



Semangat Saling Bantu

The Spirit of Helping One Another



Panduan Umum:

Harap diperhatikan petunjuk dalam membaca laporan ini, 'Perseroan' dan 'Astra' mengacu pada PT Astra International Tbk sebagai perusahaan induk. 'Grup' dan 'Grup Astra' mengacu pada PT Astra International Tbk, anak perusahaan dan perusahaan afiliasi. Laba bersih mengacu pada laba yang diatribusikan kepada pemilik entitas induk.

General Use of Terms:

For guidance when reading this report, please note the term 'the Company' and 'Astra' refer to PT Astra International Tbk as the parent company. 'Group' and 'Astra Group' refer to PT Astra International Tbk, subsidiaries and affiliates. Net income refers to profit attributable to owners of the parent.

Sangkalan:

Beberapa foto dalam laporan ini diambil sebelum masa pandemi. Untuk foto yang diambil di masa pandemi, dilakukan dengan protokol kesehatan.

Disclaimer:

Some of the pictures in this report were taken before the pandemic. Photos taken during the pandemic was done following the health protocols.

Pada saat pandemi melanda seluruh dunia dan membawa tantangan berat bagi kita, semangat gotong royong dan kekeluargaan menjadi yang terdepan dalam menghadapinya. Astra bahu-membahu bersama pemerintah dan masyarakat dalam melakukan pencegahan dan pengendalian COVID-19 di Indonesia baik secara langsung maupun tidak langsung, tidak hanya di tempat kerja tetapi juga di rumah dan di tengah-tengah komunitas.

Tujuan kami tidaklah berubah, yakni menjadi kebanggaan bangsa dengan menjalankan strategi *Astra Triple-P Roadmap* yaitu: *Portfolio Roadmap*, *People Roadmap* dan *Public Contribution Roadmap*, sebagai strategi jangka panjang Astra 2021-2030 sesuai dengan kondisi terkini dan aspirasi kami pada dekade mendatang. Dengan doa dan upaya, kita akan bersama-sama memulihkan negeri dan mewujudkan pertumbuhan yang berkelanjutan.

When the pandemic hit the entire world and brought along the tough challenges for us, the spirit of teamwork and kinship served at the forefront in facing those challenges. Astra works hand in hand with the government and the community to prevent and control COVID-19 transmission in Indonesia, both directly and indirectly, not only at workplace but also at home and throughout the community.

Our goal has not changed, to be the pride of the nation. Through implementation of the Triple-P Roadmap strategy, namely: Portfolio Roadmap, People Roadmap and Public Contribution Roadmap, as Astra's long-term strategy for 2021-2030 adjusted to current conditions and our aspirations for the next decade. With prayers and efforts, we will work together to restore the nation and achieve sustainable growth.

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Public Contribution Roadmap

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Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report

Laporan Keberlanjutan ini memuat kinerja keberlanjutan Astra di bidang lingkungan, sosial, dan tata kelola dalam menjalankan bisnis yang berkelanjutan serta kontribusi dalam pencapaian Tujuan Pembangunan Berkelanjutan dan upaya mengatasi tantangan iklim.

Laporan ini disajikan berdasarkan strategi Astra yaitu *Strategic Triple-P Roadmap* yang terdiri atas *Portfolio Roadmap*, *People Roadmap*, dan *Public Contribution Roadmap*. Dalam laporan keberlanjutan 2020 ini, juga menyajikan komitmen, kebijakan, dan program yang dilakukan Grup Astra dalam pencegahan dan penanganan Pandemi COVID-19 yang terjadi pada tahun 2020.

Profil Laporan

Astra telah menerbitkan Laporan Keberlanjutan sejak tahun 2002. Laporan Keberlanjutan disusun dan dipublikasikan setahun sekali. Laporan terakhir terbit pada April 2020 yang dapat diakses di laman web astra.co.id/CSR/Sustainability-Report, dan memuat informasi kebijakan serta kinerja keberlanjutan Astra untuk periode 1 Januari hingga 31 Desember 2020.

Laporan ini memuat data dan informasi yang berpedoman kepada referensi Standar Pelaporan Keberlanjutan dari *Global Reporting Initiatives Standard 101* (Standar GRI 101) - Pilihan Inti dan Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 - Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik serta Tujuan Pembangunan Berkelanjutan.

Informasi yang terkait kinerja finansial dan tata kelola merupakan hasil konsolidasi Grup Astra. Sedangkan pelaporan kinerja Lingkungan, Keselamatan dan Kesehatan kerja (LK3), berasal dari 111 perusahaan di lingkungan Grup Astra. Laporan ini juga menyajikan informasi kegiatan sembilan yayasan di lingkungan Astra yang melakukan aktivitas kontribusi sosial dan lingkungan. [102-50, 102-52, 105-54]

This Sustainability Report discloses Astra's sustainability performance in the environment, social and governance areas in operating a sustainable business as well as contributing to the achievement of the Sustainable Development Goals and efforts to address climate challenges.

This report is presented based on Astra's strategy, namely the Strategic Triple-P Roadmap which consists of Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap. This 2020 sustainability report also presents the commitments, policies and programs carried out by Astra Group in the prevention and handling of the COVID-19 Pandemic that occurs in 2020.

Profile of Report

Astra has published Sustainability Report since 2002. Sustainability Report is prepared and published on an annual basis. The Latest report was published in April 2020 accessible on the website astra.co.id/CSR/Sustainability-Report, and set forth the information on Astra's sustainability policies and performance for the period of January 1 to December 31, 2020.

This report sets forth data and information guided by the references to the Sustainability Reporting Standards from Global Reporting Initiatives Standards (GRI Standards) and the POJK No. 51/POJK.03/2017 - Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies and Sustainable Development Goals.

Information pertaining to financial performance and governance aspects represents the consolidated results of Astra Group. Meanwhile, the Environment, Health and Safety (EHS) performance report derives from 111 companies within Astra Group. This report also provides information on the activities of nine foundations within Astra that conduct social and environmental contribution activities. [102-50, 102-52, 105-54]



2002



2003



2004



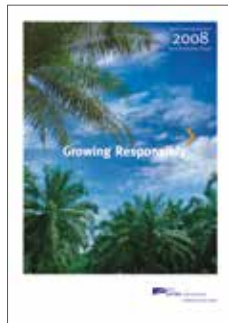
2005



2006



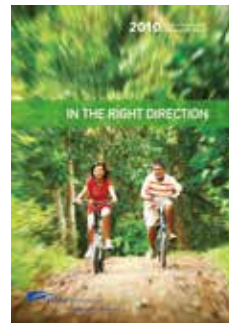
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2008



2009



2010



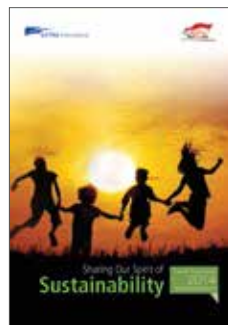
2011



2012



2013



2014



2015



2016



2017



2018



2019



2020

Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report

Laporan ini diperiksa dan diverifikasi secara internal. Data finansial yang disajikan dalam laporan keberlanjutan ini merujuk pada laporan keuangan konsolidasi Perseroan yang telah diaudit untuk periode yang berakhir pada 31 Desember 2020. Data non-finansial telah diperiksa oleh tim internal Astra.

Terdapat perubahan entitas yang dilaporkan untuk perhitungan penggunaan Sumber Daya Alam (SDA), emisi limbah dan emisi Gas Rumah Kaca. Pada Laporan Keberlanjutan ini, seluruh data tersebut merupakan data dari perusahaan dengan kontribusi terhadap SDA & limbah yang signifikan. [102-56]

Pertanyaan dan permintaan informasi tentang laporan ini dapat ditujukan kepada: [102-53]

PT Astra International Tbk

Menara Astra Lt. 59

Jl. Jend Sudirman Kav. 5-6

Jakarta 10220

Telepon:(021) 50843888

Prinsip Pelaporan

Topik-topik dalam laporan ini mencakup aspek tata kelola, ekonomi, sosial dan lingkungan yang material untuk keberlanjutan dan pemangku kepentingan Astra. Dalam menetapkan topik yang dilaporkan, Astra berpedoman pada prinsip-prinsip pelaporan dari Standar GRI:

- Keterlibatan pemangku kepentingan
Astra melibatkan pemangku kepentingan melalui berbagai *engagement* yang dilakukan sepanjang tahun untuk memahami isu keberlanjutan yang penting bagi mereka.
- Konteks keberlanjutan
Isu-isu keberlanjutan disajikan dengan memperhatikan skala dampak, dan dimana dampak tersebut terjadi dalam rantai pasokan Astra.
- Materialitas
Laporan ini menyajikan topik-topik yang memiliki dampak keberlanjutan yang signifikan dan penting untuk diketahui.
- Kualitas laporan
Data dan informasi yang disajikan mencakup kinerja Perseroan, anak perusahaan, ventura bersama, dan entitas asosiasi, dengan merujuk kepada penjelasan pada bagian Profil Laporan terkait cakupan perusahaan dalam Grup Astra. Secara keseluruhan Astra menerapkan prinsip kualitas laporan dalam penyusunan, penyajian, dan evaluasi isi laporan secara internal sebelum diterbitkan. Prinsip-prinsip itu mencakup akurasi, keseimbangan, kejelasan, keterbandingan, keandalan dan ketepatan waktu. [102-46]

This report is audited and verified internally. The financial data presented herein refers to Company's audited consolidated financial statements for the period ended in 31 December 2020. Non-financial data has been verified by Astra's internal team.

There are changes in the entities reported for the calculation of Natural Resources Usage, waste emissions and Greenhouse Gas emissions. In this Sustainability Report, all such data is obtained from companies with significant contributions to Natural Resources and waste. [102-56]

Questions and requests pertaining to the information contained herein can be addressed to: [102-53]

PT Astra International Tbk

Menara Astra Lt. 59

Jl. Jend Sudirman Kav. 5-6

Jakarta 10220

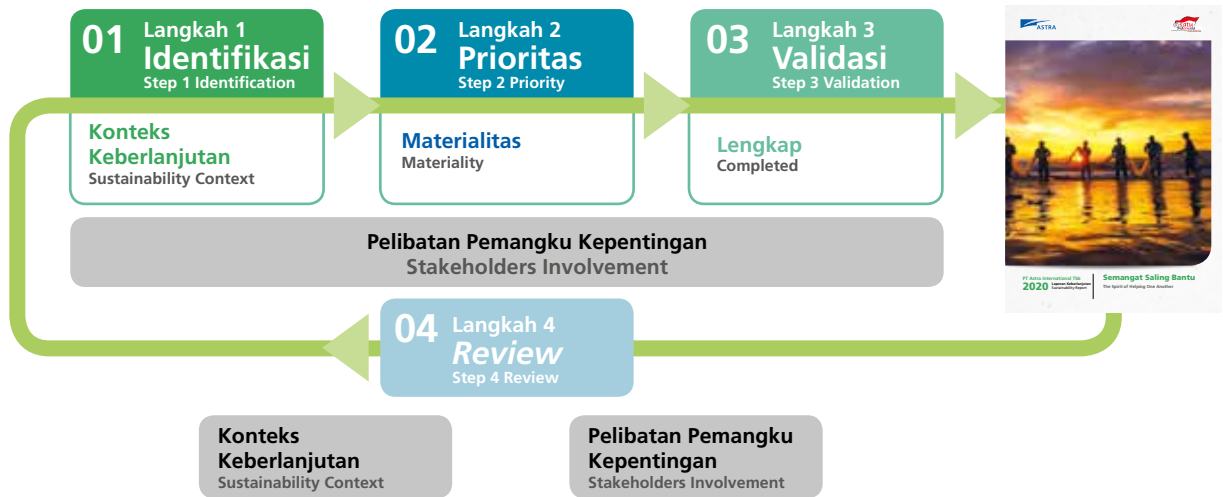
Telepon:(021) 50843888

Reporting Principles

The topics covered in this report include governance, economic, social and environmental aspects that are material to sustainability and Astra's stakeholders. In determining the topics to be reported, Astra is guided by the reporting principles of GRI Standards:

- Stakeholder engagement
Astra engages its stakeholders through various engagements conducted throughout the year to gain understanding on the sustainability issues that are deemed as necessary to them.
- Sustainability context
Sustainability issues are presented based on the scale of the impact, and on which area they are noted in Astra's supply chain.
- Materiality
The report presents topics that have significant sustainability impacts and that are important.
- Report quality
The data and information presented include the performance of Astra, its subsidiaries, associates and entities under common control, with reference to the information in the Profile of Report section related to the scope of companies in Astra Group. Overall, Astra adopts the quality principle in the preparation, presentation and evaluation of report content internally prior to publication. These principles include accuracy, balance, clarity, comparability, reliability and timeliness. [102-46]

Penerapan Prinsip Pelaporan
Adoption of Reporting Principles



Daftar Topik Material dan Batasannya
List of Material Topics and Limitations

Topik Utama Key Topics	Topik yang Dilaporkan Topic being Reported	Penerima Dampak Impact Recipients				
		Perusahaan Induk Head Office	Anak Perusahaan, Ventura Bersama, dan Entitas Asosiasi Subsidiaries, Joint Ventures and Associated Entities	Pemasok Supplier	Pelanggan Customer	Masyarakat Public
Portfolio Roadmap	Kinerja Ekonomi Economic Performance					
	Dampak Ekonomi Tidak Langsung Indirect Economic Impact					
	Produk dan Jasa Products and Services					
	Pelabelan Produk dan Jasa Labelling of Products and Services					
	Praktik Pembelian Purchasing Practices					
People Roadmap	Asesmen Pemasok Assessment of Suppliers					
	Ketenagakerjaan Employment					
	Pendidikan dan Pelatihan Education and Training					
Public Contribution Roadmap	Hubungan Industrial Industrial Relationships					
	Material					
	Energi Energy					
	Air Water					
	Emisi Emission					
	Efluen dan Limbah Effluent and Waste					
	Masyarakat Setempat Local Community					
Dampak Ekonomi Tidak Langsung Indirect Economic Impact						

■ Penerima Dampak | Impact Recipients

Tidak terdapat perubahan cakupan topik yang dilaporkan pada pelaporan ini, dibandingkan cakupan topik yang dilaporkan pada pelaporan sebelumnya. [102-10, 102-47]
No changes are noted in the topics covered in this report, compared to those presented in previous report. [102-10, 102-47]

Ikhtisar Kinerja Keberlanjutan

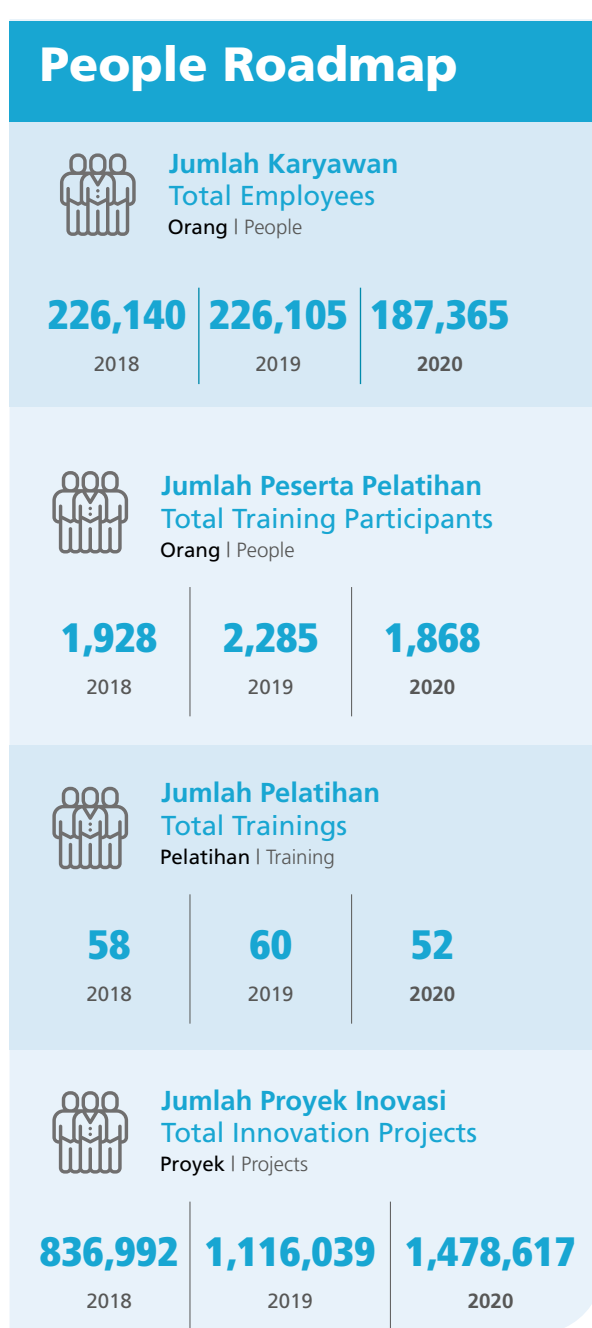
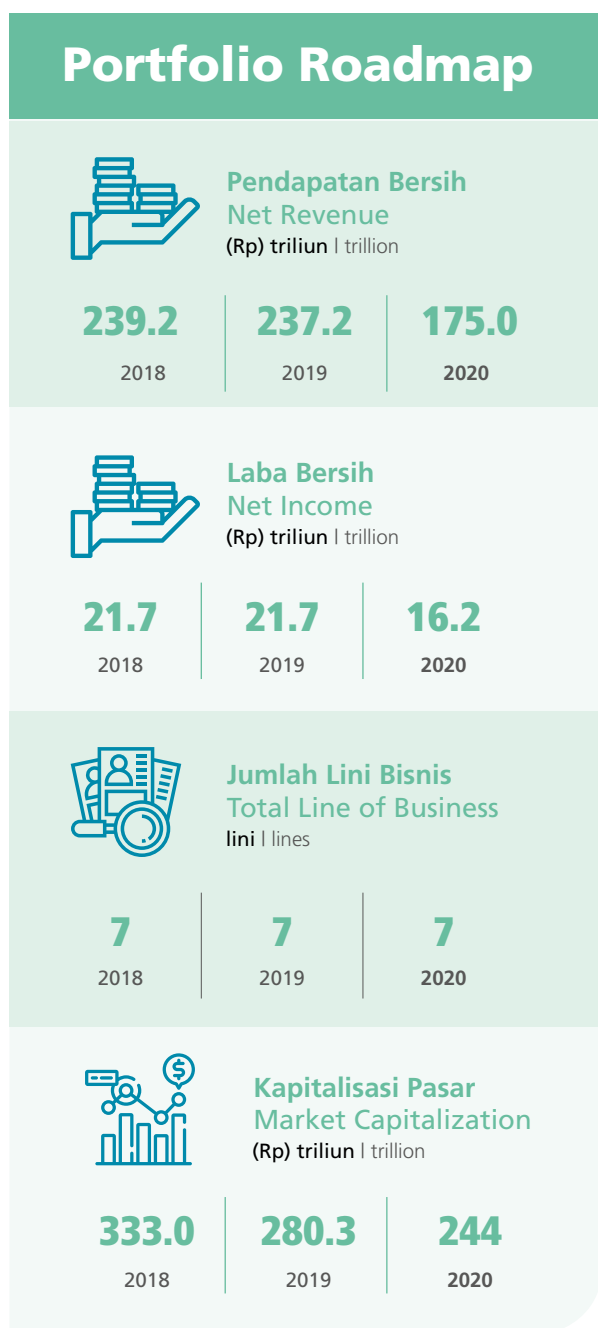
Sustainability Performance Highlights

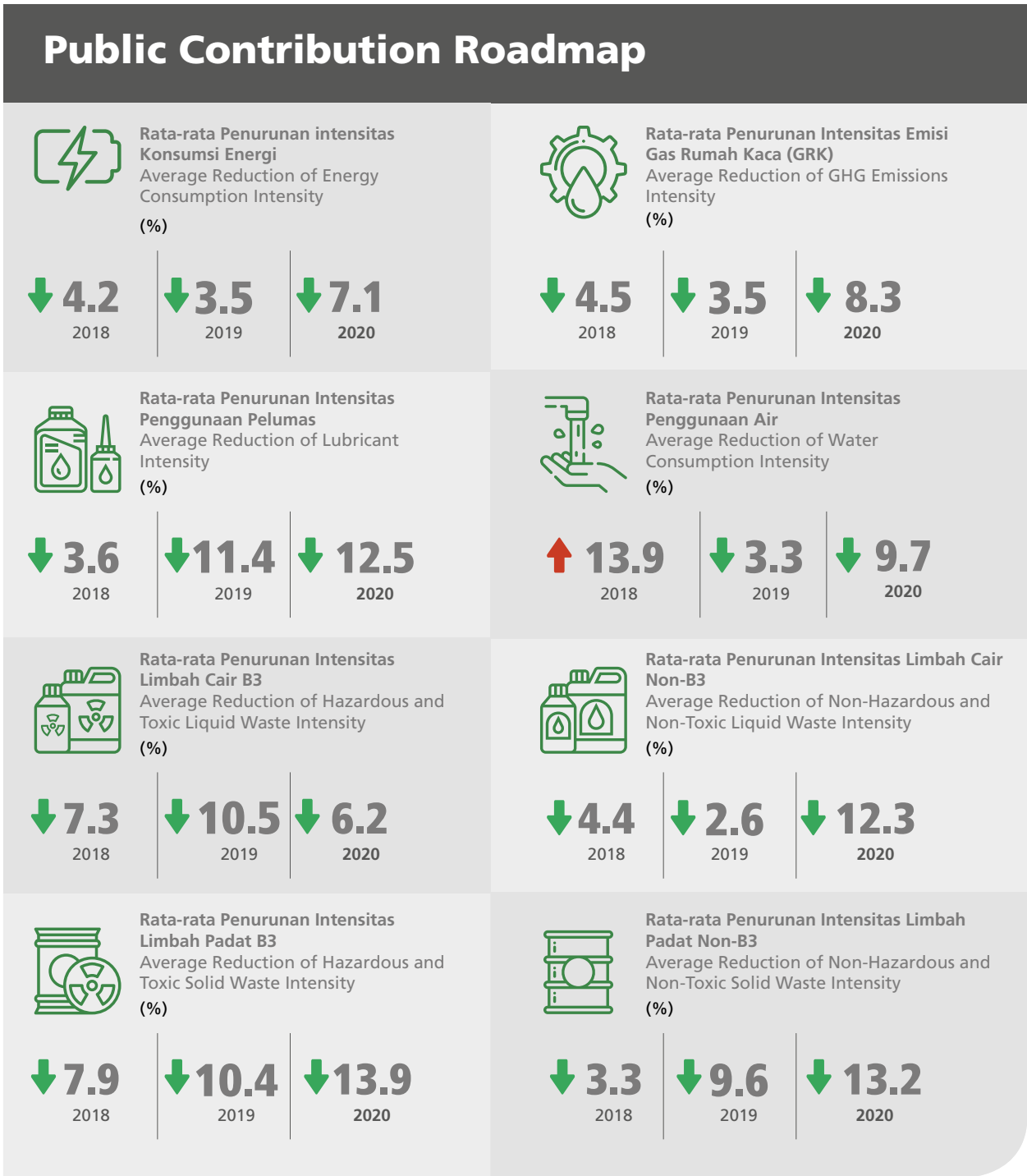
Astra – Kebanggaan Bangsa

Strategi Astra dituangkan dalam tiga langkah strategis jangka panjang (*Strategic Triple-P Roadmap*), yang mencakup *Portfolio Roadmap*, *People Roadmap*, dan *Public Contribution Roadmap*.

Astra – Pride of The Nation

Astra's strategy is outlined in three long-term strategic aspects (*Strategic Triple-P Roadmap*), which includes *Portfolio Roadmap*, *People Roadmap*, and *Public Contribution Roadmap*.





Ikhtisar Kinerja Keberlanjutan Astra

Sustainability Performance Highlights



Produk Ramah Lingkungan

Sebagai bentuk dukungan dalam menciptakan industri hijau, Astra menyediakan juga produk kendaraan bermotor roda empat dan roda dua yang lebih ramah lingkungan melalui teknologi *Hybrid Electric Vehicle (HEV)*, *Plug in Hybrid Electric Vehicle (PHEV)*, dan *Battery Electric Vehicle (BEV)* pada produk Toyota-Astra Motor (TAM) serta teknologi BEV yang diterapkan pada sepeda motor Honda. Astra juga menyediakan jasa pertambangan rendah energi melalui implementasi sistem manajemen energi ISO 50001 dan inisiatif bisnis di bidang energi baru terbarukan. Pada bidang *Information Technology*, Astra juga memasok mesin cetak ramah lingkungan. Pada sektor properti, Astra memiliki kompleks perkantoran yang rendah energi dan sumber daya alam melalui penerapan *building management system* yang dikombinasikan dengan teknologi terkini.

Rincian produk tahun 2020 dapat diakses pada Laporan Tahunan PT Astra International Tbk – 2020 di bagian Tinjauan Bisnis.

Environmentally Friendly Products

To support green industry, Astra also provides more environmentally friendly four wheelers and two wheelers products through Hybrid Electric Vehicle (HEV), Plug in Hybrid Electric Vehicle (PHEV), and Battery Electric Vehicle (BEV) from Toyota Astra Motor (TAM) and BEV that has been implemented on Honda motorcycle. Astra also provides low-energy mining services through the implementation of the ISO 50001 energy management system and business initiatives in renewable energy. In Information Technology sector, Astra also supplies for environmentally friendly printing machines. In the property sector, Astra operates office complex with low energy and natural resources consumption by implementing building management system combined with the latest technology.

Details of the products in 2020 are accessible in Annual Report of PT Astra International Tbk - 2020 under Business Overview section.

Pelibatan Pihak Lokal dalam Bisnis Berkelanjutan

Astra senantiasa melibatkan masyarakat dalam mewujudkan bisnis berkelanjutan melalui kolaborasi dengan 111 Universitas, lebih dari 129 komunitas dan 266 UMKM lokal. Astra melakukan pemberdayaan UMKM yang sesuai dengan rantai bisnis Grup Astra seperti fabrikasi, bengkel, dan lain-lain. Pada skala komunitas, Astra melakukan kegiatan berbasis empat pilar yaitu Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif untuk bersama-sama memajukan kehidupan sosial dan lingkungan hidup.

Dampak Bisnis Berkelanjutan

Selama perjalanannya, Astra turut berkontribusi dalam menyediakan lapangan pekerjaan bagi masyarakat dan berkontribusi terhadap pertumbuhan ekonomi. Astra berupaya untuk meminimalkan dampak negatif yang ditimbulkan terhadap lingkungan dan sosial melalui implementasi sistem Astra Green Company (AGC) dan Astra Friendly Company (AFC) yang diterapkan di seluruh perusahaan Astra. Rincian mengenai hasil penerapan sistem AGC dan AFC dapat dilihat pada bagian *Public Contribution Roadmap* dalam laporan ini.

Involvement of Local Communities in Business Sustainability

Astra always involves the communities in achieving its sustainable business through collaborations with 111 universities, 129 communities and more than 266 local MSMEs. Astra empowers MSMEs in accordance with Astra Group business chain, such as fabrication, workshops, and others. On a community scale, Astra conducts its activities based on the four pillars, which are Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau and Astra Untuk Indonesia Kreatif to improve social life and the environment.

Impact of Business Sustainability

Through its journey, Astra has contributed in providing job opportunities for the communities and contributing to economic growth. Astra strives to minimize negative impacts on the environment and society through the implementation of Astra Green Company (AGC) and Astra Friendly Company (AFC) systems which are implemented in all Astra companies. Details regarding the results of implementation of the AGC and AFC systems are available under the Public Contribution Roadmap section of this report.

INDEKS KEBERLANJUTAN SUSTAINABILITY INDEX

Astra masuk ke dalam indeks keberlanjutan

Astra is listed on sustainability index



Indeks IDX ESG Leaders

Indeks IDX ESG Leaders adalah indeks yang mengukur kinerja harga dari saham-saham yang memiliki penilaian Environmental, Social, dan Governance (ESG) yang baik dan tidak terlibat pada kontroversi secara signifikan serta memiliki likuiditas transaksi serta kinerja keuangan yang baik. Penilaian ESG dan analisis kontroversi ini dilakukan oleh Sustainalytics.

IDX ESG Leaders index is an index that measures price performance of stocks that become leaders in ESG rating and do not have significant controversies with high trading liquidity and good financial performance. The ESG assessment and controversy analysis was carried out by Sustainalytics.



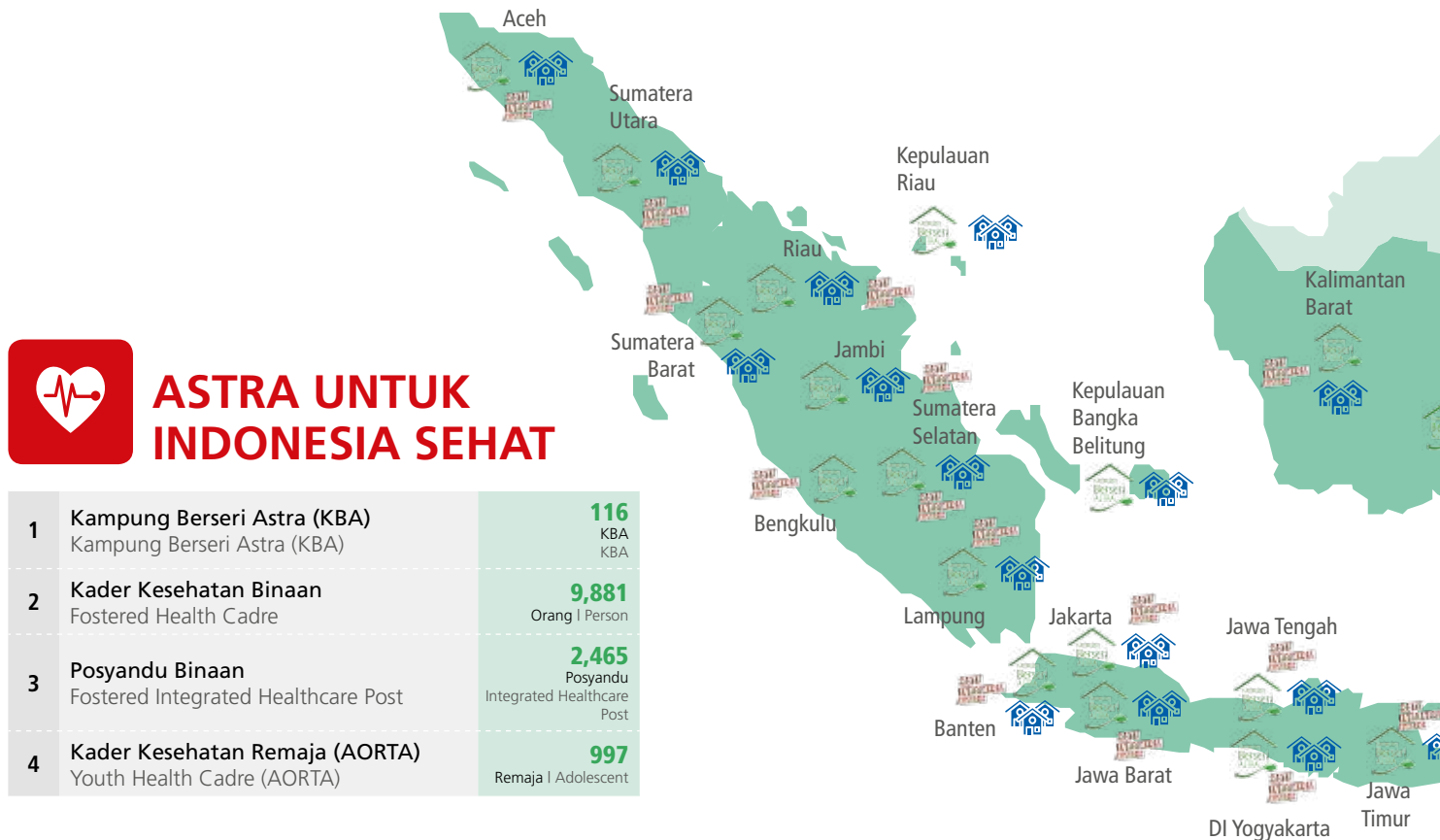
SRI-KEHATI

SRI-KEHATI merupakan indeks yang mengukur kinerja harga saham dari 25 perusahaan tercatat yang memiliki kinerja yang baik dalam mendorong usaha-usaha berkelanjutan, serta memiliki kesadaran terhadap lingkungan hidup, sosial dan tata kelola perusahaan yang baik atau disebut Sustainable and Responsible Investment (SRI).

SRI-KEHATI is an index that measures the stock price performance of 25 listed companies that have performed well in encouraging sustainable businesses, and have excellent environmental, social and corporate governance awareness, or dubbed as Sustainable and Responsible Investment (SRI).

Sebaran Program Kontribusi Sosial

Distribution of Social Contribution Program



ASTRA UNTUK INDONESIA SEHAT

1	Kampung Berseri Astra (KBA) Kampung Berseri Astra (KBA)	116 KBA KBA
2	Kader Kesehatan Binaan Fostered Health Cadre	9,881 Orang Person
3	Posyandu Binaan Fostered Integrated Healthcare Post	2,465 Posyandu Integrated Healthcare Post
4	Kader Kesehatan Remaja (AORTA) Youth Health Cadre (AORTA)	997 Remaja Adolescent



ASTRA UNTUK INDONESIA CERDAS

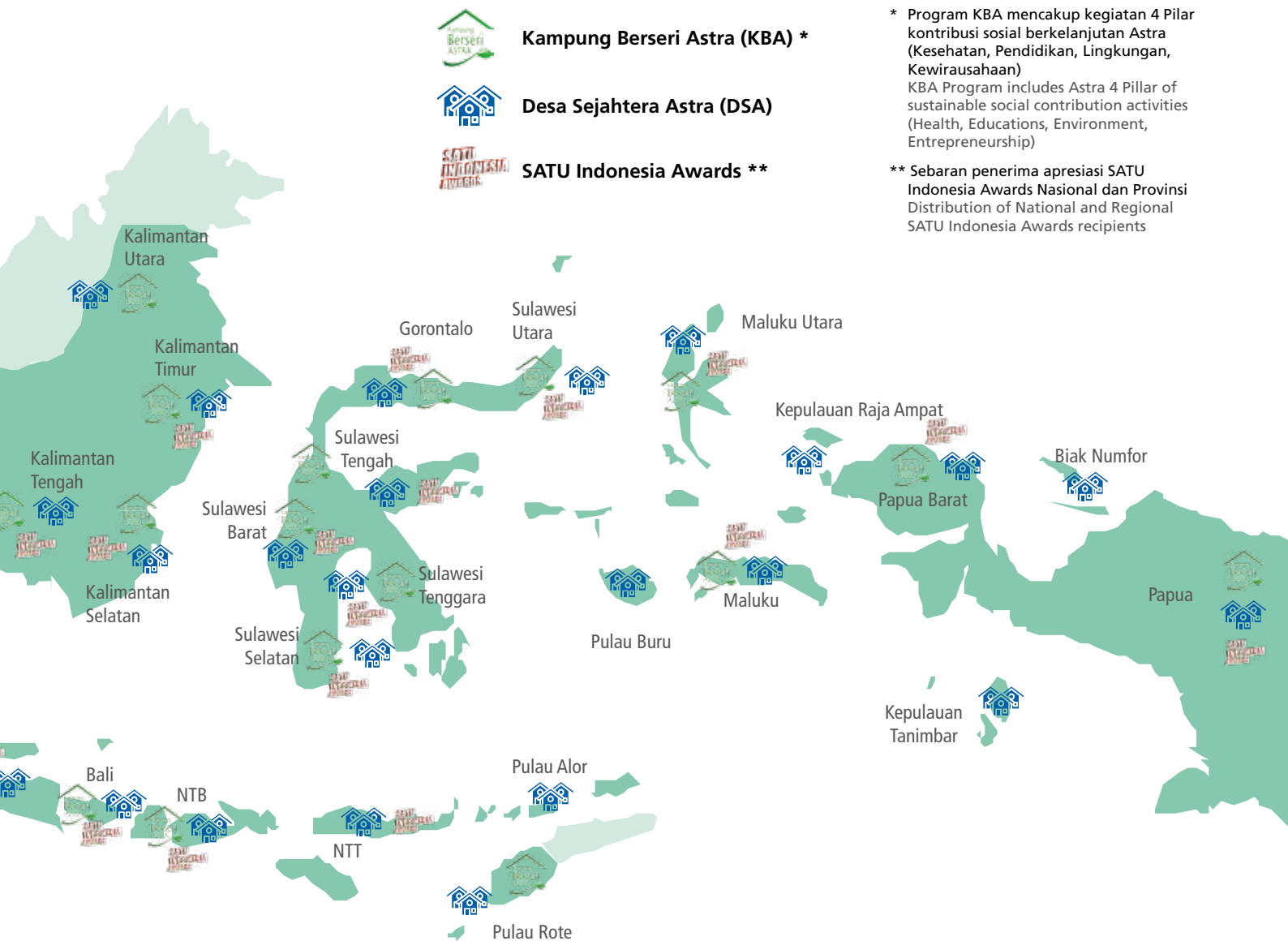
1	Sekolah Binaan Astra Astra Fostered School	21,209 Sekolah School
2	Pendidikan anak usia dini (PAUD) binaan Fostered Early Childhood Education	943 PAUD Early Childhood Education
3	SMK Binaan Fostered Vocational School	3,249 SMK Vocational School
4	Sekolah Adiwiyata Binaan Fostered Adiwiyata School	261 Sekolah School
5	Guru Binaan Fostered Teacher	56,330 Guru Teacher
6	Paket Beasiswa Scholarship	267,479 Beasiswa Scholarship
7	Pelopor Indonesia Ayo Aman Berjalan lintas (IAABL) Traffic Safety Pioneers	7,960 Pelopor IAABL IAABL Pioneers



ASTRA UNTUK INDONESIA HIJAU

1	Penanaman Pohon Trees Planting	5,095,638 Pohon Trees
2	Ruang Terbuka Hijau Green Open Space	35,748 Hektar Hectare
3	Pusat Konservasi Buah Langka (Pranaraksa) Endangered Local Fruits Conservation Center (Pranaraksa)	32 titik point
4	Tanaman Buah Langka Endangered Local Fruit	21,573 Pohon Tree
5	Pohon Mangrove Mangrove Tree	1,462,613 Pohon Tree

*) Data akumulasi per Desember 2020 | Accumulated data per December 2020



ASTRA UNTUK INDONESIA KREATIF

1	UMKM Binaan Fostered MSMEs	14,711 UMKM MSMEs
2	Masyarakat Penerima Program Entrepreneurship Beneficiary Communities	195,937 Orang Person
3	Desa Sejahtera Astra (DSA) Desa Sejahtera Astra (DSA)	755 DSA DSA
4	Penyandang Disabilitas Binaan Fostered Disabled	861 Orang Person
5	Start-up Binaan Fostered Start-up	100 Start-up Start-up
6	Lembaga Pengembangan Bisnis (LPB) Business Development Institutions	21 LPB LPB

Nurani Astra BERBAGI UNTUK NEGERI

Kegiatan Penanggulangan COVID-19 COVID-19 countermeasures activities		
1	Sarana Transportasi Means of Transportation	110 Unit Unit
2	Sembako Daily Staple Packages	136,432 Paket Package
3	Alat Pelindung Diri Personal Protective Equipment	1,800,000 Pcs Pcs
4	Ventilator Ventilator	80 Unit Unit
5	Intensive Care Unit Intensive Care Unit	2 Unit Unit

Sambutan Dewan Komisaris

Board of Commissioners Message



Astra menjalankan strategi kelangsungan usaha dan sekaligus sebagai '*good corporate citizen*', untuk mengembangkan bisnis yang berkelanjutan dengan menyeimbangkan kontribusi ekonomi, sosial dan lingkungan.

Astra implements sustainable business strategic as well as being a good corporate citizen to develop a sustainable business by balancing economic, social and environmental contributions.



Pemangku kepentingan yang terhormat,

Dengan mengucapkan puji syukur kehadiran Tuhan Yang Maha Esa, Astra dapat tetap hadir memberikan manfaat bagi masyarakat pada tahun 2020 yang lalu. Tidak mudah bagi siapapun untuk mengatasi tantangan tahun 2020 akibat pandemi COVID-19 yang telah memengaruhi banyak aspek kehidupan manusia, termasuk aspek sosial, lingkungan, dan ekonomi. Astra juga mengalami dampak dari pandemi ini, dimana Grup Astra harus beradaptasi dengan kondisi pandemi yang menyebabkan kinerja bisnis menurun secara signifikan. Namun bagi insan Astra, tantangan-tantangan tersebut tidak melemahkan semangat dalam menjalankan misi perusahaan untuk sejahtera bersama bangsa dengan memberikan nilai terbaik kepada para pemangku kepentingan. Di tengah pandemi, Grup tetap fokus menjalankan strategi *Triple-P Roadmap (Portfolio Roadmap, People Roadmap, dan Public Contribution Roadmap)* dan senantiasa berkontribusi bagi masyarakat melalui aktivitas-aktivitas bisnis dan sosialnya.

Dear Valued Stakeholders,

By expressing gratitude to the presence of Almighty God, Astra has been able to continue to provide benefits to society throughout 2020. It is not easy for anyone to overcome the challenges in 2020 due to the COVID-19 pandemic which has affected many aspects of human life, including social, environment and economic aspects. Astra also affected by this pandemic, which the Astra Group has to adapt to pandemic conditions which causes business performance to decrease significantly. However, for Astra employees, these challenges do not weaken the spirit in carrying out the company's mission to prosper with the nation by providing the best value to stakeholders. In the midst of a pandemic, the Group remains focused on implementing the Triple-P Roadmap strategy (Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap) and continues to contribute to society through its business and social activities.

Grup Astra juga memberikan respons yang cepat dalam menghadapi pandemi dengan tetap memprioritaskan keselamatan dan kesehatan karyawannya serta menjaga keberlangsungan bisnis. Selain itu, dalam upaya membantu mengatasi dampak pandemi di Indonesia, serangkaian kegiatan kontribusi sosial difokuskan untuk membantu ketahanan kesehatan dan ekonomi masyarakat.

The Astra Group has also responded quickly to the pandemic by continue prioritizing the safety and health of its employees and maintaining business continuity. In addition, in an effort to help overcome the impact of the pandemic in Indonesia, a series of social contribution activities are focused on helping health and economic resilience of the community.



Prijono Sugiarto
Presiden Komisaris | President Commissioner

Sambutan Dewan Komisaris

Board of Commissioners Message

Grup Astra bersama Yayasan dan Koperasi Astra menginisiasi program 'Nurani Astra Berbagi untuk Negeri' khusus untuk membantu masyarakat, terutama di sekitar instalasi Astra, dengan donasi kebutuhan pokok untuk mereka yang terdampak pandemi. Astra juga mengupayakan penyediaan alat kesehatan yang sangat dibutuhkan baik oleh fasilitas kesehatan, tenaga kesehatan maupun pasien, termasuk 80 ventilator untuk rumah sakit rujukan COVID-19 di 19 provinsi, 1.800.000 perlengkapan medis seperti pakaian hazmat, disinfektan, dan peralatan pendukung lainnya yang dibutuhkan tenaga kesehatan.

Menjaga kesehatan masyarakat merupakan langkah penting untuk dapat memulihkan perekonomian. Oleh sebab itu, Grup Astra tetap disiplin terhadap protokol kesehatan yang berlaku dan beradaptasi dengan perubahan yang mempengaruhi kegiatan dan bisnis Astra.

Pandangan atas Prospek Usaha yang Disusun Direksi

Direksi telah menetapkan *Strategic Triple-P Roadmap* 2021-2030 sebagai kerangka jangka panjang keberlanjutan Perseroan. Kami melanjutkan *goal* Astra menjadi Kebanggaan Bangsa dengan penyesuaian untuk tetap relevan 10 tahun ke depan. Dengan *Strategic Triple-P Roadmap*, Grup Astra terus menjalankan strategi keberlanjutan bisnis dengan pengembangan sumber daya manusia dan berkontribusi kepada masyarakat dan lingkungan.

Astra tetap mencatat laba bersih positif pada tahun 2020, menurun dibandingkan tahun sebelumnya akibat dampak dari pandemi COVID-19 dan upaya penanggulangannya.

Pandangan atas Penerapan Tata Kelola Perusahaan

Dalam upaya untuk bertumbuh secara berkelanjutan, strategi *Portfolio, People and Public Contribution Roadmap* dijalankan dengan menerapkan tata kelola perusahaan yang baik (*Good Corporate Governance / GCG*) pada kegiatan usaha Grup Astra. Astra berkomitmen untuk melaksanakan tata kelola perusahaan berlandaskan prinsip transparansi dan akuntabilitas dalam rangka menjaga keseimbangan kepentingan seluruh pemangku kepentingan.

Astra Group together with its Foundation and Koperasi Astra initiated the program called "Nurani Astra Berbagi Untuk Negeri" particularly designed to help the community, specifically those located near Astra installations, by donating basic necessities for those affected by the pandemic. Astra also strives to provide medical equipment that is urgently needed by health facilities, health workers and patients, including 80 ventilators for COVID-19 referral hospitals in 19 provinces, 1,800,000 medical equipment such as hazmat suits, disinfectants, and other supporting equipment needed by health workers.

Maintaining public health serves as an important measure to be able to recover the economy. Thus, Astra Group has committed to be discipline to the health protocols and to adapt to changes affecting Astra's activities and business.

Overview on Business Prospects Prepared by the Board of Directors

The Board of Directors has established the Strategic Triple-P Roadmap 2021-2030 as the Company's long-term sustainability framework. We continue our goals to make Astra to become the Pride of the Nation with adjustments to remain relevant for the next 10 years. With this Strategic Triple-P Roadmap, Astra Group implement sustainable business model with human resource development and contributes to society and environment.

Astra still managed to record positive net income in 2020, despite being declined compared to the previous year due to the impact of pandemic COVID-19 impacts and its mitigation efforts.

Overview of Corporate Governance Implementation

In striving for sustainable growth, the Portfolio, People and Public Contribution Roadmap strategy is implemented by applying Good Corporate Governance (GCG) across Astra Group business operations. Astra is also committed to implement corporate governance practices based on the principles of transparency and accountability to maintain a balance of stakeholder interests.

Dalam IDX ESG Leaders yang baru diluncurkan oleh PT Bursa Efek Indonesia pada 14 Desember 2020, PT Astra International Tbk menjadi salah satu dari 30 konstituen indeks tersebut, yang artinya Astra memenuhi kriteria penilaian risiko ESG, tidak terlibat pada kontroversi secara signifikan, memiliki likuiditas transaksi, serta kinerja keuangan yang baik.

Keberlanjutan bisnis

Astra menjalankan strategi keberlangsungan usaha dengan mempertimbangkan aspek lingkungan dan sosial dalam menjadi *'good corporate citizen'*, dalam mengembangkan peluang bisnis, melakukan aktivitas, serta inovasi produk, dan jasa.

Astra telah memulai diversifikasi bisnis untuk mengurangi kerentanan terhadap tantangan perubahan iklim seperti memasuki bisnis properti, energi, infrastruktur, mineral, dan mengembangkan digitalisasi layanan. Ini merupakan bentuk adaptasi bisnis terhadap dampak perubahan iklim dan menjadi bagian dari strategi pertumbuhan Astra yang berkelanjutan.

Ucapan Terima Kasih

Sebagai penutup, mewakili Dewan Komisaris saya menyampaikan terima kasih kepada seluruh pemangku kepentingan atas kerja sama dan dukungannya kepada Astra. Kami juga menyampaikan apresiasi kepada Direksi dan seluruh Insan Astra atas upaya yang telah dilakukan dan untuk selalu menjaga semangat Astra yaitu menjadi kebanggaan Indonesia.

Based on IDX ESG Leaders recently launched by Indonesia Stock Exchange on December 14th, 2020, PT Astra International Tbk listed as one of the 30 constituents of such index, which means that Astra has met ESG risk assessment criteria, is not involved in any significant controversy, maintains transaction liquidity as well as good financial performance.

Business sustainability

Astra executes its business sustainability strategy by taking into consideration the environment and social aspects, in becoming a *'good corporate citizen'*, in developing business opportunities, conducting activities, as well as in innovating products and services.

Astra has initiated its business diversification to reduce vulnerability to climate change challenges by entering new sectors such as property, infrastructure, and mineral business and by developing digitalization of Astra services. This represents our business adaptation to the impacts of climate change and part of Astra's sustainable growth strategy.

Appreciation

As a closing, on behalf of the Board of Commissioners, I would like to express my gratitude to all stakeholders for their cooperation and support to Astra. We also express our appreciation to the Board of Directors and all Astra employees for exerting their efforts and for maintaining Astra's spirit at all times, namely to be the pride of nation.

Jakarta, April 2021 | Jakarta, April 2021
 Atas Nama Dewan Komisaris | On Behalf of the Board of Commissioners
 PT Astra International Tbk



Prijono Sugiarto

Presiden Komisaris | President Commissioner

Sambutan Direksi

Board of Directors Message [102-14]



Kebijakan bisnis Grup Astra adalah tetap mengutamakan keselamatan dan kesehatan seluruh pemangku kepentingan dengan memastikan kepatuhan terhadap protokol kesehatan, dengan disertai dukungan infrastruktur untuk memastikan efektivitas penerapannya di seluruh perusahaan grup Astra. [102-4]

Astra Group business policies are remain prioritizing the safety and health aspect of all stakeholders by ensuring compliance with health protocols and with the support of the infrastructure to ensure the effectiveness of its implementation across all Astra Group companies. [102-4]



Para pemangku kepentingan yang terhormat,

Dengan mengucapkan syukur kepada Tuhan Yang Maha Kuasa, kita bisa melalui tahun 2020 yang sarat dengan hambatan akibat pandemi COVID-19 yang melanda dunia. Pada kondisi seperti ini, kesehatan menjadi hal yang paling utama, sehingga Astra melakukan upaya-upaya untuk mencegah dan menanggulangi COVID-19.

Sebagai langkah pengendalian awal, Astra membentuk *Pandemic Working Team* yang berfokus memprioritaskan keselamatan dan kesehatan karyawan dengan mewajibkan pembatasan kehadiran karyawan dan kegiatan produksi untuk mencegah penularan di tempat kerja serta mengikuti kebijakan pembatasan sosial yang diterapkan pemerintah daerah masing-masing. Kami juga telah mengoperasikan Astra COVID-19 Crisis Center sejak 30 Maret 2020, beberapa minggu setelah World Health Organization (WHO) mengumumkan kondisi pandemi global.

Dear valued stakeholders,

By expressing our gratitude to Almighty God, we can overcome the year of 2020 which had full of challenges due to COVID-19 pandemic that hit the world. Under such condition, health remains as the most important matter, accordingly Astra takes several measures to prevent and countermeasure COVID-19.

As an initial control measure, Astra has established a Pandemic Working Team to focus on prioritizing employee safety and health by requiring restrictions on employee attendance and production activities to prevent the transmitted disease in the workplace and by complying with the social restriction policies imposed by respective local governments. We have also immediately started the operation of Astra COVID-19 Crisis Center since March 30, 2020, several weeks after the World Health Organization (WHO) announced the global pandemic.

Selanjutnya, Astra secara konsisten menerapkan langkah-langkah yang lebih rinci untuk melindungi keselamatan karyawan dan menyesuaikan operasi bisnis secara terbatas di seluruh instalasi Astra.

Sepanjang tahun 2020 terutama pada paruh pertama, permintaan barang dan jasa mengalami penurunan akibat pandemi seperti juga yang terjadi di sebagian besar pasar global.

Furthermore, Astra consistently applied more detailed measures to protect employee safety and to adjust business operations on a limited scale in all Astra installations.

