



Memberdayakan Anak Bangsa dalam Perjalanan Transisi

Empowering Communities in a Journey of Transition

PT Astra International Tbk

2021 Laporan Keberlanjutan
Sustainability Report



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.

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Memberdayakan Anak Bangsa dalam Perjalanan Transisi

Empowering Communities in a Journey of Transition

Grup Astra terus menggalang semangat tumbuh bersama bangsa Indonesia. Dari satu kontribusi berlanjut ke kontribusi lain dalam upaya berkesinambungan menuju cita-cita Astra, 'Sejahtera Bersama Bangsa.' Sejalan dengan cita-cita tersebut, Astra saat ini dalam perjalanan transisi untuk mendukung upaya dalam mewujudkan masa depan Indonesia yang berkelanjutan.

Astra Group continues to foster a spirit of growing together with the nation. Each contribution we made is a part of our continuous endeavor towards Astra's aspiration 'to prosper with the nation'. aligning with our vision, Astra is currently on a transition journey to support efforts to create a sustainable future for Indonesia.

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Evolving Our Triple-P Portfolio, People, Public Contribution

Sejak awal ditetapkan sebagai filosofi perusahaan, Catur Dharma telah menjadi jiwa Astra dan kekuatan pendorong utama kami dalam mengambil keputusan, melakukan investasi, mengembangkan portofolio produk dan layanan, SDM, interaksi dengan pemangku kepentingan, dan segala sesuatu yang kami lakukan kesehariannya sebagai warga korporat yang baik. Didorong oleh filosofi tersebut, kami menerapkan strategi *Triple-P Roadmap - Portfolio, People and Public Contribution* dengan tujuan untuk tumbuh sejahtera bersama Indonesia. Keberlanjutan selalu menjadi fokus dari strategi *Triple-P Roadmap*, dan pada tahun 2021 kami memperkuat integrasi keberlanjutan ke dalam strategi tersebut, khususnya pada aspek lingkungan. Pada saat yang bersamaan, kami mempersiapkan transisi bisnis Astra untuk terus memperkuat langkah keberlanjutan Perseroan menuju masa depan yang lebih baik untuk semua.

The company's founding philosophy is Catur Dharma (interpreted by Astra as focussing on being a good corporate citizen in every manifestation of its work). This philosophy has been central to Astra's driving force, its decision making, investments, products and services portfolios, its people, interaction with stakeholders, and its day-to-day activities. Astra has used this mantra to develop its Triple P Roadmap strategy – Portfolio, People, and Public Contribution – with the overall aim of enabling the company and its employees to 'prosper with the nation'. Sustainability sits within this concept and in 2021 Astra moved to strengthen the role of sustainability within its overall strategy, focussing especially on the environment. The Triple P Roadmap is evolving to prepare the business for a long-term transition in advancing sustainability commitments towards a better future for all.

Portfolio Roadmap

Distinct and Balanced Business [SEOJK B.2]

Kinerja Keuangan yang Solid Solid Financial Performance

Rp233.5 triliun | trillion
Rp20.2 triliun | trillion

Pencapaian pendapatan bersih dan laba bersih pada tahun 2021. [SEOJK B.1]
Net revenue and net income achieved in 2021.

Posisi keuangan yang kuat
Strong financial position



Menyelaraskan Bisnis & Investasi untuk Mendukung Pembangunan Nasional Aligning our Business & Investment to Support National Developments

64%

dari total volume ekspor nasional kendaraan roda empat tahun 2021, atau sebanyak 189.899 unit, diproduksi oleh Grup Astra.
of the total national export volume of four-wheeler in 2021, or equivalent with 189,899 units, were manufactured by Astra Group.

49%

dari total volume ekspor nasional kendaraan roda dua tahun 2021, atau sebanyak 392.829 unit, diproduksi oleh Grup Astra.
of the total national export volume of two-wheeler in 2021, or equivalent with 392,829 units, were manufactured by Astra Group.

Investasi dalam Green & New Economy Investment in Green & New Economy

2.4 **0.5** **USD40**
MWp MW juta | milion

Total kapasitas terpasang *rooftop solar PV* dan pembangkit listrik mini hidro dari bisnis Grup Astra di bidang energi terbarukan pada tahun 2021.

Rooftop solar PV dan mini hydro power plants total installed capacity from Astra Group's business in renewable energy in 2021.

Investasi di *SayurBox (e-grocery)* dan *Halodoc (HealthTech)* pada tahun 2021, selain investasi Astra di *GoTo* sebesar USD 250 juta pada tahun 2018-2019.

Investments *SayurBox (e-grocery)* and *Halodoc (HealthTech)* in 2021, in addition to Astra's USD 250 million investment in *GoTo* in 2018-2019.

5,542
unit | units

Hybrid Electric Vehicles (HEV) dan *Battery Electric Vehicles (BEV)* yang dipasarkan dan dijual di Indonesia dari tahun 2009-2021.

Of *Hybrid Electric Vehicles (HEV)* and *Battery Electric Vehicles (BEV)* were marketed and sold in Indonesia since from 2009-2021.

People Roadmap

Employee Experience Focused [SEOJK B.2]

Memelihara Budaya Inovasi

Nurturing a Culture of Innovation



1,440,726

proyek inovasi Grup Astra yang diimplementasikan pada tahun 2021 dalam program InnovAstra, dengan total proyek inovasi sejak tahun 1982 mencapai 13.076.199.
 Astra Group innovation projects implemented in 2021 under the InnovAstra program, bringing the total number of innovation projects since 1982 reaching 13,076,199.

SDM Kami, Pemimpin Masa Depan

Our People, Our Future Leaders



188,788

karyawan | employees



65.7%

millennial | millennials

karyawan (kelompok usia <35 tahun)
 employees (age group <35 years old)

Organization Agility

Organization Agility

103

anak perusahaan | subsidiaries telah mendapatkan sosialisasi konsep Organization Agility melalui aktivitas edukasi, asesmen, dan implementasi
 have received socialization of the concept of Organization Agility through education, assessment, and implementation activities

Public Contribution Roadmap

Empowered Communities [SEOJK B.2]

Berjuang Bersama Melewati Pandemi

Fighting Together Through the Pandemic



Rp200+

miliar | billion

donasi untuk melawan COVID-19 pada tahun 2020-2021
 donations to fight COVID-19 in 2020-2021

Memberdayakan Masyarakat Lokal

Empowering Local Communities



207 "Desa Ekspor" | "Export Villages"

dari total 930 Desa Sejahtera Astra hingga tahun 2021, yang produknya dipasarkan dan diekspor ke 26 negara di dunia.

from a total number of 930 Desa Sejahtera Astra until 2021, whose products are marketed and exported to 26 countries around the world.



33 "Kampung Iklim" | "Climate Villages"

dari total 133 Kampung Berseri Astra hingga tahun 2021
 from a total number of 133 Kampung Berseri Astra until 2021

Apresiasi kepada Anak Muda Terbaik Bangsa

Appreciation for the Nation's Best Young People



493 orang | people

telah menerima apresiasi SATU Indonesia Awards Astra dari tahun 2010-2021, di tingkat nasional dan provinsi yang telah memberikan kontribusi positif bagi masyarakat di bidang kesehatan, pendidikan, lingkungan, kewirausahaan, dan teknologi

have received Astra's SATU Indonesia Awards from 2010-2021, at national and provincial levels who have made positive contribution to society in the areas of health, education, environment, entrepreneurship, and technology

Ikhtisar Kinerja Keberlanjutan 2021

2021 Sustainability Performance Highlights

PORTFOLIO ROADMAP [SEOJK B.1] [SEOJK B.2]

Distinct and Balanced Business

Total Aset
Total Assets

Rp367.31
triliun | trillion



Rp231
triliun | trillion



Kapitalisasi Pasar
Market Capitalization

24.20%

pengurangan intensitas jumlah konsumsi energi [SEOJK B.2]
reduction in total energy consumption intensity



22.54%

pengurangan intensitas emisi [SEOJK B.2]
reduction in emissions intensity



28.52%

pengurangan intensitas jumlah sampah [SEOJK B.2]
reduction in total waste intensity



PEOPLE ROADMAP [SEOJK B.3]

Employee Experience Focused

19.3

Jam | Hours



rata-rata jam pelatihan per karyawan
average training hours per employee

1,901

Orang | People



total peserta program pelatihan Astra Management Development Institute (AMDI)
total number Astra Management Development Institute (AMDI) training programs

11,690

Orang | People



Total karyawan baru yang diterima
Total new hired employees

Data di atas merupakan pencapaian pada tahun 2021 | The data above are achievements in 2021

PUBLIC CONTRIBUTION ROADMAP

[SEOJK B.3]

Empowered Communities



ASTRA UNTUK INDONESIA SEHAT [SEOJK B.3]

Kader Kesehatan Binaan
Fostered Healthcare Workers **714**
Orang | People

Posyandu Binaan
Fostered Integrated Mother and Child
Healthcare Posts **484**
Posyandu

Pengguna Aplikasi iPosyandu
iPosyandu Application User **582**
Pengguna | Users



ASTRA UNTUK INDONESIA HIJAU [SEOJK B.2]

Penanaman Pohon
Trees Planted **17,588**
Pohon | Trees

Ruang Terbuka Hijau
Hectares of Green Open Space **140**
Hektar | Hectares

Bank Sampah
Waste Banks **37**
unit | units



ASTRA UNTUK INDONESIA CERDAS [SEOJK B.3]

Sekolah Binaan Astra
Astra Fostered School **326**
Sekolah | Schools

SMK Binaan
Fostered Vocational School **71**
SMK | Vocational
Schools

Paket Beasiswa
Scholarship **8,647**
Beasiswa
Scholarships

Pelopop Indonesia Ayo Aman Berlalu
lintas (IAABL)
Traffic Safety Pioneers **1,835**
Pelopor IAABL
IAABL Pioneers



ASTRA UNTUK INDONESIA KREATIF [SEOJK B.3]

UMKM Binaan
Fostered MSMEs **1,192**
UMKM | MSMEs

Desa Sejahtera Astra (DSA)
DSA | DSA **175**

Start-up Binaan
Fostered Start-up **25**
Start-up | Start-ups



[SEOJK B.3]

Penghargaan atas kontribusinya kepada masyarakat
Recognition for contribution to their communities

Penerima di tingkat nasional **11**
Recipients at national level
Pemenang | Winners

Penerima di tingkat provinsi **85**
Recipients at provincial level
Pemenang | Winners

Data di atas merupakan pencapaian pada tahun 2021 | The data above are achievements in 2021

Sebaran Program Kontribusi Sosial [SEOJK B.3]

Distribution of Social Contribution Program



Kampung Berseri & Desa Sejahtera Astra (KBA & DSA)

Kampung Berseri Astra (KBA) adalah program pengembangan masyarakat berbasis komunitas yang mengintegrasikan inisiatif 4 pilar program kontribusi sosial berkelanjutan Astra dalam satu komunitas kampung.
Kampung Berseri Astra (KBA) is a community-based development program that integrates the 4 pillars initiatives of Astra's sustainable social contribution program in one village community.

Program DSA: program kontribusi sosial Astra di bidang kewirausahaan berbasis Kawasan, khususnya pengembangan produk unggulan pedesaan
DSA Program: Astra's social contribution program focusing on region-based entrepreneurship - championing local villages products.



SATU Indonesia Awards

Apresiasi Astra terhadap anak muda yang memberikan kontribusi positif bagi masyarakat setempat
Astra's appreciation for young people who give positive contribution to their local communities

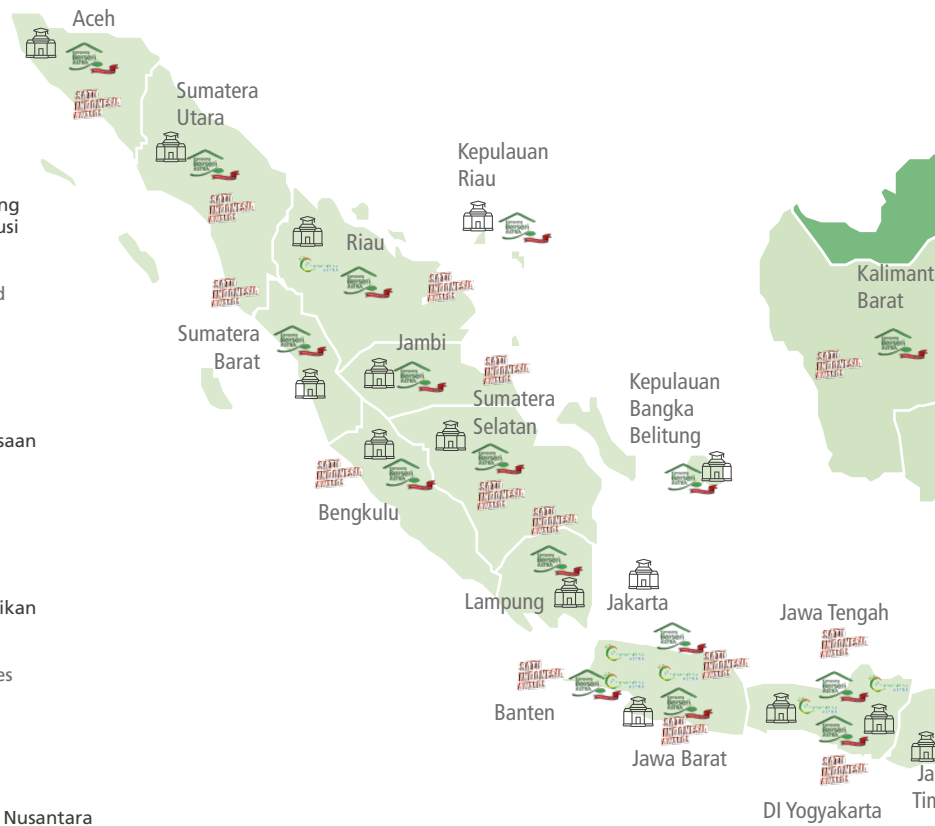


Pranaraksa

Program konservasi keanekaragaman buah langka Nusantara
Local rare fruit conservation program



Sekolah Binaan | Fostered Schools



133

(34 provinsi | provinces)

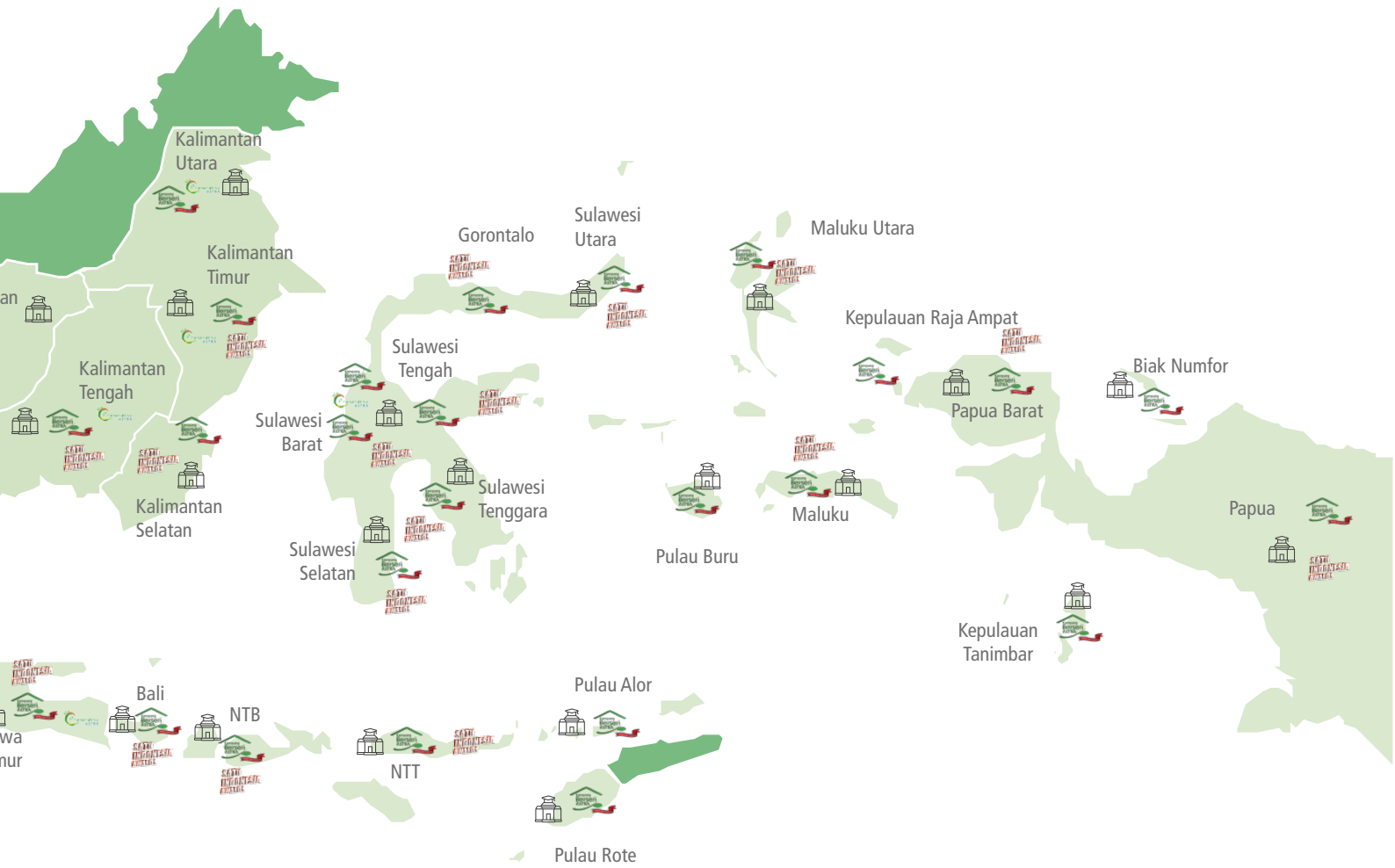
Kampung Berseri Astra

930

(34 provinsi | provinces)

Desa Sejahtera Astra

Data akumulatif sampai Desember 2021
Accumulative data until December 2021



493

(Penerima apresiasi di 34 provinsi | recipients of appreciation in 34 provinces)

SATU Indonesia Awards

21,535
(34 provinsi | provinces)

Sekolah Binaan

33
(11 provinsi | provinces)

Pranaraksa

Data akumulatif sampai Desember 2021
Accumulative data until December 2021

Sambutan Dewan Komisaris

[GRI 102-14][GRI 102-15][SEOJK D.1][SEOJK E.5]

Board of Commissioners Message



Kami berupaya untuk secara berkesinambungan meningkatkan strategi dan pendekatan keberlanjutan, serta melaksanakan transisi ESG secara komprehensif dan sepenuh hati.

We aspire to continuously improve our sustainability strategy and approaches, as well as to conduct our ESG transitions comprehensively and wholeheartedly.



PEMANGKU KEPENTINGAN YANG TERHORMAT,

Dalam beberapa tahun belakangan ini, isu-isu keberlanjutan menjadi salah satu isu yang menjadi perhatian global. Berbagai pemangku kepentingan di berbagai belahan dunia terus mendorong para pelaku bisnis untuk menjadikan *sustainability* sebagai fokus utama mereka dan mengintegrasikannya ke dalam strategi bisnis dan *core process* operasional perusahaan. Seruan ini sangat jelas digaungkan pada Konferensi Perubahan Iklim PBB ke-26 (COP 26) di Glasgow, Skotlandia.

DEAR RESPECTED STAKEHOLDERS,

In the last few years, concern over sustainability has become one of the forefront issues globally. Various stakeholder groups across the globe seek business communities to put the highest attention towards sustainability practices and embedded it into their core process and strategic. This can be heard recently during the 26th UN Climate Change Conference of the Parties (COP26) in Glasgow, Scotland.



Prijono Sugiarto
Presiden Komisaris
President Commissioner

Sambutan Dewan Komisaris

Board of Commissioners Message

Astra sangat memahami dan sangat memperhatikan seruan ini. Oleh karenanya, konsep dan semangat *sustainability* sudah lama tertanam dalam filosofi perusahaan, yakni Catur Dharma, sebuah fondasi filosofi yang ditanamkan kuat oleh pendiri Astra, William Soeryadjaya. Keempat Dharma tersebut adalah:

1. Menjadi milik yang bermanfaat bagi bangsa dan negara,
2. Memberikan pelayanan terbaik kepada pelanggan,
3. Menghargai individu dan membina kerja sama,
4. Senantiasa berusaha mencapai yang terbaik.

SEJAHTERA BERSAMA BANGSA MELALUI KEBERLANJUTAN

Sejak pertama ditetapkan sebagai filosofi perusahaan, Catur Dharma telah menjadi jiwa Astra dan kekuatan pendorong utama dalam pengambilan keputusan, investasi, portofolio produk dan layanan, karyawan, interaksi dengan pemangku kepentingan, serta segala sesuatu yang dilakukan Astra sehari-hari sebagai warga korporat yang baik, yang kemudian diterjemahkan ke dalam strategi Astra, yaitu Strategi *Triple-P Roadmap – Portfolio, People, dan Public Contribution*.

Astra sering dipandang sebagai salah satu tolok ukur praktik dunia bisnis Indonesia. Kami memiliki 7 lini bisnis, dan 240 anak perusahaan, ventura bersama, serta entitas asosiasi, yang produk dan layanannya saat ini menjadi bagian tak terpisahkan dari kehidupan lebih dari 270 juta orang Indonesia.

Dengan skala bisnis dan operasional yang besar itu, kami menyadari bahwa Astra memiliki kekuatan dan tanggung jawab besar untuk berkontribusi demi kebaikan dan kemajuan bersama.

Oleh karena itu, Dewan Komisaris senantiasa menyampaikan kepada Direksi dan seluruh Insan Astra bahwa dengan kehadiran kami di tengah masyarakat, Astra memiliki tanggung jawab besar untuk terus maju bersama bangsa menuju keberlanjutan.

Pola pikir seperti inilah yang mendorong Astra untuk terus meningkatkan implementasi Strategi *Triple-P Roadmap*. Termasuk dalam konteks bagaimana kami mampu memperbaharui serta meningkatkan Strategi *Triple-P Roadmap* kami agar sesuai dengan standar ESG yang diharapkan oleh para pemangku kepentingan, secara nasional maupun global.

Astra comprehensively understands this concern. The concept and spirit of sustainability is already embedded in Astra philosophy which is Catur Dharma, laid strongly by Astra founder William Soeryadjaya. Those Dharma are:

1. To be an Asset to the Nation
2. To Provide the Best Service to Our Customers
3. To Respect Individuals and Promote Teamwork
4. To Continually Strive for Excellence

PROSPER WITH THE NATION WITH SUSTAINABILITY

From day one Catur Dharma was established as the company's philosophy, it has been the soul of Astra and our main driving forces to our decision making, investments, products and services portfolio, people, interaction with the stakeholders, and everything that we do on a day-to-day basis as a good corporate citizen, which then translates to Astra's strategy – The Triple-P Roadmap Strategy – Portfolio, People, Public Contribution.

Astra has often been perceived as one of the benchmarks of Indonesia business world practices. We have 7 business lines, 240 subsidiaries, joint ventures, and associated entities, whose products and services are currently an integral part of the lives of more than 270 million Indonesians.

With a large scale of our business and operations, we realizes that Astra has a great strength and also a responsibility as a force for good and common progress.

With that in mind, the Board of Commissioners always remind the Board of Directors and all Astra employees that with our extensive presence, Astra has a great responsibility to continue to prosper with the nation in the path sustainability.

This mindset is what drives Astra to improve our implementation of the Triple-P Roadmap strategy. Including in the context of how we can rejuvenate, and improve our Triple-P Roadmap Strategy to match the standards of ESG expected by our stakeholders, nationally and globally.

Dengan senang hati kami laporkan bahwa inisiatif pembaharuan dan peningkatan tersebut telah dimulai pada tahun 2021 dan kami berharap untuk menyelesaikan dan meluncurkan Strategi *Triple-P Roadmap* yang disempurnakan dan ditingkatkan pada tahun 2022, termasuk tentang bagaimana Strategi *Triple-P Roadmap* kami dapat mendukung transisi Indonesia menuju ekonomi rendah karbon dan berkontribusi pada upaya masyarakat global untuk mencegah perubahan iklim, serta *Roadmap Sustainable Development Goals (SDGs) Indonesia 2030*.

KEBERLANJUTAN PADA TAHUN KEDUA PANDEMI GLOBAL COVID-19

Bagi kami, pandemi bukanlah alasan untuk mengerem peningkatan perbaikan kinerja ESG kami. Sebaliknya, pandemi justru semakin menyulut semangat kami di bidang keberlanjutan. Astra meyakini bahwa Strategi *Triple-P Roadmap* merupakan salah satu kunci utama yang akan membantu kami melalui tahun kedua pandemi COVID-19. Tidak hanya untuk keberlanjutan bisnis kami, tetapi juga memberikan produk dan jasa yang terbaik bagi pelanggan kami, serta untuk kemajuan masyarakat dalam jangka panjang.

Kami mendapat banyak pelajaran berharga selama tahun pertama pandemi dan tumbuh jauh lebih baik dalam mengadaptasi bisnis di era normal baru ini. Kesehatan dan keselamatan karyawan dan pelanggan kami adalah hal yang paling penting di saat-saat seperti ini.

Astra akan terus berupaya semaksimal mungkin agar Strategi *Triple-P Roadmap* dapat berkontribusi pada komitmen Indonesia untuk pulih bersama, pulih lebih kuat. Selain itu, kami percaya dengan keberlanjutan dan ESG yang diterapkan dengan baik di seluruh operasi dan lini bisnis kami, kami percaya Astra dapat mendukung Indonesia untuk pulih lebih baik sebagai suatu bangsa.

We are glad to report that those rejuvenations and improvements initiatives have started in 2021 and we are hoping to complete and launch the refined and improved Triple-P Roadmap Strategy in 2022, including on how our Triple-P Roadmap Strategy can support Indonesia's transition towards low carbon economy and join the global efforts to fight climate change, as well as the Indonesia Roadmap Towards Sustainable Development Goals (SDGs) 2030.

SUSTAINABILITY IN THE SECOND YEAR OF GLOBAL COVID-19 PANDEMIC

For us, the global pandemic is no reason to put the brakes on improving our ESG performances. In opposite, this global pandemic ignites our spirit even more in the area of sustainability. Astra believes that the Triple-P Roadmap Strategy is one of the main keys to help us get through the second year of the global COVID-19 pandemic. Not just for the sustainability of our business, but also to provide best products and services to our costumers and for the progress of society in the long run.

We have learned many valuable lessons during the first year of the pandemic and grown further in adapting our business in this new normal era. The health and safety of our employees and customers are paramount in such time.

Astra will continue to maximize our efforts so that our Triple-P Roadmap Strategy contributes to Indonesia's commitment to recover together, recover stronger. Also, we believe with sustainability and ESG well in place throughout our operations and business lines, we believe that we can support Indonesia to recover better as a nation.

Sambutan Dewan Komisaris

Board of Commissioners Message

BEKERJA SAMA UNTUK MENINGKATKAN ESG

Bersinergi dengan komunitas global dan seluruh pemangku kepentingan, Astra merencanakan jalan kita dalam perjalanan untuk *recover together, recover stronger, and recover better*.

Semangat *recover together* sejalan dengan semangat gotong royong yang dijunjung tinggi oleh masyarakat Indonesia. Dengan semangat itu, Astra terus bekerja sama dan membangun sinergi untuk mengatasi tantangan, meraih peluang baru, dan mengeksplorasi ide-ide yang inovatif. Karena Astra percaya untuk dapat mencapai tujuan kami sebagai sebuah entitas bisnis, dan demi mewujudkan apa yang dicita-citakan oleh *Sustainable Development Goals* (SDGs) kita harus bersinergi, bahu membahu, dan bergotong royong.

Hasilnya, tahun ini kami berhasil pulih lebih kuat dalam hal kinerja operasional, keuangan, dan Lingkungan, Sosial, Tata Kelola (ESG) di ketujuh lini bisnis Astra. Kami melihat bagaimana kinerja keuangan Astra tahun ini cukup solid dengan berbagai adaptasi yang telah kami lakukan akibat COVID-19.

Kami juga melihat seluruh Insan Astra, meski pada masa pandemi yang penuh tantangan ini, mampu terus menerapkan Tata Kelola Perusahaan yang baik (GCG), serta keunggulan operasional dan layanan.

Namun demikian, belajar dari pandemi ini, ke depannya Astra akan semakin memantapkan komitmen dan aksi nyata kami, serta terus mempertajam pendekatan keberlanjutan melalui Strategi *Triple-P Roadmap* demi memastikan kita dapat pulih bersama dengan lebih kuat, dan lebih baik sebagai satu bangsa.

WORKING TOGETHER TO IMPROVE ESG

In synergy with the global community and all stakeholders, Astra plans our path on the journey to recover together, recover stronger, and recover better.

Recover together is intertwined with the "*gotong royong*" spirit highly uphold by Indonesians everywhere. Here at Astra, we continue to work together and synergize all resources to tackle challenges, seize new opportunities, and explore innovative ideas because we believe that to fully accomplish our purpose as a company, as well as the noble purpose of the Sustainable Development Goals (SDGs), we must all work together.

As the results, this year we managed to recover stronger in terms of operational, financial, and Environment, Social, Governance (ESG) performances at all seven Astra's business lines. We see how this year's Astra financial performance is solid with all the rapid adaptation we must make due to COVID-19.

We also see that our employees have shown that even in such tough times, Good Corporate Governance (GCG), as well as operation and service excellence were still implemented.

Nevertheless, learning from what the pandemic had taught us all, moving forward Astra will further solidify our commitments and actions, as well as continue to sharpen our Sustainability approaches in Astra Triple-P Roadmap Strategy to make sure that we shall recover together, recover stronger, and recover better as a nation.



Ke depannya, Astra akan semakin memantapkan komitmen dan tindakannya, serta terus mempertajam pendekatan keberlanjutan dalam Strategi *Triple-P Roadmap* untuk memastikan bahwa kita dapat pulih bersama dengan lebih kuat, dan lebih baik sebagai satu bangsa.

Moving forward, Astra will further solidify our commitments and actions, as well as continue to sharpen our Sustainability approaches in Astra Triple-P Roadmap Strategy to ensure that we shall recover together, recover stronger, and recover better as a nation.



KATA PENUTUP

Perjalanan ESG memang tidak mudah untuk dilakukan, namun ini adalah perjalanan yang hanya dapat diraih dengan bekerja sama. Dewan Komisaris memberikan apresiasi kepada Direksi dan seluruh karyawan Astra atas komitmen teguh mereka untuk terus meningkatkan praktik keberlanjutan, bahkan pada masa-masa sulit seperti pandemi global.

Akhir kata, kami juga mengucapkan terima kasih kepada seluruh pemangku kepentingan yang selalu bekerja sama dengan kami dan selalu menginspirasi Astra untuk menjadi lebih baik lagi.

CLOSING REMARKS

The journey of ESG will not be an easy one to take, but it is a journey we can accomplish by working together. The Board of Commissioners extend our appreciation towards Astra's Board of Directors and all Astra employees for their unwavering commitment to continuously improve the Company's sustainability practices, even in challenging times such as the global pandemic.

Finally, we would also like to thank all of our stakeholders for always working with us and always inspire Astra to do better.

Priyono Sugiarto

Presiden Komisaris | President Commissioner
PT Astra International Tbk

Sambutan Direksi

[GRI 102-14][GRI 102-15][SEOJK D.1][SEOJK E.5]

Board of Directors Message



Grup Astra tengah memulai perjalanan transisinya untuk meningkatkan komitmen keberlanjutannya menuju masa depan yang lebih baik bagi semua. Kami sedang melakukan tinjauan yang cermat dan komprehensif terhadap strategi keberlanjutan kami, mengembangkan strategi *Triple-P Roadmap* kami sebagai kompas ESG Grup.

Astra Group is embarking on a journey of transition to advance its sustainability commitments towards a better future for all. We are carrying out a careful and comprehensive review of our sustainability strategy, evolving our Triple-P Roadmap strategy as the Group's ESG compass.



PEMANGKU KEPENTINGAN YANG TERHORMAT,

Keberlanjutan adalah langkah yang harus dijalani untuk memastikan masa depan kita. Sejak awal, Astra memahami bahwa keberlanjutan adalah langkah yang harus kami jalani. Jika kita ingin kehidupan yang lebih baik, kita harus melangkah berkelanjutan. Keberlanjutan bukan sekedar dikumandangkan, tapi komitmen untuk melaksanakannya dengan sepenuh hati.

Seiring dengan meningkatnya perhatian dan minat komunitas bisnis global terhadap keberlanjutan, Astra mendukung permintaan pemangku kepentingan terhadap komunitas bisnis, yaitu memainkan peran berkelanjutan yang lebih besar lagi. Bahkan sebenarnya, Astra telah mewujudkan keberlanjutan sejak lama melalui penerapan Catur Dharma, yang menjiwai setiap langkah Perseroan untuk sejahtera bersama bangsa. Akan ada banyak tantangan dalam mewujudkan keberlanjutan, namun pengalaman telah mengajarkan kami bahwa hal tersebut bukanlah hal yang tidak mungkin untuk dilakukan.

DEAR RESPECTED STAKEHOLDERS,

Sustainability is the road that we all must take to ensure our future. From the beginning, Astra understands that sustainability is about our livelihood. If we want to improve our livelihood, we must be sustainable. It is not just about making a declaration, but the commitment to carry out whole heartedly.

With the rising global interest on sustainability practices by the business communities, Astra supports with what the stakeholders have been asking the business world to do, which is to step up our game in sustainability. In fact, sustainability has been the road we travelled on all this time with our Catur Dharma philosophy being the soul of the Company's mission of prospering with the nation. There will be challenges, but our experiences has taught us that it is not an impossible journey.



Djony Bunarto Tjondro

Presiden Direktur
President Director

Sambutan Direksi

Board of Directors Message

EVOLUSI DARI TRIPLE-P ROADMAP STRATEGY

Keberlanjutan telah menjadi bagian tak terpisahkan dari Astra. Tahun lalu, kami telah memulai perjalanan untuk memperkuat *Triple-P Roadmap Strategy* yang sejak tahun 2010 menjadi payung komitmen dan strategi Grup Astra dalam membangun sebuah bisnis yang tidak hanya kuat dari sisi kinerja finansial dan operasionalnya, tapi juga sebagai sebuah Grup bisnis yang memiliki kepedulian sosial dan lingkungan.

Astra tengah memulai perjalanan transisinya untuk meningkatkan komitmen keberlanjutannya menuju masa depan yang lebih baik bagi semua. Kami sedang melakukan tinjauan yang cermat dan komprehensif terhadap strategi keberlanjutan kami, mengembangkan strategi *Triple-P Roadmap* kami sebagai kompas ESG Grup. Termasuk dalam mengeksekusi strategi transisi, serta membangun bisnis yang tidak hanya kokoh dan tangguh, tetapi juga sebuah bisnis yang *climate-conscious*.

Agar berhasil, kami tentunya harus keluar dari zona nyaman dan meningkatkan upaya kami. Pada tahun 2021, kami melakukan peremajaan dan penguatan strategi *Triple-P Roadmap* dan menjadikannya lebih fokus serta sesuai dengan standar dan kriteria keberlanjutan ESG. Pada saat ini, kami sedang melakukan finalisasi atas kerangka *sustainability* baru bagi Grup untuk melanjutkan perjalanan transisi kami, yang akan mencakup sejumlah target dan aspirasi grup serta memberikan peta jalan bagi unit bisnis kami. Kami akan meluncurkan kerangka *sustainability* baru kami dalam waktu dekat.

Dari sisi portofolio, bisnis dan investasi Astra mendukung penuh komitmen pemerintah Indonesia terhadap Paris Agreement menuju *Net-Zero Emission* Indonesia pada 2060 atau lebih cepat. Di lini bisnis otomotif, Astra terus mendukung program percepatan kendaraan listrik (EV), termasuk pencapaian konten lokal minimalnya pada jenis roda dua dan roda empat produk tersebut. Kami telah menerapkan standar EURO 4 sejak tahun 2018 untuk kendaraan penumpang, sedangkan untuk kendaraan komersial kami, akan mulai kami lakukan pada tahun 2022.

EVOLUTION OF OUR TRIPLE-P ROADMAP STRATEGY

Sustainability has been and always will be an integral part of Astra. Last year, Astra has embarked on a journey to rejuvenate our Triple-P Roadmap Strategy which since 2010 has been the Group's umbrella commitment and strategic guidelines in building a business that should have a strong financial and operational performances, but also as a business group that cares for the welfare of the people and the environment.

Astra is embarking on a journey of transition to advance its sustainability commitments towards a better future for all. We are carrying out a careful and comprehensive review of our sustainability strategy, evolving our Triple-P Roadmap strategy as the Group's ESG compass. This includes our transition strategy and how Astra is going to build businesses that are not only robust and resilient, but also a climate-conscious one.

In doing so, we are fully aware that we must step out of our comfort zone and step up our efforts. In 2021, we started a major initiative to rejuvenate and strengthen our Triple-P Roadmap Strategy and refocus it to match with the standards and criteria of sustainability and ESG practices. Currently, we are finalizing a new sustainability framework for the Group to progress our transition journey, which will include a number of group-wide targets and aspirations as well as to provide a roadmap for our business units. We will launch our new sustainability framework soon.

In terms of Portfolio, Astra's businesses and investments are in full support towards Indonesian government's commitment in the Paris Agreement towards Indonesian Net-Zero Emission by 2060 or sooner. In our automotive business lines, Astra continues to support the acceleration of electric vehicles (EV) program, including the expected minimum local content for two-wheeler and four-wheeler EVs. We implement EURO 4 standard for passenger vehicles since 2018 and will be followed by our products for commercial vehicles in 2022.



Pada tahun 2021, kami melakukan peremajaan dan penguatan strategi *Triple-P Roadmap* dan menjadikannya lebih fokus serta sesuai dengan standar dan kriteria keberlanjutan ESG. Pada saat ini, kami sedang melakukan finalisasi atas kerangka *sustainability* baru bagi Grup untuk melanjutkan perjalanan transisi kami, yang akan mencakup sejumlah target dan aspirasi grup serta memberikan peta jalan bagi unit bisnis kami. Kami akan meluncurkan kerangka *sustainability* baru kami dalam waktu dekat.

In 2021, we started a major initiative to rejuvenate and strengthen our Triple-P Roadmap Strategy and refocus it to match with the standards and criteria of sustainability and ESG practices. Currently, we are finalizing a new sustainability framework for the Group to progress our transition journey, which will include a number of group-wide targets and aspirations as well as to provide a roadmap for our business units. We will launch our new sustainability framework soon.



Di lini bisnis jasa keuangan, kami akan terus mendukung literasi keuangan, inklusi keuangan, dan pembiayaan yang bertanggung jawab. Di lini bisnis alat berat dan energi, untuk mendukung *Roadmap* Indonesia menuju Ekonomi Rendah Karbon, maka Astra tidak akan lagi mengakuisisi aset tambang batu bara. Saat ini, kami tengah menjajaki investasi baru untuk energi baru dan terbarukan dan memperkuat portofolio kami di bidang pembangunan instalasi untuk pembangkit listrik tenaga air (hidro) dan mini hidro, serta *rooftop solar* PV. Kami juga menjajaki teknologi dan inovasi baru dalam proyek biomassa dan limbah menjadi energi, juga meningkatkan pemanfaatan biofuel dan biodiesel (B30) dalam kegiatan operasional.

Pada divisi agribisnis, kami akan terus menjunjung tinggi kebijakan *No Deforestation, No Peat and No Exploitation* (NDPE) sesuai dengan standar industri terbaik, yaitu *Indonesian Sustainable Palm Oil* (ISPO).

In our financial services business lines, we will continue to support financial literacy, financial inclusion, and responsible financing. In our heavy machinery and energy business line, in support of Indonesia's Roadmap to Low Carbon Economy, Astra will no longer acquire new coal mining assets. We are exploring new investments in new and renewable energy and will strengthen our portfolio in the installation construction for hydro and mini hydro power plants, also rooftop solar PV. We are also exploring new technologies and innovations in biomass and waste-to-energy projects, also increasing the utilization of biofuel and biodiesel (B30) in our operations.

In agribusiness division, we will continue to uphold our *No Deforestation, No Peat and No Exploitation* (NDPE) policy in accordance with the best industry standards, namely *Indonesian Sustainable Palm Oil* (ISPO).

Sambutan Direksi

Board of Directors Message

MENGELOLA JEJAK RAMAH LINGKUNGAN

Kami senantiasa memastikan bahwa Astra akan selalu konsisten dalam upayanya mengelola jejak lingkungan dari operasi dan investasi yang dilakukan. Sebagai bagian dari peremajaan Strategi *Triple-P Roadmap*, kami akan melakukan pendekatan lebih mendalam terhadap pengelolaan lingkungan agar kami dapat menilai portofolio dan kualitas investasi secara lebih baik, tidak hanya dari dampak sosial ekonomi dan keuangan, tetapi juga dari aspek lingkungannya.

Di bidang energi dan emisi, Astra telah menerapkan Astra Green Energy (AGEn) yang bertujuan untuk menyempurnakan sistem manajemen energi, program konservasi dan efisiensi energi di level Grup, termasuk pemanfaatan teknologi terkini untuk mencapai efisiensi energi yang optimal. Melalui inisiatif konservasi energi terstruktur, Astra telah mampu meningkatkan efisiensi, menekan biaya dan mengurangi emisi Gas Rumah Kaca (GRK). AGEn dibangun berdasarkan ISO 50001 tentang Sistem Manajemen Energi dan ISO 50002 tentang Audit Energi yang memberikan panduan untuk penerapan konservasi energi di seluruh operasi kami.

Pengelolaan jejak lingkungan juga dapat dimaknai sebagai pemenuhan tanggung jawab dalam hal produksi dan penggunaan bahan baku. Inisiatif ini telah kami sesuaikan dengan *United Nations Sustainable Development Goals – Goals 12 (Produksi dan Konsumsi yang Bertanggung Jawab)*.

Hingga akhir 2021, Grup Astra mencatat rata-rata reduksi intensitas limbah sebesar 28,52% dan pengurangan total intensitas energi sebesar 24,20%.

MANAGING OUR ECO-FOOTPRINT

Astra continues to ensure that we are consistent in our endeavors in managing the environmental footprint of our operations and investments. As part of the rejuvenation of the Triple-P Roadmap we will further strengthen our environmental management approaches in a way that we can better assess our portfolio and investments quality, not only by their socio-economic and financial impacts, but also from its environmental aspects.

In regard with energy and emission, Astra implements Astra Green Energy (AGEn) that aims to improve group-wide energy management system, energy conservation & efficiency program, including to utilize the latest technology to achieve optimum energy efficiency. Through structured energy conservation initiatives, Astra has been able to improve efficiency, reduce costs and reduce Greenhouse Gas (GHG) emissions. AGEn was built based on ISO 50001 concerning Energy Management System and ISO 50002 concerning Energy Audit to guide the implementation of energy conservation throughout our operations.

Managing our eco-footprint also means being responsible in our consumption of raw material and production. We refer our initiative in this area to the United Nations Sustainable Development Goals – Goals 12 (Responsible Production and Consumption).

In 2021, Astra Group recorded reduction in waste intensity of 28.52% and reduction in total energy intensity of 24.20%.

MENCIPTAKAN PENGALAMAN KERJA YANG BERHARGA BAGI KARYAWAN

Tujuan utama dari Strategi *People Roadmap* Astra adalah untuk menciptakan pengalaman kerja yang positif di mana karyawan kami dapat mengembangkan bakat, menjadi yang terbaik, terinspirasi, dan memiliki kehidupan yang berkualitas baik di dalam maupun di luar tempat kerja. Kami ingin agar karyawan kami memiliki rasa bangga menjadi bagian dari keluarga besar Astra.

Kami terus berupaya untuk meningkatkan pengelolaan dan pendekatan sumber daya manusia terhadap tujuan ini. Tahun ini kami meluncurkan *information system* sebagai bentuk digitalisasi *Human Capital* yang mencakup *Human Capital Information System*, *Astra Integrated Recruitment System*, *Industrial Relation Data Analytics*, dan *Digital Learning Astra Leadership Program*.

Demi melindungi karyawan kami dari pandemi COVID-19, Astra fokus pada kesehatan fisik dan mental. Perseroan melaksanakan berbagai inisiatif, mulai dari Program Vaksinasi COVID-19 lengkap dua dosis dalam skema Vaksin Gotong Royong, berbagai program dan kampanye kesehatan, hingga Program di mana kami memfasilitasi karyawan melalui layanan konsultasi dengan psikolog profesional.

Dalam hal keselamatan kerja, Astra terus mengimplementasikan standar keselamatan kerja terbaik melalui sistem manajemen kesehatan dan keselamatan kerja (K3), membangun budaya K3, *safety briefing*, menyediakan peralatan dan alat pelindung diri yang sesuai, serta berbagai *safety campaigns*.

Tahun ini, Perseroan mencatat total *Recordable Injury Rate* sebesar 1,31. Walaupun pencapaian ini lebih baik dari total *Recordable Injury Rate* tahun 2020 sebesar 2,33, kami terus mengidentifikasi aspek-aspek kinerja keselamatan yang terus diperbaiki.

CREATING A REWARDING WORKING EXPERIENCE FOR OUR PEOPLE

The ultimate goal of Astra's People Roadmap Strategy is to create a positive working experience where our employees can grow their talent, be the best to their ability, be inspired, and can enjoy quality lives both inside and outside of their work. We want our people to be proud of being a part of the Astra family.

We strive to improve our human capital management and approaches towards this goal. This year we launched an information system as a form of the Human Capital digitization process, which includes the Human Capital Information System, Astra Integrated Recruitment System, Industrial Relations Data Analytics, and the Digital Learning Astra Leadership Program.

In protecting our people's health during COVID-19 pandemic, Astra focuses on both physical and mental health. We carried out various initiatives, from two full dose COVID-19 vaccination through the Vaksin Gotong Royong Program, numerous health programs and campaigns, to program that helps facilitate our employee to obtain consultation with professional psychologists.

In terms of our people's safety, Astra continues our implementation of the highest standard of safety through safety management system, safety culture, safety briefing, providing the appropriate safety equipment and personal protective gears, and safety campaigns.

This year we recorded total Recordable Injury Rate of 1.31. Although this achievement is better than the total Recordable Injury Rate in 2020 of 2.33, we continue to identify aspects of safety performance that continue to be improved.

Sambutan Direksi

Board of Directors Message

Terkait hak asasi manusia di tempat kerja, Astra memberikan kesempatan yang sama dan menentang diskriminasi dan pelecehan dalam bentuk apa pun. Kami percaya akan pentingnya keragaman dan inklusi bagi kesuksesan, dan karenanya, Astra terus merekrut, mengembangkan, dan mempertahankan talenta dengan berbagai latar belakang.

Astra memberikan remunerasi dan tunjangan kepada seluruh karyawan kami secara adil yang ditentukan berdasarkan pengalaman, beban tanggung jawab, dan pencapaian mereka secara objektif. Kami memastikan Astra mematuhi peraturan upah minimum regional di tiap-tiap area operasional kami.

MEMAKSIMALKAN DAMPAK SOSIAL YANG POSITIF DARI KEHADIRAN KAMI

Astra terus memaksimalkan dampak sosial yang positif melalui Strategi *Public Contribution Roadmap*, termasuk terkait isu perubahan iklim.

Tahun ini, sejalan dengan program Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia, Astra telah mengembangkan Kampung Berseri Astra (KBA) menjadi Kampung Iklim. Saat ini, Perseroan memiliki 33 Kampung Iklim binaan.

Inisiatif ini merupakan bentuk komitmen Astra untuk melibatkan masyarakat dan pemangku kepentingan dalam membangun ketahanan sosial dalam menghadapi dampak dan memitigasi perubahan iklim. Di samping itu melalui inisiatif ini, Astra bertujuan meningkatkan kesejahteraan masyarakat setempat sesuai dengan kondisi dan potensi ekonomi di wilayah masing-masing.

Selain itu, empat program sosial unggulan Astra Untuk Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif terus dilakukan untuk mendukung kemajuan sosial dan pencapaian SDGs di Indonesia.

As for human rights at the workplace, Astra is an equal opportunity employer and prohibits discrimination and harassment of any kind. We believe diversity and inclusion among our people is critical to our success and Astra continues to seek, to recruit, develop, and retain the most talented people from a diverse candidate pool.

Astra ensures that we provide our employees with fair remunerations and benefits which are based on objective assessment of their experience, level of responsibility, and achievements. We ensure that Astra always fully adheres to the minimum wage regulation at each operational area.

MAXIMIZING THE POSITIVE SOCIAL IMPACTS OF OUR PRESENCE

We are maximizing our positive social impacts through Astra's *Public Contribution Roadmap Strategy*, including on the issue of climate change.

This year in line with the program of the Ministry of Environment and Forestry of the Republic of Indonesia, Astra has developed the Kampung Berseri Astra (KBA) towards the Climate Village. Currently, we have fostered 33 Climate Village.

This is a part of Astra's commitment to build a more climate-resilience communities and to encourage community involvement and other stakeholders to join the fight against climate change, and at the same time to help improve the welfare of the local community by focusing on the unique socio-economic potential of each region.

On top of that, our four social flagship programs of *Astra Untuk Indonesia Cerdas*, *Astra Untuk Indonesia Kreatif*, *Astra Untuk Indonesia Sehat*, and *Astra Untuk Indonesia Hijau* continues to support social progress and the achievement of SDGs in Indonesia.

MEMAJUKAN KEBERLANJUTAN SEPENUH HATI

Dengan cakupan yang demikian luas, bisnis Astra sering diibaratkan sebagai sebuah kapal besar. Mungkin ada yang berpandangan bahwa kapal besar cenderung bergerak dengan perlahan. Namun, kami bergerak maju dengan kekuatan penuh dan dengan sepenuh hati memajukan keberlanjutan secara cermat dan bertanggung jawab.

Karena kami adalah perusahaan yang besar, setiap gerakan yang kami lakukan dapat menimbulkan gelombang yang mungkin saja dapat mengganggu perjalanan kami. Karena itulah, dalam masa transisi meningkatkan keberlanjutan ini, kami akan terus melakukan penyesuaian dengan penuh kehati-hatian, transparan, komprehensif, dengan mempertimbangkan ilmu pengetahuan dan penelitian tentang dampak positifnya bagi Astra dan pemangku kepentingan kami baik untuk saat ini maupun pada masa depan.

PENUTUP

Astra memahami bahwa perjalanan keberlanjutan ini tidak mungkin ditempuh sendiri. Agar berhasil, Astra membutuhkan dukungan dari seluruh pemangku kepentingan. Kami bersyukur atas beragam dukungan yang telah diberikan dalam seluruh aspek operasional kami. Oleh karena itu, perkenankanlah saya menutup sambutan ini dengan mengucapkan terima kasih kepada seluruh pemangku kepentingan atas kepercayaan, dukungan, dan kerja samanya selama ini.

Mari kita bekerja sama, bahu membahu demi masa depan yang lebih baik bagi semua.

Hormat Kami,

ADVANCING TOWARDS SUSTAINABILITY WHOLEHEARTEDLY

Astra's extensive business size often draws the comparison of our Company as a large ship sailing forward. Some may perceive, a large ship tends to move at a pace. But we are advancing towards sustainability wholeheartedly, thoughtfully, and responsibly.

As a large ship, any sudden moves from us could create waves interfering with our journey. Hence, in this transition period in improving sustainability, we will make necessary adjustment and adaptation in a sustainable manner, which is prudent, transparent, comprehensive, by rationally taking into account the science and research of the impacts that are both positive for Astra and our stakeholders in the present and in the future.

CLOSING REMARKS

Astra understands this journey of sustainability cannot be travelled independently. Astra requires the support from all stakeholders for us to be successful. We are grateful that our stakeholders have shown support in many forms in all aspects of our operations. Thus, I am closing my remarks by thanking all stakeholders for their continued trust, support, and collaboration.

Let's continue to work together towards a better and brighter future for all.

Yours Sincerely,



Djony Bunarto Tjondro

Presiden Direktur | President Director
PT Astra International Tbk

Tentang Astra

About Astra





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Bermanfaat untuk Indonesia

Be the Asset for Indonesia

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 pada akhir tahun 2021 sebesar Rp231 triliun.

Astra saat ini menjadi salah satu kelompok usaha terbesar di Indonesia yang diusung oleh putra-putri kebanggaan Tanah Air 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. Per tanggal 31 Desember 2021, Astra memiliki 240 perusahaan terdiri dari anak perusahaan, ventura bersama, dan entitas asosiasi yang didukung oleh 188.788 karyawan.

Astra's history began in 1957 in Jakarta, starting its business as a general trading company under the name of PT Astra International Inc., later changed to PT Astra International Tbk. In 1990, Astra went public and listed on the Indonesia Stock Exchange. Its market capitalization as of the end of 2021 is Rp231 trillion.

Currently, Astra has grown to become one of the largest business groups in Indonesia, driven by the proud people of Indonesia, working for the progress of the nation. 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. Until December 31 2021, Astra has 240 companies, consisting of joint ventures and associates supported by 188,788 employees.



Catur Dharma, Visi & Misi

[SEOJK C.1][GRI 102-16]

Our Philosophy, Vision & Mission

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

Cita-Cita Aim

Sejahtera bersama bangsa

To prosper with the nation

Motto 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

Profil Perusahaan

Corporate Profile

 Nama Perusahaan [GRI 102-1] Company Name	PT Astra International Tbk
 Bidang Usaha [SEOJK C.4] [GRI 102-2] Business lines	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)
 Lokasi Kantor Pusat [SEOJK C.2] [GRI 102-3] Head Office Address	Menara Astra Lt. 59 Jl. Jenderal Sudirman Kav 5-6 Jakarta 10220 Indonesia Telepon : (021) 5084 3888 Faksimili : (021) 6530 4957 E-mail: Corporate Communications : corcomm@ai.astra.co.id Corporate Investor Relations : investor@ai.astra.co.id
 Negara Tempat Operasi [GRI 102-4] Jurisdiction	1 (satu) negara: Republik Indonesia 1 (one) jurisdiction: Republic of Indonesia
 Status Hukum Kepemilikan [GRI 102-5] Legal Entity Status	Perseroan Terbatas Tercatat di Bursa Efek Indonesia (Ticker: ASII) Limited liability company Listed in Indonesia Stock Exchange (Ticker: ASII)
Pelayanan Pasar [GRI 102-6] Market Served	Terdiri dari sektor otomotif, jasa keuangan, alat berat, pertambangan, konstruksi dan energi, agribisnis, infrastruktur dan logistik, teknologi informasi, serta properti. Produk dan jasa dipasarkan di seluruh Indonesia dan negara-negara lain, termasuk di benua Asia, Eropa, Afrika, dan Amerika. Consists of the automotive, financial services, heavy equipment, mining, construction and energy, agribusiness, infrastructure and logistics, information technology, and property sectors. Products and services are marketed throughout Indonesia and other countries, including in Asia, Europe, Africa, and America.



**Skala Organisasi [SEOJK C.3]
 [GRI 102-7]**
 Organizational Scale

Angka-angka yang tertera pada seluruh tabel keuangan di bawah ini dinyatakan dalam Rp miliar.
 The figures listed in the entire financial table below are expressed in Rp billion.

Posisi Keuangan | Financial Position

Uraian Description	Nilai Value		
	2021	2020	2019
Jumlah Aset Total Assets	367,311	338,203	351,958
Jumlah Ekuitas Total Equity	215,615	195,454	186,763
Laba yang Diatribusikan kepada Pemilik Entitas Induk Profit Attributable to Owners of The Parent	20,196	16,164	21,707

Pendapatan Bersih | Net Revenue

Uraian Description	Nilai Value		
	2021	2020	2019
Pendapatan Bersih Net Revenue	233,485	175,046	237,166

Jumlah Tenaga Kerja | Number of Employee [GRI 102-8]

Jumlah Tenaga Kerja Number of Employee	2021	2020	2019
Perseroan, Anak Perusahaan, Ventura Bersama, dan Entitas Asosiasi Company, Subsidiaries, Joint Ventures, and Associates Companies	188,788	187,365	226,105
Perseroan dan Anak Perusahaan Company and Subsidiaries	123,894	126,717	148,069



**Komposisi Pemegang Saham
 [SEOJK C.3] [GRI 102-5]**
 Shareholder Composition

Pemegang Saham Shareholders	31 Desember 2021 31 December 2021	
	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%
Anthony John Liddell Nightingale (Komisaris Commissioner)*	6,100,000	0.02%
Suparno Djasmin (Direktur Director)	2,218,900	0.01%
Johannes Loman (Direktur Director)	1,552,000	0.0%
Gidion Hasan (Direktur Director)	1,275,000	0.0%
Prijono Sugiarto (Presiden Komisaris President Commissioner)	1,000,000	0.0%
Henry Tanoto (Direktur Director)	549,700	0.0%
Masyarakat Lainnya (masing-masing di bawah 5%) Other Public (each less than 5%)	20,182,602,500	49.86%
Total	40,483,553,140	100.00%

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

Catatan:

Tidak terdapat perubahan signifikan terhadap ukuran, struktur dan kepemilikan selama periode berjalan dibandingkan laporan tahun sebelumnya. [SEOJK C.6][GRI 102-10]

Note:

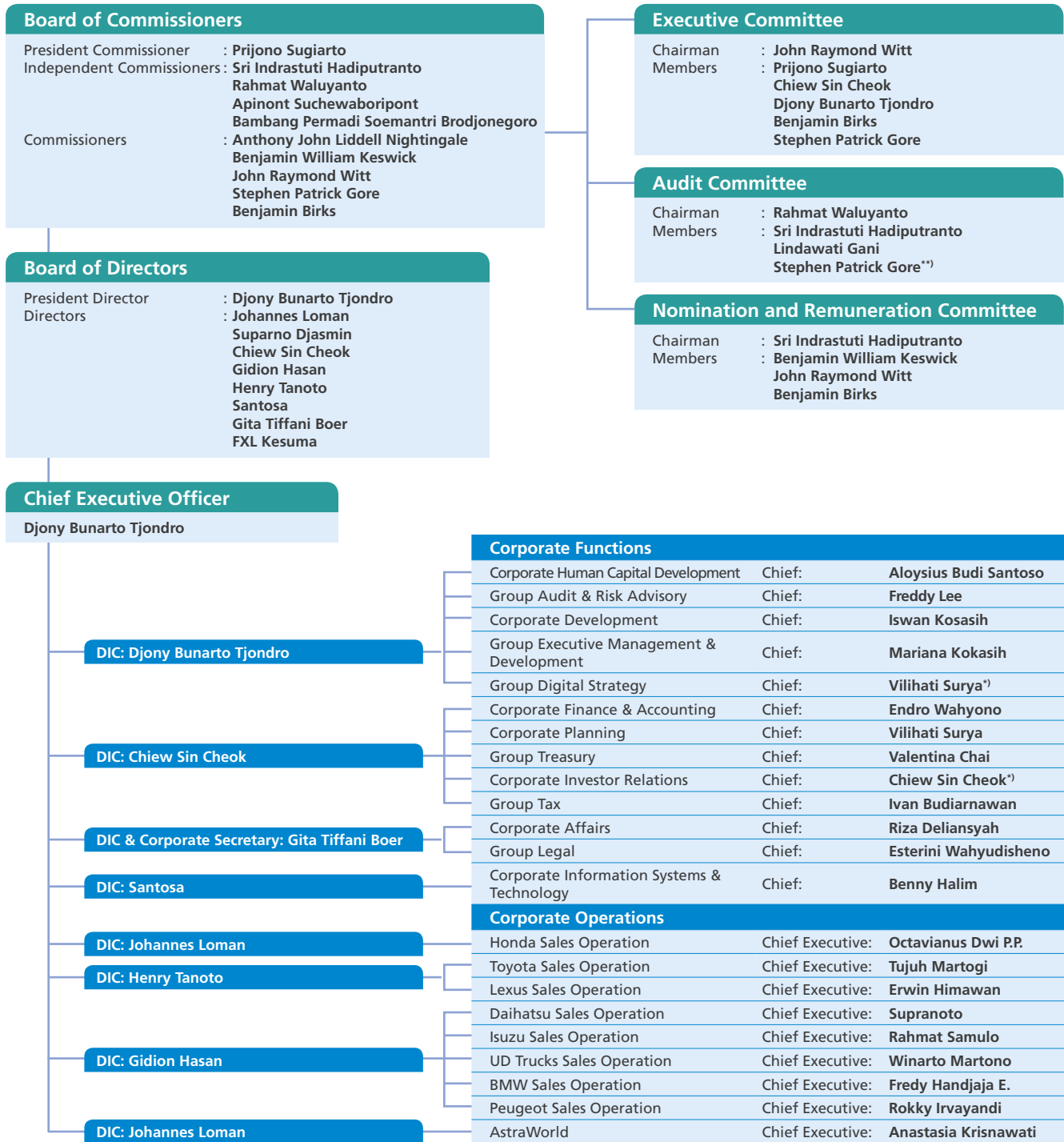
There was no significant change in size, structure and ownership during the period compared to the previous year's report.

[SEOJK C6][GRI 102-10]

Struktur Organisasi

Organizational Structure

Per 31 Desember 2021 | As of 31 December 2021



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



Produk dan Jasa/ Lini Bisnis

[SEOJK C.4] [GRI 102-2]

Products and Services/Business Lines



Otomotif
Automotive

Kendaraan Roda Empat
Four-wheeler

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

Kendaraan Roda Dua
Two-wheeler

- Honda

Komponen
Components

- PT Astra Otoparts Tbk

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

- AstraWorld
- PT 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

Uang Elektronik
Electronic Money

- PT Astra 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
- PT Kalimantan Prima Persada

Pertambangan Batu Bara
Coal Mining

- PT Tuah Turangga Agung

Pertambangan Emas
Gold Mining

- PT Agincourt Resources

Industri Konstruksi
Construction Industry

- PT Acset Indonusa Tbk

Energi
Energy

- PT Unitra Persada Energia
- PT Energia Prima Nusantara



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
- PT Jasamarga Pandaan Malang

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 Astari Marga Sarana

Perdagangan Properti
 Trading Properties

- PT Brahmayasa Bahtera
- PT Astra Modern Land
- PT Award Global Infinity
- PT Astra Land Indonesia

Catatan: Seluruh kegiatan usaha Astra tidak memiliki produk atau jasa yang dilarang di pasar tertentu.

Note: All business activities of Astra do not have products or services that are prohibited in certain markets.

Rantai Pasokan [GRI 102-9]

Supply Chain

Grup Astra bekerja sama dengan pemasok lokal (nasional) maupun asing (internasional) yang mendukung operasional dan kegiatan usaha perusahaan Grup Astra. Astra memahami pentingnya pengelolaan *supply chain management* yang baik dan pengelolaan pengadaan barang dan jasa yang berkelanjutan agar dapat mendukung Grup Astra menjadi perusahaan yang tangguh dan *sustainable*.

Sampai dengan akhir tahun 2021, Grup Astra mencatat 25.243 pemasok yang mendukung kegiatan dan aktivitas usaha Grup Astra. Sebanyak 92,8% dari total jumlah pemasok tersebut adalah pemasok yang berdomisili di Indonesia, sedangkan 7,2% lainnya adalah pemasok yang berdomisili di luar negeri.

Lebih dari itu, melalui rantai pasok, Perseroan ingin berkontribusi terhadap kemajuan roda perekonomian dalam negeri dengan melibatkan pemasok lokal yang berdomisili baik di daerah sekitar operasional ataupun di dalam negeri Indonesia. [GRI 203-2]

Astra Group cooperates with local (national) and foreign (international) suppliers to support its business operations and other activities. Astra recognizes the importance of good supply chain management and sustainable procurement of goods and services in order to support the Astra Group to grow into a strong and sustainable company.

As of the end of 2021, the Astra Group recorded that there were 25,243 suppliers that supported its business activities. As many as 92.8% of the total number of suppliers are local suppliers, while the other 7.2% are suppliers who are domiciled abroad.

Moreover, through our supply chain, Astra aims to contribute to the growth of local and national socio-economy by involving local and national suppliers domiciled in areas surrounding our operational and in Indonesia. [GRI 203-2]



Kami meyakini bahwa untuk mewujudkan masa depan yang lebih baik untuk semua pihak sesuai dengan tujuan *Sustainable Development Goals* (SDGs), dibutuhkan peran dan kontribusi dari semua stakeholders terkait. Untuk itu, Astra mendorong seluruh mitra bisnis, pemasok/*supplier* dan sub-kontraktor dalam rantai pasok Astra untuk juga mengimplementasikan prinsip-prinsip *sustainability* serta *responsible business* dalam kegiatan usahanya.

Upaya untuk mendorong implementasi prinsip-prinsip tersebut oleh seluruh mitra bisnis dilakukan oleh Grup Astra, melalui proses seleksi dan evaluasi mitra bisnis yang mewajibkan diterapkannya sejumlah kriteria, standar, dan komitmen (antara lain kriteria lingkungan, K3, penghormatan hak asasi manusia, dan pakta integritas komitmen anti-korupsi dan praktik suap) ke dalam kontrak kerja sama dengan Grup Astra.

We believe that to create a better future for all parties, in accordance with purpose of the Sustainable Development Goals (SDGs), it requires the role and contribution of all relevant stakeholders. To that end, Astra encourages all business partners, suppliers and sub-contractors in Astra's supply chain to jointly implement the principles of sustainability and responsible business in their business activities.

In an effort to encourage the implementation of the aforementioned principles by all business partners, the Astra Group conducts a selection and evaluation process for business partners, in which they are required to apply a number of criteria, standards, and commitments (among others environmental criteria, Occupational Health and Safety (OHS), respect for human rights, as well as commitment towards integrity, namely anti-corruption and bribery practices) to be stipulated in the cooperation contract with the Astra Group.



