannya semaksimal mungkin untuk dipergunakan bagi biaya rehabilitasi, perbaikan berat dan pembangunan jaringan.

subsequently adjusted by Government Regulation No. 35 of 1980, Government Regulation No. 42 of 1990, and Government Regulation No. 13 of 1998. POJ is mandated by the Government to manage the revenue sources of the Authority, and its income must be optimized as much as possible to be used for rehabilitation, heavy repairs, and network construction.

RIWAYAT PERUBAHAN NAMA HISTORY OF COMPANY'S NAME



Berdasarkan PP No. 94 tanggal 13 Oktober 1999, Pemerintah mengubah dan menyesuaikan nama Perum Otorita Jatiluhur menjadi Perum Jasa Tirta II. Hal ini seiring dengan penugasan untuk turut melaksanakan dan menunjang kebijakan dan program Pemerintah di bidang ekonomi dan pembangunan nasional pada umumnya, terutama di bidang pengusahaan dan pengelolaan Sumber Daya Air serta optimalisasi pemanfaatan sumber daya Perusahaan, untuk menghasilkan barang dan jasa berdasarkan prinsip pengelolaan Perusahaan yang sehat. Kemudian, ruang lingkup tugas dan kegiatan usaha disesuaikan kembali melalui PP No. 7 Tahun 2010.

Adanya perubahan-perubahan tersebut, diharapkan Perum Jasa Tirta II bertransformasi menjadi lebih dinamis, responsif, dan mampu meningkatkan perannya sebagai perusahaan yang terkemuka di bidang pengelolaan Sumber Daya Air. Sesuai tujuan didirikannya Perum Jasa Tirta II, Manajemen tetap berkomitmen terhadap misi yang diemban Perum Jasa Tirta II yaitu menyelenggarakan pengelolaan Sumber Daya Air dengan Tata Kelola Perusahaan yang baik dan inovatif

Based on Government Regulation No. 94 dated October 13, 1999, the Government changed and adjusted the name of Perum Otorita Jatiluhur to Perum Jasa Tirta II. This was in line with the assignment to participate in implementing and supporting Government policies and programs in the economic sector and national development in general, particularly in the field of Water Resources cultivation and management, as well as optimizing the use of the Company's resources to produce goods and services based on sound corporate management principles. Subsequently, the scope of its duties and business activities was re-adjusted through Government Regulation No. 7 of 2010.

With these changes, Perum Jasa Tirta II is expected to transform into a more dynamic and responsive entity, capable of enhancing its role as a leading company in the field of Water Resources management. In accordance with the purpose of its establishment, the Management remains committed to the mission of Perum Jasa Tirta II, which is to organize Water Resources management with Good Corporate Governance and innovation

melalui penyediaan air baku.

Selain itu, juga melakukan pembangkitan dan penyaluran tenaga Listrik kepada PT PLN (Persero) dan/atau selain PT PLN (Persero), pengembangan kepariwisataan dan pemanfaatan lahan yang bertujuan memberikan kontribusi dalam menunjang ketahanan pangan nasional dan keuntungan bagi Negara, turut melaksanakan kebijakan program Pemerintah di bidang ekonomi dan pembangunan nasional pada umumnya, terutama di bidang pengusahaan dan pengelolaan Sumber Daya Air, serta optimalisasi pemanfaatan sumber daya Perusahaan untuk menghasilkan barang dan jasa berdasarkan prinsip pengelolaan perusahaan yang sehat.

through the provision of raw water.

In addition, the Company also carries out the generation and distribution of electricity to PT PLN (Persero) and/or other parties; tourism development and land utilization aimed at contributing to national food security and generating profits for the State; participating in implementing Government program policies in the economic sector and national development in general, particularly in the field of Water Resources cultivation and management; as well as optimizing the use of Company resources to produce goods and services based on sound corporate management principles.



VISI, MISI, DAN TATA NILAI PERUSAHAAN COMPANY VISION, MISSION, TAGLINE AND CORE COMPETENCIES



Visi

Menjadi Perusahaan Terbaik dalam Pengelolaan dan Pengusahaan Sumber Daya Air yang Berkelanjutan di Indonesia.

Vision

Being the Reputable and Sustainable Water Resources Management and Enterprise Company in Indonesia

Misi

- ▶ Pengoptimalan pengusahaan SDA dengan cara yang efisien, efektif, inovatif dan berkelanjutan dengan tujuan menjaga kelestarian dan pengelolaan SDA dan turunannya.
- ▶ Peningkatan kapasitas dan kapabilitas SDM dalam mengoptimalkan pengelolaan dan pengusahaan SDA.
- ▶ Digitalisasi sistem dan teknologi untuk mendukung proses dan operasional pengelolaan dan pengusahaan SDA.
- ▶ Penguatan posisi dan peran Perusahaan sebagai BUMN pengelolaan dan pengusahaan SDA.

Mission

- ▶ *Optimizing the utilization of Water Resources in an efficient, effective, innovative and sustainable manner with the objective of maintaining the sustainability and management of Water Resources and derivatives.*
- ▶ *Enhancing the capacity and capability of Human Resources in optimizing the management and utilization of Water Resources.*
- ▶ *Digitalizing systems and technology to support the processes and operations of Water Resources management and utilization.*
- ▶ *Strengthening the Company's position and role as a State-Owned Enterprise (BUMN) in Water Resources management and utilization.*

AKHLAK BUMN DAN NILAI-NILAI UTAMA
AKHLAK BUMN AND CORE VALUES



AKHLAK

Amanah

Memegang teguh kepercayaan yang diberikan.
Trustworthy, hold on to the trust

Kompeten

Terus belajar dan mengembangkan kapasitas.
Competent, continuous to learn and develop capacity

Harmonis

Saling peduli dan menghargai perbedaan.
Care for each other and respect differences.

Loyal

Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara.
Loyal, dedicated and prioritizing the interests of the Nation and State.

Adaptif

Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan.
Continue to innovate and enthusiastic in facing or moving with changes.

Kolaboratif

Kolaboratif, adalah membangun kerjasama yang strategis.
Collaborative, build synergistic cooperation.

JEJAK LANGKAH MILESTONES



1957 – 1967

Proyek pembangunan Bendungan Serbaguna Jatiluhur dinyatakan selesai dibangun pada tahun 1967 dan diresmikan Pemerintah Republik Indonesia dengan nama Bendungan Ir. H. Djuanda.

Construction of Jatiluhur Multipurpose Dam project was declared completed in 1967 and inaugurated by the Government of the Republic of Indonesia under the name of Ir. H. Djuanda Dam.

1997 – 1999

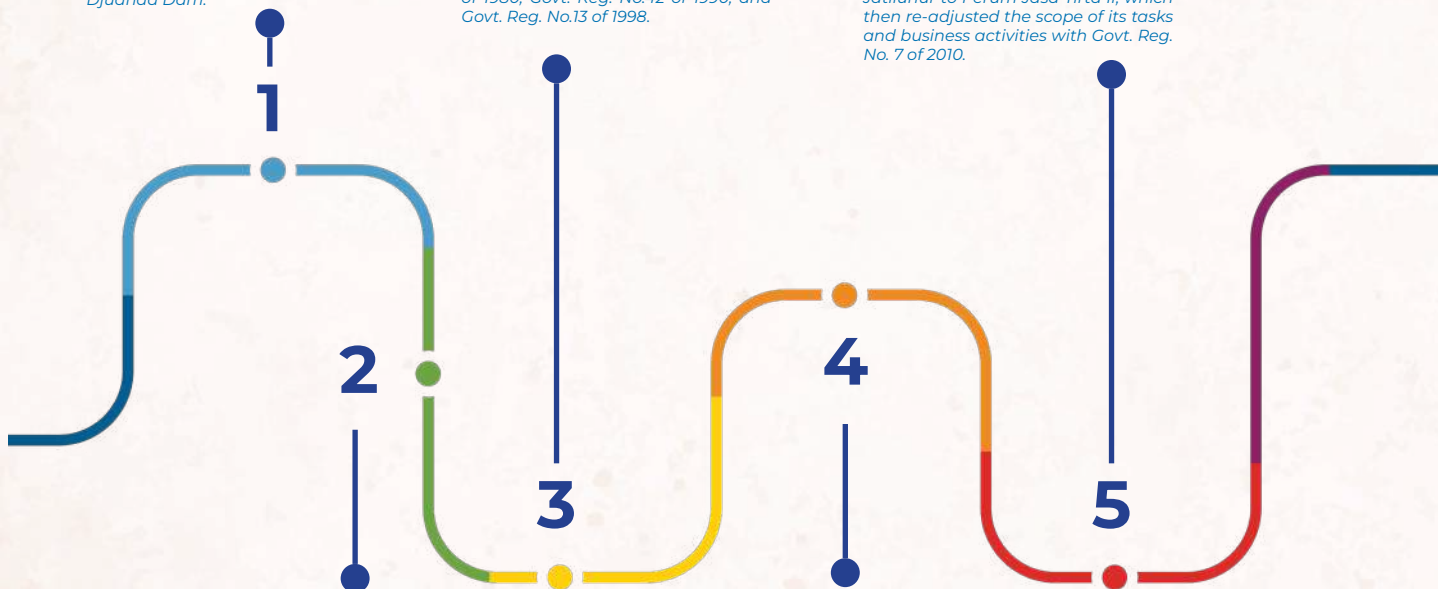
Pemerintah membentuk Perum Otorita Jatiluhur yang didirikan berdasarkan PP No. 20 tanggal 23 Mei 1970, yang kemudian disesuaikan dengan PP No. 35 Tahun 1980, PP No. 42 Tahun 1990 serta PP No. 13 Tahun 1998.

The government established the Perum Otorita Jatiluhur under Govt. Reg. No.20 on May 23, 1970, which was then adjusted with Govt. Reg. No.35 of 1980, Govt. Reg. No.42 of 1990, and Govt. Reg. No.13 of 1998.

2010

Berdasarkan PP No. 94 tanggal 13 Oktober 1999, Pemerintah mengubah dan menyesuaikan nama Perum Otorita Jatiluhur menjadi Perum Jasa Tirta II, yang kemudian disesuaikan Kembali ruang lingkup tugas dan kegiatan usahanya dengan PP No. 7 Tahun 2010.

Based on Govt. Reg. No.94 on October 13, 1999, the Government changed and adjusted the name of Perum Otorita Jatiluhur to Perum Jasa Tirta II, which then re-adjusted the scope of its tasks and business activities with Govt. Reg. No. 7 of 2010.



1967 – 1970

Berdasarkan PP No. 8 Tahun 1967 tanggal 24 Juli 1967, Pemerintah membentuk Badan Pengelola dan Pembina Danau Jatiluhur dengan nama Perusahaan Negara Jatiluhur yang selanjutnya disebutnya PN Jatiluhur, berkedudukan di Jatiluhur.

Based on Govt. Reg. No.8 of 1967, on July 24, 1967, the Government established the Board of Management and Advisory of Jatiluhur Lake under the name of Jatiluhur State Company, hereinafter referred to as PN Jatiluhur, domiciled in Jatiluhur.

1999

Pegawai/Pekerja dari Proyek PLTA Jatiluhur beserta bangunan Waduk, PLTA serta Gardu Induknya diserahkan kepada PN Jatiluhur untuk menyelenggarakan Pengelolaan dan Pengusahaan potensi-potensi yang timbul setelah selesainya Sebagian Proyek PLTA Jatiluhur.

Officers/Workers from Jatiluhur Hydroelectric Project and Reservoir building, hydropower, and substation were handed over to PN Jatiluhur to organize the Management and Exploitation of potentials that arise after the completion of part of Jatiluhur Hydroelectric Project.

2018

Perusahaan mendirikan anak perusahaan yakni PT Jasa Tirta Luhur berdasarkan Akta Notaris Putranto Nur Utomo, S.H., K.Kn., dengan Akta No. 46 tanggal 29 Agustus 2018. Perseroan bergerak dalam bidang jasa Sistem Penyediaan Air Minum dan Konstruksi. Pendirian tersebut telah mendapatkan persetujuan dari pemilik modal.

The company established a subsidiary, namely PT Jasa Tirta Luhur which was established based on the Notary Deed of Putranto Nur Utomo, S.H., M.Kn., by Deed number 46 dated August 29, 2018. The Company is engaged in Drinking Water Supply System and Construction services. The establishment has obtained the approval of the owner of the capital.

2022

Secara optimal terus melakukan upaya pengusahaan Sumber Daya Air guna mendukung pengembangan usaha berbasis One River Basin One Management dan perluasan Wilayah Kerja berdasarkan PP No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II dengan kewenangan pengusahaan serta optimalisasi aset Negara yang semula 2 (dua) Wilayah Sungai (WS Citarum dan WS Ciliwung-Cisadane) menjadi 5 (sebagian WS Ciliwung-Cisadane; Cimanuk-Cisanggarung; Cidanau-Ciujung-Cidurian; dan Seputih-Sekampung).

Optimally continue to make efforts to manage Water Resources to support the development of One River Basin One Management-based businesses and the expansion of the Work Area based on PP NO.25 of 2022 concerning the Public Company (Perum) Jasa Tirta II with the authority to manage and optimize State assets which were originally 2 (two) River Areas (1. WS Citarum, WS Ciliwung-Cisadane, to 5, namely (part of the River Areas 1. Ciliwung-Cisadane, 2. Cimanuk-Cisanggarung, 3. Cidanau-Ciujung-Cidurian and Seputih-Sekampung).

2017

Perusahaan melakukan perubahan logo sebagai bentuk implementasi transformasi. Logo terbaru telah disahkan berdasarkan Peraturan Direksi Perum Jasa Tirta II No. 1/DIR/35/PRD-PED/2017 tentang Perubahan Kelima atas Peraturan Direksi Perum Jasa Tirta II No. 1/01/PRT/2014 tentang Pedoman Tata Naskah Dinas Perum Jasa Tirta II.

The company changes the logo as a form of implementing transformation. The latest logo has been ratified pursuant to Regulation of Board of Directors of Perum Jasa Tirta II Number: 1/DIR/35/PRD-PED/2017 concerning the Fifth Amendment to Regulation of Board of Directors of Perum Jasa Tirta II Number: 1/01/PRT/2014 concerning the Guideline of Service Manuscript of Perum Jasa Tirta II.

2021

Perusahaan kini tergabung ke dalam sub kluster holding Danareksa-PPA berdasarkan Peraturan Pemerintah Republik Indonesia No. 113 tanggal 10 November 2021 tentang perubahan atas Peraturan Pemerintah No. 25 tahun 1976 tentang Penyertaan Modal Negara Republik Indonesia untuk Pendirian Perusahaan Perseroan (Persero) "Danareksa". Atas hal ini, PT Danareksa ditunjuk sebagai holding Perusahaan lintas sektor, salah satunya sebagai Holding Perusahaan Sumber Daya Air.

The company is now incorporated into the Danareksa-PPA holding sub-cluster. Based on Government Regulation of the Republic of Indonesia No. 113 dated November 10, 2021 concerning amendments to Government Regulation No. 25 of 1976 concerning State Equity Participation of the Republic of Indonesia for the Establishment of a Limited Liability Company (Persero) "Danareksa". Where PT Danareksa was appointed as a holding company across sectors, one of which was as a Holding Company for Water Resource.

2024

Implementasi ESG dan peresmian Regional I.

ESG Implementation and Inauguration of Regional SPAM I.

2025

Implementasi ESG dan Penataan Infrastruktur Sumber Daya Air sesuai fungsinya.

Esg Implementation and Infrastructure Alignment for Water Resources.

STRUKTUR KEPEMILIKAN OWNERSHIP STRUCTURE



Seluruh modal Perusahaan (100%) dimiliki oleh Negara Republik Indonesia. Berdasarkan Peraturan Pemerintah No. 25 Tahun 2022, Menteri BUMN sebagai Wakil Pemerintah selaku Pemilik Modal merupakan Pengendali Perusahaan.

The entire capital of the Company (100%) is owned by the State of the Republic of Indonesia. Based on Government Regulation (PP) No. 25 of 2022, the Minister of SOEs, acting as the Government Representative in the capacity of the Capital Owner, serves as the Controlling Party of the Company.





SKALA USAHA LINE OF BUSINESS



Sesuai dengan Peraturan Pemerintah No. 25 Tahun 2022 tentang Perum Jasa Tirta II, profil Perum Jasa Tirta II adalah:

- ▶ Penguasaan SDA: penyediaan air baku, air bersih, PLTA dan PLTMH, pengembangan SPAM, hotel & pariwisata, laboratorium, sewa lahan.
- ▶ Pengelolaan SDA: penyediaan air irigasi, pelayanan & penjaminan ketersediaan air, konservasi, pelaksanaan OP prasarana SDA, pengendalian banjir.
- ▶ 5 Wilayah Sungai: WS Citarum, sebagian WS Ciliwung-Cisadane, Cimanuk-Cisanggarung, Ciujung-Cidurian, Way Sekampung-Way Seputih.
- ▶ Wilayah Kerja: Provinsi DKI Jakarta; Provinsi Jawa Barat meliputi Kab./Kota Bandung, Kab. Indramayu, Kab. Subang, Kab. Purwakarta, Kab. Karawang, Kab./Kota Bekasi, Kab./Kota Bogor, Kab. Sumedang, dan Kab. Cirebon; Provinsi Banten; Provinsi Lampung.

In accordance with Government Regulation (PP) No. 25 Year 2022 on Public Company (Perum) Jasa Tirta II.

- ▶ *Natural Resources Control: Raw Water Supply, Clean Water, Hydropower and MHP, SPAM Development, Hotel & Tourism, Laboratory, Land Lease.*
- ▶ *Natural Resources Control: Irrigation Water Supply, Services & Water Availability Assurance, Conservation, Implementation of Natural Resources Infrastructure OP, Flood Control.*
- ▶ *5 River Areas: Citarums River Basin as Ciliwung-Cisadane, Cimanuk-Cisanggarung, Ciujung-Cidurian, Way Sekampung-Way Seputih River Basins.*
- ▶ *Working Areas: Prov. DKI Jakarta, Prop. West Java includes: Bandung district, Indramayu district, Subang district, Purwakarta district, Karawang district, Bekasi district, Bogor district, Sumedang district, Cirebon district, Banten province and Prop. Lampung.*

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Karyawan Number of Employees	Orang People	1001	1026	1042
Jumlah Total Operasi Total Operational Offices	Unit Kantor Office Units	12	13	13
Jumlah Pendapatan Total Revenue	Jutaan Rupiah Million IDR	1.128.786	1.067.488	1.080.171
Jumlah Aset Total Assets	Jutaan Rupiah Million IDR	2.301.862	2.147.125	2.064.266
Jumlah Liabilitas Total Liabilities	Jutaan Rupiah Million IDR	440.820	458.989	554.424
Jumlah Ekuitas Total Equity	Jutaan Rupiah Million IDR	1.861.041	1.688.137	1.509.841
Laba (Rugi) Bersih Tahun Berjalan Net Profit (Loss) for the Year	Jutaan Rupiah Million IDR	193.027	204.410	138.017
Pemilik Modal Capital Owner	%	100% Pemerintah Republik Indonesia 100% Government of the Republic of Indonesia	100% Pemerintah Republik Indonesia 100% Government of the Republic of Indonesia	100% Pemerintah Republik Indonesia 100% Government of the Republic of Indonesia

KEANGGOTAAN DALAM ASOSIASI MEMBERSHIPS IN ASSOCIATIONS



Dalam pengembangan usahanya, Perum Jasa Tirta II tergabung dalam beberapa organisasi nasional maupun internasional sebagai berikut:

- ▶ Komite Nasional Indonesia untuk Bendungan Besar (KNIBB). Organisasi profesi nirlaba di Indonesia yang fokus pada teknologi bendungan besar dan berafiliasi organisasi internasional "International Commission on Large Dams (ICOLD).
- ▶ Network of Asian River Basin Organizations (NARBO). Sebuah jaringan internasional yang didirikan oleh Asian Development Bank (ADB) bersama Japan Water Agency. Tujuan badan ini adalah untuk mempromosikan Pengelolaan Sumber Daya Air Terpadu di wilayah Asia.
- ▶ International Commission on Irrigation and Drainage (ICID) – Comité International des Diques et des Barrages (CIDD). Organisasi ilmiah dan teknis nirlaba internasional yang fokus pada manajemen irigasi, drainase, dan pengendalian banjir guna mewujudkan ketahanan pangan dan air.

To continuously foster and expand its business development, Perum Jasa Tirta II actively participates as a member of various national and international organizations, including:

- ▶ Indonesian National Committee on Large Dams (INACOLD / KNIBB): A national non-profit professional organization in Indonesia focusing on large dam technology, officially affiliated with the international organization, the International Commission on Large Dams (ICOLD).
- ▶ Network of Asian River Basin Organizations (NARBO): An international network jointly established by the Asian Development Bank (ADB) and the Japan Water Agency. The primary objective of this organization is to actively promote and implement Integrated Water Resources Management (IWRM) across the Asian region.
- ▶ International Commission on Irrigation and Drainage (ICID) – Comité International des Irrigations et du Drainage (CIID): A leading international scientific, technical, and professional non-profit organization focusing on the management of irrigation, drainage, and flood control to achieve global food and water security.



Jasa Tirta II

Air Untuk Menghidupi Negeri



05

PENGHARGAAN DAN SERTIFIKASI *AWARDS AND CERTIFICATIONS*





PENGHARGAAN DAN SERTIFIKASI LINE OF BUSINESS



Commendation for the Best Sustainable Water Disclosure in ASRRAT 2025

Sebagai wujud pengakuan atas implementasi tata kelola lingkungan yang baik, Perum Jasa Tirta II menerima penghargaan “Commendation for the Best Sustainable Water Disclosure” pada ajang Asia Sustainability Reporting Rating (ASRRAT) 2025. Penghargaan ini diberikan sebagai apresiasi atas dedikasi perusahaan dalam menyajikan pengungkapan tata kelola air yang komprehensif, akuntabel, dan Penguatan Fondasi Tata Kelola Perusahaan Berkelanjutan. Penghargaan ini menjadi bukti nyata komitmen korporasi dalam mendukung keterbukaan informasi dan pembangunan hijau yang berdampak jangka panjang.

As a form of recognition for the implementation of good environmental governance, Perum Jasa Tirta II received the “Commendation for the Best Sustainable Water Disclosure” award at the 2025 Asia Sustainability Reporting Rating (ASRRAT). This award was presented in appreciation of the Company’s dedication to presenting comprehensive, accountable, and sustainable water governance disclosures. This recognition serves as tangible proof of the corporate commitment to supporting information transparency and green development with long-term impacts.



Certificate ICCS 2025 (Indonesia Corporate Communication & Sustainability Summit)

Atas konsistensi perusahaan dalam program keberlanjutan, Perum Jasa Tirta II meraih predikat Juara 3 untuk kategori “Community Involvement & Development (CID) Lingkungan” pada *Indonesia Corporate Communication & Sustainability Summit (ICCS Summit 2025)*. Penghargaan ini diserahkan di Jakarta pada tanggal 1 Oktober 2025, ditandatangani oleh Panitia Pelaksana ICCS Summit 2025 sebagai bentuk pengakuan atas kontribusi hijau perusahaan terhadap masyarakat sekitar.

In recognition of the Company's consistency in sustainability programs, Perum Jasa Tirta II secured 3rd Place in the “Environmental Community Involvement & Development (CID)” category at the 2025 Indonesia Corporate Communication & Sustainability Summit (ICCS Summit 2025). The award was presented in Jakarta on October 1, 2025, and signed by the ICCS Summit 2025 Organizing Committee as a token of appreciation for the Company's green contributions to surrounding communities.

06

PENGUATAN FONDASI TATA KELOLA PERUSAHAAN BERKELANJUTAN *STRENGTHENING THE FOUNDATION OF SUSTAINABILITY GOVERNANCE*





PENGUATAN FONDASI TATA KELOLA KEBERLANJUTAN STRENGTHENING THE FOUNDATION OF SUSTAINABILITY GOVERNANCE



Sejalan dengan upaya menciptakan pertumbuhan usaha secara berkelanjutan, Perum Jasa Tirta II juga mengembangkan tata kelola berkelanjutan dengan mengintegrasikan aspek lingkungan, sosial, dan tata kelola (*Environmental, Social, and Governance/ESG*) ke dalam strategi operasional Perusahaan. Hal ini dimaksudkan untuk memastikan pengelolaan Perusahaan yang transparan, akuntabel, dan adaptif terhadap dinamika keberlanjutan dan pertumbuhan jangka panjang.

Dasar Penerapan Tata Kelola Perusahaan

Perum Jasa Tirta II berkomitmen menerapkan prinsip-prinsip tata kelola perusahaan yang baik atau *Good Corporate Governance* (GCG) dengan tujuan membangun sistem perusahaan yang kuat dan sehat. Penerapan tata kelola perusahaan yang baik menjadi salah 1 (satu) acuan dalam mengambil keputusan dan meningkatkan efektivitas kinerja.

Pelaksanaan prinsip-prinsip GCG secara tepat dan efektif mencerminkan bahwa proses bisnis dan tata kelola berlangsung secara sehat dan sesuai dengan ketentuan dan peraturan yang berlaku. Pelaksanaan tata kelola perusahaan secara baik dan efektif mendukung keyakinan Perusahaan untuk mampu membangun keberlanjutan usaha dan memberikan nilai tambah bagi pemegang saham dan pemangku kepentingan lainnya, serta menjaga kelangsungan lingkungan dan masyarakat sekitar. Untuk itu, PJT II secara berkala meninjau dan menyesuaikan kebijakan tata kelola perusahaan yang baik agar dapat dilaksanakan dengan tepat baik di unit bisnis dan entitas anak.

Landasan utama penerapan GCG Perusahaan berdasarkan pada ketentuan dan peraturan perundang-undangan yang

In line with efforts to drive sustainable business growth, Perum Jasa Tirta II also develops sustainability governance by integrating Environmental, Social, and Governance (ESG) aspects into the Company's operational strategies. This is intended to ensure transparent, accountable, and adaptive corporate management in response to sustainability dynamics and long-term growth.

Foundation of Corporate Governance Implementation

Perum Jasa Tirta II is committed to implementing Good Corporate Governance (GCG) principles with the objective of building a robust and healthy corporate system. The implementation of good corporate governance serves as a primary reference in decision-making and enhancing performance effectiveness.

The proper and effective execution of GCG principles reflects that business processes and governance are conducted soundly and in compliance with prevailing laws and regulations. Sound and effective corporate governance supports the Company's confidence in its ability to build business sustainability, deliver added value to shareholders and other stakeholders, and safeguard the sustainability of the environment and surrounding communities. To this end, PJT II periodically reviews and adjusts its good corporate governance policies to ensure precise implementation across both business units and subsidiaries.

The primary foundation for the Company's GCG implementation is based on the prevailing laws and regulations, including:

berlaku, di antaranya:

1. Undang-Undang RI No. 20 Tahun 2001 tentang Perubahan atas Undang-Undang RI No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi;
2. Undang-Undang RI No. 19 Tahun 2003 tentang Badan Usaha Milik Negara;
3. Undang-Undang RI No. 40 Tahun 2007 tentang Perseroan Terbatas;
4. Undang-Undang RI No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik;
5. Undang-Undang RI No. 8 Tahun 2010 tentang Pencegahan dan Pemberantasan Tindak Pidana Pencucian Uang;
6. Undang-Undang No. 17 Tahun 2019 tentang Sumber Daya Air, sebagaimana telah diubah dengan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja;
7. Peraturan Pemerintah RI No. 45 Tahun 2005 tentang Pendirian, Pengawasan, dan Pembubaran Badan Usaha Milik Negara;
8. Peraturan Pemerintah No. 25 Tahun 2022 tentang Perum Jasa Tirta II;
9. Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara;
10. Peraturan Menteri Badan Usaha Milik Negara No. PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
11. Peraturan Menteri Badan Usaha Milik Negara No. PER-2/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
1. *Law of the Republic of Indonesia No. 20 of 2001 concerning Amendments to Law No. 31 of 1999 on the Eradication of Corruption.*
2. *Law of the Republic of Indonesia No. 19 of 2003 concerning State-Owned Enterprises.*
3. *Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies.*
4. *Law of the Republic of Indonesia No. 14 of 2008 concerning Public Information Disclosure.*
5. *Law of the Republic of Indonesia No. 8 of 2010 concerning the Prevention and Eradication of Money Laundering.*
6. *Law No. 17 of 2019 concerning Water Resources, as amended by Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation.*
7. *Government Regulation No. 45 of 2005 concerning the Establishment, Management, Supervision, and Dissolution of State-Owned Enterprises.*
8. *Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II.*
9. *Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises.*
10. *Minister of State-Owned Enterprises Regulation No. PER-1/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises.*
11. *Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises.*

12. Peraturan Menteri Badan Usaha Milik Negara No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;
13. Keputusan Menteri Badan Usaha Milik Negara No. SK-4/MBU/02/2020 tentang Pemberhentian, Pengangkatan, dan Pengalihan Tugas Anggota-Anggota Dewan Pengawas Perusahaan Umum Jasa Tirta II juncto Keputusan Menteri Badan Usaha Milik Negara No. SK-92/MBU/03/2020 tentang Pengangkatan Anggota Dewan Pengawas Perusahaan Umum Jasa Tirta II juncto Keputusan Menteri Badan Usaha Milik Negara No. SK-340/MBU/10/2020 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Pengawas Perusahaan Umum Jasa Tirta II junctis Keputusan Menteri Badan Usaha Milik Negara No. SK-214/MBU/09/2022 tentang Pemberhentian dan Pengangkatan Anggota Dewan Pengawas Perusahaan Umum Jasa Tirta II;
14. Keputusan Menteri Badan Usaha Milik Negara No. SK-196/MBU/06/2020 tentang Perubahan Nomenklatur Jabatan dan Pengangkatan Anggota-Anggota Direksi Perusahaan Umum Jasa Tirta II juncto Keputusan Menteri Badan Usaha Milik Negara No. SK-350/MBU/10/2020 tentang Pemberhentian dan Pengangkatan Direktur Utama Perusahaan Umum Jasa Tirta II junctis Keputusan Menteri Badan Usaha Milik Negara No. SK-420/MBU/12/2021 tentang Pemberhentian, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi Perusahaan Umum Jasa Tirta II;
15. Surat Edaran Menteri Badan Usaha Milik Negara No. Se-35/MBU/02/2020 tanggal 10 Januari tentang Implementasi Sistem Manajemen Anti Suap di BUMN;
12. *Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning the Organs and Human Resources of State-Owned Enterprises.*
13. *Decree of the Minister of State-Owned Enterprises No. SK-4/MBU/02/2020 concerning the Dismissal, Appointment, and Reassignment of Members of the Board of Supervisors of Perum Jasa Tirta II, juncto Decree of the Minister of State-Owned Enterprises No. SK-92/MBU/03/2020 concerning the Appointment of Members of the Board of Supervisors of Perum Jasa Tirta II, juncto Decree of the Minister of State-Owned Enterprises No. SK-340/MBU/10/2020 concerning the Dismissal and Appointment of Members of the Board of Supervisors of Perum Jasa Tirta II, junctis Decree of the Minister of State-Owned Enterprises No. SK-214/MBU/09/2022 concerning the Dismissal and Appointment of Members of the Board of Supervisors of Perum Jasa Tirta II;*
14. *Decree of the Minister of State-Owned Enterprises No. SK-196/MBU/06/2020 concerning Changes in Position Nomenclature and the Appointment of Members of the Board of Directors of Perum Jasa Tirta II, juncto Decree of the Minister of State-Owned Enterprises No. SK-350/MBU/10/2020 concerning the Dismissal and Appointment of the President Director of Perum Jasa Tirta II, junctis Decree of the Minister of State-Owned Enterprises No. SK-420/MBU/12/2021 concerning the Dismissal, Reassignment, and Appointment of Members of the Board of Directors of Perum Jasa Tirta II;*
15. *Circular Letter of the Minister of State-Owned Enterprises No. SE-35/MBU/02/2020 dated January 10, 2020 concerning the Implementation of Anti-Bribery Management Systems in State-Owned Enterprises;*

16. Surat Edaran Menteri Badan Usaha Milik Negara No. SE-7/MBU/07/2020 tanggal 1 Juli 2020 tentang Nilai-nilai Utama (Core Values) Sumber Daya Manusia Badan Usaha Milik Negara;
17. Peraturan Komisi Pemberantasan Korupsi (KPK) No. 2 Tahun 2019 tentang Pelaporan Gratifikasi;
18. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko No. Sk-3/DKU. NBU/05/2023 tentang Petunjuk Teknis Komposisi dan Kualifikasi Organ Pengelola Risiko di Lingkungan Badan Usaha Milik Negara;
19. Keputusan Sekretaris Kementerian BUMN No. S-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (**Good Corporate Governance**) pada Badan Usaha Milik Negara;
20. Surat Sekretaris Menteri Badan Usaha Milik Negara No. S-17/MBU/02/2020 tanggal 17 Februari 2020 perihal Sertifikasi ISO 37001:2016 mengenai Sistem Manajemen Anti Penyuapan (SMAP);
21. Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-35/DEWAS/IV/2020 tentang Pembentukan Komite Nominasi dan Remunerasi Perum Jasa Tirta II juncto Keputusan Dewan Pengawas No. KEP-81/DEWAS/X/2020 tentang Perubahan Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-35/DEWAS/IV/2020 tentang Pembentukan Komite Nominasi dan Remunerasi Perum Jasa Tirta II junctis Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-86/DEWAS/XI/2020 tentang Perubahan Keputusan Dewan Pengawas No. KEP-81/DEWAS/X/2020 tentang Pembentukan Komite Nominasi dan Remunerasi Perum Jasa Tirta II;
16. *Circular Letter of the Minister of State-Owned Enterprises No. SE-7/MBU/07/2020 dated July 1, 2020 concerning the Core Values of Human Resources in State-Owned Enterprises;*
17. *Corruption Eradication Commission (KPK) Regulation No. 2 of 2019 concerning Gratification Reporting;*
18. *Decree of the Deputy for Finance and Risk Management No. SK-3/DKU. MBU/05/2023 concerning Technical Guidelines on the Composition and Qualifications of Risk Management Governance Bodies within State-Owned Enterprises;*
19. *Decree of the Secretary of the Ministry of State-Owned Enterprises No. S-16/S. MBU/2012 concerning Indicators/Parameters for the Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises;*
20. *Letter of the Secretary of the Minister of State-Owned Enterprises No. S-17/MBU/02/2020 dated February 17, 2020 concerning ISO 37001:2016 Certification on the Anti-Bribery Management System (ABMS);*
21. *Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-35/DEWAS/IV/2020 concerning the Establishment of the Nomination and Remuneration Committee of Perum Jasa Tirta II, juncto Decree of the Board of Supervisors No. KEP-81/DEWAS/X/2020 concerning Amendments to the Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-35/DEWAS/IV/2020 concerning the Establishment of the Nomination and Remuneration Committee of Perum Jasa Tirta II, junctis Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-86/DEWAS/XI/2020 concerning Amendments to the Decree of the Board of Supervisors*

22. Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-84/DEWAS/X/2020 tentang Pengangkatan Ketua Komite Pemantauan Manajemen Risiko juncto Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-85/DEWAS/XI/2020 tentang Pengangkatan Anggota Komite Pemantau Manajemen Risiko;
23. Keputusan Bersama Dewan Pengawas dan Direksi Perum Jasa Tirta II No. KBS-01/DIR/05/2022 tentang Kebijakan Anti Penyuapan Perum Jasa Tirta II.
24. Keputusan Bersama Direksi dan Dewan Pengawas No. KBS-1/DIR/06/2023 tanggal 21 Juni 2023 tentang Pedoman Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) Perum Jasa Tirta II;
25. Peraturan Direksi Perum Jasa Tirta II No. PRD-23/DIR/08/2019 tentang Pedoman Pengelolaan Anak Perusahaan Perum Jasa Tirta II.
26. Pedoman Umum Governansi Korporat Indonesia yang diterbitkan oleh Komite Nasional Kebijakan *Governance*;
27. Pedoman Governansi Korporat dalam Badan Usaha Milik Negara OECD.

Perusahaan mengadopsi dan menerapkan standar tata kelola perusahaan yang baik dengan mempertimbangkan faktor-faktor yang dapat mempengaruhi efektivitas penerapan prinsip-prinsip tersebut. Berbagai faktor tersebut mencakup kebutuhan internal, dinamika lingkungan operasional, skala dan kompleksitas bisnis, serta sifat risiko dan tantangan yang dihadapi. Perusahaan menyesuaikan standar tata kelola agar selaras dengan *best practices* yang berlaku baik dalam lingkup nasional maupun internasional. Perusahaan merujuk pada berbagai standar dan pedoman tata kelola yang diakui secara luas guna memastikan praktik terbaik diimplementasikan secara efektif di seluruh lini organisasi. Standar

No. KEP-81/DEWAS/X/2020 concerning the Establishment of the Nomination and Remuneration Committee of Perum Jasa Tirta II;

22. *Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-84/DEWAS/X/2020 concerning the Appointment of the Chairman of the Risk Management Monitoring Committee, juncto Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-85/DEWAS/XI/2020 concerning the Appointment of Members of the Risk Management Monitoring Committee;*
23. *Joint Decree of the Board of Supervisors and the Board of Directors of Perum Jasa Tirta II No. KBS-01/DIR/05/2022 concerning the Anti-Bribery Policy of Perum Jasa Tirta II;*
24. *Joint Decree of the Board of Directors and the Board of Supervisors No. KBS-1/DIR/06/2023 dated June 21, 2023 concerning the Guidelines for the Implementation of Good Corporate Governance of Perum Jasa Tirta II;*
25. *Board of Directors Regulation of Perum Jasa Tirta II No. PRD-23/DIR/08/2019 concerning Guidelines for the Management of Subsidiaries of Perum Jasa Tirta II;*
26. *Indonesian Corporate Governance Manual issued by the National Committee on Governance Policy (KNKG);*
27. *OECD Guidelines on Corporate Governance of State-Owned Enterprises.*

The Company adopts and implements good corporate governance standards by considering factors that could influence the effectiveness of these principles. These various factors encompass internal needs, operational environment dynamics, business scale and complexity, as well as

tata kelola perusahaan yang menjadi acuan utama Perusahaan di antaranya:

1. Peraturan Menteri BUMN No. PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara (BUMN).
2. Surat Keputusan Deputi Bidang Keuangan dan Manajemen Risiko Kementerian Badan Usaha Milik Negara No. SK-52/DKU.MBU/10/2024 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara.

Prinsip-Prinsip Utama Penerapan GCG

Perusahaan menerapkan prinsip-prinsip tata kelola perusahaan yang baik yang dikenal sebagai TARIF, yaitu:

1. **Transparansi.** Menjaga objektivitas dalam menjalankan bisnis, Perusahaan menyediakan informasi yang material dan relevan dengan cara yang mudah diakses dan dipahami oleh pemangku kepentingan. Perusahaan mengambil inisiatif mengungkapkan tidak hanya masalah yang diatur dalam regulasi, tetapi juga hal penting lainnya dalam pengambilan Keputusan oleh Pemilik Modal dan pemangku kepentingan lainnya. Penerapan di Perum Jasa Tirta II dalam bentuk Laporan Tahunan Perusahaan; Laporan Triwulanan kepada Pemilik Modal; informasi terkait prosedur pengadaan dan hubungan dengan rekanan; informasi terkait ketaatan dalam pembayaran pajak; dan mekanisme manajemen SDM sesuai PKB.
2. **Akuntabilitas.** Kejelasan fungsi, pelaksanaan dan pertanggungjawaban organ Perseroan sehingga pengelolaan

the nature of risks and challenges faced. The Company adjusts its governance standards to align with prevailing national and international best practices. To ensure best practices are effectively implemented across all organizational lines, the Company refers to various widely recognized governance standards and guidelines. The main corporate governance standards that serve as the primary references for the Company include:

1. *Minister of State-Owned Enterprises Regulation No. PER-02/MBU/03/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises (SOEs);*
2. *Decree of the Deputy for Finance and Risk Management of the Ministry of State-Owned Enterprises No. SK-52/DKU.MBU/10/2024 concerning Indicators/Parameters for the Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises.*

Implements the principles of Good Corporate Governance (GCG)

The Company implements the principles of Good Corporate Governance (GCG), known by the acronym TARIF, consisting of:

1. *Transparency. In maintaining objectivity in conducting its business activities, the Company provides material and relevant information in a manner that is accessible and understandable to stakeholders. The Company takes the initiative to disclose not only information required by regulations but also other important matters that support decision-making by the Capital Owner and other stakeholders. At Perum Jasa Tirta II,*

Perusahaan terlaksana secara efektif. Penerapan di Perum Jasa Tirta II dalam bentuk penetapan rincian tugas dan tanggung jawab masing-masing organ Perum Jasa Tirta II (Direksi, Dewan Pengawas, SPI, Sekretaris Perusahaan, dan organ struktural lainnya) dan semua karyawan secara jelas dan selaras dengan visi, misi, nilai-nilai Perusahaan, dan strategi Perusahaan; mengupayakan agar semua organ Perusahaan dan seluruh karyawan mempunyai kemampuan sesuai dengan tugas, tanggung jawab, dan perannya dalam pelaksanaan GCG; menciptakan sistem pengendalian yang efektif dalam pengelolaan Perusahaan; menyelenggarakan RPB untuk mengesahkan rencana jangka panjang, rencana anggaran tahunan, persetujuan laporan tahunan, penetapan pembagian keuntungan dan dividen yang dibayarkan; pemenuhan *check and balances* Direksi dan Dewan Pengawas sesuai dengan prinsip-prinsip GCG.

3. **Responsibilitas/Pertanggungjawaban.** Kesesuaian dalam pengelolaan Perusahaan terhadap peraturan perundang-undangan dan prinsip korporasi yang sehat. Penerapan di Perum Jasa Tirta II dalam bentuk melaksanakan kewajiban perpajakan dengan baik; mematuhi ketentuan undang-undang keselamatan dan kesehatan kerja serta lingkungan; melaksanakan kewajiban pembinaan masyarakat sekitar, misalnya melakukan pembinaan usaha kecil dan koperasi; melaksanakan UU Tenaga Kerja, UU Jasa Konstruksi, pedoman GCG, dan regulasi lainnya; pengembangan Masyarakat dan lingkungan sebagai bentuk kepedulian terhadap Masyarakat dalam meningkatkan kesejahteraan hidup masyarakat tidak mampu.

the implementation of this principle is reflected through the publication of the Annual Report, quarterly reports to the Capital Owner, information regarding procurement procedures and relationships with business partners, information concerning tax compliance, and human capital management mechanisms in accordance with the Collective Labor Agreement (CLA).

2. **Accountability.** *Clarity of functions, implementation, and responsibilities of the Company's governing organs to ensure effective corporate management. At Perum Jasa Tirta II, this principle is implemented through the clear assignment of duties and responsibilities to each corporate organ, including the Board of Directors, Board of Supervisors, Internal Audit Unit, Corporate Secretary, other structural units, and all employees, in alignment with the Company's vision, mission, values, and strategy. The Company also ensures that all corporate organs and employees possess the competencies required to perform their duties, responsibilities, and roles in implementing GCG, establishes effective internal control systems, conducts Capital Owner Meetings (RPB) to approve long-term plans, annual budgets, annual reports, profit appropriations and dividend distributions, and maintains an effective system of checks and balances between the Board of Directors and the Board of Supervisors in accordance with GCG principles.*
3. **Responsibility.** *Compliance in managing the Company in accordance with applicable laws and regulations as well as sound corporate principles. At Perum Jasa Tirta II, this principle is implemented through the fulfillment of tax obligations,*

4. **Independensi/Kemandirian.** Perusahaan dikelola secara profesional tanpa benturan kepentingan dan pengaruh/tekanan dari pihak manapun yang tidak sesuai dengan ketentuan peraturan perundang-undangan dan prinsip korporasi yang sehat. Penerapan di Perum Jasa Tirta II dalam bentuk saling menghormati hak, kewajiban, tugas, wewenang, serta tanggung jawab masing-masing organ dan tidak saling mendominasi satu sama lain; tidak mencampuri pengelolaan Perusahaan selain organ yang berkepentingan; selalu menghindari terjadinya benturan kepentingan dalam pengambilan keputusan yang dilakukan oleh Dewan Pengawas, Direksi, dan seluruh karyawan Perum Jasa Tirta II.
5. **Fairness/Kewajaran.** Keadilan dan kesetaraan dalam memenuhi hak-hak pemangku kepentingan yang timbul berdasarkan perjanjian dan peraturan perundang-undangan yang berlaku. Perum Jasa Tirta II menjamin bahwa setiap pihak yang berkepentingan mendapatkan perlakuan yang adil sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Penerapan di Perum Jasa Tirta II dalam bentuk Pemilik Modal berhak menghadiri dan memberikan suara dalam RPB sesuai ketentuan yang berlaku; memperlakukan semua rekanan secara adil dan transparan; memberikan kondisi kerja yang baik dan aman bagi setiap karyawan sesuai dengan kemampuan Perum Jasa Tirta II dan peraturan perundang-undangan yang berlaku; memperlakukan setiap pegawai secara adil dan bebas dari bias karena perbedaan suku, agama, asal-usul, jenis kelamin, atau hal-hal yang tidak berkaitan dengan kinerja.

compliance with occupational health, safety, and environmental regulations, support for community development initiatives, including the development of small enterprises and cooperatives, compliance with labor laws, construction services regulations, GCG guidelines, and other applicable regulations, as well as community and environmental development programs aimed at improving the welfare of underprivileged communities.

4. **Independence.** *The Company is managed professionally and independently, free from conflicts of interest and undue influence or pressure from any party that may be inconsistent with applicable laws, regulations, and sound corporate principles. At Perum Jasa Tirta II, this principle is implemented through mutual respect for the rights, obligations, duties, authorities, and responsibilities of each corporate organ, without domination by one party over another; avoidance of interference in corporate management by unauthorized parties; and the consistent prevention of conflicts of interest in decision-making processes involving the Board of Supervisors, Board of Directors, and all employees.*
5. **Fairness.** *Equitable and equal treatment of stakeholders in fulfilling their rights as stipulated by agreements and applicable laws and regulations. Perum Jasa Tirta II ensures that all stakeholders receive fair treatment in accordance with prevailing regulations. The implementation of this principle includes ensuring that the Capital Owner has the right to attend and vote at Capital Owner Meetings (RPB) in accordance with applicable provisions, treating all business partners fairly and transparently, providing a safe and conducive working environment*

Struktur Tata Kelola Keberlanjutan dan Mekanisme

Struktur tata kelola Perum Jasa Tirta II disusun berdasarkan prinsip-prinsip yang tercantum dalam peraturan perundang-undangan dan Anggaran Dasar Perusahaan. Struktur tata kelola perusahaan ini terdiri dari 2 (dua) bagian utama, yaitu organ utama dan organ pendukung. Organ utama terdiri dari Rapat Pembahasan Bersama (RPB), Dewan Pengawas, dan Direksi. RPB berfungsi sebagai organ tertinggi dalam pengambilan Keputusan strategis, sementara Dewan Pengawas bertanggung jawab atas pengawasan terhadap jalannya perusahaan, dan Direksi bertugas mengelola perusahaan secara operasional.

Dalam menjalankan fungsi-fungsi tersebut, baik Direksi maupun Dewan Pengawas dibantu oleh organ pendukung. Organ pendukung di bawah Direksi terdiri dari Sekretaris Perusahaan, Bidang Audit, Bidang Risiko dan Kepatuhan, Bidang SDM, dan Unit Kerja Lainnya sebagai organ pendukung tata kelola perusahaan. Dewan Pengawas juga membentuk organ pendukung yang terdiri dari Sekretaris Dewan Pengawas, Komite Audit, Komite Pemantau Risiko, dan Komite Nominasi dan Remunerasi, yang masing-masing berfungsi untuk memperkuat pengawasan dan pengambilan keputusan strategis.

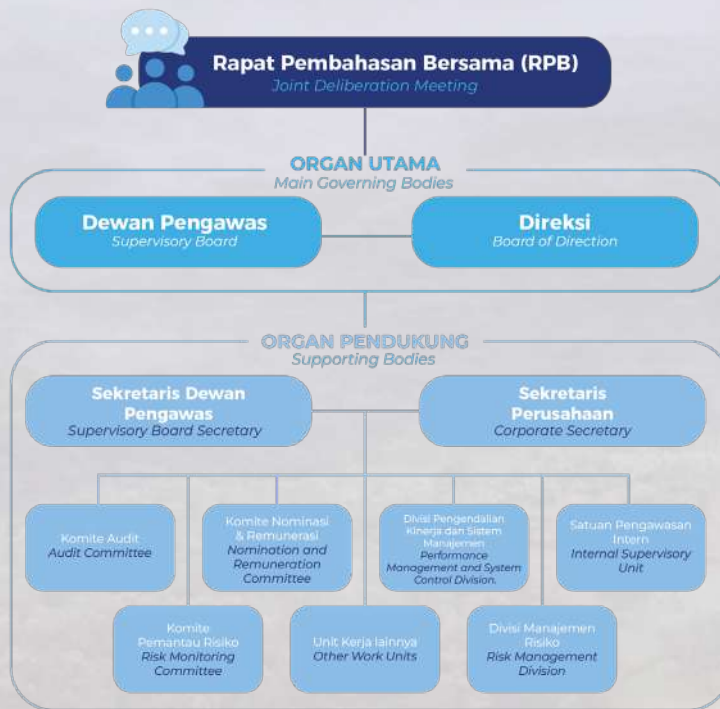
for employees in accordance with the Company's capabilities and applicable regulations, and ensuring equal treatment of all employees without discrimination based on ethnicity, religion, origin, gender, or any factors unrelated to performance.

Sustainability Governance Structure and Mechanism

The governance structure of Perum Jasa Tirta II is established based on the principles set forth in the prevailing laws and regulations as well as the Company's Articles of Association. This corporate governance structure consists of two main components: primary organs and supporting organs. The primary organs comprise the Joint Discussion Meeting (Rapat Pembahasan Bersama / RPB), the Board of Commissioners (Dewan Pengawas), and the Board of Directors (Direksi). The RPB functions as the highest organ for strategic decision-making, while the Board of Commissioners is responsible for supervising the company's operations, and the Board of Directors is tasked with the operational management of the company.

In executing these functions, both the Board of Directors and the Board of Commissioners are assisted by supporting organs. The supporting organs under the Board of Directors consist of the Corporate Secretary, the Audit Division, the Risk and Compliance Division, the HR Division, and Other Work Units as corporate governance supporting organs. The Board of Commissioners has also established supporting organs consisting of the Secretary to the Board of Commissioners, the Audit Committee, the Risk Monitoring Committee, and the Nomination and Remuneration Committee, each functioning to strengthen supervision and strategic decision-making.

Bagan Struktur Organ Tata Kelola Perusahaan Corporate Governance Structure Chart



Tata kelola perusahaan dirancang sebagai skema yang mengatur seluruh proses, perilaku, dan hubungan antar pemangku kepentingan yang saling terkait dalam pencapaian tujuan Perusahaan yang berkelanjutan. Tata kelola perusahaan adalah sistem yang mencakup berbagai proses, perilaku, kebijakan, aturan, dan institusi yang mempengaruhi bagaimana sebuah perusahaan dikelola, diawasi, dan diarahkan. Sistem ini melibatkan berbagai aspek, termasuk pengelolaan sumber daya, pengendalian internal, dan arah strategis yang diambil oleh perusahaan, serta bagaimana hubungan tersebut dipelihara antara para pemangku kepentingan seperti pemegang saham, karyawan, pelanggan, mitra bisnis, serta masyarakat. Semua elemen ini harus bekerja secara harmonis dan sesuai dengan prinsip-prinsip yang terkandung dalam GCG, yang mencakup transparansi, akuntabilitas, kewajaran, dan tanggung jawab.

Corporate governance is designed as a scheme that regulates the entire processes, behaviors, and relationships among interrelated stakeholders in achieving the Company's sustainable objectives. Corporate governance is a system comprising various processes, behaviors, policies, rules, and institutions that influence how a company is managed, supervised, and directed. This system involves multiple aspects, including resource management, internal control, and the strategic direction taken by the company, as well as how these relationships are maintained among stakeholders such as shareholders, employees, customers, business partners, and the community. All of these elements must work harmoniously and in accordance with the principles embedded in GCG, which encompass transparency, accountability, fairness, and responsibility.

PJT II mendorong terciptanya nilai yang berkelanjutan dengan merancang dan menerapkan proses tata kelola yang sejalan dengan nilai-nilai inti yang telah dijunjung tinggi oleh Perusahaan. Nilai-nilai tersebut mencakup integritas, transparansi, dan dapat dipertanggungjawabkan, yang menjadi landasan dalam mengambil setiap keputusan dan tindakan oleh seluruh komponen Perusahaan. Integrasi nilai-nilai tersebut ke dalam setiap proses bisnis demi memastikan semua kegiatan operasional dan strategis selalu dilandasi oleh prinsip-prinsip tata kelola yang baik, mematuhi peraturan yang ada dan bertujuan untuk menciptakan dampak positif jangka panjang bagi semua pihak yang terlibat.

PJT II drives the creation of sustainable value by designing and implementing governance processes that align with the core values upheld by the Company. These values encompass integrity, transparency, and accountability, serving as the foundation for every decision and action taken by all components of the Company. The integration of these values into every business process ensures that all operational and strategic activities are consistently grounded in good governance principles, comply with existing regulations, and aim to generate long-term positive impacts for all stakeholders involved.



Di Tahun 2025, PJT II membentuk Komite Tanggung Jawab Sosial dan Lingkungan (TJSL) dan *Environmental, Social, and Governance* (ESG) Perum Jasa Tirta II melalui Keputusan Direksi No. KPT-124/DIR/06/2025 tertanggal 30 Juni 2025.

In 2025, PJT II established the Social and Environmental Responsibility (Tanggung Jawab Sosial dan Lingkungan / TJSL) and Environmental, Social, and Governance (ESG) Committee of Perum Jasa Tirta II through the Decree of the Board of Directors No. KPT-124/DIR/06/2025 dated June 30, 2025.

Struktur Organisasi Komite TJSL dan ESG Perum Jasa Tirta II

Tugas dan Tanggung Jawab Komite TJSL dan ESG

Komite TJSL dan ESG dalam melaksanakan tugas dan tanggung jawabnya berpedoman kepada Peraturan yang berlaku di Perusahaan dan Peraturan Perundang-undangan, serta memiliki tugas dan tanggung jawab sebagai berikut:

1. Pembina Komite TJSL dan ESG
 - a. Memberikan arahan dalam melaksanakan program-program tanggung jawab sosial dan lingkungan dan ESG yang terintegrasi dalam bisnis untuk keberlanjutan Perusahaan;
 - b. Menentukan arah dan kebijakan program-program tanggung jawab sosial dan lingkungan serta ESG untuk mendukung keberlanjutan Perusahaan;
 - c. Menuangkan arahan dan program ke dalam RKA TJSL untuk selanjutnya dilakukan evaluasi terhadap dampak pada Perusahaan, lingkungan dan Masyarakat;
 - d. Memimpin rapat pleno Komite TJSL 2 (dua) kali dalam setahun atau rapat-rapat koordinasi Komite TJSL dan ESG lainnya apabila dibutuhkan.
2. Koordinator Komite TJSL dan ESG
 - a. Mengkoordinir perencanaan, pelaksanaan, evaluasi, implementasi program-program tanggung jawab sosial dan lingkungan serta ESG sesuai dengan tujuan Pembangunan berkelanjutan pada bagian Unit Kerja Internal Direktorat terkait;
 - b. Memimpin dan melaksanakan rapat koordinasi triwulanan, atau rapat-rapat koordinasi komite lainnya apabila dibutuhkan pada bagian Unit Kerja Internal Direktorat terkait;

Organizational Structure of the TJSL and ESG Committee of Perum Jasa Tirta II

Duties and Responsibilities of the TJSL and ESG Committee

In executing its duties and responsibilities, the TJSL and ESG Committee is guided by the prevailing Company regulations and statutory laws, with the specific duties and responsibilities outlined as follows:

1. *Advisory Board of the TJSL and ESG Committee*
 - a. *Provide strategic direction in executing social and environmental responsibility and ESG programs that are integrated into the business for the Company's sustainability;*
 - b. *Determine the direction and policies of social and environmental responsibility as well as ESG programs to support the Company's sustainability;*
 - c. *Formulate directions and programs into the TJSL Work Plan and Budget (RKA TJSL) for subsequent evaluation of their impacts on the Company, environment, and community;*
 - d. *Preside over the TJSL Committee plenary meetings twice a year or other coordination meetings of the TJSL and ESG Committee as required.*
2. *Coordinator of the TJSL and ESG Committee*
 - a. *Coordinate the planning, execution, evaluation, and implementation of social and environmental responsibility as well as ESG programs in accordance with the sustainable development goals within the Internal Work Units of the respective Directorate;*
 - b. *Lead and conduct quarterly coordination meetings, or other*

- c. Mengusulkan rencana kerja program-program tanggung jawab sosial dan lingkungan dan ESG sesuai dengan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Jangka Panjang Perusahaan (RJPP) yang telah disepakati melalui rapat pleno untuk disampaikan kepada Pembina Komite yang selanjutnya diusulkan untuk dimasukkan dalam RKA TJSL pada bagian Unit Kerja Internal Direktorat terkait;
 - d. Mengkoordinasikan penyusunan laporan keberlanjutan (*sustainability report*) pada bagian Unit Kerja Internal Direktorat terkait;
 - e. Menyampaikan hasil rapat pada bagian Unit Kerja Internal Direktorat terkait kepada Pembina Komite TJSL dan ESG;
 - f. Menyampaikan laporan bulanan, triwulanan, tahunan dan laporan keberlanjutan (*sustainability report*) kepada Pembina Komite TJSL dan ESG.
3. Ketua Komite TJSL dan ESG
- a. Mengkoordinasikan perencanaan, pelaksanaan, evaluasi, implementasi program-program tanggung jawab sosial dan lingkungan serta ESG sesuai dengan tujuan pembangunan berkelanjutan;
 - b. Mengusulkan rencana kerja program-program tanggung jawab sosial dan lingkungan serta ESG sesuai dengan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Jangka Panjang Perusahaan (RJPP) yang telah disepakati melalui rapat pleno untuk disampaikan kepada Koordinator Komite yang selanjutnya diusulkan untuk dimasukkan dalam RKA TJSL;
 - c. Memimpin dan melaksanakan rapat koordinasi bulanan, triwulanan, *committee coordination meetings as required within the Internal Work Units of the respective Directorate;*
- c. *Propose the work plan for social and environmental responsibility and ESG programs in alignment with the Company's Work Plan and Budget (RKAP) and the Company's Long-Term Plan (RJPP) agreed upon through the plenary meeting, to be submitted to the Advisory Board and subsequently proposed for inclusion in the RKA TJSL within the Internal Work Units of the respective Directorate;*
 - d. *Coordinate the preparation of the sustainability report within the Internal Work Units of the respective Directorate;*
 - e. *Submit meeting outcomes within the Internal Work Units of the respective Directorate to the Advisory Board of the TJSL and ESG Committee;*
 - f. *Submit monthly, quarterly, annual reports, and sustainability reports to the Advisory Board of the TJSL and ESG Committee.*
3. *Chairman of the TJSL and ESG Committee*
- a. *Coordinate the planning, execution, evaluation, and implementation of social and environmental responsibility as well as ESG programs in accordance with sustainable development goals;*
 - b. *Propose the work plan for social and environmental responsibility and ESG programs in alignment with the Company's Work Plan and Budget (RKAP) and the Company's Long-Term Plan (RJPP) agreed upon through the plenary meeting, to be submitted to the Committee Coordinator and subsequently proposed for inclusion in the RKA TJSL;*

tahunan dan rapat-rapat koordinasi komite lainnya apabila dibutuhkan;

- d. Mewakili rapat-rapat dengan Kementerian BUMN Bersama Koordinator dan Anggota Komite lainnya jika diperlukan;
- e. Menyampaikan laporan bulanan, triwulanan, tahunan dan laporan keberlanjutan (*sustainability report*) kepada Koordinator Komite TJSL dan ESG;
- f. Menyampaikan Laporan hasil rapat eksternal maupun internal kepada Koordinator Komite TJSL dan ESG.

4. Sekretaris Komite TSJL dan ESG

- a. Membantu Ketua dalam mengkoordinasikan perencanaan, pelaksanaan, evaluasi, implementasi program-program tanggung jawab sosial dan lingkungan serta ESG sesuai dengan tujuan pembangunan berkelanjutan;
- b. Membantu Ketua dalam mengusulkan rencana kerja program-program tanggung jawab sosial dan lingkungan serta ESG sesuai dengan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Jangka Panjang Perusahaan (RJPP) yang telah disepakati melalui rapat pleno untuk disampaikan kepada Koordinator Komite yang selanjutnya diusulkan untuk dimasukkan dalam RKA TJSL.

5. Bidang Pilar TJSL dan ESG

- a. Sosial
 - Merencanakan program kerja dan anggaran program Bidang Sosial dan melaporkan kepada Koordinator Komite JTSL dan ESG;
 - Mengimplementasikan program kerja Bidang Sosial;

c. Lead and conduct monthly, quarterly, annual coordination meetings, and other committee coordination meetings as required;

d. Represent the Committee in meetings with the Ministry of SOEs (Kementerian BUMN) alongside the Coordinator and other Committee Members, if necessary;

e. Submit monthly, quarterly, annual reports, and sustainability reports to the Coordinator of the TJSL and ESG Committee;

f. Submit report outcomes of both external and internal meetings to the Coordinator of the TJSL and ESG Committee.

4. Secretary of the TJSL and ESG Committee

a. Assist the Chairman in coordinating the planning, execution, evaluation, and implementation of social and environmental responsibility as well as ESG programs in accordance with sustainable development goals;

b. Assist the Chairman in proposing the work plan for social and environmental responsibility and ESG programs in alignment with the Company's Work Plan and Budget (RKAP) and the Company's Long-Term Plan (RJPP) agreed upon through the plenary meeting, to be submitted to the Committee Coordinator and subsequently proposed for inclusion in the RKA TJSL.

5. TJSL and ESG Pillars Divisions

a. Social Pillar

- *Plan the work program and budget for the Social Pillar and report to the Coordinator of the TJSL and ESG Committee;*
- *Implement the work program of the Social Pillar;*

- ▶ Melakukan evaluasi atas pelaksanaan program kerja Bidang Sosial yang dilaksanakan oleh Bidang TJSL untuk keberhasilan program dan perbaikan (*improvement*);
- ▶ Menyusun dan menyampaikan laporan pelaksanaan program kerja Bidang Sosial kepada Koordinator Komite TJSL dan ESG.

b. Ekonomi

- ▶ Merencanakan program kerja dan anggaran program Bidang Ekonomi dan melaporkan kepada Koordinator Komite TJSL dan ESG;
- ▶ Mengimplementasikan program kerja Bidang Ekonomi;
- ▶ Melakukan evaluasi atas pelaksanaan program kerja Bidang Ekonomi yang dilaksanakan oleh Bidang TJSL untuk keberhasilan program dan perbaikan (*improvement*);
- ▶ Menyusun dan menyampaikan laporan pelaksanaan program kerja Bidang Ekonomi kepada Koordinator Komite TJSL dan ESG.

c. Lingkungan

- ▶ Merencanakan program kerja dan anggaran program Bidang Lingkungan dan melaporkan kepada Koordinator Komite TJSL dan ESG;
- ▶ Mengimplementasikan program kerja Bidang Lingkungan;
- ▶ Melakukan evaluasi atas pelaksanaan program kerja Bidang Lingkungan yang dilaksanakan oleh Bidang TJSL untuk keberhasilan program dan perbaikan (*improvement*);

- ▶ *Evaluate the execution of the Social Pillar's work program carried out by the TJSL Division for program success and continuous improvement;*
- ▶ *Prepare and submit execution reports of the Social Pillar's work program to the Coordinator of the TJSL and ESG Committee.*

b. Economic Pillar

- ▶ *Plan the work program and budget for the Economic Pillar and report to the Coordinator of the TJSL and ESG Committee;*
- ▶ *Implement the work program of the Economic Pillar;*
- ▶ *Evaluate the execution of the Economic Pillar's work program carried out by the TJSL Division for program success and continuous improvement;*
- ▶ *Prepare and submit execution reports of the Economic Pillar's work program to the Coordinator of the TJSL and ESG Committee.*

c. Environmental Pillar

- ▶ *Plan the work program and budget for the Environmental Pillar and report to the Coordinator of the TJSL and ESG Committee;*
- ▶ *Implement the work program of the Environmental Pillar;*
- ▶ *Evaluate the execution of the Environmental Pillar's work program carried out by the TJSL Division for program success and continuous improvement;*
- ▶ *Prepare and submit execution reports of the Environmental Pillar's work program to the Coordinator of the TJSL and ESG Committee.*

- ▶ Menyusun dan menyampaikan laporan pelaksanaan program kerja Bidang Lingkungan kepada Koordinator Komite TSJL dan ESG.

d. Hukum & Tata Kelola

- ▶ Merencanakan program kerja dan anggaran program Bidang Hukum dan Tata Kelola dan melaporkan kepada Koordinator Komite TJSL dan ESG;
- ▶ Mengimplementasikan program kerja Bidang Hukum dan Tata Kelola;
- ▶ Melakukan evaluasi atas pelaksanaan program kerja Bidang Hukum dan Tata Kelola yang dilaksanakan oleh Bidang TJSL untuk keberhasilan program dan perbaikan (improvement);
- ▶ Menyusun dan menyampaikan laporan pelaksanaan program kerja Bidang Hukum dan Tata Kelola kepada Koordinator Komite TSJL dan ESG.

d. Law & Governance Pillar

- ▶ *Plan the work program and budget for the Law and Governance Pillar and report to the Coordinator of the TJSL and ESG Committee;*
- ▶ *Implement the work program of the Law and Governance Pillar;*
- ▶ *Evaluate the execution of the Law and Governance Pillar's work program carried out by the TJSL Division for program success and continuous improvement;*
- ▶ *Prepare and submit execution reports of the Law and Governance Pillar's work program to the Coordinator of the TJSL and ESG Committee.*

Kebijakan Tata Kelola Perusahaan Perum Jasa Tirta II

Keberadaan kebijakan tata kelola perusahaan mempunyai peran membentuk dan mengarahkan proses bisnis serta perilaku hubungan dengan seluruh pemangku kepentingan, sehingga dapat memastikan pencapaian tujuan Perusahaan berjalan dengan efektif dan efisien. Kebijakan dimaksud juga ditujukan untuk menciptakan budaya Perusahaan yang solid, mengedepankan etika, transparansi, akuntabilitas, dan keberlanjutan dalam setiap aspek operasional. Kebijakan tersebut disusun sebagai perangkat aturan yang mendukung penerapan GCG dengan mengacu pada peraturan perundang-undangan, praktik terbaik, dan nilai-nilai budaya Perusahaan

Corporate Governance Policies of Perum Jasa Tirta II

The existence of corporate governance policies plays a role in shaping and directing business processes as well as behavioral relationships with all stakeholders, thereby ensuring that the achievement of the Company's objectives runs effectively and efficiently. These policies are also intended to create a solid corporate culture that promotes ethics, transparency, accountability, and sustainability in every operational aspect. These policies are formulated as a set of rules supporting the implementation of GCG by referencing prevailing laws and regulations, best practices, and corporate cultural values, which serve as references in behavior and conducting business

yang menjadi acuan dalam berperilaku dan menjalankan proses bisnis.

Kebijakan tata kelola yang telah dimiliki Perusahaan antara lain:

- a. Pedoman Tata Kelola Perusahaan
- b. Board Manual (Piagam Dewan Pengawas dan Direksi)
- c. Piagam Komite Audit
- d. Piagam Komite Pemantau Risiko
- e. Piagam Komite Remunerasi dan Nominasi
- f. Piagam Koordinasi Direktur yang Membawahkan Fungsi Kepatuhan dan Satuan Kerja Kepatuhan dengan Dewan Pengawas
- g. Piagam Internal Audit
- h. Pedoman Etika Usaha dan Tata Perilaku
- i. Pedoman Manajemen Risiko
- j. Pedoman Pengelolaan Pengaduan Pelanggaran (*Whistleblowing System*)
- k. Pedoman Gratifikasi
- l. Pedoman Benturan Kepentingan
- m. Pedoman Tata Kelola Teknologi Informasi
- n. Pedoman Pengendalian Intern

processes.

The corporate governance policies currently held by the Company include:

- a. Corporate Governance Guidelines*
- b. Board Manual (Charters of the Board of Commissioners and the Board of Directors)*
- c. Audit Committee Charter*
- d. Risk Monitoring Committee Charter*
- e. Remuneration and Nomination Committee Charter*
- f. Director's Coordination Charter Overseeing the Compliance Function and the Compliance Work Unit with the Board of Commissioners*
- g. Internal Audit Charter*
- h. Code of Corporate Ethics and Conduct*
- i. Risk Management Guidelines*
- j. Whistleblowing System Guidelines*
- k. Gratification Guidelines*
- l. Conflict of Interest Guidelines*
- m. Information Technology Governance Guidelines*
- n. Internal Control Guidelines*

Rapat Pembahasan Bersama (RPB)

Sesuai dengan Peraturan Pemerintah No. 25 Tahun 2022, Perum Jasa Tirta II melaksanakan pertemuan dengan Pemilik Modal, yakni negara yang diwakili oleh Kementerian BUMN, setiap tahunnya dalam Rapat Pembahasan Bersama (RPB). Perusahaan tidak memiliki Rapat Umum Pemegang Saham.

Berikut proses penyelenggaraan RPB dan aturan utamanya, berdasarkan Pedoman Tata Kelola Perusahaan:

- Pemanggilan RPB disampaikan kepada Pemilik Modal paling lambat 14 hari kerja sebelum acara RPB dilaksanakan. Surat atau media pemanggilan harus mencakup informasi mengenai: Agenda RPB; Materi, usulan dan penjelasan lain yang berkaitan dengan agenda acara RPB; Hari, tanggal dan jam diadakannya RPB; tempat pelaksanaan RPB;
- Tempat pelaksanaan RPB adalah di lokasi tempat beroperasinya Perusahaan atau di tempat lain di wilayah Republik Indonesia;
- RPB dipimpin oleh Pemilik Modal atau yang diberi kuasa dengan hak substitusi oleh Pemilik Modal;
- RPB diawali dengan pembacaan Tata Tertib RPB;
- Agenda tambahan RPB dapat dibahas jika disetujui oleh peserta rapat dan Keputusan atas agenda tambahan tersebut harus disetujui dengan suara bulat oleh peserta RPB;
- Kesimpulan yang diambil dalam RPB disampaikan kepada Menteri selaku Pemilik Modal untuk memperoleh pengesahan;
- Setiap penyelenggaraan RPB wajib dibuatkan Risalah RPB;
- Risalah RPB harus ditandatangani oleh Ketua RPB dan paling sedikit 1 (satu) dari peserta RPB dari Pemilik Modal atau Kuasa Pemilik Modal, Dewan Pengawas

Joint Discussion Meetings (RPB)

In accordance with Government Regulation No. 25 of 2022, Perum Jasa Tirta II holds annual meetings with the Capital Owner, namely the Government of the Republic of Indonesia represented by the Ministry of State-Owned Enterprises, through a Joint Discussion Meeting (Rapat Pembahasan Bersama/RPB). As a Public Corporation (Perum), the Company does not hold a General Meeting of Shareholders (GMS).

Based on the Company's Corporate Governance Guidelines, the RPB is conducted in accordance with the following procedures:

- Invitations to the RPB must be submitted to the Capital Owner no later than 14 working days prior to the meeting date. The invitation must include information regarding the meeting agenda, supporting materials and proposals, the date and time of the meeting, and the meeting venue;*
- The RPB may be held at the Company's place of operation or at another location within the territory of the Republic of Indonesia;*
- The meeting shall be chaired by the Capital Owner or its authorized representative with substitution rights;*
- The meeting shall commence with the reading of the Rules of Procedure;*
- Additional agenda items may be discussed upon approval by meeting participants, and any resolutions on such additional agenda items must be approved unanimously;*
- The conclusions of the RPB shall be submitted to the Minister as Capital Owner for approval;*
- Minutes of Meeting must be prepared for every RPB;*
- The Minutes of Meeting must be*

dan Direksi;

- i. Risalah RPB harus didokumentasikan dan disimpan oleh Sekretaris Perusahaan;
- j. Pemilik Modal berhak memperoleh Risalah RPB.

Di tahun 2025, RPB diselenggarakan pada Senin, 25 Mei 2025, bertempat di Kantor Badan Pengaturan BUMN, Jl. Medan Merdeka Selatan No. 13, Jakarta Pusat. Agenda RPB adalah pembahasan bersama Laporan Keuangan Konsolidasian Tahun Buku (*Audited*) Perum Jasa Tirta II.

RPB di tahun 2025 tersebut dihadiri oleh:

1. Perwakilan Badan Pengaturan BUMN sebagai Pemilik Modal;
2. Dewan Pengawas Perum Jasa Tirta II;
3. Direksi Perum Jasa Tirta II;
4. Kepala Divisi Perum Jasa Tirta II.

Pengawasan Dampak dan Pendelegasian Tanggung Jawab

Berdasarkan Pedoman Tata Kelola Perusahaan, tugas dan tanggung jawab Dewan Pengawas di antaranya bertanggung jawab dan berwenang melakukan pengawasan atas kebijakan pengurusan, jalannya pengurusan pada umumnya, baik mengenai Perusahaan maupun usaha Perusahaan dan memberikan nasihat kepada Direksi. Sementara itu, tugas dan tanggung jawab Direksi di antaranya mengelola Perusahaan sesuai dengan kewenangan dan tanggung jawab sebagaimana diatur dalam anggaran dasar dan ketentuan peraturan perundang-undangan.

signed by the Chairperson of the RPB and at least one representative of the Capital Owner or its proxy, the Board of Supervisors, and the Board of Directors;

- i. the Minutes of Meeting must be documented and maintained by the Corporate Secretary; and*
- j. The Capital Owner is entitled to obtain the Minutes of Meeting.*

In 2025, the RPB was held on Monday, May 26, 2025, at the Office of the SOE Regulatory Agency, Jl. Medan Merdeka Selatan No. 13, Central Jakarta. The meeting agenda was the discussion of the audited consolidated financial statements of Perum Jasa Tirta II for the 2024 financial year.

The Joint Discussion Meeting (RPB) in 2025 was attended by:

- 1. Representatives of the SOE Regulatory Agency as the Capital Owner;*
- 2. Members of the Board of Supervisors of Perum Jasa Tirta II;*
- 3. Members of the Board of Directors of Perum Jasa Tirta II; and*
- 4. Division Heads of Perum Jasa Tirta II.*

Impact Supervision and Delegation of Responsibility

Based on the Corporate Governance Guidelines, the duties and responsibilities of the Board of Commissioners include the responsibility and authority to supervise management policies and the general conduct of management, regarding both the Company and the Company's business, as well as providing advice to the Board of Directors. Meanwhile, the duties and responsibilities of the Board of Directors include managing the Company in accordance with the authority and responsibilities as stipulated in the Articles of Association and the prevailing laws and regulations.

Dewan Pengawas

Dewan Pengawas memiliki peran melakukan fungsi pengawasan terhadap jalannya Perusahaan yang dikelola oleh Direksi dan jajarannya. Dewan Pengawas juga memiliki wewenang untuk memberikan nasihat kepada Direksi, serta memastikan penerapan GCG.