Throughout 2020, especially in the first half, the demand for goods and services decreased due to the pandemic as also noted in most global markets.



Djony Bunarto Tjondro
Presiden Direktur | President Director

Sambutan Direksi

Board of Directors Message

Dampak yang dirasakan pada bisnis Astra adalah turunnya penjualan produk otomotif Astra terutama pada segmen menengah yang saat ini daya belinya menurun akibat pandemi. Menyikapi kondisi ini, Astra fokus pada pengelolaan arus kas dan efisiensi. Seiring dengan mulai pulihnya perekonomian sejak semester kedua 2020, bisnis Astra berangsur pulih, dan kami bersyukur masih membukukan laba bersih pada tahun 2020, meskipun turun secara signifikan.

Komitmen Keberlanjutan Astra

Komitmen Astra pada keberlanjutan yang memadukan aspek ekonomi, sosial, dan lingkungan dituangkan secara jelas dalam strategi bisnis kami yaitu *Triple-P Roadmap*. Pendekatan ini telah kami lakukan sejak 2010 dan pada 2020 kami kukuhkan kembali sebagai strategi untuk mencapai visi 2030, karena bagi kami untuk tumbuh secara berkelanjutan berarti juga mengembangkan sumber daya manusia dan berkontribusi kepada masyarakat. *Goal Astra 2030* adalah menjadi 'Kebanggaan Bangsa', melanjutkan aspirasi sebelumnya, dengan penyesuaian agar tetap relevan.

Pencapaian strategi keberlanjutan

Strategic Triple-P Roadmap terdiri dari (1) *Portfolio Roadmap* sebagai panduan pertumbuhan bisnis, (2) *People Roadmap* sebagai panduan pengembangan sumber daya manusia (SDM), dan (3) *Public Contribution Roadmap* sebagai panduan untuk implementasi kontribusi sosial dan lingkungan. Keberhasilan pelaksanaan strategi tersebut sangat ditentukan oleh tiga faktor utama, yaitu: kejelasan strategi, keberanian dalam implementasi serta kedisiplinan pada proses eksekusi.

Dari sisi *Portfolio Roadmap*, bisnis Astra bertahan ditengah pandemi dengan menjaga ketahanan neraca yang sehat dan posisi keuangan yang kuat. Astra membukukan laba bersih sebesar Rp16,2 triliun pada 2020, turun 26% dibandingkan dengan tahun 2019. Jika tidak memperhitungkan keuntungan dari hasil penjualan saham di PT Bank Permata Tbk, laba bersih Perseroan turun 53% menjadi Rp10,3 triliun. Kinerja ini terutama disebabkan pelemahan bisnis otomotif, alat berat dan pertambangan, serta jasa keuangan sebagai dampak dari pandemi dan langkah-langkah penanganannya.

The impact that felt on Astra's business was the declined sales of Astra's automotive products, especially in the middle segment, which currently decreases purchasing power due to the pandemic. In response to this condition, Astra is focusing on cash flow management and efficiency. In line with the economic recovery since the second half of 2020, the business Astra is gradually recovering, and we are grateful that it will still book a net profit in 2020, even though it has dropped significantly.

Astra's Sustainability Commitment

Astra's commitment to sustainability that combines economic, social and environmental aspects is clearly stated in our business strategy, which is the *Triple-P Roadmap*. We have been implementing such strategy since 2010 and in 2020 we reaffirmed it as a strategy to achieve our 2030 vision, since for us sustainable growth shall mean developing human resources and contributing to society. Astra's 2030 goal is 'Pride of the Nation', continuing its prior aspiration, with adjustment to remain relevant.

Achievement of the Sustainability Strategy

The *Strategic Triple-P Roadmap* consists of (1) *Portfolio Roadmap* as a guidance for business growth, (2) *People Roadmap* for human resource development (HR), and (3) *Public Contribution Roadmap* for the implementation of social and environmental contribution. The success of implementing such strategy is largely determined by three main factors, namely: clarity of strategy, courage in implementation and discipline in the execution process.

In terms of the *Portfolio Roadmap*, Astra's business survived the pandemic by maintaining a healthy balance sheet resilience and a strong financial position. Astra posted a net profit of Rp16.2 trillion in 2020, decreasing 26% compared to 2019. If the profits from the sale of shares at PT Bank Permata Tbk are not taken into account, the Company's net profit fell 53% to Rp10.3 trillion. This performance was mainly due to the weakening of the automotive, heavy equipment and mining businesses, as well as financial services as a result of the pandemic and its countermeasures.

Dalam pengelolaan sumber daya manusia (SDM) melalui *People Roadmap*, Astra tetap melaksanakan program-program pengembangan kompetensi SDM dan kepemimpinan dengan memaksimalkan *platform e-learning*. Budaya inovasi yang menjadi ciri khas Astra kami jalankan, dalam InnovAstra ke-36 Menteri Riset dan Teknologi/Kepala Badan Riset dan Inovasi Nasional Bapak Prof. Bambang Permadi Soemantri Brodjonegoro, S.E., M.U.P., Ph.D. menyampaikan harapan agar semangat inovasi tersebut menjadi inspirasi bagi industri nasional karena menjadi kunci untuk melakukan *product development*. Pada tahun 2020, InnovAstra telah menghasilkan 1.478.617 proyek inovatif bagi pengembangan industri, yang meningkat 33% dari tahun sebelumnya dari jumlah total karyawan Astra yang berjumlah 187.365 orang.

Sepanjang tahun 2020, *Public Contribution Roadmap* difokuskan pada pencegahan dan penanggulangan COVID-19 di tempat kerja dan adaptasi cara kerja baru melalui *platform digital* untuk menghasilkan produktivitas yang sama karena adanya keterbatasan interaksi secara langsung. Astra juga melakukan kontribusi sosial dengan tagar #SemangatSalingBantu. Kami menginisiasi Program Nurani Astra Berbagi untuk Negeri yang mengikutsertakan seluruh perusahaan Grup Astra dan yayasan untuk bersatu membantu pemerintah dan masyarakat. Sepanjang tahun 2020, melalui program ini, Astra menyalurkan bantuan berupa berbagai peralatan pencegahan penyebaran COVID-19, penyediaan kendaraan bermotor untuk Palang Merah Indonesia (PMI), penyediaan alat tes dan ventilator untuk laboratorium medis dan rumah sakit rujukan pemerintah. Total donasi Grup Astra dalam program ini mencapai Rp151,8 miliar.

Program-program kontribusi sosial berkelanjutan pada pilar-pilar Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif tetap berlangsung dengan penyesuaian seperti penggunaan *platform* daring sebagai media interaksi. Kegiatan terintegrasi pilar-pilar kontribusi sosial berkelanjutan Astra kami terapkan bersama komunitas kampung dan desa dengan tujuan mewujudkan wilayah yang bersih, sehat, cerdas, dan produktif sehingga dapat meningkatkan kualitas hidup masyarakat. Hingga tahun 2020, kami telah memfasilitasi pengembangan 116 Kampung Berseri Astra dan 755 Desa Sejahtera Astra di 34 provinsi di seluruh Indonesia.

In managing Human Resources (HR), through the People Roadmap, Astra continues its programs in HR and leadership competency development by maximizing the e-learning platform. We maintain the culture of innovation that characterizes Astra. During the 36th InnovAstra, the Minister of Research and Technology/Head of National Research and Innovation Agency, Prof. Bambang Permadi Soemantri Brodjonegoro, S.E., M.U.P., Ph.D. conveyed his hope that the spirit of innovation would inspire the national industry since it serves as the key to product development. In the year 2020, InnovAstra has generated 1,478,617 innovative projects to the industry's development, an improvement by 33% from the previous year, from a total of 187,365 of Astra employees.

Throughout 2020, the Public Contribution Roadmap focused on preventing and managing COVID-19 in the workplace and adapting new ways of working through digital platforms to produce the same productivity because of the limitations of direct interaction. Astra also extended social contribution through hashtag #SemangatSalingBantu. We initiated the Nurani Astra Berbagi Untuk Negeri Program that involves all Astra Group companies and foundations to unite and assist the government and the society at large. Throughout the year 2020, through this program, Astra has contributed various equipments related to COVID-19 transmission prevention, provision of vehicles for the Indonesian Red Cross, provision of test kits and ventilators for medical laboratories and government referral hospitals. Astra Group's donations for this program totaled Rp151.8 billion.

Sustainable social contribution programs on the pillars of Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, and Astra Untuk Indonesia Kreatif are still ongoing with adjustments such as the use of online platforms as a means of communication. We implement activities that integrate 4 pillars of Astra's sustainable social contribution together with our fostered village communities with the aim of creating a clean, healthy, smart, and productive area so as to improve the quality of life in the community. Until 2020, we have facilitated the development of 116 Kampung Berseri Astra and 755 Desa Sejahtera Astra in 34 provinces throughout Indonesia.

Sambutan Direksi

Board of Directors Message

Tata kelola

Dalam pelaksanaan tata kelola perusahaan, Astra berkomitmen untuk mempertahankan visi sebagai *"one of the best managed corporations in Asia Pacific"* yang mengutamakan pertumbuhan berkesinambungan dengan struktur keuangan yang kuat, serta didukung oleh budaya perusahaan yang berfokus pada kepentingan jangka panjang. Dalam mencapai tujuan itu, Astra menerapkan tata kelola perusahaan yang baik sesuai dengan peraturan perundang-undangan dan praktik terbaik, yang terangkum dalam Astra *Good Corporate Governance* (GCG). Penerapan tata kelola Astra diimbangi dengan proses pengawasan, evaluasi, dan perbaikan berkelanjutan menyesuaikan dengan perkembangan terkini.

Tantangan dan Peluang Keberlanjutan

Pandemi COVID-19 masih akan menjadi tantangan bagi bisnis Astra, karena kondisi ini mengakibatkan pelemahan ekonomi, yang berdampak pada penurunan daya beli konsumen. Tetapi, dengan perkembangan strategi penanggulangan seperti vaksinasi yang mulai digunakan pada tahun 2021, terdapat harapan atas kondisi ini, yang tetap diperkirakan membutuhkan waktu dan kehati-hatian.

Kebijakan bisnis Grup Astra adalah tetap mengutamakan keselamatan dan kesehatan seluruh pemangku kepentingan dengan memastikan kepatuhan terhadap protokol kesehatan dan kebijakan Pemerintah, dengan disertai dukungan infrastruktur untuk memastikan efektivitas penerapannya di seluruh instalasi Astra. Peluang untuk meningkatkan layanan kepada konsumen tetap terbuka misalnya, mendorong pemanfaatan layanan *home service* untuk jajaran perusahaan otomotif, pembatasan akses masuk di area perkebunan, tambang dan juga beberapa kantor cabang, serta pemantauan harian kesehatan karyawan di Grup Astra. Kami juga melihat pengembangan bisnis digital menjadi sangat relevan untuk diakselerasi. Grup Astra telah memanfaatkan teknologi digital dalam berbagai proses dan bentuk, termasuk konektivitas dengan rantai nilai, dukungan proses *back office* dan *front office* hingga penawaran produk digital dan aplikasi yang akan terus dikembangkan untuk meningkatkan pelayanan kepada pelanggan.

Governance

In the conduct of corporate governance, Astra is committed to maintaining its vision as *"one of the best managed corporations in Asia Pacific"* that prioritizes sustainable growth with a strong financial structure, and is supported by a corporate culture that focuses on long-term interests. In achieving this goal, Astra implements good corporate governance in accordance with laws and regulations and best practices, which are summarized in Astra Good Corporate Governance (GCG). Implementation of Astra's governance balances the process of monitoring, evaluation and continuous improvements align with latest development.

Sustainability challenges and opportunities

The COVID-19 pandemic will still be a challenge for Astra's business due to weakened economy that resulted in decreased consumer purchasing power. However, along with the development of strategies to cope with pandemic, such as vaccinations starting in 2021, there is hope for this condition, which still requires time and cautiousness.

Astra Group business policy is to continue prioritizing the safety and health of all stakeholders by ensuring compliance with health protocols and Government policies, with the support of infrastructure to ensure the effectiveness of its implementation in all Astra installations. Opportunities to improve services to consumers remain open, for instance encouraging the use of home service for automotive companies, restricting access to plantations, mines and several branch offices, and daily monitoring of employee health condition in Astra Group. We also aware that digital business development has become highly relevant to be accelerated. Astra Group has utilized digital technology in various processes and forms, including connectivity of the value chain, back office and front office process support and digital product offerings and applications that will continue to be developed to improve services to customers.

Ucapan Terima Kasih

Kekuatan Astra terletak pada Insan Astra, untuk itu saya mewakili Direksi mengucapkan terima kasih atas pemikiran dan daya upaya yang telah dikerahkan bersama-sama dalam mengemban misi Astra, sejahtera bersama bangsa, dengan memberikan nilai terbaik kepada para pemangku kepentingan, meskipun harus menghadapi situasi yang penuh tantangan. Astra juga terus mendukung pembangunan Indonesia dalam rangka memulihkan kehidupan di seluruh negeri dan selalu berupaya memenuhi harapan pemangku kepentingan untuk menggapai cita-cita menjadi kebanggaan bangsa.

Appreciation

The strength of Astra lies in our employees, therefore on behalf of the Board of Directors, I would like to express my gratitude for the thoughts and efforts that have been exerted together in carrying out Astra's mission, to prosper with the nation, by providing the best value to stakeholders, even though we have to face challenging situations. Astra also continues to support developments in Indonesia and always strives to meet the expectations of our stakeholders to achieve the goal of becoming the pride of the nation.

Jakarta, April 2021 | Jakarta, April 2021
Atas Nama Direksi | On Behalf of the Board of Directors
PT Astra International Tbk



Djony Bunarto Tjondro
Presiden Direktur | President Director



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Bab
Chapter **01**

Tentang **Astra**

About Astra

Perusahaan yang Bermanfaat Bagi Bangsa

To be an Asset to the Nation



Sejarah Astra berawal pada tahun 1957 di Jakarta. Astra memulai bisnisnya sebagai sebuah perusahaan perdagangan umum dengan nama PT Astra International Inc., lalu berubah menjadi PT Astra International, Tbk. Sejak 1990, Astra menjadi perusahaan terbuka yang terdaftar di Bursa Efek Indonesia, nilai kapitalisasi pasar Astra pada akhir tahun 2020 adalah sebesar Rp244 triliun.

Kini Astra adalah salah satu kelompok usaha terbesar di Indonesia diusung oleh putra-putri bumi pertiwi untuk berkarya bagi kemajuan negeri. Tujuh lini bisnis Astra meliputi: otomotif; jasa keuangan; alat berat, pertambangan, konstruksi dan energi; agribisnis; infrastruktur dan logistik; teknologi informasi; serta properti. Aktivitas bisnis Astra dilakukan oleh 238 perusahaan, termasuk anak perusahaan, perusahaan patungan, dan entitas asosiasi yang didukung oleh 187.365 karyawan.

Astra's history began in 1957 in Jakarta. Astra started its business as a general trading company under the name PT Astra International Inc., then changed to PT Astra International Tbk. Since 1990, Astra has been a public company listed on Indonesia Stock Exchange, with market capitalization at the end of 2020 amounting to Rp244 trillion.

Now Astra has become one of the largest business groups in Indonesia upheld by the people of the nation to strive for the advancement of this country. Astra's seven business lines include: automotive; financial services; heavy equipment, mining, construction and energy; agribusiness; infrastructure and logistics; information technology; as well as property. Astra's business activities are carried out by 238 companies, including subsidiaries, joint ventures and associates, supported by 187,365 employees.

Catur Dharma, Visi & Misi

Our Philosophy, Vision & Mission [102-16]

Cita-Cita

Aim

Sejahtera bersama bangsa

To prosper with the nation

Moto

Motto

Per Aspera ad Astra

Berjuang dan menembus segala tantangan untuk mencapai bintang
 Through difficulties to reach a star

Visi

Vision

- Menjadi salah satu perusahaan dengan pengelolaan terbaik di Asia Pasifik dengan pertumbuhan yang berkelanjutan dan struktur keuangan yang solid.
- Menjadi perusahaan yang *intelligent* dan *agile* yang berfokus pada karyawan, pelanggan dan masyarakat.
- To be one of the best managed corporations in Asia Pacific with sustainable growth and solid financial structure.
- To be an intelligent and agile corporation focusing on our people, customers and society.

Misi

Mission

Sejahtera bersama bangsa dengan memberikan nilai terbaik kepada para pemangku kepentingan
 To prosper with the nation by providing the best value for our stakeholders

Filosofi

Philosophy

Catur Dharma

- Menjadi Milik yang Bermanfaat bagi Bangsa dan Negara
- Memberikan Pelayanan Terbaik kepada Pelanggan
- Menghargai Individu dan Membina Kerja Sama
- Senantiasa Berusaha Mencapai yang Terbaik
- To be an Asset to the Nation
- To Provide the Best Service to Our Customers
- To Respect Individuals and Promote Teamwork
- To Continually Strive for Excellence

Profil Perusahaan

Corporate Profile

Nama Perusahaan Entity Name	PT Astra International Tbk																																																		
Lokasi Kantor Pusat Head Office Address	Menara Astra Lt. 59 Jl. Jenderal Sudirman Kav 5-6 Jakarta 10220 Indonesia Telepon : (021) 5084 3888 Faksimili : (021) 6530 4957 Email: Corporate Communications : corcomm@ai.astra.co.id Corporate Investor Relations : investor@ai.astra.co.id																																																		
Negara Tempat Operasi Jurisdiction	1 (satu) negara: Republik Indonesia 1 (one) jurisdiction: Republic of Indonesia																																																		
Status hukum kepemilikan Legal Entity Status	Perseroan terbatas Tercatat di Bursa Efek Indonesia (Ticker: ASII) Limited liability company Listed in Indonesia Stock Exchange (Ticker: ASII)																																																		
Bidang Usaha Line of Business	Perdagangan, industri, pertambangan, pengangkutan, pertanian, pembangunan (konstruksi dan real estat) dan jasa (aktivitas profesional; ilmiah dan teknis; jasa informasi dan komunikasi) Trading, industry, mining, transportation, agriculture, construction (building development and real estate), services (professional; scientific and technical activities; information and communication services)																																																		
Skala Organisasi Organizational Scale	Per 31 Desember 2020 Angka-angka pada seluruh tabel dan grafik dinyatakan dalam miliar Rupiah dan menggunakan notasi bahasa Inggris kecuali disebutkan lain As of December 31, 2020 All figures in tables and graphics are expressed in billions of Rupiah using English notation unless otherwise stated Posisi Keuangan Financial Position <table border="1"> <thead> <tr> <th rowspan="2">Uraian Description</th> <th colspan="3">Nilai Value</th> </tr> <tr> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Jumlah Aset Total Assets</td> <td>338,203</td> <td>351,958</td> <td>344,711</td> </tr> <tr> <td>Jumlah Liabilitas Total Liabilities</td> <td>142,749</td> <td>165,195</td> <td>170,348</td> </tr> <tr> <td>Jumlah Ekuitas Total Equity</td> <td>195,454</td> <td>186,763</td> <td>174,363</td> </tr> </tbody> </table> Pendapatan Bersih Net Revenue <table border="1"> <thead> <tr> <th rowspan="2">Uraian Description</th> <th colspan="3">Nilai Value</th> </tr> <tr> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Pendapatan Bersih Net Revenue</td> <td>175,046</td> <td>237,166</td> <td>239,205</td> </tr> </tbody> </table> Jumlah Karyawan Total Employees <table border="1"> <thead> <tr> <th rowspan="2">Uraian Description</th> <th colspan="2">2020</th> <th colspan="2">2019</th> <th colspan="2">2018</th> </tr> <tr> <th>Laki-laki Male</th> <th>Perempuan Female</th> <th>Laki-laki Male</th> <th>Perempuan Female</th> <th>Laki-laki Male</th> <th>Perempuan Female</th> </tr> </thead> <tbody> <tr> <td>Jumlah Karyawan Total Employees</td> <td>167,781</td> <td>19,584</td> <td>187,065</td> <td>39,040</td> <td>199,003</td> <td>27,137</td> </tr> </tbody> </table>	Uraian Description	Nilai Value			2020	2019	2018	Jumlah Aset Total Assets	338,203	351,958	344,711	Jumlah Liabilitas Total Liabilities	142,749	165,195	170,348	Jumlah Ekuitas Total Equity	195,454	186,763	174,363	Uraian Description	Nilai Value			2020	2019	2018	Pendapatan Bersih Net Revenue	175,046	237,166	239,205	Uraian Description	2020		2019		2018		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Jumlah Karyawan Total Employees	167,781	19,584	187,065	39,040	199,003	27,137
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[102-1,102-3, 102-4, 102-7, 102-8]

Risalah kepemilikan dan perubahan pada 2020

Summary of Shareholding Structure and amendments in 2020

Komposisi Pemegang Saham | Shareholding Structure

Pemegang Saham per 31 Desember 2020

Shareholders as of 31 December 2020

Pemegang Saham Shareholders	31 Desember 2020 31 December 2020	
	Jumlah Saham Ditempatkan dan Disetor Penuh Number of Shares Issued and Fully Paid	Persentase Kepemilikan Percentage of Ownership
Jardine Cycle & Carriage Ltd	20,288,255,040	50.11%
Prijono Sugiarto (Presiden Komisaris President Commissioner)	12,925,000	0.03%
Anthony John Liddell Nightingale (Komisaris Commissioner)*	6,100,000	0.02%
Suparno Djasmin (Direktur Director)	1,853,900	0.0%
Johannes Loman (Direktur Director)	1,370,000	0.0%
Gidion Hasan (Direktur Director)	1,275,000	0.0%
Masyarakat Lainnya (masing-masing di bawah 5%) Other Public (each less than 5%)	20,171,774,200	49.84%
Total	40,483,553,140	100%

* Seluruh saham dimiliki melalui UBS AG Hong Kong Non-Treaty Omnibus | All shares are owned through UBS AG Hong Kong Non-Treaty Omnibus Account

[102-5]

Produk dan Jasa/ Lini Bisnis

Products and Services/Business Lines [102-6, 102-6]



Otomotif

Automotive

Kendaraan Roda Empat Four-wheeler

- Toyota
- Daihatsu
- Isuzu
- UD Trucks
- Peugeot
- BMW
- Lexus

Kendaraan Roda Dua Two-wheeler

- Honda

Komponen Components

- PT Astra Otoparts Tbk

Produk & Jasa Lain-lain Terkait Otomotif Other Automotive Related Products & Services

- AstraWorld
- Astra Digital Internasional



Jasa Keuangan

Financial Services

Pembiayaan Mobil Car Financing

- PT Astra Sedaya Finance
- PT Toyota Astra Financial Services

Pembiayaan Sepeda Motor Motorcycle Financing

- PT Federal International Finance

Pembiayaan Alat Berat Heavy Equipment Financing

- PT Surya Artha Nusantara Finance
- PT Komatsu Astra Finance

Asuransi Umum General Insurance

- PT Asuransi Astra Buana

Asuransi Jiwa Life Insurance

- PT Asuransi Jiwa Astra

Mobile Lending Fintech Mobile Lending Fintech

- PT Astra WeLab Digital Arta



Alat Berat, Pertambangan, Konstruksi dan Energi

Heavy Equipment, Mining,
Construction and Energy

Mesin Konstruksi Construction Machinery

- PT United Tractors Tbk
- PT Traktor Nusantara

Kontraktor Penambangan Mining Contracting

- PT Pamapersada Nusantara

Pertambangan Mining

- PT Tuah Turangga Agung
- PT Agincourt Resources

Industri Konstruksi Construction Industry

- PT Acset Indonusa Tbk

Energi Energy

- PT Bhumi Jati Power



Agribisnis

Agribusiness

Perkebunan Kelapa Sawit Palm Oil Plantation

- PT Astra Agro Lestari Tbk

Pabrik Pengolahan Minyak Sawit Palm Oil Refinery

- PT Tanjung Sarana Lestari
- PT Kreasijaya Adhikarya

Perdagangan Komoditi Commodity Trading

- Astra-KLK Pte. Ltd.

Infrastruktur dan Logistik

Infrastructure and Logistics

Infrastruktur Umum General Infrastructure

- PT Astra Tol Nusantara
- PT Astra Nusa Perdana

Logistik Logistics

- PT Serasi Autoraya
- PT Solusi Mobilitas Bangsa

Jalan Tol Toll Road

- PT Marga Mandalasakti
- PT Marga Trans Nusantara
- PT Marga Harjaya Infrastruktur
- PT Marga Lingkar Jakarta
- PT Trans Marga Jateng
- PT Lintas Marga Sedaya
- PT Jasamarga Surabaya Mojokerto

Pelabuhan Laut Sea Ports

- PT Pelabuhan Penajam Banua Taka

Solusi Infrastruktur Infrastructure Solutions

- Astra Infra Solutions

Teknologi Informasi

Information Technology

Layanan Printing & Digital Printing & Digital Services

- PT Astra Graphia Tbk

Solusi Layanan Kantor Office Services Solution

- PT Astragraphia Xprins Indonesia

Teknologi Informasi & Layanan Digital Information Technology & Digital Services

- PT Astra Graphia Information Technology

Properti

Property

Properti Komersial Commercial Properties

- PT Menara Astra
- PT Samadista Karya
- PT Astra Astari Sejahtera
- PT Astari Marga Sarana

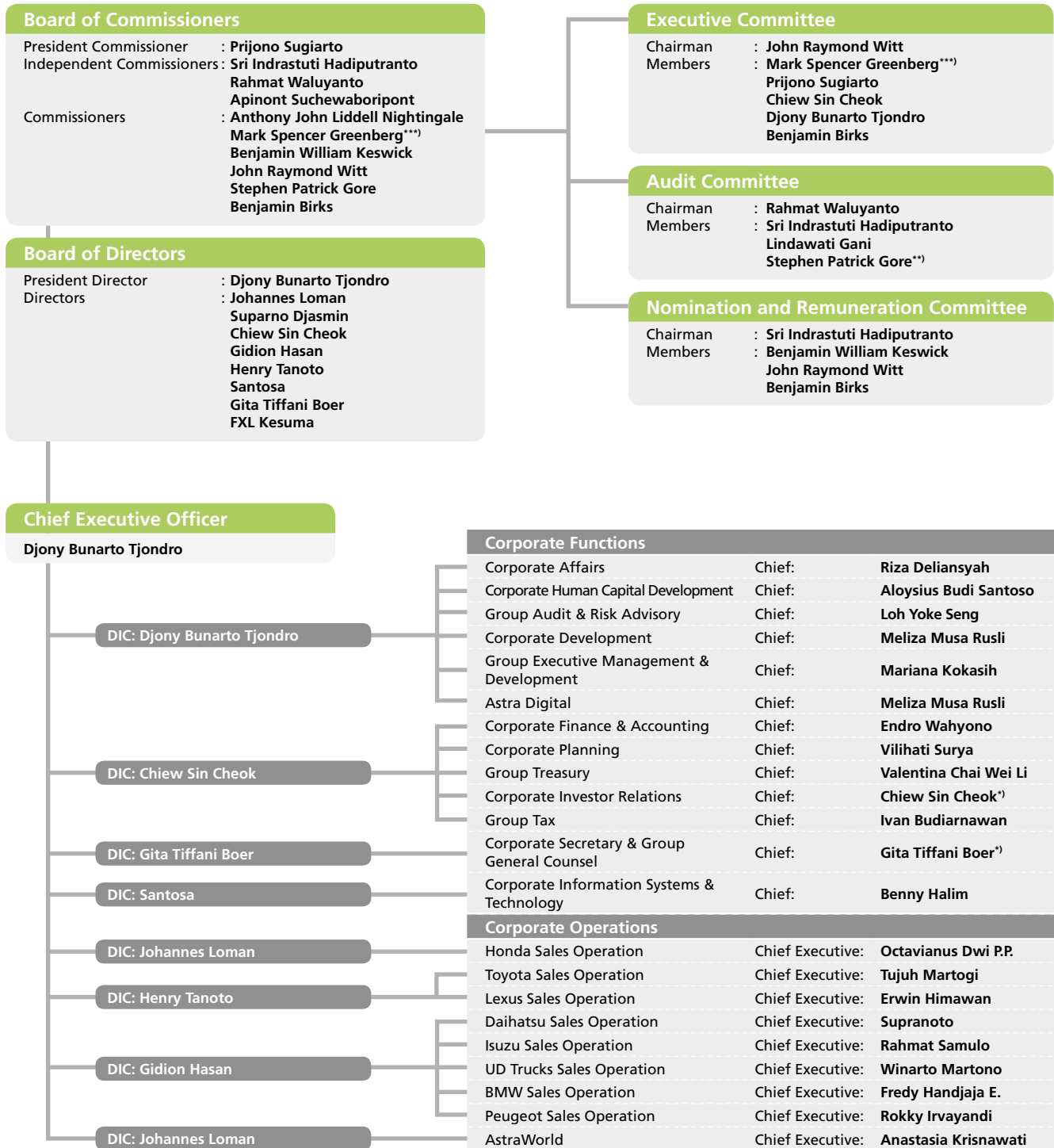
Perdagangan Properti Trading Properties

- PT Brahmayasa Bahtera
- PT Samadista Karya
- PT Astra Modern Land
- PT Award Global Infinity

Struktur Organisasi

Organizational Structure [102-18]

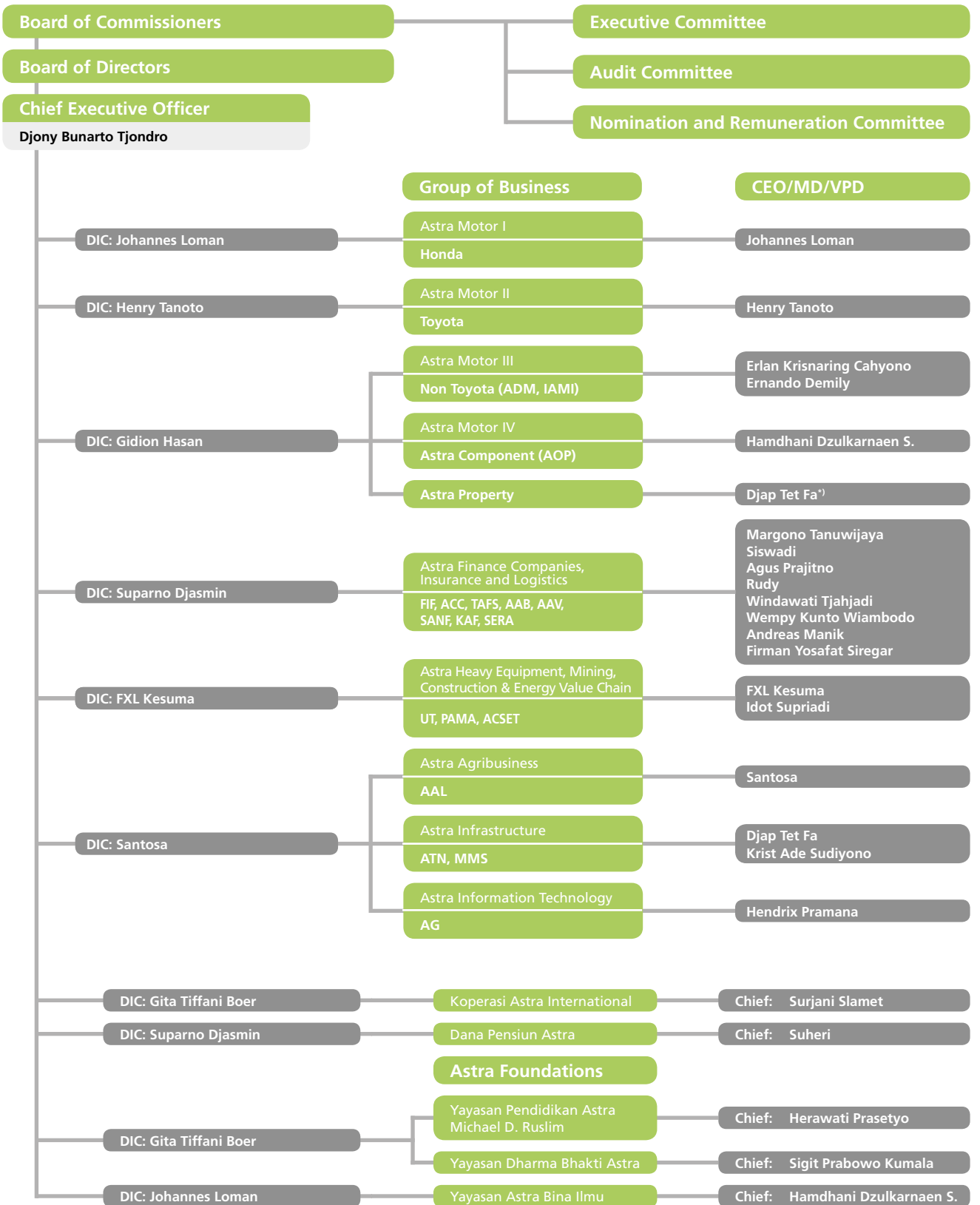
Per 31 Desember 2020
As at 31 December 2020



^{*)} Rangkap jabatan | Concurrent

^{**)} Tidak memiliki hak suara | No voting rights

^{***)} Perseroan menerima surat pengunduran diri Bapak Mark Spencer Greenberg pada tanggal 22 Desember 2020
The Company received resignation letter of Mr. Mark Spencer Greenberg on 22 December 2020



Strategi *Triple-P Roadmap*

Strategic Triple-P Roadmap

Pada 2010 Astra menetapkan tujuan 2020 yaitu menjadi “Kebanggaan Bangsa” dan strategi pencapaiannya dituangkan dalam *Strategic Triple-P Roadmap* yang terdiri dari *Portfolio Roadmap*, *People Roadmap*, dan *Public Contribution Roadmap*.

Strategi ini bertujuan untuk meningkatkan nilai bagi pemegang saham, membangun Insan Astra dan memberikan manfaat di tengah-tengah masyarakat. Dengan strategi ini Astra menyeimbangkan pertumbuhan bisnis dengan pengembangan sumber daya manusia dan kontribusi kepada masyarakat.

Pada 2020, Astra dan para pemangku kepentingan utamanya telah melakukan kaji ulang terhadap pencapaian dari *Strategic Triple-P Roadmap*. Mempertimbangkan pencapaian dan tantangan yang dihadapi di dalamnya, serta merefleksikan nilai-nilai Astra untuk menciptakan strategi keberlanjutan yang akan datang, Direksi dan Dewan Komisaris Astra memutuskan untuk menetapkan kembali “Kebanggaan Bangsa” sebagai *goal* 2030.

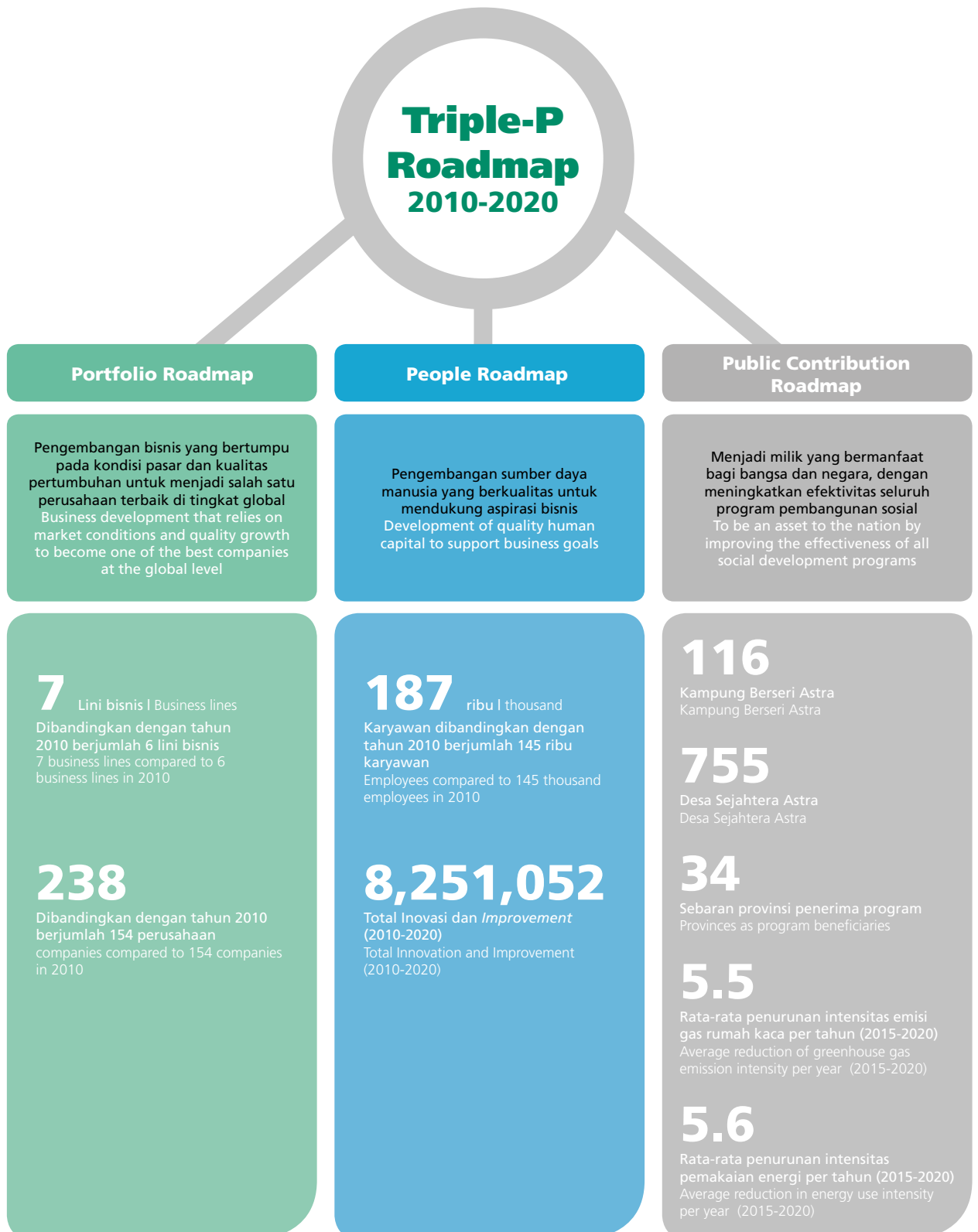
Dalam perjalanan ke depan Astra akan lebih memajukan produk berorientasi ekspor dan substitusi impor dengan produk lokal sehingga membantu menyeimbangkan neraca devisa negara. Perseroan berkomitmen untuk proaktif menjadi bagian dari solusi tantangan yang dihadapi bangsa Indonesia. [103-1, 103-2]

In 2010 Astra established the goal in 2020 as the “Pride of the Nation” and the strategy for achieving such goals was outlined in the Strategic Triple-P Roadmap consisting of a Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap.

Such strategy aims to increase shareholder value, to build Astra’s human resources and to provide benefits to the community. With this strategy Astra balances its business growth with human resource development and contribution to society.

In 2020, Astra and its key stakeholders reviewed the achievements of the Strategic Triple-P Roadmap. By considering the achievements and challenges being encountered, as well as reflecting on Astra’s values to create future sustainability strategies, Astra’s Directors and Board of Commissioners decided to re-establish the Pride of the Nation as 2030 goal.

In the future, Astra will further promote export-oriented products and substitute import produces with local products as to assist in balancing the country’s foreign exchange. The Company is committed to be proactive in becoming part of the solution to the challenges encountered by Indonesia as a nation. [103-1, 103-2]



Strategi Triple-P Roadmap

Triple-P Roadmap Strategy








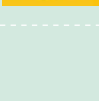


Kontribusi dalam Tujuan Pembangunan Berkelanjutan

Inisiatif yang dilaksanakan dalam *Triple-P Roadmap* bertujuan untuk memberikan manfaat bagi bangsa. Melalui *Strategic Triple-P Roadmap*, Astra mendukung pemerintah untuk mencapai Tujuan Pembangunan Berkelanjutan 2015-2030 atau Sustainable Development Goals (SDGs). Melalui program-program yang telah dilakukan, Astra memberikan kontribusi terhadap 17 Tujuan Global yang dalam SDGs.

Contribution to Sustainable Development Goals

The initiatives implemented in the Triple-P Roadmap are aimed at providing benefits for the nation. Through the Strategic Triple-P Roadmap, Astra supports the government to achieve the Sustainable Development Goals (SDGs) 2015-2030. Through the programs that have been implemented, Astra has contributed to the 17 Global Goals in the SDGs.

TRIPLE-P ROADMAP DAN TUJUAN PEMBANGUNAN BERKELANJUTAN TRIPLE-P ROADMAP AND SUSTAINABLE DEVELOPMENT GOALS

Tujuan Pembangunan Berkelanjutan Sustainable Development Goals	Kontribusi Astra Astra Contribution	Strategi Strategy	Halaman Page
	Astra selalu memerhatikan kesejahteraan dan kesehatan dari seluruh karyawan. Astra always care for the welfare and health of all employees	PEOPLE ROADMAP	62-75
	Pilar Astra Untuk Indonesia Sehat melalui posyandu dan Kampung Berseri Astra juga berfokus pada peningkatan tingkat kesejahteraan dan taraf hidup anak-anak. Astra Untuk Indonesia Sehat pillar, through the posyandu (integrated Healthcare Post) and Kampung Berseri Astra, have also focused on improving the levels of prosperity and standard of living of children.	PUBLIC CONTRIBUTION ROADMAP	86 - 91 & 109 - 110
	Pilar Astra Untuk Indonesia Sehat melalui upaya peningkatan akses layanan kesehatan dan program promosi kesehatan dengan fokus kepada kualitas kesehatan anak, remaja, dan ibu. Astra Untuk Indonesia Sehat pillar, through efforts to increase access to medical services and health promotion programs with the focus on the health quality of children, youths and mothers.	PUBLIC CONTRIBUTION ROADMAP	101 - 110
	Pilar Astra Untuk Indonesia Cerdas berfokus kepada peningkatan angka literasi di masyarakat binaan Astra, pembinaan pendidikan tingkat dasar, menengah, anak usia dini, dan vokasi. Pilar ini juga fokus kepada pendidikan berlalu lintas untuk pelanggan, siswa, dan masyarakat umum. Astra Untuk Indonesia Cerdas pillar focuses on increasing the literacy index in Astra fostered communities, fostering education for elementary, middle, early childhood and vocational levels. This pillar also focuses on educating customers, students and the general public on road traffic.	PUBLIC CONTRIBUTION ROADMAP	111 - 112
	Astra melakukan pengelolaan Sumber Daya Manusia (SDM) berdasarkan pada persamaan, kesetaraan dan saling percaya (mutual trust) yang berlandaskan pada keadilan dan tanggung jawab sosial serta tidak membedakan suku, agama, ras dan antar golongan. Astra manages Human Resources (HR) based on equality and mutual trust based on justice and social responsibility and does not differentiate between ethnicity, religion, race, and between groups.	PEOPLE ROADMAP	71
	Astra mendorong efisiensi penggunaan sumber daya alam seperti air melalui kebijakan perusahaan & implementasi sistem melalui Astra Green Company (AGC). Astra encourages efficient use of natural resources such as water through our corporate policies and implementation of Astra Green Company (AGC) system.	PUBLIC CONTRIBUTION ROADMAP	113-115
	Astra berkontribusi dalam terwujudnya energi bersih melalui lini bisnis alat berat, pertambangan, konstruksi dan energi yang mengedepankan teknologi ramah lingkungan serta pembangunan sumber daya Energi Baru Terbarukan. Astra contributes in establishing clean energy through its business lines in heavy equipment, mining, construction and energy which put forward environmentally friendly technology as well as development of Renewable Energy resources.	PORTFOLIO ROADMAP	57-58
	Astra meningkatkan nilai tambah industri lokal melalui pembinaan Usaha Mikro Kecil Menengah (UMKM) untuk berkembang dalam ekosistem bisnis dan pembinaan Desa Sejahtera Astra. Astra improves the added value of the local industries through fostering the Micro, Small and Middle Scale Enterprises (MSMEs) to grow within the business ecosystem and fostering Desa Sejahtera Astra.	PORTFOLIO ROADMAP	55-56
	Astra menyediakan lapangan kerja bagi 187.365 karyawan, melakukan program peningkatan kompetensi untuk mengembangkan Sumber Daya Manusia (SDM) Indonesia, dan berfokus kepada penyediaan tempat kerja yang aman bagi karyawan. Astra provides job opportunities for 187,365 employees, conducts programs of competency development to enhance Indonesia's human resources, and focuses on providing a safe workplace for our employees.	PEOPLE ROADMAP	62-63
	Astra mendorong peningkatan ekonomi masyarakat Indonesia melalui kegiatan pengembangan kewirausahaan, <i>link and match</i> dengan industri, dan peningkatan fasilitas kesehatan masyarakat. Astra encourages economic improvement for the people Indonesia through entrepreneurship development activities, link and match with industries, and improvement in public health facilities.	PUBLIC CONTRIBUTION ROADMAP	86-91, 109- 110, 112, 121-122

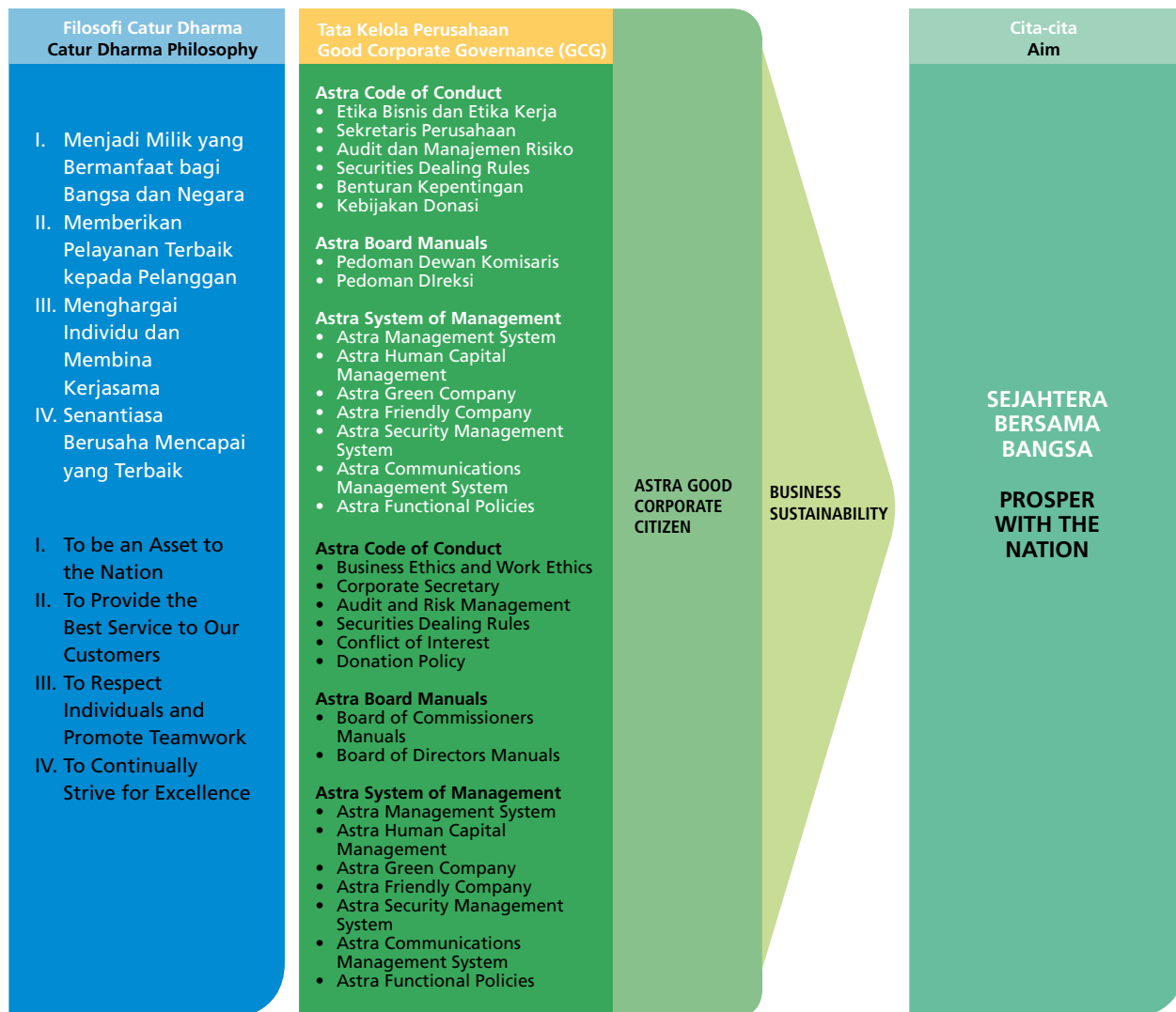
Tujuan Pembangunan Berkelanjutan Sustainable Development Goals	Kontribusi Astra Astra Contribution	Strategi Strategy	Halaman Page
	<p>Astra terus melakukan inovasi produk yang sesuai link and match domestik seperti AMMDes (Alat Mekanis Multiguna Pedesaan) sebagai alat angkut serba guna yang bisa digunakan di pedesaan dan pelosok daerah. Astra juga mendukung program link and match melalui pembinaan Sekolah Menengah Kejuruan (SMK) agar lulusannya memiliki kompetensi dan siap bekerja.</p> <p>Astra continues to conduct innovation of products in accordance with domestic link and match such as with AMMDes (Multi-Purpose Rural Mechanical Equipment) as a multi-purpose transporting equipment for use in villages and remote regions. Astra also support the link and match program through fostering Vocational High Schools (SMK) so as to enable the graduates to possess competence and readiness to enter into employment.</p>	<p>PORTFOLIO ROADMAP PUBLIC CONTRIBUTION ROADMAP</p>	<p>111</p>
	<p>Peningkatan kesejahteraan masyarakat sekitar operasional bisnis Grup Astra. Improvement in the prosperity of communities surrounding Astra Group's business operations.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>82-129</p>
	<p>Melalui Astra Green Company, Astra memastikan seluruh emisi dan limbah yang dihasilkan dari operasional bisnis tidak mencemari lingkungan. Through the Astra Green Company, Astra ensures that all emissions and waste generated from its business operations do not pollute the environment.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>113-120</p>
	<p>Astra menerapkan kebijakan penurunan intensitas penggunaan sumber daya & emisi secara berkala dan mendorong cleaner production berbasis 6R (<i>Refine, Reduce, Reuse, Recycle, Recovery dan Retrieve to Energy</i>). Astra applies the policy of periodically reducing the intensity use of resources and emission, and encourages for cleaner production based on 6R (Refine, Reduce, Reuse, Recycle, Recovery and Retrieve to Energy).</p> <p>Karyawan Astra secara sukarela turut terlibat dalam kegiatan Semangat Kurangi Plastik dan terus melakukan inovasi di bidang konsumsi dan produksi bertanggung jawab. Astra employees voluntarily take part in the Spirit to Reduce Plastic (Semangat Kurangi Plastik) movement and continues to innovate in the field of responsible consumption and production.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>114-115</p>
	<p>Astra mendorong program pengurangan pencemaran akibat sampah di masyarakat melalui kegiatan pembinaan bank sampah, pengurangan sampah di internal perusahaan, dan kegiatan pemanfaatan ulang sampah plastik. Astra encourages pollution reduction program due to public trash/garbage through such fostering activities as garbage bank, company's internal trash reduction, and reuse of plastic waste activities.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>113-120</p>
	<p>Astra turut berkontribusi dalam pemenuhan target pemerintah Indonesia untuk menurunkan emisi Gas Rumah Kaca melalui efisiensi energi, efisiensi sumber daya dan produk ramah lingkungan. Astra takes part in contributing efforts to fulfil the government's target to reduce Greenhouse Gas emission through efficiency in energy and resources as well as environmentally friendly products.</p> <p>Astra melakukan pengembangan kompetensi ahli Konservasi Energi Grup Astra. Astra conducts competency development in Astra Group's Energy Conservation expertise.</p>	<p>PORTFOLIO ROADMAP</p>	<p>57-59</p>
	<p>Astra Untuk Indonesia Hijau mempromosikan kegiatan mitigasi perubahan iklim melalui edukasi gaya hidup ramah lingkungan pada masyarakat. Astra Untuk Indonesia Hijau promotes mitigation activities on climate change through educating environmentally friendly lifestyle to the society.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>113,123-127</p>
	<p>Astra menginisiasi Semangat Kurangi Plastik sebagai salah satu upaya untuk mencegah pencemaran plastik ke lautan. Astra initiate the Semangat Kurangi Plastik as one of the efforts to prevent oceanic plastic waste pollution.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>116</p>
	<p>Astra melakukan konservasi & program biodiversitas yang berfokus kepada satwa & tanaman buah langka. Astra conducts conservation and biodiversity programs which focus on endangered animal and fruit plant species.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>119-120, 128-129</p>
	<p>Astra menjunjung prinsip anti korupsi dan suap melalui <i>Astra Code of Conduct</i>. Astra upholds the principles of anti-corruption and anti-fraud through Astra Code of Conduct.</p>	<p>PORTFOLIO ROADMAP</p>	<p>41</p>
	<p>Astra mendukung pemerintah dalam pencapaian target-target SDGs melalui mitra dan kolaborasi bersama pihak pemerintah yang terkait. Astra supports the government in achieving the SDGs targets through partnerships and collaborations with related government institutions.</p>	<p>PUBLIC CONTRIBUTION ROADMAP</p>	<p>82-129</p>

Tata Kelola Keberlanjutan

Sustainability Governance

Salah satu visi Astra adalah menjadi menjadi *“One of the best managed corporations in Asia Pacific”* yang mengutamakan komitmen pada pertumbuhan berkesinambungan dengan struktur keuangan yang kuat, serta didukung oleh budaya perusahaan yang berfokus pada kepentingan jangka panjang. Untuk mencapai aspirasi ini, Astra membangun dan mengembangkan tata kelola perusahaan melalui Astra Good Corporate Governance (Astra GCG) sebagai panduan pada saat pengambilan keputusan, pelaksanaan strategi dan agenda dalam mengevaluasi pencapaian bisnis.