Penghargaan dan Sertifikasi

[GRI 102-12]

Awards and Certifications

Penghargaan | Awards

Pemberi Penghargaan Appreciator	Nama Penghargaan	Bulan Month
MIX MarComm	<ol style="list-style-type: none"> 1. <i>Indonesia PR of the Year 2021</i> Kategori Social PR Program Semangat Saling Bantu 2. <i>Indonesia PR of the Year 2021</i> Kategori Creative PR Program Insan Astra Youtuber 3. <i>Indonesia PR of the Year 2021</i> Kategori Corcomm Team Program Aneka Industri 	Januari January
Warta Ekonomi	<ol style="list-style-type: none"> 1. <i>Indonesia PR of the Year 2021</i> Social PR Category Program Semangat Saling Bantu 2. <i>Indonesia PR of the Year 2021</i> Creative PR Category Program Insan Astra Youtuber 3. <i>Indonesia PR of the Year 2021</i> Corcomm Team Category Program Aneka Industri 	Januari January
Indonesia Inhouse Magazine Awards 2021	<i>Indonesia Public Relations Award 2021</i> Indonesia Public Relations Award 2021	Januari January
PR Indonesia Awards 2021	<i>Gold Winner</i> Kategori <i>The Best of E-Magazine Private Company</i> InMA 2021 Gold Winner The Best of E-Magazine Private Company Category InMA 2021	Februari February
TOP Business	<ol style="list-style-type: none"> 1. Kategori Terpopuler di Media Cetak 2020 Sub Kategori Perusahaan Swasta Tbk 2. <i>Gold Winner</i> Kategori Perusahaan Swasta Sub Kategori Annual Report 3. <i>Silver Winner</i> Kategori Perusahaan Swasta Sub Kategori <i>Community Based Development</i> 4. <i>Bronze Winner</i> Kategori Perusahaan Swasta Sub Kategori <i>Corporate PR</i> 	Maret March
The Economics	<ol style="list-style-type: none"> 1. Most Popular Category in Print Media 2020 Sub Category Private Company Tbk 2. <i>Gold Winner Category Private Company Sub Category Annual Report</i> 3. Silver Winner Category Private Company Sub Category Community Based Development 4. Bronze Winner Category Private Company Sub Category Corporate PR 	Maret March
Berita Satu	<ol style="list-style-type: none"> 1. <i>TOP CSR</i> Bintang 5 2. Kategori Khusus Program CSR Penanganan COVID-19 3. <i>Top Leader on CSR Commitment 2021</i> 	April April
Indonesian Institute for Corporate Directorship (IICD)	<ol style="list-style-type: none"> 1. <i>TOP CSR</i> 5 Stars 2. Special Category for COVID-19 Handling CSR Program 3. Top Leader on CSR Commitment 2021 	April April
Kementerian Pemberdayaan Perempuan dan Perlindungan Anak RI	<i>Corporate Branding PR Awards</i> Corporate Branding PR Awards	Mei May
Warta Ekonomi	<i>The 12th Indonesian Institute for Corporate Directorship (IICD) Corporate Governance Award: Best Role of Stakeholders & 11th Top Emiten Big Cap</i> The 12 th Indonesian Institute for Corporate Directorship (IICD) Corporate Governance Award: Best Role of Stakeholders & 11 th Top Emiten Big Cap	Juni June
Mors Group	Penghargaan Penanggulangan Pekerja Anak di Indonesia Award for Combating Child Labor in Indonesia	Juni June
Economic Review	Indonesia Corporate Social Responsibility Indonesia Corporate Social Responsibility	Juli July
Indonesia Achievement Magazine	Top Community Centric Companies in Asia Top Community Centric Companies in Asia	Agustus August
	<ol style="list-style-type: none"> 1. <i>The Best in Indonesia - CSR Leader 2021</i> 2. <i>1st - The Best of The Best - CSR of The Year 2021 (Juara Umum)</i> 3. <i>1st - The Best CSR of The Year 2021</i> 	Agustus August
	<ol style="list-style-type: none"> 1. The Best in Indonesia - CSR Leader 2021 2. <i>1st - The Best of The Best - CSR of The Year 2021 (General winner)</i> 3. <i>1st - The Best CSR of The Year 2021</i> 	Agustus August
	Penghargaan Platinum Indonesia 2021 2021 Indonesia Platinum Award	Agustus August

Pemberi Penghargaan Appreciator	Nama Penghargaan	Bulan Month
Corporate Forum for CSR Development (CFCD)	<ol style="list-style-type: none"> 1. <i>Gold</i>: Program Pemberdayaan Ekonomi dan Keuangan bagi Perempuan 2. <i>Platinum</i>: Program Pengentasan Kemiskinan <ol style="list-style-type: none"> 1. <i>Gold</i>: Economic and Financial Empowerment Program for Women 2. <i>Platinum</i>: Poverty Alleviation Program 	September September
The La Tofi School of CSR	<ol style="list-style-type: none"> 1. Pelibatan Komunitas Dalam Menangani Sampah 2. Integrasi Program untuk Dampak Luas 3. Bantuan Kesehatan dan Ekonomi (<i>charity</i>) untuk Penanganan Darurat COVID-19 <ol style="list-style-type: none"> 1. Community Involvement in Handling Waste 2. Program Integration for Large Impact 3. Health and Economic Assistance (<i>charity</i>) for COVID-19 Emergency Management 	September September
HR Asia	<i>Best Companies to Work For</i> Best Companies to Work For	September September
Indonesia Sustainable Development Goals (ISDA) 2021	<ol style="list-style-type: none"> 1. <i>Gold</i>: Program Pemberdayaan Ekonomi dan Keuangan bagi Perempuan 2. <i>Platinum</i>: Program Pengentasan Kemiskinan <ol style="list-style-type: none"> 1. <i>Gold</i>: Economic and Financial Empowerment Program for Women 2. <i>Platinum</i>: ProgPoverty Alleviation Program 	September September
Asia Money	<ol style="list-style-type: none"> 1. <i>Overall Most Outstanding Company in Indonesia</i> 2. <i>Most Outstanding Company in Indonesia - Automobile and Component Sector</i> <ol style="list-style-type: none"> 1. Overall Most Outstanding Company in Indonesia 2. Most Outstanding Company in Indonesia - Automobile and Component Sector 	September September
Nusantara CSR Awards	<ol style="list-style-type: none"> 1. Pelibatan Komunitas Dalam Menangani Sampah 2. Integrasi Program untuk Dampak Luas 3. Bantuan Kesehatan dan Ekonomi (<i>charity</i>) untuk Penanganan Darurat COVID-19 <ol style="list-style-type: none"> 1. Community Involvement in Handling Waste 2. Program Integration for Large Impact 3. Health and Economic Assistance (<i>charity</i>) for COVID-19 Emergency Management 	September September
Kementerian Kesehatan RI	<ol style="list-style-type: none"> 1. Program Gerakan Masyarakat Hidup Sehat 2. Program Kesehatan Ibu dan Anak <ol style="list-style-type: none"> 1. Healthy Living Community Movement Program 2. Maternal and Child Health Program 	Oktober October
Berita Satu	<ol style="list-style-type: none"> 1. <i>The Best Corporate Secretary Awards 2021</i> 2. <i>Environmental Social Governance ESG Awards 2021</i> <ol style="list-style-type: none"> 1. The Best Corporate Secretary Awards 2021 2. Environmental Social Governance ESG Awards 2021 	Oktober October
Pinnacle Group International - Global CSR Awards	<ol style="list-style-type: none"> 1. <i>Best CSR Indonesia - Platinum</i> 2. <i>Best Environmental Excellence - Gold</i> <ol style="list-style-type: none"> 1. Best CSR Indonesia - Platinum 2. Best Environmental Excellence - Gold 	November November
IDX	CSR IDX Channel: Kategori Sektor Manufaktur CSR IDX Channel: Manufacturing Sector Category	November November
The Economics	<i>Indonesia Good Corporate Governance Awards 2021</i> Indonesia Good Corporate Governance Awards 2021	Desember December

Penghargaan dan Sertifikasi

Awards and Certifications

Sertifikasi | Certifications [GRI 102-12]

Sertifikasi & Akreditasi Certification & Accreditation		Institusi Institution	Berlaku Hingga Valid until
ISO 14001	▶ Sistem Manajemen Lingkungan Environmental Management System	AJA Registrars Singapore, BSI, LRQA, SAI Global, SGS, TUV Rheinland, URS	2021-2024
ISO 45001	▶ Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	SGS, TUV SUD, SUCOFINDO, SICS, BSI, LRQA, BVI, TUV Rheinland, AJA Registrars	2021-2025
OHSAS 18001	▶ Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	AJA Europe, BSI, Globus Certification, SGS, Sucofindo, SAI Global	2021-2022
ISO 50001	▶ Sistem Manajemen Energi Energy Management System	DNV-GL, LRQA, TUV SUD	2021-2023
SMK3	▶ Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	Kemnaker, Sucofindo, SGS	2021-2024
IATF 16949	▶ Sistem Manajemen Mutu Industri Otomotif Quality Management System for the Automotive Industry	TUV Rheinland, TUV SUD, SGS, SAI Global	2021-2024
ISPO	▶ Perkebunan Kelapa Sawit Berkelanjutan Indonesia Indonesia Sustainable Palm Oil Plantation	Mutuagung Lestari (MAL), BVI, TUV Rheinland, SGS, AJA, BSI, Mutu Hijau, MISB	2021-2026
ISO 9001	▶ Sistem Manajemen Mutu Quality Management System	AJA Registrars Singapore, BSI, EAS, Globus Certification, LRQA, SGS, TUV Rheinland, URS, BVI, SICS, SAI Global	2021-2024
Green Mark Platinum Design Building	▶ Green Building	BCA Singapore	2021
ISO 27001	▶ Standardisasi Manajemen Keamanan Informasi Information security management Standardization	BSI, BVI	2021-2024
SNI CAC/RCP 1	▶ Standar Higenitas Pangan Food Hygiene Standard	TUV Rheinland	2021-2022
Authorized Economic Operator (AEO)	▶ Rantai Pasok Global Global Supply Chain	Dir Jen Bea Cukai, BSI	2021-2022



KEANGGOTAAN DALAM ASOSIASI

[SEOJK C.5][GRI 102-13]

Grup Astra berperan aktif pada berbagai organisasi dan asosiasi bisnis, untuk membina dan melakukan hubungan baik dengan berbagai pihak dalam rangka mengembangkan jaringan. Keterlibatan Grup 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)
- Asosiasi Perusahaan Rental Kendaraan Indonesia (ASPERKINDO)
- Persatuan Balai Lelang Indonesia (PERBALI)
- Asosiasi Logistik & Forwarder Indonesia (ALFI)
- Indonesian National Shipowners' Association (INSA)
- Asosiasi Perusahaan Jasa Pengiriman Ekspres Indonesia (ASPERINDO)
- Asosiasi Kontraktor Indonesia (AKI)
- Asosiasi Jasa Konstruksi Nasional (GAPENSI)
- Asosiasi Industri Teknologi Informasi (AITI)
- Asosiasi Pengusaha Komputer Indonesia (APKOMINDO)
- Asosiasi Perusahaan Perdagangan Barang Distributor, Keagenan dan Industri Indonesia (ARDIN INDONESIA)
- Asosiasi Pengadaan Pemeliharaan Perlengkapan Pegawai dan Kantor
- Asosiasi Perusahaan Teknik Mekanikal Elektrikal (APTEK) Provinsi DKI Jakarta
- Asosiasi Perusahaan Pengadaan Komputer dan Telematika Indonesia (ASPEKMI)
- Indonesia Corporate Secretary Association (ICSA)
- Gabungan Industri Alat Mobil dan Motor (GIAMM)
- Perhimpunan Agen Alat Berat Indonesia (PAABI)
- Asosiasi Pengguna Jasa Sekuriti Indonesia (APJASI)
- Perhimpunan Hubungan Masyarakat Indonesia (PERHUMAS)

MEMBERSHIP IN ASSOCIATIONS

[SEOJK C.5][GRI 102-13]

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:

- Indonesian Employer's Association (APINDO)
- The Association of Indonesia Automotive Industries (GAIKINDO)
- Indonesian Motorcycle Industry Association (AISI)
- Indonesian Palm Oil Association (GAPKI)
- Association of Indonesian Biofuel Producers (APROBI)
- Indonesian Chamber of Commerce and Industry (KADIN)
- Association of Indonesian Child-Friendly Companies (APSAI)
- Association of Indonesian Issuers (AEI)
- Indonesian Real Estate Companies Association (REI)
- Indonesian General Insurance Association (AAUI)
- Indonesian Life Insurance Association (AAJI)
- Indonesian Toll Road Association (ATI)
- Association of Indonesian Vehicle Rental Companies (ASPERKINDO)
- Indonesian Auction House Association (PERBALI)
- Indonesian Logistics & Forwarders Association (ALFI)
- Indonesian National Shipowners' Association (INSA)
- Association of Indonesian Express Delivery Service Companies (ASPERINDO)
- Indonesian Contractors Association (AKI)
- National Construction Services Association (GAPENSI)
- Information Technology Industry Association (AITI)
- Indonesian Computer Entrepreneurs Association (APKOMINDO)
- Association of Indonesian Distributor, Agency and Industrial Goods Trading Company (ARDIN INDONESIA)
- Procurement Maintenance of Employees and Office Equipment Association
- Electrical Mechanical Engineering Company Association (APTEK) DKI Jakarta Province
- Association of Indonesian Computer and Telematics Procurement Companies (ASPEKMI)
- Indonesia Corporate Secretary Association (ICSA)
- Automobile and Motorcycle Equipment Industry Association (GIAMM)
- Indonesian Heavy Equipment Agents Association (PAABI)
- Indonesian Security Service User Association (APJASI)
- Public Relations Association of Indonesia (PERHUMAS)

Peristiwa Penting 2021

2021 Event Highlights



Januari | January

Astra Corporate Affairs Awards 2020: Inovasi Tingkatkan Improvement Perusahaan

Astra Corporate Affairs Awards 2020 ajang apresiasi penghargaan bagi internal grup dalam pencapaian bidang *environment, health, social responsibility, security* dan *corporate communication*. Dengan 27 kategori penghargaan secara virtual pada 8 Januari 2021.

Astra Corporate Affairs Awards 2020: Innovation Increases Company Improvement

Astra Corporate Affairs Awards 2020 is an event of appreciation for internal groups on the achievements in the fields of environment, health, social responsibility, security and corporate communication. With 27 award categories, awarded virtually on January 8, 2021.



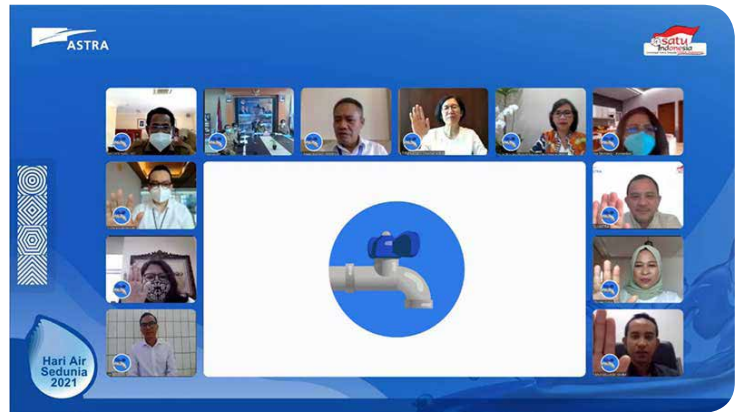
Februari | February

HUT Ke-64 Astra: Semangat Melaju bersama

Perayaan ulang tahun Astra tetap istimewa walau harus dilaksanakan secara virtual dikarenakan pandemi COVID-19 yang tak kunjung usai dan mempengaruhi ekonomi di seluruh dunia, termasuk Indonesia. Meski begitu, Presiden Direktur Astra Djony Bunarto Tjondro tetap yakin dan optimistis bahwa seluruh Insan Astra memiliki daya juang dan sikap pantang menyerah.

Astra's 64th Anniversary: The Spirit of Moving Together

Astra's anniversary is still special despite the fact that it has to be held virtually due to the ongoing COVID-19 pandemic affecting economies around the world, including Indonesia. Even so, Astra President Director Djony Bunarto Tjondro remains confident and optimistic that all Astra personnel have the fighting spirit and unyielding attitude.



Maret | March

Astra Peringati Hari Air Dunia : Astra Bangun Air Bersih di NTT

Dampak positif dari berbagai program kontribusi sosial berkelanjutan Grup Astra, yang dijalankan di 15 desa dan empat kecamatan di Rote Ndao, Nusa Tenggara Timur (NTT), dalam lima tahun terakhir telah dirasakan oleh 7.667 orang. Sebagai bagian dari program kontribusi sosial tersebut, Astra pada 22 Maret 2021 meresmikan instalasi air bersih dan sekolah di Rote Ndao yang bertepatan dengan Hari Air Dunia, sekaligus sejalan dengan lima sasaran *Sustainable Development Goals* (SDGs), yakni Tanpa Kemiskinan, Tanpa Kelaparan, Pendidikan Bermutu, Air Bersih dan Sanitasi Layak, serta Menjaga Ekosistem Darat.

Astra Commemorates the World Water Day in East Nusa Tenggara

The positive impact of Astra Group's various sustainable social contribution programs, which have been implemented in 15 villages and four sub-districts in Rote Ndao, East Nusa Tenggara (NTT), in the last five years has been felt by 7,667 people. As part of the social contribution program, Astra on March 22, 2021 inaugurated clean water installations and schools in Rote Ndao which coincided with the World Water Day, as well as in line with the five Sustainable Development Goals (SDGs), namely No Poverty, No Hunger, Quality Education, Clean Water and Proper Sanitation, and Protecting Land Ecosystems.



April | April

Festival Santri Milenial

Desa Sejahtera Astra (DSA) – Pondok Pesantren Fathul Ulum Jombang kembali mengadakan Festival Santri Tani Milenial. Acara yang berlangsung pada Sabtu, 27 Maret 2021, ini diadakan di dua lokasi, yaitu Pendopo Kabupaten Jombang (Bimtek dan launching Kelompok Santri Tani Milenial) dan di DSA Pondok Pesantren Fathul Ulum, yang dihadiri oleh Menteri Pertanian Republik Indonesia Syahrul Yasin, Pengasuh Pondok Pesantren Fathul Ulum KH. Ahmad Habibul Amin (Gus Amin), Kepala Badan Penyuluhan dan Pengembangan SDM Pertanian Dedi Nursanti, Direktur CSR Astra Tol Jombang-Mojokerto, Balai Penyuluhan Pertanian dan Peternakan Malang, serta para santri.

Millennial Santri Festival

Astra Prosperous Village (DSA) – Fathul Ulum Islamic Boarding School Jombang again held the Millennial Santri Farmer Festival. The event, which took place on Saturday, March 27, 2021, was held in two locations, namely the Jombang Regency Hall (Bimtek and the launching of the Millennial Farmer Santri Group) and at the DSA Pondok Pesantren Fathul Ulum, which was attended by the Minister of Agriculture of the Republic of Indonesia Syahrul Yasin, the caretaker of the Islamic Boarding School. Fathul Ulum KH. Ahmad Habibul Amin (Gus Amin), Head of Agricultural Extension and Human Resources Development Agency Dedi Nursanti, CSR Director of the Jombang-Mojokerto Toll Astra, Malang Agricultural and Livestock Extension Center, and the students.



Mei | May

Festival Pendidikan Astra: Transformasi Pendidikan Mencapai SDGs

Sejalan dengan peringatan Hari Pendidikan Nasional, Astra mengadakan Festival Pendidikan Astra 2021 secara virtual bertema Transformasi Pendidikan Mencapai Tujuan Pembangunan Berkelanjutan, bekerja sama dengan Kementerian Pendidikan, Kebudayaan, Riset dan Teknologi Republik Indonesia (Kemdikbudristek) serta Kementerian Perencanaan Pembangunan Nasional (PPN)/Bappenas Republik Indonesia. Dalam Festival tersebut, Astra bersama Kementerian PPN juga menandatangani nota kesepahaman untuk mendukung percepatan peningkatan kualitas pendidikan dan kesehatan di Indonesia.

Astra Education Festival: Educational Transformation Achieving SDGs

In line with the commemoration of the National Education Day, Astra held the 2021 Astra Education Festival virtually with the theme of Education Transformation Achieving Sustainable Development Goals, in collaboration with the Ministry of Education, Culture, Research and Technology of the Republic of Indonesia (Kemdikbudristek) and the Ministry of National Development Planning (PPN)/Bappenas of the Republic of Indonesia. During the Festival, Astra and the Ministry of National Development Planning also signed a memorandum of understanding to support the acceleration of improving the quality of education and health in Indonesia.

Peristiwa Penting 2021 2021 Event Highlights

Juni | June

Astra ikut Gotong Royong Vaksinasi Tahap Pertama

Grup Astra melakukan vaksinasi COVID-19 Gotong Royong tahap pertama untuk karyawan beserta keluarga. Vaksinasi diawali di wilayah Jabodetabek kemudian dilanjutkan untuk karyawan Grup Astra di wilayah Jawa Tengah, Jawa Timur, Bali, dan Sulawesi.

First Stage Vaccination

Astra Group conducted the first stage of the COVID-19 Gotong Royong vaccination for employees and their families. Vaccination begins in the Greater Jakarta area and then continues for Astra Group employees in Central Java, East Java, Bali, and Sulawesi.



Juni | June

Festival Lingkungan Astra: Tunjukan Aksi Nyata untuk Keberlanjutan Ekosistem

Dalam upaya melestarikan lingkungan di Indonesia, Astra mengajak seluruh masyarakat untuk bergerak bersama-sama demi keberlanjutan lingkungan hidup melalui Festival Lingkungan Astra 2021. Pelaksanaan Festival Lingkungan Astra yang telah memasuki tahun kelima, mengangkat tema Mimpi dan Aksi Nyata untuk Keberlanjutan Ekosistem Indonesia, sesuai tema hari lingkungan hidup sedunia yakni Pemulihan Ekosistem.

Real Action for Ecosystem Sustainability through the Astra Environmental Festival

To help preserving the environment in Indonesia, Astra invites all people to join hand for environmental sustainability through the 2021 Astra Environmental Festival. The implementation of the Astra Environmental Festival, which has entered its fifth year, was held under the theme of Dreams and Real Actions for the Sustainability of the Indonesian Ecosystem, according to the theme of the world environment day, namely Ecosystem Recovery.





Juli | July

Festival Kewirausahaan 2021: Produk Desa Sejahtera Astra Tembus Pasar Ekspor

Pembinaan UKM dalam wadah DSA semakin meningkat setiap tahunnya. Program DSA dan Kampung Berseri Astra (KBA) mengoptimalkan potensi ekonomi lokal produk unggulan desa. Sebanyak 175 DSA dan 17 KBA baru diluncurkan saat festival. Kini, total ada 930 DSA dan 133 KBA, di 34 provinsi. Astra telah memberikan manfaat kepada 104.331 masyarakat terdampak dan menyerap 16.345 tenaga kerja. Produk-produk produk lokal unggulan sukses menembus pasar ekspor, antara lain *essential oil*, kopra, beras organik, sorghum olahan, buah mete, dan kopi. Tujuan ekspor meliputi, India, Pakistan, Uni Emirat Arab, Amerika Serikat, China, dan Asia Tenggara.

2021 Entrepreneurship Festival: Astra Prosperous Village Products Enter the Export Market

The development of SMEs under the DSA forum is increasing every year. The DSA and Kampung Berseri Astra (KBA) programs optimize local economic potential of village products. A total of 175 DSA and 17 new KBAs were launched during the festival. Now, there are a total of 930 DSA and 133 KBA, in 34 provinces. Astra has provided benefits to 104,331 affected communities and absorbed 16,345 workers. Superior local products have successfully penetrated the export market, including essential oils, copra, organic rice, processed sorghum, cashews, and coffee. Export destinations include, India, Pakistan, United Arab Emirates, United States, China, and Southeast Asia.



Agustus | August

Astra Maknai HUT RI dengan Semangat Saling Bantu untuk Indonesia

Dalam perayaan HUT ke-76 RI, Astra menggagas gerakan #SemangatSalingBantu. Gerakan yang bergulir pada 3 Agustus hingga 7 September 2021. Dalam rangkaian gerakan #SemangatSalingBantu, Astra memberikan 65.000 paket sembako dan 7.600 kupon *voucher* untuk masyarakat yang terdampak COVID-19.

The Spirit of Mutual Help for a Strong and Growing Indonesia

In celebration of the 76th Indonesian Independence Day, Astra initiated the #SemangatSalingBantu movement. A movement that runs from August 3 to September 7, 2021. In the #SemangatSalingBantu movement series, Astra provided 65,000 basic food packages and 7,600 voucher coupons for people affected by COVID-19.

Peristiwa Penting 2021 2021 Event Highlights



September | September

Distribusi Paket Bantuan #SemangatSalingBantu dari Astra untuk Indonesia

Biwi Suswito salah satu Relawan yang mengarungi perjalanan 295 kilometer dari Pekanbaru ke Kabupaten Indragiri Hilir Riau, melintasi jalur darat dan sungai untuk mendistribusikan paket bantuan Semangat Saling Bantu (SSB) dari Astra ke desa-desa. Hingga penutupan 7 September, aktivasi media sosial gerakan #SemangatSalingBantu berhasil mengumpulkan 101.166 unggahan pesan dari berbagai kalangan. Dari total unggahan itu, Astra melalui Nurani Astra telah mengonversi menjadi 101.166 paket bantuan, berupa makanan siap saji dan bahan kebutuhan pokok untuk didistribusikan secara bertahap ke berbagai wilayah Indonesia.

#SemangatSalingBantu Assistance Package, from Astra for Indonesia

Biwi Suswito is one of the volunteers who traveled 295 kilometers from Pekanbaru to Indragiri Hilir Regency, Riau, crossing land and river routes to distribute the Spirit of Mutual Assistance (SSB) aid package from Astra to villages. Until the closing of September 7, the social media activation of the #SemangatSalingBantu movement managed to collect 101,166 uploaded messages from various groups. Of the total posted messages, Astra through Nurani Astra has converted into 101,166 aid packages, in the form of ready-to-eat food and basic necessities to be distributed gradually to various parts of Indonesia.



September | September

Astra Gelar Festival Indonesia "Ayo Aman Berlalu Lintas"

Sejalan dengan peringatan Hari Lalu Lintas Bhayangkara ke-66, Astra mengadakan Festival Indonesia Ayo Aman Berlalu Lintas dengan tema "Aman dan Nyaman Bersama di Jalan" sebagai wujud kepedulian Astra terhadap keselamatan berlalu lintas. Pada acara ini, terdapat sesi Podcast Indonesia Ayo Aman Berlalu Lintas (IAABL) yang membahas topik tentang regulasi di Indonesia, perilaku pengendara, dan faktor kendaraan.

Astra Holds Indonesian Festival "Let's Traffic Safely"

In line with the commemoration of Bhayangkara's 66th Traffic Day, Astra held the Indonesian Festival for Safe Traffic with the theme "Safe and Comfortable Together on the Road" as a form of Astra's concern for traffic safety. At this event, there was a Podcast session on Indonesia's Ayo Safe Traffic (IAABL) which discussed topics about regulations in Indonesia, driver behavior, and vehicle factors.



Oktober | October

SATU Indonesia Awards 2021

Seiring dengan peringatan 93 tahun Hari Sumpah Pemuda yang jatuh pada 28 Oktober, 11 anak muda pembawa perubahan bagi masyarakat sekitarnya menerima apresiasi 12th Semangat Astra Terpadu Untuk (SATU) Indonesia Awards 2021 dari Astra. Semangat dan kegigihan 11 anak muda tersebut semakin terasa pada acara awarding 12th SATU Indonesia Awards 2021 yang diadakan secara virtual pada 28 Oktober 2021, dengan mengangkat tema "Semangat Melaju Bersama" yang sejalan dengan tema peringatan Hari Sumpah Pemuda 2021 yakni "Bersatu, Bangkit, dan Tumbuh", 12th SATU Indonesia Awards 2021 membagikan beragam kisah perjuangan tanpa kenal lelah dari 11 penerima apresiasi untuk menciptakan perubahan bagi sekitarnya. Penerima apresiasi 12th SATU Indonesia Awards 2021 terdiri dari enam penerima apresiasi pada kategori umum dan lima penerima apresiasi pada kategori khusus.

SATU Indonesia Awards 2021

In commemoration of the 93rd anniversary of Youth Pledge Day on October 28, 11 young people who brought changes for the surrounding community received the 12th Semangat Astra Terpadu Untuk (SATU) Indonesia Awards 2021 from Astra. The enthusiasm and tenacity of those 11 young people grow even stronger during the awarding of the 12th SATU Indonesia Awards 2021, held virtually on October 28, 2021, with the theme of "Spirit of Moving Together" which was in line with the theme of the 2021 Youth Pledge Day commemoration, namely "United, Rise, and Grow", the 12th SATU Indonesia Awards 2021 shared various stories of the tireless struggle of 11 awardees to create changes for their surroundings. The recipients of appreciation for the 12th SATU Indonesia Awards 2021 consist of six awardees in the general category and five awardees in the special category.



November | November

AGEn Summit 2021

Seiring dengan peringatan Hari Energi Dunia 2021, Astra pada 5 November 2021 mengadakan Astra Green Energy Summit 2021 dengan tema "Aksi Nyata Mewujudkan Lingkungan Berkelanjutan melalui Optimalisasi Energi" sebagai wujud dukungan Astra terhadap program konservasi dan efisiensi energi di lingkungan perusahaan-perusahaan Grup Astra. Turut hadir Menteri Energi dan Sumber Daya Mineral (ESDM) Republik Indonesia Arifin Tasrif, Koordinator Penyiapan Program Aneka Energi Baru dan Energi Terbarukan Kementerian ESDM Tony Susandy, S.T., M.B.A., dan Chief of Corporate Affairs Astra Riza Deliansyah.

AGEn Summit 2021

Along with the commemoration of the 2021 World Energy Day on November 5, 2021, Astra held the Astra Green Energy Summit 2021 with the theme "Real Actions to Create a Sustainable Environment through Energy Optimization" as a form of Astra's support for energy conservation and efficiency programs within Astra Group companies. Also attending during the event was the Minister of Energy and Mineral Resources (ESDM) of the Republic of Indonesia Arifin Tasrif, Coordinator of Preparation of the New Energy and Renewable Energy Program at the Ministry of Energy and Mineral Resources Tony Susandy, S.T., M.B.A., and Chief of Corporate Affairs Astra Riza Deliansyah.



Desember | December

Nurani Astra Salurkan Bantuan Rp4,4 Miliar Untuk Korban Erupsi Gunung Semeru

Grup Astra melalui Nurani Astra membantu korban bencana alam erupsi Gunung Semeru di Kabupaten Lumajang, Jawa Timur, dengan menyalurkan bantuan tahap awal senilai lebih dari Rp4,4 miliar. Turut hadir Menteri Koordinator Bidang Politik, Hukum, dan Keamanan Republik Indonesia Mahfud MD didampingi Bupati Lumajang Thoriqul Haq, Chief of Corporate Affairs Astra Riza Deliansyah, Head of Security Division Astra Muslich, dan Ketua Koordinator Wilayah (Korwil) Grup Astra Malang Lindung Karuniawan dalam penyerahan bantuan pada 17 Desember 2021 yang berlokasi di pendopo Kabupaten Lumajang.

Nurani Astra Distributed Aid of Rp4.4 Billion for the Victims of the Eruption of Mount Semeru

Astra Group, through Nurani Astra, assisted the victims of the natural disaster of the Mount Semeru eruption in Lumajang Regency, East Java, by distributing early-stage assistance worth more than Rp. 4.4 billion. Also present were the Coordinating Minister for Political, Legal and Security Affairs of the Republic of Indonesia Mahfud MD accompanied by the Regent of Lumajang Thoriqul Haq, Chief of Corporate Affairs Astra Riza Deliansyah, Head of Security Division Astra Muslich, and Head of Regional Coordinator (Korwil) Malang Astra Group Protected Karuniawan in the handover assistance on December 17, 2021, which is located at the Lumajang Regency pavilion.

Keberlanjutan di Astra

Sustainability at Astra





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Keberlanjutan di Astra

Sustainability at Astra



Cita-cita Astra adalah Sejahtera Bersama Bangsa. Untuk mencapai cita-cita tersebut, Astra membangun dan mengembangkan tata kelola perusahaan serta menetapkan strategi keberlanjutan yang bernama *Strategic Triple-P Roadmap* yang akan meningkatkan nilai bagi para pemangku kepentingan, serta membangun dan mengembangkan Insan Astra, dan memberikan manfaat untuk masyarakat.

Astra's aspiration is to Prosper with the Nation. To achieve these goals, Astra builds and develops corporate governance as well as establishes a sustainability strategy called the Strategic Triple-P Roadmap which will increase value for stakeholders, as well as build and develop Astra People, and provide benefits to society.



Strategi Keberlanjutan Astra: *Triple-P Roadmap Strategy*

[SEOJK A.1] [GRI 102-16]

Astra Sustainability Strategy: Triple-P Roadmap Strategy

Sejak 2010, Astra telah memiliki strategi yang bernama *Strategic Triple-P Roadmap* yang terdiri dari *Portfolio Roadmap*, *People Roadmap*, dan *Public Contribution Roadmap*. Strategi ini merupakan strategi jangka panjang yang bertujuan untuk meningkatkan nilai bagi para pemangku kepentingan, membangun dan mengembangkan Insan Astra, dan memberikan manfaat untuk masyarakat. Keberlanjutan merupakan salah satu fokus utama dari strategi ini. Melalui strategi ini, Astra menyeimbangkan pertumbuhan bisnis dengan tanggung jawab lingkungan dan kontribusi kepada masyarakat. Strategi ini merupakan panduan seluruh Insan Astra dan seluruh lini bisnis kami untuk secara kolektif mencapai cita-cita Astra menjadi “Sejahtera Bersama Bangsa” dan mewujudkan Goal 2030 Grup Astra untuk bertransformasi menjadi “Kebanggaan Bangsa.”

Melalui *Triple-P Roadmap Strategy* yang diimplementasikan secara komprehensif oleh seluruh anak perusahaan kami, Astra turut memastikan kami mendukung pencapaian *Sustainable Development Goals* (SDGs) sesuai dengan *roadmap* Pemerintah Indonesia, baik di tingkat nasional dan internasional.

Untuk menjalankan *Triple-P Roadmap*, Astra mengembangkan dan mengimplementasikan antara lain Astra Code of Conduct, Astra Board Manuals, dan Astra System of Management untuk membangun usaha yang berkelanjutan.

REJUVENASI TRIPLE-P ROADMAP STRATEGY

Semangat inovasi dan *continuous improvement* yang terus digaungkan oleh Astra selama ini mendorong kami untuk melakukan rejuvenasi dengan memperkuat integrasi keberlanjutan dalam strategi *Triple-P Roadmap* guna dapat turut berkontribusi menjalankan peran kami untuk turut mengatasi tantangan perubahan iklim global. Pada tahun 2021, kami memulai langkah rejuvenasi memperkuat dan mempertajam pendekatan, komitmen, strategi, serta target-target *sustainability*, termasuk bagaimana Astra dapat memperkuat peranan dan kontribusi kami terhadap upaya pemerintah Indonesia bertransisi ke *low-carbon economy*. Serta terus mendukung ketahanan energi nasional melalui peningkatan porsi bauran *clean & green energy*. Rejuvenasi dari *Triple-P Roadmap* ini diharapkan akan dapat kami keluarkan pada Tahun 2022.

Since 2010, Astra has already had a strategy called the *Strategic Triple-P Roadmap* consisting of *Portfolio Roadmap*, *People Roadmap*, and *Public Contribution Roadmap*. This strategy is a long-term strategy aiming at increasing our values for stakeholders, build and develop Astra People, and provide benefits to society. Sustainability is one of the main focuses in this strategy. Through this strategy, Astra balances business growth with environmental responsibility and contribution to society. This strategy is a guide for all Astra employee and all of our business lines to collectively achieve Astra’s goals of being “Prosperous with the Nation” and realizing the 2030 Goal of the Astra Group to transform into “Pride of the Nation”.

Through the *Triple-P Roadmap Strategy* which is comprehensively implemented by all of our subsidiaries, Astra ensures its support to the achievement of the *Sustainable Development Goals* (SDGs) in accordance with the *roadmap* of the Government of Indonesia, both at national and international levels.

To implement the *Triple-P Roadmap*, Astra has developed and implemented among others the Astra Code of Conduct, Astra Board Manuals, and Astra System of Management to build a sustainable business.

REJUVENATION OF TRIPLE-P ROADMAP STRATEGY

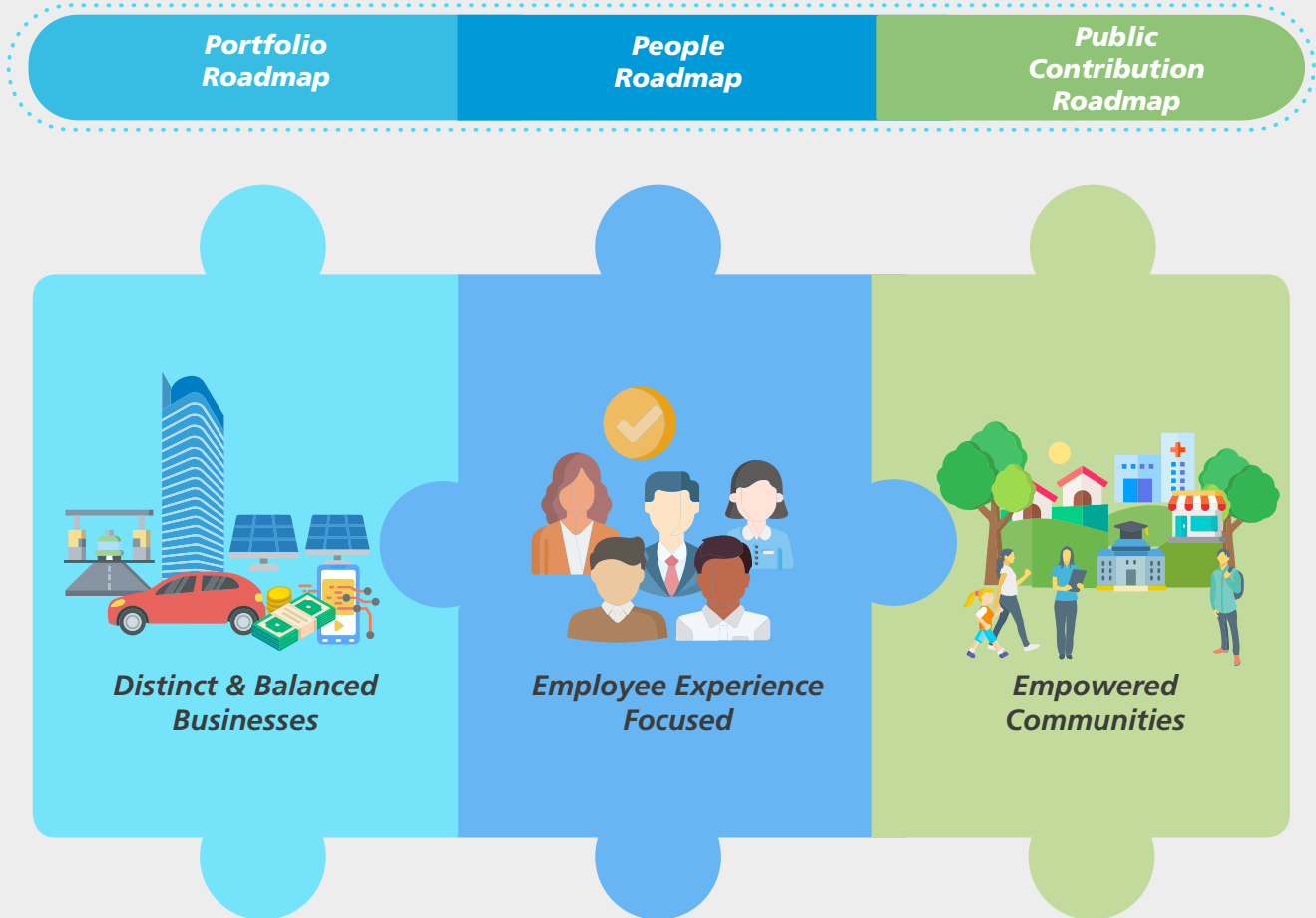
We have been encouraged by Astra’s resonated passion for innovation and improvement to make rejuvenations by strengthening the sustainability integration in the *Triple-P Roadmap strategy* so we can make a greater contribution in overcoming the challenge of global climate change. In 2021, we began to strengthen and sharpen our approaches, commitments, strategies, and sustainability targets, and this endeavor included how Astra could strengthen its role and contribution to the Indonesian government’s transition towards a low-carbon economy, as well as supporting national energy security through enhancement of green and clean energy mix. We expect to issue the rejuvenation of the *Triple-P Roadmap* in 2022.

Pada tahun 2021, kami telah memulai proses rejuvenasi memperkuat dan mempertajam pendekatan, komitmen, strategi, serta target-target *sustainability*, termasuk bagaimana Astra dapat memperkuat peranan dan kontribusi kami terhadap upaya pemerintah Indonesia bertransisi ke *low-carbon economy*.

In 2021, we began the rejuvenation process to strengthen and sharpen our approaches, commitments, strategies, and sustainability targets, and this endeavor included how Astra could strengthen its role and contribution to the Indonesian government's transition towards a low-carbon economy.

◦ **Astra Sustainability Strategy : Triple-P Roadmap Strategy**

Sejahtera Bersama Bangsa
Prosper with the Nation



Portfolio Roadmap Astra berfokus untuk terus mendorong upaya pengembangan dan diversifikasi portofolio bisnis untuk menghasilkan profitabilitas yang sehat dan kuat, baik saat ini dan pada masa depan.

Dari aspek manajemen lingkungan yang terkait dengan aktivitas operasional Perseoran, Astra memastikan pengendalian dan mitigasi dari dampak lingkungan dari operasional dan bisnis kami dikelola dengan efektif, efisien, dan konsisten di seluruh lini bisnis. Untuk ini, Astra dipandu oleh Astra Green Company (AGC) sebagai sistem manajemen Lingkungan, Kesehatan, dan Keselamatan Kerja (LK3) untuk memantau berbagai persyaratan pengelolaan LK3 yang dilakukan menggunakan kriteria penilaian *green strategy*, *green process*, *green product*, *green employee*, pencapaian *critical points*, dan kepatuhan pada seluruh peraturan yang berlaku.

People Roadmap berfokus pada tujuan utama Astra untuk menjadi *top employer of choice* yang mampu memberikan tidak hanya pengalaman kerja terbaik, namun juga pengalaman hidup yang berharga untuk setiap karyawan kami. Untuk itu, Astra secara konsisten menjalankan program-program pengembangan SDM baik *hard skill*, *soft skill*, dan *leadership*, juga memastikan Kesehatan dan Keselamatan Kerja (K3) karyawan. Di samping itu, dalam menjalin hubungan dengan setiap karyawan, Astra senantiasa mengedepankan rasa hormat, dan menjunjung tinggi keragaman, serta Hak Asasi Manusia.

Public Contribution Roadmap berfokus pada tujuan Astra untuk berkontribusi terhadap *social progress* di mana pun kami hadir. Program-program unggulan berbasis sosial kemasyarakatan terus dijalankan dengan dipandu oleh Astra Friendly Company (AFC) sebagai pedoman sekaligus metode *assessment* Grup Astra dalam pelaksanaan kontribusi sosial berkelanjutan yang telah mengombinasikan standar sosial dan prinsip *social responsibility*, yakni ISO 26000 - Panduan Internasional Tanggung Jawab Sosial. Program-program sosial kemasyarakatan Astra terus memperhatikan *long-term sustainability* dan *program quality*, serta memastikan dampak positif dari program yang kami usung dapat mendorong kemajuan masyarakat dan berkontribusi terhadap pencapaian SDGs, terutama di bidang:

- Kesehatan
- Pendidikan
- Lingkungan
- Kewirausahaan

Portfolio Roadmap of Astra focuses on continuing to encourage business portfolio development and diversification to generate healthy and strong profitability, both now and in the future.

In the environmental management aspect related to the Company's operational activities, Astra ensures that it manages the control and mitigation of environmental impacts of our operations and business across all business lines in an effective, efficient, and consistent manner. To achieve this objective, Astra is guided by the Astra Green Company (AGC) as an Environmental, Health and Safety (EHS) management system to monitor various EHS management requirements using assessment criteria e.g. *green strategy*, *green process*, *green product*, *green employee*, *critical achievement*. points, and compliance with all applicable regulations.

The **People Roadmap** focuses on Astra's ultimate goal to become the top employer of choice capable of providing not only the best work experience, but also valuable life experiences for each of our employees. To that end, Astra consistently carries out human capital development programs in building hard skill, soft skill, and leadership, while at the same time ensuring the health and safety of our people. In addition, in establishing relationships with each employee, Astra places its priority on respect, upholds diversity, as well as human rights.

The **Public Contribution Roadmap** focuses on Astra's other key goal of contributing to social progress wherever we are present. Astra continues to run its Excellent social-based programs, using the Astra Friendly Company (AFC) as a guideline and as an assessment method that Astra Group applies in implementing sustainable social contributions that have combined social standards and social responsibility principles, namely ISO 26000 - Guidelines International Social Responsibility. Astra's social community programs continue to pay attention to long-term sustainability and quality programs, and ensure that the positive impacts of the programs that we are running can encourage community progress and contribute to the achievement of the SDGs, especially in the areas of:

- Health
- Education
- Environment
- Entrepreneurship

Keberlanjutan di Astra

Sustainability at Astra

MENDUKUNG SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Berbagai inisiatif dan fokus area yang dilaksanakan sesuai dengan strategi *Triple-P Roadmap* turut berkontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan atau *Sustainable Development Goals* (SDGs). Kami telah mengidentifikasi SDGs Goals yang selaras dengan *Triple-P Roadmap* di mana Astra dapat memberikan kontribusi nyata:

SUPPORTING THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Various initiatives and focus areas implemented in accordance with the Triple-P Roadmap strategy contribute to the achievement of the Sustainable Development Goals (SDGs). We have identified SDG Goals that are aligned with the Triple-P Roadmap where Astra can make a real contribution:

Strategy	Bagaimana Kami Mendukung SDGs Goal Tersebut	How We Support Those Goals
<p>Portfolio</p> 	<p>Astra senantiasa memastikan aktivitas dan operasional kami mengusung prinsip-prinsip <i>distinct and balanced business</i> di mana kami memastikan operasional, kegiatan usaha, dan investasi-investasi Astra selaras dengan cita-cita pembangunan berkelanjutan, juga mampu berkontribusi untuk membangun <i>social progress</i> demi masa depan yang lebih baik bagi semua. Tujuan ini kami wujudkan, antara lain melalui:</p> <ol style="list-style-type: none"> 1. Lini Bisnis Alat Berat, Pertambangan, Konstruksi, dan Energi Astra terus memperkuat komitmen sustainability dan investasi bisnis yang mendukung transisi ke <i>low-carbon economy</i> termasuk menjajaki berbagai proyek Energi Baru dan Terbarukan (EBT), seperti <i>solar PV</i> dan mini hidro. 2. Investasi Astra untuk mendukung tumbuhnya ekonomi digital di Indonesia, yakni SayurBox, HaloDoc, dan GoTo. 3. Lini Bisnis Otomotif Astra terus berkomitmen untuk mendukung pemerintah Indonesia dalam perkembangan industri otomotif ke depan yang lebih ramah lingkungan. 4. Lini Bisnis Jasa Keuangan Astra terus mendorong digitalisasi untuk memperluas <i>financial inclusion and literacy</i>, serta memastikan keamanan data nasabah, <i>cybersecurity</i>, serta praktik-praktik <i>marketing</i> yang bertanggung jawab. 5. Lini bisnis Agribisnis Astra terus konsisten mendukung implementasi biodiesel B30 pemerintah Indonesia, juga implementasi yang kuat dari komitmen <i>No Deforestation, No Peat and No Exploitation (NDPE)</i> di seluruh operasinya dan sertifikasi-sertifikasi keberlanjutan di sektor agribisnis, antara lain ISPO. 6. Melalui Lini Bisnis Infrastruktur dan Logistik, Astra mendukung pembangunan infrastruktur yang didorong oleh pemerintah Indonesia melalui investasi untuk pembangunan 396 km konsesi jalan tol, dan senantiasa memberikan pelayanan terbaik berupa pemenuhan standar pelayanan, serta membuka kesempatan yang luas kepada UMKM di <i>rest area</i>. 7. Lini bisnis Teknologi Informasi Astra terus meningkatkan kualitas layanan, utamanya digital and <i>cybersecurity</i> sehingga kami mampu untuk mendukung kebutuhan pelanggan di era digital saat ini dan pada masa depan. 8. Lini bisnis Properti Astra terus mendorong inovasi di bidang properti yang ramah lingkungan, termasuk dalam penerapan standar-standar terbaik <i>Green Building</i>. <p>Pada aspek sosio-ekonomi, Astra terus memastikan manfaat positif dari kehadiran kami dapat dirasakan oleh masyarakat, antara lain melalui penyerapan tenaga kerja dan pelibatan pemasok/supplier lokal dan nasional yang dapat membantu menggerakkan roda perekonomian setempat.</p>	<p>Astra ensures that its activities and operations always carry the distinct and balanced business principles, where Astra's operations, business activities and investments are always in line with sustainable development goals, and are able to contribute to building social progress for a better future for all. We achieve this goal, among others through:</p> <ol style="list-style-type: none"> 1. Astra's Heavy Equipment, Mining, Construction and Energy divisions continue to strengthen their commitment to sustainability and business investment that supports the transition to a low-carbon economy, including exploring various New and Renewable Energy (NRE) projects, such as solar PV and mini hydro. 2. Astra's investments to support the growth of the digital economy in Indonesia, namely SayurBox, HaloDoc, and GoTo. 3. Astra's Automotive division continues to be committed to supporting the Indonesian government in the development of a more environmentally friendly automotive industry in the future. 4. Astra's Financial Services division continues to encourage digitalization to expand financial inclusion and literacy, as well as ensure customer data security, cyber security, and responsible marketing practices. 5. Astra's Agribusiness business line continues to consistently support the implementation of the Indonesian government's B30 biodiesel, as well as the strong implementation of the No Deforestation, No Peat and No Exploitation (NDPE) commitment in all of its operations and sustainability certifications in the agribusiness sector, including ISPO. 6. Through its Infrastructure and Logistics Business Line, Astra supports the infrastructure development that the Indonesian government has recently been pushing through investment for the construction of 396 km toll road concessions, and continues to provide the best service in the form of meeting service standards, while opening up wide opportunities for MSMEs in rest areas. 7. Astra's Information Technology business line continues to improve service quality, especially digital and cyber security so that we are able to support customer needs in the digital era, both now and in the future. 8. The Property business line of Astra continues to encourage innovation in the field of environmentally friendly properties including the implementation of the best Green Building standards. <p>In the socio-economic aspect, Astra continues to ensure that the positive benefits of our presence can have an impact on the community, among others through employment and the involvement of local and national suppliers/suppliers who can help to drive the local economy.</p>

Strategy	Bagaimana Kami Mendukung SDGs Goal Tersebut	How We Support Those Goals
<h2 data-bbox="199 439 320 479">People</h2>    	<p data-bbox="539 439 995 479">Insan Astra adalah tulang punggung kami dan <i>key success factor</i> dari apapun yang kami lakukan.</p> <p data-bbox="539 499 995 539">Untuk itu, adalah komitmen Astra terhadap Insan kami untuk:</p> <ol data-bbox="539 539 995 981" style="list-style-type: none"> 1. Membangun lingkungan kerja yang berlandaskan pada persamaan kesempatan, kesetaraan dan saling percaya (<i>mutual trust</i>) yang berlandaskan pada keadilan dan tanggung jawab sosial serta tidak membedakan suku, agama, gender, ras, dan antar golongan. 2. Secara konsisten mengembangkan karyawan kami melalui program peningkatan kompetensi untuk menciptakan SDM berkualitas dan memberikan pengalaman kerja yang berharga. 3. Memastikan keselamatan dan kesehatan setiap karyawan dan seluruh pihak dan orang yang bekerja di dalam area operasional Astra. 4. Memperhatikan kesejahteraan karyawan. 5. Mengasah budaya <i>continuous improvement</i> dan inovasi sebagai wujud implementasi Catur Dharma, agar Astra tetap relevan pada era disrupsi sekarang dan pada masa depan. 	<p data-bbox="1018 439 1474 479">Astra personnel are our backbone and a key success factor in everything we do.</p> <p data-bbox="1018 499 1474 517">To that end, Astra's commitment to personnel is to:</p> <ol data-bbox="1018 539 1474 981" style="list-style-type: none"> 1. Build a workplace based on equality of opportunity, equality and mutual trust based on justice and social responsibility and does not discriminate against ethnicity, religion, gender, race, and between groups. 2. Consistently develop our employees through competency improvement programs to create quality human resources and provide valuable work experience. 3. Ensure the safety and health of every employee and all parties and people working within Astra's operational areas. 4. Pay attention to employee welfare. 5. Build a culture of continuous improvement and innovation as a form of implementation of Catur Dharma, so that Astra remains relevant in the present and future era of disruption.
<h2 data-bbox="199 999 424 1077">Public Contribution</h2>         	<p data-bbox="539 999 995 1137">Kami ingin kehadiran Astra di tengah-tengah masyarakat mampu memberikan manfaat positif yang berkelanjutan melalui berbagai program pengembangan masyarakat. Melalui sejumlah <i>flagship social program</i> dan 4 pilar CSR Astra, Astra ingin turut berkontribusi untuk mendorong <i>social progress</i> di mana pun kami beroperasi, antara lain:</p> <ol data-bbox="539 1160 995 1644" style="list-style-type: none"> 1. Astra untuk Indonesia Sehat: berfokus pada peningkatan akses layanan kesehatan dan program promosi kesehatan kepada kesehatan ibu, remaja, dan anak, serta kesehatan lingkungan seperti Perilaku Hidup Bersih dan Sehat (PHBS), sanitasi, dan air bersih. 2. Astra untuk Indonesia Cerdas: berfokus kepada peningkatan pendidikan untuk siswa, pengembangan kompetensi guru, dan kerja sama dengan institusi pendidikan, termasuk pendidikan vokasi (kejuruan). 3. Astra untuk Indonesia Kreatif: mendorong peningkatan ekonomi mendorong peningkatan ekonomi masyarakat Indonesia melalui kegiatan kewirausahaan berbasis <i>supply chain</i>, kawasan, dan komunitas. 4. Astra untuk Indonesia Hijau: meningkatkan kegiatan pelibatan masyarakat untuk melestarikan lingkungan seperti pengembangan kampung iklim, penanaman pohon dan mengurangi sampah plastik. <p data-bbox="539 1675 995 1756">Lebih dari itu, Astra terus mendorong kolaborasi baik dengan perusahaan lain, ataupun dengan pemerintah pusat dan daerah untuk mencapai <i>Sustainable Development Goals</i> (SDGs).</p>	<p data-bbox="1018 999 1474 1137">We want Astra's presence in the society can provide sustainable positive benefits through various community development programs. Through a number of <i>flagship social programs</i> and Astra's 4 CSR pillars, Astra is seeking to make its contribution to encouraging social progress wherever we operate, including:</p> <ol data-bbox="1018 1160 1474 1644" style="list-style-type: none"> 1. Astra for Healthy Indonesia: Which focuses on increasing access to health services and health promotion programs for the health of mothers, adolescent and children, as well as environmental health such as Clean and Healthy Lifestyle (PHBS), sanitation, and clean water. 2. Astra for Smart Indonesia: Which focuses on improving education for students, developing teacher competencies, and collaborating with educational institutions, including vocational schools. 3. Astra for Creative Indonesia: Which encourages improvements in the economy of Indonesians through supply chain, regional, and community-based entrepreneurial activities. 4. Astra for Green Indonesia: Which increases community involvement activities to preserve the environment by e.g. developing climate villages, planting trees and reducing plastic waste. <p data-bbox="1018 1675 1474 1756">Moreover, Astra continues to encourage collaboration with other companies, as well as with the central and local governments to achieve the Sustainable Development Goals (SDGs).</p>

Keberlanjutan di Astra

Sustainability at Astra

MENGELOLA KEBERLANJUTAN

Tata kelola yang baik dan berkelanjutan harus dipandu dengan prinsip-prinsip ESG (*Environment, Social, and Governance*) yang kemudian diterapkan dalam kegiatan operasional. Dalam mengelola keberlanjutan usaha, Astra menjalankan prinsip *Good Corporate Governance* (GCG) sebagai panduan pada saat pengambilan keputusan, pelaksanaan strategi, dan evaluasi pencapaian bisnis.

Badan Tata Kelola

Dalam melaksanakan pengelolaan Perseroan sesuai dengan prinsip keberlanjutan, Astra memiliki tiga organ tata kelola yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Ketiganya memiliki tugas dan tanggung jawab masing-masing. Tata Kelola Perseroan dilaksanakan dengan berpedoman kepada *Astra Good Corporate Governance* yang terdiri dari *Astra Code of Conduct*, *Astra Board Manuals* dan *Astra System of Management*.

[GRI 102-18]

- **Rapat Umum Pemegang Saham (RUPS)**
RUPS merupakan wadah bagi para pemegang saham untuk menentukan anggota Direksi dan Dewan Komisaris Perseroan, mengesahkan laporan keuangan tahunan, menyetujui laporan tahunan, menetapkan penggunaan laba bersih, serta menyetujui perubahan anggaran dasar dan restrukturisasi 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*.

Dalam pelaksanaan tugasnya, Dewan Komisaris dibantu oleh Komite Eksekutif, Komite Audit, dan Komite Nominasi dan Remunerasi.

Pada 2021, Perseroan memiliki empat Komisaris Independen dari total 10 anggota Dewan Komisaris Perseroan. Setiap Komisaris Independen Perseroan telah membuat surat pernyataan independensi sesuai dengan ketentuan Otoritas Jasa Keuangan (OJK). Seluruh Dewan Komisaris tidak ada yang merangkap jabatan sebagai Direksi di Perseroan. [GRI 102-23]

MANAGING SUSTAINABILITY

Good and sustainable corporate governance must refer to the principles of ESG (*Environment, Social, and Governance*) which are applied in operational activities. In managing business sustainability, Astra implements the principles of *Good Corporate Governance* (GCG) as a reference in decision making, strategy implementation, and evaluating business achievements.

Governance Organ

In managing the Company according to sustainability principles, Astra has three governance organs, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. All three have their own duties and responsibilities. Corporate Governance is applied based on *Astra Good Corporate Governance* which consists of the *Astra Code of Conduct*, *Astra Board Manuals* and *Astra System of Management*. [GRI 102-18]

- **General Meeting of Shareholders (GMS)**
GMS is a forum for shareholders to determine the members of the Board of Directors and Board of Commissioners of the Company, to ratify the annual financial statements, to approve the annual report, to determine the appropriation of net income, as well as to approve the changes on the articles of association and the restructuring of the Company.
- **Board of Commissioners**
The Board of Commissioners oversees the management policies set by the Board of Directors, supervises, and provides advice to the Board of Directors in carrying out management. The Board of Commissioners works in accordance with the Articles of Association and laws and regulations by taking into account the principles of *Good Corporate Governance*.

In carrying out its duties, the Board of Commissioners is assisted by the Executive Committee, the Audit Committee, and the Nomination and Remuneration Committee.

In 2021, the Company has four Independent Commissioners from a total of 10 members of the Board of Commissioners. Each Independent Commissioner has made a statement of independence in accordance with the provisions of the Financial Services Authority (OJK). None of the Board of Commissioners has concurrent positions as Directors in the Company. [GRI 102-23]

- **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*.

- **Board of Directors**
 The Board of Directors leads and manages the Company for the benefit of the Company in accordance with the purposes and objectives of the Company, the Articles of Association, and applicable laws and regulations and with due observance of the principles of Good Corporate Governance.

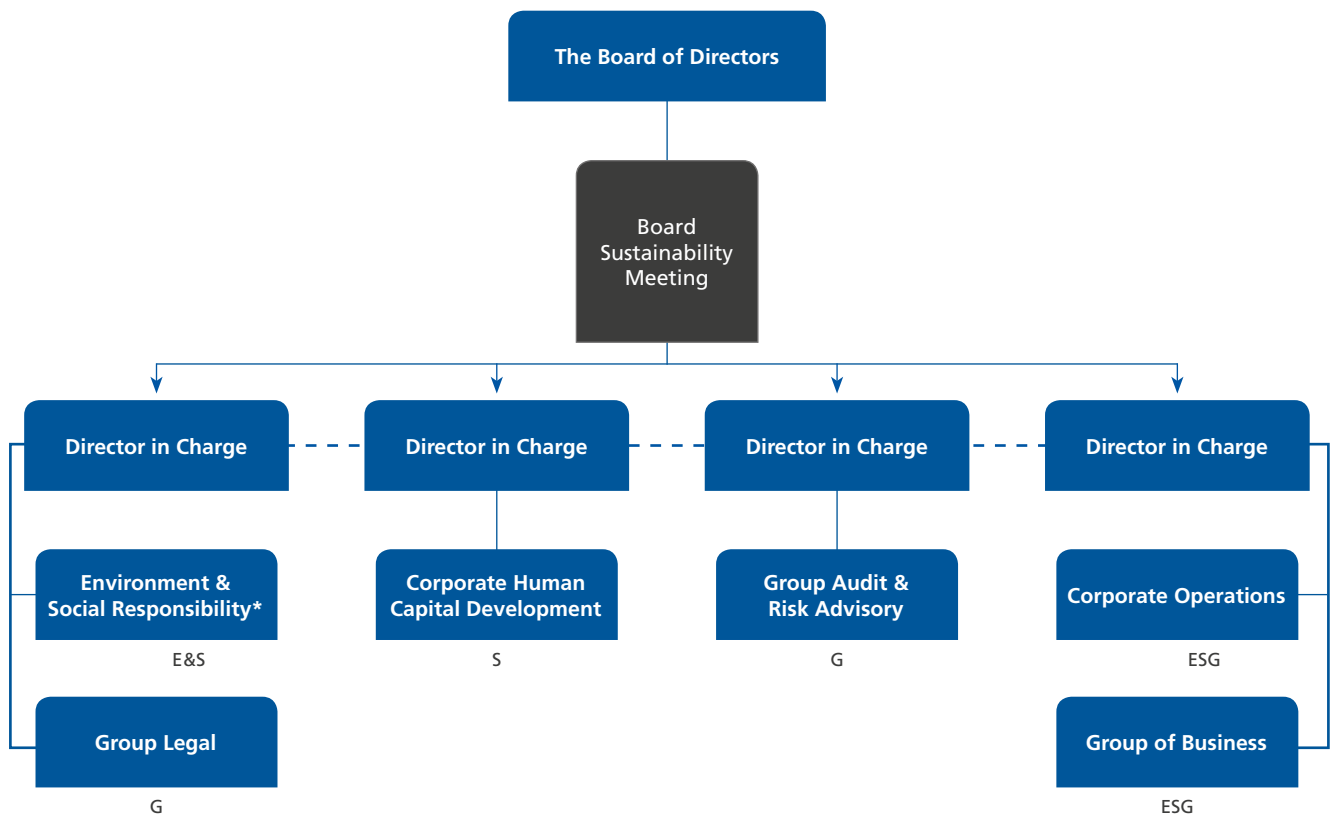
Organisasi Keberlanjutan Astra

Di tahun 2021, Perseroan telah menyelenggarakan rapat rutin Direksi yang antara lain membahas tentang keberlanjutan, khususnya terkait lingkungan. Rapat tersebut diadakan setiap triwulan untuk membahas strategi, implementasi dan pemantauan kinerja program-program serta membahas hal-hal penting lainnya terkait keberlanjutan. **[GRI 102-18] [GRI 102-19] [SEOJK E.1]**

Astra Sustainability Organization

In 2021, the Company has conducted a regular Board of Directors meeting which among others to discuss about sustainability-related issue, particularly related to the environment. Meetings are held quarterly to discuss strategies, implementation and monitoring of program performance as well as to discuss other key sustainability-related matters. **[GRI 102-18] [GRI 102-19] [SEOJK E.1]**

**Struktur Organisasi Keberlanjutan
 Sustainability Governance Structure**



* bagian dari Corporate Affairs | Part of Corporate Affairs

Keterangan | Note:
 E: Environment
 S: Social
 G: Governance

Keberlanjutan di Astra

Sustainability at Astra

Perseroan juga telah menunjuk satu *Director in Charge (DIC)* yang mengelola aspek *Environment, Social, Governance (ESG)*. *Director in Charge* tersebut mengkoordinasikan dan memberikan panduan terhadap target, isu, dan inisiatif *sustainability* di *Portfolio Roadmap, People*, dan *Public Contribution Roadmap*. Terintegrasinya fungsi keberlanjutan dalam struktur tata kelola Perseroan menjadi wujud komitmen dan keseriusan Astra untuk meningkatkan kinerja keberlanjutan. [SEOJK E.1][GRI 102-19][GRI 102-20]

DIC ESG dibantu oleh Divisi Environment & Social Responsibility (ESR) dan Divisi Group Legal yang bertanggung jawab untuk mengkoordinasikan penerapan aspek-aspek keberlanjutan Perseroan dan anak perusahaan dalam menjalankan strategi *Triple-P Roadmap* termasuk membudayakan keberlanjutan di seluruh entitas Astra. [SEOJK F.1]

The Company has also appointed a Director in Charge who manages the Environment, Social, Governance (ESG) aspects. The Director in Charge coordinates and provide guidance on sustainability targets, issues and initiatives in the Portfolio Roadmap, People, and Public Contribution Roadmap. The integration of the sustainability function into the corporate governance structure is a manifestation of Astra's commitment and seriousness to improve sustainability performance. [SEOJK E.1][GRI 102-19][GRI 102-20]

The ESG DIC is supported by the Environment & Social Responsibility (ESR) Division and the Group Legal Division which are responsible for coordinating the implementation of sustainability aspects of the Company and its subsidiaries in carrying out Triple-P Roadmap strategy, including cultivating sustainability culture in all Astra entities. [SEOJK F.1]

Susunan Anggota Dewan Komisaris Perseroan [GRI 102-22] Composition of the Board of Commissioners of the Company

Nama Dewan Komisaris Name of the Board of Commissioners	Jabatan Position	Gender	Independen Independent	Lama masa jabatan di posisi yang sama hingga 2021 Length of tenure in the same position until 2021	Jabatan di Perusahaan atau Institusi lain Position in other Companies or Institutions
Prijono Sugiarto	Presiden Komisaris President Commissioner	Pria Male	Non -independen Non-independent	1 tahun 6 bulan 1 year and 6 months	Direktur Hongkong Land Director of Hongkong Land
Sri Indrastuti Hadiputranto	Komisaris Independen Independent Commissioner	Wanita Female	Independen independent	4 tahun years	Penasihat Senior Grup Gajah Tunggal dan PT Morgan Stanley Indonesia Senior Advisor at Gajah Tunggal Group and PT Morgan Stanley Indonesia
Rahmat Waluyanto	Komisaris Independen Independent Commissioner	Pria Male	Independen independent	1 tahun 6 bulan 1 year and 6 months	Komisaris Utama PT Kustodian Sentral Efek Indonesia dan Komisaris Independen PT Bank Permata Tbk. President Commissioner at PT Kustodian Sentral Efek Indonesia and Independent Commissioner at PT Bank Permata Tbk.
Bambang Permadi Soemantri Brodjonegoro	Komisaris Independen Independent Commissioner	Pria Male	Independen independent	6 bulan months	Komisaris Utama/Komisaris Independen PT Telkom Indonesia (Persero) Tbk, Presiden Komisaris PT Bukalapak.com dan Komisaris Independen PT TBS Energi Utama Tbk. President Commissioner/Independent Commissioner at PT Telkom Indonesia (Persero) Tbk, President Commissioner at PT Bukalapak.com and Independent Commissioner at PT TBS Energi Utama Tbk.
Apinont Suchewaboripont	Komisaris Independen Independent Commissioner	Pria Male	Independen independent	1 tahun 6 bulan 1 year and 6 months	Executive Vice President Toyota Daihatsu Engineering Manufacturing (TDEM) dan Direktur Siam Toyota Manufacturing (STM) Director at Toyota Daihatsu Engineering & Manufacturing (TDEM) and Director at Siam Toyota Manufacturing (STM)

Susunan Anggota Dewan Komisaris Perseroan [GRI 102-22]
Composition of the Board of Commissioners of the Company

Nama Dewan Komisaris Name of the Board of Commissioners	Jabatan Position	Gender	Independen Independent	Lama masa jabatan di posisi yang sama hingga 2021 Length of tenure in the same position until 2021	Jabatan di Perusahaan atau Institusi lain Position in other Companies or Institutions
Anthony John Liddell Nightingale	Komisaris Commissioner	Pria Male	non-independen non-independent	21 tahun 7 bulan 21 year and 7 months	Direktur di Jardine Matheson Holdings, Dairy Farm, dan Jardine Cycle & Carriage Director at Jardine Matheson Holdings, Dairy Farm, and Jardine Cycle & Carriage
Benjamin William Keswick	Komisaris Commissioner	Pria Male	non-independen non-independent	14 tahun 7 bulan 14 year and 7 months	Executive Chairman Jardine Matheson, Executive Chairman Jardine Strategic, Chairman Jardine Cycle & Carriage, Dairy Farm, Hongkong Land, Mandarin Oriental, dan Direktur Yonghui Superstores Executive Chairman at Jardine Matheson, Executive Chairman at Jardine Strategic, Chairman Jardine Cycle & Carriage, Dairy Farm, Hongkong Land, Mandarin Oriental, and Director at Yonghui Superstores
John Raymond Witt	Komisaris Commissioner	Pria Male	non-independen non-independent	5 tahun 8 bulan 5 year and 8 months	Managing Director Jardine Matheson Holdings Limited, Jardine Strategic, Dairy Farm, Hongkong Land dan Mandarin Oriental Managing Director of Jardine Matheson Holdings Limited, Jardine Strategic, Dairy Farm, Hongkong Land and Mandarin Oriental
Stephen Patrick Gore	Komisaris Commissioner	Pria Male	non-independen non-independent	2 tahun 8 bulan 2 year and 8 months	Grup Jardine Matheson Holdings sebagai Group Finance Director Jardine, Cycle & Carriage Limited dan Direktur Siam City Cement and Refrigeration Electrical Engineering Corporation Jardine Matheson Holdings Group as Group Finance Director of Jardine, Cycle & Carriage Limited and Director of Siam City Cement and Refrigeration Electrical Engineering Corporation
Benjamin Birks	Komisaris Commissioner	Pria Male	non-independen non-independent	1 tahun 6 bulan 1 year and 6 months	Grup Jardine Matheson Holdings sebagai Group Managing Director Jardine Cycle & Carriage, Direktur Siam City Cement, Vice Chairman Refrigeration Electrical Engineering Corporation, Komisaris PT United Tractors Tbk dan Chairman dari MINDSET, lembaga non-profit terdaftar Jardine Matheson Singapura Jardine Matheson Holdings Group as Group Managing Director Jardine Cycle & Carriage, Director of Siam City Cement, Vice Chairman of Refrigeration Electrical Engineering Corporation, Commissioner of PT United Tractors Tbk and Chairman of MINDSET, a registered non-profit organization Jardine Matheson Singapore

Keberlanjutan di Astra

Sustainability at Astra

Susunan Anggota Direksi Perseroan [GRI 102-22]

Composition of the Board of Directors of the Company

Nama Direksi Name of the Board of Directors	Jabatan Position	Gender	Eksekutif/ Non-Eksekutif Executive/ Non-Executive	Lama masa jabatan di posisi yang sama hingga 2021 Length of tenure in the same position until 2021	Jabatan di Perseroan atau Institusi lain Position in other Companies or Institutions
Djony Bunarto Tjondro	Presiden Direktur President Directors	Pria Male	Eksekutif Executive	1 tahun 6 bulan 1 year and 6 months	Presiden Komisaris PT Toyota-Astra Motor, PT United Tractors Tbk, PT Pamapersada Nusantara, PT Astra Honda Motor dan PT Astra Digital Internasional Presiden Komisaris PT Toyota-Astra Motor, PT United Tractors Tbk, PT Pamapersada Nusantara, PT Astra Honda Motor and PT Astra Digital Internasional
Johannes Loman	Direktur Director	Pria Male	Eksekutif Executive	10 tahun 7 bulan 10 year and 7 months	Executive Vice President Director PT Astra Honda Motor, Komisaris PT Astra Agro Lestari Tbk, PT Federal International Finance, PT Musashi Auto Parts Indonesia, PT Hitachi Astemo Bekasi Manufacturing, PT Menara Astra, serta Presiden Komisaris PT Suryaraya Rubberindo Industries, dan Wakil Presiden Komisaris PT Astra Otoparts Tbk Executive Vice President Director PT Astra Honda Motor, Commissioner PT Astra Agro Lestari Tbk, PT Federal International Finance, PT Musashi Auto Parts Indonesia, PT Hitachi Astemo Bekasi Manufacturing, PT Menara Astra, and President Commissioner PT Suryaraya Rubberindo Industries, and Vice President Commissioner of PT Astra Otoparts Tbk
Suparno Djasmin	Direktur Director	Pria Male	Eksekutif Executive	7 tahun 8 bulan 7 year and 8 months	Presiden Komisaris PT Astra Sedaya Finance, PT Asuransi Astra Buana, PT Asuransi Jiwa Astra, PT Federal International Finance, dan PT Serasi Autoraya, Wakil Presiden Komisaris PT Toyota Astra Financial Services, Komisaris PT Astra Honda Motor, Presiden Direktur PT Sedaya Multi Investama dan Ketua Dewan Pengawas Dana Pensiun Astra President Commissioner of PT Astra Sedaya Finance, PT Asuransi Astra Buana, PT Asuransi Jiwa Astra, PT Federal International Finance, and PT Serasi Autoraya, Vice President Commissioner of PT Toyota Astra Financial Services, Commissioner of PT Astra Honda Motor, President Director of PT Sedaya Multi Investama and Chairman Astra Pension Fund Supervisory Board
Chiew Sin Cheok	Direktur Director	Pria Male	Eksekutif Executive	5 tahun 8 bulan 5 year and 8 months	Presiden Komisaris PT Astra Agro Lestari Tbk, Komisaris PT Astra Otoparts Tbk, PT Pamapersada Nusantara dan PT Astra Daihatsu Motor President Commissioner at PT Astra Agro Lestari Tbk and Commissioner at PT Astra Otoparts Tbk, PT Pamapersada Nusantara and PT Astra Daihatsu Motor
Gidion Hasan	Direktur Director	Pria Male	Eksekutif Executive	5 tahun 8 bulan 5 year and 8 months	Presiden Komisaris PT Astra Otoparts Tbk, PT Gaya Motor, PT Tjahja Sakti Motor, PT Inti Pantja Press Industri, PT Fuji Technica Indonesia, PT Isuzu Astra Motor Indonesia dan PT UD Astra Motor Indonesia, Wakil Presiden Komisaris PT United Tractors Tbk dan PT Astra Daihatsu Motor serta Komisaris PT Menara Astra dan PT Astra Sedaya Finance. President Commissioner of PT Astra Otoparts Tbk, PT Gaya Motor, PT Tjahja Sakti Motor, PT Inti Pantja Press Industri, PT Fuji Technica Indonesia, PT Isuzu Astra Motor Indonesia and PT UD Astra Motor Indonesia, Vice President Commissioner PT United Tractors Tbk and PT Astra Daihatsu Motor and Commissioner of PT Menara Astra and PT Astra Sedaya Finance
Henry Tanoto	Direktur Director	Pria Male	Eksekutif Executive	4 tahun 8 bulan 4 year and 8 months	Wakil Presiden Direktur PT Toyota-Astra Motor, Komisaris PT Toyota Motor Manufacturing Indonesia dan PT Serasi Auto Raya Vice President Director at PT Toyota-Astra Motor, Commissioner at PT Toyota Motor Manufacturing Indonesia and PT Serasi Auto Raya

Susunan Anggota Direksi Perseroan [GRI 102-22]
Composition of the Board of Directors of the Company

Nama Direksi Name of the Board of Directors	Jabatan Position	Gender	Eksekutif/ Non-Eksekutif Executive/ Non-Executive	Lama masa jabatan di posisi yang sama hingga 2021 Length of tenure in the same position until 2021	Jabatan di Perseroan atau Institusi lain Position in other Companies or Institutions
Santosa	Direktur Director	Pria Male	Eksekutif Executive	3 tahun 8 bulan 3 year and 8 months	Presiden Direktur PT Astra Agro Lestari Tbk, dan Presiden Komisaris PT Astra Tol Nusantara dan PT Astra Graphia Tbk President Director at PT Astra Agro Lestari Tbk, and President Commissioner at PT Astra Tol Nusantara and PT Astra Graphia Tbk
Gita Tiffani Boer	Direktur Director	Wanita Female	Eksekutif Executive	3 tahun 8 bulan 3 year and 8 months	Komisaris PT Toyota-Astra Motor dan Presiden Komisaris PT Arya Kharisma Commissioner at PT Toyota-Astra Motor and President Commissioner at PT Arya Kharisma
FXL Kesuma	Direktur Director	Pria Male	Eksekutif Executive	2 tahun 8 bulan 2 year and 8 months	Presiden Direktur PT United Tractors Tbk, PT Pamapersada Nusantara, Presiden Komisaris dari PT Tuah Turangga Agung, PT Agincourt Resources, PT Acset Indonusa Tbk, PT Komatsu Astra Finance dan PT Surya Artha Nusantara Finance. President Director at PT United Tractors Tbk and PT Pamapersada Nusantara, President Commissioner at PT Tuah Turangga Agung, PT Agincourt Resources, PT Acset Indonusa Tbk, PT Komatsu Astra Finance and PT Surya Artha Nusantara Finance.