Dalam menjalankan tugasnya, Dewan Pengawas dibantu oleh Komite Audit, Komite Pemantau Risiko, Komite Nominasi dan Remunerasi, serta Sekretaris Dewan Pengawas.

Pengangkatan dan Pemberhentian

Berdasarkan Peraturan Menteri Negara BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara serta Pedoman Tata Kelola Perusahaan Perum Jasa Tirta II, mekanisme pengangkatan dan pemberhentian Dewan Pengawas diatur sebagai berikut:

1. Pengangkatan Dewan Pengawas: (i) Anggota Dewan Pengawas diangkat dan diberhentikan oleh Menteri BUMN sesuai dengan mekanisme dan ketentuan peraturan perundang-undangan; (ii) Anggota Dewan Pengawas diangkat untuk masa jabatan yang sama dengan Anggota Direksi dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan; (iii) Pengangkatan Anggota Dewan Pengawas tidak bersamaan waktunya dengan pengangkatan Anggota Direksi; (iv) Apabila dipandang perlu, dalam rangka pengangkatan Dewan Pengawas, Menteri BUMN dapat meminta masukan dari Menteri Teknis.
2. Pemberhentian Dewan Pengawas: (i) Anggota Dewan Pengawas dapat diberhentikan sebelum habis masa jabatannya oleh Menteri BUMN, apabila berdasarkan kenyataan Anggota Dewan Pengawas: tidak melaksanakan tugasnya dengan baik; tidak melaksanakan ketentuan dan

Board of Supervisors

The Board of Supervisors is responsible for overseeing the management of the Company conducted by the Board of Directors and its management team. The Board of Supervisors also provides advice to the Board of Directors and ensures the effective implementation of Good Corporate Governance (GCG).

In carrying out its duties, the Board of Supervisors is supported by the Audit Committee, Risk Monitoring Committee, Nomination and Remuneration Committee, and the Secretary to the Board of Supervisors.

Appointment and Dismissal

Based on Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning the Organs and Human Resources of State-Owned Enterprises and the Corporate Governance Guidelines of Perum Jasa Tirta II, the appointment and dismissal of members of the Board of Supervisors are governed as follows:

1. *Appointment of the Board of Supervisors: (i) Members of the Board of Supervisors are appointed and dismissed by the Minister of State-Owned Enterprises in accordance with applicable laws and regulations; (ii) Members of the Board of Supervisors are appointed for a term of office equal to that of the Board of Directors and may be reappointed for one additional term; (iii) The appointment of members of the Board of Supervisors is not conducted simultaneously with the appointment of members of the Board of Directors; and (iv) Where deemed necessary, the Minister of State-Owned Enterprises may seek input from the relevant Technical Minister in the appointment process of the Board of Supervisors.*
2. *Dismissal of the Board of*

perundang-undangan yang berlaku; terlibat dalam tindakan yang merugikan Perusahaan; dinyatakan bersalah dengan Keputusan pengadilan yang mempunyai ketentuan hukum tetap; meninggal dunia atau berhalangan tetap; mengundurkan diri; (ii) Keputusan pemberhentian sebagaimana dimaksud dalam poin (i) diambil setelah yang bersangkutan diberi kesempatan membela diri: pembelaan diri dilakukan secara tertulis dan disampaikan kepada Menteri BUMN dalam jangka waktu 1 (satu) bulan terhitung sejak Anggota Dewan Pengawas yang bersangkutan diberitahu secara tertulis oleh Menteri BUMN tentang rencana pemberhentian tersebut; selama rencana pemberhentian masih dalam proses maka Anggota Dewan Pengawas yang bersangkutan tetap menjalankan tugasnya, jika dalam jangka waktu 2 (dua) bulan terhitung sejak tanggal penyampaian pembelaan diri Menteri BUMN tidak memberikan Keputusan pemberhentian Anggota Dewan Pengawas tersebut, maka rencana pemberhentian tersebut menjadi batal; kedudukan sebagai Dewan Pengawas berakhir dengan dikeluarkannya Keputusan pemberhentian dari Menteri BUMN.

Merujuk pada Peraturan Pemerintah No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II, kriteria calon Anggota Dewan Pengawas Perum Jasa Tirta II antara lain sebagai berikut:

1. Perseorangan yang mampu melaksanakan perbuatan hukum dan tidak pernah dinyatakan pailit atau menjadi Anggota Direksi atau Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu Perusahaan atau Perum dinyatakan pailit; dan dihukum karena melakukan tindak pidana yang merugikan keuangan negara;

Commissioners: (i) A member of the Board of Commissioners may be dismissed before the expiry of their term of office by the Ministry of SOEs, if based on the facts, the Member of the Board of Commissioners: fails to execute their duties properly; fails to comply with the prevailing laws and regulations; is involved in actions that cause loss to the Company; is declared guilty by a court decision that has acquired binding legal force; passes away or becomes permanently incapacitated; or resigns; (ii) The dismissal decision as referred to in point (i) shall be made after the individual concerned is given an opportunity to defend themselves: the self-defense shall be submitted in writing to the Ministry of SOEs within a period of 1 (one) month from the date the concerned Member of the Board of Commissioners is notified in writing by the Ministry of SOEs regarding the dismissal plan; while the dismissal plan is still in process, the concerned Member of the Board of Commissioners shall continue to execute their duties; if within a period of 2 (two) months from the date of submission of the self-defense, the Ministry of SOEs does not issue a dismissal decision for the Member of the Board of Commissioners, the dismissal plan shall become null and void; the position as a member of the Board of Commissioners shall terminate upon the issuance of the dismissal decision by the Ministry of SOEs.

Based on Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II, candidates for membership of the Board of Supervisors must meet, among others, the following criteria:

1. *Individuals who are legally competent and have never been declared bankrupt, have never served as a member of a Board of Directors or Board of Supervisors found responsible*

2. Mantan Anggota Direksi BUMN yang sudah tidak menjabat Anggota Direksi BUMN yang bersangkutan sekurang-kurangnya 1 (satu) tahun, kecuali dengan pertimbangan tertentu yang diputuskan oleh Menteri dalam rangka menjaga kesinambungan program penyehatan BUMN yang bersangkutan, sepanjang tidak ada ketentuan perundang-undangan lain yang melarangnya;
 3. Memiliki integritas, dedikasi, memahami masalah-masalah manajemen Perusahaan yang berkaitan dengan salah 1 (satu) fungsi manajemen, memiliki pengetahuan yang memadai di bidang usaha Perusahaan dan dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya;
 4. Anggota Dewan Pengawas dapat terdiri dari unsur-unsur pejabat di bawah Menteri Teknis, Menteri Keuangan, maupun Kementerian dan pimpinan departemen/lembaga lain yang kegiatannya berhubungan langsung dengan Perusahaan;
 5. Anggota Dewan Pengawas dengan Direksi dilarang memiliki hubungan keluarga sedarah atau hubungan karena perkawinan sampai dengan derajat ketiga, baik menurut garis lurus maupun garis ke samping;
 6. Anggota Dewan Pengawas dilarang memegang jabatan rangkap sebagai: Anggota Direksi pada BUMN, BUMD, dan Badan Usaha Milik Swasta; jabatan lainnya sesuai dengan ketentuan peraturan perundang-undangan; jabatan lain yang dapat menimbulkan benturan kepentingan;
 7. Anggota Dewan Pengawas dilarang menjadi pengurus partai politik, calon anggota legislatif, anggota legislative, calon kepala daerah, calon wakil kepala daerah, kepala daerah, dan/atau wakil kepala daerah.
- for causing a company or public corporation to be declared bankrupt, and have never been convicted of a criminal offense resulting in losses to state finances;*
 - 2. Former members of the Board of Directors of a State-Owned Enterprise who have ceased serving in such capacity for at least one year, unless otherwise determined by the Minister for specific considerations related to maintaining the continuity of the SOE's restructuring program, provided there is no legal prohibition;*
 - 3. Possess integrity, dedication, an understanding of corporate management issues related to at least one management function, adequate knowledge of the Company's line of business, and sufficient time to perform their duties;*
 - 4. May be appointed from among officials under the relevant Technical Ministry, the Ministry of Finance, or other ministries and government institutions whose activities are directly related to the Company's business;*
 - 5. Must not have any blood or marital relationship with members of the Board of Directors up to the third degree, whether in a direct or collateral line;*
 - 6. Must not hold concurrent positions as members of the Board of Directors of SOEs, Regional-Owned Enterprises (BUMDs), or private companies, or other positions prohibited by applicable laws and regulations or that may create conflicts of interest; and*
 - 7. Must not serve as political party officials, legislative candidates, members of legislative bodies, regional head candidates, deputy regional head candidates, regional heads, and/or deputy regional heads.*

Susunan Dewan Pengawas

Sesuai Keputusan Menteri Badan Usaha Milik Negara, selaku Pemilik Modal Perum Jasa Tirta II, No. SK-340/MBU/10/2020 tanggal 21 Oktober 2020 dan SK-214/MBU/09/2022 tanggal 21 September 2022, susunan Dewan Pengawas adalah sebagai berikut:

Composition of the Board of Supervisors

Based on Decree of the Minister of State-Owned Enterprises, acting as the Capital Owner of Perum Jasa Tirta II, No. SK-340/MBU/10/2020 dated October 21, 2020 and No. SK-214/MBU/09/2022 dated September 21, 2022, the composition of the Board of Supervisors was as follows:

Kelik Wirawan Wahyu Widodo

Ketua Dewan Pengawas



Fatkhurohman Taufik

Anggota Dewan Pengawas

Berdasarkan Salinan keputusan Kepala Badan Pengaturan Badan Usaha Milik Negara selaku pemilik modal Perum Jasa Tirta II nomor 258 tahun 2026 tentang Pemberhentian dan Pengangkatan anggota dewan Pengawas Perum Jasa Tirta II, Ketua Dewan Pengawas, atas nama Kelik Wirawan Wahyu Widodo, purna tugas per tanggal 21 Oktober 2025.

Based on Decree of the Head of the State-Owned Enterprises Regulatory Agency, acting as the Capital Owner of Perum Jasa Tirta II, No. 258 of 2026 concerning the Dismissal and Appointment of Members of the Board of Supervisors of Perum Jasa Tirta II, Mr. Kelik Wirawan Wahyu Widodo completed his term of office as Chairman of the Board of Supervisors effective October 21, 2025.

Dewan Pengawas Independen

Di akhir tahun 2025, Anggota Dewan Pengawas Independen Perusahaan adalah Fatkhurohman Taufik. Hal ini sudah memenuhi persyaratan di mana komposisi Dewan Pengawas Independen

Independent Board of Supervisors Member

As of the end of 2025, Mr. Fatkhurohman Taufik served as the Company's Independent Member of the Board of Supervisors. This composition complied with the requirement that independent members constitute at least 20% of

paling sedikit 20% dari jumlah keseluruhan Anggota Dewan Pengawas.

Ketentuan Masa Jabatan

Berdasarkan Peraturan Pemerintah No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta, masa jabatan Anggota Dewan Pengawas adalah sebagai berikut:

Anggota Dewan Pengawas diangkat untuk masa jabatan 5 (lima) tahun dan dapat diangkat Kembali untuk 1 (satu) kali masa jabatan berikutnya;

1. Anggota Dewan Pengawas dapat diberhentikan sebelum masa jabatannya berakhir berdasarkan Keputusan Menteri dengan menyebutkan alasannya;
2. Jabatan Anggota Dewan Pengawas berakhir apabila: (i) meninggal dunia; (ii) masa jabatan berakhir; (iii) tidak lagi memenuhi persyaratan sebagai Anggota Dewan Pengawas berdasarkan ketentuan dalam Peraturan Pemerintah No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II dan peraturan perundang-undangan lainnya.

Pernyataan Independensi dan Potensi Benturan Kepentingan

Setiap Anggota Dewan Pengawas telah menandatangani Pakta Integritas sebagai bentuk pernyataan independensi dan integritas. Dewan Pengawas dipastikan telah memenuhi kriteria kualifikasi aspek administratif dan kepatuhan. Kriteria non administratif yang dipersyaratkan dan dipenuhi oleh Anggota Dewan Pengawas yaitu harus bebas dari hubungan keluarga ataupun ikatan perkawinan satu sama lain hingga derajat ketiga secara vertikal maupun horizontal, bebas benturan kepentingan pribadi, dan memenuhi komitmen untuk tidak memanfaatkan Perusahaan demi kepentingan pribadi.

the total membership of the Board of Supervisors.

Term of Office Provisions

Based on Government Regulation No. 25 of 2022 concerning the Public Corporation (Perusahaan Umum / Perum) Jasa Tirta, the term of office for Members of the Board of Commissioners is as follows:

1. *Members of the Board of Supervisors are appointed for a term of five (5) years and may be reappointed for one (1) additional term;*
2. *Members of the Board of Supervisors may be dismissed prior to the expiration of their term of office by a decision of the Minister, with the reasons for such dismissal clearly stated; and*
3. *The term of office of a member of the Board of Supervisors shall end upon: (i) Death; (ii) Expiration of the term of office; or; (iii) Failure to meet the eligibility requirements for membership of the Board of Supervisors as stipulated under Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II and other applicable laws and regulations.*

Statement of Independence and Potential Conflicts of Interest

Each member of the Board of Supervisors has signed an Integrity Pact as a declaration of independence and integrity. The Board of Supervisors has fulfilled all administrative qualification and compliance requirements. In addition, members of the Board of Supervisors are required to satisfy non-administrative criteria, including being free from family or marital relationships with one another up to the third degree, both vertically and horizontally, being free from personal conflicts of interest, and demonstrating a commitment not to utilize the Company for personal gain.

Hubungan Afiliasi Anggota Dewan Pengawas

Definisi hubungan afiliasi antara Anggota Dewan Pengawas, Direksi, dan Pemilik Modal/Pengendali meliputi:

1. Hubungan afiliasi antara Anggota Dewan Pengawas dengan Anggota Dewan Pengawas lainnya.
2. Hubungan afiliasi antara Anggota Dewan Pengawas dengan Anggota Direksi.
3. Hubungan afiliasi antara Anggota Dewan Pengawas dengan Pemilik Modal Utama dan/atau Pengendali.
4. Hubungan afiliasi antara Anggota Direksi dengan Anggota Dewan Pengawas.
5. Hubungan afiliasi antara Anggota Direksi dengan Pemilik Modal Utama dan/atau Pengendali.

Pedoman Kerja

Dalam rangka memastikan pelaksanaan fungsi, tugas, dan tanggung jawab Dewan Pengawas berjalan dengan baik, Perum Jasa Tirta II telah memiliki Board Manual yang disahkan dalam Keputusan Bersama Dewan Pengawas dan Direksi Perusahaan Umum (Perum) Jasa Tirta II tentang Pedoman Penerapan Tata Kelola Perusahaan yang Baik No. KBS 01/DIR/06/2023 tanggal 21 Juni 2023.

Pedoman kerja dan tata tertib Dewan Pengawas merupakan hasil modifikasi dari berbagai peraturan yang berlaku dan praktik-praktik terbaik GCG, hukum korporasi, peraturan perundang-undangan yang berlaku, arahan Pemilik Modal, serta ketentuan Anggaran Dasar Perusahaan.

Pedoman kerja dan tata tertib Dewan Pengawas memuat petunjuk tata laksana kerja Dewan Pengawas bagi masing-masing Anggota Dewan Pengawas dalam menjalankan tugas yang selaras dengan visi dan misi Perusahaan, sehingga dapat

Affiliation Relationships of the Board of Supervisors

Affiliation relationships involving members of the Board of Supervisors, the Board of Directors, and the Capital Owner/Controller include:

1. *Affiliation relationships among members of the Board of Supervisors;*
2. *Affiliation relationships between members of the Board of Supervisors and members of the Board of Directors;*
3. *Affiliation relationships between members of the Board of Supervisors and the Major Capital Owner and/or Controller;*
4. *Affiliation relationships between members of the Board of Directors and members of the Board of Supervisors; and*
5. *Affiliation relationships between members of the Board of Directors and the Major Capital Owner and/or Controller.*

Board Manual

To ensure the effective execution of the functions, duties, and responsibilities of the Board of Supervisors, Perum Jasa Tirta II has established a Board Manual, which was approved through the Joint Decree of the Board of Supervisors and the Board of Directors of Perum Jasa Tirta II concerning the Guidelines for the Implementation of Good Corporate Governance No. KBS-1/DIR/06/2023 dated June 21, 2023.

The Board Manual and Rules of Procedure are developed based on applicable regulations, Good Corporate Governance (GCG) best practices, corporate law principles, prevailing laws and regulations, directives from the Capital Owner, and the Company's Articles of Association.

The Board Manual provides guidance for members of the Board of Supervisors in carrying out their duties in alignment with the Company's vision and mission, thereby

tercipta standar kerja yang tinggi dan selaras dengan prinsip-prinsip GCG. Hal-hal yang diatur dalam pedoman kerja dan tata tertib Dewan Pengawas meliputi penjelasan fungsi, tugas, kewajiban, dan tanggung jawab serta wewenang Dewan Pengawas, keanggotaan Dewan Pengawas, komposisi Dewan Pengawas dan masa jabatannya, standar penilaian kinerja Dewan Pengawas, kebijakan independensi bagi Pengawas Independen, mekanisme rapat Dewan Pengawas, penjelasan komite-komite di bawah Dewan Pengawas, dan tata laksana kerja yang berkaitan dengan pelaksanaan tugas Dewan Pengawas.

Tugas dan Tanggung Jawab

Dewan Pengawas sebagai organ Perusahaan bertanggung jawab secara kolektif untuk melakukan pengawasan dan memberikan saran serta rekomendasi kepada Direksi atas pengelolaan Perusahaan, serta memastikan bahwa Perusahaan melaksanakan prinsip-prinsip GCG dengan baik.

Berdasarkan Peraturan Pemerintah No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II dan Pedoman Tata Kelola Perusahaan, tugas dan tanggung jawab Dewan Pengawas PJT II adalah sebagai berikut:

1. Melakukan pengawasan terhadap kebijakan pengurusan dan jalannya pengurusan pada umumnya mengenai Perusahaan maupun usaha Perusahaan yang dilakukan oleh Direksi, termasuk pengawasan terhadap pelaksanaan Rencana Jangka Panjang Perusahaan, Rencana Kerja dan Anggaran Perusahaan, Anggaran Dasar, Keputusan Menteri, dan/atau ketentuan peraturan perundang-undangan;
2. Memberikan nasihat kepada Direksi untuk kepentingan Perusahaan sesuai dengan maksud dan tujuan Perusahaan;

promoting high standards of performance and adherence to GCG principles. The Board Manual governs, among other matters: the functions, duties, obligations, responsibilities, and authorities of the Board of Supervisors; membership composition and term of office of the Board of Supervisors; performance evaluation standards for the Board of Supervisors; independence policies applicable to Independent Supervisors; procedures for Board of Supervisors meetings; the committees established under the Board of Supervisors; and Other working procedures related to the execution of the Board of Supervisors' duties.

Duties and Responsibilities

As a corporate organ, the Board of Supervisors is collectively responsible for supervising the management of the Company, providing advice and recommendations to the Board of Directors, and ensuring the effective implementation of Good Corporate Governance (GCG).

Based on Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II and the Company's Corporate Governance Guidelines, the duties and responsibilities of the Board of Supervisors include:

1. *Supervising management policies and the overall management of the Company conducted by the Board of Directors, including oversight of the implementation of the Long-Term Corporate Plan, the Annual Work Plan and Budget, the Articles of Association, Ministerial Decisions, and applicable laws and regulations;*
2. *Providing advice to the Board of Directors in the best interests of the Company and in accordance with the Company's purposes and objectives;*
3. *Granting approval for strategic matters as stipulated in the Articles of Association;*
4. *Preparing the annual work plan and*

3. Memberikan persetujuan terhadap hal strategis sesuai dengan ketentuan anggaran dasar;
4. Menyusun rencana kerja dan anggaran tahunan Dewan Pengawas yang merupakan bagian yang tak terpisahkan dari RKAP;
5. Memiliki pedoman dan tata tertib kerja yang bersifat mengikat bagi setiap Anggota Dewan Pengawas;
6. Menyampaikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada Menteri;
7. Memantau dan memastikan bahwa Tata Kelola Perusahaan yang Baik diterapkan secara efektif dan berkelanjutan;
8. Memastikan Direksi telah menindaklanjuti temuan Audit Intern, Audit Ekstern, audit BPK, audit BPKP, dan/atau hasil lembaga pengawasan otoritas lain sesuai dengan ketentuan peraturan perundang-undangan;
9. Memastikan dalam laporan tahunan telah memuat informasi mengenai identitas, pekerjaan utamanya, jabatan Dewan Pengawas di Perusahaan lain, termasuk rapat yang dilakukan dalam satu tahun buku meliputi rapat internal maupun rapat gabungan dengan Direksi, serta honorarium, fasilitas, dan/atau tunjangan lain yang diterima dari BUMN yang bersangkutan;
10. Melaporkan kepada Perusahaan mengenai kepemilikan sahamnya dan/atau keluarganya pada Perusahaan yang bersangkutan dan Perusahaan lain, termasuk setiap perubahannya.

Wewenang Dewan Pengawas Perum Jasa Tirta II sebagai berikut:

1. Memeriksa buku, surat, dokumen lainnya, memeriksa kas untuk keperluan verifikasi dan lain-lain, serta memeriksa surat berharga dan

budget of the Board of Supervisors as an integral part of the Company's Annual Work Plan and Budget (RKAP);

5. *Maintaining a Board Manual and Rules of Procedure that are binding upon all members of the Board of Supervisors;*
6. *Submitting a report on supervisory activities conducted during the preceding financial year to the Minister;*
7. *Monitoring and ensuring the effective and sustainable implementation of Good Corporate Governance;*
8. *Ensuring that the Board of Directors follows up on findings from Internal Audit, External Audit, Audit Board of Indonesia (BPK), Financial and Development Supervisory Agency (BPKP), and other supervisory authorities in accordance with applicable regulations;*
9. *Ensuring that the Annual Report contains information regarding the identity, principal occupation, positions held in other companies, meeting attendance records (including internal meetings and joint meetings with the Board of Directors), as well as honoraria, facilities, and other benefits received from the Company; and*
10. *Reporting to the Company any share ownership held by the member and/or his or her family in the Company and other companies, including any changes thereto.*

The Board of Supervisors of Perum Jasa Tirta II is authorized to:

1. *Examine books, correspondence, and other documents, verify cash balances, securities, and other Company assets;*
2. *Enter premises, buildings, and offices used by the Company;*
3. *Request explanations from the Board of Directors and/or other officers regarding matters related to the management of the Company;*

- kekayaan Perusahaan;
2. Memasuki pekarangan, gedung, dan kantor yang dipergunakan oleh Perusahaan;
3. Meminta penjelasan Direksi dan/atau pejabat lainnya mengenai segala persoalan yang menyangkut pengelolaan Perusahaan;
4. Mengetahui kebijakan dan tindakan yang telah dan akan dijalankan oleh Direksi;
5. Meminta Direksi dan/atau pejabat lainnya di bawah Direksi dengan sepengetahuan Direksi untuk menghadiri Rapat Dewan Pengawas;
6. Mengangkat dan memberhentikan Sekretaris Dewan Pengawas atas beban Perusahaan, jika dianggap perlu;
7. Memberhentikan sementara Anggota Direksi sesuai dengan ketentuan Peraturan Pemerintah;
8. Membentuk komite lain selain Komite Audit, jika dianggap perlu dengan memperhatikan kemampuan Perusahaan;
9. Menggunakan tenaga ahli untuk hal tertentu dan dalam jangka waktu tertentu atas beban Perusahaan, jika dianggap perlu;
10. Melakukan tindakan pengurusan Perusahaan dalam keadaan tertentu untuk jangka waktu tertentu sesuai dengan ketentuan Peraturan Pemerintah;
11. Menghadiri Rapat Direksi dan memberikan pandangan terhadap hal yang dibicarakan; dan
12. Melaksanakan kewenangan pengawasan lainnya sepanjang tidak bertentangan dengan Anggaran Dasar, Keputusan Menteri, dan/atau ketentuan peraturan perundang-undangan.
4. *Obtain information on policies and actions that have been or will be implemented by the Board of Directors;*
5. *Request the attendance of members of the Board of Directors and/or officers reporting to the Board of Directors at meetings of the Board of Supervisors, with the knowledge of the Board of Directors;*
6. *Appoint and dismiss the Secretary to the Board of Supervisors at the Company's expense, if deemed necessary;*
7. *Temporarily suspend members of the Board of Directors in accordance with applicable Government Regulations;*
8. *Establish committees other than the Audit Committee, subject to the Company's capabilities and needs;*
9. *Engage external experts for specific matters and for a specified period at the Company's expense, if deemed necessary;*
10. *Undertake management actions on behalf of the Company under certain circumstances and for a specified period in accordance with applicable Government Regulations;*
11. *Attend meetings of the Board of Directors and provide views on matters under discussion; and*
12. *Exercise other supervisory authorities insofar as they do not conflict with the Articles of Association, Ministerial Decisions, and/or applicable laws and regulations.*

Pembagian Tugas Anggota Dewan Pengawas

Pembagian tugas diantara Anggota Dewan Pengawas Perum Jasa Tirta II adalah sebagai berikut:

Distribution of Duties among Members of the Board of Supervisors

The distribution of duties among the members of the Board of Supervisors of Perum Jasa Tirta II is as follows:

Jabatan Role	Penugasan Jobdesc
Ketua Dewan Pengawas <i>Chairman of the Supervisory Board</i>	Koordinasi seluruh fungsi Dewan Pengawas dan Hubungan dengan Regulator <i>Coordinate all duties and functions of the entire Supervisory Board with the Regulator</i>
Anggota Dewan Pengawas I <i>Member of the Supervisory Board I</i>	Bidang Hukum, Sumber Daya Manusia, dan Hubungan antar Lembaga <i>In the field of Law, Human Resources and Inter-Institutional Relations.</i>
Anggota Dewan Pengawas II <i>Member of the Supervisory Board II</i>	Bidang Tugas Aset dan Keuangan <i>In the field of Assets and Finance.</i>
Anggota Dewan Pengawas III <i>Member of the Supervisory Board III</i>	Bidang Pengembangan Usaha dan Pemantauan Risiko <i>In the field of Business Development and Risk Monitoring</i>

Jenis Keputusan yang Memerlukan Persetujuan Dewan Pengawas

Merujuk kepada Peraturan Pemerintah No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II, untuk hal-hal di bawah ini Direksi perlu mendapatkan persetujuan tertulis terlebih dahulu dari Dewan Pengawas:

1. Mengagunkan aktiva/aset tetap untuk mendapatkan kredit jangka pendek;
2. Mengadakan kerja sama dengan badan usaha atau pihak lain berupa kerja sama lisensi, kontrak manajemen, menyewakan aktiva/aset, Kerja Sama Operasi (KSO), Bangun Guna Serah (*Build Operate Transfer/BOT*), Bangun Milik Serah (*Build Own Transfer/BowT*), Bangun Serah Guna (*Build Transfer Operate/BTO*), dan kerja sama lainnya dengan nilai atau jangka waktu tertentu yang ditetapkan oleh Menteri;

Types of Decisions Requiring Approval from the Board of Supervisors

Based on Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II, the Board of Directors is required to obtain prior written approval from the Board of Supervisors before undertaking the following actions:

1. Pledging fixed assets as collateral for short-term financing facilities;
2. Entering into cooperation arrangements with business entities or other parties, including licensing agreements, management contracts, asset leasing arrangements, Joint Operations (JO), Build-Operate-Transfer (BOT), Build-Own-Transfer (BOWT), Build-Transfer-Operate (BTO), and other forms of cooperation

3. Menerima atau memberikan pinjaman jangka menengah atau jangka panjang, kecuali pinjaman yang timbul karena transaksi bisnis dan pinjaman yang diberikan kepada anak Perusahaan, dengan ketentuan pinjaman kepada anak perusahaan dilaporkan kepada Dewan Pengawas.
4. Menghapuskan dari pembukuan piutang macet dan persediaan barang mati.
5. Melepaskan aktiva/aset tetap bergerak dengan umur ekonomis yang lazim berlaku dalam industri pada umumnya sampai dengan 5 (lima) tahun.
6. Menetapkan struktur organisasi 1 (satu) tingkat di bawah Direksi.

Pelaksanaan Fungsi dan Tugas Dewan Pengawas

Sesuai dengan pedoman kerja, termasuk di antaranya Anggaran Dasar Perusahaan dan Board Manual, Dewan Pengawas Perum Jasa Tirta II telah menjalankan tugas, tanggung jawab, dan wewenangnya demi mengawasi pengelolaan yang dijalankan oleh Direksi.

Berikut adalah fungsi dan tugas yang dijalankan oleh Dewan Pengawas di sepanjang tahun 2025:

1. Melaksanakan rapat internal, rapat gabungan dengan Direksi, dan melakukan kunjungan kerja.
2. Menyusun laporan tugas pengawasan Dewan Pengawas untuk disampaikan kepada Menteri.
3. Evaluasi terhadap kinerja Perusahaan secara bulanan, triwulanan, dan semesteran serta memberikan nasihat kepada Direksi untuk pengembangan ke depan.
4. Evaluasi terhadap manajemen risiko Perusahaan.
5. Melakukan pembahasan atas laporan keuangan audited tahun 2024.

with values or terms specified by the Minister;

3. *Receiving or providing medium-term or long-term loans, except for loans arising from ordinary business transactions and loans granted to subsidiaries, provided that loans granted to subsidiaries are reported to the Board of Supervisors;*
4. *Writing off uncollectible receivables and obsolete inventories;*
5. *Disposing of movable fixed assets with an economic life generally recognized within the industry of up to five (5) years; and/or*
6. *Establishing the organizational structure one (1) level below the Board of Directors.*

Execution of the Functions and Duties of the Board of Supervisors

In accordance with its governing documents, including the Company's Articles of Association and Board Manual, the Board of Supervisors of Perum Jasa Tirta II has carried out its duties, responsibilities, and authorities in overseeing the management of the Company conducted by the Board of Directors.

The following functions and duties were performed by the Board of Supervisors throughout 2025:

1. *Conducted internal meetings, joint meetings with the Board of Directors, and site visits;*
2. *Prepared the Board of Supervisors' supervisory report for submission to the Minister;*
3. *Evaluated the Company's performance on a monthly, quarterly, and semi-annual basis and provided advice to the Board of Directors regarding future development initiatives;*
4. *Evaluated the Company's risk management implementation;*
5. *Reviewed the audited financial*

6. Melakukan pembahasan terkait rencana pengembangan proyek PLTS Terapung Jatigede.
7. Pembahasan pengadaan Kantor Akuntan Publik (KAP) untuk memeriksa Buku Perusahaan Tahun 2025.
8. Pembahasan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2026.
9. Menyusun Rencana Kerja dan Anggaran (RKA) Dewan Pengawas Tahun 2026.

statements for the 2024 financial year;

- 6. Discussed the development plan for the Jatigede Floating Solar Power Plant project;*
- 7. Reviewed the appointment of a Public Accounting Firm (KAP) to audit the Company's books for the 2025 financial year;*
- 8. Reviewed the Company's 2026 Annual Work Plan and Budget (RKAP); and*
- 9. Prepared the 2026 Work Plan and Budget (RKA) of the Board of Supervisors.*

Direksi

Direksi bertanggung jawab penuh dalam pelaksanaan kepengurusan Perusahaan dan penetapan strategi dan kebijakan di lingkungan Perusahaan serta pelaksanaannya sesuai dengan tujuan usaha Perusahaan. Direksi mengelola Perusahaan sesuai kewenangan dan tanggung jawab sebagaimana diatur dalam Anggaran Dasar dan peraturan perundang-undangan yang berlaku. Direksi terus berupaya mengembangkan Perum Jasa Tirta II menjadi entitas pengelola sumber daya air yang unggul dan terpercaya. Direksi berupaya mendorong terciptanya Perusahaan yang adaptif terhadap perubahan, tangguh dalam menghadapi dinamika usaha, serta memiliki komitmen tinggi terhadap integritas dan etika bisnis. Perum Jasa Tirta diarahkan untuk menjadi pelopor dalam pengelolaan dan pengusahaan sumber daya air di Asia Tenggara pada tahun 2030. Perusahaan juga diharapkan dapat memberikan kontribusi positif bagi masyarakat dan lingkungan sekitar, sejalan dengan upaya meningkatkan kapasitas dan kinerja keberlanjutan.

The Board of Directors

The Board of Directors holds full responsibility for the implementation of the Company's management, as well as the formulation and execution of strategies and policies within the Company in accordance with its business objectives. The Board of Directors manages the Company within the authority and responsibilities as stipulated in the Articles of Association and the prevailing laws and regulations. The Board of Directors continuously strives to develop Perum Jasa Tirta II into a leading and trusted water resources management entity. The Board of Directors endeavors to drive the creation of an organization that is adaptive to change, resilient in facing business dynamics, and deeply committed to integrity and business ethics. Perum Jasa Tirta is directed to become a pioneer in water resources management and utilization in Southeast Asia by 2030. The Company is also expected to provide positive contributions to the community and the surrounding environment, in line with efforts to enhance sustainability capacity and performance.

Pengangkatan dan pemberhentian

Pengangkatan dan pemberhentian Anggota Direksi dilakukan oleh Menteri.

Appointment and dismissal

Members of the Board of Directors are appointed and dismissed by the Minister.

Dalam rangka pengangkatan Anggota Direksi, Menteri dapat meminta masukan dari Menteri Teknis.

In the appointment process, the Minister may seek input from the relevant Technical Minister.

Kriteria calon Anggota Direksi Perusahaan adalah:

The eligibility criteria for candidates for membership of the Board of Directors are as follows:

- a. Orang perseorangan yang mampu melaksanakan perbuatan hukum dan tidak pernah dinyatakan pailit atau menjadi Anggota Direksi, Komisaris, atau Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu perseroan atau perum dinyatakan pailit atau orang yang orang yang tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara.
- b. Orang perseorangan yang memenuhi kriteria keahlian, integritas, kepemimpinan, pengalaman, jujur, perilaku yang baik, serta memiliki dedikasi yang tinggi untuk memajukan dan mengembangkan perusahaan.
- c. Antar Anggota dan antara Anggota Direksi dengan Anggota Dewan Pengawas dilarang memiliki hubungan keluarga sedarah sampai dengan derajat ketiga, baik menurut garis lurus maupun garis ke samping, termasuk hubungan yang timbul karena perkawinan.
- d. Anggota Direksi dilarang memegang jabatan rangkap sebagai: (1) Anggota Direksi pada BUMN, BUMD, atau badan usaha milik swasta; (2) Anggota Komisaris atau Dewan Pengawas BUMN; (3) Jabatan struktural dan fungsional lainnya dalam instansi atau lembaga Pemerintah Pusat atau Daerah; (4) Jabatan lainnya sesuai dengan ketentuan peraturan perundang-undangan; (5) Jabatan lain yang dapat menimbulkan benturan kepentingan; (6) Anggota Direksi dilarang menjadi pengurus partai politik, calon anggota legislatif, anggota legislative, calon Kepala Daerah, calon Wakil Kepala Daerah, Kepala Daerah, dan/atau Wakil Kepala Daerah.

- a. *Individuals who are legally competent and have never been declared bankrupt, have never served as members of a Board of Directors, Board of Commissioners, or Board of Supervisors who were found responsible for causing a company or public corporation to be declared bankrupt, and have never been convicted of a criminal offense resulting in losses to state finances;*
- b. *Individuals who possess the required expertise, integrity, leadership capabilities, experience, honesty, good conduct, and a strong commitment to advancing and developing the Company;*
- c. *Members of the Board of Directors and members of the Board of Supervisors must not have any blood relationship up to the third (3rd) degree, whether in a direct or collateral line, including relationships arising through marriage;*
- d. *Members of the Board of Directors are prohibited from holding concurrent positions as: (1) Members of the Board of Directors of State-Owned Enterprises (SOEs), Regional-Owned Enterprises (BUMDs), or private companies; (2) Members of the Board of Commissioners or Board of Supervisors of SOEs; (3) Holders of structural or functional positions within central or regional government institutions; (4) Holders of other positions prohibited under applicable laws and regulations; (5) Holders of positions that may create conflicts of interest; and (6) Political party officials, legislative candidates, members of legislative bodies, regional head candidates, deputy regional head candidates, regional heads, and/*

Jabatan Anggota Direksi berakhir apabila:

- Meninggal dunia;
- Masa jabatannya berakhir;
- Diberhentikan berdasarkan Keputusan Menteri; atau
- Tidak lagi memenuhi persyaratan sebagai Anggota Direksi berdasarkan Peraturan Pemerintah dan/atau ketentuan peraturan perundang-undangan lainnya.

or deputy regional heads.

The term of office of a member of the Board of Directors shall end upon:

- Death;*
- Expiration of the term of office;*
- Dismissal pursuant to a Ministerial Decision; or*
- Failure to continue meeting the eligibility requirements for membership of the Board of Directors as stipulated under applicable Government Regulations and other prevailing laws and regulations.*

Susunan Direksi Perusahaan

Per 31 Desember 2025, susunan Direksi Perusahaan adalah sebagai berikut:

Composition of the Board of Directors

As of December 31, 2025, the composition of the Company's Board of Directors was as follows:

No.	Nama Name	Jabatan Position	Keputusan Menteri tentang Pengangkatan Ministerial Decree on Appointment	Keterangan Remarks
1.	Imam Santoso	Direktur Utama <i>President Director</i>	SK-350/MBU/10/2020 tertanggal 27 Oktober 2020 <i>SK-350/MBU/10/2020 dated 27 October 2020</i>	Sejak 27 Oktober 2020 sampai sekarang <i>Serving since 27 October 2020 to present</i>
		Plt. Direktur Operasi dan Pemeliharaan <i>Acting Director of Operations and Maintenance</i>		
2.	Dikdik Permadi Yoffana	Direktur Pengembangan Usaha <i>Director of Business Development</i>	SK 420/MBU/12/2021 tertanggal 29 Desember 2021 tentang Pemberhentian, Pengalihan Tugas, dan Pengangkatan Anggota-anggota Direksi Perusahaan <i>Decree No. SK-420/MBU/12/2021 dated 29 December 2021 concerning the Dismissal, Reassignment, and Appointment of Members of the Board of Directors</i>	Sejak 29 Desember 2021 sampai sekarang <i>Serving since 29 December 2021</i>
		Plt. Direktur Keuangan, SDM, Manajemen Risiko <i>Acting Director of Finance, Human Resources, and Risk Management</i>		

Ketentuan Masa Jabatan Anggota Direksi

Berdasarkan Anggaran Dasar Perusahaan (Peraturan Pemerintah RI No. 25 Tahun 2022, Pasal 25), Anggota Direksi diangkat untuk masa jabatan 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan berikutnya.

Pedoman dan Tata Kerja

Perum Jasa Tirta II telah menyusun Pedoman Tata Kelola Perusahaan yang antara lain mengatur tentang Direksi, terakhir diperbaharui tahun 2023.

Dokumen ini memberikan landasan normatif bagi pelaksanaan fungsi dan hubungan kerja antar organ perusahaan, dengan mengedepankan prinsip-prinsip akuntabilitas, transparansi, tanggung jawab, independensi, serta kewajaran.

Tugas dan Tanggung Jawab Direksi

Direksi mengelola Perusahaan sesuai dengan kewenangan dan tanggung jawab sebagaimana diatur dalam Anggaran Dasar yang tertuang dalam Peraturan Pemerintah No. 25 Tahun 2022.

Tugas dan tanggung jawab Direksi Perum Jasa Tirta II meliputi:

1. Bertanggung jawab penuh atas pelaksanaan kepengurusan Perusahaan;
2. Mengelola Perusahaan sesuai dengan kewenangan dan tanggung jawab Direksi sebagaimana diatur dalam Anggaran Dasar dan ketentuan peraturan perundang-undangan;
3. Salah seorang Anggota Direksi ditunjuk oleh Rapat Direksi sebagai penanggung jawab dalam penerapan dan pemantauan Tata Kelola Perusahaan yang Baik di Perusahaan;

Term of Office Provisions for Members of the Board of Directors

Based on the Company's Articles of Association (Government Regulation of the Republic of Indonesia No. 25 of 2022, Article 25), Members of the Board of Directors are appointed for a term of office of 5 (five) years and may be reappointed for 1 (one) subsequent term of office.

Board Manual and Rules of Procedure

Perum Jasa Tirta II has established Corporate Governance Guidelines, which, among other matters, govern the roles and responsibilities of the Board of Directors. The guidelines were most recently updated in 2023.

These guidelines provide a normative framework for the implementation of corporate functions and working relationships among the Company's governing organs, while upholding the principles of accountability, transparency, responsibility, independence, and fairness.

Duties and Responsibilities of the Board of Directors

The Board of Directors manages the Company in accordance with the authorities and responsibilities set forth in the Articles of Association as stipulated in Government Regulation No. 25 of 2022.

The duties and responsibilities of the Board of Directors of Perum Jasa Tirta II include:

1. *Assuming full responsibility for the management of the Company;*
2. *Managing the Company in accordance with the authorities and responsibilities of the Board of Directors as stipulated in the Articles of Association and applicable laws and regulations;*

4. Menindaklanjuti temuan dan rekomendasi dari: fungsi manajemen risiko, kepatuhan, dan audit intern; temuan auditor eksternal; nasihat dan hasil pengawasan Dewan Pengawas; laporan BPK; laporan BPKP; dan/atau temuan dan rekomendasi lainnya yang wajib ditindaklanjuti Direksi berdasarkan ketentuan peraturan perundang-undangan;
 5. Mempertanggungjawabkan pelaksanaan tugas kepada Menteri;
 6. Melaksanakan peraturan dan pengelolaan Perusahaan, serta melakukan tindakan hukum untuk dan atau atas nama Perusahaan dan mewakili Perusahaan di dalam dan di luar pengadilan;
 7. Setiap Anggota Direksi bertanggung jawab penuh secara pribadi atas kerugian Perusahaan apabila yang bersangkutan bersalah atau lalai menjalankan tugasnya untuk kepentingan dan usaha Perusahaan;
 8. Memastikan informasi mengenai Perusahaan diberikan kepada Dewan Pengawas secara tepat waktu dan lengkap;
 9. Menyiapkan Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP), serta menyampaikannya ke Dewan Pengawas dan Menteri untuk mendapatkan pengesahan;
 10. Membuat laporan tahunan kepada Pemilik Modal sebagai wujud pertanggungjawaban pengurusan Perusahaan dan dokumen keuangan sesuai dengan ketentuan peraturan perundang-undangan;
 11. Menyusun laporan keuangan berdasarkan Standar Akuntansi Keuangan dan menyerahkan kepada Akuntan Publik untuk diaudit;
 12. Menyampaikan laporan kepada Dewan
3. *Designating one (1) member of the Board of Directors, through a Board of Directors Meeting, to be responsible for the implementation and monitoring of Good Corporate Governance within the Company;*
 4. *Following up on findings and recommendations issued by: risk management, compliance, and internal audit functions; external auditors; advice and supervisory recommendations from the Board of Supervisors; the Audit Board of Indonesia (BPK); The Financial and Development Supervisory Agency (BPKP); and/or other findings and recommendations that the Board of Directors is required to address under applicable laws and regulations;*
 5. *Being accountable to the Minister for the performance of its duties;*
 6. *Managing and administering the Company, undertaking legal actions for and on behalf of the Company, and representing the Company both inside and outside the courts of law;*
 7. *Bearing full personal responsibility for any losses incurred by the Company if a member of the Board of Directors is proven to have acted negligently or in breach of his or her duties in managing the Company;*
 8. *Ensuring that information concerning the Company is provided to the Board of Supervisors in a timely, accurate, and complete manner;*
 9. *Preparing the Long-Term Corporate Plan (RJPP) and the Annual Work Plan and Budget (RKAP), and submitting them to the Board of Supervisors and the Minister for approval;*
 10. *Preparing and submitting the Annual Report to the Capital Owner as a form of accountability for the management of the Company, as well as preparing financial documents in accordance*

Pengawas mengenai penetapan Anggota Direksi dan Dewan Komisaris pada anak perusahaan dan/atau Perusahaan patungan;

Berdasarkan Keputusan Direksi Perum Jasa Tirta II No. PRD-03/DIR/03/2025 tertanggal 3 Maret 2025 tentang Struktur Organisasi dan Tata Kerja, berikut pembagian tugas dan wewenang Direksi Perum Jasa Tirta II:

with applicable laws and regulations;

11. *Preparing financial statements in accordance with Financial Accounting Standards and submitting them to a Public Accountant for audit; and*
12. *Reporting to the Board of Supervisors regarding the appointment of members of the Board of Directors and Board of Commissioners of subsidiaries and/or joint venture companies.*

Based on Board of Directors Regulation No. PRD-03/DIR/03/2025 dated March 3, 2025 concerning Organizational Structure and Working Procedures, the distribution of duties and authorities among the members of the Board of Directors of Perum Jasa Tirta II is as follows:

Jabatan Position	Uraian Tugas dan Wewenang Duties and Authorities
Direktur Utama <i>President Director</i>	Melaksanakan kepengurusan Perusahaan yang meliputi pembinaan, pengawasan, pengendalian di Bidang Keuangan, SDM, Operasi dan Pemeliharaan, Pengembangan Usaha, Kesekretariatan, Pengawasan Intern, Pengendalian Kinerja dan Sistem Manajemen Perusahaan dalam rangka memenuhi maksud dan tujuan Perusahaan / <i>The President Director has the duty to carry out the management of the Company which includes guidance, supervision, control in the fields of Finance, Human Resources, Operations and Maintenance, Business Development, Secretariat, Internal Control, Performance Control and Company Management System in order to fulfill the purposes and objectives of the Company.</i> Dalam melaksanakan tugas sebagaimana dimaksud di atas, Direktur Utama mempunyai tugas sebagai berikut: / <i>In carrying out the responsibilities referred to above, the President Director has the following duties:</i> a. Menetapkan kebijakan kepengurusan Perusahaan dalam pengelolaan tugas Keuangan dan Manajemen Risiko; / <i>Establish the Company's management policies in the Management of Financial and Risk Management tasks;</i> b. Menetapkan kebijakan kepengurusan Perusahaan dalam pengelolaan tugas operasi dan pemeliharaan; / <i>Establishing the Company's management policy in the Management of Operation and Maintenance tasks;</i> c. Menetapkan kebijakan kepengurusan Perusahaan dalam pengelolaan tugas pengembangan usaha yang meliputi kebijakan pengembangan usaha; / <i>Establishing company management policies in the management of business development tasks which include the following policies: Business Development;</i> d. Meningkatkan koordinasi dan hubungan kerja dengan Direktur Keuangan, SDM, dan Manajemen Risiko; Direktur Operasi dan Pemeliharaan; dan Direktur Pengembangan Usaha; / <i>Improve coordination and working relationships with the Director of Finance, HR and Risk Management, Director of Operations and Maintenance and Director of Business Development;</i> e. Melakukan pembinaan dan pengendalian tugas Sekretariat Perusahaan, Satuan Pengawasan Intern, Divisi Pengendalian Kinerja dan Sistem Manajemen; / <i>Conducting coaching and controlling the duties of the Corporate Secretariat, Internal Control Unit, Performance Control Division and Management System;</i>

Jabatan Position	Uraian Tugas dan Wewenang Duties and Authorities
	f. Melakukan pembinaan hubungan dengan instansi pemerintah, swasta dan komunitas masyarakat yang berkaitan dengan tugas Perusahaan; / <i>Conducting relationship development with government agencies, private sector and community related to the Company's duties;</i> g. Melakukan penerapan tata kelola perusahaan; dan / <i>Implementing Good Corporate Governance; and</i> h. Menyampaikan laporan hasil pelaksanaan tugas kepada Pemerintah dalam hal ini Pemilik Modal dan Menteri Teknis / <i>Submit a report on the results of the implementation of tasks to the Government in this case the Minister and the Technical Minister.</i> Direktur Utama membina, mengawasi, dan mengendalikan para Direktur dan Unit Kerja sebagai berikut: <i>The President Director fosters, supervises and controls the following Directors and Work Units:</i> a. Direktorat Keuangan, SDM, dan Manajemen Risiko / <i>Directorate of Finance HR and Risk Management;</i> b. Direktorat Operasi dan Pemeliharaan / <i>Directorate of Operations and Maintenance;</i> c. Direktorat Pengembangan Usaha / <i>Directorate of Business Development;</i> d. Sekretariat Perusahaan / <i>Corporate Secretariat;</i> e. Satuan Pengawasan Intern / <i>Internal Control Unit;</i> f. Divisi Pengendalian Kinerja dan Sistem Manajemen / <i>Performance Control and Management System Division.</i>
Direktur Keuangan, SDM, Manajemen Risiko <i>Director of Finance, HR and Risk Management</i>	Melaksanakan pembinaan dalam kegiatan merencanakan, menetapkan, mengendalikan, menganalisis dan mengevaluasi serta melaporkan kegiatan perencanaan strategis Perusahaan yang meliputi RJP, RKAP, dan Blue Print Perusahaan serta teknologi informasi komunikasi; keuangan dan akuntansi; sumber daya manusia; umum dan TJSL; inventarisasi, pengendalian aset dan kearsipan; layanan pengadaan; pengelolaan diklat; dan pengembangan ICT untuk memenuhi maksud dan tujuan Perusahaan / <i>Directing and overseeing the planning, formulation, control, analysis, evaluation, and reporting of the Company's strategic initiatives, including the Long-Term Corporate Plan (RJPP), Annual Work Plan and Budget (RKAP), Corporate Blueprint, and information and communication technology (ICT) development. This responsibility also encompasses finance and accounting, human resources, general affairs and Social and Environmental Responsibility (TJSL), asset inventory and control, records management, procurement services, training and development management, as well as ICT enhancement, in support of achieving the Company's vision, mission, and strategic objectives.</i> Dalam melaksanakan tugas sebagaimana dimaksud di atas, Direktur Keuangan, SDM, dan Manajemen Risiko mempunyai fungsi: / <i>In carrying out the responsibilities referred to above, the Director of Finance, Human Resources, and Risk Management has the following functions:</i> a. Membina, mengendalikan dan mengawasi pengelolaan dalam bidang perencanaan strategi perusahaan yang meliputi RJP, RKAP dan Blue Print Perusahaan serta teknologi informasi komunikasi; keuangan dan akuntansi; sumber daya manusia; umum dan TJSL; inventarisasi, pengendalian aset dan kearsipan; layanan pengadaan; pengelolaan diklat; dan pengembangan ICT / <i>Providing direction, control, and oversight over management activities in the areas of strategic planning, including the Long-Term Corporate Plan (RJPP), Annual Work Plan and Budget (RKAP), Corporate Blueprint, and information and communication technology (ICT); finance and accounting; human resources; general affairs and Social and Environmental Responsibility (TJSL); asset inventory, asset control, and records management; procurement services; training and development management; as well as ICT development;</i>

Jabatan Position	Uraian Tugas dan Wewenang Duties and Authorities
Direktur Keuangan, SDM, Manajemen Risiko <i>Director of Finance, HR and Risk Management</i>	b. Meningkatkan koordinasi dan hubungan kerja dengan <i>stakeholders</i> dalam melaksanakan tugas-tugas di bidang perencanaan strategis perusahaan yang meliputi RJP, RKAP dan Blue Print Perusahaan serta teknologi informasi komunikasi; keuangan dan akuntansi; sumber daya manusia; umum dan TJSL; inventarisasi, pengendalian aset dan kearsipan; layanan pengadaan; pengelolaan diklat; dan pengembangan ICT / <i>Enhancing coordination and fostering effective working relationships with stakeholders in carrying out responsibilities related to strategic corporate planning, including the Long-Term Corporate Plan (RJPP), Annual Work Plan and Budget (RKAP), Corporate Blueprint, and information and communication technology (ICT); finance and accounting; human resources; general affairs and Social and Environmental Responsibility (TJSL); asset inventory, asset control, and records management; procurement services; training and development management; as well as ICT development;</i> c. Menyampaikan laporan kinerja di bidang perencanaan strategis perusahaan yang meliputi RJP, RKAP dan Blue Print Perusahaan serta teknologi informasi komunikasi; keuangan dan akuntansi; sumber daya manusia; umum dan TJSL; inventarisasi, pengendalian aset dan kearsipan; layanan pengadaan; pengelolaan diklat; dan pengembangan ICT / <i>Submitting performance reports covering strategic corporate planning activities, including the Long-Term Corporate Plan (RJPP), Annual Work Plan and Budget (RKAP), Corporate Blueprint, and information and communication technology (ICT); finance and accounting; human resources; general affairs and Social and Environmental Responsibility (TJSL); asset inventory, asset control, and records management; procurement services; training and development management; as well as ICT development;</i> d. Mengkoordinasikan penyusunan Blue Print Perusahaan, Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP) Direktorat Keuangan, SDM dan Manajemen Risiko / <i>Coordinating the preparation of the Corporate Blueprint, the Long-Term Corporate Plan (RJPP), and the Annual Work Plan and Budget (RKAP) for the Directorate of Finance, Human Resources, and Risk Management;</i> e. Mengkoordinasikan penyusunan Blue Print Perusahaan, Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP) Direktorat Keuangan, SDM dan Manajemen Risiko / <i>Coordinating the preparation of the Corporate Blueprint, the Long-Term Corporate Plan (RJPP), and the Annual Work Plan and Budget (RKAP) for the Directorate of Finance, Human Resources, and Risk Management;</i> f. Mengkoordinasikan ketersediaan Blue Print Perusahaan, Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP) / <i>Coordinating the availability and implementation of the Corporate Blueprint, the Long-Term Corporate Plan (RJPP), and the Annual Work Plan and Budget (RKAP) to support the effective execution of the Directorate of Finance, Human Resources, and Risk Management's functions and responsibilities.</i> Direktur Keuangan, SDM dan Manajemen Risiko membina, mengawasi dan mengendalikan Unit Kerja sebagai berikut: / <i>The Director of Finance, Human Resources, and Risk Management develops, supervises, and controls the following Work Units:</i> a. Divisi Manajemen Risiko / <i>Risk Management Division;</i> b. Divisi Strategi Perusahaan dan Teknologi Informasi Komunikasi; / <i>Corporate Strategy and Information and Communication Technology Division</i> c. Divisi Keuangan dan Akuntansi; / <i>Finance and Accounting Division;</i> d. Divisi Sumber Daya Manusia; / <i>Human Resources Division;</i> e. Divisi Umum dan Tanggung Jawab Sosial dan Lingkungan; / <i>General Affairs and Corporate Social Responsibility Division;</i> f. Divisi Manajemen Aset dan Arsip; / <i>Asset and Archives Management Division; and</i> g. Pusat Pendidikan / <i>Education Center.</i>

Jabatan Position	Uraian Tugas dan Wewenang Duties and Authorities
Direktur Operasi dan Pemeliharaan <i>Director of Operations and Maintenance</i>	Melaksanakan pembinaan dalam kegiatan merencanakan, menetapkan, mengendalikan, menganalisis dan mengevaluasi serta melaporkan kegiatan perencanaan dan pengendalian operasi dan pemeliharaan sumber daya air dan sumber daya listrik; supervisi teknis; pelaksanaan operasi, pemeliharaan dan perbaikan sarana prasarana SDA; pelaksanaan operasi, pemeliharaan, perbaikan dan pengusahaan sarana prasarana ketenagalistrikan; pengelolaan laboratorium; untuk memenuhi maksud dan tujuan Perusahaan / <i>Responsible for overseeing and directing the planning, establishment, control, analysis, evaluation, and reporting of activities related to the planning and control of water resources and power resources operations and maintenance; technical supervision; the operation, maintenance, and rehabilitation of water resources infrastructure and facilities; the operation, maintenance, rehabilitation, and commercialization of power infrastructure and facilities; and laboratory management, in support of the Company's objectives and business purposes.</i> a. Dalam melaksanakan tugas sebagaimana dimaksud di atas, Direktur Operasi dan Pemeliharaan mempunyai fungsi / <i>In carrying out the responsibilities referred to above, the Director of Operations and Maintenance performs the following functions:</i> b. Menyusun, membina, memantau dan mengevaluasi kebijakan kepengurusan Perusahaan dalam bidang perencanaan dan pengendalian operasi dan pemeliharaan sumber daya air dan sumber daya listrik; supervisi teknis; pelaksanaan operasi, pemeliharaan dan perbaikan sarana prasarana SDA; pelaksanaan operasi, pemeliharaan, perbaikan dan pengusahaan sarana prasarana ketenagalistrikan; pengelolaan SPAM Regional I; pengelolaan laboratorium / <i>Formulating, directing, monitoring, and evaluating the Company's management policies in the areas of planning and control of water resources and power resources operations and maintenance; technical supervision; the operation, maintenance, and rehabilitation of water resources infrastructure and facilities; the operation, maintenance, rehabilitation, and commercialization of power infrastructure and facilities; the management of Regional SPAM I; and laboratory management;</i> c. Membina, mengendalikan dan mengawasi pengelolaan dalam bidang perencanaan dan pengendalian operasi dan pemeliharaan sumber daya air dan sumber daya listrik; supervisi teknis; pelaksanaan operasi, pemeliharaan dan perbaikan sarana prasarana SDA; pelaksanaan operasi, pemeliharaan, perbaikan dan pengusahaan sarana prasarana ketenagalistrikan; pengelolaan SPAM Regional I; pengelolaan laboratorium / <i>Directing, controlling, and supervising management activities in the areas of planning and control of water resources and power resources operations and maintenance; technical supervision; the operation, maintenance, and rehabilitation of water resources infrastructure and facilities; the operation, maintenance, rehabilitation, and commercialization of power infrastructure and facilities; the management of Regional SPAM I; and laboratory management;</i> d. Meningkatkan koordinasi dan hubungan kerja dengan <i>stakeholders</i> dalam melaksanakan tugas-tugas di bidang perencanaan dan pengendalian operasi dan pemeliharaan sumber daya air dan sumber daya listrik; supervisi teknis; pelaksanaan operasi, pemeliharaan dan perbaikan sarana prasarana SDA; pelaksanaan operasi, pemeliharaan, perbaikan dan pengusahaan sarana prasarana ketenagalistrikan; pengelolaan SPAM Regional I; pengelolaan laboratorium / <i>Enhancing coordination and fostering effective working relationships with stakeholders in carrying out responsibilities related to the planning and control of water resources and power resources operations and maintenance; technical supervision; the operation, maintenance, and rehabilitation of water resources infrastructure and facilities; the operation, maintenance, rehabilitation, and commercialization of power infrastructure and facilities; the management of Regional SPAM I; and laboratory management;</i> e. Menyampaikan laporan kinerja di bidang pengelolaan perencanaan dan pengendalian operasi dan pemeliharaan sumber daya air dan sumber daya listrik; supervisi teknis; pelaksanaan operasi, pemeliharaan dan perbaikan sarana prasarana SDA; pelaksanaan operasi, pemeliharaan, perbaikan dan pengusahaan sarana prasarana ketenagalistrikan; pengelolaan SPAM Regional I; pengelolaan laboratorium / <i>Submitting performance reports on the management of planning and control of water resources and power resources operations and maintenance; technical supervision; the operation, maintenance, and rehabilitation of water resources infrastructure and facilities; the operation, maintenance, rehabilitation, and commercialization of power infrastructure and facilities; the management of Regional SPAM I; and laboratory management;</i>

Jabatan Position	Uraian Tugas dan Wewenang Duties and Authorities
Direktur Operasi dan Pemeliharaan <i>Director of Operations and Maintenance</i>	Direktur Operasi dan Pemeliharaan membina, mengawasi dan mengendalikan Unit Kerja sebagai berikut / <i>The Director of Operations and Maintenance provides direction, supervision, and oversight to the following organizational units:</i> - Divisi Operasi dan Pemeliharaan Sumber Daya Air dan Sumber Daya Listrik / <i>Water Resources and Power Resources Operations and Maintenance Division;</i> - Divisi Pengendalian Mutu Teknik / <i>Technical Supervision Division;</i> - Unit Kerja Khusus SPAM Regional / <i>Jatiluhur Regional SPAM Special Unit</i> - Unit Unit Pengelola Program Manfaat Langsung BJPSDA - Unit Wilayah I-VII / <i>Regional Unit I-VII;</i> - Unit PLTA / <i>Hydroelectric Power Plant (PLTA) Unit;</i> - Unit Layanan Laboratorium / <i>Laboratory Services Unit.</i>
Direktur Pengembangan Usaha <i>Director of Business Development</i>	Melaksanakan pembinaan dalam kegiatan merencanakan, menetapkan, mengendalikan, menganalisis dan mengevaluasi serta melaporkan kegiatan Pengembangan Usaha; Komersil dan Pelayanan Pelanggan; Pengusahaan Pariwisata dan Hotel untuk memenuhi maksud dan tujuan Perusahaan / <i>The Director of Business Development has the main task of carrying out guidance in planning, determining, controlling, analyzing and evaluating activities as well as reporting on Business Development activities; Commercial and Customer Service; Tourism and Hotel Business to fulfill the purposes and objectives of the Company.</i> Dalam melaksanakan tugas sebagaimana dimaksud di atas, Direktur Pengembangan Usaha mempunyai fungsi / <i>In carrying out the responsibilities referred to above, the Director of Business Development performs the following functions:</i> - Menyusun, membina, memantau dan mengevaluasi kebijakan kepengurusan Perusahaan dalam bidang Pengembangan Usaha; Komersil dan Pelayanan Pelanggan; Pengusahaan Pariwisata dan Hotel; Pengembangan SPAM, Pengembangan Pump Storage Power Plant dan EBT Pengembangan Holding AMDK; Pengembangan Wilayah; Pengembangan Infrastruktur Wisata dan Destinasi; Optimalisasi BMN dan Aset Perusahaan; / <i>Develop, supervising, monitor and evaluate the Company's management policies in the field of Business Development; Commercial and Customer Service, Tourism and Hotel Business; and SPAM development, Pump Storage Power Plant development and EBT development of AMDK holding; Area Development; Tourism and Destination Infrastructure Development; Optimization of BMN and Company Assets;</i> - Membina, mengendalikan dan mengawasi pengelolaan dalam bidang Pengembangan Usaha; Komersil dan Pelayanan Pelanggan; Pengusahaan Pariwisata dan Hotel; Pengembangan SPAM, Pengembangan Pump Storage Power Plant dan EBT Pengembangan Holding AMDK; Pengembangan Wilayah; Pengembangan Infrastruktur Wisata dan Destinasi; Optimalisasi BMN dan Aset Perusahaan; / <i>Fostering, controlling and supervising management in the field of Business Development; Commercial and Customer Service, Tourism and Hotel Business; and SPAM development, Pump Storage Power Plant development and EBT; development for AMDK holding; Area Development; Tourism and Destination Infrastructure Development; Optimization of BMN and Company Assets;</i> - Meningkatkan koordinasi dan hubungan kerja dengan stakeholders dalam melaksanakan tugas-tugas di bidang Pengembangan Usaha; Komersil dan Pelayanan Pelanggan; Pengusahaan Pariwisata dan Hotel; Pengembangan SPAM, Pengembangan Pump Storage Power Plant dan EBT Pengembangan Holding AMDK; Pengembangan Wilayah; Pengembangan Infrastruktur Wisata dan Destinasi; Optimalisasi BMN dan Aset Perusahaan; / <i>Improve coordination and work relations with Stakeholders in carrying out tasks in the field of Business Development; Commercial and Customer Service, Tourism and Hotel Business; and SPAM development, Pump Storage Power Plant development and EBT; development for AMDK holding; Area Development; Tourism and Destination Infrastructure Development; Optimization of BMN and Company Assets;</i>

Jabatan Position	Uraian Tugas dan Wewenang Duties and Authorities
	d. Menyampaikan laporan kinerja di bidang Pengembangan Usaha; Komersil dan Pelayanan Pelanggan; Pengusahaan Pariwisata dan Hotel; Pengembangan SPAM, Pengembangan Pump Storage Power Plant dan EBT Pengembangan Holding AMDK; Pengembangan Wilayah; Pengembangan Infrastruktur Wisata dan Destinasi; Optimalisasi BMN dan Aset Perusahaan; / <i>Submit performance reports in the field of Business Development; Commercial and Customer Service, Tourism and Hotel Business; and SPAM development, Pump Storage Power Plant development and EBT; development for AMDK holding; Area Development; Tourism and Destination Infrastructure Development; Optimization of BMN and Company Assets;</i> e. Mengkoordinasikan penyusunan Blue Print Perusahaan, Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP) Direktorat Pengembangan Usaha. / <i>Coordinate the preparation of the Company's Blueprint, the Company's Long Term Plan (RJPP) and the Corporate Budget Work Plan (RKAP) of the Directorate of Business Development.</i> Direktur Pengembangan Usaha membina, mengawasi dan mengendalikan Unit Kerja sebagai berikut / <i>The Director of Business Development provides direction, supervision, and oversight to the following organizational units:</i> a. Divisi Strategi Perusahaan dan TIK / <i>Corporate Strategy and Information Technology & Communication Division</i> b. Divisi Pengembangan dan Kemitraan / <i>Development and Partnership Division</i> c. Divisi Komersil dan Pelayanan pelanggan / <i>Commercial and Customer Service Division</i> d. Program Management Office / <i>Office Program Management Division</i>

Penanggung Jawab Penerapan Keuangan/Kegiatan Berkelanjutan

Perum Jasa Tirta II tidak termasuk emiten atau perusahaan publik, sehingga tidak wajib menerapkan Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Laporan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik atau POJK Keuangan Berkelanjutan, yang mulai berlaku per 1 Januari 2020. Di dalam peraturan ini, antara lain mengatur tentang adanya pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan keuangan berkelanjutan.

Dalam kegiatan operasionalnya, ruang lingkup tugas dan fungsi pengelolaan sistem manajemen Perusahaan, pengelolaan keberlanjutan dan sertifikasi/penilaian kinerja, dilaksanakan oleh Divisi Pengendalian Kinerja dan Sistem Manajemen

Peran Badan Tata Kelola Tertinggi dalam Pelaporan Keberlanjutan

Perum Jasa Tirta II menerbitkan Laporan Keberlanjutan sebagai salah 1 (satu) upaya untuk meningkatkan transparansi dan akuntabilitas dalam pengelolaan sumber daya air secara berkelanjutan. Sebagai Badan Usaha Milik Negara yang bertanggung jawab atas pengusahaan dan pengelolaan sumber daya air, Perum Jasa Tirta II memiliki peran strategis dalam menjaga keseimbangan antara aspek ekonomi, lingkungan, dan sosial. Adanya laporan keberlanjutan ini, Perum Jasa Tirta II dapat memperlihatkan komitmennya terhadap prinsip-prinsip *Environmental, Social, and Governance* (ESG), memperkuat kepercayaan para pemangku kepentingan, serta memenuhi regulasi yang semakin ketat terkait aspek keberlanjutan. Laporan Keberlanjutan juga dapat menjadi alat komunikasi yang efektif untuk menunjukkan kontribusi Perum Jasa Tirta II dalam memitigasi perubahan

Party Responsible for the Implementation of Sustainable Finance/Activities

Perum Jasa Tirta II is not classified as an issuer or a public company, and therefore is not obligated to implement Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Application of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies or the Sustainable Finance POJK, which came into effect as of January 1, 2020. This regulation, among other things, stipulates the requirement for employees, officials, and/or work units to be responsible for the implementation of sustainable finance.

In the operational activities of PJT II, the scope of duties and functions for corporate management system administration, sustainability management, and performance certification/assessment is carried out by the Performance Control and Management System Division, the Corporate Secretary, the Human Resources Division, and the TJSL and ESG Committee.

The Role of the Board of Directors in Sustainability Reporting

Perum Jasa Tirta II publishes the Sustainability Report as one of its efforts to enhance transparency and accountability in sustainable water resources management. As a State-Owned Enterprise responsible for the utilization and management of water resources, Perum Jasa Tirta II plays a strategic role in maintaining a balance between economic, environmental, and social aspects. Through this sustainability report, Perum Jasa Tirta II demonstrates its commitment to Environmental, Social, and Governance (ESG) principles, strengthens stakeholder trust, and complies with increasingly stringent regulations regarding sustainability aspects. The Sustainability Report also serves as an effective communication tool to showcase Perum Jasa Tirta II's contribution to mitigating climate change, conserving biodiversity, and empowering

iklim, konservasi keanekaragaman hayati, serta pemberdayaan masyarakat di sekitar wilayah operasi Perusahaan.

Berkaitan dengan pelaporan keberlanjutan, selain memberikan persetujuan atas topik material terpilih dengan mempertimbangkan *Sustainable Development Goals (SDGs)* serta aspek lingkungan, sosial-ekonomi dan tata Kelola (ESG), Direksi sebagai badan tata kelola tertinggi, senantiasa mendorong agar laporan keberlanjutan yang diterbitkan Perum Jasa Tirta II terus ditingkatkan kualitas dan kelengkapan isinya agar memenuhi panduan penyusunan laporan yaitu POJK Keuangan Berkelanjutan dan GRI Universal Standards 2021. Pemenuhan terhadap kedua panduan tersebut, maka topik-topik material dalam Laporan Keberlanjutan telah mencakup penerapan aspek ESG yang sejalan dengan harapan pemangku kepentingan, baik internal maupun eksternal.

Adapun peran Dewan Pengawas dalam pelaporan keberlanjutan adalah pengawasan strategis, pengawasan pelaporan dan tata kelola keberlanjutan, yakni memastikan akuntabilitas, mendorong integritas, dan membangun budaya keberlanjutan.

Mekanisme Nominasi Dewan Pengawas dan Direksi

Berdasarkan Peraturan Menteri BUMN RI No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, manajemen talenta dilakukan melalui proses sebagai berikut:

- ▶ Penjaringan dan pemilihan talenta;
- ▶ Penilaian talenta;
- ▶ Pengklasifikasian talenta;
- ▶ Pengembangan talenta; dan
- ▶ Perputaran talenta.

communities around the Company's operational areas.

Regarding sustainability reporting, in addition to approving selected material topics by considering the Sustainable Development Goals (SDGs) as well as environmental, socio-economic, and governance (ESG) aspects, the Board of Directors, as the highest governance body, continuously encourages that the sustainability reports published by Perum Jasa Tirta II consistently improve in quality and completeness of content to meet the reporting guidelines, namely the Sustainable Finance POJK and the GRI Universal Standards 2021. By complying with both guidelines, the material topics in the Sustainability Report encompass the implementation of ESG aspects that align with the expectations of both internal and external stakeholders.

Meanwhile, the role of the Board of Commissioners in sustainability reporting involves strategic oversight, as well as the supervision of sustainability reporting and governance, specifically ensuring accountability, fostering integrity, and building a sustainability culture.

Nomination Mechanism for the Board of Commissioners and the Board of Directors

Based on the Regulation of the Minister of SOEs of the Republic of Indonesia No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises, talent management is conducted through the following processes:

- ▶ *Talent sourcing and selection;*
- ▶ *Talent assessment;*
- ▶ *Talent classification;*
- ▶ *Talent development; and*
- ▶ *Talent mobility.*

Pengembangan Kompetensi Direksi dan Dewan Pengawas

Direksi dan Dewan Pengawas perlu mengikuti program pengembangan kompetensi dalam rangka meningkatkan wawasan dan memperoleh berbagai informasi terkini demi mendukung pelaksanaan fungsi dan tugasnya.

Di tahun 2025, Direksi telah mengikuti program pengembangan kompetensi sebagai berikut:

1. *Risk Appetite Statement: Establishment, Implementation, and Evaluation;*
2. *SAK for Executive;*
3. *Strategic Investment Class MCU x Divisi ITB Group;*
4. *Analisis Laporan Keuangan;*
5. *Pertemuan Ilmiah Tahunan ke-42 Himpunan Ahli Teknik Hidraulik Indonesia;*
6. *Risk Governance Master Class;*
7. *Risk Beyond International Conference;*
8. *Navigating Strategic Risk in Decision-Making Process.*

Program pengembangan kompetensi yang diikuti Dewan Pengawas di tahun 2025 adalah sebagai berikut:

1. *Pelatihan Compliance Management Based on ISO 37301;*
2. *Pelatihan Analisis Laporan Keuangan.*

Evaluasi Kinerja Dewan Pengawas dan Direksi

Dewan Pengawas melakukan penilaian terhadap kinerjanya secara mandiri (*self-assessment*) di setiap akhir periode tahun buku. Penilaian ini dimaksudkan untuk mengevaluasi efektivitas pelaksanaan fungsi pengawasan dan pemberian nasihat yang dilakukan oleh Dewan Pengawas.

Competency Development for the Board of Directors and the Board of Commissioners

The Board of Directors and the Board of Commissioners need to participate in competency development programs to broaden their insights and acquire the latest information to support the execution of their functions and duties.

In 2025, the Board of Directors participated in the following competency development programs:

1. *Risk Appetite Statement: Establishment, Implementation, and Evaluation;*
2. *SAK for Executives;*
3. *Strategic Investment Class MCU x ITB Group Division;*
4. *Financial Statement Analysis;*
5. *The 42nd Annual Scientific Meeting of the Indonesian Association of Hydraulic Engineers (Himpunan Ahli Teknik Hidraulik Indonesia);*
6. *Risk Governance Master Class;*
7. *Risk Beyond International Conference;*
8. *Navigating Strategic Risk in the Decision-Making Process.*

The competency development programs attended by the Board of Commissioners in 2025 are as follows:

1. *Compliance Management Training Based on ISO 37301;*
2. *Financial Statement Analysis Training.*

Performance Evaluation of the Board of Commissioners and the Board of Directors

The Board of Commissioners conducts a self-assessment of its performance at the end of each financial year period. This assessment is intended to evaluate the effectiveness of the supervisory and advisory functions carried out by the Board of Commissioners.