One of Astra’s visions is to become *“One of the best managed corporations in Asia Pacific”* which prioritizes its commitment to sustainable growth with solid financial structure, supported by a corporate culture that focuses on long-term interests. To achieve this goal, Astra builds and develops Astra Good Corporate Governance (Astra GCG) as a guide when making decisions, implementing strategies and agendas in evaluating business achievements.



Organ Tata Kelola

Astra memiliki tiga organ tata kelola yaitu Rapat Umum Pemegang Saham, Dewan Komisaris, dan Direksi dengan tugas dan tanggung jawab masing-masing. Untuk membantu pelaksanaan tugasnya, Dewan Komisaris dibantu oleh Komite Eksekutif, Komite Audit, dan Komite Nominasi dan Remunerasi. Pelaksanaan tata kelola perusahaan dipandu dengan Astra Code of Conduct, Astra Board Manuals, dan Astra Management System.

- **Rapat Umum Pemegang Saham**

Rapat Umum Pemegang Saham (RUPS) merupakan wadah bagi para pemegang saham untuk menentukan anggota Direksi dan Dewan Komisaris Perseroan, serta untuk menyetujui laporan keuangan tahunan, laporan tahunan, penggunaan laba bersih, perubahan modal dan transaksi-transaksi tertentu Perseroan.

- **Dewan Komisaris**

Dewan Komisaris mengawasi kebijakan kepengurusan yang ditetapkan Direksi, mengawasi dan memberikan nasihat kepada Direksi dalam melakukan kepengurusan. Dewan Komisaris bekerja sesuai dengan Anggaran Dasar dan peraturan perundangan dengan memperhatikan prinsip-prinsip *Good Corporate Governance*.

Pada 2020, Perseroan memiliki 3 (tiga) Komisaris Independen dari total 10 (sepuluh) anggota Dewan Komisaris Perseroan. Setiap Komisaris Independen Perseroan telah membuat surat pernyataan independensi sesuai dengan ketentuan Otoritas Jasa Keuangan.

- **Direksi**

Direksi memimpin dan mengelola Perseroan untuk kepentingan Perseroan sesuai dengan maksud dan tujuan Perseroan, Anggaran Dasar dan peraturan perundangan yang berlaku serta dengan memperhatikan prinsip-prinsip *Good Corporate Governance*. [102-18]

Governance Organ

Astra maintains three governance organs, namely the General Meeting of Shareholders, the Board of Commissioners and the Board of Directors with their respective duties and responsibilities. To assist in the conduct of their duties, the Board of Commissioners is assisted by Executive Committee, Audit Committee, and Nomination and Remuneration Committee. The implementation of corporate governance is governed by Astra Code of Conduct, Astra Board Manuals, and Astra Management System.

- **General Meeting of Shareholders**

The General Meeting of Shareholders (GMS) serves as a forum for shareholders to appoint the members of the Board of Directors and the Board of Commissioners of the Company, as well as to approve the annual financial statements, annual reports, use of net income, changes in equity and certain transactions of the Company.

- **Board of Commissioners**

The Board of Commissioners oversees supervises and provides advice to the Board of Directors in managing the Company. The Board of Commissioners works in accordance with the Articles of Association and laws and regulations by observing the principles of Good Corporate Governance.

In 2020, the Company has 3 (three) Independent Commissioners out of a total of 10 (ten) members of the Company's Board of Commissioners. Each Independent Commissioner of the Company has declared his/her independence in accordance with the requirements of Financial Services Authority.

- **Board of Directors**

The Board of Directors leads and manages the Company for the interest of the Company in accordance with the goals and objectives of the Company, the Articles of Association and prevailing laws and regulations and with due observance of the principles of Good Corporate Governance. [102-18]

Tata Kelola Keberlanjutan

Sustainability Governance

- **Komite-komite Dewan Komisaris**

Komite Eksekutif

Komite Eksekutif membantu Dewan Komisaris dalam melaksanakan fungsi pengawasan terkait dengan kinerja bisnis dan inisiatif bisnis Grup Astra.

Komite Audit

Komite Audit membantu Dewan Komisaris melaksanakan tanggung jawab pengawasan atas metode dan proses pelaporan keuangan, manajemen risiko, audit, dan kepatuhan terhadap peraturan dan undang-undang yang berlaku.

Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi membantu Dewan Komisaris melaksanakan tugas dan fungsi pengawasan yang terkait dengan sistem nominasi dan remunerasi anggota Direksi dan Dewan Komisaris.

Rincian pelaksanaan GCG dapat dibaca dalam Laporan Tahunan PT Astra International Tbk – 2020 di bagian Tata Kelola Perusahaan.

Organisasi Keberlanjutan Astra

Dalam menjalankan strategi keberlanjutan Perseroan pada *Public Contribution Roadmap* yang mencakup tanggung jawab bidang Lingkungan, Keselamatan dan Kesehatan Kerja (K3) serta kontribusi sosial untuk masyarakat, Astra memiliki divisi khusus: Corporate Affairs, dipimpin oleh *Chief of Corporate Affairs* yang bertanggung jawab kepada *Director in Charge* terkait.

Salah satu peran Corporate Affairs adalah menjalankan fungsi korporat di bidang Lingkungan, Keselamatan dan Kesehatan Kerja (LK3) serta kontribusi sosial, terutama dalam mengeksekusi Strategi *Public Contribution Roadmap*.

Pengembangan Kompetensi Keberlanjutan

Astra mengembangkan kompetensi Direksi, Dewan Komisaris dan personil yang berkaitan dengan keberlanjutan melalui kegiatan pelatihan, seminar, maupun *knowledge-sharing* kepada pemangku kepentingan.

- **Board of Commissioners Committees**

Executive Committee

The Executive Committee assists the Board of Commissioners in its oversight duties related to business performance and business initiatives of Astra Group.

Audit Committee

The Audit Committee assists the Board of Commissioners in performing their responsibility to monitor financial reporting methods and processes, risk management, auditing, and compliance with prevailing laws and regulations.

Nomination and Remuneration Committee

Nomination and Remuneration Committee assists the Board of Commissioners in the conduct of supervisory duties and functions related to the nomination and remuneration system for members of the Board of Directors and the Board of Commissioners.

Details of GCG implementation are available in the Annual Report of PT Astra International Tbk - 2020 under Corporate Governance section.

Astra's Sustainability Organization

In implementing the Company's sustainability strategy under the Public Contribution Roadmap which includes the responsibilities for the Environment, Health, and Safety (EHS), as well as social contribution to the community, Astra has established a special division which is the Corporate Affairs, led by the Chief of Corporate Affairs who reports to related Director in Charge.

One of the roles of Corporate Affairs is to perform corporate functions in the areas of the Environment, Health, and Safety (EHS) and Social Contribution, specifically in executing the Public Contribution Roadmap Strategy.

Sustainability Competence Development

Astra develops the competencies of the Board of Directors, the Board of Commissioners and personnel related to sustainability through training activities, seminars, and knowledge-sharing with stakeholders.

Manajemen Risiko Lingkungan, Sosial, dan Tata Kelola

Sistem manajemen risiko yang berjalan efektif merupakan tugas dan tanggung jawab seluruh jajaran manajemen Perseroan dan setiap unit kerja. Proses tata kelola risiko secara berkelanjutan dimulai dari identifikasi, evaluasi, mitigasi dan monitoring risiko yang sesuai dengan wewenang yang melekat pada masing-masing unit. Astra berpedoman atas prinsip kehati-hatian dan kepatuhan terhadap peraturan perundangan yang berlaku.

Group Risk Advisory (GRA) membantu manajemen dalam menjalankan kerangka kerja *Enterprise Risk Management* (ERM) melalui pengelolaan profil risiko di setiap lini bisnis, termasuk aspek ESG untuk memastikan keberlangsungan usaha perseroan.

Direksi dan Komite Audit perseroan melakukan evaluasi efektivitas manajemen risiko berdasarkan laporan konsolidasi risiko-risiko utama yang dilaporkan oleh GRA, yang bertujuan memastikan penerapan kontrol internal dan menelaah tindakan mitigasi yang dapat diambil. [102-11]

Kode Etik

Kode Etik Astra yang menjadi panduan bagi setiap Insan Astra dalam berinteraksi dengan pemangku kepentingan eksternal dan sesama karyawan. [102-16]

Astra Code of Conduct mengatur hal-hal sebagai berikut:

- Etika bisnis dan etika kerja
- Pedoman Sekretaris Perusahaan
- Pedoman Audit dan Manajemen Risiko
- Pedoman *Securities Dealing Rules*
- Pedoman Benturan Kepentingan
- Kebijakan Donasi

Kode Etik Astra disosialisasikan baik di level pusat maupun lini-lini bisnis dan operasional.

Pelaporan Pelanggaran

Perseroan memiliki unit-unit kerja yang bertugas dan menjalankan fungsi pengawasan dan pemeriksaan yaitu Grup Internal Audit, yang menjalankan mekanisme kerja untuk menerima laporan pelanggaran kode etik Perseroan yang berindikasi adanya penyimpangan (*fraud*). Laporan pelanggaran lainnya disampaikan kepada Chief of Corporate Human Capital Development dan Chief of Corporate Secretary.

Environmental, Social and Governance Risk Management

Effective risk management system is the duty and responsibility of all levels within the Company's management and in each business unit. The risk management process on an ongoing basis starts from the identification, evaluation, mitigation and monitoring of risks in accordance with the inherent authorities within each unit. Astra refers to the prudent principle and compliance with prevailing laws and regulations.

Group Risk Advisory (GRA) assists management in implementing the Enterprise Risk Management (ERM) framework by managing risk profiles in every line of business, including ESG aspects to ensure the company's business sustainability.

The Board of Directors and Audit Committee evaluate the effectiveness of risk management based on a consolidated report on the main risks reported by GRA, which aims to ensure the implementation of internal controls and review the possible mitigating actions to be taken. [102-11]

Code of Conduct

Astra's Code of Conduct serves as a guidance for each Astra personnel in their interactions with external stakeholders and colleagues. [102-16]

Astra's Code of Conduct governs the following:

- Business ethics and work ethics
- Corporate Secretary Guideline
- Audit and Risk Management Guideline
- Securities Dealing Rules Guideline
- Conflict of Interest Guideline
- Donation Policy

Astra's Code of Conduct is socialized both at the headquarter as well as across operational and business lines.

Whistleblowing

The Company has the Internal Audit Group as the working units that are assigned to perform monitoring and auditing functions, and operating a working mechanism to receive reports on violations to the Company's code of ethics, including of fraud. Other violation reports are provided to the Chief of Corporate Human Capital Development and Chief of Corporate Secretary.

Tata Kelola Keberlanjutan

Sustainability Governance

Perseroan akan melakukan penelaahan atas laporan dan mengambil tindakan-tindakan yang diperlukan. Selain itu, Perseroan akan melakukan tindakan perbaikan yang dianggap perlu guna mencegah terjadinya pelanggaran yang sama.

The Company will review the report and take the necessary measures. In addition, the Company will make corrective actions as necessary to prevent recurrence of similar violations.





ASTRA DAN PEMANGKU KEPENTINGAN

Astra selalu berupaya untuk melibatkan pemangku kepentingan dalam melaksanakan setiap inisiatif keberlanjutan Perusahaan. Ringkasan berikut menggambarkan interaksi Astra dengan pemangku kepentingan yang memiliki pengaruh dan kepentingan terhadap keberlanjutan Perusahaan. [102-42]

ASTRA AND STAKEHOLDERS

Astra always strives to involve stakeholders in implementing the Company's sustainability initiatives. The following summary discloses Astra's interactions with impactful stakeholders related to the Company's sustainability. [102-42]

Pemangku Kepentingan Utama Astra dan Pelibatangannya | Astra's Key Stakeholders and Engagement [104-40, 102-43, 102-44]

Pemangku Kepentingan Stakeholders	Metode Engagement Engagement Method	Isu Terkait Related Issues	Disajikan dalam Laporan ini Presented in this Report
Pelanggan Customers 	<ul style="list-style-type: none"> Layanan pelanggan Survei kepuasan pelanggan tahunan Customer service Annual customer satisfaction survey 	<ul style="list-style-type: none"> Kualitas produk dan jasa Layanan pelanggan Quality of product and service Customer service 	Portfolio Roadmap Portfolio Roadmap
Karyawan Employees 	<ul style="list-style-type: none"> Pelaksanaan Sistem Manajemen Keselamatan dan Kesehatan Kerja Penyediaan fasilitas K3 Pelatihan K3 Forum Bipartit dengan Serikat Pekerja sesuai kebutuhan Genba Manajemen dua kali setahun Majalah Astra Implementation of Occupational Health and Safety (OHS) Management System Provision of OHS Facilities OHS Training Ad-hoc Bipartite Forum with Labor Union Management Visit twice a year Astra Magazine 	<ul style="list-style-type: none"> Keselamatan dan kesehatan kerja Praktik ketenagakerjaan Kesejahteraan Pelatihan dan pengembangan Lapangan pekerjaan Occupational Health and Safety Employment practice Employee welfare Training and development Job opportunities 	Public Contribution Roadmap dan People Roadmap Public Contribution Roadmap and People Roadmap
Pemilik dan Investor Owners & Investors 	<ul style="list-style-type: none"> Laporan per kuartal dan laporan tahunan Rapat Umum Pemegang Saham Tahunan Quarterly and Annual Report Annual General Shareholders Meeting 	<ul style="list-style-type: none"> Pelaksanaan tata kelola Manfaat finansial Manajemen risiko dan reputasi Implementation of corporate governance Financial benefits Risk management and reputation 	Tata Kelola Astra dan Portfolio Roadmap Astra Governance and Portfolio Roadmap
Masyarakat dan Komunitas Society & Community 	<ul style="list-style-type: none"> Program kehumasan Konsultasi dan komunikasi program kontribusi sosial berkelanjutan Public events Pelaksanaan program kontribusi sosial berkelanjutan Astra dan Grup Astra Public relations program Sustainable social contribution program consultation and communication Public events Implementation of sustainable social contribution programs in Astra and Group 	<ul style="list-style-type: none"> Program pendidikan, peningkatan kesejahteraan dan kesehatan Pengentasan kemiskinan Pengelolaan dampak lingkungan Educational programs, increase of welfare and health Poverty alleviation Environmental impact management 	Public Contribution Roadmap Public Contribution Roadmap

Keanggotaan Organisasi

Astra berperan aktif berbagai organisasi dan asosiasi bisnis, untuk membina dan melakukan hubungan baik dengan berbagai pihak dalam rangka mengembangkan jaringan. Keterlibatan Astra dalam asosiasi bisnis, antara lain:

- Asosiasi Pengusaha Indonesia (APINDO)
- Gabungan Industri Kendaraan Bermotor Indonesia (GAIKINDO)
- Asosiasi Industri Sepeda Motor Indonesia (AISI)
- Gabungan Perusahaan Kelapa Sawit Indonesia (GAPKI)
- Asosiasi Produsen Biofuel Indonesia (APROBI)
- Kamar Dagang dan Industri (KADIN) Indonesia
- Asosiasi Perusahaan Sahabat Anak Indonesia (APSAI)
- Asosiasi Emiten Indonesia (AEI)
- Persatuan Perusahaan Real estat Indonesia (REI)
- Asosiasi Asuransi Umum Indonesia (AAUI)
- Asosiasi Asuransi Jiwa Indonesia (AAJI)
- Asosiasi Jalan Tol Indonesia (ATI)

[102-13]

Organization Membership

Astra plays an active role in various organizations and business associations, to foster and establish good relations with various parties in order to develop network. Astra's involvement in business associations includes the following:

- Asosiasi Pengusaha Indonesia (APINDO)
- Gabungan Industri Kendaraan Bermotor Indonesia (GAIKINDO)
- Asosiasi Industri Sepeda Motor Indonesia (AISI)
- Gabungan Perusahaan Kelapa Sawit Indonesia (GAPKI)
- Asosiasi Produsen Biofuel Indonesia (APROBI)
- Kamar Dagang dan Industri (KADIN) Indonesia
- Asosiasi Perusahaan Sahabat Anak Indonesia (APSAI)
- Asosiasi Emiten Indonesia (AEI)
- Persatuan Perusahaan Real estat Indonesia (REI)
- Asosiasi Asuransi Umum Indonesia (AAUI)
- Asosiasi Asuransi Jiwa Indonesia (AAJI)
- Asosiasi Jalan Tol Indonesia (ATI)

[102-13]

Penghargaan dan Sertifikasi

Awards and Certifications

Penghargaan | Awards

Pemberi Penghargaan Appreciator	Nama Penghargaan Name of Awards
FinanceAsia	FinanceAsia's 2020 Asia's Best Companies category: Best Managed Company
	FinanceAsia's 2020 Asia's Best Companies category: Best Corporate Governance
	FinanceAsia's 2020 Asia's Best Companies category: Best Investor Relations
	FinanceAsia's 2020 Asia's Best Companies category: Best CEO
	FinanceAsia's 2020 Asia's Best Companies category: Best Environmental Stewardship
Asia Money	FinanceAsia's 2020 Asia's Best Companies category: Best Committed to Social Causes
	2020 Asiamoney Overall Most Outstanding Company in Indonesia 2020 Asiamoney Outstanding Company Award in Automobiles & Components Sector in Indonesia 2020 Asiamoney Outstanding Company Award in Industrials Sector in Indonesia
The 9 th Indonesia Inhouse Magazine Awards (InMA)	The Best of Private Company InMA 2020 (Gold Winner)
PR Indonesia	PR Indonesia Awards 2020 (PRIA)
	The Most Popular in Media Awards Category Mainstream Media Monitoring
Majalah Investor	ESG Awards 2020 Kategori Emiten Sektor Aneka Industri
	ESG Awards 2020 Issuer in Miscellaneous Industry Sector Category
HR Asia	Best Company To Work For in Asia 2020
	We Care HR Asia Most Caring Companies Award 2020
Global Initiatives	Sustainability Business Awards-Best Flagship Initiatives & Best Energy Program Global CSR Award - Best CSR in Indonesia and Best Community Cares Companies
Mors Group	ACES Awards 2020-Top Community Care Companies in Asia
Pinnacle Group International	Global CSR Awards - Best CSR in Indonesia and Best Community Cares Company
Kementerian Sosial Republik Indonesia Social Ministry of the Republic Indonesia	Padmamitra Awards 2020 - Pengentasan Kemiskinan
	Padmamitra Awards 2020 - Poverty Alleviation
BNPB	Piagam Penghargaan BNPB - Kontribusi percepatan penanganan wabah COVID-19 di Indonesia BNPB Award Charter - Contribution to accelerate the handling of the COVID-19 outbreak in Indonesia
Top Business	TOP CSR Awards 2020- TOP CSR Awards 2020 # Star 5 & Top Leader on Commitment 2020
MIX Awards	Indonesia's Best Corporate Sustainability Initiatives 2020 Best Digital Cause Promotion, Best Digital Social Marketing, Best Cause Promotion, Best Social Marketing
Iconomics	Iconomics CSR Brand Equity Award 2020 - Gold Brand Equity Award in Automotives + Components Category
	CSR Awards 2020: Inisiatif Tanggap Darurat COVID-19 Dukungan Kesehatan Medis Melalui Nurani Astra
	CSR Awards 2020: COVID-19 Emergency Response Initiative for Medical Health Support Through Nurani Astra
NCSR	Indonesia Corporate Branding Award 2020, Automotive Category
	Emiten Award 2020 Issuer Award 2020
Institut Pertanian Bogor	Asian Sustainability Rating Award - Silver Sustainability Report
Institut Pertanian Bogor	Mitra Terbaik IPB - Program Sosiopreneur
	IPB University Best Partner - Sociopreneur Program

Sertifikasi | Certifications [102-12]

	Sertifikasi & Akreditasi Certifications & Accreditation	Pemberi Appreciator	Berlaku Hingga Valid Until
ISO 14001	Sistem Manajemen Lingkungan Environmental Management System	AJA Registrar Singapore BSI LRQA SAI Global SGS TUV Rheinland	2023
OHSAS 18001	Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	AJA Europe BSI Globus Certification SGS Sucofindo SAI Global	2021
ISO 45001	Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	SGS TUV SUD SUCOFINDO	2022
SMK3	Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management System	Kemenaker Sucofindo	2021
ISO 50001	Sistem Manajemen Energi Energy Management System	DNV-GL LRQA	2021
ISO 17025	Sistem Manajemen Laboratorium Laboratory Management System	KAN	2020
ISO 9001	Sistem Manajemen Mutu Quality Management System	AJA Registrar Singapore BSI EAS Globus Certification LRQA SGS TUV Rheinland URS	2020
IATF 16949	Sistem Manajemen Mutu Industri Otomotif Quality Management System for Automotive Industry	TUV Rheinland TUV SUD SGS	2021
ISPO	Perkebunan Kelapa Sawit Berkelanjutan Indonesia Indonesia Sustainable Palm Oil Plantation	Mutuagung Lestari (MAL) BVI TUV Rheinland SGS AJA BSI Mutu Hijau MISB	2021

Peristiwa Penting 2020

2020 Event Highlights



Januari | January

Ramah Tamah 2020

Untuk memulai lembaran baru, Grup Astra membuka kegiatan dengan acara Ramah Tamah Tahun Baru 2020 yang bertempat di Catur Dharma Hall Menara Astra. Acara ini dihadiri oleh Presiden Direktur Astra Prijono Sugiarto yang didampingi Direksi dan Eksekutif Grup Astra, serta Insan Astra.

Gathering Event 2020

To start a new chapter, Astra Group opened activities with the 2020 New Year Social Event taking place at the Catur Dharma Hall, Astra Tower. The event was attended by Astra President Director Prijono Sugiarto and accompanied by Astra Group Board of Directors and Executives, as well as Astra employees.



Februari | February

63 Tahun Astra: Semangat Majukan Bangsa

Pada peringatan ulang tahun yang ke-63 ini, Astra tetap bersemangat untuk terus berkontribusi dalam memajukan bangsa Indonesia. Dalam perayaan HUT ke-63 Astra, dilaksanakan peluncuran gerakan Semangat Kurangi Plastik. Gerakan ini juga mengajak Grup Astra dan yayasan-yayasan Astra untuk mengurangi limbah plastik yang dihasilkan serta mendorong *circular economy*.

63 Years of Astra: the Spirit of Advancing the Nation

On its 63rd anniversary, Astra remains high-spirited to continue to contribute in advancing the nation. The Company launched the Semangat Kurangi Plastik. Such campaign also engage Astra Group and Astra foundations to reduce their plastic waste and to trigger the economic cycle.



Maret | March

InnovAstra 36 Award, Inovasi Menembus Batas

InnovAstra sebagai ajang kompetisi tahunan Astra kembali hadir untuk yang ke-36 kalinya dan dihadiri oleh Menteri Riset dan Teknologi/Kepala Badan Riset dan Inovasi Nasional. Ajang penghargaan khusus untuk mengapresiasi para inovator di Grup Astra yang telah berhasil mengimplementasikan proyek *improvement* dan inovasi bagi perusahaannya kali ini mengusung tema *Embracing Start-up Spirit Through Innovation*.

Innovastra 36 Award, Innovation beyond Limit

InnovAstra, Astra's annual competition, returned for the 36th time on March 10, 2020, attended by the Minister of Research and Technology/Head of the National Research and Innovation Agency. This special award event, to appreciate innovators within Astra Group who have successfully implemented improvements and innovative projects for their companies, was held with the theme of Embracing Start-up Spirit Through Innovation.



April | April

Gerakan #SemangatSalingBantu Astra Ajak Masyarakat Untuk Berbagi

Dalam mendukung upaya pencegahan penyebaran COVID-19, Astra mengajak seluruh masyarakat untuk bersatu dalam gerakan #SemangatSalingBantu. Melalui program Nurani Astra, Astra menyerahkan 5 Tahap Bantuan dari bulan Maret-September 2020 dengan total senilai sekitar Rp151,8 miliar, guna membantu pemerintah dan masyarakat dalam mencegah penyebaran COVID-19. Gerakan #SemangatSalingBantu dan #KitaSATUIndonesia dikonversi menjadi 3.659 masker kain untuk dibagikan secara gratis kepada masyarakat.

Campaign of #SemangatSalingBantu from Astra to Encourage Sharing within the Community

To support the efforts of preventing the spread of COVID-19, Astra invites all people to unite in the #SemangatSalingBantu movement (The Spirit in Helping One Another). Through Nurani Astra program, Astra made donations in 5 Stages from March-September 2020 with a total amount of approximately Rp151.8 billion, to assist the government and society in preventing the spread of COVID-19. #SemangatSalingBantu and #KitaSATUIndonesia movements were all converted into 3,659 cloth masks to be distributed free of charge to the public.



Mei | May

Astra Executive Talk 2020

Astra melaksanakan Astra Executive Talk yang diselenggarakan oleh Astra Digital Academy dengan topik "A day with our CEO: Preparing for Astra's Future" pada 18 Mei 2020. Bapak Priyono Sugiarto yang saat ini menjabat sebagai Presiden komisaris Astra mengungkapkan potensi dan tantangan digitalisasi Astra terutama untuk beradaptasi di masa Pandemi COVID-19.

Astra Executive Talk 2020

Astra held Astra Executive Talk organized by Astra Digital Academy with the topic "A day with our CEO: Preparing for Astra's Future" on 18 May 2020. Mr. Priyono Sugiarto, who is currently serving as President commissioner of Astra, revealed the potentials and challenges of Astra digitalization, particularly on how to adapt during the COVID-19 pandemic.



Juni | June

RUPST Astra

PT Astra International Tbk (Astra atau Perseroan) pada tanggal 16 Juni 2020 mengadakan Rapat Umum Pemegang Saham Tahunan 2020 (Rapat atau RUPST) dan bagikan Dividen sebesar Rp8,6 triliun.

Astra's Annual General Shareholders Meeting

PT Astra International Tbk (Astra or "the Company") on June 16, 2020 held the 2020 Annual General Meeting of Shareholders (AGMS) and distributed dividends of Rp8.6 trillion.

Peristiwa Penting

2020 Event Highlights



Juli | July

Komitmen Astra Kembangkan 750 Desa Sejahtera Astra

Astra melanjutkan komitmennya untuk mengembangkan 105 desa lainnya, sehingga totalnya menjadi 750 Desa pada saat dilakukan *Kick-Off* Desa Sejahtera Astra 2020. Komitmen ini ditandai dengan perpanjangan nota kesepahaman pengembangan DSA dengan Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia (Kemendes).

Astra's Commitment to Develop 750 Desa Sejahtera Astra

Astra continues its commitment to develop 105 other villages, reaching to a total of 750 DSA. Such commitment was marked by the renewal of the memorandum of understanding on the development of DSA with the Ministry of Villages, Development of Disadvantaged Areas and Transmigration of the Republic of Indonesia in the Kick-Off event for Desa Sejahtera Astra 2020.



Agustus | August

Astra Donasikan Rp30 Miliar Untuk Gedung Sekolah Vokasi Universitas Diponegoro, Festival Pendidikan Astra Sebagai wujud komitmen Astra memajukan kualitas pendidikan vokasi di Indonesia, Astra mendukung pembangunan Gedung Sekolah Vokasi Universitas Diponegoro Semarang melalui donasi senilai Rp30 miliar. Selain itu, Astra juga mengadakan *Innovation Talk* sebagai puncak rangkaian Festival Pendidikan. Bekerja sama dengan Kementerian Pendidikan dan Kebudayaan RI (Kemendikbud), dilakukan penandatanganan nota kesepahaman untuk mengembangkan pendidikan dan pengelolaan kebudayaan guna meningkatkan kualitas pendidikan di Indonesia.

Astra Donated Rp30 Billion for Vocational School Building in Diponegoro University, Astra Educational Festival

As an evidence of Astra's commitment to advancing the quality of vocational education in Indonesia, Astra supports the construction of Vocational School Building in Diponegoro University Semarang with a donation of Rp30 billion. In addition, Astra also held an Innovation Talk as the highlight of the Education Festival series. In collaboration with the Ministry of Education and Culture of the Republic of Indonesia (Kemendikbud), a memorandum of understanding was signed to develop educational and cultural management in order to improve the quality of education in Indonesia.



September | September

SEMARAK KBA 2020 Usung #SemangatMajukanIndonesia

Lestarikan Permainan Tradisional Anak Ajang SEMARAK Kampung Berseri Astra (KBA) 2020 diselenggarakan dalam memperingati HUT ke-75 RI. Pada tahun 2020 seluruh perlombaan dilaksanakan melalui media daring. Kompetisi yang mengusung #SemangatMajukanIndonesia ini pun lebih luas jangkauannya karena tidak diikuti oleh masyarakat binaan saja, namun juga dibuka bagi masyarakat umum. Hal ini bertujuan untuk tetap mengobarkan semangat kemerdekaan dengan tetap mematuhi protokol kesehatan.

SEMARAK KBA 2020 to Promote #SemangatMajukanIndonesia to

Preserve Children Traditional Games

The event of SEMARAK Kampung Berseri Astra (KBA) in 2020 was held to commemorate Indonesia's 75th Anniversary. In 2020 all competition processes were conducted through online media. The competition, which upheld the spirit of #SemangatMajuIndonesia, reached out wider scope since it was not only attended by the fostered communities, but also open to the general public. It aims to keep the spirit of independence alive while still adhering to health protocols.



Oktober | October

11th SATU Indonesia Awards, Festival Kewirausahaan Astra

Astra menyelenggarakan Awarding 11th SATU Indonesia Awards 2020 dalam rangka memperingati hari Sumpah Pemuda. Sebanyak 11 orang generasi muda Indonesia ditetapkan sebagai penerima apresiasi dalam bidang kesehatan, pendidikan, lingkungan, kewirausahaan, teknologi, serta kategori khusus yaitu Pejuang Tanpa Pamrih di masa pandemi COVID-19. Sementara itu Berkolaborasi dengan Kementerian Koperasi dan Usaha Kecil dan Menengah, Astra menyelenggarakan Festival Kewirausahaan yang dilaksanakan secara virtual untuk mendorong semangat wirausahawan muda. Festival ini juga diramaikan dengan berbagai perlombaan dan pameran produk UMKM binaan Astra secara *online*.

Astra Entrepreneurship Festival, the 11th SATU Indonesia Awards

Astra held the 11th SATU Indonesia Awards 2020 to commemorate Sumpah Pemuda Day. A total of 11 Indonesian youths appointed as recipients of the awards in the fields of health, education, environment, entrepreneurship, technology, and a special category, namely Selfless Fighters during the COVID-19 pandemic. Meanwhile, in collaboration with the Ministry of Cooperatives and Small and Medium Enterprises, Astra organized a virtual Entrepreneurship Festival to encourage the spirit of young entrepreneurs. The festival was also enlivened by various competitions and online exhibitions of Astra fostered MSMEs products.



November | November

Festival Kesehatan Astra, Festival Lingkungan Astra

Astra menggelar Festival Kesehatan virtual bertema “Semangat Hidup Sehat di Era Adaptasi Kebiasaan Baru” yang dibuka oleh Direktur Astra Ibu Gita Tiffani Boer dan turut dihadiri oleh Direktur Promosi Kesehatan Kementerian Kesehatan Republik Indonesia.

Selain itu, Astra mengadakan Festival Lingkungan Astra 2020 dengan tema “Eco-Youth Generation” yang dilaksanakan bertepatan dengan Hari Menanam Pohon Indonesia. Melalui kegiatan ini, Astra mengajak masyarakat untuk ikut peduli terhadap pelestarian alam dan isu-isu lingkungan yang bisa berdampak besar.

Astra Health Festival, Astra Environmental Festival

Astra held a virtual Health Festival with the theme of “The Spirit of Healthy Living in the Era of New Normal” which was opened by the Director of Astra, Mrs. Gita Tiffani Boer and attended by the Director of Promotion of the Ministry of Health of the Republic of Indonesia. In addition, Astra also held Astra Environmental Festival 2020 with the theme “Eco-Youth Generation” which coincides with Indonesia Tree Planting Day. Through this activity, Astra encouraged the community to show concerns to nature conservation and environmental issues that can create a big impact.



Desember | December

Festival KBA DSA

Bertepatan dengan Hari Kerelawanan dan Hari Kesetiakawanan Sosial Nasional, Astra menginisiasi Festival KBA & DSA secara virtual dengan tema Desa Berinovasi, Siap Majukan Indonesia. Hingga saat ini Astra telah membina 116 KBA dan 755 DSA di 34 provinsi Indonesia.

Festival of KBA DSA

To coincide with the Day of Volunteerism and the Day of National Social Solidarity, Astra initiated a virtual KBA & DSA Festival with the theme of Innovative Villages, Ready to Advance Indonesia. To date, Astra has built 116 KBAs and 755 DSAs in 34 provinces of Indonesia.



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Chapter

02

Portfolio

Roadmap

Portfolio Roadmap

Portfolio Roadmap

Portfolio Roadmap



Astra telah mampu beradaptasi dan berinovasi dalam menghadapi pandemi COVID-19, dan senantiasa berusaha yang terbaik dan optimis dalam mewujudkan bisnis yang solid dan berkelanjutan dengan fondasi bisnis yang telah dibangun selama lebih dari 63 tahun.

Astra has been able to adapt and innovate to address the COVID-19 pandemic, and would strives for the best and remain optimistic in achieving solid and sustainable business by leveraging strong business foundation that has been built for more than 63 years.



Bisnis Astra meliputi tujuh lini bisnis yang terdiversifikasi yaitu; (1) otomotif, (2) jasa keuangan, (3) alat berat, pertambangan, konstruksi & energi, (4) agribisnis, (5) infrastruktur dan logistik, (6) teknologi informasi, dan (7) properti, yang dikelola secara profesional oleh lebih dari 187 ribu karyawan pada 238 anak perusahaan, perusahaan asosiasi dan entitas asosiasi, telah memberikan kontribusi signifikan dalam perekonomian Indonesia.

Astra's business which includes seven diversified business lines, namely (1) automotive, (2) financial services, (3) heavy equipment, mining, construction & energy, (4) agribusiness, (5) infrastructure and logistics, (6) information technology, and (7) property, which are managed professionally by more than 187 thousand employees in 238 subsidiaries, associates and entities under common control, has made significant contributions to Indonesian economy.

Lini Bisnis
Line of Business



Kapitalisasi Pasar
Market Capitalization



Astra senantiasa mengembangkan portofolio bisnis secara berkelanjutan untuk turut berkontribusi dalam pertumbuhan ekonomi Indonesia dan meraih cita-cita untuk sejahtera bersama bangsa.

Astra continues to develop its business portfolio in a sustainable manner to contribute to Indonesia's economic growth and to reach our goal to prosper with the nation.

Pengembangan bisnis Astra juga bertujuan untuk berkontribusi memajukan Indonesia yang sejalan dengan *goal 2030* yaitu Kebanggaan Bangsa dan tiga pilar utama strategi keberlanjutan yaitu *Portfolio Roadmap*, *People Roadmap*, dan *Public Contribution Roadmap*, yang dikelola secara simultan untuk menjamin pencapaian yang berimbang antara manfaat ekonomi, sosial, dan lingkungan.

Kinerja Bisnis Grup Astra 2020

Sebagai salah satu entitas yang tidak terlepas dari dampak Pandemi COVID-19 yang terjadi pada tahun 2020, keseluruhan kinerja Grup Astra selama tahun 2020 mengalami penurunan, terutama akibat pandemi COVID-19 yang menyebabkan ketidakpastian iklim bisnis serta pelemahan ekonomi dunia.

Astra's business development also aims to contribute to advancing Indonesia in line with 2030 goals, which are the Pride of the Nation and the three main pillars of the sustainability strategy is the Portfolio Roadmap, People Roadmap and Public Contribution Roadmap, which are managed simultaneously to ensure balanced achievement of economic, social, and environmental benefits.

Astra Group Business Performance in 2020

As one of the entities that also experienced the impact of COVID-19 pandemic in 2020, the overall performance of the Astra Group during 2020 has declined, particularly due to COVID-19 pandemic which triggered uncertainties in business climate and a weakening in the world economy.



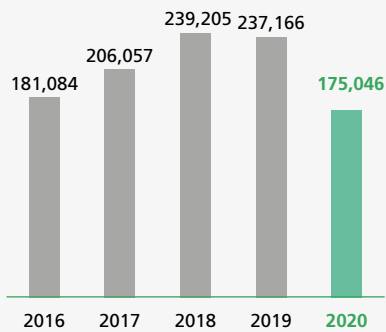
Portfolio Roadmap

Portfolio Roadmap

Pendapatan Bersih

Net Revenue

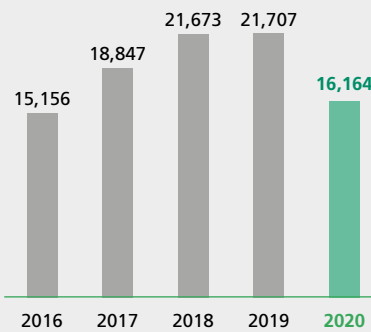
dalam miliar Rupiah | in billions Rupiah



Laba yang Didistribusikan kepada Pemilik Entitas Induk

Profit Attributable to Owners of the Parent

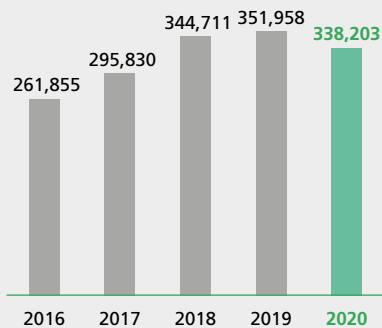
dalam miliar Rupiah | in billions Rupiah



Jumlah Aset

Total Assets

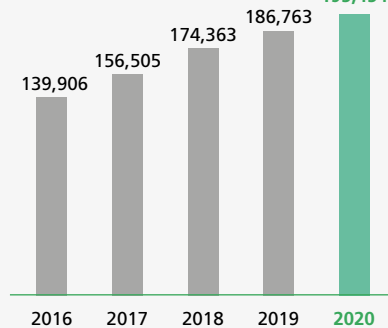
dalam miliar Rupiah | in billions Rupiah



Jumlah Ekuitas

Total Equity

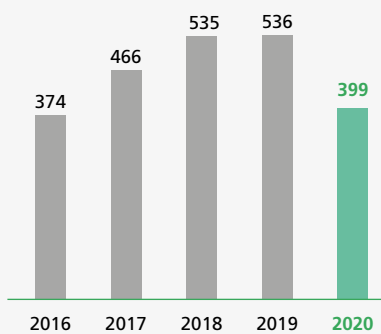
dalam miliar Rupiah | in billions Rupiah



Laba per Saham

Earnings per Share

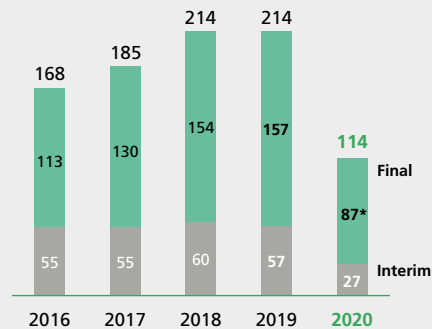
dalam miliar Rupiah | in billions Rupiah



Dividen per Saham

Dividend per Share

dalam Rupiah | in Rupiah



* Jika disetujui Pemegang Saham pada RUPS Tahunan bulan April 2021
Subject to approval of Shareholders at Annual GMS in April 2021

[201-1]

Pendapatan bersih konsolidasi Grup Astra pada tahun 2020 mencapai Rp175,0 triliun, menurun 26% dibandingkan tahun 2019 yaitu, Rp237,2 triliun. Sementara itu, laba bersih Grup pada tahun 2020, termasuk keuntungan dari transaksi penjualan Bank Permata, mencapai Rp16,2 triliun, lebih rendah 26% dibandingkan Rp21,7 triliun dari tahun sebelumnya. Namun tanpa memperhitungkan dampak transaksi tersebut, perolehan laba bersih menurun 53% menjadi Rp10,3 triliun. Hal ini terutama disebabkan pelemahan bisnis otomotif, alat berat dan pertambangan, serta jasa keuangan sebagai dampak dari pandemi dan langkah-langkah penanganannya.

Grup Astra dan Pembangunan

Dengan pengembangan *Portfolio Roadmap* yang difokuskan pada upaya mendorong keunggulan di semua bidang dan pasar, Astra dapat berkontribusi dalam memberikan nilai tambah dalam perekonomian. Bisnis Astra telah melekat pada kehidupan masyarakat Indonesia, dari kendaraan yang digunakan sehari-hari, jalan tol serta rest area yang mewujudkan konektivitas masyarakat dan bisnis di pulau Jawa, kompleks perkantoran dan residensial di ibu kota, hingga kontribusi untuk mendorong penghasilan devisa negara melalui ekspor komoditas kelapa sawit, batu bara, emas, serta kendaraan bermotor roda dua dan roda empat berikut komponen otomotif. Selain itu sebanyak lebih dari 266 UMKM lokal terlibat langsung dalam *value chain* bisnis Astra.

Astra berkomitmen untuk berpartisipasi dalam digital economy dan telah menghadirkan inovasi layanan dengan fokus pada kolaborasi bisnis yang telah dijalankan seperti Seva.id, CariParkir, Movic, serta investasi dan kolaborasi dengan Gojek melalui GoFleet. [103-3, 203-1, 203-2]

Astra Group's consolidated net revenue in 2020 reached Rp175.0 trillion, a 26% decrease compared Rp237.2 trillion in 2019. Meanwhile, the Group's net income in 2020, including the amount generated from Permata Bank sales of investments, reached Rp16.2 trillion, lower by 26% compared to Rp21.7 trillion in prior year. However, regardless of the impact of the transaction, net income decreased by 53% to Rp10.3 trillion. Such performance was mainly due to the weakening in the automotive, heavy equipment and mining businesses, as well as financial services as a result of the pandemic and its countermeasures.

Astra Group and Development

With the development of *Portfolio Roadmap*, which focuses on encouraging the excellence in all fields and markets, Astra could contribute to providing added values to the economy. Astra's business has been increasingly attached to the life of Indonesian people, starting from daily use of vehicles, toll roads and rest area that create connection among communities and businesses within Java island, office and residential complexes in the capital city, and also contributions to increase state income from foreign exchanges through the export of palm oil commodities, coal, gold, two-wheelers and four-wheelers and automotive components. In addition, more than 266 local MSMEs are directly involved in the value chain of Astra's business.

Astra is committed to participating in the digital economy and has created service innovations with the focus on existing business collaborations such as Seva.id, CariParkir, Movic, as well as investment and collaboration with Gojek through GoFleet. [103-3, 203-1, 203-2]



Ulasan lengkap terkait kinerja bisnis Grup Astra dapat dibaca dalam Laporan Tahunan 2020. A complete disclosure on Astra Group Business Performance is presented in The Annual Report 2020.

Portfolio Roadmap

Portfolio Roadmap

STUDI KASUS | CASE STUDY

RESTA Pendopo KM 456, Rest Area Terindah dengan Kolaborasi UMKM Lokal

RESTA Pendopo KM 456, the Most Beautiful Rest Area under Collaboration with Local MSME



RESTA Pendopo KM 456 yang terletak di ruas tol Trans Jawa Semarang-Solo KM 456 merupakan buah kolaborasi antara Astra Property, Astra Infra dan PT Sarana Pembangunan Jawa Tengah (SPJT) yang telah resmi beroperasi sejak Februari 2020. RESTA Pendopo KM 456 merupakan tempat istirahat dan pelayanan jalan tol inovatif yang dirancang sebagai sebuah destinasi pusat ritel, wisata dan layanan sarana penunjang jalan tol yang modern, praktis dan menarik. Melalui konsep tempat istirahat yang inovatif, pada 3 Desember 2020, RESTA Pendopo KM 456 mendapatkan penghargaan dari Kementerian Pekerjaan Umum dan Perumahan Rakyat (PUPR) sebagai Tempat Istirahat dan Pelayanan (TIP/rest area) terbaik.

Seluruh pengguna jalan tol dapat menikmati akses ke tempat istirahat melalui dua *site* yaitu *Site A* yang berada di ruas tol Semarang-Solo dan *Site B* pada ruas tol Solo-Semarang, dimana keduanya terintegrasi melalui jembatan penghubung (untuk pejalan kaki). Kehadiran RESTA Pendopo KM 456 telah menjadi wadah untuk membangun komunitas ekonomi yang menampilkan kekayaan seni, budaya, dan kuliner lokal serta mendukung pengembangan lebih dari 80 Usaha Mikro Kecil dan Menengah (UMKM) yang dikurasi dari daerah sekitar Jawa Tengah untuk mengisi ruang kuliner dan sentra ritel Resta Sae.

RESTA Pendopo KM 456 which is located on Trans Java Semarang-Solo KM 456 toll road is the result of collaboration among Astra Property, Astra Infra and PT Sarana Pembangunan Jawa Tengah (SPJT) which has been operating officially since February 2020. RESTA Pendopo KM 456 represents a rest area and innovative toll road service designed as a modern, practical and attractive destination for retail, tourism and toll road support facilities. Through the concept of an innovative resting place, on December 3, 2020, RESTA Pendopo KM 456 received an award from the Ministry of Public Works and Housing as the best Rest Area and Service (TIP/rest area).

All toll road users are able to enjoy access to rest areas via two sites, namely Site A on Semarang – Solo toll road and Site B on Solo – Semarang toll road, where both areas are integrated via a connecting bridge (for pedestrians). RESTA Pendopo KM 456 has become a tool for building an economic community that displays the rich diversity of local arts, culture and culinary as well as supporting the development of more than 80 Micro, Small and Medium Enterprises (MSMEs) originating from areas around Central Java to occupy the space for culinary and retail center of Resta Sae.

Produk Ramah Lingkungan

Seiring dengan semangat untuk mengurangi emisi gas rumah kaca, Astra telah menyediakan beragam produk ramah lingkungan. Pada sektor otomotif, melalui Toyota-Astra Motor (TAM), Grup Astra telah memperkenalkan semua lini teknologi elektrifikasi di Indonesia, baik teknologi *Hybrid Electric Vehicle* (HEV) pada Corolla Cross HEV, Corolla HEV, C-HR HEV, Camry HEV dan juga Prius HEV. Lalu terdapat teknologi *Plug in Hybrid Electric Vehicle* (PHEV) pada Prius PHEV, serta teknologi *Battery Electric Vehicle* (BEV) yang diterapkan pada model Lexus UX 300e. Produksi komponen otomotif Astra juga telah menerapkan semangat yang sama, dengan beberapa komponen telah diproduksi menggunakan material yang tidak berbahaya bagi kesehatan manusia.

Pada sektor alat berat, pertambangan, konstruksi dan energi, Astra menyediakan jasa pertambangan yang bertanggung jawab melalui implementasi sistem manajemen energi dan energi baru terbarukan. Astra turut berkontribusi pada pembangunan pembangkit listrik berbasis energi baru terbarukan melalui anak perusahaan Grup Astra yaitu pembangunan Pembangkit Listrik Tenaga Surya (PLTS), Pembangkit Listrik Tenaga Mini Hidro (PLTM), Pembangkit Listrik Tenaga Air (PLTA) dan lainnya.

Pada sektor properti, Menara Astra telah menjadi ikon kompleks perkantoran yang rendah energi dan sumber daya alam melalui penerapan *building management system* yang dikombinasikan dengan teknologi terkini.

Produk dan Layanan Terbaik bagi Pelanggan

Astra selalu berkomitmen untuk menghadirkan produk dan layanan terbaik bagi pelanggan. Produk dan layanan yang disediakan Astra melalui proses pengujian dan telah sesuai dengan peraturan yang berlaku serta selalu dievaluasi keamanannya bagi pelanggan.

Produk otomotif Astra telah melalui uji keselamatan dan keamanannya serta memenuhi peraturan emisi yang ditetapkan oleh pemerintah. Produk Jasa Keuangan Astra terdaftar dan diawasi oleh Otoritas Jasa Keuangan. Sementara itu 38 Perusahaan Perkebunan kelapa sawit Astra telah tersertifikasi ISPO (Indonesian Sustainable Palm Oil). Di sektor pertambangan, Grup Astra menerapkan kaidah pertambangan yang baik dan sesuai peraturan yang diatur oleh Kementerian Energi dan Sumber Daya Mineral Republik Indonesia. [103-1, 103-2, 103-3]

Environmentally Friendly Products

In line with the spirit to reduce greenhouse gas emissions, Astra has provided various environmentally friendly products. In the automotive sector, through Toyota Astra-Motor (TAM), Astra Group has introduced all type of electrification in Indonesia, such as Hybrid Electric Vehicle (HEV) on Corolla Cross HEV, Corolla HEV, C-HR HEV, Camry HEV and Prius HEV. Moreover, Plug in Hybrid Electric Vehicle (PHEV) technology has been implemented on Prius PHEV and Battery Electric Vehicle (BEV) technology on Lexus model UX 300e. Astra's automotive spare parts production has also adopted similar spirit, with several components being produced using materials that are not harmful to human health.

In the mining, heavy equipment, construction and energy sector, Astra provides low-energy mining services through the use of electric excavators, mining operational services that implement energy management system and a new renewable energy. Astra also contributes to the development of new and renewable energy-based power plants through Astra Group's subsidiaries, namely the construction of Solar Panel, Mini Hydro Power Plants, Hydro Power Plants and others.

In the property sector, Menara Astra has become an icon for an office complex using low energy and natural resources through the application of a building management system combined with the latest technology.