Pengembangan Kompetensi Keberlanjutan

Astra meningkatkan dan mengembangkan kompetensi Dewan Komisaris, Direksi, dan personil yang berkaitan dengan fungsi keberlanjutan melalui kegiatan pelatihan, seminar, kelas *online*, *sharing* pengetahuan dan pengalaman secara berkala, di antaranya: **[SEOJK E.2] [GRI 102-21]**

- ESG *Masterclass* untuk Direksi
- Pelatihan ESG untuk eksekutif Grup Astra
- *Training Materiality Assessment* untuk Manager
- Pelatihan Perhitungan Gas Rumah Kaca (GRK) untuk Penanggung Jawab Lingkungan

MANAJEMEN RISIKO LINGKUNGAN, SOSIAL, DAN TATA KELOLA

Seluruh jajaran manajemen Perseroan dan setiap unit kerja memiliki tugas dan tanggung jawab atas pelaksanaan sistem manajemen risiko agar dapat berjalan efektif. Proses tata kelola risiko secara berkelanjutan dimulai dari identifikasi, evaluasi, mitigasi, dan pemantauan risiko yang sesuai dengan wewenang yang melekat pada masing-masing unit. Perseroan berpedoman atas prinsip kehati-hatian dan kepatuhan terhadap peraturan perundangan yang berlaku.

Sustainability Competency Development

Astra improves and develops the competence of the Board of Commissioners, Board of Directors, and personnel related to the sustainability function through regular training, seminars, online courses, and knowledge-sharing activities. **[SEOJK E.2][GRI 102-21]**

- ESG *Masterclass* for Directors
- ESG training for Astra Group executives
- Training on Materiality Assessment for Managers
- Training on Greenhouse Gas (GHG) Calculation for the Stewards of Environment

ENVIRONMENTAL, SOCIAL RISK MANAGEMENT, AND GOVERNANCE

All levels of the Company's management and each work unit have duties and responsibilities in order to have an effective implementation of the risk management system. On an ongoing basis, the risk management process starts from identifying, evaluating, mitigating, and monitoring risks in accordance with the authority attached to each unit. The Company is guided by the principle of prudence and compliance with applicable laws and regulations.

Keberlanjutan di Astra

Sustainability at Astra

Perseroan memiliki Group Risk Advisory (GRA) yang membantu manajemen dalam menjalankan kerangka kerja *Enterprise Risk Management* (ERM) melalui pengelolaan profil risiko di setiap lini bisnis untuk memastikan keberlanjutan usaha Perseroan. [SEOJK E.1] [SEOJK E.3] [GRI 102-11]

Direksi dan Komite Audit Perseroan kemudian melakukan evaluasi efektivitas manajemen risiko secara berkala berdasarkan laporan konsolidasi risiko-risiko utama yang dilaporkan GRA, termasuk risiko lingkungan, sosial dan tata kelola (ESG), untuk kemudian dipastikan telah terdapat penerapan kontrol internal dan tindakan mitigasi yang diperlukan. [SEOJK E3][GRI 102-30]

Kode Etik [GRI 102-16]

Kode Etik Astra, yaitu Astra Code of Conduct merupakan bagian dari *Astra Good Corporate Governance* yang disusun berdasarkan filosofi perusahaan (Catur Dharma) guna memberikan panduan bagi segenap Insan Astra dalam berinteraksi, baik dengan pihak eksternal maupun internal.

Astra Code of Conduct senantiasa dikembangkan dan ditelaah dari waktu ke waktu untuk memastikan kesesuaiannya dengan perkembangan peraturan-peraturan terkini dan praktik bisnis. Sosialisasi atas Astra Code of Conduct telah dilakukan baik di tingkat pusat maupun lini-lini bisnis dan operasional.

The Company has established a Group Risk Advisory (GRA) to assist the Management in implementing the Enterprise Risk Management (ERM) framework by managing the risk profile in each business lines to ensure the sustainability of the Company's business. [SEOJK E.1] [SEOJK E.3][GRI 102-11]

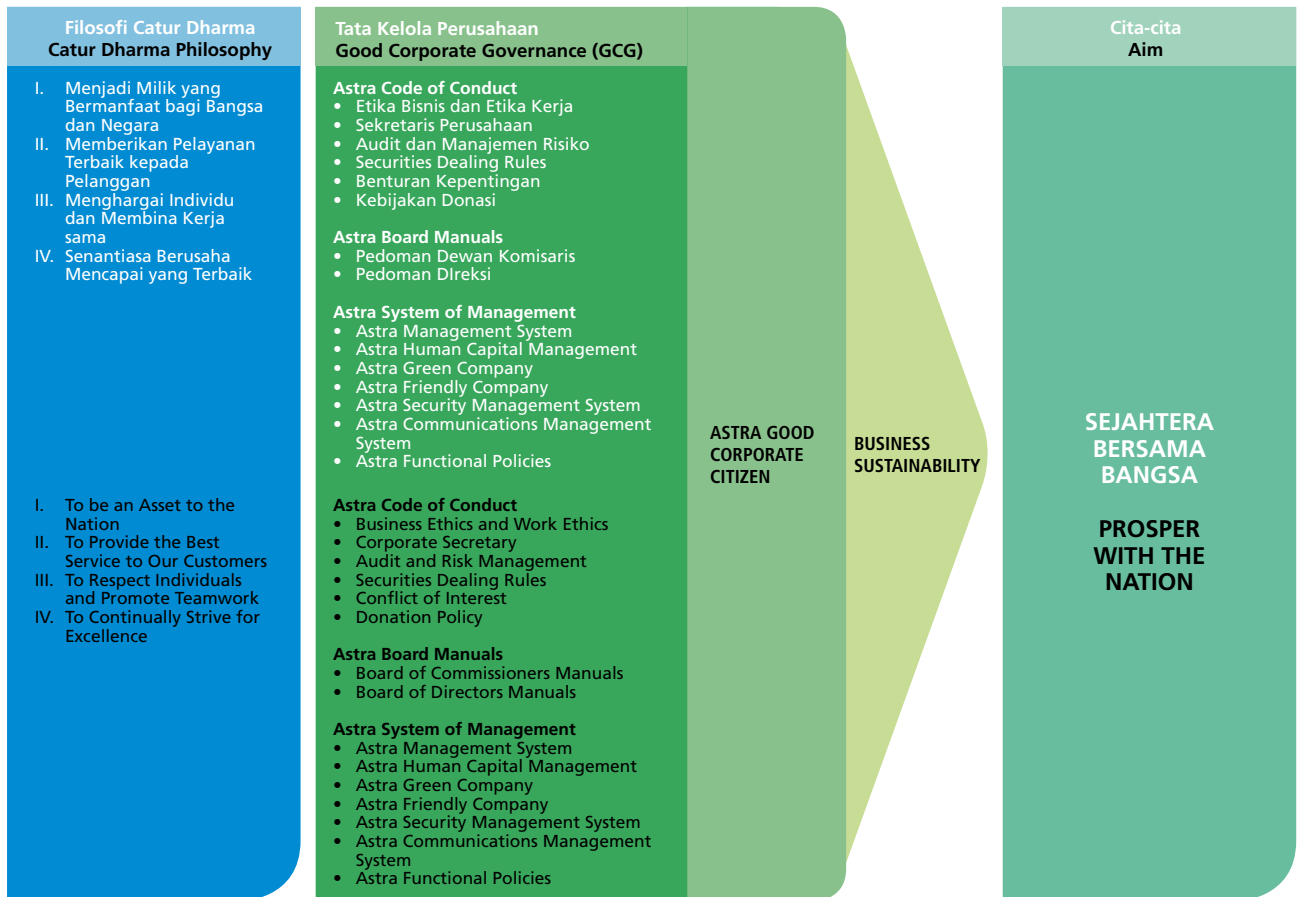
The Board of Directors and the Company's Audit Committee then evaluate the effectiveness of periodically risk management based on a consolidated report on the main risks reported by GRA, including environmental, social and governance (ESG) risks, to ensure that internal controls and the necessary mitigation actions have been implemented. [SEOJK E3] [GRI 102-30]

Code of Ethics [GRI 102-16]

Astra's Code of Conduct, is part of Astra Good Corporate Governance which has been set up based on the Group's philosophy (Catur Dharma) to offer guidance for all Astra personnel in interacting, both with external and internal parties.

The Astra Code of Conduct is continuously developed and periodically reviewed to ensure it remains relevant to the latest regulatory developments and business practices. Astra Code of Conduct has been socialized both at the central level and across business and operational lines.





Menghormati dan Menjunjung Tinggi Hak Asasi Manusia

Astra meletakkan Hak Asasi Manusia di tempatnya yang tertinggi dalam penyusunan kebijakan dan penerapan aturan-aturan manajemen Perseroan. Astra tunduk dan patuh pada Undang-undang No. 39 Tahun 1999 tentang Hak Asasi Manusia Pasal 1 yang berbunyi: "Hak asasi manusia adalah seperangkat hak yang melekat pada hakikat dan keberadaan manusia sebagai makhluk Tuhan Yang Maha Esa dan merupakan anugerah-Nya yang wajib dihormati, dijunjung tinggi, dan dilindungi oleh negara, hukum, pemerintah, dan setiap orang demi kehormatan serta perlindungan harkat dan martabat manusia." [GRI 103-1]

Hak Asasi Manusia yang diatur dalam UU No. 39 Tahun 1999 meliputi: Hak untuk Hidup (Pasal 9); Hak Berkeluarga dan Melanjutkan Keturunan (Pasal 10); Hak Mengembangkan Diri (Pasal 11-16); Hak Memperoleh Keadilan (Pasal 17-19); Hak Atas Kebebasan Pribadi (Pasal 20-27); Hak atas Rasa Aman (Pasal 28-35); Hak atas Kesejahteraan (Pasal 36-42); Hak Turut Serta dalam Pemerintahan (Pasal 43-44); Hak Wanita (Pasal 45-51); dan Hak Anak (Pasal 52-66).

Respect and Embrace Human Rights

Astra places Human Rights at the highest place in the formulation of policies and implementation of the Company's management rules. Astra strictly complies with Law no. 39 of 1999 concerning Human Rights Article 1 which states: "Human rights are a set of rights that are inherent in the nature and existence of humans as creatures of God Almighty and are His gifts that must be respected, upheld, and protected by the state, law and the government, and everyone for the sake of honor and protection of human dignity." [GRI 103-1]

Human rights regulated in Law no. 39 of 1999 include: Right to Life (Article 9); Right to Have a Family and Have Descendants (Article 10); Right to Self-Development (Articles 11-16); Right to Justice (Article 17-19); Right to Personal Freedom (Articles 20-27); Right to feel secure (Articles 28-35); Right to Welfare (Article 36-42); Right to Participate in Government (Articles 43-44); Women's Rights (Articles 45-51); and Children Rights (Articles 52-66).

Keberlanjutan di Astra

Sustainability at Astra

Di tempat kerja, Astra menghargai dan melindungi hak asasi manusia sebagaimana terkandung pada Peraturan Perusahaan/Perjanjian Kerja Bersama sebagai salah satu sarana mewujudkan hubungan industrial yang harmonis yang bertujuan:

1. Memperjelas hak dan kewajiban pengusaha, serikat pekerja dan karyawan;
2. Mengatur syarat-syarat kerja dan kondisi kerja;
3. Menciptakan dan memperteguh Hubungan Industrial yang harmonis dalam Lingkungan Kerja;
4. Mengatur cara-cara penyelesaian perbedaan pendapat;
5. Meningkatkan produktivitas karyawan.

Astra mendorong seluruh karyawan memahami tujuan dan komitmen Perseroan terhadap Hak Asasi Manusia melalui sosialisasi Peraturan Perusahaan/Perjanjian Kerja Bersama tersebut kepada seluruh karyawan. Hak Asasi Manusia juga menjadi landasan Astra dalam menjalin hubungan dan berinteraksi pelanggan, mitra bisnis, pemasok, dan masyarakat. Astra beserta seluruh anak perusahaan senantiasa menjunjung Hak Asasi Manusia dan kesetaraan tanpa membedakan suku, agama, ras, golongan, atau gender. **[GRI 412-1] [GRI 412-2]**

Sistem Pengendalian Internal

Perseroan menerapkan sistem pengendalian internal, termasuk pengendalian keuangan dan operasional, yang memenuhi kerangka pengendalian yang diakui secara internasional oleh the Committee of Sponsoring Organizations of the Treadway Commission (COSO). Perseroan menerapkan prinsip pengendalian internal yang meliputi adanya komponen *control environment*, *risk assessment*, *control activities*, *information - communication*, serta proses *monitoring*, pada semua lini dalam perusahaan.

Sistem pengendalian Perseroan menerapkan konsep *three lines of defense*, di mana manajemen bertugas menjalankan sistem pengendalian internal dan pengawasan perusahaan yang memadai pada lini pertama. Manajemen didukung oleh lini berikutnya, yaitu fungsi manajemen risiko dan pengendali lain yang mengukur tingkat risiko dan pengendalian, melakukan pemantauan secara berkala terhadap jalannya fungsi pengendalian. Pada lini ketiga, Audit Internal diutus atas nama Direksi dan Dewan Komisaris untuk memberikan keyakinan yang wajar terhadap sistem tata kelola, risiko dan pengendalian melalui pemeriksaan audit.

Grup Internal Audit (GIA) memiliki peran penting sebagai lini ketiga dalam mendukung operasional sistem pengendalian dan pengelolaan risiko yang baik. GIA merupakan bagian dari struktur pengendalian internal Perseroan yang berperan sebagai mitra utama bagi Manajemen dengan menerapkan manajemen risiko proaktif, melindungi dan menciptakan nilai bisnis bagi Grup Astra melalui kegiatan

In the workplace, Astra respects and protects human rights as specified in the Company Regulation/Collective Labor Agreement as a means of realizing harmonious industrial relations, which aim to:

1. Provide better understanding regarding the rights and obligations of employers, trade unions and employees;
2. Regulate the requirements and conditions of work;
3. Create and strengthen harmonious Industrial Relations in the Workplace;
4. Provide options ways to resolve differences of opinion;
5. Increase employee productivity.

Astra ensures that all of its employees have a good comprehension of the Company's goals and commitment to Human Rights by disseminating the Company Regulation/Collective Labor Agreement to all employees. Human Rights are also the foundation for Astra in establishing relationships and interacting with customers, business partners, suppliers, and the public. Astra and all of its subsidiaries always uphold human rights and equality without prejudice against ethnicity, religion, race, class, or gender. **[GRI 412-1] [GRI 412-2]**

Internal Control System

The Company implements an internal control system, including financial and operational controls, which meet the internationally recognized control framework by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The principles of internal control in the Company include components of the control environment, risk assessment, control activities, information - communication, as well as the monitoring process on all lines within the company.

The Company's control system applies the concept of three lines of defense, where the Management is in charge of the internal control system and adequate company supervision on the first line. The Management is supported by the next line, namely the risk management function and other controllers who are in charge of measuring the level of risk and control, conducting regular monitoring of the operation of the control function. In the third line, the Group Internal Audit (GIA) is assigned by the Board of Directors and the Board of Commissioners to provide reasonable assurance on the governance, risk and control systems through audit examinations.

The Internal Audit Group (IAG) has a crucial part as the third line of defense in supporting the operations of control risk and risk management in a proper manner. The IAG is part of the Company's internal control structure that has a role as the main partner of Management in implementing proactive risk management, to protect and create business values for the Astra Group through independent and

asurans dan konsultasi yang independen serta objektif. Kegiatan audit dilakukan menggunakan konsep berbasis risiko (*risk-based audit*) yang diselaraskan dengan strategi Perseroan dan mengacu pada standar internasional yang berlaku.

Untuk lebih detil mengenai sistem pengendalian internal Perseroan, diulas dalam Laporan Tahunan Perseroan

Kebijakan Anti-fraud dan Anti-korupsi [GRI 102-17]

Astra memiliki Kebijakan *Anti Fraud & Anti Corruption* bagi seluruh Karyawan, Direksi dan Dewan Komisaris Astra, yang dimaksudkan untuk memberikan panduan terkait upaya pencegahan tindakan curang (*fraud*) dan korupsi, yaitu setiap tindakan untuk memperkaya diri sendiri atau pihak lain yang berakibat merugikan keuangan Astra dan/atau negara.

Pelanggaran terhadap kebijakan ini dapat dikenakan sanksi-sanksi, antara lain berupa tindakan disipliner oleh Astra, pemutusan hubungan kerja, dan/atau proses hukum, baik secara pidana maupun perdata, sesuai peraturan yang berlaku.

Dalam rangka penegakan kebijakan ini, Astra memberikan kesempatan bagi setiap karyawannya untuk dapat memberikan informasi/laporan mengenai dugaan pelanggaran kebijakan, yaitu dengan menyampaikan informasi/laporan tersebut kepada atasan langsung atau atasan dari atasan langsung atau Chief Corporate Human Capital Development atau Chief Group Legal Astra. Kebijakan ini telah disosialisasikan kepada seluruh karyawan operasional Astra.

Cybersecurity & Data Privacy

Pada era digital dan di tengah arus digitalisasi yang begitu marak, *cybersecurity* dan privasi data menjadi topik dan isu yang terus menjadi perhatian para pemangku kepentingan. Astra berkomitmen menjaga keamanan informasi dengan menetapkan kebijakan dan prosedur untuk menjaga keamanan informasi serta menyediakan sumber daya yang dibutuhkan.

Astra membentuk komite GISC (Group Information Security Committee) yang berisi *chief level* dari berbagai divisi/fungsi untuk memastikan penerapan keamanan informasi. Astra juga memiliki unit kerja *cybersecurity* secara *dedicated* di bawah fungsi Corporate Information Systems & Technology (CIST) yang secara rutin menjalankan, meninjau, dan meningkatkan kontrol keamanan informasi di Perseroan. Astra menerapkan arsitektur *multi-layer security* untuk mengamankan sistem, menetapkan klasifikasi informasi dan akses terbatas, serta meningkatkan kesadaran terhadap keamanan informasi.

objective insurance and consulting activities . The audit is conducted using a risk-based concept that has been aligned with the Company's strategy and complying with the applicable international standards.

For more details regarding the Company's internal control system, it is reviewed in the Company's Annual Report.

Anti-fraud and Anti-corruption Policy [GRI 102-17]

Astra has an Anti-Fraud & Anti-Corruption Policy for all Astra Employees and Boards of Directors and Board of Commissioners, aiming to offer guidelines in preventing fraud and corruption actions by i.e. any actions that enrich themselves or certain parties that may lead to financial loss to of Astra and/or the State.

Violation of this policy are subject to sanctions, including disciplinary action and employment termination by Astra, and/or legal action, both in criminal and civil claims in accordance with applicable regulations.

In order to enforce this policy, Astra gives its employees the opportunity to submit information/reports regarding alleged policy violations, where the employees can submit the information/reports to their direct or indirect supervisors, or to Chief Corporate Human Capital Development or Chief Group Legal. This policy has been socialized to all Astra's operational employees.

Cybersecurity & Data Privacy

In the digital era and in the midst of a very busy digitalization process, *cybersecurity* and data privacy are topics and issues that continue to get the attention of stakeholders. Astra is committed to maintaining information security by establishing policies and procedures to maintain information security and providing the necessary resources.

Astra has set up a GISC (Group Information Security Committee) that comprises of chief levels from various divisions/functions to ensure information security is effectively implemented. Astra also has a dedicated *cybersecurity* work unit under the Corporate Information Systems & Technology (CIST) function which routinely runs, reviews, and improves information security controls in the Company. Astra applies a multi-layer security architecture to secure the system, define information classification and restricted access, and increase awareness of information security.

Keberlanjutan di Astra

Sustainability at Astra

Dalam melakukan audit, Astra memiliki fungsi Audit & Risk Management internal untuk melakukan internal audit secara berkala. Astra bekerja sama dengan pihak ketiga dalam melakukan uji aplikasi, tinjauan dan audit terkait penerapan sistem manajemen keamanan informasi.

In conducting audits, AIHO has an internal Audit & Risk Management function to conduct internal audits on a regular basis. AIHO cooperates with third parties in conducting application tests, reviews and audits related to the implementation of information security management systems.

Sebagai langkah mitigasi risiko data, privasi, dan *cybersecurity*, Astra telah melakukan berbagai upaya, seperti:




As a data, privacy and cyber security risk mitigation measure, AIHO has made various efforts, such as:

- Menerapkan dan memperbarui sistem pengamanan informasi secara rutin dengan berbasiskan teknologi terkini untuk mengantisipasi dan mencegah ancaman *cybersecurity* terkini seperti *ransomware*
- Mengidentifikasi celah keamanan dan melaksanakan uji kerentanan (*vulnerability assessment*) secara rutin termasuk *penetration test* atas sistem dan aplikasi baik oleh internal dan pihak ketiga
- Meningkatkan *people awareness* melalui poster, *e-mail*, forum komunikasi kebijakan dan prosedur, *learning management system*, dan melakukan *phishing test* minimal 2 kali setahun
- Melengkapi dan memperbarui secara rutin semua proses yang berhubungan dengan pengolahan informasi dengan berbasiskan manajemen risiko dan terdokumentasi dalam *risk register* terpusat serta memiliki rencana perbaikan (*treatment plan*) yang terkendali
- Memastikan kepatuhan terhadap regulasi seperti Perlindungan Data Pribadi dan Pendaftaran Sistem Elektronik (PSE)

- Regularly applying and updating information security systems with the latest technology in order to anticipate and prevent the latest cybersecurity threats such as ransomware
- Identifying security gaps and carrying out vulnerability assessments, including penetration tests on systems and applications by both internal and third parties, on regular basis
- Increasing people awareness through posters, e-mail, policy and procedure communication forums, learning management systems, and conduct phishing tests at least 2 times a year
- Completing and regularly updating all information process based on risk management and documented in a centralized risk register and having a controlled treatment plan
- Ensuring compliance with regulations such as Personal Data Protection and Electronic System Registration (PSE)

Dalam memastikan *cybersecurity* dan kerahasiaan data tersebut, CIST Astra juga mengacu pada standar internasional Sistem Manajemen Keamanan Informasi ISO 27001, yakni:

In ensuring cyber security and data confidentiality, CIST Astra also refers to the international ISO 27001 Information Security Management System standard, namely:

<div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">CONFIDENTIALITY Kerahasiaan</div> <p>Seluruh informasi dan data bersifat rahasia dan harus dilindungi. Kerahasiaan ini berarti bahwa akses data dan informasi hanya diperuntukkan bagi personil yang berwenang dan bukan untuk setiap orang.</p> <p>All information and data are confidential and must be protected. This confidentiality means that access to data and information is only for authorized personnel and not for everyone.</p> <div style="text-align: center;"></div>	<div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">INTEGRITY Integritas Data</div> <p>Integritas informasi berarti informasi dan data yang diterima harus dijaga dari perubahan yang tidak diotorisasi ataupun kerusakan sehingga dapat diakses dan digunakan oleh personil yang berwenang.</p> <p>Information integrity means that the information and data received must be protected from unauthorized alteration or damage so that they can be accessed and used by authorized personnel.</p> <div style="text-align: center;"></div>	<div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">AVAILABILITY Ketersediaan Informasi</div> <p>Ketersediaan informasi berarti seluruh informasi dan data tersedia serta siap digunakan bagi orang yang berwenang kapanpun diperlukan, bahkan pada waktu Perseroan dalam kondisi yang tidak ideal maupun dalam kondisi darurat. Oleh karena itu, <i>cybersecurity</i> dan <i>data protection</i> menjadi bagian yang integral dalam manajemen risiko Astra.</p> <p>Availability of information means that all information and data are available and ready to be used by authorized persons whenever needed, even when the Company is in non-ideal conditions or in an emergency. Therefore, cybersecurity and data protection are an integral part of Astra's risk management.</p> <div style="text-align: center;"></div>
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Implementasi ISO27001 di CIST telah tersertifikasi oleh badan sertifikasi terdaftar (Registered Certification Body) dan diakui oleh KAN (Komite Akreditasi Nasional) dan ANAB (American National Standards Institute-ANSI National Accreditation Board) sejak 2020 dan menjadi *Key Performance Indicator* di CIST Astra. Selain internal auditor, implementasi ISO 27001 juga diaudit oleh auditor eksternal secara berkala sebagai bagian dari proses *surveillance audit* ISO 27001.

Sampai dengan akhir tahun 2021, Astra berhasil mempertahankan sertifikasi ISO 27001.

SISTEM MANAJEMEN ASTRA UNTUK OPERASIONAL YANG UNGGUL & BERTANGGUNG JAWAB [GRI 102-16]

Untuk memastikan strategi keberlanjutan Astra dapat diimplementasikan dengan baik dan konsisten oleh perusahaan Grup Astra, kami telah mengembangkan berbagai panduan dan kriteria sistem manajemen yang wajib diterapkan oleh anak perusahaan, yakni:

- Astra Green Company (AGC) yang berfokus pada Lingkungan, Keselamatan, dan Kesehatan Kerja (LK3) Perseroan. Kami mengadopsi standar nasional dan internasional di bidang lingkungan dan K3 seperti ISO 14000, ISO 45000, dan SMK3 untuk mengembangkan berbagai kriteria panduan dalam AGC.
- Astra Friendly Company (AFC) yang berfokus pada kontribusi sosial Perseroan. Panduan internasional Tanggung Jawab Sosial ISO 26000 dan *Sustainable Development Goals* (SDGs) menjadi panduan untuk kami dalam mengembangkan panduan dan kriteria untuk AFC.

Implementasi dari kedua manajemen sistem tersebut di seluruh anak perusahaan ditinjau dan berikan penilaian secara berkala untuk memacu konsistensi dan *continuous improvement* serta inovasi.

The implementation of ISO27001 at CIST has been certified by a Registered Certification Body and has been recognized by the National Accreditation Committee (KAN) and ANAB (American National Standards Institute - ANSI National Accreditation Board) since 2020 and has been the Key Performance Indicator at CIST Astra. In addition to internal auditor, the implementation of ISO 27001 is also regularly conducted by external auditors as part of the ISO 27001 audit surveillance process.

As of the end of 2021, Astra managed to maintain our ISO 27001 certification.

ASTRA MANAGEMENT SYSTEM FOR EXCELLENT AND RESPONSIBLE OPERATION [GRI 102-16]

To ensure a proper and consistent implementation of Astra's sustainability strategy by companies under Astra Group, we have developed criteria and guidelines and criteria in management system that the subsidiaries must meet and follow, namely:

- Astra Green Company (AGC) which focuses on the Company's Environment, Health and Safety (EHS). We have adopted the national and international standards in the field of environment and OHS such as ISO 14000, ISO 45000, and SMK3 to develop various guiding criteria in AGC.
- Astra Friendly Company (AFC) which focuses on the Company's social contribution. The international guidelines for Social Responsibility ISO 26000 and the Sustainable Development Goals (SDGs) offer us guidance in developing and AFC guidelines and criteria.

The implementation of the two management systems in all subsidiaries is reviewed and assessed regularly to stimulate consistency, continuous improvement and innovation.

Portfolio Roadmap





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Portfolio Roadmap

“

Portofolio Grup Astra terdiri dari berbagai produk, layanan, dan inovasi yang telah dan akan terus hadir di berbagai aspek kehidupan, dalam membangun bangsa, dan kemajuan yang telah kita capai bersama-sama sebagai satu bangsa. Selama lebih dari 65 tahun, Grup Astra hadir di tengah-tengah masyarakat Indonesia dengan berpegang teguh pada komitmen keberlanjutan, sehingga dapat senantiasa melayani konsumen pada masa yang akan datang.

Astra Group has a broad product, service and innovation portfolio that has been and will continue be present in various aspects of people's life, nation-building, and in the strong progress that we all have made as a nation. For more than 65 years, the Astra Group has been present amongst Indonesians, embracing a commitment to sustainability that will allow it to continue serving our consumers in the future.

”





GOING DIGITALLY STRONG

Astra terus memperluas investasi di industri digital dan menjajaki peluang-peluang baru di *new economy* yang akan memperkuat portofolio bisnis dan investasi Astra serta meningkatkan *customers experiences*, antara lain melalui: AstraPay, Mo88i, MOXA, Movic dan CariParkir.

Astra continues to expand investment in the digital industry and explore new opportunities in the new economy that will strengthen Astra's business and investment portfolio and increase customers experiences, including through: AstraPay, Mo88i, MOXA, Movic and CariParkir.

INDONESIA'S INTERNATIONAL EXPOS

Astra turut mendukung Indonesia dalam berbagai *expo internasional*, yakni: Shanghai Expo 2010, Milan Expo 2015, dan Dubai Expo 2021. Astra also supports Indonesia in various international expos, namely: Shanghai Expo 2010, Milan Expo 2015, and Dubai Expo 2021.

EV SMART MOBILITY


Astra mendukung program *Green Tourism* dari Kementerian Pariwisata dan Ekonomi Kreatif yang bertujuan mendorong penggunaan *Electric Vehicles (EV) Smart Mobility* di destinasi-destinasi wisata top prioritas Indonesia, seperti di Bali pada tahun 2021 dan rencananya pada tahap berikutnya di Toba, Sumatera Utara pada tahun 2022.

Astra supports the Green Tourism program from the Ministry of Tourism and Creative Economy which aims to encourage the use of Electric Vehicles (EV) Smart Mobility in Indonesia's top priority tourist destinations, such as in Bali in 2021 and in the next phase is planned to be in Toba, North Sumatra in 2022.

GREEN MARK PLATINUM

Menara Astra mendapat sertifikat Green Mark Platinum dari Building and Construction Authority Singapore.

Menara Astra received a Green Mark Platinum certificate from the Singapore Building and Construction Authority.



Portofolio Grup Astra yang ekstensif menyentuh berbagai aspek kehidupan sehari-hari masyarakat Indonesia. Grup hadir di berbagai industri, mulai dari otomotif, jasa keuangan, alat berat, pertambangan, konstruksi, energi, agribisnis, infrastruktur dan logistik, teknologi informasi, dan properti. Portofolio Astra dikelola secara profesional oleh 188.788 karyawan dengan total 240 anak perusahaan, ventura bersama, dan entitas asosiasi.

Grup Astra telah menjadi bagian dari masyarakat Indonesia melalui anak perusahaan, karyawan, juga berbagai produk, layanan dan inovasi yang terus dihadirkan, termasuk upaya mendorong digitalisasi di semua lini bisnis Astra.

Astra Group's extensive portfolio touches various aspects of the daily lives of Indonesians. Group is engaged in a wide range of industries, from automotive, financial services, heavy equipment, mining, construction, energy, agribusiness, infrastructure and logistics, information technology, and property. Astra's portfolio is under the professional management of its 188,788 employees who work for 240 subsidiaries, joint ventures and associates.

Astra Group has been a part of Indonesians through its subsidiaries and employees, a wide spectrum of products, services and innovations including efforts to encourage digitalization in all Astra business lines.

Portfolio Roadmap

Grup Astra ingin dan terus berkontribusi untuk mencapai masa depan yang lebih baik dan layak untuk diwariskan kepada generasi selanjutnya. Oleh karena itu, Astra terus melakukan penyesuaian, penguatan arah, dan model bisnis yang sejalan dengan *Sustainable Development Goals* (SDGs) 2030 dan strategi *Triple-P Roadmap* Perseroan untuk sejahtera bersama bangsa.

Astra Group is seeking to make sustainable contribution to achieve a better future that it can pass on to the posterity. Therefore, Astra makes continuous alignment, strengthens business directions, and models in line with the 2030 Sustainable Development Goals (SDGs) and the Company's Triple-P Roadmap strategy to prosper with the nation.

SEKILAS KINERJA BISNIS DAN KEUANGAN

[SEOJK F.2][SEOJK F.3]

Pandemi COVID-19 masih menyelimuti sebagian besar tahun 2021, bahkan sempat mencapai puncaknya pada pertengahan tahun. Meski kinerja bisnis kami mengalami penurunan cukup signifikan pada tahun 2020 yang lalu, kinerja kami pada tahun 2021 mulai menguat seiring dengan berbagai kebijakan nasional dan global untuk membawa dunia keluar dari pandemi dan mendukung perbaikan perekonomian.

Berpanduan pada tema strategis Grup Astra tahun 2021, yakni *"Ensure Resilience and Pursue the Silver Linings"*, seluruh perusahaan Grup Astra senantiasa melakukan yang terbaik dalam membangun Astra sebagai perusahaan yang tangguh dalam menghadapi berbagai tantangan dan ketidakpastian.

Dengan upaya dan kerja keras seluruh Insan Astra dan seluruh perusahaan Grup Astra, pada akhir tahun 2021, Perseroan berhasil mencatatkan pendapatan bersih sebesar Rp233,5 triliun, naik 33% dibandingkan tahun 2020 sebesar Rp175 triliun. Sementara itu, laba bersih Grup Astra mencapai Rp20,2 triliun, naik 25% dari tahun sebelumnya sebesar Rp16,2 triliun. Pencapaian kinerja bisnis dan keuangan yang solid pada tahun 2021 semakin mendorong Astra untuk terus memberikan kontribusi ekonomi, sosial dan lingkungan di mana pun kami berada.

BUSINESS AND FINANCIAL PERFORMANCE

AT A GLANCE [SEOJK F.2][SEOJK F.3]

The COVID-19 pandemic was still overshadowing most of 2021, and reached its peak in the middle of the year. After experiencing a significant decline in 2020, our business performance began to strengthen in 2021 in line with various national and global policies to bring the world out of the pandemic and support economic recovery.

Guided by Astra Group's 2021 strategic theme *"Ensure Resilience and Pursue the Silver Linings"*, all companies under the Astra Group always do their best in building a resilient Astra that is capable of facing various challenges in these times of great uncertainty.

With consistent efforts and hard work of all Astra employees and all Astra Group companies, by the end of 2021, the Company successfully delivered Rp233.5 trillion in net income, increased by 33% compared to Rp175 trillion in 2020. Astra Group delivered Rp20.2 trillion in net income, increased by 25% from Rp16.2 trillion in the previous year. The achievement of solid business and financial performance in 2021 has further encouraged Astra to continue to make economic, social and environmental contributions wherever we are.



Astra Dukung Pemerintah Indonesia Dorong Ekspor Non-Migas

Astra Supports Indonesian Government to Promote Non-Oil and Gas Exports



Grup Astra terus mendukung Pemerintah Indonesia untuk mendorong ekspor non-migas untuk pertumbuhan ekonomi nasional.

Sebanyak 189.899 unit kendaraan roda empat yang diproduksi oleh Grup Astra berkontribusi 64% dari total volume ekspor nasional pada tahun 2021. Demikian juga dengan kendaraan roda dua, di mana 49% dari total volume ekspor kendaraan roda dua nasional atau sebanyak 392.829 unit adalah produksi Grup Astra.

Astra Group continues to support the Government of Indonesia in promoting non-oil and gas exports for national economic growth.

A total of 189,899 units of four-wheeler vehicles produced by the Astra Group have contributed to 64% of the total national export volume in 2021. Likewise for two-wheeler vehicles, where 49% of the total export volume of national two-wheeler vehicles or 392,829 units is produced by the Astra Group.

PRODUK & LAYANAN BERKUALITAS DAN INOVATIF

Astra tidak hanya berkomitmen untuk memberikan produk, jasa, dan layanan yang setara kepada pelanggan, tetapi juga menghasilkan produk serta layanan yang berkualitas dan inovatif bagi pelanggannya. Produk dan layanan yang diberikan Astra telah melalui proses pengujian, mematuhi peraturan yang berlaku, dan selalu dievaluasi untuk memenuhi kepuasan pelanggan. **[SEOJK F.17]**

Komitmen Astra dalam memberikan produk serta layanan yang berkualitas dan inovatif dengan meningkatkan kemampuan (*upskilling*) dan melengkapi kemampuan baru (*reskilling*) menjadi kunci pengembangan sumber daya manusia di era digital. Hal ini juga dibutuhkan untuk memastikan kesiapan organisasi dalam memenuhi kebutuhan bisnis yang terus berubah.

QUALITY AND INNOVATIVE PRODUCTS & SERVICES

Not only is Astra committed to being impartial in terms of providing products, services and customer services to its customers, but it also ensures that the products and services are innovative. Astra's products and services have been well tested, complied with all regulatory provisions, and are regularly evaluated to meet customer satisfaction. **[SEOJK F.17]**

Astra's commitment to provide quality and innovative products and services by enhancing (*upskilling*) and completing new capabilities (*reskilling*) is the key to developing human resources in the digital era. Competency enhancement is also one of the preconditions that must be fulfilled to ensure that the organization is ready to meet the evolving business needs.

Portfolio Roadmap

Di tengah pandemi yang masih terus berlanjut, Grup Astra terus melakukan inovasi *products and services*, seperti yang dilakukan perusahaan-perusahaan pembiayaan yang mendukung penjualan otomotif dengan memperhatikan pemberian kredit kepada konsumen otomotif, untuk menjaga kualitas aset pembiayaan mereka di tengah situasi ekonomi yang tidak menentu. Serta pengembangan layanan *home service* pada jasa perbaikan kendaraan yang dapat dilakukan di rumah-rumah konsumen.

As the current pandemic persisted, Astra continues to innovate products and services, such as financing companies that support automotive sales by paying attention to auto loans, in order to maintain the quality of their financing assets in the midst of an uncertain economic situation. Attention was also paid to the development of auto home service that customers can conveniently get at their homes.



Melindungi Kesehatan Masyarakat Indonesia Melalui Inovasi Produk

Protecting Indonesian Public Health through Product Innovation



Di tengah pandemi COVID-19, PT Astra Komponen Indonesia (ASKI) melakukan inovasi terbaru dengan merilis produk masker yaitu Grin Smile. Masker ini merupakan salah satu dari rangkaian varian *innovative wearable product* yang telah diluncurkan sebelumnya untuk membantu mengatasi mengurangi laju penyebaran COVID-19.

Fitur inovatif dari masker dari ASKI ini tidak hanya melindungi pengguna dari sebaran percikan *droplet* saja, tetapi bisa juga nyaman dipakai dan dapat menunjang penampilan dengan bentuknya yang transparan.

Fitur *safety* dan keefektifan dari Grin Smile dilengkapi tiga lapisan filter, kipas dan baterai yang memiliki kekuatan baterai 3-4 jam dan bisa diisi ulang (*rechargeable*). Melalui produk inovatif ini, Astra melalui ASKI berharap mampu berperan untuk turut melindungi kesehatan masyarakat Indonesia di era *new normal* dan membantu upaya pemerintah dalam menekan laju penyebaran COVID-19 di Indonesia.

Amidst COVID-19, PT Astra Component Indonesia (ASKI) made the latest innovation by releasing the Grin Smile mask. This mask is one of a series of innovative wearable product variants that have been previously launched to help reduce the rate of spread of COVID-19.

In addition to protecting the user from the spread of droplet splashes, this innovative feature of the mask from ASKI is also comfortable to wear and can support appearance due to its transparent shape.

An effective safety feature of the Grin Smile is the three-layer filter, fan and battery that has a rechargeable 3-4 hour battery life. Through this innovative product, Astra through ASKI wants to play a role in protecting the health of the Indonesian people in the new normal era and assisting the government's efforts in suppressing the spread of COVID-19 in Indonesia.



Komitmen Berinovasi dan Digitalisasi, Astragraphia Luncurkan Produk dan Solusi Baru dari FUJIFILM Business Innovation

Commitment to Innovation and Digitalization, Astragraphia Launches New Products and Solutions from FUJIFILM Business Innovation



PT Astra Graphia Tbk (Astragraphia) berkomitmen untuk menjadi mitra pilihan dan terdepan bagi seluruh pelanggan di era *digital workplace* dan pelaku industri *graphic communication*. Inovasi terus menerus yang dilakukan Astragraphia adalah perwujudan komitmen perusahaan dalam penerapan bisnis yang berkelanjutan. Oleh karena itu, dengan keandalan yang dimiliki baik dari sisi *people*, *product*, maupun *technology*, Astragraphia melalui unit usaha Solusi Dokumen meluncurkan rangkaian produk dan solusi perangkat multifungsi The New Apeos Series dan printer produksi Revoria Press Series dari FUJIFILM Business Innovation. Seluruh produk dan solusi terbaru ini menjadi wujud komitmen Astragraphia untuk berinovasi terhadap digitalisasi proses bisnis dan alur kerja seluruh pelanggan perkantoran, usaha skala kecil hingga besar, serta pelaku bisnis di industri kreatif.

PT Astra Graphia Tbk (Astragraphia) is committed to being the preferred and leading partner for all customers in the midst of the digital workplace and graphic communication industry. Astragraphia's continuous innovation is a manifestation of its commitment to implementing sustainable business. Therefore, capitalizing on its reliability, in terms of people, products, and technology, through its Document Solutions business unit, Astragraphia launched a series of multifunctional device products and solutions, The New Apeos Series and Revoria Press Series printers from FUJIFILM Business Innovation. All of these latest products and solutions are a manifestation of Astragraphia's commitment to innovate towards the digitization of business processes and workflows for all office customers, small to large scale businesses, as well as business players in the creative industry.

Portfolio Roadmap



Bisnis dan Investasi Baru di Ekonomi Digital New Business and Investment in Digital Economy

Grup Astra berinvestasi di Sayurbox dan Halodoc sebesar USD40 Juta

Astra invests in Sayurbox and Halodoc amounting to USD40 million

Setelah investasi Grup Astra pada GoTo pada tahun 2018 dan 2019, pada tahun 2021 Astra berinvestasi di Sayurbox dan aplikasi solusi kesehatan Halodoc. Investasi ini bertujuan untuk mendukung strategi pertumbuhan berkelanjutan sekaligus berpartisipasi untuk memajukan ekonomi digital di Indonesia.

After Astra Group's successful investment in GoTo in 2018 and 2019, in 2021 Astra invested in Sayurbox and a health solution application, Halodoc. Both investments were made to support a sustainable growth strategy while participating in the advancement of digital economy in Indonesia.

Grup Astra memiliki produk-produk digital inovatif berbasis teknologi melalui berbagai platform untuk memenuhi kebutuhan masyarakat modern Indonesia.

Astra Group has innovative technology-based digital products with various platforms to cater the needs of modern Indonesian society.

Sayurbox adalah *e-commerce grocery farm-to-table platform* and *distributor of fresh goods*, yang memungkinkan konsumen untuk mendapatkan berbagai sayur mayur dan bahan segar berkualitas langsung dari petani dan produsen lokal. Media yang digunakan untuk memfasilitasi hal ini adalah platform *online* melalui situs dan aplikasi *mobile*.

Sayurbox is an e-commerce grocery farm-to-table platform and distributor of fresh goods, which allows consumers to get fresh vegetables and other produce of great quality directly from local farmers and producers. To facilitate this trading, e-commerce uses an online platform such as website and mobile applications.

Halodoc adalah platform kesehatan berbasis online yang melayani di bidang telekonsultasi kesehatan. Melalui Halodoc, orang dapat berbicara dengan dokter spesialis, membeli obat, serta melakukan pemeriksaan laboratorium lewat *smartphone* kapan saja, dimana saja selama 24 jam. Tujuan Halodoc adalah *simplifying healthcare*, yakni memudahkan akses kesehatan bagi seluruh masyarakat Indonesia.

Halodoc is a health platform that gives online teleconsultation. Through Halodoc, people can talk to medical specialists of their choice, buy medicine, and have laboratory tests via smartphones from wherever they are 24/7. Halodoc has a noble goal, which is to simplify healthcare as it gives easier access to health for all Indonesians.

AstraPay

The graphic features the AstraPay logo and the text "AstraPay, Solusi Pembayaran Digital dari Astra". Below this, it states: "Selain menjadi alat pembayaran dalam ekosistem Astra, AstraPay dapat juga digunakan untuk pembayaran kebutuhan sehari-hari dengan aman dan mudah!". To the right, a large smartphone displays the app interface with a balance of Rp 599.800. Surrounding the phone are icons for various services: Tagihan Rutin (IndiHome, PLN, BPJS Kesehatan, BPJS Ketenakerjaan, BPJS Tabungan, BPJS Kesehatan, BPJS Ketenakerjaan, BPJS Tabungan), Scan QRIS (LUNO 2000, DAIHATSU, ISUZU), Tiket Moda Transportasi Umum (MRT Jakarta, Transjakarta), Beli Pulsa & Kuota (Telkomsel, Smartfren), Bayar Pajak, AstraPoints, Maupaylater (Maucash), Pembayaran Asuransi (Astra), Angsuran Kendaraan Pribadi (TAF), and Angsuran Elektronik (SPEKTRA).

AstraPay merupakan aplikasi pembayaran digital Grup Astra yang memberikan kemudahan terhadap pengguna melakukan pembayaran digital. Aplikasi AstraPay diluncurkan pada 2021 dan memiliki fitur *direct payment* untuk produk pembayaran angsuran dari layanan Grup Astra.

Saat ini AstraPay telah bekerja sama antara lain dengan FIFGROUP, Toyota Astra Finance (TAF), Astra Credit Companies (ACC), hingga Maucash. AstraPay juga terintegrasi dengan sistem pembayaran moda transportasi umum, seperti MRT Jakarta dan Transjakarta. . AstraPay juga dapat digunakan untuk membayar tagihan listrik, PDAM, TV kabel, BPJS, pajak, hingga beli pulsa atau paket data.

Tidak hanya itu saja, untuk mendukung program Bank Indonesia dalam memperluas inklusi keuangan digital, AstraPay hadir dengan fitur QRIS. Melalui fitur QRIS ini, pengguna dapat melakukan pembayaran servis kendaraan di Toyota Sales Operation/TSO, Shop&Drive, Isuzu Sales Operation/ISO, Daihatsu Sales Operation/DSO, dan AHASS. Tidak hanya di ekosistem Astra saja, pengguna dapat melakukan transaksi berbagai produk dan keperluan secara mobile di merchant seluruh Indonesia yang telah menerima pembayaran melalui QRIS.

AstraPay is a digital payment application from the Astra Group that facilitates users in making digital payments. The AstraPay application was launched in 2021 and has a direct payment feature for installment payment products from Astra Group services.

Currently AstraPay has collaborated with among others FIFGROUP, Toyota Astra Finance (TAF), Astra Credit Companies (ACC), to Maucash. AstraPay is also integrated with payment systems for public transportation modes, such as MRT Jakarta and Transjakarta. AstraPay can also be used to pay electricity, PDAM, and cable TV bills, BPJS, taxes, and buy mobile top up and data package.

AstraPay does more than that, to support Bank Indonesia's program in expanding digital financial inclusion, AstraPay offers QRIS feature. It is a special feature that users can use to pay make payment for their auto services at Toyota Sales Operation/TSO, Shop&Drive, Isuzu Sales Operation/ISO, Daihatsu Sales Operation / DSO, and AHASS. Users can also use this feature outside Astra Ecosystem to make mobile transactions for various products and other purposes at merchants throughout Indonesia who take QRIS as a medium of payments.

Portfolio Roadmap

Mo88i

Mo88i, yang merupakan platform e-commerce jual beli mobil bekas berbasis *online*, diluncurkan pada September 2021 dan telah diunduh lebih dari 100.000 kali pada Desember 2021. Lebih dari sekedar platform digital, mo88i hadir sebagai one stop solution bagi para pelanggan yang sedang mencari mobil bekas karena mo88i menyuguhkan layanan yang menyeluruh dan terintegrasi dengan ekosistem Astra. Eksistensi mo88i merupakan wujud nyata komitmen mobil88 dalam berinovasi untuk memberikan pelayanan terbaik dan menjawab kebutuhan pelanggan di masa digitalisasi saat ini.

Sebagai bagian dari PT Serasi Autoraya dalam lini bisnis mobil bekas, mobil88 bersama dengan IBID (yang merupakan balai lelang), terus menggencarkan inovasi-inovasi terbaru untuk mendorong keberhasilan pergeseran metode penjualan mobil bekas dari konvensional menjadi online, baik melalui perubahan mobil88 e-store menjadi mo88i dan adanya online auction di IBID. Hal ini merupakan optimalisasi program efisiensi dengan manfaat jangkauan konsumen yang lebih luas dan harga yang lebih kompetitif. Dengan adanya kemampuan digitalisasi ini, juga turut mendukung berjalannya operasional bisnis ketika adanya pemberlakuan PPKM yang menghambat kegiatan di outlet ataupun cabang.

Mo88i, a one-stop online used car trading platform, was launched in September 2021 and has been downloaded more than 100,000 times as of December 2021. More than just a digital platform, mo88i is a one stop solution for customers looking for a second hand car. mo88i provides comprehensive and integrated services within the Astra ecosystem. The existence of mo88i is a tangible manifestation of mobil88's commitment to innovation in providing the best service and responding to customer needs in the current digitalization era.

As part of PT Serasi Autoraya in the used car business line, mobil88 together with IBID (auction company) continues to intensify the latest innovations to encourage a shift in the method of selling used cars from conventional to online, both through changing the mobil88 e-store to mo88i and also through online auction at IBID. This is an optimization of our efficiency program which can also reach a wider range of consumers and offer more competitive prices. This digitalization capability also supports the running of business operations during the implementation of social movement restrictions that hamper activities at our outlets or branches.

MOXA

Pada 2021, Astra Financial menghadirkan sebuah aplikasi berbasis *mobile* terbaru bernama MOXA yang telah digunakan oleh 3,5 juta pengguna (*Monthly Active User*). MOXA mengintegrasikan produk dan layanan di Astra Financial merupakan solusi inovatif dalam menjawab kebutuhan konsumen yang semakin dinamis sekaligus mempercepat transformasi digital dan pengembangan ekosistem jasa keuangan di Indonesia.

Melalui aplikasi ini, konsumen dapat menikmati berbagai layanan, mulai dari pembiayaan kendaraan, pembiayaan perjalanan, pinjaman multiguna, pembiayaan gawai, elektronik, furnitur, dan persiapan dana pendidikan. Selain itu, MOXA juga memberikan kemudahan bagi konsumen dalam pembukaan rekening tabungan Permata Bank dalam waktu kurang dari 5 menit menyediakan layanan investasi bisnis untuk hari tua, sewa mobil dan bus, layanan antar jemput bandara, *test drive* kendaraan impian, hingga produk asuransi.

In 2021, Astra Financial presents a new mobile-based application called MOXA which has been used by 3.5 million users (Monthly Active User). Moxa integrates products and services in Astra Financial in responding to increasingly dynamic consumer needs while accelerating digital transformation and the development of the financial services ecosystem in Indonesia.

Through this application, consumers can enjoy a variety of services, ranging from vehicle financing, travel financing, multipurpose loans, device financing, electronics, furniture, and preparation of education funds. In addition, MOXA also provides convenience for consumers to open a Permata Bank savings account in less than 5 minutes, provides business investment services for old age, car and bus rentals, airport shuttle services, test drives of dream vehicles, to insurance products.

Movic

Movic merupakan platform sewa mobil *online* berbasis aplikasi dari Astra Digital yang membantu menghubungkan pemilik dan penyewa mobil di 60 kota dan 14 *airport* dengan jumlah *download* sebanyak 1,4 juta dan 1.700 partner dari September 2018 sampai Desember 2021. Sistemnya bekerja memudahkan penyewa mencari mobil sesuai kebutuhan dan membantu pemilik mobil mendapatkan penghasilan tambahan dengan menyewakan mobilnya. Pada masa yang akan datang, Movic akan memperluas jasa yang ditawarkan dengan menyediakan beberapa produk baru seperti *car sharing*, *airport transfer*, *shuttle*, *logistic*, dan lain lain.

Movic memberikan pelayanan berkendara yang aman dan nyaman karena setiap mobil yang disewakan telah melewati uji kebersihan dan disinfektan saat sebelum dan sesudah digunakan. Melalui Movic pelanggan dapat mencari kendaraan yang akan disewa berdasarkan kota, jenis kendaraan, dengan/ tanpa supir.

Movic is an application-based online car rental platform from Astra Digital that helps connect car owners and renters in 60 cities and 14 airports with 1.4 million downloads and 1,700 partners from September 2018 until December 2021. The system works to make it easier for renters to find cars according to their needs and helps car owners earn additional income by renting out their cars. In the future, Movic will expand the services offered by providing several new products such as car sharing, airport transfer, shuttle, logistics, and others.

Movic provides a safe and comfortable driving service because every car that is rented has passed a cleanliness and disinfectant test before and after use. Through Movic, customers can search for vehicles to be rented by city, type of vehicle, with/without driver.

CariParkir

CariParkir merupakan sebuah platform yang menghubungkan dan membantu *user* yang membutuhkan tempat parkir dengan parkir terdekatnya. Saat ini, CariParkir berfokus di area Jabodetabek dan menawarkan 4 fitur utama yang berada di 18 lokasi 2W (Motopass & Motopay) dan 10 mall besar untuk 4W (Lockey) dan memiliki jumlah *download* 580 ribu, beberapa fitur di antaranya adalah:

1. MotoPass yang merupakan fitur *membership* untuk kendaraan roda dua
2. MotoPay yang merupakan *digital payment* untuk parkir roda dua
3. LOCKEY yang merupakan *reserved parking* untuk kendaraan roda 4
4. MobiPass yang merupakan *membership* untuk kendaraan roda empat

CariPromo fitur terbaru CariParkir yakni merupakan fitur yang mempermudah konsumen untuk menemukan promo dari *merchant-merchant* yang sudah bekerja sama di tempat terdekat pengguna, pengguna bisa langsung membeli *voucher* promo di aplikasi CariParkir. Caripromo terdiri dari beberapa kategori yakni: makanan, kecantikan, kesehatan, belanja, hiburan, dan lainnya.

CariParkir is a platform that connects and helps users who need a parking space with the nearest parking lot. Currently, CariParkir focuses on the Jabodetabek area and offers 4 main features located in 18 2W (Motopass & Motopay) locations and 10 large malls for 4W (Lockey) and has a total download of 580 thousand, some of which are:

1. MotoPass which is a membership feature for two-wheeled vehicles
2. MotoPay which is a digital payment for two-wheel parking
3. LOCKEY, which is reserved parking for 4-wheeler vehicles
4. MobiPass which is a membership for four-wheeler vehicles

CariPromo, the latest CariParkir feature, is a feature that helps customers to find promotion from merchants who have collaborated in places closest to the user, users can directly buy promo vouchers in the CariParkir application. Caripromo consists of several categories, namely: food, beauty, health, shopping, entertainment, and others.

Portfolio Roadmap

PRODUK RAMAH LINGKUNGAN

[SEOJK F.5][SEOJK F.26]

Astra terus berupaya untuk mengurangi emisi gas rumah kaca, serta berkontribusi dalam keberlanjutan ekosistem lingkungan hidup dengan melakukan upaya mitigasi dan adaptasi dampak perubahan iklim, serta kampanye juga ragam aksi lingkungan yang dilaksanakan oleh Grup Astra yang tersebar di seluruh Indonesia.

Sebagai bagian dari upaya tersebut, Astra terus mendorong perkembangan dan inovasi-inovasi produk yang ramah lingkungan dan mendorong penggunaan material yang ramah lingkungan melalui lini bisnisnya.

Di sektor otomotif, Astra akan terus mendukung langkah Pemerintah Indonesia untuk mendorong transformasi industri otomotif nasional yang ramah lingkungan melalui kepatuhan dan pemenuhan regulasi dan sesuai dengan kebutuhan pasar, antara lain:

- Pemenuhan implementasi standar EURO 4 untuk kendaraan penumpang sejak September 2018 dan menyusul untuk kendaraan komersial mulai tahun 2022.
- Terus mendorong porsi kandungan bahan baku lokal untuk kendaraan listrik roda dua ataupun roda empat sesuai dengan Peraturan Presiden No. 55 Tahun 2019 terkait percepatan program kendaraan bermotor listrik berbasis baterai.
- Penerapan skema pajak baru sebagai insentif berdasarkan tingkat efisiensi dan kadar emisi untuk menstimulasi pengembangan produk kendaraan bermotor ramah lingkungan sejak Oktober 2021.
- Terus konsisten mendukung program pemerintah dalam program biodiesel B30 yang memiliki kandungan 30% campuran minyak kelapa sawit dan mendukung kajian pemerintah terkait persiapan rencana kelanjutan program menuju B40.

ENVIRONMENTALLY FRIENDLY PRODUCTS

[SEOJK F.5][SEOJK F.26]

Astra makes continuous endeavor to reduce greenhouse gas emissions, while contributing to the sustainability of environmental ecosystems by mitigating and adapting to the impacts of climate change, running campaigns, and doing environmental actions under the Astra Group that are spread across Indonesia.

As part of this endeavor, Astra continues to encourage the development and innovation of environmentally friendly products and the use of environmentally friendly materials through its business lines.

In the automotive sector, Astra will remain supportive of the Government of Indonesia's measure to encourage the transformation of the national automotive industry into one that is environmentally friendly through compliance with regulations based on market needs, including:

- The implementation of the EURO 4 standard for passenger vehicles since September 2018 and for commercial vehicles that will begin in 2022.
- Continuously encouraging the portion of local raw material content for two-wheeler or four-wheeler electric vehicles in accordance with Presidential Regulation No. 55 of 2019 on the acceleration of the battery-based electric motor vehicle program.
- The implementation of a new tax scheme as an incentive based on efficiency and emission levels to stimulate the development of environmentally friendly auto products since October 2021.
- Consistently supporting the government's program in the B30 biodiesel program which contains 30% blend of palm oil and support the government's study on the preparation of the program's continuation plan towards B40.

Pada sektor alat berat, pertambangan, konstruksi, dan energi, Astra bertanggung jawab dengan menerapkan energi baru terbarukan dan sistem manajemen energi. Melalui anak perusahaannya, Astra juga berkontribusi dalam pembangunan pembangkit listrik berbasis energi baru terbarukan seperti *rooftop solar* PV yang diterapkan di beberapa Grup Astra, serta pembangkit listrik tenaga mini hidro (PLTMH) oleh anak perusahaan United Tractors (UT).

In the heavy equipment, mining, construction and energy, Astra fulfils its responsibility to implement new renewable energy and energy management systems. Through its subsidiaries, Astra also contributes to the construction of new and renewable energy-based rooftop solar PV implemented in several Astra Group, as well as mini hydro power plants implemented by United Tractors (UT) subsidiary.

Dari 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. Menara Astra telah memenuhi kualifikasi *Green Mark Platinum* dari Building and Construction Authority Singapore.

In the property sector, Menara Astra has become an icon of low-energy and low-natural resources office complex by applying a building management system that is combined with the latest technology. Menara Astra has met the Green Mark Platinum qualification from the Building and Construction Authority Singapore.



Advancing on a Greener Road

[SEOJK F.5] [SEOJK F.26]



Astra Siap Menyambut Era *Electric Vehicle* [SEOJK F.26]

Astra is Ready to Welcome the Era of Electric Vehicles [SEOJK F.26]



Melalui Toyota Astra Motor (TAM), Grup Astra telah memperkenalkan dan menghadirkan pilihan lengkap *Electric Vehicles* (EV) dan berbagai teknologi elektrifikasi otomotif di Indonesia, mulai dari *Battery Electric Vehicles* (BEV), *Plug-in Hybrid Electric Vehicles* (PHEV), hingga *Hybrid Electric Vehicles* (HEV).

Berbagai pilihan merk EV dan model telah dipasarkan dan dijual di pasar Indonesia sejak tahun 2009-2021, antara lain:

- Prius Hybrid,
- Prius Plug-in Hybrid, C-HR Hybrid,
- Corolla Cross Hybrid,
- Corolla Altis Hybrid,
- Camry Hybrid,
- Lexus LS Hybrid,
- Lexus E5 Hybrid,
- Lexus UX Hybrid,
- Lexus UX 300e (electric)

Dengan demikian TAM mencatat total penjualan jenis kendaraan EV ini telah mencapai 5.542 unit.

Untuk mendorong penggunaan EV yang lebih luas di Indonesia, Grup Astra juga turut mendukung inisiatif *Green Tourism* dari Kementerian Pariwisata dan Ekonomi Kreatif, dan terus memperluas penggunaan EV *Smart Mobility* dengan menyediakan 3 *lineup* kendaraan elektrifikasi terdiri dari Toyota COMS (BEV), Toyota C-pos (BEV), dan Toyota Prius PHEV di berbagai destinasi-destinasi wisata di Indonesia, seperti di Bali pada tahun 2021.

Through Toyota Astra Motor (TAM), Astra Group has introduced and presented a complete selection of *Electric Vehicles* (EV) and various automotive electrification technologies in Indonesia, ranging from *Battery Electric Vehicles* (BEV), *Plug-in Hybrid Electric Vehicles* (PHEV), to *Hybrid Electric Vehicles* (HEVs).

A wide selection of EV brands and models that have been marketed and sold in the Indonesian market from 2009-2021, include:

- Prius Hybrid,
- Prius Plug-in Hybrid, C-HR Hybrid,
- Corolla Cross Hybrid,
- Corolla Altis Hybrid,
- Camry Hybrids,
- Lexus LS Hybrid,
- Lexus E5 Hybrid,
- Lexus UX Hybrid,
- Lexus UX 300e (electric)

TAM has made a total sales of 5,542 units of EV vehicles.

To encourage wider use of EVs in Indonesia, Astra Group also supports the *Green Tourism* initiative of the Ministry of Tourism and Creative Economy, and in 2021 has expanded the use of EV *Smart Mobility* by providing 3 *lineup* of electric vehicles consisting of Toyota COMS (BEV), Toyota C-pos (BEV), and Toyota Prius PHEV in various tourist destinations in Indonesia, including Bali.

Mewujudkan semangat pelestarian lingkungan melalui inovasi-inovasi produk dan layanan yang *Eco-Consconscious* yang disertai dengan penggunaan material ramah lingkungan.

Realizing the spirit of environmental conservation through Eco-Consconscious product and service innovations accompanied by the use of environmentally friendly materials.



Efisiensi Penggunaan Bahan Bakar untuk Kendaraan Roda Dua Fuel Efficiency for Two-Wheelers



Kendaraan ramah lingkungan tidak hanya datang dari kendaraan roda empat. Kendaraan roda dua juga kini memiliki banyak fitur yang lebih ramah lingkungan. Astra Honda Motor telah merilis All New Honda PCX yang mampu meningkatkan efisiensi penggunaan bahan bakar hingga 45 km/liter. Pengetesan dilakukan melalui pengaktifan fitur ramah lingkungan *idling stop system* (metode ECE R40) dengan metode pengetesan EURO 3.