Adapun kinerja Dewan Pengawas berdasarkan pencapaian KPI tahun 2025 adalah sebagai berikut:

The performance of the Board of Commissioners based on the 2025 KPI achievements is as follows:

No.	Indikator Indicator	Periodik Frequency	Satuan Unit	Bobot Weight	Rencana Output Target Output	Realisasi Output Actual Output	Nilai Capaian Achievement Score
A	Aspek Perencanaan Planning Aspect			10			10
1.	Menyusun Rencana Kerja dan Anggaran Dewan Pengawas Tahun 2026 / <i>Preparation of the 2026 Board of Supervisors Work Plan and Budget</i>	Tahunan / Annual	Dokumen / Document	10	1	1	10
B	Aspek Pengawasan dan Nasehat Supervisory and Advisory Aspect			60			63,52
1.	Memberikan tanggapan kepada Pemilik Modal terhadap: / <i>Providing recommendations to the State Capital Owner regarding:</i>						
	a. RKAP Tahun Buku 2026 / <i>2026 Corporate Work Plan and Budget (RKAP)</i>	Tahunan / Annual	Surat / Letter	4	1	3	4,4
	b. Laporan Tahunan Tahun Buku 2024 / <i>2024 Annual Report</i>	Tahunan / Annual	Surat / Letter	4	1	1	4
	c. Analisis Kinerja Triwulanan Tahun 2025 / <i>Quarterly Performance Analysis for 2025</i>	Triwulanan / Quarterly	Surat / Letter	6	3	3	6
2.	Memberikan Nasehat kepada Direksi / <i>Providing advice and recommendations to the Board of Directors</i>	Setahun / Annual	Surat/ Risalah / Letter/ Minutes	12	12	30	13,2
3.	Rapat Internal Dewan Pengawas / <i>Internal Meetings of the Board of Supervisors</i>						
	a. Jumlah Rapat / <i>Number of Meetings</i>	Bulanan / Monthly	Kali / Meeting	10	12	14	11
	b. Kehadiran Rapat / <i>Meeting Attendance</i>	Bulanan / Monthly	%	4	100	100	4
	c. Penyelesaian Risalah Rapat / <i>Completion of Meeting Minutes</i>	Bulanan / Monthly	Risalah / Minutes	4	12	12	4
4.	Rapat Komite Audit / <i>Audit Committee Meetings</i>	Setahun / Annual	Risalah / Minutes	5	12	16	5,5
5.	Rapat Komite Pemantau Risiko / <i>Risk Monitoring Committee Meetings</i>	Setahun / Annual	Risalah / Minutes	5	12	13	5,42
6.	Kunjungan Kerja Dewan Pengawas / <i>Board of Supervisors Site Visits</i>	Setahun / Annual	Kunjungan / Visit	6	6	6	6

No.	Indikator Indicator	Periodik Frequency	Satuan Unit	Bobot Weight	Rencana Output Target Output	Realisasi Output Actual Output	Nilai Capaian Achievement Score
C	Aspek Pelaporan Reporting Aspect			15			15
1.	Laporan Pengawasan Dewan Pengawas Semesteran Tahun 2025 / <i>Semester Report of the Board of Supervisors for 2025</i>	Semester / <i>Semester</i>	Laporan / <i>Report</i>	5	1	1	5
2.	Laporan Pengawasan Dewan Pengawas Tahunan Tahun 2024 / <i>2024 Annual Supervisory Report of the Board of Supervisors</i>	Tahunan / <i>Annual</i>	Laporan / <i>Report</i>	10	1	1	5
D	Aspek Dinamis Dynamic Aspect	Tahunan	Dokumen	15			15
1.	Pengusulan Eksternal Auditor kepada Pemilik Modal / <i>Proposal for the Appointment of External Auditor to the State Capital Owner</i>	Tahunan / <i>Annual</i>	Surat / <i>Letter</i>	5	1	1	5
2.	Peningkatan Kompetensi / <i>Competency Development</i>	Setahun / <i>Annual</i>	Jam / <i>Hours</i>	6	20	20	6
3.	Tanggapan terhadap Tindak Lanjut Temuan SPI/Auditor/ <i>Assessor GCG / Response to Follow-Up Actions on Findings from SPI/Internal Auditor/ External Auditor/GCG Assessor</i>	Setahun / <i>Annual</i>	Surat / <i>Letter</i>	4	1	1	4
Total				100			

Dewan Pengawas berupaya memastikan pelaksanaan tugas dan tanggung jawab Direksi selaras dengan tujuan strategis Perusahaan, prinsip Tata Kelola Perusahaan yang Baik, serta kepentingan seluruh pemangku kepentingan. Sebagaimana tertuang dalam Anggaran Dasar, Pedoman Tata Kelola Perusahaan, dan Board Manual, salah satu pelaksanaan fungsi pengawasan oleh Dewan Pengawas adalah melaksanakan evaluasi kinerja Direksi secara berkala. Kegiatan evaluasi dilakukan secara triwulanan dan tahunan, dengan melibatkan komite-komite di bawah Dewan Pengawas untuk memastikan obyektivitas dan akuntabilitas proses penilaian.

Evaluasi kinerja Direksi dilaksanakan berdasarkan laporan manajemen yang disampaikan secara berkala, baik bulanan

The Board of Commissioners endeavors to ensure that the execution of the duties and responsibilities of the Board of Directors aligns with the Company's strategic objectives, Good Corporate Governance principles, and the interests of all stakeholders. As stipulated in the Articles of Association, Corporate Governance Guidelines, and the Board Manual, one of the supervisory functions executed by the Board of Commissioners is conducting periodic performance evaluations of the Board of Directors. These evaluation activities are carried out on a quarterly and annual basis, involving the committees under the Board of Commissioners to ensure the objectivity and accountability of the assessment process.

The performance evaluation of the Board of Directors is conducted based

dan triwulanan. Laporan berkala ini dibahas dalam rapat gabungan antara Dewan Pengawas dengan Direksi. Evaluasi tahunan juga dilakukan melalui penilaian atas tingkat pencapaian *Key Performance Indikator* (KPI) yang telah ditetapkan, serta penilaian kinerja hasil asesmen implementasi GCG bagian Direksi.

Selain itu, Direksi secara berkala juga melakukan evaluasi atas pencapaian target sebagai bentuk penilaian kinerja secara mandiri (*self-assessment*), sebagai bagian dari upaya mendorong efektivitas pelaksanaan tugas dan tanggung jawabnya. Penilaian dilakukan secara menyeluruh pada akhir tahun buku, di antaranya mengacu kepada Anggaran Dasar Perusahaan dan Pedoman Tata Kelola Perusahaan. Evaluasi dilakukan secara individual maupun kolegal, berdasarkan kriteria pencapaian atas KPI dan realisasi RKAP. Hasil penilaian ini disusun dalam bentuk laporan kinerja sebagai pelaporan kepada Dewan Pengawas. Selain itu, Direksi secara berkala menyampaikan laporan manajemen, yang mencakup pencapaian program kerja berdasarkan RKAP, serta realisasi KPI Korporat maupun KPI Individu setiap Anggota Direksi.

Kinerja Direksi juga dievaluasi setiap tahun oleh Menteri BUMN dalam Rapat Pembahasan Bersama. Dewan Pengawas membuat sistem untuk menilai kinerja Direksi untuk diusulkan kepada Menteri BUMN dan disahkan dalam Rapat Pembahasan Bersama.

Hasil evaluasi terhadap kinerja Direksi merupakan bagian yang tidak terpisahkan dalam skema kompensasi dan pemberian insentif. Hasil evaluasi kinerja ini merupakan salah satu dasar pertimbangan bagi Menteri BUMN untuk pemberhentian dan/atau menunjuk kembali Anggota Direksi yang bersangkutan.

Kinerja Direksi dievaluasi berdasarkan kriteria-kriteria sebagai berikut:

- Kepemimpinan, dengan mengacu

on management reports submitted periodically, on both a monthly and quarterly basis. These periodic reports are discussed in joint meetings between the Board of Commissioners and the Board of Directors. The annual evaluation is also conducted by assessing the achievement level of the established Key Performance Indicators (KPIs), as well as evaluating performance results from the GCG implementation assessment for the Board of Directors.

In addition, the Board of Directors periodically evaluates target achievements as a form of self-assessment, as part of efforts to drive the effectiveness of its duties and responsibilities. The comprehensive assessment is conducted at the end of the financial year, referencing, among others, the Company's Articles of Association and Corporate Governance Guidelines. The evaluation is carried out both individually and collegially, based on the achievement criteria of KPIs and the realization of the Company's Work Plan and Budget (RKAP). The results of this assessment are compiled into a performance report to be submitted to the Board of Commissioners. Furthermore, the Board of Directors periodically submits management reports, which encompass the achievement of work programs based on the RKAP, as well as the realization of Corporate KPIs and Individual KPIs for each Member of the Board of Directors.

The performance of the Board of Directors is also evaluated annually by the Minister of SOEs in the Joint Discussion Meeting (RPB). The Board of Commissioners establishes a system to assess the performance of the Board of Directors to be proposed to the Minister of SOEs and ratified in the Joint Discussion Meeting.

The results of the performance evaluation of the Board of Directors constitute an inseparable part of the compensation and incentive schemes. These performance evaluation results serve as one of the

kepada pencapaian kinerja Perusahaan, seperti kinerja keuangan, kinerja operasional, serta kinerja administrasi;

- ▶ Manajerial, dengan mengacu kepada kesiapannya dalam menyongsong masa depan dan berbagai risiko yang dihadapi Perusahaan;
- ▶ Hubungan/komunikasi yang terjalin dengan Organ Perusahaan serta Karyawan;
- ▶ Kecukupan struktur dan komposisi Direksi;
- ▶ Ketaatan terhadap peraturan perundang-undangan yang berlaku serta kebijakan Perusahaan;
- ▶ Pemahaman terhadap peraturan Perusahaan dan tugasnya sebagai Anggota Direksi;
- ▶ Tingkat kehadiran dan kontribusinya dalam Rapat Direksi maupun rapat-rapat lain yang menuntut kehadiran Direksi;
- ▶ Pelaksanaan terhadap hal-hal yang menjadi tugas dan kewajiban Anggota Direksi;
- ▶ Komitmen masing-masing Anggota Direksi dalam memajukan kepentingan Perusahaan.

fundamental considerations for the Minister of SOEs regarding the dismissal and/or reappointment of the concerned Member of the Board of Directors.

The performance of the Board of Directors is evaluated based on the following criteria:

- ▶ *Leadership, as reflected in the Company's financial, operational, and administrative performance achievements;*
- ▶ *Managerial capability, including preparedness for future challenges and the risks faced by the Company;*
- ▶ *Relationships and communication with the Company's governing organs and employees;*
- ▶ *Adequacy of the structure and composition of the Board of Directors;*
- ▶ *Compliance with applicable laws, regulations, and Company policies;*
- ▶ *Understanding of Company regulations and duties as a member of the Board of Directors;*
- ▶ *Attendance and contributions in Board of Directors meetings and other meetings requiring directors' participation;*
- ▶ *Fulfillment of the duties and obligations of each member of the Board of Directors; and*
- ▶ *Commitment of each member of the Board of Directors to advancing the interests of the Company.*

Adapun capaian KPI Direksi secara kolegal di tahun 2025 sebesar 100,42%, dengan rincian sebagai berikut:

In 2025, the collective KPI achievement of the Board of Directors reached 100.42%, with details presented as follows:

No.	Perspektif Perspective	Pencapaian Achievement
1.	Nilai Ekonomi dan Sosial / <i>Economic and Social Value</i>	Bobot 65,94 dari yang ditetapkan sebesar 62,00, meliputi 7 indikator / <i>Achievement score of 65.94, exceeding the established target of 62.00, comprising 7 indicators.</i>
2.	Inovasi Model Bisnis / <i>Business Model Innovation</i>	Bobot 14,65 dari yang ditetapkan sebesar 15,00, meliputi 3 indikator / <i>Achievement score of 14.65 against the established target of 15.00, comprising 3 indicators</i>
3.	Kepemimpinan Teknologi / <i>Technology Leadership</i>	Bobot 7,00 dari yang ditetapkan sebesar 7,00, meliputi 1 indikator / <i>Achievement score of 7.00, in line with the established target of 7.00, comprising 1 indicator</i>
4.	Peningkatan Investasi / <i>Investment Growth</i>	Bobot 6,84 dari yang ditetapkan sebesar 8,00, meliputi 2 indikator / <i>Achievement score of 6.84 against the established target of 8.00, comprising 2 indicators</i>
5.	Pengembangan Talenta / <i>Talent Development</i>	Bobot 6,00 dari yang ditetapkan sebesar 8,00, meliputi 1 indikator / <i>Achievement score of 6.00 against the established target of 8.00, comprising 1 indicator</i>

Remunerasi Dewan Pengawas dan Direksi

Remuneration of the Board of Supervisors and the Board of Directors

Remunerasi Dewan Pengawas dan Direksi Perum Jasa Tirta II ditetapkan dengan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan Keputusan Pemilik Modal.

The remuneration of the Board of Supervisors and the Board of Directors of Perum Jasa Tirta II is determined in accordance with Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises and decisions of the Capital Owner.

Proses dan prosedur dalam penetapan remunerasi Dewan Pengawas dan Direksi Perum Jasa Tirta II sebagai berikut:

The process and procedures for determining the remuneration of the Board of Supervisors and the Board of Directors are as follows:

1. Direksi mengusulkan besaran remunerasi kepada Dewan Pengawas untuk memperoleh rekomendasi.
2. Dewan Pengawas, melalui Komite Nominasi dan Remunerasi, melakukan kajian atas usulan tersebut.
3. Berdasarkan rekomendasi dari Dewan Pengawas, Direksi meneruskan usulan remunerasi kepada Pemilik

1. *The Board of Directors proposes the remuneration package to the Board of Supervisors for recommendation;*
2. *The Board of Supervisors, through the Nomination and Remuneration*

Modal/Menteri untuk mendapatkan pengesahan.

4. Hasil keputusan/pengesahan Pemilik Modal/Menteri menjadi acuan dalam penetapan besaran remunasi bagi Dewan Pengawas dan Direksi.

Struktur remunerasi Dewan Pengawas terdiri dari:

1. Honorarium;
2. Fasilitas:
 - a. Transportasi;
 - b. Tunjangan Hari Raya (THR);
 - c. Tantiem;
 - d. Premi Asuransi;
3. Bantuan Hukum.

Sementara struktur remunerasi Direksi terdiri dari:

1. Gaji;
2. Fasilitas:
 - a. Tunjangan Hari Raya (THR);
 - b. Tunjangan Asuransi;
 - c. Tunjangan Rumah Jabatan.

Committee, reviews the proposal;

3. *Based on the recommendation of the Board of Supervisors, the Board of Directors submits the remuneration proposal to the Capital Owner/Minister for approval; and*
4. *The decision/approval of the Capital Owner/Minister serves as the basis for determining the remuneration of the Board of Supervisors and the Board of Directors.*

The remuneration structure of the Board of Commissioners consists of:

1. *Honorarium;*
2. *Benefits:*
 - a. *Transportation;*
 - b. *Religious Holiday Allowance (Tunjangan Hari Raya / THR);*
 - c. *Tantieme (Performance Bonus);*
 - d. *Insurance Premium;*
3. *Legal Assistance.*

The remuneration structure of the board of Directors consists of:

1. *Salary;*
2. *Benefits:*
 - a. *Religious Holiday Allowance (THR)*
 - b. *Insurance Allowance*
 - c. *Official Residence Allowance*

Berikut jumlah remunerasi dan fasilitas yang diterima oleh Dewan Pengawas dan Direksi untuk tahun buku 2025:

The following is the total amount of remuneration and benefits received by the Board of Commissioners and the Board of Directors for the 2025 financial year:

Jenis Remunerasi dan Fasilitas Lain Type of Remuneration and Other Benefits	Jumlah Diterima Amount Received			
	Dewan Pengawas Board of Commissioners		Direksi Board of Directors	
	Jumlah Orang Number of Persons	Nilai (Rp) Amount (IDR)	Jumlah Orang Number of Persons	Nilai (Rp) Amount (IDR)
Honorarium/Gaji <i>Honorarium/Salary</i>	Dewan Pengawas (termasuk yang sudah berhenti pada tahun 2025) <i>Board of Commissioners (including those who resigned/retired in 2025)</i>	1.226.700.000,00	Direksi (termasuk yang sudah berhenti pada tahun 2025) <i>Board of Directors (including those who resigned/retired in 2025)</i>	3.642.400.000,00
Tantiem/Insentif Khusus Dewan Pengawas <i>Tantieme Special Incentive for Board of Commissioners</i>	Dewan Pengawas (termasuk yang sudah berhenti pada tahun 2025) <i>Board of Commissioners (including those who resigned/retired in 2025)</i>	0	Direksi (termasuk yang sudah berhenti pada tahun 2025) <i>Board of Directors (including those who resigned/retired in 2025)</i>	0
Tunjangan Allowances				
Tunjangan Hari Raya Keagamaan <i>Religious Holiday Allowances</i>	Dewan Pengawas (termasuk yang sudah berhenti pada tahun 2025) <i>Board of Commissioners (including those who resigned/retired in 2025)</i>	146.160.000,00	Direksi (termasuk yang sudah berhenti pada tahun 2025) <i>Board of Directors (including those who resigned/retired in 2025)</i>	411.800.000,00

Rasio Total Kompensasi

Rasio kompensasi eksekutif (Dewan Pengawas dan Direksi) terhadap Laba adalah sebagai berikut:

$$\text{Rp}5.427.060.000,00 / \text{Rp}193.027.378.838,00 \times 100\% = 2,81\%$$

Total Compensation Ratio

The executive compensation ratio (Board of Commissioners and Board of Directors) to Profit is as follows:

$$\text{Rp}5.427.060.000,00 / \text{Rp}193.027.378.838,00 \times 100\% = 2,81\%$$

Pelibatan Pemangku Kepentingan

Di tahun 2025, pelaksanaan program keberlanjutan melibatkan beragam pemangku kepentingan sebagai berikut:

Stakeholder Engagement

In 2025, the implementation of sustainability programs involved various stakeholders as follows:

No.	Pemangku Kepentingan <i>Stakeholder</i>	Program/Kegiatan <i>Program/Activity</i>
1.	Pengelola rumah ibadah <i>House of worship administrators</i>	Perbaikan bangunan <i>Building renovations</i>
2.	Pengelola yayasan anak yatim <i>Orphanage foundation administrators</i>	Perbaikan bangunan <i>Building renovations</i>
3.	Pengelola Lembaga Pendidikan <i>Educational institution administrators</i>	Perbaikan bangunan <i>Building renovations</i>
4.	Peternak <i>Livestock farmers</i>	Pengolahan limbah hewan <i>Animal waste processing</i>
5.	Pengusaha kategori UMK <i>MSE (Micro and Small Enterprise) entrepreneurs</i>	Permodalan, pendampingan <i>Capital funding, mentoring</i>
6.	Warga masyarakat, termasuk di sekitar wilayah kerja Perusahaan <i>Community members, including those around the Company's operational areas</i>	Bantuan <i>Assistance</i>

Organ Pendukung Dewan Pengawas

Dalam rangka membantu pelaksanaan fungsi dan tugasnya, Dewan Pengawas Perum Jasa Tirta II telah membentuk Komite Audit, Komite Pemantau Risiko, serta Komite Nominasi dan Remunerasi.

Supporting Organs of the Supervisory Board

To support the execution of its duties and functions, the Board of Supervisors of Perum Jasa Tirta II has established the Audit Committee, the Risk Monitoring Committee, and the Nomination & Remuneration Committee.

Komite Audit

Dewan Pengawas harus membentuk Komite Audit yang terdiri dari ketua dan anggota. Ketua dan Anggota Komite Audit diangkat dan diberhentikan oleh Dewan Pengawas. Komite Audit dibentuk untuk membantu kelancaran tugas pengawasan secara teknis, khususnya dalam rangka mendukung efektivitas sistem pengendalian internal, pelaksanaan tugas auditor eksternal dan auditor internal, serta efektivitas dan akurasi proses pelaporan keuangan.

Tugas Komite Audit merujuk kepada Peraturan Menteri BUMN RI No. PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, Pasal 134, adalah sebagai berikut:

Audit Committee

The Board of Supervisors is required to establish an Audit Committee consisting of a chairperson and members. The Chairperson and members of the Audit Committee are appointed and dismissed by the Board of Supervisors. The Audit Committee is established to support the effective execution of the supervisory function, particularly in strengthening the effectiveness of the internal control system, supporting the work of external and internal auditors, and enhancing the effectiveness and reliability of the financial reporting process.

Based on Article 134 of Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs

- a. Membantu Dewan Pengawas untuk memastikan efektivitas sistem pengendalian intern dan efektivitas pelaksanaan tugas auditor internal dan auditor eksternal;
- b. Menilai pelaksanaan kegiatan serta hasil audit yang dilaksanakan oleh auditor internal maupun auditor eksternal;
- c. Memberikan rekomendasi mengenai penyempurnaan sistem pengendalian manajemen serta pelaksanaannya;
- d. Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan BUMN yang bersangkutan;
- e. Melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Pengawas serta tugas-tugas Dewan Pengawas;
- f. Melakukan tugas terkait pengelolaan risiko sebagaimana diatur dalam peraturan perundang-undangan.

and Human Resources of State-Owned Enterprises, the duties of the Audit Committee include:

- a. *Assisting the Board of Supervisors in ensuring the effectiveness of the internal control system and the performance of internal and external auditors;*
- b. *Reviewing the implementation and results of audits conducted by both internal and external auditors;*
- c. *Providing recommendations regarding improvements to the management control system and its implementation;*
- d. *Ensuring that satisfactory procedures are in place for evaluating all information disclosed by the relevant State-Owned Enterprise;*
- e. *Identifying matters requiring the attention of the Board of Supervisors and supporting the Board in carrying out its duties; and*
- f. *Performing duties related to risk management as stipulated under applicable laws and regulations.*

Komposisi dan susunan serta profil Komite Audit

Masa jabatan Anggota Komite Audit diatur sebagai berikut:

1. Anggota Komite Audit yang berasal dari Dewan Pengawas, masa tugasnya tidak boleh lebih lama dari masa sebagai Dewan Pengawas sebagaimana diatur dalam Anggaran Dasar dan dapat dipilih Kembali hanya untuk satu periode berikutnya.
2. Anggota Komite Audit yang bukan berasal dari Anggota Dewan Pengawas, masa tugasnya selama 3 (tiga) tahun dan dapat dipilih kembali untuk masa jabatan 2 (dua) tahun berikutnya.

Jumlah, susunan, dan komposisi Anggota Komite Audit Perusahaan diatur dalam Piagam Komite Audit, yaitu:

Composition and Membership of the Audit Committee

The term of office of Audit Committee members is governed by the following provisions:

1. *For Audit Committee members who are also members of the Board of Supervisors, their term of office shall not exceed their term as members of the Board of Supervisors as stipulated in the Articles of Association and they may be reappointed for only one (1) additional term.*
2. *For Audit Committee members who are not members of the Board of Supervisors, their term of office shall be three (3) years and they may be reappointed for a subsequent term of two (2) years.*

1. Jumlah Komite Audit terdiri dari paling sedikit 2 (dua) orang yang berasal dari Anggota Dewan Pengawas Independen dan pihak dari luar Perusahaan.
2. Komite Audit diketuai oleh salah seorang Anggota Dewan Pengawas Independen merangkap sebagai anggota.

Berdasarkan Surat Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-17/DEWAS/XII/2025 tanggal 31 Desember 2025 tentang Perubahan Susunan Keanggotaan Komite Audit Perusahaan Umum (Perum) Jasa Tirta II, maka susunan Komite Audit adalah sebagai berikut:

The number, composition, and membership structure of the Company's Audit Committee are regulated under the Audit Committee Charter as follows:

1. *The Audit Committee shall consist of at least two (2) members, comprising an Independent Member of the Board of Supervisors and external parties independent from the Company.*
2. *The Audit Committee shall be chaired by an Independent Member of the Board of Supervisors, who concurrently serves as a member of the Committee.*

Based on the Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-17/DEWAS/XII/2025 dated December 31, 2025 concerning Changes to the Membership Composition of the Audit Committee of Perum Jasa Tirta II, the composition of the Audit Committee was as follows:

Ketua : Fatkhurohman Taufik
Chairperson: Fatkhurohman Taufik

Anggota: Panji Praba Kusuma
Member: Panji Praba Kusuma

Anggota: Nur Wahid
Member: Nur Wahid

Dewan Pengawas telah memiliki Piagam Komite Audit yang telah diperbaharui pada 12 November 2025. Piagam ini mengatur hal-hal mengenai persyaratan keanggotaan, tugas dan tanggung jawab, wewenang dan rapat Komite Audit, tanggung jawab pelaporan, dan masa tugas. Komite Audit akan menyusun rencana tahunan sebagai panduan dalam membantu Dewan Pengawas dalam melakukan fungsi pengawasan.

The Board of Supervisors has established an Audit Committee Charter, which was most recently updated on November 12, 2025. The Charter governs, among other matters, membership requirements, duties and responsibilities, authorities, meeting procedures, reporting responsibilities, and terms of office. The Audit Committee prepares an annual work plan to guide its activities in assisting the Board of Supervisors in carrying out its supervisory function.

Berdasarkan Keputusan Dewan Pengawas Perusahaan Umum (Perum) Jasa Tirta II No. KEP-11/DEWAS/XI/2025, Komite Audit mengadakan rapat sekurang-kurangnya 1 (satu) kali dalam sebulan.

Based on the Decree of the Board of Supervisors of (Perum) Jasa Tirta II No. KEP-11/DEWAS/XI/2025, the Audit Committee is required to convene meetings at least once (1) every month.

Komite Pemantau Risiko

Komite Pemantau Risiko dibentuk untuk membantu Dewan Pengawas dalam pengawasan dan penerapan kebijakan dan strategi manajemen risiko perusahaan serta dalam rangka mewujudkan sistem dan pelaksanaan pengawasan yang kompeten dan independen berdasarkan prinsip-prinsip tata kelola perusahaan yang baik.

Berdasarkan Surat Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-03/DEWAS/I/2024 tanggal 8 Januari 2024 tentang Pemberhentian dan Pengangkatan Ketua Komite Pemantau Risiko serta Perubahan Susunan Keanggotaan Komite Pemantau Risiko Perusahaan Umum (Perum) Jasa Tirta II dan No. KEP-02/DEWAS/I/2024 tanggal 8 Januari 2024 tentang Pengangkatan Anggota Komite Pemantau Risiko Perusahaan Umum (Perum) Jasa Tirta II, susunan Komite Pemantau Risiko adalah sebagai berikut:

Risk Monitoring Committee

The Risk Monitoring Committee was established to assist the Board of Supervisors in overseeing the implementation of the Company's risk management policies and strategies, as well as to support the establishment of a competent and independent oversight system in accordance with the principles of Good Corporate Governance.

Based on the Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-03/DEWAS/I/2024 dated January 8, 2024 concerning the Dismissal and Appointment of the Chairperson of the Risk Monitoring Committee and Amendments to the Membership Composition of the Risk Monitoring Committee of Perum Jasa Tirta II, and Decree No. KEP-02/DEWAS/I/2024 dated January 8, 2024 concerning the Appointment of a Member of the Risk Monitoring Committee of Perum Jasa Tirta II, the composition of the Risk Monitoring Committee was as follows:

Ketua : Fatkhurohman Taufik
Chairperson: Fatkhurohman Taufik

Anggota: Dini Rosdini
Member: Dini Rosdini

Komite Nominasi dan Remunerasi

Dalam rangka membantu kelancaran pelaksanaan tugas Dewan Pengawas di bidang nominasi dan remunerasi, Dewan Pengawas membentuk Komite Nominasi dan Remunerasi. Komite ini bertanggung jawab untuk menyampaikan usulan nominasi kandidat-kandidat yang sesuai untuk posisi-posisi penting dalam Perusahaan serta mengawasi kebijakan dan praktik remunerasi Perusahaan, termasuk gaji, insentif, bonus dan kompensasi lainnya.

Merujuk kepada Peraturan Menteri BUMN RI No. PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, Pasal 140, Komite Nominasi dan Remunerasi bertugas untuk:

- Melakukan tinjauan secara berkala atas sistem Manajemen Talenta BUMN serta pengawasan dan evaluasi atas pelaksanaannya;
- Melakukan evaluasi terhadap sistem dan prosedur pengklasifikasian Talenta yang dilakukan oleh Direksi;
- Melakukan validasi dan kalibrasi atas Talenta Terseleksi (*selected talent*), untuk menghasilkan daftar Talenta Ternominasi (*nominated talent*) yang dinominasikan oleh Dewan Pengawas kepada Pemilik Modal/Menteri;
- Melakukan evaluasi terhadap calon Wakil BUMN yang akan diusulkan sebagai Anggota Direksi atau Anggota Dewan Pengawas Anak Perusahaan, sebelum diajukan kepada Pemilik Modal/Menteri;
- Melakukan evaluasi atas usulan KPI individu Anggota Direksi;
- Menyiapkan usulan sistem evaluasi kinerja individu bagi Anggota Direksi dan/atau Anggota Dewan Pengawas;
- Menyiapkan usulan program

Nomination and Remuneration Committee

To support the effective execution of the Board of Supervisors' duties in the areas of nomination and remuneration, the Board of Supervisors established the Nomination and Remuneration Committee. The Committee is responsible for proposing suitable candidates for key positions within the Company and overseeing the Company's remuneration policies and practices, including salaries, incentives, bonuses, and other forms of compensation.

Based on Article 140 of Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises, the duties of the Nomination and Remuneration Committee include:

- Conducting periodic reviews of the SOE Talent Management system, including monitoring and evaluating its implementation;*
- Evaluating the systems and procedures used by the Board of Directors in classifying talent;*
- Validating and calibrating Selected Talent to produce a list of Nominated Talent to be proposed by the Board of Supervisors to the Capital Owner/Minister;*
- Evaluating candidates representing the SOE who are proposed for appointment as members of the Board of Directors or Board of Supervisors of subsidiaries prior to submission to the Capital Owner/Minister;*
- Evaluating proposed individual Key Performance Indicators (KPIs) for members of the Board of Directors;*
- Preparing proposals for individual performance evaluation systems for members of the Board of Directors and/or the Board of Supervisors;*

- pengembangan bagi Anggota Direksi dan/atau Anggota Dewan Pengawas;
- h. Melakukan evaluasi atas kebijakan remunerasi bagi karyawan yang membutuhkan persetujuan/tanggapan dari Dewan Pengawas; dan
 - i. Melakukan evaluasi atas usulan Direksi mengenai struktur organisasi.

Berdasarkan Surat Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-16/DEWAS/XII/2025 tanggal 31 Desember 2025 tentang Perubahan Susunan Keanggotaan Komite Nominasi dan Remunerasi Perusahaan Umum (Perum) Jasa Tirta II, berikut susunan Komite Nominasi dan Remunerasi:

- g. *Preparing proposals for development programs for members of the Board of Directors and/or the Board of Supervisors;*
- h. *Evaluating remuneration policies for employees that require approval and/or recommendations from the Board of Supervisors; and*
- i. *Evaluating proposals from the Board of Directors regarding the Company's organizational structure.*

Based on the Decree of the Board of Supervisors of Perum Jasa Tirta II No. KEP-16/DEWAS/XII/2025 dated December 31, 2025 concerning Changes to the Membership Composition of the Nomination and Remuneration Committee of Perum Jasa Tirta II, the composition of the Nomination and Remuneration Committee was as follows:

Ketua : Fatkhurohman Taufik
Chairperson: Fatkhurohman Taufik

Anggota: Fatkhurohman Taufik
Member: Fatkhurohman Taufik

Sekretaris Dewan Pengawas

Sekretariat Dewan Pengawas memainkan peran penting sebagai pendukung yang memastikan kelancaran pelaksanaan tugas dan fungsi Dewan Pengawas. Keberadaan Sekretariat Dewan Pengawas dirancang untuk mendukung efektivitas pengawasan dan pengambilan keputusan strategis oleh Dewan Pengawas, sekaligus menjamin terselenggaranya administrasi yang tertib, transparan, dan terdokumentasi dengan baik.

Secretary to the Board of Supervisors

The Secretariat of the Board of Supervisors plays an important role in supporting the effective execution of the Board of Supervisors' duties and functions. The Secretariat is established to enhance the effectiveness of oversight and strategic decision-making by the Board of Supervisors while ensuring orderly, transparent, and well-documented administrative processes.

Sekretariat Dewan Pengawas bertugas melakukan kegiatan untuk membantu Dewan Pengawas dalam melaksanakan tugasnya berupa:

- Mempersiapkan rapat, termasuk bahan rapat (*briefing sheet*) Dewan Pengawas;
- Membuat risalah rapat Dewan Pengawas sesuai ketentuan Anggaran Dasar Perusahaan;
- Mengadministrasikan dokumen Dewan Pengawas, baik surat masuk, surat keluar, risalah rapat maupun dokumen lainnya;
- Menyusun rancangan rencana kerja dan anggaran Dewan Pengawas;
- Menyusun rancangan laporan-laporan Dewan Pengawas; dan
- Melaksanakan tugas lain dari Dewan Pengawas.

Berdasarkan Surat Keputusan Dewan Pengawas Perum Jasa Tirta II No. KEP-06/DEWAS/VIII/2025 tanggal 12 Agustus 2025 tentang Pemberhentian dan Pengangkatan Sekretaris Dewan Pengawas Perum Jasa Tirta II, No. KEP-02/DEWAS/II/2023 tanggal 15 Februari 2023 tentang Pengangkatan Staf Sekretariat Dewan Pengawas Perusahaan Umum (Perum) Jasa Tirta II, No. KEP-12/DEWAS/XI/2024 tanggal 04 November 2024 tentang Pemberhentian dan Pengangkatan Staf Sekretariat Dewan Pengawas Perusahaan Umum (Perum) Jasa Tirta II, No. KEP-10/DEWAS/XI/2025 tanggal 5 Oktober 2025 tentang Pengangkatan Staf Sekretariat Dewan Pengawas Perusahaan Umum (Perum) Jasa Tirta II, dan No. KEP-15/DEWAS/XII/2025 tanggal 1 Desember 2025 tentang Pengangkatan Staf Sekretariat Dewan Pengawas Perusahaan Umum (Perum) Jasa Tirta II, susunan keanggotaan sebagai berikut:

The Secretariat of the Board of Supervisors is responsible for supporting the Board of Supervisors through the following activities:

- Preparing meetings, including meeting materials (briefing sheets) for the Board of Supervisors;*
- Preparing minutes of Board of Supervisors meetings in accordance with the Company's Articles of Association;*
- Administering Board of Supervisors documents, including incoming and outgoing correspondence, meeting minutes, and other documents;*
- Preparing draft work plans and budgets for the Board of Supervisors;*
- Preparing draft reports of the Board of Supervisors; and*
- Performing other duties assigned by the Board of Supervisors.*

Based on the following decrees of the Board of Supervisors of Perum Jasa Tirta II: No. KEP-06/DEWAS/VIII/2025 dated August 12, 2025 concerning the Dismissal and Appointment of the Secretary to the Board of Supervisors; No. KEP-02/DEWAS/II/2023 dated February 15, 2023 concerning the Appointment of Secretariat Staff of the Board of Supervisors; No. KEP-12/DEWAS/XI/2024 dated November 4, 2024 concerning the Dismissal and Appointment of Secretariat Staff of the Board of Supervisors; No. KEP-10/DEWAS/XI/2025 dated October 5, 2025 concerning the Appointment of Secretariat Staff of the Board of Supervisors; and No. KEP-15/DEWAS/XII/2025 dated December 1, 2025 concerning the Appointment of Secretariat Staff of the Board of Supervisors, the composition of the Secretariat of the Board of Supervisors was as follows:



Profil Sekretaris Dewan Pengawas

Rengga Cahyo Astanto, 29 tahun

Warga Negara Indonesia, lahir di Madiun pada 26 Maret 1997, menjabat sebagai Sekretaris Dewan Pengawas Perum Jasa Tirta II sejak Agustus 2025. Memperoleh gelar Diploma III Akuntansi di Politeknik Keuangan Negara STAN, Jakarta, tahun 2018 dan Sarjana Akuntansi di Institut Keuangan Perbankan dan Informatika Asia Perbanas, Jakarta, tahun 2023. Dalam mendukung profesionalisme, telah memiliki sertifikasi *Certified Risk Management Officer (CRMO)*, *Certified Risk Management Professional (CRMP)*, dan *Certified Governance Professional (CGP)*.

Profile of the Secretary to the Board of Supervisors

Rengga Cahyo Astanto, 29 years old

An Indonesian citizen, born in Madiun on March 26, 1997. He has served as Secretary to the Board of Supervisors of Perum Jasa Tirta II since August 2025. He earned a Diploma III in Accounting from the State College of Accountancy (PKN STAN), Jakarta, in 2018, and a Bachelor's Degree in Accounting from the Perbanas Institute of Finance, Banking, and Informatics Asia, Jakarta, in 2023. To support his professional development, he holds certifications as a *Certified Risk Management Officer (CRMO)*, *Certified Risk Management Professional (CRMP)*, and *Certified Governance Professional (CGP)*.

Organ Pendukung Direksi

Berdasarkan skala bisnis yang dijalankan, struktur organisasi Perum Jasa Tirta II saat ini dinilai telah memadai dalam mendukung efektivitas pelaksanaan fungsi dan tugas Direksi. Oleh karenanya, Perusahaan belum membentuk komite di bawah Direksi hingga tahun 2025 dan tidak terdapat informasi mengenai profil, pelaksanaan tugas, maupun evaluasi

Supporting Organs of the Board of Directors

Considering the scale of its business operations, the current organizational structure of Perum Jasa Tirta II is deemed adequate to support the effective execution of the Board of Directors' duties and responsibilities. Accordingly, the Company had not established any committees under the Board of Directors as of 2025, and therefore

kinerja komite di bawah Direksi di periode tahun pelaporan. Namun demikian, demi mendukung pelaksanaan prinsip-prinsip tata kelola perusahaan yang baik dan pengendalian internal, Perusahaan telah memiliki sejumlah organ pendukung yang menjalankan fungsi strategis dalam operasionalnya. Organ-organ tersebut antara lain Sekretaris Perusahaan, Satuan Pengawasan Intern, Divisi Pengendalian Kinerja & Sistem Manajemen, dan Unit Kerja lainnya.

Sekretaris Perusahaan

Sekretaris Perusahaan merupakan salah satu organ pendukung yang memegang peran strategis dalam mendukung pelaksanaan tata kelola perusahaan, khususnya dalam membantu kelancaran pelaksanaan tugas dan fungsi Direksi. Selain berperan dalam aspek administratif, keberadaan Sekretaris Perusahaan juga memiliki tanggung jawab dalam memastikan kepatuhan perusahaan terhadap ketentuan dan peraturan perundang-undangan, terutama yang berkaitan dengan kewajiban keterbukaan informasi. Sekretaris Perusahaan juga berfungsi sebagai penghubung antara perusahaan dengan para pemangku kepentingan, termasuk regulator dan masyarakat, guna memastikan terjalinnya komunikasi yang transparan, efektif, dan akuntabel.

Fungsi Sekretaris Perusahaan menjadi bagian penting dalam struktur organisasi Perusahaan, khususnya dalam mendukung keterbukaan informasi, pelaporan, dan komunikasi dengan pemangku kepentingan. Pembentukan dan pelaksanaan fungsi Sekretaris Perusahaan mengacu kepada ketentuan yang berlaku, yakni Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara dan Peraturan Menteri Badan Usaha Milik

there is no information regarding the profiles, activities, duties, or performance evaluations of such committees during the reporting period. Nevertheless, to support the implementation of Good Corporate Governance (GCG) principles and internal control practices, the Company has established several supporting organs that perform strategic operational functions. These organs include the Corporate Secretary, Internal Audit Unit, Performance Control & Management System Division, and other work units.

Corporate Secretary

The Corporate Secretary is one of the Company's supporting organs that plays a strategic role in supporting corporate governance implementation, particularly in facilitating the duties and functions of the Board of Directors. In addition to administrative responsibilities, the Corporate Secretary is responsible for ensuring the Company's compliance with applicable laws and regulations, particularly those related to information disclosure requirements. The Corporate Secretary also serves as a liaison between the Company and its stakeholders, including regulators and the public, to ensure transparent, effective, and accountable communication.

The Corporate Secretary function forms an integral part of the Company's organizational structure, particularly in supporting information disclosure, reporting, and stakeholder communication. The establishment and implementation of the Corporate Secretary function refer to Law No. 19 of 2003 concerning State-Owned Enterprises and Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned

Negara Republik Indonesia No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Sekretaris Perusahaan diangkat dan diberhentikan oleh Direktur Utama berdasarkan mekanisme internal Perusahaan, dengan persetujuan Dewan Pengawas sesuai dengan ketentuan peraturan perundang-undangan serta kebijakan sumber daya manusia terkait dengan promosi dan mutasi yang berlaku di lingkungan Perusahaan.

Profil Sekretaris Perusahaan

Rimpun Rajab Harahap, 53 tahun

Warga Negara Indonesia, lahir di Sidoarjo 10 Juli 1972. Memperoleh gelar Sarjana Ekonomi Manajemen dari Universitas Prof. Dr. Moestopo (Beragama), Jakarta, tahun 1997, dan Magister Manajemen dari Universitas Budi Luhur, Jakarta, tahun 2012.

Tugas dan Tanggung Jawab Sekretaris Perusahaan:

1. Menghadiri rapat Direksi dan membuat risalah rapat;
2. Menyiapkan Daftar Khusus, yaitu daftar yang berisikan kepemilikan saham Anggota Dewan Pengawas dan Anggota Direksi beserta keluarganya sebagai dokumen benturan kepentingan;
3. Bertanggung jawab dalam pelaksanaan Rapat Pembahasan Bersama (RPB);
4. Mempersiapkan bahan-bahan yang diperlukan berkaitan dengan laporan-laporan atau kegiatan rutin Direksi yang akan disampaikan kepada pihak luar;
5. Mempersiapkan bahan-bahan atau materi yang diperlukan berkaitan dengan hal-hal yang harus mendapatkan persetujuan Direksi berkenaan dengan pengelolaan Perusahaan;
6. Memfasilitasi rapat-rapat dalam lingkungan Direksi, baik yang bersifat rutin maupun non-rutin;
7. Menindaklanjuti setiap keputusan rapat

Enterprises. The Corporate Secretary is appointed and dismissed by the President Director through the Company's internal mechanism, subject to the approval of the Board of Supervisors in accordance with applicable laws and regulations as well as the Company's human resource policies concerning promotion and transfer.

Profile of the Corporate Secretary

Rimpun Rajab Harahap, 53 years old

An Indonesian citizen, born in Sidoarjo on July 10, 1972. He earned a Bachelor's Degree in Management Economics from Prof. Dr. Moestopo (Beragama) University, Jakarta, in 1997, and a Master's Degree in Management from Budi Luhur University, Jakarta, in 2012.

Duties and Responsibilities of the Corporate Secretary:

1. *Attending Board of Directors meetings and preparing meeting minutes;*
2. *Maintaining the Special Register containing information on share ownership by members of the Board of Supervisors, Board of Directors, and their family members as a conflict-of-interest document;*
3. *Coordinating the implementation of Joint Review Meetings (RPB);*
4. *Preparing materials related to reports and routine activities of the Board of Directors to be submitted to external parties;*
5. *Preparing materials related to matters requiring approval from the Board of Directors concerning Company management;*
6. *Facilitating meetings of the Board of Directors, both regular and non-regular meetings;*
7. *Following up and monitoring the implementation of resolutions adopted at Board of Directors meetings;*

Direksi dan memantau tindak lanjut hasil rapat;

8. Memastikan bahwa Perusahaan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG;
9. Memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Pengawas secara berkala dan/atau sewaktu-waktu apabila diminta;
10. Menatausahakan serta menyimpan dokumen Perusahaan;
11. Menyelenggarakan program pengenalan Anggota Dewan Pengawas yang baru diangkat;
12. Membantu Direksi dalam menetapkan kebijakan strategis pengelolaan Perusahaan antara lain di bidang hukum, humas, pendidikan masyarakat;
13. Memastikan tersedianya informasi yang boleh diakses oleh Pemilik Modal sesuai dengan kebutuhan wajar pemangku kepentingan;
14. Memastikan bahwa Perum Jasa Tirta II mematuhi peraturan tentang persyaratan keterbukaan yang berlaku dan wajib memberikan informasi yang berkaitan dengan tugasnya kepada Direksi secara berkala dan kepada Dewan Pengawas apabila diminta;
15. Mengkoordinasikan isu strategis Perusahaan lintas biro/divisi;
16. Menyampaikan Laporan Tahunan atas pelaksanaan tugasnya kepada Direksi.

Fungsi Sekretaris Perusahaan

1. Memastikan bahwa Perusahaan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG;
2. Memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Pengawas secara berkala dan/atau sewaktu-waktu apabila diminta;

8. *Ensuring the Company's compliance with information disclosure regulations in line with GCG principles;*

9. *Providing information required by the Board of Directors and Board of Supervisors on a regular basis and/or upon request;*

10. *Maintaining and safeguarding Company documents;*

11. *Organizing orientation programs for newly appointed members of the Board of Supervisors;*

12. *Assisting the Board of Directors in formulating strategic policies related to legal affairs, public relations, and community development;*

13. *Ensuring the availability of information accessible to the Capital Owner in accordance with reasonable stakeholder needs;*

14. *Ensuring compliance with applicable disclosure requirements and providing information related to its duties to the Board of Directors on a regular basis and to the Board of Supervisors upon request;*

15. *Coordinating strategic corporate issues across bureaus/divisions; and*

16. *Submitting annual reports on the implementation of its duties to the Board of Directors.*

Functions of the Corporate Secretary

Ensuring the Company's compliance with disclosure requirements in line with GCG principles;

1. *Providing information required by the Board of Directors and Board of Supervisors on a regular basis and/or whenever requested;*

2. *Acting as a liaison officer; and*

3. *Managing and maintaining Company documents, including but not limited to the Register of Capital Owners,*

3. Menjadi penghubung (*liaison officer*); dan
4. Menatausahakan serta menyimpan dokumen Perusahaan, termasuk tetapi tidak terbatas pada Daftar Pemilik Modal, Daftar Khusus, dan risalah rapat Direksi, rapat Dewan Pengawas, dan RPB.

Akses dan Keterbukaan Informasi

Dalam rangka memberikan informasi terkini tentang Perusahaan, kegiatan operasional, dan hal-hal lain terkait pengembangan secara berkelanjutan, publik dapat mengakses informasi dimaksud pada situs web Perusahaan dengan alamat www.jasatirta2.co.id.

Perusahaan juga menyampaikan informasi terkini melalui Facebook “Perum Jasa Tirta II”; X @jasatirta_2; Instagram @jasatirta.2; dan Youtube “Perum Jasa Tirta II”.

Satuan Pengawasan Intern

Perusahaan telah memiliki fungsi audit internal yang dijalankan oleh Satuan Pengawasan Intern (SPI), sesuai dengan amanat Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara, Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, dan Peraturan Pemerintah No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II.

Dalam menjalankan fungsinya, SPI berperan sebagai mitra strategis bagi manajemen yang dapat dipercaya, bertindak profesional, obyektif, dan independen sehingga dapat memberikan nilai tambah bagi pencapaian tujuan Perusahaan melalui upaya peningkatan efektivitas pengelolaan risiko, kepatuhan terhadap peraturan dan perundang-undangan, serta Tata Kelola Perusahaan yang Baik.

Special Register, and minutes of Board of Directors meetings, Board of Supervisors meetings, and Joint Review Meetings (RPB).

Access to and Disclosure of Information

To provide the public with up-to-date information on the Company, its operational activities, and other matters related to sustainable development, such information may be accessed through the Company's website at www.jasatirta2.co.id

The Company also provides the latest information through Facebook “Perum Jasa Tirta II”; X @jasatirta_2; Instagram @jasatirta.2; and YouTube “Perum Jasa Tirta II”.

Internal Audit Unit

The Company has established an internal audit function carried out by the Internal Audit Unit (SPI), in accordance with Law No. 19 of 2003 concerning State-Owned Enterprises, Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises, and Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II.

In carrying out its functions, SPI serves as a trusted strategic partner to management, operating professionally, objectively, and independently to provide added value in achieving the Company's objectives through improving the effectiveness of risk management, compliance with laws and regulations, and the implementation of Good Corporate Governance.

Struktur dan Kedudukan SPI

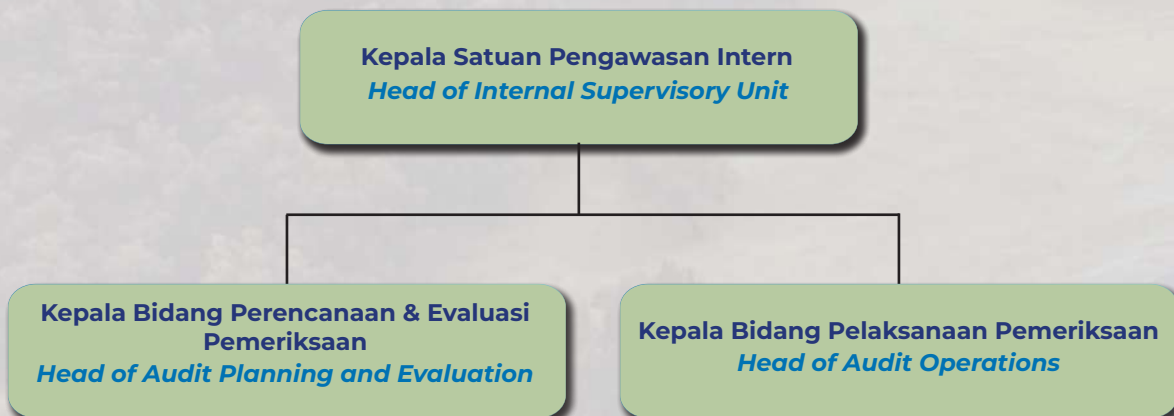
Kedudukan SPI berada langsung di bawah Direktur Utama. Hal ini untuk menjamin sebagaimana yang dipersyaratkan dalam undang-undang dan peraturan pemerintah. Penetapan Kepala SPI oleh Direktur Utama harus memenuhi kualifikasi dan kompetensi serta mendapat persetujuan Dewan Pengawas selaku wakil dari pemilik perusahaan/pemilik modal.

Berdasarkan Peraturan Direksi Perum Jasa Tirta No. PRD-17/DIR/12/2021 tentang Struktur Organisasi dan Tata Kerja Perusahaan Umum (Perum) Jasa Tirta II, struktur organisasi SPI adalah sebagai berikut:

Structure and Position of SPI

The Internal Audit Unit reports directly to the President Director. This reporting structure is intended to ensure compliance with applicable laws and government regulations. The appointment of the Head of SPI by the President Director must fulfil the required qualifications and competencies and obtain approval from the Board of Supervisors as the representative of the Company's Capital Owner.

Pursuant to Board of Directors Regulation No. PRD-17/DIR/12/2021 concerning the Organizational Structure and Working Procedures of Perum Jasa Tirta II, the organizational structure of SPI is as follows:



Jumlah dan Komposisi Personil SPI

Hingga 31 Desember 2025, personil SPI berjumlah 13 orang, dengan 1 (satu) orang sebagai Kepala SPI, 11 (sebelas) orang auditor, dan 1 (satu) petugas Tata Usaha.

Profil Kepala SPI

Dadang Hidayat, ST., MT

Warga Negara Indonesia, lahir di Ciamis, 6 November 1970. Memperoleh gelar Sarjana Teknik jurusan Teknik Mesin dari Universitas Pasundan tahun 1997 dan gelar Magister Teknik Mesin dari ISTN tahun 2012.

Tugas dan Tanggung Jawab SPI

SPI telah memiliki Piagam Satuan Pengawasan Intern yang didasarkan pada Keputusan Menteri BUMN No. KEP-117/M-MBU/2002 tentang Penerapan Praktik *Good Corporate Governance* pada Badan Usaha Milik Negara, Salinan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*). Piagam SPI disusun sebagai pedoman standar yang memuat kriteria minimal tentang fungsi Audit Internal yang perlu diselenggarakan oleh Perusahaan dan aspek-aspek yang berkaitan dengan pelaksanaan Audit Internal, sehingga dapat tercipta kesamaan pemahaman dan landasan mengenai tingkat pemeliharaan kepentingan dan komitmen dari semua pihak yang terkait dengan Perusahaan.

Berdasarkan Peraturan Direksi Perum Jasa Tirta II, SPI mempunyai tanggung jawab dan fungsi sebagai berikut:

1. Pengelolaan risiko, program kerja, dan *Key Performance Indikator* (KPI) SPI;

Number and Composition of Internal Audit Unit Personnel

As of December 31, 2025, the Internal Audit Unit (SPI) consisted of 13 personnel, comprising one (1) Head of SPI, two (2) auditors, and one (1) administrative officer.

Profile of the Head of SPI

Dadang Hidayat, ST., MT

An Indonesian citizen, born in Ciamis on November 6, 1970. He earned a Bachelor's Degree in Mechanical Engineering from Pasundan University in 1997 and a Master's Degree in Mechanical Engineering from the National Institute of Science and Technology (ISTN) in 2012.

Duties and Responsibilities of SPI

SPI has established an Internal Audit Charter based on Minister of State-Owned Enterprises Decree No. KEP-117/M-MBU/2002 concerning the Implementation of Good Corporate Governance Practices in State-Owned Enterprises and the Copy of the Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for the Assessment and Evaluation of Good Corporate Governance Implementation in State-Owned Enterprises. The SPI Charter serves as a standard guideline containing the minimum criteria for the internal audit function to be implemented by the Company, as well as aspects related to internal audit execution, thereby establishing a common understanding and foundation regarding the commitment and safeguarding of interests among all parties associated with the Company.

Based on the Board of Directors Regulation of Perum Jasa Tirta II, SPI has the following responsibilities and functions:

1. Managing SPI risk management

2. Penyusunan, *review*, dan sosialisasi aturan/pedoman, prosedur:
 - a. Pemeriksaan (audit) operasional dan keuangan, pemeriksaan dengan tujuan tertentu dan monitoring evaluasi tindak lanjut hasil pemeriksaan;
 - b. Pemeriksaan (audit) internal sistem manajemen mutu;
 - c. Evaluasi pengendalian internal;
 - d. Penilaian program jaminan kualitas SPI;
 - e. Piagam SPI.
3. Penyusunan usulan RKAP termasuk kelengkapan dokumen namun tidak terbatas pada Kerangka Acuan Kerja (KAK) dan RAB untuk pekerjaan jasa konsultasi sesuai dengan ketentuan yang berlaku;
4. Pelaksanaan pengadaan barang/jasa sesuai kewenangan;
5. Penyusunan rencana paket pengadaan barang/jasa berdasarkan RKAP;
6. Pembuatan kelengkapan dokumen rencana pengadaan termasuk namun tidak terbatas pada KAK, Harga Perkiraan Sendiri (HPS), dan Rancangan Kontrak untuk pekerjaan jasa konsultasi sesuai dengan pedoman pengadaan barang dan jasa yang berlaku;
7. Penyiapan naskah *Memorandum of Understanding* (MoU) dan/atau Perjanjian Kerja Sama (PKS) sesuai dengan tugas dan fungsi;
8. Penyusunan Program Kerja Pemeriksaan Tahunan (PKPT) SPI;
9. Pelaksanaan pemeriksaan operasional dan keuangan, pemeriksaan dengan tujuan tertentu, dan pemeriksaan internal sistem manajemen mutu sesuai dengan ketentuan yang berlaku;
10. Pendampingan kegiatan pemeriksaan/penilaian yang dilakukan oleh pihak eksternal sesuai dengan tugas dan fungsi;
11. *Monitoring* dan evaluasi atas progress *activities, work programs, and Key Performance Indicators (KPIs);*
2. *Preparing, reviewing, and disseminating rules, guidelines, and procedures related to:*
 - a. *Operational and financial audits, special-purpose audits, and monitoring and evaluation of audit follow-up actions;*
 - b. *Internal audits of quality management systems;*
 - c. *Internal control evaluations;*
 - d. *Assessment of SPI quality assurance programs; and*
 - e. *PI Charter management.*
3. *Preparation of the Work Plan and Budget (RKAP) proposal, including supporting documents but not limited to the Terms of Reference (ToR) and the Cost Budget Plan (RAB) for consultancy services in accordance with the prevailing regulations;*
4. *Conducting procurement of goods and services within its authority;*
5. *Preparing procurement package plans based on the RKAP;*
6. *Preparing procurement planning documents, including but not limited to Terms of Reference (TOR), Owner's Cost Estimates (HPS), and draft contracts for consultancy services in accordance with applicable procurement guidelines;*
7. *Preparing Memoranda of Understanding (MoUs) and/or Cooperation Agreements (PKS) in accordance with its duties and functions;*
8. *Preparing the Annual Audit Work Program (PKPT);*
9. *Conducting operational and financial audits, special-purpose audits, and internal audits of quality management systems in accordance with applicable regulations;*

- tindak lanjut hasil pemeriksaan auditor internal dan eksternal;
12. Penyelenggaraan pemeriksaan sistem manajemen mutu oleh pihak eksternal;
 13. Penyelenggaraan asesmen implementasi Tata Kelola Perusahaan yang Baik yang dilakukan oleh pihak eksternal;
 14. Evaluasi implementasi Tata Kelola Perusahaan yang Baik dan manajemen risiko;
 15. Evaluasi efektivitas pelaksanaan pengendalian internal Perusahaan;
 16. Penyelenggaraan penilaian program jaminan kualitas (*quality assurance*) kinerja SPI;
 17. Fungsi konsultasi perbaikan sistem pengendalian intern, manajemen risiko, dan Tata Kelola Perusahaan yang Baik;
 18. Penyelenggaraan rapat koordinasi bidang pengawasan dengan Komite Audit;
 19. Memonitor tindak lanjut atas hasil pemeriksaan yang telah dilaporkan;
 20. Pengendalian bukti kerja pelaksanaan tugas dan fungsi;
 21. Pembuatan laporan hasil pelaksanaan tugas dan fungsi; dan
 22. Pengelolaan dan pertanggungjawaban uang muka kerja unit kerja.
10. *Assisting external audits and assessments in accordance with its duties and functions;*
 11. *Monitoring and evaluating the progress of follow-up actions on findings from internal and external auditors;*
 12. *Coordinating external quality management system audits;*
 13. *Coordinating external assessments of Good Corporate Governance implementation;*
 14. *Evaluating the implementation of Good Corporate Governance and risk management;*
 15. *Evaluating the effectiveness of the Company's internal control system;*
 16. *Conducting quality assurance assessments of SPI performance;*
 17. *Providing consulting services related to internal control systems, risk management, and Good Corporate Governance improvements;*
 18. *Organizing coordination meetings with the Audit Committee;*
 19. *Monitoring follow-up actions on reported audit findings;*
 20. *Managing working papers and supporting evidence related to duties and functions;*
 21. *Preparing reports on the implementation of duties and functions; and*
 22. *Managing and accounting for operational advances of the work unit.*

Audit Eksternal/Akuntan Publik

Berdasarkan Surat Menteri Badan Usaha Milik Negara No: S-386/MBU/06/2025, Perusahaan menunjuk Kantor Akuntan Publik (KAP) Amir Abadi Jusuf Aryanto, Mawar & Rekan (RSM) untuk melakukan audit terhadap laporan keuangan konsolidasian Perum Jasa Tirta II dan

External Audit/Public Accountant

Based on the Letter of the Ministry of State-Owned Enterprises No. S-386/MBU/06/2025, the Company appointed KAP Amir Abadi Jusuf Aryanto, Mawar & Rekan (RSM) to audit the consolidated financial statements of Perum Jasa Tirta II and its subsidiaries, including

Entitas Anaknya, yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2025, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian, dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan konsolidasian, termasuk informasi kebijakan akuntansi material.

Berdasarkan Surat KAP Amir Abadi Jusuf Aryanto, Mawar & Rekan (RSM) No. 00243/2.1030/AU.1/05/1155-2/1/III/2026 tertanggal 16 Maret 2026 laporan keuangan Perusahaan Umum Jasa Tirta II menyajikan secara wajar dalam semua hal yang material, posisi keuangan konsolidasian Grup tanggal 31 Desember 2025, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

KAP Amir Abadi Jusuf, Aryanto, Mawar & Rekan (RSM) telah digunakan Perusahaan untuk jasa tersebut di atas sejak tahun 2021.

the consolidated statement of financial position as of December 31, 2025, the consolidated statements of profit or loss and other comprehensive income, changes in equity, and cash flows for the year then ended, as well as the notes to the consolidated financial statements, including material accounting policy information.

Based on the Independent Auditor's Report of KAP Amir Abadi Jusuf Aryanto, Mawar & Rekan (RSM) No. 00243/2.1030/AU.1/05/1155-2/1/III/2026 dated March 16, 2026, the financial statements of Perum Jasa Tirta II fairly present, in all material respects, the consolidated financial position of the Group as of December 31, 2025, and its consolidated financial performance and cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

KAP Amir Abadi Jusuf Aryanto, Mawar & Rekan (RSM) has provided these audit services to the Company since 2021.

Sistem Pengendalian Internal

Dalam menjalankan usaha, Perum Jasa Tirta II menerapkan Sistem Pengendalian Internal sebagai upaya untuk memberikan keyakinan yang memadai atas tercapainya efektivitas dan efisiensi operasi, keandalan pelaporan keuangan, serta kepatuhan terhadap hukum dan peraturan yang berlaku. Pengendalian internal dijalankan oleh seluruh organ tata Kelola, termasuk Dewan Pengawas, Direksi, dan anggota manajemen. Dalam pelaksanaannya, sistem pengendalian internal mencakup pengendalian pada keuangan, operasional, serta seluruh proses bisnis dan fungsi-fungsi organisasi.

Pelaksanaan sistem pengendalian internal didasarkan pada Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara, Peraturan Menteri Negara BUMN No. PER-01/MBU/2012 tentang Perubahan

Internal Control System

In conducting its business activities, Perum Jasa Tirta II implements an Internal Control System to provide reasonable assurance regarding the achievement of operational effectiveness and efficiency, reliability of financial reporting, and compliance with applicable laws and regulations. Internal controls are implemented by all governance organs, including the Board of Supervisors, Board of Directors, and management. The system covers financial controls, operational controls, business processes, and organizational functions.

The implementation of the Internal Control System is based on Law No. 19 of 2003 concerning State-Owned Enterprises and Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2012, which

Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik yang mengharuskan Direksi BUMN menerapkan Sistem Pengendalian Internal Perusahaan yang efektif untuk mengamankan investasi dan aset BUMN.

Kerangka sistem pengendalian internal Perum Jasa Tirta II telah sesuai dengan kerangka kerja yang diakui secara internasional, yakni *Committee of Sponsoring Organization of the Treadway Commission (COSO)*.

Sistem pengendalian internal PJT II terdiri dari 5 (lima) unsur pengendalian yaitu:

1. Lingkungan Pengendalian yang diwujudkan dalam bentuk kondisi yang dapat menciptakan suasana kerja yang kondusif, mengembangkan dan melaksanakan kompetensi, independensi, integritas, serta patuh pada peraturan yang berlaku di Perusahaan;
2. Penilaian Risiko merupakan tindakan untuk menentukan pengaruh negatif suatu peristiwa yang tidak diharapkan dan bila terjadi akan menghalangi pencapaian tujuan Perusahaan;
3. Kegiatan Pengendalian mencakup penetapan kebijakan dan prosedur pengendalian serta proses verifikasi untuk memastikan bahwa kebijakan dan prosedur yang ada secara konsisten dipatuhi;
4. Informasi dan Komunikasi yang meliputi unsur pengendalian yaitu penggunaan informasi yang *relevan*, komunikasi internal, dan eksternal;
5. Pemantauan Sistem Pengendalian Internal untuk memastikan bahwa sistem pengendalian internal pada Perusahaan berjalan dengan baik.

amended Regulation No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance and requires SOE Boards of Directors to establish an effective Internal Control System to safeguard SOE investments and assets.

The Internal Control System framework of Perum Jasa Tirta II is aligned with the internationally recognized framework developed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

The Company's Internal Control System consists of five (5) components:

1. *Control Environment, which establishes a conducive working environment that promotes competence, independence, integrity, and compliance with Company regulations;*
2. *Risk Assessment, which identifies and evaluates potential adverse events that may hinder the achievement of corporate objectives;*
3. *Control Activities, which involve the establishment of control policies, procedures, and verification processes to ensure consistent compliance;*
4. *Information and Communication, which ensure the use of relevant information and effective internal and external communication; and*
5. *Monitoring, which ensures the Internal Control System operates effectively.*

Sistem Pengendalian Keuangan dan Operasional

Sistem pengendalian internal Perum Jasa Tirta II merupakan kerangka organisasi dan prosedur kerja operasional keuangan dan non-keuangan yang dapat memberi jaminan bahwa setiap pelaksanaan kegiatan di lingkungan Perusahaan dapat:

1. Menjaga dan mengamankan aset Perusahaan;
2. Mengurangi dampak keuangan/kerugian, penyimpangan termasuk kecurangan/fraud;
3. Menjamin pelaksanaan semua kegiatan bisnis Perusahaan sesuai dengan ketentuan dan perundang-undangan yang berlaku;
4. Menyediakan informasi keuangan dan manajemen yang benar, lengkap dan tepat waktu;
5. Meningkatkan efisiensi, efektivitas, dan keekonomian dalam kegiatan operasional Perusahaan;
6. Meningkatkan efektivitas manajemen risiko pada organisasi secara menyeluruh.

Evaluasi Pelaksanaan Sistem Pengendalian Internal Tahun 2025

Satuan Pengawasan Intern memiliki tanggung jawab untuk meninjau penerapan Sistem Pengendalian Internal secara berkala, dalam rangka mengukur efektivitas pengendalian yang telah ditetapkan.

Tujuan dari tinjauan berkala ini di antaranya:

1. Memastikan keandalan dan integritas informasi akuntansi, keuangan, dan operasi, serta cara menghasilkan dan melaporkan informasi tersebut.
2. Memastikan bahwa sistem sesuai

Financial and Operational Control System

The Internal Control System of Perum Jasa Tirta II serves as an organizational and procedural framework governing both financial and non-financial operations to ensure that all activities:

1. *Safeguard and protect Company assets;*
2. *Minimize financial losses, irregularities, and fraud;*
3. *Ensure compliance with applicable laws and regulations;*
4. *Provide accurate, complete, and timely financial and management information;*
5. *Improve operational efficiency, effectiveness, and economy; and*
6. *Enhance the effectiveness of enterprise-wide risk management.*

Evaluation of the Internal Control System in 2025

The Internal Audit Unit is responsible for periodically reviewing the implementation of the Internal Control System to assess the effectiveness of established controls. The objectives of these periodic reviews include:

1. *Ensuring the reliability and integrity of accounting, financial, and operational information, including the methods used to generate and report such information;*
2. *Ensuring compliance with Company*

dengan kebijakan Perusahaan, tujuan, standar, dan prosedur, serta peraturan perundang-undangan.

3. Melakukan evaluasi atas kecukupan pengamanan aset Perusahaan.

Dalam proses pemantauan sistem pengendalian internal, terdapat 3 (tiga) komponen yaitu: evaluasi berkelanjutan, evaluasi terpisah, serta evaluasi dan komunikasi kelemahan untuk perbaikan.

Di tahun 2025, Perusahaan telah melaksanakan monitoring evaluasi di mana dilakukan penilaian atas mutu kinerja sistem pengendalian internal secara terus-menerus dan menyatu dalam kegiatan operasional. Evaluasi tersebut mencakup proses penilaian atas capaian kualitas pengendalian intern dalam jangka waktu satu tahun buku. Kemudian, dilakukan evaluasi terpisah oleh Satuan Pengawasan Intern (SPI) dan pihak eksternal, yaitu auditor eksternal, serta dilakukan audit atau *self-assessment* yang diidentifikasi oleh SPI dan pihak lain untuk dilaporkan kepada Direksi.

policies, objectives, standards, procedures, and applicable regulations; and

3. *Evaluating the adequacy of safeguards over Company assets.*

The monitoring process consists of three (3) components: ongoing evaluations, separate evaluations, and evaluation and communication of deficiencies for corrective action.

In 2025, the Company conducted monitoring and evaluation activities to continuously assess the quality and effectiveness of the Internal Control System as an integral part of operations. The evaluation covered the effectiveness of internal controls over one fiscal year. Separate evaluations were also conducted by SPI and external parties, including external auditors. Audit activities and self-assessments identified by SPI and other parties were subsequently reported to the Board of Directors.

Hubungan dengan Pemilik Modal

Hubungan dengan Pemilik Modal di antaranya melalui penyampaian informasi material mengenai Perusahaan selalu diberikan dengan sejujur-jujurnya, tepat waktu dan teratur sesuai ketentuan/peraturan perundang-undangan yang berlaku.

Relations with the Capital Owner

Relations with the Capital Owner are maintained, among others, through the submission of material information regarding the Company, which is consistently provided with the utmost honesty, in a timely and regular manner, and in accordance with the prevailing laws and regulations.

Manajemen Risiko

Pengelolaan implementasi manajemen risiko secara terukur dan berkesinambungan dimaksudkan untuk mendorong peningkatan budaya risiko di internal Perusahaan, yang pada akhirnya menjadi pendukung pencapaian target pertumbuhan berkelanjutan.

Risk Management

The measurable and sustainable management of risk implementation is intended to foster the enhancement of a risk culture within the Company, which ultimately supports the achievement of sustainable growth targets.

Perum Jasa Tirta II senantiasa berupaya

Perum Jasa Tirta II continuously endeavors to implement Integrated Risk Management to ensure the achievement

menerapkan Manajemen Risiko Terintegrasi untuk memastikan pencapaian Visi dan Misi Perusahaan. Kebijakan ini diterapkan guna mewujudkan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) dan memastikan pencapaian nilai bagi para pemangku kepentingan.

Demi memastikan kelangsungan usaha, Perusahaan harus dapat mengelola setiap risiko yang timbul dari seluruh proses bisnis. Perusahaan menyadari, seiring dengan pengembangan usaha, maka risiko yang dihadapi akan semakin kompleks. Perusahaan telah menjalankan sistem manajemen risiko yang mengacu pada kepatuhan terhadap regulasi, baik internal maupun eksternal, dalam rangka pengelolaan risiko perusahaan yang baik.

Beberapa risiko yang telah teridentifikasi di antaranya risiko internal dan eksternal yang meliputi risiko hukum dan kepatuhan, risiko reputasi, risiko ESG (*Environmental, Social, and Governance*), risiko informasi teknologi, risiko kesehatan dan keselamatan kerja, risiko keuangan dan bisnis, risiko operasional, risiko eksekusi proyek pengembangan, risiko kebijakan SDM, risiko pasar dan makro ekonomi, dan risiko strategis. Selama ini, Perusahaan telah menjalankan manajemen risiko yang efektif melalui penerapan kerangka kerja, sistem, prosedur, dan metodologi yang terintegrasi untuk memastikan proses identifikasi, analisis, evaluasi, pemantauan, perencanaan, dan pelaksanaan perlakuan risiko yang selaras dengan tujuan Perusahaan. Perusahaan juga melakukan evaluasi secara berkala untuk memastikan efektivitas dan perbaikan berkelanjutan atas proses manajemen risiko yang telah diterapkan.

Landasan dan Kebijakan Pengelolaan Risiko

Perusahaan memiliki landasan pengelolaan risiko sebagai berikut:

1. Undang-Undang RI No. 19 Tahun 2003

of the Company's Vision and Mission. This policy is applied to realize Good Corporate Governance and ensure value creation for stakeholders.

To ensure business continuity, the Company must be able to manage every risk arising from all business processes. The Company recognizes that along with business development, the risks faced will become increasingly complex. The Company has implemented a risk management system that references compliance with both internal and external regulations in order to ensure sound corporate risk management.

Several identified risks include internal and external risks encompassing legal and compliance risk, reputational risk, ESG (Environmental, Social, and Governance) risk, information technology risk, occupational health and safety risk, financial and business risk, operational risk, development project execution risk, HR policy risk, market and macroeconomic risk, and strategic risk. Thus far, the Company has implemented effective risk management through the application of an integrated framework, systems, procedures, and methodologies to ensure that the processes of identification, analysis, evaluation, monitoring, planning, and execution of risk treatment are aligned with the Company's objectives. The Company also conducts periodic evaluations to ensure the effectiveness and continuous improvement of the implemented risk management processes.

Legal Framework and Policies for Risk Management

The Company possesses the following legal framework for risk management:

1. *Law of the Republic of Indonesia No. 19 of 2003 concerning State-Owned Enterprises, as amended by Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation, which was enacted through Law No. 6*

tentang Badan Usaha Milik Negara sebagaimana telah diubah dengan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja, yang ditetapkan melalui Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;

2. Undang-Undang RI No. 17 Tahun 2019 tentang Sumber Daya Air sebagaimana telah diubah dengan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja, yang ditetapkan melalui Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;
3. Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja;
4. Peraturan Pemerintah RI No. 25 Tahun 2022 tentang Perusahaan Umum (Perum) Jasa Tirta II;
5. Peraturan Menteri BUMN RI No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
6. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko No. SK-3/DKU. MBU/05/2023 tentang Petunjuk Teknis Komposisi dan Kualifikasi Organ Pengelola Risiko di Lingkungan Badan Usaha Milik Negara;
7. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko No. SK-6/DKU. MBU/10/2023 tentang Petunjuk Teknis Proses Manajemen Risiko dan Agregasi pada Taksonomi Risiko Portofolio Badan Usaha Milik Negara;
8. Keputusan Deputy Bidang Keuangan

of 2023 concerning the Enactment of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law;

2. *Law of the Republic of Indonesia No. 17 of 2019 concerning Water Resources, as amended by Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation, which was enacted through Law No. 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law;*
3. *Government Regulation No. 50 of 2012 concerning the Implementation of Occupational Health and Safety Management Systems;*
4. *Government Regulation of the Republic of Indonesia No. 25 of 2022 concerning the Public Corporation (Perusahaan Umum / Perum) Jasa Tirta II;*
5. *Regulation of the Minister of SOEs of the Republic of Indonesia No. PER-2/MBU/03/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises;*
6. *Decree of the Deputy for Finance and Risk Management No. SK-3/DKU. MBU/05/2023 concerning Technical Guidelines for the Composition and Qualification of Risk Management Organs within State-Owned Enterprises;*
7. *Decree of the Deputy for Finance and Risk Management No. SK-6/DKU. MBU/10/2023 concerning Technical Guidelines for Risk Management Processes and Aggregation in the Portfolio Risk Taxonomy of State-Owned Enterprises;*
8. *Decree of the Deputy for Finance and Risk Management No. SK-7/DKU. MBU/10/2023 concerning Technical Guidelines for State-Owned Enterprise*

dan Manajemen Risiko No. SK-7/DKU. MBU/10/2023 tentang Petunjuk Teknis Pelaporan Manajemen Risiko Badan Usaha Milik Negara;

9. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko No. SK-8/DKU. MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (Risk Maturity Index) di Lingkungan Badan Usaha Milik Negara;
10. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko No. SK-5/DKU. MBU/11/2024 tentang Petunjuk Teknis Pengendalian Internal Atas Pelaporan Keuangan (*Internal Control Over Financial Reporting*) Badan Usaha Milik Negara;
11. Pedoman Tata Kelola Perusahaan;
12. Keputusan Bersama Dewan Pengawas dan Direksi Perum Jasa Tirta II No. KBS-02/DIR/02/2025 tentang Pedoman Manajemen Risiko.

Dalam rangka mengoptimalkan efektivitas dan efisiensi manajemen risiko, Perusahaan dihadapkan pada kebutuhan untuk menerapkan praktik terbaik manajemen risiko di seluruh kegiatan operasional, baik di lingkungan internal maupun eksternal. Setiap elemen Perusahaan memiliki peran dalam pengelolaan risikonya masing-masing. Oleh karenanya, demi mendukung keberhasilannya dibutuhkan kebijakan-kebijakan yang mengatur setiap prosedur dan mekanisme manajemen risiko. Kebijakan-kebijakan tersebut di antaranya:

Menerapkan manajemen risiko secara terpadu sesuai dengan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) untuk mewujudkan visi, misi, dan tujuan Perusahaan;

Menjadikan manajemen risiko sebagai dasar penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP) berbasis risiko untuk mencapai realisasi setiap proses secara efektif dan efisien;

Risk Management Reporting;

9. *Decree of the Deputy for Finance and Risk Management No. SK-8/DKU. MBU/12/2023 concerning Technical Guidelines for Risk Maturity Index Assessment within State-Owned Enterprises;*
10. *Decree of the Deputy for Finance and Risk Management No. SK-5/DKU. MBU/11/2024 concerning Technical Guidelines for Internal Control Over Financial Reporting of State-Owned Enterprises;*
11. *Corporate Governance Guidelines;*
12. *Joint Decree of the Board of Commissioners and the Board of Directors of Perum Jasa Tirta II No. KBS-02/DIR/02/2025 concerning Risk Management Guidelines.*

In order to optimize the effectiveness and efficiency of risk management, the Company is faced with the need to implement risk management best practices across all operational activities, both within internal and external environments. Each element of the Company plays a role in managing its respective risks. Therefore, to support its success, policies regulating every risk management procedure and mechanism are required. These policies include:

1. *Implementing risk management in an integrated manner in accordance with Good Corporate Governance to realize the vision, mission, and objectives of the Company;*
2. *Utilizing risk management as the foundation for preparing a risk-based Company Work Plan and Budget (RKAP) to achieve effective and efficient realization of each process;*
3. *Enhancing risk culture awareness in daily work execution so that it becomes an integrated part of the Company's business practices and decision-making;*
4. *Utilizing the results of risk identification,*

Meningkatkan kesadaran budaya risiko dalam pelaksanaan kerja sehari-hari sehingga menjadi bagian yang terintegrasi dengan praktik bisnis Perusahaan dan pengambilan keputusan;

Menjadikan hasil identifikasi, analisis, evaluasi, dan penanganan risiko sebagai dasar pemeriksaan dan pengawasan (*risk-based audit*) dalam rangka peningkatan kinerja dan akuntabilitas;

Menginformasikan, mengelola, dan melakukan pengendalian serta penanganan (mitigasi) risiko secara berkala sebagai dasar upaya perbaikan berkesinambungan dalam penerapan manajemen risiko.