Best Product and Service for Customers

Astra is always committed to provide the best products and service for the customers. Products and services provided by Astra are processed through testing and comply with prevailing regulations as well as continuously evaluated for their safety for the customers.

Astra's automotive products are tested for their safety and security and comply with emission regulations set forth by the government. Astra's financial services products are registered and monitored by the Financial Services Authority. Meanwhile Astra's 38 palm oil Plantation Companies are ISPO (Indonesian Sustainable Palm Oil) certified. In the mining sector, Astra Group applies good mining and complies to regulations regulated by the Ministry of Energy and Mineral Resources of the Republic of Indonesia. [103-1, 103-2, 103-3]

Portfolio Roadmap

Portfolio Roadmap

STUDI KASUS | CASE STUDY

PT Bina Pertiwi – Kembangkan sayap bisnis Astra ke sektor Energi Baru Terbarukan (EBT)

PT Bina Pertiwi – Diversifying Astra's Business to New Renewable Energy



Sejak tahun 2017, PT Bina Pertiwi sebagai bagian dari PT United Tractors Tbk telah sukses memperluas bisnis ke sektor Energi Baru Terbarukan (EBT) melalui pembangunan dan pengoperasian Pembangkit Listrik Tenaga Air berskala Tenaga Mini Hidro (PLTM) berkapasitas 0,45 MW di Kabupaten Banjarnegara, Jawa Tengah. PLTM ini sebagai *Pilot Project* PT Bina Pertiwi dalam pengembangan bisnis Energi Baru Terbarukan melalui Pembangkit Listrik berbasis Tenaga Air.

Pengembangan bisnis ini terus dilakukan melalui akuisisi beberapa Perusahaan Pembangkit Listrik Tenaga Air dan hingga saat ini, terdapat 3 Project Pembangkit Listrik Tenaga Air dengan kapasitas total 32 MW di beberapa area di Aceh dan Lampung, termasuk Pembangkit Listrik Tenaga Air berkapasitas 7 MW yang konstruksinya dilakukan oleh PT Acset Indonusa Tbk di Kabupaten Way Kanan, Lampung. PT Bina Pertiwi memiliki aspirasi untuk dapat membangun dan mengoperasikan Pembangkit Listrik Tenaga Air sampai dengan kapasitas total 100 MW. Hal ini diharapkan dapat menciptakan lapangan kerja baru dan mendukung program pemerintah untuk mempercepat pengembangan Energi Baru Terbarukan (EBT) di Indonesia.

Since 2017, PT Bina Pertiwi as part of PT United Tractors Tbk has successfully expanded its business to the New Renewable Energy (RE) sector through the construction and operation of a Mini Hydro Power Plant (MHP) with a capacity of 0.45 MW in Banjarnegara Regency, Central Java. This MHP Plant is the Pilot Project of PT Bina Pertiwi in developing the New and Renewable Energy business through Hydro-based Power Plants.

Such business development continues through the acquisition of several Hydro Power Plants and to date, there are 3 Hydro Power Plant Projects with a total capacity of 32 MW in several areas in Aceh and Lampung, including a 7 MW Hydroelectric Power Plant constructed by PT Acset Indonusa Tbk in Way Kanan Regency, Lampung. PT Bina Pertiwi has aspirations to be able to building and operating a Hydro Power Plant with a total capacity of 100 MW. This is expected create new jobs and support the government on accelerating the development of New and Renewable Energy (RE) in Indonesia.

Jalan Tol yang dikelola Astra selalu berusaha memenuhi standar pelayanan minimum yang ditetapkan oleh pemerintah untuk menjaga kualitas layanan dan keselamatan penggunanya. Lini bisnis properti Astra menyediakan properti yang ramah lingkungan salah satunya adalah Menara Astra yang memenuhi kualifikasi *Green Mark Platinum Green Building* sesuai standar dari *Building Construction Authority of Singapore*.

Penanganan Keluhan Pelanggan

Astra senantiasa berkomitmen untuk menghadirkan pelayanan yang terbaik bagi pelanggan. Salah satu strategi utama untuk menjaga kepercayaan pelanggan dan menjalin hubungan yang berkualitas adalah komunikasi yang transparan dengan pelanggan. Hal ini merupakan upaya Astra sebagai sebuah grup usaha di Indonesia yang mengedepankan praktik *Good Corporate Governance* (GCG) dalam menjalankan bisnisnya, yang mana salah satu tolok ukur adalah penyampaian informasi secara transparan, berkesinambungan dan akuntabel kepada para pemangku kepentingan, dengan membuka jalur komunikasi yang luas melalui berbagai media untuk para pelanggan, antara lain layanan *customer service* di gerai-gerai Grup Astra, *hotline service* dan *e-mail* di situs perusahaan. Dengan demikian, diharapkan pelanggan dapat dengan mudah memberikan saran dan masukan, dan sebaliknya Astra dapat memberikan solusi yang terbaik untuk setiap keluhan dan kebutuhan pelanggan. [103-2]

Toll roads managed under Astra always make the attempts to fulfill all minimum service standards established by the government in order to maintain the quality service and safety of the users. Astra's property business line provides environmentally friendly properties, among which is the Menara Astra which complies with the *Green Mark Platinum Green Building* in accordance with *Building Construction Authority of Singapore*.

Customer Service Management

Astra is always committed to providing the best service for customers. One of the main strategies for maintaining customer trust and building quality relationships is transparent communication with customers. This represents Astra's effort as a business group in Indonesia that promotes the practice of *Good Corporate Governance* (GCG) in running its business, in which one of the benchmarks is the delivery of information in a transparent, sustainable and accountable manner to stakeholders, by providing open wide communication channels through various media for customers, including customer service at Astra Group outlets, hotline service and e-mail on the company's website. Accordingly, it is expected that customers can easily provide suggestions and input, and on the other hand Astra can provide the best solution for every complaint and demand from its customers. [103-2]



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Bab
Chapter

03

People

Roadmap

People Roadmap

People Roadmap

People Roadmap



Sumber daya manusia menjadi salah satu pilar kekuatan Grup Astra. Oleh karena itu, Grup Astra secara konsisten fokus pada pengembangan karyawan untuk memastikan proses kaderisasi berjalan dengan lancar.

Human resources represent one of the pillars of Astra Group's strength. Accordingly, Astra Group consistently focuses on employee development to ensure the seamless succession process.



Sumber Daya Manusia (SDM) merupakan komponen terpenting untuk memastikan keberlanjutan Astra. Pengelolaan SDM dituangkan dalam *People Roadmap* sebagai salah satu pilar Strategi *Triple-P Roadmap* yang bertujuan untuk mendukung tercapainya visi Astra melalui kompetensi SDM. Pengelolaan SDM juga merupakan pelaksanaan komitmen Astra dalam mendukung Tujuan Pembangunan Berkelanjutan khususnya SDGs poin 8 - Pekerjaan yang Layak dan Pertumbuhan Ekonomi, yang berkaitan dengan penyediaan lapangan kerja, melakukan pelatihan dan pendidikan, dan perlindungan hak-hak tenaga kerja.

Dalam beberapa tahun terakhir, pengembangan SDM terutama disesuaikan dengan perubahan digital yang sering disebut sebagai revolusi Industri 4.0. Grup Astra telah meluncurkan strategi SDM dan menyesuaikan model bisnis untuk merespons hal ini, melalui tiga hal. Pertama, penguatan kepemimpinan digital untuk menyesuaikan model bisnis dengan kondisi industri terkini. Kedua, membangun semangat "*Start-up*" demi menciptakan suasana kerja yang bisa menggugah para pekerja generasi milenial. Ketiga, menciptakan ulang fungsi SDM untuk terus belajar dan menyesuaikan diri dengan kebutuhan bisnis. [103-1, 103-2]

Human Resources (HR) is the most important components to ensure Astra's sustainability. HR management is outlined in the People Roadmap as one of the pillars of the Triple-P Roadmap Strategy which aims to support the achievement of Astra's vision through HR competencies. HR management also represents the implementation of Astra's commitment to support the Sustainable Development Goals, specifically SDGs point 8 - Decent Work and Economic Growth, which relate to providing employment, conducting training and education, and protecting labor rights.

In the recent years, human resource development has been primarily adjusted to digital changes which are often referred to as the Industrial Revolution 4.0. Astra Group has launched an HR strategy and adjusted its business model to respond to such condition in three ways. First, the Company has been strengthening digital leadership to adapt business models to the latest industry conditions. Second, the Company has been building a "*start-up*" spirit in order to create a work atmosphere that can inspire millennial generation workers. Third, the Company has been reinventing its HR function to continue learning and adjusting to business needs. [103-1, 103-2]

Jumlah Karyawan
Number of Employee



187,365

Proyek Inovasi (2010-2020)
Innovation Initiatives (2010-2020)



8,251,052

Adaptasi kemampuan SDM Astra dengan teknologi digital memperlihatkan hasilnya terutama pada tahun 2020, ketika seluruh sektor terpuak oleh dampak pandemi COVID-19. Perubahan budaya kerja dari kantor ke rumah menuntut para insan Astra untuk bisa beradaptasi, namun tetap bekerja maksimal. Kesehatan para karyawan adalah prioritas, namun kinerja tetap dipertahankan.

Grup Astra, tetap dengan semangat Kebanggaan Bangsa sebagai tujuan 2030, berupaya untuk menjadi contoh dengan menjalankan protokol kesehatan sesuai dengan aturan yang ada. Grup menjalankan bisnis dengan mengutamakan kesehatan karyawan dan kepatuhan terhadap regulasi pemerintah. [103-1, 103-2]

Astra's HR capabilities to adapt with digital technology have shown results, specifically in 2020, when all sectors have been impacted by the COVID-19 pandemic. The change in work culture from office to home requires Astra employees to be able to adapt, but still work at optimal level. The health of employees is a priority, but performance is maintained.

Astra Group, still with the spirit of Pride of the Nation for its goal in 2030, strives to become a role model by implementing health protocols based on existing regulations. The Group conducts its business by prioritizing employee health and compliance with government regulations. [103-1, 103-2]



People Roadmap

People Roadmap

STUDI KASUS | CASE STUDY

Komitmen Astra dalam Menjaga Kesehatan Karyawan di tengah Pandemi

Astra's Commitment in Maintaining Employee Health during the Pandemic



Dalam menghadapi Pandemi COVID-19, Astra menetapkan keselamatan dan kesehatan karyawan sebagai prioritas utamanya. Pada masa awal Pandemi, Astra membentuk *Pandemic Working Team* yang bertugas membuat kebijakan, melakukan monitoring, dan langkah-langkah penanggulangan COVID-19 di seluruh Grup Astra.

Astra juga membentuk Astra COVID-19 Crisis Center yang menyediakan layanan *call center* untuk membantu karyawan dan keluarga terkait informasi seputar COVID-19 & *emergency services*. Perusahaan juga melakukan upaya pencegahan melalui pemantauan harian kesehatan karyawan, penegakan protokol kesehatan, dan meningkatkan fasilitas kesehatan karyawan. Rincian pelaksanaan program pencegahan dan penanggulangan COVID-19 dapat dibaca di bagian Keselamatan dan Kesehatan Kerja dalam laporan ini.

In facing COVID-19 pandemic, Astra has made the safety and health of its employees as top priority. In the early days of the pandemic, Astra established Pandemic Working Team assigned with the task of formulating policies, monitoring and taking steps to overcome COVID-19 within Astra Group.

Astra also established Astra COVID-19 Crisis Center, which provides call center services to assist employees and their families with information concerning COVID-19 & emergency services. The Company also takes preventive measures through daily monitoring of employee health, enforcing health protocols, and improving employee health facilities. Details of the implementation of the COVID-19 prevention and control programs are available under Occupational Health and Safety section of this report.

Inisiatif Strategis SDM

Astra kembali menerapkan *Triple-P Roadmap* untuk mencapai tujuan menjadi Kebanggaan Bangsa 2030, namun dengan penyesuaian kondisi industri sekarang bila dibandingkan dengan saat di mana *roadmap* pertama diterapkan.

People Roadmap, sebagai bagian dari *Triple-P Roadmap*, perlu disesuaikan dengan perilaku generasi milenial yang merupakan mayoritas pencari kerja saat ini.

HR Strategic Initiatives

Astra has been re-implementing the Triple-P Roadmap to achieve the goal of 2030 as the Pride of the Nation, but with adjustments to current industrial conditions compared to the first time when the roadmap was implemented.

The People Roadmap, as part of the Triple-P Roadmap, requires certain adjustments to address the behavior of millennial generation which represents the majority of job seekers today.

Oleh karena itu, Corporate Human Capital Development (CHCD) sebagai penanggung jawab SDM memperhatikan hal-hal berikut:

1. *Strengthen Digital Leadership*
Penggunaan teknologi digital yang dekat dengan kehidupan hampir setiap orang menuntut para pimpinan untuk memiliki kompetensi digital sehingga tetap relevan dengan kondisi sekarang.
2. *Foster Start-up Spirit*
Generasi milenial perlu keleluasaan dalam bereksplorasi dan kenyamanan dalam bekerja. Perusahaan perlu memahami hal ini agar para pekerja milenial dapat memaksimalkan kinerjanya.
3. *Reinvent the HR Function*
Fungsi SDM perlu terus menerus disesuaikan dengan kondisi zaman yang cepat berubah. Perubahan peran dan kompetensi karyawan harus diselaraskan dengan kebutuhan bisnis dari Grup Astra.

Implementasi Strategi

Pada tahun 2020, Grup Astra memiliki empat fokus strategi pengembangan SDM yaitu:

1. *Organization Agility*
Konsep *Organization Agility* yang dimulai di 2017 telah bergulir di 17 anak perusahaan. Konsep ini dimaksudkan agar jaringan Astra dapat menjadi organisasi yang lincah dan mampu beradaptasi terhadap kondisi *Volatility - Uncertainty - Complexity - Ambiguity* (VUCA).
2. *Employee Engagement*
Program *employee engagement* (keterikatan karyawan) terus dilanjutkan dengan *Employee Value Proposition* (EVP) yang sesuai dengan zaman digital ini. Astra ingin setiap karyawan dapat merasakan pengalaman bekerja yang positif, bangga, serta mampu berkontribusi optimal sesuai dengan visi dan misi Grup.
3. *Digital Learning*
Digitalisasi terus dilakukan secara menyeluruh di Grup Astra di berbagai lini bisnis. Para karyawan terus diasah agar melek digital dan mengikuti perkembangan teknologi. Fase *digital learning* kini telah memasuki tahap ketiga dari total tiga fase yang ada.
4. *Innovation at Astra*
Astra mendukung dan mendorong adanya inovasi oleh para karyawan yang diharapkan bisa menjadi nyata dan membantu bisnis Grup. Kompetisi tahunan bernama Innovation at Astra, atau InnovAstra, digelar untuk menunjukkan hasil karya inovasi yang dibuat. Pada tahun 2020 ini InnovAstra mengusung tema *Embracing Start-up Spirit Through Innovation*. Grup Astra dituntut untuk mampu mengadaptasi semangat *start-up* untuk terus berinovasi sebagai kunci untuk

Accordingly, Corporate Human Capital Development (CHCD) as the leader in HR has observed the following matters:

1. Strengthen Digital Leadership
The use of digital technology being closely related to everyone's life requires leaders who have digital competence to remain relevant to current conditions.
2. Foster Start-up Spirit
Millennials need freedom in exploration and comfort at work. Companies need to understand this so as to allow millennial workers to maximize their performance.
3. Reinvent the HR Function
HR function needs to continuously adapt to the rapidly changing conditions. Changes in employee roles and competencies must be aligned with the business needs of Astra Group.

Strategy Implementation

In 2020, Astra Group focuses on four HR development strategies as follows:

1. Organization Agility
The Organization Agility concept, which began in 2017, has been rolled out in 17 subsidiaries. Such concept is designed so that Astra network becomes an agile organization capable of adapting to Volatility - Uncertainty - Complexity - Ambiguity (VUCA) conditions.
2. Employee Engagement
The employee engagement program continues with the Employee Value Proposition (EVP) in accordance with current digital age. Astra expects each employee to have a positive, proud work experience and be able to contribute at optimal level in accordance with the Group's vision and mission.
3. Digital Learning
Digitalization continues to be comprehensively implemented in Astra Group within various business lines. Employees are continuously trained to be digital literate and to keep abreast of technological developments. The digital learning phase has now entered the third stage of a total of three phases.
4. Innovation at Astra
Astra supports and encourages employees' innovations that are expected to be actually providing support to the Group's business. An annual competition called Innovation at Astra, or InnovAstra, is held to showcase the innovation works that have been created. In 2020, InnovAstra was held with the theme of Embracing Start-up Spirit Through Innovation. Astra Group is required to be capable of adapting the spirit of start-

People Roadmap

People Roadmap

tetap unggul di era yang VUCA. Pada tahun 2020, jumlah proyek inovasi yang telah terimplementasi oleh Grup Astra meningkat sebesar 33% dari tahun sebelumnya.

ups to continue to innovate as the key to remain above par in the VUCA era. In 2020, the number of innovative projects implemented by Astra Group increased by 33% from prior year.

Inovasi Berkelanjutan di Astra | Sustainable Innovations in Astra

Jenis Inisiatif Type of Initiative	2020	2019	2018
<i>Suggestion Systems</i>	1,462,725	1,101,372	824,318
<i>Quality Control Circle</i>	13,016	11,758	10,829
<i>Quality Circle Project</i>	2,717	2,772	1,709
<i>Business Performance Improvement</i>	122	111	111
<i>Value Chain Improvement</i>	37	26	31
Total	1,478,617	1,116,039	836,998

Pengelolaan Sumber Daya Manusia

Corporate Human Capital Development (CHCD) berperan sebagai mitra manajemen dalam memacu pengembangan dan pengelolaan karyawan. CHCD bertugas mendukung manajemen dalam merancang strategi pengembangan SDM di tingkat korporat, beserta program pendukung untuk dilaksanakan di tingkat bisnis. Kebijakan dan praktik-praktik pengelolaan SDM disusun dalam Astra Human Capital Management (AHCM) yang komprehensif untuk menjadi panduan seluruh Grup Astra. Pada tingkat eksekutif, Astra memiliki Group Executive Management & Development (GEMD) yang berperan dalam pengembangan kompetensi seluruh eksekutif Astra. [103-1, 103-2]

Rekrutmen

Proses rekrutmen mengacu pada standar korporasi berdasarkan kriteria 2C: *Competence* yang ditetapkan dalam Astra Leadership Competencies (ALC) dan *Character* yang sejalan dengan nilai-nilai Catur Dharma, sehingga selaras dengan budaya perusahaan. Rekrutmen dapat dilakukan oleh masing-masing perusahaan Grup Astra, baik yang bersumber dari karyawan Astra (internal) maupun eksternal.

Untuk mendukung pengenalan Astra pada kandidat potensial, Astra menyelenggarakan Program Astra 1st di beberapa kampus perguruan tinggi. Program ini merupakan beasiswa yang diperkaya dengan *business case* bagi Astra Ambassador yang bertugas di tengah masyarakat agar Astra lebih dikenal secara luas.

HR Management


Corporate Human Capital Development (CHCD) acts as a partner of management in accelerating employee development and management. CHCD is in charge of supporting management in designing HR development strategies at the corporate level, along with supporting programs to be implemented at the business level. HR management policies and practices are formulated in a comprehensive Astra Human Capital Management (AHCM) to serve as a guide for the entire Astra Group. At the executive level, Astra maintains Group Executive Management & Development (GEMD) which plays a role in developing the competencies of all Astra executives. [103-1, 103-2]

Recruitment

The recruitment process refers to corporate standards based on the 2C criteria: *Competence* set out in Astra Leadership Competencies (ALC) and *Character* which is in line with Catur Dharma values, to enable them all in line with corporate culture. Recruitment can be conducted by each company within Astra Group, whether originating from Astra employees (internally) or externally.

To support the introduction of Astra as a company to potential candidates, Astra held Astra 1st Program at several university campuses. Such program is represented by the scholarship which is enriched with a business case for Astra Ambassadors who work in the community so as to make Astra be widely known.


Universitas
Universities



23

Universitas terjaln program Astra 1st sejak 2011
Universities which have collaborated with Astra 1st program since 2011

Mahasiswa/i
College Students



459

Penerima manfaat Astra 1st sejak 2011
Astra 1st beneficiaries since 2011

Pengembangan Kepemimpinan

Setiap unit usaha dalam Grup Astra menyelenggarakan program peningkatan kompetensi karyawan melalui pelatihan dan pendidikan, mentoring, *coaching*, rotasi, *assignment* dan sesi umpan balik sesuai dengan kebutuhan masing-masing perusahaan. Di Kantor Pusat, Astra merancang dan menyelenggarakan program kepemimpinan untuk membangun kompetensi yang setara, memperkuat jejaring sesama Insan Astra, dan menjaga kelestarian budaya Astra.

Program pengembangan kompetensi ini dikelola oleh Astra Management Development Institute yang mengembangkan dan menyediakan *Leadership Development Program* berdasarkan kebutuhan organisasi, nilai-nilai Catur Dharma, dan Astra Leadership Competencies (ALC).

Astra terus mendorong terwujudnya pemimpin-pemimpin muda Astra yang *agile* dan inovatif melalui sistem seleksi program persiapan kepemimpinan berdasarkan tingkat usia. Langkah ini ditunjukkan melalui usia maksimal untuk mengikuti program Astra Middle Management Program (AMMP) yaitu 40 tahun dan Astra General Management Program yaitu 45 tahun.

Leadership Development

Each business unit in Astra Group organizes employee competency improvement programs through training and education, mentoring, coaching, rotation, assignments and feedback sessions according to the business needs in each company. At the Head Office, Astra designs and organizes leadership programs to build equal competencies, strengthen networks among Astra’s employees, and preserve Astra’s culture.

Such competency development program is managed by Astra Management Development Institute which develops and provides Leadership Development Program based on organizational needs, Catur Dharma values, and Astra Leadership Competencies (ALC).

Astra continues to encourage agile and innovative young Astra leaders through a selection system for the purpose of leadership preparation programs based on age brackets. Such purpose is evidenced by the maximum age limit to participate which is 40 years old for Astra Middle Management Program (AMMP), and 45 years old for Astra General Management Program.

Program Pelatihan Astra Management Development Institute (AMDI)

Astra Management Development Institute (AMDI) Training Program [404-2]

Nama Program Program Name	2020			2019		
	Batch	Peserta Participant	Perusahaan Company	Batch	Peserta Participant	Perusahaan Company
<i>Astra Attachment Program</i>	4	173	17	5	576	25
<i>Astra Basic Management Program</i>	10	341	41	13	424	52
<i>Astra First-line Management Program</i>	10	383	50	13	439	73
<i>Astra Middle Management Program</i>	7	210	49	9	247	66
<i>Astra Senior Management Program</i>	2	64	20	3	98	42
<i>Astra General Management Program</i>	1	30	14	1	38	22
<i>Astra Advance Executive Program</i>	-	-	-	1	1	1
MMA	4	106	35	9	224	53
HCLM	5	115	11	6	92	23
Total*	43	1,422	237	60	2,139	357

*Terdapat perubahan data 2019 akibat penambahan data pelatihan MMA dan HCLM.
Changes in 2019 data are due to additional training data for MMA dan HCLM.

People Roadmap

People Roadmap

Penjabaran Program Pelatihan Description of Training Program [404-2]	
AAP	<p>Menjadi insan Astra. Menanamkan DNA Astra, yaitu filosofi perusahaan (Catur Dharma), <i>business sense</i> dan Astra Management System dalam semangat kerjasama dan merayakan keberagaman sebagai kekayaan.</p> <p>Becoming an Astra individual. Install Astra's DNA, namely the Company's philosophy (Catur Dharma), business sense and Astra Management System in the spirit of cooperation and celebrating diversity as an asset.</p>
ABMP	<p>Memaksimalkan kontribusi individu. Melatih karyawan tingkat staf yang potensial untuk menjadi kontributor yang efektif bagi timnya. Mereka dibangun untuk menjadi pribadi yang mandiri, kompeten, dan terampil dalam membangun hubungan dan kerjasama yang produktif dalam integritas dan profesionalisme yang tinggi.</p> <p>Maximize individual contribution. Train employees at the staff level who are potential to becoming effective contributors to the team. They are built to become independent individuals, competent, and skilled in establishing productive relations and cooperation with high integrity and professionalism.</p>
AFMP	<p>Memaksimalkan kinerja tim. Memberikan pelatihan kepada peserta yang baru untuk pertama kalinya menjadi pemimpin (memiliki anak buah) agar dapat menjalankan tugasnya secara efektif. Mereka diperkenalkan tentang peran dan tanggung jawab pemimpin, pengelolaan tim dan dinamikanya, pengelolaan tugas dan pengelolaan anak buah untuk dapat mencapai kinerja tim yang terbaik.</p> <p>Maximize team performance. Provide training for first-time participants to become leaders (having subordinates) with capabilities to effectively execute their duties. They are introduced with the roles and responsibilities of leaders, team management and its dynamics, task management and staff management in order to achieve the best team performance.</p>
AMMP	<p>Mendapatkan hasil terbaik melalui pemberdayaan anak buah. Membekali para calon manager dengan ilmu dan keterampilan yang diperlukan untuk mengelola sebuah departemen. Mereka dibekali dengan peran dan tanggung jawab seorang manager, pemahaman teknis lintas fungsi, pengelolaan eksekusi strategi di tingkat departemen, serta bagaimana mengelola kinerja departemen secara optimal.</p> <p>Achieve the best results through the empowerment of the staffs. Equip the candidate managers with the knowledge and skills needed to manage a department. They are equipped with the role and responsibilities of a manager, technical knowledge of inter-functions, management of strategy execution at department level, as well as how to optimally manage department's performance.</p>
ASrMP	<p>Mengoptimalkan keunggulan operasional. Membekali para manager yang sudah senior untuk dapat mengelola tanggung jawab di tingkat departemen dengan skala bisnis yang lebih besar atau lebih kompleks. Materi yang diberikan merupakan pendalaman dan perluasan dari materi AMMP dengan fokus kepada <i>operational excellence</i>.</p> <p>Optimize operational excellence. Equip the senior managers with capabilities to manage responsibilities at the department level with a bigger scale or more complexed business. Materials provided are in-depth and expanded version of AMMP materials with a focus on operational excellence.</p>
AGMP	<p>Meningkatkan daya saing bisnis. Membekali para calon general manager untuk dapat mengelola tanggung jawab di tingkat divisi secara efektif dan dapat bersaing kualitasnya di tingkat regional. Peserta diperkenalkan dengan tugas dan tanggung jawab seorang general manager, pemahaman teknis lintas fungsi, serta mengelola eksekusi strategi di tingkat divisi.</p> <p>Improve the business' competitive edge. Equip the candidate general managers with capabilities to effectively manage responsibilities at the division level and to be able to compete quality-wise at the regional level. Participants are introduced with the duties and responsibilities of a general manager, technical knowledge of inter-functions, as well as the management of strategy execution at the division level.</p>
AEP	<p>Memaksimalkan kinerja bisnis. Membekali para eksekutif dengan konsep, contoh, <i>best practices</i> dan <i>insights</i> berskala internasional serta mempersiapkan mereka untuk meningkatkan kinerja bisnis dengan menyadari segala peluang dan tantangan yang ada di masa sekarang dan akan datang.</p> <p>Maximize the business performance. Equip the executives with concepts, examples, best practices and insights of international scale as well as prepare them to increase business performance by realizing all opportunities and challenges existing in the present and in the future.</p>
AAEP	<p>Membangun dan melestarikan pertumbuhan bisnis. Membekali pemimpin bisnis dengan konsep, contoh, <i>best practices</i> dan <i>insights</i> berskala internasional serta mempersiapkan mereka untuk meningkatkan kinerja dan pertumbuhan secara berkelanjutan, termasuk untuk melakukan transformasi bisnis dengan menyadari segala peluang dan tantangan yang ada di masa sekarang dan akan datang.</p> <p>Develop and maintain business growth. Equip business leaders with concepts, examples, best practices and insights of international scale as well as prepare them to be able to sustainably improve performance and growth, including to transform business with realizing all opportunities and challenges existing the present and in the future.</p>
MMA	<p>Memaksimalkan prestasi melalui kepuasan kerja dan <i>engagement</i> karyawan. Melatih para pemimpin dan calon pemimpin tentang gaya kepemimpinan Astra yang efektif. Materi berfokus pada <i>situational leadership</i> dan melatih peserta untuk dapat relevan dan fleksibel dalam mengelola diri, pekerjaan dan anak buah untuk mendapatkan komitmen yang tinggi dalam mencapai hasil terbaik.</p> <p>Maximize achievements through work satisfaction and employee engagement. Train the leaders and candidate leaders on the effective Astra style of leadership. Materials are focused on situational leadership and train participants to be relevant and flexible in self-management, as well as managing work and subordinates to obtain the highest commitment in achieving the best results.</p>
HCLM	<p>Mengoptimalkan <i>employee experience</i>. Memberikan pemahaman dan contoh penerapan peran dan tanggung jawab para line manager terkait dengan pilar-pilar Astra Human Capital Management System yang menjadi porsi mereka sebagai mitra dari bagian Human Capital.</p> <p>Optimize employee experience. Provide the knowledge and examples on implementing the role and responsibilities of line managers related to the pillars of Astra Human Capital Management System which are their parts as partners of the Human Capital.</p>

Rata-rata jam Pelatihan Karyawan Astra Kantor Pusat Tahun 2020* [404-1]

Average Training Hour of Astra Head Office Employees in 2020*



57.05

jam per karyawan per tahun
hours per employee per year

* Melingkupi seluruh pelatihan baik pelatihan kepemimpinan maupun non-kepemimpinan
Covers all training both leadership and non-leadership training

Sistem Karier

Astra mengembangkan "dual career ladder" yang dapat diikuti seorang karyawan, yaitu jalur generalis dan spesialis (*expert*), untuk memperoleh nilai tambah yang signifikan dan motivasi tinggi bagi dirinya untuk terus berkontribusi di tempat kerja. Pada setiap pilihan, Astra mendukung karier karyawan melalui proses penilaian kinerja di awal dan pertengahan tahun. Hasil penilaian kinerja menjadi acuan dalam karier dan promosi seseorang berdasarkan kinerja, kesiapan, kompetensi teknis maupun perilaku.

Penilaian kinerja dilakukan oleh atasan secara objektif dengan konsep PDCA (*Plan-Do-Check-Action*) berdasarkan pencapaian *Key Performance Indicators* (KPI) yang telah ditetapkan di awal tahun. Penilaian bagi atasan yang telah memiliki staf juga meliputi kemampuan dalam mengelola tim (*people management*). Setelah penilaian kinerja, setiap atasan memberikan masukan kepada karyawan yang dinilai dalam bentuk pengarahan, bimbingan dan evaluasi.

Sebagai upaya pengembangan karier spesialis (*expert*), Astra mendirikan Lembaga Sertifikasi Profesi Astra untuk mendukung pengembangan kompetensi karyawan pada bidangnya masing-masing. Pada tahun 2020, Lembaga Sertifikasi Astra yang berstatus P2 telah mendapatkan Lisensi dari Badan Nasional Sertifikasi Profesi (BNSP) untuk melakukan sertifikasi kompetensi dengan ruang lingkup Lingkungan, K3, Tanggung Jawab Sosial, *Human Capital* dan Komunikasi Korporasi. [103-3]

Suksesi

CHCD bersama manajemen Astra Kantor Pusat mengelola *succession planning* di tingkat pusat maupun eksekutif puncak seluruh jajaran perusahaan Grup Astra melalui program *Integrated Talent Development* (ITD) yang mencakup metode pengembangan, termasuk pelatihan, *coaching*, dan *assignment* bagi karyawan.

Career Ladder

Astra has developed a "dual career ladder" that an employee can follow through, namely the generalist and specialist pathway (*expert*), to gain significant added values and create high motivation for employees to continue to contribute in the workplace. For each optional path, Astra supports employee's careers through a performance evaluation process at the beginning and middle of the year. The results of the performance evaluation serve as a reference in one's career and promotion based on performance, readiness, technical competence and behavior.

Performance evaluation is conducted by superiors in an objective manner with the PDCA (Plan-Do-Check-Action) concept based on the achievement of Key Performance Indicators (KPI) established at the beginning of the year. Evaluation for leaders who already have their own staff also includes the ability to manage a team (*people management*). After the performance evaluation, each supervisor provides input to the employees being assessed in the form of direction, guidance and evaluation.

As an effort to develop specialist careers (*experts*), the Company established Astra Professional Certification Institute to support the development of employee competencies in their respective fields. In 2020, Astra Certification Institute with P2 status has obtained licenses from the National Professional Certification Board (BNSP) to conduct certification assessments with the scope of EHS, Social Responsibility, Human Capital and Corporate Communication. [103-3]

Succession

CHCD together with Astra Head Office management has been managing the succession planning at the central and top executive levels of all Astra Group companies through the *Integrated Talent Development* (ITD) program which includes development methods, including training, coaching, and assignments for employees.

People Roadmap

People Roadmap

Astra mendorong kepemimpinan yang dipupuk dari sumber daya internal (*grooming from within*) karena pertumbuhan organisasi dan bisnis sangat dipengaruhi oleh karakter Insan Astra yang kuat berdasarkan filosofi Astra dan kompetensi profesional yang tumbuh bersama budaya Perseroan.

Astra encourages grooming-from-within leadership since organizational and business growth is strongly influenced by the strong foundation of characters of Astra's employees based on Astra's philosophy and professional competence that grows within the Company's culture.

Jumlah Peserta Program Persiapan Kepemimpinan

Number of Participants of Leadership Preparation Program

Nama Program Program Name	2020		2019	
	Batch	Peserta Participant	Batch	Peserta Participant
<i>Astra Graduate Program</i>	-	-	1	14
<i>Functional Trainee Program</i>	2	39	3	67
<i>Modular Program</i>	4	165	8	160
<i>Leadership Learning Community</i>	3	231	3	221
<i>Executive Coaching (Astra Leadership Performance Coaching)</i>	-	11	-	2
Total	9	446	15	464

Internalisasi Budaya Perusahaan

Budaya korporasi Astra yang dibangun berdasarkan nilai Catur Dharma, mulai diperkenalkan sejak rekrutmen dan secara terus menerus diinternalisasikan dalam beragam kegiatan Astra. Pada tahun 2020, kegiatan internalisasi budaya mencakup aktivitas untuk semakin mendekatkan pimpinan perusahaan dengan karyawan, seperti forum berbagi ilmu yang dibawakan oleh Eksekutif Astra Head Office (*Chief Level*) dan ditujukan untuk seluruh karyawan.

Corporate Culture Internalization

Astra's corporate culture, which is built on Catur Dharma values, has been introduced since recruitment and has been continuously internalized in various Astra activities. In 2020, cultural internalization activities include activities to bring the Company's leaders closer to employees, such as a knowledge sharing forum hosted by the Executive of the Astra Head Office (Chief Level) designed for all employees.

Hubungan Industrial

Hubungan industrial dibina oleh Corporate Industrial Relations dengan berpedoman pada Astra Industrial Relations Strategic Initiatives (AIRSI). Prinsip yang dikedepankan dalam pengembangan hubungan kerja dengan karyawan adalah sinergi, saling menghormati, dan *shared objectives*.

Industrial Relations

Industrial relations are fostered by Corporate Industrial Relations based on Astra Industrial Relations Strategic Initiatives (AIRSI). The principles put forward in developing industrial relationships with employees include synergy, mutual respect, and shared objectives.

Saat ini Grup Astra telah memiliki 93 serikat pekerja dalam berbagai bentuk dan afiliasinya, yang seluruhnya terbentuk untuk mewakili kepentingan karyawan. Di samping itu, juga terdapat Lembaga Kerja Sama Bipartit yang menjadi wadah komunikasi dan konsultasi mengenai hal-hal yang berkaitan dengan hubungan industrial dan ketenagakerjaan.

Currently Astra has 93 Labor unions in various forms and affiliations, all of which work together to represent the interests of the employees. In addition, there is also a Bipartite Cooperation Forum which serves as a forum for communication and consultation on matters relating to industrial and labor relations.



Menghargai Individu dan Membina Kerja Sama

Astra menentang segala bentuk diskriminasi serta menghormati hak asasi manusia dalam pengelolaan sumber daya manusia. Segala bentuk pelanggaran kebijakan ini akan ditindak sesuai dengan peraturan perusahaan.

Astra berkomitmen untuk memberikan peluang yang setara kepada setiap orang, tidak berdasarkan perbedaan usia, ras, agama, keyakinan, jenis kelamin, hingga kondisi fisik. Komitmen ini tercantum dalam Kode Etik Astra dan Peraturan Perusahaan. Dalam pelaksanaannya, Astra terus berkomitmen untuk menyediakan pekerjaan yang layak dan tidak mengizinkan pekerja di bawah umur sesuai ketentuan yang berlaku.

Kesejahteraan Karyawan

Remunerasi Karyawan ditetapkan berdasarkan konsep 3P, yaitu *"Pay for Position"*, *"Pay for Person"*, dan *"Pay for Performance"*. Komponen remunerasi termasuk gaji bulanan dan variabel lain seperti bonus akhir tahun yang besarnya disesuaikan berdasarkan penilaian kerja dan kinerja perusahaan. Seluruhnya telah sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. [401-2]

Respecting Individuals and Building Teamwork

Astra opposes against all forms of discrimination and respects human rights in its human resources management. All forms of violation of this policy will be dealt with in accordance with company regulations.

Astra is committed to providing equal opportunities for everyone, regardless of differences in age, ethnicity, religion, belief, gender or physical condition. Such commitment is stated in Astra's Code of Conduct and Company Regulations. During its journey, Astra continues to be committed to providing decent work and not allowing underaged workers in accordance with prevailing regulations.

Employee Welfare

Employee remuneration is determined based on the 3P concept, namely *"Pay for Position"*, *"Pay for Person"*, and *"Pay for Performance"*. Remuneration components include monthly salary and other variables such as year-end bonuses, the amount of which is adjusted based on job evaluation results. All of them have been made in accordance with the provisions of the prevailing laws and regulations. [401-2]

People Roadmap

People Roadmap

Sejalan dengan kebijakan ketenagakerjaan, karyawan juga telah diikutsertakan dalam program BPJS Ketenagakerjaan dan BPJS Kesehatan yang diwajibkan pemerintah, selain manfaat serupa yang telah diberikan kepada karyawan dalam bentuk asuransi melalui pihak swasta.

Astra memfasilitasi Koperasi Astra International (KAI) untuk menjadi wadah ekonomi dari, oleh, dan untuk karyawan Astra. KAI mengelola kegiatan usaha yang manfaatnya dapat dirasakan karyawan seperti simpan pinjam, beasiswa anak karyawan, dan fasilitas bantuan proses persetujuan Kredit Kepemilikan Rumah.

In line with Labor law, employees have also been registered in BPJS Employment and Healthcare programs which are mandatory under government regulation, in addition to similar benefits that have been provided to employees in the form of insurance through private insurance companies.

Astra facilitates Koperasi Astra International (KAI), which is an economic platform for, by, and for Astra employees. KAI manages business activities which benefits can be received by employees, such as savings and loans, scholarships for employees' children, and facilities for assisting the approval to obtain housing loans.

Manfaat KAI untuk Karyawan Astra | KAI Benefits for Astra Employees

Jenis Manfaat Type of Benefit	2020	2019
Pinjaman anggota (Rp miliar) Members' Loan (Rp billion)	428.2	495.5
Beasiswa (anak karyawan) Scholarship (Employees' Children)	4,516	4,500
Beasiswa (Rp miliar) Scholarships (Rp billion)	7.7	7.9
Jumlah anggota KAI Total KAI Members	90,286	88,440

Keseimbangan Kehidupan Kerja

Astra memfasilitasi keseimbangan dalam kehidupan bekerja atau yang dikenal dengan *work-life balance* melalui kegiatan seperti PORSE (Pekan Olah Raga & Seni) Astra, Astra Mencari Bakat (AMB), *Partnership Expedition*, *Employee Gathering*, dan kegiatan lainnya untuk menyalurkan hobi, seni dan budaya.

Menghadapi Pandemi COVID-19 di tahun 2020, Astra terus mendorong *work-life balance* untuk meningkatkan motivasi dan produktivitas karyawan ketika melakukan aktivitas kerja dari rumah. Kegiatan yang dilaksanakan menggunakan metode virtual seperti *employee gathering*, sesi kebugaran jasmani, dan aktivitas lainnya yang menunjang kesejahteraan karyawan.

Work Life Balance

Astra facilitates work-life balance through activities such as Astra's PORSE (Sports & Arts Week), Astra Talent Seeking (AMB), Partnership Expedition, Employee Gathering, and other activities related to employees' expression of hobbies, arts and culture.

To address COVID-19 Pandemic in 2020, Astra continued to encourage work-life balance to increase employee motivation and productivity when working from home. Activities carried out using virtual methods include employee gathering, physical fitness sessions, and other activities that support employee wellbeing.

STUDI KASUS | CASE STUDY

Berbagi Inspirasi melalui Insan Muda Astra

Sharing Inspiration through Astra Young Generation



Astra memiliki semangat untuk menjadi organisasi yang lincah, relevan, serta terus berkontribusi dan menginspirasi masyarakat. Semangat ini juga didukung oleh generasi muda Astra yaitu Insan Astra Youtuber yang dimulai pada tahun 2020. Melalui 19 Insan Astra Youtuber, Astra terus berbagi inspirasi melalui Youtube *channel* Semangat Astra Terpadu Untuk (SATU) Indonesia, serta bangga menjadi bagian dari kemajuan bangsa. Semangat-semangat tersebut ingin ditularkan kepada generasi muda yang saat ini telah menjadikan YouTube sebagai salah satu sumber informasi.

Astra has a passion to be an agile, relevant organization that continues to contribute and inspire the community. Such passion is also supported by the younger generation of Astra, namely Astra YouTubers launched in 2020. Through 19 Astra YouTubers, Astra continues to share inspiration through Youtube channel Semangat Astra Terpadu Untuk (SATU) Indonesia, and they are proud to be part of the progress of the nation. We want to pass on such passion to the younger generation who have made YouTube as a source of information.

Program Pensiun

Setiap karyawan tetap diikuti-sertakan dalam program Dana Pensiun Astra (DPA) dan program Jaminan Hari Tua (JHT) pemerintah. Program Persiapan Pensiun dimulai dalam dua tahun sebelum efektif masa pensiun dalam beberapa tahap, yaitu:

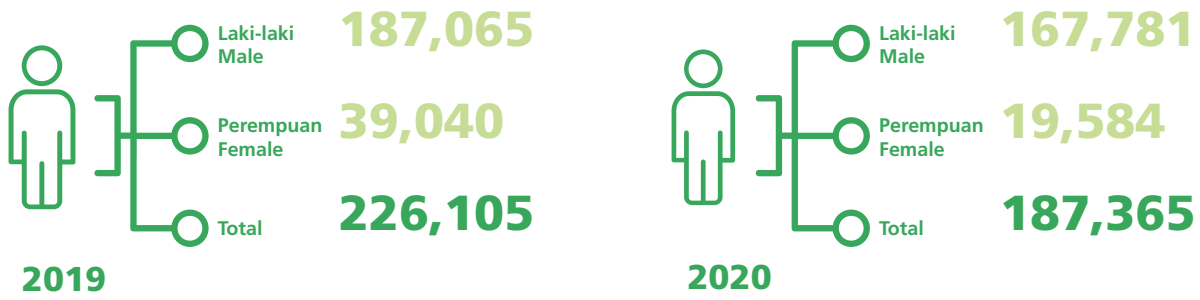
- Dua tahun sebelum pensiun: Persiapan diri dan mental karyawan dan pasangannya melalui program konseling untuk menghadapi perubahan rutinitas sehari-hari;
- Satu tahun sebelum pensiun: pengembangan kemampuan kewirausahaan dan keahlian berdasarkan minat karyawan;
- Enam bulan sebelum pensiun: Masa Persiapan Pensiun (MPP), di mana karyawan mulai dapat meninggalkan pekerjaannya untuk mempersiapkan kegiatan setelah masa pensiun.

Retirement Benefits

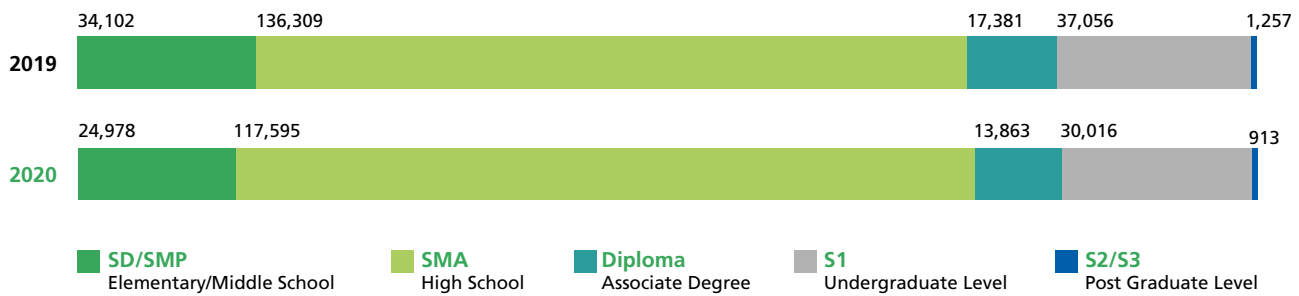
Each employee is enrolled in Astra Pension Fund (DPA) program and the government's Old Age Benefits (JHT) program. The Retirement Preparation Program starts two years prior to the effective retirement date in stages as follows:

- Two years prior to retirement: Mental preparation for employees and their spouses through a counseling program to deal with changes in daily routines;
- One year prior to retirement: development of entrepreneurial skills and other skills based on employee interests;
- Six months prior to retirement: Retirement Preparation Period (MPP), in which employees can start leaving their jobs to prepare for post-retirement activities.

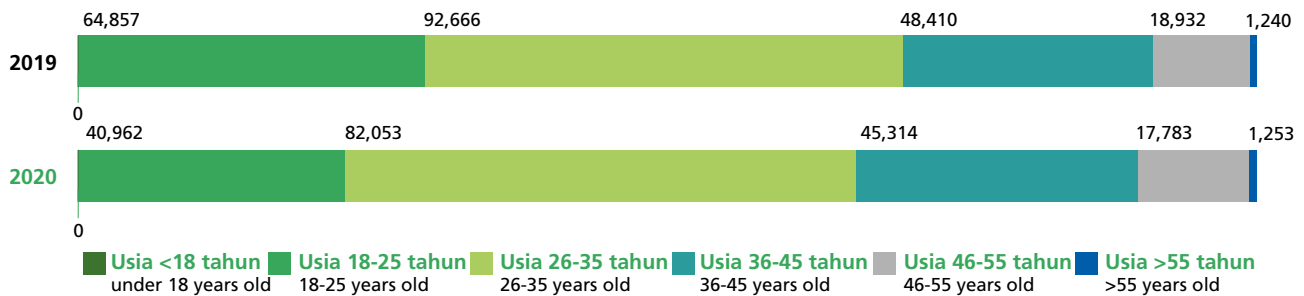
Komposisi Karyawan Astra 2020 [102-8]
 Composition of Astra Employees in 2020 [102-8]



Karyawan berdasarkan Latar Belakang Pendidikan
 Employees by Education Background



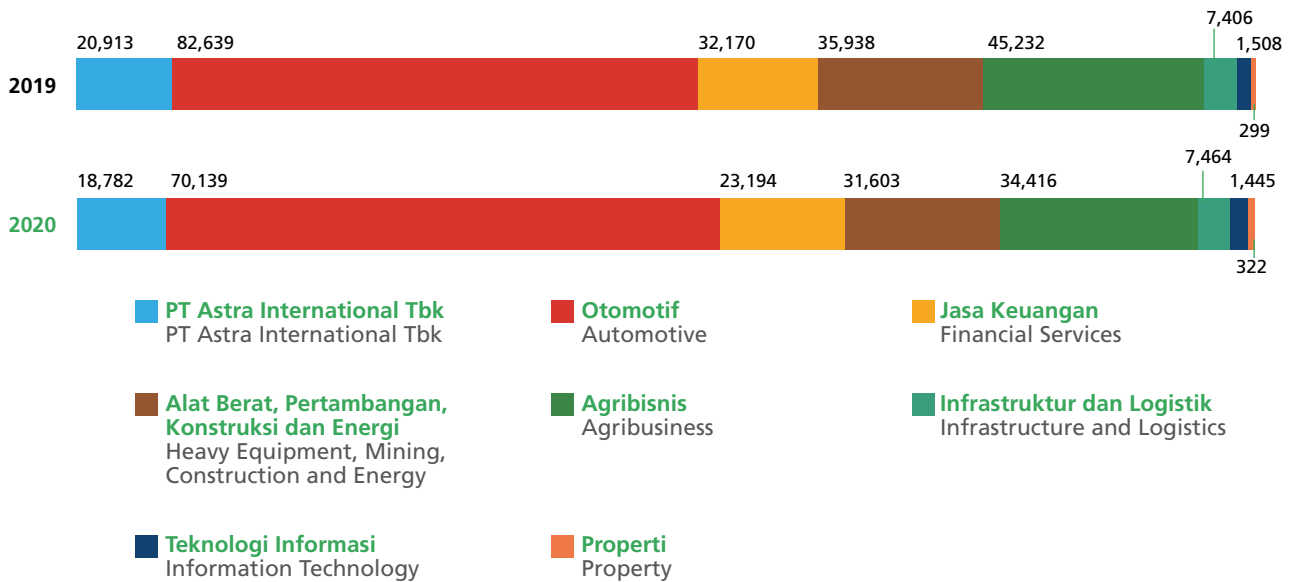
Karyawan berdasarkan Usia
 Employee by Age



Karyawan berdasarkan Status
Employee by Status



Karyawan Grup Astra Berdasarkan Grup Bisnis
Astra Group's Employees by Business Group





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Chapter

04

Public Contribution Roadmap

Public Contribution Roadmap

Pengantar dari Chief of Corporate Affairs

Introduction from Chief of Corporate Affairs

Membangun Ketahanan Menuju Keberlanjutan

Building Resilience Towards Sustainability



Riza Deliansyah
Chief of Corporate Affairs

Pandemi COVID-19 telah menyebabkan krisis kesehatan publik dan pada akhirnya menekan pertumbuhan ekonomi global. Penularan yang berlangsung cepat dan dampak penyakit yang parah mengakibatkan terjadinya interupsi pada kegiatan usaha dan kehidupan masyarakat menjadi tantangan keberlanjutan Grup Astra, baik dalam mengelola risiko kesehatan maupun untuk menjaga pertumbuhan.

Dalam konteks ini, *Public Contribution Roadmap* merupakan strategi keberlanjutan yang relevan, karena pada pilar ini Astra mengelola pihak-pihak yang paling terdampak yaitu keselamatan dan kesehatan karyawan dan kontribusi kami kepada masyarakat. Astra menetapkan keselamatan dan kesehatan karyawan, pelanggan, pemasok, dan pemangku kepentingan lainnya menjadi prioritas utama. Astra melakukan langkah-langkah pencegahan dan penanggulangan penularan COVID-19 sesuai ketentuan dari pemerintah yang diberlakukan di tempat kerja dan seluruh fasilitas Grup Astra. Kami memahami, untuk mengatasi dampak tersebut diperlukan dukungan dari semua pemangku kepentingan, untuk itu Perseroan melaksanakan program-program kontribusi sosial yang menjangkau karyawan, masyarakat, dan lingkungan hidup, baik untuk meringankan dampak pandemi maupun memperluas manfaat kehadiran Perseroan.