Not only four-wheeler vehicles that can be environmentally friendly vehicles. Two-wheeler vehicles also now have many features that are more environmentally friendly. Astra Honda Motor has released the All New Honda PCX which is able to increase fuel efficiency up to 45 km/liter. The test is carried out by activating the environmentally friendly feature idling stop system (ECE R40 method) with the EURO 3 test method.

Portfolio Roadmap



UD Trucks UT Penuhi Standar Emisi EURO 4

UD Trucks UT Meets the EURO 4 Emission Standards



Komitmen kami terhadap *sustainability* tercermin di produk-produk yang kami hadirkan bagi masyarakat Indonesia. Salah satunya adalah UD Trucks dari United Tractors (UT) yang sudah turut serta mengikuti uji coba pertama dari Pemerintah dalam hal penggunaan B30 dan telah memenuhi standar emisi EURO 4 yang diberlakukan Pemerintah Indonesia mulai 2022. Selain itu, UD Trucks sendiri menggunakan *engine* dengan spesifikasi EURO 5 dimana spesifikasi ini telah melampaui standar yang ditetapkan oleh Pemerintah Indonesia.

Inovasi dan teknologi yang diusung oleh UD Trucks agar lebih ramah lingkungan dikembangkan sejak tahun 2018, termasuk penyesuaian beberapa komponen agar UD Trucks kami dapat dioperasikan menggunakan bahan bakar B30 yang lebih ramah lingkungan.

Our commitment to sustainability is reflected in the products we present to the people of Indonesia. One of them is UD Trucks from United Tractors (UT) which has passed the first trial from the Government in the use of B30 and has met the EURO 4 emission standard imposed by the Indonesian government starting 2022. In addition, UD Trucks uses an engine with a EURO 5 specification where this specification has exceeded the standards set by the Government of Indonesia.

UD Trucks' environmentally friendly innovation and technology have been developed since 2018, including adjustments to several components so that the trucks can be operated using B30 fuel which is more environmentally friendly.



Terus Jajaki Energi Bersih untuk Masa Depan

Continue to Explore Clean Energy for the Future

Sejalan dengan komitmen kami terhadap keberlanjutan dan *Sustainable Development Goals* (SDGs), Grup Astra, melalui United Tractors (UT) terus mengembangkan bisnis dan investasi kami di sektor energi baru dan terbarukan (EBT) yang ramah lingkungan. Sejumlah studi, tinjauan dan realisasi proyek-proyek EBT secara konsisten dilaksanakan. Berikut ini pencapaian-pencapaian Astra di sektor EBT sampai dengan akhir tahun 2021:

In line with our commitment to sustainability and the Sustainable Development Goals (SDGs), the Astra Group, through United Tractors (UT) continues to develop business and investment in the new and renewable energy (NRE) sector that is environmentally friendly. A number of studies, reviews and realization of NRE projects are consistently carried out. The following are Astra's achievements in the NRE sector until the end of 2021:



2.4 MWp

0.5 MW

Kapasitas *rooftop solar panel* yang diterapkan di beberapa Grup Astra sebesar 2,4 MWp dan kapasitas Pembangkit Listrik Tenaga Minihidro (PLTM) Kalipelus oleh United Tractors (UT) sebesar 0,5 MW yang telah beroperasi di Jawa Tengah. Selain PLTM Kalipelus, UT saat ini sedang membangun PLTM Besai Kemu di Lampung yang masih dalam tahap konstruksi dengan kapasitas sebesar 7 MW.

The rooftop solar panel capacity used in several Astra Group is 2.4 MWp and the capacity of the Kalipelus Mini-hydro Power Plant (PLTM) by United Tractors (UT) is 0.5 MW and operates in Central Java. In addition to the Kalipelus PLTM, UT is currently building the Besai Kemu PLTM in Lampung with a capacity of 7 MW which is still under construction.



5

Sektor EBT Lain
Other NRE Sector

Grup Astra terus aktif melakukan studi, tinjauan dan mengembangkan jenis energi terbarukan lainnya seperti *Floating Solar PV*, Pembangkit Listrik Tenaga Bayu (PLTB), *Hybrid Solar PV* dan *Battery Storage*, serta *Waste to Energy*.

Astra Group continues to actively conduct studies, reviews and develop other types of renewable energy such as Floating Solar PV, Wind Power Generation, Hybrid Solar PV and Battery Storage, as well as Waste to Energy.

Portfolio Roadmap

Komitmen Grup Astra untuk *Sustainable Palm Oil*

Astra Group's Commitment to Sustainable Palm Oil

Di sektor agribisnis, komitmen Grup Astra terhadap *sustainability* diimplementasikan melalui pencapaian sertifikasi *Indonesian Sustainable Palm Oil* (ISPO) untuk operasional perkebunan dan pengolahan kelapa sawit Perusahaan. Sampai dengan akhir tahun 2021, sebanyak:

In the agribusiness sector, the Astra Group's commitment to sustainability is implemented through the achievement of Indonesian Sustainable Palm Oil (ISPO) certification for the Company's oil palm plantation and processing operations. Until the end of 2021, as many as :



38

Perusahaan Tersertifikasi ISPO
ISPO Certified Company





Bus Kota yang Ramah Lingkungan

[SEOJK F.26]
 Environmentally Friendly City Bus
 [SEOJK F.26]



Bus merek Scania yang berbahan bakar B30 diperkenalkan pada tahun 2020. Pada tahun 2015 Grup Astra melalui United Tractors (UT) menghadirkan bus Scania berbahan bakar gas alam (BBG) dengan tingkat emisi yang memenuhi standar EURO 6, yang berarti bus Scania Astra menghasilkan emisi NOx tidak lebih dari 0,08g/km.

Bus Scania berbahan bakar gas (BBG) ini berpotensi menurunkan emisi partikel yang menciptakan polusi dan Nitrogen Oksida sampai dengan 95%, sementara pada saat yang sama menurunkan jumlah karbon dioksida sampai dengan 15%. Konsumsi bahan bakar bus gandeng Scania ini lebih efisien, di level 0,9-1 km per liter setara bahan bakar jenis premium. Selain itu, bus Scania EURO 6 telah dilengkapi dengan fitur *Fleet Management Services* (FMS) untuk memudahkan pengawasan dan pengelolaan armada bus Scania.

Scania brand buses with B30 fuel were introduced in 2020. In 2015 the Astra Group through United Tractors (UT) presented Scania buses using natural gas (BBG) with emission levels that meet EURO 6 standards, which means Scania Astra buses produce NOx emissions of no more than 0.08g/km.

This gas-fueled Scania bus has the potential to reduce emission of pollutant particles and nitrogen oxides up to 95%, and at the same time reduce carbon dioxide emissions by up to 15%. Scania's articulated bus fuel consumption is more efficient, at the level of 0.9-1 km per liter equivalent to Premium type fuel. In addition, Scania EURO 6 buses are equipped with the Fleet Management Services (FMS) feature to facilitate monitoring and management of the Scania bus fleet.

Saat ini sebanyak | Currently as many as



108
 Unit bus Scania BBG
 units of Scania BBG buses

memperkuat armada transportasi perkotaan TransJakarta.

strengthen the TransJakarta urban transportation fleet.

Portfolio Roadmap

MEMASTIKAN KESELAMATAN DAN KEAMANAN PELANGGAN [SEOJK F.17][SEOJK F.27][SEOJK F.28][GRI 416-1] [GRI 103-1] [GRI 103-2] [GRI 103-3]

Keselamatan dan keamanan pelanggan merupakan hal utama bagi Grup Astra. Kami memastikan seluruh produk otomotif Astra telah melalui proses verifikasi keamanan dan keselamatan pelanggan sesuai dengan standar nasional dan internasional.

Di segmen otomotif, Astra telah melalui uji keselamatan dan keamanan serta mematuhi keselamatan berkendara, serta peraturan emisi gas buang yang ditetapkan oleh Pemerintah. Sebagai bentuk tanggung jawab Perseroan hingga tahap *after sales* produk otomotif, pada tahun 2021, Grup Astra melakukan *recall* sejumlah kendaraan otomotif yang telah terjual kepada para pelanggan. *Recall* dilakukan untuk memastikan kembali kualitas produk.

Sebagai bentuk komitmen dan tanggung jawab Astra kepada para pelanggan yang kendaraannya termasuk dalam *batch product* yang diharuskan untuk *recall*, Perusahaan memberikan pemeriksaan dan perbaikan gratis. Sebanyak 255.219 unit kendaraan dan 66.675 unit *spare part* telah melalui proses *recall*, pemeriksaan ulang dan *service* kendaraan dan penggantian *spare part* secara gratis untuk pelanggan kami yang unitnya termasuk dalam *batch recall* tahun 2021 tersebut. [SEOJK F.29]

Pada lini Astra di Jasa Keuangan, Astra memastikan seluruh produk dan layanan jasa keuangan Astra terdaftar dan diawasi oleh Otoritas Jasa Keuangan.

Di sektor pertambangan, Grup Astra menerapkan kaidah pertambangan yang baik dan sesuai peraturan yang diatur oleh Kementerian Energi dan Sumber Daya Mineral Republik Indonesia. Grup Astra memastikan jalan tol yang dikelolanya memenuhi standar pelayanan minimum dan dilakukan pengecekan secara rutin agar tidak membahayakan pengguna jalan.

Untuk melayani dan meningkatkan loyalitas pelanggan, Astra menawarkan layanan yang komprehensif, baik konvensional maupun digital. Konsumen akan memiliki akses ke layanan dari pusat solusi produk dan layanan Grup Astra untuk mendapatkan saran, penawaran kredit, asuransi, dan layanan darurat. Pelanggan dapat mengakses layanan *hotline* dan layanan komunikasi dapat diakses melalui e-mail di *website* Perseroan.

ENSURING CUSTOMER SAFETY AND SECURITY [SEOJK F.17][SEOJK F.27][SEOJK F.28][GRI 416-1] [GRI 103-1] [GRI 103-2] [GRI 103-3]

Customer safety and security is one of the things that matters most for Astra Group. We ensure that all of Astra's automotive products have gone through a customer safety and security verification process in accordance with national and international standards.

In the automotive segment, Astra has passed safety and security tests and complies with driving safety and exhaust emission regulations set by the Government. As a form of its responsibility up to the after sales stage of its automotive products, in 2021, Astra Group recalled a number of automotive products that have been sold to customers. Recalls were made to ensure product quality.

As a form of Astra's commitment and responsibility to customers whose cars fell under product batches that needed to be recalled, the Company gave free inspections and repairs. A total of 255,219 units of cars and 66,675 units of spare parts went through the recall process, re-inspection and auto service and free spare part replacement for our customers whose units were included in the 2021 recall batch. [SEOJK F.29]

In our Financial Services business line, Astra ensures that all of its financial products and services are registered and supervised by the Financial Services Authority.

In the mining sector, the Astra Group applies good mining principles and complies with all regulations that are regulated by the Ministry of Energy and Mineral Resources of the Republic of Indonesia. Astra Group ensures that all the toll roads under its management meet the minimum service standards and are checked regularly to keep the safety of all road users.

To serve and increase customer loyalty, Astra offers comprehensive services, both conventionally and digitally. Consumers will have access to the services of the Astra Group's Product and Service Solution Center for advice, credit offering, insurance and emergency services. Customers can access customer service, hotline service, and communication services via email on the Company's website.

Hal tersebut merupakan langkah yang diambil Grup Astra untuk membangun hubungan baik dengan pelanggan. Sesuai dengan *service level agreement* dan standar *service excellence*, semua keluhan akan diselesaikan paling cepat dalam satu hari dan paling lama satu minggu setelah keluhan pelanggan diterima.

This is a step that Astra Group has taken to build good relationships with customers. In accordance with the service level agreement and service excellence standards, all complaints will be resolved in one day and no later than one week after the customer complaint is received.

Lebih dari itu, sebagai bagian komitmen kami kepada para pelanggan, Astra melindungi keamanan informasi dan data pelanggan sesuai dengan ketentuan yang berlaku, termasuk data yang diterima melalui platform dan aplikasi digital. Untuk itu, Astra mendorong sistem manajemen keamanan informasi dan *cybersecurity* diterapkan di Grup Astra sehingga dapat memitigasi risiko dan isu keamanan data dan privasi (*data security & privacy*). Salah satu pendekatan kami untuk menjaga keamanan informasi, data pelanggan, dan *cybersecurity* adalah melalui implementasi dan sertifikasi ISO 27001:2013 Sistem Manajemen Keamanan Informasi (SMKI) yang sudah diterapkan di beberapa anak perusahaan.

Moreover, as part of our commitment to customers, Astra protects the security of customer data and information pursuant to applicable regulations, including data received through digital platforms and applications. To that end, Astra encourages that the Company's information security and cybersecurity management system is implemented in the Astra Group that will allow it to mitigate risks and issues of data security and privacy (*data security & privacy*). One of our approaches to maintaining the security of information, customer data, and cybersecurity is through the implementation and certification of ISO 27001:2013 Information Security Management System (SMKI) as has been implemented in several subsidiaries.

Penerapan ISO 27001 di Grup Astra

Implementation of ISO 27001 in Astra Group

Sebagai bentuk komitmen dalam menjaga keamanan informasi (*cybersecurity*), Astra Head Office telah menerapkan standar ISO 27001 dan menjadi *key performance indicator* (KPI) di unit kerja *Corporate Information System and Technology* (CIST). Penerapan ISO 27001 telah ditinjau setahun sekali oleh auditor eksternal melalui proses *audit surveillance* ISO 27001. Per 2021, CIST telah melalui proses *audit surveillance* dan masih mempertahankan sertifikasi ISO 27001.

As a form of commitment to information security (*cyber security*), Astra Head Office has implemented the ISO 27001 standard which has become a key performance indicator (KPI) in the Corporate Information System and Technology (CIST) work unit. The implementation of ISO 27001 is reviewed once a year by external auditors through the ISO 27001 surveillance audit process. As of 2021, CIST has gone through a surveillance audit process and succeeded in maintaining ISO 27001 certification.

Selain Astra Head Office, Asuransi Astra, Astra Honda Motor (AHM), United Tractors (UT), Astra Graphia Information Technology (AGIT), FIFGroup, dan Astra Credit Companies, beberapa perusahaan lainnya juga telah menyanggah status sertifikasi standar Internasional ISO 27001:2013. Dengan sertifikasi ISO ini artinya perusahaan tersebut mampu memastikan keamanan sistem, infrastruktur, dan data pelanggan yang dikelola telah memenuhi persyaratan keamanan sistem informasi sesuai standar internasional.

In addition to the Astra Head Office, Astra Insurance, Astra Honda Motor (AHM), United Tractors (UT), Astra Graphia Information Technology (AGIT), FIFGroup, and Astra Credit Companies, several other companies also have the status of ISO 27001:2013 International standard certification. With this ISO certification, it means that the Company is able to ensure the security of systems, infrastructure, and customer data that it manages to meet the information system security requirements according to international standards.

Portfolio Roadmap

Inovasi Teknologi untuk Memastikan Keselamatan Pengendara [GRI 416-1]

Technological Innovation to Ensure Riders Safety [GRI 416-1]

Untuk memberikan keamanan dan kenyamanan pengendara, Toyota telah memanfaatkan teknologi melalui fitur Toyota *Safety Sense* (TSS). Teknologi ini memanfaatkan sensor radar dan kamera untuk mendeteksi dan mengontrol mobil saat dalam keadaan berpotensi bahaya.

TSS memiliki fungsi utama untuk mengurangi potensi bahaya dan kecelakaan saat berkendara baik untuk pengemudi maupun penumpang. Ada beberapa fitur keselamatan yang dihadirkan oleh teknologi TSS ini, empat di antaranya yaitu *Pre-Collision System*, *Lane Departure Alert*, *Dynamic Radar Cruise Control*, dan *Automatic High Beam*.

Pre-collision System merupakan fitur yang mampu mencegah benturan dengan mengaktifkan pengereman darurat ketika sensor mendeteksi adanya kendaraan lain pada jarak dan kecepatan tertentu. Fitur ini membantu pengendara menghindari atau meminimalisasi efek benturan.

Lane Departure Alert adalah sistem yang dapat memberi peringatan pada pengemudi saat kendaraan berpindah jalur secara tidak sengaja. Fitur ini dapat membantu mencegah kecelakaan akibat kantuk yang terkadang membuat mobil keluar jalur.

Dynamic Radar Cruise Control adalah Sistem yang dapat mendeteksi kendaraan yang berada di depan dan mengatur kecepatan kendaraan. Fitur ini dapat membantu menjaga jarak aman berkendara sehingga dapat mencegah terjadinya kecelakaan.

Automatic High Beam adalah Sistem yang mengatur agar visibilitas pengemudi tetap terjaga saat berkendara di malam hari. Fitur ini dapat membantu mencegah kecelakaan dengan mengantisipasi adanya mobil dari arah berlawanan.

Toyota utilizes the Toyota Safety Sense (TSS) feature technology to provide driver safety and comfort. This technology utilizes radar sensors and cameras to detect and control a car when it is in a potentially dangerous situation.

The main function of TSS is to reduce the potential for hazards and accidents while driving for both the driver and passengers. There are several safety features presented by this TSS technology, four of which are Pre-Collision System, Lane Departure Alert, Dynamic Radar Cruise Control, and Automatic High Beam.

The Pre-collision System is a feature that is able to prevent collisions by activating emergency braking when the sensor detects another vehicle at a certain distance and speed. This feature helps the driver avoid or minimize the effects of a collision.

Lane Departure Alert is a system that can alert the driver when the vehicle accidentally changes lanes. This feature can help prevent accidents due to drowsiness that sometimes throw the car off the track.

Dynamic Radar Cruise Control is a system that can detect the vehicle in front and adjust the speed of the vehicle. This feature can help maintain a safe driving distance so as to prevent accidents.

Automatic High Beam is a system that regulates the driver's visibility while driving at night. This feature can help prevent accidents by anticipating the presence of cars from the opposite direction.

KEPUASAN PELANGGAN [SEOJK F.30]

Untuk memberikan pelayanan terbaik agar mencapai kepuasan pelanggan, Astra meyakini bahwa 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 grup perusahaan di Indonesia yang mengedepankan praktik *Good Corporate Governance* (GCG) dalam mengelola bisnisnya, yang salah satunya adalah memberikan informasi secara transparan, berkelanjutan, dan bertanggung jawab.

Di beberapa sektor industri Grup Astra menyediakan dan menjaga kepuasan pelanggan 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 serta dengan adanya aplikasi *mobile* untuk memenuhi kebutuhan pelanggan dalam masa pandemi ini.

Grup Astra melakukan survei kepuasan pelanggan secara berkala dengan berbagai metode yang disesuaikan dengan produk, jasa, *nature of business*, serta segmen pelanggan.

Pada tahun 2021, Perseroan mencatat 73 anak perusahaan Astra melakukan survei pengukuran kepuasan pelanggan, mulai dari pelanggan otomotif, *spare part*, nasabah jasa keuangan dan asuransi, nasabah Dana Pensiun Astra, pengguna jalan tol, pelanggan industri, hingga penghuni dan *tenant* dari produk properti Perseroan.

Adapun rekapitulasi dari hasil survei pelanggan di berbagai anak perusahaan tersebut 63% anak perusahaan Grup Astra (42 perusahaan) berhasil mencapai kepuasan pelanggan "Sangat Puas", 30% anak perusahaan Grup Astra (20 perusahaan) mencapai kepuasan pelanggan "Puas", dan 7% anak perusahaan Grup Astra (5 perusahaan) mencapai kepuasan pelanggan "Cukup Puas".

CUSTOMER SATISFACTION [SEOJK F.30]

To provide the best service and achieve customer satisfaction, Astra believes that one of the main strategies to maintain customer trust and build quality relationships is the transparent communication with customers. This is an effort by Astra as a group of companies in Indonesia that prioritizes *Good Corporate Governance* (GCG) practices in managing its business, by e.g. providing transparent, sustainable, and responsible information to the customers.

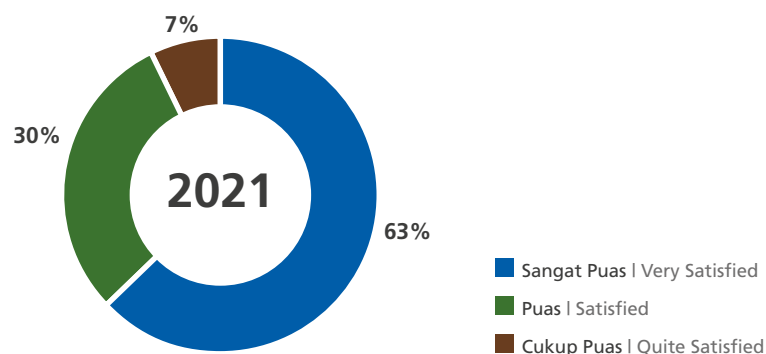
In several industrial sectors, Astra Group provides and maintains customer satisfaction by opening extensive communication channels through various media, including customer service at Astra Group outlets, hotline service, e-mail on the company website, and mobile applications to meet customer needs during this pandemic.

Astra Group conducts regular customer satisfaction surveys in each customer segment of with various methods that are tailored to its products, services, nature of business.

In 2021, the Company recorded that 73 of Astra subsidiaries conducted surveys to measure customer satisfaction, from the customers of its automotive, spare part, financial services, insurance, and Astra Pension Fund customers, toll road users, industrial customers, and onto the residents and tenants of its property products.

Recapitulated, the results of customer surveys show that 63% (customers in 42 companies) of subsidiaries earned "Very Satisfied" rating, 30% (customers in 20 companies) earned "Satisfied" rating, while the remaining 7% (customers in 5 companies). Earned "Satisfied Enough" rating.

Pencapaian Kepuasan Pelanggan di Grup Astra Tahun 2021
 Customer Satisfaction Survey Achievement in Astra Group 2021



Portfolio Roadmap

MITIGASI PERUBAHAN IKLIM [GRI 103-1] [GRI 103-2] [GRI 103-3]

Grup Astra berfokus dalam upaya melakukan mitigasi dampak perubahan iklim melalui program penurunan emisi gas rumah kaca (GRK) untuk mendukung tercapainya penurunan emisi GRK sesuai *Nationally Determined Contribution* (NDC) Indonesia.

Penilaian Kinerja Lingkungan Perusahaan oleh Kementerian Lingkungan Hidup Republik Indonesia atau PROPER merupakan salah satu bentuk nyata dari upaya Astra untuk menjaga lingkungan dan mendukung tercapainya penurunan emisi GRK dan di sektor perindustrian. Pada tahun 2021 Grup Astra memperoleh 1 PROPER Emas yang diperoleh oleh Aisin Indonesia, 4 PROPER Hijau yang diperoleh oleh United Tractors, Asmin Bara Bronang, Toyota Motor Manufacturing Indonesia - Sunter 2, dan Toyota Manufacturing Indonesia - Karawang, serta 51 PROPER Biru yang diperoleh oleh anak-anak perusahaan Astra di lini otomotif, alat berat, pertambangan, konstruksi, dan energi, serta agribisnis.

CLIMATE CHANGE MITIGATION [GRI 103-1] [GRI 103-2] [GRI 103-3]

The Astra Group focuses on efforts to mitigate the impact of climate change through greenhouse gas (GHG) emission reduction program to support the achievement of GHG emission reductions in accordance with Indonesia's *Nationally Determined Contribution* (NDC).

The Company's Environmental Performance Assessment by the Ministry of Environment of the Republic of Indonesia or PROPER is a tangible form of Astra's efforts to protect the environment and support the achievement of GHG emission reductions and in the industrial sector. In 2021 Astra Group will receive 1 Gold PROPER obtained by Aisin Indonesia, 4 Green PROPER obtained by United Tractors, Asmin Bara Bronang, Toyota Motor Manufacturing Indonesia - Sunter 2, and Toyota Manufacturing Indonesia - Karawang, as well as 51 Blue PROPER obtained by Astra's subsidiaries in the automotive, heavy equipment, mining, construction, and energy lines, and agribusiness.



PROPER EMAS

Diraih PT Aisin Indonesia
received by PT Aisin Indonesia



PROPER HIJAU

Diraih PT United Tractors Tbk,
PT Asmin Bara Bronang, PT Toyota
Motor Manufacturing Indonesia
- Sunter 2, dan PT Toyota Motor
Manufacturing Indonesia -
Karawang.
received by PT United Tractors Tbk,
PT Asmin Bara Bronang, PT Toyota
Motor Manufacturing Indonesia
- Sunter 2, dan PT Toyota Motor
Manufacturing Indonesia -
Karawang.



PROPER BIRU

Diraih oleh anak perusahaan Astra
di lini bisnis Otomotif, Alat Berat,
Pertambangan, Konstruksi, &
Energi, dan Agribisnis.
Received by Astra's subsidiaries in
the Automotive, Heavy Equipment,
Mining, Construction & Energy, and
Agribusiness business lines.

Catatan | Note:

Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan

Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries



Sebagai salah satu upaya, sejak tahun 2015, Astra konsisten mengimplementasikan program konservasi dan efisiensi energi serta percepatan penggunaan sumber energi baru terbarukan (EBT) melalui program Astra Green Energy (AGEn). Astra menjadikan *Sustainable Development Goals* (SDGs), khususnya Tujuan 7 tentang energi bersih dan terjangkau (Goals 7: *Affordable and Clean Energy*) dan Tujuan 13 tentang penanganan perubahan iklim (Goals 13: *Climate Actions*) sebagai salah satu acuan dalam pengembangan program ini.

AGEn juga disusun berdasarkan ISO 50001 – *Energy Management System* dan ISO 50002 – *Energy Audit*. Secara praktis, penerapannya dilakukan dengan implementasi program yang berkelanjutan dan *assessment* secara berkala. Melalui program yang terintegrasi, Astra mampu meningkatkan efisiensi pemakaian energi, mengurangi emisi Gas Rumah Kaca (GRK), dan menurunkan biaya operasional.

Contoh upaya yang dilakukan adalah implementasi program penghematan energi dan penggunaan sumber EBT seperti pemasangan solar panel. Upaya penghematan energi ini turut berkontribusi terhadap total penurunan emisi GRK dan pada tahun 2021 Astra telah menurunkan intensitas emisi Gas Rumah Kaca sebesar 22,54% dibandingkan tahun 2020.

As one of its efforts, since 2015, Astra has consistently implemented energy conservation and efficiency programs as well as accelerated the use of new and renewable energy sources (NRE) through the Astra Green Energy (AGEn) program. Astra refers to the Sustainable Development Goals (SDGs), in particular Goal 7 on clean and affordable energy (Goals 7: *Affordable and Clean Energy*) and Goal 13 on addressing climate change (Goals 13: *Climate Actions*) in the development of this program.

AGEn is also prepared based on ISO 50001 – *Energy Management System* and ISO 50002 – *Energy Audit*. Practically, its implementation is carried out by implementing sustainable programs and periodic assessments. Through an integrated program, Astra is able to improve energy efficiency, reduce Greenhouse Gas (GHG) emissions, and reduce operating costs.

Examples of efforts made by Astra are the implementation of energy saving programs and the use of NRE sources such as the installation of solar panels. This energy saving effort also contributes to reducing total GHG emissions and by 2021 Astra has fulfilled its commitment to reduce the intensity of greenhouse gas emissions by 22.54% compared to 2020.

Portfolio Roadmap



Berkontribusi Aktif dalam Mencegah Perubahan Iklim Lewat Program Astra Green Energy (AGEn)

[SEOJK F.12] [GRI 305-5]

Actively Contribute to Mitigate Climate Change through Astra Green Energy (AGEn) Program [SEOJK F.12] [GRI 305-5]

Sejak tahun 2015, Grup Astra terus mendorong pelaksanaan program Astra Green Energy (AGEn) secara konsisten dan bertahap. Saat ini, AGEn telah dilaksanakan di 49 anak perusahaan Astra dan lebih dari 101 instalasi. Melalui AGEn secara khusus Astra ingin berkontribusi aktif untuk mencapai UN Sustainable Development Goals target 13, yakni *Climate Action* dengan menurunkan emisi karbon yang dihasilkan dari penggunaan energi Grup Astra secara bertahap.

Seiring dengan implementasi AGEn tersebut, Astra ingin membudayakan *sustainability* sebagai bagian dari DNA dan budaya perusahaan. Hal ini dilakukan salah satunya melalui kegiatan Astra Green Energy Summit 2021 yang dilaksanakan bersamaan dengan peringatan Hari Energi Dunia 2021.

Dengan tema “Aksi Nyata Mewujudkan Lingkungan Berkelanjutan Melalui Optimalisasi Energi”, Astra menekankan pentingnya pengelolaan energi kepada seluruh insan Astra demi mendukung tercapainya Sustainable Development Goals (SDGs).

Beberapa inisiatif yang dijalankan dalam program AGEn, antara lain:

- Pengaturan pemakaian konsumsi listrik di bangunan gedung, khususnya pemakaian lampu dan pendingin ruangan
- Penggantian peralatan hemat energi seperti Lampu TL menjadi lampu LED dan penggunaan teknologi inverter
- Optimalisasi peralatan proses seperti *chiller*, *wet scrubber*, dan sistem kompresor
- Optimalisasi sistem proses dengan penggunaan *economizer* untuk *heat treatment* dan penggunaan *booster pump* untuk menjaga tekanan proses
- Pemasangan solar PV di instalasi perusahaan

Melalui AGEn, Astra ingin turut berkontribusi dan mendukung Pemerintah Indonesia untuk mencapai National Determined Contribution (NDC) dan Rencana Umum Energi Nasional (RUEN).

Sampai dengan akhir tahun 2021, berbagai upaya efisiensi dan pengelolaan energi melalui Program AGEn seperti pemasangan *solar panel*, penghematan konsumsi listrik, dan pemanfaatan bahan bakar alternatif biodiesel telah berhasil mencapai:

Since 2015, Astra Group has gradually yet consistently continued to encourage the implementation of the Astra Green Energy (AGEn) program. Currently, AGEn has been implemented in 49 subsidiaries of Astra and more than 101 installations. Through the AGEn, Astra is seeking an active contribution to the achievement of UN Sustainable Development Goals target 13, which is Climate Action by gradually reducing carbon emissions resulting from the use of energy in the Astra Group.

By implementing AGEn, Astra seeks to cultivate sustainability as part of its DNA and corporate culture. One of the approaches made in 2021 was Astra Green Energy Summit 2021 that was convened in conjunction with the commemoration of the 2021 World Energy Day.

Themed “Real Action to Create a Sustainable Environment Through Energy Optimization”, Astra emphasizes the importance of energy management to all of its employees in order to support the achievement of the Sustainable Development Goals (SDGs).

Several initiatives are carried out in the AGEn program, including:

- Regulating the use of electricity consumption in buildings, especially the use of lights and air conditioners
- Replacement of energy-efficient equipment such as TL lamps into LED lamps and the use of inverter technology
- Optimization of process equipment such as chillers, wet scrubbers, and compressor systems
- Optimization of the process system by using an economizer for heat treatment and the use of a booster pump to maintain process pressure
- Installation of solar PV in company installations

AGEn is a platform that Astra uses to make contribution and give support to the Government of Indonesia in achieving the National Determined Contribution (NDC) and the General National Energy Plan (RUEN).

Until the end of 2021, the various energy efficiency and management efforts under AGEn Program such as the solar panel installation, electricity saving, and biodiesel fuel consumption have succeeded in achieving:

Penurunan Emisi Gas Rumah Kaca (GRK)
Greenhouse Gas (GHG) emission reduction



Penghematan energi
Energy saving



Penurunan biaya operasional
Operational cost reduction



Keterangan | Notes:

Data akumulasi sejak tahun 2015 hingga 2021 dari anak perusahaan Astra dan instalasi yang menerapkan AGEn
Accumulative data from 2015 to 2021 which gathered from Astra Group subsidiaries and installation that implement AGEn



Mengurangi Emisi GRK Melalui Kelapa Sawit [SEOJK F.7][SEOJK F.12] Reducing GHG Emissions Through Palm Oil



PT Astra Agro Lestari Tbk (Astra Agro) telah menerapkan bisnis perkebunan kelapa sawit yang ramah lingkungan. Upaya strategis telah dilakukan oleh Perseroan untuk mengurangi emisi GRK melalui pemanfaatan limbah padat berupa serabut dan cangkang sawit (biomassa) untuk sumber energi dari PLTU. Energi listrik yang dihasilkan oleh PLTU digunakan untuk kegiatan proses produksi Pabrik Kelapa Sawit serta memenuhi kebutuhan listrik di perkantoran.

Selain itu, Astra Agro juga telah memanfaatkan bahan bakar biodiesel B30 yang ramah lingkungan serta membangun dua fasilitas penangkap gas metana (*methane capture facility*) dari limbah kelapa sawit. Seluruh mitigasi yang dilakukan Astra Agro telah memberikan kontribusi dalam penurunan emisi GRK.

PT Astra Agro Lestari Tbk (Astra Agro) has implemented an environmentally friendly oil palm plantation business. Strategic efforts have been made by the Company to reduce GHG emissions through the use of solid waste in the form of fibers and palm kernel shells (biomass) for energy sources from PLTU. The electrical energy produced by the PLTU is used for the production process activities of the Palm Oil Mill and to meet the electricity needs in offices.

In addition, Astra Agro has also used environmentally friendly B30 biodiesel fuel and built two methane capture facilities from palm oil waste. All of the mitigations carried out by Astra Agro have contributed to the reduction of GHG emissions.

Portfolio Roadmap

Pemanfaatan Tenaga Surya untuk Mengurangi Emisi GRK

[SEOJK F.7][SEOJK F.12]

Utilization of Solar Energy to Reduce GHG Emissions



Pemasangan panel surya dengan memanfaatkan tenaga surya telah diterapkan di Astra Honda Motor (AHM) sebagai upaya mengurangi emisi Gas Rumah Kaca (GRK). Panel surya terpasang di atap gedung pabrik AHM Cikarang dan AHM *Safety Riding & Training Center* di Deltamas, Cikarang, Kabupaten Bekasi, Jawa Barat.

Upaya pemanfaatan Energi Baru Terbarukan (EBT) yang diterapkan AHM sampai saat ini mampu menghasilkan daya listrik per tahun sebesar 2.218.985 KWH yang disalurkan dan digunakan untuk kegiatan utama produksi dan kegiatan penunjang produksi.

Inisiatif pemanfaatan energi dari tenaga surya ini merupakan bentuk kontribusi AHM dalam mendukung program pemerintah terhadap upaya mengurangi pemanasan global, sekaligus sebagai salah satu daya alternatif bagi proses produksi dan pengurangan emisi karbon di lingkungan perusahaan.

The installation of solar panels using solar power has been implemented at Astra Honda Motor (AHM) as an effort to reduce greenhouse gas (GHG) emissions. Solar panels are installed on the roof of the AHM Cikarang factory building and the AHM *Safety Riding & Training Center* in Deltamas, Cikarang, Bekasi Regency, West Java.

Efforts to utilize New and Renewable Energy (NRE) implemented by AHM to date are able to generate electricity per year of 2,218,985 KWH which is distributed and used for main production activities and production supporting activities.

The initiative to utilize energy from solar power is a form of AHM's contribution in supporting government programs in efforts to reduce global warming, as well as an alternative power for the production process and reducing carbon emissions in the Company's environment.

Wujudkan Penanganan Perubahan Iklim melalui kampanye bertajuk #IndonesiaLangitBiru

Realizing Climate Change Management through a campaign titled #IndonesiaLangitBiru



Semakin tingginya mobilitas dan aktivitas masyarakat, secara langsung maupun tidak langsung dapat memberikan dampak pada kesehatan diri hingga kesehatan lingkungan itu sendiri. Salah satu contohnya apabila polusi udara yang tinggi dapat menjadi sebuah ancaman nyata bagi makhluk hidup di dalamnya. Oleh karenanya, penanganan perubahan iklim merupakan salah satu tujuan global yang diharapkan dapat dicapai pada tahun 2030 atau dikenal dengan istilah *Sustainable Development Goals* (SDGs).

Mendukung salah satu program pembangunan berkelanjutan tersebut, Asuransi Astra menggelar kampanye bertajuk #IndonesiaLangitBiru dengan menggelar beberapa aktivitas dan pembicaraan edukatif yang dapat diikuti oleh masyarakat umum. Diawali dengan aktivitas Uji Emisi bersama Garda Oto yang bekerja sama dengan Bengkel Auto 2000. Kegiatan yang dilaksanakan di Grha Asuransi Astra ini berhasil menguji emisi hingga 400 mobil yang diikuti oleh para pelanggan setia Garda Oto, rekanan komunitas mobil, rekanan media, hingga masyarakat umum.

The higher mobility and community activities, directly or indirectly can have an impact on personal health and the environment. One of the example is when high air pollution can be a real threat to living things. Therefore, tackling climate change is one of the global goals that is expected to be achieved by 2030 or known as the Sustainable Development Goals (SDGs).

In support of one of the sustainable development goals, Asuransi Astra launched a campaign titled #IndonesiaLangitBiru by holding several educational activities and talks while inviting general public to participate. It started with an Emission Test activity with Garda Oto in collaboration with Bengkel Auto 2000. This activity, which was held at Grha Asuransi Astra, succeeded in testing the emissions of up to 400 cars, which were attended by loyal Garda Oto customers, car community partners, media partners, and the general public.

Portfolio Roadmap

Konsumsi Bahan Bakar Total dalam Organisasi dari Sumber Daya Tidak Terbarukan [GRI 302-1a] [SEOJK F.6] [SEOJK F.7] Total Fuel Consumption within the Organization from Non-Renewable Resources

Jenis Bahan Bakar Tidak Terbarukan Type of Non-Renewables Fuel	Pemakaian Bahan bakar tidak terbarukan Use of Non-Renewable Fuel			
	Satuan Unit	2021	2020	2019
Aviation fuel	Gigajoule	9,335	7,541	9,093
Biofuel		30,350,086	31,075,368	36,364,022
CNG		11,528	5,839	12,578
Coal (Electricity Generation)		1,482,131	1,375,731	1,568,291
Diesel		222,228	193,706	7,161,370
Kerosene		21	575	791
LNG		622,433	394,475	531,096
LPG		78,244	61,975	89,939
Natural Gas		714,458	553,052	749,906
Petrol		1,228,678	1,097,184	1,341,017
Total		Gigajoule	34,719,142	34,765,445

Keterangan | Remarks:

Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries

Konsumsi Bahan Bakar Total dalam Organisasi dari Sumber Daya Terbarukan [GRI 302-1b] [SEOJK F.6] [SEOJK F.7] Total Fuel Consumption within the Organization from Renewable Resources

Jenis Bahan Bakar Terbarukan Type of Renewables Fuel	Pemakaian Bahan bakar Terbarukan Renewable Fuel Consumption			
	Satuan Unit	2021	2020	2019
Biofuel	Gigajoule	13,007,172	13,318,006	9,091,111
Serabut Fiber		14,339,878	13,658,178	15,330,885
Cangkang Shell		6,459,169	6,152,119	6,905,558
Total	Gigajoule	33,806,219	33,128,303	31,327,554

Keterangan | Remarks:

Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries

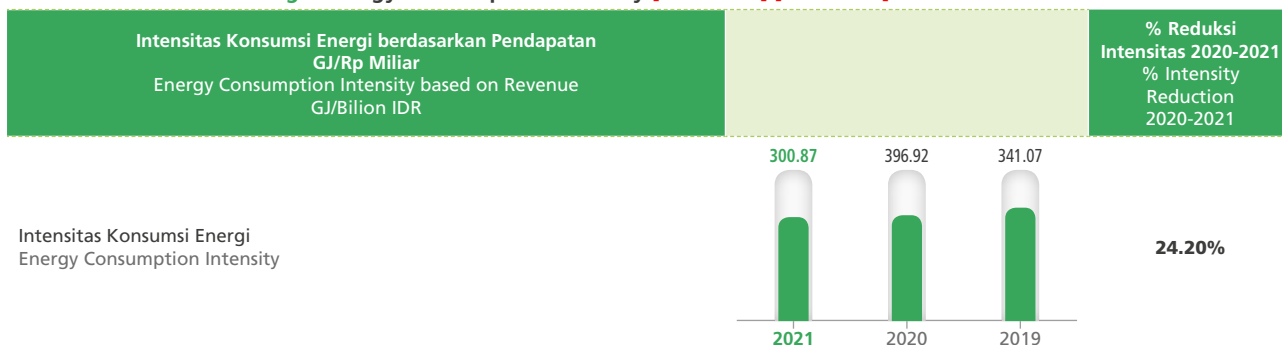
Total Konsumsi Energi | Total Energy Consumption [GRI 302-1] [SEOJK F.6] [SEOJK F.7]

Konsumsi Energi Energy Consumption	Satuan Unit	2021	2020	2019
Energi Terbarukan Renewable Energy	Gigajoule			
- Bahan Bakar Terbarukan Renewable Fuel		33,806,219	33,128,303	31,327,554
- Panel Surya On Site Solar PV		9,184	7,168	5,540
Energi Tak Terbarukan Non Renewable Energy	Gigajoule			
- Bahan Bakar Tak Terbarukan Non Renewable Fuel		34,719,142	34,765,445	47,828,102
- Pembelian Listrik Purchased Electricity		1,713,468	1,579,141	1,729,328
Total	Gigajoule	70,248,014	69,480,057	80,890,524

Keterangan | Remarks:

Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries

Intensitas Konsumsi Energi | Energy Consumption Intensity [GRI 302-3] [SEOJK F.6]

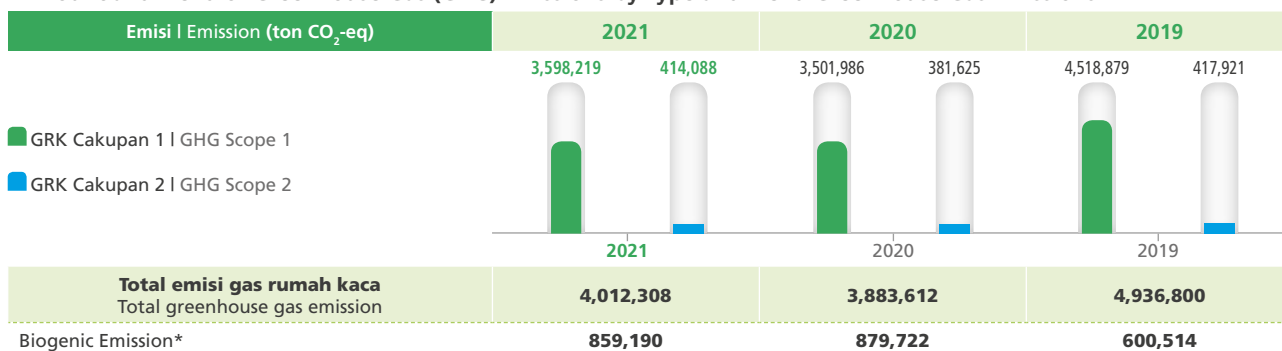


Keterangan | Remarks:

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Jumlah dan Tren Emisi Gas Rumah Kaca (GRK) Berdasarkan Jenis dan Tren Emisi Gas Rumah Kaca [GRI 305-1] [GRI 305-2][SEOJK F.11]

Amount and Trend of Greenhouse Gas (GHG) Emissions by Type and Trend Greenhouse Gas Emissions



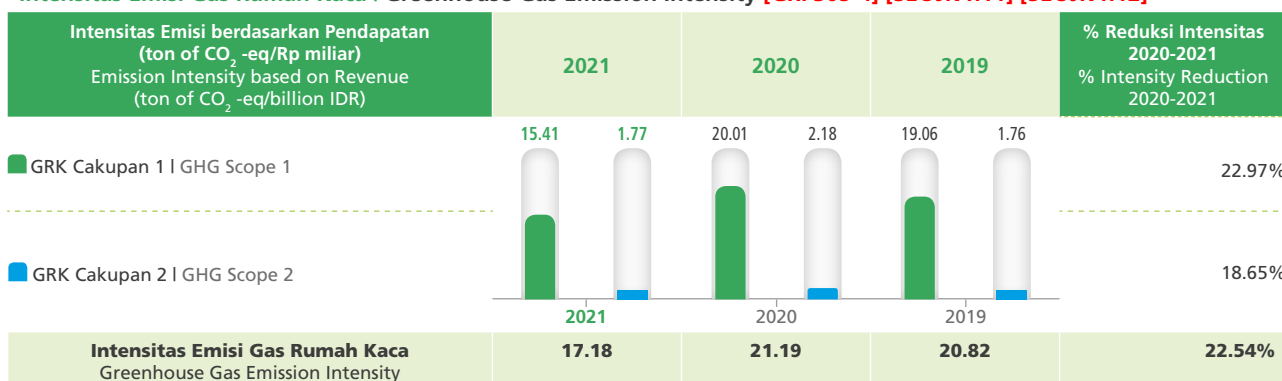
Keterangan | Remarks:

Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
 Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries

Disclaimer:

Perhitungan emisi biogenik hanya bersumber dari biofuel
 Biogenic emission calculated is sourcing only from biofuel

Intensitas Emisi Gas Rumah Kaca | Greenhouse Gas Emission Intensity [GRI 305-4] [SEOJK F.11] [SEOJK F.12]



Keterangan | Remarks:

Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
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Portfolio Roadmap

PENGELOLAAN AIR DAN LIMBAH

Air merupakan aspek penting dalam kebutuhan makhluk hidup dan menjadi kebutuhan utama dalam operasional dan keperluan pendukung Perseroan. Astra berkomitmen untuk mengelola dan pengurangan *water withdrawal intensity*. Astra memanfaatkan air dari 3 sumber air, meliputi air tanah, air permukaan, dan pembelian air dari pihak ketiga dengan pengelolaan sesuai peraturan yang berlaku. [GRI 103-1][GRI 103-2][GRI 103-3]

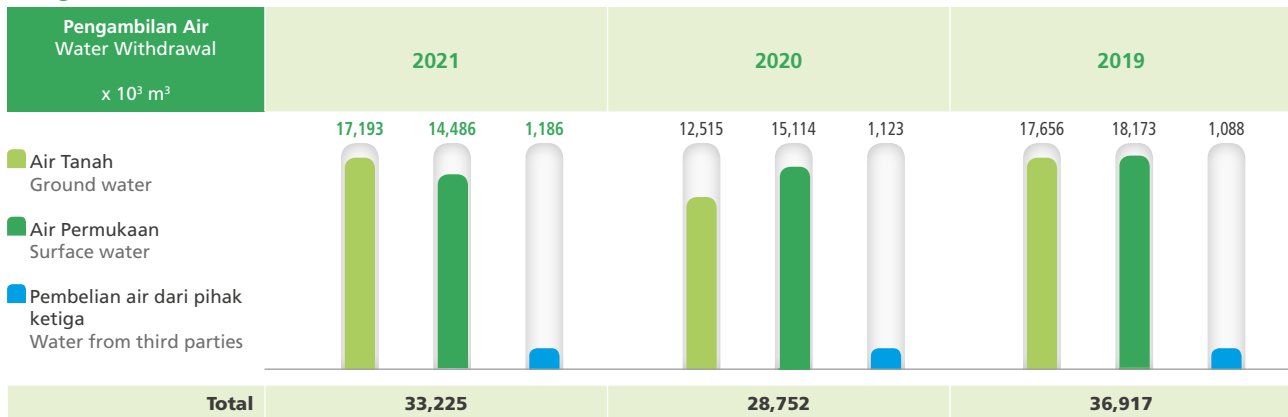
Dalam pengelolaan limbah, Astra senantiasa menaati semua peraturan perundang-undangan yang berlaku, dalam Astra sendiri salah satunya menerapkan konsep 6R (*Refine, Reduce, Reuse, Recycle, Recovery, Retrieve to energy*) *cleaner production* dengan memastikan efisiensi Sumber Daya Alam (SDA) serta melakukan pengurangan limbah plastik (*zero plastic waste*). [GRI 103-1] [GRI 103-2] [GRI 103-3]

WATER AND WASTE MANAGEMENT

Water is an important aspect for living things and is a major requirement in the operations and supporting the needs of the Company. Astra is committed to managing and reducing water withdrawal intensity. Astra utilizes water from 3 water sources, including ground water, surface water, and water from third parties by managing water in accordance with applicable regulations. [GRI 103-1][GRI 103-2][GRI 103-3]

In managing its waste, Astra always complies with all applicable laws and regulations, within Astra itself, one of which applies the 6R concept (*Refine, Reduce, Reuse, Recycle, Recovery, Retrieve to energy*) *cleaner production* by ensuring the efficiency of Natural Resources and reducing plastic waste (*zero plastic waste*). [GRI 103-1] [GRI 103-2][GRI 103-3]

Pengambilan Air | Water Withdrawal [SEOJK F.8] [GRI 303-3]



Intensitas Pengambilan Air berdasarkan Pendapatan | Intensity of Water Withdrawal by Revenue

Intensitas pengambilan air berdasarkan pendapatan Intensity of water withdrawal by revenue	Satuan Unit	2021	2020	2019
Air Tanah Ground water	m ³ /Rp miliar m ³ /billion IDR	73.6	71.5	74.5
Air Permukaan Surface water		63.6	86.3	76.6
Pembelian air dari pihak ketiga Water from third parties		5.1	6.4	4.6
Total Pengambilan air Total Water Withdrawal	m³/Rp miliar m³/billion IDR	142.3	164.2	155.7

Keterangan | Remarks:

- Air permukaan adalah sumber air yang berada di permukaan tanah, seperti sungai, waduk, bendungan, danau, reservoir tampungan air hujan, dan lain sebagainya
- Air tanah adalah air yang terdapat dalam lapisan tanah atau batuan di bawah permukaan tanah
- Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
- Surface water is a source of water that is on the ground, such as rivers, reservoirs, dams, lakes, rainwater reservoirs, and so on.
- Groundwater is water contained in layers of soil or rocks below the ground surface
- Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries

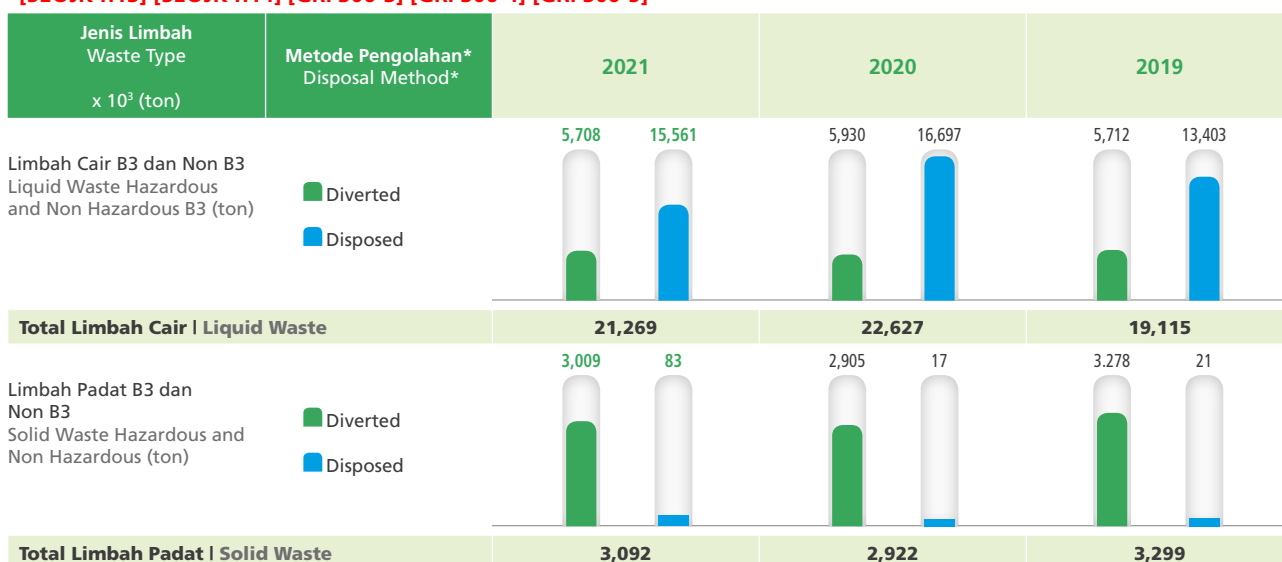
Jumlah Limbah dan Efluen Berdasarkan Jenis [SEOJK F.13][GRI 306-3][306-4][306-5]
Amount of Waste and Effluent by Type

Jenis Limbah Waste Type	Satuan Unit	2021	2020	2019
Limbah Cair B3 Hazardous Liquid Waste		22	16	18
Limbah Padat B3 Hazardous Solid Waste		18	27	20
Limbah Cair Non B3 Non-Hazardous Liquid Waste	x 10 ³ (ton)	21,248	22,611	19,097
Limbah Padat Non B3 Non-Hazardous Solid Waste		3,073	2,894	3,279
Total	x 10³ (ton)	24,361	25,549	22,414

Keterangan | Remarks:

- Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
- Perbedaan pada nilai total dapat diakibatkan oleh faktor pembulatan desimal
- Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries
- The difference in the total value may be due to the decimal rounding factor

Limbah berdasarkan Jenis dan Metode Pengolahan | Waste based on Type and Disposal Method
[SEOJK F.13] [SEOJK F.14] [GRI 306-3] [GRI 306-4] [GRI 306-5]



Keterangan | Remarks:

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- Perbedaan pada nilai total dapat diakibatkan oleh faktor pembulatan desimal
- Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries
- The difference in the total value may be due to the decimal rounding factor

Intensitas Jenis Limbah berdasarkan Pendapatan | Type of Waste Intensity based on Revenue

Jenis Limbah Waste Type	Satuan Unit	2021	2020	2019	% Reduksi Intensitas 2020-2021 % Intensity Reduction 2020-2021
Limbah Cair B3 Hazardous Liquid Waste		0.1	0.1	0.1	1.95%
Limbah Padat B3 Hazardous Solid Waste	ton/Rp miliar	0.1	0.2	0.1	49.84%
Limbah Cair Non B3 Non-Hazardous Liquid Waste	ton/billion IDR	91	129.2	80.5	29.55%
Limbah Padat Non B3 Non-Hazardous Solid Waste		13.2	16.5	13.8	20.39%
Total	ton/Rp miliar ton/billion IDR	104.3	146.0	94.5	28.52%

Keterangan | Remarks:

- Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
- Perbedaan pada nilai total dapat diakibatkan oleh faktor pembulatan desimal
- Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries
- The difference in the total value may be due to the decimal rounding factor

Portfolio Roadmap

Intensitas Pengolahan Limbah berdasarkan Pendapatan | Disposal Waste Intensity based Revenue

Jenis Limbah Waste Type	Metode Pengolahan* Disposal Method*	2021	2020	2019
Liquid Waste Hazardous and Non Hazardous (ton/Rp miliar ton/billion IDR)	Diverted	24.4	33.9	24.1
	Disposed	66.6	95.4	56.5
Solid Waste Hazardous and Non Hazardous (ton/billion IDR)	Diverted	12.9	16.6	13.8
	Disposed	0.4	0.1	0.1

* Keterangan | Remarks:

- Limbah *disposed* adalah limbah padat dan cair yang telah melalui proses dan dibuang ke tempat pembuangan akhir. Didominasi oleh limbah cair yang berasal dari industri pertambangan dan manufaktur.
- Limbah *diverted* adalah limbah padat dan cair yang setelah melalui proses, digunakan kembali oleh Perseroan maupun dikelola untuk didistribusikan ke proses produksi ataupun penggunaan lain. Umumnya didominasi oleh limbah yang berasal dari industri perkebunan (digunakan sebagai pupuk) dan limbah padat yang didaur ulang.
- Data kuantitatif pada topik ini adalah data dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan
- Disposable waste is solid and liquid waste that has been processed and disposed of in a final disposal site. Dominated by liquid waste originating from the mining and manufacturing industries.
- Diverted waste is solid and liquid waste which after going through the process, is reused by the Company or managed to be recirculated to production processes or other uses. Generally dominated by waste originating from the plantation industry (used as fertilizer) and recycled solid waste.
- Quantitative data for this disclosure was gathered from 184 companies, including parent company and its subsidiaries

Sampai dengan akhir tahun pelaporan, tidak terjadi tumpahan signifikan di operasional Grup Astra [SEOJK F.15]

As of the end of the reporting year, there were no significant spills in Astra Group operations [SEOJK F.15]

USAHA KONSERVASI KEANEKARAGAMAN HAYATI

Astra menyadari dalam menjalankan operasional bisnis akan memiliki risiko dan potensi dampak terhadap keanekaragaman hayati. Beberapa potensi dampak terhadap keanekaragaman hayati yang diidentifikasi dalam dokumen Analisa Mengenai Dampak Lingkungan (AMDAL) yang dilakukan di seluruh anak perusahaan Perseroan. Dari Analisa tersebut, setiap anak perusahaan Grup Astra menyusun strategi manajemen lingkungan yang mencakup biodiversity *action plan*, khususnya di Grup Astra yang memiliki kegiatan operasionalnya dan keterkaitan langsung dengan keanekaragaman hayati lingkungan sekitar operasional. Gangguan terhadap pergerakan satwa dan area jelajah, *biodiversity loss*, deforestasi, dan gangguan habitat merupakan beberapa risiko dampak dari kegiatan operasional bisnis Grup Astra terhadap keanekaragaman hayati. [SEOJK F9]

BIODIVERSITY CONSERVATION EFFORTS

Astra realizes that running business operations will have certain risks and potential impacts on biodiversity. Several potential impacts on biodiversity were identified in the Environmental Impact Analysis (AMDAL) document conducted in all of the Company's subsidiaries. From this analysis, each subsidiary of the Astra Group prepares an environmental management strategy that includes a biodiversity action plan, particularly in Astra Group whose operational activities have a direct relationship with the biodiversity of the environment around their operations. Disturbance to animal movement and home ranges, biodiversity loss, deforestation, and habitat disturbance, are some of the risks of significant impact from Astra's operations on biodiversity. [SEOJK F9]

Sampai dengan akhir tahun 2021, Grup Astra khususnya agribisnis dan alat berat, pertambangan, konstruksi dan energi mencatat 28 area operasional kami berlokasi dekat dengan area konservasi ataupun area dengan Nilai Konservasi Tinggi (NKT). Untuk memitigasi potensi risiko yang telah diidentifikasi tersebut, Grup Astra telah melakukan: [SEOJK F10]

By the end of 2021, Astra Group, recorded that 28 areas of its agribusiness and heavy equipment, mining, construction and energy businesses were located near conservation areas or areas with High Conservation Value (HCV). To mitigate the potential risks that have been identified, the Astra Group has carried out: [SEOJK F10]

- Implementasi manajemen keanekaragaman hayati, dengan melakukan sistem persetujuan pembukaan lahan yang komprehensif dengan memastikan mitigasi semua risiko lingkungan.
- Pembukaan lahan diawali dengan inspeksi prapembukaan untuk memastikan area telah aman

- Implementation of Biodiversity Management, by implementing a comprehensive land clearing approval system by ensuring the mitigation of all environmental risks.
- Land clearing begins with pre-clearing inspections to ensure the area is safe from protected animals. For the

dari satwa yang dilindungi. Untuk area reklamasi, akan dilakukan pengayaan hayati melalui penanaman tanaman lokal.

- Konservasi flora dan fauna bekerja sama dengan Balai Konservasi Sumber Daya Alam (BKSDA) setempat atau institusi lain.
- Pembuatan kebijakan *No Deforestation* di lini bisnis agribisnis.
- Pelibatan pemangku kepentingan, termasuk pemerintah daerah, konsultan, akademisi, dan lembaga swadaya masyarakat dalam identifikasi pengelolaan dan pemantauan Nilai Konservasi Tinggi (NKT).
- Konservasi spesies kunci dan langka.
- Penanaman dan pengayaan kawasan konservasi dan sepadan sungai.
- Pembentukan Biodiversity Steering Committee PT Agincourt Resources yang terdiri dari: President Director, Vice President Director, Chief Financial Officer, Direktur Engineering, Direktur Government Relation, Chief Operating Officer dan Departemen terkait.
- Perbaikan dan percepatan restorasi/rehabilitasi habitat pasca tambang.

reclamation area, biological enrichment will be carried out through planting local plants.

- Conservation of flora and fauna in cooperation with the local Natural Resources Conservation Center (BKSDA) or other institutions.
- Making No Deforestation policy in the agribusiness business line.
- Stakeholder engagement, including local government, consultants, academics, and non-governmental organizations in the identification of High Conservation Value (HCV) management and monitoring
- Conservation of key and rare species
- Planting and enrichment of conservation areas and riverbanks
- The establishment of the Biodiversity Steering Committee of PT Agincourt Resources which consists of: President Director, Vice President Director, Chief Financial Officer, Engineering Director, Director of Government Relations, Chief Operating Officer and related departments.
- Improvement and acceleration of post-mining restoration/rehabilitation of the affected habitats.

Program Konservasi Bekantan dan Owa Kelawat Proboscis Monkey and Kelawat Gibbon Conservation Program



Pelestarian fauna menjadi salah satu komitmen Grup Astra untuk menjaga ekosistem dan keberlanjutan lingkungan. PT Astra Agro Lestari Tbk (Astra Agro) telah melakukan beberapa program konservasi salah satunya pengelolaan spesies payung Bekantan (*Nasalis larvatus*) dan Owa Kelawat (*Hylobates muelleri*) di Kalimantan Tengah. Kegiatan pengamatan dilakukan untuk memantau populasi secara berkala serta memastikan ketersediaan pakan spesies tersebut. Saat ini, Astra Agro telah mengamati 55 individu Bekantan yang terbagi dalam 5 kelompok dan 70 individu Owa Kelawat yang terbagi dalam 32 kelompok.

[\[SEOJK F.10\]](#)[\[SEOJK F.9\]](#)

Animal preservation is one of the Astra Group's commitments to maintain ecosystems and environmental sustainability. PT Astra Agro Lestari Tbk (Astra Agro) has carried out several conservation programs, one of which is the conservation of Proboscis monkey (*Nasalis larvatus*) and Kelawat gibbon (*Hylobates muelleri*) in Central Kalimantan. Observation are carried out to monitor the population on a regular basis and ensure the availability of feed for these species. At present, Astra Agro has observed 55 proboscis monkeys divided into 5 groups and 70 Kelawat gibbons divided into 32 groups.

[\[SEOJK F.10\]](#)[\[SEOJK F.9\]](#)

Portfolio Roadmap

PENGADUAN MASYARAKAT TERKAIT LINGKUNGAN

Grup Astra membuka jalur-jalur komunikasi dengan masyarakat setempat dan para pemangku kepentingan terkait kinerja lingkungan kami. Seluruh umpan balik yang diterima akan menjadi input ataupun masukan untuk proses *continuous improvement* bagi sistem manajemen lingkungan ataupun *monitoring* kinerja lingkungan secara berkelanjutan.

Sampai akhir tahun 2021, Grup Astra terus menindaklanjuti seluruh aduan/masukan/kritik/saran yang masuk melalui berbagai kanal. Perseoran berkomitmen untuk memastikan seluruh masukan ini direspons dengan baik.

Terkait dengan pengaduan dari masyarakat sekitar area operasional Grup Astra yang masuk sepanjang 2021, Perseroan mencatat sebanyak 23 pengaduan yang seluruhnya telah direspons oleh Grup Astra. [SEOJK F.16]

ASTRA GREEN COMPANY (AGC)

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 LK3 di tempat kerja, termasuk peraturan perundang-undangan dan standar nasional maupun internasional. [GRI 103-1]

Sebagai salah satu bentuk adaptasi *new normal* di era pandemi COVID-19, kegiatan *assessment* Astra Green Company dilakukan secara *hybrid (offline online)* sesuai kebijakan yang berlaku sebagai langkah pencegahan penularan COVID-19 dengan tetap memperhatikan prosedur *assessment* yang sesuai. [GRI 103-2]

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 secara periodik, menggunakan beberapa warna sebagai *rating*, yakni: hitam, merah, biru, hijau, dan emas. [GRI 103-3]

COMMUNITY COMPLAINTS RELATED TO THE ENVIRONMENT

Astra Group opens lines of communication with local communities and stakeholders to hear what they need to know about its environmental performance. We will use their feedback and input for the continuous improvement process in our environmental management system or regular monitoring on our environmental performance.

Until the end of 2021, Astra Group followed up on all complaints/ inputs/ criticisms/suggestions that we received through various channels. The Company is committed to ensuring that it properly addressed all of these inputs.

In 2021, the Company had 23 complaints from the community around the Astra Group's areas of operations, and has left none of the complaints undealt with.

[SEOJK F.16]

ASTRA GREEN COMPANY (AGC)

In terms of the Environment Occupational, Health and Safety (EOHS), Astra Group has developed the Astra Green Company (AGC) as an EHS management system to monitor the achievement of the company's performance in meeting various EOHS management requirements in the workplace, including laws and regulations as well as national and international standards. [GRI 103-1]

As a form of adaptation to the new normal in the COVID-19 pandemic era, Astra Green Company's activities are assessed in a hybrid (offline online) manner according to applicable policies as a precautionary measure against COVID-19 transmission with due attention on appropriate assessment procedures. [GRI 103-2]

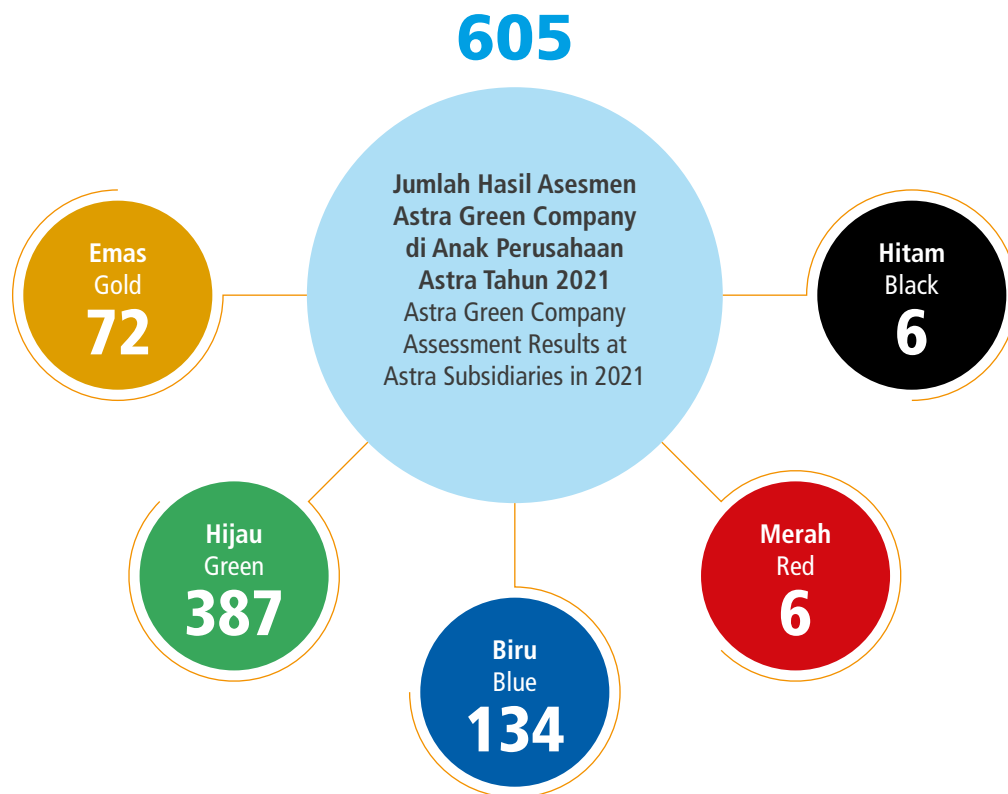
EOHS performance is measured using the criteria of green strategy, green process, green product, green employee, achieving critical points, and compliance with regulations. Evaluation is made in stages through Corporate Assessment, Group Assessment, and Self-Assessment, which are assessed periodically, using different colors rating purpose: black, red, blue, green, and gold. [GRI 103-3]

Pada tahun 2021, Astra telah melakukan *assessment* Astra Green Company (AGC) di 605 anak perusahaan Grup Astra, dan 98% di antaranya mencapai peringkat Biru, Hijau dan Emas. Sedangkan, untuk anak perusahaan yang hasil *assessment*-nya Merah dan Hitam, tim AGC bersama-sama dengan tim manajemen di masing-masing anak perusahaan tersebut akan melakukan tindakan perbaikan yang diperlukan untuk meningkatkan kinerja AGC mereka pada periode berikutnya. **[GRI 103-2]**

In 2021, Astra assessed Astra Green Company (AGC) in 605 subsidiaries under Astra Group, with 98% of the subsidiaries rated with Blue, Green and Gold ratings. Meanwhile, for our subsidiaries with Red and Black assessment results, AGC team will work together with the management of each subsidiaries to improve their performance in the next assessment cycle through a series of corrective actions.