Sistem Manajemen Risiko

Pengelolaan risiko mencakup pengelolaan aktif oleh Direksi, pengawasan oleh Dewan Pengawas, serta didukung oleh kebijakan, standar prosedur, dan strategi risiko yang memadai. Sistem ini mencakup proses identifikasi, pengukuran, perlakuan, pencatatan, pemantauan, evaluasi, dan pelaporan risiko secara sistematis, yang terintegrasi dengan sistem informasi manajemen risiko.

Kerangka kerja manajemen risiko Perum Jasa Tirta II mengadopsi pendekatan yang bersifat dinamis, terstruktur, dan berkelanjutan. Kerangka ini menjadi pedoman dalam penerapan manajemen risiko terintegrasi melalui pendekatan Three Lines Model, sebagai bagian dari sistem pengendalian internal dan tata kelola terintegrasi. Adanya penerapan sistem ini, Perusahaan dapat mengelola risiko secara efektif guna mendukung pencapaian tujuan strategis dan keberlanjutan usaha.

Pelaksanaan manajemen risiko di lingkungan Perusahaan dilakukan oleh masing-masing *risk owner* di tiap unit kerja, serta difasilitasi oleh Divisi Manajemen Risiko sebagai koordinator

analysis, evaluation, and treatment as the baseline for risk-based audits in order to improve performance and accountability;

5. *Communicating, managing, controlling, and treating (mitigating) risks periodically as the basis for continuous improvement efforts in the implementation of risk management.*

Risk Management System

Risk management encompasses active management by the Board of Directors, oversight by the Board of Commissioners, and is supported by adequate policies, standard procedures, and risk strategies. This system includes the processes of systematic risk identification, measurement, treatment, recording, monitoring, evaluation, and reporting, which are integrated into the risk management information system.

Perum Jasa Tirta II's risk management framework adopts a dynamic, structured, and sustainable approach. This framework serves as a guideline for implementing integrated risk management through the Three Lines Model approach, as part of the internal control and integrated governance system. Through the implementation of this system, the Company can manage risks effectively to support the achievement of strategic objectives and business sustainability.

The execution of risk management within the Company is carried out by the respective risk owners in each work unit and is facilitated by the Risk Management Division as the coordinator of the risk management function. The risk assessment identification process references the Enterprise Risk Management approach to ensure that risk management is executed in a systematic, structured, and documented manner.

fungsi pengelolaan risiko. Proses identifikasi penilaian risiko mengacu pada pendekatan *Enterprise Risk Management*, guna memastikan manajemen risiko dilaksanakan secara sistematis, terstruktur, dan terdokumentasi.

Sistem Informasi Manajemen Risiko

Perusahaan mendorong efektivitas pengelolaan risiko dengan mengembangkan sistem informasi untuk mendukung pelaksanaan manajemen risiko, berupa aplikasi manajemen risiko terintegrasi bernama E-GRC (<https://egrc.jasatirta2.co.id/>). Aplikasi E-GRC dirancang untuk memberikan kemudahan akses bagi seluruh unit kerja, sehingga mempermudah proses operasional, pengambilan, dan pengolahan data. Pada akhirnya, keputusan yang diambil dapat didukung oleh data yang akurat dan konsisten.

SIMRisk yang terdapat dalam aplikasi E-GRC merupakan sistem informasi yang mengintegrasikan sistem manajemen dan manajemen risiko yang merupakan hasil dari inovasi yang berfungsi untuk pelaporan manajemen risiko.

Struktur dan Tanggung Jawab Manajemen Risiko

Perusahaan telah menetapkan model tata kelola risiko tiga lini (*three lines model*) dalam melaksanakan manajemen risiko. Berikut merupakan fungsi dan peran masing masing lini dalam model tata kelola risiko yang diimplementasikan:

- Lini Pertama sebagai unit pemilik risiko (*Risk Owner*), berfungsi mengidentifikasi dan mengelola risiko dalam proses bisnis untuk pencapaian sasaran kerja, terdiri dari Sekretariat Perusahaan, Divisi, Unit Wilayah, Unit Usaha, Unit Kerja Khusus, Project Manager dan Unit Layanan.
- Lini Kedua merupakan Fungsi Manajemen Risiko Perusahaan dan Kepatuhan Independen, yang berfungsi mengukur, memantau

Risk Management Information System

The Company drives the effectiveness of risk management by developing an information system to support risk management execution through an integrated risk management application named E-GRC (<https://egrc.jasatirta2.co.id/>). The E-GRC application is designed to provide ease of access for all work units, thereby simplifying operational processes, as well as data retrieval and processing. Ultimately, the decisions made can be supported by accurate and consistent data.

The SIMRisk feature within the E-GRC application is an information system that integrates management systems and risk management, serving as an innovation designed for risk management reporting.

Risk Management Structure and Responsibilities

The Company has established a three lines risk governance model in executing its risk management. The functions and roles of each line within the implemented risk governance model are as follows:

- First Line: Serves as the risk owner unit (Risk Owner), functioning to identify and manage risks within business processes to achieve work objectives. This line consists of the Corporate Secretariat, Divisions, Regional Units, Business Units, Special Work Units, Project Managers, and Service Units.*
- Second Line: Represents the Company's Risk Management Function and Independent Compliance, functioning to measure, monitor, and control risks on an aggregate basis, as well as to develop the Company's risk management methodologies and*

dan mengendalikan risiko secara agregat, mengembangkan metodologi dan kebijakan manajemen risiko Perusahaan.

- c. Lini Ketiga sebagai fungsi *independent assurance*, yang berfungsi memastikan tata kelola dan pengendalian risiko diterapkan secara efektif oleh Perusahaan. Satuan Pengawasan Internal (SPI) sebagai lini ketiga berperan memberikan jaminan dan saran yang independen dan objektif mengenai kecukupan dan efektivitas tata kelola dan manajemen risiko.

Setiap jenjang organisasi sampai ke level individu dalam Perusahaan memiliki peran dalam mendukung pengelolaan risiko yang efektif sesuai dengan tanggung jawab masing-masing sebagai suatu mekanisme terintegrasi yang berkesinambungan. Tanggung jawab pengelola risiko Perusahaan adalah sebagai berikut:

policies.

- c. *Third Line: Serves as the independent assurance function, functioning to ensure that risk governance and controls are implemented effectively by the Company. The Internal Audit Unit (Satuan Pengawasan Internal / SPI), acting as the third line, plays a role in providing independent and objective assurance and advice regarding the adequacy and effectiveness of governance and risk management.*

Every organizational level up to the individual level within the Company plays a role in supporting effective risk management in accordance with their respective responsibilities, functioning as an integrated and continuous mechanism. The responsibilities of the Company's risk management officers are as follows:

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
1.	Dewan Pengawas Board of Commissioners	berperan aktif dalam proses penyusunan dan evaluasi strategi risiko, rencana transformasi Enterprise Risk Management (ERM), pembahasan permasalahan risiko utama Perusahaan di luar rencana bisnis tahunan; <i>plays an active role in the formulation and evaluation of risk strategies, the Enterprise Risk Management (ERM) transformation plan, and the discussion of the Company's major risk issues outside of the annual business plan;</i> memberikan persetujuan terkait kebijakan Perusahaan (khususnya Kebijakan Manajemen Risiko dan Kepatuhan), Daftar Risiko Utama, serta Kode Etik; <i>provides approvals regarding Company policies (specifically the Risk Management and Compliance Policy), the Major Risk Register, and the Code of Ethics;</i> memastikan semua keputusan strategis yang diambil oleh Perusahaan didukung oleh analisis risiko yang memadai; <i>ensures that all strategic decisions made by the Company are supported by adequate risk analysis;</i> mengawasi pengembangan budaya risiko, di antaranya melalui sosialisasi risiko di Perusahaan;

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
		<i>oversees the development of a risk culture, including through risk socialization within the Company;</i> melaksanakan pengawasan dan pemberian nasihat terhadap pelaksanaan fungsi Manajemen Risiko sesuai dengan ketentuan peraturan perundang-undangan, anggaran dasar, dan/atau Menteri sebagai Pemilik Modal; dan <i>executes oversight and provides advice on the implementation of the Risk Management function in accordance with the provisions of laws and regulations, the articles of association, and/or the Minister as the Capital Owner; and</i> memberikan tanggapan tertulis atas usulan dari Direksi terkait penetapan kriteria dan materialitas ambang batas eskalasi isu-isu risiko dalam aksi korporasi. <i>provides written responses to proposals from the Board of Directors regarding the determination of criteria and materiality thresholds for the escalation of risk issues in corporate actions.</i>
2.	Komite Audit Audit Committee	mengakses seluruh informasi yang relevan tentang Perusahaan terkait dengan tugas dan fungsi Komite Audit; <i>accessing all relevant information about the Company related to the duties and functions of the Audit Committee;</i> memantau dan mengkaji efektivitas pelaksanaan audit internal dan Auditor Eksternal; <i>monitoring and reviewing the effectiveness of the internal audit execution and the External Auditor;</i> memastikan objektivitas dan independensi auditor internal dan Auditor Eksternal; <i>ensuring the objectivity and independence of the internal auditor and the External Auditor;</i> memastikan kredibilitas dan objektivitas laporan keuangan Perusahaan yang akan diterbitkan untuk pihak eksternal dan badan pengawas, termasuk penindaklanjutan keluhan dan/atau catatan ketidakwajaran terhadap laporan selama periode pengkajian Komite Audit; <i>ensuring the credibility and objectivity of the Company's financial statements to be published for external parties and regulatory bodies, including the follow-up on complaints and/or notations of irregularities in the reports during the Audit Committee's review period;</i> memantau dan mengkaji proses pelaporan keuangan yang diaudit oleh Auditor Eksternal; <i>monitoring and reviewing the financial reporting process audited by the External Auditor;</i> memastikan SPI melakukan komunikasi dengan Direksi, Dewan Pengawas, dan Auditor Eksternal; <i>ensuring that the Internal Audit Unit (SPI) communicates with the Board of Directors, the Board of Commissioners, and the External Auditor;</i> memberikan rekomendasi kepada Dewan Pengawas terkait penyusunan rencana audit, ruang lingkup, dan anggaran SPI; <i>providing recommendations to the Board of Commissioners regarding the preparation of the audit plan, scope, and budget of the Internal Audit Unit (SPI);</i> mengevaluasi laporan auditor eksternal berkala dan merekomendasikan tindakan perbaikan untuk mengatasi kelemahan pengendalian, kecurangan (fraud), masalah kepatuhan terhadap kebijakan dan peraturan perundang-undangan atau masalah lain yang diidentifikasi dan dilaporkan oleh SPI; <i>evaluating periodic external auditor reports and recommending</i>

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
		<i>corrective actions to address control deficiencies, fraud, compliance issues with policies and laws and regulations, or other matters identified and reported by the Internal Audit Unit (SPI);</i> <i>mengevaluasi kinerja SPI;</i> <i>evaluating the performance of the Internal Audit Unit (SPI);</i> <i>memastikan SPI menjunjung tinggi integritas dalam pelaksanaan tugas;</i> <i>ensuring that the Internal Audit Unit (SPI) upholds integrity in the execution of its duties;</i> <i>memberikan rekomendasi kepada Dewan Pengawas terkait pemberian remunerasi tahunan SPI secara keseluruhan serta penghargaan kinerja;</i> <i>melakukan pemantauan dan evaluasi atas kesesuaian penerapan kebijakan keuangan dan Audit Intern Perusahaan maupun Anak Perusahaan;</i> <i>providing recommendations to the Board of Commissioners regarding the annual overall remuneration and performance awards for the Internal Audit Unit (SPI);</i> <i>memberikan rekomendasi kepada Dewan Pengawas atas hal yang mendukung efektivitas dan akurasi proses pelaporan keuangan dan kesesuaian antara kebijakan Audit Intern Perusahaan dan Audit Internal Anak Perusahaan;</i> <i>providing recommendations to the Board of Commissioners on matters supporting the effectiveness and accuracy of the financial reporting process, as well as the alignment between the Company's Internal Audit policy and the Subsidiary's Internal Audit;</i> <i>melaksanakan pemantauan dan evaluasi terhadap pelaksanaan fungsi Audit Intern lainnya sesuai dengan ketentuan peraturan perundang-undangan, anggaran dasar, dan/atau Keputusan Menteri; dan</i> <i>monitoring and evaluating the execution of other Internal Audit functions in accordance with the provisions of laws and regulations, the articles of association, and/or the Ministerial Decree; and</i> <i>menjalankan wewenang, tugas, dan tanggung jawab lain yang terkait fungsinya.</i> <i>executing other authorities, duties, and responsibilities related to its function.</i>
3.	Komite Pemantau Risiko <i>Risk Monitoring Committee</i>	<i>mengakses seluruh informasi yang relevan tentang Perusahaan terkait dengan tugas dan fungsi Komite Pemantau Risiko;</i> <i>accessing all relevant information about the Company related to the duties and functions of the Risk Monitoring Committee;</i> <i>melakukan komunikasi dengan kepala unit kerja dan pihak lain dalam Perusahaan untuk memperoleh informasi, klarifikasi serta meminta dokumen dan laporan yang diperlukan;</i> <i>communicating with heads of work units and other parties within the Company to obtain information, clarifications, as well as to request necessary documents and reports;</i> <i>melakukan pemantauan dan penelaahan terhadap laporan Manajemen Risiko dan laporan lainnya terkait penerapan Manajemen Risiko baik Perusahaan maupun Anak Perusahaan;</i> <i>monitoring and reviewing Risk Management reports and other reports related to the implementation of Risk Management within both the Company and its Subsidiaries;</i> <i>melakukan pemantauan dan evaluasi atas kesesuaian penerapan kebijakan dan strategi Manajemen Risiko Perusahaan dan Anak Perusahaan;</i> <i>monitoring and evaluating the compliance of the implementation of Risk Management policies and strategies of both the Company and its Subsidiaries;</i>

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
		memberikan rekomendasi kepada Dewan Pengawas atas hal yang mendukung efektivitas penerapan Manajemen Risiko dan kesesuaian antara kebijakan Manajemen Risiko Perusahaan dan Manajemen Risiko Anak Perusahaan; <i>providing recommendations to the Board of Commissioners on matters supporting the effectiveness of Risk Management implementation and the alignment between the Company's Risk Management policy and the Subsidiary's Risk Management;</i> melaksanakan pemantauan dan evaluasi terhadap pelaksanaan fungsi Manajemen Risiko lainnya sesuai dengan ketentuan peraturan perundang-undangan, anggaran dasar, dan/atau Keputusan Menteri; <i>monitoring and evaluating the execution of other Risk Management functions in accordance with the provisions of laws and regulations, the articles of association, and/or the Ministerial Decree; and</i> menjalankan wewenang, tugas, dan tanggung jawab lain yang terkait dengan fungsinya. <i>executing other authorities, duties, and responsibilities related to its function.</i>
4.	Direksi (Lini Pertama) <i>Board of Directors (First Line)</i>	menyusun dan mengusulkan kebijakan serta strategi Manajemen Risiko secara komprehensif; <i>formulating and proposing comprehensive Risk Management policies and strategies;</i> melaksanakan kebijakan Manajemen Risiko; <i>executing Risk Management policies;</i> mengawasi pengembangan Budaya Risiko di Perusahaan; <i>overseeing the development of a Risk Culture within the Company;</i> melaksanakan peningkatan kompetensi sumber daya manusia yang terkait dengan Manajemen Risiko; <i>executing competence enhancement for human resources related to Risk Management;</i> memastikan bahwa fungsi Manajemen Risiko telah beroperasi secara independen; <i>ensuring that the Risk Management function operates independently;</i> melaksanakan kaji ulang secara berkala untuk memastikan: (a) keakuratan metodologi penilaian Risiko; (b) kecukupan implementasi sistem informasi Manajemen Risiko; (c) ketepatan kebijakan dan prosedur Manajemen Risiko serta penetapan batasan risiko (risk limit) dan ambang batas (threshold); dan <i>conducting periodic reviews to ensure: (a) the accuracy of the Risk assessment methodology; (b) the adequacy of the Risk management information system implementation; (c) the appropriateness of Risk Management policies and procedures, as well as the setting of risk limits and thresholds; and</i> melaksanakan fungsi Manajemen Risiko lainnya sesuai dengan ketentuan peraturan perundang-undangan, anggaran dasar, dan/atau Keputusan Menteri (Pemilik Modal). <i>executing other Risk Management functions in accordance with the provisions of laws and regulations, the articles of association, and/or the Decree of the Minister (Capital Owner).</i>

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
5.	Direktur yang membidangi fungsi Manajemen Risiko (Lini Kedua) <i>Director in Charge of the Risk Management Function</i>	melaksanakan pengurusan Perusahaan sesuai bidang pengelolaan risiko sesuai dengan ketentuan peraturan perundang-undangan dan anggaran dasar; <i>Manages the Company's risk management activities in accordance with applicable laws and regulations and the Articles of Association;</i> mengawasi pengembangan budaya risiko di Perusahaan; melaksanakan penetapan strategi dan kebijakan bidang pengelolaan risiko yang menjadi tanggung jawabnya dengan memperhatikan visi, strategi, dan kebijakan Perusahaan yang telah ditetapkan; <i>Oversees the development and strengthening of a risk-aware culture throughout the Company; Establishes and implements risk management strategies and policies within their area of responsibility, taking into account the Company's vision, strategies, and policies;</i> melaksanakan koordinasi dan memberikan arahan pelaksanaan prinsip tata kelola perusahaan yang baik; <i>Coordinates and provides direction for the implementation of Good Corporate Governance (GCG) principles across the Company;</i> melaksanakan penetapan langkah yang diperlukan untuk memastikan Perusahaan telah memenuhi seluruh peraturan perundangan dan menjaga agar kegiatan usaha Perusahaan yang tidak menyimpang dari peraturan perundangan; <i>Determines and implements the necessary measures to ensure the Company's compliance with all applicable laws and regulations and to ensure that its business activities remain aligned with regulatory requirements;</i> melaksanakan pemantauan dan menjaga kepatuhan Perusahaan terhadap seluruh perjanjian dan komitmen yang dibuat oleh Perusahaan kepada pihak eksternal; <i>Monitors and ensures the Company's compliance with all agreements and commitments entered into with external parties;</i> melaksanakan pengembangan organisasi kerja sehingga Perusahaan memiliki kebijakan, prosedur dan metode yang andal dalam menerapkan pengelolaan risiko; <i>Develops the organizational structure and working mechanisms to ensure that the Company has reliable policies, procedures, and methodologies for effective risk management implementation;</i> melaksanakan pemantauan kepatuhan dan pengawasan melekat pada semua unit kerja organisasi pengelolaan risiko; <i>Conducts compliance monitoring and supervisory oversight across all organizational units responsible for risk management activities;</i> membentuk unit kerja yang mengelola risiko Perusahaan yang bertanggung jawab langsung kepada Direktur yang membidangi fungsi Manajemen Risiko; <i>Establishes a dedicated risk management unit that reports directly to the Director overseeing the Risk Management function;</i> melaksanakan pengurusan Perusahaan di bidang pengelolaan risiko sesuai dengan ketentuan peraturan perundang-undangan, anggaran nasar, dan/atau keputusan Menteri sebagai Pemilik Modal. <i>Carries out the management of the Company's risk management function in accordance with applicable laws and regulations, the Articles of Association, and/or directives issued by the Minister as the Capital Owner.</i>

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
	Direktur yang membidangi pengelolaan keuangan (Lini Pertama) <i>Director in Charge of Financial Management (First Line)</i>	melaksanakan pengurusan Perusahaan di bidang pengelolaan keuangan sesuai dengan ketentuan peraturan perundang-undangan, anggaran dasar dan/atau keputusan Menteri sebagai Pemilik Modal; <i>Manages the Company's financial affairs in accordance with applicable laws and regulations, the Articles of Association, and/or directives issued by the Minister as the Capital Owner;</i> melaksanakan penetapan strategi kebijakan unit kerja dan Anak Perusahaan yang berada di bidang keuangan, serta berkoordinasi dengan Direktur lainnya; <i>Establishes strategic policies for business units and Subsidiaries under the finance function, while coordinating with other Directors to ensure alignment with the Company's objectives;</i> mengawasi pengembangan budaya risiko di Perusahaan; <i>Oversees the development and strengthening of a risk-aware culture throughout the Company;</i> melaksanakan penyusunan dan penetapan pengaturan terkait keuangan dengan memperhatikan kebijakan Perusahaan dan prinsip kehati-hatian; <i>Formulates and establishes financial policies and frameworks in line with the Company's policies and prudent business practices;</i> melaksanakan penyusunan dan penyajian laporan keuangan Perusahaan; <i>Oversees the preparation and presentation of the Company's financial statements in accordance with applicable standards and requirements;</i> menjalankan wewenang, tugas, dan tanggung jawab lain yang terkait dengan fungsinya. <i>and Performs other authorities, duties, and responsibilities relevant to its functions.</i>
7.	Satuan Pengawasan Intern/SPI (Lini Ketiga) <i>Internal Supervisory Unit</i>	mengakses seluruh informasi yang relevan tentang Perusahaan terkait dengan tugas dan fungsi SPI; <i>Has access to all relevant information concerning the Company required to carry out the duties and functions of the Internal Supervisory Unit;</i> melakukan komunikasi secara langsung dengan Direksi, Dewan Pengawas, dan Komite Audit; <i>Communicates directly with the Board of Directors, Supervisory Board, and Audit Committee;</i> melakukan penyelenggaraan rapat secara berkala dan incidental dengan Direksi, Dewan Pengawas, dan Komite Audit; <i>Conducts regular and ad hoc meetings with the Board of Directors, Supervisory Board, and Audit Committee;</i> melakukan koordinasi kegiatan dengan auditor eksternal; <i>Coordinates audit-related activities with external auditors;</i> memberikan konsultasi dan keyakinan terkait hal yang bersifat strategis baik pada saat perencanaan maupun pada saat pelaksanaan kegiatan operasional; <i>Provides advisory services and assurance on strategic matters during both the planning and operational implementation stages;</i> memastikan pelaksanaan fungsi pengawasan intern sesuai dengan standar profesional Audit Intern dan kode etik Audit Intern; <i>Ensures that internal audit activities are conducted in accordance with the International Standards for the Professional Practice of Internal Auditing and the Internal Audit Code of Ethics;</i>

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
		melakukan pemilihan sumber daya manusia yang kompeten sesuai dengan kebutuhan dalam pelaksanaan tugas SPI; <i>Selects and appoints competent human resources in line with the requirements of the Internal Supervisory Unit's responsibilities and activities;</i> memastikan anggota SPI mengikuti pengembangan profesional berkelanjutan serta pelatihan lain sesuai dengan perkembangan kompleksitas dan kegiatan usaha Perusahaan; <i>Ensures that Internal Supervisory Unit personnel participate in continuous professional development programs and other relevant training to keep pace with the increasing complexity of the Company's business activities;</i> melakukan penyusunan dan pengkajian piagam Audit Intern secara periodik; <i>Prepares and periodically reviews the Internal Audit Charter;</i> melakukan penyusunan rencana audit tahunan dan alokasi anggaran untuk pelaksanaan fungsi pengawasan intern; <i>Develops the annual audit plan and budget allocation for the implementation of the internal audit function;</i> memastikan pelaksanaan pengawasan intern sesuai dengan rencana; <i>Ensures that internal audit activities are executed in accordance with the approved audit plan;</i> melaporkan temuan yang signifikan kepada Direktur Utama dan Dewan Pengawas untuk dilakukan tindakan perbaikan dalam waktu yang cepat; <i>Reports significant audit findings to the President Director and the Supervisory Board to facilitate timely corrective actions;</i> memantau tindakan perbaikan atas temuan yang signifikan; <i>Monitors the implementation of corrective actions in response to significant audit findings;</i> melaporkan hasil pemantauan tindak lanjut perbaikan atas temuan yang signifikan kepada Direktur Utama dan Dewan Pengawas; <i>Reports the results of follow-up monitoring on corrective actions relating to significant audit findings to the President Director and the Supervisory Board</i> menjaga kerahasiaan informasi dan/atau data Perusahaan terkait dengan pelaksanaan tugas dan tanggung jawab Audit Intern, kecuali diperbolehkan berdasarkan ketentuan peraturan perundang-undangan dan/atau putusan pengadilan; <i>Maintains the confidentiality of Company information and/or data obtained in the course of performing internal audit duties and responsibilities, except where disclosure is permitted by applicable laws and regulations and/or court decisions;</i> menjaga informasi rahasia yang diperoleh sewaktu menjabat sesuai dengan ketentuan peraturan perundang-undangan; <i>Safeguards confidential information acquired during the course of service in accordance with applicable laws and regulations;</i> memastikan dalam hal terdapat penggunaan jasa pihak eksternal untuk aktivitas pengawasan intern: (a) terselenggaranya transfer pengetahuan antara pihak eksternal kepada anggota SPI mengingat penggunaan jasa ahli pihak ekstern bersifat sementara; (b) penggunaan jasa pihak eksternal tidak mempengaruhi independensi dan objektivitas fungsi SPI; dan (c) pihak eksternal mematuhi piagam Audit Intern Perusahaan;

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
		<i>Ensures that, where external parties are engaged to support internal audit activities: (a) knowledge transfer is effectively carried out from the external parties to Internal Supervisory Unit; personnel, recognizing the temporary nature of such engagements; (b) the use of external parties does not compromise the independence and objectivity of the Internal Supervisory Unit; and (c) the external parties comply with the Company's Internal Audit Charter;</i> melakukan evaluasi atas efektivitas pelaksanaan pengendalian intern, Manajemen Risiko, dan proses tata kelola perusahaan, sesuai dengan peraturan perundang-undangan dan kebijakan perusahaan; <i>Evaluates the effectiveness of internal control systems, Risk Management practices, and corporate governance processes in accordance with applicable regulations and Company policies;</i> melakukan pemeriksaan dan penilaian atas efisiensi dan efektivitas di bidang keuangan, komersial, operasional, sumber daya manusia, teknologi informasi dan kegiatan lainnya. <i>Conducts audits and assessments of efficiency and effectiveness across financial, commercial, operational, human resources, information technology, and other business activities.</i>
8.	Unit Kerja yang mengelola Risiko Perusahaan (Lini Kedua) <i>Risk Management Unit</i>	menyusun kebijakan, pedoman dan prosedur manajemen risiko; <i>Develops and maintains Risk Management policies, guidelines, and procedures;</i> menyusun strategi risiko dan memantau pelaksanaan strategi risiko yang telah disetujui oleh Direksi; <i>Formulates risk strategies and monitors the implementation of risk strategies approved by the Board of Directors;</i> mengembangkan dan memantau pelaksanaan budaya risiko di Perusahaan antara lain dengan cara: (a) melakukan sosialisasi sadar risiko; (b) memastikan Risk Owner memahami risiko pekerjaan dan mitigasi risikonya; (c) memastikan Risk Owner memahami dan mematuhi dokumen SOP proses bisnis, SMK3, dan Sistem Manajemen Anti Penyuapan (SMAP) yang memadai dalam melaksanakan pekerjaan dan telah ditetapkan oleh Direksi dan/atau Risk Owner; (d) mengembangkan budaya risiko sesuai dengan kajian dan best practice dalam penerapan Manajemen Risiko secara Nasional maupun Internasional; <i>Develops and oversees the implementation of a risk-aware culture across the Company by, among others: (a) conducting risk awareness programs; (b) ensuring that Risk Owners understand the risks associated with their responsibilities and the corresponding mitigation measures; (c) ensuring that Risk Owners understand and comply with established business process SOPs, Occupational Health and Safety Management Systems (OHSMS), and Anti-Bribery Management Systems (ABMS) in carrying out their duties, as approved by the Board of Directors and/or the relevant Risk Owners; and (d) fostering a risk culture in line with studies and best practices in Risk Management implementation at both national and international levels;</i> memantau profil risiko, peta risiko, realisasi perhitungan risiko inheren dan risiko residual, dan realisasi pelaksanaan perlakuan risiko dan biaya; <i>Monitors the Company's risk profile, risk map, the realization of inherent and residual risk assessments, as well as the implementation and cost of risk treatment measures;</i> melakukan internal control testing; <i>Conducts internal control testing to assess the effectiveness of control activities;</i> melakukan penyusunan stress testing baik asumsi internal dan eksternal (indikator makro ekonomi) serta laporan keuangan Perusahaan;

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
		<i>Prepares and conducts stress testing based on both internal and external assumptions, including macroeconomic indicators, and evaluates their impact on the Company's financial condition;</i> mengkaji ulang secara berkala terhadap proses manajemen risiko; <i>Periodically reviews the effectiveness of Risk Management processes;</i> mengevaluasi terhadap akurasi model dan validitas data yang digunakan untuk mengukur risiko; <i>Evaluates the accuracy of risk measurement models and the validity of data used in risk assessments;</i> memberikan rekomendasi kepada lini pertama dan/atau Komite Pemantau Risiko sesuai kewenangan yang dimiliki termasuk kajian risiko usaha dan investasi Perusahaan; dan <i>Provides recommendations to the first line of defense and/or the Risk Monitoring Committee, within its authority, including recommendations relating to the Company's business and investment risk assessments;</i> menyusun dan menyampaikan laporan manajemen risiko dan Komite Pemantau Risiko secara berkala triwulan. <i>Prepares and submits periodic quarterly Risk Management reports and Risk Monitoring Committee reports.</i>
9.	Direksi Anak Perusahaan (Lini Pertama) <i>Board of Directors of Subsidiaries</i>	menetapkan kebijakan dan pedoman penerapan manajemen risiko di lingkungan Anak Perusahaan, diselaraskan dengan kebijakan dan pedoman penerapan manajemen risiko yang berlaku di Perusahaan, termasuk di dalamnya adalah penetapan matriks risiko yang digunakan di Anak Perusahaan yang menggambarkan Risk Appetite Anak Perusahaan; <i>Establishes policies and guidelines for the implementation of Risk Management within the Subsidiary, aligned with the Risk Management policies and guidelines applicable to the Company, including the determination of the risk matrix used by the Subsidiary to reflect its Risk Appetite;</i> mengawasi pengembangan budaya risiko di Perusahaan; <i>Oversees the development and strengthening of a risk-aware culture throughout the Subsidiary;</i> membentuk satuan kerja di bawah Direksi Anak Perusahaan yang bertugas sebagai Risk Owner dalam implementasi Manajemen Risiko di lingkungan Anak Perusahaan; <i>Establishes organizational units under the Subsidiary's Board of Directors that are responsible for serving as Risk Owners in the implementation of Risk Management within the Subsidiary;</i> menetapkan, mengelola dan memantau risiko-risiko utama (key risks) yang dihadapi Anak Perusahaan dalam pencapaian sasaran strategis Anak Perusahaan; <i>Identifies, manages, and monitors key risks faced by the Subsidiary in achieving its strategic objectives;</i> menciptakan lingkungan internal perusahaan (Anak Perusahaan) yang kondusif untuk penerapan dan peningkatan Risk Maturity secara berkelanjutan, dan untuk menanamkan budaya manajemen risiko di Anak Perusahaan; <i>Creates an internal environment that supports the implementation and continuous enhancement of Risk Maturity, while fostering a strong Risk Management culture throughout the Subsidiary;</i> menyediakan sumber daya yang diperlukan dalam penerapan manajemen risiko di Anak Perusahaan. <i>Provides the resources necessary to support the effective implementation of Risk Management within the Subsidiary.</i>

No.	Pengelola Management	Wewenang, Tugas, dan Tanggung Jawab Authority, Duties, and Responsibilities
9.	Pemilik Risiko/Risk Owner (Lini Pertama) Risk Owner	memastikan program budaya risiko terlaksana di unit kerjanya, antara lain dengan cara: (a) memahami risiko pekerjaan dan mitigasi risikonya; (b) memahami dan mematuhi dokumen SOP proses bisnis, SMK3, dan SMAP yang memadai dalam melaksanakan pekerjaan dan telah ditetapkan oleh Direksi dan/atau Risk Owner; <i>Ensures the effective implementation of risk culture programs within their respective work units, including by: (a) understanding the risks associated with their duties and the corresponding mitigation measures; and (b) understanding and complying with established business process SOPs, Occupational Health and Safety Management Systems (OHSMS), and Anti-Bribery Management Systems (ABMS) in carrying out their responsibilities, as approved by the Board of Directors and/or the relevant Risk Owner;</i> melakukan pengelolaan risiko pada bidang/cakupan kerjasama secara berkelanjutan, termasuk di dalamnya merencanakan dan menindaklanjuti mitigasinya; <i>Conducts ongoing risk management activities within their area of responsibility, including the planning, implementation, and follow-up of risk mitigation measures;</i> menandatangani dokumen Kajian Risiko dalam posisinya sebagai inisiator atau penanggung jawab atas suatu inisiatif/kegiatan; <i>Signs Risk Assessment documents in their capacity as the initiator or person responsible for a particular initiative or activity</i> memantau KRI serta pelaksanaan dan efektivitas mitigasi risiko, serta membuat laporan sesuai ketentuan/pedoman yang ada; <i>Monitors Key Risk Indicators (KRIs), as well as the implementation and effectiveness of risk mitigation measures, and prepares reports in accordance with applicable policies and guidelines;</i> mendokumentasikan proses bisnis yang ada di bidang/lingkup kewenangannya, permasalahan yang telah terjadi dan risiko yang berpotensi terjadi beserta pengendaliannya, serta melakukan Control Self-Assessment (CSA) secara periodic sesuai ketentuan; <i>Documents business processes within their area of authority, records issues that have occurred and potential risks that may arise along with the corresponding control measures, and conducts periodic Control Self-Assessments (CSA) in accordance with applicable requirements;</i> mempersiapkan sumber daya dan memastikan terdapat karyawan yang memiliki sertifikat kompetensi dalam manajemen risiko yang diperlukan dalam pengelolaan risiko di unit kerjanya; <i>Allocates the necessary resources and ensures the availability of personnel holding the required Risk Management competency certifications to support risk management activities within their work units;</i> memastikan manajemen risiko dipahami dan diimplementasikan oleh satuan/unit kerjanya; <i>Ensures that Risk Management principles are understood and effectively implemented throughout their respective work units;</i> memastikan manajemen risiko dipahami dan diimplementasikan oleh satuan/unit kerjanya. <i>Promotes continuous awareness and integration of Risk Management practices within their work units to support the achievement of organizational objectives.</i>

Selera Risiko Perusahaan

Selera risiko Perum Jasa Tirta II di tahun 2025 merujuk kepada selera risiko Kementerian BUMN yang tercantum dalam Aspirasi Pemegang Saham/Pemilik Modal No. S-468/MBU/09/2024 tanggal 30 September 2024.

Pernyataan selera risiko yang ditetapkan Perusahaan untuk tahun 2025 adalah sebagai berikut:

Company Risk Appetite

Perum Jasa Tirta II's risk appetite for 2025 refers to the risk appetite established by the Ministry of State-Owned Enterprises (SOEs) as stipulated in the Shareholder/ Capital Owner Aspirations Letter No. S-468/MBU/09/2024 dated September 30, 2024.

The Company's risk appetite statement for 2025 is as follows:

Risk Appetite Statement Perusahaan Tahun 2025
2025 Company Risk Appetite Statement

No.	Kategori Risiko Risk Category	Sikap terhadap Risiko Risk Attitude	Risk Appetite Statement
1.	Risiko Hukum dan Kepatuhan Legal and Compliance Risk	Tidak Toleran Zero Tolerance	1. Perusahaan tidak memberikan ruang untuk melakukan pelanggaran terhadap peraturan perundang-undangan, dan tidak mentolerir aktivitas yang melanggar kepatuhan/compliance (fraud), serta berkomitmen untuk mencegah perilaku tersebut. <i>The Company adopts a zero-tolerance approach toward violations of laws and regulations and does not tolerate any non-compliant or fraudulent activities. The Company is committed to preventing such conduct across all levels of the organization</i> 2. Perusahaan menjalankan perusahaan listrik, air baku, SPAM, perusahaan jasa lahan, jasa laboratorium, dan pariwisata (Non-SDA) dengan menerapkan tata kelola perusahaan yang baik dan manajemen risiko yang terintegrasi, dan prudent serta menjunjung tinggi core value AKHLAK. <i>In conducting its business activities in the electricity sector, bulk water supply, Water Supply System (SPAM) services, land utilization services, laboratory services, and tourism businesses (Non-Water Resources), the Company consistently applies Good Corporate Governance principles, integrated risk management practices, and prudent business conduct, while upholding the AKHLAK core values.</i>

No.	Kategori Risiko <i>Risk Category</i>	Sikap terhadap Risiko <i>Risk Attitude</i>	Risk Appetite Statement
	Risiko Reputasi <i>Reputational Risk</i>	Tidak Toleran <i>Zero Tolerance</i>	3. Perusahaan tidak memberikan toleransi terhadap risiko reputasi agar tercipta kepercayaan publik kepada Perusahaan. <i>The Company adopts a zero-tolerance approach to reputational risk in order to maintain public trust and confidence in the Company.</i>
3.	Risiko ESG <i>(Environment, Social, Governance) ESG Risk</i>		4. Perusahaan tidak memberikan toleransi terhadap kerusakan lingkungan di Wilayah Sungai (WS) yang berada di Wilayah Kerja Perusahaan dan di bawah wewenang serta kendali Perusahaan, serta memiliki preferensi yang konsisten terhadap tercapainya tingkat penilaian <i>Environment, Social and Governance</i> (ESG) yang dipersyaratkan, agar program ESG dapat memberikan manfaat bagi Masyarakat dan lingkungan. <i>The Company adopts a zero-tolerance approach toward environmental degradation within the River Basin Areas (Wilayah Sungai/WS) under its authority and operational control. In addition, the Company consistently prioritizes the achievement of the required Environmental, Social, and Governance (ESG) performance standards to ensure that ESG initiatives deliver sustainable benefits to both the community and the environment.</i>
4.	Risiko Informasi Teknologi <i>Information Technology Risk</i>		5. Perusahaan tidak memberikan toleransi terhadap kelalaian keamanan dan perlindungan data pribadi. <i>The Company adopts a zero-tolerance approach to any negligence related to information security and the protection of personal data.</i>
5.	Risiko Kesehatan dan Keselamatan Kerja <i>Occupational Health and Safety Risk</i>		6. Perusahaan tidak mentolerir terhadap <i>Number of Accident</i> (NoA) HSSE (terjadi apabila terdapat kejadian <i>fatality</i> dan <i>major property damage</i>). <i>The Company adopts a zero-tolerance approach to HSSE (Health, Safety, Security, and Environment) incidents, particularly those resulting in fatalities or major property damage, as reflected in the Number of Accidents (NoA) indicator.</i>

No.	Kategori Risiko <i>Risk Category</i>	Sikap terhadap Risiko <i>Risk Attitude</i>	Risk Appetite Statement
6.	Risiko Keuangan dan Bisnis <i>Financial and Business Risk</i>	Konservatif <i>Conservative</i>	7. Perusahaan berkomitmen untuk melaksanakan tugas dan tanggung jawab sebagai Perusahaan Umum (Perum) yang melaksanakan pengelolaan, pengusahaan, dan penugasan khusus di bidang SDA serta untuk menyelenggarakan fungsi kemanfaatan umum di WS yang berada di wilayah kerja Perusahaan sesuai dengan PP No. 25 Tahun 2022. <i>The Company is committed to carrying out its duties and responsibilities as a State-Owned Public Corporation (Perum) entrusted with the management, utilization, and special assignments in the water resources sector, as well as the provision of public benefit functions within the River Basin Areas (WS) under its operational jurisdiction, in accordance with Government Regulation No. 25 of 2022.</i> 8. Perusahaan mematuhi pemenuhan kewajiban keuangan dan mempertahankan struktur keuangan yang sehat serta menjaga keberlangsungan usaha secara berkelanjutan dalam melaksanakan penugasan pemerintah dan pengusahaan. <i>The Company ensures compliance with its financial obligations, maintains a sound financial structure, and safeguards business sustainability to support the effective implementation of both government assignments and commercial operations.</i>
7.	Risiko Operasional <i>Operational Risk</i>		9. Perusahaan menjalankan operasi dan pemeliharaan SDA serta pengusahaan listrik, air baku, SPAM, pengusahaan jasa lahan, jasa laboratorium, dan pariwisata (Non-SDA) dengan praktik terbaik serta menjaga aspek <i>Environment, Social and Governance</i> (ESG). <i>The Company conducts water resources operation and maintenance activities, as well as business operations in the areas of electricity generation, raw water supply, drinking water supply systems (SPAM), land-based services, laboratory services, and tourism (Non-Water Resources), by adopting best practices while upholding Environmental, Social, and Governance (ESG) principles.</i>

No.	Kategori Risiko <i>Risk Category</i>	Sikap terhadap Risiko <i>Risk Attitude</i>	Risk Appetite Statement
8.	Risiko Eksekusi Proyek Pengembangan <i>Development Project Execution Risk</i>		7. Perusahaan memberikan minimum toleransi terhadap permasalahan proyek pengembangan bisnis dan berupaya untuk mengoptimalkan pengendalian guna memitigasi risiko terkait keterlambatan pengerjaan, kelebihan dalam penggunaan anggaran, maupun kualitas pekerjaan. <i>The Company maintains a minimal tolerance for issues arising from business development projects and continuously seeks to strengthen controls to mitigate risks associated with project delays, budget overruns, and deficiencies in work quality.</i>
9.	Risiko Kebijakan Sumber Daya Manusia (SDM) <i>Human Resources (HR) Policy Risk</i>	Moderat <i>Moderate</i>	8. Perusahaan mengoptimalkan pengelolaan SDM dengan meningkatkan kompetensi melalui pelatihan dan sertifikasi di bidang SDA dan Non-SDA untuk mencapai manfaat jangka panjang sesuai kebijakan yang berlaku, serta berupaya meningkatkan produktivitas dan kesejahteraan karyawan melalui sistem reward and punishment. <i>The Company optimizes its human resource management by enhancing employee competencies through training and certification programs in both Water Resources (SDA) and Non-Water Resources sectors. These initiatives are undertaken to generate long-term benefits in accordance with prevailing policies, while also promoting employee productivity and welfare through the implementation of a reward and punishment system.</i>
10.	Risiko Pasar dan Makroekonomi <i>Market and Macroeconomic Risk</i>		9. Perusahaan menyeimbangkan pelaksanaan kegiatan perusahaan SDA dan Non-SDA, serta inisiatif strategis pengembangan usaha SPAM, dan PLTS dengan stabilitas makroekonomi seperti nilai tukar Rupiah, tingkat suku bunga, inflasi, dan potensi resesi ekonomi, melalui pertimbangan yang terukur dan justifikasi yang memadai sesuai dengan kondisi makroekonomi. <i>The Company maintains a balanced approach in carrying out its Water Resources (SDA) and Non-Water Resources business activities, as well as strategic development initiatives in water supply systems (SPAM) and solar power plant (PLTS) projects. Such initiatives are undertaken with</i>

No.	Kategori Risiko <i>Risk Category</i>	Sikap terhadap Risiko <i>Risk Attitude</i>	Risk Appetite Statement
			<i>due consideration of macroeconomic conditions, including Rupiah exchange rate fluctuations, interest rates, inflation, and potential economic recession risks, through prudent assessment and adequate justification aligned with prevailing economic conditions.</i>
11.	Risiko Strategis/ Inisiatif Strategis <i>Strategic Risk / Strategic Initiatives</i>	Strategis <i>Strategic</i>	7. Perusahaan secara aktif dan dengan mempertimbangkan kalkulasi risiko yang matang sepadan dengan nilai kembalian investasi (<i>return</i>) untuk menciptakan nilai melalui penambahan wilayah kerja, inovasi model bisnis pengembangan SPAM, PLTS, eksplorasi dan pengembangan, pertumbuhan perusahaan Non-SDA yang mempertimbangkan aspek <i>Environmental, Social and Governance (ESG)</i> dengan menerima konsekuensi peningkatan penambahan biaya modal (<i>Capex</i>). <i>The Company actively pursues value creation initiatives by expanding its operational areas, innovating business models for SPAM and PLTS development, undertaking exploration and development activities, and accelerating the growth of its Non-Water Resources business. These initiatives are executed based on comprehensive risk assessments and a balanced evaluation of expected investment returns, while taking into account Environmental, Social, and Governance (ESG) considerations and accepting the implications of increased capital expenditure (Capex).</i> 8. Perusahaan mengoptimalkan sumber daya idle, lahan milik yang belum dapat menghasilkan manfaat berupa pendapatan jasa sewa lahan melalui kerja sama usaha dengan mitra yang memiliki kompetensi dengan menerima risiko bisnis yang wajar dan terukur. <i>The Company also seeks to optimize idle resources and underutilized land assets that have not yet generated rental income by establishing business partnerships with competent strategic partners. Such collaborations are carried out while accepting reasonable and measurable business risks in pursuit of sustainable value creation.</i>

Selain itu, Perusahaan juga telah menetapkan ambang risiko untuk tahun 2025, yang memuat nilai kapasitas risiko (*risk capacity*), nilai selera risiko (*risk appetite*), dan nilai batasan risiko (*risk limit*), dengan memperhatikan data historis dan langkah Perusahaan dalam eksploitasi *opportunity to improve and grow*. Nilai ambang risiko untuk tahun 2025 adalah sebagai berikut:

Furthermore, the Company has established its risk thresholds for 2025, encompassing the risk capacity, risk appetite, and risk limit values, taking into consideration historical data as well as the Company's strategic initiatives to capitalize on opportunities for improvement and growth. The risk threshold values for 2025 are presented as follows:

Nilai Ambang Risiko Tahun 2025 *Risk Threshold Values for 2025*

<i>Risk Capacity</i>	<i>Risk Appetite</i>	<i>Risk Tolerance</i>	<i>Risk Limit</i>
Rp1.803.52.950.814,00	Rp135.228.971.311,00	Rp180.305.295.081,00	Rp108.183.177.048,00
Nilai Kapasitas Risiko Perusahaan sebesar 81% dari Total Aset Prognosa Tahun 2024 senilai Rp 2,18 triliun. <i>The Company's Risk Capacity is set at 81% of the projected total assets for 2024, amounting to IDR 2.18 trillion.</i>	Nilai Selera Risiko 7,5% dari nilai Kapasitas Risiko. <i>The Risk Appetite is established at 7.5% of the Risk Capacity value.</i>	Nilai Toleransi Risiko 10% dari Nilai Kapasitas Risiko. <i>The Risk Tolerance is determined at 10% of the Risk Capacity value.</i>	Hasil evaluasi risk limit pada tahun 2024 sebesar 5%, terdapat kenaikan menjadi 6% dari Nilai Kapasitas Risiko Perusahaan di tahun 2025. <i>Based on the evaluation of the risk limit in 2024, which stood at 5%, the Company increased the threshold to 6% of the Company's Risk Capacity for 2025.</i>

Profil dan Mitigasi Risiko

Profil risiko korporasi merupakan bagian integral dari Rencana Kerja dan Anggaran Perusahaan (RKAP). Perusahaan melakukan *review* secara berkala terhadap risiko utama yang tercantum dalam profil risiko, termasuk melakukan peninjauan terhadap risiko-risiko yang tercatat di periode sebelumnya. Beberapa risiko tingkatannya telah menurun dan sesuai dengan selera risiko Perusahaan, sementara beberapa risiko yang belum

Risk Profile and Mitigation

The corporate risk profile forms an integral part of the Company's Work Plan and Budget (RKAP). The Company conducts periodic reviews of the key risks identified in its risk profile, including reassessing risks recorded in previous periods. Several risks have shown a reduced risk level and are now aligned with the Company's risk appetite. Meanwhile, risks that have yet to meet the established risk appetite criteria remain incorporated in the 2025 risk profile.

memenuhi kriteria selera risiko tetap tercatat di dalam profil risiko tahun 2025.

Profil risiko korporasi tahun 2025 mengidentifikasi sebanyak 6 risiko utama yang berpotensi menghambat pencapaian sasaran Perusahaan. Sebagai langkah mitigasi, Perusahaan telah menyusun upaya pengelolaan risiko korporasi untuk tahun 2025, yang mencakup serangkaian tindakan sebagai berikut:

The 2025 corporate risk profile identifies six key risks that have the potential to hinder the achievement of the Company's objectives. As part of its mitigation efforts, the Company has formulated a corporate risk management plan for 2025, comprising a series of measures and initiatives, as follows:

No.	Kategori Risiko <i>Risk Category</i>	Peristiwa Risiko <i>Risk Event</i>	Penyebab Belum Terjadi <i>Potential Causes</i>	Mitigasi <i>Mitigation Measures</i>	Penilaian <i>Assessment</i>	Dampak (Rp) <i>Impact (IDR)</i>
1.	Risiko Keuangan dan Bisnis <i>Financial and Business Risk</i>	Piutang macet <i>Non-performing receivables</i>	Pengendalian piutang yang tidak efisien <i>Inefficient receivables management and collection processes</i>	Monitoring dan evaluasi piutang <i>Monitoring and evaluation of receivables</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	84.735.492.587,00
2.	Risiko Teknologi Informatika <i>Information Technology Risk</i>	Potensi terjadi kebocoran data operasional dan strategis Perusahaan <i>Potential leakage of the Company's operational and strategic data</i>	Sistem keamanan tidak memadai (tidak update) <i>Inadequate security systems due to outdated security updates</i>	Implementasi firewall generasi terbaru (Fortigate License Unified Threat Management) Implementasi Security Information and Event Management (SIEM) <i>Implementation of next-generation firewall technology (Fortigate Unified Threat Management License) Implementation of a Security Information and Event Management (SIEM) system</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	128.664.600.715,00

No.	Kategori Risiko <i>Risk Category</i>	Peristiwa Risiko <i>Risiko Risk Event</i>	Penyebab Belum Terjadi <i>Potential Causes</i>	Mitigasi <i>Mitigation Measures</i>	Penilaian <i>Assessment</i>	Dampak (Rp) <i>Impact (IDR)</i>
			Serangan siber yang berasal dari internal Perusahaan (perangkat yang tidak terkendali) <i>Cyberattacks originating from internal sources due to unmanaged endpoint devices</i>	Implementasi Active Directory Domain Service (ADDS) Windows 11 Professional User License Implementasi Windows Server 2022 for Active Directory Domain Service (ADDS) Ketersediaan kebijakan SMKI (Sistem Manajemen Keamanan Informasi) meliputi penerapan kata sandi, aktivasi enkripsi dan manajemen data Perusahaan serta data pribadi <i>Implementation of Active Directory Domain Services (ADDS) through Windows 11 Professional User Licenses Implementation of Windows Server 2022 for Active Directory Domain Services (ADDS) Availability and implementation of Information Security Management System (ISMS) policies covering password management, encryption controls, and the management of corporate and personal data.</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	
			Pelanggaran sistem melalui aktivitas korespondensi <i>System compromise through correspondence-related activities</i>	Penetapan melalui kebijakan Direksi penggunaan e-sign pada dokumen Perusahaan <i>Establishment of a Board of Directors policy governing the mandatory use of electronic signatures (e-signatures) in the execution of Company documents</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	

No.	Kategori Risiko <i>Risk Category</i>	Peristiwa Risiko <i>Risiko Risk Event</i>	Penyebab Belum Terjadi <i>Potential Causes</i>	Mitigasi <i>Mitigation Measures</i>	Penilaian <i>Assessment</i>	Dampak (Rp) <i>Impact (IDR)</i>
3.	Sasaran: <i>Sustainability</i> Unit Produksi PLTA/ <i>Objective:</i> <i>Sustainability of the Hydropower Plant (HPP) Production Unit</i> Risiko Strategis/ <i>Strategic Risk</i>	Kualitas perencanaan peningkatan kapasitas Unit 6 PLTA di bawah standar <i>Substandard planning quality for the capacity enhancement of HPP Unit 6</i>	Keterbatasan data teknis yang digunakan untuk perencanaan <i>Limited technical data available for planning purposes</i>	Evaluasi dokumen perencanaan oleh Divisi Supervisi Teknik dan Divisi Pengembangan Usaha <i>Review and evaluation of planning documents by the Technical Supervision Division and Business Development Division</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	110.652.000.000,
4.	Sasaran: Distribusi air irigasi 3.912 jt m ³ <i>Objective:</i> <i>Irrigation Water Distribution of 3,912 Million m³</i> Risiko Operasional/ <i>Operational Risk</i>	Gangguan penyaluran air irigasi <i>Disruption to irrigation water distribution</i>	Ketersediaan air di Waduk Ir. H. Djuanda tidak sesuai rencana <i>Water availability at the Ir. H. Djuanda Reservoir falls below planned levels</i>	Penyusunan rencana operasi Waduk Kaskade Citarum (RTOW) Rapat Tim Koordinasi Pengoperasian Waduk Kaskade Citarum (TKPBKC) berdasarkan Prosedur 13 Perencanaan Realisasi Produk Pelaksanaan konservasi <i>Preparation of the Citarum Cascade Reservoir Operation Plan (RTOW) Coordination meetings of the Citarum Cascade Reservoir Operation Coordination Team (TKPBKC) in accordance with Procedure 13 on Product Realization Planning Implementation of conservation program</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	128.664.600.715,00
5.	Sasaran: Asesmen kinerja Bendungan dengan skor senilai 84,48/ <i>Objective:</i> <i>Dam Performance Assessment Score of 84.48</i> Risiko Operasional/ <i>Operational Risk</i>	Kerusakan pada tubuh Bendungan Ir. H. Djuanda dan instrumentasinya <i>Damage to the Ir. H. Djuanda Dam structure and its instrumentation systems</i>	Beban kendaraan yang melintasi bendungan pelana pasir gombang melebihi beban rencana <i>Vehicle loads crossing the Pasir Gombang Saddle Dam exceed the designated design load capacity</i>	Inspeksi visual tanggul pelana pasir gombang Pengukuran topografi <i>Visual inspection of the Pasir Gombang saddle dam embankment Topographic surveys and measurements</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	

No.	Kategori Risiko <i>Risk Category</i>	Peristiwa Risiko <i>Peristiwa Risiko</i> <i>Risk Event</i>	Penyebab Belum Terjadi <i>Potential Causes</i>	Mitigasi <i>Mitigation Measures</i>	Penilaian <i>Assessment</i>	Dampak (Rp) <i>Impact (IDR)</i>
5.	Sasaran: Asesmen kinerja Bendungan dengan skor senilai 84,48/ <i>Objective: Dam Performance Assessment Score of 84.48</i> Risiko Operasional/ <i>Operational Risk</i>	Kerusakan pada tubuh Bendungan Ir. H. Djuanda dan instrumentasinya <i>Damage to the Ir. H. Djuanda Dam structure and its instrumentation systems</i>	Sampah dan gulma masuk melewati spillway Bendungan Ir. H. Djuanda <i>Debris and aquatic weeds pass through the spillway of the Ir. H. Djuanda Dam</i>	Pemeliharaan rutin sekat pada perairan Waduk Ir. H. Djuanda <i>Routine maintenance of debris barriers in the Ir. H. Djuanda Reservoir</i>	Cukup dan efektif sebagian <i>Adequate and Partially Effective</i>	
			Kebocoran di Tubuh Bendungan <i>Leaks in the Dam Structure</i>			
6.	Sasaran: Pengamanan lahan milik/ <i>Objective: Protection and Security of Company-Owned Land Assets</i> Risiko Hukum dan Kepatuhan/ <i>Legal and Compliance Risk</i>	Penguasaan aset Perusahaan oleh pihak lain <i>Unauthorized occupation or control of Company assets by third parties</i>	Kurangnya pengamanan aset Perusahaan, baik secara yuridis maupun fisik <i>Inadequate legal and physical safeguarding of Company assets</i>	Melakukan pengamanan dan penguasaan aset secara fisik maupun yuridis <i>Strengthening the physical and legal protection of Company assets</i>	Tidak cukup dan efektif sebagian <i>Partially insufficient and ineffective</i>	

Program Pengembangan Kompetensi dan Kegiatan Awareness Bidang Risiko

Perhatian terhadap pengelolaan risiko memainkan peran penting dalam menentukan efektivitas penerapan manajemen risiko. Selain itu, tingkat pemahaman yang baik terhadap manajemen risiko turut mendukung pencapaian target dan tujuan Perusahaan. Oleh karena itu, program pengembangan kompetensi menjadi salah 1 (satu) upaya utama untuk meningkatkan pemahaman dan kepedulian terhadap implementasi manajemen risiko, yang pada gilirannya akan mendorong efektivitas penerapannya.

Competence Enhancement Program and Awareness Activities in Risk Management

Attention to risk management plays an important role in determining the effectiveness of risk management implementation. Furthermore, a sound level of understanding regarding risk management supports the achievement of the Company's targets and objectives. Therefore, the competence enhancement program serves as one of the primary efforts to improve understanding and awareness of risk management implementation, which in turn will drive its effectiveness.

Program pengembangan kompetensi di bidang manajemen risiko ini dilaksanakan melalui berbagai metode, baik dalam bentuk public training yang diselenggarakan oleh pihak eksternal, maupun *in-house* training yang diselenggarakan bekerja sama dengan narasumber berpengalaman.

Di tahun 2025, program pengembangan kompetensi dan *awareness* terkait manajemen risiko yang dilaksanakan Perusahaan adalah sebagai berikut:

This competence enhancement program in risk management is executed through various methods, both in the form of public training organized by external parties, and in-house training organized in collaboration with experienced speakers.

In 2025, the risk management competence enhancement and awareness programs executed by the Company were as follows:

No.	Nama Program Program Name
1.	<i>Qualified Risk Management Professional (QRMP)</i>
2.	<i>Qualified Risk Management Officer (QRMO)</i>
3.	<i>Certified Fraud Risk Management (CFRM)</i>
4.	<i>Pelatihan dan Sertifikasi Certified Risk Governance Professional (CRGP) Certified Risk Governance Professional (CRGP) Training and Certification</i>
5.	<i>CGRCP (Certified GRC Professional)</i>
6.	<i>Perpanjangan Sertifikasi CRMP CRMP Certification Renewal</i>
7.	<i>Internal Control Over Financial Reporting</i>
8.	<i>Mastering GRC (Governance, Risk, and Compliance) & QMS (Quality Management System) – Strategies for Compliance and Business Excellence</i>
9.	<i>Risk Appetite Statement: Establishment, Implementation, and Evaluation</i>
10.	<i>Internal Control Over Financial Reporting (ICoFR)</i>
11.	<i>GRC Series 2025: The Future of Corporate Governance: A Balance Between Power, Purpose, and Principles</i>
12.	<i>Risk Management Maturity Assessment</i>
13.	<i>Workshop Implementasi Internal Control Over Financial Reporting (ICoFR) Workshop on the Implementation of Internal Control Over Financial Reporting (ICoFR)</i>
14.	<i>Business Continuity Management Based on ISO 22301</i>
15.	<i>Seminar dan Pengukuhan Profesi CFRM (Certified Fraud and Risk Management) CFRM (Certified Fraud and Risk Management) Seminar and Professional Certification Ceremony</i>
16.	<i>Risk Maturity Forum BUMN</i>
17.	<i>Peserta Wisuda Sertifikasi LSPMR CRGP dan Konferensi Nasional Profesional Manajemen Risiko XI-2025 Participation in the LSPMR CRGP Certification Graduation Ceremony and the 11th National Conference of Risk Management Professionals 2025</i>

Evaluasi Kinerja Manajemen Risiko

Di tahun 2025, Perum Jasa Tirta II melakukan *asesmen Risk Maturity Index* (RMI) berdasarkan Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, Surat Menteri BUMN No. S-468/MBU/09/2024 tanggal 30 September 2024 perihal Aspirasi Pemegang Saham untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2025, dan SK-8/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) di Lingkungan BUMN, dengan penjabaran sebagai berikut:

1. Penilaian RMI dilakukan atas Kinerja Tahun Buku 2024;
2. Pelaksana adalah Tim Penilai Internal Pelaksanaan Penilaian Indeks Kematangan Risiko dengan pendampingan oleh BPKP Jawa Barat;
3. Tujuan penilaian untuk mengukur tingkat kualitas rancangan dan efektivitas penerapan manajemen risiko dalam melindungi dan menciptakan nilai pada Perum Jasa Tirta II;
4. Diharapkan, hasil penilaian dapat menunjukkan gap implementasi manajemen risiko Perusahaan dengan Petunjuk Teknis Penilaian RMI yang menjadi landasan perbaikan dan penguatan penerapan manajemen risiko ke depannya;
5. Penilaian RMI dilakukan melalui 3 (tiga) metode, yaitu: metode survei kuesioner untuk menjangkau persepsi dari karyawan, dilaksanakan pada tanggal 18 Juli – 9 September 2025 dengan jumlah responden sebanyak 295 orang; metode reвью dan analisis data serta dokumen yang berlaku atau diimplementasikan sepanjang tahun 2024; serta metode wawancara selektif sebagai langkah konfirmasi dilaksanakan pada tanggal 1 s.d. 3 September 2025 untuk menjangkau informasi terkait sistem dan praktik

Risk Management Performance Evaluation

In 2025, Perum Jasa Tirta II conducted a Risk Maturity Index (RMI) assessment in accordance with the Regulation of the Minister of State-Owned Enterprises (SOEs) No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, the Letter of the Minister of SOEs No. S-468/MBU/09/2024 dated September 30, 2024 regarding Shareholder Aspirations for the Preparation of the 2025 Company Work Plan and Budget, and Decree No. SK-8/DKU.MBU/12/2023 concerning Technical Guidelines for the Assessment of the Risk Maturity Index (RMI) within SOEs. The assessment was carried out with the following scope and objectives:

- 1. The RMI assessment was conducted based on the Company's performance for Fiscal Year 2024;*
- 2. The assessment was carried out by the Internal Assessment Team for Risk Maturity Index Evaluation, with guidance and assistance from the West Java Representative Office of the Financial and Development Supervisory Agency (BPKP);*
- 3. The objective of the assessment was to measure the quality of the risk management framework design and the effectiveness of its implementation in protecting and creating value for Perum Jasa Tirta II;*
- 4. The assessment results are expected to identify gaps between the Company's risk management implementation and the RMI Technical Guidelines, thereby providing a basis for continuous improvement and strengthening of risk management practices in the future;*
- 5. The RMI assessment was conducted using three methods: (i) a questionnaire survey method to capture employee*

manajemen risiko;

6. Berdasarkan hasil survei, *selective interview*, dan *review document*, Tim Internal merumuskan hasil ringkasan penilaian dengan skor 2,9;
7. Hasil Penilaian RMI dihitung berdasarkan 2 (dua) aspek, yaitu Aspek Dimensi dan Aspek Kinerja, sebagai berikut:

perceptions, conducted from July 18 to September 9, 2025, involving a total of 295 respondents; (ii) a review and analysis of data and documents that were in effect or implemented throughout 2024; and (iii) selective interviews conducted from September 1 to 3, 2025, as a confirmation process to obtain information regarding the Company's risk management systems and practices;

6. *Based on the results of the survey, selective interviews, and document review, the Internal Assessment Team formulated a summary assessment result with a score of 2.9;*
7. *The RMI assessment results were calculated based on two aspects, namely the Dimension Aspect and the Performance Aspect, as presented below:*

Aspek Dimensi *Dimension Aspect*

Parameter Score	Dimensi Dimension	Deskripsi Description	Skor Dimensi Dimension Score	Skor Score
1 s.d. 3	1	Budaya dan Kapabilitas Risiko <i>Risk Culture and Capability</i>	3,3	
4 s.d. 19	2	Organisasi dan Tata Kelola Risiko <i>Risk Organization and Governance</i>	3,1	
20 s.d. 33	3	Kerangka Risiko dan Kepatuhan <i>Risk Framework and Compliance</i>	2,8	
34 s.d. 39	4	Proses dan Kontrol Risiko <i>Risk Processes and Controls</i>	3,0	
40 s.d. 42	5	Model, Data dan Teknologi <i>Models, Data, and Technology</i>	2,0	
Skor Aspek Dimensi / <i>Dimension Aspect Score</i>				2,9

Aspek Kinerja *Performance Aspect*

No.	Aspek Aspek	Nilai Aspek <i>Aspect Score</i>	Bobot <i>Weight</i>	Nilai Konversi x Bobot <i>Converted Score * Weight</i>	Skor <i>Score</i>
1	Tingkat Kesehatan Peringkat Akhir (Final Rating) <i>Final Health Rating</i>	AAA	50%	50	
2	Peringkat Komposit Risiko <i>Composite Risk Rating</i>	3	50%	27,5	
1 s.d. 2	Skor Aspek Kinerja/ <i>Performance Aspect Score</i>				77,5
Penyesuaian Akhir/Final Adjustment					0,0*
Skor RMI					2,9

*) Nilai Aspek Kinerja belum dibutuhkan karena Skor Aspek Dimensi masih dibawah 3,00
The Performance Aspect Score was not assessed, as the Dimension Aspect Score remained below 3.00.

- | | |
|---|--|
| <p>8. Berdasarkan kedua aspek penilaian tersebut, skor RMI sebesar 2,9 masuk dalam kategori fase Praktik yang Baik;</p> <p>9. Skor 2,9 menggambarkan bahwa di tahun 2024, PJT II telah membangun fondasi manajemen risiko yang cukup kuat dengan praktik yang sejalan dengan standar industri, kesadaran risiko pegawai yang mulai terbentuk, serta adanya struktur, kerangka kerja, dan sistem pendukung yang sudah diterapkan. Penerapan prinsip manajemen risiko juga telah konsisten di seluruh bagian Perusahaan, bahkan target kinerja berhasil dijabarkan hingga ke tingkat individu, meskipun efektivitas implementasinya masih perlu ditingkatkan secara merata;</p> | <p>8. <i>Based on the assessment of these two aspects, the RMI score of 2.9 falls within the Good Practice phase category;</i></p> <p>9. <i>A score of 2.9 indicates that, in 2024, PJT II had established a relatively strong risk management foundation, supported by practices aligned with industry standards, an emerging risk-aware culture among employees, and the implementation of the necessary structure, framework, and supporting systems. Risk management principles have also been consistently applied across all areas of the Company, with performance targets successfully cascaded down to the individual level, although the effectiveness of implementation still requires further enhancement across the organization;</i></p> |
|---|--|

10. Atas dasar penilaian RMI Tahun Buku 2024 tersebut, maka dapat digambarkan proyeksi skor Aspek Dimensi RMI Perusahaan sampai dengan tahun 2029 sebagai berikut:

10. Based on the results of the RMI assessment for Fiscal Year 2024, the projected scores for the Company's RMI Dimension Aspects through 2029 are presented as follows:



11. Rekomendasi hasil Penilaian RMI Tahun 2025 atas Tahun Buku 2024, yang merupakan gap dari Juknis RMI dan penerapan manajemen risiko di PJT, akan dilaksanakan sesuai timeline sebagai berikut:

11. Recommendations arising from the 2025 RMI Assessment of Fiscal Year 2024, representing the gaps identified between the RMI Technical Guidelines and the implementation of risk management practices at PJT II, will be addressed in accordance with the following timeline:

Rekomendasi Hasil Penilaian RMI Tahun 2025 atas Tahun Buku 2024 *Recommendations from the 2025 RMI Assessment of Fiscal Year 2024*

Kode Code	Nama Program Recommendations	2025	2026	2027	2028
1.	Melakukan program awareness berkelanjutan di semua level <i>Conduct ongoing risk awareness programs across all organizational levels</i>		√		
2.	Mengintegrasikan indikator perilaku ke dalam KPI Perusahaan <i>Integrate behavioral indicators into the Company's Key Performance Indicators (KPIs)</i>				√
3.	Membangun role model dari manajemen puncak untuk memberi contoh nyata penerapan budaya risiko <i>Establish role models from senior management to demonstrate the practical implementation of a risk-aware culture</i>		√		
4.	Penguatan kapasitas SDM pengelola risiko melalui sertifikasi dan pelatihan teknis <i>Strengthen the capabilities of risk management personnel through professional certifications and technical training programs</i>	√			
5.	Menetapkan struktur dan mandat yang jelas bagi unit pengelola risiko <i>Define a clear structure and mandate for the risk management function</i>	√			
6.	Memastikan peran lini kedua dalam Three Lines Model aktif mendampingi manajemen lini pertama <i>Ensure that the second line of the Three Lines Model actively supports and guides first-line management</i>		√		
7.	Menyusun mekanisme pelaporan risiko regular ke Dewan Pengawas <i>Establish a regular risk reporting mechanism to the Supervisory Board</i>				√
8.	Memanfaatkan data analytics untuk memperkuat proses identifikasi <i>Leverage data analytics to strengthen the risk identification process</i>				√
9.	Menghubungkan hasil identifikasi dengan Rencana Bisnis dan RKAP agar risiko strategis langsung termitigasi <i>Align risk identification outcomes with the Corporate Business Plan and RKAP to ensure strategic risks are addressed proactively</i>	√			
10.	Melakukan penilaian risiko lintas fungsi untuk meminimalkan silo antar unit <i>Conduct cross-functional risk assessments to minimize organizational silos and enhance collaboration among business units</i>		√		
11.	Menetapkan role clarity antara lini pertama, kedua, dan ketiga <i>Define clear roles and responsibilities among the first, second, and third lines</i>		√		
12.	Mendorong fungsi kepatuhan agar memiliki otoritas independen dalam memberi peringatan dini <i>Strengthen the compliance function by ensuring it has independent authority to provide early warnings on potential risks and compliance issues</i>	√			
13.	Melakukan simulasi/pilot project penerapan Three Lines Model dalam proyek strategis Perusahaan <i>Conduct simulations and pilot projects for the implementation of the Three Lines Model in the Company's strategic initiatives and projects</i>			√	
14.	Mengoptimalkan koordinasi antara SPI, Dewan Pengawas, dan Manajemen <i>Enhance coordination among the Internal Supervisory Unit, the Supervisory Board, and Management</i>	√			

Kode Etik

Sejak tahun 2009 Perusahaan telah memiliki Pedoman Etika Usaha dan Tata Perilaku sebagai bagian dari komitmen pelaksanaan prinsip-prinsip Tata Kelola Perusahaan yang Baik secara berkelanjutan.

Keberadaan Pedoman Etika Usaha dan Tata Perilaku merupakan salah 1 (satu) wujud komitmen Perum Jasa Tirta II melaksanakan praktik *Good Corporate Governance* (GCG) atau Tata Kelola Perusahaan yang Baik, sebagai bagian dari usaha untuk mencapai Visi dan Misi.

Hal-hal yang terdapat dalam Pedoman Etika Usaha dan Tata Perilaku berkaitan dengan:

1. Etika Usaha Perusahaan, berkaitan dengan komitmen Perusahaan kepada *Stakeholders*:
 - a. Pemilik Modal;
 - b. Insan Perusahaan;
 - c. Pemerintah, Pemerintah Daerah dan Instansi lainnya;
 - d. Pelanggan;
 - e. Pemasok/Penyedia Barang Jasa;
 - f. Pesaing;
 - g. Masyarakat Sekitar, Mitra Binaan dan Lingkungan;
 - h. Media Massa, LSM dan Organisasi Kemasyarakatan;
 - i. Serikat Pekerja;
 - j. Anak Perusahaan;
2. Tata Perilaku:
 - a. Perilaku Individu di Dalam dan di Luar Perusahaan;
 - b. Perilaku sebagai Atasan;
 - c. Perilaku sebagai Bawahan;
3. Komitmen akan hal-hal khusus:
 - a. Catatan, Dokumen, dan Informasi Perusahaan;

Code of Ethics

Since 2009, the Company has possessed a Code of Business Ethics and Conduct as part of its commitment to the sustainable implementation of Good Corporate Governance principles.

The existence of the Code of Business Ethics and Conduct represents one form of Perum Jasa Tirta II's commitment to implementing Good Corporate Governance (GCG) practices as part of its efforts to achieve its Vision and Mission.

The matters contained within the Code of Business Ethics and Conduct relate to:

1. *Company Business Ethics, relating to the Company's commitment to Stakeholder:*
 - a. *Capital Owners;*
 - b. *Company Personnel;*
 - c. *Government, Local Government, and Other Agencies;*
 - d. *Customers;*
 - e. *Suppliers/Goods and Service Providers;*
 - f. *Competitors;*
 - g. *Surrounding Communities, Fostered Partners, and the Environment;*
 - h. *Mass Media, NGOs, and Community Organizations;*
 - i. *Labor Unions;*
 - j. *Subsidiaries;*
2. *Code of Conduct:*
 - a. *Individual Behavior Inside and Outside the Company;*
 - b. *Behavior as a Superior;*
 - c. *Behavior as a Subordinate;*
3. *Commitment to Special Matters:*
 - a. *Company Records, Documents, and Information;*

- b. Aset Perusahaan;
- c. Keselamatan, Kesehatan dan Lingkungan Kerja;
- d. Perdagangan Informasi oleh Orang Dalam (*Insider Trading*);
- e. Bentuk Kepentingan (*Conflict of Interest*);
- f. Aktivitas Politik;
- g. Perilaku Asusila, Narkotika, Obat Terlarang, Perjudian dan Merokok;
- h. Pemberian dan Penerimaan Hadiah/ Cinderamata, Suap dan lainnya.

Dalam rangka menjaga ketaatan pelaksanaan Pedoman Etika Usaha dan Tata Perilaku tersebut, di tahun 2025 dilakukan sosialisasi dalam bentuk pengantar umum kepada karyawan-karyawan baru Perusahaan dan media edukasi berupa poster atau *banner*.

- b. *Company Assets;*
- c. *Occupational Safety, Health, and Working Environment;*
- d. *Insider Trading;*
- e. *Forms of Interest (Conflict of Interest);*
- f. *Political Activities;*
- g. *Immoral Behavior, Narcotics, Illicit Drugs, Gambling, and Smoking;*
- h. *Giving and Receiving Gifts/Souvenirs, Bribery, and Others.*

In order to maintain compliance with the implementation of the Code of Business Ethics and Conduct, socialization was conducted in 2025 in the form of general inductions for the Company's new employees, as well as educational media such as posters or banners.

Konflik/Benturan Kepentingan

Definisi benturan kepentingan (*conflict of interest*) adalah situasi atau kondisi di mana Insan Perusahaan yang karena jabatan dan posisinya, memiliki atau patut diduga memiliki kewenangan yang berpotensi dapat disalahgunakan baik sengaja maupun tidak sengaja untuk kepentingan lain sehingga dapat mempengaruhi kualitas keputusannya, serta kinerja hasil keputusan tersebut yang dapat merugikan bagi Perusahaan.