Pengelolaan di Tempat Kerja

Sejak triwulan-I 2020, Manajemen Astra melakukan penilaian risiko secara berkesinambungan untuk mencermati dampak keselamatan dan keberlangsungan operasi, termasuk kebijakan pemerintah yang memengaruhi aktivitas Perseroan. Karena eskalasi penularan yang sangat cepat, pada 30 Maret 2020, Astra membentuk Astra COVID-19 Crisis Center, tidak lama setelah WHO mengumumkan pandemi global pada 11 Maret 2020. Tim maupun satuan tugas penanggulangan serupa kemudian juga dibentuk di masing-masing unit bisnis Grup Astra.

The COVID-19 pandemic has triggered public health crisis and has ultimately suppressed global economic growth. Rapid transmission and the severe impact of the disease has caused interruptions in business activities and people's lives which in turns become a challenge for the sustainability of Astra Group, both in managing health risks and in maintaining business growth.

In this context, the Public Contribution Roadmap serves as an important sustainability strategy that remains relevant as the strategy denotes for Astra to manage the most affected parties, namely the safety and health of our employees and our contribution to society. Astra has made the safety and health of employees, customers, suppliers and other stakeholders as our top priority. Astra is taking steps to prevent and control the spread of COVID-19 based on government requirements which have been enforced in the workplace and in the facilities within Astra Group. We understand that managing such impact requires support from all stakeholders. For that reason, the Company implements social contribution programs that reach out to its employees, the community and the environment, not only to alleviate the impact of the pandemic but also to expand the benefits from the Company's existence.

Workplace Management

Since the first quarter of 2020, Astra Management has conducted continuous risk assessment to assess the impact on safety and continuity of operations, including government policies that have been affecting the Company's activities. Due to the very rapid escalation of transmission, on March 30, 2020, Astra established Astra COVID-19 Crisis Center, not long after WHO announced the global pandemic on March 11, 2020. Similar countermeasure teams and task forces were also established in the offices of each Astra Group business unit.

Public Contribution Roadmap

Public Contribution Roadmap

Di seluruh instalasi Astra, kami menerapkan protokol kesehatan untuk mencegah penularan dengan cara menerapkan ketentuan pembatasan yang diberlakukan pemerintah di tiap-tiap daerah, mengatur kehadiran ke tempat kerja dengan *work from home*, menata ulang ruang kerja dan sanitasi. Kepada setiap karyawan kami mewajibkan swadepklarasi kesehatan, mewajibkan pembatasan jarak fisik, pemakaian masker, dan cuci tangan yang pelaksanaannya diperiksa di lapangan serta mendorong Perilaku Hidup Bersih dan Sehat (PHBS). Kami juga mengeluarkan panduan untuk cara kerja, serta penjelasan batas area tugas yang didistribusikan ke seluruh unit bisnis.

Mendukung Pemerintah

Astra, anak perusahaan, dan yayasan-yayasan Astra pun aktif ikut serta membantu dalam solidaritas bersama menghadapi pandemi COVID-19. Sepanjang 2020, kami memberikan dukungan kepada pemerintah dalam bentuk peralatan pencegahan dan penanggulangan COVID-19 secara bertahap, seperti ventilator, alat uji tes, alat pelindung diri, dan sarana sanitasi hingga donasi kendaraan bermotor kepada lembaga-lembaga yang terlibat dalam penanganan pandemi.

Kegiatan ini kami rangkum dalam Program 'Nurani Astra – Berbagi untuk Negeri' yang mulai disalurkan pada 23 Maret 2020 senilai Rp63 miliar. Tak hanya itu, kami juga memfasilitasi penyaluran melalui yayasan yang menampung dan mengelola bantuan dari grup-grup perusahaan di Indonesia, yang mencapai Rp40 miliar. Astra juga menggalang kerja sama dengan sejumlah perusahaan mendonasikan peralatan medis, fasilitas *Intensive Care Unit* (ICU) dan *High Care Unit* (HCU) serta alat tes COVID-19 yang ketersediaannya langka di Indonesia pada saat itu. Sepanjang 2020, Program Nurani Astra dilaksanakan melalui lima tahap dengan total donasi mencapai Rp151,8 miliar.

Mendukung Masyarakat

Selain kesehatan, pandemi mengakibatkan masyarakat mengalami dampak ekonomi akibat kehilangan pekerjaan maupun penurunan pendapatan karena turunnya permintaan barang dan jasa. COVID-19 menjadi fokus utama kegiatan kontribusi sosial Astra pada 2020. Sebagai pelaksanaan strategi *Public Contribution Roadmap*, perusahaan-perusahaan Grup Astra berupaya meringankan beban warga terdampak dengan mengadakan paket-paket bantuan kebutuhan pokok, sarana sanitasi, serta edukasi tentang apa dan bagaimana mencegah COVID-19. Bantuan diberikan kepada masyarakat dan tenaga kesehatan di sekitar instalasi, komunitas, dan sekolah.

In all Astra installations, we adopt health protocols to prevent transmission by implementing restrictive provisions imposed by the government in each region, regulating attendance at workplace by working from home, rearranging work spaces and conducting regular sanitation. Each of our employees is required to self-declare their health condition, to maintain physical distance, to wear masks and wash hands, of which their executions are checked on the field and is encouraged to adopt Clean and Healthy Life Behavior (PHBS). We also issued a guidebook on work conduct, as well as the explanation on workspace boundaries distributed throughout the business units.

Support to the Government

Astra, its subsidiaries, and foundations are also actively participating in joint solidarity action in facing the COVID-19 pandemic. Throughout 2020, we provided support to the government by donating COVID-19 prevention and mitigation equipments in several stages, such as ventilator, test kits, personal protective equipment, and sanitation facilities as well as donation of vehicles to institutions involved in handling the pandemic.

Our abovementioned activities are summarized in "Nurani Astra – Berbagi untuk Negeri" ("Astra's Conscience – Sharing for the Nation") program which began to be distributed on March 23, 2020, totalling to Rp63 billion. In addition, we also facilitated the distribution through foundations that accommodate and manage relief from corporate groups in Indonesia, which amounted to Rp40 billion. Astra also collaborated with a number of companies to donate medical equipment, Intensive Care Unit (ICU) and High Care Unit (HCU) facilities as well as COVID-19 test kits which were scarcely found in Indonesia at the time. Throughout 2020, the Nurani Astra Program was implemented in five stages with a total donation amounting to Rp151.8 billion.

Support to the Community

In addition to health impact, the pandemic has prompted economic impact experienced by the society due to job losses and decreasing income as well as to the declining demand for goods and services. COVID-19 became the main focus of Astra's social contribution activities in 2020. As an implementation of the Public Contribution Roadmap strategy, Astra Group companies are trying to ease the burden on affected residents by providing packages of basic necessities, sanitation facilities, as well as education on what is COVID-19 and how to prevent it. Assistance was provided to the community and health workers around the installation, communities and schools.

Dalam kampanye 5M (Memakai masker, Mencuci tangan dengan sabun dan air mengalir, Menjaga jarak, Menghindari kerumunan, serta Membatasi mobilisasi), Astra mengikutsertakan masyarakat di Kampung Berseri Astra dan penerima apresiasi SATU Indonesia Awards di daerah masing-masing. Kampanye melalui media sosial juga kami lakukan melalui tagar #SemangatSalingBantu dan #KitaSATUIndonesia. Astra mengajak masyarakat untuk mengunggah satu foto pada akun Instagram pribadi dengan menggunakan masker, yang mana setiap satu foto yang diunggah akan dikonversikan dengan satu masker kain yang akan disumbangkan Astra untuk mereka yang membutuhkan. Seluruhnya bertujuan untuk meningkatkan pemahaman dan mendorong masyarakat untuk aktif melindungi diri dan orang di sekitarnya dari risiko terpapar COVID-19.

Komitmen berkelanjutan *Public Contribution Roadmap*

Kami selalu mencermati perkembangan-perkembangan terkini terkait dengan Pandemi COVID-19 dan kebijakan Pemerintah, dengan berkembangnya teknologi dan ilmu pengetahuan, kita melihat secercah harapan dengan ditemukannya beberapa alternatif penanggulangan Pandemi ini. Dari waktu ke waktu Astra melakukan penyesuaian-penyesuaian yang diperlukan, baik strategi maupun kebijakan operasional, yang sejalan dengan prioritas kami dan mengupayakan agar kegiatan Perseroan dapat pulih secara terukur dan berhati-hati. Selain itu, kami juga meneruskan kerja sama dan dukungan kepada lembaga yang bertugas untuk memperoleh hasil yang lebih optimal.

Astra terus konsisten melaksanakan pembangunan berkelanjutan dengan melanjutkan strategi *Public Contribution Roadmap* 2021-2030 dengan harapan pelaksanaan program-program yang lebih solid dan terintegrasi. Dengan semangat sinergi untuk mencapai hasil yang lebih baik, Astra membangun jejaring dan kolaborasi dari modal sosial yang telah tercipta selama ini, seperti melibatkan penerima apresiasi SATU Indonesia Awards dalam Kampung Berseri Astra dan Desa Sejahtera Astra, mengembangkan kewirausahaan dan program-program lain yang bisa menjadi bagian ekosistem bisnis serta transformasi digital kontribusi sosial Astra.

During the campaign on how to prevent the spread of transmission (wearing masks, washing hands with soap and running water, maintaining distance, avoiding crowds, and limiting mobilization), Astra has included Kampung Berseri Astra communities and recipients of SATU Indonesia Awards in their respective regions. We also performed social media campaigns through the hashtag #SemangatSalingBantu and #KitaSATUIndonesia. Astra invited the public to upload one photo on their personal Instagram account using a mask, and then every single picture uploaded will be converted to a cloth mask which Astra will donate to those in need. These are aimed at improving awareness and encouraging people to actively protect themselves and those around them from the risk of being exposed to COVID-19.

Sustainable Commitment of the *Public Contribution Roadmap*

We always observe the latest developments related to COVID-19 Pandemic and corresponding government policies. With the development of technology and science, we see a glimmer of hope with the discovery of alternatives to overcome this pandemic. From time-to-time Astra makes necessary adjustments, both in strategy and operational policies, which are in line with our priorities, and strives so that the Company's recovery efforts are conducted in a measured and prudent manner. In addition, we also continue to cooperate and support relevant institutions in-charge to obtain more optimal results.

Astra continues to consistently implement sustainable development by continuing the 2021-2030 *Public Contribution Roadmap* strategy with the expectation of implementing more solid and integrated programs. In the spirit of synergy to achieve better results, Astra builds networks and collaborations from our social capital that has been built so far, such as involving recipients of SATU Indonesia Awards in Kampung Berseri Astra and Desa Sejahtera Astra, developing entrepreneurship and other programs that can become part of the business ecosystem as well as performing digital transformation of Astra's social contributions

Riza Deliansyah
Chief of Corporate Affairs

Public Contribution Roadmap

Nurani Astra BERBAGI UNTUK NEGERI

Total Bantuan Nurani Astra | Nurani Astra Total Donation

 **Rp 151.8** Miliar Billion

Sarana Transportasi | Means of Transportation

 **110** Unit

Sembako | Daily Staple Packages

 **136,432** Paket Package

Bantuan Fasilitas Medis | Medical Facility Assistance

Alat Pelindung Diri | Personal Protective Equipment

 **1,800,000** Pcs

Sebaran | Coverage

 **34** Provinsi Province

Ventilator

 **80** Unit

Intensive Care Unit

 **2** Unit



Gerakan Menggunakan Masker | Wear a Mask Movement

Jumlah *posting social media* & konversi ke masker kain
Number of social media posts & conversions to cloth masks



4,349 Masker Kain
Cloth Mask

Public Contribution Roadmap

Public Contribution Roadmap



Astra berkomitmen untuk tumbuh secara berkelanjutan, yaitu berkembang bersama masyarakat dan melindungi lingkungan hidup. Komitmen ini menjadi landasan strategis *Public Contribution Roadmap* yang mencakup strategi perusahaan untuk mengelola Lingkungan, Keselamatan dan Kesehatan Kerja (LK3) di lingkungan Grup Astra, dan kontribusi sosial berkelanjutan bagi masyarakat Indonesia.

Astra melaksanakan program-program *Public Contribution* melalui Corporate Affairs yang memiliki fungsi untuk menetapkan kebijakan kontribusi sosial berkelanjutan yang ditetapkan setiap tahun yang memuat arahan dan target bagi perusahaan Grup Astra di bidang ini. [103-2]

Kebijakan Kontribusi Sosial Berkelanjutan Astra 2020

1. Inovasi program 4 pilar Kampung Berseri Astra (Bersih, Sehat, Cerdas & Produktif) dengan pencapaian minimal bintang 4 dan peningkatan kualitas Desa Sejahtera Astra melalui program kewirausahaan berbasis potensi ekonomi lokal dengan pencapaian minimal bintang 2 serta menguatkan kearifan lokal untuk menjadi program unggulan kebanggaan bangsa.
2. Peningkatan kualitas pendidikan dengan berfokus pada pendidikan vokasi melalui program SMK Binaan Astra (BISA) yang berfokus pada *link and match* dengan industri Grup Astra dan terus membangun budaya aman berlalu lintas melalui program Indonesia Ayo Aman Berlalu Lintas (IAABL) yang berfokus pada jumlah masyarakat yang teredukasi.

Astra is committed to sustainable growth, namely to grow together with the society and protect the environment. Such commitment has become the foundation of the Public Contribution Roadmap strategy, which contains the company's strategy to manage the Environment, Health and Safety (EHS) within Astra Group, as well as sustainable social contribution for the people of Indonesia.

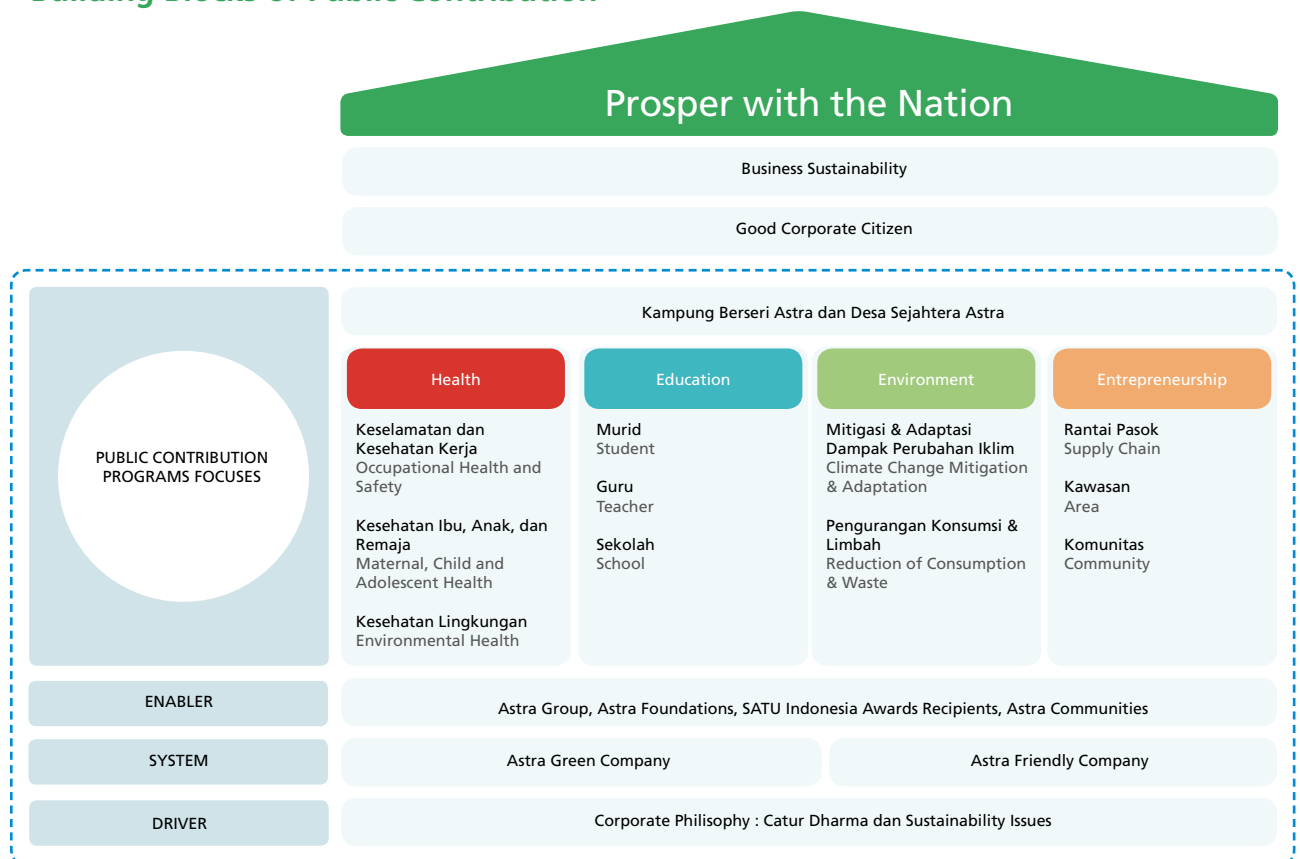
Astra performs its Public Contribution programs through Corporate Affairs, assigned with the task to establish policies related to EHS and sustainable social contribution which are set annually containing directives and targets for Astra Group companies operating in these areas. [103-2]

Astra Sustainable Social Contribution Policy 2020

1. Innovating the 4-pillar (Clean, Healthy, Smart & Productive) program of Kampung Berseri Astra with a minimum achievement of 4 stars and increasing the Quality of Desa Sejahtera Astra through entrepreneurship programs based on local economic potentials with a minimum achievement of 2 stars and strengthening local wisdom to become the National Pride Featured Program.
2. Improving the quality of education by focusing on vocational education through the Astra Fostered Vocational School (BISA) program which focuses on link and match with Astra Group industries and continuing to build safe traffic culture through Indonesia Ayo Aman Berlalu Lintas (IAABL) program which focuses on the total number of people being educated in the program.

3. Menerapkan konsep 6R *cleaner production* dengan memastikan efisiensi Sumber Daya Alam (SDA) serta melakukan pengurangan limbah plastik (*zero plastic waste*).
 4. Berkontribusi terhadap pengurangan dampak perubahan iklim melalui kegiatan efisiensi energi serta mulai menggunakan energi baru dan terbarukan dengan target penurunan 2,5% per satuan produk dibandingkan tahun 2019.
 5. Menerapkan program *zero workplace accident* untuk karyawan dan *stakeholder* lain yang bekerja sebagai mitra perusahaan melalui implementasi *Contractor Safety Management System (CSMS)* serta mencegah terjadinya penyakit akibat kerja (PAK).
3. Implementing the 6R cleaner production concept by ensuring the efficiency of Natural Resources (SDA) and reducing plastic waste (zero plastic waste).
 4. Contributing to the reduction of climate change impact through energy efficiency activities and starting to use new and renewable energy with a target of 2.5% reduction per unit of product compared to 2019.
 5. Implementing zero workplace accident program for employees and other stakeholders who act as the Company's partners through the implementation of the Contractor Safety Management System (CSMS) and preventing occupational diseases (PAK).

Building Blocks of Public Contribution



Program Unggulan Kontribusi Sosial Berkelanjutan Astra

Astra Sustainable Social Contribution Flagship Programs

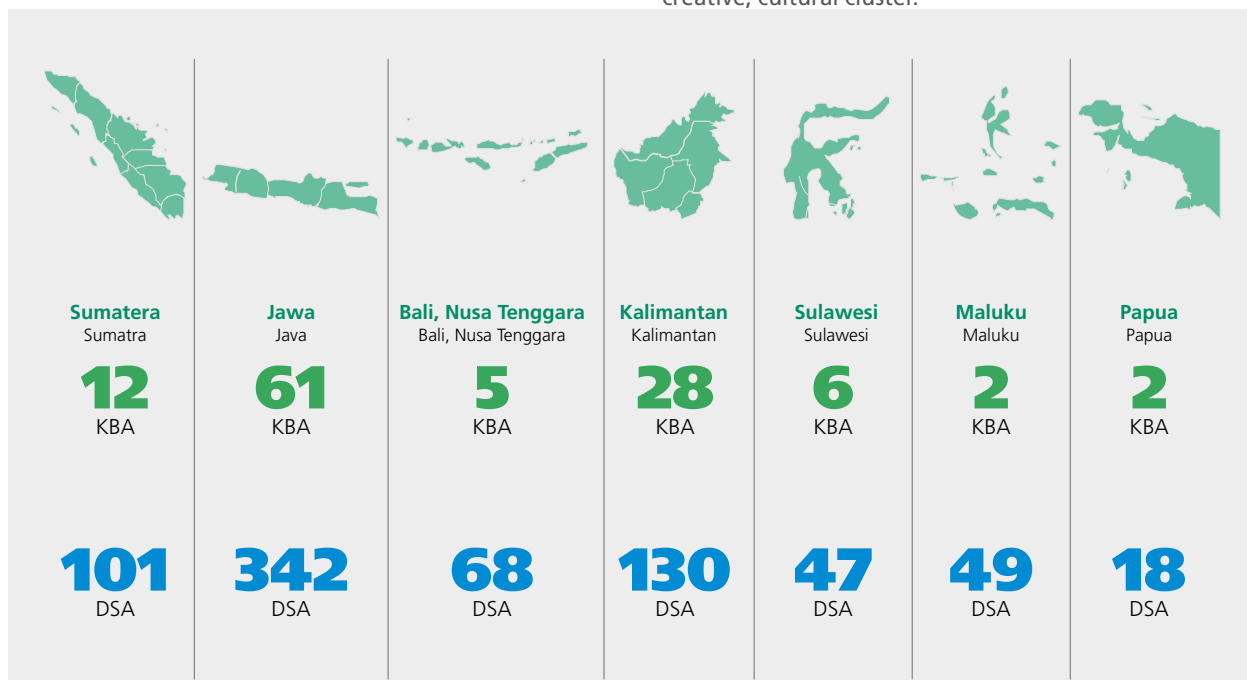
Kampung Berseri Astra dan Desa Sejahtera Astra

Kampung Berseri Astra adalah program pengembangan masyarakat berbasis komunitas yang mengintegrasikan inisiatif 4 pilar program kontribusi sosial berkelanjutan Astra di satu komunitas kampung. Visi program ini adalah mewujudkan wilayah yang bersih, sehat, cerdas, dan produktif.

Sejak tahun 2013, Astra telah membina 116 KBA di 34 provinsi di Indonesia. Pengembangan lebih lanjut KBA adalah Desa Sejahtera Astra (DSA) yang bekerja sama dengan Pemerintah pusat, pemerintah daerah, serta masyarakat desa dalam pengembangan ekonomi pedesaan berbasis sumber daya lokal. Dalam program DSA terdapat pendampingan bagi pelaku usaha, mulai dari pelatihan, bantuan prasarana, hingga fasilitasi akses permodalan dan pemasaran produk. Hingga 2020, sebanyak 755 desa di 135 kabupaten telah dibina Astra. DSA yang berfokus kepada pengembangan produk unggulan kawasan pedesaan binaan Astra telah memiliki 4 klaster produk yaitu: klaster kopi, klaster agrikultur, olahan dan komoditas, klaster kelautan dan perikanan tangkap, serta klaster wisata, kreatif, budaya.

Kampung Berseri Astra is a community-based development program which integrates the 4 pillars of Astra's sustainable social contribution program initiatives in one village community. The vision of this program is to create a clean, healthy, smart and productive area.

Since 2013, Astra has fostered 116 KBAs in 34 provinces in Indonesia. The further development of KBA is Desa Sejahtera Astra (DSA) which collaborates with the central government, local governments, and village communities in the development of a rural economy based on local resources. In the DSA program, the Company provides assistance for industry, ranging from training, infrastructure donation, and facilitates working capital access and product marketing. Until 2020, there are 755 villages in 135 regencies which are fostered by Astra. DSA program focuses on the development of flagship products in Astra fostered rural areas, which currently has 4 flagship product clusters such as coffee cluster, agriculture, processed food and commodities cluster, marine and captured fisheries cluster, and the tourism, creative, cultural cluster.



▶ Produk Unggulan Desa Sejahtera Astra Featured Products from Desa Sejahtera Astra

Sebagai salah satu program kontribusi sosial berkelanjutan Astra, Desa Sejahtera Astra (DSA) bekerja sama dengan pemerintah pusat, pemerintah daerah, universitas, *start-up*, pondok pesantren, komunitas, serta masyarakat desa dalam pengembangan ekonomi pedesaan berbasis produk unggulan kawasan pedesaan. Dalam program DSA terdapat pendampingan bagi masyarakat desa, mulai dari pelatihan, bantuan prasarana, penguatan kelembagaan ekonomi desa, hingga memfasilitasi akses pemodal dan pemasaran produk. Hingga 2020, Astra berhasil memaparkan program DSA kepada 85.746 masyarakat, menciptakan tenaga kerja baru sebesar 13.085 pekerja, serta meningkatkan pendapatan rata-rata sebesar 37,6%.

Desa Sejahtera Astra (DSA) Indragiri Hilir, Riau

Kabupaten Indragiri Hilir, Provinsi Riau, terkenal dengan produksi kopra putihnya. Melihat potensi tersebut, Astra melalui program Desa Sejahtera Astra mendukung kegiatan usaha masyarakat di daerah Indragiri Hilir, Riau, sejak bulan Juli 2019. Program DSA di Kabupaten Indragiri Hilir ini mencakup sejumlah 20 Desa binaan yang memproduksi kopra putih yang bekerjasama dengan Kementerian Desa dan *start-up* Inacom. Total masyarakat terlibat program ini adalah 2.200 orang dengan wanita sebanyak 324 orang.

Kerjasama yang dilakukan Astra yaitu dalam pembuatan produk unggulan kopra putih *edible* melalui penggunaan rumah fumigasi yang mampu meningkatkan kualitas kopra putih.

As one of Astra's sustainable social contribution programs, Desa Sejahtera Astra (DSA) collaborates with the central government, local governments, universities, start-up, Islamic boarding schools, communities, and rural communities in developing rural economies based on local flagship products. In the DSA program, the Company provides assistance for village communities, including training, infrastructure assistance, strengthening of village economic institutions, and facilitate the access to working capital and product marketing. Until 2020, Astra has succeeded in presenting the program to 85,746 people, creating a new workforce of 13,085 workers, and increasing average income by 37.6%.

Desa Sejahtera Astra (DSA) at Indragiri Hilir, Riau

Indragiri Hilir Regency in Riau Province is famous for its white copra production. Seeing this potential, Astra through its program has supported community business activities in Indragiri Hilir area, Riau, since July 2019. The DSA program in Indragiri Hilir includes 20 fostered villages that produce white copra in collaboration with the Ministry of Village, Development of Disadvantaged Regions and Transmigration and Inacom start-up. The total community involved in this program is 2,200 people including 324 women.

The collaboration carried out by Astra is in improving the quality of edible white copra products through the use of fumigation houses.



Public Contribution Roadmap

Public Contribution Roadmap

Pada tahun 2020 Pandemi COVID-19 melanda perekonomian Indonesia. Hal ini tidak menghalangi masyarakat DSA Indragiri Hilir untuk terus berupaya meningkatkan kesejahteraannya. Terbukti selama tahun 2020, DSA Indragiri Hilir berhasil mengirimkan 13 kontainer yang berisikan masing-masing 26 ton kopra putih dengan tujuan ekspor ke Pakistan. Tidak hanya itu, penjualan lokal pun berhasil terjual kurang lebih sebanyak 500 ton kopra putih.

Dengan kehadiran Astra, harga penjualan kopra putih yang sebelumnya senilai Rp 750,- per butir, menjadi Rp 1.800,- per butir. Kenaikan nilai barang ini didasarkan pada kualitas kopra putih itu sendiri yang sudah terjaga dan terstandarisasi. Saat ini, masyarakat juga melakukan penanaman kapulaga di bawah pohon kelapa untuk menambah nilai keuntungan bagi masyarakat.

Desa Sejahtera Astra (DSA) Kendal, Jawa Tengah

Desa Sejahtera Astra Kabupaten Kendal merupakan salah satu bagian dari 755 desa yang dibina oleh Astra secara nasional yang bekerjasama dengan Kementerian Desa Pembangunan Daerah Tertinggal dan Transmigrasi serta Kementerian Koordinator Bidang Perekonomian Republik Indonesia. Program Desa Sejahtera Astra di Kabupaten Kendal telah berlangsung sejak bulan Juli 2019. Desa Sejahtera Astra Kabupaten Kendal terdiri dari 20 desa yang berada di Kecamatan Sukorejo dan Kecamatan Patean, Kabupaten Kendal. Desa Sejahtera Astra Kabupaten Kendal memiliki produk unggulan berupa minyak atsiri yang berasal dari ekstraksi daun cengkeh dan serih wangi. Astra bersama dengan *start-up* Nares membuat rumah produksi dan penyulingan minyak atsiri dengan Nares sekaligus menjadi *offtaker* hasil produksi.

In 2020 The COVID-19 pandemic hit Indonesia's economy. This did not prevent the people of DSA Indragiri Hilir from continuing to strive to improve their welfare. It was proven that during 2020, DSA Indragiri Hilir succeeded in sending 13 containers of 26 tons of white copra each for export to Pakistan. In addition, local sales also managed to sell approximately 500 tons of white copra.

With Astra's presence, the selling price of white copra, which was previously valued at Rp750 per grain, has increased to Rp1,800 per grain. The increase in the value of this product is based on the quality of the white copra itself which has been maintained and standardized. Currently, the community is also planting cardamom under coconut trees to generate more benefits to the community.

Desa Sejahtera Astra (DSA) in Kendal, East Java

Desa Sejahtera Astra, Kendal Regency, is one of the 755 villages fostered by Astra at a national level in collaboration with the Ministry of Villages, Development of Disadvantaged Regions and Transmigration and the Coordinating Ministry for Economic Affairs of the Republic of Indonesia. Desa Sejahtera Astra Program in Kendal Regency has been operating since July 2019. Desa Sejahtera Astra Program in Kendal Regency consists of 20 villages located in Sukorejo District and Patean District, Kendal Regency. Desa Sejahtera Astra in Kendal Regency produces its featured products in the form of essential oils derived from the extraction of clove and lemongrass leaves. Astra and Nares start-up assist in building production house and refining essential oil with Nares takes role as production offtaker.



DSA Kendal berhasil mengekspor produk minyak atsiri sebanyak kurang lebih 5 ton per bulannya ke beberapa negara seperti Hongkong, Singapura, Perancis, El Savador, China, Amerika Serikat, dan Belgia. Besarnya permintaan pasar, berdampak pula terhadap meningkatnya keterlibatan masyarakat, hingga November 2020, jumlah masyarakat terdampak program DSA di Kabupaten Kendal berjumlah 3.600 orang.

Di tengah pandemi COVID-19, tidak membuat masyarakat patah arang dan berfokus untuk mencari peluang pasar baru. Masyarakat DSA cukup cermat membaca peluang, produk minyak atsiri ternyata sangat dibutuhkan untuk bahan baku obat-obatan saat pandemi ini, sehingga produksi yang awalnya difokuskan untuk bahan *diffuser*, kini diarahkan untuk bahan baku obat. Permintaan pasar pun naik 4 kali lipat untuk produk unggulan minyak atsiri DSA Kendal, baik kebutuhan ekspor maupun domestik. Kenaikan permintaan memberikan efek ekonomi berganda bagi masyarakat DSA, di mana mereka dapat menyerap tenaga kerja tambahan untuk meningkatkan produksi sehingga memberikan lapangan kerja bagi masyarakat sekitar. Berkah yang didapatkan masyarakat Desa Sejahtera Astra Kendal saat ini sebagian mereka sisihkan untuk membantu masyarakat wilayah sekitar untuk menghadapi dampak dari Pandemi COVID-19 ini. Diantaranya dengan memberikan bantuan berupa disinfektan, *hand sanitizer* hingga sembako kepada masyarakat sekitar DSA Kendal.

DSA Kendal successfully managed to export around 5 tons of essential oil products per month to several countries such as Hongkong, Singapore, France, El Savador, China, United States, and Belgium. The large market demand has also made an impact on the increasing involvement from community. As of November 2020, the total number of people affected by the DSA program in Kendal Regency is 3,600 individuals.

COVID-19 pandemic has not discouraged the local people and they continue to focus on seeking for new market opportunities. DSA community was quite observant in identifying opportunities and noted that essential oil products were in fact highly demanded as raw materials for medicines during the pandemic. Subsequently, the production which was initially intended to produce materials for diffuser, has now been shifted towards medicine raw materials. Market demand has also increased four times for these featured essential oil products from DSA Kendal oil, both for export and domestic needs. The increase in demand has created a multiplier economic effect for the DSA community, whereby they can absorb additional workforce to increase production and provide employment opportunities for the surrounding community. The income generated by Astra's DSA Kendal has been partially set aside to assist the surrounding community to deal with the impact of COVID-19 pandemic. They include among others the donation in the form of disinfectants, hand sanitizers to basic necessities to the community around DSA Kendal.



Ketangguhan KBADSA di tengah Pandemi COVID-19

Resilience of KBADSA in the Midst of COVID-19 Pandemic

Sebagai wujud kepedulian Astra di tengah pandemi COVID-19, Astra mendukung upaya untuk menjaga keselamatan dan kesehatan masyarakat binaan melalui program GrebeKBADSA (Gerakan Basmi Pandemi COVID-19 di Kampung Berseri Astra dan Desa Sejahtera Astra). Bertujuan untuk meningkatkan semangat pemberdayaan, kesadaran dan kreativitas penggerak dan pemerintah lokal KBADSA, program ini juga memberikan pendampingan jarak jauh kepada KBA atau DSA terkait pencegahan dan penanggulangan COVID-19.

As a form of Astra's concerns in the midst of the COVID-19 pandemic, Astra supports all effort to ensure the safety and health of the fostered community through the GrebeKBADSA (Movement to Eliminate COVID-19 Pandemic in Kampung Berseri Astra and Desa Sejahtera Astra). In addition to rising up the spirit of empowerment, awareness and creativity of the local champion and local government of KBADSA, this program also provides long-distance assistance to KBA or DSA related to the prevention and handling of COVID-19.



Kampung Berseri Astra (KBA) Pekayon, Bekasi

Kota Bekasi termasuk dalam zona merah penyebaran COVID-19, terhitung sejak tanggal 15 April 2020, telah diberlakukan Pembatasan Sosial Berskala Besar (PSBB) yang bertujuan untuk memutus mata rantai COVID-19 agar tidak semakin tersebar. Sesuai dengan instruksi Gubernur Jawa Barat dan surat edaran dari Walikota Bekasi agar masing-masing RW di wilayah kota Bekasi untuk membentuk RW Siaga bagi penanggulangan COVID-19. Oleh karena itu, masyarakat KBA Pekayon langsung membentuk RW Siaga COVID-19.

Bentuk partisipasi KBA Pekayon dalam program GrebeKBADSA 2020 berfokus kepada sosialisasi pencegahan melalui pemasangan spanduk, poster, pengadaan dan pembagian masker, pemasangan fasilitas Cuci Tangan Pakai Sabun (CTPS) di beberapa titik, pembagian *hand sanitizer*, penyemprotan desinfektan secara berkala, donasi nasi bungkus dan sembako, hingga pemberian bantuan logistik kepada warga yang sedang melakukan isolasi mandiri.

Program yang merupakan inovasi KBA Pekayon sebagai bentuk ketahanan masyarakat dalam melawan pandemi yaitu program Pangan Lestari. Gerakan ini merupakan gerakan pemberdayaan warga di bidang ketahanan pangan berupa kegiatan lumbung pangan, pertanian kota dan wirausaha pangan dengan tujuan untuk mempertahankan dan meningkatkan kesejahteraan warga. Beberapa contoh spesifik programnya yaitu budidaya ikan lele dan nila, pemanfaatan pot kantong tanaman dinding sebagai solusi dari lahan sempit, penanaman pohon kelor, serta aktivasi pemasaran UMKM yang ada di KBA (berbagai produk makanan dan minuman,



Kampung Berseri Astra (KBA) in Pekayon, Bekasi

Bekasi City was categorized as red zone pertaining to the spread of COVID-19. As of April 15, 2020, Large-Scale Social Restriction (PSBB) has been implemented which aims to break the chain of COVID-19 transmission to prevent it from spreading further. In accordance with the instructions of the Governor of West Java and a circular letter from the Mayor of Bekasi, each RW (community association) in the city of Bekasi should establish RW Siaga to address COVID-19 pandemic. Accordingly, community in KBA Pekayon immediately established RW Siaga for COVID-19 alert.

The participation from KBA Pekayon in the GrebeKBADSA 2020 program focused on the socialization of virus prevention by putting up banners, posters, procurement and distribution of masks, installing Handwashing with Soap (CTPS) facilities at several points, distributing hand sanitizers, spraying disinfectants regularly, donating packaged rice and groceries, and providing logistics to residents undergoing home quarantine.

Another program innovated by KBA Pekayon which represents community resilience against the pandemic is Sustainable Food program. The program represents citizen empowerment movement in terms of food security by establishing food storage, creating urban agriculture and food entrepreneurship activities with the aim of maintaining and improving the welfare of the citizens. Some specific examples of the program include catfish and tilapia cultivation, the use of hanging plastic bag for plants as a solution to limited space, planting of moringa trees, and activation of MSMEs marketing in KBA (such as various food and beverage products, production of masks and face

hingga produksi masker dan *face shield*), program lansia sehat dan ceria serta sosialisasi *new normal* sebanyak 40 orang warga telah terlibat dalam kegiatan pertanian dan peternakan.

Desa Sejahtera Astra (DSA) Bakti Kencana Tangguh COVID-19

DSA Bakti Kencana berhasil memulihkan perekonomian warga ditengah pandemi COVID-19. Berlokasi di Kabupaten Bogor, Jawa Barat, dengan membangun perekonomian di sektor pertanian, peternakan dan pariwisata dengan menggunakan konsep *Integrated Farming System*.

Melalui *Integrated Farming System*, warga berharap dapat mewujudkan perekonomian terpadu di bawah naungan Badan Usaha Milik Desa (BUMDES). Bekerjasama dengan Institut Pertanian Bogor (IPB) dan Astra, DSA Bakti Kencana juga membangun kebun hidroponik dan arena *camping ground* untuk dijadikan sebagai pilihan wisata. DSA Bakti Kencana juga menjual produk kerajinan tangan seperti tas bambu rotan, miniatur angklung, gelas bambu, dan lain-lain. Kerajinan tangan lokal yang unik dan tahan lama ini, dapat dijadikan sebagai oleh-oleh.

Kontribusi aktif dari masyarakat merupakan salah satu bentuk komitmen nyata dari DSA Bakti Kencana untuk mempercepat pemulihan perekonomian bersama.

shields), healthy and cheerful elderly program and socialization of new normal era, and involvement of 40 local people in agricultural and livestock activities.

Desa Sejahtera Astra (DSA) in Bakti Kencana Being Resilient during COVID-19

DSA Bakti Kencana has succeeded in restoring the economy of its residents in the midst of COVID-19 pandemic. Located in Bogor Regency, West Java, the DSA has been building the economy in agriculture, livestock and tourism sectors by using the Integrated Farming System concept.

Through the Integrated Farming System, local people expect to achieve an integrated economy under the supervision of Village-Owned Enterprises (BUMDES). In collaboration with IPB University and Astra, DSA Bakti Kencana also built hydroponic garden and camping ground arena to serve as an optional tourist site. DSA Bakti Kencana also sells handicraft products such as bamboo rattan bags, angklung miniature, bamboo cups, and others. These unique and durable local handicrafts can be sold as souvenirs.

The active contribution from the community represents one of real commitments from DSA Bakti Kencana to accelerate the recovery of the community economy.



Public Contribution Roadmap

Public Contribution Roadmap

SATU Indonesia Awards

Semangat Astra Terpadu Untuk (SATU) Indonesia Awards adalah apresiasi bagi generasi muda baik individu maupun kelompok yang memiliki kepeloporan dan melakukan perubahan untuk berbagi dengan masyarakat di sekitarnya. SATU Indonesia Awards telah diselenggarakan sejak 2010 dengan memberikan penghargaan di bidang kesehatan, pendidikan, lingkungan, kewirausahaan, dan teknologi, serta satu kategori Kelompok yang mewakili lima bidang tersebut. Pada tahun 2020, SATU Indonesia Awards menghadirkan kategori khusus untuk mengapresiasi para pejuang tanpa pamrih di masa pandemi COVID-19.

Astra juga mendorong para anak muda yang terlibat dalam SATU Indonesia Awards untuk berkolaborasi dengan program unggulan Kampung Berseri Astra (KBA) dan Desa Sejahtera Astra (DSA). Tujuannya adalah memberikan dampak yang lebih besar dan berkelanjutan dalam meningkatkan kontribusi dan dampak positif pada usaha-usaha pembangunan di daerahnya.

11th SATU Indonesia Awards tahun 2020 diikuti oleh 10.036 pendaftar dari berbagai wilayah di Indonesia. Angka pendaftar selalu meningkat dibandingkan pertama kali diselenggarakan pada 2010 yang hanya diikuti 120 pendaftar. Meningkatnya pendaftar mengindikasikan semakin banyak inovasi yang dilakukan pemuda Indonesia di pelosok dan meningkatnya apresiasi masyarakat kepada acara ini.

Adaptasi akibat kondisi Pandemi dilakukan dengan memaksimalkan perolehan data visual berupa foto dan video, berkolaborasi dengan sumber daya lokal. Fotografer dan videografer dari daerah sekitar asal semi finalis diberdayakan untuk melakukan verifikasi data secara visual. Sedangkan proses wawancara para semi finalis dilakukan secara virtual oleh tim verifikasi yang berada di Jakarta.

Pada tahun 2020, Astra memberikan apresiasi kepada 11 pemuda atas kontribusinya dalam membangun masyarakat. Para penerima apresiasi mendapatkan dana bantuan kegiatan sebesar Rp60 juta, serta pembinaan kegiatan yang dapat dikolaborasi dengan program kontribusi sosial berkelanjutan Astra lainnya, yakni KBA dan DSA. Selain itu, telah terpilih juga finalis favorit pilihan masyarakat yang mendapatkan tambahan dana sebesar Rp10 juta. Sejak pertama diadakan, Astra telah mengapresiasi 397 anak muda. Terdiri dari 70 penerima tingkat nasional dan 327 penerima tingkat provinsi.

Semangat Astra Terpadu Untuk (SATU) Indonesia Awards is an appreciation for the young generation, both individuals and groups who have been pioneering and making changes to be shared with the surrounding community. SATU Indonesia Awards has been held since 2010 to provide awards in the fields of health, education, environment, entrepreneurship and technology as well as a group category representing these five fields. Specifically in 2020, SATU Indonesia Awards presented a special category to appreciate selfless fighters during the COVID-19 pandemic.

Astra also encourages young people involved in the SATU Indonesia Awards to collaborate with the featured program of Kampung Berseri Astra (KBA) and Desa Sejahtera Astra (DSA). It is aimed to create greater and more sustainable impact in increasing the contribution towards and positive impact on the development efforts in their respective regions.

The 11th SATU Indonesia Awards 2020 was joined by 10,036 applicants from various regions in Indonesia. The number of registrants has steadily increased compared to the first time it was held in 2010 which only involved 120 registrants. The increase in registrants indicates that there has been increasing number of innovations made by Indonesian youths in remote areas as well as the increasing level of public appreciation for this event.

Adjustments had been made due to the pandemic by maximizing the collection of visual data in the form of photos and videos, in collaboration with local resources. Photographers and videographers originating from the area near the residence of the semi-finalists were empowered to visually verify the data. Meanwhile, the interview process for the semi-finalists was conducted virtually by the verification team located in Jakarta.

In 2020, Astra awarded 11 young people for their contribution in building the society. The recipients of the award receive fostered funds amounting to Rp60 million, as well as coaching activities that can be collaborated with other Astra's sustainable social contribution programs, namely KBA and DSA. In addition, the community's favorite finalists have also been selected and they received additional funds of Rp10 million. Since first held, this program has awarded 397 young people comprising 70 recipients at the national level and 327 recipients at the provincial level.

BIDANG | CATEGORY: KESEHATAN / HEALTH

“Penedukasi Hak Kesehatan Seksual Anak”
“Educator of Children Sexual Health Rights”



MARIANA YUNITA HENDRIYANI OPAT
Kupang, Nusa Tenggara Timur

Mariana, kelahiran Kiupukan, 3 Juli 1992, mendirikan Tenggara Youth Community yang melahirkan Bacarita Kespro, program ini memberikan edukasi mengenai kesehatan seksual dan reproduksi untuk anak remaja prasejahtera, marjinal, terpinggirkan secara sosial dan yang belum terlayani. Mereka diajarkan dengan metode pembelajaran inovatif seperti mendongeng, permainan edukasi, dan penggunaan alat peraga terkait dengan seksualitas dan reproduksi perempuan kepada remaja dan keluarganya.

Saat ini, program Bacarita Kespro telah merangkul 2.000 remaja dari 43 komunitas di seluruh NTT. Selain edukasi, program ini berkolaborasi dengan Badan Kependudukan dan Keluarga Berencana Nasional (BKKBN), Komisi Penanggulangan AIDS serta Woman for Indonesia dan mulai membagikan material pembelajarannya melalui media sosial.

Mariana, born in Kiupukan, July 3rd, 1992, established Southeast Youth Community which subsequently launched Bacarita Kespro. This program provides education concerning sexual and reproductive health for underprivileged, marginalized, socially excluded, and underserved adolescents. They are taught by using innovative learning methods such as storytelling, educational games, and teaching aids related to female sexuality and reproduction to adolescents and their families.

Currently, Bacarita Kespro program has reached out to 2,000 teenagers from 43 communities throughout NTT Province. Apart from education, this program also collaborates with the National Population and Family Planning Board (BKKBN), AIDS Management Commission and Woman for Indonesia and has begun to share its learning materials through social media.

BIDANG | CATEGORY: PENDIDIKAN / EDUCATION

“Pendongeng Kreatif untuk Anak Maluku”
“Creative Story Teller for Maluku Children”



EKLIN AMTOR DE FRETES
Ambon, Maluku

Eklin Amtor de Fretes adalah pemuda yang percaya bahwa perdamaian dapat diciptakan melalui pertemuan, berbagi cerita, dan berdialog, dan dia melakukannya tanpa henti. Pada tahun 2017, Eklin mendirikan program bernama Youth Interfaith Peace Camp untuk berbagi tentang nilai-nilai perdamaian dan menghidupkan perdamaian lewat kreativitas dan keseharian hidup. Kemudian pada 2019, Eklin membuat program Belajar di Rumah Dongeng Damai yang di dalamnya berisikan pelajaran Bahasa Inggris, Bahasa Jerman, dan kelas seni, yang semuanya ditujukan bagi generasi muda lintas iman.

Pemuda kelahiran Masohi, 19 November 1991 ini ingin agar Maluku yang dicintainya menjadi masyarakat Maluku yang damai, berlalu dari konflik yang pernah dialaminya semasa kecil, melalui seni, dongeng dengan boneka (*ventriloquist*), dan pendidikan. Meskipun kini ia seorang pendeta, ia tetap melanjutkan program lintas iman ini untuk merawat perdamaian bersama tim relawan Jalan Merawat Perdamaian (JMP) yang membantunya menjalankan misinya.

Eklin Amtor de Fretes is a young man who believes that peace can be achieved by gathering, sharing stories and making dialogues, and he has done them relentlessly. In 2017, Eklin established a program called Youth Interfaith Peace Camp to share the values of peace and to revive peace through creativity and daily life. Later in 2019, Eklin created a Learning Program at the Peaceful Story-Sharing House, which provides English, German, and art classes, all of which were intended for young people from different faiths.

The young man who was born in Masohi, 19 November 1991, hopes that his beloved Maluku would turn into a peaceful Maluku society, away from the conflicts he experienced as a child, through art, fairy tales with dolls (*ventriloquist*), and education. Even though he is now a pastor, he still continues this interfaith program to maintain peace with a team of volunteers from Jalan Merawat Perdamaian (JMP) who have been helping him carry out his mission.

BIDANG | CATEGORY: LINGKUNGAN/ENVIRONMENT

“Penggagas Kelompok Santri Tani Milenial”
“Pioneer of Millennial Santri Farmers Group”


RIZKI HAMDANI

Jombang, Jawa Timur

Rizki Hamdani bertekad meyakinkan generasi muda bahwa dunia peternakan dan pertanian dapat menjanjikan penghasilan yang baik. Diawali tekad tersebut, di Jombang ia membuat organisasi Kelompok Santri Tani Milenial, kelompok ini menerapkan *integrated farming system*, kemudian merintis wirausaha, menggandeng para kiai dan masyarakat pesantren untuk ikut serta dalam kegiatannya, membuat kelompok tani sorgum, hingga inovasi program “Ngaji Tani” yang menggabungkan mengaji yang diselingi dengan edukasi pertanian.

Program ini telah dijalankan pada 36 kelompok santri yang masing-masing beranggotakan 20 orang. Selain memenuhi kebutuhan sendiri, ketika panen tiba, santri akan diminta berbagi *profit* untuk infak, badan usaha pesantren, dan investor. Sisanya bisa disimpan oleh para santri untuk tabungan.

Rizki Hamdani is determined to convince the younger generations that the livestock and agriculture sector could be a promising source of income. As a start of his determination, in Jombang, he established the Millennial Santri Farmer Group organization which adopted an integrated farming system, then started entrepreneurship, invited kiai and pesantren community to participate in the activities, established sorgum farmer groups, and created the innovation of “Ngaji Tani” program that combines the recitation of the Quran with agricultural education.

This program has been implemented in 36 groups of students, each of which has 20 members. Apart from meeting their own needs, during the harvest time, the santri would be asked to share their profits for donations, Islamic boarding schools and investors. The remaining amounts can be set aside by the students for savings.

BIDANG | CATEGORY: KEWIRAUSAHAAN/ENTREPRENEURSHIP

“Penjahit Asa Perempuan Dari Kota Padang”
“Female Tailor of Hope from Padang”


ELSA MAHARANI

Padang, Sumatera Barat

Lulusan Kesehatan Masyarakat Universitas Andalas ini merintis usaha Maharani Hijab sejak 2016 dengan motto “Sebaik-baik manusia adalah yang paling bermanfaat bagi manusia” (HR. Ahmad, ath-Thabrani, ad-Daruqutni). Usaha yang dirintisnya membuka peluang bagi warga di sekelilingnya, 15 orang sudah diberdayakan menjadi tenaga produksi dan 150 orang telah tergabung sebagai *reseller* dan agen. Alternatif pekerjaan ini menjadi lebih baik dibandingkan pekerjaan warga desa kebanyakan yang bekerja sebagai pemecah batu dan asisten rumah tangga.

Elsa tidak berhenti, ia memberdayakan warga binaan Lembaga Pemasyarakatan Muaro untuk tas bungkus produknya, mendirikan Rumah Quran Serambi Minang yang saat ini telah menampung lebih dari 200 santri, dan bekerja sama dengan mahasiswa Tata Busana di kotanya untuk membuat masker yang disumbangkan ke masyarakat luas.

She is a graduate from Public Health of Andalas University who started her Maharani Hijab business in 2016 with the motto “The best human being is the one who is the most beneficial for fellow humans” (HR. Ahmad, ath-Thabrani, ad-Daruqutni). The business she started has opened up opportunities for the residents in surrounding area, whereby 15 people had been empowered to become production personnel and 150 people had joined as resellers and agents. These alternative jobs are much better than the jobs of most villagers as stone breakers and housemaids.

Elsa did not stop there. She then empowered Muaro Penitentiary residents to assist her packing the products, established Serambi Minang Quran House which currently accommodates more than 200 students, and collaborated with Fashion Design students in her city to produce masks to be donated to the wider community.