[GRI 103-2]

TOTAL JUMLAH ANAK PERUSAHAAN YANG DINILAI DENGAN AGC (INSTALASI)
TOTAL SUBSIDIARIES ASSESSED WITH AGC (INSTALLATION)



Data di atas merupakan data konsolidasi entitas induk dan anak perusahaan (184 Perusahaan dan 123.984 karyawan)
 The above is a consolidated data of the Head Office and its subsidiaries (184 companies and 123,984 employees)

People Roadmap





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People Roadmap

“

Pengembangan Sumber Daya Manusia yang berkualitas untuk mendukung aspirasi bisnis merupakan nilai inti yang dijalankan Astra dalam *People Roadmap* yang menjadi bagian dalam tiga pilar *Triple-P Roadmap*. Inisiatif-inisiatif yang dilaksanakan dalam kerangka *Triple-P Roadmap* memiliki tujuan untuk memberikan manfaat bagi bangsa, dan sebagai bentuk dukungan Astra kepada pemerintah untuk mencapai Tujuan Pembangunan Berkelanjutan.

The development of quality Human Resources to support business aspirations is Astra's core value contained in the People Roadmap and is part of the three pillars of the Triple-P Roadmap. The initiatives implemented within the framework of the Triple-P Roadmap have the aim of providing benefits to the nation, and as a form of Astra's support to the Government in achieving the Sustainable Development Goals.

”





188,788

Jumlah Karyawan
 Number of Employee



99.8%

Karyawan Astra adalah Warga
 Negara Indonesia
 Astra Employee are Indonesian
 Citizens



19.3 Jam | Hours

Rata-rata jam pelatihan
 per karyawan
 Average training hours
 per employee



65.7%

Karyawan *Millennial* (umur <35 tahun)
 Millennial Employees (age <35 years old)



1,440,726

Inovasi Grup Astra yang
 diimplementasikan pada tahun
 2021 dalam program InnovAstra dengan
 total inovasi dari tahun 1982-2021
 mencapai 13.076.199 proyek.

Astra Group innovations implemented in 2021 in
 the InnovAstra program with total innovations
 from 1982-2021 reaching 13,076,199 projects.

BEING THE TOP EMPLOYER OF CHOICE

Misi Sejahtera Bersama Bangsa dengan memberikan nilai terbaik kepada para pemangku kepentingan terwujud dalam komitmen Astra yang dituangkan dalam Strategi *Triple-P Roadmap* sejak tahun 2010. Misi tersebut terus dipegang dan dijalankan untuk meningkatkan nilai bagi pemegang saham, baik dalam pembangunan Insan Astra maupun dalam memberikan manfaat kepada masyarakat.

Melalui internalisasi nilai-nilai dan penerapan strategi ini, Astra bergerak dan tumbuh dengan mengedepankan keseimbangan yang harmonis antara pencapaian dan kemajuan bisnis dengan pengembangan sumber daya manusia. Pengembangan Sumber Daya Manusia (SDM) dilaksanakan melalui *People Roadmap* yang menjadi bagian dalam tiga pilar *Triple-P Roadmap*. **[GRI 103-1]**

BEING THE TOP EMPLOYER OF CHOICE

The mission of Prospering Together with the Nation by providing the best value to stakeholders is manifested in Astra's commitment as outlined in the Strategic *Triple-P Roadmap* since 2010. In providing benefits to society. This mission continues to be held and carried out to increase shareholder value, both in the development of Astra People, as well as in providing benefits to the community.

Through the internalization of values and the implementation of this strategy, Astra moves and grows by promoting a harmonious balance between business achievements and progress and human resource development. At Astra, Human Resources (HR) development is carried out through the *People Roadmap* which is part of the three pillars of the *Triple-P Roadmap*. **[GRI 103-1]**

People Roadmap

Secara berkala dan terarah, Astra melakukan pembaruan dalam upaya-upaya pengembangan potensi SDM. Tujuan utamanya tetap untuk mencapai Kebanggaan Bangsa 2030, namun dengan penyesuaian melihat kondisi perekonomian yang ada serta perilaku generasi *millennial* yang mendominasi usia produktif. **[GRI 103-2][GRI 103-3]**

Strategi pengembangan SDM pada tahun 2021 tetap difokuskan pada ketiga hal berikut:

- 1. Preserve People Focus**
Grup Astra secara konsisten memprioritaskan SDM dan program-program pengembangan karyawan untuk menciptakan SDM yang berkualitas.
- 2. Inspire and Lead by Example**
Grup Astra membutuhkan pemimpin yang memiliki semangat, dan energik untuk menavigasi organisasi dalam menghadapi berbagai perubahan.
- 3. Nurture Innovation Culture**
Insan Astra harus secara konsisten mengasah budaya *continuous improvement* dan inovasi sebagai wujud implementasi Catur Dharma, agar Grup Astra tetap relevan di era disrupsi (sekarang dan yang akan datang).

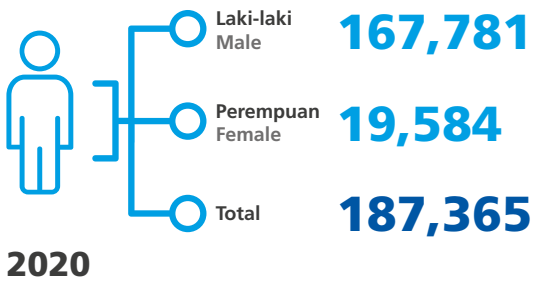
Regularly and purposefully, Astra continues to update its efforts to develop the potential of its human resources, with the main goal of becoming the National Pride of 2030, but carried out with adjustments according to the economic conditions and the behavior of the millennial generation who currently dominate the productive age. **[GRI 103-2][GRI 103-3]**

The HR development strategy in 2021 is addressed the following three issues:

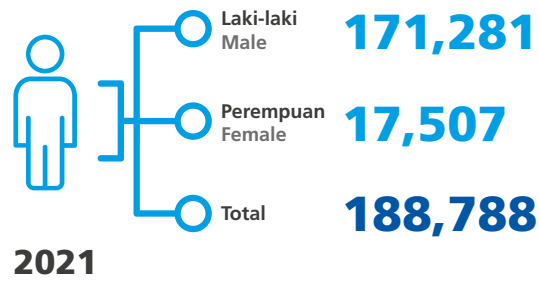
- 1. Preserve People Focus**
The Astra Group consistently prioritizes human resources and employee development programs to create quality human resources.
- 2. Inspire and Lead by Example**
The Astra Group needs leaders who are passionate, and energetic to navigate the organization in the face of various changes.
- 3. Nurture Innovation Culture**
Astra personnel must consistently hone a culture of continuous improvement and innovation as a form of implementation of Catur Dharma, so that the Astra Group remains relevant in the era of disruption (now and in the future).

KOMPOSISI KARYAWAN ASTRA

Karyawan berdasarkan Gender
Employee by Gender **[GRI 102-8] [SEOJK C.3]**

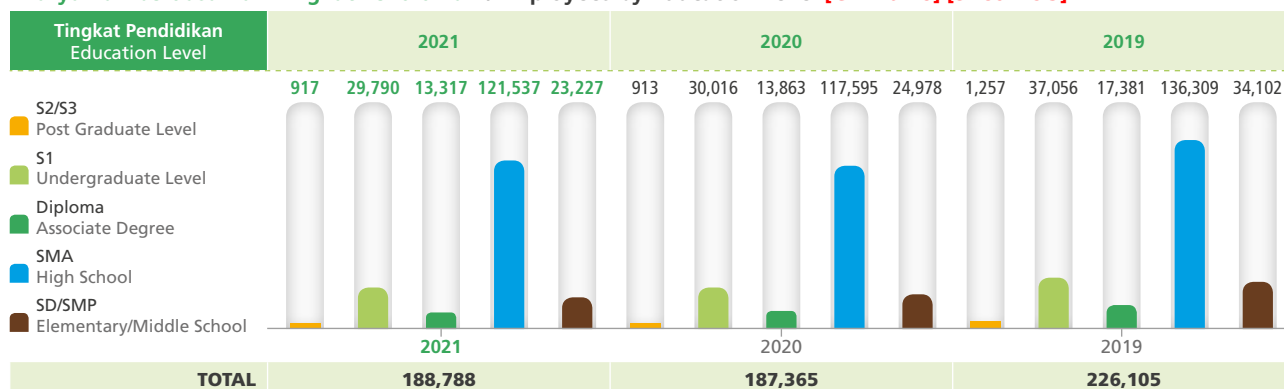


ASTRA EMPLOYEE COMPOSITION



Keterangan | Note:
Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

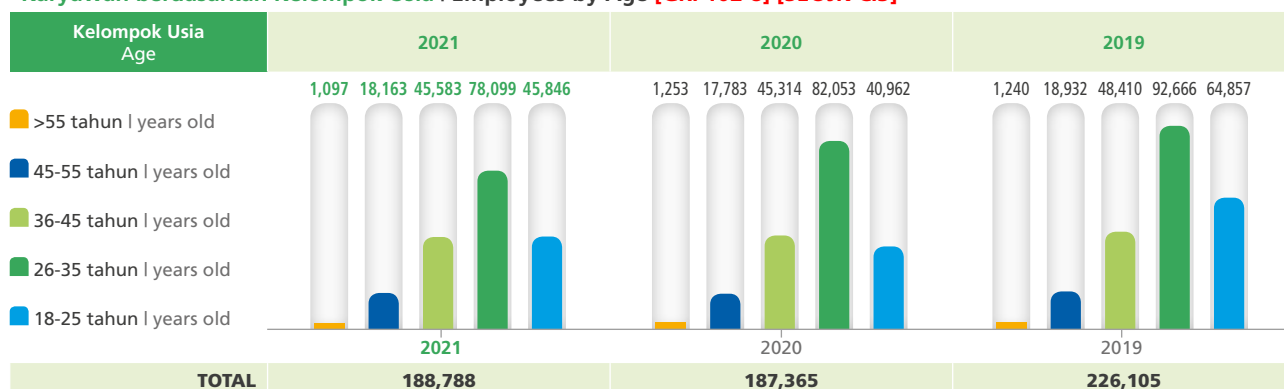
Karyawan berdasarkan Tingkat Pendidikan | Employees by Education Level [GRI 102-8] [SEOJK C.3]



Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
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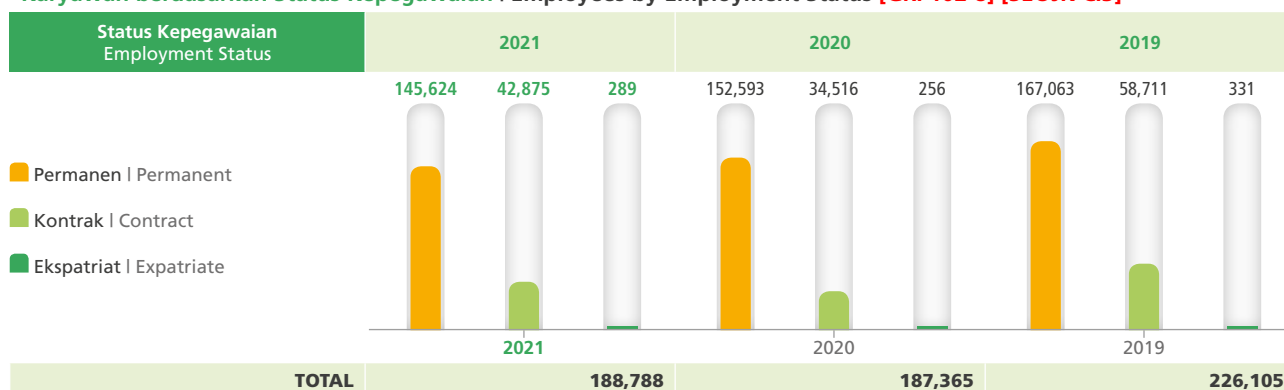
Karyawan berdasarkan Kelompok Usia | Employees by Age [GRI 102-8] [SEOJK C.3]



Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Karyawan berdasarkan Status Kepegawaian | Employees by Employment Status [GRI 102-8] [SEOJK C.3]



Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

People Roadmap

Karyawan berdasarkan Posisi Jabatan | Employees by Position [GRI 102-8]

Posisi Jabatan Title Position	2021			2020		
	Pria Male	Wanita Female	TOTAL	Pria Male	Wanita Female	TOTAL
Executive Level	312	66	378	305	63	368
Manager Level	1,915	301	2,216	1,791	293	2,084
Supervisor/Analyst Level	15,691	3,282	18,973	13,691	3,247	16,938
TOTAL	17,918	3,649	21,567	15,787	3,603	19,390

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)

The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

HUBUNGAN INDUSTRIAL

Catur Dharma sebagai landasan kehidupan dan nilai-nilai dasar dalam segala aspek operasional serta pedoman berperilaku di lingkungan Astra juga diterapkan dalam membina hubungan yang saling memberikan manfaat dengan seluruh karyawan.

Kepentingan dan suara karyawan Astra disalurkan serta didengarkan melalui koridor-koridor yang taat hukum dan taat aturan. Serikat pekerja dan lembaga kerja sama bipartit berfungsi untuk menjamin terciptanya komunikasi yang harmonis dan hubungan kerja sama yang saling menguntungkan dalam jangka panjang di lingkungan Astra.

Kerja sama tersebut tertuang dalam Peraturan Perusahaan (PP) dan Perjanjian Kerja Bersama (PKB) di mana karyawan Grup Astra telah mendapatkan informasi mengenai kondisi kerja, syarat kerja, cakupan perjanjian, hingga peraturan yang berlaku. Astra juga sudah memiliki kebijakan yang memberi kebebasan karyawan Grup Astra untuk berserikat.

[GRI 102-41][GRI 103-1]

Hubungan dengan Sumber Daya Manusia merupakan faktor paling penting dalam menentukan keberhasilan dan kesinambungan kehidupan Perseroan. Dalam membina hubungan dengan karyawan, seluruh Grup Astra berpedoman pada prinsip kewajaran berlandaskan nilai-nilai luhur Catur Dharma serta norma-norma dan perilaku bisnis serta sosial secara umum.

[GRI 103-2]

Astra menjamin Perseroan senantiasa menjalankan kegiatan bisnis secara bertanggung jawab dan menjunjung tinggi rasa saling hormat-menghormati, serta melindungi Hak Asasi Manusia, termasuk kesetaraan karyawan dalam hal rekrutmen serta peningkatan kompetensi dan karier, tanpa memandang latar belakang gender, usia, etnis, agama, maupun kondisi cacat fisik.

[GRI 103-2]

INDUSTRIAL RELATIONS

Catur Dharma serves as the foundation of life and basic values in all operational aspects and guidelines for behavior within Astra are also applied in fostering mutually beneficial relationships with all employees.

The interests and voices of Astra's employees are channeled and listened to through law-abiding and rule-abiding corridors. Trade unions and bipartite cooperation institutions function to ensure the creation of harmonious communication and mutually beneficial long-term cooperative relationships within Astra.

The cooperation is contained in Company Regulations (PP) and Collective Labor Agreements (PKB) where Astra Group employees have received information regarding working conditions, terms of work, scope of agreement, and applicable regulations. Astra also has a policy that gives Astra Group employees freedom of association.

[GRI 102-41][GRI 103-1]

Relationship with Human Resources is the most important factor in determining the success and sustainability of the Company's life. In fostering relationships with employees, the entire Astra Group is guided by the principle of fairness based on the noble values of Catur Dharma as well as business and social norms and behavior in general.

[GRI 103-2]

Astra guarantees that the Company always carries out business activities in a responsible manner and upholds mutual respect, and protects human rights, including employee equality in terms of recruitment and competency and career development, regardless of gender, age, ethnicity, religion, or physical disability condition.

[GRI 103-2]

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, the Astra Group has 93 labor unions in various forms and their affiliations, all of which were formed to represent the interests of employees. In addition, there is also a Bipartite Cooperation Institute which is a forum for communication and consultation on matters relating to industrial and labor relations.

Penjaminan kesetaraan ini merupakan perwujudan karakter Insan Astra seperti yang diamanatkan dalam nilai-nilai Catur Dharma. Astra juga menghormati hak karyawan untuk berserikat, berkumpul, dan mengutarakan pendapat dalam kerangka perundangan dan peraturan hukum yang berlaku.

This guarantee of equality is a manifestation of the character of Astra People as mandated in the Catur Dharma values. Astra also respects the rights of employees to associate, assemble, and express opinions within the framework of applicable laws and regulations.

Terkait upah minimum, Astra memberikan imbalan atas jasa karyawan sesuai regulasi Upah Minimum Regional (UMR) yang berlaku di setiap wilayah operasional Grup Astra. **[SEOJK F20]**

Regarding the minimum wage, Astra provides compensation for employee services in accordance with the Regional Minimum Wage (UMR) regulations that apply in every operational area of the Astra Group. **[SEOJK F20]**

MENJUNJUNG TINGGI HAK ASASI MANUSIA & KESETARAAN DI TEMPAT KERJA

RESPECTING HUMAN RIGHTS & EQUALITY IN THE WORKPLACE

Sebagai salah satu perusahaan terbesar dan terkemuka di Indonesia, Astra senantiasa memegang teguh dan menjunjung tinggi Hak Asasi Manusia. Hubungan dan interaksi kami dengan para Insan Astra selalu didasari pada rasa saling menghormati, kesetaraan, keadilan, dan transparansi. **[SEOJK F.18]**

As one of the largest and leading companies in Indonesia, Astra always upholds human rights. Our relationships and interactions with Astra People are always based on mutual respect, equality, fairness, and transparency. **[SEOJK F.18].**

Kesempatan bekerja juga terbuka bagi siapa pun yang ingin bergabung dengan Astra. Astra memiliki kebijakan yang memastikan bahwa setiap pegawai dan calon pegawai diperlakukan dengan adil dan penuh rasa hormat tanpa melihat perbedaan gender, usia, ras, agama, keyakinan, hingga kondisi fisik. **[SEOJK F.18]**

Job opportunities are also open to anyone who wants to join Astra. Astra has a policy that ensures that every employee and prospective employee is treated fairly and with respect regardless of gender, age, race, religion, belief, to physical condition. **[SEOJK F.18]**

Astra menentang segala bentuk diskriminasi dan memegang prinsip kemanusiaan serta menghormati hak asasi manusia dalam pengelolaan sumber daya manusia, termasuk menentang segala bentuk pekerja anak dan kerja paksa sesuai dengan regulasi yang berlaku dan norma-norma internasional terkait ketenagakerjaan. Segala bentuk pelanggaran atas kebijakan ini akan ditindak sesuai dengan peraturan Perseroan. **[GRI 103-1] [SE OJK F19]**

Astra opposes all forms of discrimination and adheres to humanitarian principles and respects human rights in the management of human resources, including against all forms of child labor and forced labor in accordance with applicable regulations and international labor-related norms. Any violation of this policy will be dealt with in accordance with the Company's regulations. **[GRI 103-1] [SE OJK F19]**

People Roadmap

Astra secara berkala memantau seluruh unit kerja dan mitra kerja dan memberikan sanksi tegas apabila terdapat pelanggaran terkait tindakan diskriminatif, pelanggaran hak asasi manusia, aturan mempekerjakan karyawan di bawah umur dan kerja paksa. Sampai dengan akhir tahun 2021, Astra tidak menerima laporan terkait tindakan diskriminatif ataupun bentuk-bentuk pelanggaran Hak Asasi Manusia di semua lini bisnis Astra. **[GRI 103-2][103-3]**

Astra regularly monitors all work units and work partners and provides strict sanctions if there are violations related to discriminatory actions, violations of human rights, rules for employing underage employees and forced labor. Until the end of 2021, Astra has not received any reports related to discriminatory actions or other forms of human rights violations in all of Astra's business lines. **[GRI 103-2][103-3]**



Pemimpin Wanita di Astra Women Leaders in Astra

Prinsip kesetaraan yang dikedepankan Astra membuka kesempatan bagi semua Insan Astra untuk memberikan kontribusi terbaik tanpa memandang perbedaan-perbedaan latar belakang, termasuk perbedaan gender. Keberhasilan individual dihargai secara obyektif dan setiap orang mendapatkan kesempatan yang sama dan seluas-luasnya untuk mengembangkan diri.

The principle of equality is put forward by Astra by opening up opportunities for all Astra Personnel to give their best contribution regardless of background differences, including gender differences. Individual success is valued objectively and everyone gets the same and widest opportunity to develop themselves.



Rina Apriana
(CEO PT Astra Welab
Digital Arta)



Tantangan yang saya alami adalah bagaimana saya dituntut untuk dapat menunjukkan prestasi dan kompetensi pada bidang digital, dimana di luar perusahaan bidang tersebut adalah bidang yang didominasi pria. Salah satu hal yang saya tunjukkan sebagai leader wanita adalah sifat tegas, dengan tetap memunculkan sisi humanismenya. Saya harap kiprah saya ini bisa menginspirasi semakin banyak wanita-wanita Indonesia untuk terjun ke sektor digital dan memajukan *digital economy* kita.

The challenge I face is meeting expectations to demonstrate achievement and competence in the digital field, while it is a male-dominated field. One of the things that I show as a female leader is her assertiveness, while still bringing out her humanistic side. I hope that my work will inspire more Indonesian women to enter the digital sector and advance our digital economy.





Windawati Tjahjadi
(Presiden Direktur/
President Director
PT Astra Life)

“

Di industri asuransi jiwa, *we need to approach our customer with heart*, itu juga yang saya lakukan sebagai leader kepada tim di Astra Life. Banyak mendengarkan, membangun suasana kekeluargaan, sehingga mereka merasa *part of the family*, yang akhirnya meningkatkan *sense of belonging* terhadap perusahaan.

Selama bekerja di Astra, sebagai wanita, saya tidak pernah merasa dibedakan, dan mendapatkan kesempatan yang sama untuk berkembang dan berkarier.

In life insurance industry, we need to approach our customer with heart, which I also implement it as a leader to the team in Astra Life. I listen more, build a family atmosphere, so the employees feel they are part of the family, and increase their sense of belonging to the company.

During my work in Astra, as a woman, I never feel differentiated, and have been given the same opportunities to grow and have a career

”



Nilawati Irjani
(Vice President Director
Astra Property)

“

Sejak 1994 bekerja di Grup Astra, saya memiliki tantangan yang dihadapi pekerja wanita pada umumnya, yakni *double focus* keluarga dan karier. Tetapi yang membuat saya bertahan adalah budaya kekeluargaan yang kental, mengedepankan *super team* dan saling respek secara profesional satu sama lain. Hal ini yang mendukung saya untuk dapat mengelola prioritas antara karier dan keluarga. Sebagai leader, saya tidak merasakan tantangan dan hambatan terkait gender. Astra memiliki *competency based*, pengukuran kinerja dan sistem yang kuat, sistem ini baik sehingga tidak melihat ada perbedaan dalam gender.

Working at the Astra Group since 1994, I have encountered a common challenge faced by female workers, namely a split focus between family and career. But what keeps me going is the strong family culture, which puts a super team forward and upholds mutual respect in a professional manner. This is what supports me in managing my priorities between career and family. As a leader, I don't feel any opposition or barriers related to gender. Astra has competency based, performance measurement and a strong system, and this system works well so there is no gender discrimination.

”



**Amelia Albertina
Hadiman**
(Risk Management Dept
Head PT PAMA Persada
Nusantara)

“

Saya bergabung di PAMA hampir 15 tahun, di mana waktu awal bergabung itu pertambangan masih *male-dominated sector*. Meski demikian, selama menjalankan tugas di PAMA, saya tidak banyak menemukan kendala. Tidak perlu khawatir bagi wanita karena disediakan fasilitas yang sesuai dengan kondisi di site masing-masing ketika kunjungan lapangan. Astra sangat mendukung kesetaraan gender, tidak terdapat bias penilaian karena gender, semua mendapat kesempatan yang sama.

I have been with PAMA for almost 15 years. When I first joined, the mining industry was still a male-dominated sector. However, while carrying out my duties at PAMA, I did not encounter many obstacles. Women need not worry because the Company has provided facilities that are in accordance with the conditions at their respective sites, when they make field visits. Astra strongly supports gender equality, there is no bias in judgment because of gender, everyone gets the same opportunity.

”

People Roadmap



Anastasia Diajeng
(Quality Department Head PT Astra Honda Motor)



Selama hampir 13 tahun bekerja di Astra, saya sangat beruntung dan merasa didukung bahwa sebagai wanita saya diberi kesempatan yang sama dengan pria untuk berkarya dan bekerja dengan baik. Saya dapat membuktikan bahwa wanita bisa bekerja sama baiknya bahkan mungkin lebih dari pria jika diberi kesempatan, tidak tertutup di sektor industri mana pun.

During nearly 13 years of working at Astra, I was very lucky and felt supported that as a woman I was given the same opportunity as men to create and work well. I can prove that women can work just as well maybe even more than men if given the opportunity, regardless of any industry sector.



Rara Puspita Dewi Lima Wati
(Junior Expert Researcher PT Astra Agro Lestari Tbk)



Saya sangat senang, tempat di mana saya masih bisa aktif bekerja dan berkarya tetapi juga tetap dapat berperan aktif bagi perkembangan anak saya di usia keemasannya. Jarak kantor dan rumah yang sangat dekat membuat saya masih bisa jadi ibu yang siaga dan tetap berkarya.

I am very happy, I can still actively work and create but also can play an active role in the development of my child in his golden age. The distance between my office and home is very close, so I can still be a mother who is always ready and keeps working.



Prinsip dalam Melaksanakan Hubungan Kerja dengan Karyawan [GRI 103-2] The Principles in Building Work Relations with Employees

Astra menghormati hak asasi manusia secara universal, serta hak dan kewajiban karyawan berdasarkan peraturan perundangan yang berlaku.

Astra respects universal human rights, as well as the rights and obligations of employees based on applicable laws and regulations.

Astra memberi kesempatan yang sama tanpa membedakan senioritas, gender, suku, agama, ras, dan antar golongan dengan memperhatikan kompetensi serta kinerjanya.

Astra provides equal opportunities regardless of seniority, gender, ethnicity, religion, race, and between groups by taking into account their competence and performance.

Astra memperlakukan karyawan sebagai aset yang berharga, karena itu perlu dihargai dan ditingkatkan kompetensi dan karakternya.

Astra treats employees as valuable assets, therefore they need to be respected and their competence and character be improved.

Astra membangun suasana keterbukaan dan komunikasi dua arah dengan Karyawan.

Astra builds an atmosphere of openness and two-way communication with employees.

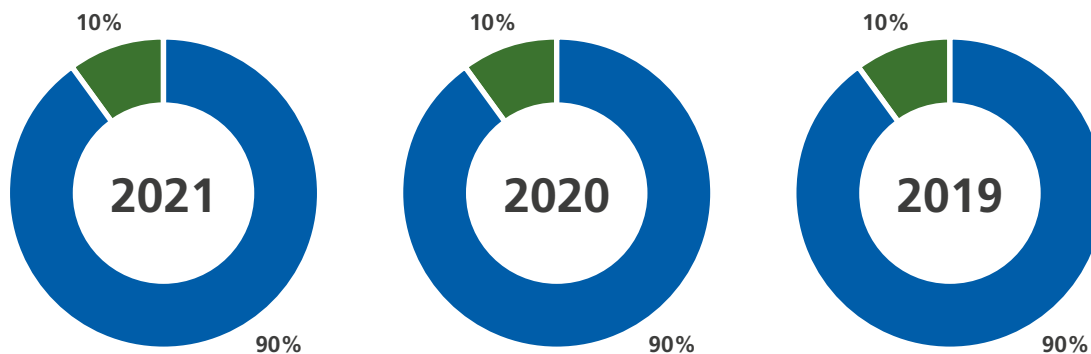
Astra memberi penghargaan kepada karyawan yang berprestasi.

Astra gives awards to outstanding employees.

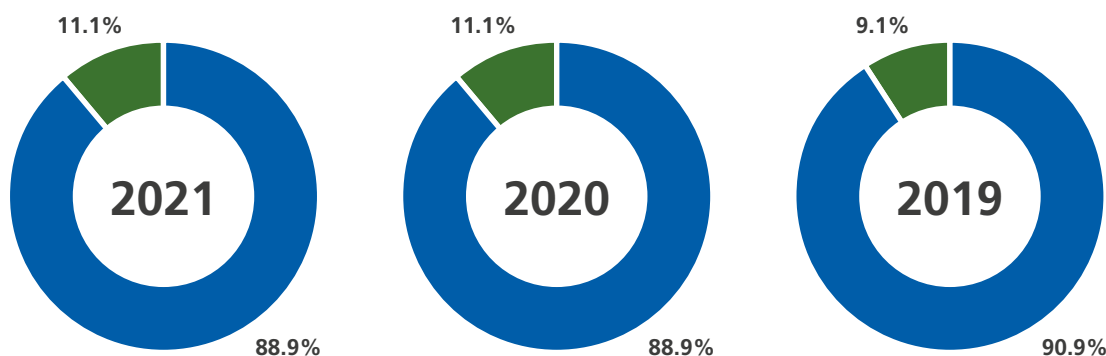
Persentase Komisaris dan Direksi berdasarkan Gender [GRI 405-1a]

Percentage of Commissioners and Directors by Gender

Dewan Komisaris | Board of Commissioners



Direksi | Board of Directors



■ Laki-laki | Male ■ Perempuan | Female

Jumlah dan Persentase Dewan Komisaris dan Direksi berdasarkan Gender dan Usia [GRI 405-1]

Number and Percentage of Board of Commissioners and Directors by Gender and Age

Top Manajemen Top Management	Kelompok Usia Age Group	2021			2020			2019		
		Laki-laki Male	Perempuan Female	Total	Laki-laki Male	Perempuan Female	Total	Laki-laki Male	Perempuan Female	Total
Dewan Komisaris Board of Commissioners	>50 tahun years old	6	1	7	6	1	7	5	1	6
	30 – 50 tahun years old	3	0	3	3	0	3	4	0	4
	<30 tahun years old	0	0	0	0	0	0	0	0	0
Direksi Board of Directors	>50 tahun years old	7	1	8	7	1	8	8	1	9
	30 – 50 tahun years old	1	0	1	1	0	1	2	0	2
	<30 tahun years old	0	0	0	0	0	0	0	0	0

Keterangan: Data di atas adalah data Dewan Komisaris dan Direksi di Head Office PT Astra International Tbk
Notes: The data above is the Board of Commissioners and Board of Directors data in PT Astra International Tbk Head Office

KESEJAHTERAAN KARYAWAN

Sebagai sebuah entitas bisnis yang memegang cita-cita untuk mengangkat kesejahteraan bersama, Astra memberikan apresiasi yang layak kepada seluruh karyawan. Bentuk komitmen Astra terhadap kesejahteraan karyawan dan keluarga diwujudkan dalam mengikutsertakan

EMPLOYEE WELFARE

As a business entity that has aspirations to promote common welfare, Astra gives proper appreciation to all employees. Astra's commitment to the welfare of employees and their families is manifested in involving employees in insurance programs run by third parties. In addition, employees are

People Roadmap

karyawan dalam program asuransi yang dijalankan oleh pihak ketiga. Selain itu, karyawan juga disertakan dalam program BPJS Ketenagakerjaan dan BPJS Kesehatan. Hal ini sesuai dengan kebijakan ketenagakerjaan yang ditetapkan oleh pemerintah. **[GRI 103-1][GRI 103-2]**

Tidak hanya itu, remunerasi karyawan ditetapkan berdasarkan 3P, yaitu *Pay for Position, Pay for Person, dan Pay for Performance*. Kebijakan remunerasi mempertimbangkan *internal fairness* dan *external competitiveness*, yang selalu ditelaah setiap tahun. Selain gaji bulanan, karyawan berhak atas pendapatan variabel, termasuk bonus, insentif, dan manfaat lain yang menunjang produktivitas kerja. **[GRI 401-2]**

Grup Astra senantiasa menerapkan prinsip objektivitas, adil, dan transparan ke seluruh Grup Astra dalam penentuan remunerasi karyawan. Grup Astra tidak menggunakan pertimbangan gender, ras, agama, suku, dan aliran kepercayaan dalam penentuan remunerasi karyawan. **[GRI 103-2][GRI 405-2]**

WORK-LIFE BALANCE

Karyawan yang bahagia adalah karyawan yang produktif dan mampu memberikan kontribusi yang optimal bagi Perseroan dan lingkungan sosialnya. Astra memahami bahwa produktivitas karyawan harus ditunjang dengan keseimbangan kehidupan kerja atau *work-life balance*. Astra menjalankan komitmen untuk mendorong *work-life balance* demi mengedepankan kesehatan fisik dan mental seluruh karyawan. **[SEOJK F21]**

Oleh karena itu, kami melakukan berbagai kegiatan seperti *Astra Virtual Play Day, Family Day*, serta prasarana dan fasilitas berkualitas tinggi di tempat kerja, termasuk *nursery room*, klinik, pusat kebugaran, perpustakaan, *sport hall*, dan lainnya. Area kerja juga dibuat seaman dan nyaman mungkin bagi karyawan, yang dipertegas dengan implementasi Kebijakan Lingkungan, Keselamatan, Kesehatan, Keamanan, dan Ketertiban Kerja (LK5). Sehubungan dengan pandemi COVID-19, dengan mempertimbangkan keselamatan dan kesehatan karyawan, sebagian dari kegiatan-kegiatan tersebut dilaksanakan secara virtual di sepanjang tahun 2021.

Dalam beradaptasi dengan krisis pandemi, kesehatan seluruh Insan Astra senantiasa menjadi prioritas. Pola kerja bergantian, dari rumah dan di kantor, dapat dilakukan dengan baik, dilengkapi dengan kemampuan digital yang terus berkembang untuk menjaga agar jalinan antara karyawan, pelanggan, pemasok dan seluruh rantai

also included in the BPJS Employment and BPJS Health programs. This is in accordance with the employment policy set by the government. **[GRI 103-1][GRI 103-2]**

In addition, employee remuneration is determined based on the 3Ps, namely Pay for Position, Pay for Person, and Pay for Performance. The remuneration policy takes into account internal fairness and external competitiveness, which are reviewed every year. In addition to the monthly salary, employees are entitled to variable income, including bonuses, incentives, and other benefits that support work productivity. **[GRI 401-2]**

The Astra Group always applies the principles of objectivity, fairness, and transparency to the entire Astra Group in determining employee remuneration. The Astra Group does not use considerations of gender, race, religion, ethnicity, and belief in determining employee remuneration. **[GRI 103-2][GRI 405-2]**

WORK-LIFE BALANCE

Happy employees are productive employees and are able to provide optimal contributions to the Company and its social environment. Astra understands that employee productivity must be supported by a work-life balance. Therefore, Astra is committed to promoting work-life balance in order to prioritize the physical and mental health of all employees. **[SEOJK F21]**

To that end, we carry out various activities such as *Astra Virtual Play Day, Family Day*, as well as high-quality infrastructure and facilities in the workplace, including *nursery rooms, clinics, fitness centers, libraries, sports halls, and others*. The work area is also made as safe and comfortable as possible for employees, which is confirmed by the implementation of the Environmental, Safety, Health, Security and Order (LK5) Policy. Due to the COVID-19 pandemic, taking into account the safety and health of employees, some of these activities will be carried out virtually throughout 2021.

To adapt to the pandemic, the health of all Astra personnel is always a priority. Alternating work patterns, work from home and work from the office, can run well, equipped with digital capabilities that continue to develop to keep the relationship between employees, customers, suppliers and the entire Astra business value chain running smoothly, so

nilai bisnis Astra tetap lancar, sehingga upaya untuk melaksanakan *operational excellence* tetap berjalan. *Pandemic Working Team* dan *COVID Crisis Center* juga terus optimal memberikan dukungan dan bantuan bagi karyawan dan keluarganya yang terdampak.

that efforts to implement operational excellence continue. The *Pandemic Working Team* and the *COVID Crisis Center* also continue to provide optimal support and assistance for affected employees and their families.

Astra Raih Penghargaan HR Asia "Best Companies to Work For" Empat Tahun Berturut-turut

Astra Achieve HR Asia Award "Best Companies to Work For" Four Consecutive Years



Sebagai wujud komitmen Astra dalam memberikan keseimbangan kehidupan kerja serta memberikan fasilitas kerja yang aman dan nyaman, Astra kembali terpilih sebagai salah satu pemenang yang mendapatkan penghargaan "Best Companies to Work For" untuk keempat kalinya berturut-turut dari HR Asia dari tahun 2018-2021. HR Asia merupakan salah satu publikasi paling otoritatif di Asia untuk para profesional HR. Penghargaan ini diselenggarakan secara tahunan untuk mengapresiasi perusahaan-perusahaan di seluruh Asia atas praktik budaya kerja terbaik melalui sejumlah kriteria yang sangat ketat.

Pada tahun 2021, Astra terpilih sebagai satu dari 46 pemenang di Indonesia. Penghargaan ini dilaksanakan di 11 negara yakni Indonesia, Kamboja, China, Hongkong, Korea, Malaysia, Filipina, Singapura, Taiwan, Thailand, dan Vietnam.

As a form of Astra's commitment to providing a work-life balance as well as providing safe and comfortable work facilities, Astra was again named as one of the winners of "Best Companies to Work For" for the fourth time in a row. This award was given by HR Asia from 2018-2021. HR Asia is one of the most authoritative publications in Asia for HR professionals. This award is held annually to recognize companies across Asia for best practice work culture through a number of very strict criteria.

In 2021, Astra was selected as one of 46 winners in Indonesia. This award was held in 11 countries, namely Indonesia, Cambodia, China, Hong Kong, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, and Vietnam.

People Roadmap

Astra Virtual Play Day 2021
#SemangatSalingBantu Lewat Astra Virtual Play Day 2021
Astra Virtual Play Day 2021
#SemangatSalingBantu through Astra Virtual Play Day 2021



Pandemi COVID-19 memang telah berdampak ke segala bidang, aktivitas dan mobilitas. Beberapa kegiatan seperti pendidikan dan perkantoran pun mulai beralih secara virtual dan dilakukan dari rumah. Kondisi tersebut tidak menghalangi Insan Astra untuk tetap saling bersilaturahmi, menjaga kesehatan, sekaligus mendukung kampanye #SemangatSalingBantu menghadapi COVID-19 melalui kegiatan bertajuk Astra Virtual Play Day 2021.

Kegiatan ini merupakan ajang pekan seni dan olahraga secara virtual yang mempertandingkan 13 kegiatan yang terbagi ke dalam 3 kategori *virtual race*, *e-sport*, dan *art entertainment*. Lebih dari 3.325 peserta dari seluruh lini bisnis Astra turut berpartisipasi dalam kegiatan yang berlangsung dari tanggal 7 Agustus-4 September 2021, perhelatan ini juga menjadi bagian dari perayaan HUT Kemerdekaan RI ke 76.

The COVID-19 pandemic has had an impact on all aspects, activities and mobility. Some activities such as education and offices have begun to shift, and are carried out virtually from home. This condition does not prevent Astra personnel from staying in touch with each other, maintaining health, as well as supporting the #SemangatSalingBantu campaign against COVID-19 through an activity entitled Astra Virtual Play Day 2021.

This activity is a virtual art and sports week that competes in 13 activities which are divided into 3 categories of virtual race, e-sport, and art entertainment. More than 3,325 participants from all Astra business lines participated in the activity which took place from August 7 to September 4, 2021, this event was also part of the celebration of the 76th Independence Day of the Republic of Indonesia.

REKRUTMEN [SEOJK F18]

Sebagaimana yang dituangkan dalam *Code of Conduct* Perseroan, karyawan adalah individu yang bekerja pada Grup Astra yang menerima upah berdasarkan hubungan kerja. Karyawan menjadi aset paling penting bagi Perseroan untuk mengembangkan usaha dan memberikan manfaat kepada masyarakat secara luas. Oleh karena itu, diperlukan sistem perekrutan yang tepat untuk mendapatkan talenta-talenta terbaik di seluruh negeri. [GRI 103-1]

Astra menerapkan sistem desentralisasi dalam merekrut karyawan untuk memberi keleluasaan bagi masing-masing anak perusahaan Astra sehingga tiap anak perusahaan Astra dapat memenuhi kebutuhan karyawan secara internal atau eksternal. Seleksi karyawan internal dilakukan melalui proses pengembangan kompetensi, mekanisme *Internal Job Posting* (IJP) atau rotasi jabatan. [GRI 103-2]

Sedangkan rekrutmen karyawan baru dilakukan utamanya menjangkau lulusan-lulusan terbaik dari universitas-universitas terbaik di Indonesia. Proses seleksi karyawan mengacu pada standar korporasi berdasarkan kriteria 2C (*Competence* dan *Character*) yang sejalan dengan nilai-nilai Catur Dharma. [GRI 103-2]

Astra terus konsisten untuk melakukan rekrutmen untuk calon-calon pemimpin Astra masa depan. Selain melakukan rekrutmen reguler, Astra melakukan pencarian calon-calon karyawan yang kemudian diikutkan pada program-program persiapan seperti *Astra Graduate Program Management Trainee (AGP-MT)*, *Human Capital Trainee (HR Trainee)*, *Legal Officer Development Program*, *Audit and Risk Trainee*, dan lainnya. Dengan demikian, budaya perusahaan yang sudah dibangun sejak awal Astra berdiri dapat tetap berlanjut sampai saat ini dan masa yang akan datang.

Astra berupaya memadukan kegiatan rekrutmen dengan kontribusi lebih luas melalui jalinan hubungan yang erat dengan kalangan akademisi. Hubungan harmonis tidak hanya terjadi saat rekrutmen calon karyawan yang berkualitas, tapi juga terlibat dalam beberapa program universitas antara lain kegiatan pengembangan kurikulum dan peningkatan proses pembelajaran di kelas, pengembangan kompetensi mahasiswa serta partisipasi manajemen Astra sebagai narasumber atau pembicara dengan komunitas kampus. Astra juga memberikan beasiswa untuk mahasiswa sekaligus dinobatkan sebagai Astra Ambassador, yaitu duta perusahaan yang tersebar di berbagai universitas terkemuka nasional.

RECRUITMENT [SEOJK F18]

As stated in the Company's *Code of Conduct*, employees are individuals who work for the Astra Group and receive wages based on their employment relationship. Employees are the most important asset for the Company in developing its business and providing benefits to society at large. Therefore, a proper recruitment system is needed to get the best talents across the country. [GRI 103-1]

Astra implements a decentralized system in recruiting employees to provide flexibility for each Astra subsidiary so that each Astra subsidiary can meet the needs of employees internally or externally. Internal employee selection is carried out through a competency development process, the *Internal Job Posting* (IJP) mechanism or job rotation. [GRI 103-2]

Meanwhile, the recruitment of new employees is carried out mainly by recruiting the best graduates from the best universities in Indonesia. The employee selection process refers to corporate standards based on 2C criteria (*Competence* and *Character*) which are in line with Catur Dharma values. [GRI 103-2]

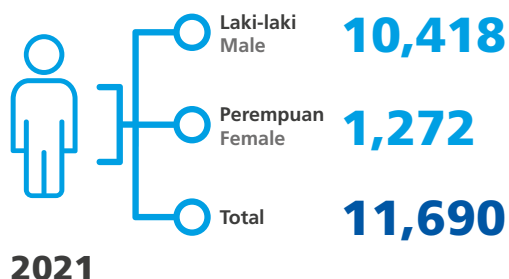
Astra consistently continues to recruit future Astra leaders. In addition to regular recruitment, Astra also searches for prospective employees to be included in preparatory programs such as the *Astra Graduate Program Management Trainee (AGP-MT)*, *Human Capital Trainee (HR Trainee)*, *Legal Officer Development Program*, *Audit and Risk Trainee*, and others. In this way, the corporate culture that has been built since Astra's inception can continue today and in the future.

Astra seeks to combine recruitment activities with wider contributions through close relationships with academics. Harmonious relationships do not only occur when recruiting qualified prospective employees, but are also involved in several university programs, including curriculum development activities and improving the learning process in the classroom, student competency development and Astra management participation as resource persons or speakers with the campus community. Astra also provides scholarships for students as well as being named as Astra Ambassadors, which are company ambassadors spread across various leading national universities.

People Roadmap

Rekrutmen Karyawan Astra berdasarkan Gender [GRI 401-1] [SE OJK F18]

Astra Employee Recruitment by Gender



Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Employee Turnover Rate | Employee Turnover Rate [GRI 401-1]

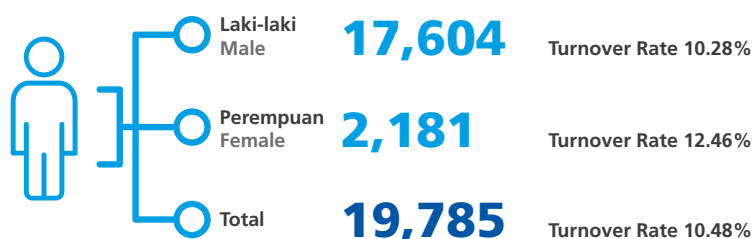
Kelompok Jabatan Title Group	Keluar Out	
	Jumlah Number	Turnover Rate
Executive	31	8.20%
Manager	175	7.90%
Supervisor/Analyst	2,279	12.01%
Staff/Admin	17,300	10.35%
TOTAL	19,785	10.48%

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Turnover berdasarkan Gender [GRI 401-1]

Turnover by Gender



Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Bersama Astra Menggapai Cita

Together with Astra, Reaching the Goal

Selama bertahun-tahun, segenap Insan Astra mendedikasikan dirinya untuk memberikan kinerja dan capaian terbaik karena Astra memberikan fasilitas dan jaminan yang berpihak pada kemajuan dan kesejahteraan bersama. Sebagai aset utama perusahaan, pengembangan Sumber Daya Manusia (SDM) menjadi prioritas Astra dalam menjaga kesinambungan kehidupan bisnis dan keberlanjutan Perseroan.

Over the years, all Astra personnel have dedicated themselves to providing the best performance and achievements because Astra provides facilities and guarantees in favor of mutual progress and prosperity. As a key industrial asset, the development of Human Resources is Astra's priority in maintaining the continuity of business life and the sustainability of the Company.



Julianus Partogi Panjaitan

Head of Project Management
PT Astra International Tbk
Ketua Ikatan Karyawan Astra
International
Chairman of the Astra International
Employee Association

Bekerja di Astra sungguh menyenangkan dan penuh dengan *challenge*. Disamping itu pula saya mendapatkan banyak ilmu dan pengembangan diri. Astra melihat karyawan itu adalah aset sehingga level *people development*-nya juga menjadi salah satu fokus Astra di dalam mengembangkan *soft skill* dari karyawannya. Tentu saja banyak suka dan dukanya, namun hal itu membuat kita tidak bosan dengan rutinitas yang ada. Sehingga memacu semangat kita untuk terus berkembang setiap hari. Semoga Astra selalu dapat memberikan konsistensi terhadap peningkatan kesejahteraan untuk setiap karyawannya.

Working at Astra was really a pleasant experience but full of challenges. I gained a lot of knowledge and was able to develop myself. Astra sees employees as assets, so people development is also one of Astra's focuses in developing the soft skills of its employees. Of course there are many ups and downs. However, all of that actually keeps us from getting bored with the routine of work and spurs our enthusiasm to continue to grow from day to day. Hopefully Astra will always be able to provide consistency in improving the welfare of each of its employees.

People Roadmap

Bersama ASTRA Menggapai Cita Together with Astra, Reaching the Goal



Chairi Pitono

Chief Finance Investment & HRGA
Dana Pensiun Astra
Astra Pension Fund
30 tahun berkarya bersama Astra
30 years working with Astra

Tanpa terasa telah tiga dasawarsa merajut karya di Astra. Menoleh jejak dari awal bergabung, setiap langkah berlimpah pengembangan diri yang membawa Saya hingga posisi saat ini. Keragaman dunia Astra memperluas wawasan Saya atas kesempatan mempelajari banyak hal, dari penugasan di satu perusahaan ke perusahaan Astra yang lain. Para *leader* Astra pun menjadi bagian yang menginspirasi saya untuk bisa menjadi *role model* yang membangun. Sungguh, perjalanan yang menantang dan menyenangkan yang selama ini saya nikmati dan syukuri. Waktu pun terasa cepat melintas namun penuh makna.

I hardly believe I have worked at Astra for three decades. Looking back on my journey from the start, each step was filled with opportunities for self-development that brought me to where I am today. The diversity of Astra's world has broadened my perspective on the opportunity to learn many things, from assignments in one company to another. Astra's leaders have also inspired me to be a constructive role model. Truly, a challenging and enjoyable journey, which I have enjoyed and am grateful for. Time seemed to pass quickly but full of meaning.



Luciana Sari Eka Murdiyanti

AstraWorld
 Karyawan Difabel Low Vision
 Difabel Employee with Low Vision

Saya memiliki keterbatasan gangguan penglihatan (*low vision*) di kedua mata saya sejak lahir. Pada 28 Januari 2013, saya mengawali karir sebagai karyawan *out source* di PT Astra International Tbk - AstraWorld dengan posisi *Call Center Agent* (CCA). Sejak saya mulai bekerja di AstraWorld, saya merasa diterima apa adanya, tidak dibedakan dengan karyawan lainnya. Penilaian kinerja, arahan dari atasan semua objektif dilakukan. Jika saya melakukan kesalahan, saya ditegur. Jika saya berprestasi, saya diapresiasi. Saya juga diikutkan dalam berbagai kesempatan training, lomba, mengalami rotasi *project*, rotasi tempat kerja. Begitu pula halnya dalam jenjang karir. Pada 1 Oktober 2016, saya diangkat sebagai karyawan kontrak dan diangkat sebagai karyawan tetap pada tahun berikutnya. Selama berkarir Saya berhasil memenangkan The Best Contact Center Indonesia 2016 Awards kategori individu untuk posisi Quality Assurance Tahun 2021 sudah lebih dari 5 tahun saya sudah menjadi karyawan tetap di AstraWorld. Kini saya dipercaya sebagai salah satu Team Leader Call Center yang me-manage 30 CCA yang tersebar di *Contact Center Site* Jakarta dan Semarang. Hal ini tentunya tidak terlepas dari dukungan Astraworld yang menghargai saya sebagai individu tanpa memandang keterbatasan fisik saya. Terima kasih AstraWorld atas kesempatan dan kepercayaan yang diberikan kepada saya. Saya bangga menjadi bagian dari keluarga Astra.

I have suffered from low vision in both eyes since birth. On January 28, 2013, I started my career as an out source employee at PT Astra International Tbk - AstraWorld with the position of Call Center Agent (CCA). Since I started working at AstraWorld, I feel that the Company accepts me for who I am, no different from other employees. Performance appraisals, directives from superiors are all objective. If I make a mistake, I am reprimanded. On the other hand, if I excel, I will be appreciated. I was also included in various training opportunities, competitions, experienced project rotations, workplace rotations. The same is true in the career path. On October 1, 2016, I was appointed as a contract employee and was appointed as a permanent employee the following year. During my career I won The Best Contact Center Indonesia 2016 Awards for the individual category for the Quality Assurance position. In 2021, I have been a permanent employee at AstraWorld for more than 5 years. Now I am trusted as one of the Call Center Team Leaders who manage 30 CCAs spread across the Jakarta and Semarang Contact Center Sites. Of course, this cannot be separated from Astraworld's support, which respects me as an individual regardless of my physical limitations. Thank you AstraWorld for the opportunity and trust given to me. I am proud to be part of the Astra family.

PELATIHAN DAN PENGEMBANGAN KOMPETENSI SUMBER DAYA MANUSIA

Astra memiliki komitmen kuat untuk meningkatkan kompetensi dan kualitas sumber daya manusia melalui pelaksanaan program pelatihan dan pengembangan yang berkelanjutan. Astra merancang program pengembangan kompetensi kepemimpinan dengan terstruktur, komprehensif, dan berjenjang sejak tahap awal. **[GRI 103-1]**

HUMAN RESOURCE COMPETENCY TRAINING AND DEVELOPMENT

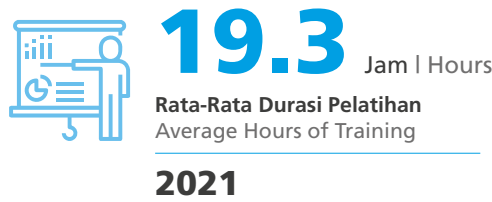
Astra has a strong commitment to improving the competence and quality of its human resources through the implementation of continuous training and development programs. Astra has designed a structured, comprehensive, and tiered leadership competency development program since the early stages. **[GRI 103-1]**

People Roadmap

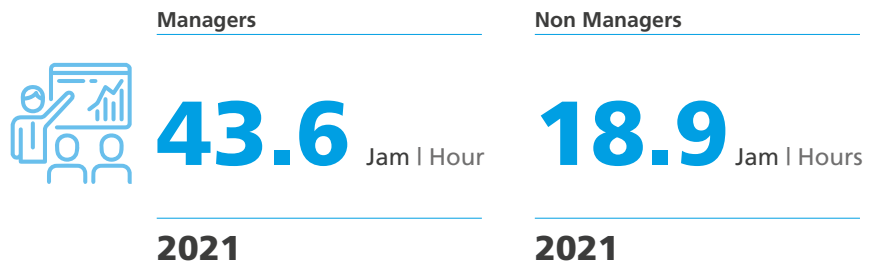
Astra menyasar penguasaan kompetensi dasar, manajerial, dan kepemimpinan dengan ragam sarana pengembangan yang bervariasi, mencakup program pelatihan, *mentoring*, rotasi, pengembangan karir, pembinaan kepemimpinan, dan sesi umpan balik. Selain itu juga diperkuat dengan konten budaya Perseroan. **[GRI 103-2]**

Astra’s training is aimed at mastering basic, managerial, and leadership competencies with a variety of development tools, including training programs, mentoring, rotation, career development, leadership coaching, and feedback sessions. In addition, it is also strengthened by the Company’s corporate culture. **[GRI 103-2]**

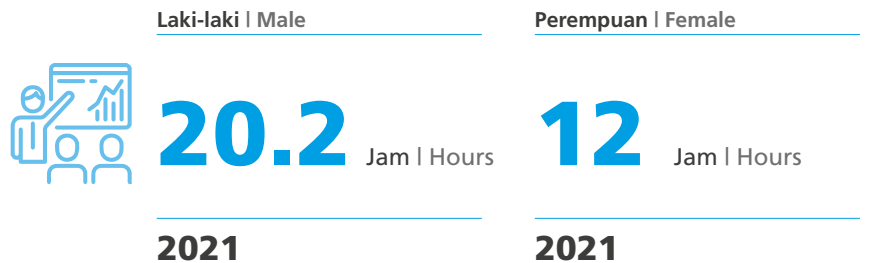
Rata-rata jam pelatihan per karyawan **[SE OJK F22] [GRI 404-1]** Average training hours per employee



Pendidikan dan Pelatihan berdasarkan Jabatan **[SE OJK F22][GRI 404-1]** Education and Training by Position



Pendidikan dan Pelatihan berdasarkan Gender **[SE OJK F22] [GRI 404-1]** Education and Training by Gender



Keterangan | Remarks:

- Data pada tabel di atas adalah data konsolidasi anak perusahaan (184 Perusahaan dan 123.984 Karyawan)
- Data pelatihan karyawan dengan format dan skala pengumpulan data secara Grup yang digunakan dalam laporan ini dimulai pada tahun 2021. Mempertimbangkan prinsip komparabilitas, data pelatihan karyawan akan menampilkan data mulai tahun 2021.
- The data in the table above is the consolidated data of Subsidiaries (184 Companies and 123,984 Employees)
- Employee training data using data gathering format and Group-wide scale was initiated in 2021. Hence, with data comparability considerations, we present employee training data starting from 2021.

Tanggung jawab ini dijalankan Astra dalam bentuk pelatihan dan pengembangan potensi SDM yang dimiliki oleh Perseroan. 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. **[GRI 103-2]**

This responsibility is carried out by Astra in the form of training and developing the potential of the Company's human resources. Each business unit within the Astra Group organizes employee competency improvement programs through training and education, mentoring, coaching, rotation, assignments and feedback sessions according to the needs of each company. At the Head Office, Astra designs and implements leadership programs to build equal competencies, strengthen networks among Astra's people, and maintain Astra's culture. **[GRI 103-2]**

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). **[GRI 103-2]**

This competency development program is managed by the Astra Management Development Institute which develops and provides a Leadership Development Program based on organizational needs, Catur Dharma values, and Astra Leadership Competencies (ALC). **[GRI 103-2]**

Astra juga terus mendorong program-program yang bertujuan untuk menciptakan regenerasi kepemimpinan di dalam tubuh Astra. Astra *Middle Management Program* (AMMP) dan Astra *General Management Program* (AGMP) dilaksanakan sebagai bentuk pengembangan potensi sekaligus sebagai sistem seleksi persiapan kepemimpinan berdasarkan tingkat pengembangan kompetensi dan golongan.

Astra also continues to promote programs aimed at creating leadership regeneration within Astra. The Astra Middle Management Program (AMMP) and the Astra General Management Program (AGMP) are implemented as a form of potential development as well as a selection system for leadership preparation based on the level of competency development and class.

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

Nama Program Name of Program	2021		2020	
	Batch	Peserta Participants	Batch	Peserta Participants
Astra Attachment Program	5	163	4	173
Astra Basic Management Program	16	511	10	341
Astra First-line Management Program	14	464	10	383
Astra Middle Management Program	9	272	7	210
Astra Senior Management Program	4	107	2	64
Astra General Management Program	1	40	1	30
Astra Advance Executive Program	1	2	-	-
MMA	9	216	4	106
HCLM	4	126	5	115
Total	63	1,901	43	1,422

Keterangan | Remarks:

Data pada tabel di atas merupakan program dari PT Astra International Tbk Head Office (AIHO)
The data in the table above is a program from PT Astra International Tbk Head Office (AIHO)

People Roadmap

Selain itu, Astra juga mengenali perbedaan antara seorang spesialis dan generalis. Dengan *dual career ladder*, maka kedua tipe karyawan akan menerima hak yang setara, di mana para spesialis (atau *expert*) akan dikelola oleh *Expert Committee* di bawah naungan program *Expert Track Management*.

Untuk mendukung pengembangan kompetensi, Astra mendirikan Lembaga Sertifikasi Profesi Astra, yang juga mencakup ruang lingkup *Human Capital, Environment, Health & Safety, Communication, dan Security*. Kami juga memiliki program *Integrated Talent Development (ITD)*, yang menjalankan beberapa fokus sebagai berikut:

In addition, Astra also recognizes the difference between a specialist and a generalist. With a dual career ladder, both types of employees will receive equal rights, where specialists (or experts) will be managed by an Expert Committee under the auspices of the Expert Track Management program.

To support competency development, Astra established the Astra Professional Certification Institute, which also covers the scope of Human Capital, Environment, Health & Safety, Communication, and Security. We also have an Integrated Talent Development (ITD) program, which carries out the following focuses:

Jumlah Peserta Program Persiapan Kepemimpinan berdasarkan Kategori Jabatan [SE OJK F22] [GRI 404-2] Number of Participants in Leadership Preparation Program by Position Category

Nama Program Name of Program	2021		2020	
	Batch	Peserta Participants	Batch	Peserta Participants
Astra Graduate Program	1	9	-	-
Functional Trainee Program	-	-	2	39
Modular Program	9	208	4	165
Digital Self Learning	1	45	1	68
Leadership Learning Community	3	264	3	231
Executive Coaching (Astra Leadership Performance Coaching)	-	14	-	11

Keterangan | Remarks:

Data pada tabel di atas merupakan program dari PT Astra International Tbk Head Office (AIHO)
The data in the table above is a program from PT Astra International Tbk Head Office (AIHO)

InnovAstra, Platform untuk Mendorong Budaya Inovasi Insan Astra

InnovAstra, a Platform to Promote a Culture of Innovation for Astra People

Inovasi menjadi salah satu kunci keberlanjutan Perseroan. Astra pun mendorong setiap karyawan untuk dapat berinovasi melalui berbagai program pelatihan dan pengembangan kompetensi. Salah satu bentuk upaya Astra untuk meningkatkan inovasi adalah dengan melaksanakan kompetisi inovasi tahunan yang sudah dimulai sejak 1982 bernama Innovation at Astra (InnovAstra).

Melalui InnovAstra, para karyawan dari lintas departemen dan anak perusahaan bisa berkreasi tanpa dibatasi oleh sekat-sekat organisasi. Hasil kreasi yang ditelurkan di InnovAstra sudah ada yang berhasil diaplikasikan dalam proses kerja dan dikembangkan menjadi produk unggulan yang menyumbangkan manfaat komersial dan menjadi kebanggaan Grup.

Sejak InnovAstra dimulai pada tahun 1982 hingga sampai dengan akhir 2021 tercatat sebanyak 13.076.199 proyek inovasi dari insan Astra yang telah berkontribusi dalam mendorong kemajuan Perseroan.

Innovation is one of the keys to the Company's sustainability. Astra encourages every employee to innovate by providing various training and competency development programs. One of Astra's efforts to increase innovation is to carry out an annual innovation competition that has been started since 1982 called Innovation at Astra (InnovAstra).

Through InnovAstra, employees from across departments and subsidiaries can show their creativity without being limited by organizational silos. There are a number of creations that are contested in InnovAstra which are applied in the work process and developed into superior products so that they can contribute commercial benefits and become the pride of the Group.

Sejak InnovAstra dimulai pada tahun 1982 hingga sampai dengan akhir 2021 tercatat sebanyak 13.076.199 proyek inovasi dari insan Astra yang telah berkontribusi dalam mendorong kemajuan Perseroan.

Proyek-proyek yang ikut serta di InnovAstra pada tahun 2021 Projects in InnovAstra in 2021

No.	Kategori Category	Jumlah Proyek yang Terimplementasi Number of Projects Implemented
1	Suggestion System	1,424,271
2	Quality Control Circle	13,173
3	Quality Control Project	3,043
4	Business Performance Improvement	198
5	Value Chain Innovation	41
Total		1,440,726

People Roadmap

Selain memberikan pengembangan kompetensi, Astra juga melakukan penilaian kinerja berdasarkan capaian *Individual Development Plan* kepada seluruh karyawan. Penilaian kinerja bertujuan untuk mengembangkan dan meningkatkan kualitas kerja, memahami kompetensi karyawan, serta sebagai bahan evaluasi untuk perbaikan kinerja. Penilaian kinerja dilakukan setiap tahun kepada setiap karyawan Astra tanpa membedakan gender.

[GRI 404-3]

In addition to providing competency development, Astra also conducts performance assessments based on the achievements of the *Individual Development Plan* for all employees. Performance appraisal aims to develop and improve the quality of work, understand employee competencies, as well as evaluation material for performance improvement. Performance appraisal is carried out annually to every Astra employee regardless of gender. [GRI 404-3]



Nurturing Climate Competent Professionals

Nurturing Climate Competent Professionals

Sejak Tahun 2015, Astra terus mengupayakan implementasi program penghematan energi dan percepatan penggunaan sumber Energi Baru Terbarukan (EBT) serta penerapan teknologi hemat energi. Program ini dijalankan berdasarkan prinsip 3P Astra yang sejalan dengan konsep *Environment, Social, Governance* (ESG) dan *Sustainable Development Goals* (SDGs) khususnya tujuan ketiga belas tentang penanganan perubahan iklim.

Untuk menyukseskan upaya Astra dalam program mitigasi dampak perubahan iklim. Perusahaan Grup Astra didorong melakukan berbagai upaya peningkatan kapasitas Sumber Daya Manusia (SDM) baik di level *top management, middle management, dan person in charge* di bidang lingkungan. Peningkatan kapasitas di bidang lingkungan dilakukan melalui berbagai pelatihan, seminar, *online course*, maupun *knowledge-sharing* secara berkala. Pengembangan kapasitas bidang lingkungan di level *top & middle management* di antaranya:

- ESG Masterclass untuk Direksi
- ESG Training untuk Eksekutif dan Direktur Grup Astra
- *Training Environment Materiality Assessment* untuk Manager

Astra sendiri memiliki Lembaga Sertifikasi Profesi (LSP) yang diawasi BNSP pada bidang lingkungan, sampai Tahun 2021 LSP Astra telah memberikan rekomendasi untuk 45 personel yang memiliki keahlian di bidang lingkungan. Ahli-ahli lingkungan ini diharapkan mampu mendorong percepatan pengembangan inisiatif-inisiatif mitigasi perubahan iklim di seluruh Grup Astra.

Since 2015, Astra consistently strives to implement energy saving programs and accelerate the use of New Renewable Energy (NRE) sources as well as the application of energy-saving technologies. This program is run based on Astra's 3P principles which are in line with the concepts of *Environment, Social, Governance* (ESG) and *Sustainable Development Goals* (SDGs), especially the thirteenth goal on climate change management.

To support the efforts in mitigating the impact of climate change, Astra Group Companies has took various efforts to increase the capacity of Human Resources (HR) at the top management, middle management, and person in charge of environmental sector. Capacity building in the environmental sector is carried out through various trainings, seminars, online courses, and knowledge-sharing on a regular basis. Capacity building in the environmental sector at the top & middle management levels, including:

- ESG Masterclass for Directors
- ESG Training for Astra Group Executives and Directors
- Environmental Materiality Assessment Training for Managers

Astra itself has a Professional Certification Agency which is supervised by BNSP in the environmental sector, until 2021 LSP Astra has provided recommendations for 45 personnel who have expertise in the environmental field. These environmental experts are expected to be able to accelerate the development of climate change mitigation initiatives throughout the Astra Group.

PROGRAM PERSIAPAN MASA PENSIUN

Kehidupan hari tua karyawan juga menjadi hal yang diperhatikan Astra. Hal ini tidak lepas dari nilai-nilai kultural yang terdapat dalam sendi-sendi filosofis Catur Dharma. **[GRI 103-1]**

Untuk menjamin hari tua yang sejahtera, karyawan diikutsertakan dalam Program Dana Pensiun Astra (DPA) dan program BPJS Ketenagakerjaan yang dijalankan pemerintah. DPA memberikan program persiapan pensiun bagi karyawan yang dilaksanakan dalam jangka waktu dua tahun sebelum masa efektif purna bakti, sesuai dengan kebutuhan dan minat masing-masing dari segi finansial dan psikologis. **[GRI 404-2]**

Program dilaksanakan dalam tiga tahap, yakni dua tahun sebelum masa pensiun, di mana fase pertama diinisiasi dengan program *conditioning* dan *visioning*. Kemudian satu tahun sebelum masa pensiun, dipusatkan pada program pengembangan kemampuan kewirausahaan dan keahlian. Pada tahap terakhir adalah enam bulan sebelum masa pensiun, di mana karyawan mulai dapat meninggalkan pekerjaannya untuk menyiapkan kegiatan setelah pensiun. **[GRI 103-2]**

DPA memiliki dua program utama untuk menunjang kesejahteraan karyawan dalam menyongsong masa purna bakti, yaitu:

1. Pengelolaan Dana Pensiun Karyawan (DPA) secara mandiri mengelola dana pensiun karyawan, sebagai tambahan manfaat yang melengkapi program jaminan hari tua dan jaminan pensiun dari pemerintah. Iuran bulanan dibayarkan bersama oleh karyawan dan perusahaan berdasarkan persentase yang telah ditentukan.
2. Program Persiapan Pensiun Astra memahami pentingnya persiapan pensiun agar karyawan dapat dengan mulus menjalankan hidupnya selepas dunia kerja. Program ini bertujuan untuk memberikan pembekalan *life skills* melalui bimbingan dan pelatihan finansial dan psikologis, agar mampu merancang persiapan sesuai kebutuhan, minat, dan rencana kehidupan selepas masa baktinya. Program ini dimulai dua tahun sebelum efektif masa purna bakti. Perseroan juga memberikan keleluasaan untuk pengajuan cuti selama enam bulan sebelum purna bakti untuk mulai merintis usaha barunya.