Sebagaimana termuat dalam Pedoman Etika Usaha dan Tata Perilaku, setiap individu berkewajiban untuk mendahulukan kepentingan Perusahaan dan menghindari timbulnya benturan kepentingan dalam berbagai bentuk dengan Perusahaan, untuk itu setiap individu:

1. Tidak diperkenankan untuk memegang jabatan rangkap apapun di luar Perusahaan yang dapat menimbulkan benturan kepentingan bisnis dengan Perusahaan, kecuali

Conflict of Interest

A conflict of interest is defined as a situation or condition in which a Company Personnel, by virtue of their office and position, possesses or is reasonably suspected to possess authority that potentially could be misused, either intentionally or unintentionally, for other interests, thereby affecting the quality of their decisions as well as the performance resulting from such decisions, which may be detrimental to the Company.

As set forth in the Code of Business Ethics and Conduct, every individual is obligated to prioritize the interests of the Company and avoid the occurrence of any form of conflict of interest with the Company; therefore, every individual:

1. *Is not permitted to hold any concurrent positions outside the Company that could create a business conflict of interest with the Company, except in connection with employee cooperatives, pension fund management institutions,*

dalam hubungannya dengan koperasi karyawan, lembaga pengelola pensiun, dan anak perusahaan sebagaimana diatur dalam peraturan perundang-undangan yang berlaku;

2. Tidak diperkenankan untuk melakukan ikatan bisnis secara pribadi maupun melibatkan keluarga, dengan pihak lain yang dapat menimbulkan benturan kepentingan bisnis dengan Perusahaan;
3. Memahami dan mentaati Pedoman Penanganan Benturan Kepentingan di Lingkungan Perusahaan.

Penerapan prinsip Independensi/Kemandirian, merupakan inisiatif menjalankan Perusahaan secara profesional tanpa benturan kepentingan dan pengaruh/tekanan dari pihak manapun yang tidak sesuai dengan ketentuan peraturan perundang-undangan dan prinsip korporasi yang sehat. Penerapan di Perum Jasa Tirta II dalam bentuk saling menghormati hak, kewajiban, tugas, wewenang, serta tanggung jawab masing-masing organ dan tidak saling mendominasi satu sama lain; tidak mencampuri pengurusan Perusahaan selain organ yang berkepentingan; selalu menghindari terjadinya benturan kepentingan dalam pengambilan keputusan yang dilakukan oleh Dewan Pengawas, Direksi, dan seluruh karyawan Perum Jasa Tirta II.

Kebijakan Anti Korupsi

Sejak tahun 2021, Perum Jasa Tirta II telah mengimplementasikan dan sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) di beberapa Divisi dan Unit Kerja. Di tahun 2025, telah dilakukan Resertifikasi SMAP ISO 37001:2016 oleh pihak eksternal di Triwulan I.

Gratifikasi

Dalam melaksanakan kegiatan usahanya, Perum Jasa Tirta II tidak terlepas dari

and subsidiaries as regulated by the applicable laws and regulations;

- 2. Is not permitted to engage in personal business engagements or involve family members with other parties that could create a business conflict of interest with the Company;*
- 3. Must understand and comply with the Guidelines for Handling Conflicts of Interest within the Company.*

The implementation of the Independence principle represents an initiative to manage the Company professionally without any conflict of interest and influence/pressure from any party that is not in accordance with the provisions of laws and regulations and sound corporate principles. The implementation within Perum Jasa Tirta II takes the form of mutually respecting the rights, obligations, duties, authorities, and responsibilities of each organ and ensuring no mutual dominance; refraining from interfering in the management of the Company by organs other than those concerned; and consistently avoiding the occurrence of conflicts of interest in decision-making by the Board of Commissioners, the Board of Directors, and all employees of Perum Jasa Tirta II.

Anti-Corruption Policy

Since 2021, Perum Jasa Tirta II has implemented and obtained ISO 37001:2016 Anti-Bribery Management System (ABMS) certification across several divisions and work units. In 2025, an external recertification audit of ISO 37001:2016 ABMS was conducted in the first quarter.

Gratification

In conducting its business activities, Perum Jasa Tirta II inevitably engages in

hubungan dan interaksi dengan berbagai pihak, baik internal maupun eksternal, yang memungkinkan terjadinya penerimaan dan/atau pemberian yang dapat dikategorikan gratifikasi. Sehubungan dengan hal tersebut, Perum Jasa Tirta II telah menetapkan Pedoman Pengendalian Gratifikasi untuk mencegah potensi risiko.

Komunikasi Isu Kritis dan Whistleblowing System

Dalam rangka memberikan informasi terkini tentang Perusahaan, kegiatan operasional, dan hal-hal lain terkait pengembangan secara berkelanjutan, publik dapat mengakses informasi dimaksud pada situs web Perusahaan dengan alamat www.jasatirta2.co.id. Perusahaan juga menyampaikan informasi terkini melalui Facebook “Perum Jasa Tirta II”; X @jasatirta_2; Instagram @jasatirta.2; dan Youtube “Perum Jasa Tirta II”.

Keterbukaan informasi ini menjadi salah satu mekanisme Perusahaan memberikan informasi secara terbuka, sehingga membantu meminimalisir adanya isu-isu yang berdampak kurang kondusif kepada Perusahaan.

Penerapan Whistleblowing System

Implementasi Sistem Pengaduan Pelanggaran atau *Whistleblowing System* (WBS) merupakan sarana Perusahaan untuk menerima dan menindaklanjuti laporan atau pengaduan atas dugaan pelanggaran yang terjadi di lingkungan Perusahaan. Sistem ini dirancang untuk memberikan akses kepada seluruh pemangku kepentingan, baik dari internal maupun eksternal, termasuk individu, badan hukum, maupun organisasi lainnya. Para pelapor dapat menyampaikan pengaduan mereka terkait dugaan tindakan yang tidak sesuai dengan peraturan perundang-undangan, kode etik, maupun kebijakan internal Perusahaan. Pengaduan dapat disampaikan melalui saluran resmi yang telah disediakan oleh Perusahaan.

relationships and interactions with various parties, both internal and external, which may lead to the receipt and/or giving of items categorized as gratification. In connection therewith, Perum Jasa Tirta II has established Gratification Control Guidelines to prevent potential risks.

Critical Issue Communication and Whistleblowing System

In order to provide the latest information regarding the Company, operational activities, and other matters related to sustainable development, the public may access the aforementioned information on the Company's website at www.jasatirta2.co.id. The Company also conveys updated information through its official social media channels, including Facebook “Perum Jasa Tirta II”, X @jasatirta_2, Instagram @jasatirta.2, and YouTube “Perum Jasa Tirta II”.

This information disclosure serves as one of the Company's mechanisms for providing transparent information, thereby helping to minimize issues that could create an unfavorable impact on the Company.

Implementation of Whistleblowing System (WBS)

The implementation of the Whistleblowing System (WBS) serves as a channel for the Company to receive and follow up on reports or complaints regarding alleged violations occurring within the Company. This system is designed to provide access to all stakeholders, both internal and external, including individuals, legal entities, and other organizations. Whistleblowers may submit complaints regarding alleged actions that are inconsistent with applicable laws and regulations, the code of conduct, or the Company's internal policies. Complaints may be submitted through the official channels provided by the Company.

Sistem Pengaduan Pelanggaran mencakup tahapan penerimaan laporan, pra-analisis awal, analisis dan evaluasi atas substansi pengaduan, serta monitoring terhadap tindak lanjut dan pengelolaan pengaduan tersebut. Perusahaan berkomitmen untuk menciptakan budaya kerja yang transparan, akuntabel dan berintegritas, serta memberikan perlindungan terhadap pelapor dari segala bentuk tekanan, intimidasi, ataupun tindakan balasan lainnya. Sistem Pengaduan Pelanggaran dievaluasi berkala guna memastikan efektivitas dan akuntabilitas pelaksanaannya. Pedoman *Whistleblowing System* (WBS) di lingkungan Perusahaan ditetapkan melalui Keputusan bersama Direksi dan Dewan pengawas No KBS-1/DIR/06/2023 tanggal 21 Juni 2023 tentang Pedoman Pengelolaan Pengaduan Pelanggaran (WBS). Penerapan pedoman ini merupakan implementasi penerapan prinsip-prinsip GCG khususnya Pasal 45 Peraturan Menteri BUMN No. PER-02/MBU/03/2023 tanggal 24 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara yang berbunyi "Setiap BUMN wajib menyelenggarakan WBS".

Perusahaan membentuk Pengelola *Whistleblowing System* yang selanjutnya disebut Tim Pengelola WBS sebagaimana diatur dalam Surat Penugasan Direksi Perum Jasa Tirta II Nomor: SPN-69/DIR/11/2025 tanggal 3 November 2025, Direktur Utama selaku Penanggungjawab WBS menyampaikan laporan pelaksanaan penanganan pengaduan dugaan pelanggaran kepada pimpinan tinggi madya yang menyelenggarakan fungsi penanganan pengaduan di Kementerian BUMN secara periodik setiap semester, paling lambat 1 (satu) bulan setelah periodik tersebut berakhir. Sementara Dewan Pengawas bertanggung jawab dalam pengawasan atas terlaksananya Kebijakan Penanganan Pengaduan Pelanggaran di lingkungan Perusahaan.

The Whistleblowing System covers the stages of report receipt, preliminary analysis, analysis and evaluation of the substance of complaints, as well as monitoring of follow-up actions and complaint management. The Company is committed to fostering a work culture that is transparent, accountable, and grounded in integrity, while providing protection to whistleblowers against any form of pressure, intimidation, or retaliation. The Whistleblowing System is evaluated periodically to ensure its effectiveness and accountability. The Company's WBS Guidelines were established through the Joint Decree of the Board of Directors and the Board of Supervisors No. KBS-1/DIR/06/2023 dated June 21, 2023 concerning Guidelines for the Management of Violation Reporting (WBS). The implementation of these guidelines reflects the application of GCG principles, particularly Article 45 of Minister of State-Owned Enterprises Regulation No. PER-02/MBU/03/2023 dated March 24, 2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises, which states that "Every SOE is required to implement a WBS."

The Company established a Whistleblowing System Management Team (the "WBS Management Team") as stipulated in the Assignment Letter of the Board of Directors of Perum Jasa Tirta II No. SPN-69/DIR/11/2025 dated November 3, 2025. The President Director, as the person responsible for the WBS, submits periodic reports on the handling of alleged violation complaints to the senior official responsible for complaint management within the Ministry of State-Owned Enterprises every semester, no later than one (1) month after the end of the reporting period. Meanwhile, the Board of Supervisors is responsible for overseeing the implementation of the Violation Reporting Management Policy within the Company.

Berdasarkan Pedoman Pengelolaan Pengaduan Pelanggaran (WBS), berikut proses yang dilakukan:

A. Penerimaan Pengaduan Pelaporan

1. Penyampaian Pengaduan Pelanggaran disampaikan kepada Direktur Utama melalui Pengelola WBS Perusahaan;
2. Penerimaan Pengaduan Pelanggaran dilakukan di jam kerja;
3. Perusahaan menerima setiap Pengaduan Pelanggaran yang diajukan oleh *stakeholders* dan/atau perwakilan *stakeholders* secara tertulis; dengan mekanisme berikut: (i) penerimaan pengaduan pelanggaran dapat dilakukan melalui aplikasi *Whistleblowing System* Perusahaan yang dapat diakses melalui www.jasatirta2.co.id; (ii) melalui email Perusahaan pjt2@jasatirta2.co.id; atau (iii) menyampaikan surat resmi yang ditujukan kepada Perusahaan c.q. Direktur Utama dengan alamat Direktur Utama Perum Jasa Tirta II, Jalan Lurah Kawi, Jatiluhur, Purwakarta, Jawa Barat.
4. Pengaduan Pelanggaran yang disampaikan wajib dilengkapi dengan data (bukti pendukung);
5. Pengaduan Pelanggaran secara tertulis beridentitas wajib dilengkapi fotokopi identitas dan bukti pendukung seperti dokumen yang berkaitan dengan transaksi yang dilakukan dan/atau Pengaduan Pelanggaran yang akan disampaikan;
6. Pengaduan Pelanggaran secara tertulis tanpa identitas wajib dilengkapi bukti pendukung seperti: dokumen yang berkaitan dengan transaksi yang dilakukan dan/atau Pengaduan Pelanggaran yang akan disampaikan;
7. Perusahaan memberikan tanda

Based on the Violation Reporting Management Guidelines (WBS), the following procedures are implemented:

A. Receipt of Violation Reports

1. *Violation reports shall be submitted to the President Director through the Company's WBS Management Team.*
2. *Violation reports are accepted during working hours.*
3. *The Company accepts all written violation reports submitted by stakeholders and/or their representatives through the following channels: (i) the Company's Whistleblowing System application, accessible through www.jasatirta2.co.id; (ii) the Company's email address at pjt2@jasatirta2.co.id; or (iii) an official letter addressed to the President Director of Perum Jasa Tirta II, Jalan Lurah Kawi, Jatiluhur, Purwakarta, West Java.*
4. *All violation reports must be accompanied by supporting evidence.*
5. *Written reports submitted with the whistleblower's identity disclosed must include a copy of the whistleblower's identification and supporting documents related to the reported matter.*
6. *Anonymous written reports must also be accompanied by supporting evidence related to the reported violation.*
7. *The Company provides an acknowledgment of receipt for written reports submitted directly with the whistleblower's identity disclosed.*
8. *Where a violation report is submitted by a stakeholder representative, the submission must also include: (i) copies of identification documents of*

terima jika Pengaduan Pelanggaran diajukan secara tertulis beridentitas dan diantar langsung;

8. Apabila Pengaduan Pelanggaran diajukan oleh perwakilan *stakeholders*, maka selain dokumen di atas, juga diserahkan dokumen lainnya yaitu: (i) fotokopi bukti identitas *stakeholders* dan perwakilan *stakeholders*; (ii) surat kuasa dari *stakeholders* kepada perwakilan *stakeholders* yang menyatakan bahwa *stakeholders* memberikan kewenangan bertindak untuk dan atas nama *stakeholders*; jika perwakilan *stakeholders* adalah lembaga atau badan hukum, maka harus dilampiri dengan dokumen yang menyatakan bahwa pihak yang mengajukan pengaduan berwenang untuk mewakili lembaga atau badan hukum tersebut.

B. Penanganan Pengaduan

1. Tim Pengelola WBS melakukan verifikasi atas laporan yang masuk dan akan memutuskan perlu tidaknya dilakukan investigasi atas Pengaduan Pelanggaran dalam periode 30 hari kerja dan dapat diperpanjang paling lama 30 hari kerja;
2. Apabila hasil verifikasi menunjukkan bahwa Pengaduan tidak benar dan tidak ada bukti maka tidak akan diproses lebih lanjut;
3. Apabila hasil verifikasi menunjukkan adanya indikasi pelanggaran yang disertai bukti-bukti yang cukup, maka Pengaduan diproses ke tahap investigasi;
4. Terkait Pengaduan Pelanggaran yang melibatkan oknum karyawan yang memerlukan investigasi wajib ditindaklanjuti oleh Direksi untuk diinvestigasi Satuan Pengawas

both the stakeholder and the representative; and (ii) a power of attorney authorizing the representative to act on behalf of the stakeholder. If the representative is acting on behalf of an institution or legal entity, supporting documents demonstrating the representative's authority must also be provided.

B. Complaint Handling

1. *The WBS Management Team verifies incoming reports and determines whether an investigation is required within thirty (30) working days, which may be extended for an additional thirty (30) working days.*
2. *If the verification results indicate that the report is unsubstantiated and unsupported by evidence, it will not be processed further.*
3. *If the verification results indicate potential violations supported by sufficient evidence, the report will proceed to the investigation stage.*
4. *Reports involving employees that require investigation shall be followed up by the Board of Directors through an investigation conducted by the Internal Audit Unit (SPI).*
5. *Recommendations resulting from investigations conducted by SPI shall be reported to the Board of Directors.*
6. *Reports involving members of the Board of Directors or the Board of Supervisors shall be forwarded to the WBS Management Team at the Ministry of State-Owned Enterprises.*
7. *The Board of Directors determines the appropriate follow-up actions based on reports from the WBS Management Team and investigation recommendations from SPI.*

- Intern (SPI);
5. Rekomendasi hasil dari investigasi yang dilakukan oleh SPI tersebut dilaporkan kepada Direksi;
 6. Terkait Pengaduan Pelanggaran yang melibatkan oknum Anggota Direksi atau Anggota Dewan Pengawas, diteruskan kepada Pengelola WBS di Kementerian BUMN;
 7. Direksi akan memutuskan tindak lanjut atas laporan Tim Pengelola WBS dan rekomendasi hasil investigasi SPI;
 8. Dalam hal hasil investigasi yang dapat dibuktikan, maka tindak lanjut diselesaikan oleh Direksi tanpa melibatkan pihak-pihak yang terlibat;
 9. Pelaku Pelanggaran yang telah terbukti berdasarkan hasil investigasi, selanjutnya dapat diproses oleh Tim Disiplin dan hasilnya disampaikan kepada Direksi sesuai dengan peraturan yang berlaku.

Di tahun 2025, berdasarkan laporan Tim Pengelola WBS terdapat 0 (nol) Pengaduan Pelanggaran yang masuk ke Perusahaan. Berdasarkan verifikasi, tidak ada pengaduan pelanggaran yang harus ditindaklanjuti.

Komunikasi Masalah Penting, serta Mekanisme untuk Mencari Nasihat dan Mengemukakan Masalah

Perum Jasa Tirta II berkomitmen untuk mengusahakan dan mengelola sumber daya air secara berkelanjutan dengan memperhatikan aspek ekonomi, sosial, dan lingkungan. Atas hal ini, Perusahaan melibatkan seluruh satuan kerja untuk mengidentifikasi, mengukur, dan mengelola risiko dalam pengelolaan sumber daya air.

Penyusunan Profil Risiko Korporasi melibatkan seluruh satuan kerja yang ada.

8. Where investigation results substantiate the reported violation, follow-up actions shall be resolved by the Board of Directors without involving parties connected to the reported matter.
9. Individuals proven to have committed violations based on investigation findings may be subject to disciplinary proceedings, with the results reported to the Board of Directors in accordance with applicable regulations.

In 2025, based on reports from the WBS Management Team, there were zero (0) violation reports submitted to the Company. Following verification, no reports required further investigation or follow-up action.

Communication of Critical Issues, and Mechanisms for Seeking Advice and Raising Concerns

Perum Jasa Tirta II is committed to managing and optimizing water resources sustainably by taking into account economic, social, and environmental aspects. To this end, the Company involves all work units in identifying, measuring, and managing risks related to water resources management.

The formulation of the Corporate Risk Profile involves all existing work units.

Perum Jasa Tirta II mengidentifikasi isu yang paling berdampak signifikan pada keberlanjutan dan relevan bagi pemangku kepentingan.

Proses untuk Memulihkan Dampak Negatif

Perum Jasa Tirta II sebagai pengelola sumber daya air memiliki tanggung jawab untuk memastikan bahwa dampak negatif yang ditimbulkan dari kegiatan operasionalnya dapat diminimalkan dan dipulihkan secara sistematis.

Langkah-langkah dalam pemulihan dampak negatif difokuskan pada restorasi infrastruktur air, mitigasi bencana, dan rehabilitasi lingkungan. Upaya ini dijalankan melalui kolaborasi teknis dan pendekatan tanggung jawab sosial sebagai berikut:

- ▶ Normalisasi dan Perbaikan Infrastruktur. Melakukan normalisasi dan perbaikan fisik jaringan irigasi dan tanggul yang rusak pasca banjir, seperti pengerukan saluran sekunder dan perbaikan tanggul jebol di wilayah operasional.
- ▶ Pemantauan dan Mitigasi Berbasis Teknologi. Menggunakan peralatan telemetry yang terintegrasi di ruang *Network Operating Center* (NOC) untuk memantau debit air dan curah hujan secara *real-time*, serta mengantisipasi dampak negatif perubahan iklim.
- ▶ Rehabilitasi Lingkungan dan Konservasi. Melakukan gerakan hijau seperti penanaman pohon di lahan kritis, reboisasi, dan restorasi ekosistem sumber daya air.
- ▶ Kolaborasi Pembersihan dan Restorasi Sungai. Bekerja sama dengan instansi terkait (seperti BBWS, TNI, dan Pemerintah Daerah) untuk melakukan aksi bersih-bersih sampah di sungai dan saluran air, guna mengembalikan fungsi ekologi dan mencegah pencemaran.

Perum Jasa Tirta II identifies issues that have the most significant impact on sustainability and are highly relevant to stakeholders.

The Process for Mitigating Negative Impacts

Perum Jasa Tirta II, as a water resources manager, bears the responsibility to ensure that negative impacts arising from its operational activities are minimized and systematically mitigated.

Steps to mitigate negative impacts are focused on water infrastructure restoration, disaster mitigation, and environmental rehabilitation. These efforts are executed through technical collaboration and social responsibility approaches as follows:

Infrastructure Normalization and Repair. Conducting physical normalization and repair of irrigation networks and embankments damaged post-flooding, such as dredging secondary channels and repairing breached embankments within operational areas.

Technology-Based Monitoring and Mitigation. Utilizing integrated telemetry equipment in the Network Operating Center (NOC) room to monitor water discharge and rainfall in real-time, as well as to anticipate the negative impacts of climate change.

Environmental Rehabilitation and Conservation. Carrying out green movements such as tree planting on critical lands, reforestation, and the restoration of water resource ecosystems. River Cleaning and Restoration Collaboration. Collaborating with relevant institutions (such as the River Basin Authorities/BBWS, the Indonesian National Armed Forces/TNI, and Local Governments) to conduct river and waterway clean up actions, aiming to restore ecological functions and prevent pollution.

Mekanisme untuk Saran dan Kekhawatiran terkait Perilaku Bisnis

Perusahaan menyediakan mekanisme yang transparan dan mudah diakses bagi pihak internal maupun eksternal untuk menyampaikan saran atau kekhawatiran terkait perilaku bisnis. Mekanisme ini bertujuan untuk mendukung tata kelola yang baik, menciptakan lingkungan kerja yang etis dan memastikan kepatuhan terhadap regulasi.

Mechanisms for Advice and Concerns regarding Business Conduct

The Company provides a transparent and easily accessible mechanism for both internal and external parties to submit advice or raise concerns regarding business conduct. This mechanism aims to support good governance, foster an ethical working environment, and ensure regulatory compliance.

Kepatuhan terhadap Hukum dan Peraturan

Peraturan Menteri Badan Usaha Milik Negara (BUMN) No. PER-2/MBU/03/2023 mengatur pedoman tata kelola dan kegiatan korporasi signifikan bagi BUMN, termasuk penerapan manajemen risiko. Perum Jasa Tirta II berkomitmen untuk menerapkan manajemen risiko yang efektif sesuai dengan pedoman yang ditetapkan. Sebagai BUMN yang mengusahakan dan mengelola sumber daya air, Perum Jasa Tirta II memahami pentingnya manajemen risiko dalam menjaga keberlanjutan operasional dan keuangan Perusahaan.

Compliance with Laws and Regulations

The Regulation of the Minister of State-Owned Enterprises (SOEs) No. PER-2/MBU/03/2023 regulates the guidelines for governance and significant corporate activities for SOEs, including the implementation of risk management. Perum Jasa Tirta II is committed to implementing effective risk management in accordance with the established guidelines. As an SOE that manages and optimizes water resources, Perum Jasa Tirta II understands the importance of risk management in maintaining the Company's operational and financial sustainability.

Hubungan dengan Pemangku Kepentingan

Pemangku kepentingan adalah entitas atau individu yang terpengaruh oleh kegiatan, produk, dan jasa Perum Jasa Tirta II. Di sisi lain, keberadaan pemangku kepentingan juga mempengaruhi Perusahaan dalam mewujudkan keberhasilan penerapan strategi dan pencapaian tujuan.

Berkaitan dengan pemangku kepentingan, Perum Jasa Tirta II telah melakukan identifikasi individu atau kelompok yang merupakan pemangku kepentingan berdasarkan pengaruh masing-masing. Daftar dan keterlibatan pemangku kepentingan Perum Jasa Tirta II adalah sebagai berikut:

Stakeholder Relation

Stakeholders are entities or individuals affected by the activities, products, and services of Perum Jasa Tirta II. Conversely, the presence of stakeholders also influences the Company in realizing the successful implementation of its strategies and the achievement of its objectives. In relation to stakeholders, Perum Jasa Tirta II has identified individuals or groups that constitute stakeholders based on their respective influences. The list and engagement of Perum Jasa Tirta II's stakeholders are as follows:

Pemangku Kepentingan <i>Stakeholder</i>	Topik Pembahasan <i>Discussion Topic</i>	Pendekatan <i>Approach</i>	Frekuensi Pendekatan <i>Engagement Frequency</i>
Pemilik Modal <i>Capital Owners</i>	Informasi kinerja keuangan terkait aksi korporasi dan strategi perusahaan <i>Financial performance information related to corporate actions and company strategy</i>	RPB Tahunan <i>Annual GMS</i>	Setahun sekali <i>Once a year</i>
Karyawan <i>Employees</i>	Pemenuhan hak-hak normatif dan perlindungan kerja <i>Fulfillment of normative rights and labor protection</i>	Take Home Pay	Sebulan sekali <i>Once a month</i>
	Pengembangan karir <i>Career development</i>	Asesmen <i>Assessment</i>	Setahun sekali <i>Once a year</i>
	Kesetaraan kesempatan pengembangan karir <i>Equal opportunity for career development</i>	Asesmen <i>Assessment</i>	Setahun sekali <i>Once a year</i>
	Kesehatan dan keselamatan kerja <i>Occupational health and safety (OHS)</i>	Bulan K3 Nasional <i>National Occupational Health and Safety (OHS) Month</i>	Setahun sekali <i>Once a year</i>
Konsumen/Pelanggan <i>Customers/Clients</i>	Pelaksanaan pekerjaan tepat waktu, tepat anggaran, dan aman <i>On-time, on-budget, and safe work execution</i>	Pendaftaran <i>Contractor Safety Management System (CSMS)</i>	Setahun sekali <i>Once a year</i>
	Kualitas produk dan jasa <i>Quality of products and services</i>	Survei Kepuasan Pelanggan <i>Customer Satisfaction Survey</i>	Setahun sekali <i>Once a year</i>
Pemerintah <i>Government</i>	Kepatuhan pada peraturan perundang-undangan <i>Compliance with laws and regulations</i>	Sosialisasi Kepatuhan dan Sistem Manajemen Anti Penyuapan (SMAP) <i>Compliance and Anti-Bribery Management System (ABMS) socialization</i>	Setahun sekali <i>Once a year</i>

Pemangku Kepentingan <i>Stakeholder</i>	Topik Pembahasan <i>Discussion Topic</i>	Pendekatan <i>Approach</i>	Frekuensi Pendekatan <i>Engagement Frequency</i>
	Transparansi dan informasi terkini <i>Transparency and up-to-date information</i>	Sosialisasi Good Corporate Governance (GCG) dan Keterbukaan Informasi Publik (KIP) <i>Good Corporate Governance (GCG) and Public Information Disclosure socialization</i>	Setahun sekali <i>Once a year</i>
Masyarakat <i>Community/Public</i>	Program TJSL yang direncanakan dan dilaksanakan <i>Planned and implemented CSR (TJSL) programs</i>	Bantuan bencana alam; santunan anak yatim dan masyarakat tidak mampu; bantuan sosial; bantuan kesehatan; bantuan pendanaan dan pengembangan UMK <i>Natural disaster relief; assistance for orphans and underprivileged communities; social assistance; healthcare assistance; funding and development assistance for MSEs</i>	Berkala sesuai rencana kerja <i>Periodically in accordance with the work plan</i>
	Informasi kegiatan <i>Activity information</i>	Keterbukaan informasi melalui berbagai platform yang dimiliki Perusahaan <i>Information disclosure through the Company's various platforms</i>	Berdasarkan kegiatan <i>Activity based</i>

Pemangku Kepentingan <i>Stakeholder</i>	Topik Pembahasan <i>Discussion Topic</i>	Pendekatan <i>Approach</i>	Frekuensi Pendekatan <i>Engagement Frequency</i>
Media <i>Media</i>	Kinerja keuangan dan non-keuangan <i>Financial and non-financial performance</i>	Advertorial Laporan Keuangan <i>Financial Statements Advertorial</i>	Setahun sekali <i>Once a year</i>
Pemasok <i>Suppliers</i>	Proses pengadaan barang dan jasa yang transparan <i>Transparent goods and services procurement process</i>	Pengumuman Tender <i>Tender Announcements</i>	Insidental <i>As-needed</i>
	Hubungan bisnis yang saling menguntungkan <i>Mutually beneficial business relations</i>	Pelaksanaan Tender <i>Tender Executions</i>	Insidental <i>As-needed</i>

Permasalahan terhadap Penerapan Keuangan/Kegiatan Berkelanjutan

Dalam statusnya sebagai bukan emiten dan perusahaan publik, penerapan keuangan/kegiatan berkelanjutan sebagaimana diatur dalam POJK Keuangan Berkelanjutan merupakan hal baru. Merujuk pada peraturan tersebut, dalam arti luas keuangan berkelanjutan dapat kami artikan sebagai kegiatan berkelanjutan, yaitu kegiatan operasi perusahaan yang dijalankan dengan memperhatikan aspek ekonomi, sosial, dan lingkungan hidup.

Challenges in the Implementation of Sustainable Finance/Activities

In its status as a non-issuer and non-public company, the implementation of sustainable finance/activities as regulated in the OJK Regulation (POJK) on Sustainable Finance represents a relatively new framework. Referring to the regulation, in a broader sense, sustainable finance can be interpreted as sustainable activities, namely the company's operational activities executed by taking into account economic, social, and environmental aspects.



Jasa Tirta II

Air Untuk Menghidupi Negeri



07

**MEWUJUDKAN
SUMBER DAYA MANUSIA
YANG UNGGUL**

***BUILDING A
HIGH-PERFORMING
HUMAN RESOURCE***





MEWUJUDKAN SUMBER DAYA MANUSIA YANG UNGGUL BUILDING A HIGH-PERFORMING HUMAN RESOURCE



“Perusahaan memahami, pengelolaan Sumber Daya Manusia (SDM) yang efektif sangat mendukung pencapaian tujuan bisnis secara optimal dan efisien. Integrasi SDM di semua lini maupun wilayah kerja diharapkan memberikan kontribusi yang maksimal bagi pertumbuhan berkelanjutan.”

“The Company understands that effective Human Resources (HR) management profoundly supports the optimal and efficient achievement of business objectives. The integration of HR across all business lines and operational areas is expected to deliver maximum contribution toward sustainable growth.”

Pengelolaan SDM di lingkungan Perum Jasa Tirta II merujuk kepada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara; Peraturan Direksi Perum Jasa Tirta II Nomor PRD-4/DIR/03/2025 tentang Pedoman Pengelolaan Sumber Daya Manusia di Lingkungan Perum Jasa Tirta II; Peraturan Direksi Perum Jasa Tirta II Nomor PRD-5/DIR/03/2025 tentang Pedoman Sistem Kompensasi dan Fasilitas di Lingkungan Perum Jasa Tirta II beserta perubahannya; Peraturan Direksi Perum Jasa Tirta II Nomor PRD-6/DIR/03/2025 tentang Pedoman Perjalanan Dinas di Lingkungan Perum Jasa Tirta II.

Human resources management within Perum Jasa Tirta II strictly complies with the following regulations:

Minister of State-Owned Enterprises of the Republic of Indonesia Regulation Number PER-3/MBU/03/2023 concerning the Organs and Human Resources of State-Owned Enterprises; Perum Jasa Tirta II Board of Directors Regulation Number PRD-4/DIR/03/2025 concerning Guidelines for Human Resources Management within Perum Jasa Tirta II;

Perum Jasa Tirta II Board of Directors Regulation Number PRD-5/DIR/03/2025 concerning Guidelines for Compensation Systems and Facilities within Perum Jasa Tirta II, including its subsequent amendments; and

Perum Jasa Tirta II Board of Directors Regulation Number PRD-6/DIR/03/2025 concerning Guidelines for Official Business Travel within Perum Jasa Tirta II.



Struktur Pengelola SDM *HR Management Structure*



Tugas Pokok Divisi Sumber Daya Manusia

Divisi SDM Perum Jasa Tirta II memiliki tugas pokok dalam kegiatan merencanakan, merumuskan, mengarahkan, mengendalikan, mengevaluasi serta melaporkan kegiatan strategi dan pengembangan organisasi, strategi pengelolaan talenta dan pengembangan sumber daya manusia, serta strategi administrasi sumber daya manusia dan hubungan industrial sesuai aturan yang berlaku di Perusahaan.

Divisi Sumber Daya Manusia terdiri dari: (a) Bidang Strategi & Pengembangan Organisasi; (b) Bidang Pengelolaan Talenta & Pengembangan SDM; dan (c) Bidang Administrasi SDM & Hubungan Industrial.

Main Duties Of The Human Resources Division

The Human Resources Division is mandated with the core responsibilities of planning, formulating, directing, controlling, evaluating, and reporting strategies related to organizational development, talent management and human resource development, as well as human resource administration and industrial relations, in strict compliance with the Company's prevailing regulations.

The Human Resources Division comprises the following structural departments: (a) Organizational Strategy & Development Department; (b) Talent Management & HR Development Department; (c) HR Administration & Industrial Relations Department

Kebijakan Umum Rekrutmen

Untuk mendukung kecukupan SDM dan bagian dari penyiapan generasi penerus kedepan, PJT II melakukan proses rekrutmen yang mencakup sumber internal maupun eksternal. Proses ini diselaraskan dengan kebutuhan Perusahaan, dengan mempertimbangkan kompetensi jabatan serta formasi tenaga kerja.

Dalam pelaksanaan rekrutmen, Perum Jasa Tirta II menerapkan strategi sebagai berikut:

1. Evaluasi sesuai kebutuhan tenaga kerja (*Manpower Planning/ MPP*) dan Analisa beban kerja (*ABK*) sesuai dengan penempatan karyawan eksisting .
2. Memperhatikan kemampuan perusahaan maka pemenuhan formasi tenaga kerja dan kebutuhan penyelesaian pekerjaan pada jangka waktu tertentu di unit kerja tertentu dipenuhi dengan rekrutmen pekerja waktu tertentu (*PWT*).

Di tahun 2025, telah direkrut 1 (satu) *PWT* untuk posisi fotografer di Unit Kerja Sekretariat Perusahaan.

Jumlah karyawan Perusahaan di tahun 2025 tercatat sebanyak 1001 orang, sementara di tahun 2024 tercatat sebanyak 1026 orang. Jumlah karyawan di tahun 2025 mengalami penurunan dibanding tahun 2024 karena adanya beberapa karyawan yang memasuki usia pensiun.

Bidang Pelayanan SDM dan Hubungan Industrial

Bidang Administrasi SDM & Hubungan Industrial melaksanakan tugas pokok

General Recruitment Policy

To support human resource adequacy and as part of succession planning for the future generation, PJT II conducts recruitment processes leveraging both internal and external sources. This process is meticulously aligned with the Company's operational requirements, taking into account job competency standards and manpower formations.

In executing its recruitment framework, Perum Jasa Tirta II implements the following strategic initiatives:

1. *Manpower Planning & Workload Analysis: Evaluating requirements based on Manpower Planning (MPP) and Workload Analysis (ABK) relative to the placement of existing employees.*
2. *Strategic Contract Employment: Considering the Company's financial and operational capabilities, the fulfillment of manpower formations and temporary workload requirements within specific work units are met through the recruitment of Contract Employees (Pekerja Waktu Tertentu / PWT).*

In 2025, the Company recruited 1 (one) contract employee (PWT) for the Photographer position within the Corporate Secretariat Work Unit.

The Company's total workforce in 2025 was recorded at 1,001 employees, compared to 1,026 employees in 2024. The total headcount in 2025 experienced a decline compared to 2024 due to several employees reaching their mandatory retirement age.

HR Administration and Industrial Relations Department

The HR Administration & Industrial Relations Department is tasked with the

dalam kegiatan merencanakan, analisa dan evaluasi, mengarahkan, mengendalikan, serta melaporkan kegiatan di bidang administrasi sumber daya manusia, hubungan industrial, dan layanan kesehatan sesuai dengan aturan yang berlaku di Perusahaan. Bidang Administrasi SDM & Hubungan Industrial terdiri dari: (a) Sub Bidang Administrasi & Remunerasi; (b) Sub Bidang Hubungan Industrial; dan (c) Spesialis Layanan Kesehatan.

Dalam pelaksanaan tugasnya, Bidang Pelayanan SDM & Hubungan Industrial memiliki fungsi diantaranya: pelaksanaan strategi kebijakan dan sosialisasi administrasi sumber daya manusia dan remunerasi, hubungan industrial, pekerja waktu tertentu, pengelolaan tenaga kerja alih daya (*outsourcing*); perencanaan, analisa dan evaluasi pengelolaan sistem informasi dan data sumber daya manusia; perencanaan, analisa dan evaluasi perhitungan penggajian dan *emolument* (remunerasi) Direksi, Dewan Pengawas serta organ pendukungnya, Karyawan dan Pekerja Waktu Tertentu; dan perencanaan, analisa dan evaluasi pengelolaan fasilitas kesehatan dan pengelolaan administrasi pelayanan kesehatan.

Sejak tahun 2003, Perum Jasa Tirta II telah membentuk Serikat Karyawan (SEKAR) sebagai wadah penyampaian aspirasi Karyawan kepada Perusahaan. Keberadaan SEKAR Perum Jasa Tirta II ini juga sebagai sarana meningkatkan produktivitas dan keterlibatan Karyawan, sehingga tercipta hubungan industrial yang harmonis. Demi menciptakan hubungan yang saling mendukung dan terpenuhinya hak serta kewajiban kedua belah pihak, maka dikukuhkanlah Perjanjian Kerja Bersama (PKB) Perum Jasa Tirta II yang telah terdaftar dalam Keputusan Direktur Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja Kementerian Ketenagakerjaan R.I No. KEP. 4/HI.00.01/00.0000.241003031/P-1/XI/ 2024 tentang Perjanjian Kerja Bersama

core mandates of planning, analysing, evaluating, directing, controlling, and reporting activities within the scopes of human resource administration, industrial relations, and healthcare services, in strict compliance with the Company's prevailing regulations.

The HR Administration & Industrial Relations Department comprises the following sub-departments: (a) Administration & Remuneration Sub-Department; (b) Industrial Relations Sub-Department; (c) Healthcare Services Specialist

In discharging its duties, the HR Administration & Industrial Relations Department performs several key functions, including: Implementing strategic policies and socializing human resource administration, remuneration, industrial relations, contract workers (PWT), and outsourcing management; Planning, analysing, and evaluating the management of human resource data and information systems; Planning, analysing, and evaluating payroll and emolument (remuneration) calculations for the Board of Directors, the Board of Supervisory Commissioners, their supporting organs, permanent employees, and contract workers (PWT); and Planning, analysing, and evaluating the management of healthcare facilities and healthcare service administration.

Since 2003, Perum Jasa Tirta II has established the Employee Union (Serikat Karyawan / SEKAR) as a formal forum to channel employee aspirations to the Company. The existence of PJT II's SEKAR also serves as a catalyst to boost employee productivity and engagement, thereby fostering harmonious industrial relations. To establish a mutually supportive relationship and ensure the fulfilment of rights and obligations for both parties, the Perum Jasa Tirta II Collective Labor Agreement (Perjanjian Kerja Bersama /

antara Perum Jasa Tirta II dengan Serikat Karyawan Perum Jasa Tirta II pada tanggal 11 November 2024.

PKB) was officially ratified. This agreement is officially registered under the Decree of the Director General of Industrial Relations Development and Social Security, Ministry of Manpower of the Republic of Indonesia No. KEP. 4/HI.00.01/00.0000.241003031/P-1/XI/2024 concerning the Collective Labor Agreement between Perum Jasa Tirta II and the Perum Jasa Tirta II Employee Union, dated November 11, 2024.

Penilaian Tingkat Maturitas SDM

Dalam upaya meningkatkan kualitas pengelolaan sumber daya manusia (SDM), Perum Jasa Tirta II melakukan pengukuran tingkat maturitas *Human Capital* (HC) untuk menilai efektivitas SDM berdasarkan standar yang telah ditetapkan oleh Kementerian BUMN. Penilaian ini bertujuan untuk mengetahui sejauhmana Perusahaan telah mengimplementasikan kebijakan SDM yang sesuai dengan praktik terbaik di industri serta mengidentifikasi aspek-aspek yang perlu ditingkatkan guna mencapai tujuan strategis perusahaan.

Penilaian tingkat maturitas SDM (*Human Capital Maturity*) di Perum Jasa Tirta II di tahun 2025 merujuk pada evaluasi pengelolaan dan pengembangan kompetensi pegawai yang diselaraskan dengan transformasi berbasis *competency-based career* serta penguatan struktur organisasi melalui Divisi SDM. Secara umum, asesmen ini mengukur efektivitas manajemen talenta dan GCG.

Human Capital Maturity Level Assessment

To enhance the quality of human resource management, Perum Jasa Tirta II assessed its Human Capital (HC) maturity level to evaluate HR effectiveness against standards established by the Ministry of State-Owned Enterprises (SOEs). This assessment aims to determine the extent to which the Company has implemented HR policies aligned with industry best practices, as well as to identify areas for improvement to support the achievement of the Company's strategic goals.

The 2025 Human Capital Maturity assessment at Perum Jasa Tirta II measured the evaluation of employee competence management and development, aligned with the transformation toward a competency-based career model and the strengthening of organizational structure through the Human Resources Division. Broadly, this assessment measures the effectiveness of talent management and Good Corporate Governance (GCG).

Pelaksanaan Human Capital Maturity Assessment Tahun 2025

Pelaksanaan *Human Capital Maturity Assessment* (HCMA) atau pengukuran tingkat kematangan modal manusia di lingkungan BUMN dikoordinasikan oleh *Forum Human Capital Indonesia* (FHCI) Bersama Kementerian BUMN untuk mengukur serta meningkatkan kualitas transformasi SDM. Di Perum

Implementation of the 2025 Human Capital Maturity Assessment

The implementation of the Human Capital Maturity Assessment (HCMA) across State-Owned Enterprises (SOEs) is coordinated by the Forum Human Capital Indonesia (FHCI) in collaboration with the Ministry of SOEs to measure and enhance the quality of human capital transformation. At Perum Jasa Tirta II, this assessment is an integral

Jasa Tirta II, asesmen ini menjadi bagian dari strategi pengelolaan sumber daya manusia dan tata kelola perusahaan yang berkesinambungan.

Fokus penilaian kematangan HC diarahkan kepada beberapa hal berikut:

- ▶ Mengacu kepada pedoman *Human Capital Transformation and Analytics* (HCTPA) dari FHCI;
- ▶ Mengukur efektivitas digitalisasi fungsi sumber daya manusia;
- ▶ Mengevaluasi tingkat keterlibatan serta pengalaman kerja karyawan; dan
- ▶ Menyelaraskan strategi pengembangan SDM dengan target produktivitas bisnis perusahaan.

Proses dan Hasil Pengukuran HC Maturity Tahun 2025

Proses pengukuran HC Maturity dilakukan dengan pendekatan sistematis yang melibatkan unit-unit kerja di Perum Jasa Tirta II. Asesmen ini dilaksanakan melalui tahapan sebagai berikut:

1. Tahap Persiapan. Dilakukan penyusunan alat ukur dan metodologi penilaian yang disesuaikan dengan standar kementerian, serta pelaksanaan *Focus Group Discussion* (FGD) untuk memastikan keselarasan pemahaman antarunit terkait parameter yang dinilai.
2. Tahap Pelaksanaan. *Self-assessment* dilakukan oleh masing-masing unit kerja, dengan mengidentifikasi pencapaian dan tantangan dalam pengelolaan SDM. Dilakukan validasi internal terhadap hasil *self-assessment*.
3. Tahap Akhir. Hasil akhir penilaian dilakukan oleh Divisi SDM. Di tahun 2025, Pengukuran HC Maturity masih dilakukan secara internal, belum melibatkan pihak eksternal.

part of the Company's sustainable human resource management and corporate governance strategy.

The Human Capital Maturity Assessment focuses on the following:

- ▶ *Adhering to the Human Capital Transformation and Analytics (HCTPA) guidelines established by FHCI;*
- ▶ *Measuring the effectiveness of HR function digitalization;*
- ▶ *Evaluating employee engagement and work experience; and*
- ▶ *Aligning HR development strategies with the Company's business productivity targets.*

2025 HC Maturity Assessment Process and Results

The HC Maturity assessment process was conducted through a systematic approach involving work units across Perum Jasa Tirta II. The assessment was carried out through the following stages:

1. *Preparation Stage: Development of measurement tools and assessment methodologies tailored to Ministry standards, along with Focus Group Discussions (FGDs) to align cross-unit understanding of the evaluated parameters.*
2. *Implementation Stage: Self-assessments conducted by each work unit to identify achievements and challenges in HR management, followed by internal validation of the self-assessment results.*
3. *Final Stage: Final evaluation performed by the HR Division. In 2025, the HC Maturity assessment was conducted internally, without external party involvement.*

Hasil akhir dari pengukuran HC Maturity Perum Jasa Tirta II menunjukkan bahwa Perusahaan berada pada tingkat maturitas HC sebesar 5,09 (Good Practice) dari skala 7 (Advance Practice).

Demografi Karyawan

Jumlah SDM Perusahaan di tahun 2025 sebanyak 1001 karyawan. Jumlah ini menurun dibanding tahun 2024 sebanyak 1026 karyawan. Penurunan jumlah karyawan ini terutama didorong oleh adanya Karyawan Pensiun 18 orang, Resign 4 orang, PHK 1 orang, meninggal dunia 3 orang dan rekrutmen 1 orang.

Karyawan aktif di PJT II didominasi oleh karyawan berusia antara 30 hingga 50 tahun, sementara latar belakang pendidikan S1 sebanyak 329 orang atau 32,87% dan SMA sebanyak 515 orang atau 51,45%.

The final result of Perum Jasa Tirta II's HC Maturity assessment indicates that the Company achieved an HC maturity level of 5.09 (Good Practice) on a scale of 7 (Advanced Practice).

Employee Demographics

The Company's total employees in 2025 stood at 1,001 people. This figure represents a decline compared to 2024, which recorded a total headcount of 1,026 employees. This net decrease in the number of employees was primarily driven by 18 employees reaching retirement, 4 resignations, 1 termination of employment (PHK), and 3 passings, balanced against the recruitment of 1 new employee.

Active employees at PJT II are predominantly within the 30 to 50 age bracket. In terms of educational background, the employees are majorly represented by Bachelor's Degree (S1) holders, accounting for 329 individuals or 32.87%, and High School (SMA) graduates, totaling 515 individuals or 51.45%.



Jumlah Karyawan Berdasarkan Jenis Kelamin

Number of Employees by Gender

(orang/ persons)

Jenis Kelamin Gender	2023	2024	2025	Perubahan 2024 – 2025 Change 2024–2025
Pria Male	826	806	783	23
Wanita Female	216	220	218	2
Jumlah Total	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Jenjang Jabatan

Number of Employees by Position Level

(orang/ persons)

Jenjang Jabatan Position Level	2023	2024	2025	Perubahan 2024 – 2025 Change 2024–2025
Sekretaris Perusahaan/Kepala SPI/Kepala Divisi/ General Manager/Spesialis Utama I/Manajer Proyek Utama/Fungsional Ahli I Corporate Secretary / Head of Internal Audit (SPI) / Division Head / General Manager / Principal Specialist I / Principal Project Manager / Expert Functional I	31	28	30	2
Manajer/Spesialis Utama II/Spesialis Senior I/ Koordinator Manajer Proyek/Fungsional Ahli Manager / Principal Specialist II / Senior Specialist I / Project Manager Coordinator / Expert Functional	71	69	71	2
Ass. Manager/Spesialis I/Spesialis II/Fungsional Ahli III/Anggota Tim Manajer Proyek BOD-3 Assistant Manager / Specialist I / Specialist II / Expert Functional III / BOD-3 Project Manager Team Member	141	137	151	14
Supervisor/Spesialis Junior I/Spesialis Junior II/ Senior Officer I/Senior Officer II/Fungsional Senior II/ Fungsional Ahli/Anggota Tim Manajer Proyek BOD-4 Supervisor / Junior Specialist I / Junior Specialist II / Senior Officer I / Senior Officer II / Senior Functional II / Expert Functional / BOD-4 Project Manager Team Member	275	268	301	33
Staff Staffs	524	524	448	76
Jumlah Total	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Tingkat Pendidikan
Number of Employees by Education Level

(orang/ *persons*)

Tingkat Pendidikan <i>Education Level</i>	2023	2024	2025	Perubahan 2024 – 2025 <i>Change 2024–2025</i>
Pasca Sarjana (S2 dan S3) <i>Postgraduate (Master's and Doctorate)</i>	59	63	71	8
Strata 1 <i>Bachelor's Degree</i>	286	321	329	8
Diploma 3 <i>Diploma 3</i>	87	91	86	5
SMA <i>Senior High School</i>	551	605	515	90
SLTP <i>Junior High School</i>	1	1	0	1
Jumlah <i>Total</i>	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Tahun Kelahiran
Number of Employees by Year of Birth

(orang/ *persons*)

Tahun Kelahiran <i>Year of Birth</i>	2023	2024	2025	Perubahan 2024 – 2025 <i>Change 2024–2025</i>
1967 - 1969	37	20	2	18
1970 – 1974	179	178	170	8
1975 – 1979	171	169	169	-
1980 – 1984	150	149	149	-
1985 – 1989	152	151	147	4
1990 – 1994	210	209	205	4
1995 – 1999	133	136	143	7
> 2000	10	14	16	2
Jumlah <i>Total</i>	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Masa Kerja

Number of Employees by Year of Birth

(orang/ persons)

Masa Kerja Years of Service	2023	2024	2025	Perubahan 2024 – 2025 Change 2024–2025
0 – 5 tahun 0 – 5 tahun	261	249	73	176
6 – 10 tahun 6 – 10 tahun	165	182	228	46
11 – 15 tahun 11 – 15 tahun	262	257	309	52
16 – 20 tahun 16 – 20 tahun	84	82	155	73
21 – 25 tahun 21 – 25 tahun	157	99	92	7
26 – 30 tahun 26 – 30 tahun	90	128	117	11
31 – 35 tahun 31 – 35 tahun	18	28	26	2
> 35 tahun > 35 years	5	1	1	-
Jumlah Total	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Status Kepegawaian

Number of Employees by Years of Service

(orang/ persons)

Status Kepegawaian Year of Birth	2023	2024	2025	Perubahan 2024 – 2025 Change 2024–2025
Karyawan Employees	1028	1026	1001	25
Calon Karyawan Prospective Employees	14	0	0	0
Jumlah Total	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Unit Kerja
Number of Employees by Work Unit

(orang/ persons)

Unit Kerja <i>Work Unit</i>	2023	2024	2025	Perubahan 2024 – 2025 <i>Change 2024–2025</i>
Kantor Pusat <i>Head Office</i>	286	282	294	12
Unit Wilayah I <i>Regional Unit I</i>	147	145	135	10
Unit Wilayah II <i>Regional Unit II</i>	144	140	126	14
Unit Wilayah III <i>Regional Unit III</i>	157	154	146	8
Unit Wilayah IV <i>Regional Unit IV</i>	94	90	91	1
Unit Wilayah V <i>Regional Unit V</i>	8	9	13	4
Unit Wilayah VI <i>Regional Unit VI</i>	8	9	12	3
Unit Wilayah VII <i>Regional Unit VII</i>	8	9	14	5
Unit PLTA <i>Hydroelectric Power Plant (PLTA) Unit</i>	135	131	122	9
Laboratorium Lingkungan <i>Laboratorium Lingkungan Environmental Laboratory</i>	18	18	15	3
Pusat Pendidikan dan Pelatihan <i>Education and Training Center</i>	0	0	8	8
Unit Usaha Pariwisata dan Hotel <i>Tourism and Hotel Business Unit</i>	15	15	0	15
Unit Kerja Khusus SPAM Regional <i>SPAM Regional Special Work Unit</i>	5	7	8	1
Unit Pengelola Program Manfaat Langsung BJPSDA <i>BJPSDA Direct Benefit Program Management Unit</i>	17	17	17	-
Jumlah <i>Total</i>	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Direktorat

Number of Employees by Directorate

(orang/ persons)

Direktorat <i>Directorate</i>	2023	2024	2025	Perubahan 2024 – 2025 <i>Change 2024–2025</i>
Direktorat Utama <i>Direktorat Utama</i>	56	55	55	-
Direktorat Keuangan, SDM, dan Manajemen Risiko <i>Directorate of Finance, Human Resources, and Risk Management</i>	155	156	137	19
Direktorat Operasi dan Pemeliharaan <i>Directorate of Operations and Maintenance</i>	779	766	736	30
Direktorat Pengembangan Usaha <i>Directorate of Business Development</i>	52	49	73	24
Jumlah Total	1042	1026	1001	25

Jumlah Karyawan Berdasarkan Penempatan

Number of Employees by Directorate

(orang/ persons)

Penempatan <i>Directorate</i>	2023	2024	2025	Perubahan 2024 – 2025 <i>Change 2024–2025</i>
Operasional <i>Direktorat Utama</i>	756	744	787	43
Non Operasional <i>Direktorat Utama</i>	286	282	214	68
Jumlah Total	1042	1026	1001	25

Pekerja yang Bukan Pekerja Langsung

Pekerja yang bukan pekerja langsung di lingkungan Perum Jasa Tirta II umumnya merujuk pada tenaga kerja mitra, alih daya (*outsourcing*) tenaga kontrak pihak ketiga, atau pekerja magang yang mendukung operasional perusahaan tetapi tidak memiliki ikatan kerja organik langsung sebagai pegawai tetap instansi.

Non-Direct Employees

Non-direct employees within Perum Jasa Tirta II generally refer to partner personnel, outsourced workers from third-party contractors, or interns who support the company's operations but do not hold a direct organic employment relationship as permanent staff of the institution.

Persamaan Hak dan Non Diskriminasi

Dalam pelaksanaan usahanya, Perusahaan berupaya menerapkan proses pemenuhan, perlindungan, dan penghormatan hak-hak dasar yang melekat pada diri manusia sejak lahir. Proses tersebut dimaksudkan untuk mencegah diskriminasi, memastikan kesetaraan di hadapan hukum serta melindungi hak sipil, politik, ekonomi, sosial, dan budaya.

Merujuk kepada Peraturan Menteri BUMN RI No. PER/MBU/03/2023 tentang Organisasi dan Sumber Daya Manusia Badan Usaha Milik Negara bahwa Perusahaan menerapkan dan mengelola keberagaman, kesempatan yang setara, dan tanpa diskriminasi dalam proses perolehan sumber daya manusia. Saat ini, terdapat insan Perusahaan yang memiliki keterbatasan.

Pekerja Anak dan Kerja Paksa

Perusahaan juga mematuhi peraturan perundang-undangan yang berlaku, di mana terdapat larangan keras mempekerjakan anak (individu dibawah usia 18 tahun) dan praktik-praktik kerja paksa.

Pengembangan Kompetensi

Diyakini oleh Perusahaan, program pengembangan pekerja atau karyawan merupakan investasi strategis untuk meningkatkan keterampilan, produktivitas, dan potensi staf. Oleh karenanya, Perusahaan merancang serangkaian proses mulai dari penilaian kebutuhan awal hingga pelaksanaan metode pelatihan khusus, baik secara teknis maupun interpersonal. Program pengembangan yang dijalankan mencakup pelatihan teknis (*hard skill*) dan pengembangan *soft skills*.

Equal Opportunity and Non-Discrimination

In conducting its business operations, the Company strives to implement processes that fulfill, protect, and respect the fundamental human rights inherent to every individual from birth. These processes are intended to prevent discrimination, ensure equality before the law, and protect civil, political, economic, social, and cultural rights.

In reference to the Regulation of the Minister of State-Owned Enterprises (SOEs) of the Republic of Indonesia No. PER/MBU/03/2023 concerning the Organs and Human Resources of State-Owned Enterprises, the Company implements and manages diversity, equal opportunity, and non-discrimination in its human resource acquisition process. Currently, there are Company personnel with disabilities.

Child Labor and Forced Labor

The Company also strictly complies with applicable laws and regulations, which enforce a strict prohibition on the employment of children (individuals under the age of 18) and any forms of forced labor practices.

Competence Development

*The Company strongly believes that employee development programs are strategic investments to enhance the skills, productivity, and potential of its staff. Consequently, the Company designs a comprehensive series of processes, ranging from initial needs assessment to the execution of specialized training methods, encompassing both technical and interpersonal aspects. The development programs implemented cover technical training (*hard skills*) as well as *soft skills* development.*

Di sepanjang tahun 2025, telah dilaksanakan berbagai jenis pelatihan sebagai berikut:

Throughout 2025, various types of training programs were successfully conducted as follows:

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
1.	Pelatihan Implikasi Pajak Atas Penggunaan Nilai Wajar (<i>Fair Value</i>) Dalam Laporan Keuangan <i>Tax Implications Training on the Application of Fair Value in Financial Statements</i>	8 Februari 2025 <i>February 9, 2025</i>	NON SDA/SDL	Ikatan Akuntan Indonesia (IAI)	Online
2.	Workshop Soul Of CSR & CSV <i>Soul of CSR & CSV Workshop</i>	9-23 Februari 2025 <i>February 9 – 23, 2025</i>	NON SDA/SDL	WM Akademi & Ted Cycle	Jakarta
3.	International Webinar “Water Can’t Wait: Accelerating The Adoption Of Innovations In Water, Energy, And Food Security Nexus” <i>International Webinar “Water Can’t Wait: Accelerating the Adoption of Innovations in Water, Energy, and Food Security Nexus”</i>	29-31 Januari 2025 <i>January 29 – 31, 2025</i>	NON SDA/SDL	Center Of Excellence For Water And Climate Resilience (CoE4WCR)	Yogyakarta
4.	Relawan Bakti BUMN Batch VII <i>BUMN Bakti Volunteers – Batch VII</i>	16-20 Februari 2025 <i>February 16 – 20, 2025</i>	NON SDA/SDL	Kementerian BUMN - PERTAMINA	Papua
5.	Pelatihan Internal Control Over Financial Reporting <i>Internal Control Over Financial Reporting (ICFR) Training</i>	18-19 Februari 2025 <i>February 18 – 19, 2025</i>	OPR	PT Pendidikan Maritim & Logistik Indonesia/ PT PMLI	Bogor

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
6.	Workshop Komunikasi: Komunikasi melalui Media Sosial dengan Optimasi AI Communication <i>Workshop: Social Media Communication with AI Optimization</i>	21-22 Februari 2025 <i>February 21 – 22, 2025</i>	NON SDA/ SDL	KBUMN	Bandung
7.	Next Gen Leadership BUMN Muda Series - Jejak Masa Depan Series 2 <i>Next-Gen Leadership BUMN Muda Series – Jejak Masa Depan Series 2</i>	27 Februari 2025 <i>February 27, 2025</i>	NON SDA/ SDL	KBUMN	Jakarta
8.	In Journey Hospitality Leadership Forum tahun 2025 <i>In Journey Hospitality Leadership Forum 2025</i>	15 -19 Februari 2025 <i>February 15 – 19, 2025</i>	NON SDA/ SDL	PT. HIN	Bali
9.	Mastering GRC (Governance, Risk, and Compliance) & QMS (Quality Management System) - Strategies for Compliance and Business Excellence <i>Mastering GRC (Governance, Risk, and Compliance) & QMS (Quality Management System) – Strategies for Compliance and Business Excellence</i>	23 Maret 2025 <i>March 23, 2025</i>	OPR	Lean Indonesia	Online
10.	BUMN School of Excellence (BSE) Masterclass X, Leadership Unplugged – Dare to Disrupt <i>BUMN School of Excellence (BSE) Masterclass X, Leadership Unplugged – Dare to Disrupt</i>	22 April 2025 <i>April 22, 2025</i>	NON SDA/ SDL	BUMN School of Excellence (BSE)	Bogor

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
11.	Bimbingan Teknis Petugas OP Modernisasi Irigasi Program Strategic Irrigation Modernization and Urgent Rehabilitation Project (SIMURP) <i>Technical Guidance for Irrigation Modernization Operations & Maintenance (O&M) Officers under the Strategic Irrigation Modernization and Urgent Rehabilitation Project (SIMURP)</i>	22 April 2025 <i>April 22, 2025</i>	SDA/SDL	Direktorat Bina OP, Kementerian PUPR	Jakarta
12.	In House Training Financial Budgeting <i>In-House Training on Financial Budgeting</i>	14 -15 Mei 2025 <i>May 14 – 15, 2025</i>	NON SDA/SDL	PUSDIKLAT	Jatiluhur
13.	In House Training Operasi Dan Pemeliharaan Jaringan Irigasi Di Lingkungan Perum Jasa Tirta II <i>In-House Training on Irrigation Network Operations & Maintenance (O&M) within Perum Jasa Tirta II</i>	20-22 Mei 2025 <i>May 20 – 22, 2025</i>	SDA/SDL	PUSDIKLAT	Jatiluhur
14.	Pelatihan Risk Appetite Statement : Establishment, Implementation, and Evaluation <i>Risk Appetite Statement Training: Establishment, Implementation, and Evaluation</i>	21-22 April 2025 <i>April 21 – 22, 2025</i>	OPR	CRMS Indonesia	Online
15.	Pelatihan Dasar Dasar Audit <i>Fundamentals of Auditing Training</i>	7-14 April 2025 <i>April 7 – 14, 2025</i>	NON SDA/SDL	NON SDA/SDL	Online
16.	Kunjungan Diagnostik Mentor Water Organization Partnerships for Resilience (WOP4R) <i>Diagnostic Visit by Mentors from the Water Organization Partnerships for Resilience (WOP4R)</i>	8-12 April 2025 <i>April 8 – 12, 2025</i>	NON SDA/SDL	NON SDA/SDL	NEPAL

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
17.	Workshop SAK For Executive Financial Accounting Standards (SAK) <i>Workshop for Executives</i>	23-26 April 2025 <i>April 23 – 26, 2025</i>	NON SDA/ SDL	Ikatan Akuntan Indonesia	Jatiluhur
18.	Peserta In House Training Sistem Manajemen Anti Penyuapan (SMAP) <i>Participant of In-House Training on Anti-Bribery Management System (SMAP)</i>	12 -13 Juni 2025 June 12 – 13, 2025 <i>16-17 Juni 2025 June 16 – 17, 2025</i>	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
19.	EUT Modul SAP FI (Finance) dan SAP CO (Controlling) <i>End-User Training (EUT) for SAP FI (Finance) and SAP CO (Controlling) Modules</i>	16-17 Juni 2025 <i>June 16 – 20, 2025</i>	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
20.	EUT Modul Funds Management (FM) – ERP SAP Finance <i>End-User Training (EUT) for Funds Management (FM) Module – ERP SAP Finance</i>	16 -20 Juni 2025 <i>June 16 – 20, 2025</i>	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
21.	EUT Pengelolaan Master Data – ERP SAP Finance <i>End-User Training (EUT) for Master Data Management – ERP SAP Finance</i>	23-25 Juni 2025 <i>June 23 – 25, 2025</i>	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
22.	EUT Basis IT – ERP SAP Finance <i>End-User Training (EUT) for IT Basis – ERP SAP Finance</i>	23-25 Juni 2025 <i>June 23 – 25, 2025</i>	NON SDA/ SDL	PUSDIKLAT	Semarang
23.	The 3rd Wetskills Indonesia Challenge <i>The 3rd Wetskills Indonesia Challenge</i>	7-20 Juni 2025 <i>June 7 – 20, 2025</i>	NON SDA/ SDL	NUFFIC	Jakarta
24.	Internal Control Over Financial Reporting (ICoFR) <i>Internal Control Over Financial Reporting (ICoFR)</i>	21-22 Mei 2025 <i>May 21 – 22, 2025</i>	OPR	Ikatan Akuntan Indonesia	
25.	Corporate Law for Executive Aspek Hukum Dalam Pengelolaan Korporasi BUMN <i>Corporate Law for Executives: Legal Aspects of SOE Corporate Management</i>	15-16 Mei 2025 <i>May 15 – 16, 2025</i>	NON SDA/ SDL	<i>The Indonesia Capital Market Institute</i>	Jakarta

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
26.	Pelatihan Environmental Social & Governance (ESG) Reporting Reporting Training Organization Development Practitioner Program Organization Development Practitioner Program	25 Juni -23 Juli 2025 June 25 – July 23, 2025 25-26 Juni 2025 June 25 – 26, 2025	NON SDA/ SDL	Expert - BNSP	Online
27.	Pelatihan Environmental Social & Governance (ESG) Reporting Environmental, Social, and Governance (ESG) Reporting Training	25-26 Juni 2025 June 25 – 26, 2025	OPR	CRMS Indonesia	Online
28.	Pelatihan Master Class : Compliance Management Series Masterclass Training: Compliance Management Series	25-26 Juni 2025 June 25 – 26, 2025	OPR	CRMS Indonesia	Online
29.	GRC Series 2025: The Future of Corporate Governance: A Balance Between Power, Purpose, and Principles GRC Series 2025: The Future of Corporate Governance: A Balance Between Power, Purpose, and Principles	26 Juni 2025 June 26, 2025	OPR	CRMS Indonesia	Online
30.	Pelatihan Risk Management Maturity Assessment Risk Management Maturity Assessment Training	23-24 Juni 2025 June 23 – 24, 2025	OPR	CRMS Indonesia	Online
31.	Pengukuran Dampak Program CSR Menggunakan SROI (Social Return on Investment) CSR Program Impact Measurement Using SROI (Social Return on Investment)	17-18 Juli 2025 July 17 – 18, 2025	NON SDA/ SDL	PT.Dampak Sosial Indonesia	Surabaya
32.	Pelatihan Accelerated Talent Development Program (ATDP) Accelerated Talent Development Program (ATDP) Training	8 Juli s.d. 18 Juli 2025 July 8–18, 2025 15 Juli s.d. 25 Juli 2025 July 15–25, 2025	NON SDA/ SDL	PPM MANAJEMEN	Online

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
33.	<i>In House Training</i> Pengelolaan Arsip Dinamis <i>In-House Training on Active Records Management</i>	14-17 Juli 2025 July 14 – 17, 2025	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
34.	Relawan Bakti BUMN Batch VIII 2025 <i>BUMN Bakti Volunteers – Batch VIII 2025</i>	14-19 Agustus 2025 August 14 – 19, 2025	NON SDA/ SDL	KBUMN	Sumatera
35.	Sertifikasi Audit Operasional & Asesmen <i>Operational Audit & Assessment Certification</i>	24-25 Juli 2025 July 24 – 25, 2025	OPR	CRMS Indonesia	Online
36.	Sertifikasi <i>Qualified Risk Management Officer</i> (QRMO) <i>Qualified Risk Management Officer (QRMO) Certification</i>	28 Juli -31 Juli 2025 July 28 – 31, 2025	OPR	CRMS Indonesia	Online
37.	Sertifikasi <i>Qualified Risk Management Professional</i> (QRMP) <i>Qualified Risk Management Professional (QRMO) Certification</i>	26 Juli - 4 Oktober 2025 July 26 – October 4, 2025	NON SDA/ SDL	IAI	Online
38.	Sertifikasi Audit Operasional & Asesmen <i>Operational Audit & Assessment Certification</i>	24 Juli 2025 8-10 September 2025 July 24 - September 8–10, 2025	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
39.	<i>In House Training</i> Program Digital Mindset Batch III <i>In-House Training on Digital Mindset Program – Batch III</i>	15-17 September 2025 September 15 – 17, 2025	NON SDA/ SDL	PUSDIKLAT	Jatiluhur
40.	<i>In House Training</i> Pengelolaan Bendungan Bidang Geoteknik <i>In-House Training on Dam Management in Geotechnical Engineering</i>	2 -4 September 2025 September 2 – 4, 2025	SDA/SDL	PUSDIKLAT	Jatiluhur
41.	IHT Pelatihan <i>Qualified Risk Management Officer</i> (QRMO) <i>In-House Training (IHT): Qualified Risk Management Officer (QRMO) Training</i>	-	NON SDA/ SDL	PUSDIKLAT	Jatiluhur

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
42.	Workshop 6th Annual Conference On Hydro Power In Asia Workshop: 6th Annual Conference on Hydro Power in Asia	28-29 Agustus 2025 August 28 – 29, 2025	SDA/SDL	Power Line Magazine	Jakarta
43.	Workshop Erosion and Sedimentation Studies In River Basins and Reservoir Workshop: Erosion and Sedimentation Studies in River Basins and Reservoirs	2-4 September 2025 September 2 – 4, 2025	SDA/SDL	UNDIP	Semarang
44.	Indonesia Human Capital & Beyond Summit 2025 Indonesia Human Capital & Beyond Summit 2025	2-3 September 2025 September 2 – 3 2025	NON SDA/SDL	QUBISA	Jakarta
45.	Pelatihan Internal Control Testing Internal Control Testing Training	11-12 September 2025 September 11 – 12, 2025	OPR	CRMS Indonesia	Online
46.	Pelatihan Analisis Laporan Keuangan Financial Statement Analysis Training	12 September 2025 September 12, 2025	NON SDA/SDL	Ikatan Akuntan Indonesia Jawa Barat	Online
47.	Training Human Resources Management Human Resources Management Training	7-10 Oktober 2025 October 7 – 10, 2025	NON SDA/SDL	PPM Manajemen	Online
48.	Workshop Implementasi Internal Control Over Financial Reporting (ICOFR) Workshop on the Implementation of Internal Control Over Financial Reporting (ICoFR)	15-16 Oktober 2025 October 15 – 16, 2025	OPR	IIA	Jakarta
49.	Business Continuity Management Based On ISO 22301 Business Continuity Management Based on ISO 22301	20-22 Oktober 2025 October 20 – 22, 2025	OPR	CRMS Indonesia	Online

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
50.	Penyusunan Kurikulum dan Silabus Pelatihan Berbasis Kompetensi <i>Development of Competency-Based Training Curriculum and Syllabus</i>	21-23 Oktober 2025 <i>October 21 – 23, 2025</i>	NON SDA/ SDL		Bandung
51.	Seminar Dan Pengukuhan Profesi CFRM (Certified Fraud And Risk Management) <i>Seminar and Professional Inauguration of CFRM (Certified Fraud and Risk Management)</i>	3-6 November 2025 <i>November 3 – 6, 2025</i>	OPR	Asosiasi Auditor Internal	Yogyakarta
52.	Presentasi Makalah Pada Pertemuan Ilmiah Tahunan ke-42 Himpunan Ahli Teknik Hidraulik Indonesia (PIT KE-42 HATHI) <i>Paper Presentation at the 42nd Annual Scientific Meeting of the Indonesian Association of Hydraulic Engineers (PIT KE-42 HATHI)</i>	18 Oktober 2025 <i>October 18 – 23, 2025</i>	SDA/SDL	HATHI	Online
53.	Risk Maturity Form BUMN <i>SOE Risk Maturity Forum</i>	24-25 November 2025 <i>November 24 – 25, 2025</i>	OPR	IAA	Online
54.	Peserta Wisuda Sertifikasi LSPMR CRGP dan Konferensi Nasional Profesional Manajemen Risiko XI-2025 Participant in the LSPMR CRGP <i>Certification Graduation and the 11th National Risk Management Professional Conference 2025</i>	26-28 November 2025 <i>November 26 – 28, 2025</i>	OPR	CRMS Indonesia	<i>Online dan Onsite</i>

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation date	Bidang Directorate	Penyelenggara Directorate	Kota City
55.	Seminar Internasional HUT IAI ke-68, Indonesian Accountant: Resilient, Sustainable and Future-Ready Beyond Numbers, Building the Golden Future <i>International Seminar on the 68th Anniversary of IAI, Indonesian Accountant: Resilient, Sustainable and Future-Ready Beyond Numbers, Building the Golden Future</i>	24-25 November 2025 <i>November 24 – 25, 2025</i>	NON SDA/ SDL	IAI	Jakarta
56.	Pelaksanaan Knowledge Sharing Sap Finance - 2nd Production <i>Implementation of Knowledge Sharing: SAP Finance – 2nd Production</i>	1-3 Desember 2025 <i>December 1 – 3, 2025</i>	NON SDA/ SDL	IGNASIUS JONAN	Jatiluhur
57.	Talent Secondment Kementerian BUMN <i>Talent Secondment of the Ministry of SOEs</i>	-	NON SDA/ SDL	-	-

Sementara program sertifikasi yang diperoleh di tahun 2025 adalah:

Meanwhile, the certification programs obtained throughout 2025 are detailed below:

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation Date	Bidang Sector
1.	Sertifikasi Qualified Risk Management Professional (QRMP) <i>Qualified Risk Management Professional (QRMP) Certification</i>	21 - 25 April 2025 <i>April 21 – 25, 2025</i>	OPR
2.	Sertifikasi Qualified Risk Management Officer (QRMO) <i>Qualified Risk Management Officer (QRMO) Certification</i>	6-8 Mei 2025 <i>May 6 – 8, 2025</i>	OPR
3.	Sertifikasi Certified Fraud Risk Management (CFRM) <i>Certified Fraud Risk Management (CFRM) Certification</i>	28-30 April 2025 <i>April 28 – 30, 2025</i>	OPR
4.	Sertifikasi Audit Operasional & Asesmen <i>Operational Audit & Assessment Certification</i>	16-25 Juni 2025 <i>June 16 – 25, 2025</i>	OPR
5.	Analisis Utama Pengoperasian PLTA <i>Principal Analyst of PLTA Operations</i>	18 Juni 2025 <i>June 18, 2025</i>	SDA/SDL
6.	Analisis Madya Pengoperasian PLTA <i>Senior Analyst of PLTA Operations</i>	18 Juni 2025 <i>June 18, 2025</i>	SDA/SDL
7.	Analisis Muda Pengoperasian PLTA <i>Junior Analyst of PLTA Operations</i>	18 Juni 2025 <i>June 18, 2025</i>	SDA/SDL
8.	Pelaksana Madya Pengoperasian PLTA <i>Senior Technician of PLTA Operations</i>	18 Juni 2025 <i>June 18, 2025</i>	SDA/SDL
9.	Pelaksana Utama Pengoperasian PLTA <i>Principal Technician of PLTA Operations</i>	18 Juni 2025 <i>June 18, 2025</i>	SDA/SDL
10.	Sertifikasi Perancang Kontrak (Legal Drafter) <i>Legal Drafter Certification</i>	15-16 Mei 2025 <i>May 15 – 16, 2025</i>	NON SDA/ SDL
11.	Sertifikasi Ahli HIMA <i>HIMA Specialist Certification</i>	10-11 Juni dan 1 Juli 2025 <i>June 10–11 and July 1, 2025</i>	NON SDA/ SDL
12.	Sertifikasi Kompetensi Public Relations 2025 <i>Public Relations Competency Certification 2025</i>	17- 18 Juni 2025 <i>June 17- 18, 2025</i>	NON SDA/ SDL
13.	Sertifikasi Higiene Industri Muda (HIMU)- BNSP <i>Junior Industrial Hygiene Certification (HIMU) - BNSP</i>	16-19 JUNI 2025 <i>June 16- 19, 2025</i>	NON SDA/ SDL
14.	Sertifikasi Ahli K3 Muda Lingkungan Kerja (Kemenaker) <i>Junior Occupational Health & Safety (OHS) Workplace Specialist Certification (Ministry of Manpower)</i>	7-8 Juli 2025 <i>July 7- 8, 2025</i>	NON SDA/ SDL
15.	Sertifikasi Pertolongan Pertama pada Kecelakaan (P3K) <i>First Aid Certification (PK3)</i>	21,22,23 Juli 2025 <i>July 21,22,23 2025</i>	NON SDA/ SDL
16.	Sertifikasi BNSP – Skema Pelaksana Program Pemberdayaan Masyarakat <i>BNSP Certification – Community Empowerment Program Implementation Scheme</i>	22-25 Juli 2025 <i>July 22 - 25, 2025</i>	NON SDA/ SDL
17.	Sertifikasi Operator Mesin Diesel (Genset) Kelas 2 <i>Diesel Engine Operator Certification (Generator Set) Class 2</i>	23-25 Juli 2025 <i>July 23 - 25, 2025</i>	SDA/SDL

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation Date	Bidang Sector
18.	Pelatihan dan Sertifikasi <i>Qualified Risk Management Officer (QRMO)</i> <i>Qualified Risk Management Officer (QRMO) Training and Certification</i>	1,2 & 8 Juli 2025 <i>July 1,2 & 8, 2025</i>	OPR
19.	Sertifikasi Keahlian SDA (HATHI) , Perpanjangan <i>Water Resources Engineering Competency Certification (HATHI), Extension</i>	-	SDA/SDL
20.	Sertifikasi Ahli K3 Umum (Spesialis K3LH/ Direktorat Operasi dan Pemeliharaan) <i>General OHS Specialist Certification (OHS & Environment Specialist / Directorate of Operations and Maintenance)</i>	4 Agustus s.d. 19 Agustus 2025 <i>August 4 – 19, 2025</i>	SDA/SDL
21.	Pembekalan dan Sertifikasi Manajemen Air Minum (Ahli Muda , Madya dan Utama) <i>Drinking Water Management Briefing and Certification (Junior, Senior, and Principal Specialist)</i>	25 - 30 Agustus 2025 <i>August 25 - 30, 2025</i>	SDA/SDL
22.	Sertifikasi CSRS (<i>Certified Sustainability Reporting Specialist</i>) Batch 3 <i>Certified Sustainability Reporting Specialist (CSRS) Certification – Batch 3</i>	9-11 September 2025 <i>September 9-11, 2025</i>	NON SDA/SDL
23.	Sertifikasi Nasional Pengadaan Barang/Jasa Pemerintah (Kompetensi Level-1) <i>National Certification for Government Goods and Services Procurement (Competency Level-1)</i>	28 Agustus s.d. 18 September 2025	NON SDA/SDL
24.	Uji Sertifikasi Petugas Pengambil Contoh Uji Udara Ambien dan Kebauan <i>Competency Certification Test for Ambient Air and Odor Sampling Officers</i>	18 September 2025 <i>September 18, 2025</i>	NON SDA/SDL
25.	In House Training Bimbingan Teknis dan Sertifikasi Kompetensi Ahli Teknik Bendungan Besar <i>In-House Technical Guidance Training and Competency Certification for Large Dam Engineering Specialists</i>	27-29 Agustus 2025 <i>August 27-29, 2025</i>	SDA/SDL
26.	Pelatihan dan Sertifikasi <i>Certified Risk Governance Professional (CRGP)</i> <i>Certified Risk Governance Professional (CRGP) Training and Certification</i>	9,10,12 September 2025 <i>September 9,10,12, 2025</i>	OPR
27.	Sertifikasi : <i>Certified Human Resources Manager Certification: Certified Human Resources Manager</i>	17-19 September 2025 <i>September 17-19, 2025</i>	NON SDA/SDL
28.	Sertifikasi : <i>Certified Human Resources Asisten Manager Certification: Certified Human Resources Assistant Manager</i>	17-19 September 2025 <i>September 17-19, 2025</i>	NON SDA/SDL
29.	Sertifikasi : <i>Certified Human Resources Supervisor Certification: Certified Huma</i>	17-19 September 2025 <i>September 17-19, 2025</i>	NON SDA/SDL
30.	Sertifikasi : <i>Certified Human Resources Staff Certification: Certified Human Resources Staff</i>	17-19 September 2025 <i>September 17-19, 2025</i>	NON SDA/SDL
31.	Sertifikasi Kompetensi <i>Public Relations Public Relations Competency Certification</i>	2 & 9 Oktober 2025 <i>October 2 & 9, 2025</i>	NON SDA/SDL
32.	Perpanjangan SKKTK (Analisis Madya Pemeliharaan PLTA) <i>Extension of SKKTK (Senior Analyst of PLTA Maintenance</i>	6 Oktober 2025 <i>October 6, 2025</i>	SDA/SDL

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation Date	Bidang Sector
33.	Perpanjangan SKKTK (Analisis Muda Pemeliharaan PLTA) <i>Extension of SKKTK (Junior Analyst of PLTA Maintenance)</i>	6 Oktober 2025 <i>October 6, 2025</i>	SDA/SDL
34.	Perpanjangan SKKTK (Pelaksana Utama Pemeliharaan PLTA) <i>Extension of SKKTK (Principal Technician of PLTA Maintenance)</i>	6 Oktober 2025 <i>October 6, 2025</i>	SDA/SDL
35.	Sertifikasi Audit Operasional & Asesmen <i>Operational Audit & Assessment Certification</i>	8-16 September, 14 November 2025 <i>September 8-16, November 14, 2025</i>	OPR
36.	Sertifikasi Qualified Risk Management Officer (QRMO) <i>Qualified Risk Management Officer (QRMO) Certification</i>	10-12 November 2025 <i>November 10-12, 2025</i>	OPR
37.	Sertifikasi Qualified Risk Management Professional (QRMP) <i>Qualified Risk Management Professional (QRMO) Certification</i>	17-21 November 2025 <i>November 17-21, 2025</i>	OPR
38.	Sertifikasi Audit Operasional & Asesmen <i>Operational Audit & Assessment Certification</i>	3-11 November 2025 <i>December 3-11, 2025</i>	OPR
39.	CompTIA Network+ Training & Exam <i>CompTIA Network+ Training & Exam</i>	8-11 Desember 2025 <i>December 8-11, 2025</i>	NON SDA/ SDL
40.	Sertifikasi CGRCP (Certified GRC Professional) <i>Certified GRC Professional (CGRCP) Certification</i>	16,17,18 Desember Online December 16,17,18, 2025 (Online) 19 Desember Onsite Jakarta <i>December 19, 2025 (Onsite Jakarta)</i>	OPR
41.	Perpanjangan Sertifikasi CRMP <i>Certified Risk Management Professional (CRMP) Certification Extension</i>	17 Desember 2025 <i>December 17, 2025</i>	OPR

Rencana Strategis Pengelolaan SDM Tahun 2025

Demi mencapai sasaran usaha, maka strategi Perusahaan di bidang pengembangan sumber daya manusia adalah:

- ▶ Meningkatkan kematangan pengelolaan SDM (*human capital management maturity level*) secara berkelanjutan;
- ▶ Meningkatkan produktivitas tenaga kerja (*employee productivity*) melalui penerapan lingkungan kerja yang mendukung budaya K3, *minus growth*, pemenuhan jumlah karyawan yang memiliki kompetensi di bidang SDA dan non-SDA, pemberian *reward and punishment*, pengelolaan kinerja karyawan (*performance management*), *job grading*;
- ▶ Meningkatkan keberagaman talenta dalam nominated talent (*average diversity in nominated talent*) Perusahaan, khususnya melalui pengembangan talenta muda dan talenta perempuan melalui talent development *fast track* program, integrated talent management system untuk mendapatkan *talent pool* berkualitas dan berdaya saing;
- ▶ Menumbuhkan lingkungan kerja yang penuh rasa hormat dengan budaya AKHLAK yang inklusif, berdasarkan AKHLAK *Culture Journey* dan *Respectful Workplace Policy* melalui implementasi *Respectful Workplace Policy*, Transformasi Budaya melalui Aktivasi *Culture* oleh *Change Agent* dan *Change Leader*, Implementasi AKHLAK *Culture Journey*, rekrutmen karyawan termasuk penyandang disabilitas;
- ▶ Membangun kemitraan strategis dengan karyawan, termasuk di dalamnya mengimplementasikan *employee well-being* program;
- ▶ Membangun partisipasi komunitas/forum Bidang Human Capital.