BIDANG | CATEGORY: TEKNOLOGI/TECHNOLOGY

**“Pelacak Ikan Berbasis Navigasi”
“Navigation-based Fish Location Tracker”**



I GEDE MERTA YOGA PRATAMA
Gianyar, Bali

Yoga adalah mahasiswa semester akhir Fakultas Kelautan dan Perikanan di Universitas Udayana, bersama tiga orang temannya mengembangkan pengetahuan yang diperolehnya saat melakukan Praktik Kerja Lapangan di sebuah kampung nelayan, menjadi aplikasi FishGo, sebuah aplikasi pelacak posisi ikan berbasis navigasi untuk membantu nelayan di sekitar tempat tinggalnya di Bali.

Aplikasi FishGo ini akan semakin memudahkan nelayan Bali menangkap ikan dan telah dimanfaatkan oleh sekitar 50 nelayan. Perolehan hasil tangkapan nelayan pun meningkat dari 40-60 kg/hari menjadi 100 kg/hari. Kini Yoga tengah mengembangkan aplikasi lanjutan dengan informasi cuaca, *Internet of Things* dan pengembangan lainnya untuk menambah manfaat bagi nelayan.

Yoga is the final semester student at the Faculty of Marine Affairs and Fisheries at Udayana University. Together with his three friends, they developed the knowledge he learned while conducting Internship in a fishing village into an application called FishGo, a navigation-based fish location tracking application to assist the fishermen around his residence in Bali.

This FishGo application would make it easier for Balinese fishermen to catch fish and the application has been used by around 50 fishermen. The fishermen’s catch has increased from 40-60 kg/day to 100 kg/day. Now Yoga is developing an advanced application equipped with weather information, the Internet of Things and other developments for further benefits of fishermen.

KATEGORI | CATEGORY: KELOMPOK/GROUP

**“Pendamping Petani Berbasis Teknologi”
“Technology-based Farmer Support”**



MUHAMMAD ARIA YUSUF
Jakarta Timur, DKI Jakarta

InacomID yang digagas empat orang sahabat, termasuk Aria, berlatar belakang keahlian berbeda, yaitu: seorang pengusaha logistik, mantan pegawai bea cukai, penjual hasil tani dan ahli teknologi informatika (IT). Aplikasi ini menjadi penghubung bagi petani dan pasar komoditasnya sehingga petani mengetahui harga jual yang sedang berlaku dan dapat menjual dengan harga yang lebih baik daripada tawaran tengkulak tradisional.

InacomID tengah beroperasi di sembilan titik yang berada di lima provinsi mencakup beberapa wilayah antara lain Tembilahan dan Indragiri Hilir, Riau; Tanjung Jabung Timur, Jambi; Lampung Selatan, Lampung; Surabaya, Jawa Timur; serta Buton Utara dan Donggala, Sulawesi Tengah. Seluruh lokasi ini adalah penghasil komoditas kelapa dengan kualitas dan kuantitas tinggi. Saat ini terdapat 800 hingga 1.000 warga yang bekerja untuk mengolah kopra yang dibeli InacomID dari petani.

InacomID was initiated by four friends, including Aria, who have different skill backgrounds: a logistic entrepreneur, a former customs official, a seller of agricultural products and an information technology (IT) expert. This application connects farmers and their commodity markets to allow farmers to learn the current selling price and to sell at a price better than what is being offered by traditional middlemen.

InacomID is currently operating in nine points in five provinces covering several areas including Tembilahan and Indragiri Hilir, Riau; Tanjung Jabung Timur, Jambi; South Lampung, Lampung; Surabaya, East Java; and North Buton and Donggala, Central Sulawesi. These locations have coconut producers with high quality and quantity. Currently there are 800 to 1,000 residents who are processing the copra which InacomID bought from farmers.

KATEGORI KHUSUS: Pejuang Tanpa Pamrih di Masa Pandemi COVID-19
Special Category: Selfless Fighters during COVID-19 Pandemic

“Pendeteksi Risiko COVID-19 Lewat Aplikasi EndCorona”
“COVID-19 Risk Detector through EndCorona Application”



ARYA ANANDA INDRAJAYA LUKMANA
Cilegon, Banten

Ananda Indrajaya Lukmana, mahasiswa Fakultas Kedokteran Universitas Indonesia ini menginisiasi aplikasi EndCorona berkolaborasi dengan 14 mahasiswa lintas jurusan dari Fakultas Kedokteran dan Fakultas Ilmu Komputer (Fasilkom) disupervisi oleh tim dosen-dokter dari FKUI-RSCM. EndCorona adalah aplikasi penyedia asesmen gratis yang dapat mendeteksi risiko penularan COVID-19 di mana pengguna bisa mengetahui kategori risiko penyakitnya. Hal ini berguna untuk mencegah penyebaran dan perkembangan kasus lebih jauh, mengedukasi masyarakat, sekaligus membantu fasilitas kesehatan di Indonesia.

Aplikasi EndCorona telah digunakan lebih dari 120.000 kali dan diakses dari 50 negara. Algoritma yang digunakan pada fitur asesmen pendeteksi gejala dan risiko telah melalui proses pengkajian oleh supervisor ahli berdasarkan Jurnal Ilmu Kedokteran Indonesia dan Internasional.

Ananda Indrajaya Lukmana, a student of the Faculty of Medicine, University of Indonesia, initiated the EndCorona application in collaboration with 14 cross-department students from Faculty of Medicine and Faculty of Computer Science under the supervision of a lecturer-doctor team from FKUI-RSCM. EndCorona is a free assessment application capable of detecting the risk of COVID-19 transmission in which users can find out the risk category for their disease. This is useful for preventing further spread and development of COVID-19 cases, educating the public, as well as assisting the health facilities in Indonesia.

The EndCorona application has been used more than 120,000 times and is accessed from 50 countries. The algorithm used in the symptom and risk assessment feature had undergone a review process by an expert supervisor based on Indonesian and International Journal of Medical Sciences.

KATEGORI KHUSUS: Pejuang Tanpa Pamrih di Masa Pandemi COVID-19
Special Category: Selfless Fighters during COVID-19 Pandemic

“Perangkul Guru Majukan Kualitas Pembelajaran”
“Embracing Teachers to Level-up their Teaching Quality”



GALIH SUCI PRATAMA
Semarang, Jawa Tengah

Galih menggagas sebuah kanal di *platform* Youtube untuk membantu para guru mengatasi persoalan mengajar daring selama masa pandemi COVID-19. Para guru dilatih untuk mengetahui peralatan apa saja yang digunakan, bagaimana mengolah video dan bagaimana menghindari pelanggaran hak cipta. Dengan metode yang diajarkan Galih, guru dapat melakukan tugas mengajar kepada siswa, tidak hanya melulu memberikan soal.

Galih initiated a channel on the Youtube platform to help teachers overcome online teaching problems during the COVID-19 pandemic. Teachers are trained to know what equipment to use, how to process videos and how to avoid copyright infringement. Based on Galih's teaching method, the teachers can perform their teaching assignments to their students, instead of only giving questions.

KATEGORI KHUSUS: Pejuang Tanpa Pamrih di Masa Pandemi COVID-19
Special Category: Selfless Fighters during COVID-19 Pandemic

“Sang Garda Terdepan COVID-19”
“First Responder of COVID-19”



IKA DEWI MAHARANI
Surabaya, Jawa Timur

Ika adalah seorang ibu satu anak perempuan asal Ternate, Maluku Utara, yang memiliki kompetensi perawat dan kemampuan mengemudi. Saat ini, Ika mendedikasikan dirinya menjadi sukarelawan COVID-19 yang bertugas sebagai sopir ambulans di RS Universitas Indonesia, Depok sejak awal April 2020. Ika berikrar akan terus mengabdikan dirinya. “Ini adalah jalan Tuhan untuk ditempatkan dan melayani di posisi ini. Ia yakin Tuhan akan membantu dan melindunginya apapun tugas yang dilakukan dan pelayanan apa yang diberikannya demi membantu pasien untuk sembuh dan mendapatkan penanganan segera.”

Ika, a mother of a daughter from Ternate, North Maluku who possesses nursing and driving skills. Currently, she is dedicating herself to be a COVID-19 volunteer as an ambulance driver at the University of Indonesia Hospital, Depok since early April 2020. Ika pledged to continue to dedicate herself. “This is God’s way to be positioned here and to serve in this position. She believes that God will help and protect her, regardless of the tasks she performs and the services she provides to help patients recover and get immediate medical treatment.”

KATEGORI KHUSUS: Pejuang Tanpa Pamrih di Masa Pandemi COVID-19
Special Category: Selfless Fighters during COVID-19 Pandemic

“Penggandeng UMKM Kuliner Yogyakarta”
“Collaboration Agent for Yogyakarta Culinary MSME”



REVO SULADASHA & ERI KUNCORO
Yogyakarta, DI Yogyakarta

Adalah Revo Suladasha Bersama kawannya, Eri Kuncoro yang berinisiatif untuk membuat Yuk Tukoni, sebuah *marketplace* berbagai kuliner *hits* Yogyakarta dalam versi makanan beku sebagai salah satu solusi bagi UMKM di masa pandemi ini. Saat ini, Yuk Tukoni sudah bekerja sama dengan 60 UMKM yang tersebar di Jawa Tengah, Madiun, dan Semarang. Yuk Tukoni sudah menjual 1.800 produk untuk area pengiriman meliputi Jakarta, Bodetabek, Bandung, Semarang, Solo, Surabaya, Malang, dan Bali.

It was Revo Suladasha with his friend, Eri Kuncoro, who took the initiative to create Yuk Tukoni, a marketplace for various culinary hits in Yogyakarta in a frozen version as a solution for MSMEs during this pandemic. Currently, Yuk Tukoni has collaborated with 60 MSMEs across Central Java, Madiun and Semarang. Yuk Tukoni has sold 1,800 products for delivery areas covering Jakarta, Bodetabek, Bandung, Semarang, Solo, Surabaya, Malang and Bali.

KATEGORI KHUSUS: Pejuang Tanpa Pamrih di Masa Pandemi COVID-19
 Special Category: Selfless Fighters during COVID-19 Pandemic

“Pemberdaya UMKM Lokal Lewat Zakat”
 “Local MSME Empowerment through Zakat”



ZULRIFAN NOOR
 Tabalong, Kalimantan Selatan

Baitulmaal Wakaf Indonesia (BWI) yang dibentuk Zulfiran dan timnya mengelola dan membagikan barang donasi terutama kepada masyarakat yang terdampak COVID-19, dengan begitu mereka yang terdampak masih memiliki penghasilan untuk bertahan hidup. Selain itu BWI juga menyediakan sembako murah, pinjaman kebajikan tanpa bunga dan biaya administrasi UMKM terdampak COVID-19, bantuan guru mengaji yang kehilangan penghasilan, dan pembuatan masker gratis untuk masyarakat umum dan petugas medis dengan memberdayakan UMKM penjahit binaan. Upaya yang dilakukan BWI membebaskan masyarakat dari jeratan rentenir, mulai bisa menabung, bahkan 20 dari 30 UMKM yang diberdayakan untuk membuat masker, takjil, dan menjadi penyuplai beras gratis telah bisa bersedekah di BWI dan turut membantu penanganan COVID-19.

Baitulmaal Wakaf Indonesia (BWI), which was established by Zulfiran and his team, manages and distributes donated items, particularly to people affected by COVID-19, so that those who were affected could still have income to survive. In addition, BWI also provides inexpensive basic necessities, non-interest-bearing benevolence loans free from administrative fees for MSMEs affected by COVID-19, assistance for Quran teachers who have lost their income, and production of free masks for general public and medical officers by empowering fostered seamstress MSMEs. BWI efforts have released people free from loan sharks, made them able to save money, and even 20 of the 30 MSMEs empowered to produce masks, prepare sweet food for breaking fast (takjil) and become free rice suppliers have now been able to give donations at BWI and to help with the handling of COVID-19.

Informasi lengkap mengenai SATU Indonesia Awards dapat dibaca melalui www.satu-indonesia.com
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Sistem Manajemen Astra

Astra System of Management

Guna memastikan pelaksanaan strategi *Public Contribution Roadmap* di seluruh perusahaan, Astra telah mengembangkan sistem manajemen Astra Green Company yang berfokus kepada LK3 dan sistem manajemen Astra Friendly Company yang berfokus kepada kontribusi sosial perusahaan. Kedua sistem manajemen ini telah diterapkan dan dievaluasi pelaksanaannya di perusahaan melalui sistem asesmen yang dikelola oleh korporasi.

Astra Green Company

Dalam hal Lingkungan, Keselamatan, dan Kesehatan Kerja (LK3), Grup Astra telah mengembangkan Astra Green Company (AGC) sebagai sistem manajemen LK3 untuk memantau pencapaian kinerja perusahaan dalam memenuhi berbagai persyaratan pengelolaan Lingkungan, Keselamatan dan Kesehatan Kerja di tempat kerja, termasuk peraturan perundang-undangan dan standar nasional maupun internasional.

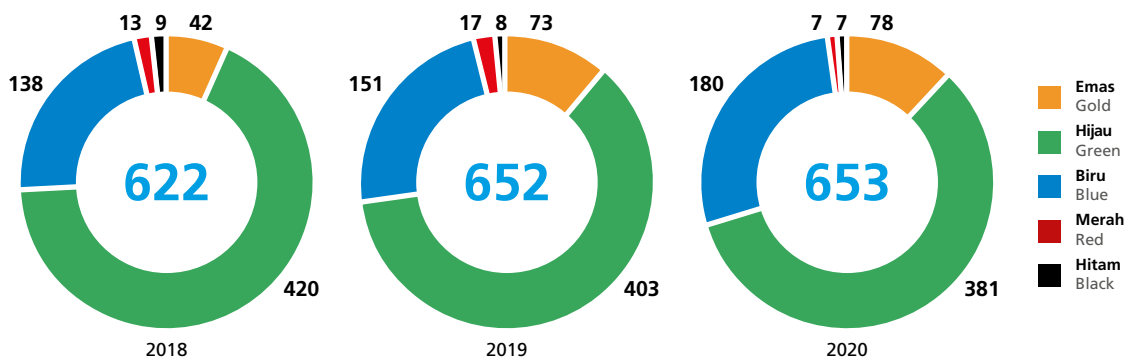
Pengukuran kinerja LK3 dilakukan menggunakan kriteria penilaian *green strategy, green process, green product, green employee, pencapaian critical points*, dan pemenuhan peraturan. Evaluasi dilakukan secara berjenjang melalui *Corporate Assessment, Group Assessment, dan Self Assessment*, yang dinilai melalui peringkat pencapaian dalam kategori Emas, Hijau, Biru, Merah, dan Hitam, berurutan dari pencapaian tertinggi hingga terendah. Pada tahun 2020, Astra telah melakukan asesmen Astra Green Company di 653 instalasi Grup Astra yang layak audit, dan 98% di antaranya mencapai peringkat Biru, Hijau dan Emas. Sebagai bentuk adaptasi Astra dalam menghadapi Pandemi COVID-19, kegiatan asesmen Astra Green Company dilakukan secara virtual sebagai langkah pencegahan penularan COVID-19 dengan tetap memperhatikan prosedur asesmen yang sesuai. [103-3, 308-1]

In order to ensure the implementation of the Public Contribution Roadmap strategy throughout the Company, Astra has developed an Astra Green Company management system that focuses on EHS and the Astra Friendly Company management system that focuses on corporate social contributions. Both of these Environment Health and Safety evaluated in the Company through the Assessment system which is managed at corporate level.

Astra Green Company

In terms of Environment, Health, and Safety (EHS), Astra Group has developed Astra Green Company (AGC) as an EHS management system to monitor the Company's performance in meeting various requirements for Environment, Health and Safety management in the workplace, including national and international laws and regulations and standards.

EHS performance is evaluated by adopting the criteria for green strategy, green process, green product, green employee, achievement of critical points, and compliance with regulations. Evaluation is carried out in stages through Corporate Assessment, Group Assessment and Self-Assessment, which is assessed through achievement rankings based on Gold, Green, Blue, Red and Black categories, from highest to lowest achievement. In 2020, Astra conducted Astra Green Company Assessments in 653 Astra Group installations that were eligible for audits, and 98% of them achieved Blue, Green and Gold rating. To adapt to COVID-19 pandemic, Astra Green Company Assessment activities were conducted virtually as a measure to prevent the transmission of COVID-19 while still observing appropriate assessment procedures. [103-3, 308-1]



Public Contribution Roadmap

Public Contribution Roadmap

Astra Friendly Company (AFC)

Astra Friendly Company (AFC) merupakan pedoman sekaligus metode asesmen Grup dalam pelaksanaan program kontribusi sosial berkelanjutan. AFC disusun dengan referensi dari berbagai standar baik nasional maupun internasional yang meliputi sistem manajemen (*value, mindset, dan behavior*), implementasi program empat pilar kontribusi sosial berkelanjutan Astra, persepsi masyarakat, dan donasi.

Instalasi Astra menerapkan program kerja kontribusi sosial berkelanjutan secara sistematis dengan panduan AFC dengan mempertimbangkan hak-hak pemangku kepentingan. Penilaian penerapan AFC dilakukan melalui pelaksanaan audit AFC pada instalasi Astra.

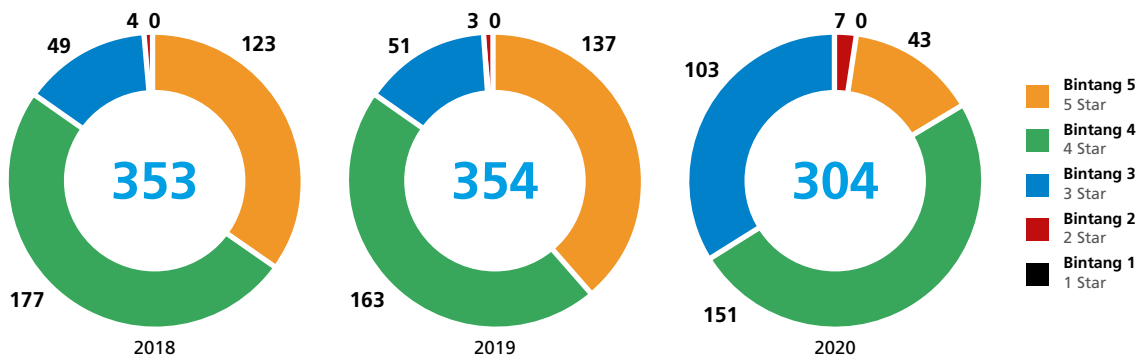
Pada tahun 2020, Astra telah melakukan asesmen Astra Friendly Company di 304 instalasi Grup Astra yang dilakukan secara virtual sebagai langkah pencegahan penularan COVID-19 dengan tetap memperhatikan prosedur asesmen yang sesuai. [103-3, 414-1]

Astra Friendly Company (AFC)

Astra Friendly Company (AFC) serves as a guideline as well as a Group assessment method in implementing sustainable social contribution programs. AFC is compiled by referring to various national and international standards covering management systems (values, mindset and behavior), implementation of Astra’s four pillars of sustainable social contribution programs, public perceptions, and donations.

Astra’s installation implements a systematic sustainable social contribution work program with AFC guidelines by taking into account the rights of stakeholders. AFC is assessed by conducting the audits of AFC at Astra installations.

In 2020, Astra performed Astra Friendly Company Assessments at 304 Astra Group installations which were conducted virtually as a measure to prevent the transmission of COVID-19 while still observing the appropriate assessment procedures. [103-3, 414-1]



4 Pilar Kontribusi Sosial Berkelanjutan Astra

4 Pillars of Astra Sustainable Social Contribution

Strategi penerapan kontribusi sosial berkelanjutan dilakukan berdasarkan *Public Contribution Roadmap*, untuk memastikan manfaat jangka panjang dan sejalan dengan strategi bisnis Grup Astra. Pelaksanaan *Public Contribution Roadmap* dilakukan melalui 4 Pilar yaitu Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif. Keempat pilar ini sesuai dengan tujuan global yang tercantum pada *Sustainable Development Goals* (SDGs), yang selaras dengan nilai-nilai Grup Astra. [103-1]

The strategy for implementing sustainable social contribution is based on the Public Contribution Roadmap, to ensure long-term benefits in line with the Astra Group business strategy. Implementation of the Public Contribution Roadmap strategy is conducted through 4 Pillars, namely Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, and Astra Untuk Indonesia Kreatif. These four pillars are in line with the global goals set forth in the Sustainable Development Goals (SDGs), which align with the values of Astra Group. [103-1]

4 Pilar | Pillars Public Contribution Roadmap



ASTRA SEHAT

UNTUK INDONESIA

Astra Untuk Indonesia Sehat berfokus kepada penerapan program kesehatan baik yang dilakukan untuk internal perusahaan maupun masyarakat.

Kegiatan pengelolaan Keselamatan dan Kesehatan Kerja (K3) di seluruh Grup Astra diterapkan untuk mewujudkan *Zero Workplace Accident* dan menjamin kesehatan pekerja. Sementara kontribusi sosial untuk masyarakat berfokus pada kesehatan ibu, remaja dan anak. Melalui lingkungan kerja yang sehat dan masyarakat yang sehat Astra turut berkontribusi mendukung goal SDGs 3 – Kesehatan dan Kesejahteraan yang Baik, SDGs 2 – Tanpa Kelaparan terutama pada target yang berkenaan dengan malnutrisi, dan SDGs 8 - Pekerjaan yang Layak dan Pertumbuhan Ekonomi dalam hal perlindungan hak pekerja dan menciptakan tempat kerja yang aman.

Selama pandemi COVID-19 yang terjadi di tahun 2020, Astra Untuk Indonesia Sehat turut mendukung upaya global dalam pencegahan dan penanganan pandemi COVID-19 di internal perusahaan maupun masyarakat.

Penerapan Keselamatan dan Kesehatan Kerja

Astra menerapkan standar internasional dan kepatuhan peraturan dalam menerapkan K3. Di bidang K3, Astra dan anak perusahaan menerapkan Sistem Manajemen K3 dari Pemerintah dan ISO 45001/OHSAS 18001 yang tersertifikasi. Tujuan utama program K3 di lingkungan kerja yaitu *Zero Workplace Accident*, adalah untuk mencegah insiden dan penyakit akibat bekerja, sekaligus memberikan rasa aman pada seluruh karyawan dan semua orang di lingkungan perusahaan.

K3 diterapkan melalui pedoman K3, *safety talk* rutin, serta Astra Green Behavior (*Behavior Based Safety*) yang menekankan pada pencatatan, analisis, dan antisipasi serta perubahan perilaku yang secara konsisten diimplementasikan di Grup Astra. Dengan penerapan Astra Green Behavior, semua orang di Grup terlibat dalam upaya pencegahan *At-Risk Behavior* sehingga mencegah terjadinya kecelakaan.

Untuk mitra kerja, Grup menerapkan Astra Green Contractor yang merupakan Sistem Manajemen K3 Kontraktor yang bertujuan untuk meningkatkan kinerja Lingkungan, Keselamatan, dan Kesehatan Kerja melalui pengelolaan LK3 kontraktor maupun subkontraktor. [103-2, 403-1, 403-2. 403-4, 403-5]

Astra Untuk Indonesia Sehat focuses on implementing health programs both for companies internally and for the community.

Occupational Health and Safety (OHS) management activities throughout the Astra Group are implemented to achieve *Zero Workplace Accident* and ensure the health of workers. Meanwhile, the social contribution for society focuses on maternal, adolescent and child health. Through a healthy work environment and healthy communities, Astra contributes to support the SDGs 3 – Good Health and Wellbeing, SDGs 2 – No Hunger, especially targets related to malnutrition, and SDGs 8 – Decent Work and Economic Growth in terms of protecting workers' rights and creating a safe workplace.

During COVID-19 pandemic in 2020, Astra Untuk Indonesia Sehat participated in supporting global efforts to prevent and handle the COVID-19 pandemic both at corporate level and at community level.

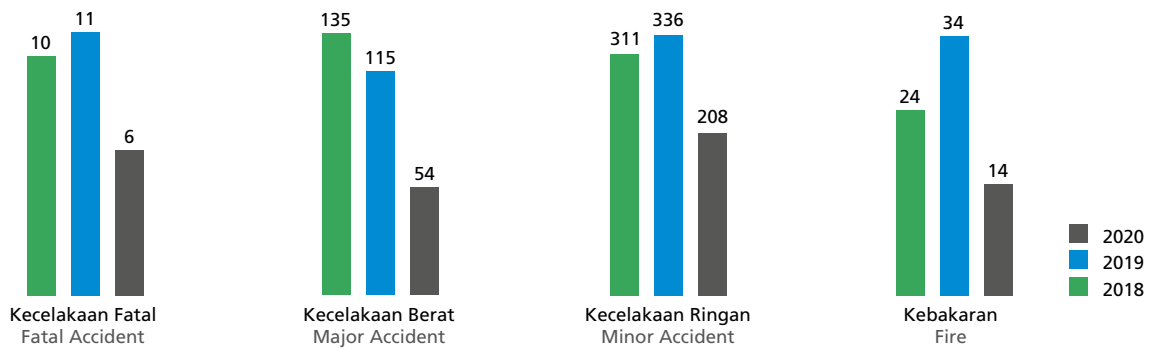
Implementation of Occupational Health and Safety (OHS)

Astra adopts international standards and regulatory compliance in implementing OHS. In OHS, Astra and its subsidiaries implement OHS Management System from the Government and certified ISO 45001/OHSAS 18001. The main objective of OHS Group, namely *Zero Workplace Accident*, is to prevent incidents and work-related illness or disease, while providing a sense of security to all employees and each individual within the company's environment.

OHS is implemented through OHS guidelines, routine safety talks, as well as Astra Green Behavior (*Behavior Based Safety*) which emphasizes recording, analysis and anticipation as well as behavioral changes that are consistently implemented in Astra Group. With the implementation of Astra Green Behavior, everyone in the Group is involved in the efforts to prevent *At-Risk Behavior* so as to prevent accidents from occurring.

For business partners, the Group implements Astra Green Contractor, which represents Contractor's OHS Management System that aims to improve the performance of the Environment, Safety and Health at work by managing both contractors and subcontractors' OHS. [103-2, 403-1, 403-2. 403-4, 403-5]

Statistik Insiden Grup Astra Incident Statistics of Astra Group [403-9]



Pada tahun 2020, terdapat penurunan jumlah kecelakaan kerja jika dibandingkan dengan tahun sebelumnya. Hal ini disebabkan oleh implementasi Astra Green Behavior di seluruh perusahaan dan penurunan aktivitas operasional bisnis akibat pandemi COVID-19. Sebagian besar kecelakaan kerja yang terjadi pada tahun 2020 disebabkan oleh *unsafe behavior* baik oleh karyawan maupun kontraktor. Oleh karena itu, selanjutnya Astra akan kembali meningkatkan implementasi program *Behavior Based Safety* dan melakukan pemantauan yang lebih intensif dan konsisten.

In 2020, the Company noted a decrease in the number of work accidents if compared to prior year. This is due to the implementation of Astra Green Behavior throughout the Company and the decline in business operations due to COVID-19 pandemic. Most of the work accidents occurred in 2020 were due to unsafe behavior by both employees and contractors. Accordingly, Astra will further improve the implementation of Behavior Based Safety program and conduct more intensive monitoring and consistent manner.



Public Contribution Roadmap

Public Contribution Roadmap

Kesiapsiagaan Astra Menghadapi Pandemi COVID-19

Astra Emergency Response in Facing COVID-19 Pandemic

Sebagai wujud nyata kepedulian Astra terhadap keselamatan dan kesehatan karyawan, Astra membentuk *Pandemic Working Team* untuk mewujudkan pencegahan dan penanggulangan COVID-19 di seluruh perusahaan. Tim ini disusun dengan melibatkan kolaborasi multifungsi seperti Lingkungan, Keselamatan dan Kesehatan Kerja (LK3), Human Capital, Risk Management, Security, Communication dan fungsi lain yang relevan di masing-masing perusahaan. Melalui *Pandemic Working Team*, upaya penerapan kebijakan, protokol kesehatan, pemantauan dan evaluasi dapat dilakukan secara berkala dan dilaporkan secara sistematis.

Guna mendukung upaya pemutusan rantai penyebaran COVID-19, Expert Grup Astra juga berperan dalam membantu merumuskan kebijakan, menjadi corong informasi terbaru, dan memastikan perusahaan tetap memenuhi regulasi-regulasi di bidang Lingkungan, Keselamatan dan Kesehatan Kerja (LK3).

Upaya penanganan tanggap darurat dilakukan Astra di level grup melalui pembentukan COVID-19 Crisis Center yang menyediakan layanan *call center* khusus karyawan Astra dan keluarga untuk membantu terkait informasi seputar COVID-19 & *emergency services*. Layanan darurat ini merupakan buah kolaborasi dari 14 perusahaan Grup Astra dalam menyediakan tenaga operator, tenaga medis, jaringan rumah sakit dan ambulans.

Dalam tahap kembali menuju aktivitas normal, Astra telah mengidentifikasi strategi *return to work* yang tepat dengan melakukan upaya pencegahan melalui pemantauan harian kesehatan karyawan, penegakan protokol kesehatan selama bekerja, memanfaatkan media virtual dalam bekerja dan meningkatkan fasilitas kesehatan karyawan.

As an evidence of Astra's concerns for employee health and safety, Astra has established a Pandemic Working Team to implement the prevention and control of COVID-19 within the Company. The team is structured under a multi-functional collaboration such as Environment, Health, & Safety (EHS), Human Capital, Risk Management, Security, Communication and other relevant functions in each company. Through the Pandemic Working Team, the efforts to implement policies, health protocols, monitoring and evaluation can be conducted periodically and reported systematically.

In order to support the efforts to break the chain of the spread of COVID-19, Astra Group Expert also plays a role in assisting to prepare policies, to serve as the spokesperson for the latest information, and to ensure that companies continue to comply with regulations related to Environment, Health, & Safety (EHS).

The emergency response efforts were performed by Astra at the group level through the establishment of the COVID-19 Crisis Center, which provides call center services for Astra employees and family to help with information concerning COVID-19 & emergency services. Such emergency services is the result of collaboration among 14 Astra Group companies to provide operators, medical personnel, hospital and ambulance networks.

During the return to normal stage, Astra has identified the proper return-to-work strategy by taking preventive measures through daily monitoring of employee health, enforcing health protocols during work, utilizing virtual media at work and improving employee health facilities.

1. PT Astra International Tbk-Head Office

Protokol kesehatan telah diterapkan baik pada Head Office Menara Astra maupun Office Sunter melalui penerapan *physical distancing* di area kerja dan umum, pembersihan ruang kerja secara berkala, serta penerapan teknologi untuk mengurangi kontak, melakukan pemeriksaan suhu dan penggunaan masker sebelum masuk gedung perkantoran serta memantau kondisi kesehatan karyawan.

Karyawan Astra Head Office wajib melakukan pengisian survey kesehatan harian dan informasi hasil survey ini dapat digunakan untuk pemantauan kondisi kesehatan dan kebutuhan *tracing* apabila terdapat karyawan terkonfirmasi positif COVID-19 atau kontak erat.

Health protocols have been implemented at both Menara Astra Head Office and Sunter Office through the adoption of physical distancing at work and public areas, regular cleaning of working space, as well as application of technology to reduce contact, check body temperature and mask usage before entering the office building and to monitor employee's health condition.

Employees at Astra Head Office are required to complete a daily health survey and the results of this survey can be used for health monitoring and for tracing in the event there are employees who are confirmed positive for COVID-19 and those who are in close contact with the said person.



2. FIGROUP

FIFGROUP Head Office dan seluruh kantor cabang telah menerapkan protokol kesehatan 5M (memakai masker, mencuci tangan dengan sabun dan air mengalir, menjaga jarak, menghindari kerumunan, serta membatasi mobilisasi) sesuai dengan anjuran pemerintah. FIFGROUP juga membentuk *care center* COVID-19 guna mengawal berjalannya protokol, memastikan seluruh karyawan terinformasi dengan baik, dan memberikan pengarahannya yang tepat terkait penanganan COVID-19.

FIFGROUP Head Office and all branch offices have implemented 5M health protocol (wearing masks, washing hands with soap and running water, maintaining distance, avoiding crowds, and limiting mobilization) in accordance with government recommendations. FIFGROUP has also established COVID-19 care center to oversee the implementation of the protocol, ensure that all employees have been well informed, and provide proper guidance regarding the handling of COVID-19.



Public Contribution Roadmap

Public Contribution Roadmap

3. PT United Tractors Tbk

UT menerapkan upaya 3T (*Test, Tracing, Treatment*), 3M (*Memakai Masker, Mencuci Tangan, Menjaga Jarak*) dan menghindari 3K (*Kerumunan, Kontak Dekat, Kamar Tertutup*).

UT adopts the procedures of 3T (*Test, Tracing, Treatment*), 3M (*Wearing Masks, Washing Hands, Maintaining Physical Distance*) and avoiding 3K (*Crowd, Close Contact, Closed Room*).



Preventif dan kuratif - Pelaksanaan *rapid test, swab test* dan MCU sebagai *screening* karyawan
Preventive and curative - Implementation of *rapid tests, swab tests* and MCU as employee *screening*

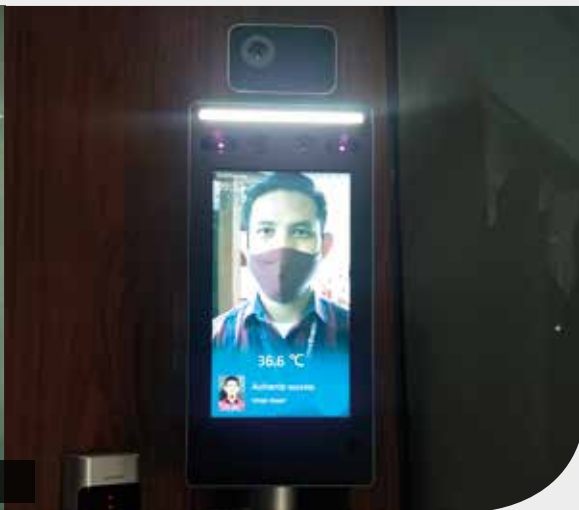


Kuratif-Ambulans dan tenaga medis yang siap melakukan penanganan karyawan bila dibutuhkan
Curative-Ambulance and medical personnel ready to handle employees when needed

4. PT Astra Otoparts Tbk



Penerapan Grin Adore di pintu masuk ruangan kerja
Grin Adore technology implementation in the workspace entrance



Astra Otoparts mendukung program pencegahan penyebaran COVID-19 dengan melaksanakan protokol kesehatan sesuai anjuran dari pemerintah dan memberikan edukasi kepada karyawan secara berkala. Selain itu untuk mengurangi risiko penyebaran di lingkungan kerja, Astra Otoparts melalui divisi Winteq dan PT Astra Komponen Indonesia berinovasi dengan membuat Grin Adore yaitu *Automatic Door System* yang dapat digunakan di area tempat kerja dan berfungsi untuk mendeteksi suhu tubuh serta pemakaian masker pada karyawan yang terintegrasi dengan *database* dan sistem absensi di tempat kerja.

Astra Otoparts supports the program to prevent COVID-19 from spreading by implementing health protocols as recommended by the government and providing regular education to employees. In addition, to reduce the risk of spreading in the work environment, Astra Otoparts through the Winteq division and PT Astra Component Indonesia made an innovation, namely making Grin Adore, an *Automatic Door System* that can be used in the work area which functions to detect body temperature, and the use of masks for employees, integrated with *databases* and attendance systems at work.

STUDI KASUS | CASE STUDY

**Tata Kelola K3 di Era Agro Industri 4.0
PT Astra Agro Lestari Tbk**OHS Governance in Agro Industry Era 4.0
PT Astra Agro Lestari Tbk

Untuk meningkatkan kinerja keselamatan dan kesehatan kerja (K3), PT Astra Agro Lestari Tbk membangun digitalisasi penerapan K3 yang meliputi input data inspeksi, patroli & kesehatan karyawan, laporan kejadian-kejadian terkait kecelakaan kerja, analisis data digital, dan sistem pemantauan secara *real-time*.

Digitalisasi memudahkan pelaporan dan pemantauan kinerja sehingga dapat meningkatkan budaya K3 ke seluruh perusahaan serta menjadi bagian penerapan industri agro 4.0, hasilnya pada tahun 2020 terjadi penurunan persentase kecelakaan kerja sebesar 100% dan perusahaan mampu meningkatkan budaya keselamatan menjadi tahap proaktif melalui komitmen pimpinan kerja.

To improve the performance of the Occupational Health and Safety (OHS), PT Astra Agro Lestari Tbk has developed the digitalized implementation of OHS which includes data input on inspection, patrol & employee health, reports of incidents related to work accidents, digital data analysis, and a real-time monitoring system.

Digitalization facilitates reporting and monitoring of performance so as to improve OHS culture throughout the company and become part of the implementation of agribusiness industry 4.0. The result is that in 2020 the percentage of work accidents has decreased by 100% and companies have been able to improve safety culture to a proactive stage through commitment from work leaders.

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

Meningkatkan Ergonomi melalui Implementasi Industri 4.0 - PT Astra Honda Motor

Ergonomic Improvements through the Implementation of Industry 4.0
PT Astra Honda Motor



PT Astra Honda Motor melakukan upaya peningkatan efisiensi proses pada warehouse menggunakan teknologi *Autonomous Rack Picking System* (ARPS) yang berbasis industri 4.0. Hal ini dilakukan guna meningkatkan ergonomi terutama pada kegiatan penyimpanan dan pengambilan barang pada *warehouse* yang memiliki risiko ergonomi sedang dan tinggi. Teknologi *Autonomous Rack Picking System* (ARPS) memanfaatkan robot dan sistem digital yang dapat diperintahkan untuk menyimpan barang pada lokasi yang diinginkan serta mengambil barang apabila dibutuhkan. Hal ini mengoptimalkan pencatatan barang, mengurangi risiko ergonomi, dan sekaligus mendukung upaya menjaga jarak antar pekerja sesuai protokol COVID-19.

Melalui inovasi ini, PT Astra Honda Motor menjadi perusahaan pertama Indonesia yang menerapkan teknologi ARPS dan mampu menurunkan risiko bahaya ergonomi di area kerja sebesar 78%. Selain itu, investasi yang dilakukan juga menguntungkan perusahaan dengan potensi penghematan sebesar Rp21 miliar dalam delapan tahun pelaksanaan program.

PT Astra Honda Motor is making efforts to increase the efficiency of the warehouse process using *Autonomous Rack Picking System* (ARPS) technology based on industry 4.0. This is performed in order to improve ergonomics, particularly in storage and retrieval process in warehouses with moderate and high ergonomic risks. *Autonomous Rack Picking System* (ARPS) technology utilizes robots and digital systems that can be assigned to store goods at the desired location and retrieve items when needed. This process has optimized the recording of goods, reduced ergonomic risks, and at the same time supported the efforts to maintain distance between workers according to the COVID-19 protocol.

Through such innovation, PT Astra Honda Motor became the first Indonesian company to adopt ARPS technology and has been able to reduce the risk of ergonomic hazards in the working area by 78%. In addition, the investment has also benefited the Company with potential savings of Rp21 billion during the eight-year implementation of the program.

Kontribusi Sosial untuk Masyarakat

Astra Untuk Indonesia Sehat melakukan kontribusi sosial kepada masyarakat melalui program kesehatan ibu, remaja, dan anak. Program ini meliputi pemantauan kesehatan ibu hamil, edukasi kesehatan untuk remaja melalui AORTA (Aksi Solidaritas Remaja Kesehatan Astra) serta peningkatan gizi dan kualitas kesehatan anak melalui peningkatan pelayanan posyandu untuk ibu dan balita. Astra juga bekerjasama dengan akademisi dalam pengembangan aplikasi iPosyandu untuk mempermudah kader kesehatan dalam memantau kesehatan balita. Pada tahun 2020, 1.559 dari 2.465 posyandu binaan telah menggunakan platform iPosyandu. Saat ini terdapat 997 anggota AORTA tersebar di 11 provinsi yang berfokus pada edukasi kesehatan reproduksi, kesehatan mental dan anti narkoba.

Salah satu fokus baru di tahun 2020 adalah melakukan upaya pencegahan dan penanganan pandemi COVID-19 pada masyarakat binaan Astra yang terdampak pandemi COVID-19. Beberapa kegiatan yang dilakukan meliputi edukasi masyarakat mengenai pencegahan dan penanganan COVID-19, pemantauan berkala terkait kondisi masyarakat binaan, dan pemberian bantuan kepada masyarakat terdampak. [413-1]

Social Contribution to the Community

Astra Untuk Indonesia Sehat has made social contributions to the health sector through maternal, adolescent and children health programs. This program includes monitoring the health of pregnant women, health education for adolescents through AORTA (Aksi Solidaritas Remaja Kesehatan Astra) and improving the nutrition and children's health quality by improving posyandu services for mothers and toddlers. Astra is also in cooperation with academics in developing the iPosyandu application to assist health corps in monitoring the health of toddlers. In 2020, 1,559 out of 2,465 fostered posyandu have used the iPosyandu platform. Currently there are 997 AORTA members spread across 11 provinces that focus on reproductive health, mental health and anti-drug education.

One of the new focuses in 2020 is to make efforts to prevent and handle COVID-19 pandemic in Astra fostered communities being affected by COVID-19 pandemic. Some of the activities conducted include public education regarding the prevention and handling of COVID-19, periodic monitoring of the conditions of the fostered community, and donation to the affected communities. [413-1]

Penerima Manfaat Beneficiaries



2,465

Posyandu Binaan
Fostered Integrated
Healthcare Post



1,559

iPosyandu
Digital Integrated
Healthcare Post



9,881

**Kader Kesehatan
Binaan**
Fostered Health
Cadre



997

**Kader Kesehatan
Remaja (AORTA)**
Youth Health Cadre
(AORTA)

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

Astra Daihatsu Sahabat Remaja

Astra Daihatsu Sahabat Remaja



Pemberdayaan masyarakat, terutama remaja untuk turut berpartisipasi dalam hal edukasi kesehatan sangatlah penting. Banyaknya remaja yang merokok, mengkonsumsi minuman keras, melakukan hubungan seks pranikah hingga mengkonsumsi narkoba di Denpasar menjadi hal yang sangat meresahkan. Hal ini yang mendasari PT Astra International Tbk - Daihatsu Sales Operation (DSO) mencanangkan program Astra Daihatsu Sahabat Remaja yang berfokus pada pengembangan Posyandu Remaja.

Astra Daihatsu Sahabat Remaja ini bertujuan untuk meningkatkan peran remaja dalam masyarakat, melibatkan remaja dalam perencanaan, pelaksanaan hingga evaluasi posyandu remaja, meningkatkan pengetahuan keterampilan hidup sehat jasmani dan rohani, mempercepat upaya perbaikan gizi serta melakukan deteksi dini dan pencegahan Penyakit Tidak Menular (PTM). Posyandu remaja ini sudah menggunakan platform iPosyandu dalam implementasi programnya.

Hingga tahun 2020, jumlah posyandu remaja binaan Astra Daihatsu di Denpasar Timur dengan pilot project Banjar Biaung mencapai 6 posyandu remaja yaitu Kehen, Bekul, Saba, Mandalasari, Ujung, dan Tattwam asi. Alur pelaksanaan Posyandu Remaja terdiri dari 6 meja, yaitu pendaftaran, pemeriksaan fisik, pencatatan, pelayanan kesehatan, KIE dan meja terakhir merupakan inovasi meja 6 Astra yang berisi tentang penyuluhan terkait isu lingkungan seperti sampah plastik, informasi terkait dunia kerja terutama di Astra serta pelatihan *soft skill* akupuntur dan P3K.

Selain itu, program ini juga memberdayakan Sekhaa Teruna Teruni (STT) dalam edukasi terkait bahaya NAPZA, rokok, miras dan seks pranikah. Melalui program ini, diharapkan remaja dapat menjadi motor penggerak dalam lingkungan untuk sadar akan kesehatan masyarakat.

Program terakhir yaitu Cek Tetangga Sebelah (CTS) dimana para remaja diajarkan mengenai kepekaan terhadap lingkungan sekitar terhadap penyimpangan-penyimpangan yang mungkin terjadi di lingkungannya. Program ini juga berkoordinasi dengan tutor sebaya dan kepala lingkungan yang ada di daerahnya.

Dengan adanya program ini, angka kenakalan remaja menjadi berkurang rata-rata hingga 50% dari total angka kenakalan remaja sebelum intervensi. Jumlah kader posyandu remaja pun langsung meningkat drastis, pada tahun 2020 jumlah kader mencapai 35 orang, dan jumlah peserta Posyandu selama satu tahun program sebanyak 375 orang.

Empowering community, particularly for adolescents, to participate in health education is very important. The large number of adolescents who smoke, consume alcohol, have premarital sex and consume drugs in Denpasar are very disturbing things. This is the underlying reason why PT Astra International Tbk - Daihatsu Sales Operation (DSO) launched the program of Astra Daihatsu Sahabat Remaja which focuses on developing Youth Posyandu.

Astra Daihatsu Sahabat Remaja aims to increase the role of youth in society, involve youth in planning, implementing and evaluating youth Posyandu, increase knowledge of healthy life skills physically and spiritually, accelerate efforts to improve nutrition and conduct early detection and prevention of Non-Contagious Diseases (PTM). The youth iPosyandu is already using the iPosyandu platform in implementing its program.

Until 2020, the number of fostered youth Posyandu by Astra Daihatsu in East Denpasar with the Banjar Biaung pilot project has reached 6 youth Posyandu, which are Kehen, Bekul, Saba, Mandalasari, Ujung, and Tattwam asi. The procedures at the Youth Posyandu include of 6 tables, namely registration, physical examination, recording, health services, KIE and the last table which is an innovation made by Astra is the 6th table which provides counselling related to environmental issues such as plastic waste, information related to business world, particularly at Astra and soft skill training for acupuncture and first aid.

In addition, this program also empowered Sekhaa Teruna Teruni (STT) in education related to the dangers of drugs, cigarettes, alcohol and premarital sex. Through this program, the Company expects that adolescents can become the driving force in terms of public health awareness in the community.

The last program is Check Your Neighbor (CTS), in which teenagers are taught about being sensitive to the surrounding environment concerning irregularities that may be found in their environment. This program was also conducted in coordination with peer tutors and head of districts in the area.

Under such program, the juvenile delinquency rate was reduced by an average of 50% of the total juvenile delinquency rate prior to intervention. The number of youth posyandu cadres immediately increased at a highly significant level. In 2020 the number of cadres were totaling 35 teenagers, and the number of Posyandu participants during one year program totaled 375 teenagers.

UNTUK INDONESIA
ASTRA CERDAS

Pengembangan kualitas sumber daya manusia Indonesia dilakukan melalui program Astra Untuk Indonesia Cerdas dengan pendekatan *hardware*, *software* dan *brainware*. Pilar ini dilaksanakan oleh Grup Astra dan yayasan dalam bentuk peningkatan mutu sekolah (pelatihan guru, pengembangan kurikulum dan pengembangan *life skill*), pemberian beasiswa, serta donasi sarana dan prasarana pendidikan untuk sekolah-sekolah terutama di sekitar instalasi Astra dan daerah pra sejahtera.

Program pembinaan sekolah Astra sejalan dengan SDGs poin 4 dan 12 dilakukan pada seluruh tingkatan pendidikan dengan bekerja sama dengan pemerintah. Pembinaan dimulai dari level PAUD (Pendidikan Anak Usia Dini) dengan inovasi berupa pembentukan *Master Trainers Senyum Sahabat PAUD Astra*. Untuk level pendidikan dasar dan menengah, Astra juga berfokus pada pembentukan HPAI (Himpunan Penggiat Adiwiyata Indonesia) yang bertujuan untuk mengembangkan sekolah peduli & berbudaya lingkungan. Inovasi di bidang vokasi yakni SMK BISA yang memiliki program unggulan berupa magang guru produktif serta asesmen *Teaching Factory*.

Di luar pembinaan sekolah, Pilar Astra Untuk Indonesia Cerdas juga melaksanakan kampanye Keselamatan Berjalan lintas melalui program Indonesia Ayo Aman Berjalan Lintas (IAABL). Pada tahun ini Astra memiliki program yang sejalan dengan program pemerintah yakni *Millennial Road Safety* yang berfokus pada pembentukan pelopor keselamatan lalu lintas di universitas. Hal ini juga bertujuan untuk mendukung SDGs poin 3 khususnya indikator penurunan kematian dan cedera akibat kecelakaan lalu lintas.

Pada tahun 2020, Astra bersama Kementerian Pendidikan dan Kebudayaan Republik Indonesia (Kemendikbud) menandatangani nota kesepahaman untuk mengembangkan pendidikan dan pengelolaan kebudayaan guna meningkatkan kualitas pendidikan di Indonesia. Ruang lingkup kesepahaman tersebut meliputi pengembangan pendidikan dan pengelolaan kebudayaan melalui program tanggung jawab sosial berkelanjutan Astra. Acara yang diselenggarakan secara virtual ini turut diisi oleh Menteri Pendidikan dan Kebudayaan Republik Indonesia.

The quality of Indonesia's human resources is developed through the program of Astra Untuk Indonesia Cerdas by adopting hardware, software and brainware approach. Such program is implemented by Astra Group and foundations by improving school quality (teacher training, curriculum development and life skills development), providing scholarships, and donating educational facilities and infrastructure for schools, particularly those located near Astra installations and pre-prosperous areas as well.

Astra's school development program, which is in line with SDGs points 4 and 12, is carried out at all educational levels in collaboration with the government. Coaching starts from PAUD (Early Childhood Education) level with an innovative establishment of Master Trainers for Senyum Sahabat PAUD Astra. For the primary and secondary education levels, Astra also focuses on the establishment of HPAI (Association of Indonesian Adiwiyata Activists) which aims to develop schools with environmental care and culture. Innovations in vocational area include SMK BISA which has excellent programs in the form of productive teacher apprenticeship and Teaching Factory Assessment.

In addition to school coaching, Astra Untuk Indonesia Cerdas also conducts traffic safety campaign through a program called Indonesia Ayo Aman Berjalan Lintas (IAABL). This year Astra conducts a program that is in line with the government program, namely Millennial Road Safety which focuses on creating traffic safety pioneers at universities. It also aims to support SDGs point 3, particularly indicators of reducing number of deaths and injuries due to traffic accidents.

In 2020, Astra together with Ministry of Education and Culture (Kemendikbud) of the Republic of Indonesia signed a memorandum of understanding to develop educational and cultural management in order to improve the quality of education in Indonesia. The scope of the agreement includes educational and cultural management through Astra's sustainable social responsibility program. The virtual event was also attended by the Ministry of Education and Culture of the Republic of Indonesia.



943
Pendidikan anak dini (PAUD) binaan
Fostered Early
Childhood Education



711
PAUD dengan kriteria
Senyum SAPA
Early Childhood Education
with Senyum SAPA criteria



21,209
Sekolah Binaan Astra
Astra Fostered
Schools



261
Sekolah Adiwiyata
Binaan
Fostered Adiwiyata
School



3,249
SMK Binaan
Fostered
Vocational Schools



1,063
SMK BISA
SMK BISA



267,479
Paket Beasiswa
Scholarship



7,960
Pelopor IAABL
Pioneers of
IAABL

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

PT United Tractors Tbk – *Link and Match Sekolah Vokasi*

PT United Tractors Tbk – Link and Match of Vocational School



Pengembangan sumber daya manusia menjadi prioritas pemerintah dalam masa pembangunan. Salah satunya melalui program pendidikan vokasi yang mempersiapkan generasi muda guna mendapatkan pendidikan dan pelatihan sebelum memasuki dunia kerja. Namun pada kenyataannya, jumlah pekerja yang dapat diterima oleh dunia industri tidak sebanyak yang dihasilkan oleh dunia pendidikan. Hal ini yang menyebabkan lulusan pendidikan vokasi masih menyumbang pengangguran yang tinggi di Indonesia. Hal ini yang mendasari PT United Tractors Tbk dalam penyusunan program SOBAT.