RETIREMENT PREPARATION PROGRAM

The old age of its employees has always been a matter of concern for Astra. This is inseparable from the cultural values contained in the philosophical joints of Catur Dharma. **[GRI 103-1]**

To ensure a prosperous old age, all employees are listed in the Astra Pension Fund Program (DPA) and the government-run BPJS Employment program. DPA provides a retirement preparation program for employees which is carried out within two years prior to the effective retirement period, according to their respective needs and interests from a financial and psychological perspective. **[GRI 404-2]**

The program is implemented in three stages, namely two years before retirement, in which the first phase is initiated with conditioning and visioning programs. Then one year before retirement, focus on programs to develop entrepreneurial skills and skills. The last stage is six months before retirement, where employees can begin to leave their jobs to prepare for post-retirement activities. **[GRI 103-2]**

DPA has two main programs to support employee welfare in approaching retirement, namely:

1. Employee Pension Fund Management (DPA) which independently manages employee pension funds, as an additional benefit that complements the government's old-age insurance program and pension insurance. The monthly fee is paid jointly by the employee and the Company based on a predetermined percentage.
2. Retirement Preparation Program Astra understands the importance of preparing for retirement so that employees can run their lives smoothly after the world of work. This program aims to provide life skills provision through financial and psychological guidance and training, so that they are able to design preparations according to their needs, interests, and life plans after their term of service. This program starts two years before the effective retirement period. The Company also provides flexibility to apply for leave for six months before retirement to start a new business.

People Roadmap

MENCIPTAKAN LINGKUNGAN KERJA YANG AMAN DAN SEHAT

Aspek Keselamatan dan Kesehatan Kerja (K3) merupakan aspek terpenting untuk menjamin Keselamatan dan Kesehatan karyawan dan mitra kerja dalam menjalankan usaha yang berkelanjutan. [GRI 103-1] [SE OJK F.21]

Astra menerapkan keselamatan dan kesehatan karyawan, pelanggan, pemasok, dan pemangku kepentingan lainnya sesuai Undang-undang No. 1 Tahun 1970 tentang keselamatan kerja yang mengatur tentang kewajiban pimpinan tempat kerja, dan pekerja dalam melaksanakan keselamatan kerja, dan Undang-undang nomor 23 tahun 1992 tentang kesehatan pekerja. Serta, aturan Permenaker No. 5 Tahun 2021, tentang Tata Cara Penyelenggaraan Program Jaminan Kecelakaan Kerja, Jaminan Kematian, dan Jaminan Hari Tua” [GRI 103-1][SEOJK F.21]

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 *zero workplace incident* dan penyakit akibat kerja, sekaligus memberikan rasa aman pada seluruh karyawan dan semua orang di lingkungan Perseroan. [GRI 103-2][GRI 403-1]

K3 diterapkan melalui pedoman K3, *safety talk* rutin, serta *Behavior Based Safety* yang menekankan pada pencatatan, analisis, dan antisipasi serta perubahan perilaku yang secara konsisten diimplementasikan di Grup Astra. Dengan penerapan *Behavior Based Safety*, semua orang di Grup terlibat dalam upaya pencegahan *at-risk Behavior* sehingga

CREATING A SAFE AND HEALTHY WORKING PLACE

Occupational Safety and Health (K3) is the most important aspect to ensure the safety and health of employees and partners in running a sustainable business. [GRI 103-1] [SE OJK F.21]

Astra implements the safety and health policies for employees, customers, suppliers and other stakeholders in accordance with Law no. 1 of 1970 concerning work safety which regulates the obligations of workplace leaders and workers in implementing work safety, and Law number 23 of 1992 concerning workers' health. Also, the Regulation of the Minister of Manpower No. 5 of 2021, concerning Procedures for the Implementation of the Work Accident Insurance Program, Death Insurance, and Old Age Security” [GRI 103-1][SEOJK F.21]

Astra adopts international standards and regulatory compliance in implementing OHS. In the field of OHS, Astra and its subsidiaries apply the Government's OHS Management System and certified ISO 45001/OHSAS 18001. The main objective of the OHS program in the workplace, namely zero workplace accidents, is to prevent zero workplace incidents and occupational diseases, as well as to provide a sense of security to all employees and everyone within the Company. [GRI 103-2][GRI 403-1]

OHS is implemented through OHS guidelines, routine safety talks, and Behavior Based Safety which emphasizes recording, analysis, and anticipation as well as behavioral changes that are consistently implemented in the Astra Group. With the implementation of Behavior Based Safety, everyone in the Group is involved in efforts to prevent at-

mencegah terjadinya kecelakaan. Untuk mitra kerja, Grup Astra menerapkan Sistem Manajemen K3 Kontraktor yang terintegrasi di dalam Astra Green Company dan bertujuan untuk meningkatkan kesadaran dan kinerja Lingkungan, Keselamatan, dan Kesehatan Kerja (LK3) yang berlaku untuk kontraktor maupun subkontraktor. **[GRI 103-2]**

Di samping itu, manajemen Grup Astra dan seluruh anak perusahaan telah melakukan penilaian risiko secara berkesinambungan untuk mencermati dampak keselamatan dan kesehatan kerja terhadap operasi, termasuk kebijakan pemerintah yang dapat berpotensi mempengaruhi aktivitas Grup Astra sejak pandemi berlangsung di triwulan-I 2020. **[GRI 103-3]**

Astra telah menerapkan protokol kesehatan pada masa pandemi, seperti ketentuan pembatasan yang diberlakukan pemerintah di tiap-tiap daerah, mengatur kehadiran ke tempat kerja dengan *work from home*, menata ulang ruang kerja dan sanitasi.

Setiap karyawan Astra juga diwajibkan swadeklarasi kesehatan, 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 serta melakukan berbagai upaya untuk melindungi karyawan dari COVID-19. Selain itu Astra mendirikan COVID-19 Crisis Center, vaksinasi, hingga layanan untuk memperkuat *mental health*.

risk behavior so as to prevent accidents from occurring. For business partners, the Astra Group implements the Contractor K3 Management System which is integrated within the Astra Green Company and aims to increase awareness and performance of the Environment, Safety and Health (OHS) applicable to contractors and subcontractors. **[GRI 103-2]**

In addition, the management of the Astra Group and all of its subsidiaries has carried out continuous risk assessments to observe the impact of occupational safety and health on operations, including government policies that could potentially affect Astra Group's activities since the pandemic began in the first quarter of 2020. **[GRI 103-3]**

Astra has implemented health protocols during the pandemic, such as restrictions imposed by the government in each region, regulating attendance at work by working from home, rearranging workspaces and sanitation.

Every Astra employee is also required to self-declare health, limit physical distance, wear masks, and wash hands whose implementation is checked in the field and encourage Clean and Healthy Behavior (PHBS). We also issued a guide for how to work, as well as an explanation of the boundaries of the task area distributed to all business units as well as making various efforts to protect employees from COVID-19. In addition, Astra established a COVID-19 Crisis Center, vaccinations, and services to strengthen mental health.

People Roadmap



Astra COVID-19 Crisis Center dan Upaya Mencegah Penularan COVID-19

Astra COVID-19 Crisis Center and Efforts to Prevent COVID-19 Transmission



Program keselamatan dan kesehatan karyawan di lingkungan kerja merupakan prioritas utama bagi Astra. Melihat 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.

Astra membentuk Astra COVID-19 *Crisis Center* yang menyediakan layanan *call center* untuk membantu karyawan dan keluarga terkait informasi seputar COVID-19 & *emergency services*. Melalui upaya *monitoring* secara berkala, ini Astra juga ingin memastikan kesehatan karyawan, penegakan protokol kesehatan, dan meningkatkan fasilitas kesehatan karyawan.

Penerapan protokol kesehatan di lingkungan kerja juga dilakukan 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 menjaga kesehatan sanitasi.

The employee safety and health program in the workplace is Astra's top priority. Seeing the very fast escalation of transmission, on March 30, 2020, Astra established the Astra COVID-19 Crisis Center, not long after the WHO announced a global pandemic on March 11, 2020. Similar teams and task forces were later formed in each of the Astra Group business units.

Astra established the Astra COVID-19 Crisis Center which provides call center services to assist employees and families with information about COVID-19 & emergency services. Through regular monitoring, Astra also wants to ensure employee health, enforce health protocols, and improve the facilities for employee health.

The implementation of health protocols in the workplace is also carried out to prevent transmission, by implementing the restrictions imposed by the government in each region, regulating attendance at office by working from home, rearranging work spaces and maintain sanitary health.



Grup Astra Ajak Karyawan Menjadi Pendonor Plasma Konvalesen

Astra Group Invites Employees to Become Convalescent Plasma Donors



Terapi plasma konvalesen adalah terapi yang dilakukan dengan plasma darah orang yang telah sembuh dari COVID-19 kepada pasien yang belum sembuh. Donor ini bisa mengurangi risiko kematian pasien COVID-19 sampai dengan 35%. Atas alasan itulah, Grup Astra melalui Auto2000 dan PT Sigap Prima Astrea mengajak karyawan penyintas COVID-19 untuk melakukan kegiatan sosial donor darah konvalesen. Beberapa hal menjadi persyaratan pendonor yakni diutamakan laki-laki, berat minimal 55 kg, berusia 18-60 tahun, dan pernah dinyatakan positif serta sembuh dari COVID-19, maksimal tiga bulan sejak dinyatakan sembuh dari COVID-19.

Convalescent plasma therapy is a therapy carried out with the blood plasma from people who have recovered from COVID-19 to patients who have not yet recovered. This donor can reduce the fatality of COVID-19 patients by up to 35%. For this reason, the Astra Group through Auto2000 and PT Sigap Prima Astrea invites COVID-19 survivors to carry out social activities for convalescent blood donation. Several things become requirements for donors, namely preferably male, minimum weight 55 kg, aged 18-60 years, and has been tested positive and recovered from COVID-19, a maximum of three months after being declared cured of COVID-19.

People Roadmap



Grup Astra Dukung Percepatan Vaksinasi untuk Karyawan

Astra Group Supports Acceleration of Vaccination for Employees



Grup Astra secara bertahap melakukan vaksinasi COVID-19 untuk karyawan dan masyarakat luas, sebagai bagian dari sinergi pemerintah dan swasta guna meningkatkan cakupan serta mempercepat proses vaksinasi nasional, sehingga dapat mendukung terwujudnya kekebalan kelompok pada masyarakat (*herd immunity*).

Sejak pertengahan 2021, Grup Astra telah memulai pelaksanaan vaksinasi melalui program Vaksinasi Gotong Royong untuk Pekerja, seiring dengan *kick off* program vaksinasi untuk karyawan yang saat itu ditinjau langsung oleh Presiden Republik Indonesia Bapak Joko Widodo.

Secara bertahap Grup Astra melakukan vaksinasi dosis pertama dan dosis kedua kepada karyawan Grup Astra dan keluarga inti mereka yang tersebar di seluruh Indonesia, dengan mengikuti ketersediaan vaksin yang dikoordinasikan oleh Kamar Dagang dan Industri (Kadin) Indonesia. Pelaksanaan vaksinasi bekerja sama dengan Kimia Farma dan dilakukan secara bertahap.

Astra Group is gradually vaccinating COVID-19 for employees and the wider community, as part of the synergy between the government and the private sector to increase coverage and accelerate the national vaccination process, so as to support the realization of herd immunity.

Since mid-2021, Astra Group has started the implementation of vaccinations through the Mutual Cooperation Vaccination program for Workers, along with the kick off of the vaccination program for employees witnessed by the President of the Republic of Indonesia, Mr. Joko Widodo.

Gradually the Astra Group vaccinated the first dose and second dose to Astra Group employees and their nuclear families spread throughout Indonesia, following the availability of vaccines coordinated by the Indonesian Chamber of Commerce and Industry (Kadin). Vaccination is carried out in collaboration with Kimia Farma and is carried out in stages.



Perkuat *Mental Health*, Astra Luncurkan Layanan *Employee Assistance Program*
 Strengthening Mental Health, Astra Launches Employee Assistance Program Service



Ayo curhat dengan orang yang tepat!



Pandemi COVID-19 berdampak pada berbagai aspek kehidupan manusia. Disamping dampak kesehatan, pembatasan aktivitas dan interaksi sosial selama pandemi dapat berimplikasi negatif pada kesehatan psikologis dan mental. Pembatasan yang harus dilakukan untuk membatasi penyebaran pandemi berpotensi menimbulkan stres, baik yang terkait pekerjaan maupun kehidupan personal.

The COVID-19 pandemic has impacted various aspects of human life. In addition to health problems, the implementation of a policy of limiting social activities and interactions during the pandemic also has negative implications for psychological and mental health. Restrictions that must be implemented to limit the spread of the pandemic have the potential to cause stress, both related to work and personal life.

Melihat perkembangan penelitian terkait kesehatan mental pada masa pandemi tersebut, Astra bekerja sama dengan Iradat Konsultan untuk menyediakan layanan *Employee Assistance Program* (EAP). Layanan yang disediakan meliputi identifikasi, konsultasi, dan penyelesaian permasalahan pribadi karyawan yang dapat mengganggu performa kerja.

Witnessing the development of research related to mental health during the pandemic, Astra collaborated with Iradat Consultants to provide Employee Assistance Program (EAP) services. The services provided include identification, consultation, and resolution of personal problems of employees that can interfere with work performance.

Dengan dukungan konselor dari berbagai bidang keahlian, pelayanan bersifat individu dan rahasia, sesuai etika profesi. Hadirnya layanan ini diharapkan membuat karyawan dapat memahami pentingnya *work-life harmony*, memahami permasalahan yang dapat dihadapi dan dapat memanfaatkan sumber daya yang dimiliki untuk menyelesaikannya serta membuat karyawan berada dalam kondisi psikologis yang seimbang.

With the support of counselors from various fields of expertise, services are individual and confidential, in accordance with professional ethics. The presence of this service is expected to make employees understand the importance of work-life harmony, understand the problems that can be faced and can utilize the available resources to solve them and make employees in a balanced psychological condition.

People Roadmap

KINERJA K3

Pada tahun 2021, terdapat penurunan jumlah *fatality rate* dari tahun sebelumnya. Dari data yang ada, kondisi ini menunjukkan adanya perbaikan dalam bidang K3, namun demikian Astra terus melakukan penyesuaian yang diperlukan, baik strategi maupun kebijakan operasional, untuk terus menurunkan angka kecelakaan dalam upaya menjaga keselamatan dan kesehatan di tempat kerja.

OHS PERFORMANCE

In 2021, there will be a decrease in the number of fatalities from the previous year. From the existing data, this condition shows an improvement in the field of OHS, however Astra continues to make necessary adjustments, both strategy and operational policies, to continue reduce the number of accidents in an effort to maintain safety and health in the workplace.

Kinerja Statistik K3 Tahun 2021 | OHS Statistics Performance in 2021 [GRI 403-9]

Kategori Category	2021	2020
Manhours	499,117,664	540,846,191
Number of Fatality	4	7
Fatality Rate	0.008	0.013
Number of High-consequence (excl. fatality)	3	6
High Consequence Rate	0.006	0.011
Number of Recordable Work-related injuries	656	1,277
Recordable rate	1.314	2.361

Keterangan | Notes:

- a) Data pada tabel di atas adalah data konsolidasi Anak Perusahaan (184 Perusahaan dan 123.984 Karyawan)
- b) Tingkat Total *Recordable Injury Rate* (TRIR) dihitung menggunakan denominator 1.000.000 sesuai dengan American National Standards Institute (ANSI).
- a) The data in the table above is the consolidated data of Subsidiaries (184 Companies and 123,984 Employees)
- b) The Total Recordable Injury Rate (TRIR) is calculated using a denominator of 1,000,000 according to the American National Standards Institute (ANSI).

Pelatihan Bidang Kesehatan dan Keselamatan Kerja

Untuk Insan Grup Astra, pelatihan K3 pada tahun 2021 mencapai lebih dari 23.040 *mandays* dengan total jumlah peserta lebih dari 22.000 karyawan dari berbagai level jabatan, mulai dari operator hingga eksekutif.

Occupational Health and Safety Training

For Astra Group Personnel, OHS training in 2021 reached more than 23,040 *mandays* with a total number of participants of more than 22,000 employees from various levels, from operators to executives.

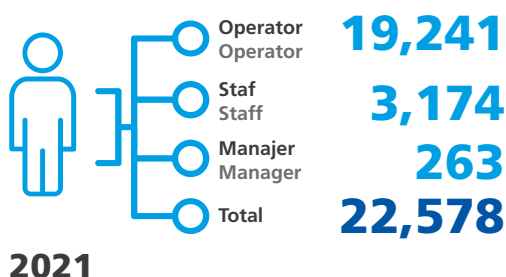
Jumlah Jam Pelatihan Topik Terkait Kesehatan dan Keselamatan Kerja [GRI 403-5]
Number of Hours of Training on Occupational Health and Safety-Related Topics

Lini Bisnis Business Line	Jam Pelatihan (Mandays) Training Hours
PT Astra International Tbk	277,0
Otomotif Automotive	2.015,2
Jasa Keuangan Financial Services	128,0
Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	6.997,0
Agribisnis Agribusiness	13.041,0
Infrastruktur & Logistik Infrastructure & Logistics	524,0
Teknologi Informasi Information Technology	7,0
Properti Property	51,0
TOTAL	23.040,2

Keterangan | Remarks:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Jumlah Karyawan yang Ikut Pelatihan terkait Program K3 [GRI 403-5]
Employees Participating in Training related to the OHS Program



Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Daftar Sertifikasi K3 yang Dimiliki Grup Astra | List of OHS Certifications Owned by Astra Group [GRI 403-8]

Lini Bisnis Business Line	ISO 45001/OHSAS 18001	SMK3
Otomotif Automotive	21	11
Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	20	3
Infrastruktur & Logistik Infrastructure & Logistics	1	1
Teknologi Informasi Information Technology	2	-
Total	44	15

Keterangan | Remarks:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

People Roadmap

Jumlah Penghargaan Bidang K3 yang Diterima Grup Astra Sepanjang 2021 [GRI 403-8] Number of OHS Awards Received by Astra Group During 2021

Lini Bisnis Business Line	Jumlah Penghargaan K3 Total Awards
PT Astra International Tbk	4
Otomotif Automotive	12
Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	60
Agribisnis Agribusiness	7
Infrastruktur & Logistik Infrastructure & Logistics	3
TOTAL	86

Keterangan | Remarks:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (240 perusahaan dan 188.788 karyawan)
The data in the table above is a consolidated data of Head Office, subsidiaries, associated entities (240 companies and 188,788 employees)

Daftar lengkap penghargaan bidang K3 dapat dilihat pada halaman [202](#)
The complete list of awards in the field of OHS can be seen on page [202](#)



PELATIHAN BIDANG K3 UNTUK KONTRAKTOR

Pada tahun 2021 terselenggara lebih dari 8.022 *mandays* pelatihan K3 untuk para kontraktor di seluruh Grup Astra. Hal ini dilakukan untuk memastikan sistem kerja untuk kontraktor atau subkontraktor sesuai dengan standar LK3. Topik pelatihan K3 yang diselenggarakan beragam, antara lain:

- *Food Hygiene*
- Sosialisasi LK3 dan CSMS serta regulasi terkait
- *Fatigue Management*
- Pertolongan Pertama Pada Kecelakaan (P3K)
- *Fire Safety Management*
- *Defensive Driving*
- *Emergency Response Plan*
- *Safety for Genset*
- *Safety for scaffolding*

OHS TRAINING FOR CONTRACTORS

In 2021, more than 8,022 mandays of OHS training were held for contractors throughout the Astra Group. This is done to ensure that the work system for contractors or subcontractors is in accordance with EHS standards. Various OHS training topics were held, including:

- Food Hygiene
- Socialization of LK3 and CSMS and related regulations
- Fatigue Management
- First Aid (P3K)
- Fire Safety Management
- Defensive Driving
- Emergency Response Plan
- Safety for Genset
- Safety for scaffolding



Public Contribution Roadmap





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Public Contribution Roadmap



Astra memiliki tujuan ingin menjadi kebanggaan Indonesia dan berkontribusi untuk kemajuan bangsa. Atas dasar tujuan itu, strategi *Public Contribution* dirumuskan dan terus diperkuat dari tahun ke tahun. Pada tahun 2021 melalui strategi ini, Astra akan terus konsisten mendukung langkah Indonesia dalam mewujudkan pembangunan berkelanjutan dan dalam upaya pemulihan ekonomi nasional pasca pandemi. Kami siap bahu-membahu dan bergotong royong membangun Indonesia yang lebih kuat dan menghadapi berbagai tantangan hari ini dan ke depan.

Astra's goal is to become the pride of the nation and contribute to the progress of the Indonesian people. To that end, our Public Contribution Roadmap Strategy was formulated and continuously strengthened from year to year. In 2021, through this strategy, Astra is steadfastly support the national strategy to achieve Sustainable Development Goals (SDGs), also in the effort to recover from the pandemic. We are ready to work hand-in-hand in building a stronger and resilient Indonesia in facing challenges today and in the future.





Public Contribution Roadmap merupakan pilar penting keberlanjutan Astra untuk berkontribusi. Hal itu tercantum dalam Filosofi Perusahaan (Catur Dharma) di mana poin pertama adalah memberikan manfaat bagi bangsa dan negara. **[GRI 103-1]**

Dalam menjalankan usahanya, Astra menjaga keseimbangan antara aspek ekonomi dengan aspek sosial dan lingkungan. Hal ini dilaksanakan melalui *Public Contribution Roadmap*, yang berfokus pada 4 pilar yaitu: Astra untuk Indonesia Sehat, Astra untuk Indonesia Cerdas, Astra untuk Indonesia Hijau, dan Astra untuk Indonesia Kreatif. Program ini ditujukan bagi pemangku kepentingan baik internal maupun eksternal termasuk masyarakat di sekitar operasional perusahaan-perusahaan Grup Astra dan masyarakat Indonesia pada umumnya. **[GRI 103-2]**

The Public Contribution Roadmap is an important pillar of Astra's sustainability to contribute to the community. This is stated in the Corporate Philosophy (Catur Dharma), in which the first point is to be an asset to the nation. **[GRI 103-1]**

In conducting its business, Astra maintains the balance between the economic, social, and environmental aspects. This is implemented through the Public Contribution Roadmap, which focuses on 4 pillars, namely: Astra for Healthy Indonesia, Astra for Smart Indonesia, Astra for Green Indonesia, and Astra for Creative Indonesia. This program is intended for internal and external stakeholders including communities around the operations of Astra Group's companies and Indonesian communities in general. **[GRI 103-2]**

Public Contribution Roadmap

Sebagai perusahaan yang bergerak di banyak lini bisnis, sebelum menjalankan kegiatannya, Astra senantiasa mengidentifikasi kemungkinan dampak-dampak kegiatan perusahaan terhadap masyarakat sekitar (baik dampak positif maupun negatif). Grup Astra melibatkan masyarakat lokal dalam menjalankan kegiatannya, baik dalam proses perencanaan, pelaksanaan, pemantauan, dan evaluasi berbagai program pengembangan pada empat pilar. **[SE OJK F23][GRI 413-1]**

MEMBANTU MASYARAKAT UNTUK BANGKIT DAN SEJAHTERA MELALUI PUBLIC CONTRIBUTION ROADMAP

Segala upaya dan usaha pemerintah dalam menekan laju perkembangan COVID-19 menampakkan hasil yang cukup signifikan. Tentu hal ini juga didukung oleh semakin meningkatnya kesadaran masyarakat untuk memperoleh vaksin dan tertib melakukan protokol kesehatan yang ditentukan pemerintah. Untuk itu, Astra melakukan penyesuaian-penyesuaian, baik strategi maupun kebijakan operasional, untuk mencapai tujuan Perseroan agar kegiatan usaha dapat pulih secara bertahap.

Memasuki dekade baru 2021-2030, Astra masih akan terus melanjutkan strategi *Public Contribution Roadmap* dengan menekankan pada keberlanjutan sehingga dapat mengoptimalkan dampak dan manfaat bagi masyarakat. Harapan kami, Astra akan mampu menjadi bagian dari solusi atas tantangan keberlanjutan yang dihadapi Indonesia.

Agar dapat pulih bersama, Astra melakukan kolaborasi dalam pemulihan Indonesia pada masa pandemi melalui program kontribusi sosial empat pilar yaitu Astra untuk Indonesia Sehat, Astra untuk Indonesia Cerdas, Astra untuk Indonesia Hijau, dan Astra untuk Indonesia Kreatif serta empat program unggulan yaitu Kampung Berseri Astra, Desa Sejahtera Astra dan SATU Indonesia Awards, dan Nurani Astra Berbagi untuk Negeri.

Pada tahun 2021, Grup melakukan berbagai inisiatif-inisiatif keberlanjutan di seluruh lini bisnis Astra yang bertujuan untuk memberi kontribusi sebanyak mungkin tidak hanya bagi lingkungan, masyarakat, dan ekonomi tapi juga untuk mencapai pembangunan berkelanjutan sebagai upaya memberantas kemiskinan, mengurangi kesenjangan sosial, dan melindungi lingkungan hidup. **[GRI 413-1]**

As a company engaged in various business lines, prior to its operation, Astra always try to identify possible impacts of its operations on the surrounding community (both positive and negative impacts). In carrying out its businesses, Astra Group have involved local communities in the process of planning, implementation, monitoring, and evaluation of various development programs of the four pillars. **[SE OJK F23][GRI 413-1]**

HELPING THE COMMUNITY TO RISE AND PROSPER THROUGH THE PUBLIC CONTRIBUTION ROADMAP

All efforts and endeavors by the government to reduce the development rate of COVID-19 have indicated significant results. Undoubtedly, this is also supported by the increasing public awareness to get vaccinated as well as carrying out health protocols prescribed by the government in an orderly manner. To that end, Astra made adjustments, both operational strategies and policies, to achieve the Company's goals to ensure that business activities gradually recover.

Entering the new decade of 2021-2030, Astra will continue its Public Contribution Roadmap strategy by emphasizing on sustainability, which ultimately will optimize impacts and benefits for the community. Our expectation, Astra will be able to be part of the solution to the sustainability challenges facing Indonesia.

In order to collectively recover, Astra collaborates in Indonesia's recovery during the pandemic through the four-pillar social contribution program, namely Astra for Healthy Indonesia, Astra for Smart Indonesia, Astra for Green Indonesia, and Astra for Creative Indonesia as well as four flagship programs, namely Kampung Berseri Astra, Desa Sejahtera Astra, and SATU Indonesia Awards, and Nurani Astra Berbagi untuk Negeri.

In 2021, we carried out a variety of sustainability initiatives across all of Astra's business lines that aim to contribute as much as possible, not only to the environment, community, and economy, but also to achieve sustainable development as an effort to eradicate poverty, reduce social inequality, and protect the environment. **[GRI 413-1]**

PROGRAM UNGGULAN KONTRIBUSI SOSIAL BERKELANJUTAN ASTRA [SEOJK F.25] [GRI 203-1]

Kampung Berseri dan Desa Sejahtera Astra

Kampung Berseri Astra (KBA) adalah program pengembangan masyarakat berbasis komunitas yang mengintegrasikan inisiatif 4 pilar program kontribusi sosial berkelanjutan Astra dalam satu komunitas kampung.

Visi program ini adalah mewujudkan wilayah yang bersih, sehat, cerdas, dan produktif. Sejak tahun 2013 hingga tahun 2021, Astra telah membina 133 KBA di 34 provinsi di Indonesia dengan penambahan 17 KBA pada tahun 2021. Dari 133 KBA, 106 di antaranya telah mencapai tahap Bintang 3, 4, dan 5 dengan nilai *community development index* sebesar 3,2 dari skala 4 yang menunjukkan tingkat penerimaan, kebermanfaatan, dan kemandirian yang baik pada masyarakat binaan.

Pengembangan lebih lanjut KBA adalah Desa Sejahtera Astra (DSA) yang dijalankan sejak tahun 2018 dan bekerja sama dengan pemerintah pusat, pemerintah daerah, perguruan tinggi, komunitas, *start-up*, serta masyarakat desa dalam pengembangan ekonomi pedesaan berbasis potensi dan produk unggulan desa.

Dalam program DSA terdapat pendampingan bagi masyarakat desa, mulai dari pelatihan, penguatan kelembagaan, bantuan prasarana, hingga fasilitasi akses permodalan dan pemasaran produk. Pada tahun 2021, terdapat 175 DSA baru yang dibina, sehingga total menjadi 930 DSA. Program DSA berhasil menciptakan 16.345 tenaga kerja baru, meningkatkan pendapatan rata-rata sebesar 70%.

ASTRA SUSTAINABLE SOCIAL CONTRIBUTION FLAGSHIP PROGRAMS [SEOJK F.25] [GRI 203-1]

Kampung Berseri and Desa Sejahtera Astra

Kampung Berseri Astra (KBA) 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 to 2021, Astra has fostered 133 KBAs in 34 provinces in Indonesia with the addition of 17 KBAs in 2021. Of the 133 KBAs, 106 of them have reached the 3, 4, and 5 Star stage with a community development index score of 3.2 from a scale of 4, indicating a good level of acceptance, usefulness, and independence in the fostered community.

A further development of KBA is Desa Sejahtera Astra (DSA) which has been running since 2018, which collaborates with the central government, local governments, universities, communities, start-ups, as well as village communities in the development of a rural economy championing local products.

Under the DSA program, village communities are provided various supports, ranging from training, organization strengthening, facilities assistance to facilitating access to working capital and product marketing. In 2021, there were 175 new DSAs being fostered, bringing the total DSA to 930. The DSA program succeeded in creating 16,345 new workers, increasing average income by 70%.

Public Contribution Roadmap



207

“Desa Ekspor” | “Export Villages”

dari total 930 Desa Sejahtera Astra, yang produknya dipasarkan ke 26 negara di dunia.

from a total number of 930 Desa Sejahtera Astra, whose products are marketed to 26 countries around the world.

33

Kampung Iklim | Climate Villages

dari total 133 Kampung Berseri Astra.

from a total number of 133 Kampung Berseri Astra.

Jumlah Kabupaten Sebaran DSA DSA Regencies Distribution Total



135

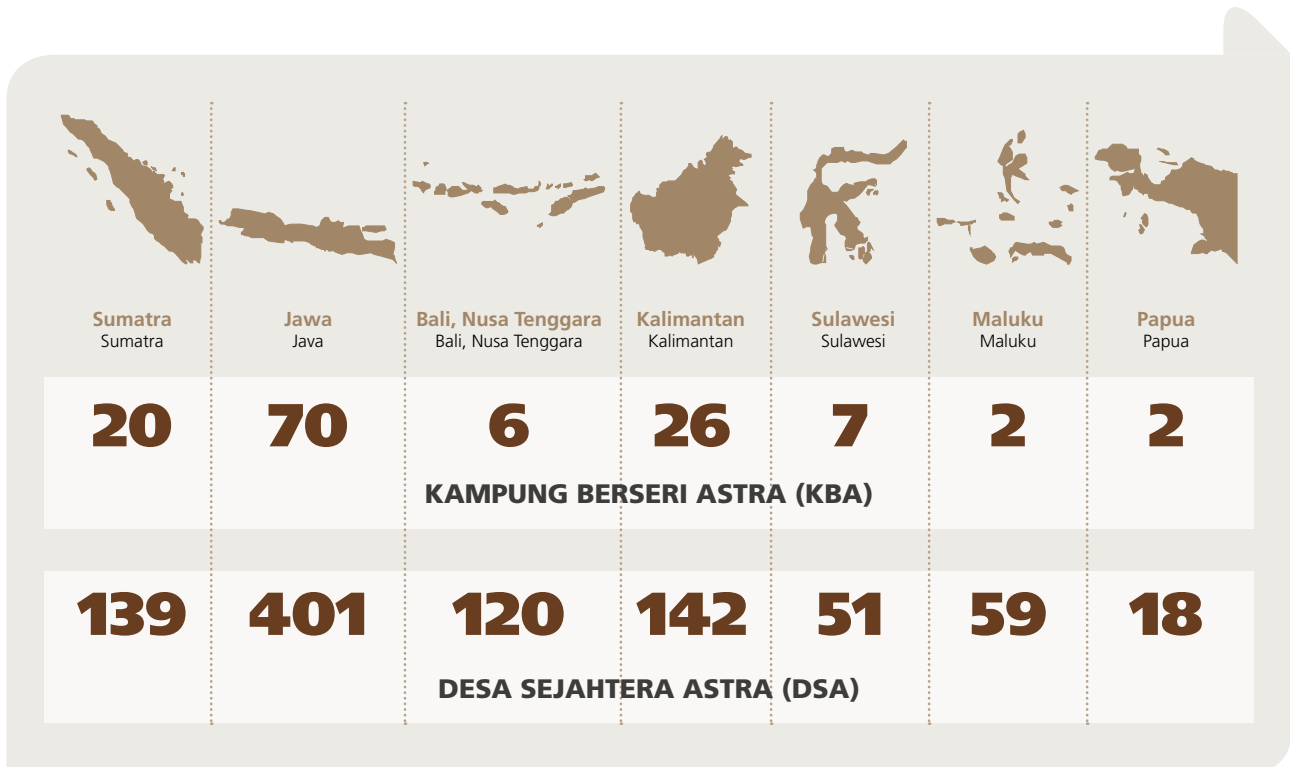
2020

142

2021

DSA yang berfokus kepada pengembangan produk unggulan kawasan pedesaan binaan Astra telah memiliki 4 klaster produk yaitu: kopi, pertanian dan olahan, kelautan dan perikanan, wisata, serta kriya dan budaya.

The DSAs that focus on developing superior products in Astra’s fostered rural areas, have 4 product clusters, namely: coffee, agriculture and processing, marine and fisheries, tourism, and crafts and culture.



Data akumulatif sampai dengan 2021
Accumulative data until 2021



Kontribusi Astra dalam Mengembangkan Kampung Sehat dan Ramah Lingkungan

Astra's Contribution in Developing Healthy and Environmentally Friendly Villages



Inisiatif Grup Astra dalam berkontribusi mengembangkan Kampung Proklim melalui KBA tahun lalu mulai terlihat hasilnya saat ini. Melalui pendampingan dan kerja sama dengan warga dan pihak lainnya, KBA kini telah berubah menjadi kampung yang asri, dan ramah lingkungan. Hingga akhir 2021, terdapat 133 KBA di mana 33 di antaranya adalah Kampung Program Kampung Iklim (Proklim).

Proklim merupakan program yang dikelola oleh Kementerian Lingkungan Hidup dan Kehutanan dalam rangka meningkatkan keterlibatan masyarakat dan pemangku kepentingan lain. Sebagai bagian dari upaya penguatan kapasitas adaptasi terhadap perubahan iklim dan penurunan GRK.

Astra Group's initiatives in contributing to the development of Kampung Proklim through KBA last year are starting to give results now. Through assistance and collaboration with communities and other parties, KBA has now turned into beautiful and environmentally friendly villages. Up to the end of 2021, there are 133 KBAs, of which 33 are Climate Program Villages (Proklim).

Proklim is a program managed by the Ministry of Environment and Forestry where the ministry tries to increase the involvement of the community and other stakeholders. As part of efforts to strengthen their capacities to adapt to climate change and GHG reduction.

Public Contribution Roadmap



Apresiasi Menteri LHK untuk KBA Proklam Sunter Jaya

KBA Sunter Jaya mendapat penghargaan sebagai kampung iklim (Proklam) dan dikunjungi oleh Menteri Lingkungan Hidup dan Kehutanan (KLHK) Siti Nurbaya, didampingi Walikota Jakarta Utara, Camat, dan Lurah.

KBA Sunter Jaya telah menjadi percontohan nasional sebagai bukti nyata kolaborasi dalam membangun kampung iklim. Dulunya, kampung ini tampak kumuh karena banyaknya sampah yang tak terkelola dengan baik. Kemudian, seorang warga bernama Sukartono bergerak untuk mengajak warga lainnya mengelola sampah melalui Bank Sampah.

Warga kemudian berkolaborasi dengan Grup Astra untuk penataan dan pengelolaan kebersihan yang lebih baik. Kampung ini kemudian dikenal sebagai kampung hijau berwawasan lingkungan di tengah Kota Jakarta. Peran serta masyarakat dalam adaptasi, mitigasi perubahan iklim sungguh besar dampaknya terhadap penurunan gas rumah kaca (GRK) dan terwujudnya lingkungan yang lestari.

Appreciation from the Minister of Environmental Affairs and Forestry for KBA Proklam Sunter Jaya

KBA Sunter Jaya received an award as a climate village (Proklam) and was visited by the Minister of Environment and Forestry (KLHK) Siti Nurbaya, who was accompanied by the Mayor of North Jakarta, and the District and Sub district heads.

KBA Sunter Jaya has been a national model as tangible evidence of collaboration in developing a climate village. Previously, this village looked like a slum due to the large amount of garbage that was not managed properly. Then, a resident named Sukartono started the movement to engage other residents to manage waste through the Waste Bank.

The residents then collaborated with the Astra Group for a better arrangement and management of hygiene. This village was later known as an environmentally friendly green village in the middle of Jakarta. The participation of the community in adapting and mitigating climate change has a very large impact on the reduction of greenhouse gases (GHG) and realization of a sustainable environment.



KBA Dasan Cermen Jadi Tuan Rumah Kampung Sehat II

KBA Dasan Cermen terpilih menjadi tuan rumah dalam Kampung Sehat II tahun 2021. Menteri Dalam Negeri (Mendagri), Bapak Muhammad Tito Karnavian beserta Gubernur Nusa Tenggara Barat (NTB), Kapolda NTB, Walikota Mataram dan jajaran pemerintahan NTB melakukan kunjungan ke Kampung Sehat Dasan Cermen.

Mendagri meninjau langsung kegiatan masyarakat dari berbagai aspek. Mulai dari penerapan Pemberlakuan Pembatasan Kegiatan Masyarakat (PPKM) sebagai model pencegahan dan penanganan COVID-19. KBA ini juga dikenal dengan pengembangan UMKM meliputi, pengembangan eduwisata *integrated farming* yang dikelola langsung oleh Karang Taruna guna mendukung upaya pemerintah dalam mengelola dan mengembangkan wisata lokal, serta pengelolaan sampah. Dukungan Grup Astra melalui pembentukan bank sampah sebagai upaya mengurangi limbah sampah yang dikelola menjadi bahan baku kerajinan, daur ulang dan POC (Pupuk Organik Cair) juga turut mendapatkan atensi dalam kunjungan ini.

Selain itu, Grup Astra juga berkontribusi dalam peningkatan kesehatan balita dan remaja melalui pengembangan Posyandu dan Posyandu Remaja. Guna mendukung pengembangan pendidikan anak-anak KBA, Grup Astra juga telah menyalurkan beasiswa yang berkelanjutan dari jenjang SD hingga SMA. Sebagai bentuk dukungan dalam meningkatkan ekonomi dan lingkungan berkelanjutan.

KBA Dasan Cermen Becomes the Host of Healthy Village II

KBA Dasan Cermen was selected to host the Healthy Village II in 2021. Present at the event were the Minister of Home Affairs (Mendagri), Mr. Muhammad Tito Karnavian with some other key guests such as the Governor of West Nusa Tenggara (NTB), the NTB Police Chief, the Mayor of Mataram and the ranks of the NTB government.

The Minister saw for himself the community activities from various aspects, from the implementation of Community Activity Restrictions (PPKM) as a model for COVID-19 handling and prevention, to some other activities. KBA is also known for its MSME development, which cover the development of integrated farming edutourism run by the local youth-led organization (Karang Taruna) to support the government in developing and managing local tourism, and in waste management. Quite some attention was given to the waste bank system initiated by Astra Group to reduce disposed waste by processing it into raw materials for handicrafts, POC (liquid organic fertilizer), and for recycling purpose.

In addition, the Astra Group also contributes to improving the health of toddlers and adolescents through the development of integrated service center (Posyandu) and Youth Posyandu. For the education of KBA children, Astra Group has also provided regular scholarships for elementary to high school students as a form of support in improving the sustainable economy and environment.

Public Contribution Roadmap



Astra Berkontribusi dalam Perubahan dan Penataan KBA Telaga Murni

Lebih dari 10 tahun yang lalu, KBA Telaga Murni, Bekasi Jawa Barat merupakan perkampungan yang kurang tertata dengan baik. Namun, setelah muncul inisiatif dari beberapa warga yang mencoba membenahi lingkungan dan menata kembali perkampungan, kini KBA Telaga Murni menjadi kampung asri yang enak dipandang dan nyaman.

Berkat komitmen dan inisiatif yang kuat dari warga masyarakat serta kolaborasi yang baik dengan Grup Astra, pada akhirnya membuahkan hasil. Masyarakat membentuk wadah bernama Masyarakat Peduli Lingkungan Asri atau disebut Mapela TM 05.

Dukungan Grup Astra dimulai dengan pendampingan dan pengembangan pilar lingkungan di area KBA, seperti pembuatan instalasi hidroponik, pemanfaatan area kebun warga sebagai zona pangan lestari, hingga pembentukan Bank Sampah. Dalam pilar pendidikan dan kesehatan, Grup Astra bersama masyarakat KBA Telaga Murni juga mengembangkan program gerakan pilah sampah dan edukasi lingkungan di PAUD serta pemberian makanan tambahan dari zona pangan lestari untuk peningkatan gizi balita di PAUD dan Posyandu. Komitmen masyarakat KBA Telaga Murni masih bertahan meskipun dalam kondisi pandemi COVID-19, hal ini dibuktikan dengan munculnya inovasi produk wedang secang serta budi daya maggot yang dapat memberikan nilai tambah ekonomi masyarakat. Saat ini, di kanan-kiri jalan terlihat beragam jenis tanaman dan sayur-sayuran serta pepohonan berbuah yang dapat dinikmati oleh warga, serta organisasi Mapela TM 05 juga sudah berbadan hukum.

Astra Contributed to the Change and Arrangement of KBA Telaga Murni

More than 10 years ago, KBA Telaga Murni, Bekasi, West Java, was probably one of the poorest organized villages. However, a constructive movement initiated by some of the village's residents has adorned the village to the extent that not only is the village pleasing to the eye but it also offers a very comfortable living.

The fruitful movement was thanks to the residents' strong commitment and the collaboration they forged with Astra Group. The village's residents formed a forum called Environment-Care Community or Mapela TM 05 in short.

Astra Group support began with mentoring and developing environmental pillars in the KBA area, from constructing hydroponic installations, utilizing community gardens as sustainable food zones, to establishing a Waste Bank. In the education and health pillars, Astra Group together with the Telaga Murni KBA community also developed a waste sorting movement program and environmental education while providing food supplement extracted from the harvest of the sustainable food zone to improve toddler nutrition at pre-kindergarten and Posyandu. Residents of Telaga Murni KBA survived the COVID-19 pandemic with product innovations where they produced wedang secang, and run maggot cultivation to give economic added values. Both sides of the village's roads are now planted with various vegetable plants and fruit tree whose crops can be consumed by the residents, and the Mapela TM 05, which has now become a legal entity.



Pencapaian DSA Tahun 2021

DSA Achievements in 2021



Beberapa Desa Sejahtera Astra (DSA) memiliki pencapaian yang sangat baik pada 2021. Mulai dari pembentukan koperasi, ekspor, hingga menjadi salah satu dari 50 desa wisata terbaik nasional. Hingga 2021, 207 DSA telah mengekspor ke 26 negara, di antaranya Belanda, Inggris, dan negara-negara Timur Tengah. Terdapat 86 produk unggulan antara lain komoditas pertanian, kopi, shorgum, dan beras organik dengan total nilai ekspor Rp7,13 miliar.

Several Desa Sejahtera Astra (DSAs) brought in excellent achievements in 2021. Starting from the formation of cooperatives, exports, to becoming one of the 50 best national tourist villages. As of 2021, 207 DSAs have exported to 26 countries, including the Netherlands, UK, and Middle East countries. There are 86 flagship products, including agricultural commodities, coffee, sorghum, and organic rice with a total export value of Rp7.13 billion

Public Contribution Roadmap



Menteri Koperasi dan UKM Mengapresiasi DSA Semedo Banyumas

Menteri Koperasi dan Usaha Kecil Menengah (KemenkopUKM), Teten Masduki, mengapresiasi Desa Sejahtera Astra (DSA) Semedo di Banyumas. Kunjungan Menteri KemenkopUKM sekaligus meresmikan Koperasi Semedo Manise Sejahtera yang beranggotakan 1.000 penyadap nira yang memproduksi gula semut.

DSA Semedo yang dikelola Astra mampu mengolah gula semut secara higienis dengan aneka rasa seperti rempah-rempah, empon-empon, dan sebagainya. DSA Semedo berpotensi untuk dapat mengelola gula semut menjadi produk berdaya saing tinggi hingga menembus pasar global.

Astra mendukung peningkatan kualitas produk gula semut melalui pemenuhan sertifikasi halal dan organik pada tahun 2021. Sebagai upaya peningkatan kelembagaan, DSA Semedo juga membentuk koperasi yang berfungsi untuk memwadahi para kelompok penderes nira kelapa dan juga mengembangkan pasar gula semut siap ekspor. Berkat adanya koperasi ini, pendapatan penderes nira kelapa meningkat rata-rata dari Rp600.000/bulan sebelum mengikuti program di tahun 2017 menjadi Rp3 juta/bulan di tahun 2021.

Minister of Cooperative and SMEs Appreciated DSA Semedo Banyumas

The Minister of Cooperatives and Small and Medium Enterprises (KemenkopUKM), Teten Masduki was appreciated of Desa Sejahtera Astra (DSA) Semedo in Banyumas. The Minister also inaugurated the Semedo Manise Sejahtera Cooperative, which consisted of 1,000 sap tappers that produce palm sugar.

DSA Semedo, which is managed by Astra, is able to hygienically process palm sugar with various flavours, such as spices, empon-empon, and others. DSA Semedo has the potential to be able to manage palm sugar into highly competitive products to penetrate the global market.

Astra supports the quality improvement of palm sugar products through the fulfillment of halal and organic certifications in 2021. As an effort for institutional improvement, DSA Semedo has also formed a cooperative that serves to accommodate groups of coconut sap extractors as well as develop a ready-to-export palm sugar market. Thanks to this cooperative, the income of coconut sap tappers increased from an average from Rp600,000/month before joining the program in 2017 to Rp3 million/month in 2021.



Kunjungan Menteri Pariwisata dan Ekonomi Kreatif ke DSA Huta Tinggi

Menteri Pariwisata dan Ekonomi Kreatif (Kemenparekraf), Bapak Sandiaga Salahudin Uno serta jajaran dari Kemenparekraf RI melakukan kunjungan kerja ke Desa Sejahtera Astra (DSA) Huta Tinggi, di Kecamatan Pangururan, Kabupaten Samosir, Sumatera Utara.

Kunjungan ini merupakan rangkaian kunjungan menteri, dalam rangka program Anugerah Desa Wisata Indonesia (ADWI) 2021. ADWI adalah salah satu program utama Kemenparekraf RI, untuk menjadikan Indonesia sebagai negara tujuan pariwisata berkelas dunia, berkelanjutan, dan mampu mendorong pembangunan daerah.

DSA Huta Tinggi memiliki keindahan pemandangan perbukitan hijau, serta menawarkan kekayaan kebudayaan batak, yang telah diakui sebagai salah satu situs Geosite Global Geopark oleh UNESCO. Daerah ini disebut UNESCO sebagai tempat yang memiliki rekam jejak penting dalam sejarah di bumi.

Melalui program DSA, Astra telah melakukan pelatihan dan pendampingan kepada Kelompok Sadar Wisata (Pokdarwis) Huta Tinggi khususnya mengenai *homestay*, *tour guide*, dan penerepan CHSE (*Cleanliness, Health, Safety, dan Environment Sustainability*). Selain itu, bantuan beautifikasi prasarana rumah adat dan bantuan instalasi air bersih juga diberikan Astra sebagai bentuk pengembangan wisata desa yang berkelanjutan. Beberapa bulan lalu, desa ini juga dinobatkan menjadi salah satu dari 50 desa wisata terbaik, dalam ajang ADWI, yang akan dijadikan percontohan pariwisata era baru. Desa terpilih merupakan desa wisata yang menitikberatkan alam dan budaya, serta memperhatikan keberlanjutan lingkungan secara holistik sebagai bagian dari wisatanya.

Minister of Tourism and Creative Economy Visit to DSA Huta Tinggi

The Minister of Tourism and Creative Economy (Kemenparekraf), Mr. Sandiaga Salahudin Uno and staff from the Indonesian Ministry of Tourism and Creative Economy, made a working visit to the Desa Sejahtera Astra (DSA) Huta Tinggi, at Pangururan District, Samosir Regency, North Sumatra.

This visit is a series of ministerial visits, as part of the 2021 Indonesian Tourism Village Award (ADWI) program. ADWI is one of the main programs of the Indonesian Ministry of Tourism and Creative Economy, to make Indonesia a world-class, sustainable tourism destination, and able to encourage regional development.

DSA Huta Tinggi boasts a panoramic scenery of green hills, as well as the richness of Batak culture, which has been recognized as a Geosite Global Geopark site by UNESCO. This area is referred to by UNESCO as a place that has an important track record in history on earth.

Under the DSA program, Astra provides training and mentoring to the Huta Tinggi Tourism Awareness Group (Pokdarwis), particularly regarding homestays, tour guides, and the implementation of CHSE (Cleanliness, Health, Safety, and Environment Sustainability). In addition, Astra also provided assistance for beautification of traditional house infrastructure and assistance for clean water installations as a form of sustainable village tourism development. A month ago, this village has also been named one of the 50 best tourist villages, in the ADWI, which will serve as a model for new era tourism. The village is a tourist village that focuses on nature and culture, and pays attention to environmental sustainability holistically as part of its tourism.

Public Contribution Roadmap



Kopi Gayo Aceh DSA Takengon telah Diekspor ke Pasar Eropa

Astra bekerja sama dengan 2 Kementerian meliputi, Kementerian Perdagangan, serta Kementerian Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi dalam ekspor produk unggulan desa. Salah-satunya yaitu ekspor Kopi Aceh Gayo Arabika ke Inggris dengan nilai Rp1,4 miliar di tahun 2021 yang dikelola Pesantren Darul Mujahaddah Al Waliyyah, PT Merador Kopi Berjaya, dan Koperasi Gayo Leuser Antara. Ketiganya merupakan fasilitator kopi Aceh Gayo DSA Takengon yang selama ini bekerja sama dengan Astra dalam membina petani kopi Aceh Gayo.

Program ini adalah bentuk komitmen Astra untuk meningkatkan kapasitas ekspor di DSA agar berdaya saing dan mampu berkompetisi di pasar global. Dalam kerja sama ini, Astra memberikan dukungan peningkatan kapasitas, peningkatan fasilitas produksi, dan sertifikasi *cupping* berstandar Eropa bagi 660 petani dan produsen Kopi Aceh Gayo. Program DSA Takengon memberikan dampak sosial pada pertumbuhan sektor ekonomi UMKM untuk produk unggulan Kopi Aceh Gayo.

Aceh Gayo Coffee of DSA Takengon has been Exported to European Market

Astra collaborates with 2 Ministries, namely the Ministry of Trade, and the Ministry of Villages, Development of Disadvantaged Regions, and Transmigration in the export of flagship village products. One of the exports is Aceh Gayo Arabica Coffee to the UK with a value of Rp1.4 billion in 2021, which is managed by the Darul Mujahaddah Al Waliyyah Islamic Boarding School, PT Merador Kopi Berjaya, and the Gayo Leuser Antara Cooperative. All three are Aceh Gayo coffee of DSA Takengon facilitators, who have been working with Astra in fostering Aceh Gayo coffee farmers.

This program is a form of Astra's commitment to increase export capacity in DSA to be competitive and able to compete in the global market. In this collaboration, Astra provides support for capacity building, increased production facilities, and European standard cupping certification for 660 Aceh Gayo coffee farmers and producers. The DSA Takengon program provided a social impact on the growth of the MSME economic sector for the flagship product of Aceh Gayo Coffee.

SATU INDONESIA AWARDS [SEOJK F.25]

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. 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.

Melalui program ini, 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). Diharapkan, mereka bisa memberikan dampak positif yang lebih besar pada usaha-usaha pembangunan di daerahnya dan berkelanjutan dalam meningkatkan kontribusi.

Pada tahun 2021, SATU Indonesia Awards masih menghadirkan kategori khusus untuk mengapresiasi para pejuang tanpa pamrih pada masa pandemi COVID-19. 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 semifinalis diberdayakan untuk melakukan verifikasi data secara visual. Sedangkan proses wawancara para semi finalis dilakukan secara virtual oleh tim verifikasi yang berada di Jakarta.

SATU INDONESIA AWARDS [SEOJK F.25]

The SATU Indonesia Award has been held since 2010 by awarding awards in the fields of health, education, environment, entrepreneurship, and technology, as well as one Group category representing the five fields. Semangat Astra Terpadu Untuk (SATU) Indonesia Awards is a form of appreciation towards the youths who has initiatives and make changes to create benefits for their surrounding communities.

Through this program, Astra also encourages youths who are involved in the SATU Indonesia Awards to collaborate with the flagship program Kampung Berseri Astra (KBA) and Desa Sejahtera Astra (DSA). It is hoped that, they can have a greater positive impact on development efforts in their area and continue to increase their contribution.

In 2021, the SATU Indonesia Awards still has a special category to appreciate selfless fighters during the COVID-19 pandemic. Adaptation due to Pandemic conditions is carried out by maximizing the acquisition of visual data in the form of photos and videos, collaborating with local resources. Photographers and videographers from the origin area of the semi-finalists are empowered to verify the data visually. Meanwhile, the interview process for the semi-finalists was carried out virtually by a team of verifiers based in Jakarta.

Public Contribution Roadmap

SATU Indonesia Awards



Pendaftar SATU Indonesia Award
Applicants of SATU Indonesia Award

	2021	2020
Pendaftar SATU Indonesia Award	13,148	10,036



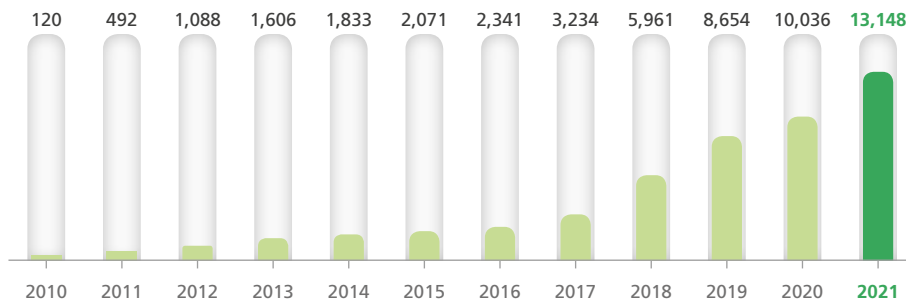
Peraih Apresiasi Nasional
Winner of National Appreciation

	2021	2020	2010-2021
Peraih Apresiasi Nasional	11	11	81

Peraih Apresiasi Provinsi
Winner of Provincial Appreciation

Peraih Apresiasi Provinsi	85	81	412
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Pendaftar SATU Indonesia Awards 2010-2021
Applicants of SATU Indonesia Award 2010-2021



Sampai tahun 2021, Astra melaksanakan program Semangat Astra Terpadu Untuk (SATU) Indonesia Awards yang memasuki tahun ke-12 dan telah mengapresiasi 493 anak muda, yang terdiri dari 81 penerima tingkat nasional dan 412 penerima tingkat provinsi di lima bidang, yakni Kesehatan, Pendidikan, Lingkungan, Kewirausahaan, dan Teknologi. Total nilai dana pembinaan untuk seluruh penerima apresiasi SATU Indonesia Awards 2021 berjumlah Rp1.095.000.000. Beberapa penerima apresiasi tersebut telah dikolaborasikan oleh Astra dengan 133 Kampung Berseri Astra dan 930 Desa Sejahtera Astra di 34 provinsi di seluruh Indonesia.

Up to 2021, Astra implements the Semangat Astra Terpadu Untuk (SATU) Indonesia Awards program which is entering its twelfth year and has appreciated 493 young people, consisting of 81 recipients at the national level and 412 recipients at the provincial level in five fields, namely Health, Education, Environment, Entrepreneurship, and Technology. The total value of the coaching funds for all recipients of the 2021 SATU Indonesia Awards is Rp1,095,000,000. Astra has collaborated with several recipients of this appreciation with 133 Kampung Berseri Astra and 930 Desa Sejahtera Astra in 34 provinces throughout Indonesia.

Pencipta Senyum Merekah dari Bumi Serambi Mekah The Maker of Brilliant Smiles from the Veranda of Mecca



Rahmad Maulizar, adalah pemuda kelahiran Meulaboh. Pemuda 26 tahun ini bekerja sebagai pekerja sosial Pemberi Senyum dan Harapan Hidup Baru Anak-anak Bibir Sumbing di Aceh. Dia mencari dan memberikan pendampingan bagi penderita bibir sumbing dan langit-langit.

Dengan pengalaman sebagai penderita bibir sumbing selama 18 tahun, Rahmad menginisiasi gerakan Smile Train Indonesia dan penyediaan layanan gratis bagi masyarakat tidak mampu untuk operasi bibir sumbing dan langit-langit mulut berkolaborasi dengan Rumah Sakit Malahayati Banda Aceh.

Rahmad berjalan mencari warga yang membutuhkan tindakan operasi dengan berkeliling ke penjuru desa di Provinsi Aceh mencari sebanyak mungkin penderita bibir sumbing dan langit langit mulut. Ia mengajak pasien dan keluarganya untuk datang ke rumah sakit agar mendapatkan pelayanan operasi bibir sumbing gratis dari *Smile Train* Indonesia. Saat ini sudah lebih dari 3.200 pasien bibir sumbing dan langit langit mulut sudah mendapatkan pelayanan gratis ini dengan total operasi sebanyak 400 lebih pada tahun 2021.

Rahmad Maulizar, is a young man born in Meulaboh. This 26-year-old works as a social worker who gives a smile and a new hope for cleft lip children in Aceh. He seeks and provides assistance for patients with cleft lip and palate.

With 18 years of experience with a cleft lip, Rahmad initiated the Smile Train Indonesia movement and provided free services for the under privileged to receive cleft lip and palate surgery in collaboration with the Malahayati Hospital in Banda Aceh.

Rahmad walked around looking for people requiring surgery by going around villages in Aceh Province looking for as many people as possible with cleft lip and palate. He invites patients and their families to come to the hospital to get free cleft lip surgeries from Smile Train Indonesia. Currently, more than 3,200 patients with cleft lip and palate have received this free service with a total of more than 400 surgeries in 2021.

Public Contribution Roadmap

NURANI ASTRA BERBAGI UNTUK NEGERI

Astra berkontribusi melalui program-program sosial yang mampu menjangkau karyawan, masyarakat, dan lingkungan hidup, untuk menebar manfaat. Bersama kita bertahan, bangkit, dan pulih dari dampak pandemi yang cukup panjang. Kegiatan ini bertajuk Program ‘Nurani Astra – Berbagi untuk Negeri’ yang sudah dilakukan sejak 23 Maret 2020.

Hingga tahun 2021, donasi melalui program tersebut total nilainya lebih dari Rp200 miliar yang berasal dari Yayasan dan Grup Astra. Program ini merupakan wujud solidaritas bersama menghadapi pandemi COVID-19. Bantuan tersebut dikelola dan disalurkan dalam berbagai bentuk sebagaimana tertuang dalam tabel dibawah ini:

NURANI ASTRA BERBAGI UNTUK NEGERI

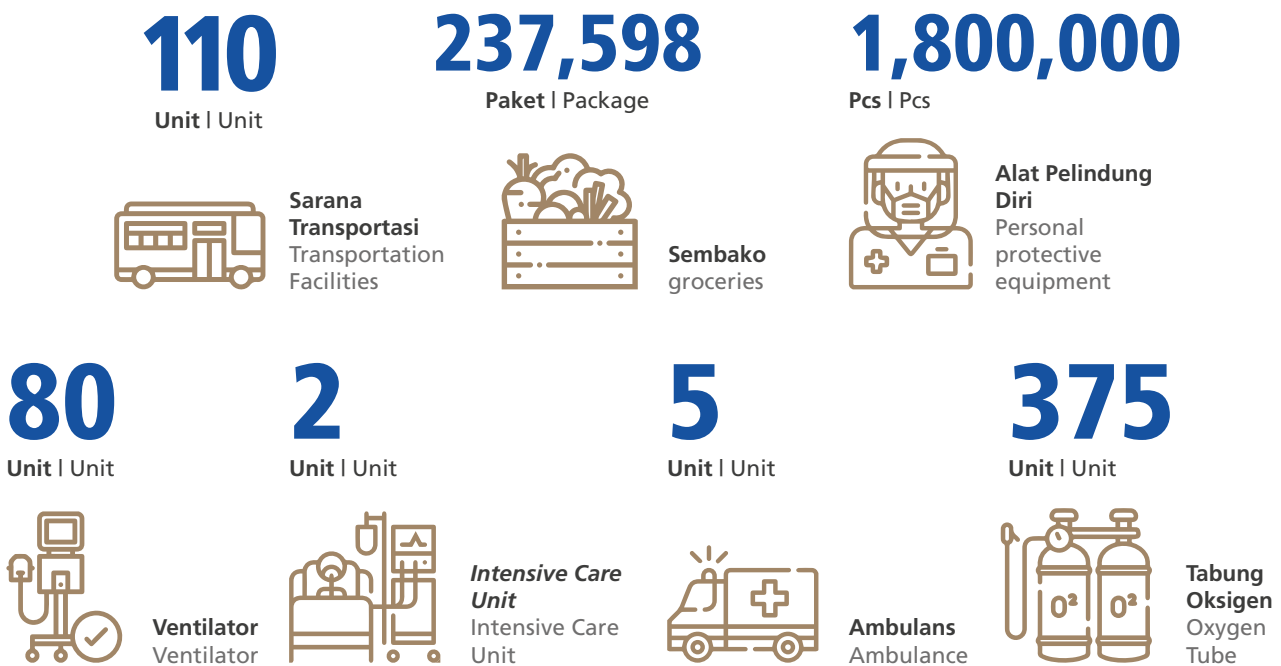
Astra contributes through social programs that are able to reach employees, the community and the environment, to spread benefits. Together we survive, rise, and recover from the impact of the long pandemic. This activity is titled the ‘Nurani Astra – Berbagi untuk Negeri’ Program, which has been carried out since 23 March 2020.

Up to 2021, donations through the program have a total of more than Rp200 billion from the Astra Foundation and the Astra Group. This program is a form of joint solidarity in the face of the COVID-19 pandemic. The assistance is managed and distributed in various forms as presented in the following table:

Nilai Bantuan Rp (Miliar) | Total of Donation in Rp (Billion)



Kegiatan Penanggulangan COVID-19 | COVID-19 Countermeasure Activities



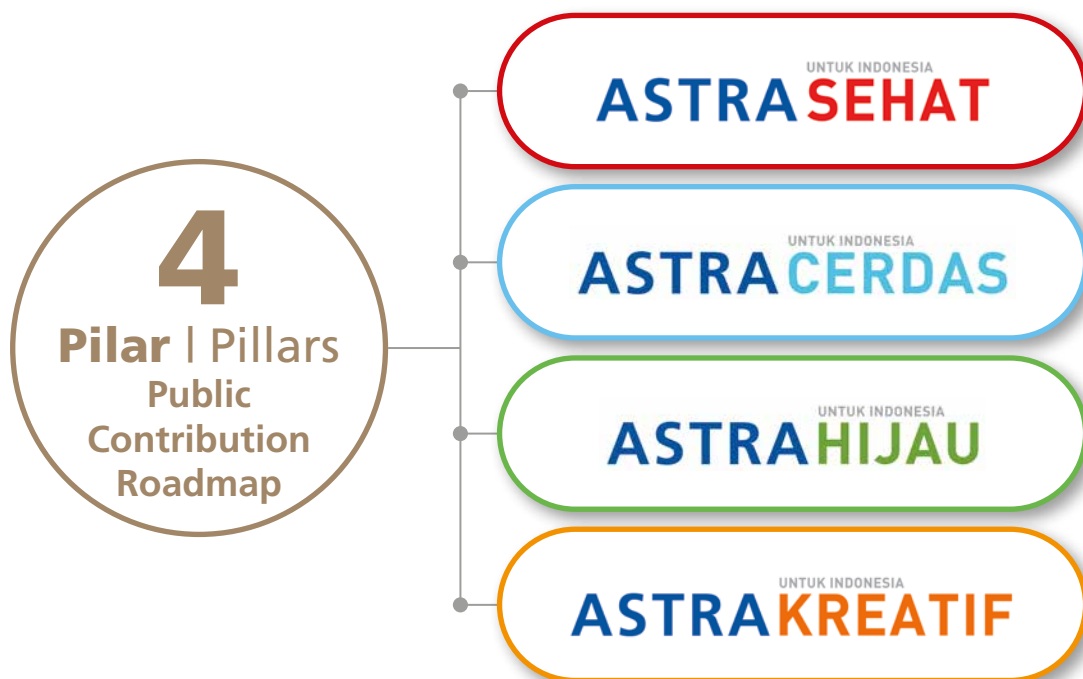
Data akumulatif sampai Desember 2021
Accumulative data until December 2021

4 PILAR KONTRIBUSI SOSIAL BERKELANJUTAN ASTRA

Pelaksanaan *Public Contribution Roadmap* dilakukan melalui 4 Pilar Astra yaitu Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif. Keempat pilar ini merupakan nilai-nilai Grup Astra yang selaras dengan tujuan global pada *Sustainable Development Goals* (SDGs).

4 PILLARS OF ASTRA SUSTAINABLE SOCIAL CONTRIBUTION

The implementation of the Public Contribution Roadmap is carried out through 4 Astra Pillars, namely Astra for Healthy Indonesia, Astra for Smart Indonesia, Astra for Green Indonesia, and Astra for Creative Indonesia. The four pillars are the values of the Astra Group that are in line with the global goals in Sustainable Development Goals (SDGs).



ASTRA UNTUK INDONESIA SEHAT [SEOJK F.25]

Astra Untuk Indonesia Sehat difokuskan pada program kesehatan, tak hanya untuk internal Perseroan, masyarakat sekitar pun juga mendapat manfaat program ini. Kontribusi sosial Astra untuk masyarakat di bidang kesehatan berfokus pada kesehatan ibu, remaja, dan anak.

ASTRA FOR HEALTHY INDONESIA [SEOJK F.25]

Astra for Healthy Indonesia is focused on health programs, not only for the Company's internal, but also for the surrounding community to benefit from this program. Astra's social contribution to society in the health sector focuses on maternal, adolescent and child health.

Public Contribution Roadmap

Program Astra Sehat adalah bentuk dukungan pada SDGs 3 – Kesehatan dan Kesejahteraan yang baik, SDGs 2 – Tanpa Kelaparan terutama pada target yang berkenaan dengan malnutrisi, SDGs 6 - Air Bersih dan Sanitasi Layak terutama pada target, serta penyediaan air bersih dan edukasi terkait sanitasi yang layak dan sehat.

Pada tahun kedua masa Pandemi COVID-19, Astra Untuk Indonesia Sehat masih menjaga komitmen untuk mendukung upaya global terkait pencegahan dan penanganan pandemi COVID-19 tidak hanya di internal perusahaan juga di masyarakat. Pada tahun 2021, bentuk dukungan Astra terhadap penanganan pandemi adalah melaksanakan vaksinasi untuk masyarakat.

Penerapan Program Kesehatan untuk Masyarakat

Sebagai wujud kontribusi sosial Astra kepada masyarakat dalam hal kesehatan, Astra membuat program kesehatan yang berfokus pada kesehatan ibu, remaja, dan anak. Sampai akhir tahun 2021, Astra telah membina 2.949 Posyandu.

Dari jumlah tersebut, 2.141 Posyandu diantaranya telah menggunakan aplikasi iPosyandu dengan paparan balita terpantau sebanyak 36.674 anak balita. Pembuatan aplikasi iPosyandu merupakan bentuk kerja sama Astra dengan akademisi, yang bertujuan untuk mempermudah kader kesehatan dalam memantau kesehatan balita, ibu hamil, wanita dan pasangan usia subur.

Pada kesehatan ibu, Astra berfokus pada intervensi ibu hamil dengan melakukan pemantauan kesehatan secara berkala. Selain itu juga dilakukan program pencegahan dan *awareness* kanker serviks kepada 2.751 perempuan hingga tahun 2021.

The Astra Sehat program is a form of our support for SDGs 3 – Good Health and Wellbeing, SDGs 2 – Zero Hunger, especially on targets related to malnutrition, SDGs 6 – Clean Water and Sanitation, especially on the targets of providing clean water and education related to adequate and healthy sanitation.

In the second year of the COVID-19 Pandemic, Astra for Healthy Indonesia remains committed to supporting global efforts related to the prevention and handling of the COVID-19 pandemic within the company and the community. In 2021, Astra's form of support for the handling of the pandemic is to carry out vaccinations for the community.

Implementation of Health Programs for the Community

As a manifestation of Astra's social contribution to the community in terms of health, Astra initiated health programs that focus on maternal, adolescent, and child health. As of the end of 2021, Astra has fostered 2,949 Integrated Mother and Child Health Posts (Posyandu).