2025 Strategic Human Resources Management Plan

To achieve the Company's business objectives, the corporate strategy in human resource development focuses on the following pillars:

- ▶ *Sustaining HR Maturity: Continuously enhancing the maturity level of human capital management on a sustainable basis.*
- ▶ *Boosting Employee Productivity: Increasing employee productivity by implementing a work environment that champions an OHS/K3 culture, a minus-growth staffing strategy, and the fulfillment of qualified employees with distinct competencies in both water resources (SDA) and non-water resources (non-SDA) sectors. This is further driven by robust reward and punishment mechanisms, performance management, and job grading frameworks.*
- ▶ *Enhancing Talent Diversity: Elevating the average diversity within the Company's nominated talent pool, specifically by accelerating the growth of young and female talents through talent development fast-track programs and an integrated talent management system to secure a highly competitive, high-quality talent pool.*
- ▶ *Fostering a Respectful Workplace: Cultivating an inclusive, value-driven work environment through the AKHLAK corporate culture journey and a Respectful Workplace Policy. This is advanced by mobilizing Change Agents and Change Leaders for cultural transformation, driving the AKHLAK Culture Journey, and ensuring inclusive employee recruitment practices, including opportunities for individuals with disabilities.*
- ▶ *Building Strategic Partnerships: Forging strong strategic partnerships*

Target dan Indikator Keberhasilan

Target dan indikator keberhasilan Program SDM Perum Jasa Tirta II di tahun 2025 berfokus pada penguatan budaya kerja, peningkatan kompetensi pegawai, serta kesehatan dan keselamatan kerja. Rincian target strategis tersebut mencakup pemenuhan pelatihan kompetensi, pemeliharaan kesehatan pegawai risiko tinggi, serta transformasi organisasi.

Peningkatan kompetensi dilakukan melalui pelaksanaan *in-house training* dan jam pelatihan per pegawai melalui pusat pembelajaran Perusahaan untuk mendukung kinerja pengelolaan sumber daya air.

Upaya mengelola kesehatan dan keselamatan kerja (K3) dilakukan melalui pelaksanaan pemeriksaan kesehatan berkala seperti *medical check-up* bagi pegawai berisiko tinggi di berbagai unit kerja, seperti Unit PLTA dan wilayah operasional.

Penguatan budaya dan kinerja dilakukan melalui peningkatan produktivitas, keterlibatan pegawai (*employee engagement*), dan penataan struktur organisasi guna mencapai target nilai *human capital excellence*.

with employees, which includes the seamless execution of comprehensive employee well-being programs.

- *Community and Forum Engagement: Actively building community and forum participation within the Human Capital sector.*

Targets and Success Indicators

The targets and success indicators for Perum Jasa Tirta II's 2025 HR Program heavily center on strengthening the corporate culture, enhancing employee competencies, and ensuring occupational health and safety (OHS/K3). The detailed strategic targets encompass fulfilling competency training requirements, safeguarding the wellness of high-risk employees, and driving organizational transformation.

Competency development is delivered through structured in-house training programs and the optimization of training hours per employee via the Company's corporate learning center to directly support the performance of water resources management.

Systematically manage occupational health and safety (OHS/K3), the Company conducts periodic medical check-ups explicitly dedicated to high-risk employees across various operational fronts, including the Hydroelectric Power Plant (PLTA) Units and field operational areas.

Cultural and performance reinforcement is pursued by elevating overall productivity, boosting employee engagement, and refining the organizational structure to successfully achieve the targeted human capital excellence index.

Mekanisme Pengaduan Masalah Ketenagakerjaan

Mekanisme pengaduan masalah ketenagakerjaan di PJT II dilakukan secara tertulis melalui aplikasi *Whistleblowing*

Labor Grievance Mechanism

Perum Jasa Tirta II's labor grievance mechanism is conducted in writing through the Company's Whistleblowing

System (WBS) Perusahaan yang ditujukan kepada Direktur Utama melalui Pengelola WBS, atau melalui saluran eksternal resmi Pemerintah seperti layanan Lapor Menaker Kementerian Ketenagakerjaan.

System (WBS) application, addressed to the President Director via the WBS Management Team, or through official government external channels such as the Ministry of Manpower's Lapor Menaker service.

Pelatihan Masa Persiapan Pensiun

Perum Jasa Tirta II secara berkala menyelenggarakan program Pembekalan Masa Purnabakti atau Pelatihan Masa Persiapan Pensiun (MPP) melalui pusat pengembangan SDM dan pelatihannya. Program ini dirancang untuk membekali pegawai dengan kesiapan mental, kewirausahaan, Kesehatan, serta pengelolaan keuangan.

Pre-Retirement Preparation Training

Perum Jasa Tirta II periodically conducts Retirement Preparation or Pre-Retirement Preparation Training (MPP) programs through its HR development and training facility. This program is designed to equip employees with psychological readiness, entrepreneurship skills, health awareness, and financial management capabilities.

Namun, di tahun 2025 tidak dilaksanakan Pelatihan Persiapan Purnabakti.

In 2025, no Pre-Retirement Preparation Training (MPP) was conducted.

Paket Kesejahteraan Remunerasi

Perusahaan berupaya menjunjung asas kesetaraan dan kompetitif dengan industri sejenis dalam penyediaan remunerasi karyawan. Secara periodik disesuaikan dengan faktor internal seperti bobot kerja, serta faktor eksternal seperti ketentuan pengupahan yang berlaku. Sebagaimana diatur dalam Perjanjian Kerja Bersama (PKB) dan ketentuan pengupahan yang berlaku, struktur remunerasi meliputi: (i) penghasilan tetap yang terdiri dari: gaji pokok, tunjangan grade, tunjangan posisi, tunjangan keluarga, dan tunjangan khusus pajak; (ii) penghasilan tidak tetap berupa: tunjangan kinerja I yang terdiri dari tunjangan jasa produksi (jasprod) dan insentif, tunjangan hari raya keagamaan, tunjangan kinerja II, dan tunjangan penempatan wilayah kerja. Besaran penghasilan tetap, yakni gaji pokok, Perusahaan mengacu pada aspek hukum yang mengatur upah minimum dan kelayakan yang didasarkan pada beberapa indikator termasuk inflasi. Sementara besaran penghasilan tidak tetap dihitung berdasarkan unjuk kerja Perusahaan

Remuneration and Welfare Package

The Company strives to uphold the principles of equality and competitiveness within the industry peer group in providing employee remuneration. Adjustments are periodically evaluated based on internal factors, such as job weight, as well as external factors, including applicable wage regulations.

As regulated in the Collective Labor Agreement (PKB) and prevailing wage regulations, the remuneration structure comprises:

(i) Fixed Income: Consisting of basic salary, grade allowance, position allowance, family allowance, and special tax allowance.

(ii) Variable Income: Consisting of Performance Allowance I (comprising production services allowance /jasprod and incentives), religious holiday allowance (THR), Performance Allowance II, and work area placement allowance.

For the fixed income component, namely the basic salary, the Company refers to

dan ketentuan yang berlaku serta tetap memperhatikan kemampuan Perusahaan.

legal aspects governing the minimum wage and living feasibility standards based on several indicators, including inflation. Meanwhile, the amount of variable income is calculated based on the Company's performance and applicable provisions, while strictly considering the Company's financial capabilities.

Rasio Upah Karyawan Baru terhadap Upah Minimum Regional

Rasio Upah Karyawan Baru dihitung terhadap UMK Kabupaten Purwakarta sebagai berikut:

- ▶ Rasio Terendah dengan jenjang Pendidikan SMK/SLTA = $(\text{Upah Karyawan Baru/UMK}) \times 100\% = \text{Rp}6.700.000,00/\text{Rp}5.052.856,00 \times 100\% = 132,60\%$.
- ▶ Rasio Tertinggi dengan jenjang Pendidikan S2 = $(\text{Upah Karyawan Baru/UMK}) \times 100\% = (\text{Rp}7.613.000,00/\text{Rp}5.052.856,00) \times 100\% = 150,67\%$.

Rasio Terendah Upah Karyawan Baru terhadap UMK Kabupaten Purwakarta sebesar 132,60% dan Rasio Tertinggi sebesar 150,67%. Hal ini menunjukkan bahwa upah awal yang diberikan Perusahaan di atas UMK Kabupaten. Dengan demikian, Perusahaan menetapkan tingkat remunerasi yang lebih tinggi dari standar minimum yang ditetapkan pemerintah daerah, sehingga diharapkan dapat meningkatkan daya tarik Perusahaan dalam memperoleh talenta, menjaga daya saing di pasar tenaga kerja, serta memberikan apresiasi yang lebih baik kepada karyawan baru sesuai kebutuhan kompetensi dan tanggung jawab pekerjaan.

Ratio of Entry-Level Employee Wage to Regional Minimum Wage

The ratio of entry-level employee wages is calculated against the Purwakarta Regency Minimum Wage (UMK) as follows:

- ▶ *Lowest Ratio (High School/Vocational High School Education Level):*
 $\text{Ratio} = (\text{Entry-Level Employee Wage} / \text{UMK}) \times 100\% = (\text{IDR } 6,700,000.00 / \text{IDR } 5,052,856.00) \times 100\% = 132.60\%$
- ▶ *Highest Ratio (Master's Degree / S2 Education Level):*
 $\text{Ratio} = (\text{Entry-Level Employee Wage} / \text{UMK}) \times 100\% = (\text{IDR } 7,613,000.00 / \text{IDR } 5,052,856.00) \times 100\% = 150.67\%$

The lowest entry-level employee wage ratio against the Purwakarta Regency Minimum Wage (UMK) stands at 132.60%, while the highest ratio reaches 150.67%. This demonstrates that the initial wages offered by the Company exceed the regional minimum wage. Consequently, the Company sets remuneration levels above the minimum standards mandated by local government. This policy aims to enhance corporate attractiveness in talent acquisition, maintain competitiveness in the labor market, and offer appropriate recognition to new hires based on required competencies and job responsibilities.

Pelayanan Kesehatan

Berdasarkan Peraturan Direksi No. PRD-5/DIR/03/2025 tentang Pedoman Sistem Kompensasi dan Fasilitas di Lingkungan Perum Jasa Tirta II beserta perubahannya,

Healthcare and Medical Benefits

In accordance with the Board of Directors Regulation Number PRD-5/DIR/03/2025 concerning Guidelines for Compensation Systems and Facilities within Perum

perusahaan mengikutsertakan Karyawan dan Calon Karyawan beserta keluarga, dalam program Jaminan Kesehatan yang diselenggarakan oleh Badan Penyelenggara Jaminan Sosial (BPJS) Kesehatan.

Selain itu, Perusahaan juga memberikan jaminan pemeliharaan Kesehatan bagi Karyawan berupa pemeriksaan dan pengobatan yang meliputi:

1. Rawat Inap;
2. Rawat Jalan;
3. *Medical Check Up*;
4. Persalinan dan/ atau Keguguran;
5. Alat Bantu;
6. Pengobatan Akupuntur;
7. Fisioterapi;
8. Unit Gawat Darurat/ ICU/ ICCU/ HCU; dan
9. Bantuan Biaya Cacat Akibat Kecelakaan Kerja. Baik cacat Sebagian Anatomis, Cacat Sebagian Fungsi ataupun Cacat Total Tetap.

Pemeliharaan kesehatan oleh Perusahaan bagi Calon Karyawan berupa pemeriksaan dan pengobatan yang meliputi:

- ▶ Rawat Inap;
- ▶ Rawat Jalan;
- ▶ Persalinan dan/atau Keguguran;
- ▶ Pengobatan Akupuntur
- ▶ Fisioterapi; dan
- ▶ Unit Gawat Darurat/ ICU/ ICCU/ HCU

Pemeliharaan kesehatan oleh Perusahaan bagi Keluarga Karyawan berupa pemeriksaan dan pengobatan yang meliputi:

1. Rawat Inap;
2. Rawat Jalan;
3. Persalinan dan/atau Keguguran;

Jasa Tirta II, along with its subsequent amendments, the Company enrolls its Employees, Prospective Employees, and their immediate families in the National Health Insurance program administered by the Health Social Security Agency (BPJS Kesehatan).

Beyond the state-mandated program, the Company provides comprehensive internal healthcare coverage for Employees, which encompasses medical examinations and treatments including:

1. *Inpatient Care*;
2. *Outpatient Care*;
3. *Medical Check-Ups*;
4. *Maternity and/or Miscarriage Care*;
5. *Medical Adis/ Prosthetics*;
6. *Acupuncture Treatment*;
7. *Physiotherapy*;
8. *Emergency Room (ER) / ICU / ICCU / HCU Services*; and
9. *Financial Assistance for Disabilities Resulting from Occupational Accidents (covering Partial Anatomical Disability, Partial Functional Disability, or Permanent Total Disability).*

The internal healthcare coverage provided by the Company for Prospective Employees covers medical examinations and treatments including:

- ▶ *Inpatient Care*;
- ▶ *Outpatient Care*;
- ▶ *Maternity and/or Miscarriage Care*;
- ▶ *Acupuncture Treatment*;
- ▶ *Physiotherapy*; and

- ▶ *Emergency Room (ER) / ICU / ICCU / HCU Services.*

The internal healthcare coverage provided by the Company for Employee Families covers medical examinations and treatments including:

4. Alat Bantu;
5. Pengobatan Akupuntur;
6. Fisioterapi;
7. Unit Gawat Darurat/ ICU/ ICCU/ HCU/ NICU dan PICU; dan
8. Pemeriksaan Kesehatan Berkala (*Medical Check Up*) bagi Suami/ Istri Karyawan.

Pemeliharaan kesehatan oleh Perusahaan bagi Keluarga Calon Karyawan berupa pemeriksaan dan pengobatan yang meliputi:

- ▶ Rawat Inap;
- ▶ Rawat Jalan, kecuali perawatan pra persalinan dan pasca persalinan;
- ▶ Unit Gawat Darurat/ ICU/ ICCU/ HCU/ NICU dan PICU

Bagi Karyawan Purna Bhakti beserta Istri/ Suami yang Pemutusan Hubungan Kerja nya dikarenakan mencapai batas usia pensiun atau pensiun dini, meninggal dunia atau hilang, kecelakaan kerja dan penyakit akibat hubungan kerja atau sakit berkepanjangan maka yang bersangkutan beserta Istri/Suami mendapatkan fasilitas pemeliharaan kesehatan sesuai kemampuan perusahaan, dalam jangka waktu 2 (dua) tahun terhitung setelah masa pensiun sesuai dengan *Grade* yang disetarakan dengan *person grade* yang ditetapkan oleh Perusahaan dan Laporan Data Keluarga Karyawan terakhir di Perusahaan, dikecualikan bagi Karyawan yang dilakukan pemutusan hubungan kerja dengan tidak hormat dan bagi Karyawan yang mengundurkan diri.

Pemeliharaan kesehatan bagi Karyawan Purna Bhakti beserta istri/suami berupa pemeriksaan dan pengobatan yang meliputi:

1. Rawat Inap;
2. Rawat Jalan;
3. Persalinan;
4. Fisioterapi; dan Unit Gawat Darurat/ICU/ ICCU/HCU.

1. *Inpatient Care;*
2. *Outpatient Care;*
3. *Maternity and/or Miscarriage Care;*
4. *Medical Aids/Prosthetics;*
5. *Acupuncture Treatment;*
6. *Physiotherapy;*
7. *Emergency Room (ER) / ICU / ICCU / HCU / NICU and PICU Services; and*
8. *Periodic Medical Check-Ups for the Employee's Spouse.*

The internal healthcare coverage provided by the Company for Prospective Employees' Families covers medical examinations and treatments including:

- ▶ *Inpatient Care;*
- ▶ *Outpatient Care, excluding pre-natal and post-natal care; and*
- ▶ *Emergency Room (ER) / ICU / ICCU / HCU / NICU and PICU Services.*

For Retired Employees and their spouses whose employment was terminated due to reaching the mandatory retirement age or early retirement, passing or missing status, occupational accidents, work-related illnesses, or prolonged illnesses, the Company provides healthcare facilities based on the Company's financial capabilities.

This facility is granted for a period of 2 (two) years starting from the retirement date. The coverage is adjusted based on the equivalent grade assigned to the employee's designated person grade and the last registered Employee Family Data Report. This facility explicitly excludes employees whose employment was terminated due to dishonourable discharge or resignation.

The healthcare coverage provided by the Company for Retired Employees and their spouses covers medical examinations and treatments including:

1. *Inpatient Care;*

Sebagai upaya menjaga kesehatan karyawan, Perusahaan melaksanakan kegiatan penyuluhan kesehatan sebagai berikut:

1. *Health Talk* dengan tema “Pola Makan yang Baik untuk Obesitas & Penyakit Metabolik” pada tanggal 24 Januari 2025;
2. *Health Talk* dengan tema “Membangun kesadaran : Kanker Kolorektal, Hati dan Pankreas dalam Perspektif Kesehatan Karyawan” pada tanggal 28 Februari 2025;
3. Distribusi Banner dengan tema “Tuberkulosis : Yuk, Ketahui tentang TBC” pada Bulan Maret 2025;
4. *Health Talk* dengan tema “Kontrol Tekanan Darah pada Pasien Gagal Ginjal Kronis” pada tanggal 28 Mei 2025;
5. Health talk dengan tema “Waspada Demam Berdarah *Dengue* (DBD) dan Chikungunya” pada tanggal 26 Juni 2025;
6. *Health Talk* dengan tema “Duduk Tenang Tanpa Nyeri : Yuk, Kenali Hemoroid! Kenali Gejala dan Cara Penanganan Hemoroid dengan Bijak” pada tanggal 01 Agustus 2025;
7. Distribusi *Banner* dengan tema “Menerapkan Gaya Hidup Sehat” pada Bulan Agustus 2025;
8. Health talk dengan tema “*Mental Health*: Mindful di Kantor, Powerful di Hidup” pada tanggal 30 September 2025;
9. *Health Talk* dengan tema “Gejala dan Penanganan Dini Gangguan THT Akibat Kerja” pada tanggal 30 Oktober 2025;
10. *Health Talk* dengan tema “Lindungi Penglihatan dari Komplikasi Diabete Mellitus” pada tanggal 20 November 2025;
11. *Health Talk* dengan tema “Lingkungan Kerja Produktif Bebas Narkoba dan HIV/AIDS” pada tanggal 17 Desember 2025.

2. *Outpatient Care*;
3. *Maternity Care*; and
4. *Physiotherapy and Emergency Room (ER) / ICU / ICCU / HCU Services*.

As part of its ongoing commitment to maintaining employee health and wellness, the Company conducted various health education and counseling initiatives throughout 2025 as follows:

1. *Health Talk*: “Optimal Dietary Habits for Obesity & Metabolic Diseases” (January 24, 2025).
2. *Health Talk*: “Building Awareness: Colorectal, Liver, and Pancreatic Cancers from an Employee Health Perspective” (February 28, 2025).
3. *Educational Banner Distribution*: “Tuberculosis: Let’s Understand TBC” (March 2025).
4. *Health Talk*: “Blood Pressure Control in Chronic Kidney Disease Patients” (May 28, 2025).
5. *Health Talk*: “Staying Vigilant Against Dengue Hemorrhagic Fever (DHF) and Chikungunya” (June 26, 2025).
6. *Health Talk*: “Sit Comfortably Without Pain: Let’s Understand Hemorrhoids! Recognizing Symptoms and Managing Hemorrhoids Wisely” (August 1, 2025).
7. *Educational Banner Distribution*: “Implementing a Healthy Lifestyle” (August 2025).
8. *Health Talk*: “Mental Health: Mindful at the Office, Powerful in Life” (September 30, 2025).
9. *Health Talk*: “Symptoms and Early Management of Work-Related ENT (Ear, Nose, and Throat) Disorders” (October 30, 2025).
10. *Health Talk*: “Protecting Vision from Diabetes Mellitus Complications” (November 20, 2025).
11. *Health Talk*: “Productive Work Environment Free from Drugs and HIV/AIDS” (December 17, 2025).

Health Talk

"Membangun kesadaran : Kanker Kolorektal, Hati dan Pankreas dalam Perspektif Kesehatan Karyawan" pada tanggal 28 Februari 2025;



Health Talk

"Building Awareness: Colorectal, Liver, and Pancreatic Cancers from an Employee Health Perspective" (February 28, 2025).



Health Talk

"Lingkungan Kerja Produktif Bebas Narkoba dan HIV/AIDS" pada tanggal 17 Desember 2025.



Health Talk

"Productive Work Environment Free from Drugs and HIV/AIDS" (December 17, 2025).



Health Talk

"Pola Makan yang Baik untuk Obesitas & Penyakit Metabolik" pada tanggal 24 Januari 2025;



Health Talk

"Optimal Dietary Habits for Obesity & Metabolic Diseases" (January 24, 2025).



Program Imbalan Pasca Kerja

Sesuai dengan Keputusan Anggota Dewan Komisiner Otoritas Jasa Keuangan (OJK) No. KEP-110/D.05/2025 tertanggal 15 Oktober 2025 tentang Perubahan Kedua Atas Keputusan Dewan Komisiner Otoritas Jasa Keuangan (OJK) No. KEP-26/D.05/2024 tentang Pembubaran Dana Pensiun Jasa Tirta II, Program Manfaat Pasti Dana Pensiun karyawan Perum Jasa Tirta II (Dapen) dialihkan kepesertaannya pada program iuran pasti DPLK yang masing-masing besaran iurannya sama dengan besaran iuran kepesertaan pada Program Manfaat Pasti Dana Pensiun. Perusahaan juga memberikan imbalan pasca kerja dalam bentuk uang jasa pesangon, jaminan hari tua dan jaminan pensiun BPJS Ketenagakerjaan, jaminan hari tua melalui asuransi dan dana pensiun.

Program Cuti Karyawan

Program cuti karyawan di Perum Jasa Tirta II mengacu kepada ketentuan ketenagakerjaan BUMN dan peraturan internal Perusahaan, yang mencakup hak cuti tahunan minimal 12 hari kerja setelah masa kerja 12 bulan, cuti besar, cuti sakit, cuti melahirkan, serta pengaturan piket siaga operasional air saat cuti bersama nasional.

Survei Engagement Karyawan

Terkait dengan pengelolaan SDM Perusahaan, telah ditetapkan KPI Bersama Tahun 2025 yaitu Implementasi AKHLAK BUMN dan Persepsi Karyawan Tahun 2025 dengan 2 (dua) elemen utama yaitu kepuasan kerja karyawan dan keterikatan karyawan.

Berikut penjelasan terkait survei atas hal tersebut:

1. Hasil Pengukuran Survei AKHLAK Tahap 3 (Penerimaan)

Post-Employment Benefit Programs

In accordance with the Decree of the Member of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-110/D.05/2025 dated October 15, 2025, concerning the Second Amendment to the OJK Board of Commissioners Decree No. KEP-26/D.05/2024 regarding the Dissolution of the Jasa Tirta II Pension Fund, the participation in the Defined Benefit Program of the Perum Jasa Tirta II Pension Fund (Dapen) has been officially transferred to the DPLK Defined Contribution Program. The contribution amount for each participant remains identical to their previous participation rate in the Defined Benefit Program. Additionally, the Company provides post-employment benefits in the form of severance pay, old-age benefits (JHT), and pension benefits administered by BPJS Ketenagakerjaan, as well as old-age security through commercial insurance and pension funds.

Employee Leave Programs

Perum Jasa Tirta II's employee leave program complies with SOE labor regulations and internal company policies. This includes an annual leave entitlement of a minimum of 12 working days after 12 months of service, long service leave, sick leave, maternity leave, and operational water standby duty arrangements during national joint leave periods (cuti bersama).

Employee Engagement Surveys

In relation to the Company's human resource management, the 2025 Joint Key Performance Indicators (KPIs) designated the Implementation of BUMN AKHLAK and the 2025 Employee Perception as two primary elements: employee job satisfaction and employee engagement.

The comprehensive results of the surveys are detailed as follows:

1. Results of the Phase 3 (Acceptance AKHLAK Survey).

- a. Tujuan survei adalah untuk mengukur tingkat pemahaman nilai-nilai utama akhlak pada tahap penerimaan, menilai serta mengevaluasi penerimaan dan keberlanjutan implementasi nilai-nilai AKHLAK di Perusahaan.
 - b. Terdapat 3 (tiga) area utama yang dinilai, yaitu area pemahaman, area penerimaan, dan area penerapannya. Berdasarkan hasil survei yang telah dilakukan, ketiga area tersebut menunjukkan capaian skor diatas 80, berada pada area “skor tinggi”, dengan rincian sebagai berikut:
 - ▶ Area Pemahaman sebesar 84,71 (karyawan telah memiliki pemahaman yang solid mengenai core values AKHLAK);
 - ▶ Area Penerimaan sebesar 85,86 (adanya keterlibatan karyawan yang positif terhadap nilai AKHLAK yang diterapkan); dan
 - ▶ Area Penerapan sebesar 83,54 (karyawan mampu memberikan contoh konkret tentang penerapan AKHLAK dan turut mengajak orang lain untuk menerapkannya).
 - c. Hasil survey Tahap 3 (Penerimaan) AKHLAK diperoleh skor sebesar 254,11 dengan nilai kualitatif Area Penerimaan Tinggi.
 - d. Pencapaian ini telah melampaui target sebesar 252.
2. Hasil Pengukuran Survei Persepsi Karyawan
 - a. Tujuan survei adalah untuk mengukur tingkat kepuasan kerja karyawan dan keterikatan karyawan dalam hal meningkatkan produktivitas, loyalitas, perbaikan lingkungan kerja dengan budaya positif, moral, dan merekomendasikan langkah tindak lanjut perbaikan kepuasan kerja dan keterikatan karyawan.

- a. The survey aims to measure the level of understanding of the AKHLAK core values during the acceptance phase, as well as to assess and evaluate the acceptance and sustainability of AKHLAK values implementation within the Company.
- b. The survey evaluates three primary dimensions: Understanding, Acceptance, and Application. Based on the survey findings, all three dimensions achieved scores exceeding 80, placing them within the “high score” category:
 - ▶ Understanding Area: Scored 84.71, indicating that employees possess a solid understanding of the AKHLAK core values.
 - ▶ Acceptance Area: Scored 85.86, reflecting positive employee engagement and alignment with the implemented AKHLAK values.
 - ▶ Application Area: Scored 83.54, demonstrating that employees are capable of providing concrete examples of AKHLAK implementation and actively encouraging others to apply them.
- c. The Phase 3 (Acceptance) AKHLAK survey achieved an aggregate score of 254.11, falling qualitatively into the “High Acceptance” tier.
- d. This achievement successfully surpassed the established corporate target of 252.

2. Result of the Employee Perception Survey

- a. The survey is designed to measure employee job satisfaction and engagement levels to boost productivity, enhance loyalty, foster a positive workplace culture, raise morale, and recommend actionable next steps for improvement.

- b. Target skor pengukuran persepsi karyawan di tahun 2025 adalah sebesar 80%.
- c. Secara teknis, survei menggunakan pendekatan Gallup, yaitu mendefinisikan partisipasi dan antusiasme karyawan dalam pekerjaan dan tempat kerja mereka terhadap keterlibatan karyawan.
- d. Survei persepsi karyawan dengan kategori kepuasan kerja karyawan menggunakan 12 tingkatan hirarki kebutuhan psikologi sebagai berikut: *achievement, security, interpersonal relationship, relationship with peer, status pekerja, responsibility, salary, relationship with subordinate, company policy and administration, recognition, work condition, work itself, supervision, dan personal life*. Hasil survei kepuasan kerja memperoleh skor sebesar 87,24.
- e. Survei persepsi karyawan dengan kategori keterikatan karyawan menggunakan 4 (empat) tingkatan hirarki kebutuhan psikologi sebagai berikut: *teamwork, basic needs, individual contribution, dan growth*. Hasil survei keterikatan memperoleh skor sebesar 85,13.

Penghargaan Karyawan

Perusahaan memiliki kebijakan pemberian penghargaan kepada karyawan. Hal ini untuk memotivasi, mencetak produktivitas dan kreativitas kerja, serta memelihara kebanggaan dan semangat kerja karyawan. Penghargaan diberikan kepada karyawan yang menunjukkan kesetiaan dalam mengabdikan masa kerjanya dalam jangka waktu tertentu, meraih prestasi kerja luar biasa, atau telah berjasa kepada Perusahaan. Penghargaan yang diberikan terdiri dari:

- ▶ Satya Karya Sepuluh Tahun,
- ▶ Satya Karya Dua Puluh Tahun,
- ▶ Satya Karya Tiga Puluh Tahun,
- ▶ Tunjangan Kinerja II berupa uang

- b. *The target score for the employee perception measurement in 2025 was set at 80%.*
- c. *Technically, the survey adopts the Gallup approach, which defines employee participation and enthusiasm toward their work and workplace as metrics for employee engagement.*
- d. *This segment evaluates 12 hierarchical levels of psychological needs: achievement, security, interpersonal relationship, relationship with peer, employee status, responsibility, salary, relationship with subordinate, company policy and administration, recognition, work condition, work itself, supervision, and personal life. The job satisfaction survey achieved a score of 87.24.*
- e. *This segment utilizes 4 hierarchical levels of psychological needs: teamwork, basic needs, individual contribution, and growth. The engagement survey achieved a score of 85.13.*

Employee Awards and Recognition

The Company maintains a formal policy for granting awards to its employees. This initiative is strategically designed to motivate personnel, drive workplace productivity and creativity, and sustain a profound sense of pride and morale among the staff.

Awards are bestowed upon employees who demonstrate exceptional loyalty through their years of dedicated service within a specific timeframe, achieve outstanding job performance, or deliver meritorious contributions to the Company. The recognition framework comprises:

- ▶ *Satya Karya 10 Years (Ten-Year Long Service Award);*
- ▶ *Satya Karya 20 Years (Twenty-Year Long Service Award);*
- ▶ *Satya Karya 30 Years (Thirty-Year Long Service Award); and*

tunai dan/atau natura sebagai bentuk penghargaan dari Direksi.

Prestasi yang dikategorikan layak memperoleh penghargaan diantaranya: pelaksanaan tugas dan kewajiban secara luar biasa, penemuan inovasi baru, kontribusi ekstra dari karyawan secara individual maupun kelompok, dan prestasi serta kontribusi lainnya yang dinilai berjasa bagi Perusahaan.

- *Performance Allowance II, distributed in cash and/or in-kind benefits (natura) as a form of official recognition from the Board of Directors.*

Achievements categorized as eligible for recognition include the extraordinary execution of duties and obligations, the discovery of breakthroughs or new innovations, extra contributions delivered by employees either individually or in groups, and other high-level achievements or contributions deemed highly meritorious to the Company.

Keselamatan dan Kesehatan Kerja (K3)

Berdasarkan Keputusan Direksi Perum Jasa Tirta II No. KPT-17/DIR/02/2022, Kebijakan K3 terdiri dari 3 (tiga), yaitu Kebijakan K3, Kebijakan Lingkungan Kerja Sehat, dan Kebijakan Pencegahan dan Penggunaan Narkoba & Miras.

Sistem K3 yang dilakukan Perum Jasa Tirta II untuk mencapai zero *fatality* melalui implementasi berbagai standar pelaksanaan K3 yang berlaku. Komitmen PJT II untuk mengutamakan aspek keselamatan dan kesehatan kerja, ditunjukkan melalui rangkaian kegiatan terkait seperti pelatihan K3, sosialisasi untuk meningkatkan kesadaran K3, serta memastikan bahwa setiap karyawan dan kontraktor mematuhi prosedur keselamatan kerja. Secara berkala, Perum Jasa Tirta II juga terus memperbarui berbagai program terkait aspek K3 serta memastikan Perusahaan senantiasa mematuhi berbagai peraturan dan standar yang berlaku.

Menimbang jenis industri yang dijalankan dan perangkat kerja yang dipergunakan, Perusahaan menempatkan pentingnya pemeliharaan aspek keselamatan dan kesehatan kerja (K3) karyawan sebagai prioritas. Hal ini dimaksudkan demi menciptakan rasa aman, nyaman, dan sehat, serta meminimalisir faktor-faktor yang berpotensi mengurangi produktivitas

Occupational Health and Safety (OHS/K3)

Based on the Decree of the Board of Directors of Perum Jasa Tirta II No. KPT-17/DIR/02/2022, the corporate OHS framework comprises 3 (three) core pillars: the OHS Policy, the Healthy Work Environment Policy, and the Prevention of Narcotics and Alcohol Abuse Policy.

The OHS system implemented at Perum Jasa Tirta II is geared toward achieving zero fatalities through the rigorous execution of various prevailing OHS compliance standards. PJT II's concrete commitment to prioritizing safety and health aspects is demonstrated through a series of dedicated activities, such as mandatory OHS training, socialization programs to enhance OHS awareness, and strict measures ensuring that every employee and contractor adheres to established safety procedures. On a periodic basis, Perum Jasa Tirta II continuously updates its OHS-related programs and ensures that the Company remains fully compliant with all applicable national regulations and global standards.

Considering the nature of the industry and the operational equipment utilized, the Company places the maintenance of employee OHS as a top corporate priority. This is systematically intended to cultivate a safe, comfortable, and healthy working environment, while minimizing factors that could potentially hamper productivity or endanger personnel and

dan membahayakan diri sendiri dan lingkungan. Oleh karenanya, pengelolaan K3 dilakukan secara menyeluruh dan difokuskan pada terciptanya zero accident. Perusahaan telah mengimplementasikan Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja di salah 1 (satu) unit kerja yang memiliki potensi risiko tinggi yaitu Unit Usaha PLTA. Berikut program pengembangan dan pemeliharaan kualitas K3 di tahun 2025:

the surrounding ecosystem. Consequently, OHS management is executed comprehensively, with a strict focus on achieving zero accidents.

The Company has successfully implemented Government Regulation (Peraturan Pemerintah) No. 50 of 2012 concerning the Application of the Occupational Health and Safety Management System within one of its high-risk operational sectors, namely the Hydroelectric Power Plant (PLTA) Business Unit.

The OHS quality development and maintenance programs executed throughout 2025 are detailed as follows:

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation Program	Bidang Sector	Lokasi Location
1.	Analisis Utama Pengoperasian PLTA <i>Analisis Utama Pengoperasian PLTA</i>	18 Juni June 18	SDA/SDL	Unit PLTA
2.	Analisis Madya Pengoperasian PLTA <i>Senior Analyst of PLTA Operations</i>		SDA/SDL	Unit PLTA
3.	Analisis Muda Pengoperasian PLTA <i>Junior Analyst of PLTA Operations</i>		SDA/SDL	Unit PLTA
4.	Pelaksana Madya Pengoperasian PLTA <i>Senior Technician of PLTA Operations</i>		SDA/SDL	Unit PLTA
5.	Pelaksana Utama Pengoperasian PLTA <i>Principal Technician of PLTA Operations</i>		SDA/SDL	Unit PLTA
6.	Sertifikasi Higiene Industri Muda (HIMU) - BNSP <i>Junior Industrial Hygiene Certification (HIMU) - BNSP</i>	16 – 19 Juni June 16 - 19	NON SDA/SDL	Expert - BNSP
7.	Sertifikasi Ahli K3 Muda Lingkungan Kerja (Kemenaker) <i>Junior Occupational Health & Safety (OHS) Specialist Certification (MoM / MoM RI)</i>	7 – 8 Juli July 7 - 8	NON SDA/SDL	Expert - Kemenaker
8.	Sertifikasi Pertolongan Pertama pada Kecelakaan (P3K) <i>First Aid (P3K) Certification</i>	21 – 23 Juli July 21 -23	NON SDA/SDL	IHT-PUSDIKLAT
9.	Sertifikasi Operator Mesin Diesel (Genset) Kelas 2 <i>Diesel Engine Operator Certification (Generator Set) Class 2</i>	23 – 25 Juli July 23 -25	SDA/SDL	Fresh Consultant

No.	Nama Program Program Name	Tanggal Pelaksanaan Implementation Program	Bidang Sector	Lokasi Location
10.	Sertifikasi Ahli K3 Umum (Spesialis K3LH/ Direktorat Operasi dan Pemeliharaan) <i>General OHS Specialist Certification (OHS & Environment Specialist / Directorate of Operations and Maintenance)</i>	4 – 19 Agustus <i>August 4 -19</i>	SDA/SDL	<i>Fresh Consultant</i>
11.	Perpanjangan SKKTK (Analisis Madya Pemeliharaan PLTA) <i>Extension of SKKTK (Senior Analyst of PLTA Maintenance)</i>	6 Oktober <i>October 6</i>	SDA/SDL	UNIT PLTA
12.	Perpanjangan SKKTK (Analisis Muda Pemeliharaan PLTA) <i>Extension of SKKTK (Junior Analyst of PLTA Maintenance)</i>		SDA/SDL	UNIT PLTA
13.	Perpanjangan SKKTK (Pelaksana Utama Pemeliharaan PLTA) <i>Extension of SKKTK (Principal Analyst of PLTA Maintenance)</i>		SDA/SDL	UNIT PLTA

Implementasi Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) diaudit secara berkala dengan melaksanakan audit internal dan eksternal SMK3 oleh auditor yang memiliki sertifikat Auditor SMK3 sesuai peraturan perundang-undangan. Hal tersebut dilakukan guna memastikan bahwa SMK3 berjalan dengan baik dan memenuhi standar keselamatan yang berlaku.

Komitmen Perum Jasa Tirta II untuk terus meningkatkan kinerja pada aspek Keselamatan dan Kesehatan Kerja (K3) memberikan hasil yang baik pada tahun 2025. Berbagai upaya pencegahan terhadap risiko K3 membuat Jasa Tirta II mampu melaporkan bahwa tidak ada kecelakaan yang menimbulkan fatalitas (*zero fatality*) di seluruh wilayah operasional Perusahaan. Kami juga melaporkan tidak ada kasus yang menyebabkan fatality yang disebabkan penyakit akibat kerja.

Upaya meningkatkan kinerja pada aspek K3 membantu Perusahaan menciptakan zero fatality, sehingga tidak terdapat jumlah hilang hari kerja.

The implementation of the Occupational Health and Safety Management System (SMK3) is periodically audited by conducting both internal and external SMK3 audits. These audits are performed by certified SMK3 Auditors in accordance with applicable laws and regulations to ensure that the SMK3 operates effectively and complies with prevailing safety standards.

Perum Jasa Tirta II's unwavering commitment to continuously enhancing its Occupational Health and Safety (OHS/K3) performance yielded positive outcomes in 2025. Due to comprehensive OHS risk prevention initiatives, Jasa Tirta II successfully reported zero fatalities resulting from workplace accidents across all operational areas of the Company. The Company also reported zero fatality cases caused by occupational illnesses.

These rigorous efforts to improve OHS performance successfully enabled the Company to maintain a zero-fatality record, resulting in zero lost workdays.

Dalam rangka mengantisipasi terjadinya insiden, di tahun 2025 Perusahaan melaksanakan Program Kerja K3 sebagai berikut:

1. Peninjauan *Risk Assessment* K3;
2. Pembaharuan Data Identifikasi Peraturan Perundang-Undangan K3;
3. Rapat P2K3 Triwulanan;
4. Kegiatan Pra-Kualifikasi *Contractor Safety Management System* (CSMS);
5. Monitoring dan Evaluasi K3;
6. Management Walkthrough K3;
7. Pengadaan Rambu K3;
8. Penyediaan Alat Pelindung Diri;
9. Simulasi Kegawatdaruratan;
10. Uji Lingkungan Kerja K3 sesuai Permenaker No. 05 Tahun 2018;
11. Uji Pesawat Angkat Angkut sesuai Permenaker No. 08 Tahun 2020;
12. Uji Generator Set sesuai Permenaker No. 38 Tahun 2016;
13. Uji Instalasi Penyalur Petir sesuai Permenaker No. 31 Tahun 2015;
14. *Medical Check Up* Berkala dan Khusus;
15. Dokter Keliling;
16. Audit Internal dan Eksternal SMK3.

Perum Jasa Tirta II juga mengimplementasikan *Contractor Safety Management System* secara optimal di seluruh lingkungan kerja Perusahaan sebagai salah 1 (satu) komitmen untuk mewujudkan *zero fatality*.

To proactively anticipate workplace incidents, the Company executed the following OHS Work Programs throughout 2025:

1. *OHS Risk Assessment Review;*
2. *Updating of OHS Laws and Regulations Identification Data;*
3. *Quarterly P2K3 (OHS Committee) Meetings;*
4. *Contractor Safety Management System (CSMS) Pre-Qualification Activities;*
5. *OHS Monitoring and Evaluation;*
6. *OHS Management Walkthroughs;*
7. *Procurement of OHS Safety Signage;*
8. *Provision of Personal Protective Equipment (PPE);*
9. *Emergency Response Simulations;*
10. *Work Environment Testing in accordance with the Minister of Manpower Regulation (Permenaker) No. 05 of 2018;*
11. *Lifting and Transporting Equipment Testing in accordance with Permenaker No. 08 of 2020;*
12. *Generator Set Testing in accordance with Permenaker No. 38 of 2016;*
13. *Lightning Protection System Installation Testing in accordance with Permenaker No. 31 of 2015;*
14. *Periodic and Specialized Medical Check-Ups;*
15. *Mobile Doctor Programs;*
16. *Internal and External SMK3 Audits.*

Perum Jasa Tirta II also optimally implements the Contractor Safety Management System (CSMS) across all work environments of the Company as part of its core commitment to achieving a zero-fatality record.

Penerapan Penghargaan dan Sanksi

Penghargaan kepada Karyawan di Tahun 2025

Rewards and Sanctions Implementation

Employee Awards and Recognition in 2025

Indikator <i>Indicator</i>	Bentuk <i>Form of Award</i>	Waktu Pemberian <i>Timing of Award</i>	Jumlah Penerima <i>Number of Recipients</i>
Satya Karya Sepuluh Tahun <i>(Ten-Year Long Service Award)</i>	Piagam dan uang sejumlah gaji pokok penerima penghargaan <i>Certificate and cash equivalent to the basic salary of the award recipient</i>	Karyawan yang telah mempunyai masa kerja secara terus-menerus dan tidak terputus sekurang-kurangnya 10 tahun <i>Employees who have completed at least 10 years of continuous and uninterrupted service</i>	125
Satya Karya Dua Puluh Tahun <i>(Twenty-Year Long Service Award)</i>	Piagam dan uang sejumlah gaji pokok penerima penghargaan <i>Certificate and cash equivalent to the basic salary of the award recipient</i>	Karyawan yang telah mempunyai masa kerja secara terus-menerus dan tidak terputus sekurang-kurangnya 10 tahun <i>Employees who have completed at least 20 years of continuous and uninterrupted service</i>	0
Satrya Karya Tiga Puluh Tahun <i>(Thirty-Year Long Service Award)</i>	Piagam dan uang sejumlah gaji pokok penerima penghargaan <i>Certificate and cash equivalent to the basic salary of the award recipient</i>	Karyawan yang telah mempunyai masa kerja secara terus-menerus dan tidak terputus sekurang-kurangnya 10 tahun <i>Employees who have completed at least 30 years of continuous and uninterrupted service</i>	21

Internalisasi Budaya

Internalisasi budaya di Perum Jasa Tirta II dilakukan melalui penerapan Core Values BUMN, yaitu AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif). Proses ini bertujuan membentuk insan perusahaan yang profesional, berintegritas, serta mendukung tata kelola air yang berkelanjutan.

Bentuk program internalisasi yang dilakukan di antaranya:

- Sosialisasi dan *Executive Briefing*; pengenalan nilai secara berkala oleh pimpinan kepada seluruh pegawai;

Culture Internalization

Culture internalization within Perum Jasa Tirta II is driven by embedding the SOE Core Values, namely AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif). This process aims to cultivate highly professional corporate personnel with profound integrity to support sustainable water resources management.

The structural internalization programs implemented encompass the following initiatives:

- Socialization and Executive Briefings: Continuous and periodic core value

- ▶ Internalisasi Kebijakan ESG; mendorong budaya kerja berwawasan lingkungan, sosial, dan tata kelola yang baik;
 - ▶ Budaya K3 (Keselamatan dan Kesehatan Kerja); menjadikan standar keselamatan sebagai kewajiban mutlak dalam operasional infrastruktur air;
 - ▶ Integritas dan Kepatuhan; penguatan *Zona Integritas* (ZI) untuk transparansi dan anti-korupsi.
- alignment delivered by the executive leadership to all employees.*
- ▶ *ESG Policy Internalization: Driving a corporate work culture that champions Environmental, Social, and Governance (ESG) awareness.*
 - ▶ *OHS (Occupational Health and Safety) Culture: Establishing rigorous safety standards as an absolute mandate across all water infrastructure operations.*
 - ▶ *Integrity and Compliance: Reinforcing the Integrity Zone (Zona Integritas/ZI) framework to promote institutional transparency and anti-corruption.*

08

KINERJA KEBERLANJUTAN **SUSTAINABILITY PERFORMANCE**





KINERJA KEBERLANJUTAN SUSTAINABILITY PERFORMANCE



Perum Jasa Tirta II berkomitmen menerapkan kegiatan berkelanjutan sesuai dengan peraturan perundang-undangan yang berlaku, termasuk POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik atau POJK Keuangan Berkelanjutan. Berdasarkan POJK ini, kegiatan berkelanjutan adalah kegiatan operasi perusahaan yang dijalankan dengan memperhatikan aspek ekonomi, lingkungan hidup, dan sosial.

Menjaga dan mengelola keselarasan antara aspek ekonomi, lingkungan hidup, dan sosial merupakan salah 1 (satu) fokus PJT II, karena fungsi Perusahaan selain mencetak laba adalah juga menjaga kelestarian hidup dan menunjukkan kepedulian terhadap isu-isu sosial. Perum Jasa Tirta II juga meyakini bahwa keselarasan ketiga aspek tersebut merupakan pondasi penting untuk mewujudkan bisnis yang berkesinambungan dengan pencapaian kinerja yang optimal dan terukur.

Membangun Budaya Keberlanjutan

Upaya Perum Jasa Tirta II dalam kegiatan berkelanjutan diwujudkan melalui berbagai kebijakan terkait dan pelaksanaan Tanggung Jawab Sosial dan Lingkungan (TJSL)/Corporate Social Responsibility (CSR).

Dalam rangka merealisasikan kegiatan berkelanjutan, PJT II mengintegrasikan prinsip keberlanjutan ke dalam 3 (tiga) pilar utama, yaitu *Environmental* (Lingkungan), *Social* (Sosial), dan *Governance* (Tata Kelola) (ESG). Fokus utamanya mencakup ketahanan air, energi bersih, pelibatan masyarakat, dan praktik tata kelola yang transparan.

Perum Jasa Tirta II is committed to implementing sustainable practices in accordance with prevailing laws and regulations, including POJK No. 51/POJK.03/2017 on the Application of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies (Sustainable Finance POJK). Under this regulation, sustainable practices are defined as corporate operations conducted with due regard to economic, environmental, and social aspects.

Maintaining and managing the harmony among these three pillars is a core focus for the Company. Beyond generating profits, the Company's essential function includes preserving the environment and demonstrating concern for social issues. Perum Jasa Tirta II firmly believes that aligning these economic, environmental, and social aspects forms a critical foundation for achieving long-term business sustainability alongside optimal, measurable performance.

Building a Culture of Sustainability

Perum Jasa Tirta II realizes its commitment to sustainable practices through targeted policies and the execution of Social and Environmental Responsibility (TJSL)/Corporate Social Responsibility (CSR) programs.

To embed these sustainable practices, the Company integrates sustainability principles into three primary pillars: Environmental, Social, and Governance (ESG). Its main focus encompasses water security, clean energy, community engagement, and transparent governance practices.

Prinsip-prinsip utama kegiatan berkelanjutan PJT II meliputi:

- ▶ Ketahanan dan Pengelolaan Sumber Daya Air; menjaga siklus dan ketersediaan air bersih secara lestari, termasuk pengelolaan Daerah Aliran Sungai (DAS) untuk mencegah degradasi lingkungan.
- ▶ Energi Baru Terbarukan (EBT); mengembangkan infrastruktur ramah lingkungan, seperti PLTS Terapung, pemanfaatan potensi waduk untuk PLTA *Pumped Storage*, dan produksi biogas dari limbah organik.
- ▶ Tanggung Jawab Sosial dan Lingkungan (TJSL/CSR); menjalankan program pemberdayaan masyarakat, peningkatan kesejahteraan, dan kepedulian lingkungan secara transparan dan akuntabel.
- ▶ Tata Kelola Perusahaan yang Baik (GCG); seluruh proses bisnis didasarkan pada prinsip transparansi, akuntabilitas, responsibilitas, independensi, dan keadilan (*fairness*) guna menciptakan nilai tambah bagi pemangku kepentingan.

Prinsip-prinsip tersebut di atas menjadi landasan penetapan budaya keberlanjutan yang disosialisasikan kepada Manajemen dan Karyawan, sehingga semakin dipahami keberadaannya dan menjadi pegangan semua pihak. Budaya keberlanjutan juga merujuk pada budaya Perum Jasa Tirta II sebagai bagian dari Badan Usaha Milik Negara (BUMN), yaitu AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif). Sosialisasi membangun budaya keberlanjutan dilakukan melalui berbagai media dan kesempatan. Di antaranya situs/website, media sosial, berbagai pertemuan internal maupun dengan pihak eksternal, baik secara terjadwal maupun yang bersifat insidental.

Sosialisasi budaya berkelanjutan juga dilakukan melalui berbagai kegiatan, seperti saat pelaksanaan kegiatan TJSL/CSR maupun penerapan operasional kantor yang ramah lingkungan. Selain itu,

The core principles guiding the Company's sustainability initiatives include:

- ▶ *Water Resource Security and Management: Preserving the cycle and sustainable availability of clean water, including the management of Watershed Areas (DAS) to prevent environmental degradation.*
- ▶ *New and Renewable Energy (EBT): Developing eco-friendly infrastructure, such as Floating Solar Power Plants (PLTS Terapung), utilizing reservoir potential for Pumped Storage Hydroelectric Power (PLTA Pumped Storage), and producing biogas from organic waste.*
- ▶ *Social and Environmental Responsibility (TJSL/CSR): Implementing community empowerment, welfare enhancement, and environmental preservation programs with transparency and accountability.*
- ▶ *Good Corporate Governance (GCG): Anchoring all business processes to the principles of transparency, accountability, responsibility, independence, and fairness to create value for stakeholders.*

These principles form the foundation of a sustainability culture communicated to both Management and Employees, ensuring it is deeply understood and practiced by all parties. This sustainability culture also aligns with the core corporate values of Perum Jasa Tirta II as a State-Owned Enterprise (BUMN), namely AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, and Kolaboratif). The socialization of this sustainability culture is carried out through various media and channels, including the corporate website, social media, and internal and external meetings both scheduled and incidental.

Furthermore, this sustainability culture is reinforced through various activities, such as the implementation of TJSL/CSR initiatives and the adoption of eco-

budaya keberlanjutan dilaksanakan oleh Perum Jasa Tirta II dengan menciptakan lingkungan kerja yang aman dan sehat sesuai dengan prinsip Kesehatan dan Keselamatan Kerja (K3) dengan tujuan tidak terjadi kecelakaan kerja dan terdapat penyakit akibat kerja.

friendly office operations. The Company also fosters this culture by maintaining a safe and healthy workplace environment in accordance with Occupational Health and Safety (K3) principles, aiming for zero workplace accidents and occupational illnesses.

Kinerja Ekonomi

Sekilas Ekonomi Global dan Nasional

Secara keseluruhan, pertumbuhan ekonomi global diperkirakan dalam tren melambat menjadi 3,3% pada tahun 2025 serta 3,2% pada tahun 2026 dan 2027. Divergensi pola pertumbuhan antarnegara berlanjut, dengan ekonomi negara maju tumbuh melambat dari 1,8% pada tahun 2024 menjadi 1,7% di tahun 2025 dan membaik menjadi 1,8% pada tahun 2026-2027. Sementara pertumbuhan *emerging economies* yang tumbuh 4,3% di tahun 2025, menurun menjadi 4,1% pada tahun 2026 dan 4,0% pada tahun 2027. Penurunan inflasi dunia berjalan lebih lambat dari perkiraan sebelumnya, dengan perkiraan inflasi mencapai 3,9% dan 3,8% di tahun 2025 dan 2026. Di periode yang sama, inflasi negara maju diperkirakan sekitar 2,4%, sementara *inflasi emerging economies* sekitar 4,8% dan 4,7%.

Di negara *Emerging Market Economies* (EMEs), dampak kebijakan tarif AS terhadap perlambatan ekonomi terutama terjadi di Tiongkok dan Amerika Latin, sementara kinerja ekonomi India dan ASEAN+5 cukup berdaya tahan. Pertumbuhan ekonomi Tiongkok dalam tren melambat dari 5,0% pada tahun 2024 dan 2025 menjadi 4,4% dan 4,0% pada tahun 2026 dan 2027. Kinerja ekonomi ASEAN-5 (Singapura, Malaysia, Thailand, Indonesia, dan Filipina) menunjukkan daya tahan, dengan pertumbuhan diperkirakan sedikit menurun dari 4,6% pada tahun 2024 menjadi 4,4% dan 4,3% pada tahun 2025 dan 2026 sebelum meningkat kembali ke 4,5% pada tahun 2027. Inflasi di ASEAN-5 secara keseluruhan juga terjaga rendah di sekitar 2,7% di tahun 2025 dan 2,8% pada tahun 2026-2027.

Economic Performance

Global and National Economic Overview

Overall, global economic growth is projected to decelerate to 3.3% in 2025, and further moderate to 3.2% in both 2026 and 2027. Growth divergence across countries persists; advanced economies are expected to slow down from 1.8% in 2024 to 1.7% in 2025, before improving to 1.8% over the 2026–2027 period. Meanwhile, emerging economies are projected to grow by 4.3% in 2025, before declining to 4.1% in 2026 and 4.0% in 2027. The decline in global inflation has been slower than previously anticipated, with inflation rates expected to hit 3.9% and 3.8% in 2025 and 2026, respectively. During the same period, inflation in advanced economies is projected at around 2.4%, while emerging economies stand at approximately 4.8% and 4.7%.

Within Emerging Market Economies (EMEs), the impact of US tariff policies on economic slowdown is primarily felt in China and Latin America, whereas the economic performance of India and ASEAN+5 remains resilient. China's economic growth is on a downward trend, slowing from 5.0% in 2024 and 2025 to 4.4% and 4.0% in 2026 and 2027. In contrast, the economic performance of ASEAN-5 (Singapore, Malaysia, Thailand, Indonesia, and the Philippines) demonstrates solid resilience. Growth is projected to ease slightly from 4.6% in 2024 to 4.4% and 4.3% in 2025 and 2026, before rebounding to 4.5% in 2027. Inflation across ASEAN-5 is also well-maintained at a low level, hovering around 2.7% in 2025 and 2.8% throughout 2026 - 2027.

Pertumbuhan Ekonomi Dunia: Negara Maju dan *Emerging Economies* (% , yoy)
Global Economic Growth: Advanced Economies and Emerging Economies (% , yoy)

Negara <i>Region</i>	2023	2024	2025*	2026*	2027*
Dunia <i>World</i>	3,5	3,3	3,3	3,2	3,2
Negara Maju <i>Advanced Economies</i>	1,7	1,8	1,7	1,8	1,8
Amerika Serikat <i>United States</i>	2,9	2,8	2,1	2,3	2,1
Kawasan Eropa <i>Euro Area</i>	0,4	0,9	1,3	1,3	1,4
Jepang <i>Japan</i>	1,2	0,1	1,1	0,8	0,7
Negara Berkembang <i>Emerging Economies</i>	4,7	4,3	4,3	4,1	4,0
Tiongkok <i>China</i>	5,4	5,0	5,0	4,4	4,0
India <i>India</i>	8,7	6,5	7,4	6,6	6,7
ASEAN-5 <i>ASEAN-6</i>	4,1	4,6	4,4	4,3	4,5
Amerika Latin <i>Latin America</i>	2,4	2,4	2,2	2,2	2,6

Keterangan: *Proyeksi Bank Indonesia
*Note: *Bank Indonesia Projections*

Sumber: WEO-IMF, Bank Indonesia
Source: WEO-IMF, Bank Indonesia

Ekonomi Indonesia tetap berkinerja baik dan berdaya tahan di tengah tingginya gejolak dan ketidakpastian global. Pertama, ketahanan ekonomi Indonesia cukup kuat dengan stabilitas makroekonomi Indonesia yang tetap terjaga dan pertumbuhan yang tetap tinggi. Kedua, koordinasi kebijakan yang kuat dan berhati-hati, khususnya antara kebijakan fiskal Pemerintah dan kebijakan moneter Bank Indonesia mampu mendorong permintaan domestik dengan keseimbangan antara stabilitas dan pertumbuhan. Ketiga, Indonesia juga terus memperkuat komitmen dalam melakukan transformasi ekonomi, melalui perbaikan iklim investasi, percepatan pembangunan infrastruktur, serta hilirisasi sumber daya alam untuk meningkatkan nilai tambah domestik. Keempat, Indonesia

The Indonesian economy continues to perform well and demonstrate solid resilience amid high global volatility and uncertainty. First, Indonesia's economic resilience remains strong, supported by well-maintained macroeconomic stability and sustained high growth. Second, robust and prudent policy coordination, particularly between the Government's fiscal policy and Bank Indonesia's monetary policy, has successfully driven domestic demand while balancing stability and growth. Third, Indonesia continually strengthens its commitment to economic transformation by improving the investment climate, accelerating infrastructure development, and advancing downstream natural resource processing to increase domestic value added. Fourth, Indonesia has

menunjukkan kepemimpinan yang kuat di berbagai forum internasional, termasuk dalam sejumlah kerja sama dan lembaga internasional.

Selama 6 (enam) tahun terakhir, perekonomian Indonesia mencatat kinerja yang kuat, termasuk salah 1 (satu) yang terbaik diantara negara EMEs. Kontraksi ekonomi akibat pandemi Covid-19 termasuk yang paling ringan dibandingkan dengan negara-negara lain. Stabilitas makro ekonomi dan sistem keuangan juga tetap terjaga dengan baik. Inflasi tetap terkendali rendah, dengan rata-rata dibawah 3% selama periode 2019-2024.

demonstrated strong leadership across various international forums, including in numerous cooperative frameworks and international institutions.

Over the past six years, the Indonesian economy has recorded robust performance, establishing itself as one of the top performers among Emerging Market Economies (EMEs). The economic contraction caused by the Covid-19 pandemic was among the mildest compared to other nations. Furthermore, macroeconomic and financial system stability has been well-maintained. Inflation remains low and under control, averaging below 3% throughout the 2019–2024 period.

Kinerja Ekonomi Indonesia: 2019-2024
Indonesia's Economic Performance: 2019–2024

Indikator <i>Indicator</i>	Satuan <i>Unit</i>	2019	2020	2021	2022	2023	2024
Pertumbuhan Ekonomi <i>Economic Growth</i>	% yoy	5,02	-2,07	3,70	5,31	5,05*	5,03**
Transaksi Berjalan <i>Current Account</i>	% PDB	-2,71	-0,42	0,30	1,00	-0,15	-0,62*
Defisit Fiskal <i>Fiscal Deficit</i>	% PDB	-2,20	-6,14	-4,57	-2,35	-1,61	-2,30
Inflasi IHK <i>CPI Inflation</i>	% yoy	2,72	1,68	1,87	5,51	2,61	1,57
Nilai Tukar Rupiah <i>Rupiah Exchange Rate</i>	IDR/USD (rata-rata) <i>IDR/USD (average)</i>	14.139	14.525	14.296	14.873	15.247	15.841
Suku Bunga BI-Rate <i>BI-Rate Interest Rate</i>	%	5,00	3,75	3,50	5,50	6,00	6,00
Kredit Perbankan <i>Bank Credit</i>	%	6,08	-2,41	5,24	11,35	10,38	10,39
Modal Perbankan (CAR) <i>Banking Capital (CAR)</i>	%	23,31	23,81	25,67	25,63	27,66	26,65

Sumber: BPS, Bank Indonesia
Source: BPS, Bank Indonesia

Keterangan: *Angka Sementara; **Angka Sangat Sementara
*Notes: *Preliminary Figures; **Very Preliminary Figures*

Di sisi lapangan usaha, pertumbuhan ekonomi Indonesia terutama ditopang oleh sektor-sektor padat modal, sementara sektor padat karya masih memerlukan dorongan lebih lanjut untuk meningkatkan kontribusinya terhadap perekonomian. Kinerja positif terutama terlihat pada sektor-sektor yang berorientasi ekspor dan sektor hilirisasi sumber daya alam, seperti Industri Pengolahan, yang mencatat pertumbuhan relatif tinggi seiring dengan peningkatan kapasitas produksi dan nilai tambah di dalam negeri. Sektor-sektor yang berkaitan dengan pembangunan infrastruktur dan peningkatan konektivitas, seperti Konstruksi serta Transportasi dan Pergudangan, turut mendukung kinerja pertumbuhan ekonomi nasional. Selain itu, sektor-sektor yang sejalan dengan peningkatan konsumsi masyarakat dan akselerasi digitalisasi, antara lain Perdagangan Besar dan Eceran, Akomodasi dan Makan Minum, serta Informasi dan Komunikasi, juga mencatatkan pertumbuhan yang semakin tinggi.

Kinerja Lapangan Usaha Pengelolaan Air Tahun 2025

Dalam beberapa tahun terakhir, kondisi cuaca masuk kategori anomali. Secara keseluruhan, berdasarkan catatan Badan Meteorologi, Klimatologi, dan Geofisika (BMKG), cuaca di Indonesia di tahun 2025 didominasi oleh musim kemarau yang lebih pendek dari biasanya dan musim hujan yang datang lebih awal.

Di sepanjang tahun 2025, suhu rata-rata di Indonesia tercatat sebesar 27,05°C. Anomali positif terjadi di hampir seluruh wilayah dan menjadikannya tahun keenam terpanas dalam catatan BMKG sejak tahun 1981. Musim kemarau berlangsung relatif lebih singkat, dengan tingkat curah hujan terendah secara umum terjadi di bulan Agustus 2025. Musim hujan dalam lebih awal sejak Agustus, dengan puncak musim hujan yang bervariasi antara November 2025 hingga Februari 2026.

From the business sector perspective, Indonesia's economic growth was primarily driven by capital-intensive sectors, while labor-intensive sectors still require further stimulus to boost their contribution to the economy. Positive performance was particularly evident in export-oriented sectors and downstream natural resource industries, such as the Manufacturing Industry, which recorded relatively high growth driven by increased domestic production capacity and value-added generation. Sectors related to infrastructure development and connectivity enhancement, such as Construction as well as Transportation and Warehousing, further supported national economic growth. Additionally, sectors aligned with rising public consumption and accelerated digitalization including Wholesale and Retail Trade, Accommodation and Food Services, as well as Information and Communication also registered increasingly strong growth.

Water Management Sector Performance in 2025

In recent years, weather conditions have fallen into the anomaly category. Overall, according to records from the Meteorology, Climatology, and Geophysics Agency (BMKG), the weather in Indonesia throughout 2025 was dominated by a shorter-than-usual dry season and an early onset of the rainy season.

Throughout 2025, the average temperature in Indonesia was recorded at 27,05°C. Positive anomalies occurred across almost all regions, making it the sixth warmest year in BMKG records since 1981. The dry season lasted relatively briefly, with the lowest rainfall levels generally occurring in August 2025. Conversely, the rainy season arrived earlier in August, with peak rainfall periods varying between November 2025 and February 2026.

Cuaca di tahun 2025 yang didominasi oleh fenomena *La Nina* lemah hingga kondisi netral memberikan curah hujan yang cenderung normal dan durasi musim kemarau yang lebih pendek. Hal ini menjaga cadangan air tanah dan waduk secara umum berada pada tingkat yang stabil.

Mayoritas wilayah Indonesia menerima curah hujan yang normal hingga di atas normal, sehingga danau, waduk, dan sistem irigasi terjaga dengan baik untuk sektor pertanian dan air minum. Pola curah hujan yang cukup tinggi di sepanjang awal tahun membuat cadangan air tanah terisi optimal. Kondisi turut membantu pengelolaan sumber daya air yang menjadi tugas Perusahaan.

Inisiatif dan Kebijakan Strategis PJT II

Perum Jasa Tirta II telah menyusun Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2025 sebagai pedoman strategis untuk mencapai tujuan jangka pendek secara efektif dan efisien. Keberadaan RKAP tersebut, juga sebagai landasan Perusahaan mengalokasikan sumber daya, baik finansial maupun non-finansial, secara tepat sehingga setiap program/kegiatan dapat terencana dengan baik dan sesuai prioritas. Berdasarkan RKAP dimaksud, Perusahaan dapat lebih mudah melakukan evaluasi kinerja, mengidentifikasi potensi risiko, serta melakukan penyesuaian strategi yang diperlukan untuk mencapai keberlanjutan dan pertumbuhan jangka panjang.

Perusahaan menyusun RKAP Tahun 2025 berdasarkan Surat Menteri BUMN RI No. S-468/MBU/09/2024 tanggal 30 September 2024 perihal Aspirasi Pemegang Saham/ Menteri untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2025. Penyusunan RKAP Tahun 2025 menggunakan asumsi ekonomi nasional berdasarkan RAPBN 2025 yang diprediksi sebesar 5,2%, tingkat inflasi sebesar 2,5%, nilai tukar Rupiah 16.000,00 per USD, suku

Weather patterns in 2025, dominated by a weak La Niña phenomenon transitioning to neutral conditions, provided generally normal rainfall and a shorter dry season duration. This kept groundwater and reservoir reserves at a stable level overall.

The majority of regions in Indonesia received normal to above-normal rainfall, ensuring that lakes, reservoirs, and irrigation systems remained well-maintained for the agricultural and drinking water sectors. High rainfall patterns throughout the beginning of the year optimally replenished groundwater reserves. These favorable conditions directly supported water resource management, which remains a core responsibility of the Company.

Strategic Initiatives and Policies of Perum Jasa Tirta II

Perum Jasa Tirta II has formulated the 2025 Work Plan and Budget (RKAP) as a strategic guide to achieve short-term objectives effectively and efficiently. The RKAP serves as a foundation for the Company to allocate both financial and non-financial resources accurately, ensuring that every program and activity is well-planned and aligned with corporate priorities. Guided by this plan, the Company can evaluate performance more seamlessly, identify potential risks, and execute necessary strategic adjustments to drive sustainability and long-term growth.

The Company prepared the 2025 RKAP in accordance with the Letter of the Minister of State-Owned Enterprises of the Republic of Indonesia No. S-468/MBU/09/2024 dated September 30, 2024, regarding the Shareholders/Minister's Aspirations for the Formulation of the 2025 Work Plan and Budget. The preparation of the 2025 RKAP incorporates national economic assumptions based on the 2025 State Budget Draft (RAPBN), which

bunga 7,0%, dan mengacu pada Rencana Jangka Panjang Perusahaan (RJPP) Perum Jasa Tirta II Tahun 2025 – 2029.