Komitmen PT United Tractors Tbk dalam mendukung Pendidikan Vokasi terlaksana melalui program Sekolah Binaan United Tractors (SOBAT) yang dimulai sejak tahun 2008. Fokus pengembangan yang dilakukan bagi Sekolah Menengah Kejuruan (SMK) adalah melakukan peningkatan kompetensi guru dan siswa dengan memberikan pelatihan, magang, uji kompetensi, serta sertifikasi kompetensi. Selain itu, perusahaan juga memfasilitasi perbaikan kurikulum khususnya pada jurusan teknik alat berat sesuai dengan standar UT, membantu standarisasi kelas, alat peraga, *workshop*, dan fasilitas lainnya, serta meningkatkan serapan lulusan sekolah binaan di perusahaan. UT pun turut bekerjasama dengan Kementerian Pendidikan dan Kebudayaan untuk *upgrading* dan *upskilling* 2.100 guru dari seluruh Indonesia.

Di tahun 2020, tercatat sebanyak 100 SMK dan 200 guru telah sinkronisasi kurikulum mengenai teknik alat berat, 75 guru magang, bantuan alat praktek di 100 SMK, standarisasi ruang kelas dan *workshop* di 30 SMK.

Dengan adanya program ini diharapkan seluruh lulusan vokasi dapat terserap dengan baik di dunia industri, serta adanya komitmen dari seluruh *stakeholder* untuk mendukung pendidikan vokasi di Indonesia.

Human resource development serves as a priority for the government during the development period. One of them is through a vocational education program that prepares young generation to obtain education and training prior to entering the workplace. But in reality, the number of workers that can be accepted by the industrial business are not as much as those produced by the educational institutions. This is why vocational school graduates still contribute to high level of unemployment in Indonesia. This is the underlying reason why PT United Tractors Tbk established SOBAT program.

Commitment of PT United Tractors Tbk to support vocational education is implemented through United Tractors School (SOBAT) program which began in 2008. The focus of Vocational High Schools (SMK) development is to improve the competence of teachers and students by providing training, internships, competence tests, and competence certification. In addition, the Company also facilitates curriculum improvement, specifically for heavy equipment engineering department based on UT standards, assists to standardize the classes, teaching aids, workshops and other facilities, and increases the absorption of target school graduates in the Company. UT also collaborates with the Ministry of Education and Culture with regard to the upgrade and upskilling of 2,100 teachers from all over Indonesia.

In 2020, there were 100 vocational schools and 200 teachers already synchronized with the curriculum of heavy equipment engineering, 75 apprentice teachers, donation of fieldwork tools at 100 vocational schools, standardized classrooms and workshops at 30 vocational schools.

The Company expects that all vocational graduates from this program could be well accepted in the workforce, accompanied with the commitment of all stakeholders to support vocational education in Indonesia.

ASTRAHIJAU

Astra Untuk Indonesia Hijau merupakan pilar yang berfokus kepada upaya pelestarian lingkungan melalui kegiatan efisiensi sumber daya dan pengurangan dampak iklim dari kegiatan perusahaan serta melakukan pelestarian lingkungan hidup bersama masyarakat. Semangat Astra Untuk Indonesia Hijau ini turut mendukung SDGs 13 - Aksi Iklim, SDGs 14 - Kehidupan di laut dan SDGs 15 - Kehidupan Daratan.

Pada tahun 2020, Astra Untuk Indonesia Hijau juga turut mendukung gerakan Semangat Kurangi Plastik sebagai inisiasi dalam mengurangi limbah plastik dan mewujudkan lingkungan yang bebas pencemaran sampah plastik. Upaya ini dilakukan baik di dalam perusahaan melalui *cleaner production* serta mengajak masyarakat untuk melakukan pengurangan penggunaan plastik dan memilah plastik di lingkungan sekitar.

Astra Untuk Indonesia Hijau is a pillar that focuses on environmental conservation efforts by conducting resource efficiency activities and reducing the climate impact of business activities as well as preserving the environment together with the community. Astra Untuk Indonesia Hijau also supports SDGs 13 - Climate Action and SDGs 15 - Land Life.

In 2020, Astra Untuk Indonesia Hijau also supported the Semangat Kurangi Plastik Campaign to initiate the reduction of plastic waste and to create an environment free from plastic waste pollution. The Company not only exerts the efforts within the Company through cleaner production but also invites the public to reduce the use of plastics and sort out plastics in the surrounding environment.



19 ton

Reduksi konsumsi plastik
Plastic consumption reduction



360 ton

Sampah plastik terkelola bank sampah binaan
Total plastic waste managed by Fostered Waste Bank



7,098

Karyawan & masyarakat yang terlibat
Employee & people involved

PENGLOLAAN LINGKUNGAN DI TEMPAT KERJA

Astra mewujudkan kontribusi sosial di bidang lingkungan melalui sistem pengelolaan lingkungan yang berfokus kepada efisiensi sumber daya alam, konservasi energi, dan berkontribusi mengurangi emisi gas rumah kaca. Untuk mendukung tujuan pengelolaan lingkungan dan memastikan *continuous improvement*, Astra mengadopsi dan menerapkan sertifikasi Sistem Manajemen Lingkungan ISO 14001. Informasi terkait sertifikasi yang telah dimiliki Astra dapat dilihat pada tabel daftar sertifikasi di halaman 45.

OCCUPATIONAL ENVIRONMENTAL MANAGEMENT

Astra performs its social responsibility in the environmental sector through an Environmental management system that focuses on efficiency of natural resources, conserves energy, and contributes to reducing greenhouse gas emissions. To support the objectives of environmental management and ensure continuous improvement, Astra adopts and implements ISO 14001 Environmental Management System certification. Information related to Astra's certification is available under the list of certification list on page 45.

1. Program Penilaian Peringkat Kinerja Perusahaan (PROPER)

Program Penilaian Peringkat Kinerja Perusahaan (PROPER) adalah program Pemerintah melalui Kementerian Lingkungan Hidup dan Kehutanan yang menilai pengelolaan lingkungan berdasarkan kepatuhan dan upaya *beyond compliance*. Instalasi- instalasi Grup Astra yang diikutsertakan dalam PROPER diberikan target minimal, yaitu Peringkat Biru. Pada tahun 2020, terdapat 57 instalasi Astra yang termasuk dalam subyek pelaksanaan PROPER 2019-2020 dengan 96% telah mencapai minimal level PROPER biru (*compliance*). [103-3]

1. Company Performance Rating Assessment Program (PROPER)

Company Performance Rating Assessment Program (PROPER) is a government program through the Ministry of Environment and Forestry that assesses environmental management based on compliance and efforts beyond compliance. Astra Group installations already enrolled in PROPER program are assigned with a minimum target, which is Blue Rating. In 2020, there were 57 Astra installations enrolled in the implementation of PROPER 2019-2020 and 96% reached the minimum PROPER blue level (*compliance*). [103-3]

Public Contribution Roadmap

Public Contribution Roadmap

2. Penerapan Sustainable Consumption and Production

Dalam rangka mendukung pencapaian SDGs, Grup Astra menerapkan *Sustainable Consumption and Production* (SCP) pada proses produksi dan operasional. Pada tahun 2020, Grup menetapkan target penurunan intensitas penggunaan sumber daya alam sebesar 2,5% per satuan produk dibandingkan dengan tahun sebelumnya.

Grup melakukan inisiatif untuk meningkatkan efisiensi sumber daya alam, menghilangkan pemborosan, dan mengurangi limbah dari kegiatan usaha sebagai penerapan tujuan ke-12 SDGs- Konsumsi dan Produksi yang Bertanggung Jawab. [103-2]

2. Implementation of Sustainable Consumption and Production

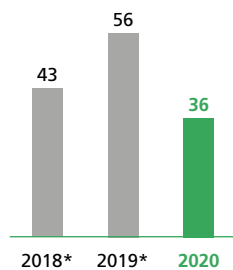
In order to support the achievement of SDGs, Astra Group implements Sustainable Consumption and Production (SCP) in production and operational processes. In 2020, the Group has established a target of reducing the intensity of natural resource consumption by 2.5% per unit of product compared to prior year.

The Group takes initiatives to increase the efficiency of natural resources, eliminate waste and reduce waste from business activities as the implementation of the 12th goals of the SDGs – Responsible Consumption and Production. [103-2]

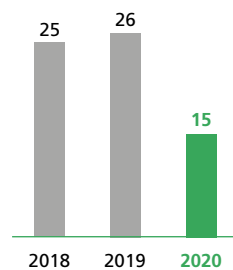
Kinerja Konservasi Sumber Daya Alam dan Pencegahan Pencemaran

Performance of Natural Resource Conservation and Pollution Prevention [302-1, 303-1]

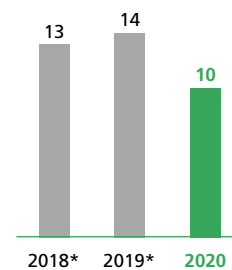
Penggunaan Air
Water Consumption
(x10⁶ m³)



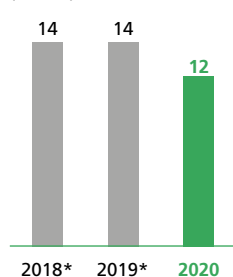
Penggunaan Pelumas
Lubricant Consumption
(x10³ m³)



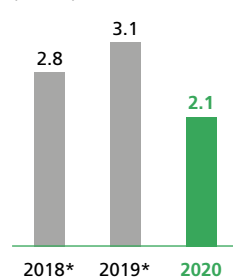
Penggunaan Listrik
Electricity Consumption
(x10⁵ MWh)



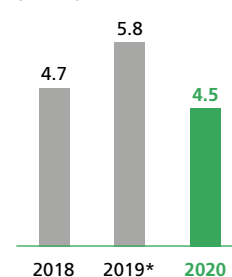
Penggunaan Solar
Diesel Fuel Consumption
(x10⁵ m³)



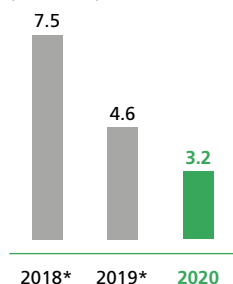
Penggunaan Bensin
Gasoline Consumption
(x10³ m³)



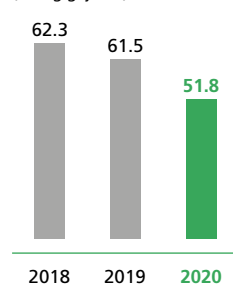
Penggunaan Gas Alam
Natural Gas Consumption
(x10⁷ m³)



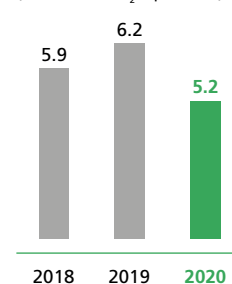
Penggunaan LPG
LPG Consumption
(x10⁴ Tonne)



Penggunaan Energi
Energy Consumption
(x10⁶ gigajoule)

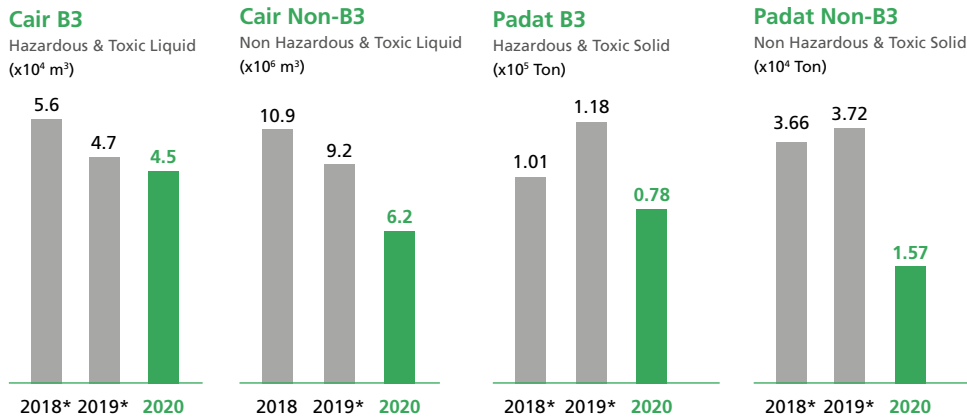


Gas Rumah Kaca [105]
Greenhouse Gas
(x10⁶ Tonne CO₂ equivalent)



* Terdapat penyesuaian data untuk penggunaan SDA akibat perubahan data instalasi.
There are adjustments in the natural resources data due to changes in installations data.

Total Limbah berdasarkan Jenisnya Total Waste by Type [306-2]



* Terdapat penyesuaian data untuk emisi limbah akibat perubahan data instalasi.
There are adjustments in the waste emissions data due to changes in installations data.

Intensitas Penggunaan Sumber Daya Alam dan Intensitas Emisi Limbah Intensity of Natural Resources Consumption and Intensity of Waste Generation [302-3, 305-4, 306-2]

Intensitas Pemakaian Air
Water Consumption Intensity

9.7% ↓

Rata-rata penurunan intensitas pemakaian air per produk 2019-2020
Averages reduction of water consumption intensity per product 2019 - 2020

Intensitas Penggunaan Pelumas
Lubricant Consumption Intensity

12.5% ↓

Rata-rata penurunan intensitas pemakaian pelumas per produk 2019-2020
Averages reduction of lubricant consumption intensity per product 2019 - 2020

Intensitas Konsumsi Energi
Energy Consumption Intensity

7.1% ↓

Rata-rata penurunan intensitas Konsumsi Energi 2019-2020
Average reduction of energy consumption intensity per product 2019 - 2020

Intensitas Limbah Cair B3
Intensity of Hazardous & Toxic Liquid Waste

6.2% ↓

Rata-rata penurunan limbah cair B3 per produk 2019-2020
Average reduction of Hazardous & Toxic Liquid Waste per product 2019 - 2020

Intensitas Limbah Cair Non-B3
Intensity of Non Hazardous & Toxic Liquid Waste

12.3% ↓

Rata-rata penurunan limbah cair non B3 per produk 2019-2020
Average reduction of Non-Hazardous & Toxic Liquid Waste per product 2019 - 2020

Intensitas Gas Rumah Kaca (GRK)
Greenhouse Gas (GHG) Intensity

8.3% ↓

Rata-rata penurunan intensitas Gas Rumah Kaca per produk 2019-2020
Average reduction of Greenhouse Gas emission intensity per product 2019 - 2020

Intensitas Limbah Padat B3
Intensity of Hazardous & Toxic Solid Waste

13.9% ↓

Rata-rata penurunan limbah padat B3 per produk 2019-2020
Average reduction of Hazardous & Toxic Solid Waste per product 2019 - 2020

Intensitas Limbah Padat Non-B3
Intensity of Non Hazardous & Toxic Solid Waste

13.2% ↓

Rata-rata penurunan limbah padat non B3 per produk 2019-2020
Average reduction of Non-Hazardous & Toxic Solid Waste per product 2019 - 2020

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

Semangat Kurangi Plastik melalui Efisiensi Proses Pabrik- PT Toyota Gosei Safety Systems Indonesia

Semangat Kurangi Plastik through Factory Process Efficiency
PT Toyota Gosei Safety Systems Indonesia



Semangat Kurangi Plastik sebagai gerakan masif dalam pengurangan sampah plastik Astra juga meliputi upaya efisiensi penggunaan plastik dalam proses bisnis. Salah satu inovasi yang dilakukan oleh PT Toyota Gosei Safety Systems Indonesia adalah *redesign* alur proses perakitan produk *steering wheel* sehingga plastik pembungkus yang digunakan dapat diminimalisir.

Melalui program ini di tahun 2020, PT Toyota Gosei Safety Systems Indonesia mampu mengurangi 607 kg plastik, menurunkan biaya penggunaan bahan baku kemasan plastik hingga 67%, dan secara langsung turut berkontribusi pada pengurangan sampah plastik yang diproduksi oleh perusahaan.

Semangat Kurangi Plastik as a massive movement in reducing plastic waste from Astra also includes the efforts to make efficient use of plastic during business processes. One of the innovations conducted by colleagues at PT Toyota Gosei Safety Systems Indonesia is the redesign of the steering wheel assembly process to minimize the use of plastic wrapping.

Through this program in 2020, PT Toyota Gosei Safety Systems Indonesia has been able to reduce 607 kg of plastics, reduce the cost of plastics by up to 67%, and directly contribute to the reduction of plastic waste produced by the Company.

Pada tahun 2020, Astra memperkuat inisiatif mengurangi sampah plastik melalui gerakan Semangat Kurangi Plastik yang dilakukan oleh seluruh perusahaan dan yayasan Grup Astra. Dalam implementasi internal, Astra menetapkan target pengurangan 4% konsumsi plastik di perusahaan dibandingkan dengan tahun sebelumnya. Hal ini dapat diwujudkan melalui kegiatan edukasi dan penerapan 6R (*Refine, Reduce, Reuse, Recycle, Recovery, dan Retrieve to Energy*). Melalui program ini, Astra telah menurunkan konsumsi plastik di perusahaan sehingga 4,9% sampah plastik telah terkelola dibandingkan dengan total sampah plastik tahun 2019.

In 2020, Astra strengthened its initiatives to reduce plastic waste through Semangat Kurangi Plastik carried out by all Astra Group companies and foundations. As for the implementation at internal level, Astra has set a target of reducing plastic consumption by 4% in the Company compared to prior year. Such target can be realized through educational activities and the application of the 6Rs (*Refine, Reduce, Reuse, Recycle, Recovery, and Retrieve to Energy*). By Implementing this program, Astra has succeeded in reducing plastic consumption internally, thus 4.9% of plastic waste has been managed compared to total plastic waste in 2019.

3. Energi dan Gas Rumah Kaca

Sebagian besar instalasi Astra merupakan industri manufaktur dan pertambangan yang menggunakan energi cukup tinggi dalam operasinya. Upaya efisiensi energi sangat penting dilakukan karena selain berkaitan dengan biaya, pengurangan pemakaian energi juga merupakan kontribusi pada pencapaian SDGs 13 - Aksi Iklim sebagai akibat dari penurunan emisi Gas Rumah Kaca hasil dari efisiensi energi. Pada tahun 2020, Astra berkomitmen untuk menurunkan intensitas konsumsi energi dan emisi Gas Rumah Kaca sebesar 2,5% dibandingkan tahun 2019.

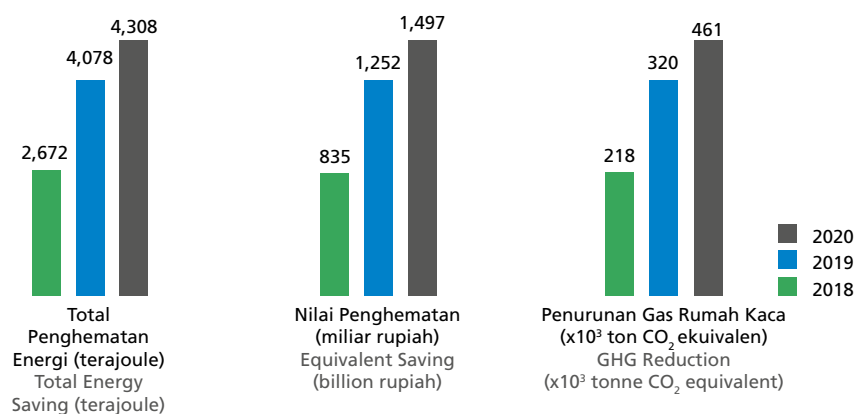
Guna mewujudkan tercapainya komitmen ini, Astra menerapkan Astra Green Energy (AGEn) dalam program konservasi energi yang meliputi program efisiensi dan penerapan teknologi hemat energi. Melalui inisiatif konservasi energi yang terstruktur, Astra mampu meningkatkan efisiensi, menurunkan biaya, dan mengurangi emisi Gas Rumah Kaca. AGEn disusun berdasarkan ISO 50001 – *Energy Management System* dan ISO 50002 – *Energy Audit* untuk pedoman pelaksanaan konservasi energi. Penerapannya dilakukan dengan implementasi program dan asesmen. [103-2]

3. Energy and Greenhouse Gas

Most of Astra’s installations are manufacturing and mining industries, which consume relatively high amount of energy for their operations. Energy efficiency efforts play a very important role not only due to the incurred costs, but it also reduces energy as a contribution to the achievement of SDGs 13 - Climate Action resulting from the decreasing level of greenhouse gas emissions as a result of energy efficiency. In 2020, Astra is committed to reducing the intensity of energy consumption and greenhouse gas emissions by 2.5% compared to 2019.

In order to achieve this commitment, Astra adopts Astra Green Energy (AGEn) in an energy conservation program that includes an efficiency program and the application of energy-saving technology. Through its structured energy conservation initiatives, Astra has been able to increase efficiency, lower costs, and reduce greenhouse gas emissions. AGEn is prepared based on ISO 50001 - *Energy Management System* and ISO 50002 - *Energy Audit* for guidance on the implementation of energy conservation. The Company adopts those standards by implementing programs and assessments. [103-2]

Hasil Capaian Astra Green Energy 2020* Key Result Astra Green Energy 2020* [302-4]



*Data Astra Green Energy merupakan data akumulatif yang diperoleh dari proyek energi di 33 perusahaan selama tahun 2015-2020
Astra Green Energy data is accumulative data obtained from energy projects in 33 companies during 2015-2020

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

Konservasi Energi melalui Sistem Manajemen Energi - PT Pamapersada Nusantara

Energy Conservation through Energy Management System
PT Pamapersada Nusantara



PT Pamapersada Nusantara menerapkan konservasi energi secara komprehensif di 14 unit operasinya untuk agar memberikan hasil yang signifikan. Upaya tersebut meliputi teknologi *digital eco-driving simulator* untuk membentuk *skill operator*, pemantauan secara langsung kondisi kendaraan operasional, dan analisis data secara masif. Selain itu, PT Pamapersada Nusantara juga telah menerapkan sistem manajemen energi ISO 50001 dan menggunakan pembangkit listrik tenaga surya yang dipasang pada kantor pusat dan lokasi pertambangan.

Melalui implementasi program tersebut, pada tahun 2020 PT Pamapersada Nusantara mampu mencapai efisiensi energi hingga 14,9% per unit produksi dibandingkan 2019, menurunkan biaya operasional yang setara dengan penghematan sebesar Rp61,9 miliar rupiah, dan turut berkontribusi pada penurunan emisi Gas Rumah Kaca (GRK) sebesar 16.094 ton CO₂ekuivalen.

PT Pamapersada Nusantara implements comprehensive energy conservation in its 14 operating units to deliver significant results. These efforts include digital eco-driving simulator technology to sharpen operator skills, direct monitoring of operational vehicle conditions, and massive data analysis. In addition, PT Pamapersada Nusantara has also implemented an ISO 50001 energy management system and utilizes solar power plants installed at the head office and mining sites.

Through the implementation of the program, in 2020 PT Pamapersada Nusantara was able to achieve energy efficiency up to 14.9% per production unit compared to 2019, reduced operating costs equivalent to savings of Rp61.9 billion rupiah, and contributed to reducing Greenhouse Gas emissions (GHG) of 16,094 tons of CO₂-eq.

Program Pelestarian Lingkungan Untuk Masyarakat

Astra Untuk Indonesia Hijau turut berkontribusi dalam kegiatan penghijauan sebagai aksi pelestarian lingkungan dan menciptakan lingkungan yang sehat dan bersih dari pencemaran, serta melibatkan masyarakat dalam mitigasi dan adaptasi perubahan iklim. Astra juga turut berkontribusi terhadap pelestarian keanekaragaman hayati Indonesia melalui program Pranaraksa (Konservasi Tanaman Buah Langka) dan program biodiversitas hewan endemik.

Environmental Conservation Program for Community

Astra Untuk Indonesia Hijau also contributes to reforestation activities as an action to conserve the environment and create a healthy and clean environment free from pollution, as well as involve the community in climate change mitigation and adaptation. Astra also contributes to the preservation of Indonesia’s biodiversity through Pranaraksa (Conservation of Endangered Local Fruits) program and the endemic animal biodiversity program.



5,095,638

Penanaman Pohon (Pohon)
Trees Planting (Trees)



21,573

Tanaman Buah Langka
Endangered Local Fruit



1,462,613

Pohon Mangrove
Mangrove Tree



35,748

Ruang Terbuka Hijau (Hektar)
Green Open Space (Hectare)



32

Titik Pusat Konservasi Buah Langka (Pranaraksa)
Endangered Local Fruits Conservation (Pranaraksa) Center Point



70

Bank Sampah Binaan
Fostered Community Waste Bank

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

Restorasi Hutan Gambut Lindung Rehabilitasi Daerah Aliran Sungai (DAS) Kapuas dengan Sistem Swakelola Kemasyarakatan PT Asmin Bara Bronang

Restoration of Preserved Peatlands Area for the Rehabilitation of Kapuas Riverbank under Community Self-Managed System PT Asmin Bara Bronang



Kesadaran masyarakat sekitar yang masih rendah untuk menjaga kelestarian hutan dan sumber dayanya menjadi permasalahan utama bagi lingkungan. Fakta bahwa lahan gambut merupakan area yang rawan terjadi kebakaran hutan juga tidak dapat dipungkiri. Selain itu, masyarakat juga masih mengandalkan hasil alam dari wilayah sekitar, sehingga mengakibatkan terjadinya kerusakan hutan, diantaranya penebangan pohon terutama jenis Gemor (16%), penorehan getah karet (26%), mencari rotan, dan mencari ikan (39%), penambang emas (11%) serta budidaya wallet (5%).

Program ini berdampak pada kelestarian lingkungan dimana dapat merestorasi hutan gambut, pencadangan karbon, perlindungan biodiversity, pencegahan kebakaran hutan, cadangan air serta mencegah perubahan iklim dan pemanasan global. Kemudian, dari segi ekonomi program ini bertujuan peningkatan pendapatan masyarakat, pemanfaatan hasil hutan non kayu serta tumbuhnya inovasi ekonomi baru. Tentunya di bidang sosial pun bermanfaat bagi peningkatan kapasitas sosial, kelembagaan sosial serta kesadaran masyarakat tentang pelestarian hutan gambut sebagai penyanga ekosistem dunia.

Program ini diimplementasikan dengan cara meningkatkan peranan masyarakat dalam kegiatan program pembibitan dan penanaman, sehingga masyarakat memahami dan terus berinovasi dan berkontribusi dalam menjaga kelestarian hutan. Selain itu, kegiatan penanaman juga dilakukan dengan pembukaan jalur penanaman agar tanaman dapat ternaungi dan tidak menimbulkan bahaya kebakaran sekaligus mengurangi gulma. Metode pengawasan kegiatan penanaman juga dilakukan menggunakan *drone*, hal ini sangat efektif untuk mengetahui lokasi yang kurang maksimal dalam penanaman, sehingga dapat dilakukan perbaikan dengan cepat dan tepat.

Dengan hadirnya program ini, total luasan lokasi rehabilitasi DAS yang tertanam sebesar 1.896 Ha. Terbentuk pula kelompok sadar lingkungan sebanyak 25 kelompok yang turut serta secara aktif dalam kelestarian hutan. Untuk hasil penanaman, dengan rata-rata 710 batang/Ha mempertahankan vegetasi khas gambut katunjung.

The low awareness of the surrounding community to conserve the forest and its resources is a major problem for the environment. It is an undeniable fact that peatlands areas are prone to forest fires. In addition, the community still relies on natural products from the surrounding area, which has resulted in forest destruction, including the cutting of trees particularly the Gemor species (16%), incision of rubber plants (26%), rattan hunting, fishing (39%), goldmining (11%) and wallet cultivation (5%).

This program has made an impact on environmental sustainability which is capable of restoring peat forests, saving carbon, protecting biodiversity, preventing forest fires, reserving water and preventing climate change and global warming. Later, from an economic point of view, this program aims to augment community income, utilize non-timber forest products and develop the innovations of new economy. In the social sector, the program has also been surely beneficial for increasing social capacity, social institutions and public awareness concerning the preservation of peat forests as a buffer for the world's ecosystems.

This program is implemented by increasing the role of the community in nursery and planting program activities, so that the community understands and continues to innovate and contribute in maintaining forest sustainability. In addition, planting activities are also carried out by opening the paths for planting so that plants could be shaded and would not cause fire hazards while reducing weeds. The planting activities are monitored by using drones, which is very effective to identify which locations are not optimally operating so that repair efforts can be made more promptly and accurately.

This program has resulted in a planted watershed rehabilitation area totalling to 1,896 hectares of land. There are also 25 environmentally-conscious groups established that are actively participating in forest conservation. As for the results, the planted areas of 710 stems/hectares of land have been able to maintain the typical Katunjung peat vegetation.

UNTUK INDONESIA
ASTRA KREATIF

Astra Untuk Indonesia Kreatif adalah pilar yang berfokus kepada mewujudkan kewirausahaan mandiri bagi masyarakat melalui pembinaan dan pemberdayaan Usaha Mikro Kecil dan Menengah (UMKM) melalui pelatihan, pendampingan, perluasan akses pemodal dan pemasaran serta bantuan prasarana. [413-1]

Astra untuk Indonesia Kreatif telah dikembangkan menjadi program *Creating Shared Value* dengan berfokus pada UMKM pemasok rantai *supply* Grup Astra, UMKM yang berada di sekitar instalasi Astra, maupun komunitas kewirausahaan yang tergabung dalam Astra Start-Up Community dan Astra Disability Connection Program (ADCP). Pembinaan UMKM yang berhubungan dengan kegiatan produksi grup Astra dilakukan secara terintegrasi melibatkan Yayasan Dharma Bakti Astra (YDBA) dan didukung oleh perusahaan Grup Astra. Saat ini telah terbentuk 21 Lembaga Pengembangan Bisnis (LPB) yang berada di seluruh Indonesia. Peran LPB adalah memberikan pembinaan terpadu kepada UMKM dalam upaya peningkatan serta pengembangan usaha.

Astra terus berkomitmen untuk memberikan dukungan terhadap pengembangan *start-up* di Indonesia. Tahun 2020, adalah tahun ke-5 penyelenggaraan Astra Start-Up Challenge yang telah diikuti oleh lebih dari 3.000 peserta seluruh Indonesia. Saat ini telah terbina 100 *start-up* yang membentuk Astra Start-Up Community dan aktif memberikan edukasi kewirausahaan dan membangun ekosistem bisnis bersama komunitas UMKM binaan Astra.

Astra Untuk Indonesia Kreatif is an independent entrepreneurship facilitation program for the community by fostering and empowering Micro, Small and Medium Enterprises (MSMEs) through training, assistance, expanding, financing and marketing networks, as well as infrastructure assistance. [413-1]

Astra Untuk Indonesia Kreatif has been developed into a *Creating Shared Value* program with a focus on MSMEs supplying the Astra Group's supply chain, MSMEs around Astra's installations, as well as entrepreneurial communities that are members of the Astra Start-Up Community and the Astra Disability Connection Program (ADCP). The development of MSMEs related to the production activities of the Astra Group is carried out in an integrated manner involving the Yayasan Dharma Bakti Astra (YDBA) and supported by Astra Group companies. Currently, 21 Business Development Institutions (LPB) have been formed throughout Indonesia. The role of LPB is to provide integrated guidance to MSMEs in an effort to increase and develop business.

Astra is committed to continually providing support for the development of start-ups in Indonesia. 2020 is the 5th year the Astra Start-Up Challenge which has been attended by more than 3,000 participants from all over Indonesia. Currently there are 100 start-ups that have formed the Astra Start-Up Community and are active in providing entrepreneurship education and building a business ecosystem with the MSMEs community fostered by Astra.



14,711

UMKM Binaan
Fostered MSMEs



21

Lembaga Pengembangan Bisnis
Business Development Institutions



861

Penyandang Disabilitas Binaan
Fostered Disabled



100

Start-up Binaan
Fostered Start-up



755

Desa Sejahtera Astra
Desa Sejahtera Astra



135

Kabupaten Sebaran DSA
DSA Regencies Distribution

Public Contribution Roadmap

Public Contribution Roadmap

STUDI KASUS | CASE STUDY

Program Rumah Kedua - PT Yutaka Manufacturing Indonesia

Second Home Program - PT Yutaka Manufacturing Indonesia



Mewujudkan masyarakat yang mandiri secara ekonomi merupakan komitmen dari PT Yutaka Manufacturing Indonesia dalam membina Kampung Berseri Astra (KBA) di Telaga Murni RW 05 yang berlokasi di Cikarang Barat. Sejak tahun 2015, KBA Telaga Murni terus berkembang dan berinovasi untuk meningkatkan kesejahteraan bersama.

KBA Telaga Murni dan PT Yutaka Manufacturing Indonesia melakukan persiapan program, pemetaan potensi, identifikasi isu, pengembangan kompetensi, implementasi program hingga evaluasi program bersama. Konsep Rumah Kedua ini merupakan konsep usaha bersama dimana membuka peluang bagi seluruh warga untuk bisa berwirausaha dengan menggunakan modal yang didapat dari investasi kepengurusan warga KBA serta bantuan dari perusahaan, dengan pemanfaatan laba yang dipergunakan lagi untuk pengembangan usaha.

Berawal dengan bantuan modal sebesar Rp15.000.000 pada tahun 2017 untuk warung sembako, kemudian dari tahun ke tahun modal tersebut bergulir untuk dijadikan pengembangan usaha. Hingga saat ini, terdapat 5 jenis usaha bersama KBA Telaga Murni yaitu warung sembako, makanan dan minuman, lingkungan (bank sampah, sabun jelantah, pembibitan, tanaman obat dan sayuran organik), jasa cuci motor dengan pemanfaatan sisa air wudhu, serta budidaya ikan lele. Hingga tahun 2020, masing-masing jenis usaha telah mengalami peningkatan pendapatan rata-rata Rp1.500.000 – Rp2.000.000 setiap tahunnya. Meskipun terjadi pandemi COVID-19, KBA Telaga Murni telah memiliki ketahanan pangan dan usaha melalui penjualan sembako, makanan, minuman, serta kegiatan budidaya lele yang meningkat sebesar Rp6.000.000 dibandingkan dengan tahun sebelumnya.

Dengan adanya antusiasme yang tinggi dari masyarakat, serta komitmen perusahaan yang kuat, bersama-sama mewujudkan Kampung Berseri Astra yang mandiri dan sejahtera.

Creating an economically independent society is a commitment of PT Yutaka Manufacturing Indonesia in fostering Kampung Berseri Astra (KBA) in Telaga Murni RW 05, located in West Cikarang. Since 2015, KBA Telaga Murni has continued to develop and innovate to improve mutually beneficial welfare.

KBA Telaga Murni and PT Yutaka Manufacturing Indonesia conducted the program by preparing, mapping potentials, identifying issues, developing competencies, implementing programs and evaluating joint programs. Second Home represents a joint venture concept which opens up opportunities for all citizens to be able to start entrepreneurship by utilizing the capital obtained from investment in the management of KBA residents as well as assistance from the Company, and the profit gained would be utilized again for business development.

Starting with a working capital facility amounting to Rp15,000,000 in 2017 for small store selling basic necessities, then from year to year the capital loan has revolved into business development. At present, there are 5 types of joint venture with KBA Telaga Murni including basic necessities stalls, food and beverage stalls, environment (waste bank, soap from used oil, nurseries, medicinal plants and organic vegetables), motorbike washing services using the remaining used water from air wudhu, and catfish farming. As of 2020, each type of business has experienced an increase in income by an average of Rp1,500,000 - Rp2,000,000 each year. Despite of the COVID-19 pandemic, KBA Telaga Murni has achieved food and business resilience through the sale of basic necessities, food, beverages, and catfish farming activities which increased by Rp6,000,000 compared to the previous year.

The high enthusiasm from the community and strong commitment from the Company have enabled the achievement of Kampung Berseri Astra into an independent and prosperous Village.

Fitur Istimewa
Special Feature**Climate Action**

Selama lebih dari 63 tahun di Indonesia, Astra telah tumbuh berkembang menjadi perusahaan dengan tujuh lini bisnis. Melalui lini bisnis yang terdiversifikasi, Astra turut mendukung upaya Global dalam mengurangi emisi Gas Rumah Kaca (GRK) yang sejalan dengan SDGs13-Aksi Iklim. Astra memiliki dua pendekatan strategis yaitu melalui tindakan Mitigasi melalui efisiensi proses dan produk ramah lingkungan serta tindakan Adaptasi melalui aksi penanaman pohon, pelestarian lingkungan, dan edukasi masyarakat.

Mitigasi Perubahan Iklim melalui Astra Green Energy & Produk Ramah Lingkungan

Melalui Astra Green Energy (AGEn), Astra terus mengupayakan implementasi program penghematan energi dan penggunaan sumber Energi Baru Terbarukan (EBT). Upaya penghematan energi ini turut berkontribusi terhadap penurunan emisi Gas Rumah Kaca dan pada tahun 2020 Astra telah memenuhi komitmen untuk menurunkan intensitas konsumsi energi dan emisi Gas Rumah Kaca sebesar 2,5% dibandingkan tahun 2019.

A. Green Mining Operation-PT Pamapersada Nusantara

Melalui bisnis kontraktor pertambangan, PT Pamapersada Nusantara telah memperoleh sertifikasi ISO 50001 terkait Sistem Manajemen Energi untuk seluruh site dan mampu mengurangi emisi GRK sebesar 16.094 ton CO₂ekuivalen di tahun 2020. Hal ini dilakukan melalui inovasi digitalisasi di bidang pengembangan kompetensi karyawan, pemantauan *real-time* kendaraan operasional, dan analisis *big data*. Selain itu, PT Pamapersada Nusantara menjadi salah satu perusahaan kontraktor pertambangan pertama dengan sertifikasi ISO 14064-2 terkait pengukuran pengurangan emisi GRK.

**B. Pencegahan Emisi Gas Rumah Kaca - PT Astra Agro Lestari Tbk**

PT Astra Agro Lestari Tbk telah menerapkan bisnis perkebunan kelapa sawit yang ramah lingkungan. Upaya strategis telah dilakukan oleh perusahaan untuk mengurangi emisi GRK melalui: pemanfaatan limbah kelapa sawit sebagai pupuk organik, pemanfaatan bahan bakar biodiesel B20 yang ramah

For more than 63 years in Indonesia, Astra has grown into a company with seven business lines. Through its diversified business lines, Astra also supports Global efforts to reduce Greenhouse Gas (GHG) emissions which are in line with SDGs13-Climate Action. Astra adopts two strategic approaches including Mitigation actions through process efficiency and environmentally friendly products and Adaptation actions through tree planting, environmental preservation, and community education.

Climate Change Mitigation through Astra Green Energy & Environmentally friendly Products

Through Astra Green Energy (AGEn), Astra has made efforts to save energy and use New and Renewable Energy (RE) sources within the Company. These energy saving efforts have contributed to the reduction of greenhouse gas emissions and in 2020 Astra has fulfilled its commitment to reduce energy consumption intensity and greenhouse gas emissions by 2.5% compared to 2019.

A. Green Mining Operation-PT Pamapersada Nusantara

Through its mining contractor business, PT Pamapersada Nusantara has obtained ISO 50001 certification related to Energy Management Systems and has been able to reduce GHG emissions by 16,094 tons of CO₂-eq in 2020. This is achieved by digitalizing employee competence development areas, conducting real-time monitoring of operational vehicles, and performing big data analysis. In addition, PT Pamapersada Nusantara is one of the first mining contractor companies with ISO 14064-2 certification related to measuring GHG emission reduction.

B. Prevention of Greenhouse Gas Emission - PT Astra Agro Lestari Tbk

PT Astra Agro Lestari Tbk has adopted an environmentally friendly oil palm plantation business. Strategic efforts have been made by the Company to reduce GHG emissions through the following measures: utilization of palm oil waste as organic fertilizer, utilization of environmentally friendly B20 biodiesel

Public Contribution Roadmap

Public Contribution Roadmap

lingkungan, serta membangun dua fasilitas penangkap gas metana (*Methane Capture Facility*) dari limbah kelapa sawit. Seluruh mitigasi yang dilakukan PT Astra Agro Lestari Tbk telah memberikan kontribusi dalam penurunan emisi GRK di Perusahaan.



fuel, and construction of two Methane Capture Facilities from palm oil waste. All mitigation efforts by PT Astra Agro Lestari Tbk has contributed to reducing GHG emissions in the Company.

C. Pemanfaatan Tenaga Surya-PT Astra Honda Motor

Upaya pemanfaatan sumber Energi Baru Terbarukan telah diterapkan oleh PT Astra Honda Motor melalui pemasangan Pembangkit Listrik Tenaga Surya Atap (PLTSA). PLTSA yang dipasang di pabrik Cikarang ini menjadi salah satu yang terbesar di Indonesia dengan kapasitas total 1,4 MW. Melalui penggunaan energi bersih, PT Astra Honda Motor mampu menghemat energi sebesar 1,68 TeraJoule dan mampu mengurangi emisi Gas Rumah Kaca sebesar 416 ton CO₂ ekuivalen per tahun.

C. Utilization of Solar Power - PT Astra Honda Motor

PT Astra Honda Motor has implemented efforts to utilize New and Renewable Energy sources through the installation of a Rooftop Solar Power Plant (PLTSA). The PLTSA installed at the Cikarang factory is one of the largest in Indonesia with a total capacity of 1.4 MW. Through the use of clean energy, PT Astra Honda Motor has been able to save energy by 1.68 terraJoules and has been able to reduce greenhouse gas emissions by 416 tons of CO₂-eq per year.



D. Bisnis Energi Baru Terbarukan-PT Bina Pertiwi

PT Bina Pertiwi sebagai bagian dari PT United Tractors Tbk telah sukses memperluas bisnis di sektor Energi Baru Terbarukan (EBT) melalui jasa pembangunan dan pengoperasian Pembangkit Listrik Tenaga Mini Hidro (PLTM), dan Pembangkit Listrik Tenaga Air (PLTA).

D. New Renewable Energy Business - PT Bina Pertiwi

PT Bina Pertiwi as part of PT United Tractors Tbk has successfully expanded its business in the New and Renewable Energy (RE) sector through construction and operation services for Mini Hydro Power Plants (PLTM), and Hydro Power Plants (Hydropower).

Upaya penyediaan energi bersih untuk masyarakat Indonesia ini telah dilakukan sejak tahun 2017 dan saat ini, PT Bina Pertiwi telah memiliki satu pembangkit PLTM berkapasitas 0,45 MW yang sudah beroperasi, dua pembangkit PLTM berkapasitas 7 MW dan 7,2 MW yang sudah memasuki masa konstruksi. Seluruh Pembangkit Energi terbarukan dengan Tenaga Air ini tersebar di pulau Jawa dan Sumatera. PT Bina Pertiwi berkomitmen untuk dapat memiliki dan mengoperasikan Pembangkit Listrik Tenaga Air hingga kapasitas total 100 MW dalam beberapa tahun ke depan.

Efforts to provide clean energy for the Indonesian people have been made since 2017 and currently, PT Bina Pertiwi has constructed a PLTM plant with a capacity of 0.45 MW already in operation, two PLTM plants with a capacity of 7 MW and 7.2 MW already in construction. All of these renewable energy generators powered by hydro power are located across the islands of Java and Sumatra. PT Bina Pertiwi is committed to owning and operating a hydroelectric power plant with a total capacity of 100 MW in the next few years.



E. Produk Otomotif Euro 4- Toyota & Lexus

Menyongsong terwujudnya Industri otomotif ramah lingkungan, sejak tahun 2018 PT Toyota Astra Motor telah memasarkan kendaraan roda empat yang memenuhi standar Baku Mutu Emisi Gas Buang Euro 4. Penerapan standar Euro 4 di seluruh produk kendaraan Toyota & Lexus akan mampu mengurangi emisi GRK yang dihasilkan dari bahan bakar kendaraan.

E. Automotive Product of Euro 4- Toyota & Lexus

Welcoming the realization of an environmentally friendly automotive industry, since 2018 PT Toyota Astra Motor have marketed four-wheeled vehicles that meet the Euro 4 Emission Quality Standards. Implementation of the Euro 4 standard in all Toyota & Lexus vehicle products will be able to reduce GHG emissions generated from vehicle fuel.



Public Contribution Roadmap

Public Contribution Roadmap

Adaptasi Perubahan Iklim melalui Pelestarian Lingkungan

Melalui Astra Untuk Indonesia Hijau, Grup Astra melakukan upaya pelestarian lingkungan serta melibatkan masyarakat dalam mitigasi dan adaptasi perubahan iklim. Hal ini terwujud melalui program penanaman pohon oleh perusahaan serta program peningkatan kesadaran masyarakat yang dilakukan oleh program Kampung Iklim (Proklim) dan sekolah Adiwiyata.

1. Program Penanaman Pohon

Penanaman pohon tidak hanya sekedar memperindah lingkungan, namun juga membantu kelestarian lingkungan beserta makhluk hidup lainnya. PT United Tractors Tbk melalui program United Tractors for Nature and Environment Sustainability (UTREES) melakukan kegiatan kontribusi sosial berbasis konservasi dan penghijauan yang bertujuan untuk meningkatkan kualitas lingkungan, memberikan manfaat bagi masyarakat dan mengurangi emisi Gas Rumah Kaca. Melalui program ini, pada tahun 2020 PT United Tractors Tbk berhasil menanam 103.000 pohon Mangrove. Hal ini merupakan salah satu upaya untuk menjaga garis pantai dari abrasi serta meningkatkan kualitas ekosistem pantai.



2. Program Kampung Iklim (PROKLIM)

Astra melalui program pendampingan desa, yaitu Kampung Berseri Astra (KBA) mendukung berjalannya Program Kampung Iklim (Proklim) guna mendorong kapasitas adaptasi masyarakat desa dalam menghadapi dampak perubahan iklim dan penurunan emisi gas rumah kaca yang disesuaikan dengan kondisi geografis dari masing-masing desa. Melalui penerapan Program Kampung Iklim, beberapa Kampung Berseri Astra telah mendapatkan predikat Proklim dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) sebagai bentuk penghargaan terhadap upaya-upaya adaptasi dan mitigasi perubahan iklim yang telah dilaksanakan di tingkat lokal.

Salah satu Kampung Berseri Astra yang mendapatkan predikat Proklim adalah KBA Merbabu Asih di Cirebon, yang merupakan binaan PT Asuransi Astra Buana, mendapatkan predikat Proklim Lestari. Beberapa program unggulan dari KBA Merbabu Asih, di antaranya adalah program pembinaan bank sampah, program

Climate Change Adaptation through Environmental Preservation

Through Astra Untuk Indonesia Hijau, Astra Group has made efforts to conserve the environment and involve the community in climate change mitigation and adaptation. This is manifested through the tree planting program by the Company and also community awareness programs by the Climate Village (Proklim) program and Adiwiyata schools.

1. Tree Planting Program

Tree planting is not only about adorning the environment, but also helping to preserve the environment and other living things. PT United Tractors Tbk through United Tractors for Nature and Environment Sustainability (UTREES) program conducts its conservation-based and tree planting-based social responsibility activities which aim to improve environmental quality, provide benefits to society and reduce greenhouse gas emissions. Through this program, in 2020 PT United Tractors Tbk succeeded in planting 103,000 Mangrove trees. This is an effort to protect the coastline from abrasion and improve the quality of the coastal ecosystem.

2. Program Kampung Iklim (PROKLIM)

Astra through its fostered village program, namely Kampung Berseri Astra (KBA), supports the implementation of Program Kampung Iklim (Proklim) to encourage the capacity of rural communities to adapt in encountering the impacts of climate change and reduction in greenhouse gas emissions based on the geographical conditions of each village. With the implementation of Proklim, a number of Kampung Berseri Astra have received Proklim attribute from the Ministry of Environment and Forestry (KLHK) as a token of appreciation for climate change adaptation and mitigation efforts that have been implemented at the local level.

One of Kampung Berseri Astra which received the attribute from Proklim is KBA Merbabu Asih in Cirebon, fostered by PT Asuransi Astra Buana, which received the title of Proklim Lestari. Several excellent programs from KBA Merbabu Asih, including Community Waste Bank Development Program, MSMEs

pembinaan UMKM, program penghijauan lingkungan, dan program pemeliharaan infrastruktur pendukung. Kampung iklim ini telah menerima penghargaan seperti penghargaan KLHK untuk Proklamasi dengan nilai tertinggi se-Indonesia tahun 2018, Penghargaan Bidang Lingkungan Hidup 'Raksa Prasada' dari Gubernur Jawa Barat, dan Juara 1 Kategori Destinasi Wisata pada lomba Cleanliness Health Safety Environment (CHSE) Pemerintah Cirebon Tahun 2020.

Development Program, Green Environment Program, and Supporting Infrastructure Maintenance Program. This climate village has received awards such as Award from Ministry of Environment and Forestry for Indonesia highest Proklamasi score in 2018, 'Raksa Prasada' Environmental Award from the Governor of West Java, and the 1st Place in Tourism Destination Category in Cirebon Government Cleanliness Health Safety Environment (CHSE) competition in 2020.



3. Program Adiwiyata

Berfokus kepada pengembangan karakter berbudaya lingkungan hidup di sekolah, Astra mendukung Program Adiwiyata melalui Himpunan Penggiat Adiwiyata Indonesia atau HPAI. Astra mendorong pembentukan HPAI sebagai inisiator, wahana komunikasi dan edukasi di dalam memajukan perlindungan dan pengelolaan lingkungan hidup di sekolah.

3. Adiwiyata Program

By focusing on developing the characters of an environmental culture at schools, Astra supports Adiwiyata Program through the Association of Indonesian Adiwiyata Activists or HPAI. Astra encourages the establishment of HPAI as the initiator, as a communication forum and also education forum in advancing environmental protection and management in the community.

Dalam mendukung program HPAI, Astra mendorong pembinaan sekolah untuk menjadi sekolah hijau sebagai salah satu bentuk mitigasi dan adaptasi perubahan iklim. HPAI terbentuk di beberapa daerah melalui pembentukan HPAI wilayah yang bertujuan untuk membantu pelaksanaan program HPAI di wilayah dengan menghimpun penggiat adiwiyata dari wilayah-wilayah tersebut. Sejauh ini sudah ada sebanyak 20 HPAI Wilayah yang tersebar di beberapa wilayah di Indonesia.

In supporting the HPAI program, Astra encourages fostered schools to become green schools as a form of climate change mitigation and adaptation. HPAI is established in several regions through regional HPAIs which aim to assist the implementation of HPAI programs in the regions by gathering Adiwiyata activists from these areas. So far there have been as many as 20 HPAI areas spread across several regions in Indonesia.



Fitur Istimewa Special Feature

Biodiversity [304-3]

Kelestarian lingkungan beserta dengan makhluk hidup di dalamnya merupakan hal yang penting untuk dijaga. Keanekaragaman jenis-jenis flora dan fauna, kawasan hutan serta ekosistem yang dimiliki oleh Indonesia sangat beragam. Oleh karena itu, Astra bersama seluruh Grup Astra berkomitmen untuk menjaga kelestarian lingkungan agar menciptakan ekosistem yang layak bagi makhluk hidup di dalamnya.

1. Pranaraksa

Dalam mendukung pengembangan karakter peduli lingkungan, Astra memiliki Program Konservasi Keanekaragaman Buah Langka Nusantara (Pranaraksa) yang merupakan salah satu wujud nyata kontribusi Astra dalam menjaga pelestarian lingkungan melalui pembudidayaan buah langka nusantara. Dalam mendukung berjalannya program pelestarian buah langka nusantara ini, Astra juga berupaya untuk dapat membantu dalam pengumpulan buah langka nusantara dan endemik lokal yang tersebar di pelosok daerah Indonesia yang nantinya akan dibudidayakan melalui Program Pranaraksa *Drop-Off Point* yang tersebar di 32 Provinsi di Indonesia. Melalui kegiatan Pranaraksa *Drop-Off Point*, Astra berhasil mengkonservasi sebanyak 2.363 bibit tanaman buah langka dari 93 jenis tanaman buah langka nusantara. Selain tanaman buah langka, Astra juga telah melakukan program penanaman pohon sebanyak 5.095.638 pohon sejak tahun 2008.