Of the total number, 2,141 Posyandu have used the iPosyandu application with 36,674 children under five being monitored. Development of the iPosyandu application is a form of collaboration between Astra and academics, which aims to facilitate health cadres to monitor the health of toddlers, pregnant women, women and couples of childbearing age.

In terms of maternal health, Astra focuses on intervention for pregnant women by conducting periodic health monitoring. In addition, cervical cancer prevention and awareness programs were also carried out for 2,751 women up to 2021.

Sementara itu, terkait kesehatan remaja, Astra membentuk AORTA (Aksi Solidaritas Remaja Kesehatan Astra). Remaja yang terlibat dalam AORTA sepanjang tahun 2021 adalah 29 anggota yang tersebar di 11 area dengan tujuan utamanya memberikan informasi seputar edukasi kesehatan reproduksi, kesehatan mental, dan kampanye anti narkoba, serta mendorong remaja dalam membuat aksi-aksi di bidang kesehatan.

Moreover, in terms of youth health, Astra formed AORTA (Aksi Solidaritas Remaja Kesehatan Astra). There are 29 youths who are involved in AORTA throughout 2021, spread across 11 areas with the main objective to provide information regarding reproductive health education, mental health, and anti-drug campaigns, as well as encouraging youth to take actions in the health sector.

Program-program semakin dibutuhkan masyarakat pada masa Pandemi COVID-19. Astra pun hadir dalam upaya pencegahan dan penanganan pandemi COVID-19 pada masyarakat binaan Astra yang terdampak pandemi pada tahun 2021. Kontribusi sosial yang dilakukan Astra meliputi pemberian bantuan kepada masyarakat terdampak, pemantauan berkala terkait kondisi masyarakat binaan, dan pemberian edukasi masyarakat mengenai pencegahan dan penanganan COVID-19.

Programs are increasingly necessary for the community during the COVID-19 Pandemic. Astra is present in efforts to prevent and handle the COVID-19 pandemic for Astra's fostered communities that are affected by the pandemic in 2021. Astra's social contributions include providing assistance to affected communities, periodic monitoring on the conditions of the assisted communities, as well as providing public education regarding COVID-19 prevention and treatment.



484

Posyandu Binaan di tahun 2021, sehingga total Posyandu Binaan Astra secara akumulatif mencapai 2,949 Posyandu

Fostered Integrated Mother and Child Healthcare Posts in 2021, bringing the total number of Posyandu fostered by Astra accumulatively to 2,949 Posyandu



582

iPosyandu Pengguna iPosyandu bertambah pada tahun 2021, sehingga total iPosyandu sampai akhir tahun pelaporan mencapai 2,141

iPosyandu iPosyandu users increased in 2021, bringing the total iPosyandu up to the end of the reporting year to 2,141



714

Kader Kesehatan Binaan Kader Kesehatan Binaan dicetak oleh Astra sepanjang tahun 2021. Mereka memperkuat jumlah total kader kesehatan binaan Astra menjadi 10,595 kader

Fostered Health Cadre Fostered Health Cadre trained by Astra throughout 2021. They brought up the total number of health cadres fostered by Astra to 10,595 cadres



29

Kader Kesehatan Remaja (AORTA) Kader Kesehatan Remaja (AORTA) terbina sepanjang tahun 2021, sehingga menambah jumlah kader AORTA Astra menjadi 1,026 kader

Youth Health Cadre (AORTA) Fostered Youth Health Cadre (AORTA) throughout 2021, bringing up the number of AORTA Astra cadres to 1,026 cadres

Public Contribution Roadmap

Kepedulian Astra melalui Sentra Vaksinasi untuk Masyarakat

Astra's Concern through Vaccination Centers for the Community



Kepedulian Astra untuk kesehatan masyarakat, khususnya dalam mencegah penyebaran COVID-19, ditunjukkan melalui program vaksinasi. Grup Astra melalui Yayasan Dharma Bhakti Astra (YDBA) bekerja sama dengan Halodoc dan melalui Dana Pensiun Astra (DPA) telah menyediakan fasilitas, sarana, dan prasarana vaksinasi untuk masyarakat di beberapa Sentra Vaksinasi.

Melalui program Sentra Vaksinasi, telah divaksinasi sebanyak 10.467 peserta dan 4.170 diantaranya adalah pelayan publik, serta 6.297 lainnya merupakan masyarakat yang berasal dari rukun warga (RW) rawan paparan COVID-19.

Partisipasi Grup Astra dalam program Vaksinasi Gotong Royong dan vaksinasi untuk masyarakat sejalan dengan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*) dan cita-cita Astra untuk Sejahtera Bersama Bangsa.

Astra's concern for public health, particularly in preventing the outbreak of COVID-19 is demonstrated through the vaccination program. The Astra Group through the Dharma Bhakti Astra Foundation (YDBA) in collaboration with Halodoc and the Astra Pension Fund (DPA) has provided vaccination facilities and infrastructure for the community in several Vaccination Centers.

Through the Vaccination Center program, 10,467 participants have been vaccinated and 4,170 of them are public servants, and the other 6,297 are people who come from community associations (RW) prone to COVID-19 exposure.

The participation of Astra Group in the Mutual Cooperation Vaccination program and vaccinations for the community is in line with the Sustainable Development Goals and Astra's ideals, namely to Prosper with the Nation.

Astra Tingkatkan Kesehatan Masyarakat di Kabupaten Rote Ndao

Astra Improves Public Health in the Regency of Rote Ndao



Astra turut berkontribusi dalam meningkatkan kesehatan masyarakat di Kabupaten Rote Ndao, Nusa Tenggara Timur, melalui berbagai kegiatan sosial berkelanjutan. Salah satu kegiatan yang dilakukan adalah Program Peningkatan Gizi Balita yang dijalankan di 11 Desa yang menjangkau 39 Posyandu dan sebanyak 439 balita sasaran. Kegiatan program yang dijalankan meliputi Pemberian Makanan Tambahan (PMT), konseling kepada orang tua, sosialisasi terkait pemberian ASI eksklusif dan pemberian MPASI, serta pemantauan dan kunjungan langsung.

Dalam rangka mendukung upaya peningkatan gizi dan kesehatan tersebut, Astra telah meresmikan instalasi air bersih sepanjang 17,2 km dan membina 15 sekolah di Rote Ndao. Melalui kegiatan ini, Astra membantu penyediaan air bersih di Rote Ndao, Nusa Tenggara Timur. Rendahnya akses sanitasi dan air bersih terbukti menjadi salah satu faktor yang dapat mempengaruhi pertumbuhan seorang anak sehingga dapat menyebabkan stunting secara tidak langsung.

Oleh sebab itu, Astra bersama dengan Yayasan Pendidikan Astra - Michael D. Ruslim (YPA-MDR) dan Yayasan Astra Honda Motor (YAHM) berkomitmen untuk menyediakan instalasi air bersih di pulau terluar bagian selatan Indonesia. Selain penyediaan air bersih, kontribusi sosial berkelanjutan Grup Astra di Rote Ndao dilaksanakan melalui pilar kesehatan, pendidikan, kewirausahaan, dan lingkungan telah berjalan lima tahun sejak 2016 hingga saat ini.

Astra also contributes to improving public health in the Rote Ndao Regency, East Nusa Tenggara through various sustainable social activities. One of the activities carried out was the Toddler Nutrition Improvement Program, which was carried out in 11 villages covering 39 Posyandus targeting 439 toddlers. The program activities carried out include Provision of Supplementary Food (PMT), counseling to parents, socialization related to exclusive breastfeeding and complementary feeding, as well as monitoring and direct visits.

In order to support the efforts to improve nutrition and health, Astra has inaugurated a 17.2 km clean water installation and fostered 15 schools in Rote Ndao. Through this activity, Astra provided assistance to provide clean water in Rote Ndao, East Nusa Tenggara. The low access to sanitation and clean water is proven to be one of the factors that can affect a child's growth that can indirectly leads to stunting.

Therefore, Astra together with the Astra Education Foundation - Michael D. Ruslim (YPA-MDR) and the Astra Honda Motor Foundation (YAHM) are committed to providing clean water installations in the outermost islands of the southern part of Indonesia. In addition to the provision of clean water, the Astra Group's sustainable social contribution in Rote Ndao is carried out through the pillars of health, education, entrepreneurship, and the environment, which has been running for five years since 2016 up to the present time.

Public Contribution Roadmap

ASTRA UNTUK INDONESIA CERDAS [SEOJK F.25]

Astra Untuk Indonesia Cerdas diinisiasi untuk pengembangan kualitas sumber daya manusia di Indonesia melalui pendekatan *hardware*, *software*, dan *brainware* baik dari sisi sekolah, guru, dan siswa. Pilar ini merupakan kolaborasi Grup Astra dengan yayasan. Program ini difokuskan untuk peningkatan mutu sekolah (pelatihan guru, pengembangan kurikulum dan pengembangan *life skill*), pemberian beasiswa, pemberian donasi sarana dan prasarana pendidikan, terutama untuk sekolah-sekolah di sekitar instalasi Astra dan daerah prasejahtera lainnya.

Pencanangan program pembinaan sekolah tidak luput dari usaha Astra untuk melakukan kerja sama dengan pemerintah dan hasilnya selaras dengan SDGs poin 4 dan 12. Pelaksanaan program ini berjalan di seluruh tingkatan pendidikan dimulai dari pembinaan di level PAUD (Pendidikan Anak Usia Dini). Di level ini, Astra membentuk Paguyuban Sahabat PAUD Astra (PUSPA) untuk meningkatkan kompetensi Guru dan kapasitas institusi PAUD.

Sementara untuk level pendidikan dasar dan menengah Astra membentuk HPAI (Himpunan Penggiat Adiwiyata Indonesia) yang berfokus pada pengembangan gerakan peduli dan berbudaya lingkungan hidup di sekolah. Kemudian di bidang vokasi, Astra senantiasa mendukung pelaksanaan *Link and Match* Vokasi yang dimulai dari penyesuaian kurikulum hingga penyerapan lulusan.

Selain itu, terdapat beberapa program unggulan vokasi di antaranya magang guru produktif serta *Assessment Teaching Factory* SMK BISA (Binaan Astra). Upaya-upaya tersebut dilakukan kepada 3.320 SMK binaan Grup Astra, dengan tujuan untuk meningkatkan kompetensi lulusan peserta didik yang produktif dan pada akhirnya mampu membantu proses pemulihan ekonomi bangsa. Selain SMK, Astra juga memberikan dana hibah dan fasilitas penunjang perkuliahan di beberapa perguruan tinggi pembangunan sekolah vokasi. Astra juga menjalankan pembinaan sekolah di wilayah prasejahtera melalui Yayasan Pendidikan Astra-Michael D. Ruslim (YPA-MDR). Kontribusi ini sejalan dengan program pemerintah mewujudkan sumber daya manusia atau SDM unggul.

ASTRA FOR SMART INDONESIA [SEOJK F.25]

Astra for Smart Indonesia was initiated to develop the quality of human resources in Indonesia through a hardware, software, and brainware approach from the perspective of schools, teachers, and students. This pillar is a collaboration between the Astra Group and the foundation. This program is focused on improving the quality of schools (teacher training, curriculum development, and life skill development), providing scholarships, and donations for educational facilities and infrastructure, especially for schools in the vicinity of Astra's installations and other underprivileged areas.

The launch of the Astra school development program is also part of Astra's efforts to collaborate with the government and the results are in line with SDGs points 4 and 12. The implementation of this program runs at all levels of education, starting with the development at the PAUD (Early Childhood Education) level. At this level, Astra formed the Paguyuban Sahabat PAUD Astra (PUSPA) to improve teacher competence and the capacity of PAUD institutions.

Meanwhile, for the primary and secondary education levels, Astra formed the HPAI (Indonesian Adiwiyata Activist Association), which aims to develop schools with environmental care and culture. Furthermore, in the vocational field, Astra continuously supports the Vocational Link and Match implementation, starting from curriculum alignment to absorption of graduates.

In addition, there are several flagship vocational programs, including productive teacher internships as well as the BISA (Binaan Astra) Vocational School (SMK) Teaching Factory Assessment. These efforts were carried out to 3,320 SMKs assisted by the Astra Group, with the aim of increasing the competence of productive graduates and ultimately being able to help the nation's economic recovery process. Apart from SMK, Astra also provided a grant of Rp30 billion for the construction of a vocational school at Diponegoro University. This contribution is in line with the government's program to create superior HR.

Inisiatif Astra untuk Ciptakan *Link and Match* Pendidikan dan Industri

Astra's Initiative to Create the Link and Match of Education and Industry



Sebagai upaya menciptakan *link and match* antara pendidikan dan kebutuhan industri, Astra melakukan berbagai inisiatif seperti revitalisasi Gedung Sekolah Menengah Kejuruan (SMK) Negeri 2, 5, dan 6 di Kota Surakarta. Hal ini sejalan dengan semangat Astra memajukan vokasi di Indonesia, di mana 64% dari total karyawan Astra berasal dari lulusan vokasi (SMK hingga D4).

Astra juga merencanakan pendampingan yang meliputi pengembangan program *soft skill* dan *assessment teaching factory* SMK BISA. Program pendampingan kepada para peserta didik melalui pemagangan, pengembangan kompetensi, sertifikasi, dan *sharing soft skill* selama tiga tahun (2021-2023).

Sementara itu, terdapat pula program peningkatan kemampuan para guru yang diharapkan mampu memberikan peningkatan kualitas pembelajaran peserta didik untuk memenuhi prinsip-prinsip dasar *link and match* yang sesuai untuk industri. Adapun program meliputi pengembangan kompetensi guru, sertifikasi, serta *sharing soft skill* untuk mengasah kepiawaian metode belajar. Dalam program *link and match* SMK Binaan Astra (SMK BISA) sendiri merupakan program pembinaan SMK, pengembangan *teaching factory*, sinergi dengan badan terkait, dan pengembangan sistem pembelajaran.

Adapun kompetensi keahlian yang dikembangkan dalam program ini meliputi: Rekayasa Perangkat Lunak (RPL) dan *digital marketing communication* (DMC). Total estimasi siswa dan guru yang mengikuti program ini selama 3 tahun adalah 756 siswa dan 23 guru dari 3 sekolah.

As an effort to create a *link and match* between education and industrial needs, Astra undertook various initiatives, such as revitalizing the State Vocational High Schools (SMK) 2, 5, and 6 in Surakarta City. This is in line with Astra's spirit of advancing vocational education in Indonesia, where 64% of Astra's total employees are derived from vocational graduates (SMK to D4).

Astra also plans assistance that includes the development of soft skills programs and the assessment teaching factory of SMK BISA. Assistance program for students through internship, competency development, certification, and soft skills sharing for three years (2021-2023).

Meanwhile, a program was also developed to increase the ability of teachers, which is expected to improve the quality of student learning to meet the basic principles of *link and match* that are suitable for industry. The program includes teacher competency development, certification, and soft skills sharing to hone the expertise in learning methods. In the *link and match* program, the Astra Fostered Vocational School (SMK BISA) itself is a vocational training program, teaching factory development, synergies with related agencies, and learning system development.

The skill competencies developed in this program include: Software engineering (RPL) and digital marketing communication (DMC). The estimated number of students and teachers participating in this program for 3 years is 756 students and 23 teachers from 3 schools.

Public Contribution Roadmap

Astra Bangun Kampus Baru Politeknik Astra

Astra Builds New Astra Polytechnic Campus



Astra telah membangun kampus baru Politeknik Astra di Kawasan Industri Delta Silicon II dengan luas 5 hektar yang mampu menampung lebih dari 2.000 mahasiswa, Cikarang, Jawa Barat. Kampus baru ini akan menggantikan kampus Polman Astra di Sunter yang telah digunakan sejak tahun 1995. Kampus ini memiliki konsep *Green Building*, dengan fasilitas 30 ruang kelas, Lab dan *Workshop* pada gedung kampus seluas 21.460 m², serta *Dormitory* yang dapat menampung 388 mahasiswa.

Politeknik Astra juga bekerja sama dengan Perkumpulan Ekonomi Indonesia Jerman (EKONID) untuk menerapkan kurikulum politeknik dengan proporsi 70% praktik dan 30% teori. Dengan pembangunan ini, Astra dapat memperluas program vokasi tidak hanya di industri manufaktur tetapi juga mengarah ke teknologi informasi, keuangan, dan lainnya.

Astra has built a new Astra Polytechnic campus in the Delta Silicon II Industrial Estate with an area of 5 hectares that can accommodate more than 2,000 students in Cikarang, West Java. This new campus will replace the Polman Astra campus in Sunter, which has been in use since 1995. This campus has a Green Building concept, with facilities including 30 classrooms, laboratories and workshops in a 21,460 m² campus building, as well as a dormitory that can accommodate 388 students.

Astra Polytechnic is also collaborating with the German Indonesian Economic Association (EKONID) to implement a polytechnic curriculum with a proportion of 70% practice and 30% theory. With this development, Astra will be able to expand its vocational programs not only for the manufacturing industry but also for information technology, finance, and others.



Astra Bangun Fasilitas Pendidikan Science and Techno Park ITB

Astra Builds ITB Science and Techno Park Education Facilities

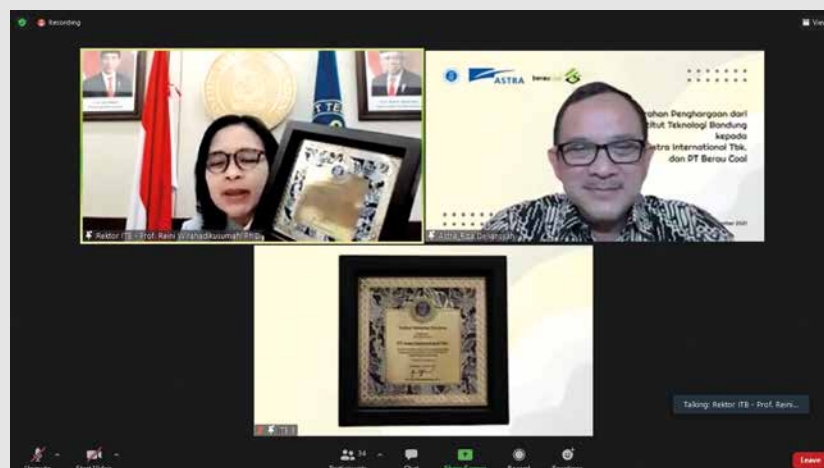


Untuk mendukung pendidikan berkualitas, Astra memberikan bantuan pembangunan fasilitas pendidikan Gedung Science and Techno Park (STP) Institut Teknologi Bandung (ITB). Gedung STP ini diharapkan menjadi wadah dalam pembuatan inovasi serta mendukung dalam realisasi inovasi tersebut, sehingga menciptakan SDM unggul dan tangguh.

Fasilitas pendidikan di ITB ini memiliki bangunan enam lantai dengan luas bangunan total 4.007,02 m². Fasilitas ini akan dimanfaatkan sebagai pusat kegiatan riset, pendidikan, serta program inkubator industri yang memfasilitasi pembinaan pelaku bisnis rintisan.

To support quality education, Astra provided assistance in the construction of educational facilities for the Science and Techno Park (STP) Building, Institut Teknologi Bandung (ITB). The STP building is expected to be a forum for creating innovations and supporting the realization of these innovations, thereby creating superior and resilient human resources.

The educational facility at ITB has a six-story building with a total building area of 4,007.02 m². This facility will be used as a center for research, education, and industrial incubator programs to facilitate the development of start-up businesses.



Public Contribution Roadmap

Pilar Astra Untuk Indonesia Cerdas juga melaksanakan kampanye Keselamatan Berlalu lintas melalui program Indonesia Ayo Aman Berlalu Lintas (IAABL) di luar pembinaan sekolah. Pada tahun ini, Astra memiliki program yang sejalan dengan program pemerintah yakni *Millennial Road Safety*.

Program yang telah diluncurkan sejak tahun lalu ini bertujuan untuk mendukung SDGs poin 3 khususnya indikator penurunan kematian dan cedera akibat kecelakaan lalu lintas. Dalam penerapannya, program ini difokuskan untuk pembentukan pelopor keselamatan lalu lintas di golongan anak muda usia mahasiswa dan pelajar.

Pada tahun 2021, Astra menyelenggarakan Festival Pendidikan yang dihadiri oleh Menteri Pendidikan dan Kebudayaan Republik Indonesia dan Menteri Perencanaan Pembangunan Nasional/Kepala Badan Perencanaan dan Pembangunan Nasional (Bappenas) Republik Indonesia. Pada acara tersebut, terjadi penandatanganan nota kesepahaman pengembangan pendidikan anak usia dini antara Astra dan Kementerian Perencanaan dan Pembangunan Nasional Republik Indonesia.

Selain itu, Astra bersama Kementerian Pendidikan dan Kebudayaan Republik Indonesia memberikan apresiasi kepada para guru inovatif dari berbagai jenjang serta SMK-SMK terbaik yang telah memperoleh predikat Bintang 5 dalam *Assessment Link & Match* Vokasi.

The Astra for Smart Indonesia pillar also carries out a Traffic Safety campaign through the Indonesia Ayo Safe Traffic (IAABL) program outside of school coaching. This year, Astra has a program that is in line with the government's program, namely *Millennial Road Safety*.

The program that has been implemented since last year aims to support SDGs point 3, particularly indicators of reducing deaths and injuries due to traffic accidents. In its implementation, this program is focused on forming traffic safety pioneers among young people in the student age.

In 2021, Astra held an Education Festival attended by the Minister of Education and Culture of the Republic of Indonesia and the Minister of National Development Planning/Head of the National Development and Planning Agency (Bappenas) of the Republic of Indonesia. At this event, there was a signing of a memorandum of understanding on the development of early childhood education between Astra and the Ministry of the National Planning and Development of the Republic of Indonesia.

In addition, Astra and the Ministry of Education and Culture of the Republic of Indonesia gave appreciation to Innovative Teachers from various levels as well as the best Vocational Schools (SMKs) that have received the 5 Star predicate in the Vocational Link & Match Assessment.



42

Pendidikan Anak Usia Dini (PAUD) dibina sepanjang tahun 2021, sehingga total PAUD Binaan Astra menjadi 985 unit Fostered Early Childhood Education throughout 2021, and the total Early Childhood Education fostered by Astra becomes 985 units



326

Sekolah Binaan Astra bertambah pada tahun 2021, sehingga secara akumulatif jumlah total Sekolah Binaan Astra menjadi 21,535 unit Fostered Astra Schools increased in 2021, and the total number of Astra's fostered Schools becomes 21,535 units



71

SMK Binaan bertambah di tahun 2021, sehingga total akumulatif SMK Binaan Astra menjadi 3,320 sekolah Fostered Vocational School increased in 2021, and the total of the accumulative of Astra's fostered SMK becomes 3,320 schools



8,647

Paket Beasiswa di tahun 2021, sehingga total paket beasiswa yang didonasikan sebanyak 276.126 paket Scholarship Packages in 2021, and the total donated scholarship packages are 276,126 packages



60

PAUD Terases dengan kriteria Senyum SAPA pada tahun 2021, sehingga total PAUD Terases menjadi 771 sekolah Early Childhood Education with Senyum Sapa criteria in 2021, and the total of assessed Early Childhood Education becomes 771 schools



26

Sekolah Adiwiyata Binaan bertambah pada tahun 2021, sehingga total akumulatif Sekolah Adiwiyata Binaan Astra menjadi 287 sekolah Fostered Adiwiyata Schools increased in 2021, and the total of accumulative fostered Adiwiyata School becomes 287 schools



33

SMK Terverifikasi *Link & Match* dengan Industri melalui *Assessment* TeFa SMK BISA baru di tahun 2021, sehingga total SMK Binaan Terases menjadi 133 SMK New Vocational Schools is verified with Link & Match with the Industry through the TeFa SMK BISA Assessment in 2021, and the total of assessed fostered SMK are 133 SMK



1,835

Orang Pelopor IAABL baru sepanjang tahun 2021, yang menambah jumlah pelopor IAABL secara akumulatif menjadi 9.795 orang New IAABL Pioneer during 2021, has increased the number of IAABL pioneer accumulatively to 9,795 people



PT Pamapersada Nusantara (PAMA) berkolaborasi dengan Orbit Future Academy menyiapkan Sumber Daya Manusia (SDM) unggul berbasis digital di sekitar wilayah tambang yang berdaya pikir inovatif dan kreatif, sehingga tetap kompetitif dan sanggup beradaptasi dengan perkembangan zaman digital. Hal ini dilakukan melalui program Sekolah 4.0 untuk 22 sekolah binaan di Kalimantan Timur, Kalimantan Selatan, Kalimantan Tengah, dan Sumatera Selatan.

Program ini bertujuan untuk meningkatkan keterampilan guru sekolah dalam memberdayakan generasi muda agar siap bertransformasi dan adaptif terhadap revolusi industri 4.0. Program Sekolah 4.0 ini merupakan salah satu inisiatif penting untuk meningkatkan keterampilan digital sekolah-sekolah yang tersebar di seluruh penjuru Indonesia, termasuk di area pelosok yang terpencil sekalipun.

PT Pamapersada Nusantara (PAMA) in collaboration with Orbit Future Academy prepares superior digital-based Human Resources (HR) in the vicinity of the mining area who are innovative and creative in thinking, to ensure that they remain competitive and able to adapt to the development of the digital age. This is carried out through the Sekolah 4.0 program for 22 fostered schools in East Kalimantan, South Kalimantan, Central Kalimantan, and South Sumatra.

This program aims to improve the skills of school teachers in empowering the younger generation to be ready to transform and adapt to the industrial revolution 4.0. The Sekolah 4.0 program is one of the important initiatives to improve the digital skills of schools spread throughout Indonesia, even in remote areas.

Public Contribution Roadmap

Astra Tol Tangerang-Merak Sosialisasikan Tertib Lalu Lintas kepada Murid SDN Binaan

Astra Tol Tangerang-Merak Disseminates Traffic Discipline to Fostered Public Elementary School Students



Selain berkontribusi dalam pendidikan umum, Grup Astra juga memberikan pendidikan tertib lalu lintas sejak dini. Program Astra Tol Tangerang-Merak Berbagi Ilmu Sama Aku (BISA) bertujuan untuk meningkatkan kesadaran tentang tertib berkendara, di mana segenap direksi turut berpartisipasi langsung mengajar siswa-siswi sekolah binaan, di antaranya Sekolah Dasar Negeri (SDN) Dermayon, Kabupaten Serang dan Sekolah Dasar Negeri (SDN) Sukamurni 1, Kabupaten Tangerang. Kegiatan BISA yang juga melibatkan karyawan Astra Tol Tangerang-Merak yang tergabung dalam kelompok SMART (Spiritual, Manajemen, Alam Raya, Terpadu) sudah berlangsung rutin sejak tahun 2012.

Dalam kegiatan ini, Direktur Teknik dan Operasional Adhi Resza beserta Direktur Keuangan dan Administrasi Tarsisius Wijaya mendapatkan tugas mengajar di kelas dengan materi program Astra Indonesia Ayo Aman Berlalu Lintas. Pengetahuan aman berlalu lintas sejak dini diharapkan mampu memberikan pengetahuan tentang apa yang boleh dan tidak boleh dilakukan saat berada di jalan raya dan juga jalan tol. Selain mengajar, ASTRA Tol Tangerang-Merak juga memberikan donasi kepada sekolah berupa alat-alat olahraga serta kebutuhan lainnya yang mendukung aktivitas kegiatan belajar-mengajar.

In addition to contributing to general education, the Astra Group also provides education on traffic rules from an early age. The Astra Tol Tangerang-Merak Berbagi Ilmu Sama Aku (BISA) aims to increase awareness about driving discipline, where all members of the board of directors directly participate in teaching the students of the fostered schools, including the Public Elementary School (SDN) Dermayon, Serang Regency and Public Elementary School (SDN) Sukapura 1, Tangerang Regency. The BISA activity, which also involves employees of the Astra Tangerang-Merak Tol, who are members of the SMART (Spiritual, Manajemen, Alam Raya, Terpadu) group has been regularly taking place since 2012.

In this activity, Director of Engineering and Operations, Adhi Resza, and Director of Finance and Administration, Tarsisius Wijaya, received in-class teaching assignments with the materials in the Astra Indonesia program, Let's Be Safe on the Road. Knowledge of safe traffic from an early age is expected to be able to provide knowledge about what can and cannot be done on the highway and toll roads. In addition to teaching, ASTRA Tol Tangerang-Merak also donated to schools in the form of sports equipment and other necessities that support teaching and learning activities.

ASTRA UNTUK INDONESIA HIJAU [SEOJK F.25]

Semangat Astra Untuk Indonesia Hijau merupakan bentuk dukungan Perseroan kepada SDGs 13 - Aksi Iklim, dan SDGs 15 - Kehidupan Daratan. Astra untuk Indonesia Hijau merupakan pilar Grup Astra dengan agenda utamanya melakukan pelestarian lingkungan hidup baik di internal Perseroan maupun di eksternal Perseroan bersama masyarakat.

Dalam pelibatan masyarakat untuk menjaga kelestarian lingkungan, Astra Untuk Indonesia Hijau masih melanjutkan agenda pada tahun sebelumnya, seperti penanaman pohon, konservasi tanaman buah langka, Ruang Terbuka Hijau (RTH), hingga pembinaan bank sampah.

Astra juga melanjutkan inisiatif mengurangi sampah plastik dengan mendukung gerakan Semangkur Plastik (Semangkup) melalui penguatan bank sampah, edukasi dan kampanye pengurangan pemakaian sekali pakai serta cara memilah plastik di lingkungan karyawan dan masyarakat.

Melalui gerakan Semangkup, Astra berhasil mendukung 107 bank sampah binaan untuk mengelola sampah plastik. Pada tahun 2021, bank sampah binaan tersebut mengelola sebanyak total 347,8 ton sampah plastik.

ASTRA FOR GREEN INDONESIA [SEOJK F.25]

The spirit of Astra for Green Indonesia is a form of the Company's support for SDGs 13 - Climate Action, and SDGs 15 - Life on Land. Astra for Green Indonesia is a pillar of the Astra Group with the main agenda of preserving the environment, both internally and externally by the Company together with the community.

In engaging the community to preserve the environment, Astra for Green Indonesia is still continuing the agenda in the previous year, such as tree planting, conservation of rare fruit plants, Green Open Space (RTH), to waste bank development.

Astra also continues the initiative to reduce plastic waste by supporting the Spirit to Reduce Plastic (Semangkup) movement through the strengthening of waste banks, education and campaigns to reduce plastic use, and ways to sort plastic for employee and the community.

Through the Semangkup movement, Astra succeeded in supporting 107 fostered waste banks to manage plastic waste. In 2021, the fostered waste banks managed a total of 347.8 tons of plastic waste.

	2021	2020	Penambahan Increase
Penanaman Pohon (Pohon) Planting of Trees	5,113,226	5,095,638	17,588
Tanaman Buah langka Rare Local Fruits	23,523	21,573	1,950
Pohon Mangrove Mangrove Trees	1,466,613	1,462,613	4,000
Ruang Terbuka Hijau (hektar) Green Open Space (hectare)	35,888	35,748	140
Titik Pusat Konservasi Buah Langka (Pranaraksa) Rare Local Fruit Conservation Center (Pranaraksa)	33	32	1
Bank Sampah Binaan Fostered Waste Banks	107	70	37
Total Pengurangan Timbulan Sampah Plastik (Ton) Total Reduction of Plastic Waste Generation (Tons)	347.8	360	-



347.8 ton

Total Sampah Plastik yang Dikelola Melalui Bank Sampah Binaan Astra
Total Plastic Waste Managed Through Astra's Fostered Waste Banks



107 Bank Sampah

Bank Sampah Binaan
Fostered Waste Banks

Public Contribution Roadmap



Pranaraksa, Program Pencegahan Kepunahan Buah Langka

Pranaraksa, Endangered Local Fruit Extinction Prevention Program



Astra memiliki Program Konservasi Keanekaragaman Buah Langka Nusantara (Pranaraksa) yang bertujuan untuk mencegah kepunahan jenis buah langka dengan mengumpulkan bibit tanaman buah langka, memperbanyak, serta membudidayakan kembali ke ruang terbuka hijau Grup Astra dan masyarakat. Program ini telah dilaksanakan untuk ketiga kalinya oleh Astra Property dengan menanam dan memelihara 250 pohon buah langka yang berasal dari Indonesia.

Pranaraksa Center Asya berada di lahan seluas 3.683 m² di tepian danau Asya. Asya merupakan proyek township yang dikembangkan oleh Astra Property dengan berfokus untuk menghadirkan hunian yang nyaman dan hijau. Memiliki danau seluas 15 ha, Asya memanfaatkan ruang terbuka yang dimiliki untuk dijadikan area relaksasi keluarga. Tidak hanya itu, Astra Properti juga membangun area komersil di pinggir danau dengan suasana yang menyatu dengan alam.

[GRI 305-5][SEOJK F.10][SEOJK F.12]

Astra has the Rare Local Fruit Diversity Conservation Program (Pranaraksa), which aims to prevent the extinction of rare fruit species by collecting rare fruit plant seeds, multiplying them, and re-cultivating them in green open spaces of the Astra Group and the community. This program has been implemented for the third time by Astra Property by planting and maintaining 250 rare local fruit trees originating from Indonesia .

Pranaraksa Center Asya is located on an area of 3,683 m² on the shores of Lake Asya. Asya is a township project that was developed by Astra Property with a focus on providing comfortable and green housing. With a 15-hectare lake, Asya utilizes the open space it has as a family relaxation area. Furthermore, Astra Properti has also built a commercial area on the edge of the lake with an atmosphere that blends with nature.

[GRI 305-5][SEOJK F.10][SEOJK F.12]

Astra Selenggarakan Bank Sampah *Innovation Competition* 2021

Astra Held the 2021 Waste Bank Innovation Competition



Sebagai salah satu bentuk dukungan dalam menjaga dan meningkatkan kualitas pengelolaan bank sampah di Indonesia, Astra bermitra dengan National Geographic Indonesia melalui kampanye 'Saya Pilih Bumi', melakukan kompetisi Bank Sampah *Innovation Competition* 2021.

Bank Sampah *Innovation Competition* yang merupakan bagian dari gerakan Semangat Kurangi Plastik dengan melibatkan bank sampah induk dan bank sampah unit, Kompetisi ini diikuti oleh 112 Bank Sampah di seluruh Indonesia.

Dalam kompetisi ini, bank sampah yang ikut serta melalui tiga tahap seleksi, yakni kurasi proposal bank sampah, pelatihan dan pendampingan, dan tahap akhir yaitu presentasi inovasi.

Adapun kriteria penilaian yang dilakukan mencakup aspek kelembagaan, keterlibatan *stakeholders*, dampak sosial dan ekonomi untuk nasabah, dampak lingkungan hidup, serta teknologi dan program inovasi.

Program ini sejalan dengan Gerakan Semangat Kurangi Plastik. Kedua program tersebut juga merupakan bagian dari rangkaian Festival Lingkungan Astra 2021. Melalui festival tersebut, Astra berkomitmen untuk berkontribusi dalam keberlanjutan ekosistem lingkungan hidup dengan melakukan upaya mitigasi dan adaptasi dampak perubahan iklim, serta kampanye dan aksi lingkungan yang telah tersebar di seluruh Indonesia.

As a form of support in maintaining and improving the quality of waste bank management in Indonesia, Astra collaborates with National Geographic Indonesia through the 'I Choose Earth' campaign, organizing the 2021 Waste Bank Innovation Competition.

The Waste Bank Innovation Competition, which is part of the Spirit to Reduce Plastics movement by involving the main waste bank and unit waste bank. 112 Waste Banks throughout Indonesia participated in this competition.

In this competition, participating waste banks went through three selection stages, namely curating waste bank proposals, training and mentoring, and the final stage, namely presentation of innovations.

The assessment criteria include the aspects of institutional, stakeholder engagement, social and economic impacts for customers, environmental impacts, as well as technology and innovation programs.

This program is in line with the Movement to Reduce Plastic Spirit. The two programs are also part of the 2021 Astra Environmental Festival series. Through the festival, Astra is committed to contributing to the sustainability of environmental ecosystems by making efforts to mitigate and adapting to the impacts of climate change, as well as environmental campaigns and actions that have spread throughout Indonesia.

Public Contribution Roadmap



Penanaman 3.500 Bibit Pohon dan Pengembangan Nursery Planting of 3,500 Tree Seeds and Development of Nursery



Dalam rangka Hari Menanam Pohon Indonesia tanggal 28 November 2021, PT Agincourt Resources (PTAR) melakukan penanaman 3.500 bibit pohon di tujuh titik, baik di dalam maupun di luar lokasi Tambang Emas Martabe. Penanaman tanaman lokal khususnya di dalam wilayah operasional Tambang Emas Martabe dilakukan sebagai bagian dari upaya reklamasi dan rehabilitasi.

Selain itu, PTAR juga bekerja sama dengan pemerintah dan masyarakat lingkaran tambang untuk menginisiasi pengembangan nursery bibit pohon endemik lokal di dua desa, yakni Desa Muara Hutaraja dan Desa Hapesong Baru. Bibit-bibit dari nursery ini rencananya akan dilanjutkan perawatan dan distribusi penanamannya oleh kelompok relawan Desa Tangguh Bencana (Destana) agar menjangkau daerah-daerah yang membutuhkan di desa masing-masing. [SEOJK F.10][SEOJK F.12]

In the framework of Indonesia's Tree Planting Day on 28 November 2021, PT Agincourt Resources (PTAR) planted 3,500 tree seedlings at seven points, both inside and outside the Martabe Gold Mine location. The planting of local plants, especially in the operational area of the Martabe Gold Mine, is carried out as part of the reclamation and rehabilitation efforts.

In addition, PTAR also collaborates with the government and communities in the vicinity of the mine to initiate the development of nurseries for local endemic tree seedlings in two villages, namely Muara Hutaraja Village and Hapesong Baru Village. The seeds from this nursery are planned to be continued with care and distribution of planting by volunteer groups of Desa Tangguh Disaster (Destana) in order to reach areas in need in their respective villages. [SEOJK F.10][SEOJK F.12]

Astra Ventura Libatkan Debitur Semangat Kurangi Plastik

Astra Ventura Involves Debtors in the Spirit of Reducing Plastic



Dalam implementasi program Semangat Kurangi Plastik, Astra Ventura mengajak para debitur untuk turut serta dalam gerakan tersebut. Astra Ventura bekerja sama dengan PT Eran Teknikatama, salah satu vendor PT Astra Otoparts Tbk dan PT Astra Komponen Indonesia. Selama 3-6 bulan, kotak Semangat Astra diletakkan di sekitar lokasi PT Eran Teknikatama untuk mengumpulkan sampah plastik sekali pakai.

Melalui kegiatan ini diharapkan dapat meningkatkan kesadaran dan kepedulian para karyawan terhadap bahaya pencemaran dari sampah plastik sekali pakai dan menyebarkan budaya mengurangi penggunaan plastik sekali pakai ke keluarga serta kerabat lainnya.

In the implementation of the Spirit to Reduce Plastics program, Astra Ventura invites debtors to participate in the movement. Astra Ventura cooperates with PT Eran Teknikatama, a vendor of PT Astra Otoparts Tbk and PT Astra Component Indonesia. For 3-6 months, the boxes of Semangat Astra are placed around the PT Eran Teknikatama location to collect single-use plastic waste.

This activity is expected to increase employee awareness and concern for the dangers of pollution from single-use plastic waste and spread the culture of reducing the use of single-use plastics to family and other relatives.

Public Contribution Roadmap

ASTRA UNTUK INDONESIA KREATIF [SEOJK F25]

Astra Untuk Indonesia Kreatif adalah pilar yang ditujukan untuk mewujudkan kewirausahaan mandiri masyarakat melalui pembinaan dan pemberdayaan Usaha Mikro Kecil dan Menengah (UMKM) melalui pelatihan, pendampingan, perluasan akses permodalan, pemasaran, dan bantuan prasarana.

Dengan mengusung program *Creating Shared Value*, Astra memfokuskan kegiatannya pada UMKM pemasok *rantai supply* Grup Astra, UMKM yang berada di sekitar instalasi Astra, dan komunitas kewirausahaan yang tergabung dalam Astra Start-Up Community dan Astra Disability Connection Program (ADCP).

Astra melibatkan Yayasan Dharma Bhakti Astra (YDBA) untuk pembinaan UMKM yang berhubungan dengan kegiatan produksi grup Astra. Saat ini telah terbentuk 24 Lembaga Pengembangan Bisnis (LPB) yang berada di seluruh Indonesia. Peran LPB adalah memberikan pembinaan terpadu kepada UMKM dalam upaya peningkatan serta pengembangan usaha.

Sebagai wujud nyata Astra dalam memberi dukungan dan kontribusi terhadap pengembangan *start-up* di Indonesia, Astra juga menyelenggarakan Astra Startup Challenge yang telah diikuti oleh 3.781 pendaftar di 2021 dari seluruh Indonesia. Tahun 2021 merupakan tahun keenam bagi Astra menyelenggarakan acara yang saat ini sudah melahirkan 125 *startup* binaan. Dari acara ini terbentuk juga *Astra Start-Up Community* yang aktif memberikan edukasi kewirausahaan dan membangun ekosistem bisnis bersama komunitas UMKM binaan Astra

ASTRA FOR CREATIVE INDONESIA [SEOJK F25]

Astra for Creative Indonesia is a pillar aimed at realizing independent entrepreneurship of the community by fostering and empowering Micro, Small, and Medium Enterprises (MSMEs) through training, mentoring, expansion of access to capital, marketing, and infrastructure assistance.

With the *Creating Shared Value* program, Astra focuses its activities on MSMEs supplying the Astra Group supply chain, MSMEs in the vicinity of Astra's installations, and the entrepreneurial community who are members of the Astra Start-Up Community and Astra Disability Connection Program (ADCP).

Astra involves the Dharma Bhakti Astra Foundation (YDBA) for the development of MSMEs related to the production activities of the Astra group. Currently, 24 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 their businesses.

As a tangible form of Astra in providing support and contribution to the development of start-ups in Indonesia, Astra also organized the Astra Start-up Challenge which was participated by 3,781 registrants in 2021 from all over Indonesia. 2021 is the sixth year for Astra to organize an event which has now created 125 assisted start-ups. From this event, the Astra Start-Up Community was also formed, which actively provides entrepreneurship education and builds a business ecosystem with Astra assisted MSME community.



1,192

UMKM Binaan baru dibina sepanjang tahun 2021 sehingga menambah jumlah total UMKM Binaan Astra menjadi 15,903 UMKM

The newly fostered MSMEs in 2021, thus increasing the total number of MSMEs fostered by Astra to 15,903 MSMEs



3

Lembaga Pengembangan Bisnis dibentuk pada tahun 2021, sehingga total Lembaga Pengembangan Bisnis yang telah dibentuk oleh Astra menjadi 24 unit

Business Development Institute was formed in 2021, bringing the total number of Business Development Institutions formed by Astra to 24 units



17

Penyandang Disabilitas Binaan menjadi mitra Astra di tahun 2021, sehingga menambah total Penyandang Disabilitas Binaan Astra menjadi 878 orang

Persons with Disabilities that are fostered to become Astra's partner in 2021, thereby bringing up the total of Persons with Disabilities fostered by Astra to 878 people



25

Start-up Binaan baru dikembangkan sepanjang tahun 2021, yang menambah jumlah *start-up* binaan Astra menjadi 125 *start-up*

Fostered Start-ups newly developed in 2021, which increased the number of start-ups fostered by Astra to 125 start-ups



Inovasi Paket Bermain dan Bertanam UMKM Pandai Besi Binaan YDBA di Klaten

Play and Planting Innovation Packages for Blacksmith MSMEs Assisted by YDBA in Klaten



Yayasan Dharma Bhakti Astra (YDBA) mampu membawa dua UMKM Pandai Besi di Klaten bertahan di tengah Pandemi COVID-19 dengan melahirkan strategi baru. Mereka adalah Supriyanto dari Usaha Dagang (UD), Arum Sari dan Sutarman dari UD Rejeki.

Sebagai bentuk strateginya, UD Arum Sari memanfaatkan peluang bisnis melalui program lokalisasi Cangkul Merah Putih, memunculkan berbagai variasi produk, hingga melakukan kolaborasi dengan YDBA bersama Kementerian Koperasi, UKM RI, dan Kementerian Perindustrian.

Sementara itu, UD rejeki melakukan strategi dengan menciptakan inovasi yang kian diminati pada masa pandemi, seperti catut bonsai, poros roda pagar, hingga alat pertanian pacul dan sekop. Hal ini dilandasi dari kelihaian Sutarman melihat peluang bisnis, di mana hobi memelihara tanaman begitu marak saat pandemi. Melalui pembinaan yang dilakukan oleh YDBA, UD Rejeki menjual paket bermain dan bertanam warna warni aman untuk anak yang dipadukan dengan pot cantik.

The Dharma Bhakti Astra Foundation (YDBA) was able to bring two Blacksmith MSMEs in Klaten to survive in the midst of the COVID-19 Pandemic by formulating a new strategy. They are Supriyanto from UD Arum Sari and Sutarman from UD Rejeki.

As a form of the strategy, UD Arum Sari takes advantage of business opportunities through the Cangkul Merah Putih localization program, by innovating a variety of products, and collaborating with YDBA and the Ministry of Cooperatives and SMEs, and the Ministry of Industry of the Republic of Indonesia

Moreover, UD Rejeki implements a strategy by creating innovations that are increasingly in demand during the pandemic, such as bonsai pincers, fencing wheel axles, to hoe and shovel farming tools. This is based on Sutarman's ingenuity in noticing business opportunities, in which the hobby of nurturing plants is highly prevalent during the pandemic. Through the training carried out by YDBA, UD Rejeki sells safe colorful play and planting packages for children combined with charming pots

Public Contribution Roadmap

PENGADUAN MASYARAKAT

Astra sangat memperhatikan keluhan dari masyarakat yang berada di sekitar wilayah operasional Grup Astra. Seluruh anak perusahaan Grup Astra dari lini bisnis Otomotif, Alat Berat, Pertambangan, Konstruksi, dan Energi, Jasa Keuangan, Agribisnis, Infrastruktur dan Logistik, Teknologi Informasi, serta Properti, telah memiliki mekanisme pengaduan masyarakat yang prosesnya disesuaikan dengan masing-masing produk dan jasa dari tiap-tiap anak perusahaan. [SEOJK F24]

Di beberapa anak perusahaan, telah memiliki layanan *hotline* pengaduan dan *whistleblowing system* untuk menerima pengaduan masyarakat. Setiap keluhan maupun pertanyaan yang disampaikan oleh masyarakat akan diberikan tanggapan secara cepat oleh pihak terkait.

Informasi yang dapat diadukan antara lain:

1. Tindakan kecurangan, penipuan, korupsi, kolusi/suap, pungutan liar
2. Perbuatan melanggar hukum, Kode Etik Perusahaan, Peraturan Perusahaan dan *Standar Operating Procedure* (SOP) yang berlaku
3. Pelanggaran etika
4. Perilaku pelanggaran lainnya yang berpotensi menimbulkan kerugian bagi Perseroan

Setiap laporan yang masuk akan segera ditindaklanjuti dan diproses dengan mempertimbangkan terlebih dahulu kesungguhan isi laporan, kredibilitas, dan bukti - bukti yang diajukan, serta kemungkinan untuk melakukan konfirmasi pelaporan oleh unit terkait. Sepanjang tahun 2021, Grup Astra menerima total 17 pengaduan masyarakat terkait aspek sosial dan seluruhnya telah direspon oleh Grup Astra. [SEOJK F24]

PUBLIC COMPLAINTS

Astra put extra attention on complaints from communities in the vicinity of the Astra Group's operational areas. All Astra Group subsidiaries from the Automotive, Heavy Equipment, Mining, Construction and Energy, Financial Services, Agribusiness, Infrastructure and Logistics, Information Technology, and Property business lines have a public complaint mechanism whose process is adjusted to each product and service. from each subsidiary. [SEOJK F24]

Several subsidiaries have established a complaint hotline service and a whistleblowing system to receive public complaints. Any complaints or questions submitted by the community will be responded quickly by the relevant parties.

Information that can be conveyed includes:

1. Acts of fraud, corruption, collusion/ bribery, extortion
2. Acts that violate the law, the Company's Code of Conduct, Company Regulations and applicable Standard Operating Procedure (SOP)
3. Ethical violations
4. Other violations with the potential to be detrimental to the Company

Each incoming report will be immediately followed up and processed by first considering the seriousness of the report content, credibility, and the evidence submitted, as well as the possibility to confirm reporting by the relevant unit. Up to the end of 2021, Astra received 17 public complaints related to the social sector have been responded by Astra Group. [SEOJK F24]

ASTRA FRIENDLY COMPANY (AFC)

Astra Friendly Company (AFC) merupakan pedoman sekaligus metode *assessment* Grup dalam pelaksanaan program kontribusi sosial berkelanjutan. AFC disusun dengan referensi dari berbagai standar baik nasional maupun internasional yang terdiri dari sistem manajemen (*value, mindset, dan behavior*), implementasi program empat pilar kontribusi sosial berkelanjutan Astra, persepsi masyarakat, dan donasi. Instalasi Astra mempertimbangkan hak-hak pemangku kepentingan dalam menerapkan program kerja kontribusi sosial berkelanjutan dengan menggunakan panduan AFC. Penilaian penerapan AFC dilakukan melalui pelaksanaan audit AFC pada instalasi Astra. **[GRI 103-1] [GRI 103-2] [GRI 103-3]**

Pada tahun 2021, Astra telah melakukan asesmen Astra Friendly Company di 382 instalasi Grup Astra secara virtual sebagai upaya pencegahan penularan COVID-19 dengan tetap memperhatikan prosedur asesmen yang ditetapkan.

ASTRA FRIENDLY COMPANY (AFC)

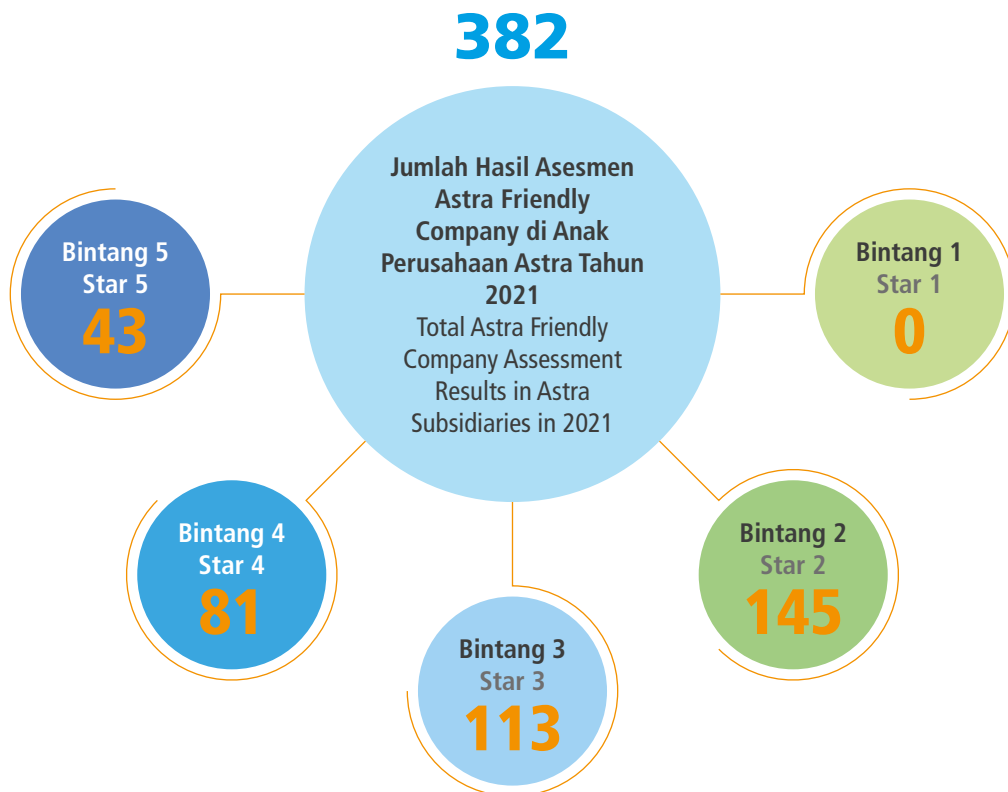
Astra Friendly Company (AFC) is a guideline while also an assessment method that the Group has been applying to run its sustainable social contribution programs. The AFC is prepared with references to recognized national and international standards which consist of a management system (*value, mindset, and behavior*), the implementation of the four pillars of Astra’s sustainable social contribution program, public perception, and donations. The Astra Installation weighs stakeholders’ right in implementing a sustainable social contribution work program using the AFC guidelines. The AFC implementation is assessed through AFC audits conducted at Astra installations.

[GRI 103-1] [GRI 103-2] [GRI 103-3]

In 2021, Astra made virtual Astra Friendly Company assessment in 382 Astra Group installations as an effort to prevent the spread of COVID-19 without neglecting the importance of observing the pre-established assessment procedures.

Total Jumlah Anak Perusahaan yang Dinilai dengan AFC (Instalasi)

Total Number of Subsidiaries Assessed by AFC (Installation)



Data di atas merupakan data konsolidasi entitas induk dan anak perusahaan (184 Perusahaan dan 123.984 karyawan)
 The data above is a consolidated data of the Head Office and its subsidiaries (184 companies and 123,984 employees)

Pencapaian Yayasan-Yayasan Astra pada Tahun 2021

Achievements of Astra's Foundations in 2021

Yayasan-yayasan Astra memiliki peran penting dalam membangun dan mendukung pendidikan di Indonesia, mencetak tenaga kerja muda terampil yang dibutuhkan Perseroan, serta membangun keberlanjutan dan kemandirian masyarakat melalui pengembangan dan pembinaan UMKM. Kegiatan kontribusi sosial dan lingkungan ini dilakukan oleh sembilan yayasan dalam Grup Astra.

Astra Foundations have played important roles in developing and supporting education in Indonesia, producing skilled young workforce needed by the Company, while building a self-reliance and sustainable community by developing MSMEs and give them coaching assistance. Astra has its 9 foundations make such contribution under Astra Group.



YAYASAN TOYOTA DAN ASTRA (YTA)

Bidang Kegiatan: Pendidikan

Yayasan Toyota dan Astra (YTA) didirikan PT Astra International Tbk dan PT Toyota-Astra Motor dengan 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 serta kepada pengajar perguruan tinggi negeri yang sedang melakukan penelitian dalam program Master atau Doktor.

Pada tahun 2021, YTA melanjutkan program beasiswa dan pendampingan Kelas Budaya Industri untuk SMK di Karawang, juga melanjutkan pendampingan bagi beberapa SMK di Jawa Tengah.

Field of Activity: Education

The Yayasan Toyota dan Astra (YTA) was established by PT Astra International Tbk and PT Toyota-Astra Motor, carrying a vision of participating in the intellectual life of the nation through a program where it provides financial and financial assistance for educational activities, research and development of science and technology, educational aids and books, especially automotive technology. YTA focuses on programs to improve the quality of primary and secondary education as well as on the faculty of state universities who are conducting research in Masters or Doctoral programs.

In 2021, YTA continued the scholarship program and coaching for Industrial Culture Classes for Vocational High Schools in Karawang, and coaching for several Vocational High Schools in Central Java.



2,911 Orang | People

Penerima manfaat pada 2021 yang terdiri dari siswa SD, SMP, dan SMA dengan total donasi Rp826.770.000, termasuk pemberian bantuan 90 buku-buku otomotif.

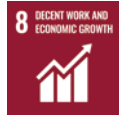
Beneficiaries in 2021 consisted of elementary, junior high, and high school students with a total donation of IDR826,770,000, including 90 automotive books.



115,550 Orang | People

Total kumulatif penerima beasiswa dari SD sampai perguruan tinggi hingga 2021 dengan total donasi mencapai Rp88.307.000.000.

The cumulative total of scholarship Beneficiaries from elementary schools to college institutions until 2021, with a total donation reaching IDR88,307,000,000.



YAYASAN DHARMA BHAKTI ASTRA (YDBA)

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

Field of Activity: Development of Micro, Small and Medium Enterprises (MSMEs)

Yayasan Dharma Bhakti Astra (YDBA) mengembangkan sektor unggulan dalam rangka mengembangkan komunitas UMKM dengan harapan komunitas tersebut dapat mandiri dan naik kelas. YDBA mendorong UMKM untuk terus melakukan kolaborasi baik dalam diversifikasi produk, proses bisnis yang menghasilkan produk ber-QCD (*quality, cost, delivery*), packaging dan pemasaran. YDBA juga terus mendukung UMKM berkolaborasi dengan berbagai pihak, baik Grup Astra maupun non Grup Astra, seperti Pemerintah, Perusahaan Swasta, Asosiasi, dan Lembaga Pendidikan.

Yayasan Dharma Bhakti Astra (YDBA) develops leading sectors to develop MSME communities with the hope that the communities can upgrade themselves and become self-reliant. YDBA encourages MSMEs continuous collaboration in product diversification, business processes that produce QCD (quality, cost, delivery) products, packaging, and marketing. YDBA also continues to support MSMEs in collaborating with various parties, both the Astra Group and non-Astra Groups, such as the Government, Private Companies, Associations, and Educational Institutions.

Pada 2021, YDBA memberikan bantuan pendampingan kepada pelaku UMKM untuk berinovasi di tengah pandemi COVID-19 melalui platform digital. YDBA juga membantu mendiversifikasi produk agar UMKM dapat membuat produk seperti Alat Pelindung Diri (APD) atau perlengkapan berkebun yang banyak dibutuhkan saat masa-masa *work from home*.

In 2021, YDBA provided assistance to MSMEs where they could keep innovating despite the COVID-19 pandemic through digital platforms. YDBA also helped diversify products to help MSMEs make handy products for work-from-home purposes such as Personal Protective Equipment (PPE) or gardening supplies.



71,522

Orang | People

Penyerapan tenaga kerja secara akumulatif hingga 2021.

Accumulative employment until 2021.



12,006

UMKM | MSMEs

Total UMKM binaan secara akumulatif hingga 2021.

Total MSMEs fostered accumulatively until 2021.



24

Lembaga | institution

Lembaga Pengembangan Bisnis (LPB) yang didirikan secara akumulatif hingga 2021.

Business Development Institutions (LPB) which were established accumulatively until 2021.



Rp 13

Miliar | Billion

Total dana kelola UMKM pada tahun 2021.

Total MSME management funds in 2021.



100

Pelatihan yang diikuti 916 UMKM dengan jumlah jam pelatihan 946 jam.

Training attended by 916 MSMEs with 946 hours of training hours.



522

Memfasilitasi akses pemasaran kepada 522 UMKM.

Facilitating marketing access to 522 MSMEs.



67

Memfasilitasi akses pembiayaan kepada 67 UMKM.

Facilitating access to financing for 67 MSMEs.

Public Contribution Roadmap

ASTRA polytechnic
member of ASTRA



YAYASAN ASTRA BINA ILMU - POLITEKNIK ASTRA (YABI-POLTEK ASTRA)

Bidang Kegiatan: Pendidikan

Politeknik Astra di bawah naungan Yayasan Astra Bina Ilmu (YABI) memiliki visi menjadi institusi pendidikan tinggi vokasi terdepan dalam menghasilkan lulusan berkompetensi dengan standar internasional dan mengembangkan teknologi terapan yang relevan dengan industri masa kini dan mendatang. Politeknik Astra menyediakan pendidikan tinggi vokasi berbasis teknologi terapan yang memberikan nilai tambah untuk peningkatan kesejahteraan masyarakat.

Pada 2021, Politeknik Astra memiliki kampus baru seluas 5 hektar di Kawasan Industri Delta Silicon II, Cikarang, untuk meningkatkan jumlah mahasiswa 10 kali lipat. Selain itu, Politeknik Astra menghasilkan 6 *prototype* baru, antara lain *Prototype* Mesin CNC Multi-fungsi yang mendapatkan hibah Pemerintah oleh Kementerian Keuangan melalui program Lembaga Pengelola Dana Pendidikan (LPDP) yang dikolaborasi dengan industri Astra PT Astra Otoparts Tbk divisi WINTEQ. Selain itu satu *prototype* merupakan bagian dari pengembangan mobil multi-purpose pedesaan bekerja sama dengan YBDA dan Daihatsu Sales Operation.

Beberapa aktivitas pengabdian kepada masyarakat juga dilakukan yang bersinergi dengan ESR dan Yayasan Astra kepada SMK dan UKM, untuk program pelatihan teknikal dan seminar perkembangan teknologi.

Juga pada tahun 2021, Politeknik Astra Ditunjuk oleh Kementerian Pendidikan, Kebudayaan, Riset dan Teknologi untuk menjadi partner untuk SMK Pusat Keunggulan, yang berfungsi melakukan peningkatan kualitas SMK melalui kemitraan dan penyalangan dengan dunia usaha dan dunia industri.

Field of Activity: Education

Politeknik Astra under the auspices of the Astra Bina Ilmu Foundation (YABI) has a vision to become a leading institution in vocational higher education that produces competent graduates with international standards and develops applied technology that is relevant to today's and future industries. Politeknik Astra provides vocational higher education based on applied technology that provides added value to people's welfare improvement.

In 2021, Politeknik Astra had a new 5-hectare campus in the Delta Silicon II Industrial Estate, Cikarang, to accommodate a ten-fold number of students. In addition, Politeknik Astra produced 6 new prototypes, including the Multi-function CNC Machine Prototype which received a Government grant provided the Ministry of Finance through the Education Fund Management Institute (LPDP) program in collaboration with PT Astra Otoparts Tbk WINTEQ division. In addition, one of the prototypes was part of the development of a rural multi-purpose car in collaboration with YBDA and Daihatsu Sales Operation.

Several community service programs were also run in synergy with ESR and the Astra Foundation for SMK and UKM, for technical training programs and technology development seminars.

Also in 2021, Politeknik Astra was appointed by the Ministry of Education, Culture, Research and Technology as a partner for the Vocational Center of Excellence, whose main function is to improve the quality of SMK through partnerships and alignment with the business world and industry.



6

Program studi vokasi (D3) di Politeknik Astra yakni Teknik Produksi dan Proses Manufaktur, Manajemen Informatika, Mesin Otomotif, Mekatronika, dan Teknologi Konstruksi Bangunan Gedung.

Vocational study programs (D3) at Astra Polytechnic, namely Production Engineering and Manufacturing Processes, Information Management, Automotive Machinery, Mechatronics, and Building Construction Technology.



3,851

Mahasiswa lulusan Politeknik Astra sejak tahun 1995.
Graduates of Astra Polytechnic since 1995.



889

Mahasiswa penerima beasiswa Astra sejak tahun 2009.
Beneficiary Students of Astra scholarships since 2009.

51

Publikasi berupa jurnal pada 2021, prosiding tingkat Nasional dan Internasional serta HKI dan buku ber-ISBN.
Publications in the form of journals in 2021, proceedings at the National and International levels as well as HKI and books with ISBN.



11

Orang yang lulus Program Astra Automotive Bachelor Professional yang merupakan program sertifikasi teknikal Jerman di bidang Otomotif yang merupakan program pertama di Asia.
People who have completed the Astra Automotive Bachelor Professional Program, which is a German technical certification program in the automotive sector, the first of such program in Asia.

210

Ahli Madya Diploma 3, 55 orang di antaranya merupakan penerima Beasiswa Astra.
Associate Diploma 3 Experts, 55 of whom were Astra Scholarship beneficiaries.

56

Aktivitas pengabdian kepada masyarakat bersinergi dengan ESR dan Yayasan Astra kepada SMK dan UKM, untuk program pelatihan teknikal dan seminar perkembangan teknologi dilaksanakan sepanjang tahun 2021.
Community service activities in synergy with ESR and the Astra Foundation for SMK and SMEs, for technical training programs and technology development seminars held throughout 2021.



YAYASAN ASTRA HONDA MOTOR (YAHM)

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

Yayasan Astra Honda Motor (YAHM) memiliki 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 berkendara sepeda motor di jalan, program pelestarian lingkungan hidup serta kegiatan amal untuk berbagai aktivitas sosial dan budaya, termasuk bencana alam.

Pada 2021, YAHM telah memberikan beasiswa, penanganan pandemi COVID-19, pendidikan lingkungan hidup untuk menjadi duta-duta lingkungan hidup di daerah asal, dan pembinaan generasi muda dengan pendidikan keterampilan teknik sepeda motor Honda. Selain itu program *safety riding campaign* pada tahun 2021 dilakukan YAHM melalui, *safety riding lab* dan *short movie contest*.

Field of Activity: Education, Road Safety, Environment & Community Development

Yayasan Astra Honda Motor (YAHM) has a mission to support people's lives in the education and social fields through scholarship programs for underprivileged but academically outstanding students, and the construction of supporting facilities for educational institutions, public education about motorcycle safety riding, environmental conservation programs living and charitable activities for various social and cultural activities, including natural disasters.

In 2021, YAHM has provided scholarships, handling the COVID-19 pandemic, environmental education to produce environmental ambassadors in their area of origin, and coaching the younger generation with education in Honda motorcycle engineering skills. In addition, in 2021 the safety riding campaign program is carried out by YAHM through the safety riding lab and short movie contest.



840

Orang | People

Total penerima beasiswa dari YAHM kepada siswa SD, SMP, SMA, dan perguruan tinggi.

Total scholarship beneficiaries of YAHM to elementary, junior high, high school, and college students.



1,500

Masker | Mask



2,312

Face Shield

Total bantuan yang diberikan kepada Tenaga Kesehatan

Total assistance provided to Health Workers



1,000,000

Hand Sanitizer

Diberikan kepada masyarakat di berbagai daerah.

Given to communities in various regions.



10,000

Orang | People

Total penerima manfaat dengan dana kelola Rp4,7 miliar pada 2021.

Total beneficiaries with managed funds reaching IDR4.7 billion in 2021.

Public Contribution Roadmap



YAYASAN AMALIAH ASTRA (YAA)

Bidang Kegiatan: Pendidikan, Pemberdayaan Ekonomi, Santunan Sosial.

Yayasan Amaliah Astra (YAA) didirikan untuk membangun *Intellectual Quotient* (IQ), *Emotional Quotient* (EQ) dan *Spiritual Quotient* (SQ) melalui kegiatan di bidang sosial keagamaan. Kegiatan YAA dilakukan melalui Masjid Astra, seperti perayaan keagamaan dan kegiatan untuk mempererat solidaritas sesama profesional 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.

YAA telah mengembangkan aplikasi Sistem Keuangan Masjid Online dan pada 2021 terus mengakselerasi pendampingan melalui *workshop*. Aplikasi ini dapat membantu Dewan Kepengurusan Masjid (DKM) untuk pengelolaan keuangan sehari-hari. Selain itu, YAA juga mengadakan Lomba Murottal dan Tahfidz, Amaliah Astra Awards, Pesantren Virtual untuk anak-anak sekolah dasar, Pesan Trend, donor darah, serta melanjutkan program ZIS Payroll, edukasi Ziswaf, dan program-program pelatihan lainnya.

Fields of Activity: Education, Economic Empowerment, Social Assistance.

Yayasan Amaliah Astra (YAA) was established to build *Intellectual Quotient* (IQ), *Emotional Quotient* (EQ) and *Spiritual Quotient* (SQ) through activities in the socio-religious field. YAA activities are carried out through the Astra Mosque, such as religious celebrations and activities to strengthen solidarity among professional muslims and increase knowledge of the Islamic teaching, develop and nurture prospective religious leaders, and facilitate zakat, infaq and alms (ZIS) which are channeled for scholarships and community entrepreneurial capital.

YAA has developed the Online Mosque Financial System application and continued to accelerate assistance through workshops in 2021. This application helps the Mosque Management Council (DKM) with daily financial management. In addition, YAA also held Murottal and Tahfidz Contests, Amaliah Astra Awards, Virtual Islamic Boarding Schools for elementary school children, Trend Messages, blood donor, and continued the ZIS Payroll program, Ziswaf education, and other training programs.

Pesantren Virtual YAA

Guna mengisi liburan dengan kegiatan bermanfaat dan aman pada saat pandemi, Yayasan Amaliah Astra (YAA) melalui Masjid Astra mengadakan Pesantren Virtual, khusus untuk anak-anak jenjang sekolah dasar. *Workshop*, yang diikuti 297 peserta dan berasal dari putra-putri karyawan Grup Astra beserta anak-anak binaan ini, bertujuan memperdalam ilmu agama dan mendorong kecintaan terhadap lingkungan sejak dini. Pesantren Virtual kini diikuti peserta dari Sumatera, Kalimantan, Sulawesi, dan wilayah lainnya di Indonesia.