Pokok-pokok pikiran dalam RKAP Tahun 2025 di antaranya sebagai berikut:

A. Rencana Proyek Strategis Tahun 2025

Untuk mendukung pembangunan nasional dan mewujudkan pertumbuhan usaha, Perum Jasa Tirta II menetapkan 5 (lima) rencana strategis dan aksi korporasi di tahun 2025, yaitu:

1. Izin prakarsa Pengembangan wilayah kerja di wilayah sungai (WS) Musi-Sugihan-Banyuasin-Lemau (MSBL), Sumatera Selatan; WS Barito, Kalimantan Tengah-Kalimantan Selatan; WS Mahakam, Kalimantan Timur dan Ibu Kota Negara (IKN) baru di Kalimantan.
2. Penyertaan modal untuk pengembangan SPAM Kota Bandung.
3. Penyertaan modal untuk PLTS.
4. Pendanaan investasi bersumber dari pinjaman atau ekuitas.
5. Konversi hutang menjadi penyertaan modal atau *Debt to Equity Swap* (DES) dalam rangka program penyehatan anak perusahaan.

B. Rencana Kerja Bidang Operasional

Dalam bidang operasional, rencana kerja Perusahaan di tahun 2025 di antaranya adalah:

1. Pemeliharaan sumber air serta pemeliharaan prasarana sumber daya air (SDA), termasuk sistem irigasi yang ada di Wilayah Kerja Perusahaan.
2. Pengelolaan dan pengembangan sistem informasi dalam menunjang pengelolaan SDA dan kegiatan sosial ekonomi budaya masyarakat terkait SDA.

projects economic growth at 5.2%, an inflation rate of 2.5%, an exchange rate of IDR 16,000.00 per USD, and an interest rate of 7.0%. Furthermore, it refers strictly to the Corporate Long-Term Plan (RJPP) of Perum Jasa Tirta II for the 2025–2029 period.

Key Highlights of the 2026 Work Plan and Budget (RKAP):

A. Strategic Project Plan

To support national development and drive business growth, Perum Jasa Tirta II has established five strategic initiatives and corporate actions:

- 1. Initiative Licenses for Working Area Development: Securing initiative licenses for working area development within the Musi-Sugihan-Banyuasin-Lemau (MSBL) river basin (WS) in South Sumatra; Barito river basin in Central and South Kalimantan; Mahakam river basin in East Kalimantan; and the new National Capital City (IKN) in Kalimantan.*
- 2. Capital Injection for Bandung City SPAM: Capital participation for the development of the Bandung City Regional Water Supply System (SPAM).*
- 3. Capital Injection for PLTS: Capital participation for Floating Solar Power Plant (PLTS) development.*
- 4. Investment Financing: Sourcing investment funding through external loans or equity options.*
- 5. Debt-to-Equity Swap (DES): Executing debt conversion into capital participation as part of the subsidiary restructuring and recovery program.*

B. Operational Work Plan

In operations, the Company's work plan focuses on the following key areas:

3. Penyusunan pedoman dan arahan dalam pelaksanaan konservasi SDA, pendayagunaan SDA, dan pengendalian daya rusak air.
4. Pemantauan dan evaluasi pengelolaan SDA serta pemberdayaan masyarakat.
5. Pengelolaan konservasi SDA demi menjaga kelangsungan keberadaan daya dukung, daya tampung, dan fungsi SDA.

C. Rencana Kerja Bidang Pemasaran

Kegiatan pemasaran/penjualan yang akan dilakukan di tahun 2025 oleh Perusahaan di antaranya adalah:

1. Melakukan sinergi dengan BUMN.
2. Penguatan pengelolaan kepariwisataan melalui kerja sama dengan mitra strategis.
3. Optimalisasi pengelolaan hotel melalui kerja sama dengan HIG.
4. Meningkatkan jaringan media promosi dan event untuk promosi.

1. *Water Source and Infrastructure Maintenance: Conducting maintenance for water sources and water resource (SDA) infrastructure, including existing irrigation systems within the Company's Working Area.*
2. *Information System Management and Development: Enhancing information systems to support water resource management as well as related socio-economic and cultural community activities.*
3. *Guidelines and Directives Formulation: Drafting operational guidelines and directives for water resource conservation, utilization, and water damage control.*
4. *Monitoring, Evaluation, and Empowerment: Executing comprehensive monitoring and evaluation of water resource management while fostering community empowerment.*
5. *Conservation Management: Managing water resource conservation to sustain the carrying capacity, storage capacity, and overall function of water resources.*

C. Marketing Work Plan

The marketing and sales initiatives to be executed by the Company include:

1. *SOE Synergies: Enhancing strategic collaboration and synergies with other State-Owned Enterprises (BUMN).*
2. *Tourism Management Strengthening: Fortifying tourism management through alliances with strategic partners.*
3. *Hotel Operations Optimization: Optimizing hotel management through operational collaboration with Hotel Indonesia Group (HIG).*
4. *Promotional Network Expansion: Expanding promotional media networks and organizing strategic events to boost marketing reach.*

Bidang Usaha Perusahaan

Secara besaran, usaha Perum Jasa Tirta II terdiri dari Pengelolaan Sumber Daya Air (SDA) dan Pengelolaan Non SDA. Pengelolaan SDA terdiri dari: jasa listrik, penyediaan pasokan air baku, dan penyediaan pasokan air bersih. Sementara pengelolaan Non-SDA terdiri dari: pengelolaan dan optimalisasi lahan dan laboratorium.

The Company's Business Sectors

Broadly, the business operations of Perum Jasa Tirta II are categorized into Water Resource (SDA) Management and Non-SDA Management. Water Resource Management comprises electricity services, raw water supply, and clean water supply. Meanwhile, Non-SDA Management encompasses land management and optimization, alongside laboratory services.

Perbandingan Target dengan Realisasi Kinerja Keuangan dan Operasional

Comparison of Target vs. Realization of Financial and Operational Performance

Perbandingan Target dengan Realisasi Kinerja Keuangan

Comparison of Target vs. Realization of Financial Performance

(Dalam Rp Juta/ In Million IDR)

Uraian Comparison	Realisasi 2024 2024 Realization	RKAP 2025 2025 Budget (RKAP)	Realisasi 2025 2025 Realization
Pendapatan Usaha <i>Revenues</i>	1.067.487,77	1.167.074,21	1.128.785,56
Beban Pokok Pendapatan <i>Cost of Revenues</i>	(710.122,37)	(751.683,57)	(732.970,34)
Laba Kotor <i>Gross Profit</i>	357.365,41	415.390,64	395.815,22
Beban Promosi dan Pemasaran <i>Selling and Marketing Expenses</i>	(9.523,82)	(4.723,00)	(4.307,63)
Beban Administrasi dan Umum <i>General and Administrative Expenses</i>	(205.485,49)	(238.742,94)	(204.695,37)
Pendapatan (Beban) Keuangan <i>Finance Income (Expenses)</i>	28.047,86	32.500,00	30.959,70
Pendapatan (Beban) Lain-lain <i>Other Income (Expenses)</i>	78.182,55	(19.631,92)	15.477,87
Laba Sebelum Pajak <i>Profit Before Tax</i>	248.586,51	184.792,78	233.249,78
Beban Pajak Penghasilan <i>Income Tax Expense</i>	(44.176,40)	(40.654,41)	(40.222,40)
Laba Tahun Berjalan <i>Profit Before Tax</i>	204.410,11	144.138,37	193.027,38

Uraian <i>Comparison</i>	Realisasi 2024 <i>2024 Realization</i>	RKAP 2025 2025 Budget (RKAP)	Realisasi 2025 <i>2025 Realization</i>
Penghasilan Komprehensif Lain <i>Other Comprehensive Tax</i>	(24.506,18)	-	(1.493,26)
Pajak Penghasilan terkait OCI <i>Income Tax related to OCI</i>	5.391,36	-	328,52
Total Penghasilan Komprehensif <i>Total Comprehensive Income</i>	185.295,29	144.138,37	191.862,63

Penjelasan atas realisasi kinerja keuangan tahun 2025:

- ▶ Pendapatan Usaha sebesar 96,72% dari RKAP 2025. Hal ini berasal dari Pendapatan Listrik sebesar 96,91% dari target, Pendapatan Air Baku sebesar 102,31% dari target, Pendapatan Air Bersih sebesar 71,99% dari target, Pendapatan Sewa Lahan sebesar 108,45% dari target, Pendapatan Laboratorium sebesar 103,88% dari target, dan Pendapatan Usaha Lainnya sebesar 42,91% dari target.
- ▶ Beban Pokok Pendapatan sebesar 97,51% dari RKAP 2025. Hal ini berasal dari Beban Sumber Daya Air sebesar 99,38% dari target dan Beban Non Sumber Daya Air sebesar 78,56% dari target.
- ▶ Laba Kotor sebesar 95,29% dari RKAP 2025.
- ▶ Beban Promosi dan Pemasaran sebesar 91,21% dari RKAP 2025.
- ▶ Beban Administrasi dan Umum sebesar 85,74% dari RKAP 2025.
- ▶ Pendapatan (Beban) Keuangan sebesar 95,26% dari RKAP 2025.
- ▶ Pendapatan (Beban) Lain-lain sebesar 78,84% dari RKAP 2025.
- ▶ Laba Sebelum Pajak sebesar 126,22% dari RKAP 2025.
- ▶ Beban Pajak Penghasilan sebesar 98,94% dari RKAP 2025.
- ▶ Laba Tahun Berjalan sebesar 133,92% dari RKAP 2025.

Explanation of the 2025 Financial Performance Realization

- ▶ *Revenues reached 96.72% of the 2025 Budget (RKAP). This was driven by Electricity Revenues at 96.91% of target, Raw Water Revenues at 102.31% of target, Clean Water Revenues at 71.99% of target, Land Lease Revenues at 108.45% of target, Laboratory Revenues at 103.88% of target, and Other Operating Revenues at 42.91% of target.*
- ▶ *Cost of Revenues stood at 99.38% of the 2025 Budget (RKAP). This comprised Water Resource Expenses at 99.38% of target and Non-Water Resource Expenses at 78.56% of target.*
- ▶ *Gross Profit achieved 95.29% of the 2025 Budget (RKAP).*
- ▶ *Selling and Marketing Expenses stood at 91.21% of the 2025 Budget (RKAP).*
- ▶ *General and Administrative Expenses were recorded at 85.74% of the 2025 Budget (RKAP).*
- ▶ *Finance Income (Expenses) reached 95.26% of the 2025 Budget (RKAP).*
- ▶ *Other Income (Expenses) stood at 78.84% of the 2025 Budget (RKAP).*
- ▶ *Profit Before Tax achieved 126.22% of the 2025 Budget (RKAP).*
- ▶ *Income Tax Expense stood at 98.94% of the 2025 Budget (RKAP).*
- ▶ *Profit for the Year reached 133.92% of the 2025 Budget (RKAP).*

Perbandingan Target dengan Realisasi Kinerja Keuangan

Comparison of Target vs. Realization of Financial Position

(Dalam Rp Juta/ In Million IDR)

Uraian Comparison	Realisasi 2024 2024 Realization	RKAP 2025 2025 Budget (RKAP)	Realisasi 2025 2025 Realization
Aset <i>Assets</i>	2.147.125,43	2.557.126,84	2.301.861,77
Aset Lancar <i>Current Assets</i>	915.551,35	1.089.625,96	1.023.792,80
Aset Tidak Lancar <i>Non-Current Assets</i>	1.231.574,08	1.467.500,88	1.278.068,97
Liabilitas <i>Short-Term Liabilities</i>	458.988,75	754.073,89	440.820,46
Liabilitas Jangka Pendek <i>Short-Term Liabilities</i>	310.750,16	393.210,97	291.173,62
Liabilitas Jangka Panjang <i>Long-Term Liabilities</i>	148.238,59	360.862,92	149.646,83
Ekuitas <i>Equity</i>	1.688.136,68	1.803.052,95	1.861.041,31

Penjelasan atas realisasi kinerja posisi keuangan tahun 2025:

- ▶ Total Aset di tahun 2025 tercatat sebesar Rp2.301.861,77 juta atau 90,02% dari target RKAP 2025. Hal ini dikarenakan belum tercapainya target program investasi.
- ▶ Total Liabilitas di tahun 2025 tercatat sebesar Rp440.820,46 juta atau 58,46% dari target RKAP 2025. Hal ini disebabkan tidak terealisasinya pinjaman dari bank.
- ▶ Sementara Ekuitas di tahun 2025 tercatat sebesar Rp1.861.041,31 juta atau 103,22% dari target RKAP 2025.

Explanation of the 2025 Financial Position Performance Realization:

- ▶ Total Assets in 2025 were recorded at IDR 2,301,861.77 million, or 90.02% of the 2025 Budget (RKAP) target. This was primarily due to the unfulfilled investment program targets.
- ▶ Total Liabilities in 2025 were recorded at IDR 440,820.46 million, or 58.46% of the 2025 Budget (RKAP) target. This was driven by unrealized bank loans.
- ▶ Meanwhile, Total Equity in 2025 reached IDR 1,861,041.31 million, representing 103.22% of the 2025 Budget (RKAP) target.

Perbandingan Target dengan Realisasi Kinerja Keuangan

Comparison of Target vs. Realization of Operational Performance

(Dalam Rp Miliar/ *In Billion IDR*)

No.	Program Kegiatan Pengelolaan SDA <i>Pengelolaan SDA</i>	Realisasi 2021 <i>2021 Realization</i>	Realisasi 2022 <i>2022 Realization</i>	Realisasi 2023 <i>2023 Realization</i>	RKAP 2024 2024 <i>Realization</i>	Realisasi 2025 2025 <i>Realization</i>
1.	Sistem Informasi <i>Information Systems</i>	2,27	12,29	9,76	12,01	8,95
2.	Perencanaan dan Litbang <i>Planning and Research & Development</i>	11,93	15,32	28,73	26,42	27,88
3.	Konservasi <i>Conservation</i>	12,19	24,38	32,74	44,17	50,02
4.	Operasional & Pemeliharaan Prasarana SDA <i>Operations & Maintenance of Water Resource Infrastructure</i>	318,41	355,45	445,75	452,26	445,99
5.	Monev & Pemberdayaan Masyarakat <i>Monev & Community Empowerment / Monitoring, Evaluation & Community Empowerment</i>	16,59	11,45	15,49	11,84	18,45
	Total	361,39	418,89	532,47	546,69	551,29

Pelaksanaan kinerja operasi dan pemeliharaan SDA di tahun 2025 telah menyerap anggaran sebesar Rp551.288.488.302,00 atau 100,84% dari alokasi anggaran.

Pelaksanaan tugas dan tanggung jawab pengelolaan SDA telah memberikan manfaat bagi pemangku kepentingan sebagai berikut:

The execution of water resource (SDA) operations and maintenance in 2025 absorbed a budget of IDR 551,288,488,302.00, representing 100.84% of the total budget allocation.

The execution of water resource management duties and responsibilities has delivered tangible benefits to stakeholders, as follows:

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Terjaminnya kontinuitas ketersediaan air untuk kebutuhan irigasi pertanian dalam rangka mendukung ketahanan pangan. 2. Terjaminnya kontinuitas ketersediaan air untuk kebutuhan air baku PDAM dan industri dalam rangka pemenuhan kebutuhan air bersih warga dan industri. 3. Kontribusi dalam ketahanan energi nasional melalui produksi listrik. 4. Kontribusi dalam menjaga kualitas air. 5. Kontribusi dalam menjaga kelestarian sumber daya air. 6. Kontribusi dalam pemberdayaan masyarakat. | <ol style="list-style-type: none"> 1. <i>Guaranteed continuity of water availability for agricultural irrigation to support national food security.</i> 2. <i>Guaranteed continuity of water availability for PDAM (municipal waterworks) and industrial raw water requirements to fulfill the clean water needs of citizens and industries.</i> 3. <i>Contribution to national energy security through electricity generation.</i> 4. <i>Contribution to maintaining water quality.</i> 5. <i>Contribution to preserving water resources.</i> 6. <i>Contribution to community empowerment.</i> |
|--|---|

Volume Produksi dan Penjualan Produk

Production Volume and Product Sales

Pembangkit dan Penyaluran Tenaga Listrik

Power Generation and Transmission

Profitabilitas Segmen Pembangkit dan Penyaluran Tenaga Listrik

Profitability of the Power Generation and Transmission Segment

(Dalam Rp Juta/ In Million IDR)

Uraian <i>Description</i>	2023	2024	2025
Pendapatan Listrik <i>Electricity Revenues</i>	500.052	533.396	550.059
Beban Listrik <i>Electricity Expenses</i>	(102.807)	(112.357)	107.966
Laba (Rugi) Operasi <i>Operating Profit (Loss)</i>	397.244	421.039	442.093
Profitabilitas <i>Equity</i>	79.45	78.95	80.4

Profitabilitas Segmen Air Baku
Profitability of the Raw Water Segment

(Dalam Rp Juta/ In Million IDR)

Uraian Description	2023	2024	2025
Pendapatan Air Baku <i>Raw Water Revenues</i>	456.052	436.006	460.109
Beban Air Baku <i>Raw Water Expenses</i>	513.928	526.271	555.810
Laba (Rugi) Operasi <i>Operating Profit (Loss)</i>	-57.876	-90.265	-95.701
Profitabilitas <i>Profitability</i>	-12.7	-20.7	-20.8

Profitabilitas Segmen Air Bersih
Profitability of the Clean Water Segment

(Dalam Rp Juta/ In Million IDR)

Uraian Description	2023	2024	2025
Pendapatan Air Bersih <i>Clean Water Revenue</i>	8.682	9.845	13.476
Beban Air Bersih <i>Clean Water Expenses</i>	13.104	13.119	16.091
Laba (Rugi) Operasi <i>Operating Profit (Loss)</i>	-4.422	-3.273	-2.615
Profitabilitas <i>Profitability</i>	-50.9	-33.2	-19.4

Profitabilitas Segmen Pemanfaatan Lahan
Profitability of the Land Utilization Segment

(Dalam Rp Juta/ In Million IDR)

Uraian Description	2023	2024	2025
Pendapatan Lahan <i>Land Revenues</i>	57.826	55.310	71.617
Beban Lahan <i>Land Expenses</i>	(11.353)	(11.286)	15.192
Laba (Rugi) Operasi <i>Operating Profit (Loss)</i>	46.473	44.024	56.425
Profitabilitas <i>Profitability</i>	80.36%	79.60%	78.79%

Profitabilitas Segmen Laboratorium Profitability of the Laboratory Segment

(Dalam Rp Juta/ In Million IDR)

Uraian Description	2023	2024	2025
Pendapatan Laboratorium Laboratory Revenues	8.453	8.749	9.609
Beban Laboratorium Laboratory Expenses	(9.804)	(10.197)	10.396
Laba (Rugi) Operasi Operating Profit (Loss)	-1.351	-1.448	-787
Profitabilitas Profitability	-15.98%	-16.55%	-8.19%

Laba Bersih dan Rasio, Tanggal, Pengumuman, Tanggal Pembayaran Dividen Net Profit and Ratios, Announcement Date, and Dividend Payment Date

(Dalam Rp Juta/ In Million IDR)

Uraian Description	2023	2024	2025 *)
Laba Bersih (Rp Juta) Net Profit (IDR Million)	138.017	204.410	13.476
Dividen (Rp Juta) Dividends (IDR Million)	7	18.958	0
Rasio Dividen Dividend Ratio	5,04%	9,27%	-
Tanggal Pengumuman Dividen Dividend Announcement Date	8 Juli 2024 July 8, 2024	30 Juni 2025 June 30, 2025	30 June 2026 June 30, 2026
Tanggal Pembayaran Dividen Dividend Payment Date	5 Agustus 2024 August 5, 2024	30 Juni 2025 June 30, 2025	-

*) Dividen untuk Tahun Buku 2025 belum diputuskan lebih lanjut.

*) The dividend for the 2025 Financial Year has not yet been determined.

Dampak Ekonomi Tidak Langsung yang Signifikan

Dampak ekonomi tidak langsung yang signifikan diartikan sebagai perubahan kapasitas produktif, kesejahteraan, dan kondisi ekonomi eksternal yang timbul akibat kegiatan atau kebijakan suatu organisasi, seperti penciptaan lapangan kerja di sektor pendukung, peningkatan produktivitas regional, atau perubahan akses layanan publik. Mengacu pada standar global seperti GRI 203-2, istilah ini mencakup pengaruh luas, baik positif maupun negatif, yang diberikan oleh suatu entitas di luar transaksi bisnis utamanya terhadap masyarakat atau wilayah operasional. Dampaknya bersifat eksternal, tidak selalu terjadi seketika, dan menyebar melalui rantai pasok, industri pendukung, atau perubahan daya beli masyarakat.

Berikut beberapa aktivitas Perum Jasa Tirta II di tahun 2025 yang memiliki dampak ekonomi tidak langsung yang signifikan:

- ▶ Distribusi air irigasi; demi menjamin pasokan air ke ratusan ribu hektar lahan sawah di wilayah kerja PJT II;
- ▶ Stabilitas hasil panen; mencegah gagal panen petani sehingga menjaga rantai pasok komoditas beras tetap stabil dan menekan inflasi daerah;
- ▶ Dukungan air bersih/minum; menyalurkan air baku ke Perusahaan Daerah Air Minum (PDAM) demi kelayakan hidup dan kesehatan warga perkotaan;
- ▶ Operasional industri; menopang kelangsungan pabrik dan kawasan industri yang menyerap banyak tenaga kerja lokal di sekitar Jawa Barat dan DKI Jakarta;
- ▶ Sinergi PLTA (Program JPSDA); pengaturan debit air waduk untuk mendukung pasokan listrik ke PLN, yang menggerakkan roda ekonomi sektor lain secara tidak langsung;

Significant Indirect Economic Impacts

Significant indirect economic impacts are defined as changes in productive capacity, welfare, and external economic conditions arising from an organization's activities or policies. These include job creation in supporting sectors, regional productivity enhancement, or changes in access to public services. In reference to global frameworks such as GRI 203-2, this term encompasses the broader effects, both positive and negative, that an entity exerts on society or its operational areas beyond its primary business transactions. These impacts are external, do not always occur immediately, and diffuse through supply chains, supporting industries, or shifts in community purchasing power.

The following are several activities of Perum Jasa Tirta II in 2025 that generated significant indirect economic impacts:

- ▶ *Irrigation Water Distribution: Ensuring a reliable water supply to thousands of hectares of paddy fields within the Company's working areas.*
- ▶ *Harvest Yield Stability: Preventing crop failures for farmers, thereby maintaining a stable supply chain for rice commodities and curbing regional inflation.*
- ▶ *Clean and Drinking Water Support: Supplying raw water to Municipal Waterworks (PDAM) to improve public health and the overall quality of life for urban residents.*
- ▶ *Industrial Operations: Sustaining the continuity of factories and industrial estates that absorb a significant amount of local labor across West Java and DKI Jakarta.*
- ▶ *Hydroelectric Power (PLTA) Synergy (JPSDA Program): Managing reservoir water discharge to support the electricity supply to PLN, which indirectly drives economic activity in other sectors.*

- Pengendalian banjir; melindungi kawasan ekonomi, jalan utama, dan pemukiman dari kerugian materiil akibat bencana banjir.

- *Flood Control: Protecting economic zones, major roadways, and residential areas from material losses caused by flood disasters.*

Investasi Infrastruktur dan Dukungan Layanan

Di tahun 2025, Perum Jasa Tirta II melanjutkan investasi yang berkaitan dengan pemeliharaan dan peningkatan prasarana Sumber Daya Air (SDA) dan Pembangkit Listrik Tenaga Air (PLTA) guna mendukung tugas dan tanggung jawab Perusahaan. Perusahaan juga mengembangkan Sistem Pengolahan Air Minum (SPAM) di beberapa tempat guna memenuhi kebutuhan pelanggan yang semakin meningkat, dengan bekerjasama dengan para pemangku kepentingan.

Perum Jasa Tirta II turut mendukung pertumbuhan ekonomi daerah melalui kerja sama dengan mitra pemasok lokal dalam memenuhi kebutuhan operasional harian maupun kebutuhan harian para pekerja di area operasional. Juga, dilakukan penerimaan karyawan dari area sekitar, melakukan pembangunan infrastruktur pendukung, serta pembayaran pajak kendaraan bermotor yang beroperasi di kawasan operasional sekitarnya.

Infrastructure Investment and Service Support

In 2025, Perum Jasa Tirta II continued its investments in the maintenance and upgrading of Water Resource (SDA) and Hydroelectric Power Plant (PLTA) infrastructure to support the Company's mandate and responsibilities. In collaboration with strategic stakeholders, the Company also expanded the Regional Water Supply System (SPAM) across several locations to meet growing customer demand.

Perum Jasa Tirta II actively drives regional economic growth by partnering with local suppliers to fulfill daily operational needs and the daily requirements of workers within operational areas. Furthermore, the Company prioritizes local recruitment, develops supporting infrastructure, and ensures the timely payment of motor vehicle taxes for vehicles operating around its operational areas.

Kepatuhan Sosial Ekonomi

Berdasarkan laporan auditor independen atas kepatuhan peraturan perundang-undangan dan pengendalian internal tahun 2025 menunjukkan bahwa Perusahaan mematuhi dalam semua hal yang material.

Beberapa catatan terkait dengan kepatuhan terhadap peraturan perundang-undangan dilakukan perbaikan berdasarkan rekomendasi auditor independen.

Hal ini merupakan komitmen Perusahaan dalam hal kepatuhan sosial ekonomi dalam rangka mewujudkan praktik tata kelola perusahaan yang baik (GCG).

Socio-Economic Compliance

According to the independent auditor's report on legal compliance and internal control for the 2025 financial year, the Company complied, in all material respects, with applicable laws and regulations.

Certain notes regarding legal compliance have been promptly addressed and improved based on the independent auditor's recommendations.

This reflects the Company's firm commitment to socio-economic compliance in achieving Good Corporate Governance (GCG) practices.

Menjaga Kepercayaan Pelanggan

Perusahaan meyakini bahwa kepuasan pelanggan akan menciptakan kesetiaan dan loyalitas. Oleh karena itu, Perusahaan terus berupaya mewujudkan komitmen dalam memberikan layanan dan produk terbaik kepada para pelanggan dengan kualitas yang terjaga baik.

Dalam rangka mengukur dan mengevaluasi kepercayaan pelanggan, Perusahaan melakukan survei kepuasan pelanggan guna mengetahui tingkat kepuasan terkait pelayanan dan produk yang diberikan oleh Perum Jasa Tirta II di tingkat konsumen, serta untuk membangun tingkat kesetiaan dan loyalitas antara Konsumen dengan Produsen. Terciptanya kondisi tersebut diharapkan dapat memberikan manfaat untuk meningkatkan tingkat kepercayaan konsumen terhadap layanan dan produk Perusahaan.

Survei Kepuasan Pelanggan dilaksanakan oleh Divisi Komersil dan Pelayanan Pelanggan.

Berikut adalah rangkuman hasil survei dimaksud di tahun 2025:

- ▶ Survei dimaksudkan untuk mengukur kinerja pelayanan Perum Jasa Tirta II melalui penilaian kepuasan pelanggan yang meliputi seluruh Unit Wilayah Perusahaan.
- ▶ Hasil survei di antaranya bertujuan untuk memberikan masukan kepada Manajemen Perusahaan mengenai ekspektasi dan persepsi pelanggan terhadap pelayanan yang diberikan oleh masing-masing Unit Wilayah Kerja; memberikan masukan mengenai tingkat kepuasan pelanggan; dan mengidentifikasi faktor-faktor yang mempengaruhi kepuasan pelanggan untuk perbaikan mutu layanan.
- ▶ Ruang lingkup survei adalah pelanggan seluruh Unit Bisnis Perum Jasa Tirta II.
- ▶ Berdasarkan data di tahun 2025, menunjukkan bahwa PJT II memiliki

Maintaining Customer Trust

The Company firmly believes that customer satisfaction fosters enduring commitment and loyalty. Consequently, the Company continuously strives to fulfill its commitment to delivering top-tier services and high-quality products to all customers.

To measure and evaluate customer trust, the Company conducts comprehensive customer satisfaction surveys. These surveys gauge satisfaction levels regarding the products and services provided by Perum Jasa Tirta II at the consumer level, while strengthening long-term loyalty between the Company and its customers. Achieving this solid relationship is expected to further enhance consumer trust in the Company's products and services.

The Customer Satisfaction Survey is executed by the Commercial and Customer Service Division.

Below is a summary of the 2025 survey highlights:

- ▶ *The survey aims to measure the service performance of Perum Jasa Tirta II through customer satisfaction assessments covering all Corporate Regional Units.*
- ▶ *The survey results serve to provide management with valuable insights into customer expectations and perceptions across each Working Regional Unit, evaluate customer satisfaction levels, and identify key satisfaction drivers to systematically improve service quality.*
- ▶ *The scope of the survey encompasses customers across all business units of Perum Jasa Tirta II.*
- ▶ *Data from 2025 indicates that PJT II serves 9,282 customers across various product categories, services, and working regions. Utilizing a non-proportional stratified random sampling method, the survey*

9.282 pelanggan dengan berbagai jenis barang dan jasa serta wilayah kerja. Kemudian, dengan menggunakan sampel *stratified random non-proporsional*, maka ditetapkan jumlah sampel survei sebanyak 572 responden.

- ▶ Laporan indeks kepuasan pelanggan Perum Jasa Tirta II dan anak perusahaannya menunjukkan performa layanan yang umumnya memuaskan, dengan sebagian besar unit usaha meraih kategori “Sangat Puas”.

sample size was established at 572 respondents.

- ▶ *The customer satisfaction index report for Perum Jasa Tirta II and its subsidiaries indicates a generally satisfying service performance, with the majority of business units achieving the “Highly Satisfied” category.*

Nilai Ekonomi

Di tahun 2025, Perusahaan mencatat Pendapatan Usaha sebesar Rp1.128.785,55 juta atau meningkat 5,74% dibandingkan dengan tahun 2024. Beban Pokok Pendapatan tercatat sebesar Rp732.970,34 juta atau mengalami penurunan 3,22% dibandingkan dengan tahun 2024.

Perusahaan mencatat Laba Tahun Berjalan di tahun 2025 sebesar Rp193.027,38 juta atau menurun 5,57% dibandingkan dengan tahun 2024. Total Penghasilan Komprehensif Tahun Berjalan tercatat sebesar Rp191.862,63 juta atau meningkat 3,54% dibandingkan dengan tahun 2024.

Atas hal ini, jumlah nilai ekonomi yang diatribusikan kepada para pemangku kepentingan di antaranya pemberdayaan masyarakat di tahun 2025 adalah sebesar Rp6,86 miliar, yaitu realisasi dana untuk masyarakat sebagai salah satu bentuk perwujudan Tanggung Jawab Sosial dan Lingkungan (TJSL) yang diimplementasikan melalui berbagai Program Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibility/CSR*).

Economic Value

In 2025, the Company recorded Revenues of IDR 1,128,785.56 million, representing a 5.74% increase compared to 2024. Cost of Revenues was recorded at IDR 732,970.34 million, reflecting a 3.22% decrease from 2024.

The Company posted a Profit for the Year of IDR 193,027.38 million in 2025, showing a 5.57% decrease compared to 2024. Meanwhile, Total Comprehensive Income for the Year reached IDR 191,862.63 million, marking a 3.54% growth compared to 2024.

Consequently, the total economic value distributed to stakeholders, including community empowerment initiatives in 2025 amounted to IDR 6.86 billion. This funding was realized as part of the Company's Social and Environmental Responsibility (TJSL) mandate, implemented through various Corporate Social Responsibility (CSR) programs.

Kontribusi Perusahaan terhadap Negara

Perpajakan dan PNB

Perum Jasa Tirta II terus memperkuat kepatuhan dan tata kelola perpajakan sebagai bagian dari upaya menjaga transparansi dan integritas keuangan Perusahaan. Langkah ini merupakan salah satu bentuk kontribusi Perusahaan kepada negara untuk Pembangunan yang berkelanjutan.

Perum Jasa Tirta II menerapkan kewajiban perpajakan secara tepat waktu dan sesuai peraturan perundang-undangan yang berlaku dan relevan.

The Company's Contribution to the State

Taxation and Non-Tax State Revenue (PNBP)

Perum Jasa Tirta II consistently strengthens its tax compliance and corporate governance to ensure financial transparency and integrity. This measure represents a key contribution by the Company to national sustainable development. Perum Jasa Tirta II remains fully committed to fulfilling its tax obligations in a timely manner and in strict compliance with relevant and applicable laws and regulations.

Setoran Pajak (Rp) Tax payment

(Dalam Rp Juta/ In Million IDR)

Uraian Description	2024	2025
Pajak Penghasilan (PPh) Income Tax	78.175.628.921	69.917.199.135
PPh Pasal 21 Income Tax 21	46.014.562.696	46.127.976.788
PPh Pasal 22 Income Tax 22	545.325.306	438.975.213
PPh Pasal 23 Income Tax 23	2.110.601.090	1.768.853.181
PPh Pasal 4 Ayat 2 Income Tax 4 Paragraph 2	6.053.353.817	3.668.684.943
PPh Pasal 25 Income Tax 25	23.451.786.012	17.912.709.010
Pajak Pertambahan Nilai (PPN) Value Added Tax (VAT)	89.153.760.605	92.013.705.428
Pajak Pertambahan Nilai (PPN) Value Added Tax (VAT)	56.163.649.260	64.975.325.280
PPN Wajib Pungut VAT Taxpayer	32.990.111.921	27.038.380.148

Uraian <i>Description</i>	2024	2025
Pajak Daerah <i>Regional Tax</i>	22.879.335.579	24.435.184.136
Pajak Penerangan Jalan (PPJ) Tenant <i>Street Lighting Tax</i>	10.097.741.582	11.989.904.193
Pajak Penerangan Jalan (PPJ) Pemakaian Sendiri <i>Self-use street lighting tax (PPJ)</i>	249.593.290	269.936.907
Pajak Penerangan Jalan (PPJ) Penduduk <i>Resident Street Lighting Tax</i>	79.303.213	89.372.354
Pajak Air Permukaan <i>Surface Water Tax</i>	2.514.230.300	1.929.318.500
Pajak Hotel, Restoran, Hiburan & Parkir <i>Hotel, Restaurant, Entertainment & Parking Tax</i>	1.034.873.050	819.951.918
Pajak Bumi dan Bangunan (PBB) <i>Land & Building Tax</i>	8.903.594.144	9.336.700.264
Total Pajak <i>Total Tax</i>	190.208.725.105	186.366.088.699

Tidak terdapat laporan Pendapatan Negara Bukan Pajak (PNBP) Tahun 2025.

There were no reports of Non-Tax State Revenue (PNBP) for the 2025 financial year.

Kebijakan Dividen dan Pembagiannya

Berdasarkan Peraturan Pemerintah No. 25 Tahun 2022, Pasal 95, dinyatakan sebagai berikut:

1. Penggunaan laba bersih Perusahaan termasuk jumlah penyisihan sebagai cadangan dimaksud dalam Pasal 94 ditetapkan oleh Menteri.
2. Menteri dapat menetapkan sebagian atau seluruh laba bersih Perusahaan digunakan untuk pembagian dividen dan/atau pembagian lain dalam bentuk tantiem untuk Direksi dan Dewan Pengawas, bonus untuk karyawan, atau penempatan laba bersih dalam cadangan Perusahaan yang dapat diperuntukan bagi perluasan usaha Perusahaan.

Dividend Policy and Distribution

Based on Government Regulation No. 25 of 2022, Article 95, it is stipulated that:

1. *The utilization of the Company's net profit, including the amount allocated for reserves as referred to in Article 94, shall be determined by the Minister.*
2. *The Minister may determine that a portion or the entirety of the Company's net profit be utilized for dividend distribution and/or other forms of distribution, such as incentives (tantiem) for the Board of Directors and the Board of Commissioners, bonuses for employees, or the allocation of net profit into the Company's reserves earmarked for business expansion.*

Di tahun 2025, Perum Jasa Tirta II telah membayarkan Dividen sebesar Rp18.958.000.000,- atas pengesahan Laporan Keuangan Tahun Buku 2024.

In 2025, Perum Jasa Tirta II paid dividends amounting to IDR 18,958,000,000.00 following the approval of the Financial Statements for the 2024 Financial Year.

Proyek/Investasi yang Sejalan dengan Kegiatan Berkelanjutan

Perum Jasa Tirta II bukan emiten dan perusahaan publik, sehingga tidak dikenai kewajiban untuk menerapkan POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik atau POJK Keuangan Berkelanjutan. Namun demikian, PJT II berupaya mengimplementasikan peraturan ini karena semangatnya selaras dengan Perusahaan. Di antaranya POJK tersebut mengatur tentang perlunya perusahaan menyelenggarakan program pembiayaan atau investasi pada instrumen atau proyek yang sejalan dengan keuangan/kegiatan berkelanjutan. Sesuai peraturan tersebut, kriteria program pembiayaan, investasi atau proyek yang sejalan dengan keuangan/kegiatan berkelanjutan adalah sebagai berikut:

1. Mengutamakan upaya efisiensi dan efektivitas penggunaan sumber daya alam secara berkelanjutan;
2. Mencegah/membatasi/mengurangi/memperbaiki kerusakan lingkungan hidup, peningkatan polusi, limbah, kerusakan ekosistem, dan ketidakadilan/kesenjangan sosial; atau
3. Memberikan solusi bagi masyarakat yang menghadapi dampak perubahan iklim.

Sesuai dengan bidang usaha Perum Jasa Tirta II yaitu pengelolaan sumber daya air, maka PJT II membiaya proyek atau investasi yang sesuai dengan prinsip keuangan/kegiatan berkelanjutan di atas berupa:

Projects and Investments Aligned with Sustainable Activities

Perum Jasa Tirta II is neither a publicly listed company nor an issuer; hence, it is not mandated to implement Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Application of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. Nevertheless, PJT II strives to adopt this regulation as its core essence closely aligns with the Company's values. Among other things, the POJK outlines the necessity for companies to establish financing or investment programs in instruments or projects that support sustainable finance and activities. In accordance with the regulation, the criteria for financing programs, investments, or projects aligned with sustainable finance/activities are as follows:

- 1. Prioritizing efficiency and effectiveness in the sustainable utilization of natural resources;*
- 2. Preventing, limiting, reducing, or remediating environmental damage, increased pollution, waste, ecosystem degradation, and social injustice or inequality; or*
- 3. Providing practical solutions for communities facing the impacts of climate change.*

In line with Perum Jasa Tirta II's core business operations in water resource management, the Company finances projects or investments that comply with the aforementioned sustainable finance and activity principles, which consist of:

Tabel Perbandingan Target dan Realisasi Pembiayaan Ramah Lingkungan Tahun 2023 – 2025

Comparison Table of Target and Realization for GreenFinancing 2023 – 2025

(Dalam Rp /In IDR)

Uraian Description	2025			2024		
	Realisasi Realization	Target Target	%	Realisasi Realizatio	Target Target	%
Penanaman Pohon <i>Tree Planting</i>	10.564.961.780	10.949.103.160	96,49	5.637.670.083	6.490.000.000	86,87
► Divisi UTJSL	309.050.000	250.000.000	123,62	238.110.000	350.000.000	68,03
► Divisi OPSDAL	10.255.911.780	10.699.103.160	95,86	5.399.560.083	6.140.000.000	87,94
Biogas <i>Biogas</i>	425.600.000	425.600.000	100,00	525.000.000	525.000.000	100,00

Uraian Description	2023		
	Realisasi Realization	Target Target	%
Penanaman Pohon <i>Tree Planting</i>	5.708.115.958	5.943.627.426	96,04
► Divisi UTJSL	169.085.000	350.000.000	48,31
► Divisi OPSDAL	5.539.030.958	5.593.627.426	99,02
Biogas <i>Biogas</i>	525.000.000	525.000.000	100,00

Implikasi Finansial serta Risiko dan Peluang Lain Akibat dari Perubahan Iklim

Saat ini, dunia menghadapi tantangan perubahan iklim dan pemanasan global yang membutuhkan kolaborasi global untuk mengatasinya. Perubahan ini menyebabkan berbagai fenomena seperti cuaca ekstrem, meningkatnya suhu udara, hujan yang lebih deras dengan pola yang sulit diprediksi, atau musim kemarau yang lebih panjang sehingga memicu gagal panen dan dampak lainnya. Selain merusak keseimbangan lingkungan, perubahan iklim juga berdampak negatif terhadap kehidupan manusia serta ekosistem secara keseluruhan.

Dampak dari perubahan iklim yang dipicu oleh pemanasan global menjadi tantangan bagi seluruh sektor usaha di Indonesia, termasuk sektor pengelolaan sumber daya air yang dijalankan oleh Perusahaan. Fenomena yang perlu diantisipasi

Financial Implications, Risks, and Other Opportunities Driven by Climate Change

The world currently faces the profound challenges of climate change and global warming, which demand unified global collaboration to resolve. These shifts trigger various phenomena, including extreme weather events, rising ambient temperatures, intensified rainfall with unpredictable patterns, or prolonged dry seasons that trigger crop failures and other cascading impacts. Beyond disrupting ecological balance, climate change exerts adverse effects on human life and the overarching ecosystem.

The impacts of climate change, catalyzed by global warming, present challenges across all business sectors in Indonesia, including the water resource management sector operated by the Company. Key phenomena requiring

antara lain perubahan pola curah hujan, meningkatkan kejadian cuaca ekstrem, termasuk suhu tinggi dan kering sehingga potensial memicu terjadinya kekurangan pasokan sumber air dan sebagainya. Untuk menghadapi tantangan tersebut, Perusahaan telah menetapkan langkah-langkah mitigasi sebagai berikut:

1. Mengatur pola operasi waduk serta bendungan secara adaptif untuk menahan dan mengalirkan debit air secara terkendali.
2. Melakukan pengecekan rutin pada prasarana sumber daya air serta perbaikan cepat menggunakan ekskavator, karung tanah, cerucuk bambu, bronjong, dan terpal.
3. Meningkatkan pemantauan data cuaca dan debit air di lapangan secara berkala demi keselamatan warga.
4. Menerapkan sistem pembagian dan gilir air irigasi secara adil dan terukur ke lahan pertanian.
5. Mengadakan pengawasan bersama untuk mencegah tindakan pengambilan air secara ilegal di sepanjang saluran.
6. Menata ulang jadwal tanam dari wilayah hulu hingga hilir agar selaras dengan ketersediaan air baku.
7. Membersihkan jaringan irigasi dan mengangkat gulma seperti eceng gondok untuk menjaga kelancaran kapasitas tampung air.
8. Melakukan program pemeliharaan area sekitar sungai mati dan mengelola kualitas air agar fungsi ekosistem tetap terjaga.

Program Pensiun

Perum Jasa Tirta II senantiasa memperhatikan kesejahteraan karyawannya selama mengabdikan maupun saat memasuki masa purnabakti. PJT II menjalankan Program Pensiun Iuran Pasti (PPIP) melalui kerja sama pengelolaan dengan Dana Pensiun Lembaga Keuangan (DPLK).

strategic anticipation include shifting rainfall patterns and the increasing frequency of extreme weather such as elevated temperatures and drought conditions—which potentially trigger shortages in water source supplies. To mitigate these challenges, the Company has established the following adaptive mitigation measures:

1. *Formulating adaptive operational patterns for reservoirs and dams to regulate and discharge water flow in a controlled manner.*
2. *Conducting routine inspections of water resource infrastructure and executing rapid repairs utilizing excavators, earthbags, bamboo piles, gabions, and tarpaulins.*
3. *Upgrading the periodic monitoring of weather data and field water discharge levels to safeguard public safety.*
4. *Implementing fair and measurable irrigation water distribution and rotational systems for agricultural lands.*
5. *Conducting collaborative monitoring to prevent illegal water tapping along the channels.*
6. *Realigning cropping schedules from upstream to downstream areas to synchronize with raw water availability.*
7. *Cleaning irrigation networks and removing aquatic weeds, such as water hyacinths, to maintain optimal water storage capacity and smooth flow.*
8. *Executing maintenance programs around oxbow lakes (dead rivers) and managing water quality to preserve ecosystem functions.*

Pension Program

Perum Jasa Tirta II consistently prioritizes employee welfare, both during their active service and upon entering retirement. PJT II administers a Defined Contribution Pension Plan (PPIP) managed in collaboration with a Financial Institution Pension Fund (DPLK).

Tabel Kontribusi Pembayaran Iuran Pensiun oleh Perusahaan Iuran Pasti Tahun 2025
Table of Defined Contribution Pension Plan Contributions by Companies for 2025

Bulan Months	Iuran Pemberi Kerja (Rp) Employer Contribution (IDR)	Iuran Karyawan (Rp) Employee Contribution (IDR)	Jumlah (Rp) Total (IDR)
Januari January	176.159.674	450.968.352	627.128.026
Februari February	272.623.861	697.916.280	970.540.141
Maret March	272.263.753	696.994.440	969.258.193
April April	279.262.146	714.910.320	994.172.466
Mei May	274.930.314	703.820.880	978.751.194
Juni June	273.997.970	701.434.080	975.432.050
Juli July	273.749.887	700.798.992	974.548.879
Agustus August	273.093.374	699.118.320	972.211.694
September September	272.360.342	697.241.760	969.602.102
Oktober October	272.233.028	696.915.840	969.148.868
November November	271.529.340	695.114.400	966.643.740
Desember December	270.108.932	691.478.160	961.587.092
Total	3.182.312.621	8.146.711.824	11.329.024.445

Bantuan Finansial yang Diterima dari Pemerintah

Di tahun 2025, Perum Jasa Tirta II menggunakan sumber dana internal untuk membiayai seluruh kegiatan operasionalnya.

Financial Assistance Received from the Government

In 2025, Perum Jasa Tirta II utilized internal funding sources to finance the entirety of its operational activities.

Pengungkapan Kerangka Governansi, Pengelolaan dan Pengendalian Aspek Perpajakan

Sebagai wajib pajak, Perum Jasa Tirta II berkomitmen untuk berkontribusi terhadap pembangunan melalui ketaatan dalam pembayaran pajak. Sejalan dengan itu, di tahun 2025 Perum Jasa Tirta II telah mematuhi semua peraturan dan memenuhi kewajiban pajak sesuai dengan hukum dan peraturan yang berlaku.

Disclosure of Governance Framework, Management, and Control of Tax Aspects

As a responsible taxpayer, Perum Jasa Tirta II is fully committed to contributing to national development through strict tax compliance. In line with this commitment, the Company fully complied with all tax regulations and fulfilled its tax obligations in accordance with applicable laws and regulations throughout 2025.

Pengelolaan pajak di PJT II dilakukan oleh Divisi Keuangan dan Akuntansi di bawah Direktur Keuangan, SDM, dan Manajemen Risiko, yang sekaligus merupakan badan tata kelola tertinggi yang secara resmi meninjau dan menyetujui strategi pajak Perusahaan.

Berkaitan dengan laporan Pajak, Perum Jasa Tirta II hanya beroperasi di Indonesia dan tidak memiliki cabang atau kantor operasional di luar negeri. Dengan demikian, laporan perpajakan hanya dilakukan untuk Indonesia. Per 31 Desember 2025, Perum Jasa Tirta II telah membayarkan PPh, PPN, dan Pajak Daerah sebesar Rp186.366.088.699,00, lebih rendah dibanding dengan tahun 2024 karena di tahun 2025 tidak ada PPh Pasal 25 yang harus dibayarkan.

Tax management within PJT II is administered by the Finance Division under the purview of the Director of Finance, Human Resources, and Risk Management, who serves as the highest governance authority formally reviewing and approving the Company's tax strategy.

Consequently, tax reporting is conducted solely within the jurisdiction of Indonesia. As of December 31, 2025, Perum Jasa Tirta II had paid Income Tax (PPh), Value Added Tax (PPN), and Regional Taxes totaling IDR 186,366,088,699.00. This amount represents a decrease compared to 2024, primarily driven by the absence of Corporate Income Tax Article 25 (PPh Pasal 25) installments required to be paid in 2025.



Jasa Tirta II

Air Untuk Menghidupi Negeri



09

KINERJA SOSIAL **SOCIAL PERFORMANCE**





KINERJA SOSIAL Social Performance



Perum Jasa Tirta II secara konsisten menjunjung keselarasan antara aspek ekonomi, sosial, dan lingkungan dalam menjalankan usahanya. Sebagaimana prinsip keberlanjutan, PJT II meyakini keselarasan antara ketiga aspek tersebut merupakan kunci untuk terus bertumbuhnya kinerja dari tahun ke tahun secara berkesinambungan.

Kinerja sosial merujuk pada berbagai aktivitas Perusahaan dalam memenuhi tanggung jawab sosial kepada para pemangku kepentingan, baik pemangku kepentingan internal maupun eksternal. Pemangku kepentingan internal mencakup pemilik modal, manajemen, dan karyawan. Adapun pemangku kepentingan eksternal di antaranya konsumen, pelanggan, pemerintah, regulator, mitra/pemasok, media massa, dan masyarakat di sekitar lokasi Perum Jasa Tirta II beroperasi, termasuk penerima manfaat Program Tanggung Jawab Sosial dan Lingkungan (TJSL).

Merujuk pada keberagaman pemangku kepentingan sebagaimana disebutkan di atas, maka aktivitas sosial untuk memenuhi tanggung jawab kepada para pemangku kepentingan juga beraneka rupa, seperti ketenagakerjaan, Keselamatan dan Kesehatan Kerja (K3), hak asasi manusia, tanggung jawab atas produk/jasa, inovasi produk dan jasa/layanan, pelibatan masyarakat, dampak operasional perusahaan, dan sebagainya. Keberhasilan Perusahaan dalam memenuhi tanggung jawab sosial didukung oleh pemetaan dan perumusan pelibatan yang sesuai dengan harapan masing-masing pemangku kepentingan.

Perum Jasa Tirta II consistently upholds the harmony between economic, social, and environmental aspects in conducting its business operations. In line with the principles of sustainability, PJT II firmly believes that alignment among these three pillars is the fundamental key to securing sustainable performance growth year after year.

Social performance encompasses the Company's diverse activities aimed at fulfilling its social responsibilities to both internal and external stakeholders. Internal stakeholders comprise the capital owner, management, and employees. Meanwhile, external stakeholders include consumers, customers, the government, regulators, partners/suppliers, the mass media, and local communities residing around Perum Jasa Tirta II's operational areas, including the beneficiaries of the Corporate Social and Environmental Responsibility (CSER/ TJSL) Programs.

Reflecting the diversity of the aforementioned stakeholders, the Company's social initiatives span a wide array of dimensions. These include employment practices, Occupational Health and Safety (OHS/K3), human rights, product and service responsibility, product and service/delivery innovation, community engagement, and the mitigation of corporate operational impacts. The Company's success in fulfilling these social mandates is driven by systematic mapping and strategic engagement frameworks tailored to meet the specific expectations of each stakeholder group.

PJT II is deeply committed to fulfilling its social responsibilities to stakeholders, viewing it as the most effective avenue

PJT II berkomitmen untuk memenuhi tanggung jawab sosial terhadap para pemangku kepentingan karena meyakini hal tersebut merupakan sarana terbaik untuk menjalin hubungan dan menciptakan komunikasi positif. Komunikasi yang berkualitas tersebut akan memperkuat posisi dan keberadaan Perusahaan sebagai entitas bisnis, sekaligus modal penting untuk terus maju dan berkembang mewujudkan visi dan misi Perum Jasa Tirta II.

Landasan Kebijakan

Upaya mengelola hubungan dengan para pemangku kepentingan dilakukan sesuai dengan regulasi yang berlaku, di antaranya:

- ▶ Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja;
- ▶ Undang-Undang No. 11 Tahun 1992 tentang Dana Pensiun;
- ▶ Undang-Undang No. 8 Tahun 1999 tentang Perlindungan Konsumen;
- ▶ Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan;
- ▶ Undang-Undang No. 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh;
- ▶ Undang-Undang No. 24 Tahun 2011 tentang Badan Penyelenggara Jaminan Sosial;
- ▶ Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;
- ▶ Undang-Undang No. 17 Tahun 2023 tentang Kesehatan;
- ▶ Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja;
- ▶ Peraturan Pemerintah No. 7 Tahun 2019 tentang Penyakit Akibat Kerja;

to foster strong relationships and drive positive communication. High-quality communication ultimately reinforces the Company's position and presence as a sustainable business entity, serving as vital capital to continuously forge ahead in realizing the vision and mission of Perum Jasa Tirta II.

Policy Framework

To manage relationships with stakeholders, operations are carried out in accordance with applicable regulations, including: Law No. 1 of 1970 concerning Occupational Safety;

- ▶ *Law No. 11 of 1992 concerning Pension Funds;*
- ▶ *Law No. 8 of 1999 concerning Consumer Protection;*
- ▶ *Law No. 13 of 2003 concerning Labor;*
- ▶ *Law No. 21 of 2000 concerning Trade Unions/Labor Unions;*
- ▶ *Law No. 24 of 2011 concerning Social Security Organizing Bodies (BPJS);*
- ▶ *Law No. 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law;*
- ▶ *Law No. 17 of 2023 concerning Health;*
- ▶ *Government Regulation No. 50 of 2012 concerning the Implementation of Occupational Safety and Health Management Systems (SMK3);*
- ▶ *Government Regulation No. 7 of 2019 concerning Work-Related Diseases;*
- ▶ *Government Regulation No. 35 of 2021 concerning Fixed-Term Employment Contracts, Outsourcing, Working Hours and Rest Periods, and Termination of Employment;*

- Peraturan Pemerintah No. 35 Tahun 2021 tentang Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja;
- Peraturan Pemerintah No. 36 Tahun 2021 tentang Pengupahan.

- *Government Regulation No. 36 of 2021 concerning Wages.*

Based on the various regulations mentioned above, Perum Jasa Tirta II has formulated various internal regulations as operational guidelines for management practices.

Berdasarkan berbagai regulasi di atas, Perum Jasa Tirta II menyusun berbagai regulasi internal sebagai panduan kegiatan operasional terkait pengelolaan kepegawaian, K3, tanggung jawab produk, Program TJSL, dan lainnya.

Pemberdayaan Masyarakat

Perum Jasa Tirta II merancang dan mengimplementasikan berbagai inisiatif pemberdayaan masyarakat secara berkelanjutan pada program-program *Corporate Social Responsibility (CSR)*, demi membangun keterampilan dan kemandirian masyarakat, juga untuk menumbuhkan ekosistem sosial yang dinamis dan inklusif sejalan dengan pencapaian Tujuan Pembangunan Berkelanjutan.

Komitmen Pada Tanggung Jawab Sosial

Masyarakat di sekitar wilayah operasi Perusahaan menjadi fokus upaya keberlanjutan karena keberadaan dan dukungannya berperan besar dalam kelancaran operasional. Perum Jasa Tirta II juga menyadari bahwa Perusahaan memiliki kapasitas untuk menciptakan nilai tambah bagi masyarakat melalui kegiatan CSR yang dirancang secara komprehensif dengan mempertimbangkan kebutuhan masyarakat serta pelibatan pemangku kepentingan guna memastikan efektivitas dan keberlanjutannya.

Community Empowerment

Perum Jasa Tirta II consistently designs and implements various sustainable community empowerment initiatives through its Corporate Social Responsibility (CSR) programs. These initiatives are aimed at building community skills and self-reliance, as well as fostering a dynamic and inclusive social ecosystem in alignment with the achievement of the Sustainable Development Goals (SDGs).

Commitment to Social Responsibility

Local communities residing around the Company's operational areas remain the core focus of our sustainability efforts, as their presence and support play a vital role in ensuring smooth operations. Perum Jasa Tirta II also recognizes that the Company possesses the capacity to generate added value for the community through comprehensively designed CSR activities. These programs carefully consider community needs and actively engage stakeholders to ensure long-term effectiveness and sustainability.

Dampak Operasi terhadap Masyarakat Sekitar

Perusahaan mengelola dampak operasional terhadap masyarakat melalui penerapan program Tanggung Jawab Sosial dan Lingkungan (TJSL) dan kolaborasi pemantauan lingkungan. Langkah ini diwujudkan melalui pemberdayaan ekonomi, pelestarian sumber daya air, dan mitigasi risiko sosial demi menjaga hubungan yang harmonis dengan warga sekitar wilayah sungai dan waduk.

Strategi pengelolaan yang diterapkan Perum Jasa Tirta II meliputi beberapa aspek penting seperti:

- ▶ Pemberdayaan Ekonomi & Sosial. Menyalurkan bantuan elektrifikasi, perbaikan fasilitas MCK, sarana air bersih, serta memberdayakan masyarakat melalui pelatihan dan pemanfaatan limbah/gulma seperti eceng gondok di bendungan.
- ▶ Konservasi Berbasis Masyarakat. Menerapkan program seperti bantuan Pembangunan biogas di Hulu DAS Citarum dan kegiatan bersih-bersih sungai bersama warga setempat.
- ▶ Pengamanan & Tanggap Bencana. Menjaga kebersihan perairan waduk dan memberikan bantuan langsung kepada masyarakat yang terdampak bencana, seperti banjir.
- ▶ Pemantauan & Kualitas Lingkungan. Melakukan pengukuran parameter lingkungan dan kualitas air secara berkala untuk memenuhi standar pengelolaan dampak.

Implementasi Program TJSL

Program TJSL yang dijalankan Perum Jasa Tirta juga difokuskan pada 3 (tiga) sektor prioritas utama, yakni:

Operational Impacts on Surrounding Communities

The Company proactively manages its operational impacts on local communities through the implementation of Corporate Social and Environmental Responsibility (CSER/TJSL) programs and collaborative environmental monitoring. This approach is realized through economic empowerment, water resources conservation, and social risk mitigation to maintain harmonious relationships with residents living around river basins and reservoirs.

Perum Jasa Tirta II adopts a management strategy that encompasses several key aspects:

- ▶ *Socio-Economic Empowerment: Distributing electrification assistance, constructing and renovating public sanitation facilities (MCK), providing clean water facilities, and empowering communities through training and the utilization of organic waste/weeds, such as water hyacinth harvested from dams.*
- ▶ *Community-Based Conservation: Implementing programs such as biogas digester construction assistance in the Upper Citarum River Basin (DAS) and organizing collaborative river clean-up activities with local residents.*
- ▶ *Security & Disaster Response: Maintaining the cleanliness of reservoir waters and providing direct relief assistance to communities affected by natural disasters, such as floods.*
- ▶ *Environmental Quality Monitoring: Conducting periodic measurements of environmental parameters and water quality to meet stringently established impact management standards.*

Implementation of CSER (TJSL) Programs

The CSER programs carried out by Perum Jasa Tirta II are highly focused on 3 (three) main priority sectors, namely:

1. Bidang Pendidikan

- ▶ Tujuan 4 Pendidikan Berkualitas adalah menjamin kualitas pendidikan yang inklusif dan merata serta meningkatkan kesempatan belajar sepanjang hak untuk semua.
- ▶ Bantuan yang diberikan berupa:

1. Education Sector

- ▶ *SDG 4 - Quality Education: Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.*
- ▶ *Assistance provided includes:*

No.	Program Prioritas Priority Programs	Lokasi Location
1.	Beasiswa untuk atlet olahraga berprestasi <i>Scholarships for high-achieving sports athletes</i>	Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Jatiluhur District, Purwakarta Regency</i>
2.	Bantuan Sarana dan Prasarana Pendidikan: <i>Educational Facilities and Infrastructure Assistance:</i>	
	Sarana Pendidikan SPS PAUD Nur El Fattah <i>Educational Facilities for SPS PAUD Nur El Fattah</i>	Kelurahan Cakung Timur, Kecamatan Cakung, Jakarta Timur <i>Cakung Timur Sub-District, Cakung District, East Jakarta</i>
	Sarana Pendidikan Musholla Al-Inaarah <i>Educational Facilities for Musholla Al-Inaarah</i>	Kelurahan Pangkalan Jati Baru, Kecamatan Cinere, Kota Depok <i>Pangkalan Jati Baru Sub-District, Cinere District, Depok City</i>
	Sarana Pendidikan RA Al-Alifiyah <i>Educational Facilities for RA Al-Alifiyah</i>	Kelurahan Penggilingan, Kecamatan Cakung, Jakarta Timur <i>Penggilingan Sub-District, Cakung District, East Jakarta</i>
	Sarana Pendidikan Yayasan Raudhatunnisa Generasi Cerdas Indonesia <i>Educational Facilities for Yayasan Raudhatunnisa Generasi Cerdas Indonesia</i>	Kelurahan Pangkalan Jati, Kecamatan Cinere, Kota Depok <i>Pangkalan Jati Sub-District, Cinere District, Depok City</i>
	Rehabilitasi Gedung Pesantren Al-Firdaus Pasirparigi <i>Building rehabilitation for Pesantren Al-Firdaus Pasirparigi</i>	Desa Cirawak, Kecamatan Jatiwaras, Kabupaten Tasikmalaya <i>Cirawak Village, Jatiwaras District, Tasikmalaya Regency</i>
	Program Sosialisasi Konservasi di Lingkungan Sekolah <i>Conversation socialization program in school environments</i>	Kampung Sukacai, Padarincang, Serang <i>Kampung Sukacai, Padarincang, Serang</i>
	Perbaikan Tanggul Penahan Tanah dan Lapangan Upacara di UPTD SDN 1 Kutamanah Kecamatan Sukasari, Kabupaten Purwakarta <i>Repair of retaining walls and ceremonial field at UPTD SDN 1 Kutamanah, Sukasari District, Purwakarta Regency</i>	Desa Kutamanah, Kecamatan Sukasari, Kabupaten Purwakarta <i>Kutamanah Village, Sukasari District, Purwakarta Regency</i>
	Bantuan Al-Quran <i>Al-Quran Donation</i>	Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Purwakarta and Bandung Regencies</i>
	Anak Cerdas Perum Jasa Tirta II Mengenal Bendungan, Profesi dan Budaya Dalam Rangka Hari Anak Nasional ke-41 <i>Anak Cerdas Perum Jasa Tirta II" (Smart Children Program) – Introduction to dams, professions, and culture in commemoration of the 41st National Children's Day</i>	Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Jatiluhur District, Purwakarta Regency</i>
	Prasarana Pendidikan KB Al Faizin, memenuhi Program DPN Kementerian BUMN <i>Educational infrastructure for KB Al Faizin, fulfilling the Ministry of SOEs' DPN Program</i>	Desa Putrajawa, Kecamatan Selaawi, Kabupaten Garut <i>Putrajawa Village, Selaawi District, Garut Regency</i>
	Prasarana Pendidikan Yayasan Daarut Taufiq Solihin <i>Educational infrastructure for Yayasan Daarut Taufiq Solihin</i>	Desa Selaawi, Kecamatan Selaawi, Kabupaten Garut <i>Selaawi Village, Selaawi District, Garut Regency</i>
	Sarana Pendidikan – Pembangunan Sarana MCK di PAUD Al-Kahf <i>Educational facilities – Construction of sanitation facilities (MCK) at PAUD Al-Kahf</i>	Desa Selaawi, Kecamatan Selaawi, Kabupaten Garut <i>Selaawi Village, Selaawi District, Garut Regency</i>
	Prasarana Pendidikan – Pembangunan Sarana MCK di MA Nurul Ummah <i>Educational infrastructure – Construction of sanitation facilities (MCK) at MA Nurul Ummah</i>	Desa Dukuh, Kecamatan Cinungbulang, Kabupaten Bogor <i>Dukuh Village, Cinungbulang District, Bogor Regency</i>
3.	Sertifikasi Guru: Program Pengembangan Media Belajar Animaker <i>Teacher Certification: "Animaker" Digital Learning Media Development Program</i>	Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Jatiluhur District, Purwakarta Regency</i>

- ▶ Program TJSL bidang pendidikan di tahun 2025 menyerap dana sebesar Rp920.537.600,-.

- ▶ *In 2025, the CSER program in the education sector absorbed a total funding of IDR 920,537,600.00.*

2. Bidang Lingkungan

- ▶ Tujuan 6 Air Bersih dan Sanitasi Layak: menjamin ketersediaan serta pengelolaan air bersih dan sanitasi yang berkelanjutan untuk semua.
- ▶ Tujuan 12 Konsumsi dan Produksi yang Bertanggung Jawab: menjamin pola produksi dan konsumsi yang berkelanjutan.
- ▶ Tujuan 15 Ekosistem Daratan: melindungi, merestorasi dan meningkatkan pemanfaatan berkelanjutan ekosistem daratan, mengelola hutan secara Lestari, menghentikan penggunaan, memulihkan degradasi lahan, serta menghentikan kehilangan keanekaragaman hayati.
- ▶ Bantuan program berupa:

2. Environmental Sector

- ▶ *SDG 6 - Clean Water and Sanitation: Ensuring the availability and sustainable management of clean water and sanitation for all.*
- ▶ *SDG 12 - Responsible Consumption and Production: Ensuring sustainable consumption and production patterns.*
- ▶ *SDG 15 - Life on Land: Protecting, restoring, and promoting the sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, halting and reversing land degradation, and halting biodiversity loss.*
- ▶ *Program assistance provided includes:*

No.	Program Prioritas Priority Programs	Lokasi Location
1.	Konservasi: <i>Conservation:</i>	
	Penanaman Pohon <i>Tree Planting</i>	Desa Cikedung, Kecamatan Mancak, Kabupaten Serang Banten <i>Cikedung Village, Mancak District, Serang Regency, Banten</i>
	Kegiatan Petani Peduli Sungai dan Air <i>"Petani Peduli Sungai dan Air" (Farmers Caring for Rivers and Water) Activity</i>	Desa Citasuk, Kecamatan Padarincang, Kabupaten Serang <i>Citasuk Village, Padarincang District, Serang Regency</i>
	Konservasi di lahan kritis melalui penanaman pohon keras dan buah <i>Conservation in critical lands through the planting of hardwood and fruit trees</i>	Kabupaten Purwakarta, Bekasi, Karawang, Subang, Lamung, Banten, dan Cirebon <i>Purwakarta, Bekasi, Karawang, Subang, Lampung, Banten, and Cirebon Regencies</i>
	Konservasi lahan kritis (perlindungan tangkapan air) di wilayah Situ Cimeuhmal <i>Critical land conservation (catchment area protection) in the Situ Cimeuhmal area</i>	Desa Banjaran Wetan, Kecamatan Banjaran, Kabupaten Bandung <i>Banjaran Wetan Village, Banjaran District, Bandung Regency</i>
	Penebaran benih ikan di Bendung Argoguruh bersamaan Pasar Rakyat <i>Fish fingerlings release at Argoguruh Dam in collaboration with the People's Market (Pasar Rakyat)</i>	Rulunghelok, Kecamatan Natar, Kabupaten Lampung Selatan, Lampung <i>Rulunghelok, Natar District, South Lampung Regency, Lampung</i>

No.	Program Prioritas Priority Programs	Lokasi Location
	Penebaran benih ikan di Waduk Kuningan dalam acara Triathlon ITB <i>Fish fingerlings release at Kuningan Reservoir during the ITB Triathlon event</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Pelepasan unggas di acara Kartinian Lampung <i>Release of poultry at the Kartinian Lampung Event</i>	Kantor Seksi Wilayah VI Lampung <i>Section Office Region VI Lampung</i>
	Program Burayak Konservasi Budidaya Ikan Air Tawar Non-KJA <i>Non-Floating Net Cage (Non-KJA) Freshwater Fish Fingerlings Cultivation Conservation Program</i>	Desa Cibinong, Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Cibinong Village, Jatiluhur District, Purwakarta Regency</i>
	Kegiatan Sosialisasi Pengolahan Sampah untuk Anak Disabilitas di acara Hari Disabilitas Nasional 2025 <i>Waste Management Socialization Activity for Children with Disabilities in commemoration of National Disability Day 2025</i>	Pangalengan, Kabupaten Bandung <i>Pangalengan, Bandung Regency</i>
	Sosialisasi Konservasi di Lingkungan Sekolah <i>Conservation socialization program in school environment</i>	Kecamatan Ciomas, Kabupaten Serang Banten <i>Ciomas District, Serang Regency, Banten</i>
2.	Sanitasi: <i>Sanitation:</i>	
	Sarana air bersih <i>Clean water facilities</i>	Desa Sukasari, Kecamatan Sukasari, Kabupaten Purwakarta <i>Sukasari Village, Sukasari District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Desa Galumpit, Kecamatan Tegalwaru, Kabupaten Purwakarta <i>Galumpit Village, Tegalwaru District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Desa Salem, Kecamatan Pondoksalam, Kabupaten Purwakarta <i>Salem Village, Pondoksalam District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Desa Salammulya, Kecamatan Pondoksalam, Kabupaten Purwakarta <i>Salammulya Village, Pondoksalam District, Purwakarta Regency</i>
	Pembuatan septic tank komunal <i>Construction of communal septic tank</i>	Desa Ciririp, Kecamatan Sukasari, Kabupaten Purwakarta <i>Ciririp Village, Sukasari District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Desa Ciririp, Kecamatan Sukasari, Kabupaten Purwakarta <i>Ciririp Village, Sukasari District, Purwakarta Regency</i>
	Sarana air bersih, berkolaborasi dengan Perum Perhutani <i>Clean water facilities, in collaboration with Perum Perhutani</i>	Desa Jatimekar, Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Jatimekar Village, Jatiluhur District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Kampung Babakan Sukasari, Desa Pinggir Sari, Kecamatan Arjasari, Kabupaten Bandung <i>Kampung Babakan Sukasari, Pinggir Sari Village, Arjasari District, Bandung Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Kampung Genggreng, Kecamatan Pondoksalam, Kabupaten Purwakarta <i>Kampung Genggreng, Pondoksalam District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Kampung Cisarua, Desa Kutamanah, Kecamatan Sukasari, Kabupaten Purwakarta <i>Kampung Cisarua, Kutamanah Village, Sukasari District, Purwakarta Regency</i>
	Sarana air bersih <i>Clean water facilities</i>	Kampung Kiarabandung, Desa Kutamanah, Kecamatan Sukasari, Kabupaten Purwakarta <i>Kampung Kiarabandung, Kutamanah Village, Sukasari District, Purwakarta Regency</i>

No.	Program Prioritas Priority Programs	Lokasi Location
	Sarana MCK di MI Nahdlatul Athfal <i>Sanitation facilities (MCK) at MI Nahdlatul Athfal</i>	Desa Ciririp, Kecamatan Sukasari, Kabupaten Purwakarta <i>Ciririp Village, Sukasari District, Purwakarta Regency</i>
	Sarana MCK di Majelis Taklim Al-Hidayah Cikahuripan <i>Sanitation facilities (MCK) at Majelis Taklim Al-Hidayah Cikahuripan</i>	Desa Kertamanah, Kecamatan Sukasari, Kabupaten Purwakarta <i>Kertamanah Village, Sukasari District, Purwakarta Regency</i>
	Sarana MCK di Majelis Taklim Pelita Iman <i>Sanitation facilities (MCK) at Majelis Taklim Pelita Iman</i>	Desa Jatiluhur, Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Jatiluhur Village, Jatiluhur District, Purwakarta Regency</i>
	Rehabilitasi dan penambahan prasarana Majelis Taklim Misbahul Qur'an (sarana MCK) <i>Rehabilitation and expansion of infrastructure at Majelis Taklim Misbahul Qur'an (sanitation facilities/MCK)</i>	Kampung Lemahneundeut, Desa Sukagalih, Kecamatan Megamendung, Kabupaten Bogor <i>Kampung Lemahneundeut, Sukagalih Village, Megamendung District, Bogor Regency</i>
	Sarana MCK di Masjid An-Nur <i>Sanitation facilities (MCK) at Masjid An-Nur</i>	Kecamatan Ciomas, Kabupaten Serang Banten <i>Ciomas District, Serang Regency, Banten</i>
	Sarana MCK <i>Sanitation facilities (MCK)</i>	Kampung Depok, Desa Sukasari, Kecamatan Sukasari, Kabupaten Purwakarta
	Sarana MCK <i>Sanitation facilities (MCK)</i>	Desa Galumpit, Kecamatan Tegalwaru, Kabupaten Purwakarta
	Sarana dan prasarana kandang sapi Kelompok Tani Mulus Rahayu <i>Facilities and infrastructure for cattle sheds of Kelompok Tani Mulus Rahayu</i>	
	Penunjang kegiatan Komunitas Peduli Sungai Peduli Lingkungan Kita (KPS-Pelita), yaitu bersih-bersih sampah dan pengolahan sampah di Pinggiran Sungai <i>Support for the activities of Komunitas Peduli Sungai Peduli Lingkungan Kita (KPS-Pelita), namely riverbank garbage clean-up and waste management</i>	Kecamatan Ciomas, Kabupaten Serang Banten <i>Ciomas District, Serang Regency, Banten</i>
	Roda sampah <i>Waste carts</i>	Sukarata Bawah, Kelurahan Cipaisan, Kecamatan Purwakarta, Kabupaten Purwakarta <i>Sukarata Bawah, Cipaisan Sub-District, Purwakarta District, Purwakarta Regency</i>
	Pengolahan sampah Yayasan Ki Jaga Kali <i>Waste management for Yayasan Ki Jaga Kali</i>	Kabupaten Bekasi <i>Bekasi Regency</i>
3.	Pengolahan Limbah dan Sampah Terintegrasi Pengolahan Limbah Kotoran Hewan <i>Integrated Waste and Garbage Management — Livestock Waste Processing:</i>	
	Pembuatan digester biogas <i>Construction of biogas digester</i>	Desa Sukamanah, Kecamatan Pangalengan, Kabupaten Bandung <i>Sukamanah Village, Pangalengan District, Bandung Regency</i>
	Perbaikan digester biogas <i>Repair of biogas digester</i>	Desa Cibodas, Kecamatan Lembang, Kabupaten Bandung Barat <i>Cibodas Village, Lembang District, West Bandung Regency</i>
	Pembuatan kandang cacing <i>Construction of earthworm rearing houses</i>	Desa Margamekar, Kecamatan Pangalengan, Kabupaten Bandung <i>Margamekar Village, Pangalengan District, Bandung Regency</i>
	Pelatihan pengolahan kotoran hewan <i>Training on livestock waste processing</i>	Kecamatan Pangalengan, Kabupaten Bandung <i>Pangalengan District, Bandung Regency</i>

No.	Program Prioritas Priority Programs	Lokasi Location
	Pengolahan limbah eceng gondok <i>Water hyacinth waste processing</i>	Desa Sukahaji, Kecamatan Ciasem, Kabupaten Subang; Desa Galumpit, Kecamatan Tegalwaru, Kabupaten Purwakarta <i>Sukahaji Village, Ciasem District, Subang Regency; Galumpit Village, Tegalwaru District, Purwakarta Regency</i>
	Pengolahan sampah <i>Waste management</i>	Desa Batujaya, Kecamatan Batujaya, Kabupaten Karawang; Desa Jatimekar, Kecamatan Jatiluhur, Kabupaten Purwakarta <i>Batujaya Village, Batujaya District, Karawang Regency; Jatimekar Village, Jatiluhur District, Purwakarta Regency</i>

- ▶ Program TJSL bidang lingkungan menyerap dana sebesar Rp2.747.404.500,-.