2. Penyu Untuk Indonesia

Sebagai salah satu hewan langka di dunia yang hampir punah, sejak tahun 2011 PT Astra Daihatsu Motor turut serta membantu konservasi penyu di Indonesia. Dari 7 jenis penyu yang ada di dunia, 6 diantaranya hidup di Indonesia dan tersebar di seluruh perairan Indonesia. Bekerjasama dengan Kementerian Kelautan dan Perikanan, serta Balai Taman Nasional Kepulauan Seribu, saat ini cakupan program Penyu Untuk Indonesia ini tersebar di 6 lokasi di Indonesia, yaitu Pangandaran, Bali, Pulau Pramuka, Padang, Tapanuli dan Bengkulu. Program ini berfokus kepada edukasi dan sosialisasi kepada masyarakat luas, pelibatan masyarakat secara langsung, melakukan pendekatan dan komunikasi secara langsung serta membina hubungan yang kuat antar konservasi sehingga dapat saling mendukung satu

It is important to preserve the environment with its living things. The diversity of flora and fauna species, forest areas and ecosystems in Indonesia is highly diverse. Accordingly, Astra together with the entire Astra Group is committed to protecting the environment in order to create a viable ecosystem for the living things within.

1. Pranaraksa

To support the development of environmentally friendly characters, Astra has developed Endangered Local Fruits Conservation Program (Pranaraksa), which is a tangible manifestation of Astra contribution in fulfilling its social responsibility in protecting the environment by cultivating endangered Indonesian fruits. In supporting the program, Astra has also made efforts to assist in collecting and local endemic fruits spread all over remote areas in Indonesia which will later be cultivated through Pranaraksa Drop-Off Point Program spread across 32 provinces in Indonesia. Through Pranaraksa Drop-Off Point Program, Astra has succeeded in conserving 2,363 endangered local fruit seeds from 93 types of endangered local fruits in the archipelago. Besides the conservation of endangered local fruit tree, Astra has also planted 5,095,638 trees since 2008.

2. Turtle for Indonesia

To preserve one of the endangered animals in the world that are almost extinct, since 2011 PT Astra Daihatsu Motor has participated in assisting turtle conservation in Indonesia. Of the 7 types of turtles in the world, 6 of them live in Indonesia and are scattered throughout Indonesian waters. In collaboration with the Ministry of Marine Affairs and Fisheries, as well as Kepulauan Seribu National Park Office, currently Turtle For Indonesia program is covering 6 locations spread across Indonesia, namely Pangandaran, Bali, Pramuka Island, Padang, Tapanuli and Bengkulu. This program focuses on education and outreach to the wider community, direct community involvement, direct approach and communication and fostering of strong relationships between conservationists so that they

sama lain. Hingga tahun 2020, sebanyak 399.000 ekor penyu telah dilepaskan di lautan Indonesia.

PT Astra Daihatsu Motor juga telah membangun sarana dan prasarana, penyediaan peralatan, pengembangan *system monitoring* telur penyu, pelepas liaran tukik, serta member fasilitas komunikasi. Dengan hadirnya program ini di tengah masyarakat, menimbulkan dampak positif terhadap hubungan antara pemerintah dan masyarakat sekitar dalam hal kelestarian hewan, serta dapat memberikan sarana informasi dan edukasi bagi instansi pendidikan.



can support one another. Until 2020, as many as 399,000 turtles have been released into the ocean.

PT Astra Daihatsu Motor has also built facilities and infrastructure, provided equipment, developed turtle eggs monitoring system, conducted hatchlings release, and provided communication facilities. The presence of this program in the community has made a positive impact on the relationship between the government and the surrounding community in terms of animal preservation, and has been able to provide information and education facilities for educational institutions.

3. Konservasi Hewan Langka

PT Astra Agro Lestari Tbk yang bergerak di bidang perkebunan telah menunjukkan komitmen dalam menjaga kelestarian lingkungan. Upaya konservasi keanekaragaman hayati dipusatkan pada pemeliharaan habitat alami dan perlindungan spesies di kawasan konsesi. Sejak tahun 2012, PT Astra Agro Lestari Tbk telah menjalankan Hornbill Project untuk meningkatkan distribusi spesies burung langka Hornbill, meningkatkan populasi serta reproduksi. Berlokasi di Pulau Kalimantan, terdapat sebanyak 7 dari 8 spesies di Kalimantan telah terdata untuk terus dilestarikan. PT Astra Agro Lestari Tbk juga melakukan pelestarian monyet bekantan (*Nasalis larvatus*), Owa Kalawat (*Hylobates muelleri*) dan Monyet Jambul (*Macaca tonkeana*).

Berkolaborasi dengan Balai Konservasi Sumberdaya Alam (BKSDA) Aceh, Pemerintah Kabupaten Aceh Jaya dan masyarakat, PT Astra Agro Lestari Tbk turut serta melestarikan gajah di wilayah Aceh Jaya melalui *Conservation Response Unit* (CRU). Program yang dilakukan diantaranya adalah perlindungan habitat, pemantauan populasi dan mitigasi konflik dengan manusia.

3. Endangered Animal Conservation

PT Astra Agro Lestari Tbk, engaged in the plantation sector, has shown its commitment to preserving the environment. Biodiversity conservation efforts focus on maintaining natural habitats and protecting species in concession areas. Since 2012, PT Astra Agro Lestari Tbk has been implementing the Hornbill Project to improve the distribution of rare Hornbill bird species, and to increase their population and reproduction. Located on the island of Borneo, 7 out of 8 species in Kalimantan have been recorded to be preserved. PT Astra Agro Lestari Tbk has also conserved proboscis monkeys (*Nasalis larvatus*), Muller gibbons (*Hylobates muelleri*) and crested monkeys (*Macaca tonkeana*).

Collaborating with the Aceh Natural Resources Conservation Agency (BKSDA), the Aceh Jaya Regency Government and the community, PT Astra Agro Lestari Tbk is participating in the conservation of elephants within the Aceh Jaya region through the Conservation Response Unit (CRU). This program consists of habitat protection, monitoring population and conflict mitigation with humans.



Pencapaian Yayasan-Yayasan Astra pada Tahun 2020

Achievements of Astra Foundations in 2020

Selain oleh korporat dan perusahaan Grup Astra, kegiatan kontribusi sosial dan lingkungan juga dilakukan oleh 9 yayasan dalam Grup Astra. Yayasan-Yayasan Astra terutama bergerak pada bidang pendidikan dan peningkatan kapasitas sumber daya manusia, mencetak tenaga kerja muda terampil yang dibutuhkan perusahaan serta membangun keberlanjutan dan kemandirian masyarakat melalui pengembangan dan pembinaan kewirausahaan.

In addition to Astra as a corporate and its group companies, 9 foundations under Astra Group also conduct their social and environmental contribution activities. Astra Foundations are primarily engaged in providing education and human resource capacity building, creating skilled young workers required by companies and building community sustainability and independence through entrepreneurship development and fostering.



YAYASAN TOYOTA DAN ASTRA (YTA)

Bidang Kegiatan: Pendidikan

Yayasan Toyota dan Astra (YTA) didirikan pada tahun 1974 oleh PT Astra International Tbk dan PT Toyota-Astra Motor. YTA memiliki visi turut serta dalam mencerdaskan kehidupan bangsa melalui program penyediaan bantuan dana dan pembiayaan untuk kegiatan pendidikan, riset dan pengembangan ilmu sains dan teknologi, bantuan alat peraga pendidikan dan buku-buku, terutama teknologi otomotif.

Fokus program YTA yaitu pada program peningkatan kualitas pendidikan dasar dan menengah terutama pendidikan kejuruan, dan pendidikan tinggi.

Jumlah Penerima Manfaat : 3.271 orang (2020) (akumulatif sd 2020: 112.639 orang)

Pencapaian 2020 :

1. Beasiswa SD, SMP, SMA : 2.902 siswa
2. Beasiswa Politeknik dan S1 : 369 mahasiswa
3. Kegiatan Ilmiah : 1 event
4. Bantuan Alat Peraga :
 - 9 unit Engine Assy 1TR ke 9 sekolah
 - 6 unit Transmisi ke 4 sekolah
5. Bantuan buku-buku Otomotif : 682 buah
6. DVD Manual Book : 6 pcs
7. Pelatihan Guru SMK : 127 Guru dengan topik pelatihan: *Engine Mechanism Valve Intelligent, Gasoline Direct Injection* dan Penerapan 5R

Area of Activities: Education

Yayasan Toyota dan Astra (YTA) was established in 1974 by PT Astra International Tbk and PT Toyota-Astra Motor. YTA has the vision of educating the nation through grants and donations for educational activities, development and research activities in sciences and technology, assistance for educational tools and books, particularly those related to automotive technology.

YTA programs focus on improving the quality of elementary and high school educations especially for vocational education, and higher education.

Number of Beneficiaries : 3,271 people (2020) (accumulative to 2020: 112,639 people)

Achievements in 2020:

1. Scholarships for Elementary, Junior and Senior High Schools : 2,902 students
2. Scholarships for Polytechnic and Undergraduate Degree : 369 students
3. Science Fund : 1 event
4. Props Aid :
 - 9 units of Engine Assy 1TR to 9 schools
 - 6 units of Transmissions to 4 schools
5. Automotive Books Support : 682 pcs
6. DVD Manual Book : 6 pcs
7. Training of Vocational School Teachers : 127 Teachers with training topics: *Engine Mechanism Valve Intelligent, Gasoline Direct Injection* and 5R Implementation



Yayasan Dharma Bhakti Astra (YDBA)

Bidang Kegiatan: Pengembangan Usaha Mikro Kecil dan Menengah (UMKM)

Yayasan Dharma Bhakti Astra (YDBA) merupakan yayasan yang didirikan oleh pendiri Astra, William Soeryadjaya pada 1980 dengan filosofi 'Berikan Kail Bukan Ikan'. YDBA didirikan sebagai komitmen Astra untuk berperan serta aktif dalam membangun bangsa, seperti yang diamanatkan dalam butir pertama filosofi Astra, Catur Dharma, yaitu "Menjadi Milik yang bermanfaat bagi Bangsa dan Negara".

Sejak tahun 2015, YDBA juga mengembangkan sektor unggulan dalam rangka mengembangkan komunitas UMKM yang menonjol secara ekonomi dengan harapan komunitas tersebut dapat mandiri, naik kelas dan awet.

Jumlah Penerima Manfaat:

1. Penyerapan Tenaga Kerja 70.597 orang (akumulasi hingga 2020)
2. Membina 11.695 UMKM (akumulasi hingga 2020)
3. Mendirikan 21 Lembaga Pengembangan Bisnis (LPB) (akumulasi hingga 2020)
4. Mengembangkan 21 Sektor Unggulan (akumulasi hingga 2020)

Pencapaian 2020:

1. Jumlah pelatihan yang diadakan 70 pelatihan, diikuti oleh 1.253 UMKM dengan jumlah jam pelatihan 1.190 jam
2. Memfasilitasi akses pemasaran 991 UMKM
3. Memfasilitasi akses pembiayaan 96 UMKM

Area of Activities: Micro, Small and Medium Enterprises (MSME) Development

Yayasan Dharma Bhakti Astra (YDBA) is a foundation established by Astra founder, William Soeryadjaya, in 1980 with the philosophy "Give the Hook, Not the Fish". YDBA is founded as a commitment by Astra to be active in building the nation, as mandated by the first point of Astra philosophy, Catur Dharma: "To be an Asset to the Nation".

Since 2015, YDBA has also developed leading sectors in developing MSME communities which stand out economically on hopes the communities can be independent, climb the ladder, and long-lasting.

Number of Beneficiaries:

1. Workforce Absorption 70,597 people (accumulative to 2020)
2. Fostering 11,695 MSME (accumulative to 2020)
3. Establishing 21 Business Development Institutions (LPB) (accumulative to 2020)
4. Developing 21 Leading Sectors (accumulative to 2020).

Achievements in 2020:

1. The number of trainings were 70, participated by 1,253 MSME with 1,190 training hours
2. Facilitating marketing aspect of 991 MSME
3. Facilitating financing aspect of 96 MSME

Pencapaian Yayasan-Yayasan Astra pada Tahun 2020

Achievements of Astra Foundations in 2020



Yayasan Astra Bina Ilmu - Politeknik Manufaktur Astra (YABI-POLMAN)

Bidang Kegiatan: Pendidikan

Area of Activities: Education

Pada tahun 1995 didirikan dengan nama Akademi Teknik Federal dibawah Yayasan Federal Bina Ilmu oleh PT Federal Motor (kini PT Astra Honda Motor). Seiring dengan perkembangannya Yayasan Federal Bina Ilmu berubah menjadi Yayasan Astra Bina Ilmu (YABI) dan Akademi Teknik Federal menjadi Politeknik Manufaktur Astra (Polman Astra). YABI-Polman Astra mengemban misi bagi masyarakat yaitu menyediakan pendidikan tinggi vokasi berbasis teknologi terapan yang memberikan nilai tambah untuk peningkatan kesejahteraan masyarakat. Sedang visi YABI-Polman Astra adalah menjadi menjadi institusi pendidikan tinggi vokasi terdepan dalam menghasilkan lulusan berkompentensi dengan standar internasional dan mengembangkan teknologi terapan yang relevan dengan industri masa kini dan mendatang.

In 1995, it was established by the name of Akademi Teknik Federal under Yayasan Federal Bina Ilmu by PT Federal Motor (now PT Astra Honda Motor). In line with its development, Yayasan Federal Bina Ilmu changed its name to Yayasan Astra Bina Ilmu (YABI) and Akademi Teknik Federal to Politeknik Manufaktur Astra (Polman Astra). YABI-Polman Astra has a mission for the people by creating vocational high schools based on applied technology which give added value to increase people's welfare. YABI-Polman Astra has the vision of becoming the leading vocational high education institution in producing graduates with international standard competencies and developing applied technology relevant with the current and future industries.

Jumlah Penerima Manfaat:

1. 3,641 mahasiswa lulusan Polman Astra sejak tahun 1995.
2. 819 siswa penerima beasiswa Astra dari hampir seluruh provinsi di Indonesia sejak tahun 2009.

Number of Beneficiaries:

1. 3,641 graduates of Polman Astra since 1995
2. 819 Astra scholarship-recipient students from almost all provinces in Indonesia since 2009.

Pencapaian 2020:

- Tahun 2020 meluluskan 171 Ahli Madya Diploma 3, 50 mahasiswa di antaranya merupakan penerima Beasiswa Astra.
- Meraih penghargaan Top 10 Perguruan Tinggi Inovasi terbaik (KATSINOV) dari Kementerian Riset dan Teknologi-Badan Riset dan Inovasi Nasional.
- Melaksanakan riset terapan pada tahun 2020 menghasilkan 3 prototype produk baru, 1 di antaranya dikembangkan mendapatkan hibah Pemerintah oleh Kementerian Keuangan melalui program Lembaga Pengelola Dana Pendidikan (LPDP) yang dikolaborasi dengan industri, yaitu PT Astra Otoparts Tbk divisi WINTEQ.
- Ditunjuk oleh Kementerian Pendidikan dan Kebudayaan untuk melakukan pilot project implementasi program SMK – Diploma 2 fast-track di bidang Elektronika Industri yang diproyeksikan berjalan pada 2021.
- Meluluskan 10 orang peserta batch pertama Program Astra Automotive Bachelor Professional yang merupakan program sertifikasi teknikal Jerman di bidang Otomotif yang merupakan program pertama di Asia. Lulusan berasal dari Sales Operation PT Astra International Tbk dan alumni Diploma 3 Polman Astra.
- Menerbitkan 38 publikasi ilmiah terindeks dalam bentuk jurnal dan posiding level nasional dan internasional.
- Melaksanakan 32 aktivitas pengabdian kepada masyarakat bersinergi dengan ESR dan Yayasan Astra kepada lebih dari 400 SMK dan UKM, untuk program pelatihan teknikal dan seminar *update* teknologi.

Achievements in 2020:

- In 2020 saw 171 Diploma 3 Graduates, 50 of which were Astra Scholarship recipients.
- Achieved the Top 10 Best Innovation University (KATSINOV) from the National Innovation and Research Agency of the Technology and research Ministry.
- Implementing applied science in 2020 which created 3 new product prototypes, 1 of which was developed under the grant of Government by the Finance Ministry through the Education Fund Management Institution (LPDP) in collaboration with the industry, WINTEQ division of PT Astra Otoparts Tbk.
- Appointed by the Education and Cultural Ministry to hold pilot project of implementation program for SMK - Diploma 2 fast-track in Industry Electronica projected to run in 2021.
- Graduated 10 participants of the first batch of Astra Automotive Bachelor Professional Program which is a German technical certified program in Automotive first held in Asia. Graduates came from Sales Operation of PT Astra International Tbk and graduates of Diploma 3 Polman Astra.
- Issuing 38 research publications indexed in national and international journals and posiding.
- Implementing 32 service activities to the people in synergy with ESR and Astra Foundation to more than 400 SMK and SME, for technical training programs and technology update seminars.



Yayasan Astra Honda Motor (YAHM)

Bidang Kegiatan:
Pendidikan, Road Safety, Environment & Community Development

Yayasan Astra Honda Motor (YAHM) didirikan pada tahun 1995 sebagai organisasi sosial mandiri dengan misi mendukung kehidupan masyarakat di bidang pendidikan dan sosial melalui program pemberian beasiswa bagi siswa/mahasiswa prasejahtera dan berprestasi serta pembangunan fasilitas pendukung untuk institusi pendidikan, program edukasi masyarakat tentang keselamatan di jalan, program pelestarian lingkungan hidup serta kegiatan amal untuk berbagai aktivitas sosial dan budaya, termasuk bencana alam.

Jumlah Penerima Manfaat: 12.000 orang

Pencapaian 2020:

1. Memberikan beasiswa 1.030 siswa (SD, SMP, SMA dan Mahasiswa).
2. Bantuan pembuatan sumur bor di Pulau Rotte - NTT untuk pengadaan air bersih.
3. Membangun taman berlalu lintas untuk masyarakat.
4. Pembinaan generasi muda dengan pendidikan keterampilan teknik sepeda motor Honda dengan mendonasikan peralatan mekanik dan 9 unit sepeda motor sebagai sarana pendidikan.

Area of Activities:
Education, Road Safety, Environment & Community Development

Yayasan Astra Honda Motor (YAHM) was established in 1995 as an independent social organization with the mission of supporting the communities in educational and social aspects, through scholarships for underprivileged and outstanding students/college students and the construction of supporting facilities for educational institutions, public education programs on road safety, environmental conservation programs and charity work for various social and cultural activities, including natural disaster relief.

Number of Beneficiaries: 12,000 people.

Achievements in 2020:

1. Scholarship for 1,030 people (elementary, junior and senior high school, and university students).
2. Support in building artesian well in Rotte Island - NTT for clean water supply.
3. Building road safety campaign park for public.
4. Fostering young generation with technical skills education on Honda motorbikes through donation of mechanical tools and 9 motorbikes as educational tools.



Yayasan Amaliah Astra (YAA)

Bidang Kegiatan:
Pendidikan, Pemberdayaan Ekonomi, Santunan Sosial.

Yayasan Amaliah Astra (YAA) didirikan pada tahun 2001 untuk membangun *Intellectual Quotient* (IQ), *Emotional Quotient* (EQ) dan *Spiritual Quotient* (SQ) melalui kegiatan di bidang sosial-keagamaan, tujuannya agar karyawan muslim Astra menjadi muslim yang profesional dan masyarakat di sekitarnya memiliki ketaatan beragama. Kegiatan YAA dilakukan melalui Masjid Astra, seperti perayaan keagamaan dan kegiatan untuk mempererat solidaritas sesama umat Muslim dan meningkatkan pengetahuan agama Islam, mengembangkan dan membina calon pemimpin agama serta juga memfasilitasi pemberian zakat, infaq dan sedekah (ZIS) yang disalurkan untuk beasiswa dan modal wirausaha masyarakat.

Jumlah Penerima Manfaat : 9.552 orang (akumulatif)

Pencapaian 2020 :

1. Penerima beasiswa berjumlah 5.938 siswa dari keluarga duafa (jenjang SD sampai dengan perguruan tinggi).
2. Penerima bantuan pemberdayaan ekonomi (Teknisi AC, Laundry) berjumlah 1.452 orang.
3. Penerima bantuan kemanusiaan berjumlah 55.088 orang (bencana, santunan kemanusiaan dan lain-lain).
4. Penyaluran wakaf (Quran, sarung, mukena, sandal masjid, baju muslim berjumlah 2.162 orang.

Area of Activities:
Education, Economic Empowerment & Social Aid.

Yayasan Amaliah Astra (YAA) was established in 2001 to build Intellectual Quotient (IQ), Emotional Quotient (EQ) and Spiritual Quotient (SQ) through socio-religious activities for the purpose of making Astra's Moslem employees become professional Moslems and encouraging religious observance in surrounding communities. YAA activities are conducted in Astra Mosque, including religious celebrations and activities to strengthen solidarity among Moslems and broadening Islamic religious knowledge, developing and nurturing future religious leaders and also facilitating the zakat, infaq and shadaqah (ZIS) which are distributed for scholarships and community entrepreneurship working capital.

Number of Beneficiaries: 9,552 people (accumulated)

Achievements in 2020:

1. Recipients of scholarship were 5,938 people from underprivileged family (elementary school to university).
2. Recipients of economic empowerment aid (AC technicians, laundry) were 1,452 people.
3. Recipients of humanitarian aid were 55,088 people (disasters, humanitarian support etc).
4. Disbursement of wakaf (Quran, sarong, mukena, mosque sandals, muslim clothes) were 2,162 people.

Pencapaian Yayasan-Yayasan Astra pada Tahun 2020

Achievements of Astra Foundations in 2020



YAYASAN KARYA BAKTI UNITED TRACTORS
member of ASTRA

Yayasan Karya Bakti United Tractors (YKBUT)

Bidang Kegiatan: Pendidikan

Yayasan Karya Bakti United Tractors (YKBUT) didirikan pada tahun 2008 dengan visi "Menjadi Lembaga Pendidikan Keterampilan Mekanik dan Operator Alat-alat Berat Terbaik di Dunia." Melalui UT School, yang menjadi wadah pelaksanaan program pendidikan intensif untuk mempersiapkan operator dan mekanik alat berat yang profesional sesuai standar internasional. UT School tidak hanya menyelenggarakan pendidikan sesuai kebutuhan Grup Astra dan pelanggan tetapi juga mendukung pengembangan sekolah kejuruan untuk mendorong peningkatan mutu dan standar industri nasional.

Jumlah Penerima Manfaat: 24.752 orang (akumulatif)

Pencapaian 2020:

- Program Mekanik dan Operator (Reguler): 361 orang
- Program Konstruksi: 19 Orang
- Program *Customer/Specific Competencies Development (CSCD)* jangka pendek: 1.792 orang
- Program kontribusi sosial berkelanjutan: 244 orang
- 2.416 lulusan total penerima manfaat pada tahun 2020

Area of Activities: Education

Yayasan Karya Bakti United Tractors (YKBUT) was established in 2008 with the vision of "Becoming the Best Educational Institution for Heavy-Equipment Mechanics and Operators in the World." UT School provides intensive educational programs to equip professional operators and mechanics of heavy equipment in accordance with international standards. UT School provides education in accordance with the needs within the Astra Group and its customers, and also supports the development of vocational schools to improve the quality and standards of the national industry.

Number of Beneficiaries: 24,752 people (accumulated)

Achievements in 2020:

- Mechanical and Operator Program (Reguler): 361 people
- HETM Program: 19 people
- Short-term *Customer/Specific Competencies Development (CSCD)* Program: 1,792 people
- Sustainable social contribution Program: 244 people
- 2,416 graduates of total recipients in 2020



Yayasan Pendidikan Astra Michael D. Ruslim (YPA-MDR)

Bidang Kegiatan: Pendidikan

Yayasan Pendidikan Astra-Michael D. Ruslim (YPA-MDR) awalnya didirikan pada tahun 2009 dengan nama Yayasan Astra Bina Pendidikan kemudian berganti nama menjadi Yayasan Pendidikan Astra-Michael D. Ruslim pada tahun 2010 untuk menghormati Presiden Direktur Astra, Michael D. Ruslim. YPA-MDR memiliki visi untuk membantu sekolah-sekolah tingkat dasar dan menengah di daerah prasejahtera dalam bentuk pengembangan sumber daya manusia, pengembangan kurikulum dan manajemen sekolah yang profesional. Pembinaan yang dilakukan melalui 4 Pilar, yaitu Akademis, Karakter, Kecakapan Hidup dan Seni Budaya. Tujuannya adalah untuk meningkatkan kualitas Sumber Daya Manusia di sekolah binaan, memiliki kecakapan hidup yang dapat meningkatkan kesejahteraan di wilayahnya, mencintai seni budaya lokal dan memiliki karakter yang didasarkan pada nilai luhur Bangsa Indonesia. Harapannya sekolah binaan dapat menjadi Sekolah Unggul yang berwawasan Global.

Jumlah Penerima Manfaat: 106 sekolah binaan, 23.819 siswa, 1.509 guru di 13 Kabupaten

Pencapaian 2020:

1. Penambahan 8 sekolah binaan yaitu 3 di Sekolah Dasar Negeri di wilayah Kabupaten Tangerang & 5 Sekolah Dasar Negeri di wilayah Kabupaten Majalengka.
2. Launching 1 sistem aplikasi berbasis Web "School Collaboration System" yang telah memuat 2000 konten Rencana Pelaksanaan Pembelajaran (RPP).
3. Menghasilkan 307 Karya Inovasi Media Pembelajaran melalui Lomba Inovasi Kreasi Karya Guru Astra dan Lomba Pembelajaran Kreatif Kolaboratif Guru – Siswa.
4. Pembangunan 9 gedung sekolah di wilayah Kab. Kupang & Kab Rote Ndao.
5. Prestasi sekolah binaan :
 - a. SMKN 1 Pandak, Juara 3 melalui Lomba Kompetensi Siswa Tingkat Nasional.
 - b. SMKN 1 Donorojo, Juara I Diklat *Upskilling & Reskilling* Guru Kejuaraan Tingkat Nasional.
6. Prestasi YPA-MDR :
 - a. Silver Winner dalam PR Indonesia Awards 2020.
 - b. Apresiasi Program Komunikasi terbaik Group Astra melalui Corporate Affairs Award 2020.
 - c. Astra Communication Management System Terbaik melalui Corporate Affairs Award 2020.
7. Pembentukan 5 Sanggar Seni Budaya (Sanggar Anak Seni Nusantara) di area binaan yakni di Kec Leuwiliang-Kab Bogor, Kec Pandak-Kab Bantul, Kec Donorojo-Kab Pacitan, Kec Tanjungsari dan Kec Merbau Mataram – Kab Lampung Selatan.
8. Pembentukan Komunitas Entrepreneur Muda Independent (KEMUDI) sebagai rintisan UMKM dari SMKN 1 Pandak-Kab Bantul, SMKN 2 Donorojo-Kab Pacitan dan SMKN 1 Leuwiliang-Kab Bogor.
9. Pembentukan Paguyuban Komite Sekolah Produktif di area binaan Pandak-Kab Bantul yang memiliki usaha untuk membantu sekolah.
10. Bidang *Lifeskill*: Tercipta 14 motif batik dan 1 motif memperoleh Hak Cipta.

Area of Activities: Education

Yayasan Pendidikan Astra-Michael D. Ruslim (YPA-MDR) was originally established in 2009 under the name of Yayasan Astra Bina Pendidikan, then changed to YPA-MDR in 2010 to honor the late President Director of Astra, Michael D. Ruslim. YPA-MDR has a vision to assist elementary, junior and high schools in underprivileged areas by developing human resources and curriculum as well as professional school management. The mentoring conducted in 4 Pillars – Academics, Characters, Life Skills, and Arts and Culture – is aimed at improving the quality of Human Resources in fostered school, to have life skills that can add prosperity in the areas, to love local arts and culture, and to have characters based on the noble value of Indonesians. The hope is to make fostered schools as Global-minded Leading School.

Number of Beneficiaries: 106 fostered schools, 23,819 students, 1,509 teachers in 13 Regencies

Achievements in 2020:

1. Added 8 fostered schools: 3 public schools in Tangerang Regency & 5 public schools in Majalengka Regency.
2. Launching 1 "School Collaboration System" Web-based application consisted of 2000 Educational Implementation Plan (RPP)
3. Producing 307 Educational Media Innovation Works through the Astra Teachers Work Creation Innovation Award and Teachers - Students Collaborative Creative Education Award
4. Building 9 fostered schools in Kupang Regency & Rote Ndao Regency
5. Fostered school achievements:
 - a. SMKN 1 Pandak, 3rd Rank in National Student Competence Competition
 - b. SMKN 1 Donorojo, 1st Rank in National Competition of Teacher Upskilling & Reskilling Education & Training
6. YPA-MDR achievements:
 - a. Silver Winner in PR Indonesia Awards 2020
 - b. Appreciation of Astra Group's Best Communication Program through Corporate Affairs Award 2020
 - c. Best Astra Communication Management System through Corporate Affairs Award 2020
7. Development of 5 Arts Gallery (Sanggar Anak Seni Nusantara) in fostered areas: Leuwiliang District- Bogor Regency, Pandak District-Bantul Regency, Donorojo District-Pacitan Regency, Tanjungsari District and Merbau Mataram District – South Lampung Regency.
8. Development of Independent Young Entrepreneur Community (KEMUDI) as MSME start-up from SMKN 1 Pandak-Bantul Regency, SMKN 2 Donorojo-Pacitan Regency and SMKN 1 Leuwiliang-Bogor Regency.
9. Development of Productive School Committee Association in foster area Pandak-Bantul Regency whose business helps school.
10. Lifeskill: Created 14 batik patterns and 1 of them received Copyright.

Pencapaian Yayasan-Yayasan Astra pada Tahun 2020

Achievements of Astra Foundations in 2020



Yayasan Astra Agro Lestari (YAAL)

Bidang Kegiatan: Pendidikan

Area of Activities: Education

Pada 2010 Yayasan Astra Agro Lestari (YAAL) didirikan dengan visi menciptakan sekolah terbaik di wilayah operasional perkebunan melalui penyediaan pendidikan yang lebih baik bagi keluarga karyawan dan masyarakat sekitar serta menghasilkan lulusan dengan prestasi akademik yang baik, inovatif, berkarakter, peduli terhadap kesehatan, keselamatan dan lingkungan. YAAL membangun sekolah mulai TK hingga SMP berikut pendampingan manajemen sekolah serta pengembangan tenaga pengajar yang berkualitas, YAAL juga menyediakan perumahan bagi tenaga pengajar di sekolah binaan. Selain membina sekolah internal, YAAL juga membina 194 sekolah eksternal milik Pemerintah yang merupakan sekolah binaan di desa sekitar wilayah operasional Perusahaan.

Yayasan Astra Agro Lestari (YAAL) was established in 2010 with the vision of establishing the best schools in plantation areas through better education for families of employees and the surrounding communities, and producing graduates with good academic records, Innovative, good characters, concerns for health, safety and the environment. YAAL has built schools starting from kindergartens to junior high schools equipped with school management, and develops quality teaching staff. YAAL also provides housing for teaching staff of the fostered schools. Besides internal schools, YAAL also assist 194 external schools owned by the Government which are fostered schools in surrounding village in the Company's operational areas.

Jumlah Penerima Manfaat: 10.734 siswa (akumulatif)

Number of Beneficiaries: 10,734 students (accumulated)

Pencapaian 2020 :

- Penghargaan Kepala Sekolah Berprestasi dan Inovatif tingkat Nasional dari Kementerian Pendidikan dan Kebudayaan Republik Indonesia untuk SMP Astra Agro Lestari di Kalteng.
- Juara Sekolah Sehat tingkat Nasional, mewakili Provinsi Kalimantan Tengah yang diperoleh SDS Nirmala Cendekia menambah prestasi yang telah diraih oleh 9 Sekolah yang tetap mempertahankan status Juara Sekolah Sehat Nasional hingga tahun 2020.
- Sekolah Adiwiyata Mandiri yang diraih oleh SMP Astra Makmur Jaya dan SMP Pasangkayu di Sulawesi Barat yang telah diraih oleh 17 Sekolah yang tetap mempertahankan status Sekolah Adiwiyata.
- 60 Sekolah YAAL menjadi role model (sekolah percontohan) yang menerapkan standar Sekolah Sehat berbasis Adiwiyata serta Manajemen berbasis Sekolah (MBS) untuk 194 Sekolah milik Pemerintah di area Sumatera, Kalimantan, dan Sulawesi.
- Pembinaan Komite Sekolah melalui program Komite BISA (Berkarakter Astra) di 60 Sekolah swasta dan 194 Sekolah milik Pemerintah dengan kegiatan training dan pelaksanaan *participative assessment* berbasis komite sekolah untuk peningkatan Mutu Pendidikan di Sekolah binaan.
- Menciptakan Kurikulum Muatan Lokal (Mulok) Pendidikan Lingkungan Kebun Sawit (PLKS) yang diterapkan di 60 Sekolah swasta sebagai referensi Muatan Lokal bagi pendidikan lingkungan di Sekolah Eksternal yang merupakan binaan dari Yayasan Astra Agro Lestari.
- Pencapaian SDS Kimia Tirta Utama di Provinsi Riau sebagai Sekolah Percontohan di Kabupaten Siak untuk penerapan program Siak Hijau.
- Jumlah guru YAAL sampai 2020 berjumlah 532 dan jumlah murid 10.734.

Achievements in 2020:

- Innovative and Performing Headmaster Awards at the National level from Indonesia's Cultural and Education Ministry for Astra Agro Lestari Junior High School in Central Kalimantan
- National Healthy School Champions, representing Central Kalimantan Province, won by SDS Nirmala Cendekia added the achievements by 9 other schools which kept the National Healthy School Champions until 2020.
- Sekolah Adiwiyata Mandiri received by SMP Astra Makmur Jaya and SMP Pasangkayu in West Sulawesi maintained the Sekolah Adiwiyata status as obtained by 17 other schools.
- 60 YAAL Schools became role model for the standard of Adiwiyata-based Healthy School and School-based Management (MBS) for 194 Government Schools in Sumatera, Kalimantan, and Sulawesi.
- School Committees Development through Komite BISA (Astra Character) program in 60 private schools and 194 Government schools through training and implementation of school committee-based participative assessment for the increase of Education Quality in fostered schools.
- Creating Local Content Curriculum (Mulok) of (Palm Plantation Environmental Education (PLKS) applied in 60 private schools as a Local Content reference for environmental education in External Schools fostered by Yayasan Astra Agro Lestari.
- Achievement of SDS Kimia Tirta Utama in Riau Province as Pilot School in Siak Regency for the implementation of Siak Hijau program.
- The number of YAAL teaching staff until 2020 were 532 with 10,734 students.



Yayasan Insan Mulia Pamapersada Nusantara (YIMP)

Bidang Kegiatan: Sosial Keagamaan

Yayasan Insan Mulia Pama (YIMP) didirikan pada tahun 2014 dengan tujuan untuk memberikan kontribusi yang positif bagi perkembangan perusahaan dan masyarakat melalui pembentukan karakter karyawan yang beriman, bertaqwa, dan berakhlak mulia. Fokus program Yayasan Insan Mulia Pama yaitu melakukan pengelolaan infak, zakat, shadaqah, penyelenggaraan dakwah dan kajian serta penyelenggaraan program sosial kemasyarakatan pada 17 area pertambangan PT Pamapersada Nusantara di DKI Jakarta, Kalimantan Selatan, Kalimantan Tengah, Kalimantan Timur, dan Sumatera Selatan.

Jumlah Penerima Manfaat: 5.423 orang (akumulatif)

Pencapaian 2020

- Bantuan Bencana, Duka dan Wabah
- Bantuan Kesehatan dan Khitanan Massal
- Bantuan Pembangunan Masjid/Mushollah
- Bantuan Pendidikan Formal dan TPA/TPQ
- Bantuan Pondok Pesantren
- Bantuan Sumber Air Bersih
- Program Pendidikan (Penghafal Al-Qur'an)
- Program Santunan Rutin kepada yatim piatu dan dhuafa
- Program Sedekah Nasi Bungkus
- Program Ramadhan
- Program Idul Qurban
- Penyaluran Sayur Berkah
- Penyaluran bentang sajadah

Area of Activities: Social Religious

Yayasan Insan Mulia Pama (YIMP) was established in 2014 with the vision of giving positive contribution for the advancement of the company and communities by developing the employee's characters to be faithful, pious and noble. The focus of the program is to manage the infak, zakat and shadaqah, to conduct sermons and recitations, and to perform social programs in 17 mining areas of PT Pamapersada Nusantara in Jakarta, South Kalimantan, Central Kalimantan, East Kalimantan, and South Sumatra.

Number of Beneficiaries: 5,423 people (accumulated)

Achievements in 2020

- Natural Disaster, Mourning, and Epidemic Aid
- Health and Mass Circumcision Aid
- Construction Aid for Mosque/Mushollah
- Formal Education and TPA/TPQ Aid
- Islamic Boarding School Aid
- Clean Water Source Aid
- Educational Program (Alqur'an Recital)
- Routine Assistance Program to Orphans and Underprivileged People
- Rice Package Handout Program
- Ramadhan Program
- Qorban Eid Program
- Blessed Vegetables Distribution
- Prayer Mats Distribution

Lampiran

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2	Ikhtisar kinerja aspek keberlanjutan Sustainability performance highlight	
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	5) Pelibatan pihak lokal yang berkaitan dengan proses bisnis Keberlanjutan Involvement of local parties related to the Sustainability business process	11
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	2) Penjelasan respons Perusahaan terhadap isu terkait penerapan Keberlanjutan Explanation of the Company's response to issues related to Sustainability implementation	20
	3) Penjelasan komitmen pimpinan LJK, Emiten, dan Perusahaan Publik dalam pencapaian penerapan Keberlanjutan Explanation on the commitment of FSI leaders, Issuers and Public Companies in achieving Sustainability implementation	20
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	3) Penjelasan situasi eksternal ekonomi, sosial, dan Lingkungan Hidup yang berpotensi mempengaruhi keberlanjutan LJK, Emiten, dan Perusahaan Publik Explanation of the external economic, social and environmental situations that have the potential to affect the sustainability of the FSI, Issuers and Public Companies	22
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	b. Penjelasan mengenai pengembangan kompetensi yang dilaksanakan terhadap anggota Direksi, anggota Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan Keberlanjutan Explanation of competence development carried out on the members of the Board of Directors, members of the Board of Commissioners, employees, officers and / or work units responsible for the implementation of sustainability	40

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	c. Penjelasan mengenai prosedur LJK, Emiten, dan Perusahaan Publik dalam mengidentifikasi, mengukur, memantau, dan mengendalikan risiko atas penerapan Keberlanjutan terkait aspek ekonomi, sosial, dan Lingkungan Hidup, termasuk peran Direksi dan Dewan Komisaris dalam mengelola, melakukan telaah berkala, dan meninjau efektivitas proses manajemen risiko LJK, Emiten, dan Perusahaan Publik. Description of the procedures used by LJK, Issuers, and Publicly-Listed Company to identify, measure, monitor, and mitigate risks in the implementation of Sustainable Finance in the economic, social and environmental aspects, including the role of the Board of Directors and Board of Commissioners in the management, periodic reviews, and monitoring of the effectiveness of such risk management by LJK, Issuers, and Publicly-Listed Company.	41
	d. Penjelasan mengenai pemangku kepentingan Explanation of stakeholders	
	1) Keterlibatan pemangku kepentingan berdasarkan hasil penilaian (assessment) manajemen, RUPS, surat keputusan atau lainnya; dan Stakeholder involvement based on management assessment, GMS, decree or other; and	42
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	b. Uraian mengenai kinerja ekonomi dalam 3 (tiga) tahun terakhir meliputi: A description of the economic performance in the last 3 (three) years includes:	
	1) Perbandingan target dan kinerja produksi, portofolio, target pembiayaan, atau investasi, pendapatan dan laba rugi dalam hal Laporan Keberlanjutan disusun secara terpisah dengan Laporan Tahunan; dan Comparison of targets and performance of production, portfolio, financing targets, or investment, income and profit or loss if the Sustainability Report is prepared separately from the Annual Report; and	54
	c. Kinerja sosial dalam 3 (tiga) tahun terakhir: Social performance in the last 3 (three) years:	
	1) Komitmen LJK, Emiten, atau Perusahaan Publik untuk memberikan layanan atas produk dan/ atau jasa yang setara kepada konsumen. The Company's commitment to provide equal products and/ or services to consumers	57
	2) Ketenagakerjaan, paling sedikit memuat: Employment, including at least:	
	a. Pernyataan kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak Statement of equality of employment opportunities and the presence or absence of forced labor and child labor	71
	b. Persentase remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional Percentage of permanent employee remuneration at the lowest level against the regional minimum wage	71
	c. Lingkungan bekerja yang layak dan aman Proper and safe workplace	102
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NO	Laporan Keberlanjutan memuat informasi mengenai: The Sustainability Report contains information about:	Halaman Page
3)	Masyarakat, paling sedikit memuat: Community, at least contains:	
a.	Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar. Information on activities or operational areas that generate positive impacts and negative impacts on local communities.	82-137
b.	Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti The mechanism and number of public complaints received and acted upon	59
c.	TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat Social and environmental responsibility on sustainable development goals includes the types and achievements of community empowerment program activities	36-37, 129
d.	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik, paling sedikit memuat: Environmental Performance for FSI, Issuers, and Public Companies, including at least:	
1)	Biaya Lingkungan Hidup yang dikeluarkan Environmental costs incurred	Belum dilaporkan Not reported
2)	Uraian mengenai penggunaan material yang ramah lingkungan, misalnya penggunaan jenis material daur ulang; dan A description of the use of environmentally friendly materials, for example the use of recycled materials; and	113
3)	Uraian mengenai penggunaan energi, paling sedikit memuat: A description of the use of energy, including at least:	
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b.	Upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan; Efforts and achievement of energy efficiency including the use of renewable energy sources;	117-118, 123-125
e.	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup paling sedikit memuat Environmental Performance for FSI, Issuers, and Public Companies whose business processes are directly related to the Environment, including at least:	
1)	Kinerja sebagaimana dimaksud dalam huruf d; The performance as described in point d;	113-115, 117-118, 123-125
2)	Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap Lingkungan Hidup sekitar terutama upaya peningkatan daya dukung ekosistem; Information on activities or operational areas that generate positive and negative impacts on the surrounding environment, especially efforts to increase the carrying capacity of ecosystems;	113-120, 128-129
3)	Keanekaragaman hayati, paling sedikit memuat: Biodiversity, including at least:	
a.	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi atau memiliki keanekaragaman hayati; dan Impacts of operational areas that are adjacent to or in conservation areas or that have biodiversity; and	128-129
b.	Usaha konservasi keanekaragaman hayati yang dilakukan, mencakup perlindungan spesies flora atau fauna Biodiversity conservation efforts undertaken, including the protection of flora or fauna	128-129
4)	Emisi, paling sedikit memuat Emission, including at least:	
a.	Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya; dan The amount and intensity of the emissions based on the type; and	114-115
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c.	Tumpahan yang terjadi (jika ada) Spills that occurred (if any)	Tidak ada None
6)	Jumlah dan materi pengaduan Lingkungan Hidup yang diterima dan diselesaikan Number and material of the environment complaints received and completed	Tidak ada sanksi pada periode pelaporan/No sanctions during reporting period
f.	Tanggung jawab pengembangan Produk dan/atau Jasa Keberlanjutan Responsibility for developing Sustainability Products and / or Services	
1)	Inovasi dan pengembangan produk berkelanjutan Innovation and development of sustainable products	57
2)	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan Number and percentage of products and services that have been evaluated for the customer's safety	57
3)	Dampak positif dan dampak negatif yang ditimbulkan dari produk dan/atau jasa dan proses distribusi Positive and negative impact of product and/or services and distribution process	57
4)	Jumlah produk yang ditarik kembali dan alasannya Number of products recalled and the reason	Belum dilaporkan Not Reported
5)	Survei kepuasan pelanggan Survey of customer satisfaction	Belum dilaporkan Not Reported
7	Verifikasi tertulis dari pihak independen, jika ada Written verification from independent party, if any	4

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102-41	Perjanjian Kerja Bersama	Seluruh Karyawan Tetap dicakup Peraturan Perusahaan/All Permanent Employees are Within Company Regulation	Collective bargaining agreements
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	103-3 Evaluasi Pendekatan Manajemen	113	Evaluation of the management approach
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Pengungkapan Standar Khusus		Specific Standard Disclosures	
EVALUASI KINERJA LINGKUNGAN PEMASOK		SUPPLIER ENVIRONMENTAL ASSESSEMENT	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	99	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	99	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	99	Evaluation of the management approach
GRI 308: Asesmen Pemasok Supplier Assessment	308-1 Pemasok yang Dievaluasi dengan Kriteria Lingkungan	99	Suppliers Screened Using Environmental Practice Criteria
KETENAGAKERJAAN		EMPLOYMENT	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	62	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	62	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	69	Evaluation of the management approach
GRI 401 Ketenagakerjaan Employment 2016	401-2 Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan tidak tetap atau paruh waktu	71-72	Benefits provided to full-time employees that are not provided to temporary or part-time employees
KESELAMATAN DAN KESEHATAN KERJA		OCCUPATIONAL HEALTH AND SAFETY	
GRI 103: Pendekatan Manajemen Management Approach 2018	103-1 Penjelasan Topik Material dan Batasannya	99	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	102	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	99	Evaluation of the management approach
	403-1 Sistem Manajemen Keselamatan dan Kesehatan Kerja	102	Occupational health and safety management system
	403-2 Identifikasi Bahaya, penilaian risiko, dan investigasi kecelakaan	102	Hazard identification, risk assessment, and incident investigation
	403-3 Layanan Kesehatan Kerja	104	Occupational health services
	403-4 Partisipasi, konsultasi, dan komunikasi pekerja dalam perihal keselamatan dan kesehatan kerja	102	Worker participation, consultation, and communication on occupational health and safety
	403-5 Pelatihan pekerja terkait keselamatan dan kesehatan kerja	102	Worker training on occupational health and safety
403-6 Promosi kesehatan karyawan	104	Promotion of worker health	
403-7 Pencegahan dan mitigasi dampak keselamatan dan kesehatan kerja yang terkait langsung dengan hubungan bisnis	102	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
GRI 403 Keselamatan dan Kesehatan Kerja Occupational Health and Safety 2018	403-9 Jenis dan rerata cedera	103	Type of injury and rates of injury

Pengungkapan Standar Khusus		Specific Standard Disclosures	
PELATIHAN DAN PENDIDIKAN		TRAINING AND EDUCATION	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	66	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	66	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	69	Evaluation of the management approach
GRI 404- Pelatihan dan Pendidikan Training and Education 2016	404-1 Rata-rata jam pelatihan per tahun per karyawan	69	Average hours of training per year per employee
	404-2 Program untuk pengelolaan keterampilan dan pembelajaran seumur hidup	67-68	Programs for skills Management and lifelong learning
MASYARAKAT LOKAL		LOCAL COMMUNITIES	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	34	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	84	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	100	Evaluation of the management approach
GRI 413 Masyarakat Lokal Local Community 2016	413-1 Pelibatan masyarakat lokal	109,121	Local community engagement
EVALUASI KINERJA SOSIAL PEMASOK		SUPPLIER SOCIAL ASSESSMENT	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	34	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	84	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	100	Evaluation of the management approach
GRI 308: Evaluasi Kinerja Lingkungan Pemasok Supplier Environment Assessment	414-1 Pemasok Baru yang Dievaluasi dengan Kriteria Sosial	100	New Suppliers Screened Using Social Criteria
PELABELAN PRODUK & JASA		PRODUCT & SERVICE LABELING	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	57	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	57, 59	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	57	Evaluation of the management approach
GRI 417 Pelabelan Produk & Jasa Product & Service Labeling	417-2 Insiden Pelanggaran Terkait Informasi dan Pelabelan Produk dan Jasa	Tidak ada/None	Incidents of Non-compliance Concerning Product and Service Information and Labelling

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Pengungkapan Standar Khusus		Specific Standard Disclosures	
KOMUNIKASI PEMASARAN		MARKETING COMMUNICATIONS	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	57	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	57, 59	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	57	Evaluation of the management approach
GRI 417 Komunikasi Pemasaran Marketing Communications	417-3 Kasus Pelanggaran Aturan Komunikasi Pemasaran	Tidak ada/None	Rules Violations Case Marketing Communications
KEPATUHAN SOSIOEKONOMI		SOCIOECONOMIC COMPLIANCE	
GRI 103: Pendekatan Manajemen Management Approach 2016	103-1 Penjelasan Topik Material dan Batasannya	99	Explanation of the material topic and its Boundary
	103-2 Pendekatan Manajemen dan Komponennya	100	The management approach and its components
	103-3 Evaluasi Pendekatan Manajemen	100	Evaluation of the management approach
GRI 419 Kepatuhan sosioekonomi Socioeconomic Compliance	419-1 Sanksi & Denda Kepatuhan Sosial	Tidak ada/None	Sanctions and Penalties Social Compliance

Lembar Umpan Balik

Feedback Form

Terima kasih atas perhatian dan apresiasi Bapak/Ibu terhadap Laporan Keberlanjutan kami ini.

Thank you for your attention and appreciation on our Sustainability Report.

Untuk meningkatkan pelayanan kami dalam mengembangkan laporan yang akan datang, maka kami mohon Bapak/Ibu untuk mengisi kuesioner berikut dan dapat mengirimkannya kembali kepada kami. Kami sangat mengharapkan pemikiran, saran dan kritik dari Bapak/Ibu.

To improve our next report, please let us know what you think about the report by filling the questionnaire below and return this feedback form to us. Your views and critics are very much welcomed and appreciated.

No	Pernyataan Statement	SS SA	S A	RR SD	TS D	STS SD	Alasan Comment
1	Laporan ini berisi/mengandung informasi yang bermanfaat mengenai komitmen Astra dan kebijakannya This report contains useful information on Astra's Sustainability Development commitment and policy						
2	Laporan ini menyediakan suatu gambaran mengenai kinerja Grup Astra yang sejalan dengan usaha pencapaian <i>sustainable development</i> This report provides a good overview on Astra's performance in its pursuit to reach sustainable development						
3	Laporan ini mudah dimengerti This report is easy to understand						
4	Informasi pada laporan ini cukup lengkap (detail) The report provides enough detail of information						
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SS = Sangat Setuju **S** = Setuju **RR** = Ragu-ragu **TS** = Tidak Setuju **STS** = Sangat Tidak Setuju
SA = Strongly Agree **A** = Agree **SD** = Somewhat Disagree **D** = Disagree **SD** = Strongly Disagree

Informasi yang menarik adalah: Most interested information is (are):	Informasi yang kurang menarik adalah: Least interested information is (are):
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PT Astra International Tbk [102-53]

Menara Astra Lt. 59, Jl. Jenderal Sudirman Kav 5-6

Jakarta 10220, Indonesia

Tel: (021) 5084 3888, Fax: (021) 6530 4957

email: corcomm@ai.astra.co.id



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Semangat Saling Bantu

The Spirit of Helping One Another



PT Astra International Tbk

Head Office
Menara Astra, 59th Floor
Jl. Jend. Sudirman Kav. 5-6
Jakarta 10220, Indonesia

Tel : (62-21) 5084 3888