YAA Virtual Islamic Boarding School

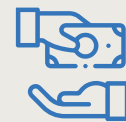
In order to for the children to spend the holiday season with useful and safe activities during the pandemic, the Amaliah Astra Foundation (YAA) through the Astra Mosque held a Virtual Islamic Boarding School, specifically for elementary school students. The workshop, attended by 297 children of Astra Group employees and assisted children, aims to give the children religious knowledge and encourage love for the environment from an early age. Virtual Islamic Boarding School is now attended by participants from Sumatera, Kalimantan, Sulawesi, and other regions in Indonesia.



Rp 16.1
Miliar | Billion

Total penyaluran untuk beasiswa, pemberdayaan ekonomi, dan program sosial & waqaf, selama 2021.

Total distribution of scholarships, economic empowerment, and social & waqf programs, during 2021.



70,211
Orang | People

Total penyaluran dana disalurkan kepada 70.211 penerima manfaat pada 2021.

Total disbursement of funds distributed to 70,211 beneficiaries in 2021.



YAYASAN KARYA BAKTI UNITED TRACTORS (YKBUT)

Bidang Kegiatan: Pendidikan

Yayasan Karya Bakti United Tractors (YKBUT) memiliki visi Menjadi Lembaga Pendidikan Keterampilan Mekanik dan Operator Alat-alat Berat Terbaik di Dunia. UT School menjadi wadah pelaksanaan program pendidikan intensif untuk menyiapkan 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.

Sejak diluncurkan tahun 2009 sampai dengan akhir tahun 2021 tercatat lulusan UT School mencapai 27.506 orang.

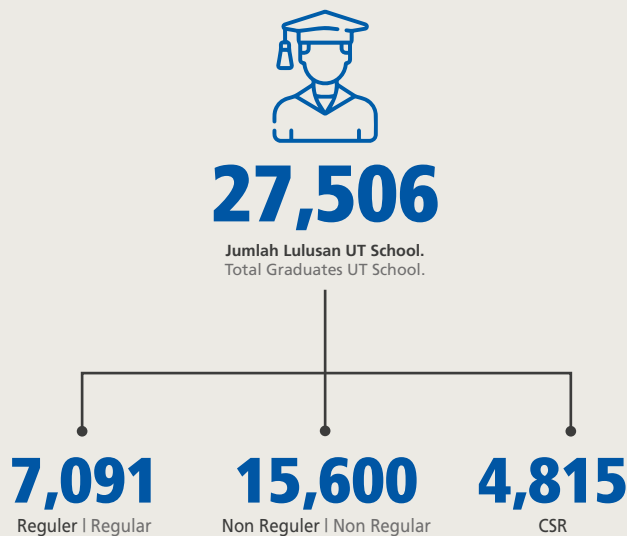
Pada tahun 2021 juga, untuk mendukung program pemerintah terkait peningkatan pendidikan vokasi khususnya di bidang Teknik Alat Berat, YKBUT melakukan penandatanganan perjanjian kerja sama dengan Sekolah Vokasi Universitas Gadjah Mada (UGM).

Field of Activity: Education

Yayasan Karya Bakti United Tractors (YKBUT) has a vision to be the Best Educational Institution in Mechanical Skills and Heavy Equipment Operators in the World. UT School is a forum where intensive education programs are implemented to prepare professional heavy equipment operators and mechanics according to international standards. UT School not only provides customized education for Astra Group and its customers but also supports the development of vocational schools to encourage quality improvement and national industry standards.

Since its launch in 2009 until the end of 2021, UT School has successfully graduated 27,506 persons.

In 2021, to support government programs related to improving vocational education, especially in the field of Heavy Equipment Engineering, YKBUT entered into a cooperation agreement with the Vocational School of Gadjah Mada University (UGM).



Reguler
Program pelatihan secara periodik setiap tahun dengan durasi program 1 tahun

Regular
Training program conducted periodically every year with a program duration of 1 year

Non Reguler
Program pelatihan diadakan sesuai permintaan dan kebutuhan mitra

Non Regular
Training program held according to the requests and needs of partners

CSR
Kegiatan pelatihan singkat untuk siswa SMK

CSR
Short training activities for Vocational school students

Webinar Series UT D'care Menjalin Silaturahmi Karyawan Di tengah Pandemi

UT D'CARE didirikan dengan tujuan utama untuk ikut serta membangun kebahagiaan keluarga besar karyawan dalam lini bisnis Alat Berat, Pertambangan, Konstruksi, dan Energi. Pada masa pandemi selama tahun 2020-2021, UT D'CARE mengadakan webinar nasional dengan peserta karyawan, keluarga karyawan, serta PERISKA (Persatuan Istri Karyawan). Dimulai dari webinar UT D'Care thn 2020 yaitu webinar parenting 101 Vol 1,2 dan 3 sedangkan di tahun 2021 D'CARE telah mengadakan webinar HUT D'CARE, webinar *launching* aplikasi D'CONNECT, dan webinar PERISKA. Total peserta yang hadir dalam webinar mencapai lebih dari 400 peserta. Diharapkan, UT D'CARE senantiasa terus hadir memberikan kebermanfaatn secara menyeluruh bagi seluruh karyawan dan keluarga karyawan di Indonesia dengan terus menjalin tali silaturahmi antar karyawan pada masa pandemi.

Webinar Series of UT D'care Establishes Employee Relations in the Midst of a Pandemic

UT D'CARE was founded with the main objective of participating in building happiness for all employees in the Heavy Equipment, Mining, Construction, and Energy business lines. During the 2020-2021 pandemic, UT D'CARE held a national webinar inviting employees, employees' families, and PERISKA (Employee's Wives Association) as participants. Starting from the UT D'Care webinar in 2020, namely parenting webinar 101 Vol 1,2 and 3. Meanwhile in 2021, D'CARE held webinar of Anniversary D'CARE, webinar on the launching of the D'CONNECT application, and webinar for PERISKA. The total participants who attended the webinar reached more than 400 participants. UT D'CARE is expected to always be present to provide comprehensive benefits for all employees and their families in Indonesia by continuing to build friendships between employees during the pandemic.

Public Contribution Roadmap



YAYASAN PENDIDIKAN ASTRA MICHAEL D. RUSLIM (YPA-MDR)

Bidang Kegiatan: Pendidikan

Yayasan Pendidikan 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. Pada 2021, terdapat penambahan sekolah binaan YPA-MDR sejumlah lima sekolah (3 SD, 1 SMP, 1 SMK) di Kabupaten Kapuas, re-sertifikasi ISO 9001:2015 untuk 2 sekolah (SDN Gunturan, Bantul dan SMPN 2 Gedangsari, Gunung Kidul), pengembangan materi Rencana Pelaksanaan Pembelajaran (RPP) pada School Collaboration System (SCS), peluncuran Berbagi Inspirasi Insan Astra (BINAR), pembentukan Komunitas Pembatik Cilik di Gedangsari, Gunung Kidul.

Dalam rangka akselerasi peningkatan mutu pendidikan di Nusa Tenggara Timur (NTT), YPA-MDR menjalankan program Guru Muda Garda Depan (GMGD) dengan menunjuk 13 guru muda di sekolah-sekolah binaan di Rote Barat, pembukaan akses jaringan internet serta menyelesaikan proyek renovasi dan pembangunan delapan sekolah serta memulai kembali proyek renovasi dan pembangunan untuk tiga sekolah di Rote Barat.

Field of Activity: Education

Yayasan Pendidikan Astra-Michael D. Ruslim (YPA-MDR) has a vision to help primary and secondary schools in underprivileged areas in the form of human resource development, curriculum development and professional school management. In 2021, the program had five additional YPA-MDR assisted schools (3 SD, 1 SMP, 1 SMK) in Kapuas Regency, re-certification of ISO 9001:2015 for 2 schools (Gunturan State Elementary School, Bantul and Gedangsari State Junior High School 2, Gunung Kidul), the development of Learning Implementation Plan (RPP) materials on the School Collaboration System (SCS), the launching of Sharing Inspiration for Astra People (BINAR), formation of the Little Batik Community in Gedangsari, Gunung Kidul.

To accelerate the improvement education quality in East Nusa Tenggara (NTT), YPA-MDR runs the Front Guard Young Teachers (GMGD) program by assigning 13 young teachers to target schools in West Rote, opening internet access and completing renovation and development projects, and constructing eight schools and restarted renovation and construction projects for three schools in West Rote.



23,856

Jumlah siswa binaan
Total fostered students



1,622

Jumlah guru binaan
Total trained teachers



111

Sekolah binaan
Fostered schools



112

Karya inovasi melalui Program Pekan Inovasi Guru (PIGUR)
Innovation works through the Teacher Innovation Week Program (PIGUR)



8

Sekolah yang dibangun YPA-MDR di Rote Ndao, NTT.
Schools built by YPA-MDR in Rote Ndao, NTT.

PR Indonesia Awards

YPA-MDR meraih penghargaan Bronze Winner pada kategori Social Media dalam ajang PR Indonesia Awards 2021.

YPA-MDR won the Bronze Winner award in the Social Media category at the 2021 PR Indonesia Awards.

Indonesia's Best Corporate Sustainability Initiatives & Team

YPA-MDR meraih penghargaan sebagai Indonesia's Best Corporate Sustainability Initiatives 2021 dan Top 10 Indonesia's Corporate Sustainability Warriors 2021 yang diselenggarakan oleh Mix Marketing & Communications.

YPA-MDR won awards as Indonesia's Best Corporate Sustainability Initiatives 2021 and Top 10 Indonesia's Corporate Sustainability Warriors 2021 organized by Mix Marketing & Communications.



16

YPA-MDR memberikan bantuan pembukaan akses jaringan internet tahap satu ke 16 sekolah binaan di Nusa Tenggara Timur (NTT) di Kecamatan Amarasi Selatan, Takari, dan Rote Barat.

YPA-MDR provided assistance in opening internet network access phase 1 to 16 target schools in East Nusa Tenggara (NTT) in South Amarasi, Takari, and West Rote Subdistricts.

SNI Awards

Sekolah binaan YPA-MDR yaitu SMPN 1 Tanjung Sari, Kabupaten Lampung Selatan meraih peringkat perunggu pada ajang SNI Awards 2021.

The YPA-MDR target school, namely Tanjung Sari State Junior High 2, South Lampung Regency won a bronze rank at the 2021 SNI Awards event.

Corporate Affairs Awards

Meraih penghargaan Terbaik I – Pengaplikasian ACMS kategori Yayasan dan Koperasi Grup Astra.

Awarded Best I – Application of ACMS for the Astra Group Foundation and Cooperative category.

Data akumulatif sampai Desember 2021
Accumulative data until December 2021



SEKOLAH YAYASAN ASTRA AGRO LESTARI (YAAL), PENDIDIKAN GRATIS UNTUK ANAK-ANAK KARYAWAN DAN MASYARAKAT SEKITAR

Bidang Kegiatan: Pendidikan

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 memfasilitasi pendidikan gratis bagi semua anak karyawan yang tinggal di dalam dan sekitar area konsesi anak perusahaan. Diharapkan anak-anak dapat fokus belajar dan memiliki motivasi untuk bisa mencapai pendidikan yang tinggi.

Selama masa pandemi, Sekolah YAAL memberikan kebebasan kepada orang tua siswa (karyawan) untuk mengizinkan anak mereka tetap belajar dari rumah (BDR) atau melakukan pembelajaran tatap muka terbatas (PTMT) sesuai dengan protokol kesehatan. PTMT diberlakukan jika daerah bukan berada pada level IV dan sekolah sudah memenuhi syarat dari pemerintah untuk melakukan PTMT.

Selama tahun 2021 aktivitas belajar 7,784 orang anak pekerja masih menggunakan sistem BDR, sementara menunggu semua persyaratan PTMT terpenuhi. 532 orang guru dari perusahaan secara terjadwal berkeliling mendampingi anak pekerja selama BDR, untuk meningkatkan kualitas pembelajaran. Proses BDR di masing-masing perumahan pekerja tetap menggunakan protokol kesehatan. Hal ini dilakukan agar anak pekerja mendapatkan akses pendidikan berkualitas dan perlindungan terhadap kesehatan dan keselamatan mereka.

Sedangkan bagi anak pra sekolah mendapatkan fasilitas pengasuhan di 305 TPA (Tempat Pengasuhan Anak) yang tersebar di seluruh area operasional perusahaan. TPA dilengkapi fasilitas bermain dan istirahat serta 456 pengasuh terlatih yang mendampingi tumbuh kembang anak selama kedua orang tuanya bekerja.

Field of Activity: Education

Astra Agro Lestari Foundation (YAAL) was established with the vision of creating the best schools in plantation operational areas through providing better education for employees' families and the surrounding community as well as producing graduates with high academic achievements, innovativeness, character, care for health, safety and the environment. YAAL builds Kindergarten to Junior High Schools along with mentoring for school management and teaching staff quality development.

YAAL facilitates free education for all employees' children who live in and around concession areas of subsidiaries. The hope is that the children can focus on learning and become motivated to achieve higher education.

During the pandemic, YAAL School leaves it to parents (employees) to decide whether they let their children study from home (BDR) or have them study in a limited face-to-face learning session (PTMT), with adherence to health protocols. PTMT is enforced if the area is not considered as level IV and the school has met the requirements from the government to conduct PTMT.

During 2021 the BDS system was still applied in the learning process for the 7,784 children of employees before all the PTMT requirements are met. As many as 532 teachers assigned by the company were scheduled for teaching in rotation during BDR, in order to improve the quality of learning. The BDR process in each worker's housing complex continued by imposing health protocol. The process allowed the children of workers to have access to quality education while their health and safety are protected.

Meanwhile, pre-school children received care facilities in 305 TPA (Child Care Places) spread throughout the company's operational areas. The TPA is equipped with play and rest facilities in addition to 456 trained caregivers who take care of the children as they grow up and develop while both their parents are at work.



60 Sekolah Formal
Formal School

37 Taman Kanak-kanak
Kindergarten

13 Sekolah Dasar
Elementary school

10 Sekolah Menengah
Pertama
Junior High School



+1,300

Siswa | Students
**Lulus dari PAUD, TK, SD,
dan SMP setiap tahunnya**
Graduates of Pre-School,
Kindergarten, Elementary
School, and Junior High
School every year



532

Guru | Teachers
Status Karyawan Tetap
Permanent Employee
Status



10,734

Siswa | Students
**Anak karyawan & anak
masyarakat sekitar
konsesi**
Children of employees &
children of communities
around the concession



305

**Tempat Pengasuhan
Anak yang didukung 456
pengasuh**
Childcare Center
supported by 456
caregivers

Data akumulatif sampai Desember 2021
Accumulative data until December 2021



YAYASAN INSAN MULIA PAMAPERSADA NUSANTARA (YIMP)

Bidang Kegiatan: Sosial Keagamaan

Yayasan Insan Mulia Pama (YIMP) didirikan 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, sedekah, 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.

Pada 2021, YIMP memberikan banyak manfaat melalui bidang penyaluran pendidikan, program sedekah makanan dan minuman, pembangunan sarana penunjang dakwah, bantuan asatidz asatidzah, bantuan sembako masyarakat sekitar terdampak COVID-19, bantuan infaq Peduli Bencana, program Dakwah Virtual, pengadaan kitab/buku tafsir, fiqh karyawan dan ASN, perayaan hari besar agama, program kesehatan, program santunan dan bantuan fakir miskin, pembuatan sumur Kampung Muallaf, bantuan kepada ghorimin dan fisabilillah.

Field of Activity: Religious Social

Yayasan Insan Mulia Pama (YIMP) was established to make a positive contribution to the development of the company and the society through building positive employee characters such as faithful, devoted, and have noble character. The focus of the Insan Mulia Pama Foundation program is on managing infaq, zakat, alms, organizing da'wah and studies as well as organizing social programs in 17 mining areas of PT Pamapersada Nusantara in DKI Jakarta, South Kalimantan, Central Kalimantan, East Kalimantan, and South Sumatra.

In 2021, YIMP provided many benefits through education, food and beverage alms programs, construction of supporting preaching facilities, asatidz asatidzah assistance, basic food assistance for communities affected by COVID-19, Disaster Care infaq assistance, Virtual Da'wah program, procurement of interpretation books/books, Fiqh of employees and ASN, celebration of religious holidays, health programs, compensation and assistance programs for the needy, construction of wells in Muallaf Village, assistance to ghorimin and fisabilillah.



19,049

Orang | People

Jumlah penerima manfaat pada 2021.
Total of beneficiaries in 2021.



Rp 11.4

Miliar | Billion

Total manfaat yang diberikan pada 2021.
Total benefits provided in 2021.



Tentang Laporan Ini

About this Report



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Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report



Laporan Keberlanjutan ini menyajikan komitmen Astra terhadap praktik bisnis yang bertanggung jawab, transparan, dan akuntabel untuk mendukung *Sustainable Development Goals* (SDGs) demi mewujudkan masa depan yang lebih baik bagi semua.

This Sustainability Report represents Astra's commitment towards responsible business conduct, transparency, and accountability in support of the Sustainable Development Goals (SDGs) to build a better future for all.



Sejak tahun 2002, Astra menerbitkan Laporan Keberlanjutan setiap tahun berdampingan dengan Laporan Tahunan Perseroan. Laporan ini adalah laporan keberlanjutan Perseroan ke-20 yang memuat gambaran komprehensif dari upaya Astra dalam mencapai pertumbuhan bisnis yang bertanggung jawab dan berkelanjutan. Dalam laporan ini juga Astra menyajikan berbagai upaya Grup Astra dalam menyeimbangkan prinsip-prinsip *Sustainable Development Goals* (SDGs) ke dalam proses dan model bisnis, serta berbagai inisiatif di bidang ekonomi, sosial, dan lingkungan.

Laporan ini disajikan berdasarkan strategi keberlanjutan Astra yaitu strategi *Triple-P Roadmap* yang terdiri atas *Portfolio Roadmap*, *People Roadmap*, dan *Public Contribution Roadmap*.

Dalam laporan keberlanjutan tahun 2021 ini, Astra juga menyajikan berbagai inisiatif dan upaya yang dilakukan Grup Astra dalam pencegahan dan penanganan Pandemi COVID-19 yang memasuki tahun kedua pada 2021.

Since 2002, Astra has published its yearly Sustainability Report alongside the Company's Annual Report. This year's edition is the Company's 20th sustainability report which gives a comprehensive overview of Astra's efforts to achieve responsible and sustainable business growth. In this report, Astra elaborates on the various efforts of Astra Group in balancing the principles of the Sustainable Development Goals (SDGs) with business processes and models, in addition to a variety of other initiatives in the economic, social, and environmental fields.

This report is presented based on Astra's sustainability strategy, which are Strategic Triple-P Roadmap that consists of Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap.

In this 2021 sustainability report, Astra also discloses the initiatives and efforts implemented by the Astra Group in preventing and handling the COVID-19 pandemic, which had entered its second year in 2021.



Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report

Periode Pelaporan Reporting Period [GRI 102-50] 1 Januari-31 Desember 2021 1 January - 31 December 2021	Siklus Pelaporan Reporting Cycle [GRI 102-52] Tahunan Annual	Bulan Terbit Laporan Sebelumnya Previous Report Issue Month [GRI 102-51] April 2020	Indeks GRI GRI Index [GRI 102-55] Di Halaman Page 212	Pernyataan Kembali Restatement [GRI 102-48] Tidak Ada None
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Standar Pelaporan yang Digunakan | Reporting Standards Used **[GRI 102-54]**
Global Reporting Initiative (Core Option) | POJK 51/2017 dan SE-OJK 16/2021 **[GRI 102-54]**

BATASAN DAN RUANG LINGKUP PELAPORAN

Batasan dan ruang lingkup pelaporan untuk laporan keberlanjutan tahun 2021 ini adalah sebagai berikut: **[102-45][102-46]**

REPORTING SCOPE & BOUNDARIES

The reporting limits and scope for this 2021 sustainability report are as follows: **[102-45][102-46]**

Data Kinerja yang Dilaporkan Reported Performance Data	Ruang Lingkup Penyajian Data Scope of Data Presentation			
	Entitas Induk Parent Entity	Anak Perusahaan Subsidiaries	Perusahaan Asosiasi Associated Company	Ventura Bersama Joint Venture
Kuangan *	✓	✓		
Lingkungan *	✓	✓		
Kesehatan dan Keselamatan Kerja (K3) *	✓	✓		
Ketenagakerjaan **	✓	✓	✓	✓
Total Durasi Pelatihan *	✓	✓		
Rekrutmen dan Turnover Karyawan *	✓	✓	✓	✓
Hubungan Industrial dan PKB **	✓	✓	✓	✓
Kebebasan Berserikat **	✓	✓	✓	✓
Integritas dan Anti-Korupsi **	✓	✓	✓	✓
Sosial Kemasyarakatan ***	✓	✓	✓	✓

* Data kuantitatif pada topik ini adalah data konsolidasi dari 184 perusahaan yang mencakup entitas induk dan anak perusahaan.
 ** Data kuantitatif pada topik ini adalah data konsolidasi yang mencakup 240 perusahaan terdiri dari entitas induk, anak perusahaan, joint venture, dan perusahaan asosiasi.
 *** Data kuantitatif pada topik ini adalah data konsolidasi yang mencakup 240 perusahaan yang terdiri dari entitas induk, anak perusahaan, joint venture, dan perusahaan asosiasi, berikut kegiatan sosial kemasyarakatan yang dilakukan oleh 9 yayasan Astra.
 * Quantitative data on this topic are consolidated data from 184 companies that include parent and subsidiary entities.
 ** Quantitative data on this topic is consolidated data covering 240 companies consisting of parent entities, subsidiaries, joint ventures, and associated companies.
 *** Quantitative data on this topic is consolidated data covering 240 companies consisting of parent entities, subsidiaries, joint ventures, and associated companies, as well as social activities carried out by 9 Astra foundations.

Laporan keberlanjutan Astra tahun ini mencakup beberapa perubahan untuk meningkatkan kualitas pelaporan Perseroan, antara lain: **[GRI 102-49]**

Astra’s Sustainability Report for this year includes several changes to improve the quality of the Company’s reporting, including: **[GRI 102-49]**

1. Lingkup pelaporan data kinerja lingkungan mencakup data dari unit-unit bisnis sebagaimana tercantum dalam bagian *scope* dan *boundary* laporan ini di bagian Tentang Laporan ini. Khusus untuk data emisi GHG, metode perhitungan dan rekapitulasi data emisi menggunakan pendekatan operational control sesuai dengan Greenhouse Gas Protocol, IPCC Guidelines for Greenhouse Gas Inventory.

1. The scope of environmental performance data reporting includes data from business units as stated in the scope and boundaries section of this report in the About section of this Report. Specifically for GHG emission data, the method of calculating and recapitulating emission data uses an operational control approach in accordance with the Greenhouse Gas Protocol, IPCC Guidelines for Greenhouse Gas Inventory.

- Perhitungan intensitas energi, emisi, air, dan limbah sebagai parameter kinerja lingkungan Perseoran, tahun ini dihitung berdasarkan *revenue* (pendapatan) yang sebelumnya dihitung berdasarkan jumlah *output* produksi
- Sebagai bagian dari rejuvenasi strategi *Triple-P Roadmap*, pada pelaporan tahun ini kinerja lingkungan yang berhubungan dengan aktivitas operasional Grup Astra diungkap dalam bab *Portfolio Roadmap* dari sebelumnya yang menjadi bagian dari *Public Contribution Roadmap*.

- Calculation of the intensity of energy, emissions, water, and waste as parameters of the Company's environmental performance, this year it is calculated based on revenue which was previously calculated based on the total production output.
- As part of the rejuvenation of the Triple-P Roadmap strategy, this year's report on environmental performance related to Astra Group's operational activities is disclosed in the Portfolio Roadmap chapter, which was previously part of the Public Contribution Roadmap.

PRINSIP PELAPORAN [102-46]

Dalam menyusun isi laporan, Astra menggunakan prinsip-prinsip pelaporan dari Global Reporting Initiatives (GRI), sesuai dengan panduan GRI 101 yakni:

- Keterlibatan Pemangku Kepentingan
- Konteks keberlanjutan
- Materialitas
- Kualitas Laporan
- Akurasi
- Keseimbangan
- Kejelasan
- *Data Comparability*
- Keandalan
- Ketepatan Waktu

REPORTING PRINCIPLES [102-46]

In compiling the report's contents, Astra uses the reporting principles of the Global Reporting Initiatives (GRI), in accordance with the GRI 101 guidelines, namely:

- Stakeholder engagement
- Sustainability context
- Materiality
- Report quality
- Accuracy
- Balance
- Clarity
- Data Comparability
- Reliability
- Timeliness

**Penerapan Prinsip Pelaporan
 Adoption of Reporting Principles**



Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report

MEMASTIKAN KUALITAS & KREDIBILITAS LAPORAN [102-56]

Dalam memastikan kualitas dan kredibilitas data serta informasi yang dicantumkan dalam laporan, Astra melaksanakan *external assurance* yang dilakukan oleh Bureau Veritas Indonesia (BVI) sebagai *external independent assesor*. *Assurance statement* untuk laporan ini dapat ditemukan pada halaman 218 laporan ini.

ENSURING QUALITY & CREDIBILITY OF REPORT [102-56]

In ensuring the quality and credibility of the data and information used in the report, Astra had an external assurance conducted by Bureau Veritas Indonesia (BVI) as an external independent assessor. The assurance statement for this report can be found on the 218 page of this report.

DAFTAR TOPIK MATERIAL [102-47][102-49]

Daftar topik material untuk laporan keberlanjutan Astra tahun 2021 berangkat dari daftar topik material tahun sebelumnya yang kemudian dilakukan penyesuaian. Hal ini dilakukan untuk memastikan relevansi setiap topik dengan perkembangan isu dan topik material pada tahun 2021. Penyesuaian tersebut dilakukan melalui proses diskusi internal dan eksternal dengan para pemangku kepentingan. Daftar topik material untuk laporan keberlanjutan tahun 2021 sebagai berikut:

MATERIAL TOPIC LIST [102-47][102-49]

The list of material topics for the 2021 Astra sustainability report is based on the list of material topics from the previous year which was then adjusted. This is done to ensure the relevance of each topic to the development of material issues and topics in 2021. These adjustments are made through a process of internal and external discussions with stakeholders. The list of material topics for the 2021 sustainability report is as follows:

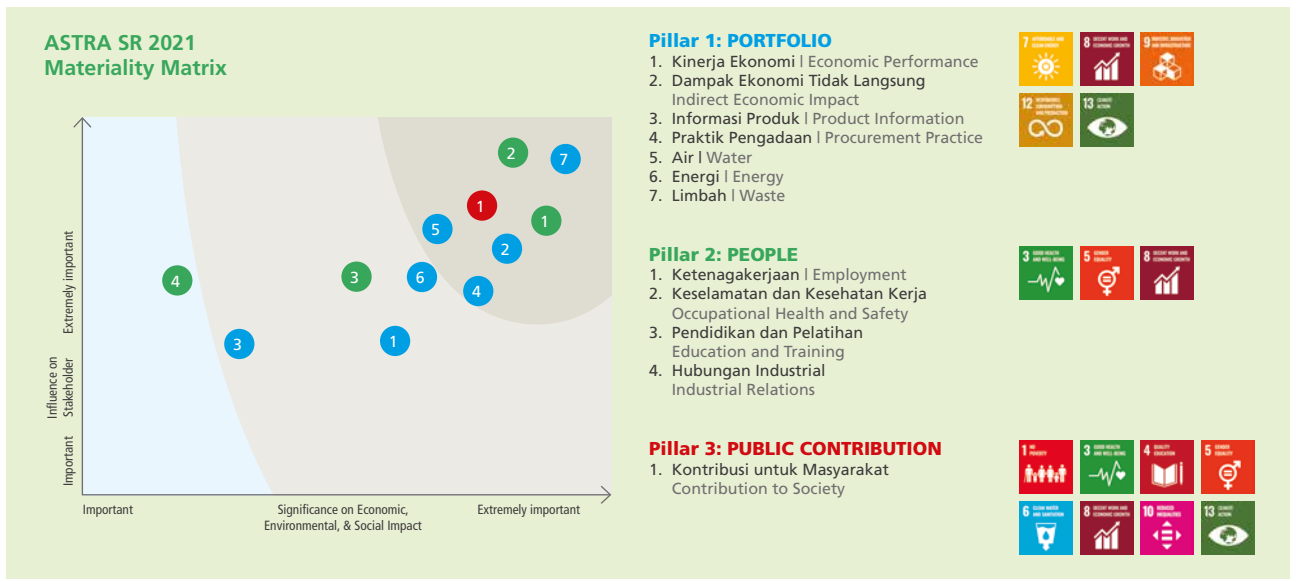
Topik Utama Key Topics	Topik Material Key Topics [102-47]	Penjelasan Topik Material & Komitmen Astra Explanation of Astra's Material Topics & Commitments [103-1]
Portfolio Roadmap	Kinerja Ekonomi Economic Performance	<p>Kinerja keuangan dan operasional menjadi perhatian utama bagi para pemangku kepentingan. Astra berkomitmen untuk terus berupaya meningkatkan kinerja ekonomi sehingga perusahaan dapat tumbuh berkelanjutan dan memberikan manfaat jangka panjang bagi para pemangku kepentingan kami.</p> <p>Financial and operational performance are major concern for stakeholders. Astra is committed to continuously striving to improve economic performance so the company can grow sustainably and provide long-term benefits for our stakeholders.</p>
	Dampak Ekonomi Tidak Langsung Indirect Economic Impact	<p>Astra menyadari operasional bisnis yang dijalankan dapat menghasilkan dampak ekonomi tidak langsung, mulai dari infrastruktur dan sarana/prasarana umum, penyerapan tenaga kerja, munculnya bisnis-bisnis baru, dan kegiatan lain yang membantu mendorong geliat ekonomi masyarakat setempat.</p> <p>Astra realizes that its business operations can have an indirect economic impact, starting from public infrastructure and facilities, employment, the emergence of new businesses, and other activities that help boost the local community's economy.</p>

Topik Utama Key Topics	Topik Material Key Topics [102-47]	Penjelasan Topik Material & Komitmen Astra Explanation of Astra's Material Topics & Commitments [103-1]
	Praktik Pengadaan Procurement	<p>Astra memahami praktik pengadaan yang baik dapat mendorong efek domino yang bertanggung jawab dan berkelanjutan ke seluruh rantai pasokan perusahaan. Untuk itu, Astra melalui proses seleksi dan evaluasi mitra bisnis mewajibkan penerapan sejumlah kriteria, standar, dan komitmen. Hal ini terkait dengan aspek lingkungan, K3, penghormatan hak asasi manusia, pakta integritas komitmen anti-korupsi dan anti-bribery commitments into cooperation contracts. In addition, as a form of Astra's commitment to advancing the national economy, Astra prioritizes local suppliers in the process of procuring goods and services.</p> <p>Astra understands that good procurement practices can drive a responsible and sustainable domino effect throughout the company's supply chain. To that end, in the process of selection and evaluation of business Astra goes requires the application of a number of criteria, standards, and commitments. This is related to environmental aspects, OSH, respect for human rights, integrity pacts on anti-corruption and anti-bribery commitments into cooperation contracts. In addition, as a form of Astra's commitment to advancing the national economy, Astra prioritizes local suppliers in the process of procuring goods and services.</p>
	Air Water	<p>Astra berkomitmen untuk melindungi sumber daya air melalui manajemen air yang komprehensif, mulai dari pengambilan, konsumsi, konservasi, penggunaan ulang, pemantauan kualitas air di keseluruhan proses hingga air tersebut dikembalikan ke badan air umum.</p> <p>Astra commits to protect water as a shared resources through a comprehensive water management. From water withdrawal, consumption, conservation, water recycle, to water quality monitoring throughout the water life-cycle of water in our operations up to water discharge back to the environment.</p>
	Energi Energy	<p>Astra memahami pertumbuhan bisnis yang berkelanjutan harus ditopang oleh energi yang berkelanjutan. Untuk itu, Astra terus mendukung langkah Pemerintah Indonesia di bidang energi, baik dari sisi efisiensi energi di operasional Perseroan, hingga melakukan investasi-investasi baru di bidang energi bersih untuk masa depan.</p> <p>Astra understands that sustainable growth must be supported by sustainable energy. Hence, Astra continues to support the Indonesian Government in the energy aspect, from continuous improvement in our energy consumption efficiency to new investments in new and renewable clean energy for the future.</p>
	Limbah Waste	<p>Kegiatan Operasional Grup Astra terdiri dari berbagai macam industri, menghasilkan sejumlah limbah yang berdampak pada lingkungan dan manusia jika tidak dikelola dengan baik. Astra berkomitmen untuk melakukan pengelolaan limbah padat khususnya limbah Bahan Beracun dan Berbahaya (B3) yang berfokus pada 6R yaitu <i>Refine, Reduce, Recycle, Reuse, Recovery, Retrieve to Energy</i>.</p> <p>The Astra Group runs operations in various industries, which generate a number of wastes that have an impact on the environment and humans if not managed properly. Astra is committed to managing solid waste, especially Toxic and Hazardous Material (B3) waste, which focuses on the 6Rs, namely Refine, Reduce, Recycle, Reuse, Recovery, Retrieve to Energy.</p>
	Emisi Emission	<p>Astra sebagai salah satu perusahaan terbesar di Indonesia berkomitmen untuk mendukung langkah Pemerintah Indonesia untuk bertransisi ke ekonomi rendah karbon dan mereduksi emisi Gas Rumah Kaca (GRK). Untuk itu, berbagai upaya dan inisiatif pengendalian emisi terus dilakukan oleh Grup Astra secara konsisten, termasuk melakukan peninjauan investasi dan bisnis baru di bidang Energi Baru Terbarukan (EBT).</p> <p>As one of Indonesia's biggest companies, Astra is committed to support the Indonesian Government roadmap towards low-carbon economy and to reduce carbon emissions. To that end, we are consistent in various efforts and initiative to control our emission Group-wide, including exploring new investments and businesses in New and Renewable Energy.</p>
People Roadmap	Kesehatan dan Keselamatan Kerja (K3) Occupational Health & Safety	<p>Kesehatan dan Keselamatan Kerja (K3) para karyawan dan kontraktor adalah prioritas utama Grup Astra. Membangun budaya K3 yang kuat berarti membangun keberlanjutan bisnis yang kuat. Untuk itu, Perseroan menyediakan tempat kerja dan sarana pendukung, serta fasilitas yang menjamin kesehatan dan keselamatan setiap karyawan, dan kontraktor yang beraktivitas di dalam area operasional dan Grup Astra.</p> <p>Occupational Health and Safety (OHS) of employees and workers is the main priority of the Astra Group. We believe building a strong OHS culture means building strong business sustainability. To that end, the Company provides a workplace and supporting facilities, and ones that that ensure the health and safety of every employee, worker, and active visitors in Astra Group's operational areas and installations.</p>

Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report

Topik Utama Key Topics	Topik Material Key Topics [102-47]	Penjelasan Topik Material & Komitmen Astra Explanation of Astra's Material Topics & Commitments [103-1]
	Ketenagakerjaan Employment	<p>Sebagai entitas induk Perseroan yang memiliki 240 anak usaha, ventura bersama, dan perusahaan asosiasi, Astra membutuhkan dukungan dari Sumber Daya Manusia yang berkualitas agar Perseroan dapat terus tumbuh secara berkelanjutan. Disamping itu, dengan skala bisnis Astra yang sebar dan terdiversifikasi, Astra mampu berkontribusi terhadap pertumbuhan ekonomi melalui pembukaan lapangan pekerjaan tanpa memandang jenis kelamin, suku, ras, dan agama.</p> <p>As a parent entity of the Company that has 240 subsidiaries, joint ventures, and affiliated companies, Astra needs the support of qualified Human Resources that will allow it to grow in a sustainable manner. In addition, with its growing and increasingly diversified business scale, Astra makes meaningful contribution to economic growth by creating job opportunities regardless of gender, ethnicity, race, and religion.</p>
	Pendidikan dan Pelatihan Training and Education	<p>Pengembangan karyawan menjadi aspek penting bagi Grup Astra untuk menghadapi tantangan dinamika usaha. Astra berkomitmen untuk mengembangkan karyawan melalui pendidikan dan pelatihan.</p> <p>Employee development is an important aspect for the Astra Group to face the challenges of business dynamics. Astra is committed to developing employees through education and training.</p>
	Hubungan Industrial Industrial Relation	<p>Menjalin hubungan dengan karyawan merupakan kunci untuk menciptakan Perseroan yang solid dan dinamis. Melalui hubungan industrial, Astra membina hubungan yang saling memberikan manfaat kepada seluruh karyawan.</p> <p>Building relationships with employees is the key to creating a solid, dynamic company. Through industrial relations, Astra fosters mutually beneficial relationships with all employees.</p>
Public Contribution Roadmap	Masyarakat Sekitar Surrounding Community	<p>Sebagai salah satu perusahaan terbesar di Indonesia dengan lini bisnis yang luas, Astra sadar memiliki kemampuan untuk memberikan manfaat positif bagi masyarakat dimana pun berada. Lebih dari itu, salah satu visi dari Astra adalah untuk menjadi "Sejahtera Bersama Bangsa". Demi mewujudkan visi tersebut, Astra terus konsisten dalam berbagai program sosial kemasyarakatan yang berkelanjutan, melalui pilar Kesehatan, Pendidikan, Lingkungan, dan Kewirausahaan.</p> <p>We are a big operation with extensive presence of our businesses. Astra realizes that we have to influence to make a positive impacts for the communities where ever we operate. Moreover, "To Prosper With the Nation" is the vision of this Company, and to achieve that vision, Astra Group has been consistent in our sustainable social contribution through the pillar of Health, Education, Environment, and Entrepreneurship.</p>



Daftar topik material pada laporan ini ditentukan melalui proses pelibatan dan diskusi dengan para pemangku kepentingan yang berfokus pada pembahasan topik dan dampak operasional signifikan, baik terhadap Astra dan bagi pemangku kepentingan.

The list of material topics in this report was selected through a process of engagement and discussion with stakeholders, with a focus on discussing the topics and their possible significant impacts, both for Astra and for stakeholders.

PEMANGKU KEPENTINGAN

Dalam pelaksanaan proses identifikasi dan interaksi dengan para pemangku kepentingan, Astra menggunakan data penelitian lapangan yang dilakukan sesuai dengan metodologi identifikasi pemangku kepentingan. Kami menggunakan hasil proses identifikasi untuk melakukan pelibatan pemangku kepentingan (*stakeholder engagement*), pemetaan, dan pengelolaan isu, hingga merumuskan dan melaksanakan program berdasarkan isu yang dihadapi di lapangan.

STAKEHOLDER ENGAGEMENT

In the process of identifying and interacting with the stakeholders, Astra uses field research data that are mined in accordance with the stakeholder identification methodology. We use the results of the identification process to engage the stakeholders, from mapping them, managing their issues of concern, to formulating and implementing stakeholder-targeted programs based on the issues faced in their respective fields.

Metode Identifikasi Kelompok Pemangku Kepentingan [SEOJK E.4] [GRI 102-42] Stakeholder Group Identification Method

Ketergantungan Reliance	Astra memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya Whether or not Astra has reliance on a person or an organization, or vice versa
Kewajiban Obligation	Astra memiliki tanggung jawab legal, komersial, atau etika terhadap seseorang atau sebuah organisasi Whether or not Astra has legal, commercial, or ethical obligation towards a person or an organization
Tekanan Pressure	Seseorang atau sebuah organisasi memiliki pengaruh terhadap Astra terkait isu ekonomi, sosial, atau lingkungan tertentu Whether or not person or an organization has influence over Astra in terms of certain economic, social, or environmental issues
Pengaruh Impact	Seseorang atau sebuah organisasi memiliki pengaruh terhadap Astra terkait strategi atau kebijakan pemangku kepentingan lain Whether or not a person or an organization has influence over Astra inn terms of strategies or policies of other stakeholders
Perbedaan Pandangan Different Perspective	Seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya dan berpengaruh terhadap Astra Whether or not a person or an organization has different perspectives that may impact business situation thus push initiation of new actions did not exist before and have an effect on Astra
Kedekatan Proximity	Seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan Astra Whether or not a person or an organization has geographical and operational proximity to Astra

Catatan | Note :

Metode identifikasi pemangku kepentingan di atas menggunakan standar AA1000AS-accountability assurance standard

Tentang Laporan Keberlanjutan Astra

About Astra Sustainability Report

Astra memiliki berbagai metode pelibatan pemangku kepentingan yang berbeda-beda. Keberagaman metode ini dilakukan demi memastikan aspirasi dan masukan dari pemangku kepentingan dapat ditangkap secara efektif dan efisien sehingga kami dapat melakukan tindak lanjut dan aksi terbaik bagi semua pihak. Beberapa metode pelibatan pemangku kepentingan antara lain melakukan pertemuan berkala, kunjungan lokasi (*site visit*), survei kepuasan, dan pertemuan virtual, serta kegiatan-kegiatan lainnya. Kami berusaha memastikan di setiap pelibatan, terutama yang melibatkan banyak pemangku kepentingan, setiap kelompok dapat terwakili dengan baik.

Astra juga membuka mekanisme untuk para pemangku kepentingan memberikan umpan balik terhadap isi dan laporan keberlanjutan Perseroan melalui formulir umpan balik yang kami lampirkan di setiap laporan keberlanjutan. Untuk laporan keberlanjutan tahun lalu, Astra tidak menerima umpan balik dari mekanisme formulir umpan balik tersebut. [\[SEOJK G.3\]](#)

Astra has a variety of different stakeholder engagement methods. This various methods is carried out to ensure aspiration and inputs from the stakeholders are captured effectively and efficiently to allow ourselves to take the best follow-up measures and actions for each of the stakeholder groups. The methods of stakeholder engagement include regular meetings, site visits, satisfaction surveys, virtual meetings, and some other engaging activities. We are doing our best to ensure that in each activity, each of the Company's stakeholder groups is well represented through their representatives.

Astra also provides a mechanism for stakeholders to provide feedback on the content and sustainability reports of the Company through the feedback form that we attach to each sustainability report. In last year's sustainability report, Astra did not receive feedback through the feedback form. [\[SEOJK G.3\]](#)

Ikhtisar Basis Identifikasi, Topik, dan Metode Pelibatan Pemangku Kepentingan [\[E.4\]](#)[\[102-40\]](#)[\[102-42\]](#)[\[102-43\]](#)[\[102-44\]](#)

Highlights of Stakeholder Identification Basis, Topics, and Methods of Stakeholder Engagement

Pemangku Kepentingan Stakeholder	Basis Penetapan Pemangku Kepentingan Basis for Stakeholder Determination	Metode Pelibatan & Frekuensi Pertemuan Engagement Method & Meeting Frequency	Isu Terkait Related Issue	Disajikan Dalam Laporan Ini Presented in This Report
Pelanggan	Ketertgantungan	<ul style="list-style-type: none"> Layanan Pelanggan Survei Kepuasan Pelanggan Tahunan (minimal 1x per tahun) 	<ul style="list-style-type: none"> Kualitas Produk Jasa Layanan Pelanggan 	Portfolio Roadmap
Customer	Reliance	<ul style="list-style-type: none"> Customer service Annual Customer Satisfaction Survey (at least 1x per year) 	<ul style="list-style-type: none"> Product quality Customer Service 	
Karyawan	Ketertgantungan, Kedekatan, Kewajiban	<ul style="list-style-type: none"> Pelaksanaan Sistem Manajemen Keselamatan dan Kesehatan Kerja Penyediaan fasilitas K3 Pelatihan K3 (minimal 1x per tahun) Forum Bipartit dengan Serikat Pekerja (minimal 1x per tahun) 	<ul style="list-style-type: none"> Keselamatan dan kesehatan kerja Praktik ketenagakerjaan Kesejahteraan Pelatihan dan pengembangan Lapangan pekerjaan 	Public Contribution Roadmap dan People Roadmap
Employee	Reliance, Closeness, Obligation	<ul style="list-style-type: none"> Implementation of Occupational Health and Safety Management System Provision of K3 facilities OHS training (at least 1x per year) Bipartite Forum with Trade Unions (at least 1x per year) 	<ul style="list-style-type: none"> Occupational Health and Safety Employment practices Well-being Training and development Job Creation 	

Ikhtisar Basis Identifikasi, Topik, dan Metode Pelibatan Pemangku Kepentingan [E.4][102-40][102-42][102-43][102-44]
Highlights of Stakeholder Identification Basis, Topics, and Methods of Stakeholder Engagement

Pemangku Kepentingan Stakeholder	Basis Penetapan Pemangku Kepentingan Basis for Stakeholder Determination	Metode Pelibatan & Frekuensi Pertemuan Engagement Method & Meeting Frequency	Isu Terkait Related Issue	Disajikan Dalam Laporan Ini Presented in This Report
Pemilik dan Investor	Pengaruh, Tekanan	<ul style="list-style-type: none"> Laporan per kuartal (4x per tahun) dan Laporan Tahunan (1x per tahun) Rapat Umum Pemegang Saham Tahunan (1x per tahun) 	<ul style="list-style-type: none"> Pelaksanaan tata kelola Manfaat finansial Manajemen risiko dan reputasi 	Tata kelola Astra dan Portofolio Roadmap
Owner and Investor	Impact, Pressure	<ul style="list-style-type: none"> Quarterly report (4x per year) and Annual Report (1x per year) Annual General Meeting of Shareholders (1x per year) 	<ul style="list-style-type: none"> Governance Implementation Financial benefits Risk and reputation management 	
Masyarakat dan Komunitas	Kedekatan, Perbedaan Pandangan, Tekanan	<ul style="list-style-type: none"> Program kehumasan (minimal 1x per tahun) Pelaksanaan program kontribusi sosial berkelanjutan Astra dan Grup Astra Press release mengenai kontribusi sosial berkelanjutan Astra (74 kali) Program kehumasan atau public events (19 kali) 	<ul style="list-style-type: none"> Program pendidikan, peningkatan kesejahteraan dan kesehatan Pengentasan kemiskinan Pengelolaan dampak lingkungan 	Public Contribution Roadmap
Society and Community	Closeness, Different Perspectives, Pressure	<ul style="list-style-type: none"> Public relations program (minimum 1x per year) Implementation of Astra and Astra Group's sustainable social contribution programs Press release on Astra's sustainable social contribution (74 times) Public relations program or public events (19 times) 	<ul style="list-style-type: none"> Education, welfare and health improvement programs Poverty alleviation Environmental impact management 	

Pertanyaan dan informasi lebih lanjut mengenai laporan ini dapat ditunjukkan kepada: [102-53]

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

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Lampiran

Appendix

DAFTAR PENGHARGAAN K3 | LIST OF OHS AWARDS

No.	Grup Bisnis Business Group	Nama Perusahaan/Cabang/Site/ Plant Company Name/Branch/Site/Plant	Nama Penghargaan Name of Awards (Januari - Desember 2021) (January - December 2021)	Pemberi Penghargaan Appreciator
1	Agribisnis Agribusiness	Karya Tanah Subur	Zero Accident	Disnaker Provinsi Provincial Representative of the Manpower Ministry
2	Agribisnis Agribusiness	Astra Agro Lestari 1 - Bhadra Cemerlang	Zero Accident	Disnaker Provinsi Provincial Representative of the Manpower Ministry
3	Agribisnis Agribusiness	Persada Dinamika Lestari	Zero Accident	Disnaker Provinsi Provincial Representative of the Manpower Ministry
4	Agribisnis Agribusiness	PLB1	Penghargaan Penegakan Protokol COVID COVID Protocol Enforcement Award	DLHK Department of Environment and Hygiene
5	Agribisnis Agribusiness	KTS-TPP3	Penghargaan Penegakan Protokol COVID dari PROV 2021 COVID Protocol Enforcement Award from PROV 2021	DLHK Department of Environment and Hygiene
6	Agribisnis Agribusiness	PLB1	Penghargaan Zero Accident Provinsi 2021 2021 Provincial Zero Accident Award	DLHK Department of Environment and Hygiene
7	Agribisnis Agribusiness	SLS	Penghargaan Pengendalian COVID-19 COVID-19 Control Award	Bupati Regent
8	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	ACSET - Workshop Jonggol	Zero Accident Award	KEMNAKER RI MINISTRY OF MANPOWER OF THE REPUBLIC OF INDONESIA
9	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	BINA PERTIWI	Best Vendor	PT Asahi Mas Flat Glass Tbk
10	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site ASTO	ESDM Award	Kementerian ESDM RI Ministry of Energy and Mineral Resources of the Republic of Indonesia
11	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site Rantau	Zero LTI Accident Award	Kemenaker Ministry of Manpower
12	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site SPUT	Zero LTI Accident Award	Kemenaker Ministry of Manpower
13	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site MASS	Zero LTI Accident Award	Kemenaker Ministry of Manpower
14	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site ASTO	Zero LTI Accident Award	Kemenaker Ministry of Manpower
15	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site PCNS	Zero LTI Accident Award	Kemenaker Ministry of Manpower

DAFTAR PENGHARGAAN K3 | LIST OF OHS AWARDS

No.	Grup Bisnis Business Group	Nama Perusahaan/Cabang/Site/ Plant Company Name/Branch/Site/Plant	Nama Penghargaan Name of Awards (Januari - Desember 2021) (January - December 2021)	Pemberi Penghargaan Appreciator
16	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site SJAL	Zero LTI Accident Award	Kemenaker Ministry of Manpower
17	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site INDE	Zero LTI Accident Award	Kemenaker Ministry of Manpower
18	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Kalimantan Prima Persada Site SJAL	Penghargaan program pencegahan HIV AIDS HIV AIDS prevention program awards	Kemenaker Ministry of Manpower
19	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT United Tractors Pandu Engineering	Penghargaan Kecelakaan NIHIL, Kabupaten Tabalong Kalimantan Selatan ZERO Accident Award, Tabalong Regency, South Kalimantan	Kemenaker RI Ministry of Manpower of the Republic of Indonesia
20	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT United Tractors Pandu Engineering	Penghargaan Kecelakaan NIHIL, Kabupaten Tabalong Kalimantan Selatan ZERO Accident Award, Tabalong Regency, South Kalimantan	Pemerintah Provinsi Kalimantan Selatan South Kalimantan Provincial Government
21	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT United Tractors Pandu Engineering	Penghargaan Program P2-HIV & AIDS di Tempat Kerja P2-HIV & AIDS Program Award in the Workplace	Pemerintah Provinsi Kalimantan Selatan South Kalimantan Provincial Government
22	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT United Tractors Pandu Engineering	Program Pencegahan dan Penanggulangan HIV-AIDS di tempat kerja dengan kategori GOLD HIV-AIDS Prevention and Control Program in the workplace with the GOLD category	Kemenaker RI Ministry of Manpower of the Republic of Indonesia
23	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site ABKL	Penghargaan Kecelakaan Nihil (Zero Accident Award) Zero Accident Award	Kementerian Ketenagakerjaan RI Ministry of Manpower of the Republic of Indonesia
24	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site ABKL	Penghargaan Kecelakaan Nihil (Zero Accident Award) Zero Accident Award	Gubernur Kalimantan Timur Governor of East Kalimantan
25	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site ABKL	Penghargaan Program Pencegahan dan Penanggulangan COVID-19 COVID-19 Prevention and Control Program Award	Kementerian Ketenagakerjaan RI Ministry of Manpower of the Republic of Indonesia
26	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site ABKL	Penghargaan Program Pencegahan dan Penanggulangan COVID-19 COVID-19 Prevention and Control Program Award	Gubernur Kalimantan Timur Governor of East Kalimantan
27	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site ADRO	Peran Aktif dalam Rangka Penanggulangan dan Pencegahan Virus COVID-19 di Kabupaten Tabalong Tahun 2021 Active in the Combating and Preventing the COVID-19 Virus in Tabalong Regency in 2021	Bupati Tabalong Regent of Tabalong
28	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site ADRO	Program P2HIV Aids di Tempat Kerja Kategori Gold P2HIV Aids Program in the Workplace Gold Category	Kementerian Ketenagakerjaan Republik Indonesia Ministry of Manpower of the Republic of Indonesia
29	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site BEKB	Nihil kecelakaan kerja 2020 2020 Zero Accident Award	Disnaker Municipal Representative of the Manpower Ministry

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Appendix

DAFTAR PENGHARGAAN K3 | LIST OF OHS AWARDS

No.	Grup Bisnis Business Group	Nama Perusahaan/Cabang/Site/ Plant Company Name/Branch/Site/Plant	Nama Penghargaan Name of Awards (Januari - Desember 2021) (January - December 2021)	Pemberi Penghargaan Appreciator
30	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site BAYA	Penghargaan Kecelakaan Kerja Nihil (Zero Accident Award)	Disnakertrans Municipal Representative of the Manpower Ministry and Transmigration
31	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site BAYA	Kontribusi dalam Pencegahan dan Pengendalian (P2) COVID-19 Contribution to COVID-19 Prevention and Control (P2)	Disnakertrans Municipal Representative of the Manpower Ministry and Transmigration
32	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site BPOP	Kontribusi dalam Pencegahan dan Pengendalian (P2) COVID-19 Contribution to COVID-19 Prevention and Control (P2)	Kementerian Kesehatan RI Ministry of Health of the Republic of Indonesia
33	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site BPOP	Kontribusi dalam Pencegahan dan Pengendalian (P2) COVID-19 Contribution to COVID-19 Prevention and Control (P2)	Dinas Kesehatan Kabupaten Berau Berau District Health Office
34	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site BRCB	Zero Accident Award	Disnaker Provinsi Kalimantan Timur Provincial Representative of the Manpower Ministry of East Kalimantan
35	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site INDO	Penghargaan Kecelakaan Nihil Zero Accident Award	Kementerian Ketenagakerjaan RI Ministry of Manpower of the Republic of Indonesia
36	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KIDE	Penerima Penghargaan Pengelolaan Standardisasi dan Usaha Jasa Pertambangan Mineral dan Batubara (Utama) Recipient of Standardization Management Award and Mineral and Coal Mining Services Business (Main)	Kementerian ESDM RI Ministry of Energy and Mineral Resources of the Republic of Indonesia
37	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KPCB	Penghargaan P2-HIV P2-HIV Award	Disnakertrans Municipal Representative of the Manpower Ministry and Transmigration
38	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KPCB	Kontribusi dalam Pencegahan dan Pengendalian (P2) COVID-19 Contribution to COVID-19 Prevention and Control (P2)	Disnakertrans Municipal Representative of the Manpower Ministry and Transmigration
39	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KPCB	Zero Accident Award	Disnakertrans Municipal Representative of the Manpower Ministry and Transmigration
40	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KPCS	Penerima Trofi Pengelolaan Standardisasi dan Usaha Jasa Pertambangan Mineral dan Batubara Recipient of Standardization Management Trophy and Mineral and Coal Mining Services Business	Kementerian ESDM RI Ministry of Energy and Mineral Resources of the Republic of Indonesia

DAFTAR PENGHARGAAN K3 | LIST OF OHS AWARDS

No.	Grup Bisnis Business Group	Nama Perusahaan/Cabang/Site/ Plant Company Name/Branch/Site/Plant	Nama Penghargaan Name of Awards (Januari - Desember 2021) (January - December 2021)	Pemberi Penghargaan Appreciator
41	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KPCS	Penerima Penghargaan Pengelolaan Standarisasi dan Usaha Jasa Pertambangan Mineral dan Batubara (Utama) Recipient of Standardization Management Award and Mineral and Coal Mining Services Business (Main)	Kementerian ESDM RI Ministry of Energy and Mineral Resources of the Republic of Indonesia
42	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site KPCS	Penghargaan Kecelakaan Nihil Zero Accident Award	Pemerintah Provinsi Kalimantan East Kalimantan Provincial Government
43	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Site TCMM	Zero Incident Award	Gubernur Prov Kalimantan Timur Governor of East Kalimantan Province
44	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Head Office	Penghargaan Mitra Bhakti Husada (MBH) 2021 Mitra Bhakti Husada (MBH) Award 2021	Kementerian Kesehatan RI Ministry of Health of the Republic of Indonesia
45	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT Pamapersada Nusantara - Head Office	Soebroto Award 2021	ESDM Ministry of Energy and Mineral Resources
46	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	Agincourt Resources	Penghargaan Emas Gold Award	Gubernur Sumatra Utara Governor of North Sumatra
47	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	PT ASMIN BARA BRONANG	Penghargaan Nihil Kecelakaan Zero Accident Award	Disnaker Kapuas, Kalteng Kapuas, Central Kalimantan Municipal Representative of the Manpower Ministry
48	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Adaro	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
49	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Cabang Banjarmasin	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
50	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Batulicin	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
51	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Satu	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
52	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Rantau	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
53	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Tenggarong	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
54	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Loajanan Sanga	Zero Accident	Kementrian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration

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No.	Grup Bisnis Business Group	Nama Perusahaan/Cabang/Site/ Plant Company Name/Branch/Site/Plant	Nama Penghargaan Name of Awards (Januari - Desember 2021) (January - December 2021)	Pemberi Penghargaan Appreciator
55	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Cabang Balikpapan	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
56	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Bengalon	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
57	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Bontang - Tandung Mayang District Indomenco	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
58	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Muara Lawa	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
59	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Berau	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
60	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Cabang Makassar	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
61	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Sorowako	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
62	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Cabang Padang	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
63	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Cabang Palembang	Zero Accident	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
64	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Adaro	AIDS AWARD	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
65	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Berau	AIDS AWARD	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
66	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Batukajang	AIDS AWARD	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
67	Alat Berat, Pertambangan, Konstruksi, dan Energi Heavy Equipment, Mining, Construction, and Energy	United Tractors - Site Tenggarong	AIDS AWARD	Kementerian Tenaga Kerja & Transmigrasi Ministry of Manpower & Transmigration
68	Otomotif Automotive	AI DSO MANADO MARTADINATA	Penghargaan K3 Kategori Zero Accident Tingkat Propinsi Provincial OHS Award, Zero Accident Category	Disnaker Provinsi Sulut North Sulawesi Provincial Representative of the Manpower Ministry
69	Otomotif Automotive	AI DSO MAKASSAR URIP	Penghargaan K3 Kategori Zero Accident Tingkat Provinsi Provincial OHS Award, Zero Accident Category	Disnaker Provinsi Sulut North Sulawesi Provincial Representative of the Manpower Ministry

DAFTAR PENGHARGAAN K3 | LIST OF OHS AWARDS

No.	Grup Bisnis Business Group	Nama Perusahaan/Cabang/Site/ Plant Company Name/Branch/Site/Plant	Nama Penghargaan Name of Awards (Januari - Desember 2021) (January - December 2021)	Pemberi Penghargaan Appreciator
70	Otomotif Automotive	AI DSO MAKASSAR URIP	Penghargaan K3 Kategori SMK3 Tingkat Propinsi OHS Award for Provincial Level SMK3 Category	Disnaker Provinsi Sulut North Sulawesi Provincial Representative of the Manpower Ministry
71	Otomotif Automotive	AI DSO MAKASSAR URIP	Penghargaan K3 Zero Accident Tingkat Nasional National Level Zero Accident K3 Award	Disnaker Provinsi Sulut North Sulawesi Provincial Representative of the Manpower Ministry
72	Otomotif Automotive	HSO Sulawesi Selatan	Bulan K3 Nasional National OHS Month	Disnaker Provinsi Sulsel South Sulawesi Provincial Representative of the Manpower Ministry
73	Otomotif Automotive	HSO Sulawesi Selatan	Bulan K3 Nasional National OHS Month	Disnaker Provinsi Sulsel South Sulawesi Provincial Representative of the Manpower Ministry
74	Otomotif Automotive	HSO Sulawesi Selatan	Bulan K3 Nasional National OHS Month	Disnaker Provinsi Sulsel South Sulawesi Provincial Representative of the Manpower Ministry
75	Otomotif Automotive	HSO Sulawesi Selatan	Bulan K3 Nasional National OHS Month	Disnaker Provinsi Sulsel South Sulawesi Provincial Representative of the Manpower Ministry
76	Otomotif Automotive	PT. Aisin Indonesia - Cikarang	Safety	Toyota Indonesia
77	Otomotif Automotive	PT Aisin Indonesia - Cikarang	BEST SAFETY PERFORMANCE	Toyota Indonesia
78	Otomotif Automotive	PT Aisin Indonesia Automotive	ANUGERAH BAPETEN 2021	BAPETEN
79	Otomotif Automotive	PT DENSO INDONESIA	Safety Achievement Appreciation	HINO
80	Otomotif Automotive	PT EVOLUZIONE TYRES	Zero Accident Award	Disnaker Provinsi Jawa Barat West Java Provincial Representative of the Manpower Ministry
81	Otomotif Automotive	PT TD AUTOMOTIVE COMPRESSOR INDONESIA	Zerro Accident Award	Kementerian Tenaga Kerja Ministry of Manpower
82	Otomotif Automotive	PT TD AUTOMOTIVE COMPRESSOR INDONESIA	Pencegahan COVID di tempat Kerja Prevention of COVID at Work	Kementerian Tenaga Kerja Ministry of Manpower
83	Otomotif Automotive	PT TD AUTOMOTIVE COMPRESSOR INDONESIA	P2K3 Terbaik ke-2 Se-Jawa Barat 2 nd Best P2K3 in West Java	Gubernur Jawa Barat Governor of West Java
84	Infrastruktur Infrastructure	ASTRA Tol Nusantara	WISCA Award	WSO
85	Infrastruktur Infrastructure	PT MARGA HARJAYA INFRASTRUKTUR	Zerro Accident	Gubernur Provinsi Jawa Timur Governor of East Java
86	Infrastruktur Infrastructure	PT PELABUHAN PENAJAM BANUA TAKA	Zero Accident 2021	Kementerian Tenaga Kerja dan Transmigrasi Ministry of Manpower and Transmigration

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INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of PT Astra International Tbk

Introduction and objectives of work

Bureau Veritas Indonesia (Bureau Veritas) has been engaged by PT Astra International Tbk to provide limited assurance of its Sustainability Report. Bureau Veritas UK Ltd. conducted this work along with Bureau Veritas Indonesia. This Assurance Statement applies to the related information included within the scope of work described below.

Selected information

The scope of our work was limited to assurance over data and information included in the Sustainability Report ('the Report') for the period January 1, 2021 to December 31, 2021 (the 'Selected Information'):

- Data and text included in the Report for the calendar year 2021, include of PT Astra International Tbk's 2021 sustainability performance, Portfolio-People-Public Contribution, which is primarily related to the Strategic Triple-P Roadmap and its contribution to the relevant UN Sustainable Development Goals (SDGs), while elevating the capability of PT Astra International Tbk's subsidiary companies using Astra Green Company (AGC) and Astra Friendly Company (AFC) guideline;
- Assessment of the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported, include of assessing the sustainability performance matrix form developed by PT Astra International Tbk for their subsidiary companies;
- Alignment of the reported data and information to the requirements of the Global Reporting Initiative ('GRI') Standards 'core' option level and the corresponding GRI index;
- Evaluation of the Report against the requirements of the International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015); and
- Evaluation of the Report against the requirements of the Indonesian Financial Services Authority 16/SEOJK.04/2021.

Reporting criteria

The Selected Information needs to be read and understood together with the GRI Sustainability Reporting Standards and The Greenhouse Gas (GHG) Protocol Corporate Accounting Standard (revised edition) for GHG data. Further, other performance and information has been prepared in accordance with the Indonesian Financial Services Authority 16/SEOJK.04/2021 regarding annual report format for listed companies.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities and claims that relate to PT Astra International Tbk e.g. sustainability performance, Portfolio-People-Public Contribution outside the defined verification period;
- Positional statements (expressions of opinion, belief, aim or future intention by PT Astra International Tbk) and statements of future commitment;
- Historic information which was unchanged from previous years;

- Financial data which is audited by an external financial auditor, including but not limited to any statements relating to tax, sales, and financial investments;
- Appropriateness of commitments and objectives chosen by PT Astra International Tbk;
- Determination of which, if any, recommendations by Bureau Veritas during the course of the engagement should be implemented by PT Astra International Tbk;
- Selection of the external stakeholders to be interviewed during the assurance; which was done by PT Astra International Tbk;
- Appropriateness of definitions and any internal reporting criteria adopted by PT Astra International Tbk for its disclosures; and
- Other information included in the Report other than scope defined above.

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of PT Astra International Tbk.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of PT Astra International Tbk.

Assessment Standard

We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

Summary of work performed

As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Selected Information;
2. Conducted interviews with relevant PT Astra International Tbk personnel, at various levels throughout the organisation and responsible for content included in the Report;
3. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
4. Reviewing documentary evidence provided by PT Astra International Tbk;
5. Agreeing a selection of the Selected Information to the corresponding source documentation;
6. Reviewing PT Astra International Tbk systems for quantitative data aggregation and analysis;

7. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information;
8. Conducted virtual data audits for 8 subsidiaries - PT Astra Agro Lestari Tbk, PT Federal International Finance, PT Kalimantan Prima Persada, PT Astra Otoparts Tbk, PT Pamapersada Nusantara, PT Serasi Autoraya, PT Menara Astra, PT Astra International Tbk – Toyota Sales Operation; and
9. Reviewed a sample of the Selected Information to the corresponding source documentation such as electricity bills, coal bills, scanned original copy of certifications, photographs of the community events and employee activities;

Conclusion

On the basis of our methodology and the activities described above nothing has come to our attention to indicate that:

- The Selected Information is not fairly stated in all material aspects;
- The Report does not provide a fair representation of PT Astra International Tbk's activities over the reporting period;
- The information is not presented in a clear, understandable and accessible manner, that allows readers to form a balanced opinion over PT Astra International Tbk's performance and status during the period 1st of January – 31st December 2021;
- The Report does not adhere to the principles of inclusivity, materiality, responsiveness and impact as per the International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015);
- The Report does not adhere to the requirements of Indonesian Financial Services Authority 16/SEOJK.04/2021; and
- The underlying systems and processes for the collection, aggregation and analysis of the Selected Information are not appropriate

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified¹ Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)², across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with PT Astra International Tbk.

¹ Certificate of Registration FS 34143 issued by BSI Assurance UK Limited

² International Federation of Inspection Agencies – Compliance Code – Third Edition

Additional commentary

Based on the work conducted, we recommend PT Astra International Tbk to consider the following:

- PT Astra International Tbk has calculated the GHG emissions for scope 1 and scope 2 based on GHG Protocol, however scope 3 is considered to be reported in the next reporting period.
- PT Astra International Tbk should work towards improving their environmental performance, particularly the water intensity. Calibrated water meter should be used for consistency and accuracy of the measurement.
- PT Astra International Tbk should work towards improving their data collection system. A programmatic and/or digitalized system could be considered to minimize the human error because of using manual excel form.

Evaluation against Global Reporting Initiative (GRI) Standard Sustainability Reporting Guidelines

Bureau Veritas undertook an evaluation of PT Astra International Tbk's Report against the GRI Standard Sustainability Reporting Guidelines. This included cross checking the GRI index table against all the reference documents to provide an opinion on the self-declared GRI application level.

Based on our work, it is our opinion that the report has been prepared in accordance with the GRI Standard Reporting Framework including appropriate consideration of the Reporting Principles and necessary indicators to meet the 'in accordance – core' requirements of GRI Standard.

Christopher Murray

Country Chief Executive - Indonesia

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Ph. +62 21 53 666 861 Fax. +62 21 53 666 870
March 25th 2022

Ref: BV_PT Astra International Tbk
JDE0870_20220324



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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						
5	Laporan ini layak/dapat dipertanggungjawabkan This report is credible enough						

SS = Sangat Setuju
SA = Strongly Agree

S = Setuju
A = Agree

RR = Ragu-ragu
SD = Somewhat Disagree

TS = Tidak Setuju
D = Disagree

STS = Sangat Tidak Setuju
SD = Strongly Disagree

Informasi yang menarik adalah: Most interested information is (are):	Informasi yang kurang menarik adalah: Least interested information is (are):
a.	a.
b.	b.
c.	c.
Saran dan/atau kritik mengenai isi, desain, layout dan lain-lain. Comments on content, design, layout, etc.	Informasi yang dapat ditambahkan: Any additional comments:
a.	a.
b.	b.
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Masyarakat | Community

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Lembar umpan balik juga dapat diakses melalui QR code berikut. Feedback form can be access via the following QR code.

Terima kasih atas kesediaan Bapak/Ibu untuk meluangkan waktu dalam mengisi *feedback form* ini. Mohon agar formulir ini dapat dikirim kepada kami. I Thank you for your time provided to fill in this feedback form. Please send this form back to us:

PT Astra International Tbk [102-53]

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2021 Laporan Keberlanjutan
Sustainability Report

Memberdayakan Anak Bangsa Dalam Perjalanan Transisi

Empowering Communities in a Journey of Transition



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