3. Pengembangan UMK

- ▶ Difokuskan kepada peningkatan kapasitas dan daya saing UMK Binaan.
- ▶ Tujuan 8 Pekerjaan Layak dan Pertumbuhan Ekonomi: meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh, serta pekerjaan yang layak untuk semua.
- ▶ Bantuan dalam bentuk:

- ▶ *The CSER program in the environmental sector absorbed a total funding of IDR 2,747,404,500.00.*

3. MSE Development

- ▶ *Focus of Initiatives: Aimed at enhancing the capacity and competitiveness of the Company's fostered Micro and Small Enterprises (MSEs/UMK).*
- ▶ *SDG 8 - Decent Work and Economic Growth: Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.*
- ▶ *Assistance provided includes:*

No.	Program Unggulan Flagship Programs	Lokasi Location
1.	Pelatihan, Pameran dan Promosi Produk UMK <i>Training, Exhibition, and Promotion of MSE Products</i>	
	Kegiatan KIM Cerdas Tarumajaya dalam Kompetisi Komunitas Informasi Masyarakat <i>Tarumajaya Smart KIM Activities in the Community Information Group Competition</i>	Desa Tarumajaya, Kecamatan Kertasari, Kabupaten Bandung <i>Tarumajaya Village, Kertasari District, Bandung Regency</i>
	Pembinaan UMK Binaan dalam kegiatan bazar di acara ITB Jatiluhur Triathlon 2025 <i>Development of fostered MSEs in bazaar activities at the ITB Jatiluhur Triathlon 2025 event</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Pembinaan UMK Binaan dalam kegiatan bazar di Event Jatiluhur Jungle Rush <i>Development of fostered MSEs in bazaar activities at the Jatiluhur Jungle Rush event</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>

No.	Program Unggulan Flagship Programs	Lokasi Location
	Pembinaan UMK Binaan dalam kegiatan bazar di Event Jatiluhur Jungle Rush <i>Development of fostered MSEs in bazaar activities at the Jatiluhur Jungle Rush event</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Pelatihan UMK Binaan Penunjang Naik Kelas (marketing digital dan pembuatan laporan keuangan) <i>Training for fostered MSEs to support upgrading/scaling up (digital marketing and financial report preparation)</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Bazar UMK Binaan dalam acara Pembukaan Harbak PJT II Tahun 2025 <i>Fostered MSEs bazaar during the Opening Ceremony of PJT II Service Day (Harbak) 2025</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Bazar UMK Binaan dalam acara Puncak HUT PJT II <i>Fostered MSEs bazaar during the Peak Event of PJT II Anniversary (HUT)</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Bazar UMK Binaan dalam acara Safari Ramadhan Perum Jasa Tirta II Tahun 2025 <i>Fostered MSEs bazaar during the Safari Ramadhan Perum Jasa Tirta II 2025 event</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
	Pembinaan UMK Binaan dalam kegiatan UMK Award <i>Development of fostered MSEs in the UMK Award activity</i>	Kabupaten Purwakarta <i>Purwakarta Regency</i>
2.	Bantuan Peralatan Penunjang Produktivitas UMK <i>MSE Productivity Support Equipment Assistance</i>	
	Peralatan penunjang produksi (mesin roasting kopi) <i>Production support equipment (coffee roasting machine)</i>	Desa Banjaran, Kecamatan Banjaran, Kabupaten Bandung <i>Banjaran Village, Banjaran District, Bandung Regency</i>
	Peralatan penunjang produksi mesin es Kristal <i>Production support equipment (crystal ice machine)</i>	Kampung Lebaksari, Kelurahan Lebakjaya, Kecamatan Karangpawitan, Kabupaten Garut <i>Kampung Lebaksari, Lebakjaya Sub-District, Karangpawitan District, Garut Regency</i>
	Pengembangan UMK (bantuan peralatan penunjang produksi) <i>MSE development (production support equipment assistance)</i>	Desa Tarumajaya, Kecamatan Kertasari, Kabupaten Bandung <i>Tarumajaya Village, Kertasari District, Bandung Regency</i>
3.	Bantuan Ijin/Sertifikasi <i>Permit/Certification Assistance:</i>	

► Realisasi program ini di tahun 2025 menyerap dana sebesar Rp353.175.000,00.

► In 2025, the implementation of this program absorbed a total funding of IDR 353,175,000.00.

Creating Shared Values (CSV)

Pendekatan CSV menjadi fokus utama pelaksanaan TJSL dengan menciptakan nilai bersama antara Perusahaan dan masyarakat. Implementasi CSV di tahun 2025 terdiri dari:

1. Pengolahan Limbah Kotoran Hewan
 - Program ini bertujuan mengurangi pencemaran Sungai Citarum dan Anak Sungai Citarum akibat pembuangan limbah ternak, dalam ini kotoran sapi.

Creating Shared Values (CSV)

The CSV approach serves as the primary strategic focus in the implementation of CSER (TJSL), aiming to generate mutual value for both the Company and the community. The CSV implementation in 2025 comprises the following initiatives:

1. Livestock Waste Processing
 - This program aims to mitigate the pollution of the Citarum River and its tributaries caused by the disposal

- ▶ Diperkirakan, sebanyak 36 ribu sapi kotorannya dibuang ke DAS Citarum.
 - ▶ Inisiatif yang dilakukan adalah melakukan pemberdayaan kepada masyarakat yang berada di DAS Citarum melalui program biogas, pembangunan rumah cacing, dan pelatihan mengolah limbah kotoran sapi menjadi gas sebagai energi alternatif untuk kompor dan listrik, pupuk cair, dan budidaya cacing.
 - ▶ Pembuatan digester biogas sudah dimulai sejak tahun 2017 dan hingga tahun 2024 telah terbangun 182 digester biogas dan perbaikan 60 digester biogas.
 - ▶ Pembuatan kandang cacing dimulai sejak tahun 2021 dan sampai dengan tahun 2024 telah terbangun 177 kandang cacing.
 - ▶ Penyerapan dana untuk pengolahan limbah kotoran hewan ini di tahun 2025 mencapai Rp957.600.000,00 dengan rincian:
 - Pembangunan dan perbaikan 8 digester biogas di Kecamatan Pangalengan, Kabupaten Bandung senilai Rp425.600.000,00 dan perbaikan 40 digester biogas di Kecamatan Lembang, Kabupaten Bandung senilai Rp145.600.000,00.
 - Pembuatan 72 kandang cacing di Kecamatan Pangalengan dan Kecamatan Lembang, Kabupaten Bandung senilai Rp432.000.000,00.
 - Pelatihan tentang biogas dan budidaya cacing kepada 100 peternak sapi di Kecamatan Pangalengan, Kabupaten Bandung senilai Rp100.000.000,00
2. Penanaman Pohon
- ▶ Penanaman pohon merupakan bagian dari upaya konservasi sumber daya air, sehingga mencegah potensi sumber daya air menurun.
 - ▶ Kegiatan penanaman pohon di wilayah kerja Perusahaan masuk ke dalam Pilar
- of livestock waste, specifically cattle manure.*
- ▶ *It is estimated that waste from approximately 36,000 cattle is directly discharged into the Citarum River Basin (DAS).*
 - ▶ *Empowering local communities residing within the Citarum River Basin through biogas initiatives, the construction of earthworm rearing houses, and comprehensive training to process cattle manure into alternative energy source for cooking gas and electricity, liquid organic fertilizers, and earthworm cultivation.*
 - ▶ *The construction of biogas digesters commenced in 2017. As of 2024, a total of 182 biogas digesters have been constructed, alongside the rehabilitation of 60 existing digesters.*
 - ▶ *The construction of earthworm rearing houses began in 2021. As of 2024, 177 earthworm rearing houses have been built.*
 - ▶ *Total funding allocated for livestock waste processing reached IDR 957,600,000.00, with the following details:*
 - *The construction and repair of 8 biogas digesters in Pangalengan District, Bandung Regency valued at IDR 425,600,000.00, and the repair of 40 biogas digesters in Lembang District, Bandung Regency valued at IDR 145,600,000.00.*
 - *The construction of 72 earthworm rearing houses in Pangalengan District and Lembang District, Bandung Regency valued at IDR 432,000,000.00.*
 - *Provision of biogas and earthworm cultivation training for 100 cattle farmers in Pangalengan District, Bandung Regency valued at IDR 100,000,000.00.*
2. Tree Planting
- ▶ *Tree planting initiatives are integrated into water resources conservation*

Lingkungan TPB 6 – Air Bersih dan Sanitasi Layak, melalui perbaikan lahan kritis dan keanekaragaman hayati daratan.

- ▶ Di tahun 2025, Perusahaan menanam 7.145 pohon keras dan buah dengan nilai serapan mencapai Rp309.050.000,-.

3. Pengolahan Limbah Eceng Gondok

- ▶ Program ini dimaksudkan untuk mengoptimalkan pemanfaatan eceng gondok menjadi produk ekonomi seperti pupuk dan media lahan.
- ▶ Limbah eceng gondok di area Waduk Jatiluhur memberikan dampak yang cukup serius, yaitu menurunkan kualitas air, mempercepat pendangkalan air, serta dapat mengganggu operasional bendungan.
- ▶ Pemanfaatan limbah eceng gondok menjadi pupuk, kerajinan tangan, media tanam jamur dan melon melalui pemberdayaan masyarakat membantu Perusahaan dalam penanganan permasalahan yang ditimbulkan limbah eceng gondok dan dapat meningkatkan perekonomian masyarakat melalui penjualan hasil pengolahannya.
- ▶ Pengolahan limbah eceng gondok sudah dimulai sejak tahun 2022, melalui kolaborasi Bersama 14 BUMN. Dimulai dengan pelatihan, pendampingan, dan pembuatan shelter untuk pengolahan limbah menjadi kerajinan tangan dan pupuk.
- ▶ Bantuan yang diberikan berupa pembuatan lumbung media tanam jamur dari limbah eceng gondok di Desa Sukasari – Kecamatan Sukasari, Desa Galumpit – Kecamatan Tegalwaru, dan Desa Sukahaji – Kecamatan Ciasem Subang, dengan memberdayakan 4 (empat) kelompok masyarakat.
- ▶ Realisasi penyaluran dana mencapai Rp279.890.000,00.

efforts to prevent the potential decline of water resources capacity.

- ▶ *Tree planting activities within the Company's working areas contribute to the Environmental Pillar of SDG 6 - Clean Water and Sanitation, realized through the rehabilitation of critical land and terrestrial biodiversity enhancement.*

- ▶ *The Company planted 7,145 hardwood and fruit trees, with a total funding absorption of IDR 309,050,000.00.*

3. Water Hyacinth Waste Processing

- ▶ *This program is designed to optimize the utilization of water hyacinth into economically viable products, such as organic fertilizers and agricultural growing media.*

- ▶ *The proliferation of water hyacinth waste in the Jatiluhur Reservoir area inflicts severe operational impacts, notably deteriorating water quality, accelerating sedimentation, and disrupting crucial dam operations.*

- ▶ *Transforming water hyacinth waste into fertilizers, handicrafts, as well as mushroom and melon cultivation media through community empowerment actively assists the Company in mitigating environmental hazards while simultaneously bolstering the local economy through commercial sales.*

- ▶ *Initiated in 2022 through a strategic collaboration with 14 State-Owned Enterprises (SOEs), the program began with training, mentoring, and constructing processing shelters to convert waste into handicrafts and fertilizers.*

- ▶ *Constructing mushroom cultivation houses (kumbung) utilizing water hyacinth media in Sukasari Village (Sukasari District), Galumpit Village (Tegalwaru District), and Sukahaji Village (Ciasem District, Subang), empowering 4 (four) community groups.*

4. Pengolahan Sampah

- ▶ Pemanfaatan sampah yang berasal dari rumah tangga dan yang berada di saluran dimaksudkan untuk membantu mengurangi pencemaran lingkungan, khususnya di sungai dan dapat meningkatkan perekonomian masyarakat.
- ▶ Kegiatan pengolahan sampah masuk dalam Pilar Lingkungan TPB 6 Air Bersih dan Sanitasi Layak TPB 12.
- ▶ Di tahun 2025, Perusahaan telah membuat pengolahan sampah yang ada di Desa Legonkulon, Kecamatan Legonkulon, Kabupaten Subang, dengan memberdayakan 1 (satu) kelompok masyarakat, yakni Kelompok Paguyuban Emak-Emang Rempong.
- ▶ Pengembangan sistem pengelolaan sampah berbasis masyarakat ini menyerap dan sebesar Rp134.500.000,-

5. Program Burayut Ikan Air Tawar Non-KJA

- ▶ Program ini dimaksudkan untuk mendukung transisi ekonomi masyarakat yang terdampak penertiban Keramba Jaring Apung (KJA).
- ▶ Sejalan dengan Program Citarum Harum, yang berupaya mempercepat pelaksanaan dan keberlanjutan kebijakan pengendalian DAS Citarum melalui operasi pencegahan, penanggulangan pencemaran dan kerusakan.
- ▶ Penertiban KJA menjadi salah 1 (satu) program prioritas Rencana Aksi Pengendalian Pencemaran dan Kerusakan DAS Citarum, yang diharapkan dapat meningkatkan kualitas air Waduk Jatiluhur.
- ▶ Program Burayak Konservasi Budidaya Ikan Air Tawar Non-KJA diharapkan dapat meningkatkan perekonomian masyarakat yang terdampak atas penertiban KJA di Waduk Jatiluhur.

- ▶ Total funding distribution reached IDR 279,890,000.00.

4. Waste Management

- ▶ The utilization of domestic and canal waste aims to minimize environmental pollution, particularly within river networks, while boosting community economic standing.
 - ▶ Waste management initiatives fall under the Environmental Pillar of SDG 6 - Clean Water and Sanitation and SDG 12 - Responsible Consumption and Production.
 - ▶ The Company established a community-based waste management facility in Legonkulon Village, Legonkulon District, Subang Regency, empowering 1 (one) community group, namely the Kelompok Paguyuban Emak-Emak Rempong.
 - ▶ The development of this community-based waste management system absorbed a total funding of IDR 134,500,000.00.
- #### 5. Non-Floating Net Cage (Non-KJA) Freshwater Fish Fingerlings Program
- ▶ Designed to facilitate an economic transition for local communities affected by the enforcement and relocation of Floating Net Cages (Keramba Jaring Apung / KJA).
 - ▶ Aligned with the Citarum Harum Program, which seeks to accelerate and sustain Citarum River Basin control policies through preventative operations, pollution control, and damage mitigation.
 - ▶ The enforcement of KJA regulations stands as a priority program in the Action Plan for Pollution and Damage Control of the Citarum River Basin, expected to significantly improve the water quality of the Jatiluhur Reservoir.
 - ▶ The Non-KJA Freshwater Fish Fingerling Cultivation Conservation Program is projected to revitalize the economy of communities affected

- ▶ Program ini masuk dalam Pilar Lingkungan TPB 8 Pekerjaan Layak dan Pertumbuhan Ekonomi.
- ▶ Realisasi dana yang disalurkan sebesar Rp140.000.000,00, dengan memberdayakan 2 (dua) kelompok masyarakat di Desa Jatimekar dan Desa Cibinong, Kecamatan Jatiluhur, Kabupaten Purwakarta.

by KJA enforcement in the Jatiluhur Reservoir.

- ▶ *This initiative contributes to the Environmental Pillar of SDG 8 - Decent Work and Economic Growth.*
- ▶ *Total funding distributed amounted to IDR 140,000,000.00, empowering 2 (two) community groups in Jatimekar Village and Cibinong Village, Jatiluhur District, Purwakarta Regency.*

Pengaduan Masyarakat

Penanganan pengaduan masyarakat dilakukan melalui layanan Pejabat Pengelola Informasi dan Dokumentasi (PPID) serta *Whistleblowing System* (WBS).

Perusahaan menyediakan Aplikasi SIPPID yang merupakan layanan informasi dan pengaduan publik berbasis *mobile* (android) demi akses yang cepat dan mudah. WBS disediakan sebagai media pelaporan khusus bagi masyarakat, pelanggan, dan mitra kerja untuk melaporkan dugaan pelanggaran etika atau penyimpangan oleh insan PJT II. Sementara Pejabat Pengelola Informasi dan Dokumentasi (PPID) dikelola oleh Sekretaris Perusahaan dibantu PPID pelaksana pusat dan wilayah untuk menangani permohonan informasi serta pengaduan.

Public Complaints Handling

The management of public complaints is conducted through the services of the Information Management and Documentation Officer (PPID) and the Whistleblowing System (WBS).

To ensure fast and easy access, the Company provides the SIPPID Application, a mobile-based (Android) public information and complaint service. The WBS serves as a specialized reporting channel for the public, customers, and business partners to report alleged ethical violations or misconduct by PJT II personnel. Meanwhile, the Information Management and Documentation Officer (PPID) is managed by the Corporate Secretary, supported by central and regional executing PPIDs, to handle information requests and grievances.

Tanggung Jawab Produk

Berdasarkan penugasannya, Perum Jasa Tirta II bertanggung jawab untuk: (i) menjamin ketersediaan, kualitas, dan kuantitas air yang adil bagi kebutuhan masyarakat, pertanian (irigasi), dan industri; (ii) menyediakan produk air minum higienis dan berkualitas tinggi yang aman dikonsumsi masyarakat; dan (iii) mengelola Pembangkit Listrik Tenaga Air (PLTA) dan kawasan wisata untuk rekreasi yang aman dan bernilai tambah.

Product Responsibility

Based on its mandated assignments, Perum Jasa Tirta II is responsible for: (i) Ensuring the equitable availability, quality, and quantity of water to meet the needs of the public, agriculture (irrigation), and industries; (ii) Providing high-quality, hygienic drinking water products that are safe for public consumption; and (iii) Managing Hydroelectric Power Plants (PLTA) and tourism areas to deliver safe and value-added recreation.

In executing its operations, the Company inevitably interfaces with various potential

Dalam menjalankan kegiatannya, Perusahaan akan dihadapkan pada berbagai dampak yang mungkin timbul. Oleh karenanya, PJT II berupaya mengelola dampak tersebut melalui beberapa langkah sebagai berikut:

- ▶ Mitigasi Dampak Lingkungan. Menjalankan pemeliharaan dan konservasi DAS serta mengoperasikan laboratorium lingkungan untuk menguji dan memantau kualitas air secara berkala.
- ▶ Keselamatan dan Kesehatan Kerja (K3). Menerapkan standar operasional yang meminimalkan risiko bahaya langsung terhadap karyawan, aset, dan Masyarakat di sekitar wilayah operasional.
- ▶ Pencegahan Banjir dan Kekeringan. Melaksanakan fungsi pelayanan umum seperti pengendalian banjir dan penyeimbangan waduk untuk melindungi masyarakat dari bencana hidrometeorologi.

Layanan Setara untuk Konsumen

Perum Jasa Tirta II memberikan pelayanan setara dan non-diskriminatif kepada semua pelanggan dan pemanfaat air. Layanan ini mencakup penyediaan air baku, transparansi informasi publik, serta penanganan pengaduan.

Perusahaan memposisikan seluruh pengguna air – seperti industri, Perumda Air Minum (PDAM), hingga pemanfaat tenaga air – pada kedudukan yang setara dalam pemanfaatan layanan pengelolaan sumber daya air. Disediakan saluran komunikasi dan pengaduan yang mudah diakses oleh siapa saja tanpa membedakan status konsumen. Perusahaan juga membuka akses permohonan data dan informasi publik secara transparan melalui sistem SIPPID PJT II.

impacts. Consequently, PJT II actively manages these impacts through the following strategic measures:

- ▶ *Environmental Impact Mitigation. Conducting maintenance and conservation of River Basins (DAS) and operating an environmental laboratory to periodically test and monitor water quality.*
- ▶ *Occupational Health and Safety (OHS/K3). Implementing operational standards that minimize direct hazard risks to employees, corporate assets, and the public residing around operational areas.*
- ▶ *Flood and Drought Prevention. Executing public service functions, such as flood control and reservoir balancing, to protect communities from hydrometeorological disasters.*

Equitable Service for Consumers

Perum Jasa Tirta II provides equitable and non-discriminatory services to all customers and water users. This service coverage includes raw water supply, public information transparency, and complaint resolution.

The Company positions all water users—ranging from industrial sectors and Regional Water Companies (Perumda Air Minum/PDAM) to hydropower users—on an equal standing in utilizing water resources management services. Accessible communication and complaint channels are provided to all parties without distinguishing consumer status. Furthermore, the Company opens transparent access for public data and information requests through the PJT II SIPPID system.

Inovasi dan Pengembangan Produk dan/atau Jasa

Inovasi berkelanjutan Perum Jasa Tirta II berfokus pada digitalisasi pengelolaan Sumber Daya Air melalui Sistem Informasi Sumber Daya Air (SISDA) dan teknologi *Smart Water Operation*. Upaya ini diwujudkan lewat kolaborasi pembersihan sungai, dukungan teknologi pembersih sampah otomatis, dan komitmen operasional ramah lingkungan.

Pilar utama inovasi berkelanjutan yang dijalankan oleh Perum Jasa Tirta II:

- ▶ Digitalisasi dan *Smart Water Operation*. Memanfaatkan teknologi informasi untuk optimalisasi waduk, pemantauan kualitas air secara *real-time*, dan manajemen infrastruktur bendungan yang presisi.
- ▶ Teknologi Keberhasilan Lingkungan. Mendukung adopsi teknologi inovatif seperti peluncuran kapal penangkap sampah untuk menjaga kebersihan aliran sungai dari hulu hingga hilir.
- ▶ Aksi Hijau Kolaboratif. Menggandeng pemerintah daerah, masyarakat, dan lintas sektoral BUMN dalam aksi konservasi dan bersih-bersih sungai guna menjaga kelestarian lingkungan.
- ▶ TSJL Berkelanjutan. Menjalankan Program TJSL yang difokuskan pada ketahanan air dan kelestarian ekosistem.

Evaluasi Keamanan Produk dan Jasa terhadap Pelanggan

Evaluasi keamanan produk dan jasa terhadap pelanggan yang dilakukan oleh Perum Jasa Tirta II mencakup pemantauan kualitas dan kuantitas air baku, penerapan standar mutu ISO, serta pengelolaan risiko operasional.

PJT II melakukan evaluasi rutin terhadap kuantitas dan kualitas sumber daya air yang menjadi tanggung jawab Perusahaan.

Product, Service Innovation, and Development

Perum Jasa Tirta II's continuous innovation focuses on the digitalization of water resources management through the Water Resources Information System (SISDA) and Smart Water Operation technology. This commitment is materialized through collaborative river clean-ups, support for automated waste-cleaning technology, and eco-friendly operational practices.

The core pillars of the sustainable innovation framework driven by Perum Jasa Tirta II include:

- ▶ *Digitalization and Smart Water Operations: Utilizing information technology for reservoir optimization, real-time water quality monitoring, and high-precision dam infrastructure management.*
- ▶ *Environmental Cleanliness Technology: Supporting the adoption of innovative technologies, such as deploying trash skimmer boats to maintain river cleanliness from upstream to downstream.*
- ▶ *Collaborative Green Actions: Engaging local governments, communities, and cross-sectoral SOEs in river conservation and clean-up actions to preserve environmental sustainability.*
- ▶ *Sustainable CSER (TJSL): Executing CSER programs meticulously focused on water security and ecosystem preservation.*

Evaluation of Product and Service Safety for Customers

The evaluation of product and service safety for customers conducted by Perum Jasa Tirta II encompasses raw water quality and quantity monitoring, the implementation of ISO quality standards, and operational risk management.

PJT II carries out routine evaluations of the quantity and quality of water resources under the Company's purview.

Selain itu, Perusahaan juga menerapkan audit berkala seperti Sertifikasi Sistem Manajemen Mutu ISO 9001:2015 untuk menjaga keandalan proses pelayanan. Perusahaan juga berupaya memitigasi risiko melalui pengendalian faktor bahaya dan operasional infrastruktur air yang merujuk kepada pedoman Keselamatan dan Kesehatan Kerja (K3) serta manajemen risiko Perusahaan.

Survei Kepuasan Pelanggan dan Produk yang Ditarik Kembali

Berdasarkan data historis, PJT II secara konsisten berhasil mempertahankan kinerja operasional dan pelayanan air yang tinggi, dengan capaian indeks rata-rata yang selalu melampaui target yang ditetapkan Perusahaan. Penilaian ini mencakup berbagai indikator seperti kualitas pasokan air untuk PDAM, industri, dan sektor pertanian.

Survei Kepuasan Pelanggan dijelaskan di bagian “Menjaga Kepercayaan Pelanggan”. (halaman 267)

In addition, the Company undergoes periodic audits, such as the ISO 9001:2015 Quality Management System Certification, to maintain the reliability of its service processes. The Company also strives to mitigate risks by controlling hazard factors and water infrastructure operations in accordance with Occupational Health and Safety (OHS/K3) guidelines and the Company's risk management framework.

Customer Satisfaction Survey and Recalled Product

Based on historical data, PJT II has consistently maintained high operational and water service performance, with average index achievements consistently exceeding the targets set by the Company. This evaluation covers various key indicators, such as the quality of water supply for PDAM, industries, and the agricultural sector.

Detailed insights regarding the Customer Satisfaction Survey are elaborated in the section “Maintaining Customer Trust” (page 269).



Jasa Tirta II

Air Untuk Menghidupi Negeri



10

KINERJA LINGKUNGAN **ENVIRONMENTAL** **PERFORMANCE**





KINERJA LINGKUNGAN ENVIRONMENTAL PERFORMANCE



Dalam memastikan kelestarian lingkungan, Perum Jasa Tirta II fokus pada pengelolaan Daerah Aliran Sungai (DAS), pelestarian perairan, reboisasi, dan transisi energi bersih.

Beberapa pilar utama komitmen lingkungan PJT II:

- ▶ Konservasi Sumber Daya Air. Secara aktif melakukan pemeliharaan prasarana SDA di seluruh unit wilayah kerja, demi menjaga kelangsungan suplai air baku vital.
- ▶ Reboisasi dan Penghijauan. Melakukan penanaman ribuan pohon secara kolaboratif guna memperkuat daya dukung ekosistem dan mencegah sedimentasi di sekitar bendungan.
- ▶ Transisi Energi Baru Terbarukan (EBT). Mendorong program EBT melalui pengembangan infrastruktur hijau seperti Pembangkit Listrik Tenaga Surya (PLTS) Terapung di berbagai waduk strategis nasional.
- ▶ Pemberdayaan Masyarakat. Melibatkan warga dan komunitas lokal secara langsung dalam aksi pembersihan Sungai dan pemeliharaan tanggul untuk menjaga kesinambungan ekosistem.
- ▶ Perluasan Wilayah Pengelolaan. Memperkuat jangkauan operasional di berbagai wilayah Sungai, seperti :
 - Pembentukan Kantor Wilayah V di Cirebon untuk wilayah Sungai Cimanuk-Cisanggarung.
 - Pembentukan Kantor Wilayah VI di Banten
 - Pembentukan Kantor Wilayah VII di Lampung

To ensure environmental sustainability, Perum Jasa Tirta II focuses on watershed management, aquatic conservation, reforestation, and the transition toward clean energy.

Several core pillars of PJT II's environmental commitments include:

- ▶ *Water Resource Conservation: Actively maintaining water resource infrastructure across all regional working units to preserve the continuity of vital raw water supplies.*
- ▶ *Reforestation and Greening: Collaborative planting of thousands of trees to strengthen ecosystem carrying capacity and prevent sedimentation around dams.*
- ▶ *New and Renewable Energy (EBT) Transition: Driving renewable energy programs through the development of green infrastructure, such as Floating Solar Power Plants (PLTS Terapung) across various strategic national reservoirs.*
- ▶ *Community Empowerment: Directly engaging local residents and communities in river cleaning actions and embankment maintenance to preserve ecosystem sustainability.*
- ▶ *Management Area Expansion: Strengthening operational reach across various river basins, including:*
 - *The establishment of Regional Office V in Cirebon for the Cimanuk-Cisanggarung river basin;*
 - *The establishment of Regional Office VI in Banten;*
 - *The establishment of Regional Office VII in Lampung.*

Kepedulian Perum Jasa Tirta II terhadap kelestarian lingkungan berlandaskan berbagai regulasi terkait lingkungan, di antaranya:

1. Undang-Undang No. 30 Tahun 2007 tentang Energi;
2. Undang-Undang No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup;
3. Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;
4. Peraturan Pemerintah No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup;
5. Peraturan Pemerintah No. 25 Tahun 2022 tentang Perum Jasa Tirta II;
6. Peraturan Pemerintah No. 33 Tahun 2023 tentang Konservasi Energi.

Perum Jasa Tirta II's commitment to environmental sustainability is grounded in various environmental regulations, including:

1. *Law No. 30 of 2007 concerning Energy;*
2. *Law No. 32 of 2009 concerning Environmental Protection and Management;*
3. *Law No. 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation into Law;*
4. *Government Regulation No. 22 of 2021 concerning the Implementation of Environmental Protection and Management;*
5. *Government Regulation No. 25 of 2022 concerning Perum Jasa Tirta II;*
6. *Government Regulation No. 33 of 2023 concerning Energy Conservation.*

Kepatuhan terhadap Regulasi dan Pengaduan terkait Lingkungan Hidup

Kepatuhan Perum Jasa Tirta II terhadap lingkungan didasarkan pada komitmen penerapan Tata Kelola Perusahaan yang Baik (GCG), pengelolaan Sumber Daya Air, dan kepatuhan terhadap peraturan perundang-undangan yang berlaku.

Regulatory Compliance and Environmental Complaints

Perum Jasa Tirta II's environmental compliance is grounded in the commitment to implementing Good Corporate Governance (GCG), managing Water Resources, and complying with applicable laws and regulations.

Komitmen Kepatuhan Lingkungan PJT II

Sebagai BUMN yang mengelola Sumber Daya Air, Perum Jasa Tirta II memiliki tanggung jawab khusus dalam bidang lingkungan yang meliputi:

- ▶ Pemeliharaan Sumber Daya Air. Secara rutin melaksanakan pembersihan saluran irigasi dan sampah, normalisasi atau pengerukan sedimen, dan penanaman pohon konservasi.
- ▶ Standar Pelaporan ESG. PJT II

PJT II's Environmental Compliance Commitment

As a State-Owned Enterprise (SOE) managing Water Resources, Perum Jasa Tirta II holds specific responsibilities in the environmental sector, which include:

- ▶ *Water Resource Maintenance: Routinely executing irrigation channel and waste cleaning, normalization or sediment dredging, and conservation tree planting.*

terus mengintegrasikan strategi pelaporan keberlanjutan dan lingkungan (*Environmental, Social, and Governance/ESG*) dalam operasionalnya.

- ▶ Kepatuhan Administratif. Kepatuhan terhadap Rencana Pengelolaan dan Pemantauan Lingkungan Hidup (RKL-RPL) serta pelaporan berkala kualitas air.

▶ *ESG Reporting Standards: Continuously integrating sustainability and environmental reporting strategies (Environmental, Social, and Governance/ESG) into its operations.*

- ▶ *Administrative Compliance: Complying with the Environmental Management and Monitoring Plan (Rencana Pengelolaan dan Pemantauan Lingkungan Hidup / RKL-RPL) and submitting periodic water quality reports.*

Mekanisme Pengaduan Lingkungan

Masyarakat yang memiliki keluhan terkait masalah lingkungan, seperti pencemaran atau kerusakan fasilitas air di wilayah kerja PJT II, dapat menggunakan beberapa mekanisme pelaporan sebagai berikut:

- ▶ Sistem Pengaduan Pelanggaran (*Whistleblowing System/WBS*). PJT II memiliki pedoman WBS untuk pengaduan pelanggaran terkait tata kelola dan lingkungan yang dilakukan oleh Insan Perusahaan.
- ▶ Pelayanan Informasi Publik. Publik dapat mengajukan permohonan informasi atau pengaduan melalui Pejabat Pengelola Informasi dan Dokumentasi (PPID) Perum Jasa Tirta II.
- ▶ Kontak Resmi Komunikasi Perusahaan PJT II. Kritik, saran, dan pengaduan terkait lingkungan atau operasional dapat disampaikan langsung kepada Tim Komunikasi Perusahaan PJT II.

Environmental Complaint Mechanism

Members of the public who have complaints regarding environmental issues, such as pollution or damage to water facilities within PJT II's working areas, may utilize the following reporting mechanisms:

- ▶ *Whistleblowing System (WBS): The Company maintains a WBS guideline for reporting governance- and environment-related violations committed by Company Personnel.*
- ▶ *Public Information Services: The public can submit information requests or complaints through the Public Information Management and Documentation Official (Pejabat Pengelola Informasi dan Dokumentasi / PPID) of Perum Jasa Tirta II.*
- ▶ *PJT II Official Corporate Communication Contacts: Criticisms, suggestions, and complaints related to the environment or operations can be submitted directly to the PJT II Corporate Communication Team.*

Biaya Lingkungan Hidup

Di tahun 2025, Perusahaan telah menyalurkan dana sebesar Rp2.885.628.500,00 untuk inisiatif keberlanjutan pada Pilar Lingkungan, yaitu untuk TPB 6 – Air Bersih dan Sanitasi Layak; TPB 11 – Kota & Permukiman yang

Environmental Expenditures

In 2025, the Company allocated a total of IDR 2,885,628,500.00 for sustainability initiatives under the Environmental Pillar, specifically targeting SDG 6 – Clean Water and Sanitation; SDG 11 – Sustainable Cities and Communities; SDG 12 – Responsible

Berkelanjutan; TPB 12 – Konsumsi & Produksi yang Bertanggung Jawab; TPB 13 – Penanganan Perubahan Iklim; dan TPB 15 – Ekosistem Daratan.

Penggunaan Material Ramah Lingkungan

Perum Jasa Tirta II menerapkan prinsip keberlanjutan melalui pengelolaan limbah, pemanfaatan material sirkular, serta pengolahan eceng gondok.

Pemanfaatan limbah plastik diubah menjadi bahan bakar alternatif; pengolahan eceng gondok di waduk menjadi produk bernilai ekonomis; serta penerapan standar operasional ramah lingkungan pada pengelolaan sumber daya air.

Selain itu, Perusahaan juga menggunakan material ramah lingkungan untuk pembangunan/renovasi seperti GOR dan kafetaria.

Pengelolaan Energi

Upaya PJT II dalam mereduksi dan efisiensi energi difokuskan pada transisi energi terbarukan melalui pengembangan PLTS, optimalisasi operasional gedung ramah lingkungan, serta konservasi energi harian di area perkantoran.

Beberapa program efisiensi energi yang diterapkan oleh Perum Jasa Tirta II hingga saat ini adalah:

- ▶ Pemanfaatan Energi Terbarukan. Perusahaan terus mendorong pengembangan Pembangkit Listrik Tenaga Surya (PLTS), termasuk pemanfaatan area waduk untuk PLTS Terapung, sebagai bagian dari diversifikasi energi nasional.
- ▶ Pengaturan Fasilitas Gedung. Menerapkan standar operasional

Consumption and Production; SDG 13 – Climate Action; and SDG 15 – Life on Land.

Use of Environmentally Friendly Materials

Perum Jasa Tirta II applies sustainability principles through waste management, the utilization of circular materials, and the processing of water hyacinths.

Plastic waste utilization is repurposed into alternative fuel; water hyacinth harvesting from reservoirs is processed into economically valuable products; and environmentally friendly operational standards are enforced across water resource management. Additionally, the Company utilizes eco-friendly materials for construction and renovation projects, such as the sports hall (GOR) and cafeteria.

Energy Management

PJT II's efforts in reducing energy consumption and increasing efficiency focus on transitioning to renewable energy through solar power (PLTS) development, optimizing green building operations, and practicing daily energy conservation across office areas.

- ▶ *Several energy efficiency programs implemented by Perum Jasa Tirta II to date include:*
- ▶ *Utilization of Renewable Energy: The Company continuously promotes the development of Solar Power Plants (PLTS), including the utilization of reservoir surfaces for Floating PLTS, as part of national energy diversification efforts.*
- ▶ *Building Facility Regulations: Enforcing green building operational standards, such as strictly regulating office indoor*

gedung ramah lingkungan seperti pengaturan suhu ruangan perkantoran secara ketat pada rentang suhu 20°C hingga 24°C.

- ▶ **Operasional Hemat Energi.** Menggunakan lampu hemat energi dan memastikan lampu dimatikan saat tidak digunakan; mematikan peralatan elektronik dan mencabut kabel dari stop kontak saat tidak dipakai.
- ▶ **Optimalisasi Mobilitas.** Mengurangi dan mengontrol pemakaian kendaraan bermotor untuk perjalanan dinas maupun operasional sehari-hari.

Pengelolaan Emisi

Dalam mengurangi jejak lingkungan, inisiatif yang dilakukan Perum Jasa Tirta II melalui pengelolaan DAS dan waduk. Upaya utamanya meliputi konservasi lahan kritis melalui penanaman puluhan ribu pohon, serta mengubah gulma eceng gondok menjadi humus aktif dan cairan enzymatic untuk mencegah pendangkalan dan menjaga kualitas air.

Inisiatif keberlanjutan dan pelestarian yang dijalankan oleh PJT II meliputi:

- ▶ **Konservasi DAS dan Penghijauan.** Melakukan penanaman pohon buah dan kayu keras secara berkala di lahan kritis untuk mencegah erosi dan menjaga fungsi resapan air.
- ▶ **Pengendalian Gulma Eceng Gondok.** Mengolah eceng gondok di Waduk Jatiluhur menjadi produk bernilai ekonomi, guna mencegah pendangkalan dan menjaga ekosistem perairan tetap sehat.
- ▶ **Pusat Edukasi Lingkungan.** Mendukung fasilitas pengolahan sampah domestik dan limbah organik untuk memajukan pertanian berkelanjutan dan mengurangi pencemaran dari sumbernya.
- ▶ **Penerapan Prinsip ESG.** Menerapkan

temperatures within the range of 20°C to 24°C.

- ▶ *Energy-Efficient Operations: Utilizing energy-efficient lighting and ensuring lights are switched off when not in use, as well as powering down electronic equipment and unplugging cords when idle.*
- ▶ *Mobility Optimization: Reducing and controlling the use of motor vehicles for official travel and daily operational activities.*

Emissions Management

To minimize its environmental footprint, Perum Jasa Tirta II executes initiatives through watershed and reservoir management. Primary efforts include the conservation of degraded land through the planting of tens of thousands of trees, as well as converting water hyacinth weeds into active humus and enzymatic liquid to prevent silting and maintain water quality. Sustainability and conservation initiatives undertaken by PJT II include:

- ▶ *Watershed Conservation and Greening: Periodically planting fruit and hardwood trees on degraded lands to prevent soil erosion and maintain water absorption capacity.*
- ▶ *Water Hyacinth Control: Processing water hyacinths in the Jatiluhur Reservoir into economically valuable products to prevent reservoir silting and maintain a healthy aquatic ecosystem.*
- ▶ *Environmental Education Center: Supporting domestic waste and organic waste processing facilities to advance sustainable agriculture and reduce pollution at the source.*
- ▶ *Implementation of ESG Principles:*

kerangka kerja *Environmental, Social, and Governance* (ESG) yang terintegrasi ke dalam tata kelola perusahaan guna memastikan operasional yang berkelanjutan.

Integrating the Environmental, Social, and Governance (ESG) framework into corporate governance to ensure sustainable business operations.

Pengelolaan Air

Perusahaan melakukan pengelolaan air dan air limbah melalui konservasi DAS, pengendalian pencemaran, dan penyediaan air baku untuk masyarakat dan industri. Perusahaan juga bersinergi dengan operator lain dalam mendukung sanitasi dan sistem pengelolaan air limbah domestik regional.

Berikut upaya-upaya yang dilakukan PJT II terkait pengelolaan air dan air limbah:

- ▶ Penyediaan Air Baku. Menyediakan pasokan air baku untuk Perusahaan Air Minum (PDAM) seperti wilayah DKI Jakarta dan kawasan industri. Sebagian besar alokasi air didedikasikan untuk fungsi sosial dan masyarakat luas.
- ▶ Konservasi Sumber Daya Air. Melakukan penataan sungai mati, penataan Keramba Jaring Apung (KJA), pengurangan limbah kotoran ternak melalui pemanfaatan biogas, serta pengangkatan eceng gondok untuk menjaga kualitas air.
- ▶ Pemantauan dan Operasi Waduk. Memantau debit air dan curah hujan secara langsung di ruang *Network Operating Center* (NOC) menggunakan peralatan Telemetri, serta mengatur penjadwalan tata tanam.
- ▶ Pengelolaan Air Limbah Domestik. Berkolaborasi dengan instansi terkait – seperti PAM Jaya – dan untuk mendukung dan meningkatkan kualitas sistem pengelolaan air limbah domestik agar air yang kembali ke badan sungai memenuhi standar lingkungan.
- ▶ Mitigasi Kekeringan. Menerapkan

Water Management

The Company manages water and wastewater through watershed conservation, pollution control, and the provision of raw water for communities and industries. The Company also collaborates with other operators to support regional domestic wastewater management systems and sanitation.

Key efforts undertaken by PJT II regarding water and wastewater management include:

- ▶ *Raw Water Supply: Supplying raw water to Municipal Water Companies (PDAM), such as those serving the Special Capital Region of Jakarta (DKI Jakarta) and industrial estates. The majority of the water allocation is dedicated to social functions and the broader public.*
- ▶ *Water Resource Conservation: Executing oxbow lake (dead river) restoration, floating net cage (KJA) management, livestock waste reduction through biogas utilization, and water hyacinth removal to preserve water quality.*
- ▶ *Reservoir Operations and Monitoring: Monitoring real-time water discharge and rainfall levels at the Network Operating Center (NOC) using telemetry equipment, alongside regulating agricultural cropping schedules.*
- ▶ *Domestic Wastewater Management: Collaborating with relevant institutions—such as PAM Jaya—to support and enhance the quality of domestic wastewater management systems, ensuring that water*

langkah-langkah seperti modifikasi cuaca guna mengantisipasi perubahan iklim dan memastikan ketersediaan air tetap terjaga.

Upaya efisiensi air yang dilakukan oleh Perum Jasa Tirta II difokuskan pada pengelolaan tata distribusi irigasi, pengendalian kehilangan air (kebocoran), dan konservasi sumber daya air dari hulu ke hilir guna mendukung ketahanan pangan nasional.

Program efisiensi air yang dilakukan oleh PJT II:

- ▶ **Piket Aliran Air.** Menerapkan jadwal giliran pembagian air irigasi untuk memastikan air terdistribusi secara merata tanpa pemborosan, terutama saat musim kemarau.
- ▶ **Koordinasi Rutin.** Melakukan pembahasan bersama secara berkala untuk menyesuaikan debit air sesuai kebutuhan nyata di lapangan.
- ▶ **Pemeliharaan Saluran dan Sarana Air.** Pembersihan berkala dan pengangkatan gulma/eceng gondok pada bangunan air dan saluran induk untuk mencegah hambatan dan kehilangan air.
- ▶ **Pengendalian Kehilangan Air.** Melakukan perbaikan atau meminimalkan kebocoran pada pipa-pipa distribusi air baku untuk mengamankan volume air yang didistribusikan ke konsumen dan Perusahaan Daerah Air Minum.
- ▶ **Konservasi di Wilayah Hulu.** Pelestarian lingkungan melalui penanaman puluhan ribu pohon dan normalisasi sungai guna menjaga kualitas air dan fungsi tangkapan air.

discharged back into river bodies meets environmental standards.

- ▶ ***Drought Mitigation:** Implementing measures such as weather modification technology to anticipate climate change impacts and ensure continuous water availability.*

Water efficiency efforts undertaken by Perum Jasa Tirta II are focused on managing irrigation distribution networks, controlling water loss (leakage), and conserving water resources from upstream to downstream to support national food security.

Water efficiency programs executed by PJT II include:

- ▶ ***Rotational Water Scheduling:** Implementing a rotational irrigation water distribution schedule to ensure equitable distribution without waste, particularly during dry seasons.*
- ▶ ***Routine Coordination:** Conducting periodic joint discussions to adjust water discharge according to real-time field requirements.*
- ▶ ***Maintenance of Channels and Water Facilities:** Regularly cleaning and removing aquatic weeds/water hyacinths from water structures and main channels to prevent flow obstructions and water loss.*
- ▶ ***Water Loss Control:** Repairing and minimizing leakage along raw water distribution pipelines to secure supply volumes delivered to consumers and Municipal Water Companies.*
- ▶ ***Upstream Watershed Conservation:** Executing environmental preservation through the planting of tens of thousands of trees and river normalization to protect water quality and catchment area functions.*

Pengelolaan Limbah (pengelolaan sampah)

Perum Jasa Tirta II mengelola limbah dengan memadukan konservasi lingkungan dan pemberdayaan masyarakat, seperti mengubah kotoran sapi dan limbah domestik menjadi biogas, pupuk organik, serta pakan budidaya maggot. Selain itu, PJT II juga aktif menangani pencemaran air Sungai dengan mengolah gulma eceng gondok di Waduk Jatiluhur.

Perusahaan menerapkan pendekatan pengelolaan sumber daya air dan lingkungan terpadu untuk mengurangi beban limbah. Metoda utamanya meliputi pengelolaan limbah domestik/ternak, bank sampah, dan pemantauan kualitas air guna mencegah pencemaran DAS.

PJT II sudah melakukan pengukuran limbah melalui Unit Layanan Laboratorium, di antaranya pengukuran limbah yang dihasilkan dari aktivitas operasional, produksi, dan jasa yang dilakukan.

Keanekaragaman Hayati (penanaman pohon, penangkaran flora fauna)

Perusahaan melindungi keanekaragaman hayati melalui pengelolaan terpadu DAS. Upaya utamanya meliputi restorasi lahan kritis dengan penanaman ribuan pohon (reboisasi), pemeliharaan kualitas air waduk, penebaran benih ikan endemic, serta pemanfaatan EBT berupa biogas untuk mengurangi tekanan terhadap ekosistem hutan.

Berbagai inisiatif utama PJT II dalam menjaga pelestarian keanekaragaman hayati antara lain:

- ▶ Restorasi dan Penghijauan. Melakukan penanaman puluhan ribu bibit pohon—seperti Jabon, Mahoni, dan Tabebuia—di Kawasan *greenbelt* Waduk Jatiluhur dan DAS untuk mencegah erosi dan memulihkan ekosistem darat.

Waste Management

Perum Jasa Tirta II manages waste by integrating environmental conservation with community empowerment, such as converting cattle manure and domestic waste into biogas, organic fertilizer, and feed for maggot cultivation. Additionally, PJT II actively addresses river water pollution by processing water hyacinth weeds in the Jatiluhur Reservoir.

The Company applies an integrated water resource and environmental management approach to reduce waste burden. Core methods include domestic and livestock waste management, waste banks (bank sampah), and water quality monitoring to prevent watershed pollution.

PJT II measures waste through its Laboratory Service Unit, which includes assessing waste generated from operational, production, and service activities.

Biodiversity (Tree Planting and Flora-Fauna Conservation)

The Company protects biodiversity through integrated watershed management. Primary efforts encompass the restoration of degraded lands through the planting of thousands of trees (reforestation), the maintenance of reservoir water quality, the restocking of endemic fish species, and the utilization of renewable energy in the form of biogas to reduce pressure on forest ecosystems.

Key initiatives undertaken by PJT II to preserve biodiversity include:

- ▶ *Restoration and Greening: Planting tens of thousands of tree seedlings—such as Jabon, Mahogany, and Tabebuia—in the greenbelt area of the Jatiluhur Reservoir and watersheds to prevent erosion and restore terrestrial ecosystems.*

- 
- ▶ Penebaran dan Konservasi Perairan. Penebaran ribuan benih ikan di perairan umum/waduk guna menjaga kelestarian populasi ikan dan keseimbangan rantai makanan air tawar.
 - ▶ Pemeliharaan Habitat Alami. Melakukan pembersihan gulma air *invasive* seperti eceng gondok untuk menjaga kualitas air, serta pengangkatan sedimen agar biota perairan dapat berkembangbiak secara baik.
 - ▶ Transisi Energi Bersih (Biogas). Menjalankan program Tanggung Jawab Sosial dan Lingkungan (TJSL) berupa instalasi biogas bagi Masyarakat di hulu DAS Citarum, yang menekan ketergantungan warga pada kayu bakar dan elpiji.
 - ▶ Pemantauan Kualitas Air. Menguji berbagai parameter pada puluhan titik pantau kualitas air secara berkala untuk meminimalisir pencemaran yang dapat merusak ekosistem.
 - ▶ *Fish Restocking and Aquatic Conservation: Restocking thousands of fish seeds in public waters and reservoirs to preserve fish populations and maintain the freshwater food chain balance.*
 - ▶ *Natural Habitat Maintenance: Clearing invasive aquatic weeds, such as water hyacinths, to preserve water quality, alongside dredging sediment to ensure aquatic biota can thrive effectively.*
 - ▶ *Clean Energy Transition (Biogas): Executing Corporate Social and Environmental Responsibility (TJSL) programs through biogas installations for communities in the upstream Citarum watershed, reducing local reliance on firewood and LPG.*
 - ▶ *Water Quality Monitoring: Testing various parameters across dozens of water quality monitoring points periodically to minimize pollution that could damage ecosystems.*



LEMBAR UMPAN BALIK FEEDBACK FORM



Terima kasih telah membaca Laporan Keberlanjutan Perum Jasa Tirta II Tahun 2025. Untuk mewujudkan kualitas pelaporan yang lebih baik pada tahun mendatang, kami mengharapkan usulan, kritik dan saran dari pembaca dan pengguna laporan ini. Hal ini selaras dengan komitmen Perusahaan untuk senantiasa meningkatkan kinerja keberlanjutan dan memberikan yang terbaik bagi para pemangku kepentingan.

Thank you for reading the Sustainability Report of Perum Jasa Tirta II for the Year 2025. To achieve better reporting quality in the coming years, we welcome proposals, constructive criticism, and suggestions from the readers and users of this report. This aligns with the Company's commitment to continuously enhance its sustainability performance and deliver the best value to our stakeholders.

Identitas Pengirim :
Sender Identity

Nama :
Name

Instansi/Perusahaan:
Institution/Company

Email :
Email

No. Telp. :
Phone Number

Kategori Pemangku Kepentingan (beri tanda ✓ pada jawaban yang sesuai):
Stakeholder Category (please check ✓ the appropriate answer):

☐ Pemegang Saham
Shareholders

☐ Pemerintah
Government

☐ Karyawan
Employees

☐ Konsumen/Pelanggan
Consumers/Customers

☐ Masyarakat
Community

☐ Media Massa
Mass Media

☐ Lain-lain, mohon sebutkan
Others, please specify:

☐ Mitra Kerja/Rekan/Pemasok
Business Partners/Peers/Suppliers

Mohon pilih jawaban yang paling sesuai dengan memberikan tanda ✓ pada kotak jawaban:

Please choose the answer that best fits your view by checking ✓ the checkbox:

1. Laporan ini sudah menggambarkan kinerja ekonomi, lingkungan dan social Perusahaan secara seimbang:

This report has provided a balanced depiction of the Company's economic, environmental, and social performance:

- | | |
|--|---|
| ☐ Sangat Tidak Setuju
<i>Strongly Disagree</i> | ☐ Setuju
<i>Agree</i> |
| ☐ Tidak Setuju
<i>Disagree</i> | ☐ Sangat Setuju
<i>Strongly Agree</i> |
| ☐ Netral
<i>Neutral</i> | |

2. Laporan ini bermanfaat:

This report is beneficial:

- | | |
|--|---|
| ☐ Sangat Tidak Setuju
<i>Strongly Disagree</i> | ☐ Setuju
<i>Agree</i> |
| ☐ Tidak Setuju
<i>Disagree</i> | ☐ Sangat Setuju
<i>Strongly Agree</i> |
| ☐ Netral
<i>Neutral</i> | |

3. Laporan ini mudah dimengerti:

This report is easy to understand:

- | | |
|--|---|
| ☐ Sangat Tidak Setuju
<i>Strongly Disagree</i> | ☐ Setuju
<i>Agree</i> |
| ☐ Tidak Setuju
<i>Disagree</i> | ☐ Sangat Setuju
<i>Strongly Agree</i> |
| ☐ Netral
<i>Neutral</i> | |

4. Laporan ini menarik:

This report is engaging:

- | | |
|--|---|
| ☐ Sangat Tidak Setuju
<i>Strongly Disagree</i> | ☐ Setuju
<i>Agree</i> |
| ☐ Tidak Setuju
<i>Disagree</i> | ☐ Sangat Setuju
<i>Strongly Agree</i> |
| ☐ Netral
<i>Neutral</i> | |

5. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perusahaan:
This report enhances your trust in the Company's sustainability:

☐ Sangat Tidak Setuju
Strongly Disagree

☐ Setuju
Agree

☐ Tidak Setuju
Disagree

☐ Sangat Setuju
Strongly Agree

☐ Netral
Neutral

Mohon menuliskan jawaban sesuai dengan pendapat Anda:
Please write your answers based on your opinion:

Bagian informasi mana yang paling berguna dan menarik?
Which information section is the most useful and engaging?

Bagian informasi mana yang kurang berguna sehingga perlu dilakukan perbaikan?
Which information section is less useful and requires improvement?

Apakah data yang disajikan telah transparan, dapat dipercaya, dan berimbang?
Is the presented data transparent, reliable, and balanced?

Saran/ususl/komentar untuk perbaikan laporan ke depan:
Suggestions/proposals/comments for future report improvements:

Kami sangat menghargai umpan balik yang Anda berikan. Untuk itu, mohon mengirimkan lembar umpan balik ini ke:
We highly appreciate the feedback you have provided. Therefore, please send this feedback form to:

SEKRETARIS PERUSAHAAN
CORPORATE SECRETARY

Perum Jasa Tirta II
Kantor Pusat
Jl. Lurah Kawi No. 1
Jatiluhur, Kab. Purwakarta
Jawa Barat 41152
Indonesia
Telepon: (0264) 201972
Email: sekper@jasatirta2.co.id
Website: www.jasatirta2.co.id

Perum Jasa Tirta II
Head Office
Jl. Lurah Kawi No. 1
Jatiluhur, Purwakarta Regency
West Java 41152
Indonesia
Phone: (0264) 201972
Email: sekper@jasatirta2.co.id
Website: www.jasatirta2.co.id

TANGGAPAN TERHADAP UMPAN BALIK LAPORAN TAHUN SEBELUMNYA

RESPONSE TO FEEDBACK FROM THE PREVIOUS YEAR'S REPORT



Laporan Keberlanjutan Perum Jasa Tirta II Tahun 2024 sudah menerapkan mekanisme umpan balik, namun hingga Laporan Keberlanjutan Tahun 2025 ini disusun, tidak terdapat umpan balik atas laporan tahun sebelumnya.

The Sustainability Report of Perum Jasa Tirta II for the Year 2024 had already implemented a feedback mechanism; however, up until the compilation of this 2025 Sustainability Report, no feedback has been received regarding the previous year's report.

VERIFIKASI TERTULIS DARI PIHAK INDEPENDEN

WRITTEN VERIFICATION FROM AN INDEPENDENT PARTY



Laporan Keberlanjutan Perum Jasa Tirta II Tahun 2025 belum diverifikasi oleh Penyedia Jasa Assurance (Assurance Services Provider). Namun demikian, Perusahaan menjamin bahwa seluruh informasi yang diungkapkan dalam laporan ini adalah benar, akurat, dan faktual.

The Sustainability Report of Perum Jasa Tirta II for the Year 2025 has not been verified by an Assurance Services Provider. Nevertheless, the Company guarantees that all information disclosed in this report is true, accurate, and factual.

DAFTAR PENGUNGKAPAN SESUAI POJK 51/POJK.03/2017
LIST OF DISCLOSURES IN ACCORDANCE WITH POJK 51/POJK.03/2017



Indeks Index	Nama Indeks Index Name	Halaman Page
Strategi Keberlanjutan/Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan Sustainability Strategy Explained	9
Ikhtisar Kinerja Aspek Keberlanjutan/Performance Overview of Sustainability Aspects		
B.1	Aspek Ekonomi Economic Aspect	16
B.2	Aspek Lingkungan Hidup Environment Aspect	16
B.3	Aspek Sosial Social Aspect	17
Profil Perusahaan/Company Profile		
C.1	Visi, Misi, dan Nilai Keberlanjutan/ <i>Vision, Mission, and Sustainability Values</i>	72, 73
C.2	Alamat Perusahaan/ <i>Company Address</i>	60
C.3	Skala Perusahaan/ <i>Business Scale</i>	78
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan/ <i>Products, Services, and Business Activities Carried Out</i>	78, 258
C.5	Keanggotaan pada Asosiasi/ <i>Membership in Association</i>	79
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan/ <i>Significant Changes in Issuers and Public Company</i>	-
Penjelasan Direksi/Board of Directors Explanation		
D.1	Penjelasan Direksi/ <i>Board of Directors Explanation</i>	20
Tata Kelola Keberlanjutan/Sustainability Governance		
E.1	Penanggungjawab Penerapan Keuangan Berkelanjutan/ <i>Person in Charge of Sustainable Finance Implementation</i>	128
E.2	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan/ <i>Competency Development Related to Sustainable Finance</i>	130
E.3	Penilaian Risiko Atas Penerapan Keuangan Berkelanjutan/ <i>Risk Assessment of Sustainable Finance</i>	184-188
E.4	Hubungan dengan Pemangku Kepentingan/ <i>Relation with Stakeholders</i>	198
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan/ <i>Problems with the Application of Sustainable Finance</i>	-
Kinerja Keberlanjutan/Sustainability Performance		
F.1	Kegiatan Membangun Budaya Keberlanjutan/ <i>Activities Building a Culture of Sustainability</i>	249

Indeks Index	Nama Indeks Index Name	Halaman Page
Kinerja Ekonomi/<i>Economic Performance</i>		
F.2	Perbandingan Target dan Kinerja Produksi, Portfolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi/ <i>Comparison of Production Targets and Performance, Portfolio, Financing Targets, or Investments, Revenue and Profit and Loss</i>	258 - 264
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi Pada Instrumen Keuangan atau Proyek yang Sejalan dengan Penerapan Keuangan Berkelanjutan/ <i>Comparison of Portfolio Targets, Financing Targets, or Investments in Financial Instruments or Projects in Line with the Applicant of Sustainability Finance</i>	-
Kinerja Lingkungan Hidup/<i>Environment Performance</i>		
Aspek Umum/<i>General Aspect</i>		
F.4	Biaya Lingkungan Hidup/ <i>Environment Cost</i>	301
Aspek Material/<i>Material Aspect</i>		
F.5	Penggunaan Material yang Ramah Lingkungan/ <i>Use of Environmentally Friendly Materials</i>	302
Aspek Energi/<i>Energy Aspect</i>		
F.6	Jumlah dan Intensitas Energi yang Digunakan/ <i>Amount and Intensity of Energy Used</i>	-
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan/ <i>Efforts and Achievements in Energy Efficiency and Use of Renewable Energy</i>	302
Aspek Air/<i>Water Aspect</i>		
F.8	Penggunaan Air/ <i>Water Use</i>	304 - 305
Aspek Keanekaragaman Hayati/<i>Biodiversity Aspect</i>		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati/ <i>Impacts of Operational Areas Near or in Conservation Areas or Biodiversity</i>	306
F.10	Usaha Konservasi Keanekaragaman Hayati/ <i>Biodiversity Conservation Efforts</i>	306
Aspek Emisi/<i>Emission Aspect</i>		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya (Cakupan 1, 2, dan 3)/ <i>Amount and Intensity of Emissions Produced Based on Type (Scope 1, 2 and 3)</i>	303
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan/ <i>Efforts and Achievements to Reduce Emissions Carried Out</i>	303
Aspek Limbah dan Efluen/<i>Waste and Effluent Aspect</i>		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis/ <i>Amount of Waste and Effluent Generated Based on Type</i>	306
F.14	Mekanisme Pengelolaan Limbah dan Efluen/ <i>Waste and Effluent Management Mechanism</i>	306
F.15	Tumpahan yang Terjadi (Jika Ada)/ <i>Spills That Occur (If Any)</i>	
Aspek Pengaduan Terkait Lingkungan Hidup/<i>Environmental Complaints Aspect</i>		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan/ <i>Number and Material of Environment Complaints Received and Resolved</i>	300 - 301

Indeks Index	Nama Indeks Index Name	Halaman Page
Kinerja Sosial/Social Performance		
F.17	Komitmen LJK, Emiten, atau Perusahaan Publik untuk Memberikan Layanan Atas Produk dan/atau Jasa yang Setara Kepada Konsumen/ <i>Commitment of Financial Institutions, Issuers, or Publik Companies to Provide Equivalent Products and/or Services to Consumers</i>	293
Kinerja Lingkungan Hidup/Environment Performance		
F.18	Kesetaraan Kesempatan Bekerja/ <i>Equality of Employment Opportunities</i>	217
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa/ <i>Child Employee and Force Employee</i>	217
F.20	Upah Minimum Regional/ <i>Regional Minimum Wages</i>	232, 233
F.21	Lingkungan Bekerja yang Layak dan Aman/ <i>A Decent and Safe Working Enviroment</i>	250, 251
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai/ <i>Employee Training and Capacity Development</i>	217
Aspek Masyarakat/Communities Aspect		
F.23	Dampak Operasi Terhadap Masyarakat Sekitar/ <i>Impact of Operations on Surrounding Communities</i>	282
F.24	Pengaduan Masyarakat/ <i>Community Complaints</i>	292
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan/ <i>Social Environmental Responsibility Activities</i>	282
Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan/Responsibility for Sustainable Product/Service Development		
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan/ <i>Innovation and Development of Sustainable Financial Products/ Services</i>	294
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya Bagi Pelanggan/ <i>Products/Services That Have Been Evaluated for Safety for Customers</i>	294
F.28	Dampak Produk/Jasa/ <i>Product/Service Impact</i>	-
F.29	Jumlah Produk yang Ditarik Kembali/ <i>Number of Recalled Products</i>	-
F.30	Survei Kepuasan Pelanggan terhadap Produk/Jasa Keuangan Berkelanjutan/ <i>Customer Satisfaction Survey on Sustainable Financial Products and/or Services</i>	267, 295
Lain-lain/Others		
G.1	Verifikasi Tertulis dari Pihak Independen (Jika Ada)/ <i>Written Verification on Independent Party (If Any)</i>	312
G.2	Lembar Upan Balik/Feedback Sheet	309 – 311
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya/ <i>Response to Previous Year's Sustainability Report Feedback</i>	312
G.4	Daftar Pengungkapan Sesuai POJK 51/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik/ <i>List of Disclosures according to POJK 51/2017 concerning the Application of Sustainability Finance for Financial Service Institutions, Issuers, and Public Companies</i>	313

INDEKS KONTEN GRI STANDARD 2021

GRI STANDARD CONTENT INDEX 2021



Pernyataan
penggunaan
Statement of use

Perum Jasa Tirta II telah melaporkan informasi yang dikutip dalam indeks konten GRI ini untuk periode Januari 2025 – 31 Desember 2025 sesuai dengan Standard GRI.
Perum Jasa Tirta II has reported the information cited in this GRI content index for the period 1 January 2025 – 31 December 2025 in accordance with the GRI standards.

GRI 1

GRI 1: Landasan 2021 / GRI 1: Foundation 2021

GRI Sektor
Standards

-

Standard GRI <i>GRI Standards</i>		Pengungkapan <i>Disclosure</i>	Halaman <i>Pages</i>	Pengecualian/ <i>Exception</i>		
				Persyaratan yang Dikecualikan <i>Excluded Requirements</i>	Alasan <i>Reason</i>	Penjelasan <i>Explanation</i>
GRI Pengungkapan Umum 2021 <i>GRI General Disclosure</i>						
	2-1	Detil Organisasi/ <i>Organization Details</i>	77, 78			
	2-2	Entitas yang tercakup dalam pelaporan keberlanjutan organisasi/ <i>Entities covered by an organization's sustainability reporting</i>	59			
	2-3	Periode pelaporan, frekuensi dan titik kontak/ <i>Reporting period, frequency, and touchpoints</i>	37			
	2-4	Pernyataan ulang informasi/ <i>Information restatement</i>	-		Tidak ada pernyataan ulang/ <i>No restatement</i>	
	2-5	Penjaminan eksternal/ <i>External assurance</i>	39			
	2-6	Kegiatan, rantai nilai, dan hubungan bisnis lainnya/ <i>Other activities, value chains, and business relations</i>	65			
	2-7	Karyawan/ <i>Employee</i>	211			
	2-8	Pekerja yang Bukan Pekerja Langsung/ <i>Employee Who Are Not Director Employee</i>	217			

Standard GRI GRI Standards		Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
				Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
	2-9	Struktur dan komposisi tata kelola/ <i>Governance structure and composition</i>	95, 96			
	2-10	Nominasi dan seleksi untuk badan tata kelola tertinggi/ <i>Nomination and selection for the highest governing body</i>	129			
	2-11	Pejabat tata kelola tertinggi/ <i>The highest governance functionary</i>	96			AR 2025
	2-12	Peran pejabat tata kelola tertinggi dalam memantau dampak manajemen/ <i>The role of the highest governance functionary in monitoring the impact of management</i>	105, 112-129			
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak/ <i>Delegation of responsibility for managing impact</i>	105			
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan/ <i>The role of the highest governance body in sustainability reporting</i>	128, 129			
	2-15	Konflik kepentingan/ <i>Conflict of interest</i>	190			
	2-16	Komunikasi keprihatian kritis/ <i>Communication of critical concern</i>	192			
	2-17	Pengetahuan kolektif badan tata kelola tertinggi/ <i>The collective knowledge of the highest governance bodies</i>	130			
	2-18	Evaluasi kinerja badan tata kelola tertinggi/ <i>Evaluation of the performance of the highest governing body</i>	130			

Standard GRI GRI Standards		Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
				Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
	2-19	Kebijakan Remunerasi/ <i>Remuneration Policy</i>	135, 136			
	2-20	Proses penentuan remunerasi/ <i>Process of determining remuneration</i>	135			
	2-21	Rasio kompensasi total tahunan/ <i>Total annual compensation ratio</i>	137			
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan/ <i>Statement on sustainable development strategy</i>	9			
	2-23	Komitmen kebijakan/ <i>Policy commitment</i>	102			
	2-24	Komitmen dalam menanamkan kebijakan/ <i>Commitment to policy implantation</i>	245			
	2-25	Proses untuk memulihkan dampak negative/ <i>The process to recover the negative impact</i>	197			
	2-26	Mekanisme untuk mencari nasihat dan menyampaikan kekhawatiran/ <i>Mechanisms for seeking advice and communicating concerns</i>	196			
	2-27	Kepatuhan terhadap hukum dan peraturan/ <i>Compliance with laws and regulations</i>	198			
	2-28	Keanggotaan asosiasi/ <i>Association membership</i>	79			
	2-29	Pendekatan terhadap keterlibatan pemangku kepentingan/ <i>Approach to stakeholder engagement</i>	198, 199			

Standard GRI GRI Standards		Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
				Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
	2-30	Perjanjian perundingan kolektif/Collective bargaining agreement	208			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1	Proses untuk menentukan topik material/Process for determining material topics	37			
	3-2	Daftar topik material/List of material topics	38			
PENGUNGKAPAN STANDAR KHUSUS/DISCLOSURE OF SPECIAL STANDARDS						
TOPIK EKONOMI/ECONOMIC TOPICS						
KINERJA EKONOMI/ECONOMIC PERFORMANCE						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/Material topic management	251			
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economics Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan/ Direct economic value generated and distributed	268			
	201-2	Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim/Financial implications as well as other risks and opportunities resulting from climate change	272			
	201-3	Kewajiban program pension manfaat pasti dan program pension lainnya/ Pension obligations of fixed benefits and other pension schemes	273			
	201-4	Bantuan finansial yang diterima dari pemerintah/ Financial assistance received from the government	274			

Standard GRI GRI Standards	Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception			
			Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation	
DAMPAK EKONOMI TIDAK LANGSUNG/INDIRECT ECONOMIC IMPACT						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/Material topic management	266			
GRI 203: Dampak Ekonomi Tidak Langsung GRI 203: Indirect Economic Impacts	203-1	Investasi infrastruktur dan dukungan layanan/ Infrastructure investment and service support	266			
	203-2	Dampak ekonomi tidak langsung yang signifikan/Significant indirect economic impact	265			
ANTIKORUPSI/ANTI-CORRUPTION						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/Material topic management	192			
	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi/ The operations that are assessed have corruption-related risks	31, 191, 247			
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti-korupsi/ Communication and training on anti-corruption policies and procedures	192, 246			
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil/Evidence of corruption incidents and action taken	-			Tidak terjadi/ Not occur
TOPIK LINGKUNGAN/ENVIRONMENT TOPICS						
ENERGI/ENERGY						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/Material topic management	302			

Standard GRI GRI Standards		Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
				Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
GRI 302: Energi 2016 <i>GRI 302: Energy 2016</i>	302-1	Konsumsi energi dalam organisasi/ <i>Energy consumption in the organization</i>	302			
	302-2	Konsumsi energi di luar organisasi/ <i>Energy consumption outside the organization</i>	307			
	302-3	Intensitas energi/ <i>Energy intensity</i>	-			Dalam tahap pengembangan/ <i>In the development stage</i>
	302-4	Pengurangan konsumsi energi/ <i>Reduction of energy consumption</i>	-			Dalam tahap pengembangan/ <i>In the development stage</i>
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa/ <i>Reduction in the energy required for products and services</i>	-			Dalam tahap pengembangan/ <i>In the development stage</i>
AIR DAN EFLUEN/WATER AND EFFLUENT						
GRI 3: Topik Material 2021 <i>GRI 3: Material Topics 2021</i>	3-3	Manajemen topik material/ <i>Material topic management</i>	78, 254, 304			
GRI 303: Air dan Efluen 2018 <i>GRI 303: Water and Effluent 2018</i>	303-1	Interaksi dengan air sebagai sumber daya bersama/ <i>Interaction with water as a shared resource</i>	66-68			
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air/ <i>Management of impact related to drainage</i>	304			
	303-3	Pengambilan air/ <i>Water intake</i>	66-68			
	303-4	Pembuangan air/ <i>Water outake</i>	304, 305			

Standard GRI GRI Standards		Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
				Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
	303-5	Konsumsi air/ <i>Water consumption</i>	304, 305			
KEANEKARAGAMAN HAYATI/BIODIVERSITY						
GRI 3: Topik Material 2021 <i>GRI 3: Material Topics 2021</i>	3-3	Manajemen topik material/ <i>Material topic management</i>	306			
	101-1	Kebijakan untuk menghentikan dan mengembalikan hilangnya keanekaragaman hayati/ <i>Policies to halt and reverse biodiversity loss</i>	306, 307			
	101-2	Manajemen dampak keanekaragaman hayati/ <i>Management of biodiversity impacts</i>	306, 307			
	101-3	Akses dan berbagi manfaat/ <i>Access and benefit-sharing</i>	307			
GRI 304: Keanekaragaman Hayati 2016 <i>GRI 304: Biodiversity 2016</i>	304-4	Identifikasi dampak keanekaragaman hayati/ <i>Identification of biodiversity impacts</i>	306, 307			
	101-5	Lokasi yang memiliki dampak keanekaragaman hayati/ <i>Locations with biodiversity impacts</i>	306, 307			
	101-6	Pemicu langsung hilangnya keanekaragaman hayati/ <i>Direct drivers of biodiversity loss</i>	306, 307			
	101-7	Perubahan kondisi keanekaragaman hayati/ <i>Changes to the state of biodiversity</i>	306			
	101-8	Layanan ekosistem/ <i>Ecosystem services</i>	-			Belum dilakukan/ <i>Has not yet been done</i>

Standard GRI GRI Standards	Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
			Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
EMISI/EMISSIONS					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/ <i>Material topic management</i>	303		
GRI 305: Emisi 2016 GRI 303: Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung/ <i>Direct GHG emissions (Scope 1)</i>	303		
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung/ <i>Indirect energy emissions of GRK (Scope 2)</i>	303		
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya/ <i>Other indirect GRK emissions (Scope 3)</i>	303		
	305-4	Intensitas emisi GRK/ <i>GHG emission intensity</i>	303		
	305-5	Pengurangan emisi GRK/ <i>GHG emission reduction</i>	303		
	305-6	Emisi zat perusak ozon (ODS)/ <i>Ozone-depleting substances (ODS) emissions</i>	-		Belum dilakukan/ <i>Has not yet been done</i>
	305-7	Nitrogen Oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya/ <i>Nitrogen Oxides (NOX), sulfur oxides (SOX), and other significant air emissions</i>	-		Belum dilakukan/ <i>Has not yet been done</i>
TOPIC SOSICAL/SOCIAL TOPICS					
KEPEGAWAIAN/STAFFING					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/ <i>Material topic management</i>	203		
GRI 401: Kepegawaian 2016 GRI 401: Staffing 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan/ <i>New employee recruitment and employee turnover</i>	207		

Standard GRI GRI Standards	Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
			Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu/ <i>Benefits provided to full-time employees that are not provided to temporary or part-time employees</i>	232		
	401-3	Cuti melahirkan/ <i>Maternity leave</i>	-		Belum dilakukan pendataan/ <i>Data collection has not yet been carried out</i>
KESEHATAN DAN KESELAMATAN KERJA/OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Topik Material 2021 <i>GRI 3: Material Topics 2021</i>	3-3	Manajemen topik material/ <i>Material topic management</i>	241		
GRI 403: Kesehatan dan Keselamatan Kerja 2018 <i>GRI 403: Occupational Health and Safety</i>	403-1	Sistem manajemen keselamatan dan kesehatan kerja/ <i>Occupational health and safety management system</i>	241		
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden/ <i>Hazard identification, risk assessment, and incident investigation</i>	155		
	403-3	Layanan Kesehatan kerja/ <i>Occupational health services</i>	249, 252		
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja/ <i>Participation, consultation, and communication of employees on occupational safety and health</i>	236, 241		

Standard GRI GRI Standards		Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception		
				Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation
	403-5	Pelatihan bagi pekerja mengenai keselamatan dan Kesehatan kerja/ <i>Training for employees on occupational safety and health</i>	241			
	403-6	Peningkatan kualitas Kesehatan pekerja/ <i>Improving the quality of employees' health</i>	233			
	403-7	Pencegahan dan mitigasi dampak dari keselamatan dan Kesehatan kerja yang secara langsung terkait hubungan bisnis/ <i>Prevention and mitigation of the impact of occupational safety and health that is directly related to business relations</i>	241, 242			
	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja/ <i>Employees covered by the occupational health and safety management system</i>	242			
	403-9	Kecelakaan kerja/ <i>Work accidents</i>	27, 236, 241			
	403-10	Penyakit akibat kerja/ <i>Occupational illnesses</i>	236			

Standard GRI GRI Standards	Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception			
			Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation	
PELATIHAN DAN PENDIDIKAN/TRAINING AND EDUCATION						
GRI 3: Topik Material 2021 GRI 3: Material Topics 202	3-3	Manajemen topik material/Material topic management	217			
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan/Average training hours per year per employee	27			
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan/Programs to upskill employees and transition assistance programs	182			
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir/Percentage of employees who receive regular reviews of performance and career development	-			Belum dilakukan/Has not yet been done
NON DISKRIMINASI/NON-DISCRIMINATION						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/Material topic management	217			
GRI 406d Non Diskriminasi 2018 GRI 406: Non-Discrimination	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan/Incidents of discrimination and corrective actions taken	-			Tidak terjadi/Not occur

Standard GRI GRI Standards	Pengungkapan Disclosure	Halaman Pages	Pengecualian/Exception			
			Persyaratan yang Dikecualikan Excluded Requirements	Alasan Reason	Penjelasan Explanation	
MASYARAKAT LOKAL/LOCAL COMMUNITY						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material/Material topic management	281			
GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan/ Operations with local community involvement, impact assessments, and development programs	200			
	413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal/Operations that actually or potentially have significant negative impacts on local communities	262			

Air untuk Menghidupi Negeri

Laporan Keberlanjutan | *Sustainability Report*
2025

KANTOR PUSAT :

📍 Jl. Lurah Kawi No.1 Jatiluhur,
Purwakarta, Jawa Barat

☎ Telp. (0264) 201972

📠 Fax. (0264) 201971

KANTOR PERWAKILAN JAKARTA :

📍 Jl. H. Agus Salim No.69
Jakarta Pusat

☎ Telp. (021) 3145827

🌐 www.jasatirta2.co.id